



2024-2025

FACULTY COMPENSATION PROGRAM (FCP)

**Office of University Labor Relations
Friday, October 27, 2023**

OVERVIEW AND TIMELINE

AAUP-AFT Collective Negotiations Agreement

Article 8, PART ONE



\$5,035 ATB	3.5% ATB	**** FCP ****	3.5% ATB
2022-23	2023-24	2024-25	2025-26

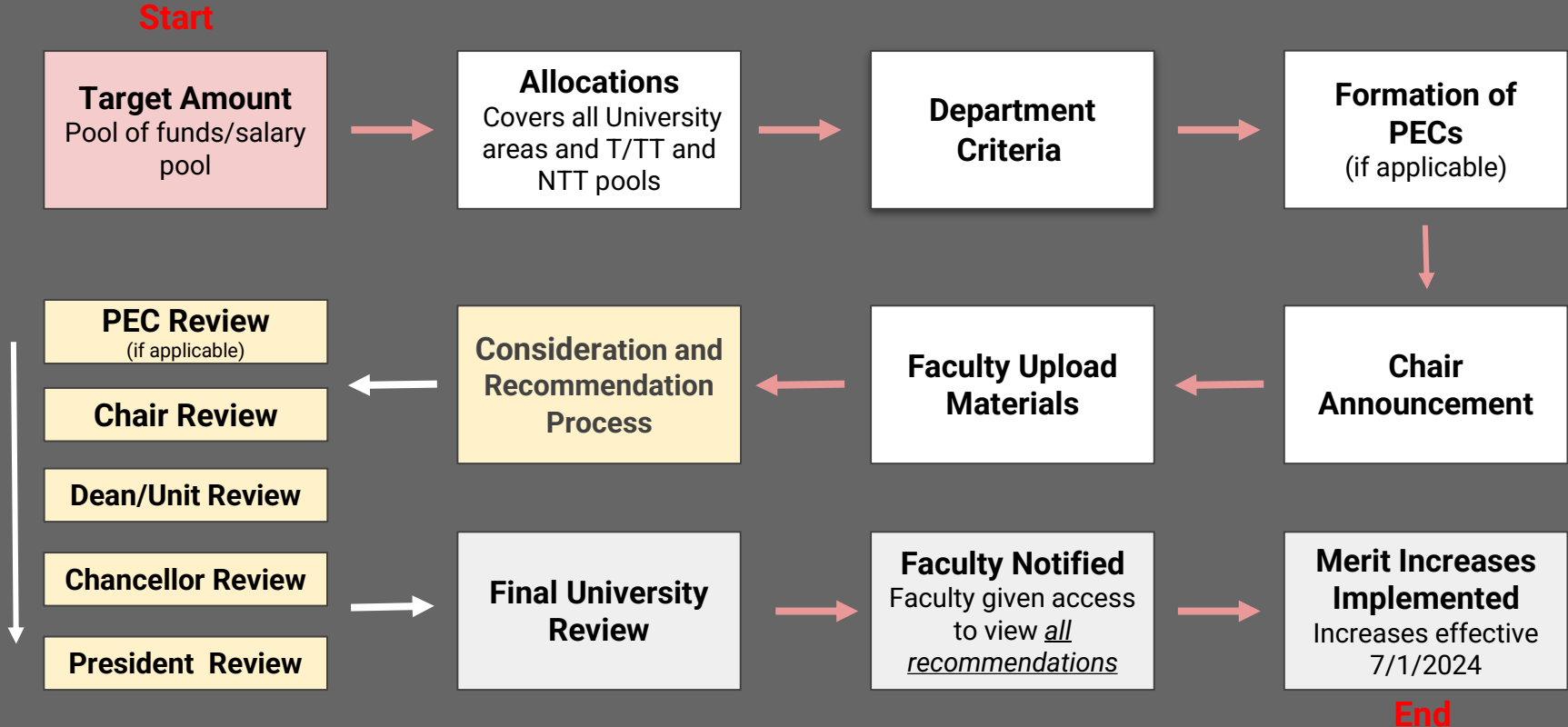
Faculty Salary Provisions

Article 8, PART TWO

FACULTY COMPENSATION PROGRAM (“FCP”)

Merit Salary Increases
(up to 10% increase to base salary)

FCP Overview



Timelines for FY 2023/2024

November

- *Formulation and promulgation of department statement of criteria
- *Announcements by chairs
- *Formation of PECs
- *Total Pool and Allocations

Nov '23

January - May

- *PEC recommendations (if applicable)
- *Chair recommendations
- *Dean/Head of Unit recommendations
- *Chancellor recommendations
- *President/EVPAA recommendations

Jan '24 → through →

May '24

June

- *Final University review
- *Payroll preparation
- *Access provided to users to pull reports

Jun '24

Jul '24

December

- *FCP online platform opens to faculty: 11/27/2023 - 12/20/2023
- *Upload of faculty materials during same time

May

- *University review of recommendations
- *Chancellors and deans conduct review of final recommendations

July

- *Access provided to faculty to review all levels of recommendations
- * Merit increases implemented (increases effective 7/1/2024)

**We will be
covering:**

Section 1: Salary Pool

Section 2: Criteria for Awards

Section 3: Faculty Eligibility and Award Requirements

Section 4: PEC Formation

Section 5: November 2023 Kickoff

Section 6: Consideration and Recommendation Process

Section 7: FCP Online Software

Section 8: Conclusion of the Process

1.

