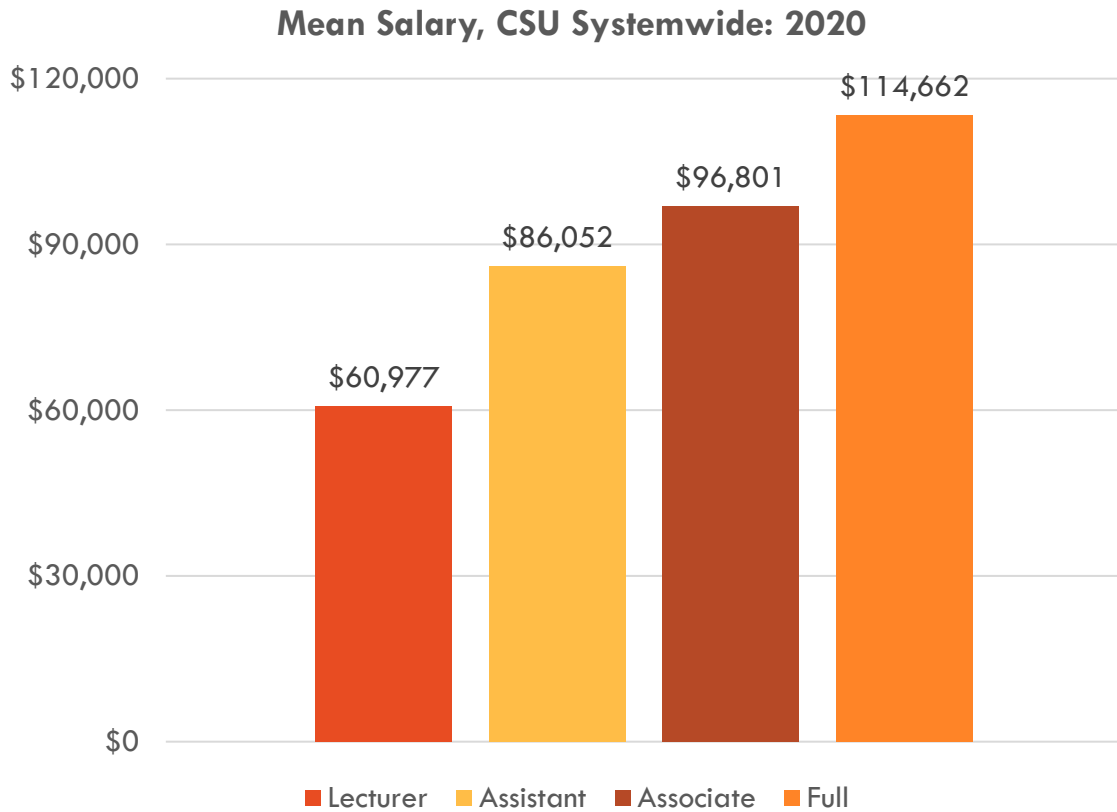
