

Appendix A

Article XIII-A – Minimum Salary Formula as of July 1, 2006

Rank	Base	Rank Amount	Terminal Degree	Teaching Experience	Relevant Professional Experience
Professor	\$37,563	\$19,117	\$2,607	\$459	\$133
Associate Professor	\$37,563	\$12,575	\$2,607	\$459	\$133
Assistant Professor	\$37,563	\$6,165	\$2,607	\$459	\$133
Instructor	\$37,563	\$0	\$2,607	\$459	\$133

Model #19: Article XIII-A – Minimum Salary Formula

Rank	Base	Rank Amount	Terminal Degree	Teaching Experience	Relevant Professional Experience
Professor	\$37,563	\$21,000	\$6,000	\$800	\$800
Associate Professor	\$37,563	\$13,000	\$6,000	\$600	\$600
Assistant Professor	\$37,563	\$2,772	\$6,000	\$400	\$400
Instructor	\$37,563	\$0	\$6,000	\$400	\$400

Model #20: Article XIII-A – Minimum Salary Formula

Rank	Base	Rank Amount	Terminal Degree	Teaching Experience	Relevant Professional Experience
Professor	\$37,563	\$21,000	\$6,000	\$800	\$800
Associate Professor	\$37,563	\$14,000	\$6,000	\$500	\$500
Assistant Professor	\$37,563	\$2,772	\$6,000	\$400	\$400
Instructor	\$37,563	\$0	\$6,000	\$400	\$400

Model #26: Article XIII-A – Minimum Salary Formula

Rank	Base	Rank Amount	Terminal Degree	Teaching Experience	Relevant Professional Experience
Professor	\$37,563	\$22,000	\$5,500	\$650	\$650
Associate Professor	\$37,563	\$14,000	\$5,500	\$500	\$500
Assistant Professor	\$37,563	\$3,272	\$5,500	\$400	\$400
Instructor	\$37,563	\$0	\$5,500	\$400	\$400

Note: **Bold** cells indicate a change from the table immediately above.

Appendix B

Projected Salary Distribution on June 30, 2007

(includes September 1, 2006 Minimum Salary adjustments,
excludes PTR Alternative One, 2006 Promotions and Terminal Degree adjustments)

