



UNIVERSITY SYSTEM OF MARYLAND

II-1.21 - POLICY ON COMPENSATION FOR FACULTY

(Approved by the Board of Regents, December 10, 1993; Technical amendments by the Board, December 12, 2014)

I. GENERAL POLICY - The University System of Maryland seeks to provide salaries for faculty that are adequate to attract and retain individuals with the qualifications and level of performance necessary for the USM and each of its constituent institutions to reach and to maintain the highest levels of excellence in education.

To this end, the USM shall seek increases in funding to attain and to maintain a faculty salary structure for each of its constituent institutions which is merit-based and in which the average faculty salary is at or above the 85th percentile of that institution's classification group.

The American Association of University Professors (AAUP) annually conducts and publishes a national survey of salaries for "instructional faculty." The AAUP salary information shall constitute the database for implementation of this policy. However, this policy shall apply to all persons defined as faculty by the University System of Maryland, whether or not they satisfy the AAUP definition of "instructional faculty."

With the exception of the University of Baltimore Law School and the professional schools at UMB, each institution's classification group shall be the set of all public colleges and universities included in its Carnegie classification. Placement of USM institutions within a Carnegie category shall be made annually by the Chancellor based on the application of Carnegie classification criteria to the most recent available data on each institution.

Comparisons for the University of Baltimore Law School and the professional schools at UMB shall be based on relevant national data for each of the respective schools.

Salary increases for current faculty shall be based on merit, and shall be determined on the basis of exceptionally effective teaching, scholarship and public service. Equity considerations may be taken into account in awarding salary increases.

II. IMPLEMENTATION - The Chancellor, in consultation with the presidents, shall develop implementation guidelines for this policy, which shall be based on evaluation of faculty merit using appropriate measures of faculty productivity. Consistent with this policy, these guidelines shall include a set of salary ranges for each faculty rank at each institution and a common format for an annual report by each institution to the Regents accounting for its use of merit funds for salary increases and may include salary ranges.

III. REPLACEMENT FOR Sections II B and C of UMS BOR VII-4.01, BOR III-14.00, BOT VII-K