

## Faculty Target Salaries/Rank Guidelines

Date: 9/21/2022

Tenured/Tenure Track (T/TT) faculty members would be eligible to receive an additional salary adjustment as determined by years in rank. The Office of the Provost will notify T/TT faculty members eligible to receive a target salary adjustment in the fall of each academic year as a part of the normal annual salary review process. Target salary adjustments are contingent on available funding within the existing instructional budget; this review and the adjustments do not add additional funds to the instructional budget but rather redistributes within it.

Entry Level - Minimum of floor or greater when T/TT faculty member is hired

When T/TT faculty has met the following criteria:

- Three (3) consecutive years in rank (Asst., Assoc., Full)
- Must meet expectations on performance review for the last three (3) years
- Move to one-third of the difference between rank floors

When Tenured faculty has met the following criteria:

- Six (6) consecutive years in rank (Asst. AND tenured, Assoc., Full)
- Must meet expectations on performance review for the last three (3) years
- Move to midpoint of difference between rank floors

Faculty target salaries are not projected above the midpoint of the range in rank. Upon promotion to Associate or Full Professor, the T/TT faculty member will receive a 10% increase in salary or move to the minimum of the floor, whichever is greater. Promotional increases become effective at the point that any overall pay increases are given in the next academic year.