



TO: UNC Faculty
FROM: Oscar Levin, Faculty Senate Chair
RE: Salary Equity Committee Report on Compensation Distribution

The following document contains details on the compensation distribution for FY21 and will be made available on the Faculty Senate website under Salary Reports.

It contains three sections:

- **Section One** – FY 21 CUPA/NCHEMS 51 Comparison Group
- **Section Two** – FY 21 Faculty Compensation Outcomes
- **Section Three** – FY 21 Administrative Compensation Outcomes

Please note: FY 21 refers to July 1, 2020 - June 30, 2021. The data included in this report **does not** reflect salary increases made for the following fiscal year, FY22 (July 1, 2021 - June 30, 2022). Data for 2021-2022 will be included in the FY22 report.

Section One

FY21 Faculty Compensation OutcomesCUPA NCHEMS 51 Comparison Group

Average Percent of CUPA by Rank

Rank	Count	% of Total Count	% of CUPA Median	Salary Increase (\$)	% of Total Salary Increase
Professor	171	39%	88%	-	0%
Associate Professor	113	26%	84%	50,000	45%
Assistant Professor	100	23%	86%	54,000	49%
Instructor/Lecturer	52	12%	92%	6,000	5%
All	436			110,000	

Average Percent of CUPA by College

College	Count	% of Total Count	% of CUPA Median	Salary Increase (\$)	% of Total Salary Increase
EBS	92	21%	86%	21,000	19%
HSS	107	25%	86%	29,000	26%
MCB	26	6%	94%	14,000	13%
NHS	124	29%	87%	22,000	20%
PVA	68	16%	86%	24,000	22%
LIB	18	4%	89%	-	0%
All	435	1.0		110,000	

Average Percent of CUPA by Rank and College

College	Professor		Assoc Professor		Asst Professor		Instructor/Lecturer	
	Count	% of CUPA Median	Count	% of CUPA Median	Count	% of CUPA Median	Count	% of CUPA Median
EBS	42	84%	21	85%	23	85%	6	99%
HSS	37	86%	29	83%	25	84%	16	91%
MCB	12	91%	5	81%	8	95%	1	108%
NHS	42	89%	37	83%	22	86%	23	88%
PVA	33	86%	17	86%	15	80%	3	101%
LIB	4	95%	4	90%	7	95%	3	69%
All	170		113		100		52	

Count by CUPA Comparison Level by College

College	<77%	77-85%	85-90%	>=90%
EBS	13	36	16	27
HSS	6	46	28	27
MCB	-	2	5	19
NHS	8	45	42	29
PVA	1	42	13	12
LIB	3	-	2	13
All	31	171	106	127

Count by CUPA Comparison Level by Rank

Rank	<77%	77-85%	85-90%	>=90%
Professor	16	56	46	53
Associate Professor	4	66	26	17
Assistant Professor	5	44	19	32
Instructor/Lecturer	6	5	15	26
All	31	171	106	128

Notes:

1. CUPA medians are from the FY21 CUPA survey of NCHEMS 51 institutions.
2. Adjustments have been made to CUPA median salaries for years in rank and instructor/lecturer ranks.
3. Vacant positions without a new hire job record in Banner as of 7/1/20 are excluded; stipend increases are excluded.

Section Two

Faculty Compensation Outcomes 2020-21

College	CIP Code (4-Digits)	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY20 Base Salary	Promotion Increase	FY21 Base Salary	FY 21 Base Salary % Increase	FY21 Base Salary % of CUPA Median
AAC	2501	Library Science and Administration	Professor	4	Tenured	1.00	75,641	-	75,641	0%	95%
EBS	1302	Bilingual, Multilingual & Multicultural Ed	Professor	10	Tenured	1.00	84,425	-	84,425	0%	71%
EBS	1302	Bilingual, Multilingual & Multicultural Ed	Professor	18	Tenured	1.00	88,828	-	88,828	0%	69%
EBS	1304	Ed Administration & Supervision	Assoc Professor	1	Tenured	1.00	65,267	-	65,267	0%	86%
EBS	1304	Ed Administration & Supervision	Asst Professor	5	Contract Renewable	1.00	60,600	3,000	63,600	5%	95%
EBS	1304	Ed Administration & Supervision	Professor	2	Tenured	1.00	78,112	-	78,112	0%	89%
EBS	1304	Ed Administration & Supervision	Professor	3	Tenured	1.00	78,112	-	78,112	0%	88%
EBS	1304	Ed Administration & Supervision	Professor	8	Tenured	1.00	84,785	-	84,785	0%	90%
EBS	1305	Ed/Instructional Media Design	Asst Professor	4	Tenure Track	1.00	56,000	-	56,000	0%	89%
EBS	1305	Ed/Instructional Media Design	Professor	10	Tenured	1.00	81,957	-	81,957	0%	88%
EBS	1306	Assessment, Evaluation & Research	Assoc Professor	1	Tenured	1.00	62,000	-	62,000	0%	93%
EBS	1306	Assessment, Evaluation & Research	Asst Professor	4	Tenure Track	1.00	59,000	-	59,000	0%	97%
EBS	1306	Assessment, Evaluation & Research	Asst Professor	4	Tenure Track	1.00	59,000	-	59,000	0%	97%
EBS	1306	Assessment, Evaluation & Research	Professor	2	Tenured	1.00	73,018	-	73,018	0%	73%
EBS	1306	Assessment, Evaluation & Research	Professor	4	Tenured	1.00	78,373	-	78,373	0%	77%
EBS	1306	Assessment, Evaluation & Research	Professor	10	Tenured	1.00	84,462	-	84,462	0%	78%
EBS	1306	Assessment, Evaluation & Research	Professor	11	Tenured	1.00	89,676	-	89,676	0%	82%
EBS	1306	Assessment, Evaluation & Research	Professor	12	Tenured	1.00	81,785	-	81,785	0%	74%
EBS	1309	Social & Philosophical Foundations	Asst Professor	4	Tenure Track	1.00	52,000	-	52,000	0%	78%
EBS	1309	Social & Philosophical Foundations	Professor	2	Tenured	1.00	66,131	-	66,131	0%	60%
EBS	1310	Special Ed & Teaching	Assoc Professor	2	Tenured	1.00	60,694	-	60,694	0%	84%
EBS	1310	Special Ed & Teaching	Assoc Professor	3	Tenured	1.00	59,385	-	59,385	0%	82%
EBS	1310	Special Ed & Teaching	Assoc Professor	3	Tenured	1.00	59,385	-	59,385	0%	82%
EBS	1310	Special Ed & Teaching	Assoc Professor	5	Contract Renewable	1.00	60,028	-	60,028	0%	81%
EBS	1310	Special Ed & Teaching	Asst Professor	2	Tenure Track	1.00	58,000	-	58,000	0%	92%
EBS	1310	Special Ed & Teaching	Asst Professor	4	Tenure Track	1.00	51,000	-	51,000	0%	79%
EBS	1310	Special Ed & Teaching	Asst Professor	4	Tenure Track	1.00	51,000	-	51,000	0%	79%
EBS	1310	Special Ed & Teaching	Instructor	1	Contract Renewable	1.00	49,000	-	49,000	0%	99%
EBS	1310	Special Ed & Teaching	Lecturer	14	Contract Renewable	1.00	50,000	-	50,000	0%	89%
EBS	1310	Special Ed & Teaching	Professor	4	Tenured	1.00	69,227	-	69,227	0%	78%
EBS	1310	Special Ed & Teaching	Professor	4	Tenured	1.00	69,227	-	69,227	0%	78%
EBS	1310	Special Ed & Teaching	Professor	4	Tenured	1.00	70,000	-	70,000	0%	79%
EBS	1310	Special Ed & Teaching	Professor	7	Tenured	1.00	75,843	-	75,843	0%	83%
EBS	1310	Special Ed & Teaching	Professor	8	Tenured	1.00	76,666	-	76,666	0%	83%
EBS	1310	Special Ed & Teaching	Professor	9	Tenured	1.00	137,445	-	137,445	0%	147%
EBS	1310	Special Ed & Teaching	Professor	13	Tenured	1.00	88,508	-	88,508	0%	91%
EBS	1310	Special Ed & Teaching	Professor	15	Tenured	1.00	90,364	-	90,364	0%	91%
EBS	1310	Special Ed & Teaching	Professor	27	Tenured	1.00	101,473	-	101,473	0%	92%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	3	Tenured	1.60	76,666	-	76,666	0%	72%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	3	Tenured	1.00	58,322	-	58,322	0%	88%

EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	10	Tenured	1.00	61,486	-	61,486	0%	86%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	2	Contract Renewable	1.00	51,000	-	51,000	0%	82%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	4	Contract Renewable	1.00	56,257	-	56,257	0%	89%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	5	Contract Renewable	1.00	50,500	-	50,500	0%	79%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	4	Tenured	1.00	66,681	-	66,681	0%	82%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	5	Tenured	1.00	67,719	-	67,719	0%	82%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	7	Tenured	1.00	60,989	-	60,989	0%	79%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	10	Tenured	1.00	63,463	-	63,463	0%	80%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Asst Professor	7	Tenure Track	1.00	52,667	-	52,667	0%	83%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Professor	1	Tenured	1.00	65,107	-	65,107	0%	79%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Professor	6	Tenured	1.00	104,125	-	104,125	0%	120%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	5	Tenure Track	1.00	80,346	-	80,346	0%	113%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	3	Tenure Track	1.00	60,000	-	60,000	0%	95%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	3	Tenure Track	1.00	62,000	-	62,000	0%	98%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Lecturer	2	Contract Renewable	1.00	45,280	-	45,280	0%	98%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	5	Tenured	1.00	78,025	-	78,025	0%	91%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Sr Lecturer	1	Contract Renewable	1.00	47,280	-	47,280	0%	103%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Sr Lecturer	4	Contract Renewable	1.00	47,280	-	47,280	0%	100%
EBS	2705	Statistics	Asst Professor	3	Contract Renewable	1.00	55,000	-	55,000	0%	68%
EBS	3105	Health & Physical Education/Fitness	Asst Professor	5	Tenure Track	1.00	55,449	-	55,449	0%	85%
EBS	4201	General Psychology	Assoc Professor	1	Contract Renewable	1.00	58,876	-	58,876	0%	77%
EBS	4201	General Psychology	Assoc Professor	3	Tenured	1.00	60,000	-	60,000	0%	77%
EBS	4201	General Psychology	Assoc Professor	3	Tenured	1.00	60,000	-	60,000	0%	77%
EBS	4201	General Psychology	Assoc Professor	6	Tenured	1.00	63,378	5,000	68,378	8%	85%
EBS	4201	General Psychology	Assoc Professor	14	Tenured	1.00	78,041	-	78,041	0%	90%
EBS	4201	General Psychology	Asst Professor	3	Contract Renewable	1.00	60,000	-	60,000	0%	88%
EBS	4201	General Psychology	Asst Professor	4	Contract Renewable	1.00	52,000	-	52,000	0%	76%
EBS	4201	General Psychology	Asst Professor	4	Tenure Track	1.00	55,500	-	55,500	0%	81%
EBS	4201	General Psychology	Asst Professor	4	Contract Renewable	1.00	56,000	-	56,000	0%	81%
EBS	4201	General Psychology	Professor	3	Tenured	1.00	69,698	-	69,698	0%	76%
EBS	4201	General Psychology	Professor	4	Tenured	1.00	77,783	-	77,783	0%	84%
EBS	4201	General Psychology	Professor	4	Tenured	1.00	77,783	-	77,783	0%	84%
EBS	4201	General Psychology	Professor	8	Tenured	1.00	84,836	-	84,836	0%	88%
EBS	4201	General Psychology	Professor	11	Tenured	1.00	89,817	-	89,817	0%	90%
EBS	4201	General Psychology	Professor	13	Tenured	1.00	91,605	-	91,605	0%	90%
EBS	4201	General Psychology	Professor	16	Tenured	1.00	94,429	-	94,429	0%	90%
EBS	4201	General Psychology	Professor	22	Tenured	1.00	100,089	-	100,089	0%	91%
EBS	4201	General Psychology	Sr Lecturer	6	Contract Renewable	1.00	51,706	-	51,706	0%	108%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	1	Contract Renewable	0.60	40,935	-	40,935	0%	93%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	1	Contract Renewable	1.00	58,003	-	58,003	0%	79%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	4	Tenured	1.00	65,297	5,000	70,297	8%	93%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	5	Tenured	1.00	60,117	5,000	65,117	8%	85%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	3	Tenure Track	1.00	57,540	-	57,540	0%	87%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	4	Tenure Track	1.00	54,000	3,000	57,000	6%	86%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	5	Tenure Track	1.00	53,530	-	53,530	0%	80%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	1	Tenured	1.00	67,280	-	67,280	0%	72%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	2	Tenured	1.00	65,266	-	65,266	0%	69%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	4	Tenured	1.00	73,384	-	73,384	0%	76%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	7	Tenured	1.00	77,570	-	77,570	0%	78%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	12	Tenured	1.00	126,253	-	126,253	0%	121%

EBS	4228	Clinical, Counseling and Applied Psychology	Professor	15	Tenured	1.00	87,062	-	87,062	0%	81%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	16	Tenured	1.00	85,158	-	85,158	0%	78%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	24	Tenured	0.60	55,141	-	55,141	0%	79%
HSS	0501	Area Studies	Professor	16	Tenured	1.00	96,952	-	96,952	0%	80%
HSS	0502	Ethnic, Cultural Minority , Gender, and Group Studies	Assoc Professor	4	Tenured	1.00	60,147	-	60,147	0%	80%
HSS	0901	Communication & Media Studies	Assoc Professor	4	Contract Renewable	1.00	55,119	-	55,119	0%	76%
HSS	0901	Communication & Media Studies	Professor	6	Tenured	1.00	76,383	-	76,383	0%	86%
HSS	0901	Communication & Media Studies	Professor	7	Tenured	1.00	79,155	-	79,155	0%	88%
HSS	0901	Communication & Media Studies	Professor	12	Tenured	1.00	83,487	-	83,487	0%	88%
HSS	0901	Communication & Media Studies	Professor	13	Tenured	1.00	84,347	-	84,347	0%	88%
HSS	0901	Communication & Media Studies	Professor	18	Tenured	1.00	94,916	-	94,916	0%	95%
HSS	0901	Communication & Media Studies	Professor	19	Tenured	1.00	95,865	-	95,865	0%	95%
HSS	0901	Communication & Media Studies	Sr Lecturer	3	Contract Renewable	1.00	44,188	-	44,188	0%	94%
HSS	0901	Communication & Media Studies	Sr Lecturer	4	Contract Renewable	1.00	46,359	-	46,359	0%	97%
HSS	0904	Journalism	Assoc Professor	6	Contract Renewable	1.00	62,649	-	62,649	0%	89%
HSS	0904	Journalism	Asst Professor	3	Contract Renewable	1.00	55,000	-	55,000	0%	89%
HSS	0904	Journalism	Asst Professor	5	Tenure Track	1.00	55,550	3,000	58,550	5%	93%
HSS	0904	Journalism	Asst Professor	10	Contract Renewable	1.00	62,500	-	62,500	0%	94%
HSS	0904	Journalism	Professor	5	Tenured	1.00	73,343	-	73,343	0%	83%
HSS	0904	Journalism	Sr Lecturer	5	Contract Renewable	1.00	45,444	-	45,444	0%	88%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Assoc Professor	1	Tenured	1.00	57,000	-	57,000	0%	84%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Assoc Professor	2	Tenured	1.00	56,693	-	56,693	0%	82%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Assoc Professor	3	Tenured	1.00	58,106	-	58,106	0%	84%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Assoc Professor	4	Tenured	1.00	82,000	-	82,000	0%	117%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Assoc Professor	5	Tenured	1.00	58,107	5,000	63,107	9%	89%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Assoc Professor	6	Contract Renewable	1.00	58,817	-	58,817	0%	82%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Asst Professor	2	Tenure Track	1.00	47,500	-	47,500	0%	76%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Instructor	2	Contract Renewable	0.80	33,200	-	33,200	0%	90%
HSS	1601	Linguistic, Comp & Rel Studies & Srvc	Professor	7	Tenured	1.00	75,558	-	75,558	0%	86%
HSS	2301	General English Language and Literature	Assoc Professor	1	Tenured	1.00	55,520	-	55,520	0%	82%
HSS	2301	General English Language and Literature	Assoc Professor	1	Tenured	1.00	56,000	-	56,000	0%	82%
HSS	2301	General English Language and Literature	Assoc Professor	3	Tenured	1.00	56,195	-	56,195	0%	81%
HSS	2301	General English Language and Literature	Assoc Professor	6	Tenured	1.00	57,343	-	57,343	0%	80%
HSS	2301	General English Language and Literature	Assoc Professor	7	Tenured	1.00	57,718	-	57,718	0%	80%
HSS	2301	General English Language and Literature	Assoc Professor	11	Tenured	1.00	63,158	-	63,158	0%	84%
HSS	2301	General English Language and Literature	Asst Professor	1	Tenure Track	1.00	53,500	-	53,500	0%	88%
HSS	2301	General English Language and Literature	Asst Professor	2	Contract Renewable	1.00	52,000	-	52,000	0%	85%
HSS	2301	General English Language and Literature	Asst Professor	3	Tenure Track	1.00	51,500	-	51,500	0%	83%
HSS	2301	General English Language and Literature	Asst Professor	5	Tenure Track	1.00	52,520	-	52,520	0%	83%
HSS	2301	General English Language and Literature	Instructor	0	Contract Renewable	1.00	21,000	-	21,000	0%	49%
HSS	2301	General English Language and Literature	Instructor	1	Contract Renewable	1.00	42,000	-	42,000	0%	96%
HSS	2301	General English Language and Literature	Instructor	1	Contract Renewable	1.00	42,000	-	42,000	0%	96%
HSS	2301	General English Language and Literature	Instructor	1	Contract Renewable	1.00	42,000	-	42,000	0%	96%
HSS	2301	General English Language and Literature	Lecturer	2	Contract Renewable	1.00	38,000	-	38,000	0%	86%
HSS	2301	General English Language and Literature	Lecturer	3	Contract Renewable	1.00	39,000	-	39,000	0%	88%
HSS	2301	General English Language and Literature	Professor	3	Tenured	1.00	77,000	-	77,000	0%	93%
HSS	2301	General English Language and Literature	Professor	3	Tenured	1.00	65,977	-	65,977	0%	80%
HSS	2301	General English Language and Literature	Professor	5	Tenured	1.00	70,145	-	70,145	0%	83%
HSS	2301	General English Language and Literature	Professor	12	Tenured	1.00	78,768	-	78,768	0%	87%

HSS	2301	General English Language and Literature	Professor	12	Tenured	1.00	78,768	-	78,768	0%	87%
HSS	2301	General English Language and Literature	Professor	15	Tenured	0.60	52,450	-	52,450	0%	93%
HSS	2301	General English Language and Literature	Professor	20	Tenured	1.00	90,914	-	90,914	0%	93%
HSS	2613	Ecology, Evolution & Population	Asst Professor	4	Tenure Track	1.00	56,000	-	56,000	0%	80%
HSS	3801	Philosophy	Asst Professor	3	Contract Renewable	1.00	52,000	-	52,000	0%	83%
HSS	3801	Philosophy	Asst Professor	4	Tenure Track	1.00	52,000	-	52,000	0%	82%
HSS	3802	Religion/Religious Studies	Professor	4	Tenured	1.00	126,396	-	126,396	0%	153%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	2	Tenured	1.00	58,003	-	58,003	0%	80%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	3	Tenured	1.00	58,827	-	58,827	0%	81%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	4	Tenured	1.00	60,533	-	60,533	0%	82%
HSS	4301	Criminal Justice & Corrections	Asst Professor	5	Tenure Track	1.00	56,737	3,000	59,737	5%	96%
HSS	4301	Criminal Justice & Corrections	Asst Professor	5	Contract Renewable	1.00	48,636	-	48,636	0%	79%
HSS	4301	Criminal Justice & Corrections	Asst Professor	15	Contract Renewable	1.00	58,233	-	58,233	0%	86%
HSS	4301	Criminal Justice & Corrections	Instructor	1	Contract Renewable	1.00	50,000	-	50,000	0%	105%
HSS	4301	Criminal Justice & Corrections	Professor	16	Tenured	1.00	95,960	-	95,960	0%	92%
HSS	4502	Anthropology	Assoc Professor	1	Tenured	1.00	56,500	-	56,500	0%	81%
HSS	4502	Anthropology	Assoc Professor	3	Tenured	1.00	56,993	-	56,993	0%	80%
HSS	4502	Anthropology	Assoc Professor	4	Tenured	1.00	57,023	-	57,023	0%	79%
HSS	4502	Anthropology	Asst Professor	3	Tenure Track	1.00	53,500	-	53,500	0%	85%
HSS	4502	Anthropology	Professor	1	Tenured	1.00	66,438	-	66,438	0%	78%
HSS	4502	Anthropology	Professor	2	Tenured	1.00	87,474	-	87,474	0%	101%
HSS	4502	Anthropology	Sr Lecturer	5	Contract Renewable	1.00	41,127	-	41,127	0%	88%
HSS	4506	Economics	Asst Professor	1	Contract Renewable	1.00	75,000	-	75,000	0%	83%
HSS	4506	Economics	Asst Professor	3	Tenure Track	1.00	79,500	-	79,500	0%	86%
HSS	4506	Economics	Asst Professor	9	Contract Renewable	0.80	62,498	-	62,498	0%	80%
HSS	4506	Economics	Professor	3	Tenured	1.00	91,049	-	91,049	0%	81%
HSS	4506	Economics	Professor	5	Tenure Track	1.00	100,809	-	100,809	0%	87%
HSS	4506	Economics	Professor	9	Tenured	1.00	108,885	-	108,885	0%	91%
HSS	4507	Geography & Cartography	Assoc Professor	2	Tenured	1.00	59,035	-	59,035	0%	81%
HSS	4507	Geography & Cartography	Assoc Professor	12	Tenured	1.00	66,186	5,000	71,186	8%	88%
HSS	4507	Geography & Cartography	Asst Professor	4	Tenure Track	1.00	53,500	-	53,500	0%	80%
HSS	4507	Geography & Cartography	Professor	3	Tenured	1.00	68,409	-	68,409	0%	73%
HSS	4507	Geography & Cartography	Professor	13	Tenured	1.00	83,943	-	83,943	0%	81%
HSS	4507	Geography & Cartography	Professor	16	Tenured	1.00	86,424	-	86,424	0%	81%
HSS	4510	Political Science & Government	Assoc Professor	5	Tenured	1.00	61,190	-	61,190	0%	84%
HSS	4510	Political Science & Government	Asst Professor	3	Tenure Track	1.00	54,500	3,000	57,500	6%	89%
HSS	4510	Political Science & Government	Instructor	1	Contract Renewable	1.00	48,000	-	48,000	0%	104%
HSS	4510	Political Science & Government	Professor	7	Tenured	1.00	82,359	-	82,359	0%	91%
HSS	4510	Political Science & Government	Professor	22	Tenured	1.00	95,847	-	95,847	0%	92%
HSS	4511	Sociology	Assoc Professor	3	Tenured	1.00	57,115	-	57,115	0%	80%
HSS	4511	Sociology	Assoc Professor	5	Tenured	1.00	58,264	-	58,264	0%	80%
HSS	4511	Sociology	Asst Professor	1	Tenure Track	1.00	50,000	-	50,000	0%	81%
HSS	4511	Sociology	Asst Professor	4	Tenure Track	1.00	52,000	-	52,000	0%	82%
HSS	4511	Sociology	Asst Professor	4	Tenure Track	1.00	52,000	-	52,000	0%	82%
HSS	4511	Sociology	Lecturer	7	Contract Renewable	1.00	38,236	2,000	40,236	5%	89%
HSS	4511	Sociology	Professor	2	Tenured	1.00	67,038	-	67,038	0%	75%
HSS	4511	Sociology	Professor	4	Tenured	1.00	74,597	-	74,597	0%	82%
HSS	4511	Sociology	Professor	18	Tenured	1.00	90,492	-	90,492	0%	87%
HSS	4511	Sociology	Sr Lecturer	3	Contract Renewable	1.00	48,049	-	48,049	0%	110%
HSS	5401	History	Assoc Professor	4	Tenured	1.00	57,830	-	57,830	0%	82%

HSS	5401	History	Assoc Professor	4	Tenured	1.00	57,830	-	57,830	0%	82%
HSS	5401	History	Assoc Professor	7	Tenured	1.00	59,435	5,000	64,435	8%	89%
HSS	5401	History	Asst Professor	3	Tenure Track	1.00	52,000	-	52,000	0%	87%
HSS	5401	History	Asst Professor	5	Tenure Track	1.00	52,520	3,000	55,520	6%	91%
HSS	5401	History	Lecturer	2	Contract Renewable	1.00	38,000	-	38,000	0%	90%
HSS	5401	History	Professor	1	Tenured	1.00	64,434	-	64,434	0%	78%
HSS	5401	History	Professor	2	Tenured	1.00	65,365	-	65,365	0%	78%
HSS	5401	History	Professor	4	Tenured	1.00	34,442	-	34,442	0%	40%
HSS	5401	History	Professor	15	Tenured	1.00	84,956	-	84,956	0%	89%
HSS	5401	History	Professor	17	Tenured	1.00	86,688	-	86,688	0%	89%
HSS	5401	History	Professor	22	Tenured	1.00	91,024	-	91,024	0%	90%
LIB	2501	Library Science and Administration	Assoc Professor	1	Contract Renewable	1.00	59,000	-	59,000	0%	85%
LIB	2501	Library Science and Administration	Assoc Professor	2	Tenured	1.00	67,640	-	67,640	0%	97%
LIB	2501	Library Science and Administration	Assoc Professor	2	Tenured	1.00	60,636	-	60,636	0%	87%
LIB	2501	Library Science and Administration	Assoc Professor	12	Tenured	1.00	69,340	-	69,340	0%	90%
LIB	2501	Library Science and Administration	Asst Professor	0	Tenure Track	1.00	58,000	-	58,000	0%	100%
LIB	2501	Library Science and Administration	Asst Professor	1	Tenure Track	1.00	61,000	-	61,000	0%	104%
LIB	2501	Library Science and Administration	Asst Professor	2	Contract Renewable	1.00	55,000	-	55,000	0%	93%
LIB	2501	Library Science and Administration	Asst Professor	4	Contract Renewable	1.00	55,045	-	55,045	0%	91%
LIB	2501	Library Science and Administration	Asst Professor	5	Contract Renewable	1.00	55,804	-	55,804	0%	91%
LIB	2501	Library Science and Administration	Asst Professor	5	Tenure Track	1.00	56,290	-	56,290	0%	92%
LIB	2501	Library Science and Administration	Asst Professor	7	Tenure Track	1.00	56,821	-	56,821	0%	91%
LIB	2501	Library Science and Administration	Lecturer	6	Contract Renewable	1.00	39,343	-	39,343	0%	68%
LIB	2501	Library Science and Administration	Lecturer	6	Contract Renewable	0.50	19,874	-	19,874	0%	69%
LIB	2501	Library Science and Administration	Lecturer	6	Contract Renewable	0.50	19,874	-	19,874	0%	69%
LIB	2501	Library Science and Administration	Professor	1	Tenured	1.00	73,098	-	73,098	0%	95%
LIB	2501	Library Science and Administration	Professor	3	Tenured	1.00	75,293	-	75,293	0%	95%
LIB	2501	Library Science and Administration	Professor	3	Tenured	1.00	75,702	-	75,702	0%	96%
LIB	2501	Library Science and Administration	Professor	4	Tenured	1.00	75,890	-	75,890	0%	95%
MCB	5202	Business Admin, Mgt & Operations	Assoc Professor	3	Tenured	0.60	60,724	-	60,724	0%	85%
MCB	5202	Business Admin, Mgt & Operations	Assoc Professor	10	Tenured	1.00	109,370	-	109,370	0%	86%
MCB	5202	Business Admin, Mgt & Operations	Asst Professor	2	Tenure Track	1.00	107,500	-	107,500	0%	93%
MCB	5202	Business Admin, Mgt & Operations	Professor	1	Tenured	1.00	119,699	-	119,699	0%	92%
MCB	5202	Business Admin, Mgt & Operations	Professor	3	Tenured	1.00	110,562	-	110,562	0%	83%
MCB	5202	Business Admin, Mgt & Operations	Professor	14	Tenured	1.00	175,531	-	175,531	0%	118%
MCB	5203	Accounting & Related Svcs	Assoc Professor	6	Tenured	1.00	110,103	5,000	115,103	5%	83%
MCB	5203	Accounting & Related Svcs	Assoc Professor	8	Tenured	1.00	138,771	-	138,771	0%	98%
MCB	5203	Accounting & Related Svcs	Asst Professor	3	Tenure Track	1.00	140,000	3,000	143,000	2%	106%
MCB	5203	Accounting & Related Svcs	Asst Professor	4	Tenure Track	1.00	135,000	3,000	138,000	2%	102%
MCB	5203	Accounting & Related Svcs	Professor	3	Tenured	1.00	142,905	-	142,905	0%	102%
MCB	5208	Finance & Financial Mgt Svcs	Asst Professor	3	Tenure Track	1.00	127,000	-	127,000	0%	95%
MCB	5208	Finance & Financial Mgt Svcs	Professor	4	Tenured	0.60	79,083	-	79,083	0%	97%
MCB	5208	Finance & Financial Mgt Svcs	Professor	10	Tenured	1.00	135,910	-	135,910	0%	94%
MCB	5208	Finance & Financial Mgt Svcs	Professor	14	Tenured	1.00	141,505	-	141,505	0%	94%
MCB	5212	Mgt Information Sys & Svcs	Assoc Professor	3	Tenured	1.00	106,020	-	106,020	0%	90%
MCB	5212	Mgt Information Sys & Svcs	Asst Professor	2	Tenure Track	1.00	106,000	-	106,000	0%	90%
MCB	5212	Mgt Information Sys & Svcs	Asst Professor	2	Tenure Track	1.00	107,000	-	107,000	0%	91%
MCB	5212	Mgt Information Sys & Svcs	Professor	21	Tenured	1.00	133,021	-	133,021	0%	90%
MCB	5212	Mgt Information Sys & Svcs	Sr Lecturer	4	Contract Renewable	1.00	68,520	-	68,520	0%	108%

