

At the Faculty Affairs meeting of March 22, 2013 the following was approved. We are proposing the following change to Section III.29 be approved by the Senate.

Current wording in FM:

b) Promotional Adjustment

When a faculty member is promoted, his or her salary will be increased by no less than 4 percent of his or her annual salary, or 2 percent of the average Washington State University faculty salary, whichever is greater, starting with the effective date of the promotion. This adjustment will be made regardless of the level of funding for salary increases and will be in addition to any other merit, equity, marketplace, or cost-of-living adjustments made to the faculty member's salary.

Proposed change to FM:

When a faculty member is promoted, his or her salary will be increased by no less than 10 percent of his or her annual salary, starting with the effective date of the promotion. This adjustment will be made regardless of the level of funding for salary increases and will be in addition to any other merit, equity, marketplace, or cost-of-living adjustments made to the faculty member's salary. For most state-funded positions 8% is provided by the university and the other 2% is the responsibility of the department.

Rationale:

The faculty manual (Section III.29) is out of date with regard to the percentages for faculty promotion. For some time, the university has been using a 10% increase for faculty promotions.