**School of Liberal Arts Faculty Affairs Committee**

**Suggested Policy for Including Associate Faculty in All Annual Pay Increases**

Pay rates for all ranks of Associate Faculty shall be increased by the same percentage as the average annual pay increase for all full-time permanent faculty.

Rationale:

* All ranks of Associate Faculty are likewise members of the central Indiana community, with the same costs of living as their full-time counterparts.
* All ranks of Associate Faculty are also “faculty,” with professional credentials comparable to their full-time colleagues in SLA.
* All ranks of Associate Faculty are integral to the success of the SLA, affecting recruitment, enrollment, retention, and graduation rates as well as SLA’s community impact and community perceptions of the SLA brand.

All relevant details of the increase shall apply uniformly to Associate Faculty as with full-time faculty, including the average rate of increase and effective date.

It is noted that this policy is an important step towards more equitable compensation practices for Associate Faculty, but it is not intended to replace or satisfy additional ongoing efforts to raise Associate Faculty pay to regionally competitive and locally equitable rates.