

**SALARY GUIDELINES
GROUP A (FACULTY)
2003-04**

1. Salary increases (regardless of fund source) shall be awarded in accordance with these guidelines.
2. The category Group A includes those individuals in faculty ranks whose primary assignments are in teaching, research and public service and librarians bearing faculty rank. Administrators with faculty rank shall be treated according to the Exempt Staff Group C salary guidelines.
3. A pool of funds equal to three percent (3%) of the 2002-03 net General Fund Group A salary base will be provided for faculty salary increases. The net General Fund base is determined by totaling the salaries of individuals filling regular full-time, regular half-time and regular part-time General Fund positions, not including positions supported by income, and pass-thru/recharge funds. This pool of funds is to be utilized for merit increases as well as market and equity adjustments for faculty.
4. A separate pool of funds will be provided for faculty promotions.
5. The total base salary for a faculty member appointed to an endowed chair or professorship will include that portion of the salary from endowment income in order that the individual will be entitled to a merit increase on his or her total base salary. It is expected that the salary increase on the endowment portion of the salary will come from the endowment income. In those cases where sufficient funds for salary increases are not available from the endowment income, funds from the General Fund pool shall be used. The Provost or respective Vice President must request these funds in writing with proper justification.
6. Only regular full-time, regular half-time and regular part-time faculty who began work on or before March 3, 2003, shall be eligible for merit increases in accordance with these guidelines.
7. Individual increases (excluding promotions) exceeding six percent (6%) must be submitted for approval to the Provost or respective Vice President with accompanying justification. The Provost and Vice Presidents will forward approved exceptions to the Office of Planning, Budget, and Policy Analysis (OPBPA). OPBPA will forward the total list of exceptions to the President.