

MARKET ADJUSTMENT GUIDELINES

Article 12.5.6 of the AAUP contract states at most *five* (5) market adjustments can be awarded in 2009-2010. Market adjustments are recommended when there is a significant gap between a faculty member's salary and prevailing market conditions in a field. You can determine whether this applies to you by comparing your salary with the CUPA data linked below.

Because, contractually, only five adjustments can be recommended, not everyone who is beneath the CUPA level will receive one. Historically, the adjustments have gone to those faculty members with the largest (percentage-based) gap between their salary and the CUPA benchmark.

In September 2010, the CCSU-AAUP executive committee adopted the policy that executive committee members would not apply for market adjustments while they are on the committee.

CSU-AAUP contract, Article 12.5.6

- Full-time teaching faculty members are eligible to apply for market adjustments.
- Market pay adjustments are appropriate in rare instances for compelling reasons.
- The University President and the AAUP Chapter President, in consultation, each name three (3) individuals to a university Market Evaluation Committee (MEC).
- Deans may submit recommendations with supporting written reasons to the committee.
- The MEC reports its advice to the President no later than May 15 of each year.
- Market pay adjustments are effective at the start of the pay period that includes September 1 of the following academic year.
- Not more than one (1) market pay adjustment per one hundred (100) full-time members, or fraction thereof, may be recommended in any one year. [For the current year, a maximum of five market pay adjustments may be recommended]
- A member's salary may not be increased beyond the maximum for the rank.

Timetable for application

- The Provost notifies faculty in the middle of the spring semester of the guidelines to be used for market adjustment requests and a timetable for applications to be reviewed.
- Market adjustment recommendations are submitted by the faculty member to the Dean of the School.
- Deans must submit market adjustment recommendations to the Provost by mid-April.
- The MEC meets to review the applications and submits its recommendations to the University President no later than May 15.

Evaluation Criteria

- In accordance with the July, 2007 guidelines from the CSU System Office, requests for market adjustments must be related to market inequities.
- Market adjustments are not intended to be utilized to achieve internal equity or to rectify compensation issues related to low starting salaries or earlier than anticipated promotion.

- Faculty members should compare their rank and salary to the information in the CUPA-HR annual faculty salary survey regional data. This information is accessible at <http://www.ccsu.edu/page.cfm?p=4288> (faculty should use their regular CCSU username and password when prompted). Current salary benchmarking reports are typically available in early March. If regional data is not available, the Office of Institutional Research and Assessment (OIRA) adjusts the regional data to account for higher regional salaries in the northeast.
- Faculty should cite the specific CUPA classification number that is being used for salary comparison.
- The MEC compares the applicant's spring salary (after the February salary collective bargaining increase) to the median salary for the discipline in the CUPA-HR -survey.
- For those disciplines where CUPA data is not available, applicants must supply other relevant market data to justify their requests.
- If applicable, applicants should include a detailed explanation of how their specialty within an academic discipline makes them more valuable in the marketplace.