



DATE: January 25, 2022

TO: Deans, Directors, and Department Chairs

FROM: Beth Meyerand, Vice Provost for Faculty and Staff Affairs  
Patrick Sheehan, Chief Human Resources Officer

RE: Compensation Adjustments for Faculty Promotions

We are pleased to announce we are increasing the standard base adjustments to faculty members promoted in rank beginning in Academic Year 2022-2023. This is an important part of our compensation portfolio in meeting market demands.

Promotional base increases can be between the standard base adjustment amount and an amount equal to ten percent of the faculty member's current base salary. Central funds will be made available for promotional base increases for faculty on 101 funds. In those cases, regardless of whether the fixed-dollar or percentage rate is used, one-half of the standard base adjustment increase will be covered by schools and colleges, while half will be provided centrally (prorated by the portion of FTE being paid on 101 funding). In cases where the unit wishes to provide an amount equal to ten percent of the faculty member's current base salary, any amount exceeding the standard base adjustment must be provided by funds controlled by the schools and colleges. In cases where the unit wishes to award an increase above ten percent of the faculty member's current salary, the balance must be provided entirely by funds controlled by the schools and colleges using another eligible reason under the campus pay adjustment policy.

Promotion is a key moment to examine faculty salaries for compression or market competitiveness. Departments, schools and colleges may augment promotion adjustments with other funds, and we encourage you to consider all compensation resources available.

In the attached, you will find the methodology as well as the promotional increment amounts.

If you have any questions, please feel free to reach out to Beth Meyerand at [memeyerand@wisc.edu](mailto:memeyerand@wisc.edu) or Patrick Sheehan [patrick.sheehan@wisc.edu](mailto:patrick.sheehan@wisc.edu).

C: Rebecca Blank, Chancellor  
John Karl Scholz, Provost and Vice Chancellor for Academic Affairs  
Robert Cramer, Interim Vice Chancellor for Finance and  
Administration Jennifer Klippel, Budget Director

## Faculty Promotion Compensation Adjustments for 2022-23 Academic Year

The Office of the Provost, the Office of the Vice Provost for Faculty and Staff Affairs, the Office of Human Resources and the Madison Budget Office have revised the faculty promotional base increases for the 2022-23 academic year. The amounts for 22-23 represent an increase of 2% above last year's rates which is comparable to prior increases. The UC was informed of this rate increase on January 14, 2022.

Promotion increases can range between the fixed dollar amounts below and a dollar amount equal to no more than ten percent of the faculty member's base pay.

Campus will provide central funds for promotional base increases for faculty on 101 funds. The central campus funds will be equivalent to one half of the defined minimum increase amount (prorated by portion of FTE being paid on 101 funding).

Schedule of Faculty Promotional Base Increases

	Faculty Appointed on C-Basis (9-month basis)		Faculty Appointed on A-Basis (12-month basis)	
	Promotions that took effect in AY 2021-22	<b>Promotions to take effect in AY 2022-23</b>	Promotions that took effect in AY 2021-22	<b>Promotions to take effect in AY 2022-23</b>
From assistant to associate professor	8,035	<b><u>8,196</u></b>	9,410	<b><u>9,598</u></b>
From associate to full professor	10,325	<b><u>10,532</u></b>	12,205	<b><u>12,449</u></b>