We are acutely aware of serious compensation challenges for faculty created by years of budget shortfalls. I wanted to inform you of steps that have been taken and efforts we are pursuing as a campus to address them.

Key Points

- Last year, about $5.4 million was added to CSULB full and part-time faculty salaries based on contractual and campus-based compensation increases.
- This year, the CSU Chancellor’s Office (CO) has not yet reached agreement with the California Faculty Association (CFA) regarding compensation increases.
- The main means of raising CSULB faculty salaries is increases negotiated with the faculty union and funded with system-wide resource allocations; the campus has no control over this process.
- Campus-based means of raising CSULB faculty salaries (“market” and “equity”) may be authorized by the president but depend upon available campus resources, which are limited.
- This year, the President has approved another campus equity program for faculty and staff.

Background

Our serious compensation challenges for faculty have arisen from several factors – most importantly, years of budget shortfalls that provided for little or no compensation increases for current faculty.

In addition, success in attracting new faculty sometimes has required salary offers that were higher than salaries of continuing faculty, creating “compressions” and “inversions.”

Finally, the absence of any merit provision in the faculty Collective Bargaining Agreement (CBA) prevents our campus from recognizing with compensation many outstanding contributions of faculty (more below on this).
**Recent Increases**
Last year’s Collective Bargaining Agreement with CFA provided for $4.2 million in increases for CSULB full and part-time faculty. That agreement included provisions for system-wide equity increases and provided very specific parameters to determine amounts per faculty. Increases ranged from 1.6% up to about 4.6% and were implemented last spring.

Also last spring, President Conoley authorized a campus-based equity program and about $1.1 million in salary and benefits were added to faculty paychecks. Increases were aimed at faculty who were well below average salaries for respective ranks and colleges. A final “rank inversion correction” program was delayed until after promotion salaries were in the payroll system and will be implemented this fall.

After this last step is completed, about $5.4 million will have been added to CSULB full and part-time faculty salaries in the past year.

**Current Situation**
At this writing, the CSU Chancellor’s Office (CO) has reached agreement regarding compensation with all staff unions, but not with the California Faculty Association (CFA). As a result, funds for proposed increases for faculty have been held by the CO and not released to campuses. All of the staff collective bargaining agreements contain so-called “Me Too” clauses that would trigger additional staff increases if CSU faculties receive an increase larger than 2%. Campuses do not participate in negotiations between the CO and CFA and so we must await final agreement.

**Upcoming Plans**
This fall, the Resource Planning Process Committee has recommended and the President has approved additional campus equity programs for faculty and staff, with funding for salary and benefits at about $1.4m, with 60% devoted to faculty. I have proposed to our local CFA representative an equity plan prioritizing increases to faculty whose salaries are lower than a reasonable expectation, given respective departments, ranks, and years of service in rank.

**Types of Compensation Increases**
The collective bargaining agreement with CFA provides for only three means of increasing faculty salaries.

*Negotiated:* The primary mechanism is salary increases negotiated between the union and the CO; at the campus level we have no control over those negotiations.

*Market:* The contract describes a process for applying for a *market* increase that begins with a department-based review that is later forwarded to the provost’s office. Market requests may be based on either letters of offer from another employer or “other documentation.” However, no standards for “other documentation” are specified in the contract.
**Equity:** The contract describes a process for *equity* increases that involves consultation with the local chapter of the CFA regarding procedures and criteria. This was the mechanism used last spring and the mechanism that we hope to use to make progress this year.

**Merit:** There is currently *no* provision within the faculty CBA for merit increases. My office has on several occasions found it difficult to explain to faculty that there is no provision for recognizing merit in the collective bargaining agreement. In decades past the CSU did have forms of merit (Meritorious Performance and Professional Promise and Faculty Merit).

With the exception of the salary enhancement that accompanies promotion, the only opportunity to recognize faculty for meritorious contributions is a temporary Grant Related Instructional Faculty (GRIF) appointment. The GRIF is a temporary classification change for faculty members with an extraordinary level of externally funded scholarship. The agreement limits the system-wide number of GRIF appointments to 100 (or for CSULB approximately 8% of the system).

**Summary**

I am acutely aware of the compensation challenges on our campus created by years of budget shortages and difficulties in recognizing exceptional merit. I have spent a great deal of time this fall searching for mechanisms and funding to address these situations, and I do expect to announce an equity program as soon as I complete my consultation with our local CFA representatives. Further, the President has asked me to continue seeking additional ways to recognize meritorious contributions.

Thank you for all that you do to make The Beach a unique place of accomplishment and opportunity.

Go Beach!