



FACULTY SALARY UPDATES

Chairs & Directors
October 2, 2026



Office of the Provost
UNIVERSITY OF COLORADO **BOULDER**

Compensation Philosophy

Competitiveness, equity and excellence should be advanced together

Market Competitiveness

Use public AAU institutions as the primary market reference

Equity and Compression

Identify and address salary equity issues and compression

Excellence and Retention

Recognize impact and retain high-performing faculty

Local Context

Account for disciplinary field, its labor market and Boulder's high-cost environment

Strategies to Addressing Faculty Compensation

Tenure and Promotion increases

Implement larger promotion and tenure increases for tenure-track and teaching faculty.

Structural adjustments

As an institution move our faculty salaries closer to our AAU public peers, prioritizing departments and ranks furthest behind while recognizing variation across and within units.

Equity and compression

Use the annual faculty salary equity review and targeted funding to address pay equity and compression.

Promotion and Tenure Increase Changes

Promotion increases move to a hybrid structure, percentage or flat-dollar amount

Promotion to	Percentage	Flat amount
Professor	12.5%	\$12,500
Associate Professor (Award of Tenure)	8.5%	\$8,500
Teaching Professor	8.0%	\$7,000
Associate Teaching Professor	6.0%	\$5,000

Whichever is greater

Increase will be the percentage or flat dollar amount, which ever is greater, recognizing differing compensation ranges across disciplines.

\$20,000 limit

A dollar limit will apply to percentage-based promotion increase.

Increases will be effective in fiscal year 2028 (fall 2027) for individuals going up for promotion and tenure during academic year 2026-27

Structural Salary Investment

\$6M

Campus funding invested to address market competitiveness

\$6M

1:1 matching commitment from schools and colleges

3-year approach

Multi-year implementation (FY 27-29) followed by reassessment of impact

This represents a \$12 million investment over the next three years above and beyond annual faculty merit pool.

Interim Faculty Salary Equity Policy

Provide equitable pay in accordance with state and federal law and CU Board of Regents policy

Policy objective

Ensure eligible faculty doing substantially similar work, with similar Career Merit, are paid comparably within a Primary Unit.

Career Merit

Career Merit remains the primary basis for compensation and may explain salary differences.

Unit responsibility

Primary Units must identify, document, explain, and—when needed—address salary discrepancies.

Eligible faculty

Tenure-track, tenured, teaching-track, clinical, and in-residence faculty who are CU Faculty Senate members.

Source: colorado.edu/compliance/faculty-salary-equity-policy

Salary Equity Review Process

Primary Units must conduct an annual salary equity review for eligible faculty

1 Define Career Merit

2 Assign the review to a faculty committee

3 Create Relevant Comparator groups

4 Identify salary differences greater than 5%

5 Document explanations for those differences

6 Develop an adjustment plan when warranted

The annual review is led by the Primary Unit in collaboration with the dean and Office of the Provost. Consultative support is available for questions on procedure or specific equity scenarios.