Examples to Illustrate the Formula from §24.1.1 in the Article on Minimum Salaries

I. Examples for **Associate Professors** (that is, for those who will hold this rank during the 2008-9 academic year) on academic year appointments

The formula in question is

\[
y = \begin{cases} 
  m + \frac{M - m}{M - L} \cdot (x - L) & \text{if } x \text{ is less than } M \\
  x & \text{if } x \text{ is greater than or equal to } M 
\end{cases}
\]

where

- \( L \) equals the lowest provisional base salary among all continuing Bargaining Unit Faculty Members who will hold the rank of Associate Professor for the academic year 2008-2009\(^1\),
- \( m \) equals $61,790, and
- \( M \) equals $62,990.

As you see, the formula involves the number \( L \), whose value will not be known until all other raises (merit, across-the-board, and promotion) are finalized. However, we estimate that \( L \) will be about $52,900. Using that estimate, the above formula will read

\[
y = \begin{cases} 
  61,790 + \frac{62,990 - 61,900}{62,990 - 52,900} \cdot (x - 52,900) & \text{if } x \text{ is less than } 62,990 \\
  x & \text{if } x \text{ is greater than or equal to } 62,990 
\end{cases}
\]

which via a bit of arithmetic reduces to about

\[
y = \begin{cases} 
  55,500 + 0.119 \cdot x & \text{if } x \text{ is less than } 62,990 \\
  x & \text{if } x \text{ is greater than or equal to } 62,990 
\end{cases}
\]

To see how Article 24 applies, you must know \( x \): your “provisional base salary,” i.e., your salary for 2008-9 taking into account all other raises (merit, across-the-board, and promotion).

- For those who are just being promoted to Associate Professor, you could estimate \( x \) by multiplying your current (2007-8) academic year base salary by 1.10725.
- For those already in rank, multiply instead by 1.03.

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\(^1\) with fiscal year provisional base salaries multiplied by 9/11 for purposes of determining \( L \)
These estimates of $x$ are based on the assumption that everyone’s merit raise will turn out to be 1% -- the average merit raise provided by Article 23.

Examples:

• If your provisional base salary $x$ is $53,000, then your final base salary $y$ will be $55,500 + 0.119 \cdot 53,000$, which equals about $61,802$

• If your provisional base salary $x$ is $60,000, then your final base salary $y$ will be $55,500 + 0.119 \cdot 60,000$, which equals about $62,634$.

• If your provisional base salary $x$ is $63,000, then your final base salary $y$ will also be $63,000$.

In summary, if your provisional base salary is less than $M$ ($62,990), then your final base salary will be higher than your provisional base salary and will be between $m$ ($61,790$) and $M$ ($62,990$); and otherwise, your final base salary will be the same as your provisional base salary.

II. Examples for Professors (that is, for those who will hold this rank during the 2008-9 academic year) on academic year appointments

The relevant formula is the same as the one shown at the very beginning of this note, but the values of $L$, $m$, and $M$ are different.

For Professors, we estimate that $L$ will be about $67,760; and Table A in Article 24 specifies that $m$ and $M$ will be $75,581$ and $77,049$ respectively. The formula will then read

$$y = \begin{cases} 64,876 + 0.158 \cdot x & \text{if } x \text{ is less than 77,049} \\ x & \text{if } x \text{ is greater than or equal to 77,049} \end{cases}$$

Examples:

• If your provisional base salary $x$ is $68,000, then your final base salary $y$ will be $64,876 + 0.158 \cdot 68,000$, which equals about $75,619$

• If your provisional base salary $x$ is $75,000, then your final base salary $y$ will be $64,876 + 0.158 \cdot 75,000$, which equals about $76,725$.

• If your provisional base salary $x$ is $78,000, then your final base salary $y$ will also be $78,000$.

Anyone with questions is welcome to contact Jim Vance (x2206, jvance@math.wright.edu) or Rudy Fichtenbaum (x3085, rudy.fichtenbaum@wright.edu).