

FY17 Mid-Year Salary Increase Details for Faculty

The FY17 Mid-Year Salary Increase, which went into effect on January 2, 2017, has three components: regular merit, additional merit and equity. Faculty may be eligible for some or all of these, depending if they meet the criteria. The merit components of this increase, per COFS, take into account merit scores awarded since the last merit-based increase – AY13-14, AY 14-15 and AY 15-16. The increase is based solely on ratings received while faculty were in a full-time faculty role. If faculty were here for only one semester in an academic year, they received ½ the normal increase for that year. If faculty have no ratings, then they are not eligible for the merit portions of the increase.

REGULAR MERIT: If a faculty member’s merit ratings for the number of years for which they have evaluations on file average at least “Satisfactory,” they are eligible for a merit-based increase of 1.5% of their academic year salary.

ADDITIONAL MERIT: If a faculty member’s evaluation average for the number of years for which they have evaluations on file is at least “Meritorious,” then they are eligible for an additional merit increase based on the number of evaluations they received, their scores, and the distribution of ratings within the faculty member’s department. This portion of the increase is calculated as follows:

The amount of money available for increases in a department is the proportion of the salaries of the department’s faculty eligible for the 1.5% of that figure for the entire college. This is divided by the number of “merit points” for all faculty within each department to determine a dollar amount for each merit point. Each score of “Meritorious” is worth one point; “Highly Meritorious” is worth two (“Satisfactory” and “Unsatisfactory” are worth 0). Depending on the number of evaluations faculty members have on file and their scores, they will have from zero to six merit points. A faculty member’s increase is the dollar amount of each point (calculated above) times the number of points they have. For example:

The salaries of all the faculty in a college eligible for the 1.5% increase totals \$1,000,000. The college then has \$10,000 (1%) available for this portion of the increase. The total salary of eligible faculty in the department is \$200,000. Since \$200,000 is 20% of \$1,000,000, the department’s share of these funds is \$2,000. Let’s say there are four faculty in the department, with salaries and scores as follows:

Faculty Name	AY Salary	Score, FY14	Score, FY15	Score, FY16	Tot Points	Notes	Add'l Merit Inc
Faculty A	\$80,000	HM	HM	HM	6		\$1,200
Faculty B	\$65,000		S	HM	2	“S” = 0 pts	\$400
Faculty C	\$55,000		M	M	2		\$400
Faculty D	\$60,000	N/A	N/A	N/A		None on file	\$0
Total elig	\$200,000				10		

Since Faculty D isn’t eligible for the 1.5% increase, the salaries of faculty eligible for that increase total \$200,000. Since there are 10 total merit points for the department and \$2,000 available, each point is worth \$200. Each faculty member’s increase is \$200 times their merit points.

Note that in a department with the same basic facts but a different distribution of scores, the value of each point would be different. If all scores in the department were “Highly Meritorious”, then each point would only be worth \$143:

Faculty Name	AY Salary	Score, FY14	Score, FY15	Score, FY16	Tot Points	Notes	Add'l Merit Inc
Faculty A	\$80,000	HM	HM	HM	6		\$857
Faculty B	\$65,000		HM	HM	4		\$571
Faculty C	\$55,000		HM	HM	4		\$571
Faculty D	\$60,000	N/A	N/A	N/A		None on file	\$0
Total elig	\$200,000				14		\$1,999

EQUITY: The final component of the increase is Equity. A small amount of money was allocated to each dean (in proportion to the total eligible faculty salaries in the college vis-à-vis overall eligible faculty salaries) for addressing equity issues. Proposed increases were reviewed by university leadership. In cases where a person’s work effort is split between two departments and only one department makes an equity award, the equity amount is applied in proportion to the work effort. One exception to this policy is where the work effort is split but all of the salary responsibility remains essentially with one unit. In that case, assuming the equity award is made by the unit having responsibility for the salary, the award is not pro-rated by work effort.