The Salary and Benefits Committee is exploring the implementation of promotion-base salary increases. The committee would like to increase the promotion-based salary monies from the current amount (current promotion-based salary increases are $3K for advancement to associate professor and $6K for advancement to full professor) to $5K and $10K for promotion to associate professor and full professor, respectively. The Provost has expressed his commitment and ability to support such an increase.

We are seeking faculty input regarding the implementation of these promotion-based salary increases as we move forward with this charge from the Executive Committee.

Of note, deans will be encouraged to make equity adjustments for faculty recently promoted if option 2 or option 3 is approved, as **the increase change would NOT be retroactive.**

PROMOTION-BASED SALARY INCREASES

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|  | Assoc | Full | Assoc | Full | Assoc | Full | Assoc | Full |
| Option 1 | 3500 | 7000 | 4000 | 8000 | 4500 | 9000 | 5000 | 10,000 |
| Option 2 | 4000 | 8000 | 5000 | 10,000 |  |  |  |  |
| Option 3 | 5000 | 10,000 |  |  |  |  |  |  |

Which of the following options would your department faculty support? (Please poll your tenure track faculty. Each faculty member should select one option. Please provide an overall count to the faculty senate office).

Option 1: 4 year implementation plan

 ($500 per year for associate professor, up to $5000)

 ($1000 per year for full professor, up to $10,000)

Option 2: 2 year implementation plan

 ($1000 per year for associate professor, up to $5000)

 ($2000 per year for full professor, up to $10,000)

Option 3: 1 year implementation plan (to be implemented this year)

 ($2,000 increase for associate professor in 2012-13 to reach $5000)

 ($4,000 increase for full professor in 2012-2013 to reach $10,000)

Please send your feedback to the faculty senate office at MC 1033 by November 15. You can also call Brenda Stockberger, Faculty Senate Secretary at extension 6233 with feedback. If you have questions, please contact Colleen Packer, Faculty Senate Chair, at cpacker@weber.edu or at extension 6256 or 7013. Thanks for your feedback.