

Resolution on Equity Pay Increases for 2013-14

Whereas due to state budget cuts, the CSUSM Faculty did not receive the 11% in GSIs and up to two SSIs bargained for the third and fourth years of the 2007-2010 Contract;

Whereas adjusting for a net inflation of 8.1% between 2008 and 2013 CSUSM Faculty have suffered the following negative changes in pay: Full, -8.1%; Associate, -7.3%; Assistant, -6.7%; Lecturers, -12.7%¹;

Whereas the only salary increase that has occurred under the present Contract has been a \$960 increase in base salary for 2012-13 as a result of the budget augmentation afforded by the passage of Proposition 30;

Whereas in the absence of SSIs, for the last six years Lecturers have been prevented from advancing towards eligibility for range elevation;

Whereas under the previous Contract, unlike Associate and Full Professors and equivalent rank Counselors, Coaches, and Librarians, Lecturers were not eligible for equity increases;

Whereas the AY 2009-10 furloughs resulted in an unnecessary 9.23% reduction in Faculty annual salary² and contributed to increasing CSUSM reserves substantially to \$26.8 million as of the end of 2013, according to the 2014 CSUSM financial analysis by Dr. Howard Bunsis³;

Whereas the CSUSM budget will be increased in 2014-15 to support enrollment growth of 650 FTES, and the campus currently supports enrollments exceeding the new target, ongoing funds can be made available to support equity salary adjustment⁴;

Whereas for AY 2012-13 or 2013-14 the present Contract provides for a discretionary equity program whereby the President—at her own discretion and independently of other campus presidents and the Chancellor of the CSU—may address campus equity issues, not limited to salary inversion and compaction⁵;

Whereas the current Contract expires on June 30, 2014, and there is no guarantee that the President will have the same discretion to address equity issues in the next Contract;

Whereas the Provost of CSUSM has acknowledged pay equity issues of salary compression and inversion at CSUSM⁶;

Whereas in spite of the Administration's claim that resources are not currently available for equity pay increases,⁷ the data show that CSUSM is financially healthy enough *at least* to fund equity pay increases for 2013-14, if the Administration chooses to make this a priority; now, therefore,

Be it resolved that the CSUSM President immediately authorize an Equity Pay Increase Program for all Faculty, including Assistant, Associate, and Full Professors, Lecturers, Counselors, Librarians, and Coaches.

¹ *Financial Analysis of California State University, San Marcos*: Bunsis, H., March 2014

² http://www.calstate.edu/LaborRel/Contracts_HTML/CFA-Furlough-Agreement.pdf

³ *Financial Analysis of California State University, San Marcos*: Bunsis, H., March 2014

⁴ <http://www.calstate.edu/budget/fybudget/coded-memos/B14-01-memo.pdf>; see in particular Attachments A-D

⁵ 2012-14 CBA 31.14

⁶ January 14, 2014, reply from Provost Oberem to CFA President Engen

⁷ *Ibid.*

