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**TO:** Karen Gipsen, Chair, ECS/UAS

**FROM:** Robert (Bob) Hollister, Chair, FSBC

**SUBJECT:** 2013-2014 Annual Salary Adjustment Request

**DATE:** October 7, 2013

**CC:** Lisa Surman Haight, Senate Assistant

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Each year the FSBC is asked to recommend to ECS/UAS a salary adjustment increment for the coming budget year. Given the time constraints of the fall semester, our recommendation needs to be forwarded to ECS, vetted, and voted upon by UAS before Thanksgiving. Over the past few years, FSBC has recommended CPI plus 1.5% as a minimum standard. This year is no different; FSBC requests a 2014-15 salary adjustment of at least Midwest CPI plus 1.5 percent.

The following table depicts the Average Salary Adjustment for the GVSU continuing faculty over the past five years. When the raises are adjusted for inflation (raise minus CPI), the result is the real percent change in salaries. Over the past 5 years, GVSU faculty salaries have not met the minimal expectation of CPI plus 1.5 percent, and increases in salaries have been slightly below national averages. Thus salaries at GVSU have remained below the average of Michigan Public Institutions (see FSBC 2013 Newsletter). FSBC is concerned that faculty salaries remain competitive to attract and retain the best faculty to maintain our reputation for excellence.

**Table 1. Average Annual Increases in Salaries**

	2008- 09	2009- 10	2010- 11	2011- 12	2012- 13	5-year Average
Regular faculty raises <sup>^</sup>	5.4	3.6	-	2.4	3.5	2.98
Proposed minimum raises (Midwest CPI +1.5%)	1.2	4.4	3.4	4.3	3.3	3.32
Midwest CPI (Dec to Dec)+	(0.3)	2.9	1.9	2.8	1.8	1.82
National salary raises <sup>#</sup>	4.9	1.8	2.5	2.9	3.2	3.06
National CPI (Dec to Dec)#	0.1	2.7	1.5	3.0	1.7	1.80
GVSU raises vs. Proposed minimum raises	4.2	(0.8)	(3.4)	(1.9)	0.2	(0.34)
GVSU raises vs. National raises (unadjusted)	0.5	1.8	(2.5)	(0.5)	0.3	(0.08)
GVSU raises vs. National raises (CPI adjusted)	0.9	1.6	(2.9)	(0.3)	0.2	(0.10)

<sup>^</sup>Includes promotional increments, merit raises, and compression

<sup>+</sup>Bureau of Labor Statistics <http://www.bls.gov/ro5/news.htm#inflation>

<sup>#</sup>AAUP, <http://www.aaup.org/AAUP/pubsres/research/compensation.htm>

\* Negative numbers in parentheses