

Examples of Application of New Faculty Salary Scales with Cost of Living Adjustment (COLA) Applied to the Total Regular Salary (On-Scale Salary plus Off-Scale Amount)

ASSOCIATE PROFESSOR, STEP 2

Old Scale	Plus 2.5% COLA	New Scale Associate, Step 2 (COLA Plus Market Adjustment)
\$62,600	\$64,200	\$69,300

Example 1:

Associate Professor, Step 2, on-scale

- Current salary: \$62,600
- COLA: $\$62,600 \times 1.025 = \$64,165$
- Rounding: \$64,165 rounded to nearest \$100 = \$64,200
- Market adjustment: Since \$64,200 is less than the new Step 2 rate of \$69,300, market adjustment is applied
- New salary = \$69,300
- Resulting salary is on-scale

Example 2:

Associate Professor, Step 2, off-scale (lagging new scale)

- Current salary: \$66,600 (on-scale salary plus off-scale amount of \$4,000)
- COLA: $\$66,600 \times 1.025 = \$68,265$
- Rounding: \$68,265 rounded to nearest \$100 = \$68,300
- Market adjustment: Since \$68,300 is less than the new Step 2 rate of \$69,300, market adjustment is applied
- New total salary = \$69,300
- Resulting salary is on-scale

Example 3:

Associate Professor, Step 2, off-scale (above new scale)

- Current salary: \$70,600 (on-scale salary plus off-scale amount of \$8,000)
- COLA: $\$70,600 \times 1.025 = \$72,365$
- Rounding: \$72,365 rounded to nearest \$100 = \$72,400
- Market adjustment: Since \$72,400 is more than the new Step 2 rate of \$69,300, market adjustment is **not** applied
- New total salary is \$72,400
- Resulting salary is off-scale with a new off-scale amount of \$3,100

ABOVE SCALE FACULTY

- Apply 3.6% (COLA + Market Adjustment) to the current salary
- Compression Adjustment: If adjusted salary is less than the salaries listed below, adjusted salary will be increased to equal the following:
 - Academic Year, Regular Scale - \$153,500
 - Fiscal Year, Regular Scale - \$178,000
 - Academic Year, Business/Engineering/Economics Scale - \$168,200

FACULTY--LADDER RANKS--PROFESSOR SERIES*
ACADEMIC YEAR

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale 10/1/06		Salary Scale 10/1/07				Off-scale salary limits
			<u>Annual</u>	<u>Monthly</u>	<u>WITH COLA</u>		<u>WITH COLA & MARKET</u>		
					<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	
Assistant Professor (1300)	1	2	48,100	4,008.33	49,300	4,108.33	53,200	4,433.33	66,000
	2	2	50,900	4,241.67	52,200	4,350.00	56,400	4,700.00	69,200
	3	2	53,800	4,483.33	55,100	4,591.67	59,500	4,958.33	73,100
	4	2	56,800	4,733.33	58,200	4,850.00	62,900	5,241.67	77,600
	5	2	59,600	4,966.67	61,100	5,091.67	66,000	5,500.00	77,600
	6	2	62,500	5,208.33	64,100	5,341.67	69,200	5,766.67	77,600
Associate Professor (1200)	1	2	59,700	4,975.00	61,200	5,100.00	66,100	5,508.33	83,700
	2	2	62,600	5,216.67	64,200	5,350.00	69,300	5,775.00	89,800
	3	2	66,100	5,508.33	67,800	5,650.00	73,200	6,100.00	96,300
	4	3	70,100	5,841.67	71,900	5,991.67	77,700	6,475.00	96,300
	5	3	75,600	6,300.00	77,500	6,458.33	83,700	6,975.00	96,300
Professor (1100)	1	3	70,200	5,850.00	72,000	6,000.00	77,800	6,483.33	111,700
	2	3	75,700	6,308.33	77,600	6,466.67	83,800	6,983.33	111,700
	3	3	81,800	6,816.67	83,800	6,983.33	89,900	7,491.67	111,700
	4	3	88,700	7,391.67	90,900	7,575.00	96,400	8,033.33	111,700
	5	--	96,400	8,033.33	98,800	8,233.33	103,300	8,608.33	111,700
	6	--	104,400	8,700.00	107,000	8,916.67	111,800	9,316.67	154,000
	7	--	113,500	9,458.33	116,300	9,691.67	121,000	10,083.33	154,000
	8	--	122,900	10,241.67	126,000	10,500.00	131,000	10,916.67	154,000
	9	--	133,500	11,125.00	136,800	11,400.00	142,000	11,833.33	154,000

