Faculty Salary Conversion Related to Change in Assignment Period

Major Topics

Salary Conversion Table

I. Introduction

This regulation establishes faculty salary conversions related to changes in faculty assignment periods. In justifiable cases, a faculty employee’s assignment period (nine-month, ten-month, eleven-month, or twelve-month) may be changed from one basis to another. Such a change in the faculty assignment period requires a corresponding change in the assignment period salary.

II. Entities Affected

This regulation applies to all faculty employees appointed on a nine-month, ten-month, eleven-month, or twelve-month basis.

III. Policy

A. The following table shall be used for faculty salary conversions related to changes in faculty assignment periods:

<table>
<thead>
<tr>
<th>New Assignment Period (Months)</th>
<th>Old Assignment Period (Months)</th>
<th>Salary Conversions</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>10</td>
<td>FAPS-9 = FAPS-10</td>
</tr>
<tr>
<td>9</td>
<td>11</td>
<td>FAPS-9 = 9/10 FAPS-11 = 0.90000 FAPS-11</td>
</tr>
<tr>
<td>9</td>
<td>12</td>
<td>FAPS-9 = 9/11 FAPS-12 = 0.81818 FAPS-12</td>
</tr>
<tr>
<td>10</td>
<td>9</td>
<td>FAPS-10 = FAPS-9</td>
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<tr>
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</tr>
<tr>
<td>11</td>
<td>9</td>
<td>FAPS-11 = 10/9 FAPS-9 = 1.11111 FAPS-9</td>
</tr>
</tbody>
</table>
11  10  FAPS-11  =  10/9 FAPS-10  =  1.11111 FAPS-10
11  12  FAPS-11  =  10/11 FAPS-12  =  0.90909 FAPS-12
12  9   FAPS-12  =  11/9 FAPS-9   =  1.22222 FAPS-9
12  10  FAPS-12  =  11/9 FAPS-10  =  1.22222 FAPS-10
12  11  FAPS-12  =  11/10 FAPS-11  =  1.10000 FAPS-11

Relationships in this table are based on the ratio of the number of non-vacation or working months during the new faculty assignment period to the number of such months during the old assignment period.

FAPS-9  = Faculty assignment period salary on 9-month assignment basis
FAPS-10 = Faculty assignment period salary on 10-month assignment basis
FAPS-11 = Faculty assignment period salary on 11-month assignment basis
FAPS-12 = Faculty assignment period salary on 12-month assignment basis

B. Any administrative supplement in addition to the converted faculty salary shall be established in writing and shall be applicable only during the period of administrative assignment. Such a supplement shall not be a factor and, therefore, shall be removed before implementing any faculty salary conversion related to a change in assignment period.

IV. Exceptions

Any proposed exceptions to this conversion methodology shall be approved by the appropriate educational unit administrator, dean or director, and the Provost.

Revision History


For questions, contact: Office of Legal Counsel