



Tenure and Promotion Salary Increase Policy **Revised January 13, 2016**

The Tenure and Promotion Salary Increase Policy for all FT HRSM faculty members will be as follows:

- **10% salary increase for promotion from Instructor/Lecturer to Senior Instructor/Lecturer.**
- **10% salary increase for promotion from Assistant to Associate.¹**
- **10% salary increase for promotion from Associate to Professor.¹**
- **5% salary increase for faculty members only receiving Tenure (e.g. a faculty member that did not previously have tenure but was already an Associate Professor or Professor).²**

Department Chairs may request an additional salary increase for faculty to rectify a potential pay imbalance. A letter of support and documentation reflecting the reasons for the additional increase should be provided by the Department Chair to the Dean for review.

¹10% salary increase includes faculty members receiving promotion or promotion and tenure simultaneously. Faculty will not receive a separate increase for promotion and for tenure unless they are earned a minimum of two years apart.

²Faculty member must have been employed by HRSM for a minimum of two years.

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University of South Carolina Columbia, South Carolina 29208 803 -777- 4290 Fax 803 -777- 6427