SALARY POOL

Total Amount of Merit Salary Increases

Salary Pool for FY 2024-2025 FCP Merit Increases

3.25% of total unrestricted
faculty salary base as of
October 27, 2023 (second
payroll of October 2023)

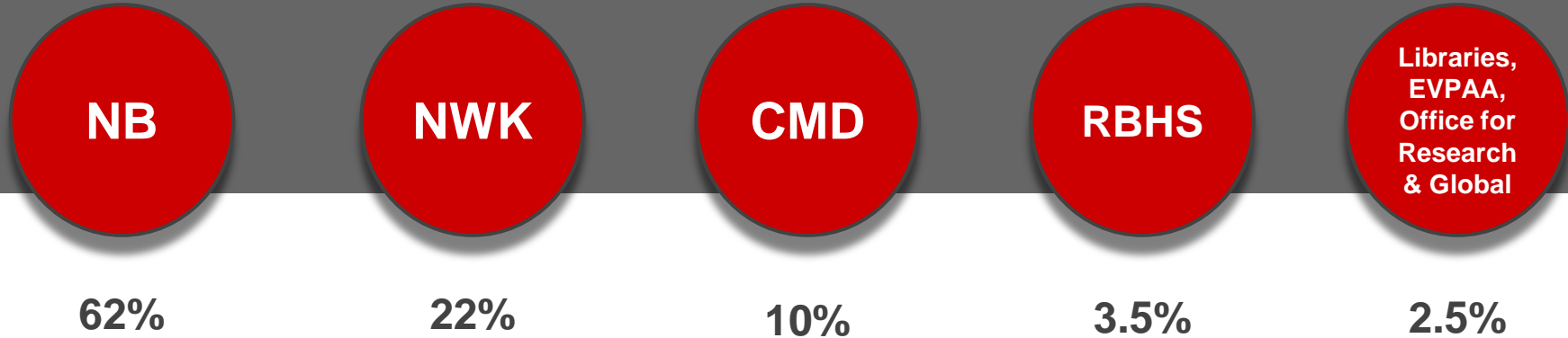
Unrestricted Funds Exclude:

- Auxiliary funds
- Grants
- Endowments
- Federal Appropriations

FY 2020-2021 FCP

(Prior Round)

Salary Pool ~ \$11.3 million*



2024-2025 Salary pool and allocations to be released in November 2023

**This figure is based on 3% of total unrestricted faculty salary base for the FY 2020-2021 FCP.*

Dividing the Pool Funds

Each Area's Pool funds must be proportionately divided between

Tenure and
Tenure-Track
Pool

Non-Tenure
Track Pool

**Except 5% of total funds → President's Reserve*

Awarding the Pool Funds

80% of NTT
Pool must be
used for NTT
awards

80% of T/TT
Pool must be
used for
T/TT awards

Up to 20% of
either pool
may be used
for other pool

Allocations and Awards → OBLIGATION

School/Unit and Campus Allocations: Set Aside Program Funds

Deans:

May set
aside up to
10% of
school/unit
allocation

Chancellors:

May set aside
up to 5% of
campus
allocation

Assist with recommending or awarding increases to chairs or faculty whose assignments occur outside of the standard decanal unit or who in the judgment of dean or chancellor warrant a merit salary increase

Salary Pool/Allocations in the FCP Online System

- ❖ The FCP online system allows chancellors, deans/heads of units and departments/divisions to:
 - *Track the spend down of the TT and NTT pools; and*
 - *Verify totals of recommendations made that impact unrestricted funds, as well as grants and other funds.*

(FCP Online System Continued)

ALLOCATIONS

SPEND DOWN

As recommendations are made, the numbers below will change so that spend down is tracked.

TT Pool	Awarded Unrestricted TT	Remaining TT Pool	Meets 80% TT Pool	NTT Pool	Awarded Unrestricted NTT	Remaining NTT Pool	Meets 80% NTT Pool	Total Awarded Unrestricted	Total Awarded Grants/Other
N/A	\$ 55,753.12	N/A	N/A	N/A	\$ 32,663.04	N/A	N/A	\$ 91,116.16	\$ 0.00

ASSIGN ALLOCATIONS

Allocation (TT)

Allocation (NTT)

Set Allocations

ASSIGNED ALLOCATIONS

No allocations set for this department. Showing allocations

[Redacted]

[Redacted] Rutgers [Redacted]

	Assigned	Child Totals	Remaining
TT	\$686,679.00	\$	\$686,679.00
NTT	\$248,393.00	\$	\$248,393.00

REPORTS

- [Award Recommendations](#)
- [Award Detail](#)

DEPARTMENT DOCUMENTS

Update

Upload documents below and click the update button to confirm.

Choose File No file chosen

Remove

+ Add another file

(FCP Online System Continued)

- ❖ OULR will email allocations to chancellors at the end of November 2023.
- ❖ OULR's email will provide instructions for chancellors to deduct their set aside amounts and email OULR the amounts of the T/TT and NTT pools allocated to each of their schools or units, as well as instructions for disseminating allocations to their schools and units.

(FCP Online System Continued)

- ❖ OULR's email will also provide instructions for deans and heads of unit who opt to assign their allocations to their reporting departments. In such case, deans and heads of unit will need to enter the allocations for their reporting departments in the FCP online system.
- ❖ The screenshots on the following slides provide guidance regarding how schools and units may enter departmental allocations in the FCP online system and will be included in OULR's email.

Faculty Compensation

10 [redacted] Dean's Office

<- - - - -Select your Dean/Director office to open page

Welcome to the Faculty Compensation Program.

- [Faculty List](#) - View a list of faculty members.

RUTGERS
Faculty Compensation Program

Home Faculty List Assigned Departments
Logged in as [redacted]

ALLOCATIONS

SPEND DOWN

TT Pool	Awarded Unrestricted TT	Remaining TT Pool	Meets IDS TT Pool	NTT Pool	Awarded Unrestricted NTT	Remaining NTT Pool	Meets IDS NTT Pool	Total Awarded Unrestricted	Total Awarded Grants/Other
\$150,000.00	\$0.00	\$150,000.00	No	\$15,000.00	\$0.00	\$15,000.00	No	\$0.00	\$0.00

ASSIGN ALLOCATIONS

You don't have permissions to assign allocations to this department.

The allocations assigned by the Chancellor appear here. --->

The remaining balance will decrease as you assign allocations to your departments.

	Assigned	Child Totals	Remaining
TT	\$150,000.00	\$0.00	\$150,000.00
NTT	\$15,000.00	\$0.00	\$15,000.00

DEPARTMENT DOCUMENTS

Upload documents below and click the update button to confirm.

Browse... No file selected.
 X Remove

+ Add another file

HIERARCHY

PARENT DEPARTMENTS

- 00000 Rutgers University
 - 10 [redacted] Chancellor's Office

CHILD DEPARTMENTS

- 10 [redacted] Dean's Office

ALL PEC MEMBERS

The following users are assigned to the PEC for this department or a parent department:

<-----Select a department to open the department's page.

