Examples to Illustrate the Formula from §24.1.1
in the Article on Minimum Salaries

I. Examples for **Associate Professors** (that is, for those who will hold this rank during the 2008-9 academic year) on academic year appointments

The formula in question is

$$y = \begin{cases} m + \dfrac{M-m}{M-L} \cdot (x-L) & \text{if } x \text{ is less than } M \\ x & \text{if } x \text{ is greater than or equal to } M \end{cases}$$

where

L equals the lowest provisional base salary among all continuing Bargaining Unit Faculty Members who will hold the rank of Associate Professor for the academic year 2008-2009[1],
m equals \$61,790, and
M equals \$62,990.

As you see, the formula involves the number L, whose value will not be known until all other raises (merit, across-the-board, and promotion) are finalized. However, we *estimate* that L will be about \$52,900. Using that estimate, the above formula will read

$$y = \begin{cases} 61,790 + \dfrac{62,990 - 61,900}{62,990 - 52,900} \cdot (x - 52,900) & \text{if } x \text{ is less than } 62,990 \\ x & \text{if } x \text{ is greater than or equal to } 62,990 \end{cases}$$

which via a bit of arithmetic reduces to about

$$y = \begin{cases} 55,500 + 0.119 \cdot x & \text{if } x \text{ is less than } 62,990 \\ x & \text{if } x \text{ is greater than or equal to } 62,990 \end{cases}$$

To see how Article 24 applies, you must know x: your "provisional base salary," i.e., your salary for 2008-9 taking into account all other raises (merit, across-the-board, and promotion).

- For those who are just being promoted to Associate Professor, you could estimate x by multiplying your current (2007-8) academic year base salary by 1.10725.

- For those already in rank, multiply instead by 1.03.

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[1] with fiscal year provisional base salaries multiplied by 9/11 for purposes of determining L

These estimates of x are based on the assumption that everyone's merit raise will turn out to be 1% -- the average merit raise provided by Article 23.

Examples:

- If your provisional base salary x is $53,000, then your final base salary y will be   55,500 + 0.119·53,000, which equals about $61,802

- If your provisional base salary x is $60,000, then your final base salary y will be   55,500 + 0.119·60,000, which equals about $62,634.

- If your provisional base salary x is $63,000, then your final base salary y will also be $63,000.

In summary, if your provisional base salary is less than M ($62,990), then your final base salary will be higher than your provisional base salary and will be between m ($61,790) and M ($62,990); and otherwise, your final base salary will be the same as your provisional base salary.

II. Examples for **Professors** (that is, for those who will hold this rank during the 2008-9 academic year) on academic year appointments

The relevant formula is the same as the one shown at the very beginning of this note, but the values of L, m, and M are different.

For Professors, we estimate that L will be about $67,760; and Table A in Article 24 specifies that m and M will be $75,581 and $77,049 respectively. The formula will then read

$$y = \begin{cases} 64,876 + 0.158 \cdot x & \text{if } x \text{ is less than } 77,049 \\ x & \text{if } x \text{ is greater than or equal to } 77,049 \end{cases}$$

Examples:

- If your provisional base salary x is $68,000, then your final base salary y will be   64,876 + 0.158·68,000, which equals about $75,619

- If your provisional base salary x is $75,000, then your final base salary y will be   64,876 + 0.158·75,000, which equals about $76,725.

- If your provisional base salary x is $78,000, then your final base salary y will also be $78,000.

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