

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:

Promotions	12% / 15%
SPI (Sustained Performance Increase)	3%
Performance	2.50% <u>1.52%</u>
Department Merit	1.0% <u>0.5075%</u>
Dean's Merit	1.00% <u>0.25%</u>
<u>Market Equity</u>	<u>\$250,000</u>
ADI	1.01% <u>0.25%</u>

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