2010-11 NON-UNIT FACULTY
SALARY INCREASES

Following are eligibility and implementation guidelines for the 2010-11 salary increases for non-unit faculty. Employees can determine their union status by referring to their most recent Faculty Employment Agreement.

Across-the-board Salary Increases

The university is providing funds for a 2% across-the-board increase for all eligible non-unit education & general (E&G)-funded faculty. Contract & grant (C&G) and auxiliary-funded employees are also eligible, but any increases in such cases must be paid from the appropriate contract, grant or auxiliary revenues.

1) **Effective Date.** Across-the-board salary increases for eligible non-unit faculty employees will be effective August 8, 2010 and will be based on the employee’s August 7, 2010 salary.

2) **Implementation.** The initial paycheck including the across-the-board increase will be received by eligible employees on January 28, 2011. The retroactive payment back to August 8, 2010 will be paid at a later date.

3) **Eligibility.** Across-the-board salary increases for non-unit faculty are subject to the following criteria:

    **Non-Unit Faculty-All Budget Entities**

a) Employee was hired on or before June 30, 2010 and has been continuously employed through the date of implementation (January 7, 2011). Consequently, employees who terminate prior to the date of implementation will not be eligible for the increase.

b) Employee has a performance appraisal of at least “Satisfactory” as of August 7, 2010. If an employee was in an employment relationship with the university on or before December 22, 2009, but did not receive a 2009 performance appraisal, one must be provided. If an employee was hired between December 23, 2009 and June 30, 2010, the employee will be assumed “Satisfactory”, unless a 2010 evaluation was completed on or before August 7, 2010;

c) Employees on interim, visiting, or other time-limited appointments are eligible for the across-the-board increase provided they meet all other eligibility criteria.

d) Employees who have been given notice of termination or non-reappointment, notice of layoff or have provided notice of resignation are eligible for the across-the-board provided they meet all other eligibility criteria.
Non-Unit Faculty-Non-E&G

Across-the-board increases for eligible non-unit contract & grant (C&G) and auxiliary employees must be paid from the appropriate contract, grant or auxiliary revenues. No E&G funds will be provided in support of this increase.

OPS and Hourly OPS Employees

Adjuncts, GTAs/GRAs, postdoctoral associates and hourly OPS employees are not eligible for this increase.