

Article VIII: PART TWO: FACULTY COMPENSATION PROGRAM (herein "FCP")

I. Criteria

To the extent of funds available as set forth in PART ONE, Sections II, III and IV of this Article VIII for the fiscal years identified therein, regular and enhanced salary increases will be awarded to faculty members, including those who have demonstrated recent and continuing excellence based on one or more of the criteria of teaching, scholarship, and service. **In addition, enhanced salary increases may be awarded to faculty members whose current compensation warrants special consideration on the basis of academic or professional contributions in comparison with compensation of colleagues of similar achievement in the department or discipline at large.**

II. Eligibility

- 1. The faculty member must have an appointment at Rutgers at the time of consideration for a salary increase and during the year for which the salary increase is made.**
- 2. All persons who are members of the faculty on June 30 and whose employment as faculty members continues beyond that date shall receive any regular increase for that year. All faculty members serving in a full-time position as of the second payroll in October and who continue to serve in such position through the following July 1, or who have served three years in a part-time position as of July 1, shall be eligible for consideration for an enhanced salary increase.**
- 3. With respect to a faculty member in his or her terminal year at Rutgers during the effective date of the salary increase, a regular increase shall be awarded but the faculty member is not eligible for an enhanced salary increase.**