Article 23
SALARIES

23.2 Categories of Salary Increases.
(a) Increases to faculty salaries may be awarded in the following categories:
   (1) Promotion increases, pursuant to Section 23.3;
   (2) Sustained Performance Increases, pursuant to 23.4;
   (3) Merit Salary increases/bonuses, pursuant to Section 23.5;
   (4) Market equity increases, pursuant to Section 23.6;
   (5) Awards, pursuant to Section 23.7;
   (6) Legislative increases/bonuses, pursuant to Section 23.8;
   (7) Administrative discretionary increases, pursuant to Section 23.9;
   (8) Other payments, pursuant to Section 23.10.
(b) Faculty base salaries shall only be modified as provided in this Article and for changes
    between 9- and 12-month appointments as provided in Article 8.5(a).

Summary:

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<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>23.3 Promotion</td>
<td>12%/15%</td>
</tr>
<tr>
<td>23.4 SPI</td>
<td>3%</td>
</tr>
<tr>
<td>23.5 Merit</td>
<td></td>
</tr>
<tr>
<td>Departmental</td>
<td>0%</td>
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<tr>
<td>Performance increase</td>
<td>0%</td>
</tr>
<tr>
<td>Performance bonus</td>
<td>$10,000 3% with min of $2,000 and a max of $3,000</td>
</tr>
<tr>
<td>23.6 Market Equity</td>
<td>$0</td>
</tr>
<tr>
<td>23.9 ADI</td>
<td>0.80% 4%</td>
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</tbody>
</table>