

VIRGINIA COMMONWEALTH UNIVERSITY
2008-2009 Faculty Salary Increase and Bonus Award Authorizations

A. Faculty Salary Increase

The Governor and General Assembly authorized an average salary increase of 2.0% for teaching/research faculty and administrative/professional faculty, effective November 25, 2008. Salary recommendations are to be based on performance. The faculty member's performance evaluation serves as the justification for the salary recommendation.

B. Promotion

Salary adjustments will be made for faculty promoted in rank at the beginning of their contract term. Promotion rates will be: Professor \$2,500; Associate Professor \$1,500; and Assistant Professor \$1,000.

C. Bonus Awards

Full-time teaching/research faculty, including School of Medicine clinical faculty, and administrative/professional faculty are eligible to receive a bonus award. Bonus recommendations are to be based on performance. The faculty member's performance evaluation serves as the justification for the bonus recommendation.

As stipulated in the Faculty Bonus Award Policy, the school or division must have an approved Faculty Bonus Award Plan to recommend bonus payments for faculty. The Faculty Bonus Award Policy can be found at the following website: http://www.vcu.edu/provost/univ_policies/facultybonusaward20060209.pdf

D. Adjunct Faculty

Effective with the spring 2009 semester, adjunct faculty rates are authorized to increase by 2.0%. Departments must prepare PAF changes for the increase to be effective.

E. Graduate Assistants

Effective with the spring 2009 semester, graduate assistant annual rates are authorized to increase by 2.0%. Departments must prepare PAF changes for the increase to be effective.

F. School of Dentistry

School of Dentistry salary increase guidelines are in accordance with guidelines established for continuing faculty. Faculty practice earnings will be consistent with the Board of Visitors' approved limits.

G. School of Medicine

School of Medicine salary increases for faculty in the teaching/research salary group, as well as administrative/professional faculty, are in accordance with the guidelines established for continuing faculty. Continuation salaries for faculty in the MD and non-MD Clinical salary groups were approved by the Board of Visitors to be effective July 1, 2008 as detailed in the *Annual Salary Schedule for Medical School Faculty 2008-2009*.