
Growing Inequality in CSU Faculty Salaries Relative to Comparison Institutions

California Faculty Association ♦ October 2005

What is the CPEC Gap?

Each year, the California Postsecondary Education Commission (CPEC) conducts an analysis of CSU and UC faculty salaries and compares them to the systems' respective "comparison" institutions. The comparison group for the CSU, determined by CPEC's Faculty Salary Advisory Committee, consists of 20 institutions. (See Table 1 for CSU's comparison institutions).

CPEC calculates what they call a "parity figure" (or, the CPEC Gap) by comparing the projected average salaries for the comparison group next year with the current-year average for the CSU. The methodology uses weighted averages of salaries, incorporating variables such as the number of faculty at each rank and the cost of living in different geographical regions. To learn more about the methodology CPEC uses, download the most recent (March 2005) report, "Faculty Salaries at California's Public Universities, 2005-06" from the CPEC website: <http://www.cpec.ca.gov/SecondPages/CommissionReports.asp> or see the article by George Diehr in the May 2001 issue of *California Faculty*, CFA's magazine.

How big is the CPEG Gap? Is it Growing?

For 2005-06, the parity figure is 16.8%, up from 13.1% last year. This means CSU average salaries would have to increase 16.8% this year in order to equal the average salaries projected to be paid by the comparison institutions. See Figure 1.

The salary lag has been growing for years and is worse at higher ranks. The 16.8% is an all ranks average. See Figure 2.

Since 1999/00, the CSU's overall ranking, relative to the comparison group, has fallen from 10th out of 20 to 16th out of 20. For 2004/05, the CSU Full Professor salaries ranked last and Assistant Professors ranked 19th out of 20.

What does the CSU say about the Gap?

During the 1980s, the gap was much lower than it is today and faculty salaries were increasing consistently. See Table 2. Today, the CSU identifies in its budget documents that the CPEC gap exists, but isn't asking the Legislature and the Governor to provide enough funding so that real progress could be made towards closing the gap. This year, the CSU requested funding for a small, 3.5% compensation pool. They are preparing to request an even smaller pool (3%) for the 2006-07 budget.

What is CFA doing about the Gap?

In addition to bargaining a new contract, CFA continues to fight for increased state funding for the CSU. CSU faculty and staff educate the legislature about the importance of the CSU and the negative impact of budget cuts and provide much-needed testimony at legislative hearings, countering the administration's claim that the CSU is doing fine.

In September, the Bargaining Team negotiated an immediate 3.5% raise for all faculty, retroactive to July 1. The across-the-board raise comes with no strings attached, despite the CSU's initial attempt to tie faculty raises to unspecified merit pay program.

Table 1. CSU Comparison Institutions[^]

Institution	Institution
Bucknell University	Cleveland State University
Rutgers Stat University, NJ	Illinois State University
SUNY Albany	Loyola University, Chicago
Tufts University	Wayne State University
University of Connecticut	University of Wisconsin, Milwaukee
Georgia State University	Arizona State University
George Mason University	Reed College
North Carolina State University	University of Colorado, Denver
University of Maryland, Baltimore Co.	University of Southern California
	University of Texas, Arlington

Table 2. CSU's Parity Figure and Actual Salary Increases Since 1981[^]

Year	Salary Increase	Parity Figure
81-82	6.0%	0.5%
82-83	0.0%	2.3%
83-84	6.0%	9.2%
84-85	10.0%	7.6%
85-86*	10.5%	
86-87	6.8%	6.9%
87-88	6.9%	6.9%
88-89	4.7%	4.7%
89-90	4.8%	4.8%
90-91	4.9%	4.9%
91-92	0.0%	4.1%
92-93	0.0%	6.0%
93-94	3.0%	8.5%
94-95	0.0%	6.8%
95-96	2.5%	12.7%
96-97	4.0%	9.6%
97-98	4.0%	10.8%
98-99	5.7%	11.2%
99-00	6.0%	11.1%
00-01	6.0%	8.9%
01-02	3.2%	7.9%
02-03	3.0%	10.6%
03-04	0.8%	11.6%
04-05	0.0%	13.1%
05-06	3.5%	16.8%

