Recommendations   Faculty Senate

4-25-2008

SR-07-08-(28) 59 FECRAHC

Marshall University

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

Recommended Citation

FACULTY EVAULATION & COMPENSATION REVIEW AD HOC COMMITTEE RECOMMENDATION

SR-07-08-(28) 59 FECRAHC

Recommends that a notice of merit and equity raise be sent to each faculty member by the University President; the letter will explain how the raise was calculated using information per the attached. This letter will not be sent to faculty in academic units using a different salary distribution model.

RATIONALE:

To enable faculty to better understand how raises are calculated, the committee recommends that a Notice of Raise be sent by the University President explaining the calculations involved in the process. A sample letter is included.

FACULTY SENATE CHAIR:

APPROVED BY THE
FACULTY SENATE: _~~Larry Stickler~~_____ DATE:_4/25/2008_

DISAPPROVED BY THE
FACUTY SENATE: _____ DATE:_____

UNIVERSITY PRESIDENT:

APPROVED: _____ DATE:_5/12/08_

DISAPPROVED: _____ DATE:_____

COMMENTS: _____

_____

_____

_____

Notice of Raise

When a faculty member receives a notice of a raise, the president will provide a letter explaining the raise. This letter will include the following information:

1. Current base salary.

2. Amount of equity raise and how it was calculated as shown below:
    Equity raises are determined by a Faculty Senate approved procedure, which dates back to the 1980s. This procedure uses a formula based on national College and University Personnel Association (CUPA) salary data, academic rank, a longevity factor (years in rank) and one's discipline. In your case the relevant data are:
    Rank: *enter data*
    Years in rank: *enter data*
    Discipline: *enter data*
    A thorough explanation of the procedure may be found at the following website:
    http://www.marshall.edu/senate/facultysalarycalculation

    Your equity raise was calculated as follows:
    Equity Raise = **AB - C** = *(enter A* X *enter B) - enter C = enter result*
    where: **A** = Your longevity-adjusted Target Salary = *enter data*
           B = University-wide percentage of target salary = *enter data*
           C = Your current base salary = *enter data*

    Note: If the result of A times B is less than, or equal to, C you will receive no equity raise. If your calculated equity raise exceeds the annual equity cap of 10% of the average salary for a full professor in your discipline, according to national CUPA data, your equity raise will be set to the value of the equity cap.

3. Amount of merit raise and how it was calculated as shown below:
    The current merit process is explained in Faculty Senate recommendation, SR-07-08-(26) 57 FECRAHC, Marshall University Faculty Evaluation and Compensation Guidelines.

    Your merit raise was calculated as shown below:
    Merit Raise = **(X / Y) Z**   *(enter X / enter Y)* X *enter Z = enter result*
    where: **X** = Your OCR score = *enter data*
           Y = The sum of all the OCR scores of meritorious faculty in your unit = *enter data*
           Z = The total pool of money available to your unit for merit raises = *enter data*

4. New base salary.

5. Period for which new base salary applies.

6. The statement: If you have questions about your raise or believe there are errors in this document, please contact your Dean. Be aware that, except for the new base salary, numbers displayed may not be exact due to rounding.

Sample – Notice of Raise

Effective August 15, 2008, your new base salary is $66,241. Your salary increase of $1,241 was determined by the current salary policy in effect for (insert college/school/library here).

The following information is submitted to help explain your raise:

1. Current base salary: $65,000.

2. Amount of equity raise: $731.
   Equity raises are determined by a Faculty Senate approved procedure, which dates back to the 1980s. This procedure uses a formula based on national College and University Personnel Association (CUPA) salary data, academic rank, a longevity factor (years in rank) and one's discipline. In your case the relevant data are:

   Rank: professor
   Years in rank: 14
   Discipline: agriculture, agriculture operations and related sciences

   A thorough explanation of the procedure may be found at the following website:
   http://www.marshall.edu/senate/facultysalarycalculation

   Your equity raise was calculated as follows:
   Equity Raise $= \mathbf{AB} - \mathbf{C} = (\$76094 \times 0.8638) - \$65,000 = \$731$
   where: $\mathbf{A}$ = Your longevity-adjusted Target Salary = $76,094
   $\mathbf{B}$ = University-wide percentage of target salary = 86.38%
   $\mathbf{C}$ = Your current base salary = $65,000

   Note: If the result of A times B is less than, or equal to, C you will receive no equity raise. If your calculated equity raise exceeds the annual equity cap of 10% of the average salary for a full professor in your discipline, according to national CUPA data, your equity raise will be set to the value of the equity cap.

3. Amount of merit raise: $510.
   The current merit process is explained in Faculty Senate recommendation, SR-07-08-(26) 57 FECRAHC, Marshall University Faculty Evaluation and Compensation Guidelines.

   Your merit raise was calculated as shown below.
   Merit Raise $= (\mathbf{X} / \mathbf{Y}) \mathbf{Z} = (3.91 / 391) \times \$51,032 = \$510$
   where: $\mathbf{X}$ = Your OCR score = 3.91
   $\mathbf{Y}$ = The sum of all the OCR scores of meritorious faculty in your unit = 391
   $\mathbf{Z}$ = The total pool of money available to your unit for merit raises = $51,032

4. New base salary: $66,241.

5. Period for which new base salary applies: academic year 2008-09

6. If you have questions about your raise or believe there are errors in this document, please contact your Dean. Be aware that, except for the new base salary, numbers displayed may not be exact due to rounding.