

Change to the University Handbook – Section C132

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 ~~5%~~ 8% and ~~7.5%~~ 11%, respectively, 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: It is believed that changes in these percentages will help alleviate retention of faculty and allow K-State to be more competitive with our peers. “Research indicates that the greatest risks are concentrated in the assistant and associate ranks; a larger bump there would contribute to offsetting such risks.” In addition, “these percentages would place K-State first among peer institutions in terms of promotion-based pay increases (currently, the University of Nebraska is first, last year at \$4000/associate and \$6000/full). This is a ‘first’ that we can easily achieve as a component of our general efforts to raise faculty salaries.”¹

Cost: “The relative increased cost to the University is quite low. An 8% increase, based on last year’s salary data, would cost an additional \$1776 per promotion. An 11% increase upon promotion to full [professor] would cost an additional \$2072 per person. The average number of promotions per year, based on the years 1997-2004, is 35 to associate and 25 to full [professor]. Thus, the likely total annual increase for this initiative would be about \$114,000 (this is, of course, a base increase). Since these monies come from the salary pool, this measure does not require the development of new funding sources.”²

¹ Memo of December 6, 2004, to Jackie Spears from Faculty Salaries Task Force.

² Ibid.