Campus-based Equity Plan for Tenured/Tenure-track Faculty
Academic Affairs Division, April 3, 2015

UPDATE (4-21-2015): The Office of Academic Planning and Budgets assembled faculty salary data in order to calculate the overall cost of the campus-based equity programs. The Office of Faculty Affairs is currently verifying the eligibility of individual faculty members. This is a manual process, and will not be completed before June. Faculty who are identified as eligible to receive one of the equity increases will be notified in writing by Faculty Affairs. Those notices will go out prior to the effective date of July 1.

As provided in the recently ratified CFA agreement, campuses may implement local equity plans. SJSU is planning a campus-based equity program for faculty and staff. The plan detailed here is for tenured and tenure-track faculty.

This ~$800,000 equity plan for tenured and tenure-track faculty (the “Plan”) intends to address three issues: the cost of living in the Bay Area, salary inversions, and salary compression in the Professor rank. While SJSU’s budget has improved in recent years, it is still necessary to schedule the adjustments included in this Plan to take effect over a two-year period. Each adjustment and its schedule is described below.

1. Minimum salary levels by rank. The first adjustment is based on an established salary minimum for each rank. For the Assistant Professor rank, ~ 30% is added to the minimum salary (per the CSU salary scale) to reflect the higher cost of living in the Bay Area. The minimums for the Associate Professor and Professor ranks are each ~7.5% higher than the preceding rank, consistent with promotional increases. The salary minimums are: Assistant Professor $65,000; Associate Professor $70,000; and Professor $75,000. Going forward, we will attempt to abide by these minimums when making new appointments. Any salaries falling below these thresholds at the conclusion of the 2014-15 salary adjustments stipulated in the Collective Bargaining Agreement for Unit 3 Faculty (GSI, SRA, etc.) will be adjusted to the minimum effective July 1, 2015.

2. Inversion Adjustment. This adjustment addresses situations where an Associate Professor or Professor salary is less than the highest salary in the preceding rank, within each department. For example, if a Professor in Department A is making $85,000 and the highest paid Associate Professor in Department A makes $87,000, the Professor’s salary will be adjusted to $87,001. Inversion adjustments will take effect July 1, 2015.

3. Outliers Adjustment. In reviewing the distribution of faculty salaries, a group of outliers became apparent. These individuals have salaries that are more than 10% below the median of their colleagues (same rank and department; the largest gaps were 18%). All of these individuals are in the Professor rank. This adjustment will bridge half the gap between their salaries and the median for their rank and department, and will take effect July 1, 2015.

4. Salary Compression. This adjustment intends to provide increases to those who have received only GSI adjustments between 2008 and 2014. Most Professors in rank during this time received only $80 per month (2013) and 1.6% (2014) salary adjustments. Additionally, salaries for new appointments made during this period (at all ranks) were sometimes higher than incumbent salaries as a result of market factors. The net effect was compression, with salaries in the Assistant Professor and
Associate Professor ranks moving up while the salaries of Professors in rank remained constant. The first compression adjustment will be effective July 1, 2015 and will provide a 1% increase to Professors in rank 5 years or more as of July 1, 2015. The second compression adjustment will be effective July 1, 2016 and will provide an additional 1% increase to Professors in rank 10-14 years, and an additional 2% to those in rank 15 years or more as of July 1, 2016.