



## FY 2014-2015 Full-time Faculty Hiring Salary Guidelines \*

Years of directly related experience	Associate's (technical faculty)	Bachelor's (technical faculty)	Master's	Master's + 24	Master's + 48 (or MFA)	Doctorate
0	\$45,238	\$46,565	\$47,479	\$49,570	\$51,894	\$54,915
1	\$45,459	\$46,793	\$47,711	\$49,813	\$52,149	\$55,185
2	\$45,680	\$47,021	\$47,943	\$50,056	\$52,403	\$55,454
3	\$45,901	\$47,248	\$48,176	\$50,299	\$52,658	\$55,724
4	\$46,122	\$47,476	\$48,408	\$50,542	\$52,912	\$55,994
5	\$46,344	\$47,704	\$48,640	\$50,784	\$53,166	\$56,263
6	\$46,565	\$47,932	\$48,873	\$51,027	\$53,421	\$56,533
7	\$46,786	\$48,160	\$49,105	\$51,270	\$53,675	\$56,802
8	\$47,007	\$48,387	\$49,338	\$51,513	\$53,930	\$57,072
9	\$47,228	\$48,615	\$49,570	\$51,756	\$54,184	\$57,341
10	\$47,450	\$48,843	\$49,802	\$51,999	\$54,439	\$57,611

### Faculty Hiring Salary Calculation Guidelines

- The figures above reflect hiring salaries for new full-time faculty on 9 month (170 day) contracts only.
- Only directly related experience AFTER the date the qualifying degree was awarded is eligible for compensation credit.
- 1 year of part-time experience is equivalent to 1/2 year of full-time experience credit. Maximum overall part-time experience credit is 5 years.
- If multiple positions have overlapping dates, credit may only be given for one position. However, if total weekly hours of overlapping part-time assignments are equivalent to 30+ hrs per week, multiple jobs may be credited during that time frame (to a max of 5 years overall part-time experience credit)
- Maximum overall experience credit (full-time and part-time combined) is 10 years.
- Experience must be within the past 12 years to be eligible for compensation credit.
- Additional extra-service and summer assignments are contingent upon the needs of the division and are subject to approval by the appropriate dean and vice president/provost.
- Additional faculty load and compensation information can be found in the Faculty Load Manual on the HR web page.

**\* Please note these are general hiring salary guidelines only. Official hiring salaries are determined by Human Resources at the time of offer.**