

## **AC0708ref-5 Salary Distribution Reporting**

11/06/07 to Budgetary Affairs

Analyze the development of salary increases for faculty and administration. Determine and establish a mechanism for reporting to faculty the annual salary raises for faculty and administration.

Report made to FS on 19 June 2008.

Status: Closed 20 June 08

### **FY09 Salary Strategy & Timeline**

Original projected raise pool: 4%

This was to be distributed as '3+1', with 3% from department reviews, and 1% from Administrative Reviews.

#### **Supplementary Pool: 3%**

The Board of Curators added a supplementary 3% raise program as part of the 'Competitive compensation program'- \$7.1M. This is for tenured and tenure track faculty only. The raise is to be distributed as 2.25% from department reviews, and 0.75% from administrative reviews. Raises are to be awarded on merit rather than across the board.

The schedule for raises is:

**April 22nd-** Raise worksheets to department chairs (Met target timeline)

**May 23rd-** Raise worksheets from *Academic Depts.* to VPAA/Budget for spreadsheet accuracy review (Met target timeline)

**June 3rd-** Verified worksheets to Provost & Chancellor (Met target timeline)

**June 15th-** Final S&W decisions reported to Chairs & Directors (Has slid a few days)

**June 30th-** Complete the notification process (On track)