

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:

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|--------------------------------------|-----------------------------------|
| | |
| Promotions | 12% / 15% |
| SPI (Sustained Performance Increase) | 3% |
| Performance | 7.00% 1.0% |
| Department Merit | 2.50% 0.25% |
| <u>Market Equity</u> | <u>\$2 million</u> |
| Dean's Merit | 0.0% 1.5% |
| ADI | 0.5% 1.25% |

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