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Whereas the Board of Trustees recognizes the importance of competitive salaries in attracting desirable candidates for critical employee positions within the District,

And whereas, in light of this realization, the Board of Trustees has taken steps to raise the salary range of the Chancellor of the District by over 15 % to ensure that it is comparable to those offered by competitive districts as the District seeks a new Chancellor

And whereas the District's own comparability study on faculty salary ranks the District as lowest when compared with the same Districts used to determine comparability for the salary range of the Chancellor

And whereas the District has graciously committed itself to hire over eighty faculty members before the end of this academic year with a employment start date of Fall 2016,

And whereas surrounding Districts will also be engaged in hiring comparable numbers of new faculty from the same candidate pool as will our District,

And whereas qualified candidates will with certainty have an awareness of the salaries offered by competitive districts and the economic loss incurred by accepting a position within our District,

Resolved that the Faculty Senate implores the District to readily take action to dramatically increase the competitiveness of our salaries before our hiring begins lest we place ourselves, and the future of our District, at a serious disadvantage.

Time is of the essence.