

Faculty Salaries Resolution: Merit Pay
February 2015

Whereas, JMU has not offered faculty merit base salary increases in the last eight years, and

Whereas, many of our faculty, and especially our more senior faculty, have performed very meritoriously over the last eight years, and

Whereas, the *Daily News Record* (February 9, 2015) reported that the state legislature is currently considering offering salary increases to state employees, and

Whereas, the *Daily News Record* (February 23, 2015) reported that the state legislature has come to a preliminary budget agreement for the upcoming fiscal year that includes a 2% salary increase for state employees, and

Whereas, even if the state legislature does not offer salary increases in 2015, it will probably do so at some point in the future,

Be it resolved that the Faculty Senate of James Madison University recommends to the administration that

- (a) JMU utilize the next state sponsored salary increase to offer merit base-salary increases in accordance with the merit increase procedures in place within each academic unit, and
- (b) JMU plan to offer annual merit base-salary increases with some frequency in coming years regardless of state action in order to counter eight years of no merit increases.