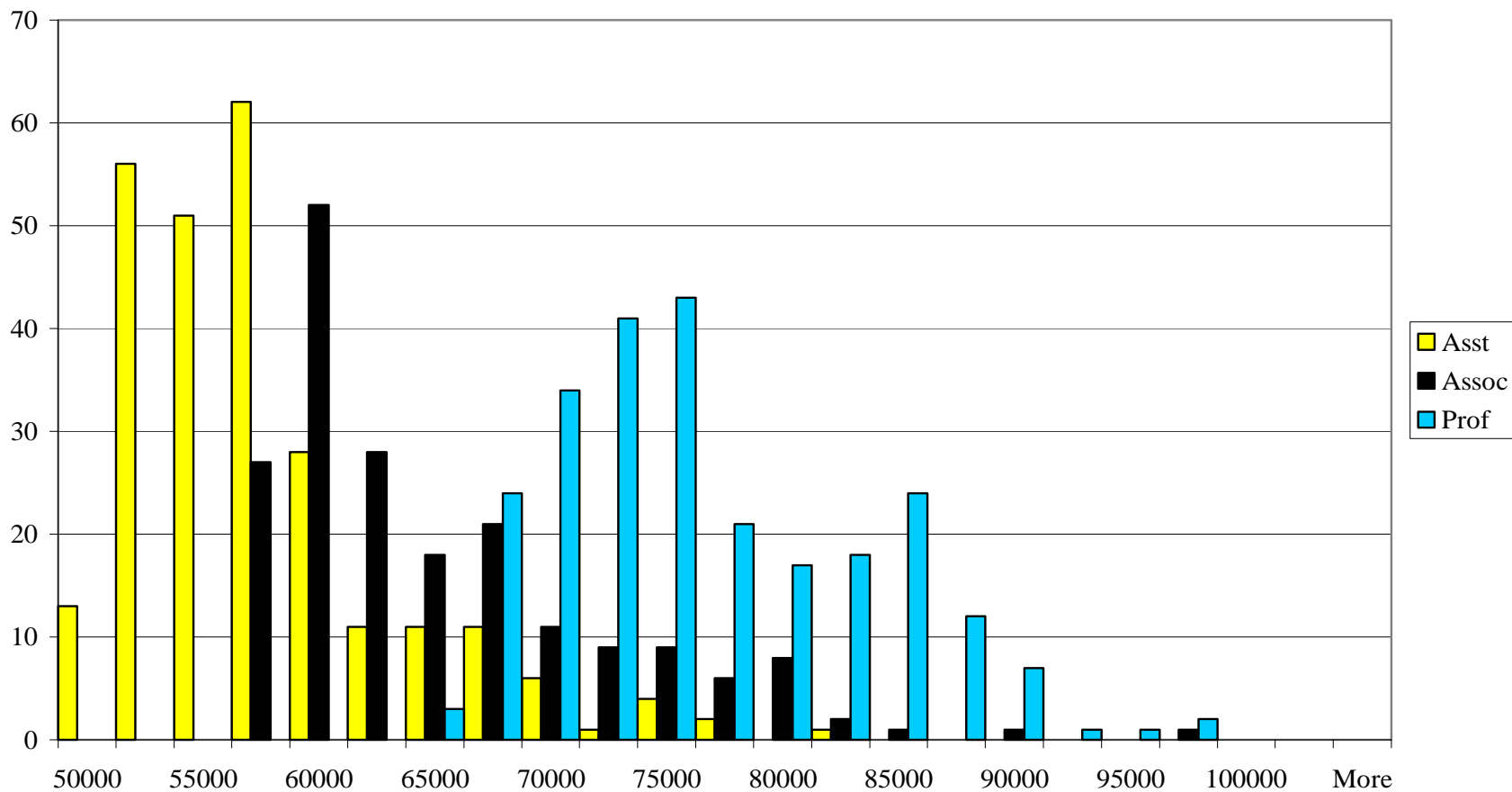


Chart 1

Model #19

**Rank Amounts: Asst = \$2,772, Assoc = \$13,000, Prof = \$21,000;
TD = \$6,000; Experience: Asst = \$400, Assoc = \$600, Prof = \$800**

