

# **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. With uncertain student enrollment over the next decade, the BAC has adopted a position to maximize standard merit for faculty. The BAC, thus, recommends the following salary distributions for the 2019-2020 fiscal year.

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

1. Compression: \$5,000 (2.9% of the pool)
  - a. Ensure no faculty are paid less than 80% of CUPA
2. Additional Merit - \$21,600 (12.7% of pool)
  - a. Maximum award of \$800
3. Standard Merit - \$143,400 (84.4% of pool)
  - a. Equates to 1.69% 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 - \$5,000 (3.9% of pool)
  - Ensure no faculty are paid less than 80% of CUPA
2. Additional Merit - \$10,800 (8.5% of pool)
  - Maximum award of \$400
3. Standard Merit - \$111,700 (87.6% of pool)
  - Equates to 1.31% raise
4. Stipulate that any unused amounts from compression or additional merit be added to standard merit