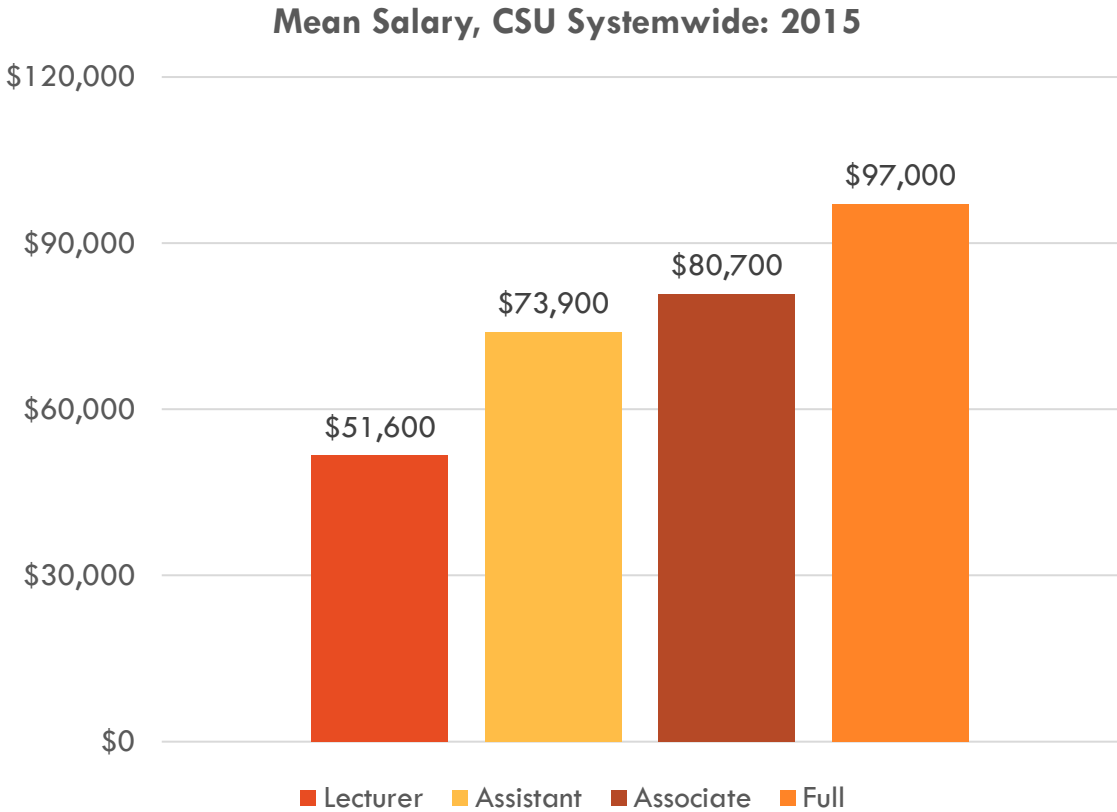


