

**UB SCHOOL OF ENGINEERING AND APPLIED SCIENCES (SEAS)
POSTING SALARY AND START UP SUPPORT GUIDELINES
FOR IN-HOUSE TITLE AS
INSTRUCTOR OF PRACTICE,
ASSISTANT PROFESSOR OF PRACTICE,
ASSOCIATE PROFESSOR OF PRACTICE
AND
PROFESSOR OF PRACTICE
Effective August 22, 2016**

An in-house title is a descriptive title that is used to better describe a position. It should not be confused with the official UB payroll title. This series of in-house titles will be granted to people who fill positions as full time Lecturers in a department within SEAS on the UB State payroll. Once the in-house title is granted it is valid for the length of the person’s employment. Effective September 2015 the UB-HRS Lecturer 10 month salary minimum is \$39,229 and the maximum is \$94,556. Effective September 2015 the UB-HRS Lecturer 12 month salary minimum is \$46,923 and the maximum is \$113,707. The salary posting salary guidelines are established to allow consistency in compensation for the positions for these in-house titles. The guidelines are:

In-House Title	Posting Range for Lecturer 10 mo. payroll title	Posting Range for Lecturer 12 mo. payroll title
Instructor of Practice	\$50,000 - \$70,000	\$60,000 - \$80,000
Assistant Professor of Practice	\$60,000 - \$80,000	\$70,000 - \$90,000
Associate Professor of Practice	\$70,000 - \$90,000	\$80,000 - \$100,000
Professor of Practice	\$80,000 - \$94,556	\$90,000 - \$113,707

The posting should state the criteria for the in-house title(s) per the SEAS Criteria and Procedure for the Practice In-House titles. If a posting uses just one in-house title, then the posting salary range should be based on the payroll title for the in-house title listed above. For example, for the in-house title Instructor of Practice and the payroll title is Lecturer 10 mo. then the posting salary range should be \$50,000 - \$70,000. If it uses more than one in-house title, then the posting salary range should be the range over the in-house titles used in the posting. For example, if the in-house title of Instructor of Practice and Assistant Professor of Practice and the payroll title is Lecturer 12 mo. are used in the posting then the posting salary range should be \$60,000 - \$90,000.

Consistent start up support is desirable in giving each employee the resources to be successful. The start up support should be split 50/50 between the Dean’s Office and the home department. The guideline for start up support is:

Category	Amount
Moving – if hire is not from the local region	\$ 3,000
Immigration - if hire is not a US/PR	\$10,000
Office Support Material (e.g. laptop)	\$ 2,000
Professional Training Activities (e.g. conference)	\$ 2,000