Department page

ALLOCATIONS

SPEND DOWN

TT Pool	Assigned (Unrestricted TT)	Remaining TT Pool	Spends 0%	TT Pool	NTT Pool	Assigned (Unrestricted NTT)	Remaining NTT Pool	Spends 0%	NTT Pool	Total Assigned (Unrestricted)	Total Assigned Grants/Other
No allocations set for [redacted] spend-down cannot be calculated.											

ASSIGN ALLOCATIONS

Allocation (TT)

Allocation (NTT)

Enter TT and NTT pools in boxes above, then click "Set Allocations." Do not enter commas.

Please enter "0" if a department is receiving zero dollars for one of their pools. Boxes cannot be left empty.

ASSIGNED ALLOCATIONS

No allocations set for this department. Showing allocations for closest parent department.

10 [redacted]

	Assigned	Child Totals	Remaining
TT	\$150,000.00	\$0.00	\$150,000.00
NTT	\$15,000.00	\$0.00	\$15,000.00

DEPARTMENT DOCUMENTS

Upload documents below and click the update button to confirm.

No file selected.

[+ Add another file](#)

HIERARCHY

PARENT DEPARTMENTS

- 00000 Rutgers University
 - 10 [redacted] Chancellor's Office
 - 10 [redacted] Dean's Office

CHILD DEPARTMENTS

There are no departments that report to this one.

ALL PEC MEMBERS

The following users are assigned to the PEC for this department or a parent department:

Home Faculty List Assigned Departments * Logged in as [redacted]

Dean's Office [redacted]

ALLOCATIONS

SPEND DOWN

TT Pool	Awarded Unrestricted TT	Remaining TT Pool	Months BKS TT Pool	NIT Pool	Awarded Unrestricted NIT	Remaining NIT Pool	Months BKS NIT Pool	Total Awarded Unrestricted	Total Awarded Grants/Other
\$150,000.00	\$0.00	\$150,000.00	Yes	\$15,000.00	\$0.00	\$15,000.00	Yes	\$0.00	\$0.00

ASSIGN ALLOCATIONS
You don't have permissions to assign allocations to this department.

The totals will adjust as allocations are assigned to "child" departments.

ASSIGNED ALLOCATIONS

	Assigned	Child Totals	Remaining
TT	\$150,000.00	\$5,000.00	\$145,000.00
NIT	\$15,000.00	\$1,000.00	\$14,000.00

DEPARTMENT DOCUMENTS

Upload documents below and click the update button to confirm.

No file selected.

[+ Add another file](#)

HIERARCHY

PARENT DEPARTMENTS

- 00000 Rutgers University
 - [redacted] Chancellor's Office

CHILD DEPARTMENTS

- 10 [redacted] Dean's Office

ALL PEC MEMBERS

The following users are assigned to the PEC for this department or a parent department:

For the "dean's holdback", please be sure you have the appropriate amount displayed in the "Remaining" column.

RUTGERS
Faculty Compensation Program

Home Faculty List Assigned Departments Logged in as: [redacted]

Department page

ALLOCATIONS

SPEND DOWN

TT Pool	Assigned Unrestricted TT	Remaining TT Pool	Month 001 TT Pool	NTT Pool	Assigned Unrestricted NTT	Remaining NTT Pool	Month 001 NTT Pool	Total Recorded Unrestricted	Total Recorded Grants/Other
\$5,000.00	\$0.00	\$5,000.00	No	\$1,000.00	\$0.00	\$1,000.00	No	\$0.00	\$0.00

ASSIGN ALLOCATIONS

Allocation (TT) Allocation (NTT)

Set Allocations

ASSIGNED ALLOCATIONS

	Assigned	Child Totals	Remaining
TT	\$5,000.00	\$0.00	\$5,000.00
NTT	\$1,000.00	\$0.00	\$1,000.00

DEPARTMENT DOCUMENTS

Upload documents below and click the update button to confirm.

No file selected. ✖ Remove

+ Add another file

Update

HIERARCHY

PARENT DEPARTMENTS

- 00000 Rutgers University
 - o 10 [redacted] Chancellor's Office
 - o [redacted] Dean's Office

CHILD DEPARTMENTS

There are no departments that report to this one.

ALL PEC MEMBERS

The following users are assigned to the PEC for this department or a parent department:

<----The departmental allocation will appear here once saved.

Return to the Dean/Director page to continue entering allocations for other departments.
 <----Click here to return to your list of departments.



Takeaway for Section 1

- A school's/unit's entire allocation must be used for merit increases.
- **In late November 2023**, OULR will email allocations to all chancellors with instructions for emailing OULR the amounts of the T/TT and NTT pools allocated to each of their schools or units and disseminating allocations to their deans and heads of units.

2.

CRITERIA FOR MERIT INCREASE AWARDS

Collective Negotiations Agreement and
Department Criteria

Collective Negotiations Agreement Criteria

Demonstrated recent and continuing excellence based on one or more of the criteria of “teaching, scholarship, and service”

AND/
OR

Compensation warrants special consideration on the basis of “academic and professional contributions” in comparison with colleagues*

**The agreement specifies that such contributions are in comparison with compensation of colleagues of similar achievement in the department or discipline at large.*

