

**Article 23**  
**SALARIES**

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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:

23.3 Promotion	12%/15%
23.4 SPI	3%
23.5 Merit	
Departmental	0%
Performance increase	1% with a \$900 floor
Performance bonus	3% with \$3,000 floor and \$4,000 ceiling
23.6 Market Equity	\$0
23.9 ADI	0.5%

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