2020-2021
FACULTY COMPENSATION PROGRAM (FCP)

Office of Academic Labor Relations
Friday, January 31, 2020

Paula Mercado Hak, Asst. VP of Academic Labor Relations
Nancy Carvalho, Labor Relations Specialist
University Agreement with AAUP-AFT

Article 8, PART ONE

- **Merit Process Component**
- **Merit Salary Increases to Base Salary → Pool of Funds**
- One round per contract term

<table>
<thead>
<tr>
<th>Year</th>
<th>ATB</th>
<th>ATB</th>
<th>FCP</th>
<th>ATB</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018/19</td>
<td>$3,642</td>
<td>3%</td>
<td>****</td>
<td>2.5%</td>
</tr>
<tr>
<td>2019/20</td>
<td>ATB</td>
<td>ATB</td>
<td></td>
<td>ATB</td>
</tr>
<tr>
<td>2020/21</td>
<td>ATB</td>
<td></td>
<td>ATB</td>
<td></td>
</tr>
<tr>
<td>2021/22</td>
<td></td>
<td></td>
<td>ATB</td>
<td></td>
</tr>
</tbody>
</table>

Faculty Salary Provisions

Article 8, PART TWO

- Merit Process Component
- Merit Salary Increases to Base Salary → Pool of Funds
- One round per contract term

Faculty Compensation Program
1. CRITERIA

Contract and Department Criteria
Contract Criteria

OR

Demonstrated recent and continuing excellence based on one or more of the criteria of “teaching, scholarship, and service”

Compensation warrants special consideration on the basis of “academic and professional contributions” in comparison with colleagues
Department Criteria

- Department statement of specific criteria for each pool (TT and NTT) and application of criteria
- Consistent with contract criteria
- Developed prior to start of process for consideration - before PEC meets
Please ensure that department criteria is promulgated to all eligible faculty.

Promulgation
Department
Criteria

- Stated in Dept. Faculty FCP Forms
- Posted on Dept. Website
- Sent by Mass Email to All Dept. Faculty

BEST OPTION: DO ALL OF THE ABOVE!

Promulgate, Promulgate, Promulgate
2. SALARY POOL

3% of total UNRESTRICTED faculty salary base as of October 18, 2019 (second payroll of Oct.)
Unrestricted Funds

Excludes:

- Auxiliary funds
- Grants
- Endowments
- Federal Appropriations
Salary Pool

New Brunswick 64.26%
Newark 22.22%
Camden 10.15%
RBHS 3.37%

Total Pool: **About $___ million**

**Exact figure to be provided; exact number subject to confirmation by AFT**
Dividing the Pool Funds

Each of Four Area’s Pool funds proportionately divided between

*Except 5% of total funds → President’s Reserve
Set Aside Program Funds

Deans: Max of 10% of Unit Allocation

Chancellors: Max of 5% of Campus Allocation

Assist with recommending or awarding increases to chairs or faculty whose assignments occur outside of the standard decanal unit
Awarding the Pool Funds

80% of NTT Pool must be used for NTT awards

80% of TT Pool must be used for TT awards

Up to 20% of either pool may be used in other pool

Allocations and Awards → OBLIGATION
3. ELIGIBILITY AND AWARDS
Service and unit requirements and award amounts
Eligibility Requirements

AAUP-AFT unit member

FT Faculty - AFT position as of Oct. 18, 2019
OR
PT Faculty - AFT position (50% or more of FT) for 3 consecutive years as of July 1, 2020

Continue to serve in FT or PT AFT position until the date of payment
Ineligibility

- FTTRP
- Terminal year
- Opting out
- Not submitting materials
Award Amount

Awards based on salary as of 6/30/2020

AT LEAST 1% of salary or $500, whichever is less,
AND
UP TO 10% of salary

Awards to base salary, effective 7/1/2020
4.

KICKOFF

What should be happening?
January

Departments formulate and promulgate statement of criteria for each pool

February

Department chair makes announcement 20 days in advance

PECs are formed or forming

Upload of faculty documents (1/31 to 2/7, and 2/8 to 2/18)

*Types of documents

PECs should be meeting and PEC recomm. Uploaded (2/19 to 3/2)
PEC Formation

Nominations by any department faculty member

Election by secret ballot
(By FT Asst. Prof. or above not in terminal year)

Chair is non-voting member

Dean provides guidance on available funds to chair or PEC (no chair)
PEC Composition

- **4 or More Tenured Members**
  - PEC consists of at least 3 FT faculty members consisting of tenured members and at least 1 NTT

- **Less than 4 Tenured Members**
  - All tenured members constitute PEC

- **No Tenured Members**
  - No PEC - duties go to chair
PEC Functions

SUMMARY STATEMENT of its evaluation for EACH member it recommends, indicating criteria

Recommendations to chair:
- Regarding size of salary increase for those recommended
- Providing that up to 20% of dollars in each pool (TT and NTT) be used for awards in other pool
5. THE PROCESS
Series of recommendations starting with PEC
Levels of Review & Recommendation

Step 1: PECs
Summary statements AND OPTIONAL recommendations on size of increase and 20% of dollars in each pool

Step 2: Chairpersons
Endorse PEC recomm. OR prepare independent “list” of faculty members for increase and recomm. for size of increase
Levels of Review & Recommendation

Step 3: Deans

“List” of nominees AND recommendations as to size of increase

List includes those proposed by PEC or chair, and chairs and faculty not proposed by dept.

