

ADMINISTRATIVE DIVISION Academic Affairs	POLICY NUMBER ACAF 7.12
POLICY TITLE Compensation for Promotion and Post-Tenure Review	
SCOPE OF POLICY USC Upstate	DATE OF REVISION January 14, 2022
RESPONSIBLE OFFICER Provost	ADMINISTRATIVE OFFICE Office of the Provost

PURPOSE

The purpose of this policy is to specify the compensation schedule for Promotion and Tenure and Post-Tenure Review.

DEFINITIONS

Promotion: Promotion occurs when a faculty member moves from the rank of Assistant Professor to Associate Professor, from Associate Professor to Professor, or from Instructor to Senior Instructor.

Post-Tenure: The period of time in a faculty member's career that begins upon completion of the tenure process.

Post-Tenure Review Cycle: The calculation of years in the post-tenure review schedule is based on the most recent of the following dates: the awarding of tenure, last promotion, or last successful post-tenure review. After a minimum of six years or a maximum of ten years in the post-tenure period, all tenured faculty members undergo this additional level of review.

POLICY STATEMENT

Faculty members who are promoted from Assistant Professor to Associate Professor will be awarded a salary increase of \$6000; Faculty members who are promoted from Associate Professor to Professor will be awarded a salary increase of \$8000. Faculty members who are promoted from Instructor to Senior Instructor will be awarded a salary increase of \$3000. Faculty members who receive a favorable Post-Tenure Review will be awarded a salary increase of 7.5%.

PROCEDURES

Salary increases for tenure, promotion, and successful post-tenure review are effective at the beginning of the academic year (August 16) following the decision. The increase is applied to the salary as it is on the effective date of the increase to account for any changes to the salary that occur between the time of the decision and the following academic year. The increase is applied to the base salary; supplements, recurring stipends, or other forms of extra compensation are not included in the calculation. All increases are documented by a letter from the Provost's Office, copies of which should be retained by the faculty member and department.

RELATED UNIVERSITY, STATE, AND FEDERAL POLICIES

USC Upstate Faculty Manual

Chapter 5 – Faculty Review

Appendix V – Guidelines for File Preparation for Promotion & Tenure

Appendix VI – File Review for Promotion and Tenure

Appendix VII – Guidelines for File Preparation for Other Reviews

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HISTORY OF REVISIONS

DATE OF REVISION	REASON FOR REVISION
January 14, 2022	New policy approval