



Campus Administrative Policy

Policy Title: Compensation Principles for Tenure and Promotion

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

Effective: July 1, 2019
Date Last Amended/Reviewed: June 27, 2019
Date Scheduled for Review: July 1, 2026
Supersedes: Compensation Principles for Tenure and Promotion
(March 24, 2005)

Approved by: Dorothy A. Horrell
Chancellor, University of Colorado Denver

Prepared by: Associate Vice Chancellor for Academic
Operations

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

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. COMPENSATION PRINCIPLES

1. Minimum base salary increments:

- a. The base salary increments effective as of AY 2018-2019 and specified below are minimums that must be applied to all cases within each category:
 - (1) Assistant Professors on the tenure track who are awarded tenure and promoted to Associate Professor shall receive a total base salary increment of \$5,253.
 - (2) Associate Professors on the tenure track are generally appointed with a higher salary than Assistant Professors on the tenure track. Associate Professors on the tenure track shall receive a base salary increment of \$2,252 for the award of tenure.
 - (3) Tenured Associate Professors who are promoted to Professor shall receive a base salary increment of \$6,005.
- b. The Provost's Office will notify deans of the percentage to be used to adjust the base salary increments each year.

D. BASE SALARY INCREMENTS ABOVE THE MINIMUM

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.

Notes

1. Dates of official enactment and amendments:

August 28, 2003: Adopted by the Provost

March 24, 2005: Amended

July 1, 2019: 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 statement organized around the several operational divisions of the university.

July 1, 2019: Revised to update totals and to remove references to forms and/or processes no longer in use.

3. Initial Policy Effective Date: August 28, 2003

4. Cross References/Appendix:

- [University of Colorado Regent Policy 11, Compensation](#)