

ANALYSIS OF FISCAL YEAR 2010 PERFORMANCE INCREASES BY ACADEMIC UNIT

UA has analyzed the performance increases awarded this fiscal year. The CBA provided an overall pool of 1% for performance increases. Of the 594 continuing faculty eligible for performance increases, all except 26 (4.4 %) received one. All eligible continuing faculty in the Colleges of Business Administration and Education and Social Sciences, the Rubenstein School and the Libraries received a performance increase, as did 99% of continuing eligible faculty in Arts and Sciences. However, in the College of Engineering and Mathematical Sciences 11% of eligible continuing faculty received no performance increase, as did 13% in the College of Agriculture and Life Sciences, and the College of Nursing and Health Sciences, and 27% in the Extension Division. The Extension Division also had the highest % of eligible faculty receiving no performance increase when this analysis was done for FY 2007 faculty salaries.

In dollar amounts, the awards for those receiving an increase ranged from \$56 to \$2178. Sixty faculty received awards of \$1000 or more, the overwhelming majority of these being faculty in Engineering, Computer Science and Mathematics.

Research faculty are not eligible for this performance raise pool, but may receive performance raises if their grants provide for that possibility. Of forty eight eligible faculty, five received no increase because of grant limitations, two no increase for other reasons, two increases of 1.5%, one increase of 2.0% and the remaining thirty eight increases of 3.0%.

More details will be forthcoming in an analysis to be posted on UA's web site. The following tables summarize the information given above for eligible faculty by college and includes the average dollar value and per cent value for those receiving performance increases. If you have comments or questions, please email cac@unitedacademics.org

UNIT	AVERAGE \$	AVERAGE %	NUMBER ELIGIBLE	NUMBER AND % ZERO
Business Admin	1004	0.87	26	0 (0.0)
Agric and Life Sci	726	1.11	54	7 (13.0)
Arts and Sciences	683	1.08	297	3 (1.0)
Engineering & Math	766	1.02	71	8 (11.3)
Educ & Soc Sci	675	1.00	54	0 (0.0)
Nursing & Health Sci	665	1.02	31	4 (12.9)
Extension	672	1.00	15	4 (26.7)
Libraries	619	1.03	20	0 (0.0)
Rubenstein School	663	0.95	26	0 (0.0)
TOTAL	706	1.05	594	26 (4.4)