

Faculty Salary Planning

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

