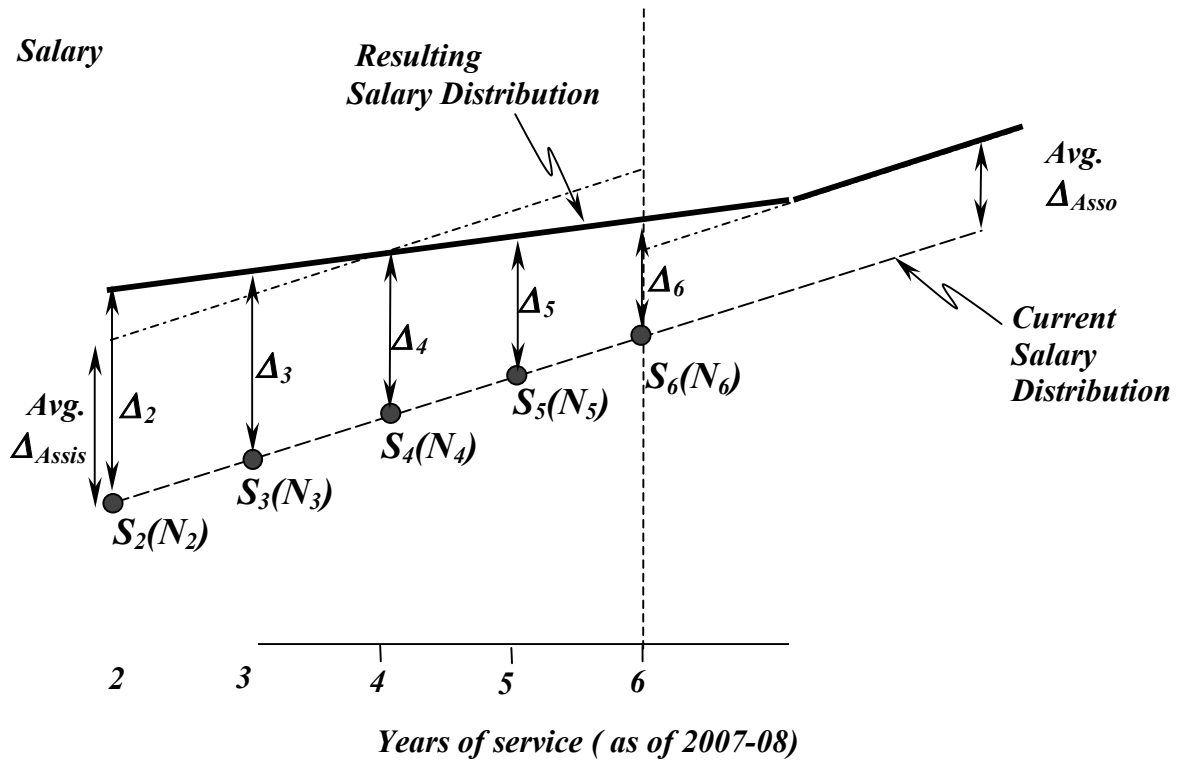


FAPC Report to the Faculty, March 2007

The trustees decided to allocate faculty raises for next year targeting the 5th rank among our frame of reference schools for Assistant Professors and the average of the 5th, 6th and 7th ranks for Associate Professors and Full Professors (approximately the 6th rank). This resulted in the following average percentage raises by rank:

Rank	Average Salary Increase
Full:	4.47%
Associate:	3.63%
Assistant:	6.10%

In order to prevent the salaries of newer faculty members from leapfrogging the salaries of more experienced faculty members, FAPC differentiated the increases within ranks, giving higher raises to the newest assistant and associate professors, and lower raises to others within those ranks. The result is displayed in the figure below:



It is important to remember that the current compensation model has been very good to Bucknell faculty. For example, last year, faculty received the following raises:

Rank	Average Salary Increase in 2006-2007
Full Professor:	9.64%
Associate Professor:	8.20%

Assistant Professor: 6.43%

This year, the trustees decided to put additional money into the assistant professor pool. This creates some salary compression, but is of significant benefit to our newest colleagues.

Note that the percentages above are averages by rank.

Your raise will be higher than the average for your rank if:

- You are a newer assistant or associate professor
- You were promoted
- You have a higher than average merit score and your salary is below the average for your rank (due to the fact that merit pay is allocated in fixed dollar amounts rather than as a percentage)

Your raise will be lower than the average for your rank if:

- You are a more experienced assistant or associate professor
- You have a lower than average merit score, and your salary is above the average for your rank (due to the fact that merit pay is allocated in fixed dollar amounts rather than as a percentage)

For example, more experienced associate professors will receive a raise closer to 3% rather than 3.63%, whereas a newly tenured associate professor will get a slightly higher percentage plus a \$2000 promotion increment.

It seems to be the case that other universities are raising the salaries of assistant professors and full professors faster than those of associates. Faculty at Bucknell would benefit from more faculty members being promoted from associate professor to full professor, because this would tend to lower the average salaries of both associate and full professors, resulting in higher raises being needed to match our peer institutions.

Submitted on behalf of FAPC by Geoff Schneider, Chair