



## Salary Increase Policy

Area:	Division of Academic Affairs	Number:	316
Applies to:	Division of Academic Affairs	Issued:	May 23, 2013
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Policy Owner:	Provost and Vice-President for Academic Affairs	Page(s):	1

### I. Policy Statement

The Board of Regents receives an annual appropriation from the General Assembly for all phases of its operations. Expenditures for operation of the University System are therefore necessarily contingent upon legislative appropriations, including salaries. While compensation could be reduced as a consequence of actions of the Governor or the General Assembly, it is the stated intent of the Board “to maintain current salary commitments insofar as possible to every employee, and the Board will exert its composite influence and best efforts to that end” (*Board of Regents Policy Manual, § 8.3.12.1*).

Salary increases for full-time teaching faculty are awarded on the basis of merit. Merit ratings are determined by evaluation procedures established in accordance with university policies and represent a consensus arrived at by the department chair, the dean, and the provost.

Criteria for the determination of merit increases shall include teaching ability, completion of significant professional development activities (including the attainment of additional academic degrees), promotion in rank, seniority, research productivity, academic achievements and publications, academic honors and recognitions, academic advisement, relevant professional achievements and recognitions, and non-teaching services to the institution (*Academic and Student Affairs Handbook, § 2.07 and § 4.1402*).

### II. Exclusions

None.