



California Faculty Association

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March 27, 2018

President Karen Haynes
California State University San Marcos
333 S. Twin Oaks Valley Road
San Marcos, CA 92096

Dear President Haynes,

CFA believes it is time for a new round of Faculty Salary Equity Pay for all CSUSM faculty members.

Our faculty Collective Bargaining Agreement provides the authority for a campus-based Salary Equity Pay program. It can address inequities such as inversion (when new hires are brought in at higher rates of pay than longer-term faculty) and salary compression (an experience penalty against long-term faculty at the top of their salary ladder who are not eligible for progression). In the years since the last Equity program, new salary inequities have been created and existing salary inequities have grown worse. In addition to increases to address inversion and compression, CFA's position is that ALL faculty members at CSUSM should receive an increase to keep up with pay at comparable institutions.

CFA asks that we begin formal discussions as soon as possible regarding a Faculty Salary Equity Pay program for all CSUSM faculty members. We believe that the program should include the following elements:

- encompasses ALL Unit 3 faculty members at CSUSM, including all Coaches, Counselors, Lecturers, Librarians, and Tenure-line faculty members;
- addresses salary inversion and salary compression; and,
- provides an increase for ALL faculty members at CSUSM to keep up with pay at comparable institutions.

I look forward to your response and to our joint discussions to establish a new Faculty Salary Equity Pay program for all CSUSM faculty members.

Sincerely,

A handwritten signature in cursive script that reads "Darel Tai Engen".

Darel Tai Engen
Associate Professor of History
President, CSUSM Chapter, California Faculty Association
Presidents' Representative, CFA Board of Directors