

78%

of CCA faculty are non-ranked union members

Can you imagine CCA educating its students with only 22% of its faculty?

\$3490

Average 1BR Apt. San Francisco

That's \$41,880 per year, more than a full-time Senior Adjunct makes at CCA.

Do you really think that socially responsible art is valid when it ignores economic inequality?

\$60M

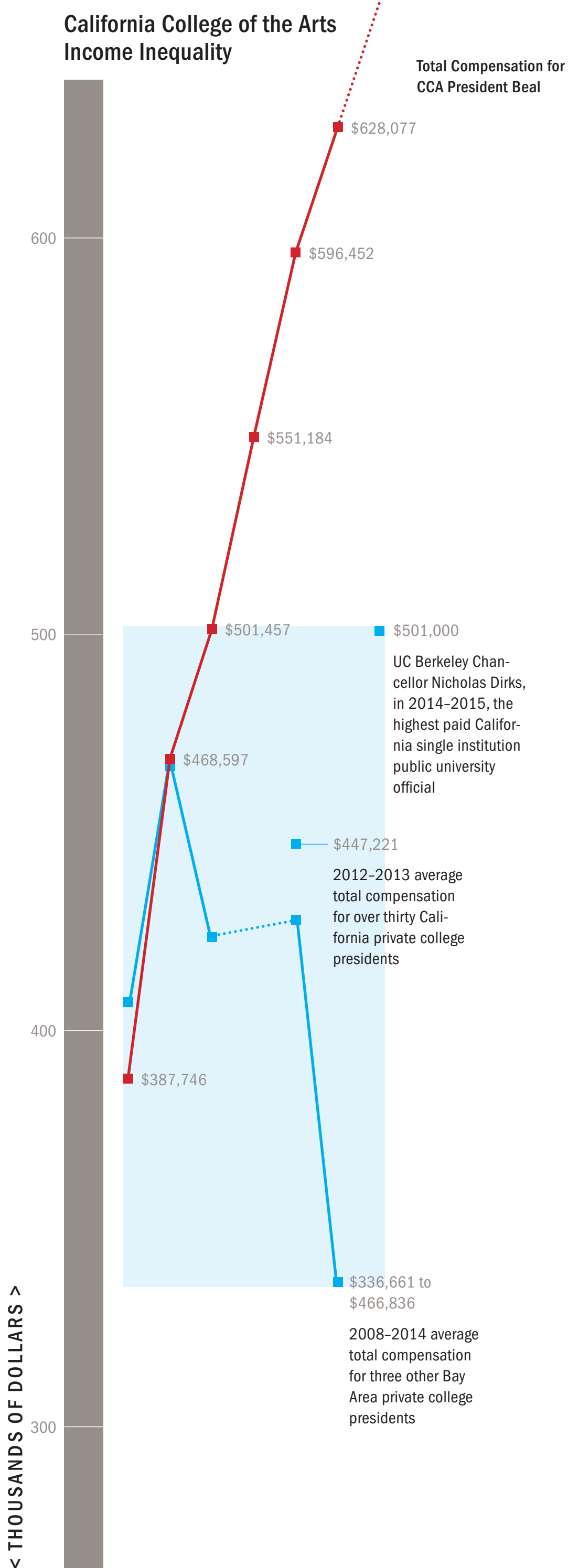
Annual Budget in Millions of Dollars

Adjunct Faculty subsidize a very wealthy institution with their poverty level wages and lack of benefits.

Why should the architecture firm I work for subsidize my part-time teaching job at CCA?

I can only teach at CCA because my partner's job provides us health benefits.

Why does my design studio fund administrators instead of student instruction?



HEY CCA, LOOK!

Over the five years following the great economic recession:

