



San José State
UNIVERSITY

A campus of The California State University

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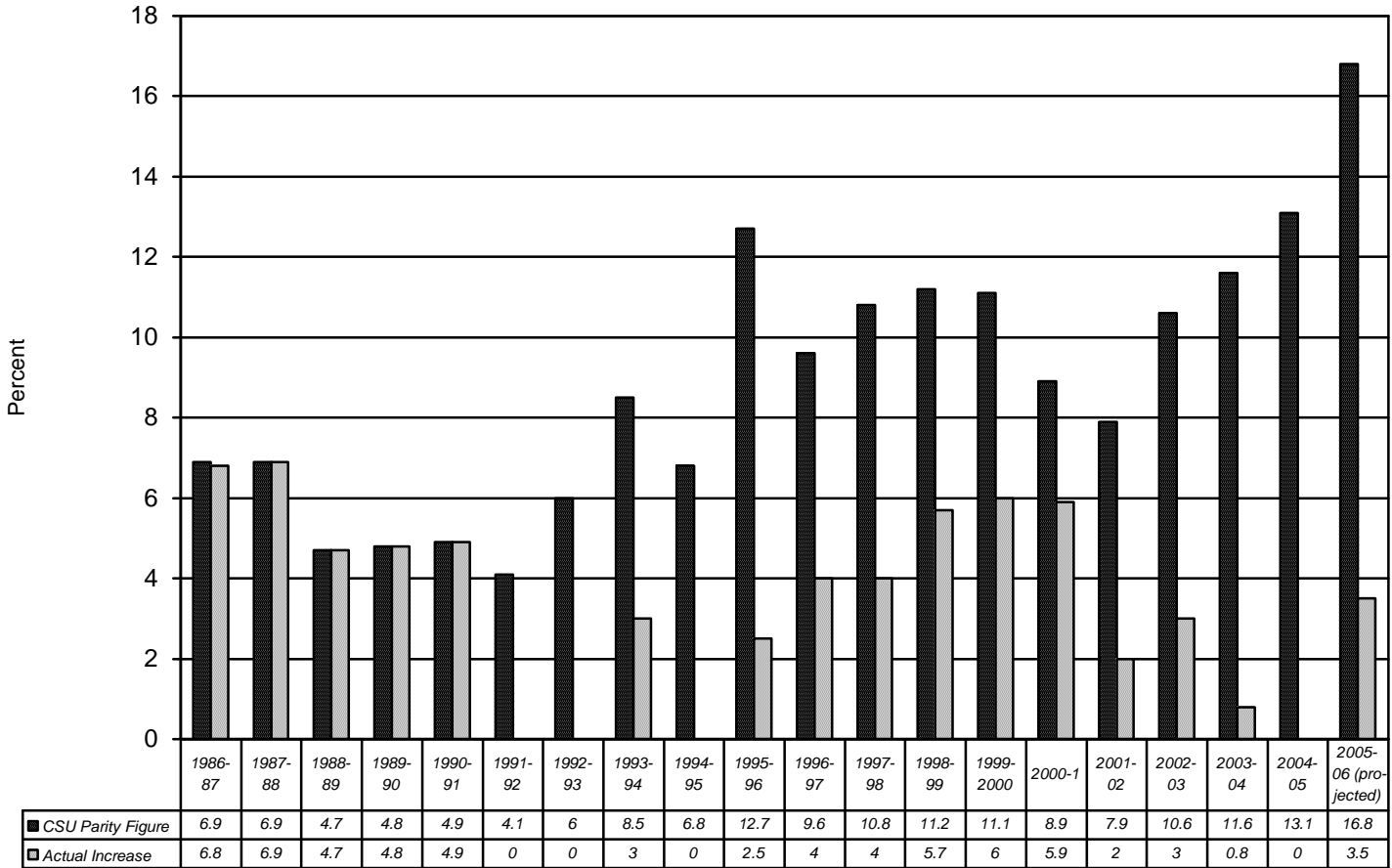
At its meeting of May 16, 2005, the Academic Senate passed the following Sense of the Senate Resolution presented by Senator Sabalius for the Executive Committee.

**SENSE-OF-THE-SENATE RESOLUTION
FACULTY COMPENSATION AND THE CRISIS IN**

support as necessary to accomplish that objective, as has been done in other states;

- To announce their strong support for the current faculty pension system and for the Faculty Early Retirement Program (FERP).

