



**HLC: 11 Days and Counting...Did You Know?**  
**November 7, 2013**

**Did you know that CMU has sustained a commitment to increase full-time faculty salaries, addressing a concern raised in the 2003 HLC self-study, such that inflationary adjustments have been given annually and salaries now meet or exceed those at regional peer institutions for all academic ranks?**

*Self-Study Report, Evidence Item 5A1-1. CMU has sufficient fiscal resources to support its operations.* ...After several years in the early 2000s when no salary adjustments were given, an annual review of funding for faculty and staff salaries began. The review process takes into account inflation and market, and as shown below, adjustments have been given each year since 2005-06...

**CMU FACULTY ANNUAL SALARY ADJUSTMENTS, AY  
2005-06 THROUGH AY 2013-14**

Academic Year	Adjustment*
2005 - 06	3.00%
2006 - 07	2.90%
2007 - 08	3.50%
2008 - 09	2.80%
2009 - 10	3.75%
2010 - 11	2.65%
2011 - 12	2.05%
2012 - 13	3.80%
2013 - 14	2.75%

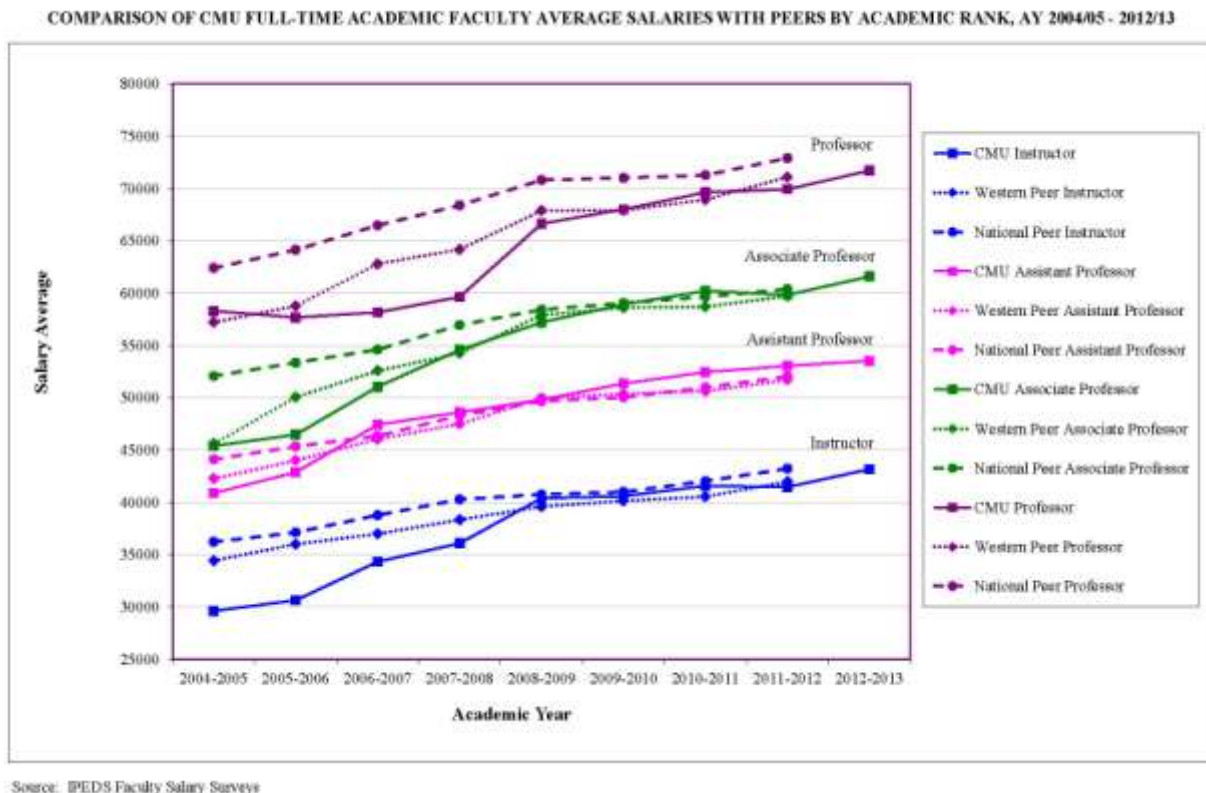
\*Percentage represents adjustments to all full-time faculty base salaries and excludes additional changes due to market that were program and/or rank based, etc.

**To learn more:**

- Click here to [read](#) more of the PDF version of the report.
- Click here to [read](#) the related core-component in the web-version of the report.



**Self-Study Report, Evidence Item 5A1-3. CMU has sufficient human resources to support its operations.** ...From fiscal year 2003-04 to 2011-12, expenditures for instruction grew from \$14.5 million to \$25.5 million (+76 percent), and expenditures for support services and scholarships grew from \$11.2 million to \$26.5 million (+137 percent). One result of these fiscal allocations was the recruitment and hiring of additional full- and part-time faculty, in response to the growing enrollment pressures, along with the planned commitment to increase faculty salaries in an effort to be more competitive.



## To learn more:

- Click here to [read](#) more of the PDF version of the report.

Please note that in the Self-Study Report, maroon text indicates the HLC's criteria for accreditation, while CMU's response is in black text, with links to supporting documentation identified by blue text (available only in web-version of the report in MAVzone).