

## 2025-2026 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	93,490	93,490	96,090	100,505	108,324
1	93,957	93,957	96,570	101,008	108,865
2	94,425	94,425	97,051	101,510	109,407
3	94,892	94,892	97,531	102,013	109,949
4	95,360	95,360	98,012	102,515	110,490
5	95,827	95,827	98,492	103,018	111,032
6	96,295	96,295	98,973	103,520	111,573
7	96,762	96,762	99,453	104,023	112,115
8	97,229	97,229	99,933	104,526	112,657
9	97,697	97,697	100,414	105,028	113,198
10	98,164	98,164	100,894	105,531	113,740

#### 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 campus 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.*