

July 1, 2021 Salary Scale

As of Date: 10-Aug-23

Rank	Floor	Breakpoint	Ceiling
Lab Instructor	\$ 67,239	None	\$ 92,453
Lecturer	\$ 84,049	\$ 98,057	\$ 106,462
Senior Lecturer	\$ 95,256	\$ 123,272	\$ 134,478
University Lecturer	\$ 112,065	\$ 134,478	\$ 145,685
Instructor	\$ 84,049	None	\$ 89,652
Assistant Prof	\$ 89,652	\$ 114,866	\$ 123,272
Associate Prof	\$ 112,065	\$ 134,478	\$ 145,685
Professor	\$ 128,875	\$ 156,891	\$ 170,339
Librarian/Archivist I	\$ 72,843	None	\$ 78,446
Librarian/Archivist II	\$ 78,446	None	\$ 95,256
Librarian/Archivist III	\$ 89,652	\$ 117,669	\$ 128,875
Librarian/Archivist IV	\$ 100,859	\$ 123,272	\$ 134,478
Division Head	\$ 106,462	\$ 128,875	\$ 140,082

Step Values for Each Year of Experience (For initial placement of faculty member only) ¹	2024	2023	2022	Jul 1 - Dec 31, 2021 ²	Jan 1 - Jun 30, 2021 ²	2020	2019	2018	2017 and each calendar year prior
Regular Step Award (RSA)	\$2,957.43	\$2,858.51	\$2,782.57	\$2,845.35	\$2,789.56	\$2,542.20	\$2,362.51	\$1,988.59	\$2,500.00
Modified Step Award (MSA)	\$1,774.46	\$1,715.11	\$1,669.54	\$1,707.21	\$1,673.74	\$1,525.32	\$1,417.51	\$1,193.15	\$1,500.00

Promotion Step Value ³	2023	2022	2021	2020	2019	2018	2017
Tenure Track	\$2,801.63	\$2,801.63	\$2,801.63	\$2,692.84	\$2,640.03	\$2,594.63	\$2,546.25
Teaching	\$2,626.54	\$2,626.54	\$2,626.54	\$2,524.55	\$2,475.05	\$2,432.48	\$2,387.13
Librarian/Archivist	\$2,451.42	\$2,451.42	\$2,451.42	\$2,356.23	\$2,310.03	\$2,270.30	\$2,227.97

Career Progress Step Value (Sep 1) for steps awarded from salary review	2023	2022	2021	2020	2019	2018	2017
Regular Step Award (RSA)	\$2,957.43	\$2,858.51	\$2,782.57	\$2,681.24	\$2,542.20	\$2,362.51	\$1,988.59
Modified Step Award (MSA)	\$1,774.46	\$1,715.11	\$1,669.54	\$1,608.74	\$1,525.32	\$1,417.51	\$1,193.15

1. Each calendar year has a distinct dollar value attached to it. These unique calendar year values are added together as applicable to the calculation for initial placement (starting salary).

2. In 2021, there are two increases scheduled 6 months apart on January 1 and July 1. Both increases will impact the 2021 Step Values for Years of Experience.

3. Article 42.16.2

A step on promotion will be assigned a value of 1/32 of the floor of the Assistant Professor, Lecturer, or Librarian/Archivist 2 scale, as appropriate.