

## Explanation of Terms and Process Used in Salary Increase Calculation

A	<b>FTE</b> – FTE of regular appointment	
B	<b>Length of Appt (LOA)</b> – Length of appointment in months	
C	<b>AY2008-09 LOA Salary</b> – Academic Year 2008-09 Base Salary (excluding stipends, chairs, overloads, etc.) for length of appointment, prior to salary increases	
D	<b>9-month AY2008-09 Salary</b> – Base salary normalized to 9-months (=C x 9/B)	
E	<b>Adjustments</b> – Salary adjustments (if any)	
F	<b>9-month Salary for Calculations</b> – 9-month salary with adjustments (=D + E)	
G	<b>Rank</b> – Rank	
H	<b>Total Years in Rank</b> –Years of experience in rank	
I	<b>Disc CIP</b> – Discipline Code	
J	<b>Discipline Desc</b> – Description of discipline	
K	<b>CUPA Salary Factor</b> – Salary Factor (from table). Ratio of salary for this rank and discipline compared to same rank across all disciplines (=Discipline Avg for Rank / Avg for Rank for all Disciplines)	
L	<b>Reference AAUP Salary</b> – Fall 2007 AAUP average salary for reference group schools projected to Fall 2008 and adjusted by FTE	
M	<b>Extrapolated CUPA Salary</b> – Discipline salary for reference group (=K x L)	
N	<b>Longevity Factor</b> – Adjustment factor (from table) for experience in rank (rounded to 3 places for display purposes)	
O	<b>Longevity-adjusted Target Salary</b> – Target salary for discipline, rank, and experience (=M x N)	
P	<b>Equity Salary at 82.030%</b> - Salary at which to award equity (=O x 82.030%) (see note 1)	
Q	<b>Equity Increase</b> – Amount needed to raise faculty member to 82.030% of target salary, <i>if below it</i> (=P – F). 0 is current salary is above equity salary.	
R	<b>OCR Status</b> – Status for Merit (Qual = Qualified; DNQ-LowOCR = Does Not Quality-OCR<2.51; DNQ-NoOCR = OCR score not received)	
S	<b>OCR Score</b> – OCR Score	
T	<b>College OCR Sum</b> – Sum of all OCR scores for all of the meritorious faculty in the academic unit	
U	<b>Merit Pool for College</b> – Total merit pool for the college (proportional share of total merit pool based on headcount of tenured/tenure-track faculty participating in the process)	
V	<b>Merit Increase</b> – Merit Increase (=(S / T) x U)	
W	<b>Total Increase</b> – Total Increase (=Q + V)	
X	<b>Proposed 9-Month 2008-09 Salary</b> – New base salary for AY2008-09 normalized to 9 months (=W + F)	
Y	<b>Proposed Length of Appt Salary</b> – New base salary for AY2008-09 adjusted for length of appointment (=X x B / 9) (see note 2)	

Note 1: The equity level (%) is as high as possible each year based on the money available in the equity pool. The Board of Governors determines total salary pool (which is then divided 51% merit and 49% equity)

Note 2: All calculations are made without rounding until the end. The result of the final calculation is rounded up to the next whole dollar amount.