



FACULTY SALARY & BUDGET COMMITTEE
MEMORANDUM

TO: Maria Cimitile, Provost & Vice President for Academic Affairs
FROM: Robert Hollister, Chair, FSBC
SUBJECT: Special Salary Adjustments
DATE: December 1, 2017
CC: Lisa Surman Haight, Senate Assistant; Felix Ngassa, Chair, ECS/UAS

The FSBC requests that an explanation be associated with all special salary adjustments. We recommend that each adjustment be categorized as: Market Based, Compression Based, or Special Recognition (or a combination of these categories).

We ask the categorization of the special salary adjustment be clearly stated in the annual letter that explains the change in compensation sent to all returning faculty during the summer.

As background, faculty are grateful that compensation letters have improved in recent years. It is very helpful that now Merit Increases, Promotional Increments and Special Salary Adjustments are clearly delineated. However, there remains a lot of uncertainty as to why a faculty member received a special salary adjustment. The committee believes that including the reasons for the special salary adjustment are important and should be clearly stated.