



Faculty Senate of the California State University Maritime Academy

Resolution 23-24/03

First Reading: March 28, 2024

Vote (For/Against/Abstain): 13/2/1

RESOLUTION - Ensuring Equitable Compensation for Marine Transportation Faculty

WHEREAS, the mission of the Cal Maritime Marine Transportation Department focuses on ensuring the safety, well-being, and highest educational standards for future mariners;

WHEREAS, Marine Transportation faculty bring extensive seagoing and shoreside experience, significantly enhancing the learning experience with their practical knowledge;

WHEREAS, all Marine Transportation faculty hold a United States Coast Guard License, with many having additional license endorsements;

WHEREAS, Marine Transportation faculty engage with a wide spectrum of stakeholders and continuously update their curriculum to reflect the dynamic needs of the maritime industry;

WHEREAS, despite challenges, the Marine Transportation program consistently meets and exceeds enrollment goals, demonstrating the effectiveness and appeal of the program;

WHEREAS, faculty participation in university committees, scholarship, and professional development initiatives underscores their commitment to the university's mission and maritime education;

CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

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WHEREAS, Marine Transportation faculty assess students against 480 internationally recognized Standards of Training and Certification of Watchkeeping (STCW), ensuring comprehensive and rigorous training;

WHEREAS, over fifty percent of Marine Transportation faculty dedicate their summers to additional teaching assignments on the training ship, often at significant personal and financial sacrifice;

WHEREAS, recruitment and retention of qualified Marine Transportation faculty has been consistently challenging, highlighting the need for competitive compensation;

WHEREAS, despite their vital role and the unique challenges they face, Marine Transportation tenure-track faculty salaries are currently the lowest on campus compared to other departments;

THEREFORE, BE IT RESOLVED,

- 1. Comprehensive Review:** The Faculty Senate urges the administration to conduct a comprehensive review of the compensation structure for Marine Transportation faculty, aiming for parity with comparable disciplines.
- 2. Collaborative Development:** The Faculty Senate requests collaboration with faculty representatives and industry experts to develop transparent criteria and benchmarks for equitable compensation.
- 3. Addressing Disparities:** The Faculty Senate calls for the President to address compensation disparities in collaboration with the CFA under CBA Article 31.12.
- 4. Market Increase Requests:** The Faculty Senate supports MT faculty in seeking salary equity

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through market increase requests as per CBA Article 31.25.

5. Ongoing Dialogue: The Faculty Senate emphasizes the need for transparency and ongoing dialogue among the administration, faculty, and stakeholders in the compensation review process.

6. Priority to Equitable Compensation: The Faculty Senate encourages prioritizing equitable compensation for Marine Transportation faculty, reflecting the institution's commitment to high standards in maritime education.

7. Equitable Initial Salaries: The Faculty Senate urges that new MT faculty hires be offered equitable salary rates, respecting the unique qualifications and contributions of maritime faculty.

8. License Valuation: The Faculty Senate suggests increasing valuation for professional licenses in salary considerations, addressing potential undervaluation issues.

9. Distribution: This resolution shall be distributed to key stakeholders, including the President, Provost, Deans, Department Chairs, the Board of Trustees, and to the Chancellor.

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