

**STATEMENT OF SALARY POLICY**  
Indiana University School of Informatics, IUPUI

**Revised – 9/16/2002**

**Revised – 1/11/2008**

**Approved – 1/11/08**

Salary and subsequent salary increases within the IU School of Informatics are important factors in rewarding and retaining productive faculty members. Written guidelines for implementing policies governing salary adjustments for faculty shall be accessible to the faculty, applied fairly and consistently, and every effort shall be made to recognize accomplishments of individual faculty members in the areas of teaching, research and service. Outlined below are the procedures that shall be followed to accomplish these goals.

1. Faculty performance shall be evaluated in accordance with established criteria for promotion and tenure, faculty annual summary reports and annual reviews as stated in the Indiana University Academic Handbook and in individual campus documents.
2. The Dean or designated Associate Dean is responsible for evaluating their assigned faculty on an annual basis.
3. The Dean or designated Associate Dean or Program Director, shall determine performance levels for each faculty member. The standards by which faculty members are evaluated are described in the CRITERIA FOR FACULTY ANNUAL PERFORMANCE EVALUATION, School of Informatics, IUPUI.

Salary increases will reflect a faculty member's performance evaluation, with Faculty performing at Unsatisfactory levels receiving a 0% increase and Faculty performing at Outstanding levels receiving a maximum salary increase.

Tenure-track faculty are evaluated on Teaching, Service, and Research. Faculty with Clinical appointments are evaluated on Teaching and Service. Lecturers are evaluated on Teaching and Service. For Clinical rank faculty who engage in Research & Creative Activity at an Outstanding level of performance, that area will contribute towards eligibility for a larger salary increase.

4. At the discretion of the Dean or designated Associate Dean, a portion of salary adjustment funds may be allocated to address special cases such as academic promotion, increased responsibility, equity deficit adjustments, recruitment and retention, or emergency salary-related situations.
5. Ultimate responsibility for salary adjustment recommendations rests solely with the Dean.
6. Faculty appeals of salary decisions shall be communicated to the Dean or designated Associate Dean for resolution. If the dispute cannot be settled, faculty members have available the grievance and appeals processes available on the campuses where they have their "tenure home."
7. This Statement of Salary Policy will be reviewed and endorsed at least annually by the IU School of Informatics faculty council.