

Allocation of raises per CBA section 23.2.3 (as described in e-mail to Bargaining Unit Faculty sent on June 30, 2009)

Section 23.2 in our CBA calls for 5% raises for continuing Bargaining Unit Faculty Members (BUFMs), and of that 1.5% is specified in section 23.2.3. We agreed with the administration to allocate these section 23.2.3 raises as shown below; this allocation is based on a comparison, at each academic rank, of average salaries at Wright State with corresponding average salaries at Category I (Doctoral) Public Institutions as published in the March-April 2009 issue of *Academe*. The WSU average salary for Professors is \$16,009 below the Cat I - Public average; for Associates Professors, \$6,886 below; and for Assistant Professors, \$5,448 below. The allocation shown below distributes funds to BUFMs at the three ranks in proportion to the funds that would be needed to fully close the above salary gaps. Further, the allocation shown below distributes half the money at each rank as dollar amounts (which favors lower-paid persons) and half as percentage amounts (which favors higher-paid persons); this is consistent with the method of allocating merit raises specified in our CBA.

Let us emphasize that these 23.2.3 raises are **in addition to** across-the-board raises (2.5%, section 23.2.1) and merit raises (1% pool, section 23.2.2).

Here is the allocation of the section 23.2.3 raises:

Each BUFM who held the rank of Professor during the academic year 2008-9 and is on an Academic Year appointment will receive a raise equal to \$994.59 plus 1.01% of the 2008-9 base salary.

Each BUFM who held the rank of Professor during the academic year 2008-9 and is on a Fiscal Year appointment will receive a raise equal to \$1,215.61 plus 1.01% of the 2008-9 base salary.

Each BUFM who held the rank of Associate Professor during the academic year 2008-9 and is on an Academic Year appointment will receive a raise equal to \$427.81 plus 0.59% of the 2008-9 base salary.

Each BUFM who held the rank of Associate Professor during the academic year 2008-9 and is on a Fiscal Year appointment will receive a raise equal to \$522.87 plus 0.59% of the 2008-9 base salary.

Each BUFM who held the rank of Assistant Professor during the academic year 2008-9 and is on an Academic Year appointment will receive a raise equal to \$338.47 plus 0.55% of the 2008-9 base salary.

Each BUFM who held the rank of Assistant Professor during the academic year 2008-9 and is on a Fiscal Year appointment will receive a raise equal to \$413.68 plus 0.55% of the 2008-9 base salary.