

		E&G Faculty	Cost in \$\$	as % of E&G Base	C&G Faculty	Cost in \$\$	as % of C&G Base
Base salaries		1239			227		
		\$81,835,795		100.00%	\$11,930,820		100.00%
Promotion	cost of 9% promotion raises <i>already given</i>		\$333,323	0.41%		\$22,509	0.19%
	% raise for each recipient	12.00%			(same as E&G)		
	% of faculty qualifying for raise	6.05%			2.20%		
	AY 2004-2005 cost to reach 12%		\$111,108	0.14%		\$7,503	0.06%
Sustained merit	% raise for each recipient	6.00%			(same as E&G)		
	% of faculty qualifying for raise (estimated)	33.33%			(same as E&G)		
	AY 2004-2005 cost		\$1,636,716	2.00%		\$238,616	2.00%
Exceptional merit	% raise for each recipient	6.00%			(same as E&G)		
	% of faculty qualifying for raise (estimated)	8.55%			(unable to estimate)		
	AY 2004-2005 cost		\$420,000	0.51%		(unable to estimate)	
Cost of living	% raise for each recipient	2.10%			(same as E&G)		
	% of faculty qualifying for raise	100.00%			100.00%		
	AY 2004-2005 cost		\$1,718,552	2.10%		\$250,547	2.10%
Market equity	salary base surveyed by OSU/ARL	\$68,046,031			(combined w/E&G)		
	sum of rank+dept shortfalls+overages	\$5,122,042			(combined w/E&G)		
	the above gap, as % of surveyed base	7.53%			(combined w/E&G)		
	sum of rank+dept shortfalls	\$6,545,386			\$9,230		
	non-surveyed salary base	\$13,789,765			\$11,930,820		
	gap % applied to non-surveyed base	\$1,038,000			\$898,071		
	% of gap to close in AY 2004-2005 (2-yr. phase-in)	50.00%			(same as E&G)		
	% raise for each recipient	(by formula)			(by formula)		
	% of faculty qualifying for raise (estimated)	73.45%			100.00%		
	AY 2004-2005 cost		\$3,791,693	4.63%		\$1,796,142	15.05%
Other	% raise for each recipient (average)	10.86%			12.35%		
	% of faculty qualifying for raise	5.00%			5.73%		
	AY 2004-2005 cost		\$293,239	0.36%		\$85,438	0.10%
Totals	raises already given		\$626,562	0.77%		\$107,947	0.90%
	cost above raises already given		\$7,678,068	9.38%		\$2,292,808	19.22%
	total AY 2004-2004 raises		\$8,304,631	10.15%		\$2,400,755	20.12%

Note: Promotions are added to the AY 2003-2004 base salaries, then all other increases are computed on that adjusted base; that is, increases are not compounded.

Explanations	
Rationale	This proposal, inspired by competitive Research I universities, is premised on the FSU administration's aspiration to AAU membership. Underlying proposal is the need to have a respectable compensation system (one that reflects market equity and acknowledges that failure to keep up with the cost of living is a pay reduction policy). If work is to be honored, then it must be fairly compensated. Given that, by conference committee report, FSU's state funding has increased this year by over 10%, and that tuition is increasing by 7.5%, it seems that a proportional increase in faculty salaries is reasonable.
Disclaimer	The figures presented here are based on the best data we were able to obtain. However, we have received reports of some faculty members who apparently were/are on the payroll but did not show up in our data. Therefore, it is possible that the count of faculty and base salary figures reported here <i>may be low</i> , perhaps by more than 100 faculty members. We have submitted an official UFF request to the FSU administration in June for more complete data, and will revise our tables as soon as we receive it. Individual faculty members and administrators are also invited to inform us of any errors or omissions that they notice.
C&G Funded Faculty	The columns on the right correspond to C&G funded positions. Raises for C&G faculty will necessarily depend on the availability of funds in the corresponding contract and grant budgets. Subject to this limitation, we assume that C&G faculty will be eligible for all raises, including sustained and exceptional merit, cost of living, and market equity raises, on the same basis as other faculty. In the case of exceptional merit raises the available pool of funds and the percentage of C&G faculty who receive such raises will need to be determined individually for each contract and grant, by the PI; therefore we are unable to estimate the cost and percentage of C&G faculty qualifying for exceptional merit raises.
Base salaries	These are the Spring 2004 salaries, with promotion increases added where applicable. 9-month salaries are used for 9-month employees, and 12-month salaries for 12-month employees. Only faculty members who were on the payroll in Spring and are still on the payroll in Fall are included.
Promotion	We are proposing that this be increased from 9% of the prior year's base salary to 12%. As shown in the table, the cost of this change would be modest, about \$120K. Promotion increases are computed as a fixed percentage of the prior year's base salary, independent of other increases but before computation of market equity.
Sustained merit	This is similar to a promotion, based on approved departmental performance criteria. Such a raise, a fixed percentage of the prior year's base salary after any applicable promotion, would be granted to all faculty members who have met the criteria, as of the end of the preceding academic year. A minimum requirement of three years service since the last sustained merit raise serves to cap the number in any year at 33%. Some people may take more than three years to achieve the performance needed for such a raise.
Exceptional merit	This is in addition to a sustained performance increase, but with much tougher criteria. The amount would be a fixed percentage of the prior year's base salary, independent of other increases. Such increases would be allocated by deans, based on departmental recommendations. The number of such raises would be limited by the available funds.
Cost of living	This is intended to compensate for the effects of inflation. It is computed as a percentage of the prior year's base salary, independent of other increases. The percentage is based on the rise in consumer price index, like Social Security and Florida Retirement System benefits.
Market equity	This is to be allocated to departments in chunks by rank. The size of each chunk is proportional to the gap between the 9-month salaries for that rank and discipline in the 2003 OSU Research I salary survey report and the actual salaries for that rank and discipline at FSU for the AY 2003-2004. (If the gap is negative, the chunk is zero.) Departments will allocate the raise to individuals according to a formula that takes into account years in rank and a "merit factor" determined for each faculty member at the department level based on historical annual evaluations. For determination of membership in rank+discipline peer groups promotions are applied first. This proposal calls for an attempt to close the gap in average salaries over a two year period, that is, to allocate sufficient funds to cover 50% of the gap in AY 2004-2005.
Other	Named chairs, verified counter-offers, legal settlements, and all other salary modifications not covered by other raise categories. The amounts shown in the table are the actual numbers for Fall 2004, based on payroll records.

Color coding	On the summary page, fields shaded in green are parameters of this proposal, fields shaded in yellow are derived from actual salary and survey data, and other fields are computed from these values.
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