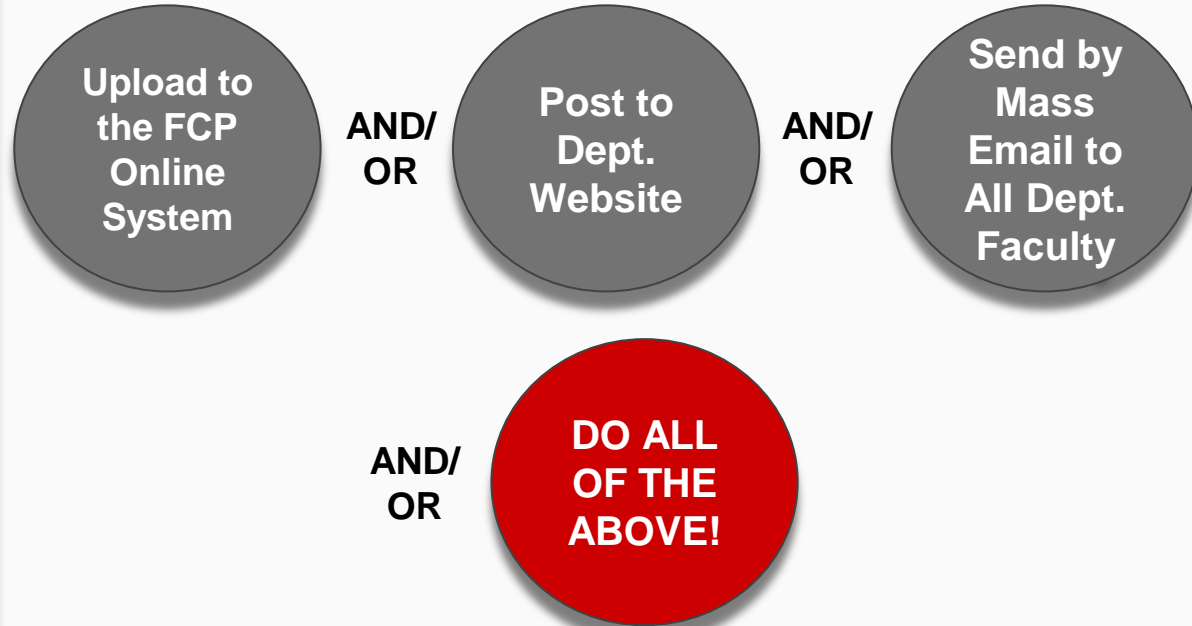
Department Criteria

- **Department statement of specific criteria for tenure and tenure-track (TT) pool and NTT pool and application of criteria**
- **Must be consistent with contract criteria**
- **Developed prior to start of process for consideration (prior to chair announcement)**



Promulgate Department Criteria

Department Criteria



Department Criteria in the FCP Online System

- ❖ Departments may opt to upload their criteria to the FCP online system. Please see section in red circle below.

ALLOCATIONS

SPEND DOWN

TT Pool	Awarded Unrestricted TT	Remaining TT Pool	Meets 80% TT Pool	NTT Pool	Awarded Unrestricted NTT	Remaining NTT Pool	Meets 80% NTT Pool	Total Awarded Unrestricted	Total Awarded Grants/Other
N/A	\$ 55,753.12	N/A	N/A	N/A	\$ 32,663.04	N/A	N/A	\$ 91,116.16	\$ 0.00

ASSIGN ALLOCATIONS

Allocation (TT)

Allocation (NTT)

Set Allocations

ASSIGNED ALLOCATIONS

No allocations set for this department. Showing allocations for closest parent department.

10045: Rutgers Business School-Nwk

	Assigned	Child Totals	Remaining
TT	\$686,679.00	\$	\$686,679.00
NTT	\$248,393.00	\$	\$248,393.00

REPORTS

- Award Recommendations
- Award Detail

DEPARTMENT DOCUMENTS

Upload documents below and click the update button to confirm.


No file chosen ✕ Remove

[+ Add another file](#)

Takeaway for Section 2



- **During 11/1/2023 through 11/7/2023**, departments will formulate and promulgate their department statement of criteria for each pool.
- After promulgating the department criteria for each pool, chairs will announce, **by no later than 11/7/2023**, that faculty may submit materials for consideration.

A dark, blurred background image of a laptop screen displaying a line graph and a pie chart. The line graph shows data points connected by lines, with a label '19.0%' visible. The pie chart is partially visible below the graph. The overall scene is dimly lit, focusing on the text overlay.

3. FACULTY ELIGIBILITY AND AWARD REQUIREMENTS

Eligibility Requirements and Award Amounts

Eligible Faculty

**AAUP-AFT faculty
unit member***

*(Excludes Legacy
AAUP-BHSNJ
faculty)*

**Full-Time Faculty in
AAUP-AFT position as
of October 27, 2023**

OR

**Part-Time Faculty in
AAUP-AFT position for
3 consecutive years as
of July 1, 2024**

**Continue to
serve in full-
time or part-
time AAUP-AFT
position until
the date of
payment**

**This does not include PTLFC unit members.*

Ineligible Faculty



- **Participates in FTTRP**
- **Is in terminal year**
- **Opts not to be considered**
- **Does not submit materials**

Awards based on salary as of 6/30/2024

Award Amount

**AT LEAST 1% of base
salary or \$500, whichever
is less,**

AND

UP TO 10% of base salary

Awards to base salary, effective 7/1/2024

Eligibility Status in the FCP Online System

- ❖ During mid-November 2023, OULR will send an email to all schools and units advising that faculty names have been uploaded to the FCP online platform for schools and units to review and determine eligibility by the date specified.
- ❖ OULR's email will provide instructions for entering eligibility information for each faculty member in the online system.
- ❖ The screenshots on the following slides provide guidance regarding how schools and units may enter eligibility status and will be included in OULR's email.

FUNDING SOURCES *AS OF 1/15/2020*


Fund allocations listed in green are **unrestricted** and will be used to calculate against departmental allocations during the recommendation phase.


Funding HR Department	UDO	Fund Type	Fund Group	Percentage	Award Distribution
10050: RBS - Marketing	520.5020.5548	100: Unrestricted Operating General	Unrestricted	100.00%	\$6,840.00

ELIGIBILITY

Reason: A - Eligible

Eligibility can be determined/updated. Select the Faculty member's eligibility from the drop down box.

A - Eligible 

Notes 

Determine Eligibility

After clicking on the pencil icon to the left of a faculty member's name, eligibility status can be entered in the box below by clicking on the arrow in the first box.

