

## Fact Sheet: Professor Churchill Salary Increase Decision - July 1 , 2005

- Salary increases for Boulder campus faculty are approved by the Chancellor, based upon careful reviews and recommendations by committees at the department, school or college, and administrative levels.
  - These committees review individual faculty members' teaching, research and service accomplishments and recommend salary increases.
  - Decisions on faculty salary increases for the coming year were finalized June 30. Salary increases are based on performance during the 12-month period from January through December 2004.
  - This year, the Salary Committee in Ethnic Studies recommended a raise of 2.28 percent for Professor Ward Churchill. The average recommended raise for faculty in the department is 3.21.
  - In 2004, Professor Churchill taught a higher number of courses than required, received A's and A-pluses on his student evaluations, completed numerous publications and served as administrative chair of the department.
  - The university is currently conducting an inquiry into allegations of possible research misconduct by Professor Churchill, involving issues prior to 2004.
  - It is important that the research misconduct inquiry be allowed to proceed fairly and deliberately with due process according to the Laws of the Regents.
  - Until the inquiry is concluded, employment decisions concerning Professor Churchill, including salary decisions, must be based on a fair assessment of his record of achievement in the previous year.