

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

FACULTY AFFAIRS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

FA-001-212

Policy on Market Salary Increase Policy

Faculty Affairs Committee

Date: 09/01/2021

Executive Committee
Received and Forwarded

Date: 02/28/2024

Academic Senate

Date: 03/13/2024
First Reading
04/10/2024
Second Reading

Referral

FA-001-212: Policy on Market Salary Increase

Background

The Collective Bargaining Agreement (CBA) Article 31.25 says that “The President may grant a salary increase to a probationary or tenured faculty unit employee to address market considerations.” However, Article 31.25 has vague language such as “Applications for market-based increases shall normally be accompanied by documentation supporting the market-based salary lag” and “Applications shall be reviewed separately by a department committee of tenured faculty”. The vague language can create obstacles for faculty who apply for the market salary increase (MSI) and the parties which are responsible for processing the MSI applications (department, dean etc.). The university currently provides a short procedure for MSI request. Unfortunately, this procedure largely does not clarify the vague language in 31.25. Therefore, it is necessary to create a policy on MSI to guide related parties. This policy will guide faculty who wish to apply for MSI, as well as parties which process MSI applications. Additionally, this policy will help address pay inequity, as well as limit or avoid exacerbating of inversion while addressing market-based salary lag.

Resources Consulted:

AVP Faculty Affairs
President, CFA Pomona Chapters
CPP MSI Request Procedure Link

Resources Not consulted:

Chair, CFA Bargaining Team

Discussion

The FAC considered several different resources, including the existing MSI request link and resources from other CSU's. Specifically, the FAC focused on the review process for MSI requests to ensure as fair, unbiased, and transparent review as possible. The FAC included a statement that all tenured faculty are eligible to serve on the committee and it must have a minimum of 3 faculty. The purpose of this is to make it a committee with open membership so that faculty are not elected or appointed but volunteer. Additionally, recommendations at all levels and the final decision are supplied to the applicant. In the case of a denial, a written explanation supporting the decision is also to be supplied. The changes made are minimal and serve to provide a clear and reasonable communication with the applicant, the committees, and the Provost.

Recommendation

The FAC recommends adopting this policy.