Guiding principles recommended by the Faculty Compensation Task Force at the 5/3/2017 meeting.

1. Longevity shall be defined as years in rank plus total years at the UI.
2. The longevity component of the compensation model should avoid salary compression between ranks at the time of promotion.
3. Only faculty members who “meets expectations” on annual evaluations should be eligible for progression in the longevity component.
4. The target salary of assistant professors should be described as: Incoming/early-in-rank salary very close to their market average (~95%); shallow salary progression; end-in-rank salary slightly above their market average (~105%). Percentage numbers given are for illustrative purposes only.
5. The target salary of associate professors should be described as: Incoming/early-in-rank salary very close to their market average (~95%); shallow salary progression; end-in-rank salary slightly above their market average (~105%). Percentage numbers given are for illustrative purposes only.
6. The target salary of full professors should be described as: Incoming/early-in-rank salary close to their market average (~90%); moderate salary progression; end-in-rank salary somewhat above their market average (~110%). Percentage numbers given are for illustrative purposes only.
7. The salary progression of assistant professors should be constant throughout rank.
8. The salary progression of associate professors should be steeper until approximate rank midpoint, then shallower.
9. The salary progression of full professors should be steeper until approximate rank midpoint, then shallower.
10. Assuming an equitable merit system, there should be a merit component to the compensation model.
11. Promotion raises should remain in place.
12. Promotion raises should be adjusted relative to current levels to reflect the predicted increases in target salary according to the compensation model, with a minimum promotion raise of no less than the current levels.
13. In the immediate future, funds available for salary increases should be distributed to progressively adjust the actual/target salary ratio. In other words, provide increases for most faculty, but give larger relative salary adjustments to those with the lowest actual/target salary ratios.
14. Faculty members should not see salary decreases even if market rates dictate this.