REGARDING SALARY

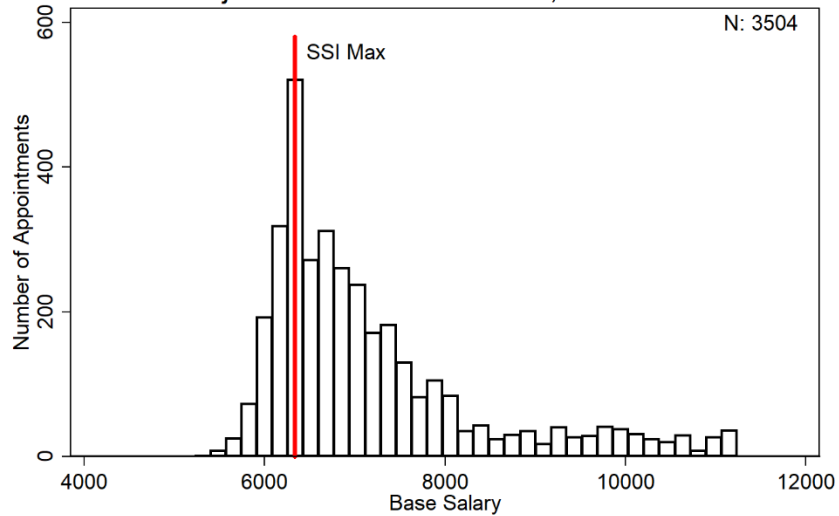
MAY 2021

CHANGES TO AVERAGE SALARY: 2015 AND 2020

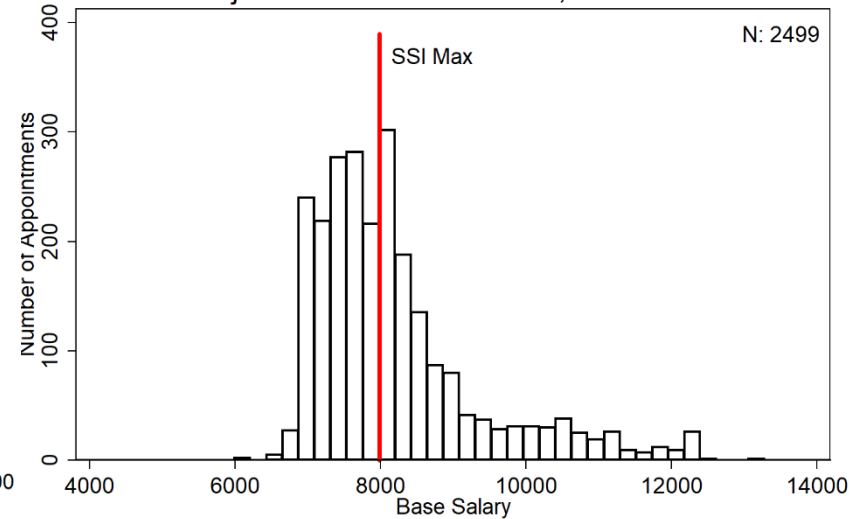


DISTRIBUTION OF SALARY

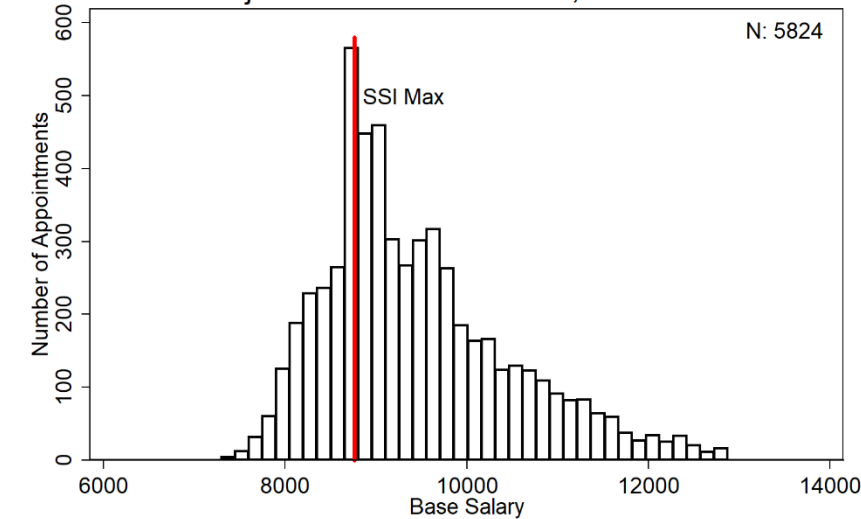
Distribution of Assistant Professor Salary,
Adjusted to Academic Year, Nov. 2019



