



Auburn University

2020-2021

Merit, Supplement, and Promotion Guidelines

Main Campus

I. MERIT INCREASE ADJUSTMENTS

Due to economic uncertainty with future revenue sources, there will be no FY 2020-2021 Merit Increase pay adjustment.

II. ONE-TIME SUPPLEMENT PAYMENTS

Due to economic uncertainty with future revenue sources, we are not planning for a one-time pay supplement during FY20-21 at this time. Changing conditions could lead to a re-evaluation of this decision.

III. PROMOTIONS – JOB FAMILY AND FACULTY

Job Family Promotions and Faculty Promotions will be processed for FY 2020-2021.

Eligible Employees

- Tenure Track Faculty
- Non-tenure Track Faculty
- University Staff employees – currently in a job family title series below the highest title level who meet both eligibility and increased job content requirements)
- Administrative & Professional employees – currently in a job family title series below the highest title level who meet both eligibility and increased job content requirements)

Effective Date for Promotional Pay Adjustments

- October 1, 2020

Job Family Promotional Pay Adjustments

- Five percent (5%) pay increase for each increase in pay grade.

Faculty Promotional Pay Adjustments

- Ten percent (10%) increase to base salary –
 - Promotion to: **Senior Lecturer**
 - Promotion to: **Associate Professor**
 - Promotion to: **Associate Clinical Professor**
 - Promotion to: **Associate Research Professor**
- Twelve percent (12%) increase to base salary –
 - Promotion to **Full Professor**
 - Promotion to **Clinical Professor**
 - Promotion to **Research Professor**
 - Promotion to **Librarian IV**

IV. FRINGE BENEFIT RATES

- Full-time: 30.4%
- Part-time: 14.3%
- Graduate Students: 4.0%

V. AAES & ACES

Unless otherwise noted, AAES and ACES will follow the same guidelines.

VI. AUM

Guidelines for AUM will be distributed separately.