SR-07-08-(26) 57 FECRAHC

Marshall University
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: ______________________ DATE: 4/25/2008

DISAPPROVED BY THE FACULTY SENATE: ______________________ DATE: ______________________

UNIVERSITY PRESIDENT:

APPROVED: ______________________ DATE: 5/12/08

DISAPPROVED: ______________________ DATE: ______________________

COMMENTS: ______________________

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