

# MARSHALL UNIVERSITY BOARD OF GOVERNORS

## Policy No. AA-8

### Distribution of General Faculty Salary Increase Funds (Four-year; FY2005 only)

#### General:

- 1.1. Scope: Policy regarding the distribution of faculty salary increase funds to units and individuals.
- 1.2. Statutory References: W. Va. Code §18B-8-3, Faculty salary policies; reductions in salary prohibited; salary increase upon promotion in rank, and §18B-8-3a, Institutional salary policies; distribution of faculty salary increases.
- 1.3. Passage Date: May 12 2004
- 1.4. Effective Date: July 1, 2004
- 1.5. Background: This policy is a transition policy in effect for increases given for FY2005 only. This policy was previously numbered as MUBOG Policy No. 21a.

#### Policy:

To transition from the current compensation system into one including a merit component as mandated by the West Virginia legislature, in the contract year 2004-2005 only salary monies available to the institution be distributed in the following manner:

The first step in raise distributions is devoted to promotions. The institution provides money from funds other than those dedicated to raises to ensure 10% increases for promotions. The second step in raise distribution will be equity and the third step will be merit.

The salary pool is divided into 49% for equity raises and 51% for merit raises.

The equity pool is distributed at the university level by:

- examining peer salary data and establishing a percentage of peer salaries that every faculty salary should reach
- distributing the equity money so that each faculty member's salary reaches the set percentage of market value.

Last, the merit money is then distributed to each college/school/library in proportion to the number of full-time, tenure and tenure track and continuing appointments.

The merit money available to colleges/schools/libraries will be distributed using one of the following options to be determined by the faculty of the various colleges/schools/libraries:

- use the merit system that has been applied in the unit in the past
- OR**
- use annual reviews from 2002-2003 (the most recent data available) in which

- excellent =  $5 = \frac{\text{faculty score (3.25)} \times \text{total merit dollars available in the unit}}{\text{sum of all ratings qualifying for merit in the unit}}$
- good =  $4 = \frac{\text{faculty score (3.00)} \times \text{total merit dollars available in the unit}}{\text{sum of all ratings qualifying for merit in the unit}}$
- effective =  $3 = \frac{\text{faculty score (2.75)} \times \text{total merit dollars available in the unit}}{\text{sum of all ratings qualifying for merit in the unit}}$
- needs improvement = 2=No Merit
- unacceptable = 1=No Merit

Equity and merit raises are added to base salaries.

The Joan C. Edwards School of Medicine should come up with a similar plan for their faculty.