



# Faculty Salary Structure

## *85% of the Market Median<sup>1</sup>*

Rank/Salary Grouping	Minimum	Midpoint	Maximum
Professor 3	\$56,600	\$70,700	\$84,800
Professor 2	\$48,400	\$60,500	\$72,600
Professor 1	\$42,900	\$53,600	\$64,300
Associate Professor 3	\$47,300	\$59,100	\$70,900
Associate Professor 2	\$39,600	\$49,500	\$59,400
Associate Professor 1	\$37,300	\$46,600	\$55,900
Assistant Professor 3	\$42,800	\$53,500	\$64,200
Assistant Professor 2	\$38,000	\$47,500	\$57,000
Assistant Professor 1	\$35,600	\$44,500	\$53,400
Instructor/Lecturer 2	\$38,300	\$42,600	\$51,100
Instructor/Lecturer 1	\$35,600 <sup>2</sup>	\$39,600	\$47,500
Librarian 2 <sup>3</sup>	\$38,300	\$42,600	\$51,100
Librarian 1 <sup>3</sup>	\$35,600 <sup>2</sup>	\$39,600	\$47,500

- Includes two to three bands per rank to reflect market differences in disciplines using 85% of the market median
- Pay within a band may be determined by multiple factors such as time in rank and performance
- Ranges are used to ensure consistency and equity in administration and decision making

<sup>1</sup> Based on market data effective January 1, 2021.

<sup>2</sup> Adjusted to meet FLSA exempt salary threshold of \$35,568 or \$35,600.

<sup>3</sup> If Librarians were assigned to the staff salary structure, Librarian 1 would be in band 5 and Librarian 2 would be in a band 6.