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ABSTRACT

The University of California and the California State University and Colleges submit to the Commission data on faculty salaries and the cost of fringe benefits for their respective segments and for a group of comparison institutions. On the basis of these data, estimates are derived of the percentage changes in salaries and the cost of fringe benefits required to attain parity with the comparison groups in the forthcoming fiscal year. Chapter I provides an introduction and a history of the salary reports. Chapter II contains segmented requests for faculty salaries and the cost of fringe benefits. Chapter III outlines faculty salaries and economic conditions. Chapter IV contains projected salaries at the University of California and the California State University and Colleges required for parity with the comparison group projections. Chapter V presents projected cost of fringe benefits. Chapter VI contains miscellaneous items--California Community College faculty salaries; University of California Medical faculty salaries; and federal wage and price guidelines. The final chapters offer several recommendations such as: the Governor and the legislature should give consideration to including a cost-of-living adjustment to the parity figures as discussed in Chapter V of this report and that the Chancellor's office of the California Community Colleges furnish salary data on both full- and part-time faculty to the Postsecondary Education Commission no later than February 1, 1981, and each year thereafter. Tables are provided for each chapter. (LC).

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ED190006

FINAL REPORT

April 1980

FACULTY SALARIES
IN CALIFORNIA PUBLIC HIGHER EDUCATION,
1980 • 1981

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A Report Prepared
by the
California Postsecondary Education Commission

HE 012 963

AUG 4 1980

Resolution 9-80

Adopting the Final Annual Report on Faculty Salaries in California Public Higher Education, 1980-81: University of California; California State University and Colleges; California Community Colleges; and University of California Medical Faculty

WHEREAS, Pursuant to Senate Concurrent Resolution No. 51 of the 1965 General Legislative Session, the California Postsecondary Education Commission is required to submit to the Governor and the Legislature an annual report on faculty salaries and the cost of fringe benefits at the University of California and the California State University and Colleges for the forthcoming fiscal year, and

WHEREAS, In compliance with this directive, the Commission prepares a preliminary report in the Fall, based upon early information on compensation levels in comparison institutions, for use by the Governor and the Department of Finance in preparation of the Governor's Budget; and a final report in the Spring, based on updated information on compensation levels in comparison institutions, for use by the Legislature in reviewing the Budget Bill, and

WHEREAS, This final report contains information on the percentage increases in salary-ranges necessary to enable the University of California and the California State University and Colleges to attain parity with the projected salaries of their respective comparison groups in 1980-81, and

WHEREAS, This report also contains information on economic conditions including analyses of the relative position of faculty members compared to both the cost of living and other occupational groups, and

WHEREAS, This report also contains information on faculty salaries at the University of California's medical schools and at a group of comparison institutions, and

WHEREAS, While this report does not make specific recommendations concerning salary levels for faculty, it does contain several recommendations relating to such salary levels and calling for additional data from the segments; now, therefore, be it

new parity projections for both salaries and the cost of fringe benefits, a deeper analysis of the losses in purchasing power incurred by faculty in the four-year segments, and a discussion of the viability of the Consumer Price Index as an indicator of inflation.

Although listed in the Table of Contents, the analysis of Community College faculty salaries is not included in this report. This is because there have been a number of unavoidable delays in securing the necessary data from the seventy Community College districts. The Community College section will be presented to the Commission at its June meeting as a supplement to the report.

Four recommendations are proposed in the staff report. The first urges the Governor and the Legislature to "give earnest consideration to including a cost-of-living adjustment in addition to the parity figures for both the University and the State University." The second recommends that the parity figure for the State University be increased by between 0.5 and 1.0 percent, to reflect the fact that two of that segment's twenty comparison institutions, including the highest paying institution, did not report data for the current year. The third and fourth recommendations concern data collection, the first requiring the four-year segments to thoroughly analyze fringe benefit programs in the comparison institutions, and the second recommending a formalization of data submissions from the Chancellor's Office of the Community Colleges.

Although the proposed resolution recommends no specific salary increases for any of the segments, sufficient information is provided to give State policy makers a number of options.

Recommended Action:

Adoption of the proposed resolution

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CHAPTER I

INTRODUCTION

Annually, in accordance with Senate Concurrent Resolution No. 51, ^{1/} the University of California and the California State University and Colleges submit to the Commission data on faculty salaries and the cost of fringe benefits for their respective segments and for a group of comparison institutions. ^{2/} On the basis of these data, estimates are derived of the percentage changes in salaries and the cost of fringe benefits required to attain parity with the comparison groups in the forthcoming fiscal year. The methodology by which these data are collected and analyzed is designed by the Commission in consultation with the two segments, the Department of Finance, and the Office of the Legislative Analyst. Commission staff audits the data and prepares two reports--a preliminary report in the Fall and a final report in the Spring--which are transmitted to the Governor, the Legislature, and appropriate officials.

Beginning with the Spring report for the 1979-80 budget cycle, a section on salaries and benefits in the California Community Colleges was also included. This section was developed as a result of a recommendation by the Legislative Analyst in the Analysis of the Budget Bill, 1979-80 which stated that ". . . the California Postsecondary Education Commission (CPEC) be directed to include community college salaries and benefits in its annual report on faculty salaries." The 1979-80 report was preliminary and will be refined in several ways for the current effort. Due to data limitations, however, the discussion of Community College faculty salaries is not included in this report, but will be presented to the Commission in June. The discussion of these limitations is contained in Chapter 6.

In addition to the discussions of segmental salaries, there is also a section on general economic conditions and a report on medical faculty salaries that is required to be submitted annually by the University of California.

HISTORY OF THE SALARY REPORTS

The impetus for the faculty salary reports came from the Master Plan Survey Team in 1960, which recommended that:

3. Greatly increased salaries and expanded fringe benefits, such as health and group life insurance, leaves, and travel funds to attend professional meetings, housing, parking and moving expenses, be provided for faculty members in order to make college

and university teaching attractive as compared with business and industry.

8. Because of the continual change in faculty demand and supply, the coordinating agency annually collect pertinent data from all segments of higher education in the state and thereby make possible the testing of the assumptions underlying this report. 3/

For the ensuing four years, the Legislature continually sought information regarding faculty compensation, information which came primarily from the Legislative Analyst in his Analysis of the Budget Bill and from the Coordinating Council for Higher Education in its annual reports to the Governor and the Legislature on the level of support for public higher education. While undoubtedly helpful to the process of determining faculty compensation levels, these reports were considered to be insufficient, especially by the Assembly, which consequently requested the Legislative Analyst to prepare a specific report on the subject. 4/

Early in the 1965 General Session, the Legislative Analyst presented his report and recommended that the process of developing data for use by the Legislature and the Governor in determining faculty compensation be formalized. This recommendation was embodied in Senate Concurrent Resolution No. 51, which specifically directed the Coordinating Council to prepare annual reports in cooperation with the University of California and the then California State Colleges.

Since that time, the Coordinating Council and, subsequently, the Commission, have submitted reports to the Governor and the Legislature. The first, a preliminary report, is released in December as an aid to the Department of Finance in developing the Governor's Budget; the second, a final report, 5/ is issued in the Spring for use by the legislative fiscal committees during budget hearings.

In each of these reports, faculty salaries and the cost of fringe benefits in California's four-year public segments are compared with those of other institutions (both within and outside of California) for the purpose of maintaining a competitive position. 6/ In general, other indices of faculty economic welfare, such as changes in the Consumer Price Index (CPI), have not been employed, since the original rationale for the salary surveys was the maintenance of competitive institutional parity rather than parity vis-a-vis the cost of living. It was not intended that salary adjustments would necessarily prevent erosion in faculty purchasing power since inflation was a minor concern in 1965. The primary objective was to assure that California's public institutions would be able to attract and retain the most qualified faculty members available and

thereby at least maintain, and hopefully improve, the quality of educational programs. There can be little doubt that this is exactly what occurred throughout the 1960s, since salary increases in most years were greater than the increases in the CPI.

Since the passage of SCR 51, the Coordinating Council and the Commission have issued reports for fourteen budget cycles. In each case, comparison institutions have been employed in determining salary and fringe benefit levels. This report, the fifteenth in the series, continues that tradition.

CHAPTER II

SEGMENTAL REQUESTS FOR FACULTY SALARIES AND THE COST OF FRINGE BENEFITS

Each year, the central offices of the University and the State University prepare requests for faculty salaries and the cost of fringe benefits for presentation to their respective governing boards--the Regents and the Trustees. The segmental requests for salaries and the amounts granted by the Governor and the Legislature since the 1965-66 fiscal year are shown in Table 1.

Although the average increase granted to State University faculty is approximately 1 percentage point greater than that approved for University faculty over the past fifteen years, this disparity has been all but eliminated since 1968-69. In the ensuing eleven years, the average increase for University faculty has been 5.0 percent, while that for State University faculty has been 5.2 percent, a difference of only 0.2 percent. In the past five years, the percentage increases have been identical. Also, the eleven-year period referred to includes three years in which no increases were approved.

UNIVERSITY OF CALIFORNIA

On November 15 and 16, 1979, the University's Board of Regents discussed faculty salaries for the 1980-81 fiscal year and approved a request for a 10.48 percent increase. The request consisted of two elements: (1) a 7.98 percent adjustment, using data from only four of the eight comparison institutions; and (2) a 2.5 percent increase "to assist in meeting projected State inflation for 1980-81 and to diminish the effects of erosion in faculty salaries over the past decade." 7/

Change In The Comparison Methodology

The 7.98 percent increase, as noted above, was based on using only four of the eight comparison institutions. Each of these institutions is listed below in the order of highest and lowest salaries paid during 1979-80. Those institutions used by the University to generate the 7.98 percent figure are indicated by an asterisk (*).

Stanford University*
Harvard University*
State University of New York, Buffalo
Yale University*

TABLE 1

PERCENTAGE INCREASES REQUESTED BY THE UNIVERSITY OF CALIFORNIA
AND THE CALIFORNIA STATE UNIVERSITY AND COLLEGES AND THE
AMOUNTS GRANTED BY THE GOVERNOR AND THE LEGISLATURE
1965-66 THROUGH 1980-81

Year	University of California		California State University and Colleges	
	Requested	Granted	Requested	Granted
1965-66	10.0%	7.0%	10.0%	10.7%
1966-67	2.5	2.5	6.1	6.6
1967-68	6.5	5.0	8.5	5.0
1968-69	5.5	5.0	10.5	7.5
1969-70	5.2	5.0	5.2	5.0
1970-71	7.2	0.0	7.0	0.0
1971-72	11.2	0.0	13.0	0.0
1972-73	13.1	9.0	13.0	8.9
1973-74	5.4	5.4	7.5	7.5
1974-75	4.7	4.5	5.5	5.5
1975-76	10.8	6.7	10.4	6.7
1976-77	4.6	4.3	7.2	4.3
1977-78	6.8	5.0	8.5	5.0
1978-79	9.3	0.0	9.9	0.0
1979-80	16.0	14.5	14.4	14.5
1980-81	<u>10.5</u>	<u>9.0¹</u>	<u>11.0</u>	<u>9.0¹</u>
Totals ^{2,3}				
	Through 1979-80	103.9%		131.1%
	Through 1980-81	122.3		151.9
Average ³				
	Through 1979-80	4.9%		5.8%
	Through 1980-81	5.2		6.0

1. Amount included in the Governor's Budget for 1980-81.

2. These totals are compounded to indicate the total percentage increases granted since 1964-65. No totals are shown for segmental requests since they are affected greatly by the amounts granted.

3. An additional 5.25 percent was approved by the Legislature over the Governor's veto for 1979-80. Since this amount is currently under legal challenge, it has not been included in the totals.

University of Michigan*
 Cornell University
 University of Illinois
 University of Wisconsin

Table 2 shows the rank-by-rank salaries for the comparison four (Harvard, Stanford, Yale, and Michigan), the excluded four (SUNY, Buffalo; Cornell; Illinois; and Wisconsin), and the comparison eight (all of the above institutions), with indices showing the differences among the all-ranks averages. In order to produce consistency in the figures, the all-ranks averages have been computed by using the actual 1979-80 staffing pattern of the University of California. This is the same procedure used in the computation of the parity figures shown in Table 13.

TABLE 2

COMPARISON OF RANK-BY-RANK AND ALL-RANKS
 AVERAGES AMONG THE UNIVERSITY OF CALIFORNIA'S COMPARISONS FOUR,
 EXCLUDED FOUR AND COMPARISON EIGHT INSTITUTIONS
 1979-80

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>All Ranks Averages</u>
Comparison Four (Harvard, Stanford, Yale, and Michigan)				
Salary	\$37,205	\$23,668	\$18,765	\$30,563
Index	106.9	100.6	102.1	105.2
Comparison Eight				
Salary	\$34,794	\$23,528	\$18,372	\$29,067
Index	100	100	100	100
Excluded Four (SUNY Buffalo, Cornell, Illinois, and Wisconsin)				
Salary	\$33,175	\$23,388	\$17,978	\$28,027
Index	95.4	99.4	97.9	96.4

The use of indices in Table 2 clearly shows that the University derives a substantial advantage when using only four of the eight comparison institutions, since those four include the two highest paying institutions and four of the top five. As indicated by the all-ranks averages, this is an advantage of 5.2 percent over the average for the comparison eight.

As noted in the Commission's preliminary salary report 8/, the University's rationale for using only four of the highest paying institutions is contained in the Regents' agenda item of November 15, 1979, which states that the list of eight comparison institutions is a "broadly representative group of institutions" 9/ that are not "among the first rank of institutions nationally." 10/ The University argues that the traditional comparison methodology "is a conservative one since it aims to place faculty salaries at only the mean of this broadly representative group of institutions." 11/ Several tables are included in the Regents' agenda item which are intended to demonstrate that the University is in a disadvantageous position relative to other "selected institutions." Included in the list are the Massachusetts Institute of Technology, the California Institute of Technology, and Princeton University, none of which is now on the University's list of comparison institutions. Of course, none of these institutions was used to compute the 7.98 percent figure approved by the Regents; they were only used for illustrative purposes.

The claim that the University's eight comparison institutions are a "broadly representative group of institutions" is serious and bears examination. To determine its accuracy, Commission staff referred to the AAUP's Annual Report on the Economic Status of the Profession, 1978-79, which is the most recent of the Association's annual reports on the subject. This report lists salary data for 2,448 colleges and universities throughout the country, including public and private institutions and two- and four-year institutions. This group, which represents virtually every postsecondary institution in America, is divided into the following categories:

- | | |
|--------------|---|
| Category I | Institutions which offer the doctorate and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three non-related disciplines. |
| Category IIA | Institutions awarding degrees above the baccalaureate, but not included in Category I. |
| Category IIB | Institutions awarding only the baccalaureate or equivalent degree. |

- Category III Two-year institutions with academic rank.
- Category IV Institutions without academic ranks (with the exception of a few liberal arts colleges, this category includes mostly two-year institutions).

For the most part, the comparison institutions for the University and for the State University fall into Category I, the classification that includes virtually all of the nation's larger four-year institutions. That category contains 204 institutions for which the AAUP reported rank-by-rank salaries. By applying the University of California's staffing pattern for 1978-79, it is possible to derive a single all-ranks average for each institution in much the same manner as is shown in the tables in Appendices E and F of this report. These averages can then be ranked from highest paying to lowest paying institution to determine where the comparison institutions for the two California segments fit in relation to all of the institutions in Category I. Table 3 shows this ranking for the highest paying 146 institutions, a list which includes all of the University's comparison institutions and 17 of the State University's 20 comparison institutions. The remaining 3 universities in the State University's comparison group are not included because they are listed by the AAUP in Category IIA. Table 3 lists only 146 institutions, rather than 204, because the 9 University and 19 State University campuses, and all institutions with less than 300 full-time faculty members, have been eliminated.

TABLE 3
RANKING OF 130 AAUP CATEGORY I
INSTITUTIONS BY SALARIES PAID TO FULL-TIME FACULTY
1978-79

<u>Institution and Rank</u>	<u>Average Salary Paid</u>
1. Rutgers University (New Brunswick)	\$29,529
2. Harvard University	29,215*
3. Stanford University	28,596*
4. University of Pennsylvania	28,118
5. Massachusetts Institute of Technology	27,954
6. SUNY - Buffalo	27,909*
7. Johns Hopkins University	27,679
8. University of Michigan (Ann Arbor)	27,592*
9. SUNY - Stonybrook	27,547
10. University of Chicago	27,511

11.	Yale University	27,508*
12.	University of Virginia	27,485
13.	SUNY - Albany	27,286**
14.	University of Connecticut	27,076
15.	Northwestern University	26,850
16.	Columbia University	26,849
17.	Brandeis University	26,760
18.	Princeton University	26,693
19.	University of North Carolina	26,693
20.	Cornell University	26,510*
21.	University of Southern California	26,508**
22.	Tufts University	26,443
23.	Virginia Polytechnic Institute and State Univ.	26,397**
24.	University of Pittsburg	26,384
25.	Georgetown University	26,356
26.	University of Delaware	26,305
27.	Fordham University	26,052
28.	Pennsylvania State University	25,988
29.	New York University	25,985
30.	Wayne State University	25,928**
31.	Ohio State University	25,846
32.	University of Illinois (Urbana)	25,777*
33.	George Washington University	25,666
34.	Howard University	25,632
35.	Purdue University	25,506
36.	University of Arizona	25,473
37.	Duke University	25,240
38.	Boston College	25,146
39.	University of Rochester	25,108
40.	Arizona State University	25,048
41.	Carnegie Mellon University	25,015
42.	University of South Carolina	24,941
43.	University of Hawaii	24,923**
44.	University of Washington	24,920
45.	University of Minnesota	24,873
46.	University of Texas (Austin)	24,843
47.	Indiana University (Pennsylvania)	24,791
48.	University of Iowa	24,739
49.	Washington University (Missouri)	24,709
50.	Brown University	24,621
51.	Adelphi University	24,616
52.	University of Akron	24,602
53.	Georgia Institute of Technology	24,568
54.	Michigan State University	24,533
55.	University of Maryland	24,513
56.	Case Western Reserve University	24,506
57.	Northern Arizona University	24,458
58.	University of Utah	24,457
59.	University of Oregon	24,454**
60.	Texas A & M University	24,440

61.	Dartmouth College	24,435
62.	Rensselaer Polytechnic Institute	24,401
63.	University of Georgia	24,386
64.	University of Wisconsin (Madison)	24,373*
65.	North Carolina State University	24,352
66.	Marquette University	24,346
67.	Vanderbilt University	24,325
68.	University of Wisconsin (Milwaukee)	24,273**
69.	University of Notre Dame	24,265
70.	University of Houston	24,243
71.	Georgia State University	24,199
72.	Auburn University	24,195
73.	Rice University	24,111
74.	University of Cincinnati	24,012
75.	Southern Methodist University	23,926
76.	Oregon State University	23,921
77.	University of Rhode Island	23,920
78.	Emory University	23,889
79.	University of Nevada (Reno)	23,886**
80.	University of Massachusetts	23,871
81.	University of Indiana	23,818
82.	University of Wyoming	23,749
83.	Miami University (Ohio)	23,725**
84.	Bowling Green State University	23,658**
85.	University of Kentucky	23,653
86.	Hofstra University	23,511
87.	University of Kansas	23,508
88.	Iowa State University	23,465**
89.	University of New Mexico	23,415
90.	Syracuse University	23,395**
91.	Loyola University (Chicago)	23,376
92.	University of Missouri	23,319
93.	University of Tennessee	23,217
94.	Virginia Commonwealth University	23,179
95.	Clemson University	23,123
96.	University of Florida	23,105
97.	Louisiana State University	23,073
98.	University of Toledo	23,068
99.	North Texas State University	23,032
100.	University of Alabama	23,022
101.	Washington State University	22,957
102.	Lehigh University	22,939
103.	Kansas State University	22,884
104.	American University	22,849
105.	Utah State University	22,804
106.	University of Louisville	22,801
107.	University of Colorado	22,773**
108.	Texas Women's University	22,664
109.	New Mexico State University	22,627
110.	University of Miami (Florida)	22,603

111.	Southern Illinois University	22,591**
112.	Memphis State University	22,577
113.	Western Michigan University	22,542**
114.	University of Mississippi	22,534
115.	University of Nebraska	22,511
116.	University of New Hampshire	22,495
117.	Colorado State University	22,472
118.	University of West Virginia	22,469
119.	Florida State University	22,348
120.	University of Oklahoma	22,332
121.	Illinois State University	22,214**
122.	Kent State University	22,202
123.	Oklahoma State University	22,132
124.	Ball State University	22,052
125.	Texas Technical University	22,036
126.	University of Arkansas	21,929
127.	Baylor University	21,869
128.	Tulane University	21,841
129.	College of William and Mary	21,823
130.	Ohio University	21,779
131.	Mississippi State University	21,586
132.	University of Vermont	21,563
133.	Catholic University	21,491
134.	University of Idaho	21,412
135.	Texas Southern University	21,306
136.	Indiana State University	21,271**
137.	St. Louis University	21,261
138.	Texas Christian University	21,033
139.	University of North Dakota	20,991
140.	Middle Tennessee State University	20,936
141.	Northeast Louisiana University	20,774
142.	Montana State University	20,637
143.	University of Southern Mississippi	20,419
144.	University of Maine	19,888
145.	University of Montana	19,398
146.	Loma Linda University	16,260

Of the 146 institutions listed, those in the University's comparison group rank 2nd, 3rd, 6th, 8th, 11th, 20th, 32nd, and 64th. The comparison institutions for the State University (the 17 listed out of a total of 20) rank from 13th (SUNY, Albany) to 136th (Indiana State University). Accordingly, the University's contention that the list of eight comparison institutions is "broadly representative" seems difficult to accept when six of the eight are in the top twenty universities in the nation in terms of faculty compensation and half of them are in the top ten. By contrast, the list for the State University appears to be a far better qualifier for the "broadly representative" label. It is also interesting to note that the three other institutions selected for an "informal" comparison by the University--Massachusetts Institute of Technology (MIT); California Institute of Technology (Cal Tech); and Princeton University--are also very highly ranked. MIT is ranked 5th and Princeton 18th. Cal Tech was not included in the list because it has fewer than 300 faculty members, but it would have placed 7th if it had been. Given the fact that both MIT and Cal Tech are heavily technological and emphasize fields such as engineering and physics where higher salaries are common, their selection for comparison with an institution as academically diverse as the University of California seems particularly self-serving.

