

**FACULTY--LADDER RANKS--PROFESSOR SERIES\***  
**ACADEMIC YEAR (REG SCALE - Eff. October 1, 2019)**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Campus off-scale limit</u>
<b>Assistant Professor</b> (1300)	1	2	66,100	5,508.33	
	2	2	70,100	5,841.67	
	3	2	73,900	6,158.33	
	4	2	78,100	6,508.33	
Overlapping Steps: A max of 2 yrs counts in lieu of service as Assoc. Prof.	5	2	82,300	6,858.33	
<b>Associate Professor</b> (1200)	1	2	82,400	6,866.67	
	2	2	86,700	7,225.00	
	3	2	91,100	7,591.67	
Overlapping Steps: A max of 3 yrs counts in lieu of service as Prof.	4	3	96,500	8,041.67	
<b>Professor</b> (1100)	1	3	96,600	8,050.00	
	2	3	104,100	8,675.00	
	3	3	112,100	9,341.67	
	4	3	120,400	10,033.33	
	5	*	129,300	10,775.00	
	6	*	139,200	11,600.00	
	7	*	150,100	12,508.33	
	8	*	162,200	13,516.67	
	9	**	175,800	14,650.00	\$195,100
	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 (A1): One step accel. 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 with 1/3 (G1): Outstanding in one area, excellent in the other two; closer to normal merit

Merit with 2/3 (G2): Outstanding in two areas, excellent in the third; closer to acceleration

Acceleration: Outstanding performance that is significantly beyond expectations in all three areas

Acceleration w/GTN of 1/3 (A1): Exceed standard for acceleration; rare and exceptional circumstances