

**EQUITY PROGRAM FOR ELIGIBLE ASSISTANT PROFESSORS**

The amount of Equity Increases for assistant professors will be based on consideration of the faculty member's salary (as of July 1, 2007) relative to the SSI max (as of July 1, 2007).

Assistant professors with salaries **AT OR ABOVE** the SSI max will receive a **Hire Date Award\***

*The **majority** of faculty members will fall into this category.*

*SSI counters will **not** need to be recomputed. Changes to salary, such as promotions posted after July 1, 2007, must be adjusted to take the new base into account.*

*There is a simple table that specifies the award amount for each hire year.*

END.

Assistant professors with salaries **BELOW** the SSI max will receive either a **Hire Date Award\*** OR **Benchmark Award\*\***

IF Hire Date Award + Salary is **Greater than** SSI Max, then will receive **Hire Date Award\***

END.

IF Hire Date Award + Salary is **Less than or =** SSI Max, then will receive **Benchmark Award\*\***

Now Compare: IF Benchmark Award is **less than** Hire Date Award, also will receive **One-time stipend of \$1,000**

END.

\*The amounts of the Hire Date Awards vary by hire years; the Hire Date Award for those hired in years 05-06 and 06-07 is \$0.

\*\*Assistant professors with salaries below the SSI MAX whose salaries are expected to be equal to the SSI MAX at the time of promotion as a result of the regular award of SSIs would have a Benchmark Award of \$0; however, they may be eligible for a one-time stipend.

**EQUITY PROGRAM FOR ELIGIBLE LIBRARIANS, COACHES, COUNSELORS**

Eligible librarians, counselors, and coaches will receive Hire Date Awards\*\*\*.

\*\*\*The amounts of the Hire Date Awards vary by hire years; the Hire Date Award for those hired in years 05-06 and 06-07 is \$0.