Distribution of Associate Professor Salary,
Adjusted to Academic Year, Nov. 2019



Distribution of Full Professor Salary,
Adjusted to Academic Year, Nov. 2019

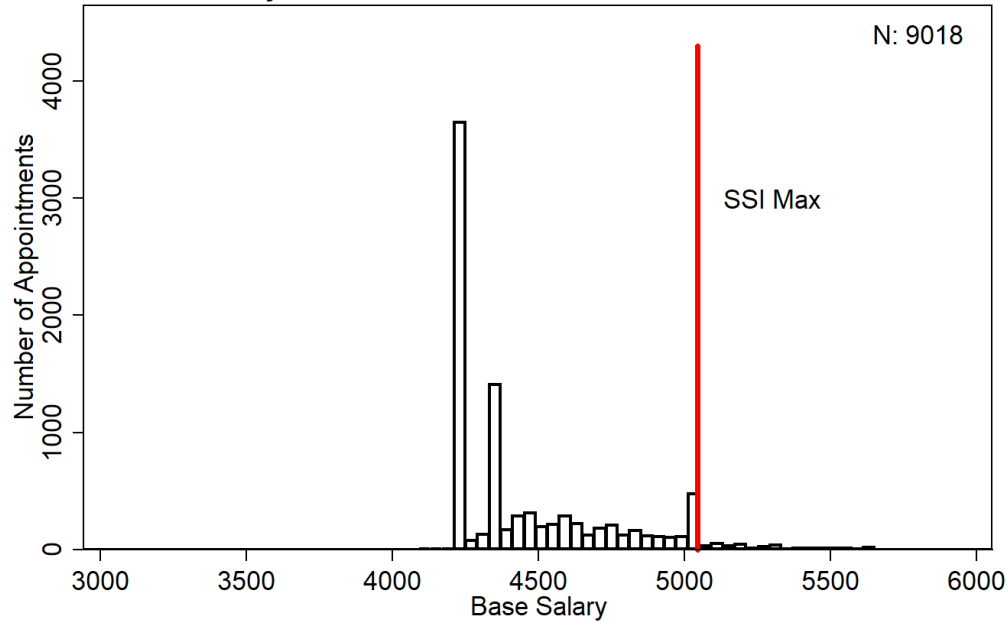


Key Points

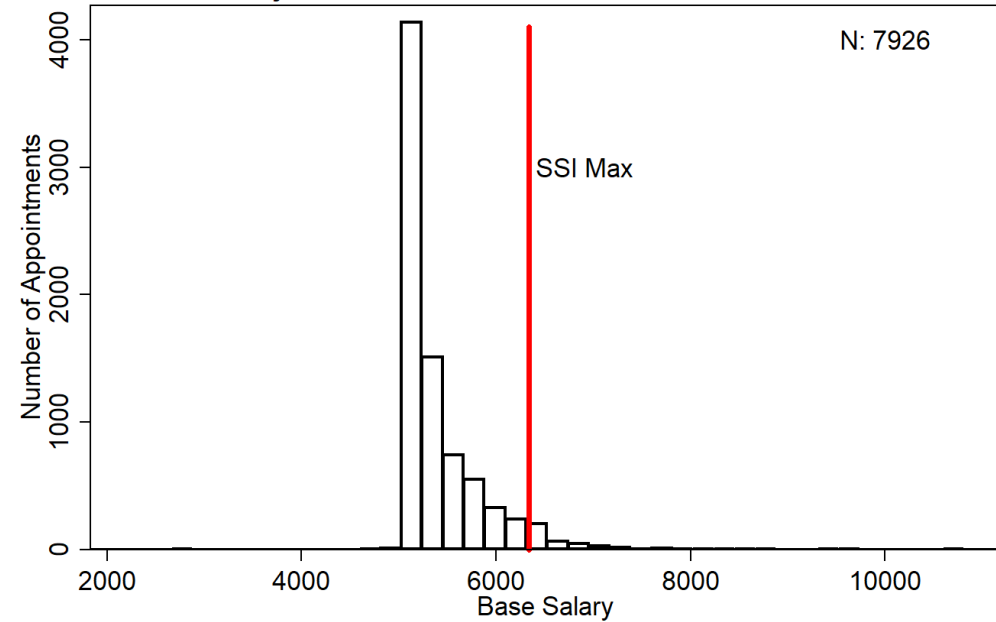
- Compression effects are seen at the SSI max, particularly for Assistant professors.
- However, assistant, associate, and full professors maintain relatively normal distributions in comparison to those of lecturers.

DISTRIBUTION OF SALARY

Distribution of Lecturer A Salary,
Adjusted to Academic Year, Nov. 2019



Distribution of Lecturer B Salary,
Adjusted to Academic Year, Nov. 2019



Key Points

- Clearly see that both Lecturers A and B are drastically compressed at the lowest end of the salary range.
- For Lecturer A, the second largest bar represents the last SSI which shows progression through the ranks.

