



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