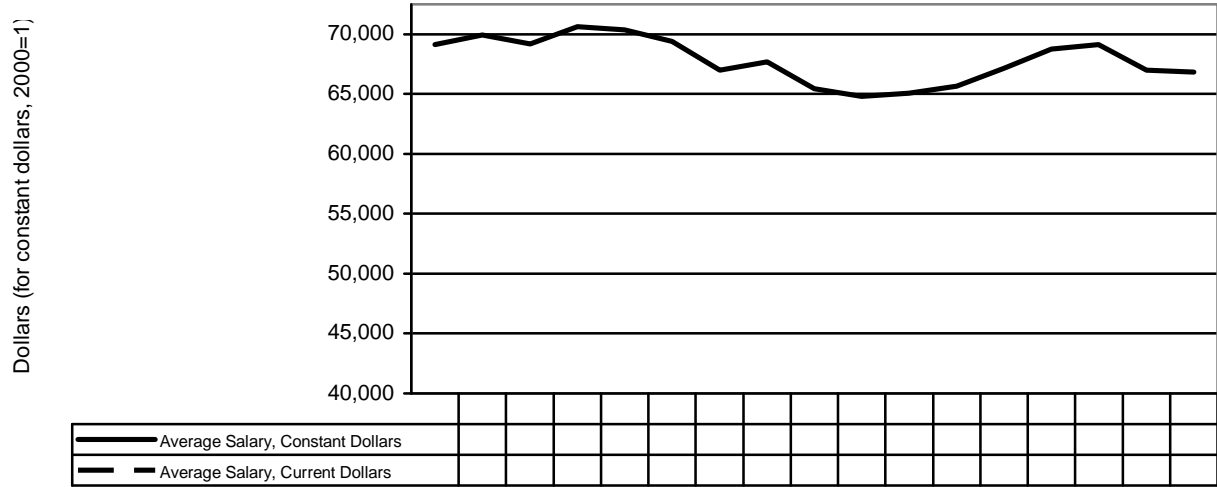
Graph 1. CPEC Parity Figures and Actual CSU Salary Increases, 1986-87 through Projections for 2005-06

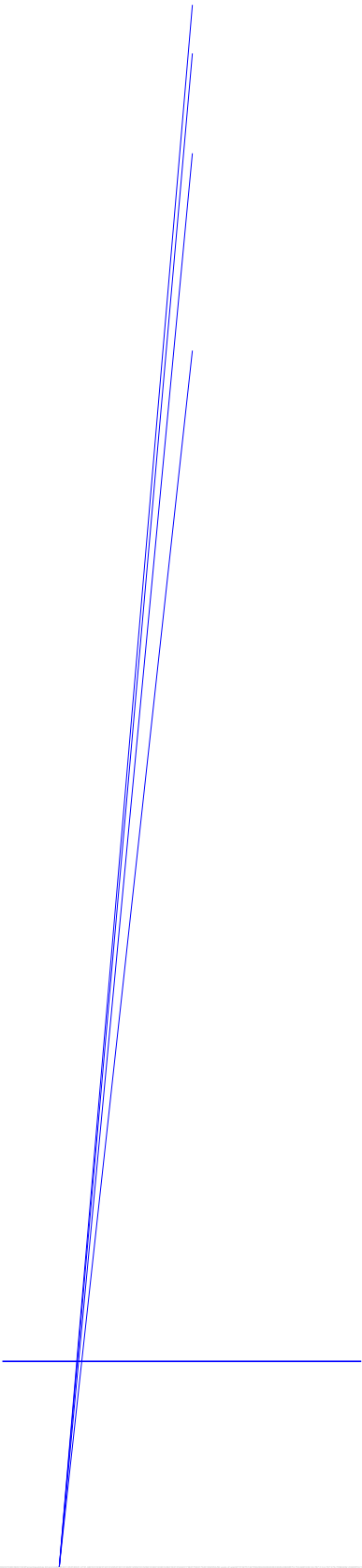


In our 2001 report, we noted that the purchasing power of CSU faculty was actually less than it had been ten years before. After a brief improvement in the late 1990s, that situation has worsened, as Graph 2 makes clear. Graph 2 is based on CSU data, which are complete only through the 2002-2003 academic year. Given the lack of any significant compensation increases in the intervening years, however, the current situation is unquestionably worse than it was in 2002. We can use CPEC data, for example, to compare the average faculty salary in 1999-2000 with that in 2004-05. According to CPEC data, the average CSU faculty salary in 1999-2000 was \$66,281. To maintain the same purchasing power in 2004-05, the average faculty salary should have increased to \$75,113. In fact, however, CPEC data show that the average faculty salary in 2004-05 was \$69,327.¹