+ Add another file

RECOMMENDATION DOCUMENTS (DEAN)

Update

Choose File No file chosen

 Remove

+ Add another file

RECOMMENDATION DOCUMENTS (CHANCELLOR)

Update

Choose File No file chosen

 Remove

+ Add another file

FUNDING SOURCES AS OF 1/15/2020

Fund allocations listed in green are **unrestricted** and will be used to calculate against departmental allocations during the

- A - Eligible
- B - Ineligible: Opted out of consideration
- C - Ineligible: Submitted no materials for consideration
- D - Ineligible: Full-time member appointed after 10/27/2023
- E - Ineligible: Less than 3 years part-time service as of 7/1/2024
- F - Ineligible: Terminal year (Faculty in a 12-month employment extension after an Article X grievance or Article XIII appeal)
- G - Ineligible: Participant in FTTRP
- H - Ineligible: Other – (insert justification) Please note that selection of "Ineligible: Other" is subject to final University approval.

Select the applicable eligibility status for the faculty member selected.

A - Eligible

Notes

Determine Eligibility

+ [Add another file](#)

RECOMMENDATION
DOCUMENTS (DEAN)

Update

Choose File No file chosen



Remove

+ [Add another file](#)

RECOMMENDATION
DOCUMENTS (CHANCELLOR)

Update

Choose File No file chosen



Remove

+ [Add another file](#)

Takeaway for Section 3



- **During mid-November 2023**, OULR will email all schools and units and advise that faculty names have been uploaded to the FCP online system for schools, units and departments to review by the date specified.
- OULR's email will provide instructions for entering eligibility status.

4.

PEC FORMATION

Departmental Peer Evaluation Committee (PEC)

PEC Formation

Nominations may be by any department faculty member

Election is by secret ballot
(By full-time (1.0 FTE) Asst. Prof. or above
not in terminal year)

Chair is a non-voting member

Dean provides guidance on available funds to the chair or PEC (if there is no chair)

PEC Composition

Department with 4 or More Tenured Members

PEC consists of at least 3 full-time (1.0 FTE) faculty members consisting of tenured members and at least 1 NTT

Departments with Less than 4 Tenured Members

All tenured members constitute PEC

Department with No Tenured Members

No PEC - duties go to chair

PEC Functions

REQUIRED

Reviews materials uploaded by faculty and makes recommendations (indicates which one of more of the criteria is the basis for the recommendation)

OPTIONAL

Recommendations to chair:

- **Regarding size of salary increase for those recommended**
- **Providing that up to 20% of dollars in each pool (TT and NTT) be used for awards in other pool**

PECs in the FCP Online System

- ❖ The FCP online system allows schools, units and departments to identify the members of their respective PECs.
- ❖ The screenshot on the following slide provides guidance regarding how to enter the names of a department's PEC members in the online system.

PEC ASSIGNMENT LAST UPDATED: NO LAST UPDATE DATE AVAILABLE. [Instructions](#)

AVAILABLE FACULTY

Filter

- N: [redacted] (Mgmt Science & Info Systems)
- R: [redacted] (RBS - Finance & Economics)
- J: [redacted] (RBS-Supply Chain Management)
- F: [redacted] (Mgmt Science & Info Systems)

[Choose all](#)

CHOSEN FACULTY

Remove all

< Names of PEC members can be moved from this box to the "chosen faculty" box by clicking on the faculty member's name and the right arrow.

Update PEC Membership **PEC Can't View Salary**

HIERARCHY

PARENT DEPARTMENTS

- 00000: Rutgers University
 - 10014: Newark Chancellor's Office

CHILD DEPARTMENTS

- 100 [redacted]
 - 100 [redacted]
 - 100 [redacted]

ALL PEC MEMBERS

PEC Can't View Salary

The following users are assigned to the PEC for this department or a parent department:

Takeaway for Section 4



During mid-November 2023, OULR will email all schools and units and provide a timeline for schools and units to complete entering the names of their PEC members in the online system.

5.

NOVEMBER 2023 KICKOFF



Nov. 2023

Dec. 2023

Jan. 2024

Nov. 1 - 7
Departments
formulate and
promulgate
statement of
criteria for each
pool

Nov. 1 - 7
Department
chair announces
faculty may
submit materials
for consider-
ation

Nov. 1 - 7
PECs are
formed (only for
departments
with tenured
faculty
members)

**Nov. 27 -
Dec. 20**
Faculty upload
materials for
consideration to
the FCP online
system

Jan. 2024
PECs meet and
recommendations
are entered
during Jan. 15 -
Jan. 31

Takeaway for Section 5



Please be guided by the dates on the preceding slide.



6.

CONSIDERATION AND RECOMMENDATION PROCESS

Series of Recommendations Starting with PEC

FCP Terminology

FCP Terminology

Translation or Application to FCP Online system

<p>Level of review “forwards” recommendations</p>	<p>Recommendations are not forwarded. Instead, each review level enters them in the FCP online system for each faculty member.</p>
<p>Prepare “list” of faculty or “nominees”</p>	<p>Lists do not need to be prepared. Instead, recommendations are entered in the FCP online system for each faculty member.</p>
<p>PEC “summary statements”</p>	<p>No summary statements are required. The PEC enters recommendations for each faculty member in the FCP online system and may upload recommendation documents.</p>
<p>“Final determinations” of the Chancellor</p>	<p>Chancellors enter recommendations which are final determinations and may upload recommendation documents.</p>

Recommendation Information Provided by All Levels of Review

PEC (if
applicable)

Chair

Dean/ Head
of Unit

Chancellor

President

**(1) Select “yes’
under “Recommend”
(select “no” if no
increase is
recommended);**

**(2) Enter amount of
increase as a
percentage or as a
dollar value; and**

**(3) Identify the criteria
forming the basis for the
recommendation: select
teaching, scholarship,
service and/or “special.”**

*****Each level of review
may upload
recommendation
documents but it is not
required.***

“Special” means compensation warrants special consideration on the basis of academic or professional contributions in comparison with other colleagues of similar achievement in the department or discipline at large.

PEC and Dean/Head of Unit Review & Recommendation

PEC Recommendations

*PECs are required to recommend or not recommend faculty for a merit salary increase but are not required to make recommendations as to the size of the merit salary increase.

*PECs may opt to make recommendations as to the size of the merit salary increases. In such case, schools and units can provide the PEC with access to the salary information in the FCP online system.

