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Dean of University Libraries

Faculty and Staff Raises, October 1, 2022
Status as of September 23, 2022

LIBRARY FACULTY & STAFF RAISES

The University is providing funding for Market Equity and Merit salary increases

- **Funding is based on 3% of our salaries as of mid- to late-June when the budget for FY 2022-2023 was being prepared**
- **Raises for Staff and Out-of-Unit Faculty will take effect October 1st and first appear in the October 21st payment**

LIBRARY FACULTY & STAFF RAISES

Eligible Staff and Out-of-Unit Faculty will receive a 3% across-the-board increase

Eligible Out-of-Unit Faculty with one or more Exceptional ratings will receive the across the board increase as well as an additional .5 to 1.5% increase based on the following criteria:

- **1.5% — Exceptional in Primary Responsibilities and either Service or Scholarship**
- **1.0% — Exceptional only in Primary Responsibility**
- **.5% — Exceptional in either Service or Scholarship**

LIBRARY FACULTY & STAFF RAISES

Raises for In-Unit Faculty are subject to Union Negotiation so the implementation date is not yet known

- **There may be additional or different criteria for the In-Unit Faculty raises**
- **Unless the criteria for In-Unit Faculty raises do not allow it, their raises will be comparable to the Out-of-Unit Faculty raises, including the extra funding for Exceptional ratings**

LIBRARY FACULTY & STAFF RAISES

SCHEDULE:

- ✓ **September 12th – raise file received**
- ✓ **September 23rd – raise file submitted for processing**
- **October 1st — effective date of the Staff and Out-of-Unit Faculty raises**
- **October 5th — processed raise file receives final approval**
- **October 6th and following — letters will be sent to employees other than In-Unit Faculty identifying their new salaries**
- **October 21st – first payroll reflecting the raises**

LIBRARY FACULTY & STAFF RAISES

CRITERIA:

- **Eligible employees must be hired on or before June 30, 2022**
- **Eligible employees include part-time employees, probationary employees and employees on leaves of absence, but not OPS**
- **Eligible staff must have a satisfactory or higher rating**
- **Eligible faculty must have a successful or higher rating in every category**
- **Ineligible employees include those on a performance improvement plan, with a written reprimand or suspension since January 1, 2022, or with a non-renewal or layoff notification**

LIBRARY FACULTY & STAFF RAISES

Please contact the Dean, Associate Dean or Assistant Dean through whom you report if you have questions.