

AHR Salary Adj. Guidelines Calculations

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
General Merit	1.50%	2.00%	2.00%	2.50%	2.50%	1.50%	2.50%
College Market or Retention Support	0.75%	0.50%	0.50%	0.50%	0.00%	0.00%	0.00%
Total	2.25%	2.50%	2.50%	3.00%	2.50%	1.50%	2.50%
AY to AN conversion	1.222	1.222	1.222	1.222	1.222	1.222	1.222

Tenure System		<u>2018-19</u>	
	Acad. Yr.	Ann. Yr.	
Assistant Professor	\$51,453	\$62,886	
Associate Professor	\$60,396	\$73,817	
Professor	\$69,208	\$84,588	
Non-Union FT Fac. & AS		Acad. Yr.	Ann. Yr.
Lecturer	\$35,000	\$42,778	
Assistant Instructor	\$35,000	\$42,778	
Academic Specialists	\$35,000	\$42,778	
Instructor	\$35,000	\$42,778	
Assistant Professor	\$45,000	\$55,000	
Associate Professor	\$51,737	\$63,234	
Professor	\$63,713	\$77,872	
Research Associate	\$38,851	\$47,484	

Tenure System		<u>2019-20</u>	
	Acad. Yr.	Ann. Yr.	
Assistant Professor	\$52,739	\$64,459	
Associate Professor	\$61,906	\$75,663	
Professor	\$70,938	\$86,702	
Non-Union FT Fac. & AS		Acad. Yr.	Ann. Yr.
Lecturer	\$35,525	\$43,420	
Assistant Instructor	\$35,252	\$43,420	
Academic Specialists	\$35,525	\$43,420	
Instructor	\$35,525	\$43,420	
Assistant Professor	\$45,675	\$55,825	
Associate Professor	\$53,031	\$64,815	
Professor	\$65,306	\$79,819	
Research Associate	\$39,822	\$48,671	