As noted earlier, the methodology used to determine the parity figures for both the University and the State University (Appendix C) is developed by the Commission in consultation with the two segments, the Department of Finance, and the Office of the Legislative Analyst. The current methodology was approved by the Commission on June 13, 1977, and included the existing list of eight comparison institutions for the University, an inclusion with which the University agreed at that time. It was felt that this list was appropriate since it included many of the nation's most prestigious universities and provided a reasonable mix of both public and private institutions (four of each) as well as a good geographic distribution (four eastern, three midwestern, and one western).

It is well known that faculty salaries nationally have not kept pace with the rate of inflation that has beset the country for the past ten years, and it is certainly true that those paid to California faculty are no exception. But this fact alone does not justify a unilateral alteration of the methodology used by the Commission to determine salary needs. The fact that the parity figures do not reflect an increase sufficient to satisfy the senior segments in any given year does not indicate that the methodology is faulty. Rather, it reflects the fact that last year California faculty received the most generous increase from the Legislature in history. Had that 14.5 percent increase not been granted, or if it had been somewhat less than it was, it is very clear that a higher increase would have been indicated for 1980-81 than that which is now reported as the

need. Last year, when the comparison approach showed that the University needed a 12.14 percent increase to maintain parity with its comparison institutions, no attempt was made to change the list or select only the highest paying. So long as the primary purpose of the Commission's role in salary determinations is fairness to both the faculty and to the taxpayers of California, such attempts must be rejected.

The University's Staffing Pattern Projection

In both last year's salary reports and in the preliminary report for the current cycle, Commission staff commented on the University's efforts to accurately project its professorial staffing pattern into the budget year. Prior to the 1978-79 budget year, both the University and the State University used an actual, current-year staffing pattern to determine all-ranks averages for themselves and for their comparison groups. When the revised methodology was approved by the Commission in 1977, the University changed to a projected pattern, the success of which is shown in Table 4.

TABLE 4

UNIVERSITY OF CALIFORNIA STAFFING PATTERNS,
1972-73 through 1980-81.

<u>Year</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Total</u>
1972-73	2,120.00	1,079.00	1,422.00	4,621.00
1973-74	2,210.00	1,096.00	1,339.00	4,645.00
1974-75	2,295.00	1,126.00	1,223.00	4,644.00
1975-76	2,392.00	1,156.00	1,181.00	4,729.00
1976-77	2,492.00	1,230.00	1,125.00	4,847.00
1977-78	2,501.98	1,141.47	965.74	4,609.19
1978-79				
(UC) Projection	2,835.00	971.55	865.89	4,672.44
(CPEC) Projection	N/A	N/A	N/A	N/A
Actual	2,593.56	1,131.38	931.24	4,656.18
1979-80				
(UC) Projection	2,706.91	1,086.55	937.34	4,730.80
(CPEC) Projection	2,666.01	1,133.48	862.56	4,662.05
Actual	2,660.61	1,096.32	857.11	4,614.04
1980-81				
(UC) Projection	2,774.06	1,037.76	849.89	4,661.71
(CPEC) Projection	2,736.32	1,133.86	797.74	4,667.92

The differences among the University and CPEC projections and the actual figures are shown in Table 5.

TABLE 5

DIFFERENCES BETWEEN ACTUAL AND PROJECTED UNIVERSITY OF CALIFORNIA STAFFING PATTERNS
1978-79 Through 1980-81

Item	Professor		Associate Professor		Assistant Professor		Total		Parity Figures
	Number	%	Number	%	Number	%	Number	%	
1978-79									
Actual	2,593.56	N/A	1,131.38	N/A	931.24	N/A	4,656.18	N/A	+7.82%
UC	2,835.00	+9.31%	971.55	-14.16%	865.89	-7.02%	4,672.44	+0.35%	+7.96
CPEC			--No Projections Developed--						
1979-80									
Actual	2,660.61	N/A	1,096.32	N/A	857.11	N/A	4,614.04	N/A	+12.68
UC	2,706.91	+1.74	1,086.55	-0.89	937.34	+9.36	4,730.80	+2.53	+12.64
CPEC	2,666.01	+0.20	1,133.48	+3.39	862.56	+0.64	4,662.05	+1.04	+12.68
1980-81									
Actual			--Actual Figures Will Not Be Known Until Spring 1980--						N/A
UC	2,774.06		1,037.76		849.89		4,661.71		+5.01
CPEC	2,736.32		1,133.86		797.74		4,667.92		+5.04

Table 5 shows that the accuracy of the University's budget-year staffing projections at each professorial rank has improved slightly since 1978-79. This table also shows that even relatively large errors in staffing projections such as occurred in those developed for 1978-79, do not have a marked effect on the parity figures. Even though the University's projections for that year erred by 14.16 percent at the Associate Professor level and by 9.31 percent at the Professor level the percentage increase required for parity with the comparison institutions would have differed by only 0.14 percent, an amount that should be considered negligible. Since the staffing pattern used for the University is also used for its comparison institutions, any errors that do occur apply equally to both. Such application has the effect of "washing out" erroneous projections. So long as the rank-by-rank salary averages are accurately reported, the staffing pattern assumes a role of secondary importance.

CALIFORNIA STATE UNIVERSITY AND COLLEGES

On January 23, 1980, the State University Board of Trustees approved a request to the Governor and the Legislature for an 11.0 percent increase in faculty salaries for the 1980-81 fiscal year. The request was based on the Trustees' estimate of the rate of inflation for the eighteen-month period beginning January 1, 1980, and continuing through the coming fiscal year.

During the past four years, the Trustees have rejected the methodology used by the Commission to project salary needs for State University faculty. This rejection has been based on a dissatisfaction with the list of comparison institutions and with the fact that there have been larger increases in the Consumer Price Index (CPI) than in the salaries of the comparison group. The procedure adopted by the Trustees as an alternative to the comparison approach is based on a two-part formula which predicts the budget-year change in the CPI plus a factor which reflects one fourth of the erosion in faculty salaries since the 1968-69 budget year. For 1980-81, this formula produces a request of 16.7 percent, based on an assumed 11 percent rate of inflation plus a 22.8 percent loss of purchasing power since 1968-69, one fourth of which is 5.7 percent. However, due to the Trustee's reading of the political climate of the State and the reflection of that climate in the Legislature, the request was reduced to 11.0 percent for the coming fiscal year.

An agenda item presented to the Trustees in November 1979 stated that:

The California Postsecondary Education Commission, pursuant to a 1965 legislative mandate (SCR 51), will soon

report that CSUC faculty salaries need to be adjusted by only 0.8% to maintain "parity" with other selected "comparison institutions." CPEC's calculations takes (sic) into account the salary increase effected last July in the CSUC but mechanically assumes salaries at the comparison institutions to grow at a 5.7% annual rate over a two-year period.

This statement is true since the comparison methodology utilizes a technique in which the salary history of the comparison institutions is evaluated over a five-year period, with a compound rate of change computed for the entire span of time. In times of economic stability, such a procedure works very well, accurately predicting the relative salary status of the comparison group. In times of economic instability, however, especially when the rate of inflation is increasing rapidly, the salary increases reflected by the methodology tend to be conservative and probably produce increases for the University and the State University that are lower than the actual need.

For several years in the mid-1970s, the methodology included a computation that reflected changes in the rate of inflation. This procedure involved an analysis of changes in the CPI over the same five-year period in which the average salaries for the comparison institutions were examined and a comparison of those changes with that for the most recent year. If the inflation rate for the most recent year was greater than the average for the previous five years, the parity figures were adjusted upward. This procedure was abandoned after 1977 when it appeared that the rate of inflation was stabilizing. However, current circumstances--i.e., the again rapidly increasing CPI--provide an argument for its reinstatement. The calculations, if this adjustment were to be used, are shown below in Table 6.

Table 6 clearly shows that the rate of inflation in 1979 was just over 5 percent greater than the average annual rate for the previous five years. Thus, if this adjustment were employed, the 0.8 percent parity increase for State University faculty shown in Table 13 of this report and referenced by the Trustees agenda item last November, would be 6.16 percent.

TABLE 6

CONSUMER PRICE INDEX ADJUSTMENT: NOVEMBER, DECEMBER 1973,
 JANUARY 1974 TO NOVEMBER,
 DECEMBER 1977, JANUARY 1978;
 AND NOVEMBER, DECEMBER 1978,
 JANUARY 1979 TO NOVEMBER,
 DECEMBER 1979, JANUARY 1980
 (THREE MONTH AVERAGES)

Time Period	Consumer Price Index*	Percent Change
Nov., Dec. 1973, Jan. 1974 to Nov., Dec. 1974, Jan. 1975	138.60 to 155.27	12.03%
Nov., Dec. 1974, Jan. 1975 to Nov., Dec. 1975, Jan. 1976	155.27 to 166.20	7.04
Nov., Dec. 1975, Jan. 1976 to Nov., Dec. 1976, Jan. 1977	166.20 to 174.47	4.98
Nov., Dec. 1976, Jan. 1977 to Nov., Dec. 1977, Jan. 1978	174.47 to 186.13	6.68
Nov., Dec. 1977, Jan. 1978 to Nov., Dec. 1978, Jan. 1979	186.13 to 203.20	<u>9.17</u>
Five-Year Average		7.979%
Nov., Dec. 1978, Jan. 1979 to Nov., Dec. 1979, Jan. 1980	203.20 to 230.23	13.302%
Net Increase in CPI		5.323%

*Source: U.S. Department of Labor, Bureau of Labor Statistics (1967 Base = 100)

The comment that the comparison methodology "mechanically assumes salaries at the comparison institutions to grow at a 5.7% annual rate over a two-year period" also requires a brief examination, since it implies that this growth rate does not reflect what is really happening within the comparison group. Last year's final report on salaries included a lengthy table which compared predicted and actual salaries in the comparison group over a seven-year period. That table showed that the average error was approximately + 1 percent for the all-ranks averages, a factor which could change a predicted parity figure of 5 percent at the State University to anywhere from 4 to 6 percent. Such an error is very small and demonstrates to a reasonable certainty the ability of the "mechanical" method to predict comparison institution salaries. For the current year, this predictive mechanism has again been extremely accurate, as shown below.

TABLE 7
 PREDICTED AND ACTUAL SALARIES AT THE
 COMPARISON INSTITUTIONS
 1979-80

	<u>Predicted Salaries 1979 Final Report</u>	<u>Actual Salaries</u>	<u>Percent Difference</u>
Professor	\$29,427	\$29,161	-0.9%
Associate Professor	22,430	22,343	-0.4
Assistant Professor	17,949	18,036	+0.5
Instructor	14,149	14,086	-0.5
All Ranks	\$25,140	\$24,991	-0.6%

What Table 7 indicates is that the percentage shown to be required for State University faculty to achieve parity with the comparison institutions was actually 0.6 percent higher than it should have been.

CHAPTER III

FACULTY SALARIES AND ECONOMIC CONDITIONS

The public four-year segments, particularly the State University, have maintained with increasing regularity that the use of comparison institution data does not provide an accurate picture of the true economic status of the academic profession. Both segments have argued that additional factors, particularly changes in the Consumer Price Index, should also be considered.

Table 8 shows a composite of segmental requests, reports from the Coordinating Council for Higher Education and the Postsecondary Education Commission, amounts approved by the Governor and the Legislature, and changes in the CPI for the ten-year period beginning with the 1969-70 fiscal year. It provides a useful perspective on the changes in the economic status of California faculty members. (These data are also displayed graphically in Appendix G.)

As indicated in Footnote 2 of Table 8, the 13.5 percent estimated increase in the CPI is based on the actual figures for the first eight months of the 1979-80 fiscal year. Table 9 shows how the rate of change in the CPI for an entire year can be predicted reliably by using data from the first eight months of that year. As the table shows, the final annual rate varies from the predicted rate by only + 0.44 percent, a factor which makes possible the prediction that the 1979-80 rate will probably be between 12.3 and 13.2 percent. For the current year, however, Commission staff has estimated a rate of inflation of 13.5 percent, since the increases in the CPI during the months of December, January, and February have been dramatically higher than those of the previous five months of the fiscal year. If the rate of inflation during these three months were annualized, the CPI would show an annual increase of 15.5 percent. Given this and recent statements from the President's Council on Wage and Price Stability that inflation will probably not abate in the next several months, the 13.5 percent figure for the 1979-80 fiscal year seems reasonable. No figure is offered for the 1980-81 fiscal year since it is apparent that there are no reliable sources of information for such predictions.

TABLE 8

SALARY INCREASES FOR FACULTY REQUESTED BY THE UNIVERSITY OF CALIFORNIA AND THE CALIFORNIA STATE UNIVERSITY AND COLLEGES, INCREASES REQUIRED TO ATTAIN PARITY WITH COMPARISON INSTITUTIONS, SALARY INCREASES GRANTED BY THE GOVERNOR AND THE LEGISLATURE, AND CHANGES IN THE UNITED STATES CONSUMER PRICE INDEX

1969-70 Through 1979-80

Year	Segmental Requests		CCHE/CPEC Reports		Increases Granted		Percentage Changes in the Consumer Price Index
	UC	CSUC	UC	CSUC	UC	CSUC	
1969-70	5.2%	5.2%	5.2%	5.2%	5.0%	5.0%	5.9%
1970-71	7.2	7.0	7.2	7.0	0.0	0.0	5.2
1971-72	11.2	13.0	11.2	13.0	0.0	0.0	3.6
1972-73	13.2	13.0	13.1	13.0	9.0	8.9	4.0
1973-74	5.4	7.5	6.4	8.8	5.4	7.5	9.0
1974-75	4.7	5.5	4.5	4.2	4.5	5.5	11.1
1975-76	10.8	10.4	11.0	9.7	6.7	6.7	7.1
1976-77	4.6	7.2	4.6	4.6	4.3	4.3	5.8
1977-78	6.8	8.5	6.8	5.3	5.0	5.0	6.7
1978-79	9.3	9.9	8.0	3.3	0.0	0.0	9.0
1979-80	<u>16.0</u>	<u>14.4</u>	<u>12.6</u>	<u>10.1</u>	<u>14.5^{1/}</u>	<u>14.5^{1/}</u>	<u>13.5(est.)^{2/}</u>
TOTALS	<u>3/</u>	<u>3/</u>	<u>3/</u>	<u>3/</u>	68.7% ^{4/}	73.5% ^{4/}	117.4% ^{4/}
Average					4.9%	5.2%	7.4%

1. There was an additional 7.0% increase approved by the Legislature. It has not been included in the totals since it is currently under legal challenge.
2. Based on actual United States Consumer Price Index figures for the first eight months of 1979-80.
3. Totals are not shown since each year's request is governed by prior increases granted; totals, therefore, have virtually no meaning.
4. Compounded for the eleven year period shown.

TABLE 9

UNITED STATES CONSUMER PRICE INDEX, 1969-70 THROUGH 1979-80
ANNUALIZED RATES OF CHANGE BASED ON FIRST EIGHT MONTHS'
EXPERIENCE COMPARED TO ACTUAL RATES OF CHANGE

Year	Annualized Rate Based on July to February Figures	July to June Actual Rate	Amount by Which Actual Rate is Greater or Lesser than Annualized Rate
1969-70	5.86%	5.92%	+0.06%
1970-71	5.52	5.16	-0.36
1971-72	3.78	3.61	-0.17
1972-73	3.39	4.03	+0.64
1973-74	8.15	8.95	+0.80
1974-75	11.70	11.05	-0.65
1975-76	7.62	7.10	-0.52
1976-77	5.34	5.80	+0.46
1977-78	6.60	6.68	+0.08
1978-79	8.80	9.46	+0.66
1979-80	12.77	N/A	N/A
Average Annual Variance			+0.44%

The double-digit inflation experienced by Americans over the past several years has created a degree of national shock. Virtually every group has attempted to ameliorate the extremely negative effects of inflation by increasing its own income to a level that will equal, if not exceed, the upward price spiral. This has taken the form of intense lobbying at all levels of government by those who depend on public funds and has certainly caused employee organizations in both the public and private sectors to work hard for advantageous wage, salary, and benefit contracts. Without question, the segmental governing boards have participated in this process and have found various ways of presenting salary requests that exceed by substantial margins the percentage increases that would be required to keep pace with increases in the comparison groups. These requests, as noted earlier, are not based on any comparison methodology but on a recognition that inflation has eroded the purchasing power of University and State University faculty by substantial amounts over the past ten years, a fact clearly indicated in Table 8. Even with the 14.5 percent range adjustment approved by the Legislature last session, University faculty have lost 29.6 percent of their purchasing power since 1969 and State University faculty have lost 25.3 percent. Such losses are serious and make quite understandable the segments' dissatisfaction with the comparison system and their affection for alternative justifications keyed to the CPI.

Of course, it is not just faculty who have lost ground relative to the cost of living, although there is a strong case for the proposition that they have lost more than many other groups, if not most of them. As the Council of Economic Advisers recently noted in its annual report, "There is no doubt that real earnings of American workers declined in 1979." 12/

Table 10 below brings together data from three sources--the annual report by the American Association of University Professors, 13/ the February 1980 report from the Council of Economic Advisers, 14/ and the Commission's own data on the salary history of faculty at the University and the State University. What these data indicate is that faculty in general, and California faculty in particular, have experienced major losses in salary relative to the cost of living, since 1971, losses that are expected to continue according to the AAUP.

Table 11 provides additional data on the relative position of faculty nationally. Although it utilizes annual price deflators (the percentages by which average salaries for various groups have increased or decreased each year from a given base) rather than indices, as were used in Table 10, it provides still another look at the relative position of the professoriate. In some ways, it is more useful since it makes comparisons with various professional groups, whereas Table 10 compares faculty with nonsupervisory personnel in the private sector.

