

4-25-2008

SR-07-08-(26) 57 FECRAHC

Marshall University

Follow this and additional works at: http://mds.marshall.edu/fs_recommendations

Recommended Citation

Marshall University, "SR-07-08-(26) 57 FECRAHC" (2008). *Recommendations*. 336.
http://mds.marshall.edu/fs_recommendations/336

This Article is brought to you for free and open access by the Faculty Senate at Marshall Digital Scholar. It has been accepted for inclusion in Recommendations by an authorized administrator of Marshall Digital Scholar. For more information, please contact zhangj@marshall.edu, martj@marshall.edu.

**FACULTY EVALUATION & COMPENSATION REVIEW
AD HOC COMMITTEE**

RECOMMENDATION

SR-07-08-(26) 57 FECRAHC

Recommends that equity increases for faculty shall be capped at 10% of the average salary for a full professor in that discipline, according to national CUPA data. The cap is to account for anomalies that occur intermittently within certain fields. These cause a specific individual's salary to experience an extraordinary spike which in the following years may or may not be present or reflected in the data.

RATIONALE:

Anomalies can occur in national CUPA data. These one year spikes in certain salaries in specific disciplines have the potential to allocate a substantial portion of the equity pool to a single individual. The 10% cap of the average salary for a full professor allows for a generous increase in a single year. If the spike is not a one year anomaly then the remainder of the equity would be distributed in subsequent years instead of in a single year as is the case now. This cap leaves more in the equity pool to raise the floor for everyone.

FACULTY SENATE CHAIR:

APPROVED BY THE
FACULTY SENATE:

Larry Stickle

DATE: *4/25/2008*

DISAPPROVED BY THE
FACULTY SENATE:

DATE: _____

UNIVERSITY PRESIDENT:

APPROVED:

[Signature]

DATE: *5/12/08*

DISAPPROVED:

DATE: _____

COMMENTS:

