

MEMORANDUM

TO: Faculty Senate

FROM: The Faculty Affairs Committee



RE: Changes to *Faculty Manual* Section III.C.7 on Salary Increases

DATE: November 9, 2022

The *Faculty Manual* Section III.C.7.a in its current wording specifies how raises should be allocated:

Section III: Faculty Personnel Policies | III C. Employment | III C 7a. Salary

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.

As written, the allocation allows for a total of 70% to be allocated for merit (with 40% for superior merit and an additional 30% for extraordinary merit) and does not guarantee any allocation for equity. Recognizing the importance of addressing inequities in our salary structure, the president and provost requested that Faculty Senate consider whether the allocation should be adjusted so that equity considerations are addressed specifically and proposed the following change:

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~~thirty percent (430%) to superior merit, and ~~thirty~~forty percent (340%) to ~~extraordinary merit, equity and market adjustment~~.

The Faculty Affairs Committee reviewed the change suggested by the president and provost. We support the request that 40% of salary allocations be used to address equity issues.

It was also specified in this section that the professional development portion be handed out based on a percent of current salary. Given the regressive nature of this method of handing out salaries, the Faculty Affairs committee also recommends that the professional development portion of raises be handed out as an equal amount to each faculty member.

Additionally, we reviewed Section III.C.7 in its entirety and updated the language to reflect current practices and match current terminology for annual reviews.