

**TO:** Karen Gipson, Chair, ECS/UAS

**FROM:** Robert Hollister, Chair, FSBC

**SUBJECT:** Promotional Increments

**DATE:** September 9, 2016

**CC:** Lisa Surman Haight, Senate Assistant

**Motion**

The FSBC proposes that the Faculty Handbook be changed to read as follows:

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**FACULTY HANDBOOK Chapter 3.06****8. Promotional increments.**

As provided in the Administrative Manual Chapter 4 Section.2.20.5, faculty who are promoted shall receive, in addition to their regular salary increase, the indicated promotion increment or no less than the minimum of the salary range of the new rank if the combination of the regular increase and the promotion increment fall below the minimum.

Promoted to:

Assistant Professor	\$1,000
Associate Professor	<del>\$3,500</del> 5,000
Full Professor	<del>\$5,000</del> 6,500

**Rationale**

As part of FSBC's charge, we are required to evaluate faculty compensation and benefits. The promotional increments have not been raised since 2009. More importantly the rates are significantly below our peer institutions. The rates requested reflect the approximate median (and mean) of Michigan public universities (Table 1).

**Table 1. Promotional Increments of Michigan Public Universities.**

<b>University</b>	<b>Assistant</b>	<b>Associate</b>	<b>Full</b>
Michigan Tech University		8,000	11,500
Northern Michigan University	7,213	8,935	11,124
University of Michigan - Flint <sup>#</sup>		8,000	10,000
University of Michigan - Dearborn <sup>#</sup>		7,200	8,500
Wayne State University	2,250	5,000	8,500
Eastern Michigan University	3,000	6,000	7,750
Oakland University	2,800	5,000	7,500
Central Michigan University	2,500	6,250	7,250
Western Michigan University	3,000	4,500	6,500
<b>Grand Valley State University</b>	<b>1,000</b>	<b>3,500</b>	<b>5,000</b>
Ferris State University	2,000	3,000	4,500
Michigan State University		2,000	2,500
Saginaw Valley State University	1,500	2,000	2,500
Lake Superior State University	1,300	1,600	2,000
University of Michigan - Ann Arbor <sup>#</sup>			
<i>Average</i>	2,656	5,070	6,795