

Department of Anthropology Faculty Survey

Print view of 'Request for Faculty Input on 2013 Salary Increase Allocation'

The Provost and Deans expect to give salary increases to UW faculty when the current salary freeze expires in summer 2013. Salary increases will be awarded to faculty who are meritorious, as determined through merit review performed by faculty colleagues (see section 24-55 of the [Faculty Code](#))

The Faculty Code, the Deans, and Provost determine how some portions of the anticipated salary increase will be allocated (i.e., most of "merit" raise, and the "unofficial floors" addressing compression). How other elements are allocated (i.e., a small portion of the "merit" raise, and any "unit adjustment") is decided in the department.


The purpose of this survey is to request input from the Anthropology faculty, on the principles that should guide such allocations.

Question 1.

A two-part **merit** raise is envisioned for 2013:

1. "Regular merit" (2%) to be distributed across-the-board to all meritorious faculty
2. "Additional merit" (1%-3%), 75% of which is to be distributed across-the-board to meritorious faculty excluding those individuals who have received competitive offers within the last 3 years. The remaining 25% can be distributed across-the-board, or it can be allocated differently.


How should this 25% of "additional merit" be allocated?

- Like "regular merit" (across-the-board to all meritorious faculty)
- Like "additional merit" (across-the-board to all meritorious faculty, excluding those with compoffers in last 3 years)
- Use it to address compression
- Use it to recognize extraordinary merit
- I want the Chair to decide, and I trust her to allocate it in a manner that is fair
-  Other:

Question 2.

If anthropology receives a "unit adjustment" (in addition to the merit raises) it is entirely up to the department to decide how to allocate it.

How should "unit adjustment" funds be allocated?

- | | |
|--|---|
| <input type="radio"/> Use all of it to recognize merit | Logic destinations |
| <input type="radio"/> Use all of it to address compression | <input type="checkbox"/> End of Survey |
| <input type="radio"/> Use some of it to recognize merit, and some to address compression | <input type="checkbox"/> End of Survey |
| <input type="radio"/> I want the Chair to decide, and I trust her to allocate it in a way that is fair | <input type="checkbox"/> Question 3: If you recommend that some ... |
|  <input type="radio"/> Other: | <input type="checkbox"/> End of Survey |
| <i>No response</i> <input type="checkbox"/> | <input type="checkbox"/> End of Survey |

Question 3.

If you recommend that some unit-adjustment funds be used to recognize merit, and some to address compression, what do you regard as the right balance between the two?

Please use percentages to communicate what you feel is the right balance to strike, between merit and compression, in making these allocations.

XX% compression and YY% merit

(making sure that $XX + YY = 100$)