

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:

Promotions	12% / 15%
<u>PTR/SPI (Post Tenure Review/Sustained Performance Increase) Top and second Ranked Specialized Faculty, Professors, Associate Professors every 57 years</u>	3%
PTR – Professors	2% Meets/4% Exceeds
PTR – Associate Professors	\$2,000 Bonus Meets/ \$4,000 Bonus Exceeds
Performance	3.21.50%
Department Merit	3.0.50%
Dean’s Merit	0.50%
Market Equity	\$1.6M/0.4M
ADI	1.00%

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