Lecturer Salary Guidelines

**Purpose:** To provide guidelines for determining the salary for lecturers in the College of Liberal Arts & Sciences.

**Applies to:** Lecturers in the College of Liberal Arts & Sciences

**Policy Statement:** Fall or Spring salaries for Lecturers shall be based on teaching experience, educational level, and the size and level of the course(s) being taught. A combination of these factors shall determine the actual minimum salary level. A candidate justification for a lecturer hire should be submitted through the current University’s hiring system for approval of lecturer appointments.

**Teaching Experience and Educational Level Guidelines**

- Level of training/degree (minimum salary level noted)*
  - Masters, ABD $4,125 per .25 FTE (equivalent of $16,500 for a 50% academic year appointment)
  - Ph.D. $4,375 per .25 FTE (equivalent of $17,500 for a 50% academic year appointment)

- Number of Years’ Experience
  Lecturers may receive a merit salary increase each year as the quality of teaching and budget deems amenable. Therefore lecturers having taught for many years in the College may be above the salary level minimums noted above. Demonstration of previous teaching experience will be required for a lecturer to start above the minimum salary level.

**Course being Taught Guidelines**

- Level/Expertise of Course
  Lecturers teaching more advanced courses by level and expertise may start above the minimum salary level.

- Number of Students in Course
  Courses being taught need to minimally meet 6/12 Guidelines (6 students for graduate courses and 12 students for undergraduate courses). Courses with small enrollments should have lecturers with smaller salaries while lecturers teaching extremely large courses can have larger salaries.

*These minimum salary levels do not apply to summer semester teaching.

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