# Faculty Salary Thresholds

Effective July 1, 2026 and July 1, 2027

## Community Colleges 9-Month Instructional Personnel

| Rank | Annual/Monthly | Non-High Demand 2026 | High Demand 2026 | Non- High Demand 2027 | High Demand 2027 |
|---|---|---|---|---|---|
| **Rank 2** | Annual | 108,120 | 136,476 | 112,440 | 141,936 |
| | Monthly | 9,010 | 11,373 | 9,370 | 11,828 |
| **Rank 3** | Annual | 121,500 | 153,384 | 126,360 | 159,516 |
| | Monthly | 10,125 | 12,782 | 10,530 | 13,293 |
| **Rank 4** | Annual | 136,476 | 172,284 | 141,936 | 179,172 |
| | Monthly | 11,373 | 14,357 | 11,828 | 14,931 |
| **Rank 5** | Annual | 147,528 | 186,324 | 153,432 | 193,776 |
| | Monthly | 12,294 | 15,527 | 12,786 | 16,148 |

## Community Colleges 11-Month Instructional Personnel

| Rank | Annual/Monthly | Non-High Demand 2026 | High Demand 2026 | Non-High Demand 2027 | High Demand 2027 |
|---|---|---|---|---|---|
| **Rank 2** | Annual | 126,264 | 159,468 | 131,316 | 165,852 |
| | Monthly | 10,522 | 13,289 | 10,943 | 13,821 |
| **Rank 3** | Annual | 141,912 | 179,184 | 147,588 | 186,348 |
| | Monthly | 11,826 | 14,932 | 12,299 | 15,529 |
| **Rank 4** | Annual | 159,468 | 201,420 | 165,852 | 209,472 |
| | Monthly | 13,289 | 16,785 | 13,821 | 17,456 |
| **Rank 5** | Annual | 172,284 | 217,752 | 179,172 | 226,464 |
| | Monthly | 14,357 | 18,146 | 14,931 | 18,872 |

# Faculty Salary Thresholds

Effective July 1, 2026 and July 1, 2027

## UH Hilo and UH-West O‘ahu 9-Month Academic Personnel

| Rank | Annual/Monthly | Non-High Demand 2026 | High Demand 2026 | Non-High Demand 2027 | High Demand 2027 |
|---|---|---|---|---|---|
| **Rank 2** | Annual | 89,136 | 112,428 | 92,700 | 116,928 |
| | Monthly | 7,428 | 9,369 | 7,725 | 9,744 |
| **Rank 3** | Annual | 108,120 | 136,476 | 112,440 | 141,936 |
| | Monthly | 9,010 | 11,373 | 9,370 | 11,828 |
| **Rank 4** | Annual | 136,476 | 172,284 | 141,936 | 179,172 |
| | Monthly | 11,373 | 14,357 | 11,828 | 14,931 |
| **Rank 5** | Annual | 165,732 | 209,448 | 172,356 | 217,824 |
| | Monthly | 13,811 | 17,454 | 14,363 | 18,152 |

## UH Hilo and UH-West O‘ahu 11-Month Academic Personnel

| Rank | Annual/Monthly | Non-High Demand 2026 | High Demand 2026 | Non-High Demand 2027 | High Demand 2027 |
|---|---|---|---|---|---|
| **Rank 2** | Annual | 104,076 | 131,256 | 108,240 | 136,512 |
| | Monthly | 8,673 | 10,938 | 9,020 | 11,376 |
| **Rank 3** | Annual | 126,264 | 159,468 | 131,316 | 165,852 |
| | Monthly | 10,522 | 13,289 | 10,943 | 13,821 |
| **Rank 4** | Annual | 159,468 | 201,420 | 165,852 | 209,472 |
| | Monthly | 13,289 | 16,785 | 13,821 | 17,456 |
| **Rank 5** | Annual | 193,716 | 244,788 | 201,468 | 254,580 |
| | Monthly | 16,143 | 20,399 | 16,789 | 21,215 |

# Faculty Salary Thresholds

Effective July 1, 2026 and July 1, 2027

## UH Mānoa 9-Month Academic Personnel

| Rank | Annual/Monthly | Non-High Demand 2026 | High Demand 2026 | Non-High Demand 2027 | High Demand 2027 |
|---|---|---|---|---|---|
| **Rank 2** | Annual | 96,300 | 121,500 | 100,152 | 126,360 |
| | Monthly | 8,025 | 10,125 | 8,346 | 10,530 |
| **Rank 3** | Annual | 116,856 | 147,528 | 121,536 | 153,432 |
| | Monthly | 9,738 | 12,294 | 10,128 | 12,786 |
| **Rank 4** | Annual | 147,528 | 186,324 | 153,432 | 193,776 |
| | Monthly | 12,294 | 15,527 | 12,786 | 16,148 |
| **Rank 5** | Annual | 179,184 | 226,416 | 186,348 | 235,476 |
| | Monthly | 14,932 | 18,868 | 15,529 | 19,623 |

