Proposed Amendments to the URSTPC Calendar To Address Campus Enhanced Compensation Plans.

The URSTPC recommends that the following amendments (Bold = New) to the URSTPC Calendar be adopted to address campus enhanced compensation plans. The calendar focuses on faculty committees, yet provides an opportunity for the administration to interact with the faculty. Also, all the decisions about priorities and funds available should be made prior to the due date for faculty to submit their folders.

- **Mid Sept**  Deans Review Compensation Plan Actions From Previous Year For The Senate
- **Late Sept**  Vice Chancellor for Administrative Services Informs Senate of Amount Estimated to be Available for Campus Enhanced Compensation Plan
- **Early Oct**  Faculty Senate Chair Informs URSTPC Chair of Amount Estimated to be Available for Campus Enhanced Compensation Plan
- **Mid Oct**  URSTPC Chair Informs CRSTC Chairs of Amount Estimated to be Available for Campus Enhanced Compensation Plan
- **Early Nov**  CRSTC Informs Deans of College’s Faculty Priorities for Distribution of Funds from Campus Enhanced Compensation Plan
- **Mid Nov**  CRSTC Informs DRB Chairs of Priorities for Distribution of Funds from Campus Enhanced Compensation Plan; and Amount Estimated Available For Their College
- **Late Nov**  DRB Chairs Inform Faculty of Priorities for Distribution of Funds from Campus Enhanced Compensation Plan

- **November 25**  URSTPC sends salary inequity study to the CRSTC chairs
- **January 16**  The DRB notifies all faculty of their recommendations for retention, promotion, tenure and salary (reconsiderations must be requested by 1/21, responses given by 1/28)
- **January 30**  Department Chair sends all recommendations to the CRSTC
- **February 14**  CRSTC notifies the DRB, Department Chair and faculty of their recommendations
- **February 26**  CRSTC recommendations sent to the Vice Chancellor
- **March 12**  Vice Chancellor forwards all recommendations to the Chancellor
Current Fiscal Dollars Available =

Faculty Senate voted on 10-08-13 to “have all available dollars this year be directed toward compression and inversions”. This priority should be communicated to the Deans immediately so the Vice Chancellor for Administrative Services’ office can release the funds as soon as possible. An efficient way to address this would be to adjust the salaries of all associate and full professors to the current level (i.e. $3000-Amount At Time of Promotion for Associate; and $5000-Amount At Time Of Promotion for Full) for as many faculty as possible. The URSTPC recommends that the administration begin with the most recently promoted faculty and work backwards OR The URSTPC recommends that the administration begin with the faculty that have been promoted earliest and work their way forward. The URSPTC recommends this action be prioritized until all faculty have been compensated to the current levels associated with each rank (i.e. $3,000 and $5,000).

Fiscal 2015 Dollars Available

Faculty Senate voted on 10-08-13 to define “a date that each college will submit the plans about how it would use the money to Faculty Senate”. The URSTPC recommends that the Senate Chair inform the CRSTC of this motion so they can communicate their priorities to their Deans as soon as possible. Ideally, this is accomplished by the end of December so faculty know what the colleges priorities are before submitting their folders. The URSPTC recommends these funds continue to prioritize compensation for all faculty to the current levels associated with each rank (i.e. $3,000 and $5,000). However, they recognize that each college may have other issues they wish to address within their college.