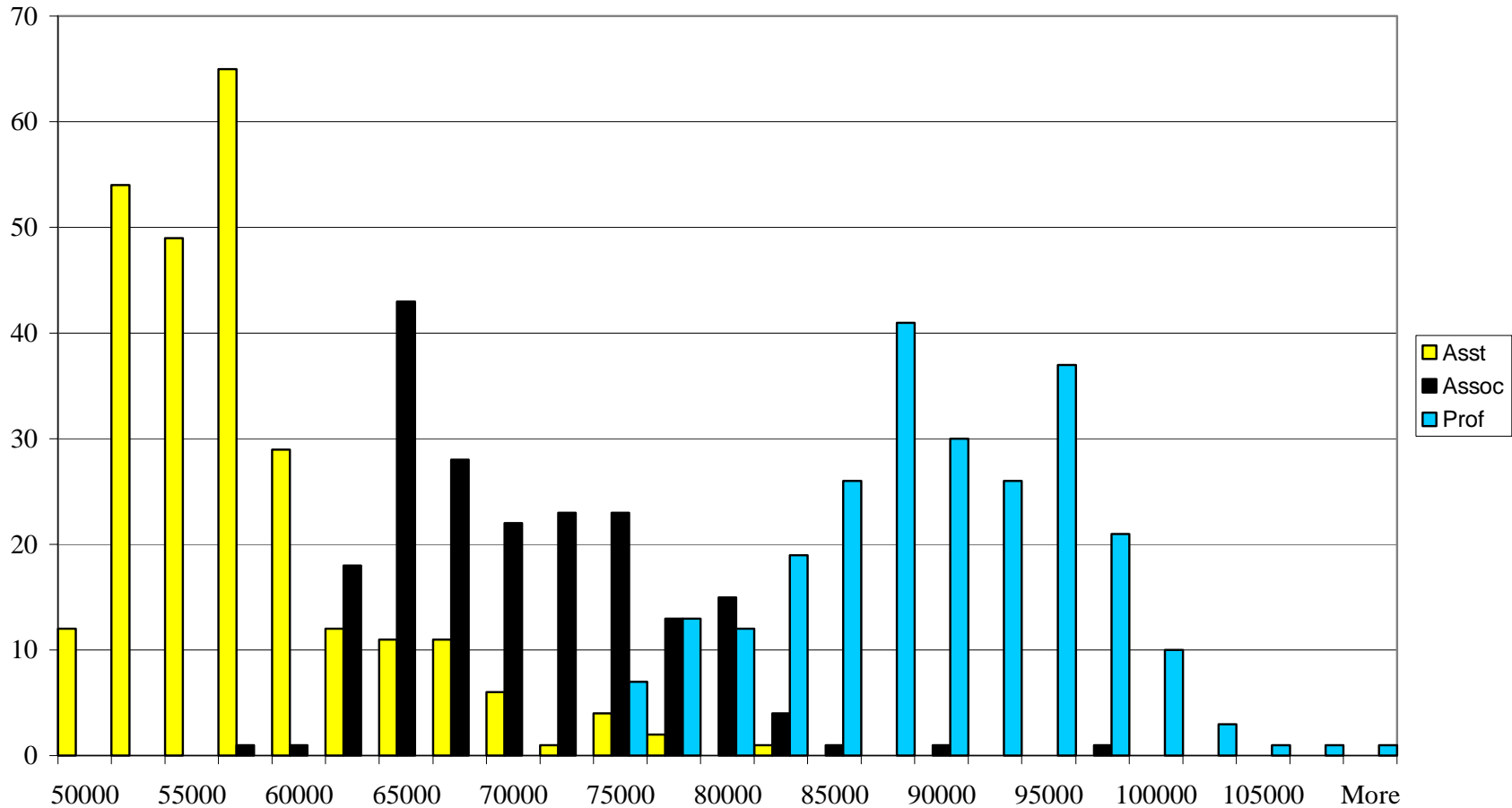


Chart 2

Model #20

**Rank Amounts: Asst = \$2,772, Assoc = \$14,000, Prof = \$21,000;
TD = \$6,000; Experience: Asst = \$400, Assoc = \$500, Prof = \$800**

