



POLICY STATEMENT 57 SALARIES

POLICY DIGEST

Primary Monitoring Unit: Chancellor's Office
Initially Issued: January 27, 2004
Last Revised: none (format updated March 20, 2022)

I. INTRODUCTION

Salaries of employees are not permanent; they are determined by the University System, subject to the approval of the Board of Supervisors. Guidelines for salary increases are issued annually by the President of the LSU System and/or the Chancellor of LSU Eunice and are subject to the mandates and restrictions of the Louisiana Legislature and the State Division of Administration.

II. SALARY INCREASES

Salary increases occur as a result of promotions, across-the-board salary increases, equity adjustments, or from recognitions of merit.

III. PROMOTIONS

It is the policy of LSU Eunice to provide a special salary increase to recognize promotion. The increase will be in addition to raises related to general merit, equity adjustments, and across-the-board increases. If funds are not available to grant such increases or if constraints exist which make it impossible to do so, the faculty member will begin receiving the increase when funds are available. In the event a delay occurs in providing the promotion increase, no effort will be made to provide a "catch-up" amount or otherwise compensate faculty for the period during which the funds were not available. Salary increases for promotion in rank will conform to the following schedule:

- A. Faculty promoted from the rank of instructor to assistant professor will receive a \$1,000 increase.
- B. Faculty promoted from assistant to associate professor will receive a \$2,000 increase.
- C. Faculty promoted from associate to professor will receive a \$4,000 increase.

The criteria and procedures for promotion in academic rank are specified in detail in [LSU Eunice](#)

36 [Policy Statement No. 12.](#)

37 **IV. ACROSS-THE-BOARD SALARY INCREASES**

38 General salary increases to all faculty members on a fixed sum basis may be indicated at the
39 discretion of the Louisiana Legislature, the State Division of Administration, the President of the
40 University System, and/or the Chancellor of LSU Eunice.

41 **V. MERIT INCREASES**

42 Merit increases are the result of distinguished service and superior achievement. Each member
43 of the faculty and staff is evaluated annually. Faculty are evaluated on the basis of their
44 professional and scholarly contributions to the institution and its programs. The criteria used in
45 the annual evaluation are the basis for merit increases.

46 For faculty, each academic unit (division) will be responsible for designing a merit evaluation
47 plan appropriate to the unit. The initial plan, as well as any subsequent modification of the plan,
48 must be approved by a $\frac{2}{3}$ majority of the faculty in the unit. Upon its acceptance (or subsequent
49 modification), the plan will be published and distributed to all faculty members of the unit at the
50 beginning of each academic year. In addition, a copy of the plan shall be placed on file in the
51 unit office, the Office of Academic Affairs, and the library.

52 When unit heads are informed that funds are available for merit increases, they must follow the
53 unit guidelines in recommending increases for the faculty in their unit. The faculty must be
54 informed individually of the recommendations for merit pay increases at the time they are made.

55 **VI. EQUITY SALARY ADJUSTMENTS**

56 Equity salary adjustments are provided to correct inequities of salaries caused by varying initial
57 salary levels and changing market salary requirements for new personnel.