

## Proposal for Salary Card “Rank and Degree Numbers”

One of the charges President Newsom gave the Budget and Personnel Policies Committees was to come up with specific salary numbers for a new salary card to be used with a COLA/inflation-based system going forward. The committee decided that the base salary numbers should be guided by those from the most recent AAUP compensation survey - namely that we use the tenth percentile of the institutional averages for starting salaries. Those numbers are lower than salaries you would obtain by adjusting the 2008-2009 salary card for inflation while likely providing enough of a boost to regain a measure of competitiveness for faculty recruitment and retention. The committee then broke those salary numbers down into degree and rank components to resemble the way the current card is set up.

Some important things to remember about the new system include:

- 1) In the new system there are two main components in the salary calculation - the “to be adjusted for inflation” category (initially from the “rank+degree” table but adjusted over time) and the “not to be adjusted for inflation” category (market adjustments, other duties, etc.).
- 2) The **only times** the “rank+degree” table would need to be referenced is when a person is first hired (to determine an initial salary) or when a person is promoted/gains a new degree (in which case their “to be adjusted by inflation” number gains the difference on the current card between the new qualification and the old one)
- 3) The numbers in the “rank+degree” table are pegged to AY 2022-2023. Each year these numbers **should be adjusted annually for inflation to remain competitive**, hopefully by the methods previously discussed (averaging the last 3 years of inflation measured by the BLS). A standard date for this adjustment should be set early enough that the information is available to be used in the annual budgeting cycle.
- 4) Each year the “to be adjusted for inflation” category of a faculty member’s salary should be adjusted by the methods previously discussed, with a percentage bump to act as a true raise. For example the “to be adjusted by inflation” component could be adjusted by the 3 year BLS inflation average plus an extra percent (so a 3-year average of 3% would create a 4% adjustment). This way existing faculty are not being paid the same as new hires.
- 5) The “not to be adjusted” category is simply moved forward from year to year, only changing if its component factors change (new duties are taken on or ended, etc.).

Here are the proposed numbers together with the current ones for comparison:

## Proposed Rank and Degree Calculations for AY 2022-2023

	Base	Instructor	Assistant Professor w/ Masters	Assistant Professor w/ Doctorate	New Associate Professor	New Full Professor
Base		2439	7182	10445	16565	27075
Less Than Master's	30558	32997				
Masters	33947	36386	41129			
Masters + 15	37342	39781	44524			
Master's+ 30	40744	43183	47926			
Master's + 55	44139	46578	51321			
Doctorate	47528	49967		57973	64093	74603

## 2022 (also 2008-2009) Salary Card

	Base	Instructor	Assistant Professor w/ Masters	Assistant Professor w/ Doctorate	Associate Professor+ 5 years	Full Professor + 10 years
Base		4098	6558	8196	13962	21372
Less Than Master's	24570	28668				
Masters	27295	31393	33853			
Masters + 15	30025	34123	36583			
Master's+ 30	32760	36858	39318			
Master's + 55	35490	39588	42048			
Doctorate	38215	42313		46411	52177	59587

## Additional Notes:

- 1) Existing faculty can be transitioned to the new system as follows:
  - a) If their new “rank+degree” number exceeds their existing “carded salary” (not including years of experience) plus any current market adjustment, they just move to the new “rank+degree” number with no market adjustment.
  - b) If their new “rank+degree” number falls under their existing “carded salary” (not including years of experience) plus any current market adjustment, their “rank+degree” number moves to the new system and the market adjustment component in the “not to be adjusted for inflation” category is set to be the previous adjustment less the upward change in “rank+degree” (to preserve the overall value of the market adjustment).
  - c) Any other adjustments (such as for additional duties, previous one-time raises, etc.) are added to the “not to be adjusted for inflation” category
  - d) For all existing faculty, the new “to be adjusted for inflation” number will have \$546 per year over minimum time in rank added to it (so a Full Professor with 17 years of service gains  $7 * \$546$  on their initial “rank+salary” number). This is due to the fact that the new “rank+degree” numbers already account for the minimum time in grade needed for a given rank.
- 2) Going forward, if the faculty in a program feel they need a market adjustment to their salary to remain competitive, then they should make the case for that adjustment to the Administration. These proposals, together with the Administration’s responses and decisions, should be made available to all faculty.