

Salary Policy Comparison Table

Current Code FSP				Proposed new FSP (Class A)			
Raise Type	Amount	Eligibility	Review Process	Raise Type	Amount	Eligibility	Review Process
Regular merit	2%	All meritorious faculty	Annual merit review	Annual market adjustment	Equal % for all, CPI-U (0-4%) (can be customized*)	All faculty with satisfactory performance	Last performance review
Promotion	7.5%	All faculty who are promoted	Promotion review	Promotion	12%	All faculty who are promoted	Promotion review
-	-	-	-	Tier advancement	8% (can be customized*)	Tier-eligible position, average performance; school/college/ campus may vote to be exempt ("opt out")	Performance review, every 4 yrs. on average
Additional merit	Provost sets equal % for all appointing units	All faculty with extra meritorious performance; appointing unit determines % to individuals	Annual merit review	Variable adjustment	Proposed by dean in consultation with faculty council, reviewed by SCPB, approved by Provost; can vary by campus, college, school, or department	Faculty in affected units with satisfactory performance based on last review; unit determines % to individuals	Process & frequency determined by appointing unit
Unit adjustment	Proposed by Dean, reviewed by SCPB, approved by Provost	Unit must demonstrate market gap; unit determines % to individuals	Process determined by appointing unit				
Retention	Determined by dean, in consultation with chair & faculty	Response to actual or potential/pre-emptive offer	Faculty Consultation Process determined by unit faculty	Retention	Determined by dean, in consultation with chair & unit faculty	Response to actual or potential/pre-emptive offer	Faculty Consultation Process determined by unit faculty

Green = "shall" be provided

Yellow = "may" be provided, based on availability of funds

All raise percentages quoted for the proposed new FSP are based on the president's most recent draft Executive Order 65 (Feb 29, 2016)

*Customized decreases or increases require an affirmative vote of the faculty of a college, school, or campus; customization can occur at department level. Executive Orders place limits on % of increases or decreases allowed through customization.

In addition, all plans would retain raises related to minimum salary for each rank or title ("floors") or increases to the salary base, both of which are handled at the administrative level of the university for all faculty (See current Faculty Code, Section 24-70)