Faculty Compensation

Regular academic year letters of appointment for full-time faculty and lecturers specify a level of compensation for the full term of the appointment, but a faculty member may choose to be paid this amount in 10 equal payments corresponding to the term of the appointment or in 12 equal installments over the full calendar year (Deferred Pay Option). Faculty have the opportunity to choose the Deferred Pay Option each academic year as part of the academic year appointment letter, but once a method of payment has been selected, it may not be changed until the next academic year's appointment.

Merit raises are determined each year based on the faculty member's annual evaluation. The Faculty Workload and Merit Evaluation Policy (BU-PP 706) governs how various faculty workloads affect the determination of the annual evaluation and, thus, the merit raise.

In early February, Human Resource Services prepares spreadsheets by department that list all faculty members, their current salaries, rank and administrative titles. Also listed on these spreadsheets is the amount available to be awarded in total merit raises for the department. The merit raise pool is approved by the Board of Regents as part of the annual budget process. The department chair recommends a portion of the department merit pool to be allocated to each faculty member based on the annual evaluations. The Dean and Provost should be able to see a clear association between the evaluation and the merit raise recommended. After the department chairs make raise recommendations, the Deans and the Provost review the spreadsheets. The Deans and/or the Provost may make changes to the department chairs' recommendations.

A faculty member who receives a summer letter of appointment generally receives compensation at the rate of 10% of the faculty member's salary for the preceding fall and spring semesters for each course of three or more semester hours taught during the summer;
no faculty member may be compensated more than 25% of his or her salary for the preceding fall and spring semesters for teaching three or more courses during the summer. However, faculty members, including department chairs, who engage in research funded by a third party, may receive up to 33 1/3%.