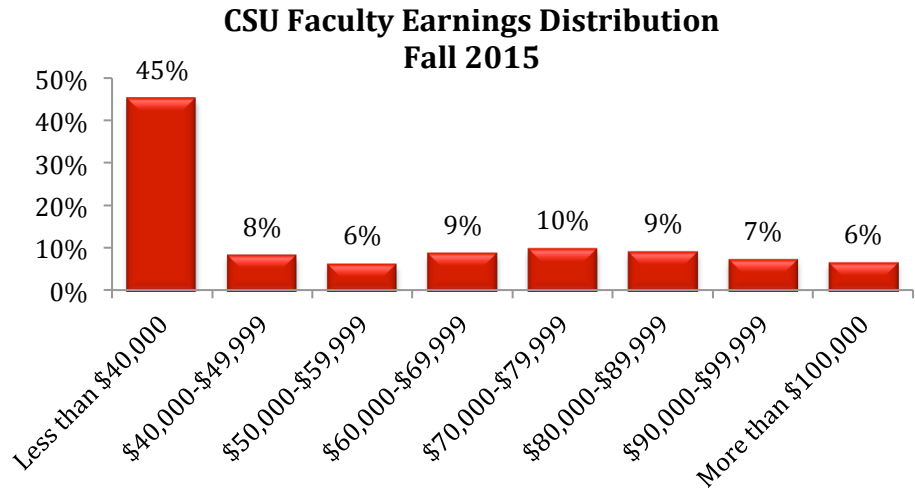


# The Truth about CSU Faculty Salaries

Last fall, CSU faculty secured a three-year contract with an agreement to reopen on salary. In spring 2015, CSU management showed up at the bargaining table with the same 2% offer faculty rejected last fall. Even in July, after the CSU had secured a **\$216.5 million boost** in General Fund support, **management didn't budge from 2%**.

Two percent is simply not enough. The **average CSU faculty member earns \$45,000 per year**. This figure represents all faculty, including tenure-line instructors and lecturers. Focusing only on tenure-track salaries is inaccurate, as most faculty are not tenured or even eligible for tenure. Similarly, full-time salaries don't provide an accurate picture, as most lecturers want to work for the CSU full-time, but the CSU refuses to make that investment.



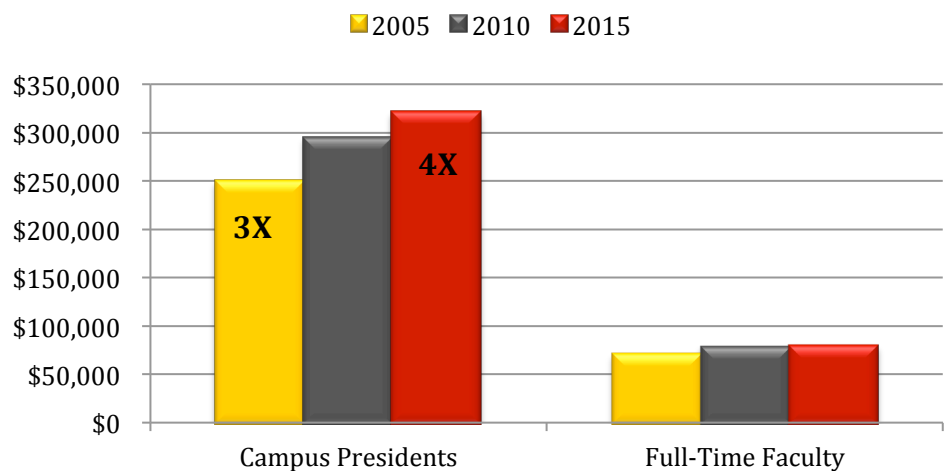
## Average Earnings by Tenure Status, Fall 2015

	% of Faculty	Average Earnings
Lecturers	60%	\$24,000
Tenure-Track or Tenured	40%	\$84,000
All Faculty	100%	\$45,000

Earnings for lecturers – who comprise 60% of the faculty – are staggeringly low, averaging **\$24,000 per year**. Even if you focus on the 40% of faculty who are on the tenure-line, their average of **\$84,000 per year** is lower than the average for similar faculty in the UCs and community colleges.

Yet, the CSU administration is telling a different story, that executives are last in line. In 9 out of the last 10 years, **executives received the same or greater percentage raises** – and therefore many times more dollars – than faculty, the one exception being the faculty's \$80 raise in 2013. The result: **Widening inequality** between executives in board rooms and faculty in classrooms.

## 10-Year Salary Comparison, Presidents vs. Full-Time Faculty



Methodological notes: Average salaries represent medians and were calculated using the CSU's November 2015 PIMS snapshot. 12-month salaries were adjusted using a 9/11 conversion factor. Full-time salaries for 2005 and 2010 were obtained from the CSU's annual employee snapshot; the full-time salary for 2015 was calculated using PIMS data.

# FACULTY INDEX



- \$45,000 Average yearly earnings for a faculty member in the CSU
- \$9,056 Loss in purchasing power for full-time equivalent faculty since 2004
- +22,917 Gain in purchasing power for CSU presidents since 2004
- 2007 Last year an SSI (Service Salary Increase) was awarded for faculty
- 75,366 (+24%) Increase in number of full-time equivalent CSU students since 2004
- 2,319 (+14%) Increase in number of full-time equivalent faculty since 2004
- 0 Campuses with an increase in tenure-line faculty consistent with student growth since 2004**
- 3% Change in the number of tenure-track faculty since 2004
- +46% Change in the number of contingent faculty since 2004
- \$130,031 Average salary for tenure-line faculty in the UC\*
- \$89,727 Average salary for tenure-line faculty in the community colleges
- \$84,339 Average salary for tenure-line faculty in the CSU
- +36% Change in the average CSU presidential salary since 2004
- +10% Change in the average faculty member's salary since 2004
- 1,731 CSU administrators earning more than \$100,000 per year in base pay
- 59% Percentage of the CSU faculty who are contingent
- \$27,000 Average yearly earnings for a contingent faculty member in the CSU
- 1 in 5 Faculty who received campus equity awards
- 13 Campus-based equity programs that excluded all lecturers
- \$261,000 Salary for SJSU president transitioning out of the CSU in 2015
- \$346,000 Salary for SJSU interim president in 2015
- +134% Change in CSU student fees since 2004
- 58 Hours a student would have to work at minimum wage to pay CSU fees in 1975
- 608 Hours a student would have to work at minimum wage to pay CSU fees in 2014
- +33% Change in the CSU net operating budget since 2004
- +48% Change in CSU expenditures on managers since 2004
- +25% Change in CSU expenditures on faculty since 2004
- \$97,000,000 Additional state budget revenue CFA members won for the CSU in 2015
- 0% Movement by CSU management at the bargaining table after \$97,000,000 augmentation
- 0 Outside of CSU management, people who believe executives are unfairly compensated
- 25,000 CSU faculty needed to stand up for fair compensation**

**Join us November 17<sup>th</sup> to demand a 5% GSI & 2.65% SSI  
from the CSU Board of Trustees!**

\*All data are as of Fall 2014 unless marked with an asterisk (\*), which is as of Fall 2013.