



**Part 7: Faculty Salaries**

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**3-3-701 Faculty Salary Distribution.**

**3-3-701(1) Faculty Compensation Procedures.**

- (a) The University is committed to a faculty salary distribution process which meets the following objectives, subject to available resources:
  - (I) To increase and maintain salaries to a competitive level for both recruitment and retention of faculty at all ranks.
  - (II) To provide compensation increases for all faculty who at least receive an overall annual/biennial/triennial evaluation of “meets expectations” or above.
  - (III) Faculty who receive less than a “meets expectations” in their overall annual/biennial/triennial evaluation shall not receive an annual salary increase. For each year that a faculty member receives an overall annual/biennial/triennial evaluation of less than “Meets Expectations,” one year in rank (or two years in the case of biennial evaluation, or three years in the case of triennial evaluation) shall be deducted from the total number of years in rank used to calculate parity.
- (b) Further, the University is committed to the determination of an individual faculty member’s salary in accordance with the following principles:
  - (I) Continuing full-time faculty will not have their salaries reduced as a result of modifications to the University compensation policy.
  - (II) Continuing full-time faculty will receive no less than their current academic year salaries, excluding administrative and extra duty stipends. (Note: For faculty in the University Libraries, the academic

year salary is the fiscal year salary.)

(c) The following guidelines will determine the distribution of any salary increase monies available each fiscal year:

(I) The salary increase monies available for distribution (salary and benefits) will be determined through the annual budget setting process. Monies to fund promotional increases will be budgeted separately and not deducted from the identified pay increase pool.

(II) The following faculty salary increases will apply beginning fall 2023. The faculty salary increase for promotion from lecturer to senior lecturer shall be \$2,500. The faculty salary increase for promotion from instructor to assistant professor shall be \$2,500. The faculty salary increase for promotion from assistant professor to associate professor shall be \$3,750. The faculty salary increase for promotion from associate professor to full professor shall be \$6,250. The University will review the promotional amounts every three years. If the resulting salary after the promotional increase for any rank is below the minimum parity threshold established by the CAO in the salary distribution process, the salary will be increased to the minimum parity threshold.

(III) The CAO will provide annually, before the end of each fall semester, to the Salary Equity Committee a compensation distribution report for the previous year which includes, but is not limited to, distribution of the parity pool and merit monies.

(IV) Each year the Salary Equity Committee shall recommend to the Senate a salary distribution model.

(d) Notwithstanding the provisions of subsection (b), above, the President may implement temporary salary reductions for the 2020-2021 academic year. Substantially similar percentage reductions shall be implemented for administrative/professional exempt staff. The reduction shall be based on a formula applicable to all faculty and administrative/professional exempt staff.

**3-3-701(2) Overload Pay Rate.** The pay rate for all courses taught as an

overload will be \$1545.00 per credit, including those taught for Extended Studies.

### **3-3-702 Summer and Interim Session Compensation and Workload Policy.**

#### **3-3-702(1) Workload.**

- (a) The maximum credit hours of instruction for summer sessions regardless of mode of delivery, location, or funding source is 12 credit hours with 6 credit hours maximum for each 6-week session and 9 credit hours maximum for an 8- or 12-week session.
- (b) The maximum credit hours of instruction for interim sessions is 6 credit hours.

#### **3-3-702(2) Compensation.**

- (a) The compensation per credit hour for all faculty holding the rank of lecturer, senior lecturer, instructor, assistant professor, associate professor, or professor regardless of mode of delivery, location, or funding source is (1)  $\frac{1}{36}$ <sup>th</sup> of the faculty member's current academic year salary if the faculty member is on a full-time contract or (2) in the case of non-full-time faculty, holding one of the above ranks,  $\frac{1}{36}$ <sup>th</sup> of what the current salary would be if the faculty member were full-time.
- (b) The following compensation table shows the relationship between compensation and enrollment.

Undergraduate Class Size	Undergraduate Prorated Rate	Graduate Class Size	Graduate Prorated Rate
15+	100%	10+	100%
14	94%	9	90%
13	87%	8	80%
12	80%	7	80%
11	80%	6	80%
10	80%	5	80%
9	80%	4	40%
8	80%	3	30%
7	80%	2	20%
6	40%	1	10%
5	33%		

4	27%		
3	20%		
2	13%		
1	7%		

(c) The minimum compensation per credit hour for summer and interim session courses is \$1500.00 for a class size of 15+ undergraduate students or 10+ graduate students.

(d) With the approval of the applicable Dean, full payment to a faculty member may be made where the enrollment requirements of sub-section (b), above, are not achieved if the average enrollment of all of the program's courses in the interim or the combined summer sessions is at least 20 undergraduate students or at least 15 graduate students.

(e) If undergraduate and graduate students are combined in a single course, the rate applicable to the majority cohort applies.

(f) When the maximum enrollment for a course is limited by the number of laboratory stations, accreditation requirements, clinical instruction, student teaching, or any externally required constraints, the minimum rate of compensation is the greater of \$1500.00 per credit hour or the compensation described in the sub-section (a), above.

**3-3-702(3) Notification Deadlines.** A faculty member must notify their chair/director of their intent not to teach an assigned summer or interim session course at the compensation specified in Section 3-3-702(2) at least twenty (20) days prior to the beginning of the applicable summer or interim session.

**3-3-703 Grant Incentive Salary Awards.** Faculty who have funds available from external sources to support their research activities during the summer shall be paid at a rate equivalent to their base salary during the previous academic year. The amount of pay is determined by the FTE of work to be conducted during the summer. Faculty salary is calculated on the number of months available (i.e., 3.25 months) between academic year contracts (i.e., academic year is 8.75 months)

(1) Faculty may receive a Grant Incentive Award as follows:

- (a) Academic Year. A Grant Incentive Award can be added to the faculty member's base salary during the academic year.
- (b) Summer Term. A Grant Incentive Award of up to ten percent of the summer research base salary can be added to that summer salary.
- (2) Federal funds cannot be used for the Grant Incentive Award.
- (3) Should the faculty member also teach during the summer semester, the rate currently approved by their college should be paid for those hours and the percentage FTE recomputed for the amount of salary they will receive for conducting their research.

## **Policy History**

### **3-3-701 FACULTY SALARY DISTRIBUTION.**

Subsection 3-3-701(1)(c) Faculty Compensation Procedures (I) amended (June 2022)

Subsection 3-3-701(1)(c) Faculty Compensation Procedures(II) amended (Jun 2017)

Subsection 3-3-701(1)(a) Faculty Compensation Procedures (II)(III) amended (Nov 2015)

Subsection 3-3-701(1)(c) Faculty Compensation Procedures (II)(III)(IV)(V) amended (Nov 2015)

Subsection 3-3-701(2) Overload Pay Rate amended (May 2014)

Section 3-3-701 amended (Apr 2012)

Subsection 3-3-701(1) Faculty Compensation Procedures (c)(IV) amended (Nov 2011)

Subsection 3-3-701(1)(c)(VI) Faculty Compensation Procedures amended (Mar 2011)

Subsection 3-3-701(1)(d) Temporary Salary Reductions added (Jul 2020)

### **3-3-702 SUMMER COMPENSATION AND WORKLOAD POLICY.**

Section 3-3-701(1)(c)(II) Amended Dec 2022

Section 3-3-702(2) Compensation (a)(b)(c)(d)(e)(f) amended (Feb 2014)

Section 3-3-702 amended (Sep 2013)

Section 3-3-702 name amended to "Summer and Interim Session Compensation and Workload Policy" (May 2012)

Subsection 3-3-702(3) amended (Mar 2011)