Salary, Benefits, Budget, and Fiscal Planning Committee

Faculty Senate

Recommendation for Distributions of Salary Increases

There are two levels of the salary increase, one certain, the other virtually certain and probably the minimum we should expect.

1. Certain: The legislature has approved a 1.25% COLA adjustment. This will be applied to all salaries. There is no flexibility to base any of this on merit, with the exception that Deans, with appropriate documentation, may exclude individuals from this pool whose performance is unsatisfactory. The SBBPF committee endorses this exception.
2. Virtually certain: 1.25% (this should be considered a minimum with the possibility that it will be greater than 1.25%)

The Committee recommends:

The full amount should be pushed out to the Deans of the Colleges to distribute according to their needs in four dimensions:

1. Merit
2. Compression/Inversion
3. Equity
4. Retention

The Deans should adhere to the following principles:

1. Each of the four dimensions should generally be given weight.
2. Compression/Inversion should be
	1. Guided by data provided by the Provost with respect to salary relative to CUPA; and,
	2. Evaluated with attention given to recent promotions at lower promotion adjustments.
3. The distribution should NOT be a *de facto* COLA. I.e., the distribution should be informed substantially by the four dimensions listed above.
4. With separate money, we recommend raising the minimum Instructional Wage Rate from $900 to $920 per semester credit hour.