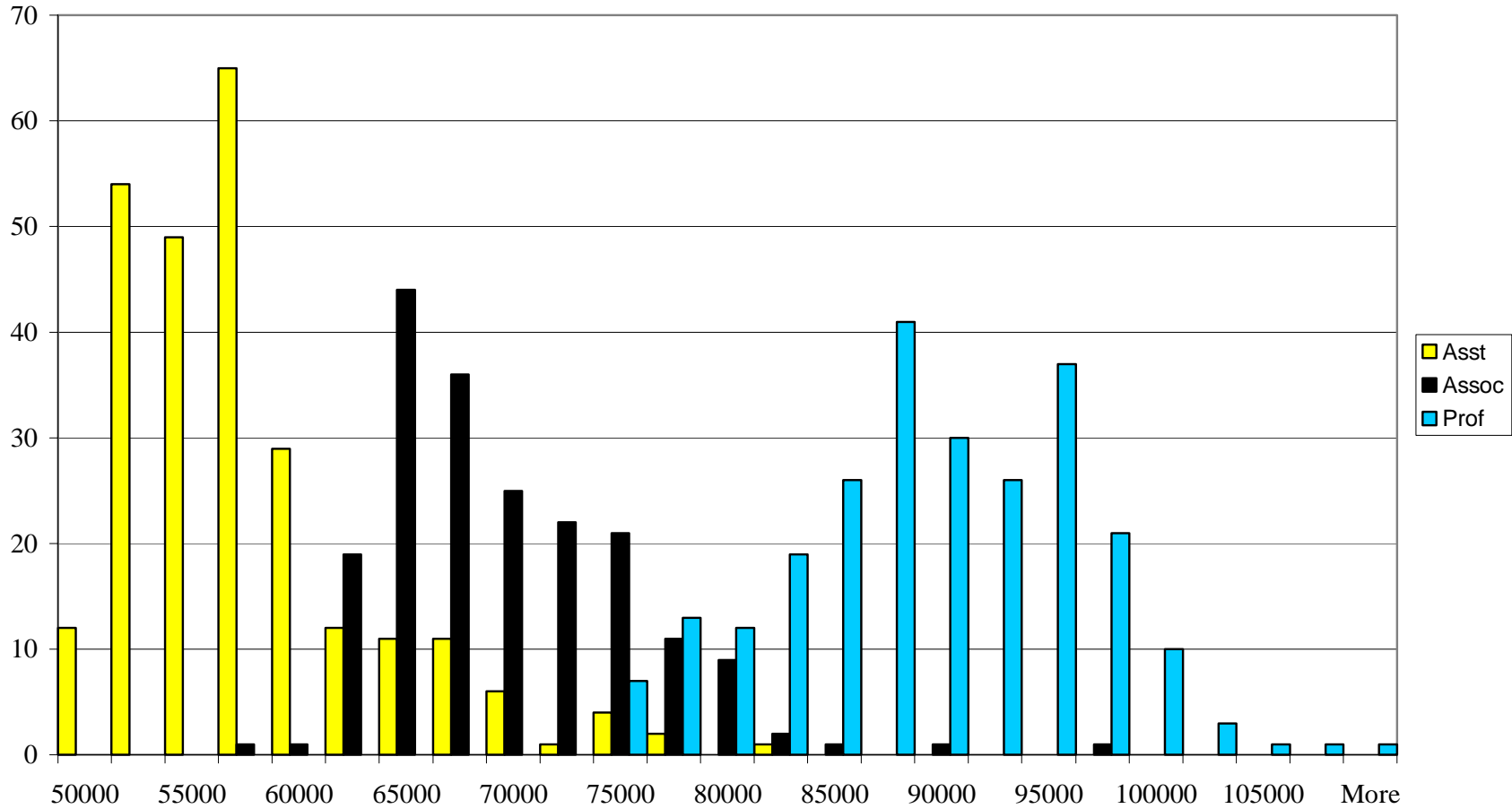


Chart 3

Model #26

**Rank Amounts: Asst = \$3,272, Assoc = \$14,000, Prof = \$22,000;
TD = \$5,500; Experience: Asst = \$400, Assoc = \$500, Prof = \$650**

