

Appendix D

Faculty Pay Plan Guidelines

Funds have been appropriated in House Bill No. 1 to each management board and allocated to each institution and to the Louisiana Universities Marine Consortium, in an amount totaling \$30 million, to be expended for higher education faculty pay increases for eligible faculty. Language in the bill specifies that each institution shall allocate one-half of those funds for an across-the-board pay increase with the associated retirement contribution for all full-time faculty. The one-half remaining balance of funds are to be allocated by each institution in accordance with a plan which considers factors such as performance, comparable SREB faculty salary averages or other appropriate professional faculty salary benchmarks, market demand by discipline, institutional priorities, and equity issues. Funds will be available only for academic faculty whose primary function is instruction and/or research, librarians, research associates and cooperative extension agents. Salary adjustment plans, approved by each management board, are to be submitted to the Board of Regents with each institution's operating budget and shall include a description of goals and accomplishments of the plan.

House Bill No. 1 also specifies "that of the monies appropriated for the higher education faculty pay increase, faculty return to work retirees shall receive any faculty pay increase provided by the public institution of higher education to its faculty."