

ACTION ITEM #2

Faculty Manual Revisions: Section III, Faculty Personnel Policies, D.
Employment,
(Daniel J. Bernardo)

TO ALL MEMBERS OF THE BOARD OF REGENTS

SUBJECT: Faculty Manual Revisions: Section III, Faculty Personnel Policies, D. Employment

PROPOSED: That the Board of Regents approve the Revision to Section III, Faculty Personnel Policies, D. Employment

SUBMITTED BY: Daniel J. Bernardo, Interim Provost and Executive Vice President

SUPPORTING INFORMATION: The Faculty Manual (Section III.D.6.b page 77) is out of date with regard to the percentages for faculty promotion.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.

Here is the current wording in the Faculty Manual: **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.

This is the proposed change to the Faculty Manual: **b) Promotional Adjustment.** 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.

At the Faculty Affairs meeting of March 22, 2013 the proposed change was approved and it was passed by the Faculty Senate on April 11, 2013.