APPENDIX 4.A

FACULTY SALARY SCHEDULE

A. Salary Category Weights

1. Degree Level:

- Bachelor's: 0.40
- Master's: 0.50
- Master's + 1: 0.70
- Master's + 2: 0.80
- Doctorate: 1.45

The degree level master's plus one is based on 50% completion of coursework toward the doctoral degree; master's plus two is based on completion of all requirements for the doctorate except the dissertation – ABD.

2. Rank:

- Instructor: 0.50
- Assistant Professor: 0.80
- Associate Professor: 1.55
- Professor: 2.60

3. Experience (including experience as a UNA non-tenure-track faculty member): 0.10 each 2 years (0.50 maximum)

Experience is based on the academic year, with prior experience for initial appointment rated at 100% for teaching and up to 75% for related work. Only experience following completion of the master’s degree in a field related to the teaching discipline is considered.

4. Merit or Market Value: 0.5

B. Salary Factor

The sum of weights derived from salary categories is converted to a salary factor at the rate of a factor of .01 for each .05 of weights, as per the following abridged conversion table:

<table>
<thead>
<tr>
<th>Wgt</th>
<th>Factor</th>
<th>Wgt</th>
<th>Factor</th>
<th>Wgt</th>
<th>Factor</th>
</tr>
</thead>
<tbody>
<tr>
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<td>0.98</td>
<td>2.50</td>
<td>1.30</td>
<td>4.25</td>
<td>1.65</td>
</tr>
<tr>
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<td>1.00</td>
<td>2.75</td>
<td>1.35</td>
<td>4.50</td>
<td>1.70</td>
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<tr>
<td>1.25</td>
<td>1.05</td>
<td>3.00</td>
<td>1.40</td>
<td>4.75</td>
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4A-1
<table>
<thead>
<tr>
<th>1.50</th>
<th>1.10</th>
<th>3.25</th>
<th>1.45</th>
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<td>3.50</td>
<td>1.50</td>
<td>5.25</td>
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<td>1.25</td>
<td>4.00</td>
<td>1.60</td>
<td>5.75</td>
<td>1.95</td>
</tr>
</tbody>
</table>

C. Department Chairs and Other Administration

Supplement according to responsibilities.

D. Determination of Salary for the Academic Year (Nine Months)

The schedule includes a base salary figure for the academic year. An individual salary is then determined by (1) totaling the weights earned in each salary category, (2) finding in the conversion table the factor for this sum, and (3) multiplying the base salary figure by the factor. Example (using a hypothetical base figure of $10,000): an associate professor (1.55) with a doctorate (1.45) and 10 years of experience (0.50) and judged at a merit level of (0.50) earns a total of 4.00 in category weights, the factor for which is 1.60, and 1.60 times the base figure of $10,000 produces a salary figure of $16,000.

The Office of the Vice President for Academic Affairs and Provost may be consulted for details on salary determinations and for the current base salary figure.