¹ California Postsecondary Education Commission, Faculty Salaries at California's Public Universities, 2005-06, <http://www.cpec.ca.gov/coperreports/2005reports/05-04.pdf>

**Graph 2. Average Salary of Full-time Faculty,
in Current and Constant Dollars, 1986-2002**





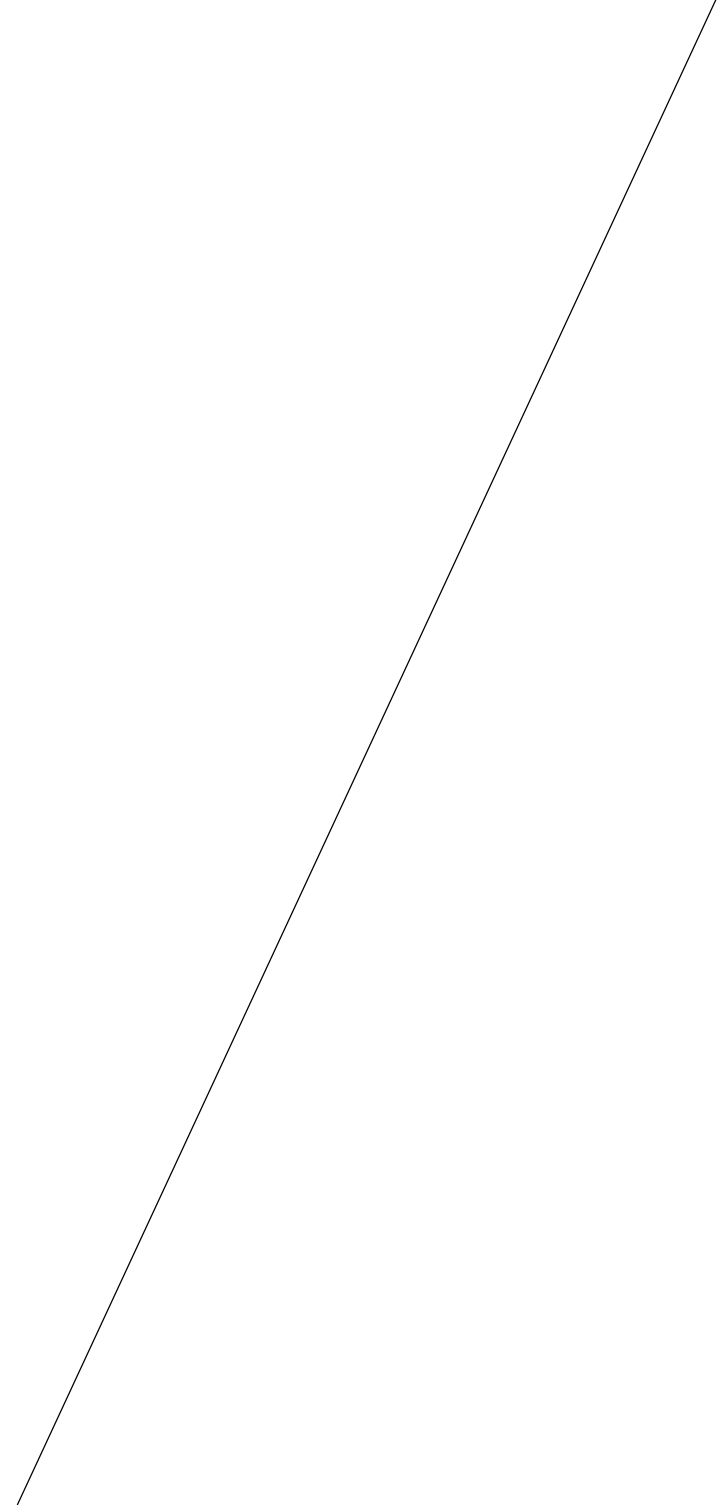


Table 2. Changes in Cost of Median-priced House Compared with Changes in CSU Average Salaries, 2003-04 to 2004-05

