



CALIFORNIA STATE UNIVERSITY, STANISLAUS

OFFICE OF THE ASSOCIATE VICE PRESIDENT FOR FACULTY AFFAIRS

MEMORANDUM

DATE: March 12, 2008

TO: College Deans, Athletic Director, Director of Psychological Counseling Services,
Department Chairs

CC: William Covino, Provost

FROM: Ted A. Wendt, AVP for Faculty Affairs

SUBJECT: AY07-08 Equity Salary Adjustments for Eligible Assistant Professors

As you know, the CSU and CFA agreed to several Equity adjustments in the Contract signed in May, 2007. Documents explaining the agreement regarding the Equity program for Assistant Professors can be found at: <http://web.csustan.edu/FacultyAffairs/EquityAdj.html>. My office will be sending out notification letters to all affected parties within the next few weeks, but feel free to share the above information with your colleagues.

Attached is a conceptual flow chart that identifies key factors for determining Equity adjustments. This particular program features two kinds of adjustment: 1) *Equity Increases* (which are permanent changes to the base salary rate); 2) *Stipends* (which are one-time payments). Depending on eligibility calculations, an individual might get both adjustments, only one, or none.

Please keep in mind that the language of the MOU on this Equity program (found on the Faculty Affairs Web site) always prevails in interpreting and applying the specifics of these adjustments. However, here is a brief summary of the program's key features:

- *Eligible Classifications*
 - Unit 3 Assistant Professors: AY, 12-month, probationary and tenured
 - Unit 3 Assistant Professor Dept. Chairs: AY and 12-month
 - Unit 3 Librarians and Supervising Librarians: Range 3, 10-month, and 12-month
 - Unit 3 Coaching Specialists: AY, 10-month, and 12-month
 - SSP-AR I: AY and 12-month

- *Hire Date Eligibility*
 - Assistant Professors (and equivalent Unit 3 Classifications) hired between July 1, 2005 and the present are *NOT* eligible for a Hire Date equity increase under this program.

- *Optional Calculations*
 - Adjustments are based on either a “Hire Date” calculation or a “Benchmark” calculation:
 1. *Hire Date Awards* – for those whose salary on July 1, 2007 would be above the SSI maximum after adding the Hire Date award amount.
 - Intended to address salary compression.
 - If the salary on 7/1/07 (after GSIs), plus the Hire Date award, exceeds the SSI max (\$61,416/AY), then the equity increase will equal the Hire Date Award.
 - The Hire Date Award is based on a person’s fiscal year date of hire and the 7/1/07 salary. (See Table 1 below)
 2. *Benchmark Awards* – for those whose salary on July 1, 2007 would still be below the SSI maximum despite adding the Hire Date amount.
 - A Benchmark award is the amount by which the salary must be increased so that, with SSI awards, the total equals the SSI max (\$61,416/AY) at promotion.
 - Those receiving a Benchmark award that is less than the corresponding amount for the Hire Date award will also receive a one-time stipend of \$1,000. This includes benchmark awards of zero. (See Table 1 calculations below.)
 - Summary of stipend eligibility determination:
 - If Hire Date award is greater than Benchmark award, person receives stipend.
 - If Hire Date award is less than or equal to Benchmark award, person is ineligible for stipend.
 3. Librarians, Coaching Specialists, and Counselors are eligible for a Hire Date award *only*.
 - Intended to address salary compression.
 - If the salary on 7/1/07 (after GSIs), plus the Hire Date award, exceeds the SSI max (\$61,416/AY), then the equity increase is the Hire Date award.
 - The Hire Date award is based on a person’s fiscal year date of hire and the 7/1/07 salary. (There is a separate calculation for 12-month positions). See Table 2 below.
- *Dates*
 - *Adjustments* are retroactive to July 1, 2007 (calculated after the GSIs).
 - *Stipends* will be paid in April, 2008.
 - *Base Salary* increases should be reflected in April pay warrants (issued on 4/30/08).
 - *Retroactive* salary adjustments (for 7/1/07 thru 3/31/08) will be paid separately – probably sometime in May.
- *Appeals & Grievances*
 - Are limited by the MOU to errors in calculation *only*.
- *Implementation Issues*
 - No action required by individuals; Faculty Affairs will do calculations on *ALL* persons in the affected classifications.
 - The “hire date” is date person is appointed in tenure track position (not prior Lecturer appointment).
 - FMI awards and/or prior Equity awards are not “backed out” prior to Benchmark calculations. Dept. Chair stipends, if any, however, will be backed out.
 - Promotions and SSIs posted during Fall 2007 will be recalculated.
 - Service credit granted at time of appointment is not factored into Benchmark calculations.

Table 1- Decision and Calculation Table for Assistant Professors Hire Year Awards and Benchmark Awards						
MONTHLY SALARIES						
Appointment Type:	Assistant Professors on Academic Year Appointments (class code 2360)			Assistant Professors on 12-Month Appointments (class code 2361)		
SSI MAX RATE	\$5,118	Column 1	Column 2		Column 1	Column 2
		Hire Date Award	Benchmark Award	\$5,890	Hire Date Award	Benchmark Award
Hire Date	Hire Date Award Amt	Floor ¹	Target ²	Hire Date Award Amt	Floor	Target
7/1/06 to 6/30/07	\$0	\$5,119	\$4,375	\$0	\$5,891	\$5,035
7/1/05 to 6/30/06	\$0	\$5,119	\$4,491	\$0	\$5,891	\$5,168
7/1/04 to 6/30/05	\$167	\$4,952	\$4,610	\$192	\$5,699	\$5,305
7/1/03 to 6/30/04	\$250	\$4,869	\$4,732	\$288	\$5,603	\$5,446
7/1/02 to 6/30/03	\$292	\$4,827	\$4,857	\$336	\$5,555	\$5,590
7/1/01 to 6/30/02	\$334	\$4,785	\$4,986	\$384	\$5,507	\$5,738
7/1/00 to 6/30/01	\$334	\$4,785	\$5,118	\$384	\$5,507	\$5,890
before 7/1/00	\$167	\$4,952	\$5,118	\$192	\$5,699	\$5,890

Table 2. Hire Date Awards for Librarians, Counselors, and Coaches		
	Academic Yr./10-Month Appointments	12-Month Appointments (reflect additional 15%)
Hire Date	Award Amount	Award Amount
	-MONTHLY-	MONTHLY-
July 1, 2006 to June 30, 2007	\$0	\$0
July 1, 2005 to June 30, 2006	\$0	\$0
July 1, 2004 to June 30, 2005	\$167	\$192
July 1, 2003 to June 30, 2004	\$250	\$288
July 1, 2002 to June 30, 2003	\$292	\$336
July 1, 2001 to June 30, 2002	\$334	\$384
July 1, 2000 to June 30, 2001	\$334	\$384
June 30, 2000 and before	\$167	\$192

¹ The “floor” represents the SSI max minus the hire date award. This floor value is compared to current salary to determine whether the faculty member will receive a hire date award.

² The “target” represents the current salary that would ensure a faculty member’s salary at promotion equals the SSI max (assuming SSIs each year and a 6-year probationary period). This target value is compared to current salary to determine a benchmark award.