### 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.

CU 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. Minimum base salary increments:
   a. For Tenure-Track faculty, the base salary increments effective as of AY 2023-2024 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 $6,385.

      (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 $2,737 for the award of tenure.

      (3) Tenured Associate Professors who are promoted to Professor shall receive a base salary increment of $7,300.

   b. For Clinical Teaching Track faculty, the base salary increments effective as of AY 2023-2024 and specified below are minimums that must be applied to all cases within each category:

      (1) Assistant Professors in Clinical Teaching Track who are promoted to Associate Professor in Clinical Teaching Track shall receive a total base salary increment of $4,500.

      (2) Associate Professors in Clinical Teaching Track who are promoted to Professor in Clinical Teaching Track shall receive a base salary increment of $5,000.

   c. For Instructor Track faculty, the base salary increments effective as of AY 2023-2024 and specified below are minimums that must be applied to all cases within each category:

      (1) Instructors who are promoted to Senior Instructor shall receive a total base salary increment of $4,000.

      (2) Senior Instructors who are promoted to Principal Instructor shall receive a base salary increment of $4,500.

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 update totals and to remove references to forms and/or processes no longer in use.
   March 31, 2023: Revised to include IRC faculty, policy for increment beyond minimum.

3. Initial Policy Effective Date: August 28, 2003

4. Cross References/Appendix:
   • University of Colorado Regent Policy 11, Compensation