



## FY 2015-2016 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	45,464	46,798	47,716	49,818	52,153	55,190
2	45,690	47,031	47,954	50,066	52,413	55,464
3	45,917	47,263	48,191	50,314	52,672	55,739
4	46,143	47,496	48,429	50,561	52,932	56,013
5	46,369	47,729	48,666	50,809	53,191	56,288
6	46,595	47,962	48,903	51,057	53,451	56,562
7	46,821	48,195	49,141	51,305	53,710	56,837
8	47,048	48,428	49,378	51,553	53,970	57,112
9	47,274	48,660	49,616	51,801	54,229	57,386
10	47,500	48,893	49,853	52,049	54,489	57,661

### Faculty 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.
- A maximum of 6 research/dissertation hours may be credited toward the M+24 or M+48 educational milestones beyond the master's degree.
- 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 website.

\* The 2015-2016 full-time faculty salary range maximum is \$98,604.

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