

To: Faculty and Academic Professionals

From: Gene A. Jarrett, Dean of the Faculty

Subject: Salary Review Guidelines in Response to the University's Budget Outlook

Date: February 6, 2026

Thank you for your ongoing efforts to advance the University's research and teaching mission and to support our campus community of students, staff, academic professionals, and faculty. Despite the disruptive uncertainties facing higher education in this country, Princeton continues to fulfill its academic mission, and this achievement would be impossible without your vital contributions.

I am sending this message to provide guidelines on salary increases for certain faculty and academic professionals in response to the University's current budget outlook.

As stated in President Eisgruber's [tenth annual letter to the Princeton community](#) and reiterated in yesterday's faculty town hall, "Princeton has strong financial foundations and excellent opportunities, but we must nevertheless make some hard budgetary choices in the months and years to come."

The financial pressure facing the University will constrain its ability to provide compensation increases in the upcoming year. Benefits costs, moreover, have risen rapidly over the past year at Princeton and elsewhere.

Princeton's spending on the compensation (salary plus benefits) of staff, faculty, and academic professionals depends on how much the University increases salaries, the number of positions it adds or subtracts, and the cost of its benefits offerings. The salary pool is a crucial lever for the University's ability to respond to these factors while also providing the flexibility needed to navigate the uncertain federal and economic landscape and to adjust its long-term endowment return assumptions.

In this extraordinary year, the Priorities Committee recommended, and the Board of Trustees approved, the following approach to salary raises that will be calculated through the Salary Review Process. This approach is designed to protect early-career faculty members and to recognize special achievements (including, for example, promotions, publications, and awards) consistent with longstanding University compensation practices:

- Assistant professors, instructors, and lecturers will receive salary raises based on a modest merit pool.
- Associate professors, full professors, senior lecturers, University lecturers, and professors of the practice will not receive salary raises this fiscal year. (The President's Cabinet also will not receive salary raises.) Exceptions include faculty who receive raises for promotion, retention, or professional achievement recognized by the special merit pool.
- Annual increases for satisfactory (or better) performance among academic professionals, including librarians, professional researchers, and professional specialists, will be linked to the salary raise—an FY27 increase of 1.0% across the board—communicated separately by Vice

President for Human Resources Romy Riddick to HR-appointed staff. (For the purposes of this memo, the category of “professional researchers” excludes postdoctoral researchers and associate research scholars, as any changes to their salary increase process are subject to collective bargaining.)

We anticipate a return to more typical salary increases after next year, assuming we can address the benefits costs.

Next week, I plan to send further details to the chairs, directors, and academic managers about the Salary Review Process.

Thank you in advance for your understanding and cooperation.