



**San José State**  
UNIVERSITY

Academic Senate Office

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**SS-F98-1**

At its meeting of November 30, 1998, the Academic Senate approved the following Sense of the Senate Resolution presented by Annette Nellen for the Executive Committee.

**SENSE OF THE SENATE RESOLUTION  
ON THE COLLECTIVE BARGAINING IMPASSE**

- WHEREAS, The 1997 CSU Cornerstones Report includes as one of its recommendations a "commitment to a systemwide faculty development and reinvestment plan, including steps to define and address the faculty salary gap, investment in faculty reinvestment and development, improvement of the faculty role in shared governance, strengthening the diversity of the faculty ..."
- WHEREAS, CSU faculty hiring needs will greatly increase within the next decade due to faculty retirements and an expected increase of 100,000 full-time-equivalent students by 2010 (source: Cornerstones Report, page 21).
- WHEREAS, The CSU faculty gap adversely impacts morale and the ability of the CSU to hire and retain highly qualified faculty, thus imperiling the ability of the CSU to achieve the principles laid out in the Cornerstones Report as part of the system's strategic plan.
- WHEREAS, CSU campuses located in areas with a high cost-of-living face even greater challenges in retaining and recruiting quality faculty (a situation recently addressed via a housing stipend for CSU Presidents in high-cost-of-living locations).
- WHEREAS, Merit pay plans serve to reward outstanding or meritorious performance and do not serve to resolve a salary gap for all faculty.
- WHEREAS, An impasse has been declared in the bargaining between the CSU administration and the CFA.
- RESOLVED: That the San Jose State University Academic Senate calls on the CSU administration and the CFA to
- (1) commit in writing to close the faculty salary gap over the next two years;
  - (2) provide an SSI for all eligible faculty at 2.4%;
  - (3) commit to a plan to consider also in future compensation discussions (a) the compensation inequities presented by the large and increasing workload responsibilities of CSU faculty relative to comparable universities, and (b) the higher cost-of-living in some CSU campus locations;
  - (4) provide that merit pay and salary increases under the contract be retroactive to July 1, 1998;
  - (5) reach agreement quickly on a new and fair merit pay plan;
  - (6) bring the negotiations to a speedy and fair conclusion; and be it further

RESOLVED: That this resolution be communicated directly to the Chancellor, the CSU Trustees, the statewide Academic Senate, each CSU campus Academic Senate, and the CFA.