

Policy on Equity Salary Increases at Promotion

To promote equitable compensation and transparent practices, the Division of Academic Affairs has established the following policy for granting salary increases beyond the contractual minimum upon faculty promotion. This policy builds upon the practice first established through the Provost's Office during the 2021-2022 academic year.

Automatic Equity Review

All faculty who are promoted in a given academic year will have their salaries reviewed for possible additional increases beyond the mandated minimum of 9% (CBA Art. 31.5). No faculty member is required to request a review, and any such requests will not influence the outcome.

Basis of Calculation

Salary increases beyond the minimum will be calculated based on a comparative equity analysis. This analysis considers:

- **Internal Equity:** The faculty member's salary will be compared to the salaries of colleagues within the same department and rank, taking into account years of service.
- **Systemwide Equity:** Comparisons will also be made to average salaries by discipline and rank across the California State University (CSU) system.

The goal is to identify and adjust salaries that are significantly below departmental or systemwide norms without a justifiable reason, in order to promote fairness across faculty ranks. Any additional equity-based percentage increase will be applied to the monthly compensation salary after the contractual 9% increase has been implemented. It is important to note that while all salaries will be analyzed, the equity review may determine that no adjustments are necessary. In such cases, the faculty member will receive the contractual 9% increase only.

Consultative Process

Prior to finalizing any increases beyond the minimum, the Provost will consult with the Deans and the Associate Vice President for Faculty Affairs, Success, and Equity to ensure consistency and equity in decision-making.

Exceptional Merit Consideration

Merit may be considered in rare and exceptional cases. A Dean may recommend a merit-based increase beyond equity considerations for faculty whose performance is regarded as notably exceptional. Evaluations of merit will rely on disciplinary standards and demonstrable evidence of excellence.

Budgetary Discretion

The implementation of equity salary increases beyond the contractual minimum is subject to available budget resources. The Provost retains discretion to determine the extent to which this policy is applied in any given year based on the university's fiscal capacity. In years of significant budget constraints, full implementation may be deferred or limited to the highest-priority equity cases.

Final Decisions and Review

Salary decisions are final. Faculty may request a meeting with the Provost to understand the rationale for a particular salary decision.

Ongoing Commitment to Equity

The Office of the Provost will periodically review tenured and tenure-track faculty salaries to identify and correct inequities, particularly those related to gender, ethnicity, race, and historical inconsistencies. The goal is to ensure that salary practices reflect the institution's commitment to inclusion and fairness. Additionally, starting salary procedures for new hires are being reviewed to support long-term salary equity across the institution.

This policy affirms the institution's dedication to transparency, faculty retention, and equitable treatment through thoughtful, data-informed compensation practices, while acknowledging the importance of responsible fiscal stewardship.