

CLEAN COPY

III C 7. Salary

The objective of the Faculty Salary Policy is to guide the distribution of faculty salary increases, based on a commitment to equity, evaluation of professional growth, and meritorious performance as determined in the annual review process. Within available means, salaries are to be comparable with those paid for similar service at peer institutions.

To qualify for salary increases and promotion, a faculty member is expected to observe all policies applying to faculty covered in the *Faculty Manual* Freedom, Responsibility, and Discipline, Section II.

a) Allocation

When funds become available for faculty salary increases, they shall be allocated in the following manner: unless provided otherwise by law or an alternative allocation is agreed upon per Section III.C.7.d, salary-increase monies shall be allocated thirty percent (30%) to professional development, thirty percent (30%) to superior merit, and forty percent (40%) to equity. The professional development portion reflects professional growth and service to the University. Each faculty member will receive an equal amount of the professional development portion unless their annual reviews are below satisfactory (see III.C.4.i). The superior merit portion, a performance-based salary adjustment, reflects the degree of superior merit above a satisfactory rating on annual reviews (see III.C.4.i). The remaining portion will be allocated based on salary equity considerations.

b) Promotional Adjustment

When a faculty member is promoted, their salary will be increased by no less than ten percent (10%) of their annual salary, starting with the effective date of the promotion. This adjustment will be made regardless of the level of funding for salary increases and will be in addition to any other merit, equity, marketplace, or cost-of-living adjustments made to the faculty member's salary. For most state-funded positions eight percent (8%) is provided by the university and the other two percent (2%) is the responsibility of the department.

c) Alternative Allocation

Should the president believe in any particular year, that allocation of salary funds in accordance with the above subsection III.C.6.a, is not in the best interests of the University, they shall seek the advice of the faculty through the Faculty Senate on an alternative salary allocation proposal. When the president seeks such advice, the matter shall be privileged before the Faculty Senate and a response shall be forthcoming within fourteen (14) business days.

d) Summer Salary

Payment for summer employment will be at an agreed figure, which in no case may exceed a monthly rate of one-ninth of the previous academic-year salary. Normally, total employment is limited to two (2) months. Requests for a third month of summer salary must be recommended by the chair and dean and approved by the provost.

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~~available to a faculty member, then the report will be forwarded through the appropriate administrative channels. If no merit-based increase had been available to the faculty member in the immediate previous annual review period, then reports for both the current and previous annual review periods will be forwarded to the provost for final action. If no merit-based increase was available to the faculty member for the most recent two annual review periods, then reports for the current and two previous periods will be forwarded. Irrespective of the availability of salary increases, reviews will be forwarded for a faculty member at least every three (3) years.~~

~~To assure that salary increases and promotions will be made objectively, equitably, impartially, and as a recognition of merit, the policies and procedures given here are to be observed. In addition, to To qualify for salary increases and promotion, a faculty member is expected to observe all policies applying to faculty covered in the *Faculty Manual Freedom, Responsibility, and Discipline, Section II.*~~

~~Ordinarily, recommendations for an increase in salary will only occur at the time of annual review. Salary increases for both annual and academic year appointees normally take effect July 1 unless established otherwise by the legislature.~~

b) Promotional Adjustment

When a faculty member is promoted, their salary will be increased by no less than ten percent (10%) of their annual salary, starting with the effective date of the promotion. This adjustment will be made regardless of the level of funding for salary increases and will be in addition to any other merit, equity, marketplace, or cost-of-living adjustments made to the faculty member's salary. For most state-funded positions eight percent (8%) is provided by the university and the other two percent (2%) is the responsibility of the department.

c) Alternative Allocation

Should the president believe in any particular year, that allocation of salary funds in accordance with the above subsection III.C.6.a, is not in the best interests of the University, they shall seek the advice of the faculty through the Faculty Senate on an alternative salary allocation proposal. When the president seeks such advice, the matter shall be privileged before the Faculty Senate and a response shall be forthcoming within fourteen (14) business days.

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ORIGINAL COPY

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annual performance review process. Within available means, salaries are to be comparable with those paid for similar service at peer institutions.

a) Allocation

When funds become available for faculty salary increases, they shall be allocated in the following manner: unless provided otherwise by law, salary-increase monies shall be allocated thirty percent (30%) to professional development, forty percent (40%) to superior merit, and thirty percent (30%) to extraordinary merit, equity and market adjustment. The professional development portion reflects professional growth and service to the University during the period of review and, unless extraordinary circumstances occur, each faculty member will receive this professional development adjustment. The professional development portion shall be uniformly allocated as an equal percentage of annual salary to all faculty, unless substandard performance or extraordinary circumstances occur. The superior merit portion, also a performance based merit adjustment, reflects the degree of superior merit above the average performance realized during the period of review. The remaining portion will be allocated based on merit and comparative information for equity and market.

If in any year or period of years, no funds are allocated for salary increases of faculty members, or if only a cost-of-living increase is available to the faculty member, the annual review reports will be retained and preserved at the department or equivalent administrative level for inclusion in the next year's reviews. At that time all retained evaluations will be considered and used to determine salary increases.

Recommendations for merit-based salary increases follow the same administrative channels used for employment. If a merit-based increase is available to a faculty member, then the report will be forwarded through the appropriate administrative channels. If no merit-based increase had been available to the faculty member in the immediate previous annual review period, then reports for both the current and previous annual review periods will be forwarded to the provost for final action. If no merit-based increase was available to the faculty member for the most recent two annual review periods, then reports for the current and two previous periods will be forwarded. Irrespective of the availability of salary increases, reviews will be forwarded for a faculty member at least every three (3) years.

To assure that salary increases and promotions will be made objectively, equitably, impartially, and as a recognition of merit, the policies and procedures given here are to be observed. In addition, to qualify for salary increases and promotion, a faculty member is expected to observe all policies applying to faculty covered in the Faculty Manual Freedom, Responsibility, and Discipline, Section II.

Ordinarily, recommendations for an increase in salary will only occur at the time of annual review. Salary increases for both annual and academic-year appointees normally take effect July 1 unless established otherwise by the legislature.

b) Promotional Adjustment

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for salary increases and will be in addition to any other merit, equity, marketplace, or cost-of-living adjustments made to the faculty member's salary. For most state-funded positions eight percent (8%) is provided by the university and the other two percent (2%) is the responsibility of the department.

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FYI, SECTION III.C.4.i

i) Merit-Based Salary Increases

If a merit-based raise is available, it will be based on the two most recent annual review reports, with two exceptions:

(1) For recently appointed faculty members who do not yet have two annual review reports, the merit portion of their salary increase will be based on the available reports.

(2) If more than two years have passed since a merit increase was available, the raise will be based on the annual review reports since the last merit increase was available.

Ordinarily, salary increases for both annual and academic-year employees will take effect on the same date.