CBCS Salary Increase Guidelines for Research Professor Pathway

The following guidelines will apply to ranked faculty in the Research Professor Pathway in the College of Behavioral & Community Sciences (Research Assistant Professor, Research Associate Professor, and Research Professor):

1. Promotional salary increases for ranked faculty in the Research Professor pathway will utilize the same structure as promotional increases for faculty in the Tenure structure i [illegible] base salary. In addition, faculty promoted to Associate Professor receive an additional $5000 base increase and faculty promoted to Professor receive an additional $7000 base increase.

2. Article 8.4c of the Collective Bargaining agreement allows for promotional increases for non tenure earning faculty with the understanding that the increases "shall be paid entirely from grant funds … These promotional increases are to be determined by the funding agencies ability to pay." This procedure will apply to promotional increases for Research Faculty through grants if necessary, e.g., salary savings, RIA. If, at the time o faculty member has a partial E&G funded position and the Provost's Office /University provides funding to support that portion of the raise, the department is only responsible for the balance of the raise not provided by the Provost's Office/University. Otherwise, the department is fully responsible for identifying the appropriate source of funding and providing the funds for the promotional increases for research faculty.

4. The salary increases, if possible, shall be effective on the first day of the academic year contract period (typically August 7) following the decision of the college to grant promotion.

Approved by Dean Serovich, June 3, 2019