

Faculty Raises

There have been a few questions about the faculty raise this year. So I want to clarify and communicate the process.

The 3% raise is calculated as a percent of a cost of step plus a percent of a raise to the table. This year the cost of a step is 1.1% and the cost of raise to the table is 1.9%, equaling a 3% raise.

Because different steps are given different adjustments in the Faculty table, one specific placement on the table may or may not equal an exact 3% raise.

	Bachelors	Hours	Step	FY 16	Hours	Step	FY 17	% of raise
Examples		0	0	38,129	0	1	39,722	4.18%
		0	7	43,863	0	8	45,351	3.39%
		0	9	44,971	0	10	46,303	2.96%
		0	12	46,029	0	13	46,603	1.25%

The reason for the differences in percentages has to do with the pre-determined, more than 20 years old, Faculty Salary table. Bachelor and Master tables receive different increments between steps. The higher the step, the lower the increment increase. The decreasing amount is designed as an incentive for faculty to participate in academic work in order to move across the to the next column.

The Doctorate table receives the same increment amount on each step.

There were some years where everyone in the college received an across the board raise. In those years faculty did not receive a step. The level of your step will most likely not be the same as your number of years of service.

If a faculty member is stepped out, they receive the increase of the table.

		Hours	Step	FY 16	Hours	Step	FY 17	% of raise
Examples	Bachelors	0	13	46,324	0	13	47,203	1.90%
	Masters	0	15	50,962	0	15	51,918	1.88%
	Doctorate	0	22	67,384	0	22	68,636	1.86%

The Faculty Salary Tables are posted on the AC Web page at
<https://www.actx.edu/hr/salary-schedules>