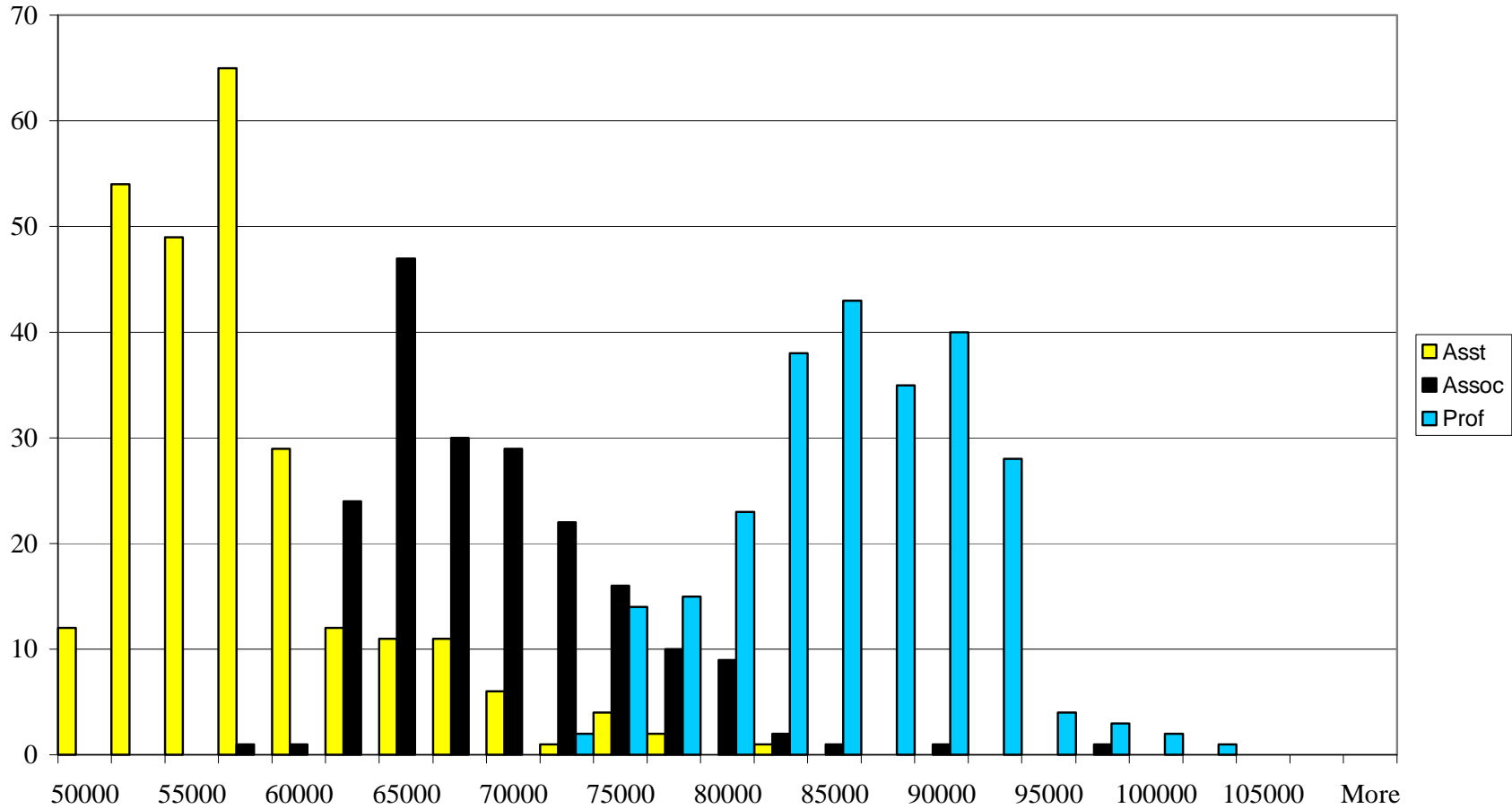


Chart 4

Appendix C

Impact of the Models on Faculty Salary Structure

Salary Structure as of July 1, 2006

Rank	Median (nearest \$100)	Average (nearest \$100)
Professor	\$73,500	\$75,200
Associate Professor	\$61,200	\$64,000
Assistant Professor	\$55,100	\$56,500
All Faculty Ranks	\$63,700	\$64,900

Model #19 – Estimated Cost = \$8,500,000

Rank	Median (nearest \$100)	Average (nearest \$100)	Estimated Percent Receiving Increase
Professor	\$88,000	\$88,100	98%
Associate Professor	\$68,000	\$69,200	85%
Assistant Professor	\$55,100	\$56,600	4%
All Faculty Ranks	\$68,000	\$70,800	60%

Model #20 – Estimated Cost = \$8,160,000

Rank	Median (nearest \$100)	Average (nearest \$100)	Estimated Percent Receiving Increase
Professor	\$88,000	\$88,100	98%
Associate Professor	\$67,000	\$68,400	78%
Assistant Professor	\$55,100	\$56,600	4%
All Faculty Ranks	\$67,500	\$70,600	58%

Model #26 – Estimated Cost = \$6,100,000

Rank	Median (nearest \$100)	Average (nearest \$100)	Estimated Percent Receiving Increase
Professor	\$84,100	\$84,200	96%
Associate Professor	\$66,600	\$68,000	78%
Assistant Professor	\$55,100	\$56,600	4%
All Faculty Ranks	\$67,300	\$69,100	57%

Appendix D

Impact of the Models on Librarian Salary Structure

Salary Structure as of July 1, 2006

Rank	Median (nearest \$100)	Average (nearest \$100)
Senior Librarian	\$71,200	\$72,300
Librarian	\$62,300	\$61,500
Associate Librarian	\$58,800	\$58,800
Other Librarian Ranks	\$45,200	\$46,600
All Librarian Ranks	\$55,800	\$57,300

Model #19 – Estimated Cost = \$130,000

Rank	Median (nearest \$100)	Average (nearest \$100)	Estimated Percent Receiving Increase
Senior Librarian	\$83,200	\$83,800	100%
Librarian	\$72,100	\$69,100	100%
Associate Librarian	\$58,800	\$58,800	0%
Other Librarian Ranks	\$45,200	\$46,600	0%
All Librarian Ranks	\$55,800	\$60,200	31%

Model #20 – Estimated Cost = \$120,000

Rank	Median (nearest \$100)	Average (nearest \$100)	Estimated Percent Receiving Increase
Senior Librarian	\$83,200	\$83,800	100%
Librarian	\$70,100	\$67,600	100%
Associate Librarian	\$58,800	\$58,800	0%
Other Librarian Ranks	\$45,200	\$46,600	0%
All Librarian Ranks	\$55,800	\$59,900	31%

Model #26 – Estimated Cost = \$95,000

Rank	Median (nearest \$100)	Average (nearest \$100)	Estimated Percent Receiving Increase
Senior Librarian	\$79,600	\$80,400	100%
Librarian	\$69,800	\$67,300	100%
Associate Librarian	\$58,800	\$58,800	0%
Other Librarian Ranks	\$45,200	\$46,600	0%
All Librarian Ranks	\$55,800	\$59,400	31%