



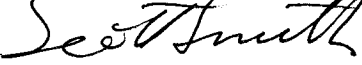
UNIVERSITY OF KENTUCKY

MEMORANDUM

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To: Deans

From: M. Scott Smith 
Interim Provost

Subject: Minimum Salaries for Research Title Series Faculty Appointments

Date: August 5, 2005

We have asked colleges and graduate program centers to adopt a uniform policy for minimum salaries for faculty in Research Title Series appointments.

Some years ago, the colleges and graduate programs in the Medical Center adopted guidelines for the salaries of faculty appointed in the Research Title Series. The guidelines stated that the salaries for faculty in the Research Title Series positions should be reasonably commensurate with the salaries of faculty in the Regular and Special Title Series at the same rank. Salaries of faculty who are newly hired in Research Title Series positions will be no less than 60% of the mean of the salaries paid to new hires in Regular and Special Title Series positions at the rank of Professor and 55% of the mean for new hires in those title series at the rank of Associate and Assistant Professor.

For the 2005-2006 academic year, the twelve-month equivalent minimum salaries that can be offered to new faculty members or paid to a current faculty member in a Research Title Series position are as follows:

Assistant Professor	\$ 43,837
Associate Professor	\$ 53,355
Professor	\$ 72,883

For a faculty member in a Research Title Series position who is given a terminal contract, any subsequent re-hire must be treated as a new hire and is subject to compliance with the minimum salaries listed above.

Faculty in the Research Title Series must be reviewed during the annual faculty performance evaluation process. Merit salary increases should be commensurate with those of faculty in Regular or Special Titles Series positions at the same rank and in line with the individual faculty member's performance evaluation.

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cc: David Watt