

Fiscal Year 2027
Cost of Living Increase

FY2027 – Targeted Cost of Living Adjustment

Board of Regents Informational Update – Effective November 1, 2026

Purpose & Eligibility

Implement a proposed 3% market adjustment to improve market competitiveness, employee retention, and workforce stability. Eligible employees must have been employed as of April 30, 2026. Faculty at the Deal level and above, administrative employees at the Vice President level and above, contract employees, and contractors are excluded.

Why 3%?

An affordable initial adjustment toward market alignment, balancing employee compensation needs with the University's financial capacity and institutional priorities.

Next Step

Complete the comprehensive compensation study by December 2026 to assess market competitiveness, internal equity, and future compensation needs, with additional recommendations presented to the Board as appropriate.

Fiscal Impact & Funding

- ❑ $2.5M FY2027 cost (10 months; not to exceed)
- ❑ $3.0M annualized costs
- ❑ $0 Incremental budget requested

Funded within the existing FY2027 operating budget through salary budget reductions associated with University headcount initiatives.

Workforce Governance

New headcount requests will be evaluated against ASCEND 2030, the University's core mission, institutional priorities, and demonstrated operational needs. Associated salary budget reductions will fund the proposed adjustment.



Thank you!