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SR-07-08-(27) 58 FECRAHC

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

SR-07-08-(27) 58 FECRAHC

The Committee recommends that the Office of Institutional Research & Planning create and maintain a webpage on its site the purpose of which is to explain terms and processes used in calculating faculty salaries. The webpage will contain information similar to the attached. The Office of Institutional Research & Planning will provide updated information during each raise year in the form of tables for Peers AAUP Salary which should have only three (3) numbers which will be the average salary for assistant, associate, and full professor; CUPA Factor for every discipline on campus; and information provided in the form of the new percentage (floor) for the University's Equity Level; as well as a sample Notice of Raise letter.

RATIONALE:

Documents are to be included on a webpage created and maintained by the Office of Institutional Research & Planning to explain the merit and equity process and the terms and process used in salary calculations.

FACULTY SENATE CHAIR:

APPROVED BY THE
FACULTY SENATE:

Larry Stibler

DATE: *4/25/2008*

DISAPPROVED BY THE
FACULTY SENATE:

DATE: _____

UNIVERSITY PRESIDENT:

APPROVED:

[Signature]

DATE: *5/12/08*

DISAPPROVED:

DATE: _____

COMMENTS:

Office of Institutional Research
Longevity Factors for Faculty Salary Increases

Time to Reach Mean Market Salary (years)

Prof	Assoc	Asst	Instr
9	5	4	3

Cap on Experience in Rank (years)

Cap	Prof	Assoc	Asst	Instr
	99	15	10	10

Longevity Adjustment Factors

Years in Rank	Prof	Assoc	Asst	Instr
0	0.894	0.940	0.952	0.963
1	0.905	0.952	0.963	0.975
2	0.917	0.963	0.975	0.988
3	0.928	0.975	0.988	1.000
4	0.940	0.988	1.000	1.013
5	0.952	1.000	1.013	1.025
6	0.963	1.013	1.025	1.038
7	0.975	1.025	1.038	1.051
8	0.988	1.038	1.051	1.064
9	1.000	1.051	1.064	1.077
10	1.013	1.064	1.077	1.091
11	1.025	1.077	1.077	1.091
12	1.038	1.091	1.077	1.091
13	1.051	1.104	1.077	1.091
14	1.064	1.118	1.077	1.091
15	1.077	1.132	1.077	1.091
16	1.091	1.132	1.077	1.091
17	1.104	1.132	1.077	1.091
18	1.118	1.132	1.077	1.091
19	1.132	1.132	1.077	1.091
20	1.146	1.132	1.077	1.091
21	1.161	1.132	1.077	1.091
22	1.175	1.132	1.077	1.091
23	1.190	1.132	1.077	1.091
24	1.205	1.132	1.077	1.091
25	1.220	1.132	1.077	1.091
26	1.235	1.132	1.077	1.091
27	1.251	1.132	1.077	1.091
28	1.266	1.132	1.077	1.091
29	1.282	1.132	1.077	1.091
30	1.298	1.132	1.077	1.091
31	1.314	1.132	1.077	1.091
32	1.331	1.132	1.077	1.091
33	1.347	1.132	1.077	1.091
34	1.364	1.132	1.077	1.091
35	1.381	1.132	1.077	1.091
36	1.399	1.132	1.077	1.091
37	1.416	1.132	1.077	1.091

Y	Proposed Length of Appt Salary – Total salary for FY0607 adjusted for length of appointment (=X x B / 90)	66,241
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*Equity level (%) is as high as possible each year based on the money available in the equity pool. The Board of Governors determines total salary pool (which is then divided 51% merit and 49% equity)