



Campus Administrative Policy

Policy Title: Compensation Principles for Tenure and Promotion

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

Effective: March 24, 2005
Date Last Amended/Reviewed: March 24, 2005
Date Scheduled for Review: July 1, 2012
Supersedes: Compensation Principles for Tenure and Promotion, August 28, 2003

Approved by: Mark Alan Heckler, Provost and Vice Chancellor for Academic and Student Affairs

Prepared by: Assistant Vice Chancellor for Academic Affairs
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 Anschutz Medical Campus
University of Colorado Denver

A. INTRODUCTION

Tenure and promotion are major milestones in the career of tenure track faculty members. The purpose of this policy is to establish the compensation principles and minimum amounts for recognizing these milestones in a faculty member’s career.

B. POLICY STATEMENT

In accordance with this policy, financial increments are to be provided to the base salary of tenure-track faculty when they are granted tenure and promoted to Associate Professor and to tenured faculty when they are promoted to Professor.

C. APPLICATION OF THIS POLICY

This policy applies to grants of tenure and to promotions awarded to be effective

in AY 2004-05 and thereafter.

D. COMPENSATION PRINCIPLES

1. Minimum base salary increments

- a. The base salary increments specified below are minimums that must be applied to all cases within each category.
 - (1) Assistant Professors tenure track who are awarded tenure and promoted to associate professor shall receive a total base salary increment of \$3,500.
 - (2) Associate Professors tenure track are generally appointed with a higher salary than Assistant Professors tenure track. Associate Professors tenure track shall receive a base salary increment of \$1,500 for the award of tenure.
 - (3) Tenured Associate Professors who are promoted to Professor shall receive a base salary increment of \$4000.
- b. For grants of tenure and promotions awarded to be effective in AY 2005-06 and subsequent academic years, a rolling three-year average of the 12-month percent change in the Metro Denver CPI will be used to adjust the minimum base salary increments specified above. The Provost's Office will notify the Deans of the percentage to be used to adjust the base salary increments each year.

E. BASE SALARY ABOVE THE MINIMUMS

Schools, colleges, and the Library may provide base salary increments that exceed the minimums in the categories, if they have sufficient continuing funding and if the circumstances of particular cases justify doing so. In cases where the minimums are exceeded, the Dean must provide an explanation on the UCD-4.

Notes

1. Dates of official enactment and amendments:

August 28, 2003: Adopted by Provost and Vice Chancellor for Academic Affairs

March 24, 2005: Revised

May 5, 2018: Reformatted

2. History:

May 5, 2018: Modified to new format to reflect a 2018 Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statement organized around the several operational divisions of the university.

3. Initial Policy Effective Date: August 28, 2003
4. Cross References/Appendix: N/A