

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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Review Cycle:

Annual (As Needed)

Review, Approval & Change History:

03/17/2017: Remove BA from tiers, update salary, and change from "per course" to ".25 FTE."

07/05/2016: Clarified minimum salary levels do not apply to summer semester teaching.

06/08/2015: Revised by the Dean of the College to show new salary amounts in the College

07/01/2007: Approved by the Dean of the College of Liberal Arts & Sciences