



Central Michigan University
Faculty Personnel Services
Wariner 308
Phone: 989-774-3368
Fax: 989-774-4250

TO: Department Chairpersons

FROM: Robert Martin, Associate Vice Provost

DATE: May 6, 2009

RE: *Temporary Faculty - 2009-10 Per Credit Hour Salary Schedule*

The attached credit hour schedule should be used for appointments beginning with the 2009 Fall semester. According to the [Temporary Faculty Policy](#), most new temporary faculty hires will be compensated on a per credit hour rate. Only those retaining a base salary from previous employment or those hired full-time for the full year should be on a base salary.

The aggregate increases granted to temporary faculty on per credit hour salaries must not exceed the 3.0% salary increase parameter approved by the President.

If you have questions concerning the use of this schedule, please consult your Dean or Faculty Personnel Services.

cc: Deans

**2009– 2010 GUIDELINE FOR PER CREDIT HOUR SALARIES
TEMPORARY FACULTY**

<u>Degree Status</u>	<i>Relevant Experience</i>		
	<u>0-3 years</u>	<u>4-7 years</u>	<u>8+ years</u>
Baccalaureate	\$725 - 900	\$875 - 1,025	\$1,000 - 1,175
Masters	\$900 - 1,050	\$1,000 - 1,225	\$1,175 - 1,475
Doctorate	\$1,150 - 1,300	\$1,250 - 1,500	\$1,400 - 1,750

Temporary faculty are normally compensated in accordance with this schedule. Upon the mutual recommendation of the department and dean, the Provost may approve compensation at a base salary rate instead. Temporary faculty with a full-time assignment for at least one year will normally be compensated at a base salary rate.

In determining placement on the above salary schedule, such factors as market influences, years and type of relevant experience, and the recognition accorded the individual by other members of the discipline, should be considered.