

**RESOLUTION TO RESTORE SUMMER PAY TO FACULTY WHO
COMPLETED INSTRUCTIONAL WORK IN SUMMER 2004**

SOURCE: CFA FULLERTON CHAPTER BOARD

(1) Resolved: That CSUF President Gordon pay back the 15% reduction in salary that was implemented in March 2004 to all faculty who completed direct instructional work in Summer 2004;

(2) Resolved: That CSUF President Gordon pay an indirect instructional payment in the amount of \$150 per each unit of direct instructional work to all faculty who taught in Summer 2004.

Rationale for Resolve #1: At the request of President Gordon, the CFA Fullerton Chapter Board agreed in good faith in March 2004 to accept a 15% pay cut for summer session 2004 in order to mitigate the impact of the anticipated budget cuts for CSUF in the 2004-05 academic year. However, the **Special Investigation (Report Number 04-91) issued on October 11, 2006 by the CSU Board of Trustees** clearly revealed that there were surplus funds over the three year period from 2003, 2004 and 2005. In order to restore credibility and trust between the faculty and CSUF administration, it is only fair and equitable to reimburse faculty for this salary cut. No other personnel employed by CSUF took any pay cut. Access to accurate and timely budget information from BFA might have prevented this situation.

Rationale for Resolve #2: CSU and CFA agreed in 2005 to pay faculty an indirect instructional payment in the amount of \$150 per each unit of direct instructional work performed.