



Michigan
Technological
University

*MID-YEAR BASE BUDGET
ADJUSTMENT ALLOCATIONS*

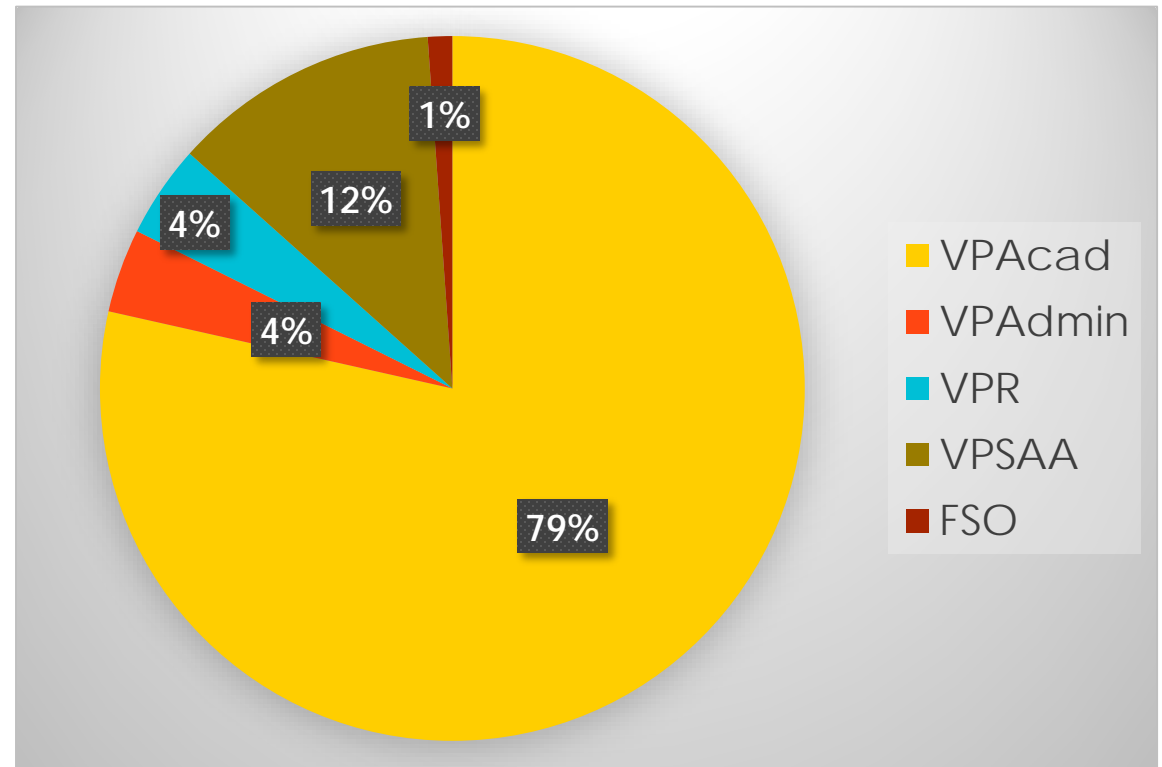
Allocations Across University

- ▶ **Total Mid-Year Base Budget Adjustment Pool**

- ▶ \$2,040,758

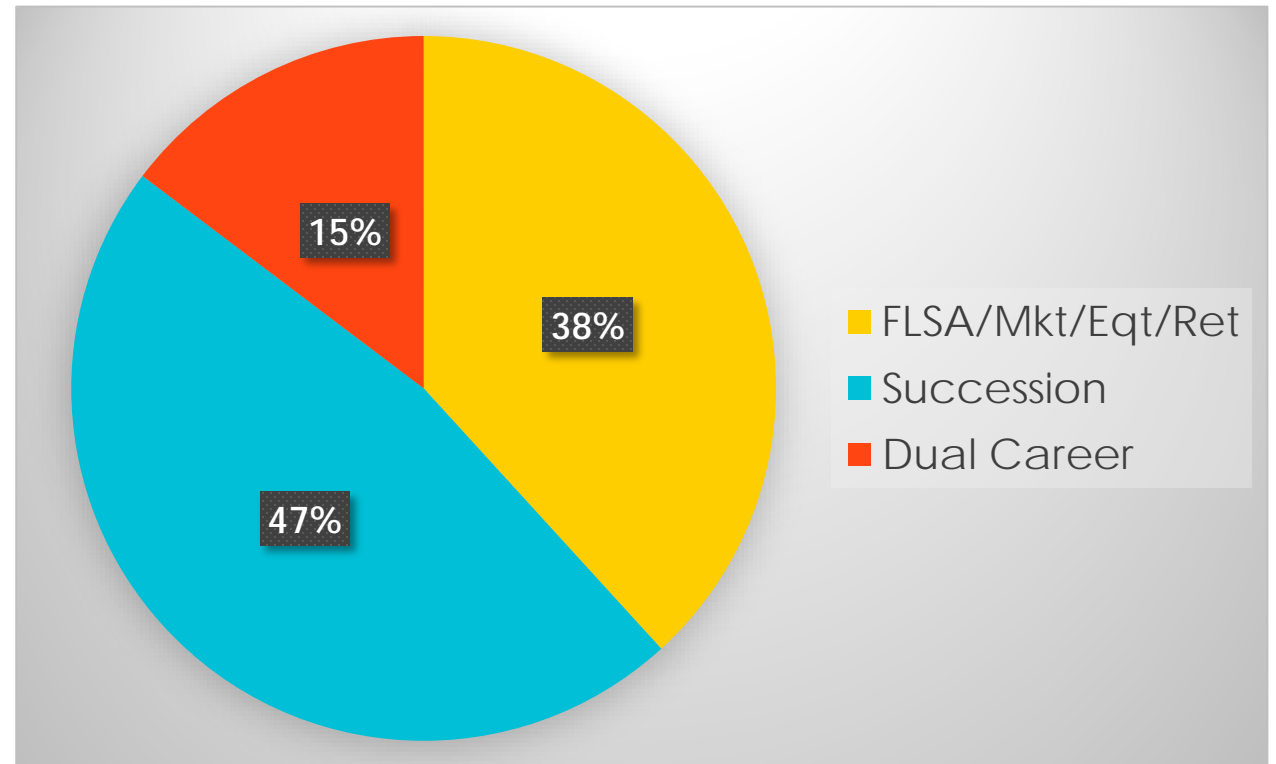
- ▶ **Allocations to Vice Presidents**

- ▶ VP Academic Affairs: \$1,602,308
 - ▶ VP Administration: \$78,588
 - ▶ VP Research: \$86,633
 - ▶ VP Student Affairs and Advancement: \$250,422
 - ▶ Financial Services Operations: \$22,807



Distribution of Retained

- ▶ **Total Retained from Base Budget Adjustment Pool by VPs**
 - ▶ \$680,253
- ▶ **Allocations**
 - ▶ FLSA/Merit/Equity/Retention: \$260,034
 - ▶ Succession Planning: \$320,219
 - ▶ Dual Career (VP Acad): \$100,000



Details

▶ **FLSA**

- ▶ \$913 minimum (per week) for exempt employees.
- ▶ Teaching exemption (and others) apply in some cases.

▶ **Marketplace/Equity/Retention**

- ▶ Address salary inequities
- ▶ Retain faculty and staff

▶ **Dual Career**

- ▶ Shared pool to support short-term financial support for partners of faculty
- ▶ Pilot-testing a “cost-share” model

▶ **Succession Planning**

- ▶ RSVP
- ▶ Searches

Salary Adjustments

Employee Type	Rank	Did Not Receive Adjustment	Received Adjustment	Salary Adjustments % (Includes FLSA adjustments)		
				Average	Min	Max
Executive/Academic Administrator/Staff		91	575	3.38	0.90	17.62
Tenured/Tenure Track Faculty		21				
	Professor		114	2.23	0.96	7.85
	Associate Professor		136	2.38	1.00	13.53
	Assistant Professor		82	2.54	1.25	8.07
Non-Tenure Track Faculty	Lecturer/Professor of Practice	7	60	2.61	0.93	6.19
Overall		119	967	2.66	0.90	17.62

These figures do not include lump sum for merit, faculty promotional increase adjustments, raises or bonuses which took place outside of the raise process, union increase adjustments, retention adjustments, or other promotion adjustments.