INVERSION

- Inversion occurs when a more junior faculty member has a higher salary than a faculty member with more experience within the same department.
 - Major drivers: promotions and higher starting salaries of new hires
- Existing inversion vs. threat of future inversion
 - For Example – Research done on Sacramento State faculty in Fall 2019 showed that 1/3 of Full Professors would become inverted due to Associate Professor promotion.
- SSIs can help to alleviate part of the issue by moving faculty through ranges.

GENDER AND RACE EQUITY

- We have an interest in ensuring that our members are receiving equal compensation regardless of immutable characteristics, such as race or gender.
- Gender and race pay gaps within academia are well documented.
- Race and gender pay disparities can be difficult to identify and are often tied to larger structural forces.
- This does not mean that we cannot find solutions to those factors within our control.
- **Our intent is to continue evaluating the scope and depth of the issue.**

CSU SPENDING, OPERATIONAL BUDGET AND FEDERAL COVID RELIEF

| CSU BUDGET: 2020-21 | |
|---|--|
| Amount of the total CSU Operating Budget in 2019-20 | \$6.9 billion |
| Amount from State General Fund | \$3.3 billion |
| Amount from Tuition and Fees | \$3.2 billion |
| Proposed ongoing money for 2021-22 | \$111.5 million + \$74.4 million in the May Revise |
| Proposed restoration of funds | \$299 million |

Data source: CSU Budget

Total Federal COVID Relief Received by the CSU

| | Total | Maximum Amount for Institutional Portion |
|-----------------------------|-----------------|---|
| CARES Act | \$525,326,834 | \$262,663,423 |
| December Stimulus | \$853,833,277 | \$591,169,854 |
| American Rescue Plan | \$1,494,516,312 | \$744,858,425 |
| Total COVID Relief | \$2,873,676,423 | \$1,598,691,702 |

Source: U.S. Department of Education

COSTING OF SALARY INCREASES

Estimated 2021-22 Cost of One Percent Salary Increase

| | 2020-21 Final Budget | 2020-21 Retirement Adjustment | 2020-21 Adjusted Base | 2021-22 Cost of One Percent Salary Increase |
|----------------------|-------------------------|-------------------------------------|--------------------------|---|
| Salaries | \$1,701,102,000 | | \$1,701,102,000 | \$17,011,000 |
| Retirement | \$468,745,000 | (\$29,004,000) | \$439,741,000 | \$4,397,000 |
| Social Security | \$114,478,000 | | \$114,478,000 | \$1,145,000 |
| Total Faculty | \$2,284,325,000 | (\$29,004,000) | \$2,255,321,000 | \$22,553,000 |

Est. cost of 1% Raise for Faculty \$22.5 million

Est. cost of 2% Raise for Faculty \$45 million

Est. cost of 3% Raise for Faculty \$67.5 million

TRACKING SALARY AGAINST CONSUMER PRICE INDEX

| Year | Annual CA CPI-U | Percent Change From Previous Year | Bargained GSIs |
|------|------------------------|-----------------------------------|----------------|
| 2022 | 302.600 (Projected) | 3.1% | - |
| 2021 | 293.362 (Projected) | 2.8% | - |
| 2020 | 285.315 | 1.7% | 0.0% |
| 2019 | 280.638 | 3.0% | 2.5% |
| 2018 | 272.51 | 3.7% | 3.5% |
| 2017 | 262.802 | 2.9% | 3.5% |
| 2016 | 255.303 | 2.3% | 7.1% |
| 2015 | 249.666 | 1.5% | 0.0% |
| 2014 | 246.055 | 1.8% | 1.6% |
| 2013 | 241.623 | 1.5% | 0.0% |
| 2012 | 238.155 | 2.2% | 0.0% |
| 2011 | 232.93 | 2.6% | 0.0% |
| 2010 | 226.919 | 1.3% | 0.0% |

Data source: California Department of Finance