President Beal's compensation increased **62%**

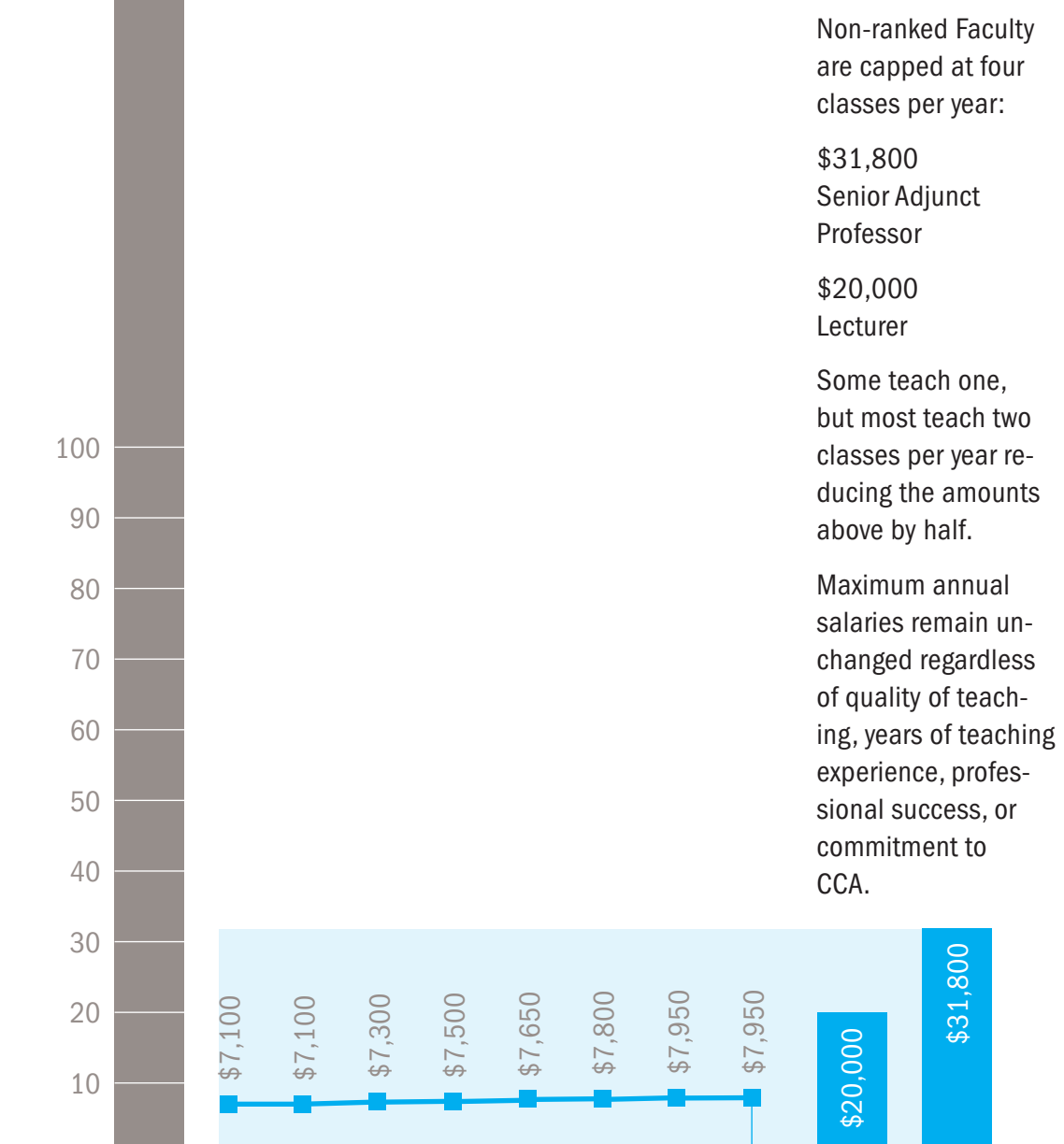
An Adjunct faculty's compensation increased **12%**

Adjusted for inflation that's an increase for Adjuncts of only **1%**

HEY CCA, how about a fair contract for non-ranked Faculty NOW!

HEY CCA, LOOK AGAIN!

California College of the Arts significantly overspends on overall management salaries



