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| To: | Tammy Rogers, Chair, SBAC  Kaye McKinzie, President, Faculty Senate |
| From: | David McCalman  Chair, Faculty Salary Review Committee |
| CC: | SBAC |
| Date: | March, 2017 |
| Re: | Committee Recommendations for Faculty Salaries 2017/18 and After |
| Comments: | As stated in in our meeting, the Faculty Salary Review Committee has determined two prioritized recommendations to report to SBAC. These recommendations are in addition to any Cost Of Living Adjustment (COLA) based on a generally accepted metric, such as the CPI. As COLAs are, according to sound ongoing operating business practices, regular and structural additions to compensation packages, the FSRC assumes their normal application in appropriate years.  First, the FSRC recommends adjustments to faculty salaries in order to reach median salaries by rank and discipline as reported by CUPA (College and University Professional Association). The disparity between incomes of UCA faculty and CUPA has remained intractable for years. As of the latest reporting, the difference amounted to $2.56 million annually. FSRC recommends the elimination of this difference over a course of three years by an increase of approximately $853,500 each year, to be accomplished primarily via equity pool and merit allocations. It is recommended that the Torreyson Library faculty be included in this initiative.  Second, the FSRC recommends a phased raise for part-time, adjunct and overload course instructors. The increase would be $246 to get to $2900 per 3-credit hour course for the 2017-2018 year, followed by an increase of $200 per course in each of years 2018-2019 and 2019-2020, to reach $3300 per 3-credit hour course. In any case, the committee recommends that this category be included in any COLA, as it was in the last year for the first time since 2000. |