TENURED AND TENURE TRACK FACULTY SALARY POLICY
(FT Salary Plan Participants)

ELIGIBILITY

Benefits eligible tenured or tenure track faculty members.

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.

MULTIPLE APPOINTMENTS

The determination of any salary increase to be provided to a faculty member who has multiple appointments in different units will be made in the unit in which the faculty member holds rank and tenure (or if not yet tenured, a tenure track appointment). Consultation with other units in which the faculty member holds an appointment is expected in providing guidance to the “home” unit as to the amount of increase appropriate. The locus of the decision making about a faculty member’s increase may, and in some instances will, differ from the provision of the funds for that increase. The funds should be allocated in accord with the distribution of base funding for that faculty member’s position.

REQUIRED VERSUS OPTIONAL SALARY INCREASES

PROMOTION INCREASES – Each faculty member promoted effective fiscal year 2010--2011 will receive a base salary increase equal to 10% of their fiscal year 2009-2010 base salary. Such increases have already been provided for promoted faculty, effective for the full contract year. In addition they will be eligible for the increases described below.

ANNUAL INCREMENT – Faculty 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.

Less Than 1.0 FTE Positions - Tenured or tenure track faculty whose FTE has been reduced to less than 1.0 will be eligible for temporary performance-based salary increases at an annualized rate proportionate to their FTE assignment.
FUNDING FOR SALARY INCREASES

Each dean/director will be provided with a centrally funded increase to their non-recurring resource allocation for fiscal year 2010-2011 to support all approved salary increases.

POOL OF FUNDS AVAILABLE

Approximately 1.75% of base salaries for eligible employees.

RAISE COMPONENTS

First-Year Faculty

The first-year annual review of a faculty member, 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 faculty 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 faculty members will receive a temporary salary increase of 1.75%.

Performance-Based Adjustment

These non-recurring funds are available for use by the dean in accord with approved college/school and University performance-based salary policies which includes faculty and peer review, as well as administrative review.

While college/school policies may vary, it is expected that each faculty member will be evaluated annually in each mission area - teaching, research, and service – to which he or she is assigned. An overall qualitative assessment score will be established based upon evaluation in each mission area and the percent assignment in that mission area. Salary increases will be calculated as a fixed percentage for a specific qualitative assessment score. Similarly, the HSC schools will use merit based assessment tools for each faculty member that are specific to the missions of the school, recommended by each dean and approved by the Chancellor-HSC.

100% of pool will be used for this purpose.

The salary pool will be further allocated to the unit level at which a faculty peer committee functions. Normally, this would be at the department/division level within a school/college. In some cases, this may occur at the school level.

NOTE: The Provost's Office or the HSC Chancellor's Office must provide final approval of all performance-based adjustments.