

**FY 2021-2022 Full-time Faculty (170 Work Day Contract)
Hiring Salary Guidelines ***

Years of directly related experience	Technical	Master's	Master's + 24	Master's + 48 (or MFA)	Doctorate
0	52,025	53,050	54,610	57,259	61,950
1	52,285	53,315	54,883	57,545	62,260
2	52,545	53,581	55,156	57,832	62,570
3	52,805	53,846	55,429	58,118	62,879
4	53,066	54,111	55,702	58,404	63,189
5	53,326	54,376	55,975	58,690	63,499
6	53,586	54,642	56,248	58,977	63,809
7	53,846	54,907	56,521	59,263	64,118
8	54,106	55,172	56,794	59,549	64,428
9	54,366	55,437	57,067	59,836	64,738
10	54,626	55,703	57,341	60,122	65,048

Faculty Salary Calculation Guidelines

- The figures above reflect hiring salaries for new full-time faculty on nine-month (170 work day) contracts only.
- Only directly related experience AFTER the date the qualifying degree was awarded is eligible for compensation credit.
- A maximum of six (6) research/dissertation hours may be credited toward the M+24 or M+48 educational milestones beyond the master's degree.
- One (1) year of part-time experience is equivalent to 1/2 year of full-time experience credit. Maximum overall part-time experience credit is five (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 on the HR Compensation website.

* *The full-time faculty salary range maximum is \$122,210.*

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

**FY 2021-2022 Collegiate Academy Professor (180 Work Day Contract)
Hiring Salary Guidelines ***

Years of directly related experience	Technical	Master's	Master's + 24	Master's + 48 (or MFA)	Doctorate
0	55,085	56,171	57,822	60,627	65,594
1	55,361	56,451	58,111	60,930	65,922
2	55,636	56,732	58,401	61,233	66,250
3	55,912	57,013	58,690	61,537	66,578
4	56,187	57,294	58,979	61,840	66,906
5	56,462	57,575	59,268	62,143	67,234
6	56,738	57,856	59,557	62,446	67,562
7	57,013	58,137	59,846	62,749	67,890
8	57,289	58,417	60,135	63,052	68,218
9	57,564	58,698	60,424	63,355	68,546
10	57,840	58,979	60,713	63,659	68,874

Faculty Salary Calculation Guidelines

- The figures above reflect hiring salaries for new full-time faculty on nine-month (180 work day) contracts only.
- Only directly related experience AFTER the date the qualifying degree was awarded is eligible for compensation credit.
- A maximum of six (6) research/dissertation hours may be credited toward the M+24 or M+48 educational milestones beyond the master's degree.
- One (1) year of part-time experience is equivalent to 1/2 year of full-time experience credit. Maximum overall part-time experience credit is five (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 on the HR Compensation website.

* *The full-time faculty salary range maximum is \$122,210.*

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**FY 2021-2022 Full-time Faculty (225 Work Day Contract)
Hiring Salary Guidelines ***

Years of directly related experience	Technical	Master's	Master's + 24	Master's + 48 (or MFA)	Doctorate
0	68,857	70,213	72,278	75,784	81,993
1	69,201	70,564	72,639	76,163	82,403
2	69,545	70,915	73,001	76,542	82,813
3	69,889	71,266	73,362	76,921	83,223
4	70,234	71,618	73,724	77,300	83,633
5	70,578	71,969	74,085	77,679	84,042
6	70,922	72,320	74,446	78,057	84,452
7	71,267	72,671	74,808	78,436	84,862
8	71,611	73,022	75,169	78,815	85,272
9	71,955	73,373	75,530	79,194	85,682
10	72,299	73,724	75,892	79,573	86,092

Faculty Salary Calculation Guidelines

- The figures above reflect hiring salaries for new full-time faculty on full year (225 work day) contracts only.
- Only directly related experience AFTER the date the qualifying degree was awarded is eligible for compensation credit.
- A maximum of six (6) research/dissertation hours may be credited toward the M+24 or M+48 educational milestones beyond the master's degree.
- One (1) year of part-time experience is equivalent to 1/2 year of full-time experience credit. Maximum overall part-time experience credit is five (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 on the HR Compensation website.

* *The full-time faculty salary range maximum is \$122,210.*

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**FY 2021-2022 Full-time Faculty (260 Work Day Contract)
Hiring Salary Guidelines ***

Years of directly related experience	Technical	Master's	Master's + 24	Master's + 48 (or MFA)	Doctorate
0	79,568	81,135	83,521	87,573	94,747
1	79,965	81,541	83,939	88,010	95,221
2	80,363	81,947	84,356	88,448	95,695
3	80,761	82,352	84,774	88,886	96,168
4	81,159	82,758	85,192	89,324	96,642
5	81,557	83,164	85,609	89,762	97,116
6	81,955	83,569	86,027	90,200	97,589
7	82,353	83,975	86,444	90,638	98,063
8	82,750	84,381	86,862	91,075	98,537
9	83,148	84,786	87,280	91,513	99,011
10	83,546	85,192	87,697	91,951	99,484

Faculty Salary Calculation Guidelines

- The figures above reflect hiring salaries for new full-time faculty on full year (260 work day) contracts only.
 - Only directly related experience AFTER the date the qualifying degree was awarded is eligible for compensation credit.
 - A maximum of six (6) research/dissertation hours may be credited toward the M+24 or M+48 educational milestones beyond the master's degree.
 - One (1) year of part-time experience is equivalent to 1/2 year of full-time experience credit. Maximum overall part-time experience credit is five (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 on the HR Compensation website.
- * *The full-time faculty salary range maximum is \$122,210.*

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