

Faculty Salary & Fringe Benefit Committee  
Administration Proposal for Academic Year 2015-2016  
4/21/15

**Compensation**

Faculty Salary Increase of 0%. This will be reevaluated in September 2015 with a goal of a 2% increase to be distributed to those achieving satisfactory performance. The increase will be dependent on the successful achievement of the current budget enrollment targets for 2015-16, and be retroactive for the entire contract year.

The Administration and the Salary and Fringe Benefit Committee will work together to identify salaries at comparable institutions in order to achieve the common goal of maintaining the standard of living for faculty and staff.

**Fringe Benefits**

Maintain the Professional Development and Travel Funds at the level of \$3, 100 per each statures/probationary faculty member.

It is recommended that the faculty research grant program funds be increased from its current \$110,000 to \$120,000 to reflect the increase in the number of faculty seeking research grants.

**Clarifications to existing policy**

The following modifications will be made to the Administrative Guidelines (Faculty) For Distributing Full-Time Faculty Professional Development/Travel Funds (last updated 4/21/14)

**A. Modification of the statement in "Overview"**

Faculty professional development..... development activities of its "fulltime, statures/probationary" faculty.

This clarifies that the fund is exclusively reserved for statures and probationary faculty.

**B. Academic Journal Subscriptions- current phrase “unless subscribed to by the library”**

The phrase “unless subscribed to by the library” will be struck And replaced with the phrase “unless electronically subscribed to by the library on a current issue available basis”

**C. Term “salary”**

In the first line of p2 “professional development guidelines” it states

“Professional development funds may not be used for “*salary*,” ....

The term “personal salary,” will be substituted for “salary”. The prohibition of use of these funds for furniture or capital equipment would remain in the sentence.

The following sentence would be added after the first sentence of the second page that ends in ‘purchases’.

Authorization for salary for research assistance must be approved in advance by the dean and comply with the guidelines of the Human Resource Department.

**Computer Replacement Policy**

The committee notes that a previous salary agreement (agreement for 2011-12) indicated that

The University will continue its current computer replacement policy including the current laptop replacement option.

The Senate President and two faculty members will meet with Ken Freeman to develop collaboratively the faculty computer replacement schedule policy and process for the 2015-16 academic year and forward. They will report the results to the Provost for approval by June 1, 2015.

**Minimum Salaries**

The current minimum salaries by rank were established in the agreement for the 2010-11 academic year. They are

- Professor \$60,000
- Associate \$52,500
- Assistant \$50,000

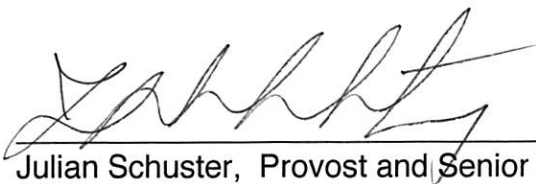
There will be an increase in these minimum salaries to reflect market changes since 2010.

New minimum salaries for 2015-16

- Professor \$62,000
- Associate \$55,000
- Assistant \$52,000

 4/21/15  
James Brasfield, Chair Salary and Fringe Benefit Committee

 April 21, 2015  
Gwyneth Williams, President of the Faculty Senate

 5/4/2015  
Julian Schuster, Provost and Senior Vice-President