Both Tables 10 and 11 clearly show, in different ways for different groups, that the faculty not only have lost ground relative to the cost of living but also have lost ground relative to many other workers, probably most of them. And in California, University and State University faculty have lost ground to the national averages for faculty as well. Even the very substantial range adjustment of 14.5 percent granted for 1979-80 has done little to narrow the gap, as illustrated by Table 12.

TABLE 10

RELATIVE ECONOMIC POSITIONS OF VARIOUS EMPLOYMENT GROUPS (INDEXED)
1967-68
THROUGH 1979-80

Year	Manufacturing Workers 1/	Construction Workers 1/	Wholesale and Retail Trade Workers 1/	All Faculty Nationally 2/	UC Faculty	CSUC Faculty	Consumer Price Index
1967-68	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1968-69	107.0	106.2	105.7	106.6	105.0	107.5	106.8
1969-70	113.1	117.2	111.0	114.5	110.3	112.9	113.1
1970-71	116.5	126.1	116.6	120.4	110.3	112.9	119.0
1971-72	124.4	136.6	122.8	125.3	110.3	112.9	123.3
1972-73	135.1	142.7	129.3	131.9	120.2	122.9	128.2
1973-74	145.4	152.2	135.7	140.1	126.7	132.1	139.7
1974-75	154.4	160.9	144.5	148.7	132.4	139.4	155.2
1975-76	166.6	171.7	153.6	158.2	141.2	148.7	166.2
1976-77	182.8	183.1	162.5	162.5	147.3	155.1	175.8
1977-78	199.9	190.8	173.1	171.3	154.7	162.9	187.5
1978-79	217.7	205.4	186.6	182.4	154.7	162.9	205.3
1979-80 (Est.)	234.9	220.3	200.3	193.3 ^{3/}	177.1	186.5	233.0 ^{4/}
Average Annual Increase							
1967-68--1979-80	7.4%	6.8%	6.0%	5.7%	4.9%	5.3%	7.3%
1967-68--1973-74	6.4%	7.3%	5.2%	5.8%	4.0%	4.8%	5.7%
1974-75--1979-80	8.8%	6.5%	6.8%	5.5%	6.0%	6.0%	8.5%

1. Economic Report of the President, January 1980, U.S. Government Printing Office, Washington, D.C., 1980, p. 245.
2. Academe, Bulletin of the AAUP, September 1979, page 325.
3. Based on 6.0 percent increase for 1979-80.
4. Based on estimated rate of change of 13.5 percent.

TABLE 11

COMPARISON OF AVERAGE ANNUAL RATES OF INCREASE
IN REAL SALARIES PRICES FOR INDIVIDUALS
IN DIFFERENT OCCUPATIONAL GROUPS

Occupational Groups	Average Annual Rate of Increase		
	1967-68 to 1977-78	1967-68 to 1972-73	1972-73 to 1977-78
	Average Academic Salary	-0.8%	+0.9%
Wage or Salary Income of Male Year-Round Workers			
Professional and Technical	+0.1%	+1.8%	-1.5%
Managers and Professionals	+0.5	+2.2	-1.3
Clerical and Kindred	+1.3	+2.7	-0.1
Craft and Kindred	+0.8	+2.2	-0.6
Basic Annual Pay Rates for Professional and Administrative Employees of the Federal Government			
Grade P4 or GS-11	+1.0%	+1.9%	- * %
Grade P6 or GS-13	+1.1	+2.1	+0.2
Grade P8 or GS-15	+0.9	+2.1	-0.3
Average Salaries in Selected Professional and Administrative Positions in Private Industry			
Auditor III	- * %	+1.7%	-1.8%
Accountant IV	+0.5	+1.3	-0.3
Chief Accountant IV	+0.7	+2.3	-0.9
Attorney IV	+1.7	+5.4	-1.9
Attorney VI	+1.8	+5.4	-1.6
Chemist V	+ *	+0.6	-0.5
Chemist VII	-0.1	+0.5	-0.6
Engineer VI	-0.3	+0.6	-1.1
Engineer VIII	-0.6	+ *	-1.2
Job Analyst IV	-0.4	+0.1	-0.9
Buyer IV	+2.1	+4.8	-0.6
Director of Personnel III	+0.5	+1.0	0.0

*Figure is less than one-tenth of one percent.

Sources: Academic: AAUP data

Male Workers: U.S. Bureau of the Census, Section P-60

Government: U.S. Civil Service Commission

Private Industry: Bureau of Labor Statistics, National Survey for Professional, Technical, and Clerical Pay.

TABLE 12

PERCENTAGE LAG BETWEEN UNIVERSITY OF CALIFORNIA AND CALIFORNIA STATE UNIVERSITY AND COLLEGES FACULTY AND OCCUPATIONAL GROUPS REPORTED BY THE COUNCIL OF ECONOMIC ADVISERS, AVERAGE NATIONAL SALARIES REPORTED BY THE AAUP, AND THE CONSUMER PRICE INDEX

1967-68 to 1978-79 and to 1979-80

<u>Item</u>	<u>Percentage Lag</u>	
	<u>1967-68 to 1978-79</u>	<u>1967-68 to 1979-80</u>
Manufacturing Workers		
UC	-40.7%	-32.6%
CSUC	-33.6	-26.0
Construction Workers		
UC	-32.8	-24.4
CSUC	-26.1	-18.1
Wholesale and Retail Trade Workers		
UC	-20.0	-13.1
CSUC	-14.6	- 7.4
All Faculty Nationally		
UC	-17.9	- 9.2
CSUC	-12.0	- 3.7
United States Consumer Price Index		
UC	-32.7	-31.6
CSUC	-26.0	-24.9

What becomes clear through Table 12 is that the 14.5 percent range adjustment granted by the Legislature prevented further losses in real salaries for faculty at the University and the State University. Where faculty at the University, for example, had lost 32.7 percent to the cost of living between 1967-68 and 1978-79, their loss was reduced by only 1.1 percent--to 31.6 percent as of 1979-80. Similarly, where State University faculty had lost 26.0 percent as of 1978-79, their loss was reduced to 24.9 percent as a result of the

14.5 percent adjustment. These gains relative to the cost of living were small because of the current 13.5 percent rate of inflation. The gains relative to the other groups, however, were much greater, as the table indicates, a fact caused by the lower percentage increases they received for the current year.

There is one apparent inconsistency between the data shown in Tables 10 and 12 and the data presented in the Commission's preliminary report to the Governor and the Legislature in December 1979. At that time it was reported that for the 1979-80 academic year, the University had a 1.63 percent lead in salaries over its comparison group while the State University had a 4.68 percent lead. In Table 12, however, it is indicated that the University and the State University have lost 9.2 and 3.7 percent, respectively, in relative position to all universities nationally as reported by the AAUP. One possible reason is that both California segments may have enjoyed an initial advantage over universities generally in 1967-68, the year which was used as a starting point. Another possibility is that a different weighting system was used by the AAUP than by the California segments. A third is that some of the lower paying colleges and universities around the country, those which are not members of the segmental comparison groups, have closed the gap by providing slightly higher annual salary increases than the comparison institutions. An overall conclusion is that California faculty have kept pace with colleges and universities generally, and with their comparison institutions in particular, but have lost ground both to the CPI and to most other occupational groups.

A few general comments about the Consumer Price Index should also be included at this point. As the Council of Economic Advisers has stated:

The appropriateness of using the CPI as a measure of inflation confronting the average consumer has been called into question in recent years because of the way this index treats the purchase of homes and the associated costs of home financing. The CPI is a price index of goods and services that consumers buy; it is not a cost-of-living index. A home is an investment as well as a good purchased by consumers for current consumption. An increase in home prices is thus as much a return on savings to the homeowner in his role as an investor as it is a rise in the cost of living to the individual in his role as a consumer.

One alternative is to use a rent index to represent the costs of using the services of a house. This may give a better measure of changes in the cost of living to the average consumer, particularly during periods when the costs of homes and home finance move very sharply. When average hourly earnings are deflated by the CPI with the rent index substituted for homeownership, real earnings still show a drop in 1979, but it is more moderate. 15/

Other writers on the subject have also objected to using the CPI, especially when it is directly translated into wage and benefit increases for various groups. Business Week magazine, for example, termed the CPI "a measure that grossly overstates the rise in living costs." 16/ While this comment may be slightly self-serving, in that it reflects the view of the business community which has an interest in holding the line on wages, it certainly deserves examination. Another author offers a more moderate view:

While conceding it would be impossible to devise a completely accurate cost-of-living index, Wells Fargo's economist (Gregory Bullen, Vice-President and Senior Economist) said there already is an index that beats the CPI.

The lesser known measurement favored by Bullen is called the Personal Consumption Expenditures (PCE) Deflator. This indicator covers most of the same goods and services as the CPI, but it uses actual buying patterns to figure the index values.

The deflator calculates housing costs by use, not price. The idea is to price all housing at the payment it would receive if rented, Bullen said.

The PCE index increased almost 10 percent from the end of 1978 through 1979, whereas the Consumer Price Index rose 12.6 percent. Which was closer to the truth? "The answer is debatable," said Bullen, "but a critical look at the data suggests that the true inflation rate was close to 11 percent--well below the CPI estimate." 17/

Economic conditions have changed so rapidly over the past few years that it is not surprising that the indices used to measure those conditions would begin to arouse some controversy. Economics, termed "the dismal science" by Thomas Carlyle in 1850, has never been known for its precision. Although the statistical tools it uses have become far more refined and sophisticated in the intervening century, so too have the complexities of economic life. The result is that the "science" of economics may not be much closer to predicting future conditions than it was in prior decades. Accordingly, while one may doubt that the CPI "grossly overstates" the real increase in the cost of living, it does appear reasonable to regard it only as a general indicator of inflation, one that gives a strong clue to economic trends, but not a precise measure.

CHAPTER IV

PROJECTED SALARIES AT THE UNIVERSITY OF CALIFORNIA AND THE CALIFORNIA STATE UNIVERSITY AND COLLEGES REQUIRED FOR PARITY WITH THE COMPARISON GROUP PROJECTIONS

The projected 1980-81 salaries for faculty at the University of California and the California State University and Colleges are shown in Table 13. (See Appendices E and F for the computation of these figures, as well as those for the cost of fringe benefits.)

TABLE 13

ALL-RANKS AVERAGE SALARY REQUIRED AT THE UNIVERSITY OF CALIFORNIA AND THE CALIFORNIA STATE UNIVERSITY AND COLLEGES TO EQUAL THE COMPARISON INSTITUTION PROJECTIONS FOR 1980-81

<u>Institution</u>	<u>Salaries in 1979-80</u>	<u>Comparison Institution Salary Levels Projected for 1980-81</u>	<u>Projected Percentage Increase Required: 1980-81</u>
University of California	\$29,559	\$31,039	5.01%
California State University and Colleges	\$26,111	\$26,331	0.84%

As noted earlier, in the mid-1970s, an additional factor was included in the annual parity computations to reflect increases in the Consumer Price Index over the previous five-year period. Table 6 showed that the reinstitution of this procedure would produce an additional need of about 5 percent for each segment in 1980-81. Table 14 shows the effect the adjustment for inflation would have on the parity figures shown in Table 13.

If this adjustment had been employed for the 1979-80 budget cycle, it would not have made as significant a difference as it would this year. At that time, the annual change in the CPI had averaged about 8 percent for the previous five years, while the adjustment for the immediately preceding fiscal year was just over 9 percent. The change would have added 1.25 percent to the parity adjustments of 12.64 for the University and 10.10 percent for the State University, resulting in new totals of 13.89 and 11.35 percent, respectively, both of which would have been close to the 14.5 percent figure that the Legislature approved. This year, however, because inflation is accelerating, the CPI adjustment assumes a far greater importance.

TABLE 14

SALARY REQUIREMENTS FOR THE UNIVERSITY OF CALIFORNIA
AND THE CALIFORNIA STATE UNIVERSITY AND COLLEGES
WHEN ADJUSTED FOR CHANGES IN THE
CONSUMER PRICE INDEX
1980-81

<u>Institution</u>	<u>Parity Requirements Using Only the Comparison Institutions</u>	<u>Adjustment for the Consumer Price Index</u>	<u>Adjusted Requirement</u>
University of California	5.01%	5.32%	10.33%
California State University and Colleges	0.84%	5.32%	6.16%

There are two major differences between the senior segments in the methodology used to compute parity with the comparison institutions. The University, in deriving its figures for the all-ranks average in its comparison institutions, uses what is known as the "average of averages" approach. This method involves the computation of an average salary, by rank, for each of its comparison institutions. Each of these average salaries is then added to produce a total, which is then divided by the number of comparison institutions to produce an average for the group. The State University, on the other hand, divides the total number of faculty at that rank in all of its comparison institutions combined. An average salary for each rank is thereby obtained and used as a mean for all faculty at that rank. These methods produce a system in which each of the University's eight comparison institutions has equal weight, regardless of size, while those for the State University are differentially weighted, with the larger institutions having a greater effect on the average than the smaller institutions.

The Commission has periodically examined this difference in approach and concluded that there is no compelling reason for favoring one over the other. For this reason, and because the resulting computations produce only minor differences in the salary projections, it was decided to allow each segment to use the procedure it prefers.

A second difference in the methodology utilized by the segments is that the staffing pattern for the University is projected into the 1980-81 budget year, while that for the State University is the actual pattern for the current year. The University's success with its projections has already been discussed in Chapter 2.

It also should be noted that the parity figures for the State University are based on Fall 1979 data for only eighteen of the twenty comparison institutions. The two institutions which had not reported as of this writing were the two campuses of the State University of New York, the general campus at Albany and the College of Arts and Sciences at Buffalo.

It is probable that the absence of these two institutions has had a negative effect on the parity figures for the State University, since, as noted in Table 3, SUNY, Albany, is the highest paying institution in the State University's comparison group, ranking 13th in the nation in 1978-79. SUNY's College at Buffalo, on the other hand, is not listed in Table 3 since it is a category IIA institution, but would have placed 106th among the Category I group and 13th among the State University's comparison institutions. The State University has noted that these institutions were also absent in 1974 and that their omission had the effect of reducing the parity percentage for that year by 0.9 percent. The current effect of that omission is, of course, unknown.

CHAPTER V

PROJECTED COST OF FRINGE BENEFITS AT THE UNIVERSITY OF CALIFORNIA AND THE CALIFORNIA STATE UNIVERSITY AND COLLEGES AND AT THEIR RESPECTIVE COMPARISON INSTITUTIONS

The projected 1980-81 cost of fringe benefits at the University of California and the California State University and Colleges is shown in Table 15.

Fringe benefits for faculty consist of retirement, Social Security, unemployment insurance, Workmen's Compensation, health insurance, life insurance, and disability insurance. The largest component of the benefit package is retirement, which amounts to approximately 80 percent of all countable fringe benefits at the University and 70 percent at the State University. This single factor has a profound effect on the usefulness of the data in Table 15, since the employer's cost of providing a retirement program may bear only an indirect relationship to the benefits received by the employee.

There are, of course, many different types of retirement programs in operation across the country. Some are funded by public agencies, some through private associations, and others through insurance companies. In some cases, the public retirement program is self-contained within the institution (e.g., the University of California Retirement System--UCRS). In other cases, the program includes public agencies outside of postsecondary education (e.g., the Public Employees Retirement System--PERS, which includes State University faculty and nonacademic employees along with most other State employees).

Because the payments to and the benefits from these fringe benefit programs vary widely, it is virtually impossible to make a precise determination of the benefits received by analyzing dollar contributions. Additionally, there are the problems of vesting and portability. Some retirement systems become vested with the employee after only a year or two, while others require considerably longer. A faculty member who works in one system for four years may not yet have his benefits vested, while a faculty member in another system may enjoy the vesting benefit. An employee who leaves a retirement program prior to vesting receives no benefits in spite of the fact that payments have been made by his or her employer. Further, some retirement programs permit an employee to carry the employer's contributions with him when he goes to a new employer; others do not. This feature, generally referred to as "portability," can be a major benefit, but it is not reflected in the cost figures that are currently used to indicate the relative status of University and State University faculty vis-a-vis their comparison groups.

TABLE 15

ALL-RANKS AVERAGE COST OF FRINGE BENEFITS AT THE
UNIVERSITY OF CALIFORNIA AND THE CALIFORNIA
STATE UNIVERSITY AND COLLEGES, REQUIRED
TO EQUAL THE COMPARISON INSTITUTION
PROJECTIONS FOR 1980-81

<u>Institution</u>	<u>Cost of Fringe Benefits in 1979-80</u>	<u>Comparison Institution Projected Cost of Fringe Benefits in 1980-81</u>	<u>Projected Percentage Increase Required: 1980-81</u>
University of California	\$7,518	\$5,306	-29.42% ¹
California State University and Colleges	\$7,092	\$4,828	-31.93% ²

1. Adjusted for the effect of a 5.01% range adjustment.
2. Adjusted for the effect of a 0.84% range adjustment.

Another ingredient in the fringe benefit stew is the fact that not all benefits are included in the current methodology. For example, some institutions may offer, in addition to retirement programs: Social Security contributions, medical insurance, and the like: such items as tuition waivers or reductions for dependents; free athletic tickets; dental insurance; discounted housing; and similar perquisites. Such financial incentives for faculty may not be reflected in the comparisons at the present time since it can be very difficult to assign a monetary value to them, but they could have much to do with the overall attractiveness of a university to a prospective (or continuing) faculty member.

Nevertheless, the disparities between the California segments and their comparison institutions has now become so great in terms of dollar contributions that it may be time for a more penetrating examination of the entire fringe benefit question. Much more needs to be known about the exact composition of fringe benefit packages at the comparison institutions, and it is for the purpose of obtaining such information that the recommendation contained in the final section of this report is offered.

For the present, however, a caveat included in the previous two salary reports should again be stressed: the usefulness of the fringe benefit data shown in Table 15 is limited and should be used with the utmost caution. Until better data become available, the segmental view that fringe benefits for faculty should correspond to those for all other State employees, is probably the most reasonable.

CHAPTER VI

MISCELLANEOUS ITEMS--CALIFORNIA COMMUNITY COLLEGE FACULTY SALARIES; UNIVERSITY OF CALIFORNIA MEDICAL FACULTY SALARIES; AND FEDERAL WAGE AND PRICE GUIDELINES

CALIFORNIA COMMUNITY COLLEGE FACULTY SALARIES

In the Analysis of the Budget Bill, 1979-80, the Legislative Analyst recommended that the Commission include information on faculty salaries in the California Community Colleges. In response to that recommendation, the Commission published a preliminary analysis in last year's final report, one which considered data from the 1977-78 fiscal year. No data were presented for what was then the current year (1978-79) since the Chancellor's Office of the Community Colleges had abandoned such data collection as part of the cutbacks resulting from Proposition 13.

Subsequently, Commission staff proposed that submission of Community College faculty salary data be formalized, and the Legislature appropriated \$15,000 to the Chancellor's Office for that purpose. A letter to the Chancellor was drafted on August 9, 1979, detailing the specific information desired, and requesting data for 1978-79 by November 1, 1979, and data for 1979-80 by March 1, 1980, for both full-time and part-time faculty for both years. (See Appendix I.)

As the Chancellor's Office began to collect these data from the districts, it quickly became evident that the deadlines could not be met. In part, this was due to the following factors: the format required for the data was different from that used in prior years; extensive editing was required; and a number of employee salary contracts were still in the process of negotiation. In addition, data on part-time faculty had never before been collected systematically, a fact which created a number of procedural problems common to all new data collection efforts. Presumably, as experience with the necessary computer programs is gained, many of these "bugs" will be eliminated and the information will be delivered in a timely fashion.

At present, complete data are available for the 1978-79 fiscal year, but not for 1979-80. Of the seventy Community College districts, sixteen were reported as not having completed salary negotiations for the current year. In addition, none of the data for part-time faculty has been submitted by the Chancellor's Office. Accordingly, it is the Commission's present intention to submit a supplement to this report dealing exclusively with the California Community Colleges in June of this year. This will still provide time for legislative scrutiny and will not interrupt the process for the University and the State University, the only two segments for which

specific salary appropriations are made. In the future, however, it will be necessary to reach agreement with the Chancellor's Office on specific dates for the submission of data, and a recommendation to that effect is included in the final section of this report.

