



PSU-KNEA Communicator



May 11, 2000

The 2000-2001 contracts will be in home mailboxes very soon. President Ellen Carson and Bargaining team member Bob Backes met with Dr. Ratzlaff on Wednesday to finalize salaries for year two of the three year contract signed last year. The increases were very favorable this year, averaging 6.95% across the colleges. Legislative allocation was 2.5% with enhancement money at 3.4%. The legislature assisted in providing funds for teaching faculty (including chairs) so that Board of Regents schools could enhance salaries. PSU/KNEA was instrumental in negotiating the additional 1% increase for unit members. Membership in PSU/KNEA is certainly making a difference.

If you are not a member and have the desire to "make a difference" in future salary negotiations, please contact [Ellen Carson](#), President, ext. 4437, or [Bobby Winters](#), Treasurer, ext. 4407.

Summary of Figures		
Total Unit Faculty	210.4	
FY 2000 Budget	\$10,130,563	
Merit Increment	\$285,994	2.83%
Promotions	\$63,800	0.63%
Unit (Formula) Adjustment	\$157,101	1.55%
Unit Across the Board	\$153,989	1.52%
Rank (Grandfathering)	\$17,126	0.17%
Administrative Adjustment	\$25,920	0.26%
Total New Salary Money	\$703,930	6.95%

A brief explanation of each category above follows:

1. The legislative allocation was 2.5%. Thus, the following % ranges apply:
Highly Satisfactory 2.875% -- 3.2%
Above Satisfactory 2.625% -- 2.875%
Satisfactory 2.375% -- 2.625%
Less than Satisfactory 1.25% -- 2.375%
2. Promotion allocations summed to \$63,800 distributed as follows:
Assistant Professor \$900
Associate Professor \$1800
Full Professor \$2700
University Professor \$4500

3. Unit adjustment is based a formula that generates target salaries for all unit members. Based on the difference between your actual salary and your target salary your adjustment will be more or less. The formula that was used is below:

$$\text{Target Salary} = \$43,572 * \text{MP} + \$5000 * \text{RK} + \$400 * \text{YRRK} + \$200 * \text{YRPSU} * \langle \text{PA} \rangle + \$400 * \text{YRW}$$

where \$43,572 is the national average starting salary of an assistant professor

MP Market Place Factor (CUPA)=

RK = Rank (2 = Full; 1 = Assoc; 0 = Asst)

YRRK = Years in Rank

YRPSU = Years at PSU

$\langle \text{PA} \rangle$ = 5 year average Performance Appraisal (2 = HS; 1 = AS; and 0 = S)

YRW = Years of pertinent work experience pre-PSU (8 year maximum)

Market place factors according to CUPA for FY 2000:	
Art 0.89	Accounting 1.49
Biology 0.95	Com Sci/Info Sys 1.29
Chemistry 0.95	EFB 1.59
Communication 0.94	M& M 1.35
English 0.88	Family & Cons 0.96
C&I 0.93	Foreign Lang 0.89
HPER 0.91	History 0.88
P & C 0.93	Math 0.96
Music 0.85	SSLS 0.96
Nursing 0.99	Tech Ed. 1.0
Physics 1.02	G & I 1.0
Social Science 0.92	Tech St 1.0
Etech 1.03	Learning Resources 0.88
Intr Media 0.88	

4. Unit Merit is an across-the-board adjustment of 1.52%.
5. Unit Rank is an adjustment to compensate all Full and Associate faculty who were not promoted this year. Since the promotion adjustment for Full Professors, for instance, is \$300 higher than last year, this adjusts those faculty who were promoted to Full prior to this year with \$150 and those faculty who were promoted to Associate prior to this year with \$100.
6. The administration distributed \$25,920 as they deemed appropriate.