BUC: A7
Comp Group A02

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, Curator Series, and the Agronomist in the Agricultural Experiment Station Series are also paid on the Academic-Year Ladder Ranks salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed the threshold require Presidential approval

FACULTY--LADDER RANKS--PROFESSOR SERIES*
FISCAL YEAR

Rank	Step	Years at Step	Salary Scale 10/1/06		Salary Scale 10/1/07				Off-scale salary limits
			Annual	Monthly	WITH COLA		WITH COLA & MARKET		
					Annual	Monthly	Annual	Monthly	
Assistant Professor (1310)	1	2	56,100	4,675.00	57,500	4,791.67	61,700	5,141.67	76,600
	2	2	59,100	4,925.00	60,600	5,050.00	65,400	5,450.00	80,300
	3	2	62,300	5,191.67	63,900	5,325.00	69,000	5,750.00	84,800
	4	2	65,800	5,483.33	67,400	5,616.67	73,000	6,083.33	90,000
	5	2	69,100	5,758.33	70,800	5,900.00	76,600	6,383.33	90,000
	6	2	72,500	6,041.67	74,300	6,191.67	80,300	6,691.67	90,000
Associate Professor (1210)	1	2	69,200	5,766.67	70,900	5,908.33	76,700	6,391.67	97,100
	2	2	72,600	6,050.00	74,400	6,200.00	80,400	6,700.00	104,200
	3	2	76,800	6,400.00	78,700	6,558.33	84,900	7,075.00	111,700
	4	3	81,600	6,800.00	83,600	6,966.67	90,100	7,508.33	111,700
	5	3	87,500	7,291.67	89,700	7,475.00	97,100	8,091.67	111,700
Professor (1110)	1	3	81,700	6,808.33	83,700	6,975.00	90,200	7,516.67	129,600
	2	3	87,600	7,300.00	89,800	7,483.33	97,200	8,100.00	129,600
	3	3	95,000	7,916.67	97,400	8,116.67	104,300	8,691.67	129,600
	4	3	103,000	8,583.33	105,600	8,800.00	111,800	9,316.67	129,600
	5	--	111,700	9,308.33	114,500	9,541.67	119,800	9,983.33	129,600
	6	--	121,300	10,108.33	124,300	10,358.33	129,700	10,808.33	178,600
	7	--	131,600	10,966.67	134,900	11,241.67	140,400	11,700.00	178,600
	8	--	142,500	11,875.00	146,100	12,175.00	152,000	12,666.67	178,600
	9	--	154,800	12,900.00	158,700	13,225.00	164,700	13,725.00	178,600

BUC: A7
Comp Group A04

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, Astronomer Series, Clinical Professor Series, Clinical Professor of Dentistry - 50% or More Series, Professor of Clinical _____ Series, and the Agronomist in the Agricultural Experiment Station Series are also paid on the Fiscal-Year Ladder Ranks salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed the threshold require Presidential approval.

