

**Resolution**  
**Guidelines for the Year 2 Faculty Compensation Implementation Plan**

Faculty Senate  
Finance & Facilities Committee  
Passed March 16, 2015

***Whereas** the Year 1 implementation guidelines for the Faculty Compensation Plan allowed for raises as low as 0.5% without justification from Deans or Directors [Compass April 10, 2014; <http://www.ohio.edu/compass/stories/13-14/4/provost-faculty-staff-raises-fy2015.cfm>]; and*

***Whereas** the additional 1% faculty contribution to the retirement plan each year over a four-year period further reduces the net salary of **all** faculty; and*

***Whereas** recent changes in University benefits will increase the out-of-pocket costs to meet the health care needs of **all** faculty; and*

***Whereas** the portion of the faculty raise pools allocated to cost-of-living increases over the past several years has been insufficient to keep up with the true cost-of-living increases over the same time period; and*

***Whereas** the investment raise pool has been designated to reward “meritorious performance” and utilization of average salary data may result in a small number of faculty at each rank receiving large increases in salary while the remaining (vast majority) of faculty do not realize salary increases that address their declining financial position;*

**Therefore be it resolved that** a minimum raise pool of 1.5% taken from the standard FY16 raise pool be allocated as across-the-board increases to mitigate the salary erosion experienced by the majority of faculty over the past several years; and

**Be it further resolved that** these across-the-board increases be distributed as fixed dollar amounts specific to each faculty rank or group as determined by dividing the total funds allocated to each rank or group by the FTE faculty within that rank or group such that the **median** salary in each rank is increased; and

**Be it further resolved that** the investment raise pool dedicated to “meritorious performance” consider faculty accomplishments over all the years when raise pools were insufficient to reward merit in that year be included in the consideration of any merit increases.