

Attachment to Senate Action #1189
Approved by the Faculty Senate Executive Committee
July 6, 2020

Amendment to the University Regulations section 3-3-701(1) Faculty Compensation Procedures
Add highlighted section to the existing policy.

3-3-701(1) Faculty Compensation Procedures.

- (a) The University is committed to a faculty salary distribution process which meets the following objectives, subject to available resources:
 - (I) To increase and maintain salaries to a competitive level for both recruitment and retention of faculty at all ranks.
 - (II) To provide compensation increases for all faculty who at least receive an overall annual/biennial evaluation of "meets expectations" or above.
 - (III) Faculty who receive less than a "meets expectations" in their overall annual/biennial evaluation shall not receive an annual salary increase. For each year that a faculty member receives an overall annual/biennial evaluation of less than "Meets Expectations," one year in rank (or two years in the case of biennial evaluation) shall be deducted from the total number of years in rank used to calculate parity.
- (b) Further, the University is committed to the determination of an individual faculty member's salary in accordance with the following principles:
 - (I) Continuing full-time faculty will not have their salaries reduced as a result of modifications to the University compensation policy.
 - (II) Continuing full-time faculty will receive no less than their current academic year salaries, excluding administrative and extra duty stipends. (Note: For faculty in the University Libraries, the academic year salary is the fiscal year salary.)
- (c) The following guidelines will determine the distribution of any salary increase monies available each fiscal year:
 - (I) The salary increase monies available for distribution (salary and benefits) will be determined

(d)



(III) The CAO will provide annually, before the end of each fall semester, to the Salary Equity Committee a compensation distribution report for the previous year which includes, but is not limited to, distribution of the parity pool and merit monies.

(IV) Each year the Salary Equity Committee shall recommend to the Senate a salary distribution model.

(d) Notwithstanding the provisions of subsection (b), above, the President may implement temporary salary reductions for the 2020-2021 academic year. Substantially similar percentage reductions shall be implemented for administrative/professional exempt staff. The reduction shall be based on a formula applicable to all faculty and administrative/professional exempt staff.