

	Average Spike Plan (ASP)			
Description	Tenure/Tenure-Track salaries are dependent upon an average of the CUPA data by college/school and by rank. Instructor salaries are at the average level from CUPA data. (Note: If current salary is above this value, there is a "do no harm" clause in place. Instead, a 1% raise is given)			
	Instructor	Assistant	Associate	Full
CAS/CEC	\$57,717	\$59,222	\$67,027	\$80,857
HIMSE	\$57,717	\$75,936	\$84,141	\$102,234
SOB	\$57,717	\$72,853	\$78,381	\$92,181
			Total Cost*:	\$839,634
Including the +25% "Fudge Factor" needed for benefits, etc. ==>				\$1,049,543

*The effects from non-9-month and non-full-time contracts, as well as all standard Instructor, Assistant Professor, Associate Professor, Full Professor, and Visiting Professor contracts have been accounted for in this calculation.

