


The College of Social and Behavioral Sciences

	Policy:	
	Retention Counteroffers Informal Policy	
	Revision: 4 May 2000	Effective: 4 May 2000

Policy

The college follows an informal policy of restricting retention offers to those faculty who have received, or are on an active short list for receiving, an offer from a *peer* department at another institution. Funds that would otherwise have been expended for counteroffers to faculty receiving offers from less distinguished institutions will be reserved to enhance the salaries of the faculty whose salaries are most depressed, relative to their market value, and who are most likely to be the target of future attempted raids.

Knowledge