Dean discusses with chair individuals not recommended by chair AND desire to increase or decrease by > 1% the increase recomm. by chair or PEC
Levels of Review & Recommendation

Step 4: Chancellors

Review recommendations from all levels AND make FINAL DETERMINATION on individuals for increase and size of increase

And … list of faculty not recommended at any level →

Step 5: President

May select from all lists ADDITIONAL individuals to receive increases (additional increases are limited to 5% pool)
Timelines for 2020
Where we are in the process and what is coming up?

January
Formulation of department statement of criteria, and announcements by chairs

February
Forwarding of allocations; upload of faculty docs; PEC formation and meetings; and upload of PEC recommendations

March to April
Recommendations of chairs, deans, chancellors, and President uploaded (until 5/8/2020)

May
University review of recommendations, and chancellors and deans conduct review of final recommendations

June
Final University review, payroll preparation, and access provided to users to pull reports

July
Access provided to faculty to review recommendations
THE TECHNOLOGY

FCP Online Software Program
Online Program

- E-records retained
- Going live in phases
  - ONLY 1st phase (faculty upload) goes live on 1/31
  - Second phase (chair and admin. upload for faculty) goes live on 2/7
- Access via Net ID
Spreadsheet of Users

**Group A:**
View Data

**Group B:**
Upload Faculty Doc

**Group C:**
Upload Faculty Doc and Mark Eligibility

**Group D:**
Upload Faculty Doc, Mark Eligibility, and Assign Faculty to PEC

**Group E:**
(PEC Chair/Dept. Chair)
Enter PEC Recomm.

**Group F:**
(Dept. Chair)
Enter Chair Recomm.

**Group G:**
(Dean)
Enter Dean Recomm.
Relevant Permissions

- Faculty upload documents
- Faculty opt-out
- Chairs & admin. upload faculty
- Determine eligibility of faculty member
- Review and edit eligibility of faculty member
- Assign faculty member to the departmental PEC
- Create recommendations at PEC, Chair, Dean, Chancellor and President levels
ONLY 1st Phase - Faculty Upload - Goes Live on 1/31
## Faculty Compensation Program

### FACULTY DASHBOARD

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>HR Department</th>
<th>Title</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>B</td>
<td>SAS - Computer Science</td>
<td>ASST PROFESSOR ACD YR</td>
<td>123,600.00</td>
</tr>
<tr>
<td>C</td>
<td>D</td>
<td>FASC - English</td>
<td>ASSOC PROFESSOR ACD YR</td>
<td>81,060.10</td>
</tr>
<tr>
<td>E</td>
<td>F</td>
<td>Engr. - Mech &amp; Aerospace Engn</td>
<td>ASSOC PROFESSOR ACD YR</td>
<td>118,598.61</td>
</tr>
<tr>
<td>G</td>
<td>H</td>
<td>Sch of Law-Cmd. Dean’s Office</td>
<td>PROFESSOR I LAW ACD YR</td>
<td>168,719.54</td>
</tr>
<tr>
<td>I</td>
<td>J</td>
<td>SAS - Physics &amp; Astronomy</td>
<td>TEACHING PROFESSOR AY</td>
<td>132,235.99</td>
</tr>
<tr>
<td>K</td>
<td>L</td>
<td>SAS - Computer Science</td>
<td>ASST PROFESSOR ACD YR</td>
<td>127,029.73</td>
</tr>
<tr>
<td>M</td>
<td>N</td>
<td>SAS - Mathematics</td>
<td>PROFESSOR I ACD YR</td>
<td>140,632.23</td>
</tr>
<tr>
<td>O</td>
<td>P</td>
<td>SAS - Women's &amp; Gender Studies</td>
<td>PROFESSOR I ACD YR</td>
<td>142,436.85</td>
</tr>
<tr>
<td>Q</td>
<td>R</td>
<td>School of Social Work</td>
<td>ASST PROFESSOR ACD YR</td>
<td>90,640.00</td>
</tr>
<tr>
<td>S</td>
<td>T</td>
<td>SEBS - Environmental Science</td>
<td>TEACHING INSTRUCTOR AY</td>
<td>61,964.11</td>
</tr>
</tbody>
</table>

Showing 1 to 10 of 3,227 entries

Type here to search
7. CONCLUDING IMPLEMENTATION
Considerations and Processes
Subsequent to Awards

University to notify faculty when they can access system to review recomm.  

After award process - deans discuss FCP with chairs  
(chairs inform PEC members of discussion and faculty review recommendations with chair or dean)

University to provide AFT with info. on nominations and award increases  

Academic judgment - denying or granting a merit increase - not grievable
Apply FCP processes and parameters + Contact ALR for assistance = SUCCESSFUL FCP IMPLEMENTATION!
THANK YOU!

Please feel free to contact Academic Labor Relations with any questions.

Please call 848-932-7174 or send an email.

Have a great day!