Region	Change in Cost of a Median-priced House, 2003-04 to 2004-05 ⁸	Change in CSU Average Salaries, 2003-04 to 2004-05 ⁹	
		Assistant Professor	Associate Professor
San Francisco Bay Area	14%	0.7%	-0.4%
San Diego County	24%		
Los Angeles County	24%		
San Bernardino and Riverside Counties San			

Faculty Compensation and the Challenge of Retaining Faculty of High Quality

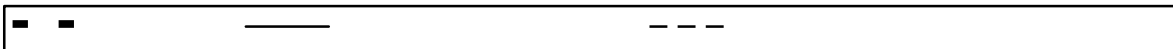
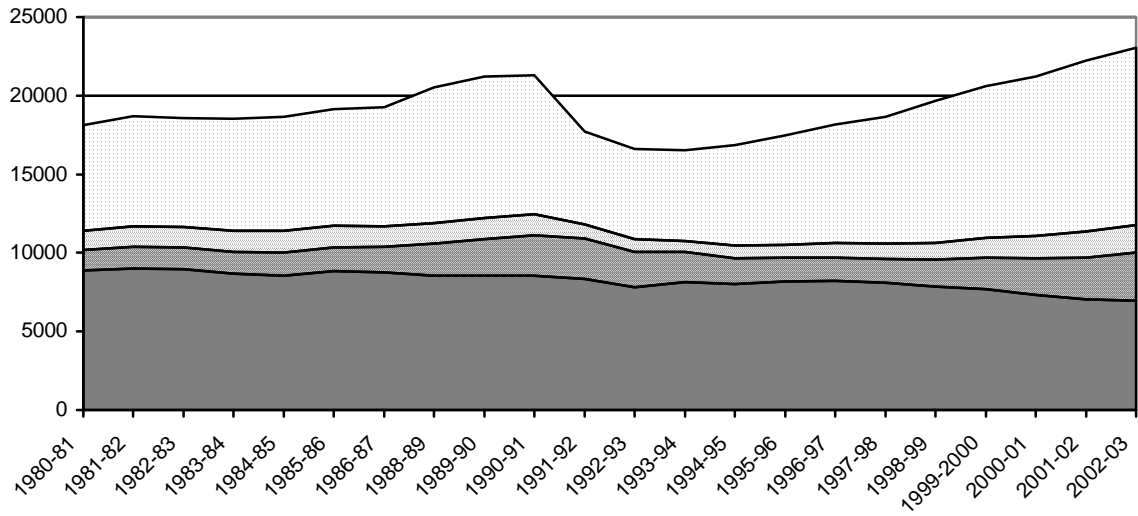
The structure of compensation is a third major disincentive, especially for retention. CPEC notes the complexity of the factors that attract individuals to an employer such as the CSU: “compensation is only one factor that faculty use when considering job offers. Other factors such as pension plans, cost of housing, and quality of life often affect a faculty member’s decision when accepting a new position in California.” Thus the trend reported on some campuses: recent hires who have no other compelling reason to remain in California can, and do, seek positions els

the tendency of senior faculty to delay retirement. It has also benefited the CSU in providing for guaranteed and orderly departures of faculty from the system.

Adverse Effects on the CSU of Current Patterns of Faculty Compensation

The potential impact on CSU as a whole, and on the faculty, is not difficult to predict: a smaller proportion -- and sometimes even smaller numbers -- of tenured and tenure-track faculty members; this can be clearly seen in Graphs 4 and 5, which carry the data only through 2002-03 because that is the latest year available in the CSU Statistical Abstracts. With fewer new assistant professors and more lecturers, there is likely to be less diversity among faculty and perhaps a less-qualified faculty. The faculty is likely to be more mobile, with lessened long-term loyalty to the institution. Currently employed junior faculty will be less likely to remain, and those who do are likely to make it through the ranks only to find that their salaries have in effect been frozen. While these results have human consequenc

Graph 4. Changing Numbers of Tenured, Tenure-track, and Temporary Faculty, CSU, 1980-81 to 2002-03



Report of the Faculty Flow Committee, March 2003. Online at
<http://www.calstate.edu/AcadSen/Records/Reports/FacultyFlowCmtReport.pdf>
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<http://www.calstate.edu/AcadSen/Records/Reports/FacultyFlowSurveyReport.pdf>

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<http://www.huduser.org/datasets/il/il05/BRIEFING-MATERIALS.pdf>