Definitions of Full-Time Faculty Salary Levels

Arts & Science

| Level I | May apply to documented exception in accordance with SACS criteria. |
| Level II | Masters Degree in teaching discipline  
AND  
0-23 Graduate hours in teaching field  
OR  
Master’s degree not in the teaching discipline with 18 additional graduate hours in the teaching discipline AND 0-23 additional graduate hours in the discipline |
| Level III | Master’s degree in the teaching discipline  
AND  
24-44 additional graduate hours in the teaching discipline  
OR  
Master’s degree not in the teaching discipline with 18 additional graduate hours in the teaching discipline  
AND  
24-44 additional graduate hours in the discipline |
| Level IV | Master’s degree in the teaching discipline  
AND  
45 or more additional graduate hours in the teaching discipline  
OR  
Master’s degree not in the teaching discipline with 18 additional graduate hours in the teaching discipline  
AND  
45 or more additional graduate hours in the discipline |
| Level V | Ph.D., AND 18 graduate hours in the teaching discipline |

**Note for Arts & Science Teaching Disciplines:** A Master’s degree that is not in the teaching discipline with 18 additional graduate hours in the teaching discipline may be substituted for the required Master’s degree in the teaching discipline. In such cases, any additional graduate hours required for placement purposes will be beyond the 18 graduate hours in the teaching discipline since the 18 are used for substitution for minimum placement at each level.

For example, to qualify for Level III, a Master’s degree not in the discipline with the 18 graduate hours in the discipline (substitutes for the Master’s degree in the discipline) plus a minimum of 24 ADDITIONAL graduate hours in the discipline is required (for a minimum of 42 total graduate hours in the teaching discipline.)

Effective FY11, faculty in Biotechnology, GIS, and Hydrology are in the Arts & Science area but are placed as Workforce.

Effective FY08, the MFA is no longer considered a terminal degree for salary placement purposes except for the Studio Arts area (3-12).
## Workforce

<table>
<thead>
<tr>
<th>FY16</th>
<th>Level I</th>
<th>Level II</th>
<th>Level III</th>
<th>Level IV</th>
<th>Level V</th>
</tr>
</thead>
</table>
|      | • High school diploma or equivalent plus 6 years work experience **OR**
      | • AAS degree plus 4 years of work experience **OR**
      | • Bachelor’s degree plus 3 years of work experience
      | • High school diploma or equivalent plus 9 years of work experience and 12 hours of vocational/technical education **OR**
      | • AAS degree plus 6 years of work experience and 12 hours of vocational/technical education **OR**
      | • Bachelor’s degree plus 4 years of work experience **OR**
      | • Master’s degree
      | • High school diploma or equivalent plus 15 years of work experience and 12 hours of vocational/technical education **OR**
      | • AAS degree plus 10 years of work experience and 12 hours of vocational/technical education **OR**
      | • Bachelor’s degree plus 6 years of work experience **OR**
      | • Master’s degree plus 2 years of work experience or Master’s degree plus 1 year work experience and 12 hours of vocational/technical education or Master’s degree plus 0 years of work experience and 24 hours of vocational/technical education
      | • AAS degree plus 12 years of work experience and 12 hours of vocational/technical education **OR**
      | • Bachelor’s degree plus 6 years of work experience and 24 hours of vocational/technical education **OR**
      | • Bachelor’s degree **AND** 8 years of work experience **OR**
      | • Master’s degree plus 4 years of work experience or Master’s degree plus 3 years of work experience and 12 hours of vocational/technical education or Master’s degree plus 2 years of work experience and 24 hours of vocational/technical education or Master’s degree plus 1 year of work experience and 36 hours of vocational/technical education or Master’s degree plus 0 years of work experience and 45 hours of vocational/technical education
      | • Appropriate academic preparation and/or work experience **AND** Ph.D. |

**Note for Workforce and Health Science Teaching Disciplines:** Work experience must be directly related to the teaching discipline. All college degrees must be in the teaching discipline.

Effective FY11, faculty in Biotechnology, GIS, and Hydrology are in the Arts & Science area but are placed as Workforce.
# Health Sciences – Chart I

<table>
<thead>
<tr>
<th>FY16</th>
<th>Level I</th>
<th>Level II</th>
<th>Level III</th>
<th>Level IV</th>
<th>Level V</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Licensure, certification, and/or registration as required by an official accrediting body</td>
<td>Bachelor’s degree with major in the teaching field AND</td>
<td>Master’s degree in the teaching discipline AND</td>
<td>Master’s degree in the teaching discipline AND</td>
<td>Certification and or registration in field AND Ph.D.</td>
</tr>
<tr>
<td></td>
<td>AAS degree in teaching discipline AND 3 years work experience</td>
<td>Licensure, certification and/or registration in field AND</td>
<td>Licensure, certification and/or registration in field AND</td>
<td>Licensure, certification and/or registration in field AND</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>0-12 additional graduate hours in field</td>
<td>0-23 additional graduate hours in the field</td>
<td>24 or more additional graduate hours in field</td>
<td></td>
</tr>
</tbody>
</table>

Health Sciences Chart I is used for disciplines that have a traditional educational path leading to a PhD degree. For example: Nursing, Occupational Therapy, Physical Therapy, Personal Fitness Trainer, Kinesiology.
## Health Sciences – Chart II

<table>
<thead>
<tr>
<th>Level</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16</td>
<td></td>
</tr>
</tbody>
</table>
| **Level I** | • Licensure, certification, and/or registration as required by an official accreditation body  
             • AAS degree in teaching discipline **AND** 3 years related work experience |
| **Level II** | • Licensure, certification, and/or registration as required by an official accreditation body  
             **AND**  
             • AAS degree in teaching discipline **AND** 6 years related work experience  
             **OR**  
             • Bachelor’s degree in teaching discipline |
| **Level III** | • Licensure, certification, and/or registration as required by an official accreditation body  
             **AND**  
             • AAS degree in teaching discipline **AND** 10 years related work experience  
             **OR**  
             • Bachelor’s degree in teaching discipline and 6 years related work experience |
| **Level IV** | • Licensure, certification, and/or registration as required by an official accreditation body  
             **AND**  
             • AAS degree in teaching discipline **AND** 12 years related work experience  
             **OR**  
             • Bachelor’s degree in teaching discipline **AND** 8 years related work experience  
             • Master’s degree not in the teaching discipline, but related to it |
| **Level V** | • Licensure, certification, and/or registration as required by an official accreditation body  
             **AND**  
             • PhD not in teaching discipline, but related to it |

Health Sciences Chart II is used for Health Sciences disciplines that do not have a traditional educational path leading to a PhD degree. For example: Emergency Medical Services, Surgical Technology, Pharmacy Technician, Sonography, Medical Coding, Health Information Technology, Veterinary Technology, Dental Hygiene (effective FY14).