Motion re Minimum Salaries

Referred by the Resource Allocation Committee

The Faculty Senate recommends that in addition to the promotional pay raise offered by Radford University, the professor being promoted gets a minimum salary which is equal to the average of salaries in his/her college or school at the relevant rank.

Justification:

A recent survey of universities within the Commonwealth of Virginia revealed that this practice is in vogue at Christopher Newport University. The minimum salary specified at CNU for promotion from Instructor to Assistant Professor is $47,000, from Assistant Professor to Associate Professor is $60,000 and from Associate to Full Professor is $78,000 in the current academic year. This system ensures that at lower paying institutions like Radford University, there will be not only a system to reward merit on getting the promotion but the salary boost will also provide a mechanism for catch up for professors who have endured low salaries and salary compression for a long time without redress. By setting common minimum salaries within a college or school unit, faculty will be rewarded equitably within closely allied fields.