

Year One of the Equity Program: Overview

February 11, 2008

BACKGROUND/CONTEXT

- CFA successfully negotiated a two-year Equity Program with \$7 million (each year) dedicated to fund base salary increases for faculty experiencing salary inequities including salary inversion and low pay resulting from multiple years with no GSIs and no SSIs.
- Our current contract includes two primary tools to address salary inequities: SSIs and the Equity Program. Both were hotly contested components of the contract fight.
- Year One addresses faculty who were Assistant Professors (and equivalent rank Counselors, Librarians, Coaches) as of July 1, 2007. Negotiations for Year Two, which covers Associate and Full Professors (and equivalents as above) are underway. See Article 31.17 of the current contract. The new program replaces the previous program, which included no dedicated funding and was frequently administered in a discretionary way.
- A joint CFA/CSU committee has been working collaboratively for over 6 months and successfully negotiated a program without resorting to the mediation/arbitration process allowed in the contract. The Year One program incorporates key elements of the proposal CFA argued for as well as elements desired by CSU.

PROGRAM OVERVIEW—ASSISTANT PROFESSORS

- (A) Equity Increases are base salary increases and the amounts are based on consideration of eligible faculty members' salaries relative to the SSI MAX and their date of hire as an Assistant Professor.
- (B) Program is designed to maximize the funding available from the equity pool *and* SSIs (recall the contentious issue regarding "who pays" for the SSIs).
- (C) The program gives two kinds of base salary equity awards to faculty members: one is based on their hire date and the other is based on a benchmark designed to ensure that all assistant professors reach the SSI MAX by the time they go up for promotion.
- (D) The program also provides one-time stipends to some faculty.

PROCEDURE TO DETERMINE EQUITY AWARDS

~ See examples below for illustration ~

1. Determine Hire Date and current salary (as of July 1) for eligible faculty member.
2. Find the "Hire Date Award" Amount in the table (see below) that corresponds to that hire date
EXAMPLE: If hired for the 2004/05 year, the Hire Date Award = \$2,004
3. For faculty with no SSI eligibility: Their current salary is greater than the SSI MAX (e.g., \$61,416 for Assistants with Academic Year appointments) and their equity award is the Hire Date Award.
4. For faculty who still have SSI eligibility: Their award amount is calculated using a formula that factors in the SSIs they can expect to receive up to the time they go up for promotion.
 - a. The SSI MAX for their appointment (e.g., Academic Year or 12 Month) serves as a "Benchmark"
 - b. Their current salary plus the SSIs expected before promotion is calculated
 - c. They will receive a Benchmark Award equal to the amount by which the salary must be increased so that with SSI awards, it will be equal to the SSI MAX at promotion.
 - d. **HOWEVER:** if their current salary plus the Hire Date award amount is *greater than* the SSI MAX, they will get the Hire Date Award instead.
5. The method for determining the equity awards maximizes both the Equity Pool funds and the SSIs for which many faculty are eligible. Faculty with SSI eligibility will receive a Hire Date Award if it will result in a higher salary at the time of promotion.
6. Additional details about determining the award amounts are contained in the MOU.
7. Awards will be prorated to timebase if applicable.

STIPENDS

- A subset of Assistant Professors who receive Benchmark Awards will receive a one-time stipend of \$1,000. Specifically, if the Hire Date Award amount is greater than the Benchmark Award calculated for a faculty member, they will receive the stipend in addition to the Benchmark base salary award.

KEY COMPONENTS

- Raises salary of all Assistant Professors to at least the SSI MAX by the time they go up for promotion to Associate – assuming normal progression in the RTP process.
- Most Assistants with salaries above the SSI MAX also receive increases (exception is recent hires whose salaries “define” the inversion phenomenon).
- Eligibility dependent on satisfactory progress in the RTP process.
- Raises will be processed by May 1, 2008 and retroactive to July 1, 2007.
- One program and same equity awards for all campuses
- Previously awarded equity increases (under previous program) will not reduce any awards provided in this program.

EQUITY PROGRAM FOR COUNSELORS, LIBRARIANS, COACHES

- The Hire Date Awards are the only component of the program for eligible Counselors, Librarians, and Coaching faculty. The award amounts are the same as for Assistant Professors and will be prorated to the faculty member’s timebase.

Hire Date Equity Increase Award Amounts

Academic Year Appointments

Hire Date	Annual	Monthly
Bet. July 1, 2006 and June 30, 2007	\$0	\$0
Bet. July 1, 2005 and June 30, 2006	\$0	\$0
Bet. July 1, 2004 and June 30, 2005	\$2,004	\$167
Bet. July 1, 2003 and June 30, 2004	\$3,000	\$250
Bet. July 1, 2002 and June 30, 2003	\$3,504	\$292
Bet. July 1, 2001 and June 30, 2002	\$4,008	\$334
Bet. July 1, 2000 and June 30, 2001	\$4,008	\$334
June 30, 2000 and before	\$2,004	\$167

• Separate table is constructed for 12-Month Appointments

Examples of Equity Increases*

Hire Date	Salary		Award Amount	SSIs	
	(on Jul 1)	Award Type		Expected	1x Stipend
2003	52,932	B-Mark	3,849	3	-
2003	54,000	B-Mark	2,781	3	1,000
2003	56,340	B-Mark	441	3	1,000
2003	60,012	Hire Date	3,000	-	-
2003	80,268	Hire Date	3,000	-	-
2001	54,936	B-Mark	4,894	1	-
2001	56,484	B-Mark	3,346	1	1,000
2001	67,272	Hire Date	4,008	-	-
2005	51,852	B-Mark	2,035	5	-
2005	63,000	n/a	-	-	-

For Hire Dates between 7/1/03 and 6/30/04:
Hire Date Award = \$3,000
SSI's Expected Before Promotion = 3

For Hire Dates between 7/1/01 and 6/30/02:
Hire Date Award = \$4,008
SSI's Expected Before Promotion = 1

For Hire Dates between 7/1/05 and 6/30/06:
Hire Date Award = \$0
SSI's Expected Before Promotion = 5

* Actual monthly awards may vary slightly due to rounding