

COE Faculty Compensation Matrix (3/2008)

Rating Scale					
5	5.00+	4-	4.25- 3.95	2	2.85- 2.00
4+	4.95- 4.65	3+	3.90- 3.60	1	1.95- 0
4	4.60- 4.30	3	3.55- 2.90		

Pay Quartile Distributions		
Quartile	# Faculty	Percent
Q4	22	30.9859%
Q3	22	30.9859%
Q2	16	22.5352%
Q1	11	15.4930%

Performance Appraisal Results					
Perf	# Faculty	Perf	Perf	# Faculty	Perf
Category		Dist.	Category		Dist.
Five	14	19.7183%	Three-Plus	11	15.4930%
Four-Plus	9	12.6761%	Three	10	14.0845%
Four	10	14.0845%	Two	2	2.8169%
Four-Minus	15	21.1268%	One	0	0.0000%

Pay Quartile Distribution	Performance Appraisal Categories								Row Totals
	Five 19.72%	Four-Plus 12.68%	Four 14.08%	Four-Minus 21.13%	Three-Plus 15.49%	Three 14.08%	Two 2.82%	One 0.00%	
Q4									
31.0%									
Emp. %	4.2254%	5.6338%	2.8169%	7.0423%	2.8169%	7.0423%	1.4085%	0.0000%	30.9859%
Increase %	4.8000%	4.5500%	4.0500%	3.5500%	3.0500%	2.8100%	0.0000%	0.0000%	
Impact	0.2028%	0.2563%	0.1141%	0.2500%	0.0859%	0.1979%	0.0000%	0.0000%	1.1070%
#Fac	3	4	2	5	2	5	1	0	22
Q3									
31.0%									
Emp. %	7.0423%	2.8169%	2.8169%	7.0423%	7.0423%	2.8169%	1.4085%	0.0000%	30.9859%
Increase %	5.0500%	4.8000%	4.3000%	3.8000%	3.3000%	3.0500%	0.0000%	0.0000%	
Impact	0.3556%	0.1352%	0.1211%	0.2676%	0.2324%	0.0859%	0.0000%	0.0000%	1.1979%
#Fac	5	2	2	5	5	2	1	0	22
Q2									
23.0%									
Emp. %	2.8169%	1.4085%	8.4507%	4.2254%	2.8169%	2.8169%	0.0000%	0.0000%	22.5352%
Increase %	5.3000%	5.0500%	4.5500%	4.0500%	3.5500%	3.3000%	0.0000%	0.0000%	
Impact	0.1493%	0.0711%	0.3845%	0.1711%	0.1000%	0.0930%	0.0000%	0.0000%	0.9690%
#Fac	2	1	6	3	2	2	0	0	16
Q1									
15.0%									
Emp. %	5.6338%	2.8169%	0.0000%	2.8169%	2.8169%	1.4085%	0.0000%	0.0000%	15.4930%
Increase %	5.5500%	5.3000%	4.8000%	4.3000%	3.8000%	3.5500%	0.0000%	0.0000%	
Impact	0.3127%	0.1493%	0.0000%	0.1211%	0.1070%	0.0500%	0.0000%	0.0000%	0.7401%
#Fac	4	2	0	2	2	1	0	0	11
Column Totals	14	9	10	15	11	10	2	0	71
Totals	1.0204%	0.6120%	0.6197%	0.8099%	0.5254%	0.4268%	0.0000%	0.0000%	4.0141%

Total Budget Impact 4.0141%