In Support of Competitive Faculty Compensation and Adequate Staffing to Advance Student Success

A Joint Resolution of the Mt. SAC Academic Senate and Faculty Association

Resolution 2025-06

Whereas, the Mt. SAC Academic Senate is the body primarily relied upon for academic and professional matters under Title 5 §53200, including educational program development, standards for student preparation and success, and processes for faculty hiring (10+1), and the Mt. SAC Faculty Association holds the primary purpose of representing its members in their relations with their employer, and is the exclusive representative of faculty in all matters relating to employment conditions and employer-employee relations, including but not limited to, wages, hours, and other conditions of employment, and thereby, faculty compensation and staffing levels are foundational to academic quality and directly impact student access, equity, and achievement;

Whereas, full-time faculty salaries at Mt. SAC have remained stagnant for over a decade, despite significant increases to the cost of living and record state investments in public education, and in addition, part-time faculty are paid significantly lower wages for classroom hours and instruction that is the same as their full-time colleagues[1], including class size, classroom hours, instructional preparation, grading, office hours, and class modality, and as such, this stagnation has as left Mt. SAC faculty well below regional salary benchmarks[2], as documented in the 2023–2024 CFT Full-Time Faculty Salary Comparison[3];

Whereas, the California State Auditor's Report 2023-126[4] confirms that while faculty salaries increased by 38.47% over the past decade, the number of full-time administrators increased by 38.49%, from 97.72 to 135.33 FTEs; given that administrative salaries are typically higher than faculty salaries, this trend points to disproportionate investment in management staffing relative to instructional faculty, at a time when full-time faculty hiring has not kept pace with student demand or legislative mandate; and,

Whereas, curricular mandates including the addition of Ethnic Studies[5] and Communication[6] to the transfer pathway have increased course demand in multiple areas, yet many departments

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[1] https://edsource.org/2022/the-gig-workers-of-california-community-colleges-face-worsening-conditions/666835

[2] https://www.payscale.com/cost-of-living-calculator/California-San-Gabriel

[3] https://www.cft.org/sites/main/files/file-attachments/cft_full-time-cc-faculty-salaries-2023-24_final.pdf?1720022660

[4] https://www.auditor.ca.gov/wp-content/uploads/2025/04/2023-126-Report.pdf

[5] https://www.cccco.edu/About-Us/News-and-Media/Press-Releases/2021-cc-governing-board-approves-ethnic-studies#:~:text=Community%20college%20students%20who%20plan,quarter%20class%20in%20ethnic%20studies.

[6] https://www.cccco.edu/-/media/CCCCO-Website/docs/curriculum/calgetcstandards122024a11y.pdf?la=en&hash=F52572F7F2037840FEA49993779508FEB0DACBF7

have not received adequate full-time hires, creating persistent enrollment bottlenecks and inequitable access; and while the Faculty Obligation Number (Title 5 §51025) and 50% Law (Education Code §84362) establish legal minimums, our students deserve better than compliance with the bare minimum; therefore,

Resolved, that the Mt. SAC Academic Senate and Faculty Association jointly express deep disappointment that faculty have not received a meaningful, sustained salary adjustment in over a decade, and urge the Board of Trustees to take immediate action to restore Mt. SAC faculty compensation to competitive regional levels by fully passing through COLA and establishing a long-term salary structure that reflects faculty expertise, workload, and the cost of living;

Resolved, that the Mt. SAC Academic Senate and Faculty Association urge the Board of Trustees to publicly commit to a multi-year full-time faculty hiring plan that addresses long-standing staffing shortfalls, with priority given to departments experiencing high or increased demand, programmatic expansion, or compliance with new legislative requirements;

Resolved, that the Mt. SAC Academic Senate and Faculty Association affirm that fair compensation and sufficient staffing, including pay parity and robust full-time faculty, are not solely labor concerns, but must be College priorities since these factors shape the quality, accessibility, and equity of student learning [7]; and,

Resolved, that this resolution be transmitted to the Mt. SAC President and CEO and Board of Trustees as a joint and urgent appeal from the faculty: we cannot fulfill our mission without increasing both the compensation and capacity of those who teach and support students. An insufficient number of faculty limits course availability, mentorship opportunities, and program development. Addressing these issues is essential to ensuring equitable learning, sustainable program growth, and institutional excellence.

Contacts: Mt. San Antonio College Academic Senate

Mt. San Antonio College Faculty Association

[7] https://www.mtsac.edu/2035/