

## **CFA Proposal for San Diego State Equity program**

*December 19, 2014*

The goal of this SDSU Equity program proposal is to begin to address the problems of inversion and compression within the faculty salary structure. Under this proposal, faculty members would accrue points based on whether they meet certain criteria. The points and resulting salary adjustments would target those faculty members most directly affected by inversion and compression.

Each point would have an assigned value. For example, each point could equal a 5% base salary increase; under this scenario, a faculty member who has accrued 1.65 points would receive a base salary increase of 8.25%. If each point were equal to a 4% base salary increase, 1.65 points would translate to a 6.6% base salary increase. Each faculty member could accrue up to a total of three points.

The number of points accrued by each faculty member is the sum of the points accrued in Categories 1, 2 and 3. Category 1 rewards longevity in the university and is designed to address both compression and inversion. Categories 2 and 3 target inversion affecting tenure-track faculty members and temporary faculty members, respectively.

Equity increases are increases to base salary.

Tenure-track faculty member refers to any tenured or probationary faculty member, including instructional faculty, Counselors, and Librarians.

Temporary faculty member includes any Lecturer, Coach, Counselor or Librarian who is serving in a temporary appointment for a specified period of time.

Average base salary refers to AY Equivalent Full Time Salary.

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### **Category 1: To address salary compression and salary inversion (all faculty members)**

*Each faculty member can earn up to a maximum of one point in Category 1.*

Each faculty member will receive .05 points for each year of service (up to 1 point).

### **Category 2: To address salary inversion (for tenure-track faculty members)**

*Tenure-track faculty members can earn up to two points in Category 2.*

1 point for each tenure-track faculty member hired before 2000, and who is earning less than 110% of the average base salary of tenure-track faculty members of the same or lesser rank, in the same department, hired from 2000-2004.

1 point for each tenure-track faculty member hired before 2000, and who is earning less than 120% of the average base salary of tenure-track faculty members of the same or lesser rank, in the same department, hired from 2005-2009.

1 point for each tenure-track faculty member hired before 2000, and who is earning less than 125% of the average base salary of tenure-track faculty members of the same or lesser rank, in the same department, hired from 2010-2014.

1 point for each tenure-track faculty member hired from 2000-2004, and who is earning less than 110% of the average base salary of tenure-track faculty members of the same or lesser rank, in the same department, hired from 2005-2009.

1 point for each tenure-track faculty member hired from 2000-2004, and who is earning less than 120% of the average base salary of tenure-track faculty members of the same or lesser rank, in the same department, hired from 2010-2014.

1 point for each tenure-track faculty member hired from 2005-2009, and who is earning less than 110% of the average base salary of tenure-track faculty members of the same or lesser rank, in the same department, hired from 2010-2014.

**Category 3: To address salary inversion (for temporary faculty members)**

*Temporary faculty members can earn up to two points in Category 3.*

1 point for each temporary faculty member hired before 2000, and who is earning less than 110% of the average base salary of temporary faculty members, in the same department, hired from 2000-2004.

1 point for each temporary faculty member hired before 2000, and who is earning less than 120% of the average base salary of temporary faculty members, in the same department, hired from 2005-2009.

1 point for each temporary faculty member hired before 2000, and who is earning less than 125% of the average base salary of temporary faculty members, in the same department, hired from 2010-2014.

1 point for each temporary faculty member hired from 2000-2004, and who is earning less than 110% of the average base salary of temporary faculty members, in the same department, hired from 2005-2009.

1 point for each temporary faculty member hired from 2000-2004, and who is earning less than 120% of the average base salary of temporary faculty members, in the same department, hired from 2010-2014.

1 point for each temporary faculty member hired from 2005-2009, and who is earning less than 110% of the average base salary of temporary faculty members, in the same department, hired from 2010-2014.