

# 1. Merit-based salary increases

Decision	Current State	Recommendation
<b>1 Merit-based salary increases</b>	<p>Central calculates merit increases based on the adjusted fiscal year base budget and adds funds to A1</p> <p>Stand-alone units typically follow the rate that the A1 budget establishes</p>	<p>Schools to fund merit increases through natural growth (eg., tuition and endowment growth that flows through SOI/SOR, growth in Master’s and other programs); FY25 hold harmless includes merit commitment</p> <p>Support units continue incremental model of centrally allocated pools</p> <p>Academic Mission Fund and Strategic Fund are available to provide additional support when necessary</p> <p>This approach provides simplicity by limiting number of extra pools and gives schools greater autonomy, but will require policy guidelines (e.g., required approval for large increases, merit floors and ceilings)</p>

## 2. New faculty lines

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### Decision

#### 2 New faculty lines

### Current State

Central provides funding for new lines

Some exceptions include lines funded by raising endowed chairs (funded by the activation of the new endowed chair) and certain department expansions

### Recommendation

Central continues funding new lines tied to strategic initiatives, including existing commitment to faculty hiring plan; beyond centrally planned growth, schools fund additional lines in line with expanded autonomy for schools

New lines provided by activations of new endowed chairs will be funded with the chair distribution

Provost continues to authorize all faculty recruitments, including for new lines

## 3. Benefits

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### Decision

#### 3 Benefits

### Current State

Differential fringe benefit rates are calculated and applied towards faculty and staff salary, hourly students, and Graduate RA/Tas  
Benefits are paid centrally

### Recommendation

Maintain current practice of central funding in order to minimize complexity and align with central control of benefits administration activities (e.g., plan negotiations)

## 4. & 5. Promotion & tenure funding for TTT and NTT faculty

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Decision	Current State	Recommendation
<b>4 Promotion and tenure funding for TTT faculty</b>	Central provides base funding to bring raise amount to at least 10% for those promoted in rank (i.e., if merit pool is 3%, 7% is added); Schools have the option to add to this	Salary raise amount will be split 50/50 between Central and Schools
<b>5 Promotion funding for NTT faculty</b>	Central provides base funding to get the raise amount to at least 5% for those promoted in the Teaching Ranks (the 5% is split 50/50 with the school, and is calculated on the amount above the merit raise pool)	Schools will cover any promotion costs for NTT

## 6. Repricing departed faculty lines

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### Decision

**6 Repricing departed faculty lines**

### Current State

Central pulls back funding and reprices the line to the average assistant professor salary in that department

Central recycles the repriced amounts for top-ups, new lines, retentions, etc.

### Recommendation

Schools will keep funds from line reprices, but will be responsible for funding top-ups to existing replacement lines

The Academic Mission Fund is available via Provost if additional funds are needed as backstop

## 7. Spousal appointments

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Decision	Current State	Recommendation
<b>7 Spousal appointments</b>	<p>Currently funded by spouse's School, the School of the primary faculty member, and Central (1/3 each)</p> <p>Funding split is in place for ~ 5 years or tenure. Central funds the line fully after tenure and line is returned to central if spouse leaves</p>	<p>Continued use of 3-way split between department of primary hire, department of spouse, and Central; Central will continue to fund spouse's line fully following tenure and line is returned if spouse leaves</p> <p>The Steering Committee considered whether schools should absorb spousal lines into their budgets and self-fund all new spousal lines by 5th year or until tenure, but ultimately decided against that approach</p>

## 8. & 9. Academic year-time budget release and salary top-ups for retentions

Decision	Current State	Recommendation
<b>8 Academic year-time budget release</b>	<p>Faculty who charge academic year time to sponsored research projects can have their A1 salary and fringe released to their FF project</p> <p>This is accomplished by doing a balance transfer from A1</p>	<p>Continue current process</p>
<b>9 Top-up salary for retentions</b>	<p>Central currently tops up the salary for the person who was retained</p> <p>For mid-year increases, Central has sometimes requested that the school fund the increment for the current year, with central adding base funding for July 1</p>	<p>Retention top-ups will be split 50/50 between school and central</p> <p>Retention top-up approvals must run through typical Provost office process</p>

## 10. Salary top-ups for new hires within existing faculty lines

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### Decision

**10** Top-up salary of existing lines newly hired

### Current State

Central tops up existing faculty lines to the negotiated salary of the individual hired  
Central pulls back the difference if hire salary is lower than the budgeted line amount

### Recommendation

Schools fund top-ups of existing line replacements with savings from repricing lines



## 11. & 12. Other miscellaneous decisions (1/3)

Decision	Current State	Recommendation
<b>11 College Magisters pool (1%)</b>	<p>College Magisters who served during the current academic year are eligible for an additional base increase from Dean of UG/Central</p> <p>This amount is added on top of the merit increase recommended by the school</p>	<p>Maintain current practice- Magisters who served during the current academic year are eligible for an additional base increase from Dean of UG, added on top of school recommended merit increase</p>
<b>12 Department Chair stipend</b>	<p>Central budgets \$5K plus fringe for each Department Chair's stipend</p> <p>Schools pay the difference to get to 1/9 or total the department chair receives</p> <p>Central transfers this funding in July of each new fiscal year</p>	<p>Adjust the base budget allocation per department chair with responsibility to fund future department chairs within School</p>

## 13. & 14. Other miscellaneous decisions (2/3)

Decision	Current State	Recommendation
<b>13</b> Faculty senate Speaker base add	Central provides a \$2K base salary plus fringe increase each year to the faculty member who is elected faculty senate speaker	Maintain and funnel through merit pool
<b>14</b> Deputy faculty senate speaker pay	Central provides one-time pay of \$3K plus fringe each year for the faculty member who is elected deputy speaker of the faculty senate	Maintain and funnel through merit pool

## 15. Various personnel stipend decisions (3/3)

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### Decision

### Current State

### Recommendation

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**15 Faculty Fellows  
(Research  
Professors)  
Funding**

Central provides 50% of the 5% local funding for faculty fellows  
  
This applies to those faculty in the Research Ranks who are otherwise paid 100% on sponsored research projects; This allows time for proposal writing, etc.

Schools fund this going forward

## 16. Non-routine salary adjustments

Decision	Current State	Recommendation
<p><b>16 Non-routine salary adjustments:</b></p> <ul style="list-style-type: none"><li>• Minimum salary</li><li>• Department of Labor</li><li>• Compensation market adjustment</li><li>• 27th pay period for Bi-weekly</li><li>• Research faculty parental leave</li></ul>	<p>Central has added funding in the past for staff funded on A1 funds when any of these types of issues have arisen</p> <p>Auxiliary and Self-Supported Units, as well as those staff paid on soft funding have been funded by those units</p>	<p>Funding should be largely circumstantial based on the size and nature of the decision</p> <p>Non-routine items will be sourced from either Strategic Fund or Academic Mission Fund depending on magnitude</p> <p>Auxiliary and Self-Supported Units, as well as those staff paid on soft funding will be funded by those units</p> <p>Central will fund research faculty parental leave if not included in grants</p>