

UNIVERSITY OF ARKANSAS AT LITTLE ROCK

TRANSMITTAL OF FACULTY SENATE RECOMMENDATION

Faculty Senate recommendations are to be submitted to the Chancellor within ten calendar days after the Assembly review period. The Chancellor does not approve or disapprove the recommendations, but may provide a response.

To the Chancellor of the University of Arkansas at Little Rock:

The following recommendation passed the UALR Faculty Senate on April 28, 2023.

FS_2023-09. Recommend ReStructuring Tenure Track Promotion Raises.

Whereas the most recent merit pay raise for faculty was in AY 20~~20~~17 (7 years ago) and any forthcoming merit raises will likely be sporadic rather than annual in nature; and

Whereas for tenure-track faculty, the promotion from Associate Professor to Full Professor is accompanied by a larger pay increase than that from Assistant to Associate (promotion to Associate is typically accompanied by a raise of \$2800 and promotion to Full is typically accompanied by a raise of \$4100); and

Whereas regular unit, colleg, and university service duties are spread over a shrinking pool of total faculty, increasing the overall service load; additionally, many faculty members have increased participation in enhanced recruitment and retention activities, with the result of reduced time for research/creative productivity, thus delaying the application for Full Professor; and

Whereas retention of quality faculty members is essential to the wellbeing of the university, and salary is a significant factor in faculty retention; and

Whereas receiving a more significant raise at the first promotion is a positive outcome for faculty retention; and

Whereas an increase in base salary makes any later merit raise more substantial as well as increasing the salary for those opting to teach summer courses, both positive outcomes for faculty retention;

Therefore, let it be recommended to the Provost and to the Chancellor that beginning in AY 24 one of these three options be considered:

- Swap the increases between Associate and Full Professor;

- Make both increases \$4100; or
- Equalize the raises for both to \$3450

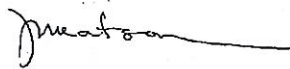
Let it also be recommended that the raises given for promotion starting AY 20178 be also adjusted in that fashion. Finally, let there be a grandparent clause included that would protect any current Associate Professor whose first promotion raise followed the previous model so that their raise at promotion to Full will continue to use the previous model.

Finally, let it be recommended that a similar reasonable adjustment be included for advancement raises for Fulltime Non-tenure-track Instructors as well.

Disseminated to University Assembly:

Date: August 16, 2023

Faculty Senate President's Signature: _____



Date: August 28, 2023

Joanne Liebman Matson

Received in Chancellor's Office:

Date: SEP 05 2023

Did Chancellor provide a response? If so, please attach.

Yes

No

TO: Joanne Matson, President
Faculty Senate

FROM: Christina Drale, Chancellor

DATE: December 1, 2023

RE: FS_2023-09

After studying the recommended options for changing the faculty promotion increases, and carrying out a financial analysis of impact, I am agreeing to a change in promotion compensation, however, not precisely in the form of one of the three options recommended by the Senate.

In the interest of not taking something away from those going up for full professor, I would like to preserve this increase at its current level of \$4,100. The increase for promotion to associate professor will be increased from \$2,800 to \$3,500.

The Senate recommendation includes a provision for "a similar reasonable adjustment" for full-time non-tenure-track instructors. I am accepting this recommendation. Promotion to advanced instructor will increase from \$1,500 to \$2,000, and promotion to senior instructor will increase from \$2,000 to \$2,500.