



DATE: November 25, 2025

TO: Deans, Directors, and Department Chairs

FROM: Kent Weigel, Vice Provost for Faculty and Staff Affairs *KW*
Patrick Sheehan, Chief Human Resources Officer *PS*

RE: Academic Year 2026-27 Compensation Adjustments for Faculty Promotions

We are pleased to announce we are increasing the standard base adjustments for faculty members promoted in rank. These increased amounts will be in place for the 2026-27 Academic Year (AY).

Promotional base increases can be between the standard base adjustment amount and an amount equal to ten percent of the faculty member's current base salary. Central funds will be made available for promotional base increases for faculty on 101 funds. In those cases, regardless of whether the fixed-dollar or percentage rate is used, one-half of the standard base adjustment increase will be covered by schools and colleges, while half will be provided centrally (prorated by the portion of FTE being paid on 101 funding). In cases where the unit wishes to provide an amount equal to ten percent of the faculty member's current base salary, any amount exceeding the standard base adjustment must be provided by funds controlled by the schools and colleges. In cases where the unit wishes to award an increase above ten percent of the faculty member's current salary, the balance must be provided entirely by funds controlled by the schools and colleges using another eligible reason under the campus pay adjustment policy.

For Extension-supported faculty in other schools/colleges/divisions, 104 funds will be transferred to Extension equal to half the promotion amount. The transfer will become part of Extension's base budget.

Promotion is a key moment to examine faculty salaries for compression or market competitiveness. Departments, schools and colleges may augment promotion adjustments with other funds, and we encourage you to consider all compensation resources available.

In the attached, you will find the methodology as well as the promotional increment amounts.

Deans, Directors, and Department Chairs

November 25, 2025

Page 2

If you have any questions, please feel free to reach out to Kent Weigel at kent.weigel@wisc.edu or Patrick Sheehan at patrick.sheehan@wisc.edu.

cc: Jennifer Mnookin, Chancellor
John Zumbrunnen, Interim Provost and Vice Chancellor for Academic Affairs
Robert Cramer, Vice Chancellor for Finance and Administration
David Murphy, Associate Vice Chancellor for Finance

Faculty Promotion Compensation Adjustments for 2026-27 Academic Year

The Office of the Provost, the Office of the Vice Provost for Faculty and Staff Affairs, the Office of Human Resources, and the Madison Budget Office have revised the faculty promotional base increases for the 2026-27 academic year. The amounts for AY 2026-27 represent an increase of 3% above last year's rates which is comparable to prior increases. The University Committee was informed of this rate increase in October.

Promotion increases can range between the fixed dollar amounts below and a dollar amount equal to no more than ten percent of the faculty member's base pay.

Campus will provide central funds for promotional base increases for faculty on 101 funds. The central campus funds will be equivalent to one half of the defined minimum increase amount (prorated by portion of FTE being paid on 101 funding).

Schedule of Faculty Promotional Base Increases

	Faculty Appointed on C-Basis (9 month basis)		Faculty Appointed on A-Basis (12 month basis)	
	Promotions that took effect in AY 2025-26	Promotions to take effect in AY 2026-27 Effective Date: August 17, 2026	Promotions that took effect in AY 2025-26	Promotions to take effect in AY 2026-27 Effective Date: June 28, 2026
From Assistant to Associate Professor	\$8,868	\$9,134	\$10,839	\$11,164
From Associate to Full Professor	\$11,396	\$11,738	\$13,929	\$14,347