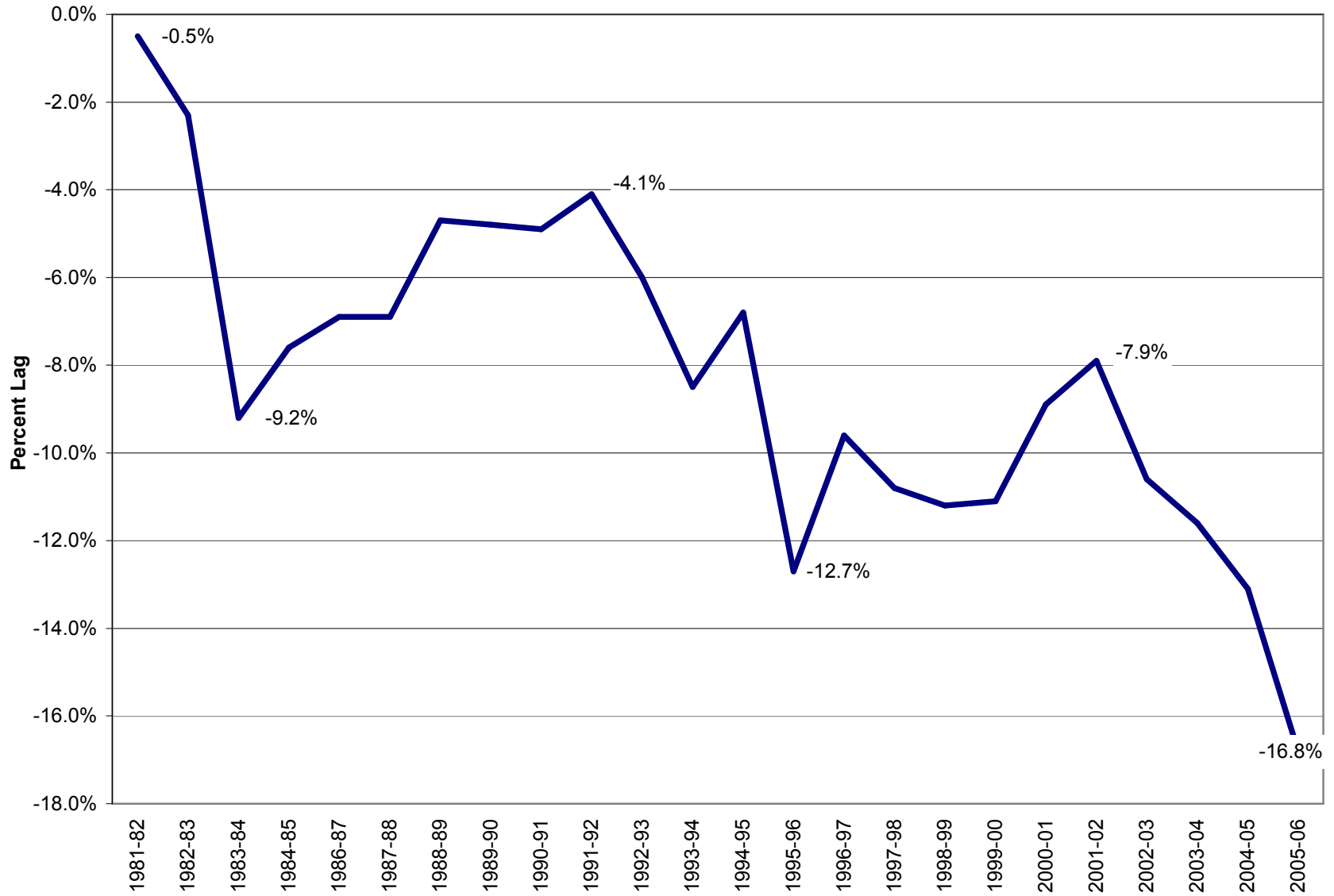
*parity data unavailable for 1985-86

[^]source: CPEC "Faculty Salaries at California's Public Universities, 2005-06," March 2005.

