

Faculty colleagues,

The Compensation Committee was charged last year by the AAUP to consider ways in which we should deal with progression at the full professor rank. Our sense is that the faculty would like to consider how to limit the role of progression at more senior full professor ranks.

Few (if any) of our peer institutions have a faculty salary model such as ours. Most involve large raises upon promotion, following by much smaller raises within each rank. Thus, little guidance is to be found elsewhere.

The Compensation Committee would like the faculty's guidance on how to proceed with four possible directions, or to suggest another direction.

1. Emulate our peers to include a large salary step upon promotion to full professor, with no further progression and raises thereafter based only on cost-of-living adjustments. The large salary step would step up to the mean or median of the current full professor salary bracket.
2. Continue progression after promotion to the full professor rank, but use asymptotically diminishing progression-based raises thereafter. The first step might be the full progression amount, the second year 95% of the progression amount, the third year 92% of the progression amount, etc.
3. Cap progression x years after promotion to full professor. For example, if the average scholar enters the professorate at age 29 and spends 14 years progressing to full professor, then 22 progressions through the full professor ranks will make the faculty member 65 years old, an age traditionally associated with Social Security eligibility. Alternatively, we could set the maximum number of full professor progressions based on the average that recently retired full professors have spent at that rank.
4. Fix the multiple between the salaries of the top of the full professor rank and the bottom of the assistant professor rank. This ratio could be fixed at either the current ratio or some other choice.

In each case, we would recommend limiting progression-based raises, but in no way restricting any other raises for full professors.

In each case, we would recommend phasing in the change. For example, in case 4 we could fix the ratio at its current rate and inching it downward if/when we wish to do so as a community. In case 3 we could set the cap at 22 years and move it downward if/when we wish to do so as a community. In every case, those changes would come through Compensation Committee, to be thoroughly discussed with AAUP and via public forum for all faculty.

The Compensation Committee strongly encourages all input. Shall we commit to one (or none) of these paths?

Respectfully,

Dan Johnson (chair) on behalf of the faculty members of the Compensation Committee