

Overview of the 2006-07 Market Salary Adjustment Process

- I. Benchmark Institution Selection and Peer Salary Data Utilized
 - a. The national 2005 CUPA (College and University Professional Association) data were used for the majority of disciplines/units involved in the market salary study.
 - b. The final list of 12 benchmark institutions was established by the Council of Deans.
 - c. The 12 institutions include: *Bowling Green State University; Cleveland State University; Kent State University; University of Toledo; University of Cincinnati; Wright State University; Georgia State University; Western Michigan University; Ball State University; University of Delaware; Wayne State University; Ohio State University.*
 - d. In some disciplines (or a particular rank within a discipline) there was not a comparable match of at least 4 schools within the 12 institutions – in those cases an acceptable alternative method for determining the benchmark discipline and/or institutions was agreed upon by AAUP, Administration and the unit affected.

- II. Determining Eligibility
 - a. Only the Professor and Associate Professor ranked faculty are included in the market adjustment. However, Assistant Professors who were promoted to Associate Professor rank during the study period were included.
 - b. According to the AAUP contract language: a faculty member had to be a member of the Bargaining Unit Faculty in Fall 2004 AND as of July 1, 2006 to be eligible for an 06-07 market adjustment.
 - c. This study excluded ‘outlier’ salaries for some disciplines.
 - d. Discipline and rank eligibility were determined if $(B_i - U_i) > 0$.
 - i. B_i and U_i were computed as defined in the contract.

- III. Distribution of Market Adjustment Pool
 - a. The total amount of the market adjustment pool equals \$210,610.
 - b. The amount to be allocated to Professors is \$128,930 and the amount to be allocated to Associate Professors is \$81,680.
 - c. Half of the amount allocated to the department will be distributed to the bargaining unit faculty of a particular rank using the methodology described in the contract.
 - d. The remaining half will be distributed by Chairs, in consultation with at least 2 elected bargaining unit faculty.

NOTE: If a faculty member received “less than satisfactory” on his/her merit review they are ineligible for a market adjustment. Further, the formula driven 50% market adjustment for that faculty member is NOT to be redistributed.