WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

DATE: March 1, 2023

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 increasing the standard base adjustments to faculty members promoted in rank beginning in Academic Year 2023-2024. 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 vpfsa@provost.wisc.edu or Patrick Sheehan patrick.sheehan@wisc.edu.

cc: Jennifer Mnookin, Chancellor
John Karl Scholz, Provost and Vice Chancellor for Academic Affairs
Robert Cramer, Vice Chancellor for Finance and Administration
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Faculty Promotion Compensation Adjustments for 2023-24 Academic Year

The Office of the Provost, including 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 2023-24 academic year. The amounts for 2023-24 represent an increase of 2% above last year's rates which is comparable to prior increases. The Provost recently met with the University Committee to discuss these increases.

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 2022-23	**Promotions to take effect in AY 2023-24**	Promotions that took effect in AY 2022-23	**Promotions to take effect in AY 2023-24**
From assistant to associate professor	8,196	**8,360**	9,598	**9,790**
From associate to full professor	10,532	**10,743**	12,449	**12,698**