## UH Mānoa 11-Month Academic Personnel

| Rank | Annual/Monthly | Non-High Demand 2026 | High Demand 2026 | Non-High Demand 2027 | High Demand 2027 |
|---|---|---|---|---|---|
| **Rank 2** | Annual | 112,428 | 141,912 | 116,928 | 147,588 |
| | Monthly | 9,369 | 11,826 | 9,744 | 12,299 |
| **Rank 3** | Annual | 136,476 | 172,284 | 141,936 | 179,172 |
| | Monthly | 11,373 | 14,357 | 11,828 | 14,931 |
| **Rank 4** | Annual | 172,284 | 217,752 | 179,172 | 226,464 |
| | Monthly | 14,357 | 18,146 | 14,931 | 18,872 |
| **Rank 5** | Annual | 209,448 | 264,648 | 217,824 | 275,232 |
| | Monthly | 17,454 | 22,054 | 18,152 | 22,936 |

# Faculty Salary Thresholds

Effective July 1, 2026 and July 1, 2027

## UH Hilo College of Pharmacy 11-Month Appointments

| Rank | Annual/Monthly | 2026 | 2027 |
|---|---|---|---|
| **Rank 2** | Annual | 157,056 | 163,344 |
| | Monthly | 13,088 | 13,612 |
| **Rank 3** | Annual | 175,896 | 182,928 |
| | Monthly | 14,658 | 15,244 |
| **Rank 4** | Annual | 204,972 | 213,168 |
| | Monthly | 17,081 | 17,764 |
| **Rank 5** | Annual | 302,208 | 314,292 |
| | Monthly | 25,184 | 26,191 |

## UH Hilo & UH-West O‘ahu Librarians

| Rank | Annual/Monthly | 2026 | 2027 |
|---|---|---|---|
| **Rank 2** | Annual | 104,076 | 108,240 |
| | Monthly | 8,673 | 9,020 |
| **Rank 3** | Annual | 121,500 | 126,360 |
| | Monthly | 10,125 | 10,530 |
| **Rank 4** | Annual | 147,528 | 153,432 |
| | Monthly | 12,294 | 12,786 |
| **Rank 5** | Annual | 172,284 | 179,172 |
| | Monthly | 14,357 | 14,931 |

# Faculty Salary Thresholds

Effective July 1, 2026 and July 1, 2027

## UH Mānoa County Extension Agents

| Rank | Annual/Monthly | 2026 | 2027 |
|---|---|---|---|
| **Rank 2** | Annual | 104,076 | 108,240 |
| | Monthly | 8,673 | 9,020 |
| **Rank 3** | Annual | 121,500 | 126,360 |
| | Monthly | 10,125 | 10,530 |
| **Rank 4** | Annual | 147,528 | 153,432 |
| | Monthly | 12,294 | 12,786 |
| **Rank 5** | Annual | 165,732 | 172,356 |
| | Monthly | 13,811 | 14,363 |

## UH Mānoa School of Law 9-Month Academic Personnel

| Rank | Annual/Monthly | 2026 | 2027 |
|---|---|---|---|
| **Rank 2** | Annual | 116,856 | 121,536 |
| | Monthly | 9,738 | 10,128 |
| **Rank 3** | Annual | 141,912 | 147,588 |
| | Monthly | 11,826 | 12,299 |
| **Rank 4** | Annual | 186,324 | 193,776 |
| | Monthly | 15,527 | 16,148 |
| **Rank 5** | Annual | 217,752 | 226,464 |
| | Monthly | 18,146 | 18,872 |

# Faculty Salary Thresholds

Effective July 1, 2026 and July 1, 2027

## UH Mānoa School of Law 11-Month Academic Personnel

| Rank | Annual/Monthly | 2026 | 2027 |
|---|---|---|---|
| **Rank 2** | Annual | 136,476 | 141,936 |
| | Monthly | 11,373 | 11,828 |
| **Rank 3** | Annual | 165,732 | 172,356 |
| | Monthly | 13,811 | 14,363 |
| **Rank 4** | Annual | 217,752 | 226,464 |
| | Monthly | 18,146 | 18,872 |
| **Rank 5** | Annual | 254,496 | 264,672 |
| | Monthly | 21,208 | 22,056 |

## UH Mānoa Librarians

| Rank | Annual/Monthly | 2026 | 2027 |
|---|---|---|---|
| **Rank 2** | Annual | 112,428 | 116,928 |
| | Monthly | 9,369 | 9,744 |
| **Rank 3** | Annual | 131,256 | 136,512 |
| | Monthly | 10,938 | 11,376 |
| **Rank 4** | Annual | 159,468 | 165,852 |
| | Monthly | 13,289 | 13,821 |
| **Rank 5** | Annual | 186,324 | 193,776 |
| | Monthly | 15,527 | 16,148 |

# Faculty Salary Thresholds

Effective July 1, 2026 and July 1, 2027

## UH Mānoa School of Medicine (Clinical)

| Rank | Annual/Monthly | 2026 | 2027 |
|---|---|---|---|
| **Rank 2** | Annual | 153,384 | 159,516 |
| | Monthly | 12,782 | 13,293 |
| **Rank 3** | Annual | 209,448 | 217,824 |
| | Monthly | 17,454 | 18,152 |
| **Rank 4** | Annual | 244,788 | 254,580 |
| | Monthly | 20,399 | 21,215 |
| **Rank 5** | Annual | 264,648 | 275,232 |
| | Monthly | 22,054 | 22,936 |