

**Faculty Salary & Fringe Benefit Committee
Administration Proposal for Academic Year 2014-2015
Final Document**

Compensation

- Faculty salary increase of 3.0%. The raise will be distributed using the same process as was utilized during the 2013-2014 academic year
- Chair compensation will increase 10% effective June 1, 2014. The faculty and administration will review chair compensation each year as part of the salary and fringe benefit discussions.

Compensation Schedule Adjustments

- Administration will create a timeline and method to escrow funds to complete the final two rounds of three planned adjustments to bring people closer to their target based on years in rank/position. The timeline and amount of funds to be escrowed will depend on the financial position of the University.
- Administration will benchmark faculty compensation using CIP codes/CUPA compensation data and submit findings to the Provost by November 2015.
- The Administration will reexamine salary ranges within the Leigh Gerding College of Fine Arts, School of Communications, and Human Rights program during Fall 2014.

Fringe Benefits

- Maintain the Professional Development and Travel funds at the level of \$3,100 per full-time faculty member. See attached for current guidelines.
- The faculty research and special projects program funds was increased 10% from \$100,000 to \$110,000, with a maximum award in accordance with published guidelines for academic year 2014-2015. Awards will be distributed according to those guidelines.

2014-2015 Task Forces

- A joint committee of faculty and administrators will examine the possible extension of TIAA-CREF benefits to chair compensation. Committee work is expected to be completed by the end of the 2014-2015 academic year.
- A joint committee of faculty and administrators will examine a process for departments to request additional funding to support activity which exceeds typical chair responsibilities (e.g., special accreditation). Committee work is expected to be completed by the end of the 2014-2015 academic year.
- A joint committee of faculty and administrators will examine how to restructure faculty program director/facilitator/coordinator compensation. Committee will report to the Provost by April 1, 2015.