

FY 2018 Faculty Exceptional Performance and/or Salary Equity Adjustments

Per the Board of Regents' Salary and Wage Administration Policy that strongly encourages institutions to give priority to salary increases for teaching faculty, the University of Georgia is providing an additional .25% raise pool in the Fiscal Year 2018 budget to recognize exceptional performance and/or address salary equity of tenured and tenure-track faculty in the areas of teaching, research, and service. This funding will be managed by the Senior Vice President of Academic Affairs and Provost and will be awarded on a case by case basis.

Process for requesting an exception to the 4% merit cap for exceptional performance and/or salary equity of tenured and tenure-track faculty for Calendar Year 2016:

1. Funds are provided for - *and to be used exclusively for* - tenured and tenure-track faculty with a required teaching/instructional appointment of at least 25% (.1875 EFT for Academic Year faculty).
2. Recommendations for consideration can be made for those tenured or tenure-track faculty who are assigned a 4% merit increase by their home department(s). The home department(s) is required to provide the 4% merit increase before further consideration will be given.
3. Each Dean may recommend a total number of up to five percent of the unit's filled tenured and tenure-track positions. (Colleges and schools will receive their allowable recommendation number with their materials from the Budget Division).
4. Recommendation forms for each individual with attached individual annual evaluations, along with a summary roster for a college/school, must be submitted to the Provost (via Academic Fiscal Affairs, 212 New College) for review by April 24, 2017. The form and roster can be found on the Budget Division's website at http://busfin.uga.edu/budget/pdf/Faculty_Exceptional_Merit_Increase_FY18.pdf
5. The Provost will review the recommendations and notify the respective Deans by April 27, 2017 of the outcome of their requests, so adjustments to the faculty's salaries and the units' base budget can be made as part of the budget development process.
6. The increases will be effective on the first day of the faculty contract in FY18.
7. The Provost and University Budget Office will submit these exceptions to the Chancellor's Office for final approval.

Recommended adjustments **MUST REMAIN CONFIDENTIAL until approved through the University administrative process. No adjustment will be official until final approval has been received from the Provost's Office.**