**FACULTY--LADDER RANKS--BUSINESS/ECONOMICS/ENGINEERING*
ACADEMIC YEAR**

Rank	Step	Years at Step	Salary Scale 10/1/06		Salary Scale 10/1/07				Off-scale salary limits
			Annual	Monthly	WITH COLA		WITH COLA & MARKET		
					Annual	Monthly	Annual	Monthly	
Assistant Professor (1343)	1	2	64,100	5,341.67	65,700	5,475.00	70,900	5,908.33	85,900
	2	2	67,300	5,608.33	69,000	5,750.00	74,600	6,216.67	89,000
	3	2	70,700	5,891.67	72,500	6,041.67	78,200	6,516.67	92,600
	4	2	74,400	6,200.00	76,300	6,358.33	82,400	6,866.67	95,400
	5	2	77,600	6,466.67	79,500	6,625.00	85,900	7,158.33	95,400
	6	2	80,400	6,700.00	82,400	6,866.67	89,000	7,416.67	95,400
Associate Professor (1243)	1	2	77,700	6,475.00	79,600	6,633.33	86,000	7,166.67	98,300
	2	2	80,500	6,708.33	82,500	6,875.00	89,100	7,425.00	103,900
	3	2	83,700	6,975.00	85,800	7,150.00	92,700	7,725.00	110,000
	4	3	86,200	7,183.33	88,400	7,366.67	95,500	7,958.33	110,000
	5	3	88,800	7,400.00	91,000	7,583.33	98,300	8,191.67	110,000
Professor (1143)	1	3	86,300	7,191.67	88,500	7,375.00	95,600	7,966.67	125,300
	2	3	88,900	7,408.33	91,100	7,591.67	98,400	8,200.00	125,300
	3	3	94,600	7,883.33	97,000	8,083.33	104,000	8,666.67	125,300
	4	3	101,300	8,441.67	103,800	8,650.00	110,100	9,175.00	125,300
	5	--	109,000	9,083.33	111,700	9,308.33	116,600	9,716.67	125,300
	6	--	117,600	9,800.00	120,500	10,041.67	125,400	10,450.00	168,700
	7	--	125,900	10,491.67	129,000	10,750.00	134,500	11,208.33	168,700
	8	--	135,500	11,291.67	138,900	11,575.00	144,000	12,000.00	168,700
	9	--	147,200	12,266.67	150,900	12,575.00	155,600	12,966.67	168,700

BUC: A7
Comp Group A06

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, Agronomist in the Agricultural Experiment Station Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic-Year Ladder Ranks Business/Economics/Engineering salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed the threshold require Presidential approval.

FACULTY--LADDER RANKS--BUSINESS/ECONOMICS/ENGINEERING*
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale 10/1/06		Salary Scale 10/1/07				Off-scale salary limits
			<u>Annual</u>	<u>Monthly</u>	<u>WITH COLA</u>		<u>WITH COLA & MARKET</u>		
					<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	
Assistant Professor (1344)	1	2	74,300	6,191.67	76,200	6,350.00	82,200	6,850.00	99,700
	2	2	78,100	6,508.33	80,100	6,675.00	86,500	7,208.33	103,300
	3	2	82,100	6,841.67	84,200	7,016.67	90,700	7,558.33	107,400
	4	2	86,000	7,166.67	88,200	7,350.00	95,600	7,966.67	110,700
	5	2	89,900	7,491.67	92,100	7,675.00	99,700	8,308.33	110,700
	6	2	93,200	7,766.67	95,500	7,958.33	103,300	8,608.33	110,700
Associate Professor (1244)	1	2	90,000	7,500.00	92,300	7,691.67	99,800	8,316.67	114,000
	2	2	93,300	7,775.00	95,600	7,966.67	103,400	8,616.67	120,500
	3	2	97,000	8,083.33	99,400	8,283.33	107,500	8,958.33	127,600
	4	3	99,900	8,325.00	102,400	8,533.33	110,800	9,233.33	127,600
	5	3	103,200	8,600.00	105,800	8,816.67	114,000	9,500.00	127,600
Professor (1144)	1	3	100,000	8,333.33	102,500	8,541.67	110,900	9,241.67	145,400
	2	3	103,300	8,608.33	105,900	8,825.00	114,100	9,508.33	145,400
	3	3	109,500	9,125.00	112,200	9,350.00	120,600	10,050.00	145,400
	4	3	117,600	9,800.00	120,500	10,041.67	127,700	10,641.67	145,400
	5	--	126,500	10,541.67	129,700	10,808.33	135,300	11,275.00	145,400
	6	--	136,200	11,350.00	139,600	11,633.33	145,500	12,125.00	195,700
	7	--	145,900	12,158.33	149,500	12,458.33	156,000	13,000.00	195,700
	8	--	156,200	13,016.67	160,100	13,341.67	167,000	13,916.67	195,700
	9	--	169,600	14,133.33	173,800	14,483.33	180,500	15,041.67	195,700

BUC: A7
 Comp Group A08

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, and Agronomist in the Agricultural Experiment Station Series in the appropriate disciplines are also paid on the Fiscal-Year Ladder Ranks Business/Economics/Engineering salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed the threshold require Presidential approval.