A RESOLUTION ON SALARY INCREASES ACCOMPANYING FACULTY PROMOTIONS (21/11)

WHEREAS, The Faculty Code¹ states that “As general practice, a promotion shall be accompanied by an appropriate increase in salary”; and

WHEREAS, the amount of savings resulting from denying promotion increases this year is estimated to be about $500,000; and

WHEREAS, rewarding faculty achieving promotions is extremely important for the morale of the faculty if the University is serious about striving to be a preeminent urban research university; and

WHEREAS, the absence of a salary increase with promotion will have long lasting and disproportionate impacts on the future earnings of the affected faculty member as compared to faculty promoted in the previous years;

NOW, THEREFORE BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT

(1) The university must continue to reward faculty who are promoted this year with appropriate increases in salary;

(2) In the event that sufficient funds are not immediately available to support raises for faculty who have been recently awarded promotion and/or tenure, the university must make these raises available prior to awarding any bonuses, restoring any pay cuts, increasing any salary of, or in any way increasing the compensation (deferred or otherwise) of any administration official; and

(3) In order to uphold the spirit of Faculty Code as described in the first Whereas clause, the university shall inform the affected faculty that their salary increases would be forthcoming as soon as possible.

Senate Committee on Appointments, Salary, and Promotion Policy
July 29, 2020

¹ Faculty Code, Article IV B3, page 11