

Philosophy of Faculty Increases for mid-year and FY19 CEC

The faculty increases for FY19 are a combination of the increases given at the mid-year and the regularly scheduled CEC increases effective 7/1/18.

Mid-Year Increases

The mid-year increases for faculty were based solely on market rates. Each faculty member's target salary and percentage over/under target salary was calculated and the mid-year increases were given on a sliding scale with the largest increases going to those furthest behind target and the smallest increases going to those closest to target. No increases were given out to faculty above their current target rate of compensation.

FY19 Faculty Spring CEC Increases

The overall goals, agreed upon by the Deans and Vice Provosts, were threefold. First, to keep up with the changes in market rates from FY18 to FY19 then to raise the floor for adequately performing faculty furthest from their target rates, and finally, to give Colleges/Units the discretion and funding to provide performance increases and to address College/Unit specific concerns.

The first portion of the Faculty Spring CEC funding pool went towards keeping up with the changes in market rates. Each faculty member's salary was compared to the FY18 market rates. Updated FY19 market rates (see *FY19 Faculty Salary Table*) were compared with FY18 market rates, (see *FY19 Faculty Salary Change Over FY18*). If the market rate went up for a given CIP code and faculty rank, the faculty member's salary was increased to meet as much of the change in the market rate as possible. With the funding available, (including the mid-year increase), we were able to keep up with 98.6% of the increases in market rates for FY19.

Following that, if a faculty member remained at less than 80% of their target salary, there was a recommendation to bring the faculty to 80% of target. Colleges/Units were given the option to not accept the recommendation to bring faculty to 80% of target if there had been poor performance evaluations within the last five years.

The final step in the process for FY19 faculty CEC was College/Unit specific. Each College/Unit was required to submit an additional plan for increases in their area. Areas with faculty on Gen Ed funding were allotted a pool of Gen Ed funding for College/Unit specific increases. The College/Unit plans had to include performance increases for no more than 1/3 of faculty in their area. The increases for performance needed to account for 50% of the pool available to the College/Unit. On top of that, the Colleges/Units could choose to address equity/inversion/compression issues or to put additional funding into keeping up with the changes in market rates with the remaining 50% of their allocated Gen Ed pool.

Feedback - Areas for Improvement

This fiscal year was our first attempt at a market based compensation system for our faculty. In order to better communicate and implement the system next year, we will be soliciting your feedback this fall. We will begin working soon in conjunction with the Faculty Compensation Task Force to plan the FY20 CEC increase methodology. If you would like to be involved in those discussions, please provide feedback when it is requested.