ACADEMIC YEARS 2008/2009 > 2015/2016

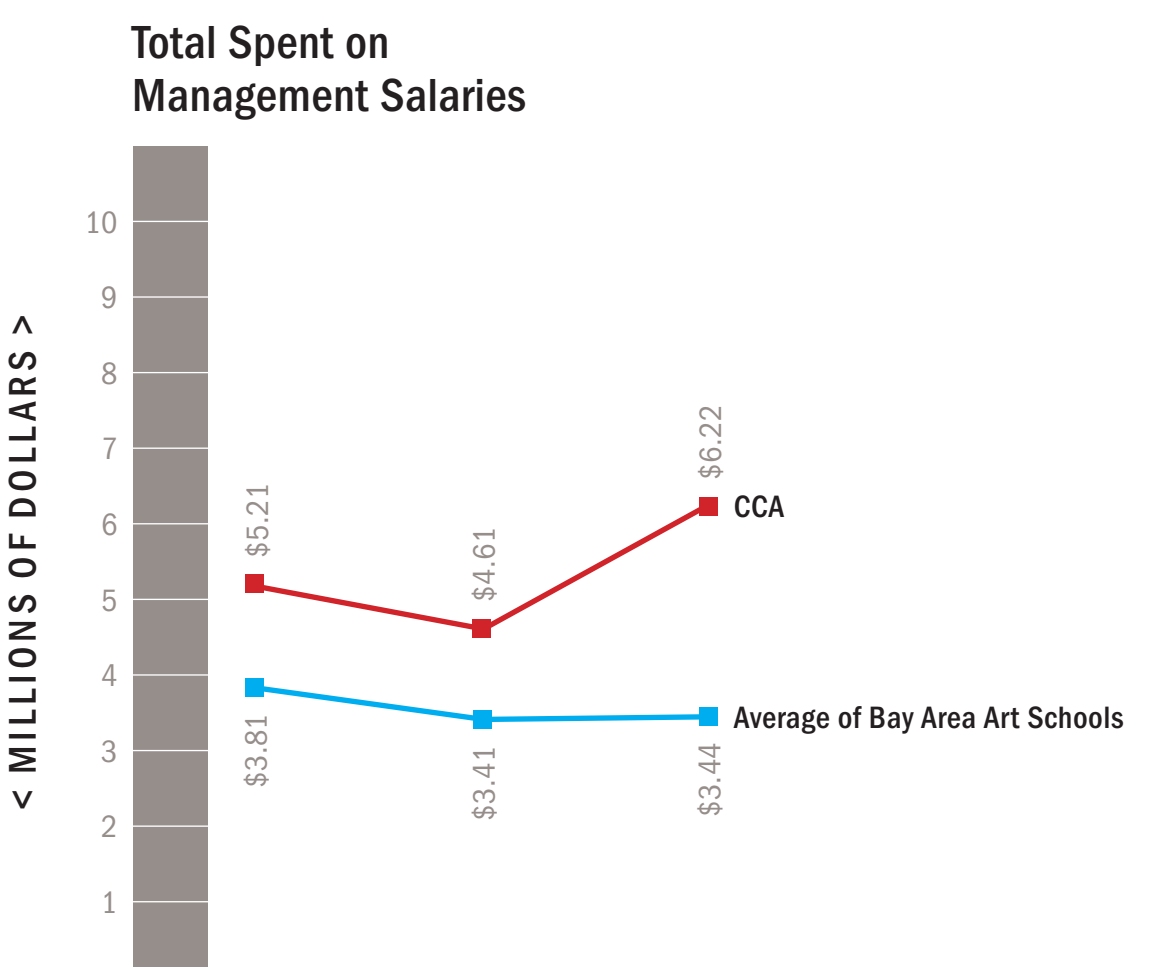
Senior Adjunct Per Class Salary

Maximum Annual Salary for a Lecturer 2015/2016

Maximum Annual Salary for a Senior Adjunct 2015/2016

Additionally: No healthcare benefits, No retirement plan, Single-semester job (in)security contracts, and a documented history of unpaid "voluntary" work

Sources: 990 Tax Documents for years 2008/2009 to 2013/2014 www.guidestar.org; The Chronicle of Higher Education at <http://chronicle.com/interactives/executive-compensation>; and CCA issued Non-ranked Faculty member contracts 2008/2009 through 2015/2016