UNIVERSITY OF CALIFORNIA MEDICAL FACULTY SALARIES

Last year, for the first time, data on salaries paid to medical faculty at the University of California was included in this series of annual reports. (Those data were included as Appendix G of the Commission's final report for 1979-80.) They showed that the University stood at approximately the middle of a group of eight comparison institutions in three selected fields: Medicine, Pediatrics, and Surgery. The comparison institutions included:

Stanford University	University of Michigan
State University of New York-- Upstate Medical School	University of Texas, Austin
University of Chicago	University of Wisconsin
University of Illinois	Yale University

The University's report to the Commission included general descriptions of the three different types of compensation plans employed by one or more of the comparison institutions, and also detailed the University's own plan. It also provided a rationale for the selection of the comparison institutions and analyzed the results of the data collected. No conclusions or recommendations were offered since none was requested in the legislative directive.

This year's report by the University uses the same group of comparison institutions and shows that the University has gained some ground relative to them. Table 16 shows the changes from 1978-79 to 1979-80.

TABLE 16

RANKING OF UNIVERSITY OF CALIFORNIA MEDICAL FACULTY SALARIES IN RELATION TO COMPARISON INSTITUTIONS, 1978-79 and 1979-80

UC Rank	Medicine		Pediatrics		Surgery	
	1978-79	1979-80	1978-79	1979-80	1978-79	1979-80
Professor	5th	2nd	3rd	3rd	7th	2nd
Associate Professor	4th	2nd	4th	3rd	7th	4th
Assistant Professor	6th	2nd	3rd	2nd	7th	5th

Table 17 compares the current salaries for University medical faculty at each of the three ranks with the averages for the eight comparison institutions for 1978-79 and 1979-80.

TABLE 17

UNIVERSITY OF CALIFORNIA AVERAGE MEDICAL FACULTY SALARIES COMPARED TO AVERAGE MEDICAL FACULTY SALARIES AT THE COMPARISON INSTITUTIONS 1978-79 and 1979-80

Rank/Institution	Medicine		Pediatrics		Surgery	
	1978-79	1979-80	1978-79	1979-80	1978-79	1979-80
Professor						
University of California	\$59,000	\$72,415	\$59,000	\$68,028	\$75,000	\$98,152
Comparison Institutions	60,625	66,599	57,375	61,905	80,000	88,703
UC Leads/Trails By:	-2.7%	+8.7%	+2.8%	+9.9%	-6.3%	+10.7%
Associate Professor						
University of California	\$49,000	\$56,557	\$47,000	\$54,401	\$57,000	\$70,509
Comparison Institutions	48,750	53,444	47,125	49,724	63,625	71,094
UC Leads/Trails By:	+0.5%	+5.8%	-0.3%	+9.4%	-10.4%	-0.8%
Assistant Professor						
University of California	\$40,000	\$46,228	\$39,000	\$45,005	\$48,000	\$63,054
Comparison Institutions	40,875	43,966	36,250	40,044	54,125	61,340
UC Leads/Trails By:	-2.1%	+5.1%	+7.6%	+12.4%	-11.3%	+2.8%

It is obvious from Table 17 that there are tremendous salary variations between the University's medical schools and the eight comparison institutions, the most dramatic of which was the 17 percent gain for full professors of surgery at the University. Several other gains relative to the comparison group were almost as great.

In viewing medical compensation plans, it is helpful to remember that overall remuneration is based only partially on the professorial salary schedule, which is identical to that received by faculty on the general campuses of the University. The remainder comes from fees charged to patients at the University's hospitals, a portion of which goes to the physician, with the rest being retained by the University for overhead. As the physician earns more money from patient fees, he receives a lower percentage of those fees until the University's overhead charges become essential confiscatory, at approximately three times base salary. It is because of the fee income that the salaries show such a variance. Further, there can be little doubt that such a variance will continue in future years, with much greater differences between medical faculty at the University (and its comparison institutions) than with regular faculty.

FEDERAL WAGE AND PRICE GUIDELINES

In the Commission's final report on faculty salaries for 1979-80, there was a brief discussion of President Carter's anti-inflation program, which consisted of voluntary wage and price guidelines. At that time, the President's Council on Wage and Price Stability had established a 7 percent ceiling on wage and salary increases, beginning with the 1979 federal fiscal year (October 1, 1978). As a result of those guidelines, legislation was introduced, and subsequently approved over the Governor's veto, which provided 7 percent increases for each of the 1978-79 and 1979-80 fiscal years, part of which was to be paid to all State employees in the form of a retroactive lump sum. The net effect for 1979-80 was a 14.5 percent increase, a figure which resulted from the compounding of two 7 percent increases. At the present time, the lump sum payment is under legal challenge and has not been distributed.

In the face of continuing inflation, the Council on Wage and Price Stability has been reviewing the 7 percent ceiling. Although no formal confirmation has yet been received by the Department of Finance, President Carter announced in March that the ceiling would be raised to 9 percent. According to the Department, it seems probable that there will be a further revision in this figure to approximately 9.5 percent and possibly slightly higher if inflation continues to accelerate at the pace of the past four months. When definitive information is received, it will be made available to the Commission and appropriate State officials.

CHAPTER VII

RECOMMENDATIONS

1. It is recommended that the Governor and the Legislature give earnest consideration to including a cost-of-living adjustment to the parity figures for both the University of California and the California State University and Colleges, as discussed in Chapter IV of this report. Inflation has increased to such an extent that this adjustment, which was used in a previous period of rapid changes in the CPI, should again be included in the methodology.
2. It is further recommended that the 0.84 percent increases indicated to be required for parity for California State University and Colleges faculty in 1980-81 be increased by between 0.5 and 1.0 percent, to reflect the fact that the two campuses of the State University of New York (SUNY) did not report salary data for the current year. The fact that the Albany campus of SUNY was the highest paying of all the State University's comparison institutions in 1979-80, with an average salary about 15 percent higher than the average for the remaining institutions, dictates the need for that upward adjustment. The percentage increase required to achieve parity for State University faculty should therefore be between 1.34 and 1.84 percent for 1980-81. If the CPI adjustment suggested in Recommendation 1 above were included, the net increase would be between 6.66 and 7.16 percent.
3. It is further recommended that the University of California and the California State University and Colleges conduct a thorough study of fringe benefit programs, both at their own institutions and at their respective comparison institutions. This study should include a complete analysis of retirement programs; medical, dental and life insurance programs; tuition waivers for dependents; housing allowances; recreational benefits such as free or reduced rate access to athletic facilities and sporting events; and any other benefits to which any monetary value can be assigned. Each segment should report its findings and conclusions to the Postsecondary Education Commission by February 1, 1981.
4. It is further recommended that the Chancellor's Office of the California Community Colleges furnish salary data on both full- and part-time faculty to the Postsecondary Education Commission no later than February 1, 1981, and each year thereafter. Data to be included should conform to the request contained in the letter from Associate Director O'Brien to Chancellor Hayward dated August 9, 1979 (Appendix I).

FOOTNOTES

- 1/ See Appendix A.
- 2/ See Appendix D for the lists of comparison institutions used for the University of California and the California State University and Colleges.
- 3/ A Master Plan for Higher Education in California, 1960-1975, California State Department of Education, Sacramento, California, 1960, p. 12.
- 4/ This request came in the form of House Resolution No. 250 (Unruh) during the 1964 First Extraordinary Session of the Legislature. (See Appendix B.)
- 5/ Prior to 1973-74, only one report on salaries was issued for each budget cycle.
- 6/ The methodology for the faculty salary reports is shown in Appendix C. Comparison institutions are shown in Appendix D.
- 7/ Regents of the University of California Agenda, Item 509, p. 5, November 15, 1979.
- 8/ Preliminary Annual Report on Faculty Salaries and the Cost of Fringe Benefits at the University of California and the California State University and Colleges: 1980-81.
- 9/ Regents' Agenda, p. 2.
- 10/ Ibid.
- 11/ Ibid.
- 12/ Economic Report of the President, United States Government Printing Office, Washington, D.C., 1980, p. 40.
- 13/ Academe: Bulletin of the AAUP, "An Era of Continuing Decline: Annual Report on the Economic Status of the Profession, 1978-79," September 1979.
- 14/ Economic Indicators, Council of Economic Advisers, United States Government Printing Office, Washington, D.C., February 1980.

- 15/ Economic Report of the President, p. 39.
- 16/ Business Week, "Editorials," March 31, 1980, p. 130.
- 17/ Sacramento Bee, "It's Your Business--Deflating an Index," John Burns, March 28, 1980.

APPENDICES

FACULTY SALARIES AND THE COST OF FRINGE BENEFITS

- A - Senate Concurrent Resolution No. 51, 1965 General Session
- B - House Resolution No. 250, 1964 First Extraordinary Session
- C - Methodology Employed by the California Postsecondary Education Commission for Preparation of the Annual Reports on University of California and California State University and Colleges Faculty Salaries and Cost of Fringe Benefits
- D - University of California and California State University and Colleges Comparison Institutions, 1966-67 to 1980-81
- E - University of California Salaries and Cost of Fringe Benefits, 1960-81
- F - California State University and Colleges Salaries and Cost of Fringe Benefits, 1980-81
- G - Relative Increases in University of California and California State University and Colleges Faculty Salaries, Comparison Institution Faculty Salaries, and the Consumer Price Index, 1972-73 to 1980-81 with Projections to 1982-83
- H - Report on Medical School Clinical Compensation Plans and Clinical Faculty Salaries, University of California and Comparison Institutions
- I - Letter from Associate Director O'Brien to Chancellor Hayward
- J - University of California Supplemental Information
- K - California State University and Colleges Supplemental Information

APPENDIX A

Senate Concurrent Resolution No. 51, 1965 General Session

*Senate Concurrent Resolution No. 51, 1965 General Session--
Relative to academic salaries and welfare benefits.*

WHEREAS, The Joint Legislative Budget Committee pursuant to House Resolution No. 250, 1964 First Extraordinary Session, has had prepared and has adopted a report of the Legislative Analyst containing findings and recommendations as to salaries and the general economic welfare, including fringe benefits, of faculty members of the California institutions of higher education; and

WHEREAS, The study of the Joint Legislative Budget Committee found that the reporting of salaries and fringe benefits as it has been made previously to the Legislature has been fragmentary and has lacked necessary consistency, with the result that the Legislature's consideration of the salary requests of the institutions of higher learning has been made unnecessarily difficult; and

WHEREAS, The report recommends that the Legislature and the Governor should receive each December 1 a report from the Coordinating Council for Higher Education, plus such supplementary information as the University of California and the California State Colleges desire to furnish independently, containing comprehensive and consistently reported information as outlined specifically in the report adopted by the Joint Legislative Budget Committee; and

WHEREAS, The reporting recommended by the committee would include essential data on the size and composition of the faculty, the establishment of comprehensive bases for comparing and evaluating faculty salaries, the nature and cost of existing and desired fringe benefits, the nature and extent of total compensation to the faculty, special privileges and benefits, and a description and measurement of supplementary income, all of which affect the welfare of the faculties and involve cost implications to the state now, therefore, be it

Resolved by the Senate of the State of California, the Assembly thereof concurring, That the Coordinating Council for Higher Education in cooperation with the University of California and the California State Colleges shall submit annually to the Governor and the Legislature not later than December 1 a faculty salary and welfare benefits report containing the basic information recommended in the report of the Joint Legislative Budget Committee as filed with the President of the Senate and the Speaker of the Assembly, under date of March 22, 1965.

APPENDIX B

House Resolution No. 250, 1964 First Extraordinary Session

House Resolution No. 250

Relative to the economic welfare of the faculties of the
California Public Institutions of Higher Education

WHEREAS, The Master Plan for Public Higher Education strongly recommended that every effort be made to ensure that the institutions of higher education in California maintain or improve their position in the intense competition for the highest quality of faculty members; and

WHEREAS, The Coordinating Council for Higher Education in its annual report to the Governor and the Legislature regarding level of support for the California State Colleges and the University of California recommended that funds should be provided to permit at least an additional 5 percent increase in academic salaries for the California State Colleges and the University of California; and

WHEREAS, The Trustees of the California State Colleges in their annual report to the Legislature declared that the California State Colleges are falling far behind in the face of this competition and that by 1964-65 faculty salaries will be lagging 14 to 18 percent behind those of comparable institutions; and

WHEREAS, Greatly increasing enrollments in institutions of higher education in California during the next decade will cause a demand for qualified faculty members which cannot possibly be met unless such institutions have a recruitment climate which will compare favorably with other colleges, universities, business institutions, industry, and other levels of government; and

WHEREAS, California has achieved an enviable momentum in business and industrial development, a momentum now threatened by lagging faculty salaries so the failure to maintain adequate salary scales for faculty members in California institutions of higher education would be false economy; and

WHEREAS, There have been widespread reports from the State College and University campuses that higher salaries elsewhere are attracting some of the best faculty members from the California institutions of higher education, and if such academic emigration gains momentum because of inadequate salaries, the effect will disrupt the educational processes and result in slower economic growth, followed by lower tax revenues; and

WHEREAS, The Legislature has a continuing interest in the difficult and pressing problems faced by the California institutions of higher education in attracting and maintaining outstanding faculty members in a period of stiff competition and rapid growth; and

WHEREAS, The State's investment in superior teaching talent has been reflected in California's phenomenal economic growth and has shown California taxpayers to be the wisest of public investors, but unless the superiority in faculty quality is maintained, the contributions by the California institutions of higher education to the continued economic and cultural development of California may be seriously threatened; now, therefore, be it

RESOLVED BY THE ASSEMBLY OF THE STATE OF CALIFORNIA, That the Assembly Committee on Rules is directed to request the Joint Legislative Budget Committee to study the subject of salaries and the general economic welfare, including fringe benefits, of faculty members of the California institutions of higher education, and ways and means of improving such salaries and benefits in order that such California institutions of higher education may be able to compete for the talent necessary to provide the highest quality of education, and to request such committee to report its findings and recommendations to the Legislature not later than the fifth legislative day of the 1965 Regular Session.

5.

**A RECOMMENDED METHOD FOR REPORTING TO THE LEGISLATURE
ON FACULTY SALARIES AND OTHER BENEFITS
AT THE UNIVERSITY OF CALIFORNIA AND
THE CALIFORNIA STATE COLLEGES**

(Pursuant to HR 250, 1964 First Extraordinary Session)

Prepared by the
**Office of the Legislative Analyst
State of California**

January 4, 1965

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INTRODUCTION

The purpose of this staff report is to recommend a method for reporting to the Legislature on salaries, fringe benefits and other special economic benefits for faculties of the University of California and the California State Colleges. This report has been prepared by the Joint Legislative Budget Committee in response to House Resolution 250 (1964 First Extraordinary Session, Appendix 1)¹ which resolved:

"That the Assembly Committee on Rules is directed to request the Joint Legislative Budget Committee to study the subject of salaries and the general economic welfare, including fringe benefits, of faculty members of the California institutions of higher education, and ways and means of improving such salaries and benefits in order that such California institutions of higher education may be able to compete for the talent necessary to provide the highest quality of education, and to request such committee to report its findings and recommendations to the Legislature not later than the fifth legislative day of the 1965 Regular Session."

Staff of the Joint Legislative Budget Committee initiated its study by seeking information which would reflect the magnitude of California's long-range and immediate problems regarding the need to recruit and retain an adequate number of high quality faculty. While reviewing past reports presented to the Legislature as justification for salary increase recommendations by the Coordinating Council for Higher Education, the University of California and the California State Colleges, it became apparent that the first step in trying to improve faculty salaries and other benefits is to furnish the Legislature with comprehensive and consistent data which identify the nature and level of competitive benefits. The costs associated with recommendations, rated according to priority, should be included in proposals by the segments in order to aid the Legislature in determining how much to appropriate and the benefits which an appropriation will buy.

There has existed in the past a difference between what the institutions have recommended as the need for salary and benefit increases and what has finally been appropriated by the Legislature. There are two principal reasons for this difference which at times may be closely related: (1) The Legislature may disagree with what is proposed as to need, or (2) there may not be enough funds to meet the need because of higher priorities in other areas of the budget.

These needs are very complex and, for example, include such factors as:

1. Disagreement with conclusions drawn from data submitted in justification of recommendations;
2. Lack of confidence in the quantity, quality, or type of data;

¹ Appendices deleted.

3. The failure of advocates to make points which are concise and clearly understandable;
4. The submission of conflicting data by legislative staff or the Department of Finance.

After careful consideration, it was determined that a special report should be made to the Budget Committee containing recommendations as to the kind of data the Legislature should be furnished for the purpose of considering salary and other benefit increases.

On August 5, 1964 a letter (Appendix 2) was sent from the Legislative Analyst to the Coordinating Council for Higher Education, the University of California, the California State Colleges, the Department of Finance and various faculty organizations informing them that the Joint Legislative Budget Committee was planning to hold a public hearing in connection with HB 250 and asking for replies to a series of questions designed to gather background information about salary and fringe benefits data (Appendix 3, Copies of Replies Received). The primary purpose of the hearing was to provide the University of California, the California State Colleges and interested groups the opportunity to indicate the basis on which salary and fringe benefits should be reported to the Legislature, including the kind of data to be compiled and who should compile and publish it (Appendix 4, Copies of Prepared Testimony Filed with the Joint Legislative Budget Committee at the October 15, 1964 Hearing). The contents of most of the prepared statements discussed problems and in some instances recommendations relating to faculty salaries and other benefits rather than the primary purpose of the hearing, but the testimony did serve to identify areas of concern. The hearing also established legislative interest in the subjects of faculty workload and sources of supplementary income.

The review of past faculty salary reports, the replies to the Legislative Analyst's letter of August 5, 1964, the oral and prepared statements received at the October 15, 1964 hearing of the Joint Legislative Budget Committee and other sources have revealed significant findings and permitted the development of recommendations concerning the type of information and method of presentation that should be included in future faculty salary reports prepared for the Legislature.

BACKGROUND

Current procedures for review of faculty salary and other benefit increase proposals, starting with the presentation of recommendations by state colleges and University of California administrative officials to their respective governing boards, appear generally to be adequate, with minor reservations. The State College Trustees and the Regents of the University of California generally formulate their own proposals in December and forward them to the State Depart-

ment of Finance for budget consideration. Concurrently the Coordinating Council for Higher Education also makes a report with recommendations which is made available to the State Department of Finance. The Governor and the Department of Finance consider these salary increase proposals in relation to the availability of funds and their own analysis of faculty salary needs and decide how much of an increase, if any, to include in the Governor's Budget. The Legislative Analyst in the *Analysis of the Budget Bill* provides analysis and recommendations as to the Governor's budget proposal.

When appropriate legislative committees hear the budget request for faculty salary increases they may be confronted with several recommendations from various sources. Their first responsibility is to consider the Governor's recommendations in the Budget Bill. However, the University and the California State Colleges generally request the opportunity to present their own recommendations, which frequently differ from the Governor's proposal. Also, the Coordinating Council for Higher Education presents its recommendations. Various faculty organizations may desire to make independent proposals. The Legislature has been cooperative in providing all interested parties the opportunity to present their views, but these presentations have been marked by extreme variations in recommendations and in the data which support the requests.

WHO SHOULD PREPARE FACULTY SALARY REPORTS

There appears to be some difference of opinion concerning the purpose of faculty salary reports and recommendations prepared by the Coordinating Council for Higher Education. The University of California and the California State Colleges contend that they should make direct recommendations to the Governor and the Legislature and that Coordinating Council recommendations should be regarded as independent comments. Conversely, the Department of Finance and the Coordinating Council for Higher Education believe that salary reports and recommendations of the Coordinating Council should be the primary report submitted to the Department of Finance and the Governor to consider in preparing budget recommendations. The Department of Finance states that such a report should be regarded as similar in status to the annual salary report relating to civil service salaries prepared by the State Personnel Board for the Governor and the Legislature. It is our opinion that the Legislature should give specific and primary consideration to the recommendations in the Governor's Budget and to the annual faculty salary report of the Coordinating Council for Higher Education. However, any separate recommendations of the University of California and the California State Colleges should also be considered.

