2019-20 Faculty Equity Program FAQs
Additional FAQs may be added based on questions that come to OFA

When is this effective?
This is retroactively effective to the start of the 2019-20 Academic Year

When will this get processed?
It is our intention to process as soon as possible – taking into consideration of the high workload demand on the campus at the beginning of the academic year.

When will notifications go out?
We hope to have the notifications out to eligible faculty in the middle of the fall semester.

I think I meet the eligibility, but did not get a notice while colleagues did. How can I confirm?
Please reach out to your OFA analyst. Please note, they will not be able to confirm status until notifications are sent campus-wide.

I have been at Sac State for 10 years as a lecturer and got a Range Elevation two years ago, am I eligible?
Because you have been in a new grade for two years only, you do not meet the eligibility.

In the Spring of 2020, I filed for Range Elevation but was denied. Does that mean I am not eligible?
Because your elevation was denied, you are eligible for consideration in this program. Please contact your college’s analyst in OFA to discuss.

Why were those under review for Range Elevation in 2019-20 excluded?
Sacramento State’s rate of approving Range Elevations is nearly 100%. As such, with the expectation that those under review would get the 5% that goes with Range Elevation, the decision was made to exclude them to maximize funds available to others not subject to Range Elevation this year. If someone was not successful in obtaining a Range Elevation in 2019-20, they would be then eligible for this program.
I missed the eligibility criteria for one year; my 12th semester was Spring 2020. Will a similar program exist next year?

At this time, there have been no decisions made about future equity programs.

Why are there caps?

Given the limited resources available, the consensus between the University and CFA was to cap the adjustment to impact more faculty.

How did you determine inversions?

For tenured faculty inversions, the base salaries of each faculty member in a department were compared. When an Associate earned more than a Full Professor; or when an Assistant earned more than an Associate, it was identified as an inversion.

How did you determine potential inversions?

Within each department listing, we calculated base salary assuming 9% raises for promotion. If the projected salary for someone moving from Associate to Full ended up exceeding the existing base salary of a Full Professor, this was identified as a potential inversion.

Why are you only doing projections for Associates less than 8 year in rank?

This decision was made because there are some faculty members who choose to not go up for the rank of Full Professor; individuals sometime retire as Associate Professors with more than 15 years in rank. Projecting for those with no intention of going up for full professor would divert available funds to potential inversions that were, in fact, unlikely to be realized. To maximize the funds available to those with inversions that were likely to be realized, the University and CFA agreed to an 8-year threshold.

Why were Probationary faculty not included in this program?

The minimum campus salaries developed several years ago and careful attention to offers within the colleges have been used to maintain salary equity among recent hires. Focusing on known and easily projected inversions became the highest priority of the University and CFA early on in the discussions.

What about salary inversion or compression within rank? I am a full professor and have been here five years longer than a colleague and they make the same (or more) than I do.

Compression and inversion within rank are important issues and prior equity programs have worked toward correcting these issues, to some success. But they have not been able to be completely
eliminated. In this year’s program, however, the University and CFA agreed on the top priorities as identified in this program announcement.

**I am a department chair who is getting a base salary increase. How does that affect my total compensation?**

Chairs compensation is a bit more complex as they often have split appointments. The “Chair” component is based on the faculty base salary but also includes the chair “stipends”. Please reach out to your OFA analyst to determine exactly how it would impact your situation.

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**2019-20 Faculty Equity Program Announcement**

On September 17, 2019, President Nelsen announced that Cabinet approved a $500,000 equity program for faculty. The Office of Faculty Advancement (OFA) and the Capitol Chapter of the California Faculty Association (CFA) began working on a program to address equity concerns immediately. The COVID-19 situation did require these discussions to be placed on the back burner for a few months. This summer, upon returning to the discussions, OFA and CFA were able to develop the 2019-20 Faculty Equity Program as described below. The program was submitted to and approved by Provost Perez and President Nelsen.

There are two components to the program, one addressing lecturers and the other tenured faculty.

**Lecturers**

The program will address faculty who have been teaching at Sacramento State for a long time and have not yet reached the SSI maximum. The goal is to move them toward eligibility for a Range Elevation.

**Eligibility:**

As of Spring 2019, lecturers need to have been in the same rank for 12 or more semesters. Those who were reviewed for range elevation in 2019-20 are excluded from eligibility; if not granted range elevation, they will then be eligible for this program.

**Program:**

Lecturers meeting the requirement will have their base salary adjusted up toward the SSI Maximum, capped at a) the amount needed to bring them to the SSI Max or b) a base salary increase of $2650/year, whichever is lower.

Faculty at less than a 1.0 timebase will have their salary adjusted proportionally to their work assignment.

**Impact:**

Estimated annual cost: $234,000 (based on projection of their 2019-20 workload in subsequent years).

**Tenured Faculty**

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Revised 11/02/20
The program will address tenured faculty who are have an inversion of salary within their department, or a potential inversion upon promotion of a colleague of lower rank. Prior equity programs have left few actual inversions within a rank, but there remain potential inversions (i.e. a 9% raise of an associate professor will lead to an inversion for an existing full professor).

Eligibility:

Actual Inversion - A faculty member who is an associate or full professor that has a colleague in the same department with a base salary (academic year) higher than theirs.

Potential Inversion - A faculty member who is an associate or full professor with a department colleague of a lower rank (who has been in that rank for less than 8 years) who projects to have a base salary (academic year) inversion upon factoring in the impact of a 9% promotion raise to the lower-ranked faculty member.

Program:

Tenured faculty meeting the requirements will have their base salary adjusted by a) the amount required to eliminate the inversion (or potential inversion) or b) a base salary increase of $2650/year, whichever is lower. For those individuals with actual and potential inversions, the program will address the potential inversion as in all cases it is the larger of the two.

Impact:

Estimated annual cost: $121,500 to base salaries. There is an additional ~$3000 of costs due to the way base salary factors into the appointments of department chairs.

The estimated total cost from the components is $358,500/yr. The remainder of the $500,000 commitment goes toward projected benefits costs associated with the increases (as in past equity programs).

The Office of Faculty Advancement has posted some FAQs about the 2019-20 Equity Program on their website.

I would like to thank our colleagues from the Capitol Chapter of the California Faculty Association and the team in the Office of Faculty Advancement for working so carefully and collegially on this program.

Sincerely,

Provost....