



Date: August 24, 2026

To: Deans

From: Pamir Alpay, Ph.D.
Provost and Executive Vice President for Academic Affairs

Re: FY28 Provost Fund Guidance

This guidance is being issued in accordance with the FY26 to FY29 AAUP collective bargaining agreement.

As stated in Article 19.8(A) of the FY26 – FY29 AAUP contract: “Each year of the contract a General Fund pool shall be allocated to the Provost for making increases in base salary, inclusive of fringe, as they see fit in order to retain bargaining unit members in the face of market competition, to address other salary disparities including but not limited to salary compression and inversion taking into account performance, to make equity adjustments, or to recognize special achievement. Bargaining unit members may also apply for such increases on the basis of salary disparity, including equity, compression and inversion.”

The university may consider requests for salary adjustments for these categories according to the processes outlined below, which are broken down into two distinct phases.

Phase I - Retention

Definition: Retention increases aim to support the university’s efforts to retain exceptional, highly productive faculty from considering external offers from competing institutions. The provost will consider pre-emptive retention requests in cases where there is evidence a faculty member is considering external opportunities.

Process:

- The provost will consider retention requests from the deans throughout the academic year, as the urgent nature of these requests require a timely response from the University.
- Faculty may request a retention increase by emailing their department head (copy dean or designee) directly. This request should include any relevant supporting documentation (i.e. evidence of recruitment, request to interview, or offer letter from competing institution).
- The department head must review the request directly with the dean in a timely manner.
- If the dean intends to retain the faculty member, they will bring the request directly to the provost (copying the associate vice provost for academic finance and administration) with a requested increase amount and funding arrangement. If the dean does not intend to retain the faculty member, they will notify the department head and faculty member of the decision at that time via email.
- The provost will evaluate retention requests from the dean immediately. If the retention increase is approved by the provost, the faculty member will receive a retention letter from the dean memorializing the details of the arrangement, which will go into effect August 23, 2027.

Phase II - Equity and Special Achievement

Definition:

Salary compression: A type of inequity which occurs when a competitive market urges hiring managers to bring new faculty in at higher salaries than in previous years, which may compress the difference in salary between ranks.

Salary inversion: A type of inequity in which faculty members in lower ranks earn more than colleagues in higher ranks.

Special Achievement: Special achievement may be awarded in situations in which a faculty member has received significant external acknowledgement such as a major prize or award.

Process:

- The provost will consider equity (including, but not limited, to salary compression and inversion) and special achievement requests at the end of the academic year, as these requests are typically reviewed in parallel with the annual review and merit process (if applicable).
- Faculty may request a salary adjustment for equity or special achievement by emailing their department head (copy dean or designee) between **April 1, 2027**, and **June 1, 2027**. This request should include any relevant supporting documentation (i.e. evidence of inequity or major prize/award).
- The department head must review the request directly with the dean or designee no later **than June 23, 2027¹**.
- The dean will compile all faculty requests along with department head or associate dean recommendations. The dean will submit his or her own recommendations to the provost no later than **July 23, 2027¹**. If the dean does not intend to forward a faculty member's request to the provost for review, they will notify the department head and faculty member of the decision at that time via email.
- The provost will evaluate equity and special achievement requests from the deans. If an equity or special achievement award is approved by the provost, the faculty member will receive a letter from the University indicating the increase amount and new salary prior to the increase appearing in their paycheck. If the provost does not approve a recommendation from the dean, the dean will notify the department head and faculty member of the decision.
- All salary increases go into effect **August 23, 2027**.

cc: Renee Boggis, Interim Vice President of Human Resources
Kelly Bannister, Director of Labor Relations
Assistant Deans/Finance Directors
Kate Clark, Associate Vice Provost of Academic Finance and Administration

¹ Review dates and deadlines subject to change following the distribution of the Provost's Guidelines on FY28 Collective Bargaining Increases for Members of the AAUP Bargaining Unit.