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**THE EXECUTIVE COMMITTEE**

15-16 BEC 10

April 5, 2016

**TO:** The Academic Senate

**FROM:** The Executive Committee of the Academic Senate

**SUBJECT:** 15-16 BEC 10: Resolution in Support of CFA Call for Strike

**PURPOSE:** For adoption by the Academic Senate

**ACTION REQUESTED:** That the Academic Senate of California State University East Bay supports CFA's call for a strike to take place on all 23 CSU campuses on April 13-15 and 18-19, if the Administration fails to come to an agreement with CFA on Faculty salary.

**BACKGROUND INFORMATION:**

At its meeting on March 29, 2016, the Executive Committee voted to send the attached resolution to the Academic Senate. At its meeting on April 5, 2016, the Academic Senate voted to adopt the attached resolution.

**California State University East Bay Academic Senate**

**Resolution in Support of the California Faculty Association's (CFA) Call for a Strike**

**WHEREAS:** The AAUP Principles on Academic Freedom and Tenure state that the academy should offer Faculty “a sufficient degree of economic security to make the profession attractive to men and women of ability:” and,

**WHEREAS:** Faculty are essential for carrying out the core mission of the CSU, which is to provide quality education for our students; and,

**WHEREAS:** There has not been a significant general salary increase for CSU Faculty since 2007, when most of a promised 11% salary increase for CSU Faculty was canceled, and a 9.3% furlough pay cut was instituted in 2009; and,

**WHEREAS:** The average CSU faculty salary is \$45,000 a year and \$63,000 a year when adjusted for full-time equivalence; and,

**WHEREAS:** In 2015 the CSU received an increase from the state of \$216 million in addition to its regular \$5 billion operating budget, more than enough to fund CFA's bargaining proposal of a 5% raise, without increasing student fees; and,

**WHEREAS:** More than 30 state legislators have sent letters to CSU Chancellor White calling on him to come to a timely agreement that fairly compensates the Faculty; now, therefore, be it

**RESOLVED:** That the Academic Senate of California State University East Bay supports CFA's call for a strike to take place on all 23 CSU campuses on April 13-15 and 18-19, if the Administration fails to come to an agreement with CFA on Faculty salary.

Sources:

[http://www.calfac.org/sites/main/files/file-attachments/on\\_csu\\_exec\\_pay\\_july\\_2015.pdf](http://www.calfac.org/sites/main/files/file-attachments/on_csu_exec_pay_july_2015.pdf)

<https://academeblog.org/2016/02/18/support-growing-for-potential-cfa-strike/>

<http://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure>