

University of Maryland School of Medicine
Salary Support for Tenure Faculty
Last Updated: 05/23/2025
Application and COLAS based on the following documents:
UMSOM Policy on Salary Support for Tenure Faculty
University System of Maryland History of COLA & Merit Increases

PROFESSOR							ASSOCIATE PROFESSOR			
Fiscal Year	Year 1	Year 2	Year 3	COLA INCREMENT	COLA DESCRIPTION	DATE COLA APPLIED	Fiscal Year	Year 1	Year 2	Year 3
FY1998	\$75,000	\$67,500	\$60,000	<--Base Policy Level-->	<--Base Policy Level-->	<--Base Policy Level-->	FY1998	\$60,000	\$52,500	\$45,000
FY1999	\$75,900	\$68,400	\$60,900	\$900	FLAT COLA	7/1/1998	FY1999	\$60,900	\$53,400	\$45,900
FY1999	\$76,275	\$68,775	\$61,275	\$375	FLAT COLA	1/1/1999	FY1999	\$61,275	\$53,775	\$46,275
FY2000	\$76,913	\$69,413	\$61,913	\$638	FLAT COLA	7/1/1999	FY2000	\$61,913	\$54,413	\$46,913
FY2000	\$77,550	\$70,050	\$62,550	\$637	FLAT COLA	1/1/2000	FY2000	\$62,550	\$55,050	\$47,550
FY2001	\$80,652	\$72,852	\$65,052	1.04	4% COLA	11/15/2000	FY2001	\$65,052	\$57,252	\$48,790
FY2002	\$83,878	\$75,766	\$67,654	1.04	4% COLA	1/1/2002	FY2002	\$67,654	\$59,542	\$50,741
FY2003	\$83,878	\$75,766	\$67,654	0	NO COLA	N/A	FY2003	\$67,654	\$59,542	\$50,741
FY2004	\$83,878	\$75,766	\$67,654	0	NO COLA	N/A	FY2004	\$67,654	\$59,542	\$50,741
FY2005	\$84,630	\$76,518	\$68,406	\$752	FLAT COLA	7/1/2004	FY2005	\$68,406	\$60,294	\$51,493
FY2006	\$85,900	\$77,666	\$69,432	1.015	1.5% COLA	7/1/2005	FY2006	\$69,432	\$61,198	\$52,265
FY2007	\$87,300	\$79,066	\$70,821	\$1,400	2% COLA UP TO \$1400 MAX	7/1/2006	FY2007	\$70,821	\$62,422	\$53,311
FY2008	\$89,046	\$80,647	\$72,237	1.02	2% COLA	7/1/2007	FY2008	\$72,237	\$63,671	\$54,377
FY2009	\$90,826	\$82,260	\$73,682	1.02	2% COLA	7/1/2008	FY2009	\$73,682	\$64,944	\$55,465
FY2010	\$90,826	\$82,260	\$73,682	0	NO COLA	N/A	FY2010	\$73,682	\$64,944	\$55,465
FY2011	\$90,826	\$82,260	\$73,682	0	NO COLA	N/A	FY2011	\$73,682	\$64,944	\$55,465
FY2012	\$90,826	\$82,260	\$73,682	0	NO COLA	N/A	FY2012	\$73,682	\$64,944	\$55,465
FY2013	\$92,643	\$83,905	\$75,156	1.02	2% COLA	1/1/2013	FY2013	\$75,156	\$66,243	\$56,574
FY2014	\$95,422	\$86,422	\$77,410	1.03	3% COLA	1/1/2014	FY2014	\$77,410	\$68,231	\$58,271
FY2015	\$97,331	\$88,151	\$78,958	1.02	2% COLA	1/1/2015	FY2015	\$78,958	\$69,595	\$59,436
FY2016	\$97,331	\$88,151	\$78,958	0	NO COLA	N/A	FY2016	\$78,958	\$69,595	\$59,436
FY2017	\$97,331	\$88,151	\$78,958	0	NO COLA	N/A	FY2017	\$78,958	\$69,595	\$59,436
FY2018	\$97,331	\$88,151	\$78,958	0	NO COLA	N/A	FY2018	\$78,958	\$69,595	\$59,436
FY2019	\$99,277	\$89,914	\$80,538	1.02	2% COLA	1/1/2019	FY2019	\$80,538	\$70,987	\$60,625
FY2019	\$99,774	\$90,364	\$80,940	1.005	0.5% COLA	4/1/2019	FY2019	\$80,940	\$71,342	\$60,928
FY2020	\$102,767	\$93,074	\$83,369	1.03	3% COLA	7/1/2019	FY2020	\$83,369	\$73,482	\$62,756
FY2020	\$103,795	\$94,005	\$84,202	1.01	1% COLA	1/1/2020	FY2020	\$84,202	\$74,217	\$63,384
FY2021	\$105,870	\$95,885	\$85,886	1.02	2% COLA	1/1/2021	FY2021	\$85,886	\$75,701	\$64,651
FY2022	\$106,929	\$96,844	\$86,745	1.01	1% COLA	1/2/0222	FY2022	\$86,745	\$76,458	\$65,298
FY2022	\$109,602	\$99,265	\$88,914	1.025	2.5% MERIT (Treated as COLA)	1/2/2022	FY2022	\$88,914	\$78,370	\$66,930
FY2023	\$112,890	\$102,243	\$91,581	1.03	3% COLA	7/1/2022	FY2023	\$91,581	\$80,721	\$68,938
FY2023	\$117,971	\$106,844	\$95,702	1.045	4.5% COLA	11/1/2022	FY2023	\$95,702	\$84,353	\$72,041
FY2024	\$120,330	\$108,981	\$97,616	1.02	2% COLA	7/1/2023	FY2024	\$97,616	\$86,040	\$73,481
FY2025	\$123,940	\$112,250	\$100,545	1.03	3% COLA	7/1/2024	FY2025	\$100,545	\$88,622	\$75,686
FY2026	\$125,179	\$113,373	\$101,550	1.01	1% COLA	7/1/2025	FY2026	\$101,550	\$89,508	\$76,443