

Whereas salaries must remain competitive if the University is to attract and retain outstanding faculty, thereby maintaining a position of strength relative to its benchmarks; and

Whereas meaningful annual salary increases for those who perform satisfactorily are the best way to avoid long-term salary inequities and real dollar losses in earnings,

The Ad Hoc Committee on Compensation and Benefits recommends the following motions to the Faculty Senate:

1. The University's standard faculty salary award should reflect the Cost of Living Allowance based on the National Consumer Price Index. Any remaining funds allocated for salary increases should then be used toward merit pay.
2. The University should provide a pool of money each year to address salary equity issues. The procedures according to which equity adjustments are made shall be recommended to the Faculty Senate by an ad hoc committee comprised of the Faculty Welfare Committee and administrative representatives selected by the President.