



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

BFA Instructor Track Faculty Affairs Committee Notice of Motion

Resolution to endorse a salary increment upon promotion for Teaching/Clinical Faculty

BFA-R-2-092722_Rev102022

Whereas there is no uniform commitment among schools and colleges on the Boulder campus regarding promotion raises for teaching/clinical faculty, and thus such raises are rarely given (and if given often come out of the unit's own funds), and

Whereas salary compression is a serious problem among teaching/clinical faculty, with starting minimum salaries moving over the years from \$30K to \$40K to now \$52K but with no promotion increment for long-serving teaching/clinical faculty, and

Whereas there is currently little to no incentive for promotion and career advancement for teaching/clinical faculty, given the general absence of a salary increment upon promotion, and

Whereas promotion, if sought and awarded, brings little reward other than more work and more responsibilities, and

Whereas tenure-stream faculty have just recently received a salary increment upon promotion (6.5K for promotion to associate professor and 10.5K for promotion to full professor), which we applaud and with which teaching/clinical faculty seek to align,

BE IT THEREFORE RESOLVED that the Boulder Faculty Assembly endorses a required, campus-funded salary increment to the base upon promotion for teaching/clinical faculty, being a suggested minimum of \$4K for promotion to teaching/clinical associate professor and \$6.5K for promotion to full teaching/clinical professor, increasing annually with any percentage increment increase in faculty salary funds. The BFA welcomes the input of the Academic Resource Management Advisory Committee (ARMAC) as the committee researches and benchmarks peer institutions to recommend raise amounts for teaching faculty at promotion, just as it did for tenure-stream promotion raises. However, benchmarking research should not be used as the sole determiner of the promotion raises given the widespread exploitation of non-tenure-track faculty across the country. The BFA



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suggests that only those universities that offer promotion raises for teaching/clinical faculty should be considered in this exercise. Additionally in its work, ARMAC should bear in mind both the low salaries of teaching/clinical faculty and the high cost of living in Boulder. The salary increment would be funded in ways similar to the funding of pay increments for tenured faculty. The promotion increment would apply to those non-tenure-track faculty eligible for promotion as defined in the Academic Affairs Policy on ["Titles, Roles, Appointment, Evaluation, and Promotion of Non-Tenure-Track Faculty in Teaching and Librarian Positions."](#) Be it further resolved that a compression pool be established to address salary inequities among such non-tenure-track faculty who were recently promoted but not covered by the salary increments, in alignment with a similar action taken on behalf of tenure-stream faculty.

Submitted by Instructor Track Faculty Affairs Committee: September 28, 2022

Approved for submission to Assembly by the BFA Executive Committee: October 3, 2022

Submitted to the BFA General Assembly: October 6, 2022

Approved on November 3, 2022: 49 in favor; 2 abstentions; 1 opposed