



THE CALIFORNIA STATE UNIVERSITY
OFFICE OF THE CHANCELLOR

BAKERSFIELD

April 23, 2001

CHANNEL ISLANDS

CHICO

Dear Editor:

DOMINGUEZ HILLS

FRESNO

As the California State University begins its contract negotiations with the California Faculty Association, we look forward to constructive conversations about the many issues that affect CSU faculty and students and the high quality of education at the CSU.

FULLERTON

HAYWARD

The CSU recognizes how dedicated our faculty are to students. As a teaching institution, there is less of a focus on research so that CSU faculty can spend more time teaching students. CSU's appreciation for faculty is demonstrated by the fact their average annual salary of \$72,000 is 20 percent higher than the national average. Over the past four years, the CSU faculty salary increases total 23.5 percent compared to the national average of 14.9 percent. Just last year, the CSU increase was six percent compared to the national average of 3.5 percent, and the CSU is asking for another six percent increase this year. This may be a factor in why only about one percent of tenure track faculty choose to leave the CSU for another position annually.

HUMBOLDT

LONG BEACH

LOS ANGELES

MARITIME ACADEMY

MONTEREY BAY

NORTHRIDGE

The CSU has made instruction of students a priority, and spends less on administration compared to other comparable national universities. The latest data from the U.S. Department of Education is from the 1995/96 year and shows that universities on average spend 32 percent of their budget instructors' compensation, compared to 41 percent at the CSU in the current year. Likewise, the cost of instruction, academic support, student services and maintenance of facilities account for 75 percent of the CSU expenditures, compared to the national average of 51 percent.

POMONA

SACRAMENTO

SAN BERNARDINO

SAN DIEGO

SAN FRANCISCO

Considering the CSU's significantly increasing enrollment, it is fortunate that the CSU budget has increased by \$843 million over the past three years. Much of that has been spent on hiring new tenure-track faculty. You may hear union activists claim that only one tenure track position has been added in the last five years. However, the fact is that the more than 2,300 tenure track faculty hired over the past five years has helped maintain our low 18:1 student faculty ratio, which keeps CSU class sizes small.

SAN JOSE

SAN LUIS OBISPO

SAN MARCOS

SONOMA

STANISLAUS

(over)

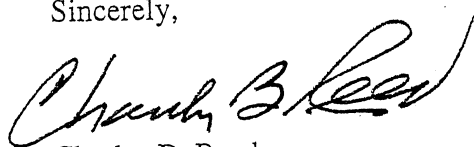
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One of the issues you will hear about as the negotiations continue is the Faculty Early Retirement Program (FERP), through which CSU faculty can choose to ease into retirement. There are about 1,000 faculty in the program systemwide, and in many cases, these faculty teach half as much and actually earn more than before they retired. It is a very popular faculty benefit. Ten percent of CSU tenured faculty are in this program and over the past several years, half of retiring faculty have entered the program. However, it also prevents the CSU from hiring full-time tenure track replacements and causes the CSU to hire one or two part-time faculty replacements to ensure that students have access to the courses they need and the small class sizes they expect.

Many such issues in the bargaining are complex and can be misinterpreted. However, be assured the CSU realizes that there is no more important factor in the quality of our students' education than the quality of the faculty. That is why we are so proud of the high quality of our faculty and will continue to work very hard to support their dedication to students.

With kind regards,

Sincerely,



Charles B. Reed
Chancellor

CBA/ks