

Faculty Wage Increases

University	2018/19		2019/20		2020/21		2021/22		2022/23		2023/24		2024/25		2025/26	
	ATB	Flat	ATB	Flat	ATB	Flat	ATB	Flat	ATB	Flat	ATB	Flat	ATB	Flat	ATB	Flat
WMU	2.00%		2.25%		pay cut = -2.25%		2.00%	\$1,000	2.00%	\$650	2.00%	\$350	TBD		TBD	
Ball State	2.00%		1.00%		0%		1.50%		2.00%							
UAkron	1.00%		1.50%		0%		pay cut = -4%			\$0		\$0		\$0		2.00%
GVSU	2.50%		2.50%		0%		0%		3.00%							
CMU	2.75%			\$500	1.00%	\$500	1.25%	\$500	1.25%	\$500	2.125%					
EMU	2.50%		1.75%		1.60%			\$1,840								
Toledo	1.50%		1.50%		2.00%		2.00%									
KSU	2.00%		2.50%		2.00%		2.00%									

Bold figures indicate to-base adjustments

Notes:

EMU has a bonus payment of \$1840 in 2021/22 (not to base)

Ball State has a total pool of 2% of which 70% is merit and \$204,000 for faculty promotions in 2018/19
 Ball State has additional 1% merit pool in 2019/20 and \$323,000 for faculty promotions in 2019/20
 Ball State has no annual merit salary increases in 2020/21
 Ball State has a total pool of 1.5% in 2021/22 (including promotions)

GVSU approved pay freeze for all administrators, faculty, and staff in 2021 continuation budget during June 2020 meeting
 GVSU Pool is distributed based on merit per BOT policy
 GVSU 15% of the approved increase is held by Provost for special salary adjustments

UAkron has additional 1.25% for merit and 0.75% for market adjustments in 2018/19
 UAkron has additional 2.25% for merit and 0.25% for market adjustments in 2019/20
 UAkron has a temporary salary reduction in 2021/22 which will be restored June 2022. Formula results in 4% reduction for \$100,000 base salary.
 UAkron has a \$1000 lump sum payment only if enrollment exceeds 16,100 students in Fall 2022
 UAkron has a \$1,500 lump sum payment only if enrollment exceeds 17,400 students in Fall 2023
 UAkron has a \$2,000 lump sum payment only if enrollment exceeds 18,700 students in Fall 2024
 UAkron has an additional 2% increase to base if enrollment exceeds 20,000 students in Fall 2025

WMU temporary salary reduction in 20/21 was not to base
 Lump sum payments in 21/22 - 23/24 are not to base
 Contract re-opens in June 2024 for negotiations until Fall semester at which if no agreement is reached the University may implement its last offer, subject to continued bargaining (Article 49 Duration)

WMU includes 1% research supplement in 2018/19 awarded in January 2019 and 0.75% in 2019/20 awarded in January 2020

CMU \$500 bonus in 2020/2021 only if SCH exceed 510,000 in 2019/20 (not achieved)
 CMU \$500 bonus in 2021/2022 only if SCH exceed 515,000 in 2020/21 (not achieved)

KSU In 2020/21 has an additional 2% merit pool and President's Excellence Award pool (unused amount carries over to 21/22).

Toledo if faculty salary is less than \$75,000 then ATB is 3% in 2018-19
 Toledo if faculty salary is between \$75,000 and \$100,000 then ATB is 1.5% in 2018-19
 Toledo if faculty salary is greater than \$100,000 then ATB is 1% in 2018-19
 Toledo in 2019/20 the same structure with ATB of 2%/1.5%/1.5%
 Toledo After 2019/20 all ATB are equal and independent of base salary