

**Faculty Salary & Fringe Benefit Committee
Administration Proposal for Academic Year 2020-2021
Document**

Compensation

- Faculty salary increase of 2% for all full-time statures/status track faculty members who have achieved satisfactory performance according to the performance pay model.

Mercer Adjustments

- The Administration will make final payments to remaining faculty who were identified in the original Mercer analysis as candidates for an adjustment, but who have not been subsequently promoted or whose current compensation falls under the previous compensation target based on tenure and experience in rank. This will conclude the Mercer Adjustments.

Salary Benchmarking

- Salary adjustments will be given to those below the minimum of their range based on previously agreed upon methodology using Classification of Instruction (CIP) codes and the College and University Professional Association for Human Resources (CUPA-HR) data.
- The conclusion of the Mercer Adjustments necessitates that the faculty and administration develop a new salary benchmarking process. The Salary and Fringe Benefit Committee will work with the Administration to develop a new approach in the next academic year.

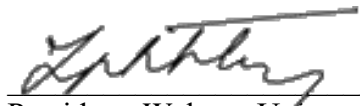
Professional Development/Travel & Research Grant Funds

- Maintain the Professional Development and Travel Funds (PDTF) at the level of \$3,100 per full-time statures/status track faculty member, recognizing that this funding is not an entitlement and subject to approval by Department Chairs and Deans.
- Maintain the Faculty Research and Special Projects Program funds at \$120,000.

Adjunct Compensation & Fringe Benefits

- The Administration will allocate \$50,000 to be distributed by the academic deans (in consultation with chairs and directors) to make a one-time payment to select adjunct faculty members in recognition of demonstrated outstanding teaching performance.
- Maintain the Adjunct Research and Professional Development fund at \$25,000.

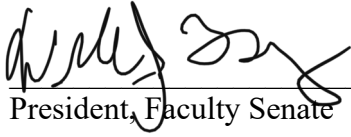
Document Approved by:



President, Webster University

4/21/2010

Date



President, Faculty Senate

April 21, 2020

Date

Kelly-Kate Pease

Chair, Salary and Fringe Benefits Committee

April 21, 2020

Date