

## **Placement of New Faculty Appointees on the Salary Scale**

### **Faculty Handbook Section 9.2.3**

The initial contract of a new faculty member at hiring will indicate step placement on the salary scale and professorial rank. Placement will be made by the Provost/Senior VP and appropriate school dean. The appropriate department/program director/chair may be consulted as needed.

### **3 yrs. of credit toward tenure (section 3.7):**

Newly hired faculty members who have achieved tenure at another institution are not immediately eligible for tenure at Fresno Pacific University at appointment. However, upon the recommendation of the dean and the Rank and Tenure Committee, which conducts the third-year evaluation, such a faculty member may receive tenure earlier than the six-year period upon the recommendation of the Provost/Senior VP to the president.

### **Rank eligibility [see section 3.4 for definitions]**

#### **Handbook Language**

A master's degree (Step 1 at Instructor rank) OR

Master's degree plus 30 credit hours or a Master of Divinity (Step 2) OR

Two master's degrees, a master's degree plus professional certification (e.g., CPA, RN, etc.), or ABD status (Step 4) OR

The terminal degree in the hiring field with less than 2 years of college teaching experience (Step 6 at Assistant Professor rank, *Step 10 at Associate, Step 14 at Professor*). The expected terminal degree is established for each academic field, e.g., Ph.D. in humanities and sciences, MFA in performing arts, Ed.D. in education, etc.

Relevant teaching, scholarship, service, or other professional experience (1 additional step for every five years of experience up to 5 steps total) *directly related to discipline*.

Additional steps may be awarded to acknowledge differential pay levels in professional fields where the hiring market salary gap can be established to be at least \$5000. Only in unusual circumstances and in consultation with the Personnel Committee should such market adjustments exceed five steps.

Discretionary steps. To respond to special circumstances of the competitive marketplace, e.g., unusually attractive candidate credentials or professional achievements, 1-2 steps may be awarded at the Provost/Senior VP's discretion and reported to the Personnel Committee.

**Note:** Language in italics is not in the Handbook but has been added to this form for clarification.

**Faculty Salary Scale**  
Based on a 9-month contract <sup>1</sup>

<i>Step #</i>	<i>Instructor Step Increase <sup>2</sup> \$750</i>	<i>Assistant Professor Step Increase \$1250</i>	<i>Associate Professor Increase \$1750</i>	<i>Full Professor Increase Step \$2250</i>
1	Steps 1 through 6 are not in use			
2	Steps 1 through 6 are not in use			
3	Steps 1 through 6 are not in use			
4	Steps 1 through 6 are not in use			
5	Steps 1 through 6 are not in use			
6	Steps 1 through 6 are not in use			
7	66,900	67,400		
8	67,650	68,650		
9	68,400	69,900		
10	69,150	71,150	71,150	
11	69,900	72,400	72,900	
12	70,650	73,650	74,650	
13	71,400	74,900	76,400	
14	72,150	76,150	78,150	78,150
15	72,900	77,400	79,900	80,400
16		78,650	81,650	82,650
17		79,900	83,400	84,900
18		81,150	85,150	87,150
19		82,400	86,900	89,400
20		83,650	88,650	91,650
21			90,400	93,900
22			92,150	96,150
23			93,900	98,400
24			95,650	100,650
25			97,400	102,900
26			99,150	105,150
27				107,400
28				109,650
29				111,900
30				114,150
31				116,400

<sup>1</sup> Salaries are at a 9-month contract. 10-month contract salaries can be calculated by taking the 9-month salary and multiplying it by 1.11. 11-month contract salaries can be calculated by taking the 9-month salary and multiplying it by 1.22.

<sup>2</sup> Step increase is the amount increased per step.