

REPORT OF
FACULTY WELFARE COMMITTEE

The following resolution will be voted on at the May 7, 1986 Faculty Senate meeting:

(A) Resolution

Resolved that the administration of the University implement the following policy in regard to promotion increases:

(1) Amount of Increase:

The amount of promotion salary increase shall be an amount equal to 10% of the previous year's average University salary (for all faculty on the Columbia campus) within the rank to which the person is to be promoted.

By way of illustration: Professor Smith is to be promoted to associate professor. In the prior year the mean salary for all associate professors was \$30,000. Professor Smith would earn a \$3,000 promotion increase.

(2) No Effect on Merit Increases

Any professor who is promoted, is additionally entitled to any merit increase for the year of promotion. By virtue of the promotion, it is to be assumed that the promoted faculty member is entitled to a reasonable merit increase.

By way of illustration: If Professor Smith's salary before promotion were \$25,000 and she were to be awarded a 10% promotion increase of \$3,000, and she were deemed to have earned a 6% merit increase (\$1,500), her total increase would thus be \$4,500.

(3) Pre-Cleared With Budget and Control Board

The above procedure should be precleared with the Budget and Control Board. The department head should not be required to obtain specific approval of the raise unless the merit portion alone exceeded state guidelines.

(4) University-Wide Application

This promotion raise policy shall be implemented for all campuses. Provided, however, the base against which the promotion raise shall be determined for non-Columbia campus faculty shall either be the average salary for all the University Campuses, or all four year campuses, depending upon where the professor teaches.

For example: If Professor Smith teaches at the Lancaster campus, and the mean salary for all associate professors on the two-year "University Campuses" is \$24,500, then Professor Smith would be entitled to a \$2,450 promotion raise (plus applicable merit raise).

B. Background Information

The promotion-raise proposal was generated by the following concerns.

The current level of promotion increases (\$1,000 to assistant; \$1,200 to associate, and \$1,600 for full) have been in place with only a \$100 increase (which was apparently accidental rather than planned) for at least the last 13 years.

These amounts are so obviously out of kilter with changing economic conditions, that in the minds of most, they are almost meaningless. These awards are hardly an incentive, and as a reward, are almost laughable.

The amount of increase is particularly discouraging when one realizes that for many, only two promotions are possible, and for all, three is the absolute maximum.

It has been reported that departments have failed to award both the merit and promotion increase which the faculty member is entitled to, in the belief that certain ceilings set by the Budget and Control Board have prohibited this, or because the department head was unwilling to request a special exemption from the Board.

The effect of the denial of a portion of the increase the meritorious faculty member is entitled to is particularly demoralizing. A "why bother" attitude is being generated within the University by the lack of a clear-cut and economically sound policy.

Faculty at University Campuses have reported identical problems, and have requested our assistance.

It appears obvious that this is a problem which faces the entire system and one which directly affects those faculty who should be encouraged to stay at Carolina--those who have demonstrated significant contribution to the University.