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NUMBER: 1420

TITLE: Faculty Salary Increments

APPROVED: June 12, 1980; Revised November 19, 1987, Revised June
20, 1996; Approved with No Proposed Revisions September
13, 2024

SCHEDULED REVIEW DATE: September 2029

 I. Board of Visitors Policy

Annual salary increments for faculty members are determined primarily by the evaluation
of performance in teaching, research, and service. Initial recommendations for salary
increments are made by the chair. The chair's recommendations are reviewed by the dean,
who determines the salary for each faculty member in the college within the total salary
budget assigned to the college by the provos

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F. The chair, on the basis of faculty evaluations, allocates specific dollar amounts for
each faculty member in the department. In this allocation, the chair should consider
not only the percentage increment being granted but also the correction of inequities
in cases in which faculty members of equal merit are receiving salaries that are
substantially different. The chair notifies each faculty member of his/her proposed
increment. The chair then forwards recommendations for salary increments to the
dean.

G. The dean reviews the recommendations made by the chair with particular attention
to the dean's evaluation of individual faculty members if it differs from the chair's,
and to consistency with the merit principle.

H. A dean who wishes to change a salary recommendation of a chair first discusses
this change with the chair. After such discussions, if any, the dean determines the
salary for all returning faculty members in the college for the coming year.

I. The dean forwards to the provost and vice president for academic affairs a list of
all returning faculty members in the college with the salaries for the coming year.
The provost and vice president for academic affairs writes contracts for all returning
faculty members specifying the salary as determined by the dean.

J. The dean informs each chair of the salaries determined for the members of each
department, and the chair informs each faculty member of the salary to be offered
to that faculty member in the contract for the coming year.

K. The faculty member may request that the provost and vice president for academic
affairs review the salary decision of the dean. Requests for review must be