

Overview of Faculty Association Negotiated Pay Raises

AY 2007-2008, the Faculty Association negotiated a 10.5% increase in salary, well above the legislative appropriation of 5%. This was a major adjustment in pay to help address salary compression and years of service in rank.

AY 2008-2009, the Faculty Association negotiated 2.5% for Assistant Professors, 3% for Associate Professors, and 5.5% for Full Professors, also above the legislative appropriation. The negotiated amounts moved us closer to our peer institution averages, although we are still in the lower half of our peer averages.

AY 2009-2010 the legislature stipulated no increase in salary, and increased employee contributions to our retirement funds by 1.5%, the Faculty Association negotiated a 1.5% increase in salary for all to cover the shortfall. This kept our pay stationary.

AY 2011-2012, the Faculty Association negotiated a 4% raise for Assistant and Associate Professors, a 7% raise for Full Professors. This was above the legislative appropriation. The negotiated amounts moved us closer to our peer institution averages, although we are still in the lower half of our peer institutions.

In April 2012, the Faculty Association obtained a \$500 bonus for faculty members. This was no Legislative appropriation. This was a one-time payment only and did not contribute to our salaries. It was meant to help address changes in our ERB retirement made by the Legislature. The Legislature changed our ERB retirement so that we pay 1.75% more.

2012-2013, we negotiated an increase of 1.75% to cover what was taken out of our salaries last year for ERB retirement changes. The legislative appropriation was 0%.

AY 2013-2014, we received 1.5% salary increase. The Legislature mandated 1.5% as a salary increase, but gave institutions the ability to raise our salaries by 3%. We were only able to negotiate the mandated amount.

AY 2014-2015, salaries remained flat. No salary increase was negotiated and the Legislature did not mandate an increase.

AY 2015-2016, salaries remained flat. No salary increase was negotiated and the Legislature did not mandate an increase.

Key: Purple represents an increase, Green represents negotiated increases to cover shortfalls, Red represents no change in salary
