

**(B) Year 2: 2008-2009**

1. In 2008-2009, in accordance with legislative intent, 1% (one percent) of the total base salaries for academic ranked faculty members shall be reserved to fund market equity salary increases for academic ranked faculty members. Effective January 1, 2009, 12-month academic ranked instructional faculty members employed in their current positions on June 30, 2008; and effective February 1, 2009, 9-month academic ranked instructional faculty members employed in their current positions on June 15, 2008, shall receive a Targeted Market Increase (TMI) as calculated below:
  - a. Calculate the total compensation for each PSU ranked instructional faculty member (salary + OPE),
  - b. Determine the proper CIP code classification for each PSU ranked instructional faculty member,
  - c. Calculate the total compensation for each discipline and rank for peers (NFSS salary + peer average OPE),
  - d. Calculate the PSU ranked instructional faculty member's total compensation as a percent of peer total compensation by CIP and rank, and
  - e. Adjust each individual ranked instructional faculty member's annual salary rate according to the following table:

If PSU % of peer total compensation is:

<80.00%	Targeted Market portion of salary increase is:	5% of 6/30/08 salary rate
80.01%-85.00%	Targeted Market portion of salary increase is:	4% of 6/30/08 salary rate
85.01%-90.00%	Targeted Market portion of salary increase is:	3% of 6/30/08 salary rate
90.01%-95.00%	Targeted Market portion of salary increase is:	2% of 6/30/08 salary rate
95.01%-99.99%	Targeted Market portion of salary increase is:	1% of 6/30/08 salary rate
>100.00%	Targeted Market portion of salary increase is:	0% of 6/30/08 salary rate

2. Effective January 1, 2009, 12-month academic ranked instructional faculty members employed in their current positions on June 30, 2008; and effective February 1, 2009, 9-month academic ranked instructional faculty member employed in their current positions on June 15, 2008 shall receive a 4.5% increase in base salary.
3. Effective January 1, 2009, 12-month research faculty employed in their current positions on June 30, 2008; and effective February 1, 2009, 9-month research faculty and employed in their current positions on June 15, 2008 shall receive a 4.5% increase in base salary.
4. Effective January 1, 2009, 12-month academic professionals employed in their current positions on June 30, 2008; and effective February 1, 2009, 9-month academic professionals employed in their current positions on June 15, 2008 shall receive a 4.5% increase in base salary.
5. In 2008-2009, the salary base for academic ranked instructional faculty members shall be increased by 0.25% to fund salary increases for exceptional performance of

academic ranked instructional faculty members. Effective January 1, 2009, no more than 10% of 12-month academic ranked instructional faculty members employed in their positions on June 30, 2008, deemed exceptional according to the procedures set forth in Section 9 of this Article; and effective February 1, 2009, no more than 10% of 9-month academic ranked instructional faculty members employed in their positions on June 15, 2008, deemed exceptional according to the procedures set forth in Section 9 of this Article, shall receive a 2.5% increase in base salary.

6. Effective January 1, 2009, 12-month academic ranked instructional and research faculty who were employed in their current position on June 30, 2008, and who are below the new minima listed in Section 4(3) below; and effective February 1, 2009, 9-month academic ranked instructional faculty who were employed in their current position on June 15, 2008, and who are below the new minima listed in Section 4(3) below shall receive an increase that achieves the new minimum.
7. Academic Professional in-range salary advancement pool for 2008-2009 shall be funded at 0% of the 2008-2009 academic professional salary base which will be distributed in accordance with the provisions contained in Section 5 of this article and in Article 17 (ACADEMIC PROFESSIONAL FACULTY). Recommendations for such adjustments shall be made through supervisory channels to the Provost and shall be considered only for those Academic Professionals whose annual evaluation was more than satisfactory. The Provost's decision shall be final and not grievable.
8. The resulting salary rates of the above increases will be adjusted to the closest multiple of nine (9) for 9-month appointments and twelve (12) for 12-month appointments.