

# **Recommendation for Faculty Salary Distribution**

## **Faculty Senate Budgetary Affairs Committee**

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Each year, the Budgetary Affairs Committee (BAC) is tasked with recommending salary raise distributions for the following year. In February 2017, Faculty Senate passed a motion to raise all faculty salaries to 80% of CUPA. The proposal was to narrow the gap by 50% in 2017-2018, closing the gap in 2018-2019. The BAC, thus, recommends the following salary distributions for the 2018-2019 fiscal year.

### ***In the event of a 2.0% raise pool:***

1. Compression: \$17,000 (10.0% of the pool)
  - a. Bring all faculty to (a minimum) of 80% of CUPA
2. Additional Merit - \$24,000 (14.1% of pool)
  - a. Maximum award of \$800
3. Standard Merit - \$129,000 (75.9% of pool)
  - a. Equates to 1.52% raise
4. Stipulate that any unused amounts from compression or additional merit be added to standard merit

### ***In the event of a 1.5% raise pool:***

1. Compression - \$17,000 (13.3% of pool)
  - Bring all faculty to (a minimum) of 80% of CUPA
2. Additional Merit - \$12,000 (9.4% of pool)
  - Maximum award of \$400
3. Standard Merit - \$98,500 (77.3% of pool)
  - Equates to 1.16% raise
4. Stipulate that any unused amounts from compression or additional merit be added to standard merit