WHAT FACULTY SALARY REPORTS SHOULD CONTAIN

We do not believe that reporting required of the University, the California State Colleges, and the Coordinating Council for Higher Education should limit the right of these agencies to emphasize specific points in supporting their own recommendations. However, the Legislature should take steps to establish a consistent basis upon which it will receive comprehensive information about faculty salaries, other benefits, and related subjects from year to year. After careful consideration of the statistical and other grounds presented in support of salary and other benefit increase proposals in the past, we recommend that basic data be included in faculty salary reports to the Legislature in a consistent form in the following areas:

- A. Faculty Data
- B. Salary Data
- C. Fringe Benefits
- D. Total Compensation
- E. Special Privileges and Benefits
- F. Supplementary Income

Since it is necessary for staff of the executive and legislative branches of government to analyze recommendations prior to the commencement of a legislative session, all reports and recommendations should be completed by December 1 of each year.

A. Faculty Data

1. Findings

- a. Informative data about the size, composition, retention, and recruitment of California State College faculty has been presented to the Legislature from time to time, but usually it has been so selective that it lacks objectivity and has been inconsistent from year to year.
- b. Superior faculty performance has not been demonstrated as a reason to justify past requests for superior salaries.

2. Recommendations

The following data should be compiled and presented annually on a consistent basis. Definitions of what constitutes faculty are left to the discretion of the University and the state colleges but should be clearly defined in any report. Additional data may be included in any given year to emphasize special problems, but such data should supplement not replace the basic information recommended below. Graphs should be used when practical, accompanied by supporting tables in an appendix. Recommended faculty data includes:

- a. The number of faculty, by rank and the increase over the previous five years to reflect institutional growth.
- b. Current faculty composition expressed in meaningful terms, including but not limited to the percentage of the faculty who have PhD's.
- c. Student-faculty ratios as a means of expressing performance.
- d. Data relating to all new full-time faculty for the current academic year including the number hired, source of employment, their rank and highest degree held. Existing vacancies should also be noted. Pertinent historical trends in these data should be analyzed. We do not believe that subjective and incomplete data estimating reasons for turning down offers, such as has been presented in the past, serves any useful purpose.
- e. Faculty turnover rates comparing the number of separations to total faculty according to the following suggested categories; death or retirement, to research or graduate work, intra-institutional transfers, other college or University teaching, business and government, other.

3. Comments

The first three recommendations above are designed to reflect faculty size, composition, rate of growth and workload. The inclusion of consistent data from year to year will facilitate trend analysis as it relates to the institutions involved and, when possible, to comparable institutions. The purpose of including data on new faculty and faculty turnover is to provide a quantitative base for discussions of problems relating to faculty recruitment and retention. It may also be beneficial to include some basic statistics about the available supply of faculty to see what proportion of the market, new PhD's for example, California institutions hire every year.

B. Salary Data

1. Findings

- a. The University for several years has exchanged salary data to provide a consistent comparison with a special group of five "eminent" universities, as well as with a group of nine public universities. Conversely, the California State Colleges have not yet established a list of comparable institutions which is acceptable to them.
- b. Both the University of California and the Coordinating Council for Higher Education maintain that salary comparisons to appro-

- priate institutions is the best single method of determining salary needs.
- c. The University of California places less significance on salary comparisons with non-academic employment than the Coordinating Council on Higher Education and the California State Colleges.
- d. Salary increases have been proposed on the basis of differentials between total compensation (salaries plus fringe benefits) in comparable institutions.
- e. Both the University and the California State Colleges have tended to relate the size of proposed salary increases to how much of an increase would be necessary to return to a specific competitive position which existed in 1957-58 and which was unusually advantageous.
- f. Salary comparisons have frequently been made to various levels of teaching including elementary, high school, and junior college salaries.
- g. Methods of salary comparisons with other institutions have varied from year to year in reports prepared by the state colleges.

2. Recommendations

- a. We recommend that proposed faculty salary increases distinguish between: (1) increases necessary to maintain the current competitive position and (2) increases to improve the current competitive position.
 - (1) Proposed increases to maintain the existing competitive position should be equivalent to a projection of the average salary relationship between the University, or state colleges, and comparable institutions during the current fiscal year to the next fiscal year. We recommend that this projection be based on a projection of actual salary increases by rank in comparable institutions during the past five years, permitting statistical adjustments for unusual circumstances. Thus the proposed increase to maintain the existing competitive position would, in effect, be equal to the average of annual salary increases in comparable institutions during the past five years. A record of the accuracy of projections should be maintained in an appendix.
 - (2) Recommendations to improve the current competitive positions should be related to the additional advantages to be derived.
- b. It is also recommended that the California State College Trustees select a list of com-

comparable institutions within the next year and that agreements be negotiated to exchange salary data in a form which will facilitate comparisons. A list of the criteria used to select comparable institutions, plus characteristics of the institutions selected, should be included in next year's report.

c. Specific proposals for salary increases should be accompanied by comparisons of current salary amounts and historic trends to comparable institutions. The following general principles are considered to be important:

(1) Salary data should be separated from fringe benefit and special benefit data for purposes of reporting salary comparisons.

(2) A consistent form should be used from year to year to present salary data. A suggested form might be to illustrate a five-year historic trend in average salaries by using a line graph for each rank. An alternative might be a table which simply shows where California ranked among comparable institutions during the past five years.

The current salary position might best be illustrated by showing a list of average salaries of the California institutions and the other comparable institutions from the highest to the lowest average, by rank, for the last actual and current years. This will show the relative position of the California institution for the last actual and current years, as well as the range of averages. Frequency distributions of faculty by rank or professor should be incorporated in an appendix and any significant limitations in the use of averages between those particular institutions in a given year should be noted. For example, an unusual proportion of faculty in the high ranks or the low ranks would affect the comparability of the arithmetic means.

(3) Special data to illustrate a particular problem in any given year would be appropriate as long as it supplements, rather than replaces, basic salary data.

d. Finally, it is recommended that salary data be reported in a form by rank which compensates for differences in faculty distributions.

C. Fringe Benefits

1. Findings

a. The definition of fringe benefits generally includes benefits available to all faculty that have a dollar cost to the employer. Benefits

and services in kind are considered to be fringe benefits only if a cash payment option is available. Retirement and health insurance, by definition, are the only two programs considered as fringe benefits by the University of California and the California State Colleges.

b. Comparisons of fringe benefits, when comparisons have been made at all, have generally been limited to the dollar contribution by the employer and have not included any analysis of the quality of the benefits to the employee.

2. Recommendations

a. It is recommended that fringe benefit comparisons of type of benefit be included in faculty salary reports, but compared separately from salaries. Such comparisons should include an analysis of the quality of the benefits as well as the dollar cost to the employer.

b. Proposals to increase specific fringe benefits should be made separately from salaries, including separate cost estimates.

3. Comments

Separate proposals for increases in salaries and fringe benefits should be made to minimize misunderstanding about competitive positions. For example, information submitted to the 1963 Legislature by the University of California, in support of a proposed salary increase for 1963-64, compared total compensation data (salaries plus fringe benefits) rather than salaries alone. This report stated in part: "In comparing salaries, fringe benefits must be taken into account. Salary comparisons between the University and other institutions based on salary alone look far more favorable than comparisons of salaries plus benefits." The least favorable comparison was with fringe benefits, not salaries, thus the report recommended a salary increase largely on the basis of a difference in fringe benefits. Although it is felt that comparisons of total compensation are appropriate inclusions in a faculty salary report, such data should only be in addition to rather than in place of separate analyses of the current competitive position in salaries and fringe benefits.

D. Total Compensation

1. Findings

a. Total compensation data consists of average salaries plus a dollar amount representing the employer's cost of fringe benefits.

b. The Coordinating Council for Higher Education, the University of California and the California State Colleges have in the past all

used total compensation data prepared and published by the American Association of University Professors in their respective faculty salary reports.

2. Recommendations

We recommend that total compensation data, as reported by the American Association of University Professors, be included in faculty salary reports as a supplement to separate salary and fringe benefit information.

E. Special Privileges and Benefits

1. Findings

There are other faculty privileges and economic benefits which are not classified as fringe benefits because they may not be available to all faculty or fit the definition of a fringe benefit in some other respect. Examples at the University of California include up to one-half the cost of moving expenses, vacations for 11-month appointees, the waiving of nonresident tuition for faculty children, sabbatical leaves with pay, and other special and sick leaves with or without pay.

2. Recommendations

It is recommended that a list of special privileges and benefits be defined and summaries of related policies be included in a special section in future faculty salary reports so that the Legislature will be aware of what these privileges and benefits include.

3. Comments

The expansion or establishment of some of these special privileges and benefits could improve recruiting success more than the expenditure of comparable amounts in salaries. For example, moving expenses are not currently offered by the state colleges but some allowance might make the difference of whether a young candidate from the East could accept an appointment. If this type of benefit is proposed, it must include adequate controls.

F. Supplementary Income

1. Findings

a. The multiple loyalties created by permitting faculty to supplement their salaries by earning extra income from various sources within and outside his college or University is recognized as a problem common to institutions of higher education throughout the United States.

b. There apparently are proportionately more private consulting opportunities in California

than in other areas of the nation. For example, 51 percent of the federal research defense contracts were concentrated in California during 1963-64.

c. The University of California has general policies designed to insure that outside activities do not interfere with University responsibilities. If outside activities interfere with University responsibilities, the faculty member generally must take a leave of absence without pay until such outside activities are completed. These and other related University policies were praised in a 1956 Carnegie-financed study titled *University Faculty Compensation Policies and Practices*.

d. The Coordinating Council for Higher Education submitted excerpts from nationwide studies relating to the magnitude of outside activities. We have no way of determining how the data may relate to California, but if the figures are reasonable, then it appears that probably a large percentage of faculty have at least one source of extra income. Sources of income were reported as follows:

Source	Percent of faculty earning additional income from source
Lecturing	21%
General writing	28
Summer and extension teaching	25
Government consulting	15
Textbook writing	18
Private consulting	12
Public service and foundation consulting	9
Other professional activities	13

Source: *University Faculty Compensation Policies and Practices in the U. S.*, Association of American Universities, University of Illinois Press, Urbana, 1956.

e. The United State Office of Education has just completed a nationwide sample survey of outside earnings of college faculty for 1961-62. Although data has not been published yet, special permission has been received to report the following results which are quoted from a letter sent to the Legislative Analyst on December 8, 1964 from the staff of the California State College Trustees:

OUTSIDE EARNINGS OF TEACHING FACULTY ON ACADEMIC YEAR CONTRACTS (9-10 MONTHS)

The U. S. Office of Education has just completed a nationwide survey of outside earnings by a sampling of all college faculty nationwide for 1961-62. The results are as follows:

	Percent	Average earnings
All with outside earnings.....	74	\$2,200
Summer teaching	44	1,300
Other summer employment.....	14	1,900
Other teaching	13	900
Royalties	5	1,200
Speeches	9	200
Consultant fees	13	1,400
Retirement (individuals who have retired who teach elsewhere after retiring).....	1	3,400
Research	7	1,500
Other professional earnings.....	10	1,300
Non-professional earnings	8	1,700

The highest average earnings by teaching field and the percentage with outside earnings are:

	Percent	Average earnings
Law (which we do not have).....	78	\$5,300
Engineering	83	3,200
Business and Commerce.....	73	2,900
Physical Sciences	76	2,900
Agriculture	71	2,800
Psychology	85	2,700

In light of the Joint Committee discussion you might be interested in the following:

	Percent	Average earnings
Social Sciences	74	\$1,900
Fine Arts	74	1,600
Philosophy	74	1,500
Religion and Theology.....	75	1,200

2. Recommendations

- a. We recommend that the Coordinating Council for Higher Education, the University of California and the California State Colleges cooperate in determining the extent to which faculty members participate in extra activities to supplement their nine-month salaries including information as to when extra activities are usually performed (such as vacations, etc.). Such activities would include, but not be limited to, lecturing, general writing, summer and extension teaching, government consulting, textbook writing, private consulting, public service and foundation consulting, and other professional activities. If such a study suggests that the magnitude of these activities is such that the performance of normal University and state college responsibilities are perhaps being adversely affected, then consideration should be given

to the possibility of maintaining more complete and meaningful records. Such records would aid administrative officials and academic senates when reviewing recommendations for promotions and salary increases and provide summary data for reporting to the Legislature on these significant faculty welfare items. Next year's faculty salary report of the Coordinating Council for Higher Education should incorporate the results of this study.

- b. We also recommend that existing state college policies and enforcement practices regarding extra employment be reviewed and updated.
- c. Finally, it is recommended that faculty salary reports keep the Legislature informed about policies and practices relating to extra employment.

3. Comments

In our opinion, it would seem that any extra employment would affect the quality of performance of University responsibilities since faculty surveys indicate that the average faculty workweek is 54 hours. The time spent on activities for extra compensation (except during the summer) would be on top of what the faculty has defined as their average workweek. Because, in some instances, it is difficult to determine whether a given income-producing activity, such as writing a book, is considered a normal University responsibility or an extra activity, distinctions between normal and extra activities need to be more clearly defined.

Much of the outside compensation received by faculty comes in the form of grants made directly to the faculty member rather than through the University or colleges. There is no regular reporting of these grants or the personal compensation which they provide to faculty, and the colleges and University do not consider the reporting of such income to be feasible. It may be desirable to encourage the Congress to direct that greater number of grants made by United States agencies for research be made directly to academic institutions.

APPENDIX C

Methodology Employed by the California Postsecondary
Education Commission for Preparation of the Annual
Reports on University of California and California
State University and Colleges Faculty Salaries and
Cost of Fringe Benefits

June 13, 1977

Resolution 17-77

Concerning the Methodology Employed for the
California Postsecondary Education Commission's
Annual Reports on
Faculty Salaries and Fringe Benefits

- WHEREAS, The University of California and the California State University and Colleges have expressed reservations with the methodology used for the California Postsecondary Education Commission's recent reports on faculty salaries and fringe benefits, particularly with respect to the computations for fringe benefits, and
- WHEREAS, Commission staff convened a technical advisory committee consisting of representatives of the segments, the Department of Finance, and the Office of the Legislative Analyst to advise on possible revisions of the existing methodology, and
- WHEREAS, The committee met on five occasions to thoroughly review and discuss the methodology for the reports on faculty salaries and fringe benefits, not only with respect to the computations for fringe benefits, but also regarding all other aspects of the methodology, and
- WHEREAS, Based on the advice of the committee, a revised methodology has been developed by Commission staff; now therefore, be it
- RESOLVED, That the California Postsecondary Education Commission adopt the attached document entitled, Revised Methodology for the Preparation of the Annual Report on University of California and California State University and Colleges Faculty Salaries and Fringe Benefits, 1978-79, which by reference becomes a part of this resolution, and be it further
- RESOLVED, That copies of this resolution be transmitted to the Governor, the Legislature, the Department of Finance, the Office of the Legislative Analyst, the Regents of the University of California and the Trustees of the California State University and Colleges.

June 13, 1977

REVISED METHODOLOGY FOR THE PREPARATION OF THE ANNUAL REPORT ON
UNIVERSITY OF CALIFORNIA AND CALIFORNIA STATE UNIVERSITY AND COLLEGES
FACULTY SALARIES AND FRINGE BENEFITS, 1978-79

INTRODUCTION

The methodology to be employed for the 1978-79 report contains a number of substantive modifications from that adopted by the Commission in September, 1974 and used for the annual reports for 1975-76, 1976-77, and 1977-78.

In developing this new methodology, both the University of California and the California State University and Colleges conferred with a number of groups and individuals, including representatives of faculty organizations. Subsequently, each segment submitted proposals for changes in the existing methodology. These proposals were then considered by a technical advisory committee established by the Commission consisting not only of Commission staff and segmental representatives, but also of representatives of the Department of Finance and the Office of the Legislative Analyst.

In the past year, one aspect of the annual report on faculty salaries and fringe benefits was heavily criticized; namely, the treatment of the comparison of fringe benefits. This criticism centered on two major points. The first related to the recent practice of treating the cost of fringe benefits and the salary adjustments required to achieve parity as additive to produce a figure for "Total Equivalent Compensation" (TEC). This practice will be discontinued in subsequent years. The second criticism stemmed from the fact that the comparison method was limited to the employer cost of benefits (expressed as a percentage of payroll). Since there is, at best, only an indirect relationship between the value of fringe benefits to the employee and the cost of those benefits to the employer, the use of fringe benefit comparisons with other institutions can often be seriously misleading.

Although the basic difficulties with fringe benefit comparisons were noted in the report for the 1977-78 fiscal year, it is proposed that a much more definitive disclaimer be included in the text for the 1978-79 report. Clearly, a benefit package of given cost may be very different from another benefit package of the same cost when the two are defined and administered differently. By way of illustration, if the employer adds to a pension fund to improve its actuarial integrity, it increases the cost of the benefit package but does not result in any new or additional benefits.

The Commission will continue to show the results of the comparison survey regarding the cost of fringe benefits but will display it

separately from the salary data and will include a sufficiently detailed explanation of the issues so as to avoid misunderstanding or inappropriate use of the figures.

The second major change is the elimination of the "Cost of Living Adjustment for Salaries." For the past three years, an adjustment has been made in the projected salaries of the comparison institutions to account for changes in the rate of inflation. This adjustment has been widely misunderstood. It is not an escalator clause of the kind frequently found in collective bargaining agreements; it is an index only of changes in the rate of inflation and not a measure of inflation itself.

The other changes are essentially technical in nature. To date, all ranks average salary and fringe benefit projections have been made on the basis of prior year (for the preliminary report) and current year (for the final report) segmental staffing patterns. Since these elements of compensation are implemented in the budget year, it is desirable to establish a staffing pattern for that year. This will be done by the University of California for the 1978-79 report and by the California State University and Colleges beginning in 1979-80.

The final change will affect only the computation of fringe benefits for the California State University and Colleges. That system previously based its fringe benefit projections on the assumption that no salary increase would be granted. Because an increase in salary automatically increases applicable fringe benefits, a degree of distortion occurs. The University of California uses a system whereby a salary increase is computed first, the automatic increases in fringe benefits resulting from that increase accounted for, and the fringe benefits calculated after this accounting. The Commission believes the latter approach to be more reasonable and has therefore adopted it for both segments.

METHODOLOGY

The procedures to be employed for the 1978-79 budget year and in subsequent years are as follows:

A. NUMBER AND TIMING OF REPORTS

Two reports will be prepared each year. The first report, based on preliminary data, will be submitted to the Department of Finance in November. The final report, based on the most current data, will be submitted to the Legislative Budget Committee in April. In order to meet these submission dates, the University of California and the California State University and Colleges will forward data on comparison institutions and segmental faculty salaries to Commission

staff by mid-October for the preliminary report and by late February for the final report.

B. PRINCIPLE OF PARITY

The report will indicate what adjustments would be needed for the forthcoming year for salaries and costs of fringe benefits for University of California and California State University and Colleges' faculty to achieve and maintain rank-by-rank parity with such salaries and costs of fringe benefits provided faculty in appropriate comparison institutions. A separate list of comparison institutions will be used by each of the California segments of higher education. The report will separate calculations and displays of data related to percentage increases required for parity in salaries from those related to fringe benefit costs.

C. COMPARISON INSTITUTIONS¹

Comparison institutions for the University of California will be:

Cornell University
Harvard University
Stanford University
State University of New York at Buffalo
University of Illinois
University of Michigan at Ann Arbor
University of Wisconsin at Madison
Yale University

Comparison institutions for the California State University and Colleges will be:

East

State University of New York at Albany
State University of New York College at Buffalo
Syracuse University
Virginia Polytechnic Institute and State University

West

University of Southern California
University of Hawaii
University of Nevada
University of Oregon
Portland State University

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1. If any institution is omitted for any reason, a replacement will be selected based upon the established criteria by Commission staff in mutual consultation with the segments, the Department of Finance, and the Legislative Analyst. The Attachment indicates the criteria for selection of the comparison institutions.

