



**ACCD 2019 Full-Time Faculty Hire Rates** — Revision 12/19/2018  
*For use in initial placement and tier advancement.*

**Tier A, Instructor** — Early Career (0-5 years of demonstrated teaching and/or professional/practical experience in the assigned discipline) Individuals with a developing a portfolio teaching and/or professional work, and who are beginning to achieve recognition within their field. They are a recent college graduate with a BA, BS or BFA. It is preferred that academic faculty are ABD or already possess a Ph.D or other relevant terminal degree.

Low Tier A:	\$36,857.82
Mid Tier A:	\$43,860.80
High Tier A:	\$50,439.92

**Tier B, Assistant Professor** — Mid Career (5-12 years of successful teaching and/or professional/practical experience in the assigned discipline.) Professionals and/or teachers established in their field who have demonstrated their increasing potential to the college through increasing classroom effectiveness, as well as through external recognitions such as speaking engagements, publishing, awards, exhibitions, and jurying. It is preferred that academic faculty possess a Ph.D or other relevant terminal degree in their assigned discipline, or have equivalent publishing and/or teaching experience.

Low Tier B:	\$57,501.51
Mid Tier B:	\$64,976.71
High Tier B:	\$72,773.91

**Tier C, Associate Professor** — Advanced Career (9-18 years of significant teaching and professional/practical experience in the assigned discipline.) Experienced, accomplished teachers of notable teaching/professional careers. These people are active in and have contributed to their professions and to their departments and/or the college, and continue to be honored and recognized within their fields. It is preferred that academic faculty possess a Ph.D or other relevant terminal degree in their assigned discipline.

Low Tier C:	\$80,779.05
Mid Tier C:	\$88,856.95
High Tier C:	\$96,854.08

**Tier D, Professor** — Senior Faculty (15-30+ years of exemplary teaching and professional/ practical experience in the assigned discipline) Distinguished teachers whose deep and continuing commitment to the college is demonstrably reflected back into classes, student work and their contributions to their departments and the college at large. At this level faculty will have participated in their fields on a national and international level and will have received honors and recognition in their fields. It is preferred that academic faculty possess a Ph.D in their assigned discipline.

Low Tier D:	\$103,633.86
Mid Tier D:	\$109,851.89
High Tier D:	\$115,344.49