CSU Management Says: We are committed to investing in employees. Faculty received a 1.34% raise in 2013-14 and either 1.6% or 4.6% in 2014-15.

Fact: Faculty did receive a 1.34% raise in 2013-14, but **1.34% is less than the increase in inflation from the previous year**, and does little to exhume faculty wages from the depths of depreciation incurred over the last decade. In their own budget, management describes this raise as “minimal” for faculty, who had not received raises for “several years.” The administration touts the fact that some faculty received as much as 4.6% in 2014-15, while failing to mention that this money only went to egregiously underpaid faculty.

CSU Management Says: Faculty continue to receive additional promotional salary increases, range elevations, and market increases. Forty-five percent of promoted faculty members receive more than a 7.5% increase.

Fact: Only 830 full-time employees were promoted effective fall 2013, meaning 450 of them got exactly 7.5% – which is the minimum required by the contract. The CSU neglects to provide comparable data for Lecturers, who account for the majority of instructional faculty. But here’s the real twist: due to faculty being low-balled at the time of hire and subsequent years of salary stagnation, **many faculty are so far below the salary minimum that 7.5% is not enough for them to reach the starting salary for their new rank.** Thus, the fact that some received 7.5% is not attributable to the generosity of the administration.

CSU Management Says: We invest $108,000 in benefits and compensation for each new faculty hire.

Fact: How many times should we split the hair for that generous figure to ring true? We estimate that faculty would have to earn at least $77,000 in salary per year for their total compensation package to be worth $108,000. **This surely cannot include the largest group of faculty—Lecturers—who, as of May 2015, boasted an average salary of less than $28,000 per year, with some not even qualifying for health or pension benefits.**
CSU Management Says: 84% of the total CSU operating budget is committed to compensation and benefits.

**Fact:** If this were true, faculty compensation would look much different. According to the Governor’s 2015-16 Budget, CSU salaries and benefits total $4.0 billion, which accounts for 56% of the net operating budget (this is the total budget minus student financial aid commitments). Notably, this figure includes everyone – not just faculty. **We estimate that faculty wages and benefits alone account for approximately 27 percent of the net operating budget.**

CSU Management Says: The CSU has more faculty than ever.

**Fact:** Low-wage, temporary faculty that is. Over the last decade, faculty numbers have grown only because of an explosion in temporary appointments, which increased by more than 46%. **System-wide, the number of permanent faculty decreased by 3%**. As was demonstrated in the third and fourth Race to the Bottom papers, this fast-food model of faculty staffing threatens the livelihood of our educators and the quality of education for students.

CSU Management Says: 56% of all teaching faculty are tenure-track based on full-time equivalents.

**Fact:** Sure, from a budgeting perspective. However, if we are concerned with “investing” in quality faculty members and ensuring students have access to quality education, headcount is the more appropriate measure. Fifty-eight percent of instructional faculty members are Lecturers, a figure that has mushroomed over the last decade. **Management’s failure to invest in permanent faculty reduces valuable mentorship opportunities and forces some faculty to work second and third jobs.**

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The California Faculty Association released a series of papers this spring examining the CSU administration’s priorities in recent years and the impact on students and faculty.

The “Race to the Bottom” series features research on:

- “The CSU’s 10-year Failure to Fund its Core Mission”
- “Salary, Staffing Priorities and the CSU’s 1%”
- “Losing Ground and Losing Faith”
- “The Price Students Pay”

Download and read the series: [www.calfac.org/race-to-the-bottom](http://www.calfac.org/race-to-the-bottom)