

**FACULTY--LADDER RANKS--PROFESSOR SERIES (REG; 2018-19 SCALE)
ACADEMIC YEAR**

| <u>Rank</u> | <u>Step</u> | <u>Years at Step</u> | <u>Annual</u> | <u>Monthly</u> |
|---|-------------|----------------------|---------------|----------------|
| Assistant Professor (1300) | 1 | 2 | 62,700 | 5,225.00 |
| | 2 | 2 | 66,600 | 5,550.00 |
| | 3 | 2 | 70,200 | 5,850.00 |
| | 4 | 2 | 74,200 | 6,183.33 |
| Overlapping Steps: A max of 2 yrs counts in lieu of service as Assoc. Prof. | 5 | 2 | 78,000 | 6,500.00 |
| Associate Professor (1200) | 1 | 2 | 78,100 | 6,508.33 |
| | 2 | 2 | 82,200 | 6,850.00 |
| | 3 | 2 | 86,400 | 7,200.00 |
| Overlapping Steps: A max of 3 yrs counts in lieu of service as Prof. | 4 | 3 | 91,600 | 7,633.33 |
| Professor (1100) | 1 | 3 | 91,700 | 7,641.67 |
| | 2 | 3 | 98,800 | 8,233.33 |
| | 3 | 3 | 106,300 | 8,858.33 |
| | 4 | 3 | 114,100 | 9,508.33 |
| | 5 | * | 122,500 | 10,208.33 |
| | 6 | * | 132,100 | 11,008.33 |
| | 7 | * | 142,500 | 11,875.00 |
| | 8 | * | 154,100 | 12,841.67 |
| | 9 | ** | 167,200 | 13,933.33 |
| | Above-Scale | ** | | |

*Indefinite Steps, no "normal" time but may be considered for advancement after 3 years
 **Indefinite Steps, no "normal" time but may be considered for advancement after 4 years

Salary Calculation: Current Annual - On Scale = Off Scale Increment

Types of Advancement

Reappointment

Merit: Advancement in Step

- Normal: One step advancement w/ no change in off-scale increment
- Greater than Normal (G1): Merit w/increase in off-scale equiv. to 1/3 step.
- Greater than Normal (G2): Merit w/increase in off-scale equiv. to 2/3 step.
- Acceleration: Advancement of 2 steps or more.
- Acceleration w/greater than normal salary: 1 step acceleration w/increase in off-scale equiv. to 1/3 step.

Promotion: Advancement in Rank

Criteria for Advancement

- Merit: Excellence in all three areas (research/creative work, teaching and service)
- Merit w/G1: Outstanding in one or two areas; closer to normal merit
- Merit w/G2: Outstanding in two areas; closer to acceleration
- Acceleration: Outstanding in all three areas; with GTN in exceptional circumstances