FACULTY--LADDER RANKS--PROFESSOR SERIES*
ACADEMIC YEAR   (REG SCALE - Eff. October 1, 2023)

Rank	Step	Years at Step	Annual	Monthly	Campus salary limit
Assistant	1	2	74,600	6,216.67	
Professor	2	2	78,700	6,558.33	
(1300)	3	2	83,100	6,925.00	
	4	2	87,700	7,308.33	
Overlapping Steps: A max of 2 yrs counts in lieu of service as Assoc. Prof.	5	2	92,400	7,700.00	
Associate	1	2	92,500	7,708.33	
Professor	2	2	97,300	8,108.33	
(1200)	3	2	102,400	8,533.33	
Overlapping Steps: A max of 3 yrs counts in lieu of service as Prof.	4	3	108,200	9,016.67	
Professor	1	3	108,300	9,025.00	
(1100)	2	3	116,700	9,725.00	
	3	3	125,800	10,483.33	
	4	3	135,300	11,275.00	
	5	*	145,400	12,116.67	
	6	*	156,200	13,016.67	
	7	*	168,200	14,016.67	
	8	*	181,800	15,150.00	
	9	**	197,100	16,425.00	$218,800
	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.