Copies mailed out on 2/21/14

Faculty Senate Recommendation to the Provost

Originating Body: Faculty Senate
Date Submitted: November 6, 2013

Originator: Elizabeth Ragan
Requested Effective Date: ASAP

Recommendation: Distribution of FY 14 Merit Increases

Attached: Faculty Welfare Committee Recommendation for Distribution of FY 14 Merit Increases

Date Approved by the Faculty Senate: November 5, 2013

Elizabeth A Ragan
President, Faculty Senate

11/6/13
Date

Action Taken by Provost

Date: 02-20-14

__✓__ **Recommendation Accepted**

______ **Recommendation Not Accepted**

______ **Recommendation returned to the Originating Body for further review (see attached)**

Disposition for Approved Recommendation:

__✓__ President
__✓__ Faculty Senate President
______ Consortium Chair
______ Webmaster
______ Catalogue Editor

______ VP Student Affairs
__✓__ VP Finance
______ School Deans
______ Graduate Council
______ Provost Council

Duane D. Allen
Provost

02-20-14
Date

Faculty Welfare Committee Recommendation for Distribution of FY 14 Merit Increases

In an ideal world, sufficient COLA adjustments would be made to faculty salaries so that they would keep pace with inflation and merit raises would actually increase your buying power. In that ideal world, the case for increment rather than percent merit raises would be compelling. We do not live in an ideal world. The cumulative inflation rate for the last five years has been 8.6% and the cumulative faculty COLA has been 5.1%. Not only have faculty salaries not kept pace with inflation, but for a number of years recently faculty salaries were temporarily cut via a furlough mechanism which was applied progressively. That is, faculty salaries were cut by a percentage and by a higher percentage for those with higher salaries. For these two reasons, the Faculty Welfare Committee is recommending that we not change the recent practice of distributing merit money as a percentage of each individual's salary (when the state gives us a merit pool determined as a percent of PIN salaries) at this time. Thus our recommendation for the "merit" increases that are scheduled to occur April 2014 is that all returning faculty (those employed in FY 2013 who are still employed as FT faculty in FY 2014) who were not given a No Merit evaluation for 2012, including returning FTNTT faculty, receive a percent increase in their salaries equal to the percentage of PIN salaries used to determine the merit pool. We recognize that this would require identifying an alternate source of funding for the raises to those among the 56 non-PIN FTNTT faculty who are returning. This should require less than $57,316 in FY15, (and only a small fraction of that for FY 14 since raises do not occur until April) and should be considered part of the cost of operating where we must hire more faculty than we have faculty PINs. Furthermore, we strongly feel that any consideration of alternative merit policies to the current two tiered merit/no merit system is inappropriate as long as the combination of COLA and "merit" remains less than the cumulative inflation rate over the five consecutive years prior to the current one.

We recognize that distributing merit as a percentage of existing salaries compounds existing inequities and feel that these are most debilitating when a faculty member who has been a valued member of our community for some time sees his/her salary superseded by that of a brand new addition in the same field with less experience or fewer credentials. We, therefore, respectfully ask that the administration continue to find the wherewithal to adjust faculty salaries and that those assistant and associate professors in departments where new faculty are making more than seasoned faculty (with no special experience that would explain this) as well as those TT faculty who are making less annually than the minimum incoming TT faculty salary this year be made the first priority. While this cohort represents the first priority at present, in the future additional cohorts should be identified and addressed.