

United Academics (AAUP/AFT) Analysis of FY 2011 Performance Increases by College

The [attached table](#) gives information about FY2011 performance increases for each college.

This is the third such analysis and it continues to show interesting results.

Overall, all except 14 of 601 eligible faculty received performance increases ranging in amounts from \$126 to \$5,000. The lowest average dollar increase was \$1,361 in the College of Nursing and Health Sciences, followed closely by Extension at \$1,379, and the highest dollar increase was \$2,564 in the College of Business. The overall average dollar performance increase was \$1,532.

Expressed as percentages, the highest increases were in the Colleges of Engineering and Math and Education and Social Services. The lowest were in the Colleges of Agriculture and Life Sciences and Arts and Sciences.

The small number of eligible faculty receiving no performance increase was not spread evenly across the colleges. Four of 71 faculty in Engineering and Math and 5 of 53 faculty in Agriculture and Life Sciences did not receive a performance increase. However, it is worth noting that in past years, almost one-third of Extension faculty did not receive a performance increase, while this year only one faculty member did not. We suspect that this may be due to our distributing and publicizing past analyses.

While the contract provides for a 2% performance pool for each unit, calculation of this pool is very complex as some salaries of faculty not eligible for the performance increase are included in the pool, and some salaries of eligible faculty are not because of the times of entry into or exit from the bargaining unit. While these calculations by the University are consistent with past years, UA is analyzing these to look at proposing possible changes when negotiations on the next contract begin early in 2011.

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