

February 18, 2019

To: Deans



From: Craig H. Kennedy, Ph.D.  
Provost and Executive Vice President for Academic Affairs

RE: FY20 Allocation of AAUP Provost's Fund

This memorandum clarifies the FY20 allocation of the Provost Fund as described in Article 19.9A of the [AAUP collective bargaining agreement](#):

*Each year of the contract a General Fund pool shall be allocated to the Provost for making increases in base salary as he/she sees fit in order to retain faculty in the face of market competition, to address other salary disparities including but not limited to salary compression and inversion, to make equity adjustments, or recognize special achievement. Faculty may also apply for such increases on the basis of salary disparity, including equity, or recent promotions before commencement of this Agreement. Neither the allocation of the fund nor the individual awards made under it are grievable or arbitrable in any way. The pools for each year of this agreement shall be as follows:*

FY2018	\$300,000
FY2019	\$300,000
FY2020	\$300,000
FY2021	\$300,000

The Provost Fund in FY18 and FY19 was fully allocated (for increases effective August 23, 2017 and August 23, 2018 respectively). In each year, the fund was allocated to support one-third of the total cost of the increase with two-thirds funded by the respective school or college. Consistent with this practice, I will allocate the FY20 fund to support one-third of the total cost of any salary increase that I authorize under the auspices of the Provost Fund. This allocation will occur in two distinct phases:

1) Retention increases

I will consider individual salary increases for purposes of retention as they emerge throughout academic year 2018-19. In all cases, proposals for retention increases must be

presented to me directly by the dean of the relevant school or college. In the first instance, department heads should discuss retention cases with their dean.

Retention increases will be made **inclusive** of any other collective bargaining increases, including the 3.5% general wage increase and any merit that may be awarded during the merit process.<sup>1</sup> In accordance with the AAUP contract, any promotional increase will be applied after all other increases.

Given that competing offers typically begin at the commencement of the new academic year, approved retention increases will be effective August 23, 2019.

2) Non-retention increases

Article 19.9A contemplates salary increases for purposes of retention, compression and inversion, equity, special achievement, and any other salary disparity. Consistent with past practice, I will consider requests based on ‘special achievement’ in situations in which a faculty member has received a significant external acknowledgement such as a major prize or award.

I will consider proposals for non-retention based salary increases under the Provost Fund coincident with the summer 2019 merit cycle. My office will provide detailed guidance on this process in due course.

As a reminder, all increases to base faculty compensation must be explicitly approved, in advance, by the Provost.

Questions regarding this process can be directed to Bridget Inzirillo at [bridget.inzirillo@uconn.edu](mailto:bridget.inzirillo@uconn.edu).

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<sup>1</sup> GWI and merit will be funded according to the standard fund sources for these increases, in line with all other faculty GWI and merit increases; the total cost of the remaining portion of the retention increase will be funded 1/3 by the Provost Fund and 2/3 by the respective school or college. The Provost Fund will not be used to fund GWI or merit.