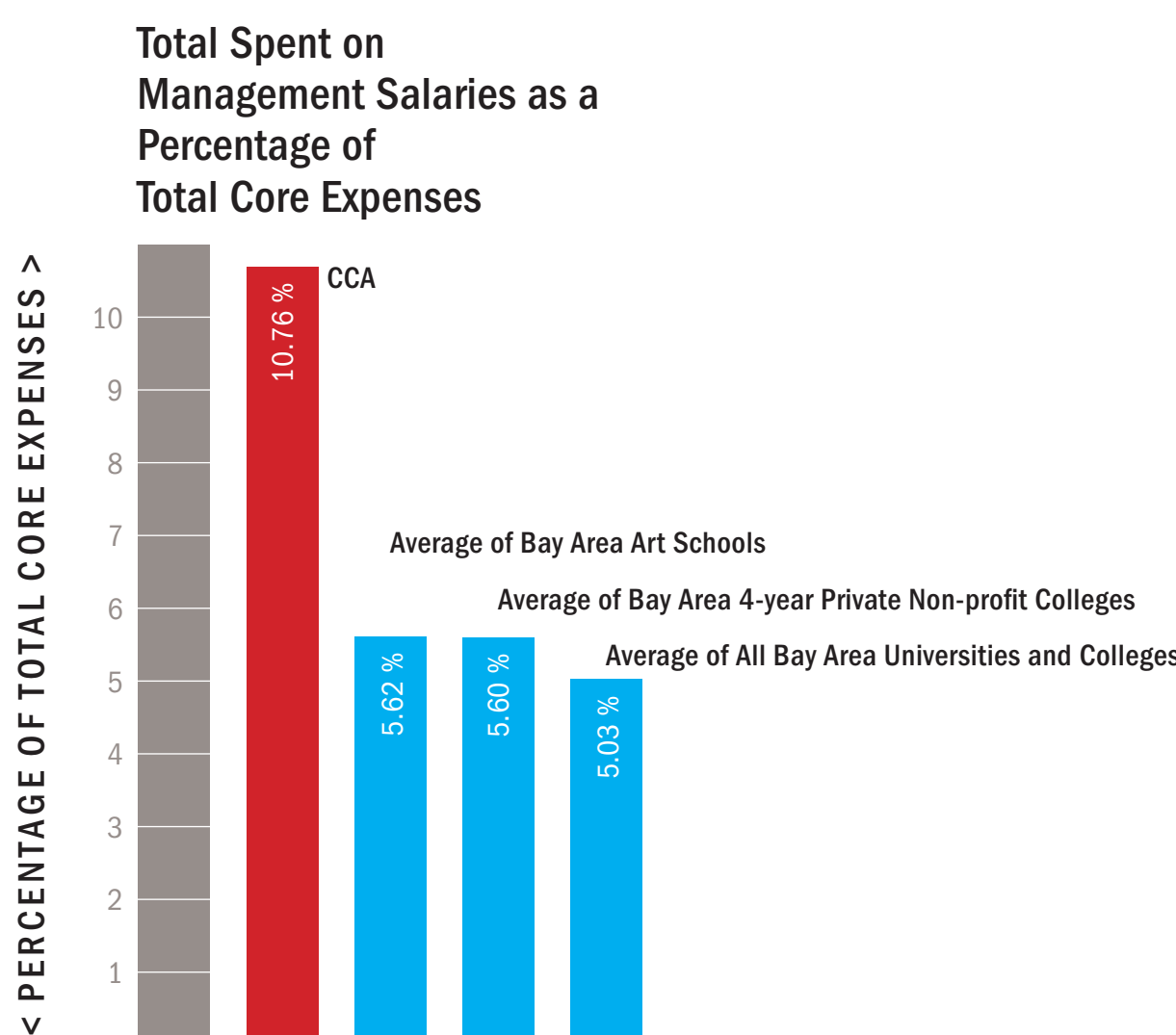


ACADEMIC YEARS 2011/2012 > 2013/2014

CCA spent nearly twice as much on average in actual dollars on management salaries than other Bay Area art schools. And while other art schools maintained flat spending from 2012/2013 to 2013/2014, CCA increased spending on management salaries by 13.5%.

Over the same period, from 2012/2013 to 2013/2014 non-ranked faculty salaries at CCA increased only 0.02%.

Sources: U.S. Department of Education Integrated Post-secondary Education Data System (IPEDS) <http://nces.ed.gov/ipeds/datacenter/>



AVERAGE FOR ACADEMIC YEAR PERIOD 2011/2014

CCA spent more than twice as much on average as a percentage of total core expenses on management salaries than ALL OTHER Bay Area colleges and universities - including Bay Area public, private, non-profit, and private for-profit institutions.

Compared only to other Bay Area Art Schools CCA spent almost twice as much on average as a percentage of total core expenses on management salaries.

Sources: U.S. Department of Education Integrated Post-secondary Education Data System (IPEDS) <http://nces.ed.gov/ipeds/datacenter/>