MEMORANDUM

DATE: May 20, 2008

TO: Department Chairs

FROM: Manjunath Pendakur, Dean
Dorothy F. Schmidt College of Arts & Letters

SUBJECT: Policy on Faculty Salary Match (Amended March 15, 2011)

The following policy regards situations in which a faculty member has received an offer from another University and is, therefore, considering leaving Florida Atlantic University:

1. The Chair must make a strong case in order for the Dean to consider making a matching offer to the faculty member. The Chair's discussion with the Dean must include data that demonstrate the value of the faculty member to the unit and to the College.

2. The Chair should explain whether the faculty member’s move would be a lateral or a vertical move in terms of rank.

3. If the University making the offer is a Ph.D. and/or MFA granting university in the United States or Canada, then the first criterion will have been met since such universities share similar standards and practices regarding tenure and promotion.

4. The offer letter must be from a university comparable or of a higher standing than FAU (based on NRC or similar ranking organizations).

If these criteria have been met, a copy of the offer letter should be sent to the Dean, who will then request a meeting with the faculty member and his/her Chair in order to discuss the offer and the possibility of a matching offer from FAU.

Conflicting priorities of the department and the budgetary situation may play a decisive role in whether or not FAU can match the offer.