Other

University of Colorado
Illinois State University
Northern Illinois University
Southern Illinois University
Indiana State University
Iowa State University
Wayne State University
Western Michigan University
Bowling Green State University
Miami University (Ohio)
University of Wisconsin at Milwaukee

D. FACULTY TO BE INCLUDED AND EXCLUDED

The faculties to be included in the comparisons are those with full-time appointments at the ranks of professor, associate professor, assistant professor, and instructor, employed on nine and eleven month (prorated) appointments, (both regular and irregular ranks as appropriate), with the exception of faculties in the health sciences, summer sessions, extension programs and laboratory schools, provided that these faculties are covered by salary scales or schedules other than that of the regular faculty. At the rank of instructor, full-time equivalent faculty are used because of the preponderance of part-time appointments at this rank.

The faculty members to be included are those assigned to instruction (regardless of the assignments for research or other university purposes), department chairmen (if not on an administrative salary schedule), and faculty on salaried sabbatical leave.

E. COMPUTATION OF AVERAGE SALARIES AND COST OF FRINGE BENEFITS

For each academic rank within the California State University and Colleges' comparison groups, the total actual salary dollars for the combined group is divided by the number of faculty within the rank to derive average salaries by rank for their comparison institutions as a whole. Average costs of fringe benefits will be computed in a similar manner.

For the University of California's comparison groups, the average salary by rank is obtained for each comparison institution. The single average salary (for each rank) for the comparison group is then calculated by adding the average salaries at the eight comparison institutions and dividing by eight, thereby giving equal weight to each institution regardless of the number of faculty. The same procedure should be used to compute the cost of fringe benefits.

F. FIVE-YEAR COMPOUND RATE OF SALARY AND FRINGE BENEFIT GROWTH

For the preliminary report, a five-year compound rate of change in salaries and fringe benefits at each rank at the comparison institutions will be computed on the basis of actual salary and fringe benefit data of the preceding year and of the prior five years.

In obtaining compound rates of change at the comparison institutions, each segment will compute the average salary and fringe benefit costs by rank for their respective comparison institution groups as specified in Section E above. Each will then calculate the annual compound growth rate changes in average salaries and fringe benefit costs for each rank (over the five-year period) at their respective comparison institutions. These rates of change will then be used to project average salaries and costs of fringe benefits for that rank forward for two years to the budget year.

The same procedure will be used in producing the final report, except that the base year for the comparison institutions will be moved forward one year, permitting the use of a one-year projection rather than the two-year projection necessary in the preliminary report. The California segments will use actual current salary and fringe benefit data as reported by the comparison institutions rather than budgeted figures.

G. ALL-RANKS AVERAGE SALARY AND FRINGE BENEFIT COSTS

Average all-ranks average salaries and fringe benefit costs projected for the budget year will be calculated for each segment, using the average salaries and fringe benefits by rank projected for the budget year for the comparison groups and the staffing pattern in the appropriate California segment. The California State University and Colleges will use the current year staffing pattern while the University of California will use a staffing pattern projected for the budget year. These all-ranks average salary and fringe benefit amounts for the budget year constitute the salaries and fringe benefits to be provided to the corresponding California segment for that segment to achieve parity, rank-by-rank, with its comparison group. The average all-ranks salaries and fringe benefits thus projected to the budget year for each California segment will then be compared with the current all-ranks average salaries and fringe benefits for that segment to determine the percentage increase required by the segment to achieve parity. For the 1978-79 report, the California State University and Colleges will modify the percentage difference (to 1/10th of a percentage point) to account for merit increases, promotions, and faculty turnover. This adjustment will not be necessary for the University of California since the projection of the staffing pattern into the budget year will account for these adjustments automatically. In subsequent years, the California State University and Colleges will use the same procedure as the University of California.

H. SUPPLEMENTARY INFORMATION

The Commission will prepare supplementary tables containing five years of trend data, with the data for the most recent year supplied by the segments.

1. Number of full-time faculty by rank;
2. Number and percent of new and continuing full-time faculty with the doctorate by rank;
3. Number and percent of full-time faculty with tenure or security of appointment by rank;
4. Separations of full-time faculty with tenure or security of appointment by rank;
5. Destination of faculty who resign, by rank (indicating the name of the institution for those faculty remaining in higher education);
6. Sources of recruitment by rank;
7. Faculty promotional patterns.

ATTACHMENT

CRITERIA FOR SELECTION OF COMPARISON INSTITUTIONS

The following criteria will be used to select comparison institutions for the University of California:

1. Each institution should be an eminent major university offering a broad spectrum of undergraduate, graduate (Masters and Ph.D.), and professional instruction, and with a faculty responsible for research as well as teaching.
2. Each institution should be one with which the University is in significant and continuing competition in the recruitment and retention of faculty.
3. Each institution should be one from which it is possible to collect salary data on a timely, voluntary and regular basis. (Not all institutions are willing to provide their salary data, especially in the detail required for comparison purposes.)
4. The comparison group should be composed of both public and private institutions.

In selecting these institutions, stability over time in the comparison institutions group is important to enable the development of faculty salary market perspective, time serious analysis, and the contacts necessary for gathering required data.

The following criteria will be used for selection of comparison institutions for the California State University and Colleges. The institutions selected according to these criteria are those which have approximately the same functions with regard to undergraduate and graduate instruction, and with which the California State University and Colleges compete for faculty.

1. General Comparability of Institutions

The expectations of faculty at the comparison institutions should be relatively similar to those prevailing at the California State University and Colleges. Consequently, the comparison institutions should be large institutions that offer both undergraduate and graduate instruction. Excluded from consideration under this criterion were:

- a. Institutions with less than 300 faculty members;

- b. The 20 institutions that awarded the greatest number of doctoral degrees during the ten-year period, 1959-60 through 1968-69. (These 20 institutions awarded nearly half of all doctoral degrees awarded in the U.S. during this period);
- c. Community Colleges and colleges without graduate programs;
- d. Institutions staffed with religious faculty.

2. Comparability of States' Ability to Support Higher Education

The basis of financial support available to the comparison institutions should be relatively similar to that of California. Excluded from consideration were:

- a. Institutions in states where the per capita income in 1970 was more than ten percent below the U.S. average. (California's per capita income was approximately 14 percent above the U.S. average.) The criterion was applied to both public and private institutions;
- b. Institutions in New York City and Washington, D.C., because of the high cost of living and the much higher than average incomes in these cities.

3. Competition for Faculty

Institutions on the comparison list preferably should be institutions from which California State University and Colleges' faculty are recruited or vice versa.

4. Similarity of Functions

The comparison group should include institutions that are among the largest institutions with graduate programs but which do not grant, or grant very few, doctoral degrees.¹ (Nine CSUC campuses are among the 20 largest such institutions in the country.)

5. Fringe Benefits

The comparison institutions should provide fringe benefits, including a retirement program, that vests in the faculty member within five years. This criterion was applied by generally excluding from consideration institutions with nonvesting retirement programs.

1. Category IIA in the AAUP report.

6. University of California Comparison Institutions

The comparison group of institutions developed for the California State University and Colleges should not include institutions used by the University of California in determining its faculty compensation.

7. Acceptance as Comparison Institution

The comparison institutions preferably should be institutions that have been accepted previously for the purpose of comparing faculty salaries in the California State University and Colleges.

8. Senior or Tenured Faculty

The comparison group of institutions should have a faculty mix ratio in their upper two ranks that is similar to the ratio of faculty in the upper two ranks of the California State University and Colleges.

APPENDIX D

University of California and California State
University and Colleges Comparison Institutions

1966-67 - 1980-81

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UNIVERSITY OF CALIFORNIA AND CALIFORNIA STATE UNIVERSITY
AND COLLEGES COMPARISON INSTITUTIONS, 1966-67 - 1979-80

1966-67

University of California:

Columbia University
Harvard University
Princeton University
University of Michigan
Yale University

California State Colleges:

Bowling Green State University
Brooklyn College
Carleton College
Colorado State University
Occidental College
Pomona College
Purdue University
Rutgers State University
Southern Illinois University
Wesleyan University

1967-68

University of California:

Columbia University
Cornell University
Harvard University
Princeton University
University of Illinois
University of Michigan
University of Wisconsin
Yale University

California State Colleges:

Bowling Green State University
Brandeis University
Brooklyn College
Iowa State University
Occidental College
Pomona College
Purdue University
Rutgers State University
Southern Illinois University
University of Oregon

1968-69

University of California:

Cornell University
Harvard University
Stanford University
State University of New York (Buffalo)
University of Illinois
University of Michigan
University of Wisconsin
Yale University

California State Colleges:

Bowling Green State University
Brandeis University
Brooklyn College
Brown University
Iowa State University
Michigan State University
Northwestern University
Pennsylvania State University
Purdue University
Rutgers State University
Southern Illinois University
State University of New York (Albany)
University of Colorado
University of Kentucky
University of Massachusetts (Amherst)
University of Oregon
Wayne State University
University of Minnesota

1969-70

University of California:

(No Change)

California State Colleges:

(No Change)

7:

1970-71

University of California:

Brown University
Columbia University
Cornell University
Harvard University
Princeton University
Michigan State University
Northwestern University
Ohio State University
Purdue University
University of Chicago
University of Indiana
University of Illinois
University of Iowa
University of Michigan
University of Minnesota
University of Pennsylvania
University of Wisconsin
Yale University
Stanford University

California State Colleges:

The Major Public University in Each State (50 Institutions)

University of Alabama
University of Alaska
University of Arizona
University of Arkansas
University of California
University of Colorado
University of Connecticut
University of Delaware
University of Florida
University of Georgia
University of Hawaii
University of Idaho
University of Illinois
Indiana University
University of Iowa
University of Kansas
University of Kentucky
Louisiana State University
University of Maine
University of Maryland
University of Massachusetts
University of Michigan

University of Minnesota
University of Mississippi
University of Missouri
University of Montana
University of Nebraska
University of Nevada
University of New Hampshire
University of New Mexico
Rutgers State University (New Jersey)
State University of New York (Buffalo)
University of North Carolina
University of North Dakota
Ohio State University
University of Oklahoma
University of Oregon
Pennsylvania State University
University of Rhode Island
University of South Carolina
University of South Dakota
University of Tennessee
University of Texas
University of Utah
University of Vermont
University of Virginia
University of Washington
West Virginia University
University of Wisconsin
University of Wyoming

Other Public Institutions Which Meet the Definition of a
University (20 Institutions)

Auburn University
Arizona State University
Colorado State University
Florida State University
Purdue University
Iowa State University
Kansas State University
Michigan State University
Wayne State University
Mississippi State University
New Mexico State University
North Dakota State University
University of Cincinnati
Oklahoma State University
Oregon State University
Texas A & M University
Texas Technological College
University of Houston
Utah State University
Washington State University

Private Institutions Which Meet the Definition of a
University (32 Institutions)

Stanford University
University of Southern California
Yale University
George Washington University
Illinois Institute of Technology
Northwestern University
University of Chicago
Tulane University
Johns Hopkins University
Boston University
Brandeis University
Clark University
Harvard University
Massachusetts Institute of Technology
Tufts University
Washington University (St. Louis)
Princeton University
Columbia University
Columbia Teachers College
Cornell University
New York University
Syracuse University
University of Rochester
Duke University
Case Western Reserve
Lehigh University
Temple University
University of Pennsylvania
University of Pittsburgh
Brown University
Vanderbilt University
Rice University

1971-72

University of California:

(No Change)

California State University and Colleges:

(No Change)

1972-73

University of California:

(Same List as Used in 1968-69)

California State University and Colleges:

(No Change)

1973-74

University of California:

(No Change)

California State University and Colleges:

Bowling Green State University
Illinois State University
Indiana State University
Iowa State University
Miami University (Ohio)
Northern Illinois University
Portland State University
Southern Illinois University
State University of New York (Albany)
State University of New York (Buffalo College of Arts and Sciences)
Syracuse University
University of Colorado
University of Hawaii
University of Nevada
University of Oregon
University of Southern California
University of Wisconsin (Milwaukee)
Virginia Polytechnic Institute and State University
Wayne State University
Western Michigan University

1974-75

University of California:

(No Change)

California State University and Colleges:

(No Change)

8.

1975-76

University of California:

(No Change)

California State University and Colleges:

(No Change)

1976-77

University of California:

(No Change)

California State University and Colleges:

(No Change)

1977-78

University of California:

(No Change)

California State University and Colleges:

(No Change)

1978-79

University of California:

(No Change)

California State University and Colleges:

(No Change)

1979-80

University of California:

(No Change)

California State University and Colleges:

(No Change)

1980-81

University of California:

(No Change)

California State University and Colleges:

(No Change)

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APPENDIX E

University of California Salaries and Cost of Fringe Benefits

1980-81

TABLE 1

UNIVERSITY OF CALIFORNIA

Projected 1980-81 Salaries for Comparison Group
Based Upon Compound Rate of Increase in Average Salaries
(Equal Weight to Each Comparison Institution)

<u>Academic Rank</u>	<u>Comparison Group Average Salaries</u>		<u>Compound Rate of Increase</u>	<u>Comparison Group Projected Salaries</u>
	1974-75	1979-80		1980-81
(1)	(2)	(3)	(4)	(5)
Professor	\$25,863	\$34,794	6.11%	\$36,921
Associate Professor	17,876	23,528	5.65	24,857
Assistant Professor	14,032	18,372	5.54	19,389

TABLE 2

UNIVERSITY OF CALIFORNIA

Percentage Increase in UC 1979-80 All Ranks Average Salary
Required to Equal the Comparison Group Projections for 1980-81,
Based on Five-Year Compound Rate of Increase in Comparison Group Salaries
(Equal Weight to Each Comparison Institution)

<u>Academic Rank</u>	<u>UC Average Salaries</u>	<u>Comparison Group Projected Salaries</u>	<u>Percentage Increase Required in UC 1979-80 Salaries</u>
	1979-80	1980-81	
(1)	(2)	(3)	(4)
Professor	\$34,947	\$36,921	5.65%
Associate Professor	23,535	24,857	5.62
Assistant Professor	19,329	19,389	0.31
All Ranks Average	\$29,559 ¹	\$31,039 ¹	5.01%

1. Based on projected UC 1980-81 staffing including estimated separations and new appointments but excluding the effects of projected merit increases and promotions: Professor, 2,774.06; Associate Professor, 1,037.76; Assistant Professor, 849.89. Total staff: 4,661.71.

TABLE 4

UNIVERSITY OF CALIFORNIA

Percentage Change in UC 1979-80 All Ranks Average Cost of Fringe Benefits Required to Equal the Comparison Group Projections for 1980-81, Based Upon Compound Rate of Increase in Average Fringe Benefit Costs (Equal Weight to Each Comparison Institution)

<u>Academic Rank</u>	<u>UC Average Cost of Fringe Benefits¹</u>	<u>Comparison Group Average Cost of Fringe Benefit Projections</u>	<u>Percentage Change Required in UC 1979-80 Average Cost of Fringe Benefits</u>
	1979-80	1980-81	
(1)	(2)	(3)	(4)
Professor	\$8,721	\$6,562	-24.76%
Associate Professor	6,175	4,625	-25.10
Assistant Professor	5,231	3,881	-25.81
All Ranks Average	\$7,518 ²	\$5,642 ²	-24.95%
Less Adjustment for the Effect of a 5.01% Range Adjustment		- 336	- 4.47
Adjusted Parity Requirement		\$5,306	-29.42%

1. Based on \$877.20 plus 22.67% of average salary.

2. Based on projected UC 1980-81 staffing including estimated separations and new appointments but excluding the effects of projected merit increases and promotions: Professor, 2,774.06; Associate Professor, 1,037.76; Assistant Professor, 849.89. Total staff: 4,661.71.

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TABLE 3

UNIVERSITY OF CALIFORNIA

Projected 1980-81 Cost of Fringe Benefits for Comparison Group
Based Upon Compound Rate of Increase in Average Fringe Benefit Costs
(Equal Weight to Each Comparison Institution)

<u>Academic Rank</u>	<u>Comparison Group Average Cost of Fringe Benefits</u>		<u>Compound Rate of Increase</u>	<u>Comparison Group Projected Cost of Fringe Benefits</u>
	1974-75	1979-80		1980-81
(1)	(2)	(3)	(4)	(5)
Professor	\$4,491	\$6,160	6.52%	\$6,562
Associate Professor	3,024	4,309	7.34	4,625
Assistant Professor	2,452	3,595	7.95	3,881

APPENDIX F

California State University and Colleges
Salaries and Cost of Fringe Benefits, 1980-81

TABLE 1

CALIFORNIA STATE UNIVERSITY AND COLLEGES

Projected 1980-81 Salaries for Comparison Group
 Based Upon Compound Rate of Increase in Average Salaries
 (Weighted by Total Faculty by Rank in all Comparison Institutions)

Academic Rank	Comparison Group Average of Average Salaries		Compound Rate of Increase	Comparison Group Projected Salaries 1980-81
	1974-75	1979-80		
(1)	(2)	(3)	(4)	(5)
Professor	\$21,816	\$29,161	5.98%	\$30,904
Associate Professor	16,796	22,343	5.87	23,655
Assistant Professor	13,814	18,036	5.48	19,024
Instructor	10,723	14,086	5.61	14,876

TABLE 2

CALIFORNIA STATE UNIVERSITY AND COLLEGES

Percentage Increase in CSUC 1979-80 All Ranks Average Salary
Required to Equal the Comparison Group Projections for 1980-81,
Based on Five-Year Compound Rate of Increase in Comparison Group Salaries
(Weighted by Total Faculty by Rank in all Comparison Institutions)

<u>Academic Rank</u>	<u>CSUC Average Salaries</u>	<u>Comparison Group Projected Salaries</u>	<u>Percentage Increase Required in CSUC 1979-80 Salaries</u>
	1979-80	1980-81	
(1)	(2)	(3)	(4)
Professor	\$30,258	\$30,904	+ 2.13%
Associate Professor	23,447	23,655	+ 0.89
Assistant Professor	19,110	19,024	- 0.45
Instructor	16,696	14,876	-10.90
All Ranks Average	\$26,111 ¹	\$26,461 ¹	+ 1.34%
Less Turnover and Promotions		- 130	- 0.50
Adjusted Total		\$26,331	+ 0.84%

1. Based on CSUC 1979-80 staffing: Professor, 5,753; Associate Professor, 3,202; Assistant Professor, 1,940; Instructor, 185. Staff Total: 11,080.