Dean/Head of Unit should discuss with the chair the following faculty before entering recommendations:

- (1) any faculty not recommended by the chair who the Dean recommends for an increase; and
- (2) any faculty who the Dean desires to increase or decrease the merit salary increase recommended by the chair and such increase or decrease exceeds 1% of the faculty member's salary.

Recommendations in the FCP Online System

RECOMMENDATIONS

Select **Yes** under **Recommend** to make a recommendation. If recommending, at least one of the **Teaching**, **Scholarship**, **Service**, or **Special** boxes must be checked. You must click the Recommend button in the **Submit** column of the table for the recommendation to be saved. Uploading recommendation documents is done separately.

The amount of the merit salary increase, if any, that may be awarded shall be at least 1% of the 6/30/2020 salary or \$500, whichever is less, or up to a maximum of 10% of the 6/30/2020 salary.

Recommendations may be made at each review level by completing the fields below.

Recommend	Award (%)	Award (\$)	Teaching	Scholarship	Service	Special	Submit
Yes	2. %	4977.C	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Recommend (PEC)
For consideration of whether an award is merited, the department determined: "Excellence is required in one or more of the criteria of teaching, scholarship, and							Last Updated: Yaw Mensah 3/17/2020, 03:26 PM
Yes	2. %	4977.C	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Recommend (Department Chair)
Memo							Last Updated: Yaw Mensah 3/17/2020, 03:26 PM
Yes	2. %	4977.C	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Recommend (Dean)
Presidential Recommendation		%	%	\$	Total Percentage	Total Dollar Amount	
					2.62	4977.00	

RECOMMENDATION DOCUMENTS (PEC)

Update

Choose File No file chosen

Remove

+ Add another file

RECOMMENDATION DOCUMENTS (DEPARTMENT CHAIR)

Update

Choose File No file chosen

Remove

+ Add another file

RECOMMENDATION DOCUMENTS (DEAN)

Update

Choose File No file chosen

Remove

+ Add another file



Takeaway for Section 6

- The FCP online system contains all fields necessary for making recommendations. Uploading recommendation documents is optional.
- In the event the PEC opts to make recommendations as to the size of the merit salary increase for each faculty member, the school, unit or department will provide the PEC with access to faculty salary information in the FCP online system (see slide no. 42).

(Takeaway for Section 6 continued)

Please keep the following key dates in mind:

- **November 27 – December 20, 2023** - The FCP online platform opens to eligible faculty so that they may upload their materials for consideration.
- **January 15 – January 31, 2024** - The PECs enter their recommendations.
- **February 9 – February 23, 2024** - The chairs enter their recommendations.
- **March 1 – March 22, 2024** - The deans/heads of unit enter their recommendations.
- **April 1 – April 19, 2024** - The chancellors enter their recommendations.
- **May 1 – May 22, 2024** - The President enter their recommendations.

7.

FCP ONLINE SOFTWARE

fcp.rutgers.edu

Groups of FCP Online Users

Access Capability to the Online System

Group A:
View Data

Group B:
Upload Faculty
Doc

Group C:
Upload Faculty
Doc and Mark
Eligibility

Group D:
Upload Faculty Doc,
Mark Eligibility, and
Assign Faculty to
PEC

Group E:
(PEC Chair/Dept. Chair)
Create PEC Recomm.

Group F:
(Dept. Chair)
Create Chair Recomm.

Group G:
(Dean)
Create Dean Recomm.

Relevant Permissions

Faculty upload documents

Faculty opt-out

Chairs & admin. upload faculty

Determine eligibility of faculty member

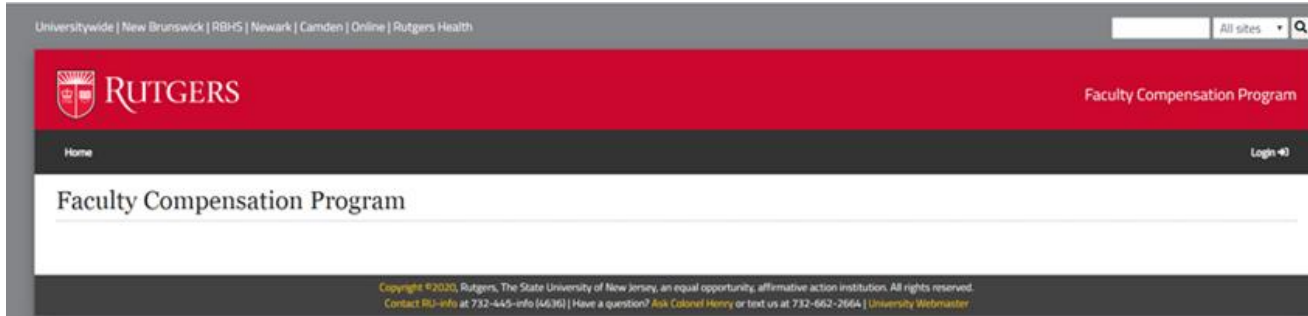
Review and edit eligibility of faculty member

Assign faculty member to the departmental PEC

Create recommendations at PEC, Chair, Dean, Chancellor and President levels

Features to Keep in Mind

- Check boxes for recommended increases and applicable criteria and an option for uploading recommendation documents
- Ability to see faculty shared by departments
- Running total dollar amount
- No feature for viewing/downloading all department faculty in one spreadsheet



fcp.rutgers.edu

**Accessible by Rutgers NetID and Password*

PH Landing Page

The screenshot shows the Rutgers Faculty Compensation Program landing page. At the top, there is a navigation bar with links for Universitywide, New Brunswick, RBHS, Newark, Camden, Online, and Rutgers Health. A search bar is located on the right side of this bar. Below the navigation bar is a red header with the Rutgers logo on the left and the text "Faculty Compensation Program" on the right. Underneath the header is a dark grey bar containing a "Home" link on the left and "Logged in as: Paula Hak" on the right. The main content area has a white background with the title "Faculty Compensation Program" and a list item: "Faculty List - Find faculty members and upload supporting documents on their behalf." On the right side of the main content area, there is a dark grey sidebar with a menu containing "Administration", "Account", and "Logout". Below the sidebar, there is a yellow box with the text "FCP Start 12/23/2019 Test announcements." At the bottom of the page, there is a footer with copyright information and contact details.

