

Subject: Instant HR/Payroll: Communication to Faculty on the Governor's Message

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From: Janet P Walker (sent by Human Resources & Payroll List <HR-PAYROLL-L@listserv.gmu.edu>)

To: HR-PAYROLL-L@listserv.gmu.edu

Clarification of the Governor's Message

The email below went out to all Instructional/Research and Administrative/Professional faculty this afternoon from J.J. Wagner Davis and David Wu. We wanted to share it with you in case you receive questions.

Dear Colleague,

On Tuesday, July 14, all salaried state employees including Mason's faculty and staff, received an email from Governor McAuliffe regarding the upcoming salary increase. The Governor's message, while well intended, does not provide a complete picture regarding the way the salary increase will be administered for instructional/research faculty and administrative/professional faculty at Mason. For the interest of clarity, we would like to share two documents that provide specific details regarding how the raise will be administered for faculty at Mason.

The May 15, 2015 "[2015 Faculty/Staff Performance Increases](#)" memorandum outlines the specifics, including timelines and terms for the salary increase for all Mason faculty and staff. Should you have any questions, there is also an [FAQ](#) available which may also be of assistance.

While the links above will provide all of the details we have available to date on the salary increase overall, we have also included some of the major points for the faculty increase below.

Final information on faculty raises should be available to your Vice President/Dean/Director in early August. We will also communicate with all faculty and staff regarding the increase at that time.

Sincerely,

Jennifer (J.J.) Wagner Davis
Senior Vice President

S. David Wu
Provost

Major Points for Faculty Increase

General Faculty Guidelines

- Units will receive a pool equal to 2% of their faculty assigned salary. The Vice President/Dean/Director will allocate increases of 1% of salary as a fixed increase for all faculty with satisfactory evaluations. The remaining funds will be for merit-based increases.
- For 12-month faculty, the effective date will be August 10, 2015 (paid September 1) and for 9-month faculty, the effective date will be August 25, 2015 (paid September 16). For bi-weekly administrative/professional faculty, the effective date will be August 10, 2015 (paid August 28, 2015).
- As this is a general increase authorized by the Commonwealth of Virginia, the increase applies to all eligible employees regardless of the funding source.

Faculty Eligibility Guidelines

- There is a maximum 1% base salary increase for any administrative and instructional faculty making over \$200,000.
- If a large salary increase has already been given within the last 12 months, the August 10th raise shall be \$0 with explanation.
- A new hire (effective February 10, 2015) may be given a .5% increase.
- Anyone hired or rehired after May 10, 2015 will not be eligible for the increase.

Links:

2015 Faculty/Staff Performance Increases

memorandum: <http://hr.gmu.edu/workforceplanning/documents/2015PerformanceIncreaseMemo.pdf>

Frequently Asked Questions: <http://hr.gmu.edu/workforceplanning/documents/FAQs-August2015SalaryIncrease.pdf>