Figure 1

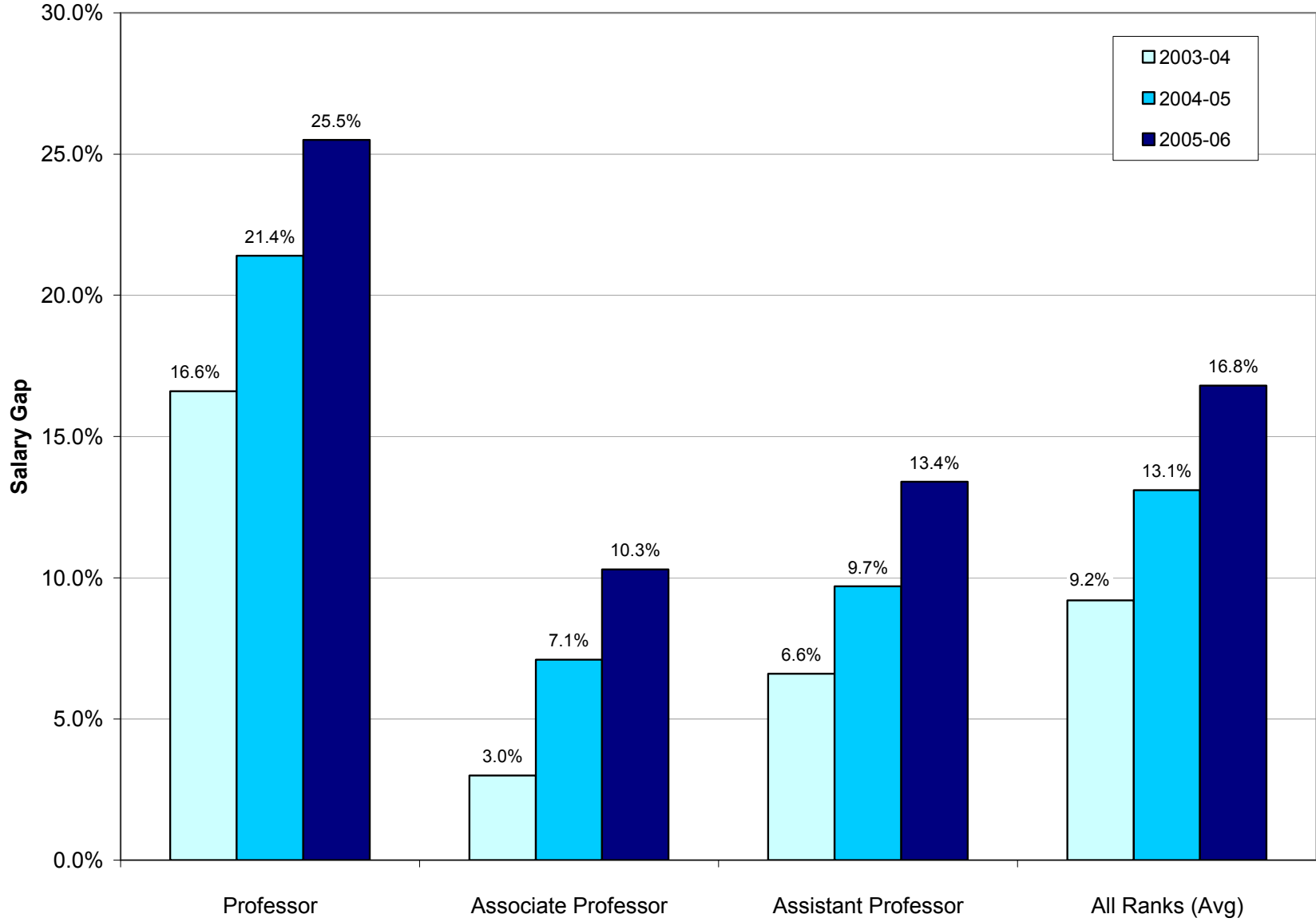
Growing CPEC Faculty Salary Gap

CSU Faculty Salaries Must Increase (on average) by 16.8% in 2005/06 to Achieve Parity with Faculty at Comparable Institutions



source: California Postsecondary Education Commission, Faculty Salaries at California's Public Universities, 2004-05; 2005-06

Figure 2 **Growing Faculty Salary Gap between CSU and Comparable Institutions**
2003-04 to 2005-06



source: California Postsecondary Education Commission, Faculty Salaries at California's Public Universities, 2004-05; 2005-06