**REVISED PROPOSAL FOR GEP 101 COMPENSATION USING “STEP SYSTEM” FORMAT**

After a consultation meeting with Dr. Terrell Galloway on 3/21/11, he proposed a format of a “step system” to address inequities in GEP 101 compensation. This proposed model would accomplish several goals: 1) It provides for an increase for everyone teaching the course; 2) Provides an additional incentive to attract a higher percentage of ranked faculty; and 3) It recognizes the value of our staff instructors, while also providing an appropriate differentiation for staff instructors who have an earned doctorate. The suggested breakdown by rank and classification is as follows:

|  |  |
| --- | --- |
| **Classification of Faculty/Staff** | **Compensation per section** |
| **Professors** | 3,200.00 |
| **Associate professors** | 2,800.00 |
| **Assistant professors** | 2,500.00 |
| **Instructors/non-tenure track** | 2,200.00 |
| **Per course** | 2,200.00 |
| **Staff with doctorate** | 2,500.00 |
| **Staff with masters** | 2,200.00 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Project Average Fall 2012 Step Model** | **per section** | **Proposed GEP compensation** | **Current GEP compensation** | **Proposed Fringe Benefits 32.5%** | **Current Fringe Benefits 31.4%** | **Totals on Proposed compensation** | **Totals on Current compensation** | **Additional Funds Needed for 2012** |
| **3 by professors** | 3,200 | 9,600 | 6,000 | 3,120 | 1,884 | 12,720 | 7,884 | 4,836 |
| **3 by associate professors** | 2,800 | 8,400 | 6,000 | 2,730 | 1,884 | 11,130 | 7,884 | 3,246 |
| **7 by assistant professors** | 2,500 | 17,500 | 14,000 | 5,688 | 4,396 | 23,188 | 18,396 | 4,792 |
| **19 instructors/non-tenure track** | 2,200 | 41,800 | 38,000 | 13,585 | 11,932 | 55,385 | 49,932 | 5,453 |
| **9 per course** | 2,200 | 19,800 | 18,000 | 6,435 | 5,652 | 26,235 | 23,652 | 2,583 |
| **2 by staff with doctorates** | 2,500 | 5,000 | 4,000 | 1,625 | 1,256 | 6,625 | 5,256 | 1,369 |
| **53 by staff with masters** | 2,200 | 116,600 | 106,000 | 37,895 | 33,284 | 154,495 | 139,284 | 15,211 |
| **Total sections taught: 96** |  | **218,700** | **192,000** | **71,078** | **60,288** | **289,778** | **252,288** | **$37,490** |