

Section 4. Minimum Salary Rates—Academic Ranked Instructional and Research Faculty.

- Effective July 1, 2007, for 12-month appointments, and September 16, 2007, for 9-month appointments, salary rate minimums shall increase by 1% (one percent) compared to the July 1, 2006 minimum rates (for 12-month appointments) or September 16, 2006 minimum rates (for 9-month appointments) for all bargaining unit members. No member of the bargaining unit will be employed at 1.00 FTE salary rates less than those listed below.

Rank	9-month appt. September 16, 2007	12-month appt. July 1, 2007
Professor	\$61,659	\$75,240
Associate Professor	50,112	61,128
Assistant Professor	39,384	48,048
Senior Instructor	32,346	39,468
Instructor	30,672	37,404
Research Associate	32,346	39,468
All other ranks	30,672	33,060

- Effective January 1, 2008, no 12-month academic ranked instructional and research faculty member; and effective February 1, 2008, no 9-month academic ranked instructional and research faculty will be employed at 1.00 FTE salary rates less than those listed below:

Rank	9-month appt. February 1, 2008	12-month appt. January 1, 2008
Professor	\$64,287	\$78,444
Associate Professor	52,245	63,732
Assistant Professor	41,058	50,100
Senior Instructor	33,723	41,148
Instructor	31,977	39,000
Senior Research Associate	35,748	43,632
Research Associate	34,047	41,544
Senior Research Assistant	33,579	40,944
Research Assistant	31,977	39,000

- Effective January 1, 2009, no 12-month academic ranked instructional and research faculty member; and effective February 1, 2009, no 9-month academic ranked instructional and research faculty will be employed at 1.00 FTE salary rates less than those listed below:

Rank	9-month appt. February 1, 2009	12-month appt. January 1, 2009
Professor	\$73,917	\$90,192
Associate Professor	60,084	73,284
Assistant Professor	50,265	61,320
Senior Instructor	40,221	49,080
Instructor	35,190	42,900
Senior Research Associate	40,194	49,068
Research Associate	40,005	48,816
Senior Research Assistant	35,577	43,416
Research Assistant	35,001	42,684