

FACULTY--LADDER RANKS--PROFESSOR SERIES*
ACADEMIC YEAR (REG SCALE - Eff. October 1, 2024)

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Campus salary limit</u>
Assistant	1	2	78,200	6,516.67	
Professor	2	2	82,200	6,850.00	
(1300)	3	2	86,600	7,216.67	
	4	2	91,400	7,616.67	
Overlapping Steps: A max of 2 yrs counts in lieu of service as Assoc. Prof.	5	2	96,400	8,033.33	
Associate	1	2	96,500	8,041.67	
Professor	2	2	101,500	8,458.33	
(1200)	3	2	106,800	8,900.00	
Overlapping Steps: A max of 3 yrs counts in lieu of service as Prof.	4	3	112,800	9,400.00	
Professor	1	3	112,900	9,408.33	
(1100)	2	3	121,700	10,141.67	
	3	3	131,100	10,925.00	
	4	3	141,000	11,750.00	
	5	*	151,600	12,633.33	
	6	*	163,000	13,583.33	
	7	*	175,400	14,616.67	
	8	*	189,500	15,791.67	
	9	**	205,400	17,116.67	\$228,000
	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 w/G1: Typically outstanding in one area, excellent in other two; closer to normal merit

Merit w/G2: Typically outstanding in two areas, excellent in third; closer to acceleration

Acceleration: Outstanding performance that is significantly beyond expectations in all 3 areas.

A1: Rare and exceptional; significantly exceed the standard for two-step advancement.