TABLE 3

CALIFORNIA STATE UNIVERSITY AND COLLEGES

Projected 1980-81 Cost of Fringe Benefits for Comparison Group
Based Upon Compound Rate of Increase in Average Fringe Benefit Costs
(Weighted by Total Faculty by Rank in all Comparison Institutions)

<u>Academic Rank</u>	<u>Comparison Group Average Cost of Fringe Benefits</u>		<u>Compound Rate of Increase</u>	<u>Comparison Group Projected Cost of Fringe Benefits</u>
	1974-75	1979-80		1980-81
(1)	(2)	(3)	(4)	(5)
Professor	\$3,046	\$5,035	10.57%	\$5,567
Associate Professor	2,495	4,082	10.35	4,504
Assistant Professor	2,079	3,285	9.58	3,600
Instructor	1,617	2,626	10.18	2,893

TABLE 4

CALIFORNIA STATE UNIVERSITY AND COLLEGES

Percentage Change in CSUC 1979-80 All Ranks Average Cost of Fringe Benefits Required to Equal the Comparison Group Projections for 1980-81 Based Upon Compound Rate of Increase in Average Fringe Benefit Costs (Weighted by Total Faculty by Rank in all Comparison Institutions)

<u>Academic Rank</u>	<u>CSUC Average Cost of Fringe Benefits¹</u>	<u>Comparison Group Average Cost of Fringe Benefit Projections</u>	<u>Percentage Change Required in CSUC 1979-80 Average Cost of Fringe Benefits</u>
	1979-80	1980-81	
(1)	(2)	(3)	(4)
Professor	\$7,857	\$5,567	-29.15%
Associate Professor	6,723	4,504	-33.01
Assistant Professor	5,646	3,600	-36.24
Instructor	4,854	2,893	-40.40
All Ranks Average	\$7,092 ²	4,871 ²	-31.32%
Less 0.5% Turnover & Promotions, Automatic Salary/Benefit Adjustment, and an Adjustment for the Effect of a 0.84% Range Increase		- 43	- 0.61
Adjusted Parity Requirements		\$4,828	-31.93%

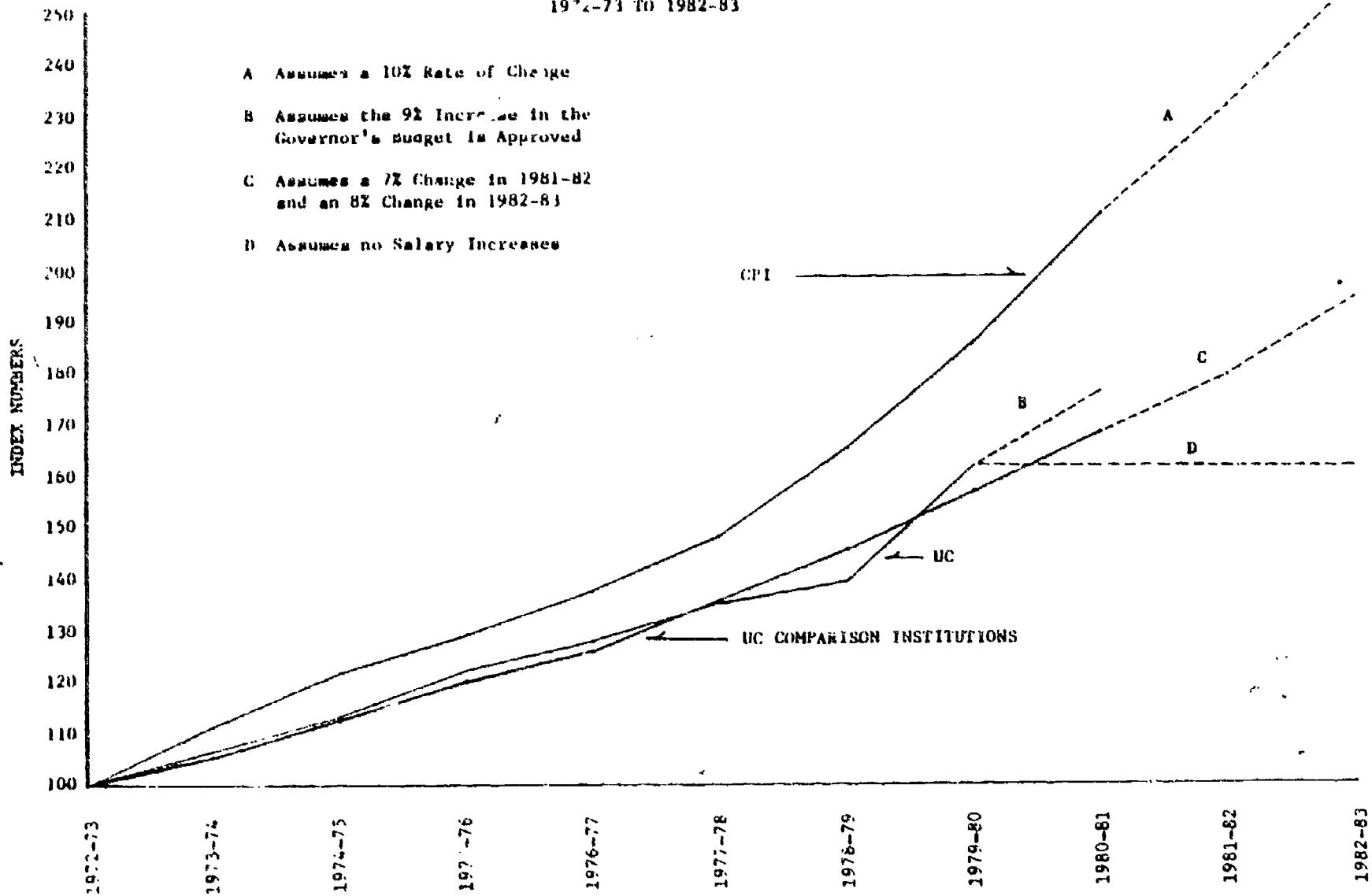
1. Based on \$2,094 plus 19.13 percent of average salary at each rank.

2. Based on CSUC 1979-80 staffing: Professor, 5,753; Associate Professor, 3,202; Assistant Professor, 1,940; Instructor, 185. Total Faculty: 11,080.

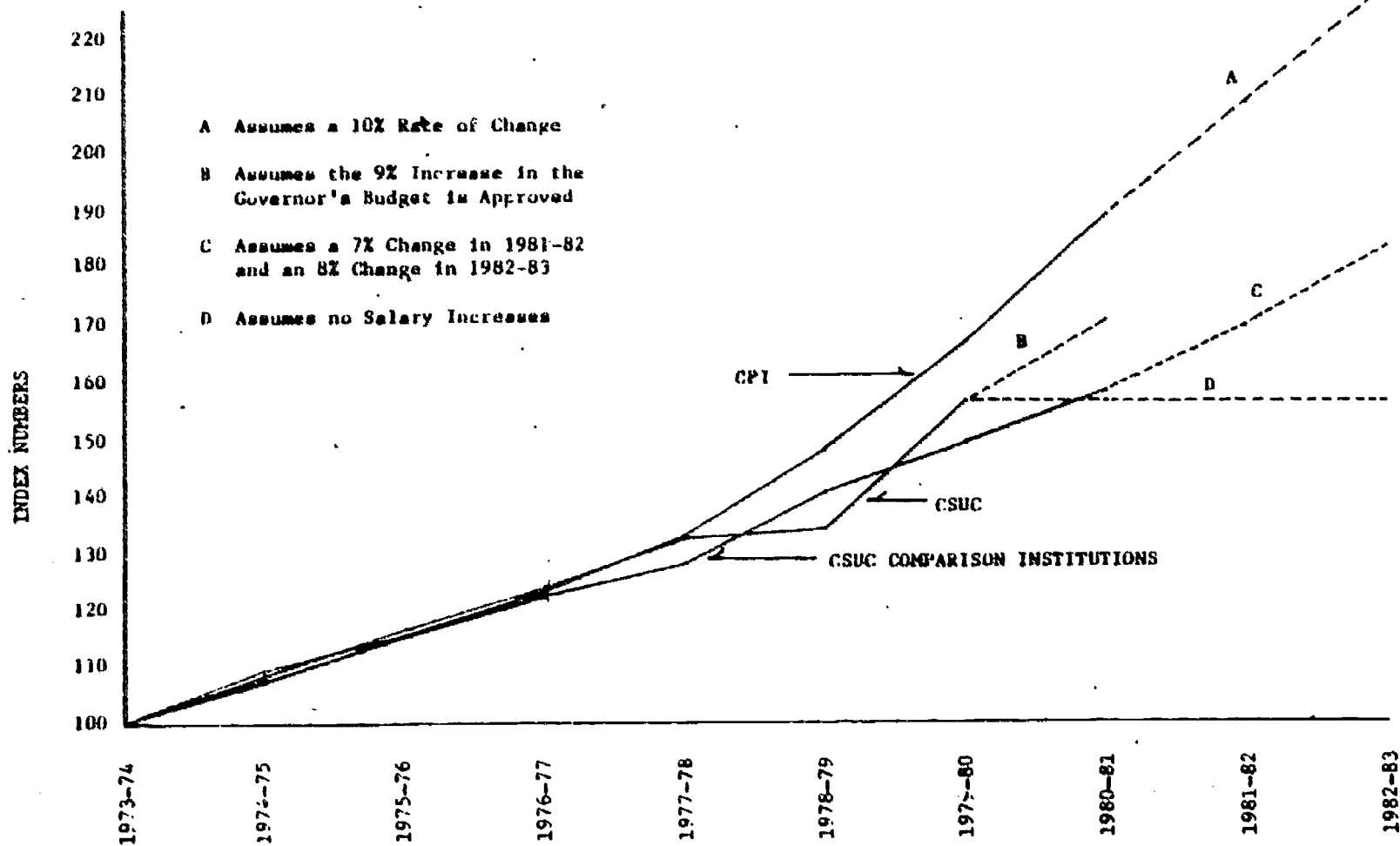
APPENDIX G

Relative Increases in University of California and
California State University and Colleges Faculty
Salaries, Comparison Institutions Faculty Salaries,
and the Consumer Price Index, 1972-73 Through
1980-81 with Projections to 1982-83

CHANGES IN FACULTY SALARIES AT THE UNIVERSITY OF CALIFORNIA AND THEIR
COMPARISON INSTITUTIONS TOGETHER WITH CHANGES IN THE CONSUMER PRICE INDEX
1972-73 TO 1982-83



CHANGES IN FACULTY SALARIES AT THE CALIFORNIA STATE UNIVERSITY AND COLLEGES
AND THEIR COMPARISON INSTITUTIONS TOGETHER WITH CHANGES IN THE
CONSUMER PRICE INDEX
1973-74 TO 1982-83



APPENDIX H

Report on Medical School Clinical Compensation Plans
and Clinical Faculty Salaries

University of California and Comparison Institutions

FEB 22 1980

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SANTA BARBARA • SANTA CRUZ

Office of the Vice President--
Academic and Staff Personnel Relations

BERKELEY, CALIFORNIA 94720

February 19, 1980

Mr. Patrick M. Callan, Director
California Postsecondary Education Commission
1020 Twelfth Street
Sacramento, California 95814

Dear Mr. Callan:

I am pleased to supply three tables pursuant to our responsibility to provide the Commission with data on Medical School Clinical Compensation. There were no exceptions granted by the President to the uniform compensation limitations contained in The Regents approved Medical School Clinical Compensation Plan. If you have any questions concerning these tables, I suggest you contact Assistant Vice President Blakely at (415) 642-2626.

Sincerely,

Archie Kleingartner
Vice President

Attachments

cc: Assistant Vice President Blakely

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H-1

Surgery
Department

December 18, 1979
Date

Effective Date: 1979-80

<u>Key</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
E	\$113,170	\$89,600	\$69,300
UC	98,152	70,509	63,054
G	95,419	76,343	68,959
C	91,900	69,357	59,856
D	87,949	-0-	64,046
B	84,000	71,867	66,555
A	80,256	64,554	54,066
F	80,133	64,400	56,400
H	76,800	61,540	51,540
Average	\$89,753	\$71,021	\$61,531
Standard Deviation	11,415	8,897	6,462

Medicine
Department

December 18, 1979
Date

Effective Date: 1979-80

<u>Rate</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
F	\$74,300	\$51,700	\$48,500
UC	72,415	56,557	46,228
F	71,800	58,410	53,210
D	70,248	51,305	43,362
E	66,870	56,250	42,500
A	65,992	56,073	44,067
C	63,519	49,013	40,412
E	61,690	53,200	40,460
G	58,369	51,543	44,218
Average	\$67,245	\$53,790	\$44,217
Standard Deviation	5,379	3,133	2,836

Pediatrics
Department

December 18, 1979
Date

Effective Date: 1979-80

<u>Key</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
B	\$71,000	\$54,888	\$53,000
F	70,850	59,150	41,030
UC	68,028	54,401	45,005
D	66,358	50,590	39,427
A	60,624	49,479	36,001
E	59,940	51,380	41,850
G	57,409	44,471	36,929
C	55,980	44,700	37,165
H	53,020	43,130	34,950
Average	\$62,565	\$50,243	\$40,595
Standard Deviation	6,555	5,418	5,642

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August 9, 1979

Gerald Hayward
Director of Legislative and
Public Affairs
California Community Colleges
1238 S Street
Sacramento, California 95814

Dear Jerry:

As you know, the Legislature took several actions during the current session concerning the reporting of salary data. The first of these emanated from the Legislative Analyst's report and requires the Commission to include the Community Colleges in our annual reports on University of California and California State University and Colleges faculty salaries. The second action appropriated \$15,000 to the Chancellor's Office for the purpose of collecting salary data for the 1978-79 and 1979-80 fiscal years. The latter action, however, did not specify the type of information to be collected.

It is my understanding that you discussed this subject with Bill Storey and agreed that we should develop a detailed list of the information we will require for our report. After that, I presume you will contact us if there are any questions or ambiguities.

Our questions fall into three categories: (1) full-time faculty, (2) part-time faculty, and (3) administrators. For each of these, we will need the following:

Full-time faculty

1. A listing of all salary classifications (e.g., BA + 30, MA, etc.) for each Community College district.
2. The actual salary at each step of each classification.
3. The number of faculty at each step of each classification.
4. The amounts of any bonuses that are granted to faculty, the number of faculty receiving them, the total salary of every faculty member receiving a bonus, and the reason for granting the bonus.

H-5 103

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BERKELEY, CALIFORNIA 94720

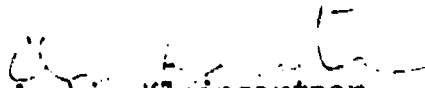
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California Postsecondary Education Commission
1020 Twelfth Street
Sacramento, California 95814

Dear Mr. Callan:

I am pleased to supply three tables pursuant to our responsibility to provide the Commission with data on Medical School Clinical Compensation. There were no exceptions granted by the President to the uniform compensation limitations contained in The Regents approved Medical School Clinical Compensation Plan. If you have any questions concerning these tables, I suggest you contact Assistant Vice President Blakely at (415) 642-2626.

Sincerely,


Archie Kleingartner
Vice President

Attachments

cc: Assistant Vice President Blakely

Effective Dates: 1979-80

<u>Step</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
F	\$74,300	\$51,760	\$43,500
UC	72,415	56,557	46,228
E	71,800	58,410	53,210
D	70,248	51,305	43,362
B	66,870	56,250	42,500
A	65,992	56,073	44,067
C	63,519	49,013	40,412
H	61,690	53,200	40,460
G	58,369	51,543	44,218
Average	\$67,245	\$53,790	\$44,217
Standard Deviation	5,379	3,138	3,836



Effective Date: 1979-80

<u>Key</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
B	\$71,000	\$54,888	\$53,000
F	70,850	59,150	41,030
UC	68,028	54,401	45,005
D	66,358	50,590	39,427
A	60,624	49,479	36,001
E	59,940	51,380	41,850
G	57,409	44,471	36,929
C	55,930	44,700	37,165
H	53,080	43,130	34,950
Average	\$62,585	\$50,243	\$40,595
Standard Deviation	6,658	5,418	5,642

Effective Date: 1979-80

<u>Man</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
E	\$113,170	\$89,600	\$69,300
UC	98,152	70,509	63,054
G	95,419	76,343	68,959
C	91,900	69,357	59,856
D	87,949	-0-	64,046
B	84,000	71,857	66,555
A	80,256	64,554	54,066
F	80,133	64,400	56,400
H	76,800	61,540	51,540
Average	\$89,753	\$71,021	\$61,531
Standard Deviation	11,415	8,887	6,462

APPENDIX I

Letter from Associate Director O'Brien to Chancellor Hayward

August 9, 1979

Gerald Hayward
Director of Legislative and
Public Affairs
California Community Colleges
1238 S Street
Sacramento, California 95814

Dear Jerry:

As you know, the Legislature took several actions during the current session concerning the reporting of salary data. The first of these emanated from the Legislative Analyst's report and requires the Commission to include the Community Colleges in our annual reports on University of California and California State University and Colleges faculty salaries. The second action appropriated \$15,000 to the Chancellor's Office for the purpose of collecting salary data for the 1978-79 and 1979-80 fiscal years. The latter action, however, did not specify the type of information to be collected.

It is my understanding that you discussed this subject with Bill Storey and agreed that we should develop a detailed list of the information we will require for our report. After that, I presume you will contact us if there are any questions or ambiguities.

Our questions fall into three categories: (1) full-time faculty, (2) part-time faculty, and (3) administrators. For each of these, we will need the following:

Full-time faculty

1. A listing of all salary classifications (e.g., BA + 30, MA, etc.) for each Community College district.
2. The actual salary at each step of each classification.
3. The number of faculty at each step of each classification.
4. The amounts of any bonuses that are granted to faculty, the number of faculty receiving them, the total salary of every faculty member receiving a bonus, and the reason for granting the bonus.

5. The percentage increase in salary granted (i.e., the range adjustment) for the fiscal year covered by the report.
6. The total number of full-time faculty in each district.
7. The mean salary received by those full-time faculty.
8. The total dollar amount paid to full-time faculty as a group.

Part-time faculty

1. The total number of part-time faculty employed by each district on both a headcount and full-time-equivalent (FTE) basis.
2. The mean salary paid to each headcount faculty member in each district.
3. The mean salary paid to each FTE faculty member in each district.
4. The total dollar amount paid to all part-time faculty in each district.
5. A summary of the compensation plan for part-time faculty members in each district.

Administrators

1. A list of all administrative positions (titles) in each district.
2. The salary schedule for each position.
3. The number of headcount and FTE employees occupying each administrative position.
4. The actual salary paid to each employee in each administrative position.
5. The percentage increase in salary granted (i.e., the range adjustment) for the fiscal year covered by the report.

A few words of explanation may be in order. The data requested for full-time faculty is very similar to that which has been collected by the Chancellor's Office for a number of years but which was not collected for 1978-79 due to Proposition 13 reductions. The only major difference relates to the detail on bonuses which was not clearly presented in prior reports.

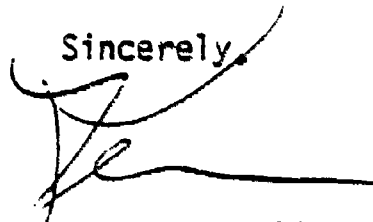
We are asking for data on part-time faculty because of objections raised by Community College representatives. At the time our preliminary report on Community College salaries was presented, many Community College representatives, including those from the Chancellor's Office, complained that the data were misleading because part-time faculty were not included. To avoid that difficulty in the future, it is imperative that data on these faculty be included in next year's report to the Legislature.

We are also asking for data on administrators because of the concerns expressed by both the Legislature (on the subject of academic administration generally) and various Community College faculty organizations. I am not sure we will publish any of the data on administrators but we do want to be able to respond to questions should they arise.

The final item concerns the dates for receipt of the data. As you know, we publish two salary reports each year. Since the University and the State University report to us each year by November 1, we think it would be appropriate to set November 1 as a reporting date (for the 1978-79 data) for the Chancellor's Office as well. For the 1979-80 data, we would like to have a report by March 1 so that we may include it in our final report to the Legislature. In future years, the March 1 date should become permanent.

If you have any questions concerning any of these matters, please let me know.

Sincerely,



Kenneth B. O'Brien, Jr.
Associate Director

KBOB:mc

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APPENDIX J

University of California Supplementary Information

THE UNIVERSITY OF CALIFORNIA
 OFFICE OF THE VICE PRESIDENT--
 ACADEMIC AND STAFF PERSONNEL RELATIONS
 February 1980

TABLE III
Average UC Faculty Fringe Benefits
 (Employer Contributions)

Retirement/FICA			20.55% of salary
Unemployment Insurance			0.28% of salary
Workmen's Compensation			1.21% of salary
Health Insurance -- Annuitants			0.63% of salary
Health Insurance	\$813.00		
Life Insurance	16.20		
Non-Industrial Disability Insurance	<u>48.00</u>		
	<u>TOTAL</u>	\$877.20	plus 22.67% of salary

THE UNIVERSITY OF CALIFORNIA
OFFICE OF THE VICE PRESIDENT--
ACADEMIC AND STAFF PERSONNEL RELATIONS
February 1980

TABLE IV
Average Comparison Institution Salaries

<u>Institution</u>	<u>Professor</u> 1979-80	<u>Associate Professor</u>	<u>Assistant Professor</u>
A	\$37,528 (2)	\$25,755 (1)	\$20,028 (1)
B	30,588 (8)	22,209 (7)	18,669 (4)
C	36,154 (4)	25,411 (2)	16,093 (8)
D	36,544 (3)	22,174 (8)	17,040 (7)
E	32,980 (6)	23,547 (3)	18,668 (5)
F	33,391 (5)	22,982 (5)	17,974 (6)
G	32,570 (7)	22,951 (6)	19,176 (3)
H	38,595 (1)	23,196 (4)	19,325 (2)
Average	\$34,794	\$23,528	\$18,372
	<u>1974-75</u>		
A	\$25,984 (4)	\$17,944 (4)	\$13,912 (5)
B	22,816 (8)	16,655 (3)	14,153 (3)
C	28,455 (1)	19,869 (1)	14,996 (1)
D	27,842 (2)	16,854 (7)	12,481 (8)
E	25,466 (6)	18,350 (3)	14,987 (2)
F	25,607 (5)	17,765 (5)	13,706 (7)
G	23,813 (7)	17,037 (6)	14,025 (4)
H	26,920 (3)	18,530 (2)	13,998 (6)
Average	\$28,863	\$17,876	\$14,032

NOTE: Confidential data received from comparison institutions include 9- and 11-month full-time salaries for all schools and colleges except health sciences.

