

# Iowa State University

## FY18 Annual Salary Adjustment Parameters

May 2017

Parameters for annual salary adjustments for FY18 are effective July 1, 2017 for Faculty, Professional and Scientific (P&S) Staff, Contract Staff (K-Base)<sup>1</sup>, and Post Docs pursuant to applicable Board of Regents and University policy<sup>2</sup>.

### Faculty, P&S Staff, Contract Staff and Post Docs Guidelines

<b>Meritorious performance, equity, and/or market adjustments</b>	Salary adjustments will only be permitted in special circumstances, subject to funding availability and approval by the relevant senior administrator <sup>3</sup> . Increases can be provided for those whose performance is better than satisfactory, and/or for reasons specific to market or equity. Such requests must be made by submitting the FY2018 Annual Salary Adjustment Request Form.
<b>Ames Laboratory adjustments</b>	These adjustment parameters may be adjusted for employees of the Ames Laboratory to coincide with applicable Federal salary adjustment guidelines.

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<sup>1</sup> Applies to all faculty and P&S staff, as well as K-Base employees, except those with performance-based compensation adjustments prescribed by existing contracts.

<sup>2</sup> The University's Salary Policy can be found at <http://policy.iastate.edu/policy/salaryadjustments>.

<sup>3</sup> CFO Lackey for Division of Finance, SVP Gregory for Division of University Services, SVP Harmon for Division of Student Affairs, SVPP Wickert for Division of Academic Affairs, and Interim President Allen for central administrative units.