

**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%
SPI (Sustained Performance Increase) Top Ranked Specialized Faculty every 7 years	3%
PTR- Professors	2% Meets/4% Exceeds
PTR- Associate Professors	\$2,000 Bonus Meets/ \$4,000 Bonus Exceeds
Performance	1.50%
Department Merit	0.50%
Dean's Merit	0.50%
Market Equity	\$0
ADI	1.00%

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