UNIVERSITY OF CALIFORNIA

SUPPLEMENTARY TABLES

TABLE B-1

FULL-TIME FACULTY BY RANK 1979-80 (actual)^a

<u>Rank</u>	<u>F.T.E.</u>	<u>Percent</u>
Professor	2,706.91	57%
Associate Professor	1,086.55	23%
Assistant Professor	937.34	20%
Instructor	—	—
	<hr/>	<hr/>
(Total)	4,730.80	100%

^a Full-time faculty by rank, by budgeted F.T.E. General campus, 9- and 11-months basis appointments. Excludes the health sciences: Schools of Dentistry, Medicine, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine.

Source: Projected Staffing for 1979-80

TABLE B-2

**NUMBER^a AND PERCENT OF NEW AND CONTINUING FULL-TIME
FACULTY^b WITH DOCTORATE AS OF JULY 1, 1973**

9-Months	With Doctorate		Without Doctorate		Total	
	N	%	N	%	N	%
Professors						
New	39	88.6	5	11.4	44	100.00
Continuing	2,447	88.2	326	11.8	2,773	100.00
(Total)	(2,486)	(88.2)	(331)	(11.8)	(2,817)	(100.00)
Associate Professors						
New	13	76.5	4	23.5	17	100.00
Continuing	1,073	88.6	138	11.4	1,211	100.00
(Total)	(1,086)	(88.4)	(142)	(11.6)	(1,228)	(100.00)
Assistant Professors						
New	99	72.5	8	7.5	107	100.00
Continuing	869	81.4	199	18.6	1,068	100.00
(Total)	(968)	(82.4)	(207)	(17.6)	(1,175)	(100.00)
Instructors						
New	-	-	-	0.0	-	100.00
Continuing	1	100.00	-	0.0	1	100.00
(Total)	(1)	(100.00)	(-)	(0.0)	(1)	(100.00)
All Ranks	<u>4,541</u>	<u>87.0</u>	<u>680</u>	<u>13.0</u>	<u>5,221</u>	<u>100.00</u>
Lecturers	537	43.	709	56.9	1,246	100.00

^aCompiled on a headcount basis. These aggregates are, therefore, higher than those in Table B-1 which are computed on an F.T.E. basis.

^bIncludes regular rank titles and Lecturers and Senior Lecturers with and without Security of Employment. For purposes of this report, full-time is defined as 50% or more time for two or more quarters during the fiscal year. Excludes the health sciences: Schools of Dentistry, Medicine, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine.

Source: Bio-bibliographical Services (Records on U.C. Faculty)

VP--Academic & Staff Personnel Relations
10/79 JGY

TABLE B-2 (continued)

**NUMBER^a AND PERCENT OF NEW AND CONTINUING FULL-TIME
FACULTY^b WITH DOCTORATE AS OF JULY 1, 1979**

<u>11-Months</u>	<u>With Doctorate</u>		<u>Without Doctorate</u>		<u>Total</u>	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
<u>Professors</u>						
New	5	100.0	-	0.0	5	100.00
Continuing	483	95.8	21	4.2	504	100.00
(Total)	(488)	(95.8)	(21)	(4.2)	(509)	(100.00)
<u>Associate Professors</u>						
New	3	100.0	-	0.0	3	100.00
Continuing	119	98.3	2	1.7	121	100.00
(Total)	(122)	(98.4)	(2)	(1.6)	(124)	(100.00)
<u>Assistant Professors</u>						
New	15	100.0	-	0.0	15	100.00
Continuing	115	95.8	5	4.2	120	100.00
(Total)	(130)	(96.3)	(5)	(3.7)	(135)	(100.00)
<u>Instructors</u>						
New	-	0.0	-	0.0	-	100.00
Continuing	-	0.0	-	0.0	-	100.00
(Total)	(-)	(0.0)	(-)	(0.0)	(-)	(100.00)
<u>All Ranks</u>	<u>740</u>	<u>96.4</u>	<u>28</u>	<u>3.6</u>	<u>768</u>	<u>100.00</u>
Lecturers	41	73.2	15	26.8	56	100.00

^aCompiled on a headcount basis. These aggregates are, therefore, higher than those in Table B-1 which are computed on an F.T.E. basis.

^bIncludes regular rank titles and Lecturers and Senior Lecturers with and without Security of Employment. For purposes of this report, full-time is defined as 50% or more time for two or more quarters during the fiscal year. Excludes the health sciences: Schools of Dentistry, Medicine, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine.

Source: Bio-bibliographical Services (Records on U.C. Faculty)

VP--Academic & Staff Personnel Relations
10/79 JGY

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TABLE B-3

NUMBER^a AND PERCENT OF FULL-TIME FACULTY^b WITH
TENURE OR SECURITY OF EMPLOYMENT 1979-80

	<u>Total Number of Faculty</u>	<u>Faculty with Tenure or Security of Employment</u>	
		<u>N</u>	<u>%</u>
<u>9-Months</u>			
Professor	2,999	2,817	93.9
Associate Professor	1,335	1,228	92.0
Assistant Professor	1,399	-	-
Instructor	63	-	-
(All Ranks)	(6,796)	(4,045)	(69.8)
Lecturer	1,246	126	10.1
<u>11-Months</u>			
Professor	516	509	98.6
Associate Professor	128	124	96.9
Assistant Professor	141	-	-
Instructor	-	-	-
(All Ranks)	(785)	(633)	(80.6)
Lecturer	56	5	8.9

^aComputed on a headcount basis. These aggregates are, therefore, higher than those in Table B-1 which are computed on an F.T.E. basis.

^bIncludes regular and irregular (Acting, Visiting, In-Residence, Adjunct) rank titles and Lecturers and Senior Lecturers with and without Security of Employment. For purposes of this report, full-time is defined as 50% or more time for two or more quarters during the fiscal year. Excludes the health sciences: Schools of Dentistry, Medicine, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine.

Source: Bio-bibliographical Services (Records on U.C. Faculty)

VP--Academic & Staff Personnel Relations
10/79 JGY

TABLE B-4

SEPARATIONS OF FULL-TIME FACULTY 1978-79^a

Reasons for Separation	Professor		Associate Professor		Assistant Professor		Instructor	
	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.
Death & Retirement	50	12	5	2	2	-	-	-
Faculty Position in Another Institution (U.S. & Foreign)	11	-	9	-	18	4	-	-
Return to Graduate Study	-	-	-	-	-	-	-	-
Change in Status	-	-	1	-	2	-	-	-
Expiration of Appointment	-	-	-	-	18	1	-	-
Other Employment	9	1	8	-	19	3	-	-
Unknown	<u>1</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>11</u>	<u>1</u>	<u>-</u>	<u>-</u>
TOTAL	71	13	23	2	70	9	-	-

^aIncludes regular rank titles only. For purposes of this report, full-time is defined as 50% or more time for two or more quarters during the fiscal year. Excludes the health sciences: Schools of Dentistry, Medicine, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine.

Source: Academic Personnel Log Books

VP--Academic & Staff Personnel Relations
10/79 JGY

TABLE B-5

ORIGINS OF RECRUITMENT OF TENURED AND NONTENURED PERSONNEL^a
1979-80

Institutions	Professor		Associate Professor		Assistant Professor		Instructor	
	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.
Univ./Arizona	1	-	-	-	-	-	-	-
Brown University	-	-	-	-	1	-	-	-
Calif. Inst. Tech.	-	-	1	-	3	-	-	-
CSUC - Northridge	1	-	-	-	-	-	-	-
CSUC - Sacramento	1	-	-	-	-	-	-	-
CSUC - San Jose	-	-	-	1	-	-	-	-
CSUC - Stanislaus	-	-	-	-	1	-	-	-
Carnegie-Mellon	-	-	-	-	1	-	-	-
Case Western Reserve	1	-	-	-	-	-	-	-
CUNY - Brooklyn	-	-	-	-	1	-	-	-
Clark University	-	-	-	-	1	-	-	-
Columbia University	-	-	-	-	-	1	-	-
Univ./Connecticut	-	-	-	-	1	-	-	-
Cornell University	-	-	-	-	1	-	-	-
Duke University	-	-	-	-	-	1	-	-
Emory University	-	-	-	-	1	-	-	-
Florida State Univ.	-	-	-	-	1	-	-	-
Harvard University	-	-	2	-	4	2	-	-
Univ./Illinois	1	-	-	-	1	-	-	-
Indiana University	1	-	-	-	-	-	-	-
Iowa State Univ.	1	-	-	-	-	-	-	-
Julliard School	1	-	-	-	-	-	-	-
Univ./Kentucky	-	-	-	-	1	-	-	-
Lincoln University	-	-	-	-	-	1	-	-
Univ./Maryland	-	1	-	-	-	-	-	-
Univ./Massachusetts	2	-	-	-	-	-	-	-
Mass. Inst. Tech.	1	-	-	-	1	-	-	-
Univ./Michigan	1	1	-	-	1	1	-	-
Univ./Montana	1	-	-	-	-	-	-	-
Univ./New Hampshire	-	-	-	-	1	-	-	-
New Mexico State Univ.	-	-	-	-	1	-	-	-
Oberlin College	-	-	-	-	1	-	-	-

TABLE B-5 (continued)

ORIGINS OF RECRUITMENT OF TENURED AND NONTENURED PERSONNEL^a
1979-80

Institutions	Professor		Associate Professor		Assistant Professor		Instructor	
	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.
Univ./Oregon	-	-	-	-	1	-	-	-
Univ./Pennsylvania	1	-	-	-	-	-	-	-
Univ./Pittsburgh	-	-	1	-	-	-	-	-
Princeton Univ.	-	-	2	-	-	-	-	-
Purdue University	-	-	1	-	2	-	-	-
Univ./Rhode Island	-	-	-	-	1	-	-	-
Rice University	-	-	-	-	2	-	-	-
St. John's College	-	-	-	-	1	-	-	-
Stanford University	1	-	-	-	1	-	-	-
SUNY - Buffalo	2	-	-	-	2	-	-	-
Univ./So. California	-	-	-	-	2	-	-	-
Univ./Texas	-	-	-	-	2	-	-	-
Union College	-	-	-	-	1	-	-	-
Univ./Utah	-	-	-	-	2	-	-	-
Vassar College	1	-	-	-	-	-	-	-
Univ./Virginia	1	-	-	-	-	-	-	-
Virginia Polytech Institute	-	-	-	-	1	-	-	-
Washington State U.	2	-	-	-	1	-	-	-
Univ./Washington	1	-	1	-	2	-	-	-
Western Kentucky U.	-	-	-	-	1	-	-	-
Univ./Wisconsin	2	-	-	-	1	-	-	-
Williams College	-	-	-	-	1	-	-	-
Yale University	1	-	-	-	2	1	-	-
Yeshiva University	-	-	-	-	1	-	-	-
<u>Subtotal</u>	<u>25</u>	<u>2</u>	<u>8</u>	<u>1</u>	<u>50</u>	<u>7</u>	-	-
UC	14	2	6	2	26	3	-	-
UC - Regularization	-	-	-	-	9	-	-	-
<u>Subtotal</u>	<u>14</u>	<u>2</u>	<u>6</u>	<u>2</u>	<u>35</u>	<u>3</u>	-	-

TABLE B-5 (continued)

ORIGINS OF RECRUITMENT OF TENURED AND NONTENURED PERSONNEL^a
1979-80

Other Sources	Professor		Associate Professor		Assistant Professor		Instructor	
	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.
Foreign Institutions	3	-	2	-	2	-	-	-
Graduate Study	-	-	-	-	6	-	-	-
Other Employment	2	1	1	-	13	5	-	-
Government	-	-	-	-	-	1	-	-
<u>Subtotal</u>	5	1	3	-	21	6	-	-
<u>TOTAL</u>	<u>44</u>	<u>5</u>	<u>17</u>	<u>3</u>	<u>106</u>	<u>16</u>	<u>-</u>	<u>-</u>

^aIncludes full-time regular rank titles only. Gives origins of new faculty shown in Table B-2. Excludes the health sciences: Schools of Dentistry, Medicine, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine.

Sources: Academic Personnel Log Books

VP--Academic & Staff Personnel Relations
10/79 JGY

TABLE B-6

DESTINATION OF FULL-TIME FACULTY WHO VOLUNTARILY RESIGNED^a
1978-79

Institutions	Professor		Associate Professor		Assistant Professor		Instructor	
	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.
Babson College	-	-	1	-	-	-	-	-
Boston College	-	-	-	-	1	-	-	-
Calif. Inst. Tech.	1	-	-	-	-	-	-	-
Case Western Res.	-	-	-	-	1	-	-	-
Columbia University	-	-	1	-	-	-	-	-
Harvard University	-	-	-	-	1	-	-	-
Univ./Illinois	-	-	-	-	1	-	-	-
Johns Hopkins Univ.	-	-	1	-	-	-	-	-
Mass. Inst. Tech.	1	-	-	-	2	-	-	-
Univ./New Mexico	1	-	-	-	-	-	-	-
Univ./No. Carolina	-	-	1	-	-	-	-	-
Northwestern Univ.	-	-	-	-	2	-	-	-
Oregon State Univ.	-	-	-	-	1	-	-	-
Pennsylvania State U.	-	-	-	-	1	-	-	-
Princeton University	2	-	-	-	-	-	-	-
Purdue University	1	-	-	-	-	1	-	-
Rice University	1	-	-	-	-	-	-	-
Seton Hall University	1	-	-	-	-	-	-	-
Stanford University	-	-	1	-	1	-	-	-
SUNY - Albany	-	-	1	-	-	-	-	-
SUNY - Stony Brook	2	-	-	-	-	-	-	-
Univ./So. California	-	-	2	-	2	-	-	-
Univ./Texas	1	-	-	-	-	-	-	-
Tulane University	-	-	-	-	1	-	-	-
Utah State University	-	-	-	-	-	1	-	-
Univ./Virginia	-	-	-	-	1	-	-	-
Washington State Univ.	-	-	-	-	-	1	-	-
Univ./Wisconsin	-	-	-	-	-	1	-	-
<u>Subtotal</u>	11	-	8	-	15	4	-	-

TABLE B-6 (continued)

DESTINATION OF FULL-TIME FACULTY WHO VOLUNTARILY RESIGN^a
1978-79

Others	Professor		Associate Professor		Assistant Professor		Instructor	
	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.	9-Mos.	11-Mos.
Foreign Institutions	-	-	1	-	3	-	-	-
Government	-	-	-	-	1	1	-	-
Change in Status	-	-	1	-	2	-	-	-
Personal	3	-	3	-	6	-	-	-
Other Employment	6	1	5	-	12	2	-	-
Graduate Study	-	-	-	-	-	-	-	-
Unknown	<u>1</u>	-	-	-	<u>10</u>	<u>1</u>	-	-
<u>Subtotal</u>	10	1	10	-	34	4	-	-
<u>TOTAL</u>	<u>21</u>	<u>1</u>	<u>18</u>	<u>-</u>	<u>49</u>	<u>8</u>	<u>-</u>	<u>-</u>

^aIncludes full-time regular rank titles only. Gives destinations (other than Death and Retirement and Expiration of Appointment) of faculty separating as shown in Table B-4. Excludes the health sciences: Schools of Dentistry, Medicine, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine.

Source: Academic Personnel Log Books

VP--Academic & Staff Personnel Relations
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TABLE 8-7

FACULTY PROMOTIONAL PATTERNS: 1977-78 and 1978-79^a

	Promoted From Asst. Professor to Assoc. Professor			Promoted From Assoc. Professor to Professor		
	<u>9-Mos.</u>	<u>11-Mos.</u>	<u>Total</u>	<u>9-Mos.</u>	<u>11-Mos.</u>	<u>Total</u>
	1977-78:	146	18	164	133	18
1978-79:	124	18	142	126	19	145

^aIncludes regular rank titles only. For purposes of this report, full-time is defined as 50% or more time for two or more quarters during the fiscal year. Excludes the health sciences: Schools of Dentistry, Medicine, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine.

Source: Academic Personnel Log Books

VP-- Academic and Staff Personnel Relations
10/79 JGy

APPENDIX K

California State University and Colleges Supplemental Information

Office of The Chancellor
The California State University and Colleges

Fall 1979 Salaries and Benefits
of CSUC Full-time Faculty

K-1

	<u>Headcount</u>	<u>Average Salary</u>	<u>Average Benefit</u>
Professor	5,753	\$ 30, 258	\$ 7, 857
Associate Professor	3,202	23, 447	6, 723
Assistant Professor	1,940	19, 110	5, 646
Instructor	185	16, 696	4, 854
	<u>11,080</u>	<u>\$ 26, 111</u>	<u>\$ 7, 092 *</u>

* Based on \$2,094 plus 19.14% of salary.

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Office of The Chancellor
The California State University and Colleges

CSUC Comparison Institution Data

Fall 1979 Data *

	Number	<u>Expenditures</u>		<u>Average</u>	
		Salaries	Fringe Benefits	Salary	Fringe Benefits
Professor	5,389	\$157,151,273	\$27,135,768	\$29,161	\$ 5,035
Associate Professor	4,533	101,280,079	18,503,356	22,343	4,082
Assistant Professor	4,426	79, 827,701	14,541,258	18,036	3,285
Instructor	1,304	18, 368,181	3, 424,686	14, 086	2,626

K-2

Fall 1974 Data *

	Number	<u>Expenditures</u>		<u>Average</u>	
		Salaries	Fringe Benefits	Salary	Fringe Benefits
Professor	4,539	\$ 99,020,778	\$13,826,501	\$21,816	3,046
Associate Professor	3,981	66,863,070	9,930,818	16, 96	2,495
Assistant Professor	4,426	61,141,414	9,199,835	13,814	2,079
Instructor	1,342	14,390,283	2,169,640	10,723	1,617

* Based on 18 institutions reporting Fall 79 data

The California State University and Colleges

Composition of Faculty Fringe Benefits
in CSUC and Comparison Institutions

(18 Institutions reporting)

Fall 1979

	<u>CSUC</u>		<u>Comparison Institutions</u>	
	Average Cost	% Of Salary	Average Cost	% of Salary
1. Retirement	\$ 4,998	19.14%	\$ 2,398	9.60
2. Social Security	1,172	4.49	913	3.65
3. Medical Insurance	832	3.19	581	2.32
4. Life Insurance	-	-	198	0.79
5. Disability Insurance	-	-	120	0.48
6. Unemployment Insurance	65	0.25	69	0.28
7. Workmen's Compensation	25	0.10	72	0.29
8. Other Benefits	<u> </u>	<u> </u>	<u>62</u>	<u>0.25</u>
	\$ 7,092	27.2%	\$ 4,413	17.7%

Caveat: The validity of the above calculations -- as indicators of the relative value of benefits in the CSUC and the comparison institutions -- is highly questionable. The question arises from the fundamentally different assumptions underlying both the cost and benefits of retirement programs, which constitute the major element of fringe benefits.

Office of The Chancellor
 The California State University and Colleges

CSUC Full-time Faculty
 with Tenure, with Doctorate
 Fall 1979

K-4

	Headcount	No. w/Doctorate		No. w/Tenure	
		#	%	#	%
Professor	5,753	4,774	83.0%	5,593	97.2%
Associate Professor	3,202	2,241	70.0	2,696	84.2
Assistant Professor	1,940	884	45.6	349	18.0
Instructor	185	6	0.3	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	11,080	7,905	71.3%	8,638	78.0

3/80