Universitywide | New Brunswick | RBHS | Newark | Camden | Online | Rutgers Health

Search: All sites

RUTGERS Faculty Compensation Program

Home Logged in as: Paula Hak

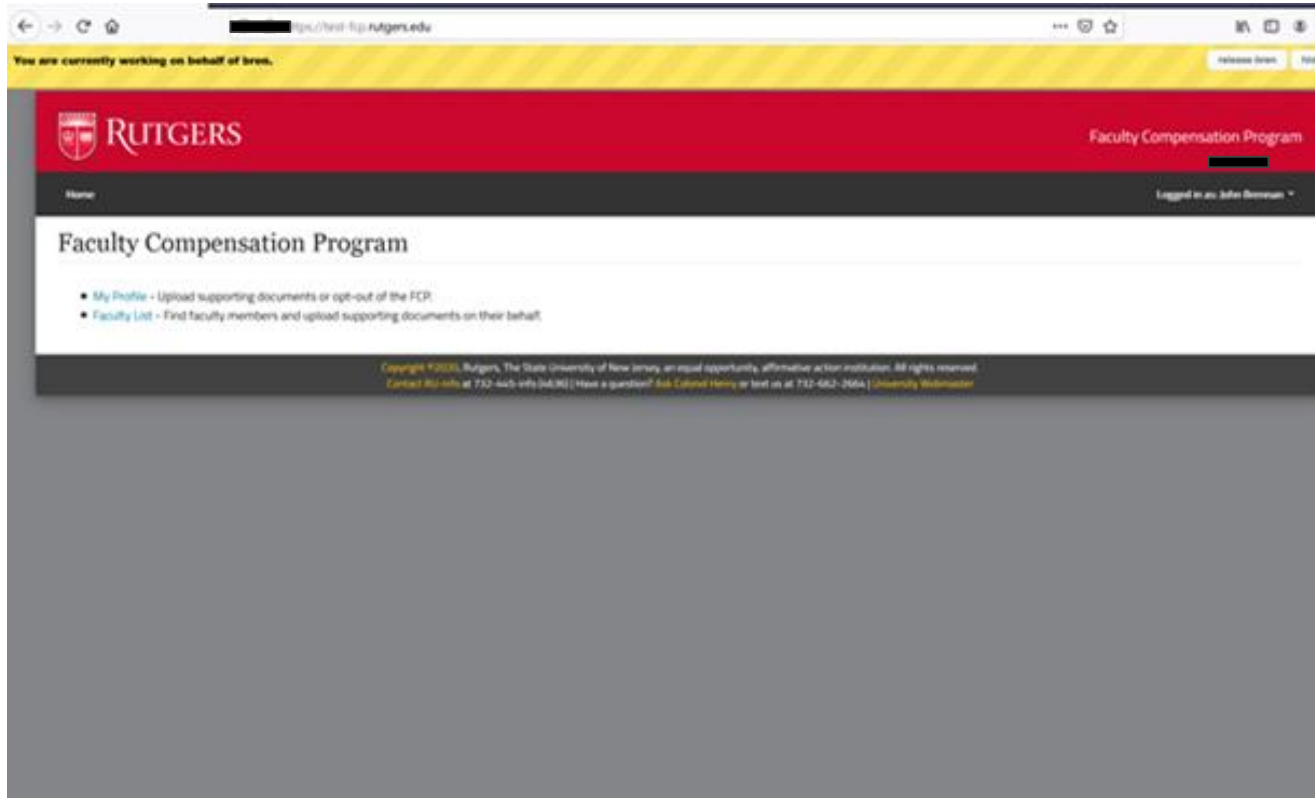
Faculty Compensation Program

- [Faculty List](#) - Find faculty members and upload supporting documents on their behalf.


FCP Start
12/23/2019
Test announcements.

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Contact RU-info at 732-445-info (4636) | Have a question? Ask Colonel Henry or text us at 732-662-2664 | University Webmaster

