

Procedures on Faculty Compensation
Approved by the Faculty January 31, 2006

The compensation procedure: 1) streamlines the evaluation merit procedures and 2) assures that faculty who make outstanding contribution in times of budgetary constraints will still receive their deserved merit increases.

1. There will be an annual salary base increase for all faculty members. This includes faculty on sabbatical and leave of absence.
2. Evaluation Merit will be granted to faculty members during times when they have completed one of the College's major evaluation reviews. The purpose of Evaluation Merit is to consider the long-term accomplishments of each faculty member and recognize the significance of those accomplishments in terms of the value they add to the College. The major reviews on which Evaluation Merit will be based are:
 - a. Three-year review
 - b. Tenure review
 - c. Promotion to associate professor
 - d. Promotion to professor
 - e. Five-year post-tenure reviews

Based on the outcome of each review, the Provost will grant raises to faculty completing the review for Evaluation Merit at the milestones listed in a-e. The monetary ranges symbolized by letters of the alphabet in items a-e below are subject to change.¹

- a. Three-year review (sum A and up to sum B additional)
- b. Tenure review (sum C and up to sum D additional)
- c. Promotion to associate professor (sum E and up to sum F additional)
- d. Promotion to professor (sum G and up to sum H additional)
- e. Five-year post-tenure reviews (sum zero and up to sum I)

In cases where a faculty member is to receive tenure and a promotion, the annual salary base increase is first applied to the base salary for the previous year. The awards for tenure and promotion are then added to make a new base salary.

In cases where a faculty member is to receive a five year post-tenure review and promotion to professor in the same year, both of these Evaluation Merit awards will be awarded simultaneously.

In years of budgetary challenge, all faculty members receiving Evaluation Merit awards would have those awards applied retroactively at the first available opportunity.

3. When this new compensation procedure is implemented there will be a one-time opportunity for faculty who think they have made outstanding contributions during the past five years to be reviewed by the Provost for merit increases.

¹ In 2005 the ranges were:

- f. Three-year review (\$1,000 and up to \$500 additional)
- g. Tenure review (\$1,000 and up to \$500 additional)
- h. Promotion to associate professor (\$ 2,000 and up to \$1,000 additional)
- i. Promotion to professor (\$3,000 and up to \$2,000 additional)
- j. Five-year post-tenure reviews (0 and up to \$5,000 additional)