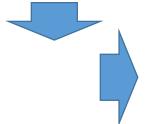
Faculty Salary Planning		
Equity		Merit
Promotions and Extraordinary Performance	Competition/Retention	UAB Merit Pool Direction
Promotions planned with compensation increases? Equity increases for high performers?	External forces creating the need for higher salaries or for retention compensation?	What direction has come from UAB on a merit pool?
Internal Equity	Market Data	Personal Performance vs. Established Goals
Compression or other issues that are causing compensation at any ranks not to be fair, creating the need for equity increases?	What are peer institutions paying? Where do we wish to position ourselves relative to these institutions? (NOTE: This should most relevant for retention)	In the aggregate, what is the amount of additional compensation that will come from merit increases?



- Salary rangesAdds to compensation lines