



Campus Administrative Policy

Policy Title: **Compensation Principles for Faculty Promotion and Tenure**

Policy Number: 1007 **Functional Area:** Academic and Faculty Affairs

Effective: July 19, 2023
Date Last Amended/Reviewed: July 19, 2023
Date Scheduled for Review: July 1, 2026
Supersedes: Compensation Principles for Faculty Promotion and Tenure

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Reviewing Office: Provost and Executive Vice Chancellor for Academic and Student Affairs

Responsible Officer: Provost and Executive Vice Chancellor for Academic and Student Affairs

Applies to: University of Colorado Denver

A. INTRODUCTION

The promotion of all faculty members and the granting of tenure to tenure-track faculty are significant achievements in an academic career. The objective of this policy is to establish principles and amounts of compensation for acknowledging these milestones in the career of a faculty member.

B. POLICY STATEMENT

In accordance with this policy, base salary increments are to be provided to the base salary of rostered faculty when they are granted tenure or promoted through the ranks of their faculty series identified in APS 5060 for consistency across Schools, Colleges, and the Library.

University of Colorado Denver acknowledges and values the contributions of faculty members in each track towards fulfilling the university's mission. Differences in pay increases for promotions across tracks are due to variations in promotion processes and salary structures that are informed by prevailing market conditions.

C. COMPENSATION PRINCIPLES

1. On promotion and tenure, the faculty will receive the minimum base salary increments as specified in the appendix.
2. The Provost's Office will notify Deans of the percentage to be used to adjust the base salary increments each year.
3. Promotions in these ranks will be effective at the start of the academic year following their approval.

D. BASE SALARY INCREMENTS ABOVE THE MINIMUM

Schools, Colleges, and the Library must periodically evaluate faculty salaries, factoring in merit, compression, or equity during the merit review process. Additionally, they may grant base salary increments that exceed the minimums outlined in this policy upon promotion, given that they have adequate ongoing funding. Any supplementary increases must be determined based on merit, compression, or equity considerations, and articulated in a policy jointly developed with the faculty through the shared governance system, and endorsed by the Provost.

Notes

1. Dates of official enactment and amendments:
August 28, 2003: Adopted by the Provost
March 24, 2005: Amended
July 1, 2019: Revised
July 19, 2023: Revised
2. History:
May 5, 2018: Modified to new format to reflect a Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statements organized around the several operational divisions of the university.
July 1, 2019: Revised to reflect the deletion of form UCD-4 and the accompanying requirement for the Deans to justify increments that exceed the base amounts in this policy. Also, this update clarifies that the Provost office provides the Deans the yearly increments, not a percentage.
March 31, 2023: Revised to incorporate promotion increments for IRC faculty in addition to adjustments for tenure and tenure track promotions. Furthermore, it was modified to relocate the monetary amounts specified in the policy to an appendix.
July 19, 2023: Revised policy to align with best practices in policy writing,

promoting conciseness and avoiding an overload of details. Additionally, to prevent any discrepancies between the policy's five-year review and the annual CPI adjustments for promotion increments. With this modification, we can adjust the promotion rate annually without undergoing a complete policy review process. This policy, along with the specified increment amounts, will be implemented in the Academic Year 2023-2024.

3. Initial Policy Effective Date: August 28, 2003
4. Cross References/Appendix:
 - [University of Colorado Regent Policy 11, Compensation](#)

Appendix: Minimum Faculty Salary Base Increments for Promotion and Tenure

	Assistant Professor to Associate With Tenure	Associate Professor Awarded Tenure	Associate Professor to Professor	Assistant Professor, CTT to Associate Professor, CTT	Associate Professor, CTT to Professor, CTT	Instructor to Senior Instructor	Senior Instructor to Principle Instructor	CPI Adjustment
AY 23-24	\$6,845	\$2,934	\$7,826	\$4,500	\$5,000	\$4,000	\$4,500	7.200%
AY 22-23	\$6,385	\$2,737	\$7,300					8.889%
AY 21-22	\$5,864	\$2,514	\$6,704					3.640%
AY 20-21	\$5,658	\$2,426	\$6,469					3.953%
AY 19-20	\$5,443	\$2,334	\$6,223					3.623%
AY 18-19	\$5,253	\$2,252	\$6,005					3.499%
AY 17-18	\$5,076	\$2,176	\$5,802					2.232%
AY 16-17	\$4,965	\$2,128	\$5,675					1.673%
AY 15-16	\$4,883	\$2,093	\$5,582					1.732%
AY 14-15	\$4,800	\$2,058	\$5,487					3.698%
AY 13-14	\$4,629	\$1,984	\$5,291					3.711%
AY 12-13	\$4,463	\$1,913	\$5,102					4.821%
AY 11-12	\$4,258	\$1,825	\$4,867					2.255%
AY 10-11	\$4,164	\$1,785	\$4,760					4.090%
AY 09-10	\$4,001	\$1,715	\$4,573					3.160%
AY 08-09	\$3,878	\$1,662	\$4,433					5.870%
AY 07-08	\$3,663	\$1,570	\$4,187					2.518%
AY 06-07	\$3,573	\$1,531	\$4,084					2.085%
AY 05-06	\$3,500	\$1,500	\$4,000					