

**Faculty Salary & Fringe Benefit Committee  
Administration Proposal for Fiscal Year 2004-2005**

1. Faculty salary increase of 2% across the board\* & 1% merit\*\*

Note: \* Across the board increase is applied to full-time department members' base salaries, excluding those who are resigning and those who are issued terminal contracts for the coming year.

\*\* Merit allocation based upon the recommendation and written documentation (associated with annual department reviews) by the department head and the Dean.

2. School/College budgets will be increased to provide sufficient funds in the dedicated travel account to provide an average of \$1800 (currently \$1600) per faculty member for travel.
3. Raise minimum salaries by rank to the following:

RANK	CURRENT	PROPOSED
Assistant Professor	\$40,000	\$42,000
Assoc. Professor	\$45,000	\$47,000
Full Professor	\$50,000	\$52,000

4. Department Chair Compensation:

- A) The standard chair stipend be increased to \$6000 per year with 20% of this to be considered a summer stipend.

Thus, \$2,400 per semester and \$1,200 for the summer would be the standard chair compensation.

Compensation for Chairs in exceptionally high activity departments be increased to \$10,000 per year with 20% of this to be considered a summer stipend. Thus, for exceptionally high activity departments the chair stipend would be: \$4,000 per semester and \$2,000 for summer.

Exceptionally high activity departments are defined by the Chair Compensation Task Force as those with more than 10,000 credit hours per year generated by the department in 2002-03.

The Task Force found a clear break point of 3245 credit hours between the fourth and fifth ranked departments with 10,000 representing about the middle point of the gap between the fourth and fifth ranked departments. Thus, the Task Force concluded that there was a natural break around 10,000 that defined a considerably higher chair workload in some departments.

The Task Force's examination of the number of adjunct faculty and number of sections taught by adjunct faculty found a similar pattern. The four departments identified as high activity departments also have a much higher number of sections taught by adjunct faculty. There is also a clear break point of 30 sections taught by adjuncts in Fall 2002 between number four on the list and number six. Number 5 is a department with a middle range number of credit hours, but a high number of sections taught by adjuncts because of the special circumstances of that department.

- B) Chair compensation adjustments to be reviewed every two years.

The next scheduled review would be in 2005-2006 and any adjustments would be part of the 2006-2007 fiscal year.

5. Inequities in salary will be examined by a joint faculty and administration committee during the 2004-2005 academic year. A faculty representative designated by the Senate will chair the committee.