

# FAQ's on Sac State Faculty Equity Increases

Per President Nelsen's message on Friday, February 2, 2018:

## (2017-2018 AY)

*Q: What is the effective date of the salary increase?*

A: The beginning of the 2017-2018 academic year, August 23, 2017.

*Q: When will the increases be processed?*

A: These adjustments are being processed for payment on the March 30, 2018 pay date. The effective date of the adjustments will be retroactive to the first day of the 2017-18 academic year, August 23, 2017. Separate payroll warrants will be issued for retroactive adjustment payments.

*Q: I have a 12-month appointment, do I get the increase?*

A: Yes, the equivalent 12-month salary levels apply to 12 month faculty.

*Q: Are Librarians and Counselors eligible for equity?*

A: Yes. They are treated the same as the equivalently salaried Professors.

*Q: I received a promotion effective at the beginning of the semester. How does this impact me?*

A: Your eligibility for an equity increase will be based on your salary after promotion.

*Q: I am a lecturer. How do I know if I am on a three-year contract? How do I know what range I am in?*

A: You can check your appointment notification letters for your contract type and lecturer status.

*Q: I am a lecturer. How do I know if I received an equity increase in the 2016-17 equity program?*

A: You can check your compensation history within the Employee Center in MySacState.



*Q: Who will be receiving the equity increases?*

A: Tenure-track faculty and librarians (excludes retired faculty on FERP)

To continue progress in addressing inversion and compression issues at the lower end of salaries within a given rank, the University will increase the target minimum salaries for tenure-track faculty who are employed before May 31, 2018. The newly established minimums are as follows:

- Assistant Professors (Academic Year) – \$70,000
- Associate Professors (Academic Year) – \$76,300
- Full Professors (Academic Year) – \$88,680
- Senior Assistant Librarian (12-month) – \$80,520
- Associate Librarian (12-month) – \$87,756
- Librarian (12-month) – \$101,988

Note: The University does not currently have tenure-track counselor positions. If the positions are hired in the future, they will be assessed in a similar manner.

Lecturers (excludes rehired annuitants)

In 2016-17, a number of senior lecturers received equity increases. This year, the University has committed itself to addressing additional senior lecturer salaries that did not increase in the 2016-17.

Salaries for lecturers who hold three-year contracts and who did not receive an equity increase in 2016-17 will be increased to the SSI maximum of their current range or by \$1,000 per year (adjusted for time base), whichever is smaller.

SSI Maximums:

Lecturer A - \$4,757 per month

Lecturer B -- \$5,971 per month

Lecturer C - \$7,528 per month

Lecturer D - \$8,259 per month

This increase in salary may affect your eligibility for range elevation. Please review the Range Elevation webpage for more information <http://www.csus.edu/acaf/faculty/range%20elevation.html>