Chair Landing Page



Faculty List Page


Faculty Compensation Program

Home
Logged in as: Paula Hub

Faculty Compensation Program

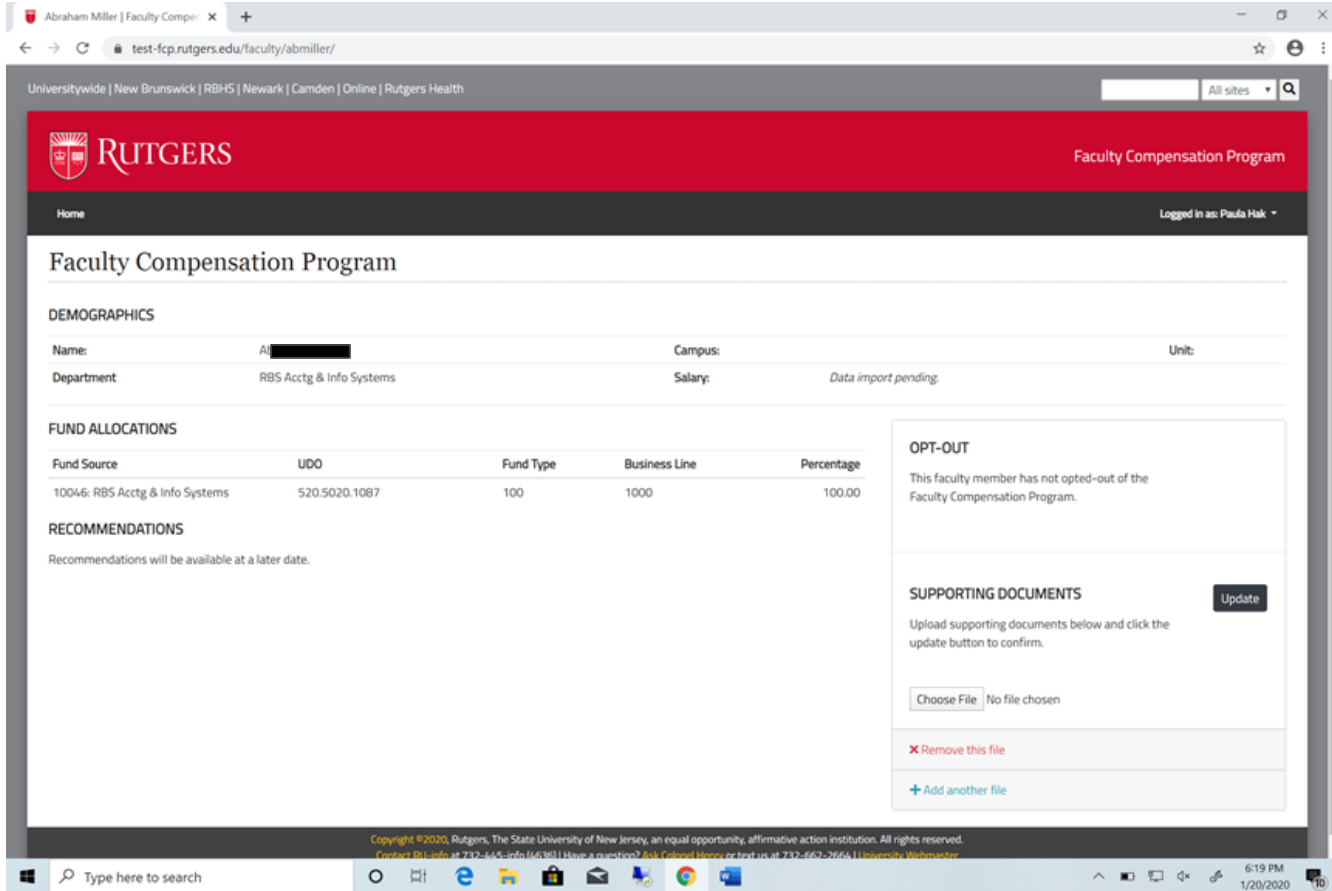
FACULTY DASHBOARD

	First Name	Last Name	HR Department	Title	Salary
<input checked="" type="checkbox"/>	Aaron	Bernstein	SAS - Computer Science	ASST PROFESSOR ACD YR	123,600.00
<input checked="" type="checkbox"/>	Aaron	Hirstetter	FASC - English	ASSOC PROFESSOR ACD YR	81,060.10
<input checked="" type="checkbox"/>	Aaron	Mazzoni	Engr - Mech & Aerospace Engr	ASSOC PROFESSOR ACD YR	118,596.61
<input checked="" type="checkbox"/>	Aaron	Alfalo	Sch of Law-Crd, Dean's Office	PROFESSOR I LAW ACD YR	168,719.54
<input checked="" type="checkbox"/>	Abdelbaki	Brahma	SAS - Physics & Astronomy	TEACHING PROFESSOR AY	133,605.66
<input checked="" type="checkbox"/>	Abdelstern	Disuaris	SAS - Computer Science	ASST PROFESSOR ACD YR	127,029.73
<input checked="" type="checkbox"/>	Abdine	Tahvildar-Zadeh	SAS - Mathematics	PROFESSOR I ACD YR	140,632.23
<input checked="" type="checkbox"/>	Alana	Buna	SAS - Women's & Gender Studies	PROFESSOR I ACD YR	142,436.85
<input checked="" type="checkbox"/>	Abigail	Williams-Butler	School of Social Work	ASST PROFESSOR ACD YR	90,640.00
<input checked="" type="checkbox"/>	Abigail	Porter	SEBS - Environmental Science	TEACHING INSTRUCTOR AY	61,946.11

Showing 1 to 10 of 3,227 entries

Previous 1 2 3 4 5 ... 323 Next

Faculty Landing Page



Abraham Miller | Faculty Compensation Program

test-fcp.rutgers.edu/faculty/abmiller/

Universitywide | New Brunswick | RBHS | Newark | Camden | Online | Rutgers Health

RUTGERS Faculty Compensation Program

Home Logged in as: Paula Hak

Faculty Compensation Program

DEMOGRAPHICS

Name:	A [REDACTED]	Campus:		Unit:	
Department	RBS Acctg & Info Systems	Salary:	Data import pending.		

FUND ALLOCATIONS

Fund Source	UDO	Fund Type	Business Line	Percentage
10046: RBS Acctg & Info Systems	520.5020.1087	100	1000	100.00

RECOMMENDATIONS

Recommendations will be available at a later date.

OPT-OUT

This faculty member has not opted-out of the Faculty Compensation Program.

SUPPORTING DOCUMENTS Update

Upload supporting documents below and click the update button to confirm.

Choose File No file chosen

✗ Remove this file

+ Add another file

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 Contact BLS info at 732-445-1636 | Have a question? Ask Colandrea or text us at 732-662-2664 | University Webmaster

Account (Chair) Landing Page

You are currently working on behalf of [redacted]

Release Screen | Help

RUTGERS Faculty Compensation Program

Home | Logout [redacted]

Faculty Compensation Program

UPDATE USER INFORMATION

First name
[redacted]

Last name
[redacted]

Email address
[redacted]@rutgers.edu

Update

ACCESS

You have access to the following functions:

- Upload documents for yourself.
- Upload documents for your departments.

You have access to the following departments:

- 10322: SAS - Chem & Chemical Biology
 - 10575: SAS - CCB - Protein Database
 - 10578: SAS - CCB - Ctr Biomaterials
- 10578: SAS - CCB - Ctr Biomaterials

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Takeaway for Section 7



Next week, OULR will email all chancellors, schools and units to request the names and information of individuals in their office, school or unit who should be given user access to the FCP online system by the specified date.

8.

CONCLUSION OF THE PROCESS

Subsequent to Merit Increase Awards

On July 1, 2024, faculty will be provided with access to FCP online system which will enable them to review all recommendations.

The University will provide the AAUP-AFT with a report of all merit increase awards.

After award process, deans will discuss FCP awards with chairs.
(Chairs inform PEC of discussions.)

Access to the online system will be provided to all users. Users will be able to pull reports at this time.

**Academic judgment forming the basis of denying or granting a merit salary increase, including the size of the increase, is not grievable by faculty.*

Please feel free to contact the
Office of University Labor
Relations with any questions.

THANK YOU!



Please email questions to
FCPquestions@oulr.rutgers.edu

Have a great day!