

# APPROVED BY FACULTY ASSEMBLY ON APRIL 26, 2016

## Faculty Salary & Fringe Benefit Committee Administration Proposal for Academic Year 2016-2017 Final Document

### Compensation

- Faculty salary increase of 1.5% for statures/status track faculty members who have achieved satisfactory performance according to the performance pay model.
- Chair compensation will remain at the current level. The faculty and administration will review chair compensation each year as part of the salary and fringe benefit discussions.

### Salary Benchmarking

- The administration will conduct a new analysis to benchmark faculty compensation using CIP codes and the CUPA compensation data. Analysis will be complete by the end of the Spring Semester.


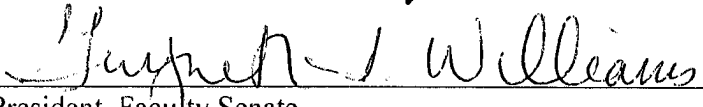
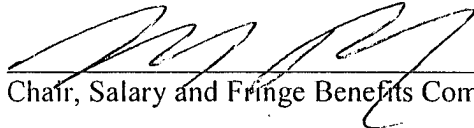
### Professional Development/Travel & Research Grant Funds

- Maintain the Professional Development and Travel Funds (PDTF) at the level of \$3,100 per full-time statures/status track faculty member. The current guidelines, established during the 2015-2016 SFB agreement, will remain in effect.
- Maintain the Faculty Research and Special Projects Program funds at \$120,000.

### Adjunct Compensation & Fringe Benefits

- Adjunct compensation will remain at the current level. The administration and salary and fringe benefit committee will continue to examine adjunct salaries each year.
- The administration will create a \$15,000 Adjunct Research and Professional Development fund. Adjunct faculty in the United States, after completing teaching 27 credit hours or 3 years with Webster (defined in accordance with University policy), are eligible to apply for a \$1,000 maximum award for research funds, conference travel, and/or professional development. The application process will be similar to that which is currently in place for Faculty Research Grants.
- Adjunct faculty, after completing teaching 36 credit hours or 4 years with Webster (defined in accordance with University policy), are eligible for up to 9 credit hours of tuition remission per academic year (June 1 - May 31) for any academic year in which they teach. This does not apply to doctoral programs.
- Adjunct faculty, after completing teaching 72 credit hours or 8 years with Webster (defined in accordance with University policy), are eligible for tuition remission for one spouse/domestic partner OR one dependent child at 50% of current tuition per academic year (June 1 - May 31) for any academic year in which they teach. This does not apply to doctoral programs.
- Adjunct Parking. Adjuncts will continue to be able to park for free at the Webster Groves campus (with a valid permit) through the summer of 2016. The parking policy for adjuncts will be reassessed and announced prior to the beginning of the Fall 2016 semester.

**Document Approved by:**

 _____ Provost, Webster University	5/2/16 _____ Date
 _____ President, Faculty Senate	5/5/16 _____ Date
 _____ Chair, Salary and Fringe Benefits Committee	5/2/16 _____ Date