ELIGIBILITY

Benefits eligible faculty equivalent/academic professional employees (Those who are not covered by some other salary plan.) Medical/dental residents are excluded from this plan.

GENERAL – (in addition to the “General Information” section preceding all salary policies)

TEMPORARY SALARY INCREASES

A temporary salary increase is an increase that is divided out and paid over a specific number of pay cycles and then ends on a specific date. This temporary increase will be implemented for work performed between January 1, 2011 and June 30, 2011.

EMPLOYEES PAID CURRENT - Twelve month employees that were hired prior to July 1, 2002 (i.e. paid current) will receive their payments beginning on January 15, 2011 and continuing through June 30, 2011.

EMPLOYEES PAID IN ARREARS - Twelve month employees that were hired on or after July 1, 2002 (i.e. paid in arrears) will receive their payments beginning on January 31, 2011 and continuing through July 15, 2011.

REQUIRED VERSUS OPTIONAL SALARY INCREASES

Annual Increment – Faculty equivalent/academic professionals may be eligible for an annual increment based on years of full-time (1.0 FTE) service. An increment of $60 per year of service will be provided after the third year of such service. To be eligible for the annual increment in a given year, faculty must have been on contract full-time for 9 or more months during the fiscal year. Detailed eligibility rules are attached on Appendix A.

1.0 FTE Positions – Each 1.0 FTE faculty equivalent/academic professional employee must be provided a temporary performance-based adjustment, if assessed as eligible as a result of mandatory annual review. The process for deciding the amount of increase should be similar to that applicable to tenured/tenure-track faculty.

Less than 1.0 FTE Positions – Temporary salary increases consistent with the guidelines below may be provided to faculty equivalents/academic professionals employed for less than 1.0 FTE.

FUNDING FOR SALARY INCREASES

1.0 FTE Positions - Each dean/director will be provided with a centrally funded increase to their non-recurring resource allocation for fiscal year 2010-2011 to support that portion of the raises associated with the proportion of salaries funded by centrally-controlled resources.

Funding for raise costs associated with the proportion of salaries funded by other resources must be provided by the department.

If a 1.0 FTE faculty equivalent/academic professional employee is being temporarily supported by state-appropriations that have been released from another continuing position (such as that occupied by a tenure track faculty member), funding for salary increases for that employee...
must be provided by the employing unit. Sufficient funds are not available to support increases for both regular and temporary positions.

**Less than 1.0 FTE Positions** – Each dean/director will be provided with a centrally funded increase to their non-recurring resource allocation for fiscal year 2010-2011 to support that portion of the raises associated with the proportion of salaries funded by centrally-controlled resources.

Funding for raise costs associated with the proportion of salaries funded by other resources must be provided by the department.

**POOL OF FUNDS AVAILABLE**

Approximately 1.75% of base salaries for eligible FTE employees. Pools are limited to this amount even if additional funds may be available in the unit.

**RAISE COMPONENTS**

**First-Year FE/APs**

The first-year annual review of a FE/AP, as noted in the University guidelines, likely includes "limited evidence," since the file closes on December 31. In fact, some units base the annual review on the previous academic year. Thus, first-year FE/AP’s may be at a disadvantage in the assignment of performance-based salary increases that would be effective during their second year. To rectify this situation, and unless otherwise justified by evidence indicating either an unsatisfactory performance or a performance that is clearly documented at a very high level, first year FE/AP’s will receive a temporary salary increase of 1.75%.

**Performance-Based Adjustments**

100% of the pool will be used for performance-based adjustments.

**NOTE:** Deans/budget officers should forward recommended salary increases with adequate justification to the appropriate Vice President for approval.