

PROPOSED SALARY GUIDELINES FOR 2008-09

**ANNUAL COMPENSATION INCREASE PROCEDURES
For
FACULTY**

Pay Plan for Raises 2% or Less

According to a directive from Alan N. Crist, Associate Vice President of Human Resources, UW-System, a salary increase of 2% or less will be distributed across the board to those employees with at least a solid performance rating. In other words, anybody rated “within” or “above” would receive a salary increase distributed across the board if the pay plan is 2% or less.

PROPOSED SALARY GUIDELINES FOR 2008-09
ANNUAL COMPENSATION INCREASE PROCEDURES
for
FACULTY

Pay Plan for Raises Above 2%

SALARY ADJUSTMENT PROCEDURES

Adjustment to faculty salary should take place in the following order:

1. Identify solid performers
2. Identify merit increase (I)
3. Adjust Educational Preparation Code (if needed) (II B)
4. Determine promotion adjustment (if needed) (II A)
5. Determine salary/rank distribution amount based on performance rating (II D)
6. Chancellor's distribution (II E)
7. Determine position floor adjustment (if needed) (II F) (campus monies)
8. Determine individual faculty floor adjustment (II G)

GUIDELINE I: MERITORIOUS PERFORMANCE

All returning faculty whose performance has been judged to be above or within the range acceptable for their position will receive a fixed percent amount based upon their individual salary. Faculty having an above rating will be granted a percentage increase which is two (2) times that for those rated within. (implemented in adjustment II D).

GUIDELINE II: ADJUSTMENTS

A. PROMOTION ADJUSTMENTS - Faculty promoted to professor will receive a salary increase of 6.8% of the 2007-08 minimum salary floor for professor; to associate professor will receive a salary increase of 6.1% of the 2007-08 minimum salary floor for associate professor. The minimum salary for each rank is defined as the floor for the educational preparation code of the person being promoted.

B. EDUCATIONAL PREPARATION CODE/QUALIFICATIONS ADJUSTMENT - Faculty who are at an educational preparation code of 4 or above, and who raise their educational preparation code, will receive an increase in their base salary. 2008-09 educational preparation code level adjustments will be determined by multiplying the 2007-08 educational preparation code level adjustments by the 2008-09 pay plan percent increase.

C. RANK ADJUSTMENTS - Rank levels need to be adjusted on an annual basis to "correct market needs and salary needs with due regard to establishing average salaries at peer group medians" (per System information and directive). Dollars available to professors, associate professors, and assistant professors will be proportionate to the difference between average salaries of Stout professors, associate professors, and assistant professors from their respective peer group median.

D. SALARY/RANK DISTRIBUTION - The pay plan distribution is as follows: one-third (33.3%) will be distributed to solid performers (those receiving “above” and “within” performance evaluations). The remaining two-thirds will be distributed so that individuals receiving “above” ratings receive twice the amount that is awarded to individuals in the “within” category. Of the remaining two-thirds, 40% will be distributed as a percentage of the individual’s base salary. The final 60% will be distributed via rank adjustments (Section C). These amounts will be awarded in fixed dollar amounts depending on rank.

E. CHANCELLOR’S DISCRETIONARY 10% DISTRIBUTION - If the Chancellor’s discretionary fund/amount of 10% is granted, it is encouraged that a major portion of the money be used for addressing internal salary inequities, to include salary compression. It is recommended that the Chancellor use at least 50% of the 10% discretionary funds to provide an additional sum of money to all faculty who have post-tenure status and received an **above** rating in their last evaluation/review.

F. POSITION FLOOR ADJUSTMENTS – Adjustments for the floor levels by rank and educational preparation code for 2008-09 will be determined by using 110% of the System floor for the educational preparation code for floor and adding the amounts from II B above to determine the floors for the other educational preparation codes.

Note 1: Rank levels will be rounded to the nearest \$5 interval.

Note 2: In order to participate in Guideline II C, a faculty member must have been judged to be ABOVE the range of acceptable performance for the two years prior to the 2008-09 rank adjustment or for each year they are employed at UW-Stout if they have been employed less than two years.

Note 3: Special stipends such as those for Program Directors and Department Chairs shall not be included when determining whether or not a faculty member is at the rank level.

G. INDIVIDUAL FLOOR ADJUSTMENTS - Individual faculty floor levels will be determined using the procedures outlined in II F, plus an additional amount, based upon the number of years that the individual faculty member has received meritorious performance (above rating) in their current rank.

For each year the individual faculty member has been in his/her current position and received a meritorious performance rating, an additional amount, equal to 1% of the 2007-08 floor for their rank and educational preparation code, will be added to the faculty member’s individual floor.

The number of years in rank is the number of years for which the faculty member received a performance evaluation in that rank.

In the event funds are not available for individual floor adjustments, individual floor adjustments will be placed in priority for the following year.