



**SAN JOSÉ STATE
UNIVERSITY**

October 30, 2013

Office of the President

Mohammad H. Qayoumi, Ph.D.
President

One Washington Square
San José, California 95192-0002
Office: 408-924-1177
Fax: 408-924-1199
sjsupres@sjsu.edu

www.sjsu.edu

Dr. Kell Fujimoto
Counseling Services
0035

Dear Dr. Fujimoto:

I am in receipt of your correspondence dated October 17, 2013 in which you request that I address the issue of faculty salary equity. Although I will be meeting with you in person on November 7, I want to respond in writing since you submitted a written request. The topic of "Equity III for faculty experiencing salary compression and inversion" is one of the three items that we will discuss at our upcoming meeting.

You are correct that there is a mechanism within the Collective Bargaining Agreement between the Trustees of the California State University and the California Faculty Association to address the issue of faculty equity. However, given the current financial situation as well as other priorities, there is no budget for the foreseeable future that could be allocated to fund an equity program. If the university's financial situation changes, I will be happy to reconsider funding an equity program.

Sincerely,

Mohammad H. Qayoumi
President