

Faculty Senate

M2020.21.24 Motion to Recommend Salary Raise Pool Distributions for FY22.

Originator: Budget and Finance Committee

Whereas,

Governor Lee submitted a budget proposal for Fiscal Year (FY) 2022, which includes a total raise pool of 4% for the next fiscal year (2% is retroactive adjustment for FY21 and 2% for FY22).

Whereas,

The final state budget signed into law by the legislature and governor may include a salary raise pool at a different percentage or there may be no salary raise pool.

Whereas,

In 2019 the Faculty Senate passed the attached Compensation Motion recommending priorities for annual salary raise distributions from salary pools as they become available. Compensation priorities are across the board raises equal to the rate of inflation, salary compression and equity, and merit raise in this order.

Whereas,

The combined Consumer Price Index (CPI) in the last two years (2019 and 2020) is 3.1% and the combined projected inflation rate for 2020 and 2021 is 2.96%.

Be it resolved that,

In line with the attached Compensation Motion approved by the Faculty Senate in 2019, the Faculty Senate makes the following recommendations for the distribution of the salary raise pool for the following scenarios:

- For a 4% total raise pool, 3% should be allocated as an across-the-board raise (Cost of Living Adjustment, COLA), 0.5% for salary compression and equity adjustments, and 0.5% for merit increases.
- For a 3% total raise pool or less (2%, 1%), the total raise pool should be allocated as an across-the-board raise (Cost of Living Adjustment, COLA).
- Faculty with an annual Overall Faculty Performance Evaluation of greater than 2.5 (Good Performance/Improvement Needed) may be eligible for merit increases. Any merit raise should be specific to the concerned academic unit and developed with the full involvement of the faculty of the unit and determined based on the past five years faculty performance evaluation.

Faculty Senate



Recipients:

M. D. Rudd, President

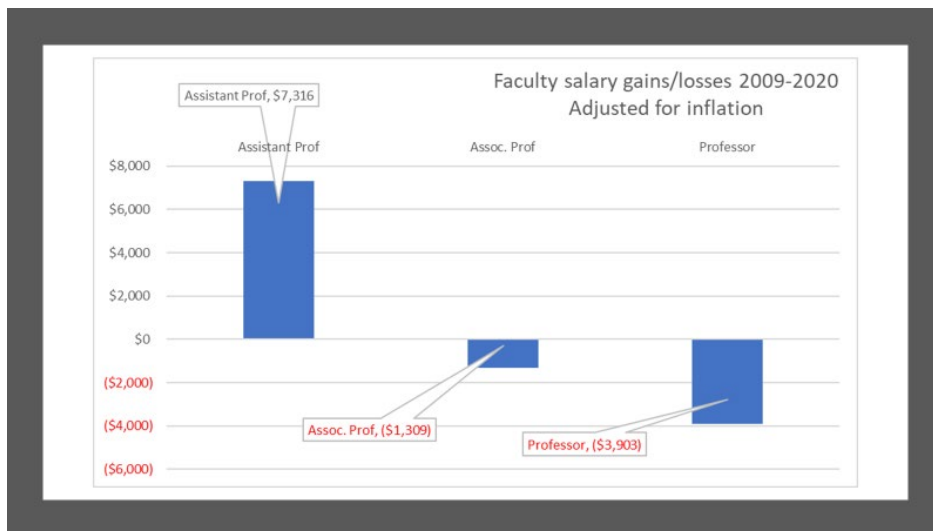
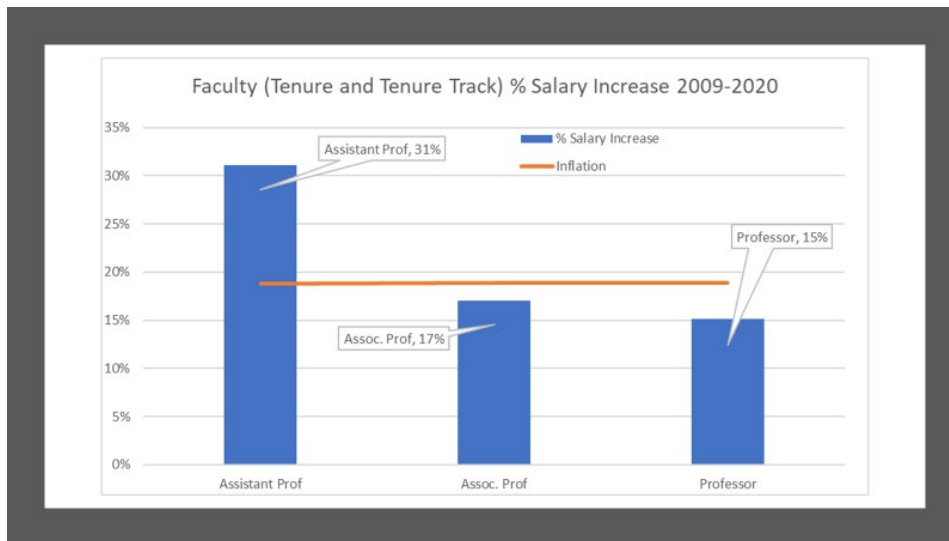
Tom Nenon, Provost and EVP

Raaj Kurapati, CFO and EVP

2009-2020 Salary Changes Report and Motion from Faculty Policies Committee

11/19/2019

Inflation was calculated using the [Bureau of Labor Statistics calculator](#)



Motion

Regarding University compensation priorities, we resolve that

- The available salary pool is to be allocated as across the board raises equal to the rate of inflation as measured by the consumer price index so the faculty are not subjected to a de facto decrease in what the salary will buy.
- Any funds remaining in the salary pool are to be allocated to address salary compression and equity with respect to diversity.
- The Administration develop a strategic plan to increase the salary pool so that sufficient funds are available to address the identified salary inequities and merit.

Detailed Rationale for Priorities

- Cost of living adjustments across the board are the main priority.
- Race, gender and compression inequities are to be addressed after cost of living.
- Raises at time of promotion to be revised to address issues of unfair compression arising over time (especially if COL adjustment is not guaranteed every year).
- Short term plan to bring salaries up to be consistent with our current peers.
- Long term plan to bring salaries up to be consistent with our aspired peers (R1).