

Steering Committee Meeting  
August 4, 2006

Steering Committee members present were: Paul Karolwitz, Keith White, Gary Ratcliff, Serpil Saydam, Sean Chenoweth, Abra Watkins, Davis Pritchett, Trent Smith, Carlos Fandal, Dale Welch, Robert Alexander, Frances Gregory, Robyn Jordan, Ruth Smith, Mark Arant.

Dr. Arant will present the College of Arts and Sciences Faculty Raise Plan to the Provost on Monday August 7, 2006.

The target number for the raises is \$381,336 with the following restrictions:

1. In order to be considered for a raise faculty members must teach or conduct research at least 50%.
2. Deans, Associate Deans, and Assistant Deans are not eligible for a raise.
3. Faculty members must have been hired by January 2006.
4. Faculty members must have received an evaluation rating of Meets Expectation or above to receive a merit increase.
5. Faculty members on a terminal contract are not eligible for a raise.

The Committee discussed the following issues:

- Departmental evaluations as basis for merit raises
- Exclusion of faculty with unfavorable evaluations
- Track record of faculty with multiple years of unfavorable evaluations
- Differing raise systems in other colleges
- Definition of "across-the-board"
- Legislative allocation of 5%
- Likelihood that some departments may receive more than 5% and some less
- Percentage versus flat rate merit increases
- Equity issues for faculty below 87.5% of ULS average
- Department head revaluations once raises are determined
- Committee review of plan once it is approved

With \$55,000 set aside for merit increases for department heads and \$26,636 for equity supplements to merit for indicated faculty, the remaining the \$299,700 available for faculty merit will be distributed as follows:

- \$3400 Outstanding
- \$2900 Exceeds Expectations
- \$1900 Meets Expectations

During University Week Interim Dean Arant and Robert Alexander, representing the Steering Committee, will present the raise plan to the Arts and Sciences faculty and to the Faculty Senate.

After the meeting Dr. Arant will send a draft of the agreed-upon plan to the Committee for its response and approval.

## College of Arts and Sciences Pay Raise Scenarios

### 1. **Have across-the-board, equity, and merit components.**

Calculated:

Across the board—about \$1000

Equity—about 20% of the difference between the ULS/SREB target salary and current salary. Only those receiving a rating of “meets expectations” or higher are eligible.

Merit—about 5% of current salary for an “outstanding” rating and 4% of current salary for an “exceeds expectations” rating.

Notes: A) Exact values may require more funds than the allocated amount for raises. B) Across-the-board components may not be allowed. C) Some salaries may lag behind for a reason and a blanket equity policy may not accurately address that issue. D) Some departments had inflated evaluations, which skew the outcome.

Alternate: Flat rate for merit.

### 2. **Allot sums to the department for department heads to distribute.**

Calculated: Each department would get a percentage of their 2005-06 active personnel budget.

Notes: A) Some departments outperformed others, mandating unequal percentages be assigned. Determining this assignment could be problematic. B) This does allow departments that have merit instruments in place to use them. C) Not everyone responsible for their respective departments made the evaluations of their faculty. Some former department heads have recently vacated the post, leaving interims to adjudicate the raises.

### 3. **Assign a percentage raise to each merit evaluation category.**

Calculated: Outstanding-6%, Exceeds Expectations-5%, Meets Expectations-4%, Needs Improvement-3%, Poor-2%. These percentages would be of their current salary.

Notes: A) Some funds (ca. \$40K) would remain after the calculation to address equity needs. Addressing equity would be in conjunction with the department head. B) Some departments had inflated evaluations, which skew the outcome.

4. **Equity, Merit, and Cost of Living.**

Calculated: Equity-All below 85% the ULS average and receiving a minimum rating of Meets Expectations would be brought up to the 85% plateau. (ca. 25K needed) Merit-Outstanding = \$3000, Exceeds Expectations = \$2500, Meets expectations = \$1500. Individuals not qualifying for Merit or Equity will receive a cost of living increment of \$1000.

Notes: A) Some funds (ca. \$16K) would remain after the calculation to address equity needs. Addressing equity would be in conjunction with the department head. B) Some departments had inflated evaluations, which skew the outcome.

**College of Arts and Sciences Pay Raise Plan**  
(Submitted to the Provost, August 4, 2006-Draft)

The College of Arts and Sciences was allocated \$381,336 (ca. five percent of its active personnel budget) for its 2006-2007 raises. Faculty eligibility for the raise was determined by the following criteria.

- 1) They must have been employed full-time since January 2006.
- 2) Their workload must have involved at least 50% teaching and/or research.
- 3) They must have a minimum rating of "meets expectations" on their 2005-2006 annual departmental evaluation.
- 4) They must not be on terminal contract.

Department Heads: For the sixteen department head positions, the amount of \$55,000 was designated for their raises.

Merit component:

Those receiving an "outstanding" rating were assigned \$3,400 while those receiving an "exceeds expectation" were assigned \$2,900. Those receiving a "meets expectations" rating were assigned \$1900.

After the above increases were applied, equity adjustments were then implemented based on two factors. Salaries below 87.5% of the ULS target salary for the discipline were brought up to 87.5% of the target. Also, salaries compressed by recent hires or promotions were adjusted up to offset the compression. Thirteen salaries had equity adjustments applied totaling \$26,636.