

Attachment 5
University Handbook Proposed Change
Section C 132, Promotion Increase revision

C132 Promotion-related salary increases. Promotion in academic rank is recognition by the university community of substantial achievement which deserves reward. Promotion related increases in salary will be awarded at the university level and are in addition to merit salary increase based on yearly evaluations. Salary increases for promotion to associate professor and full professor will be a minimum of ~~8% and 11%, respectively,~~ **15%** of the average salary of all university faculty members for the year preceding promotion. Funds for these increases are to be from the unclassified salary adjustment pool for faculty members and academic administrators. In years when no salary adjustment pool exists, the funds will come from the same segment of the base budget and will be repaid from the next readjustment pool. (FSM 4- 9-91; POD 6-6-91)

Rationale: The percentages for promotional raises have been changed by the president to 15% in both cases. Immediate codification of this policy change in the University Handbook would be beneficial to faculty members and to the University as a whole.

Effective: Already in effect. This is merely a correction to handbook language to reflect current practice.