

**HUMBOLDT STATE UNIVERSITY**  
**University Senate**

**Sense of the Senate Resolution on Lecturer Range Elevation**

14-19/20-FAC – February 11, 2020

**RESOLVED:** That the Humboldt State University (HSU) University Senate encourage the California Faculty Association (CFA) and California State University (CSU) to adopt a policy that allows lecturers to be eligible for range elevation based on time of employment (six full-time equivalent (FTE) years per range elevation), independent of position on the range service salary increase (SSI) scale; and be it further

**RESOLVED:** That the HSU University Senate encourage the CFA and CSU to adopt a policy that lecturer range elevations include a minimum raise of 6%; and be it further

**RESOLVED:** That the HSU CFA President, CFA representatives, and University Senate Chair present this Sense of the Senate resolution at statewide CFA meetings; and the HSU representatives on the Academic Senate of the CSU (ASCSU) present this resolution at ASCSU meetings; and be it further

**RESOLVED:** That this resolution be forwarded to the HSU CFA Chapter, the leaders of the CFA and CSU bargaining teams, the University/Academic Senates of all other CSU campuses, the CSU Academic Senate, and the CSU Chancellor's Office.

***RATIONALE:***

The current system of faculty promotion within the CSU system differs greatly between lecturer and tenure-line faculty in that lecturer faculty must work for more years to be eligible for promotions, and the raises associated with these promotions are substantially lower than associated raises for tenure-line faculty. The minimum raise guaranteed by a range elevation for lecturers is only 5% but is typically 9% for tenure-line faculty; these relatively conservative lecturer raises are further reduced by the fact that lecturer starting salaries are lower than tenure-line faculty starting salaries.

Until just a few years ago, the CSU Collective Bargaining Agreement (CBA) required lecturers to have five years of FTE employment in a given range and be at the top of their SSI scale to be eligible for a range elevation. Due to the fact that budget deficits within the CSU can stop SSIs, this latter requirement can delay lecturer eligibility for range elevation despite having the required FTE employment within a given range. While the CSU has dealt with salary compression and inversion for tenure-line faculty, the same has not occurred for lecturer faculty who have also experienced salary inversion and compression due to extended time between successive range elevations. In an effort to right these inequities, the CSU and CFA

recently developed a temporary (ends June 30, 2020) memorandum of understanding (MOU) for lecturer faculty range elevation whereby time-alone determines eligibility.

We owe it to our lecturers to be vocal and to act on this issue of inequitable raises by indefinitely adopting this temporary MOU and by raising the minimum raise for lecturers to 6%, first and foremost because it is the right thing to do. Although lecturer faculty are a valuable and important part of the CSU, many lecturer faculty are made to feel like second-class citizens, and the aforementioned structural issues only exacerbate the problems. Under the CSU's current focus on student success, it is more important than ever to value and respect the work done by those on the frontlines of instruction. Financially limiting lecturers, highly educated and skilled instructors who in many cases have extreme teaching loads, is inhumane and does not foster collegiality or student success. Increased awareness among administrators and tenure-line faculty about the pay inequities facing lecturers will hopefully promote the adoption of a range and pay elevation increase schedule for lecturers that is more on par with that of tenure-line faculty, thereby demonstrating the CSU's value of and respect for lecturers' many contributions to the CSU and our students.