MCB	5214	Marketing	Asst Professor	1	Tenure Track	1.00	110,000	-	110,000	0%	92%
MCB	5214	Marketing	Asst Professor	5	Tenure Track	1.00	107,842	3,000	110,842	3%	89%
MCB	5214	Marketing	Professor	16	Tenured	1.00	130,991	-	130,991	0%	89%
MCB	5214	Marketing	Professor	18	Tenured	1.00	134,342	-	134,342	0%	89%
MCB	5214	Marketing	Professor	22	Tenured	1.00	139,521	-	139,521	0%	90%
MCB	5299	Other Business	Professor	3	Tenured	1.00	95,397	-	95,397	0%	98%
NHS	1107	Computer Science	Assoc Professor	1	Tenured	1.00	86,000	-	86,000	0%	90%
NHS	1107	Computer Science	Lecturer	7	Contract Renewable	1.00	55,827	-	55,827	0%	89%
NHS	1905	Foods, Nutrition & Related Svcs	Assoc Professor	1	Tenured	1.00	58,248	-	58,248	0%	76%
NHS	1905	Foods, Nutrition & Related Svcs	Assoc Professor	1	Tenured	1.00	71,581	-	71,581	0%	94%
NHS	1905	Foods, Nutrition & Related Svcs	Instructor	6	Contract Renewable	1.00	50,643	-	50,643	0%	79%
NHS	1905	Foods, Nutrition & Related Svcs	Lecturer	3	Contract Renewable	0.50	30,500	-	30,500	0%	122%
NHS	1905	Foods, Nutrition & Related Svcs	Lecturer	3	Contract Renewable	0.50	30,500	-	30,500	0%	122%
NHS	1905	Foods, Nutrition & Related Svcs	Lecturer	4	Contract Renewable	1.00	46,500	-	46,500	0%	92%
NHS	1905	Foods, Nutrition & Related Svcs	Professor	3	Tenured	1.00	73,865	-	73,865	0%	81%
NHS	1907	Human Dev, Family Studies & Rel Svcs	Assoc Professor	4	Tenured	1.00	63,650	-	63,650	0%	85%
NHS	1907	Human Dev, Family Studies & Rel Svcs	Assoc Professor	4	Tenure Track	1.00	65,500	-	65,500	0%	87%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	1	Tenured	1.00	64,610	-	64,610	0%	82%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	6	Tenured	1.00	71,292	-	71,292	0%	86%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	10	Tenured	1.00	75,943	-	75,943	0%	88%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	14	Tenured	1.00	78,981	-	78,981	0%	88%
NHS	2609	Physiology, Pathology & Related	Asst Professor	2	Contract Renewable	1.00	49,017	-	49,017	0%	73%
NHS	2609	Physiology, Pathology & Related	Asst Professor	3	Contract Renewable	1.00	49,976	-	49,976	0%	74%
NHS	2609	Physiology, Pathology & Related	Asst Professor	3	Tenure Track	1.00	60,000	-	60,000	0%	89%
NHS	2609	Physiology, Pathology & Related	Asst Professor	5	Tenure Track	1.00	61,610	-	61,610	0%	89%
NHS	2609	Physiology, Pathology & Related	Professor	1	Contract Renewable	1.00	77,019	-	77,019	0%	81%
NHS	2609	Physiology, Pathology & Related	Professor	20	Tenured	1.00	121,864	-	121,864	0%	106%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	2	Tenured	1.00	66,167	-	66,167	0%	84%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	3	Contract Renewable	1.00	61,885	-	61,885	0%	78%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	5	Tenured	1.00	67,670	-	67,670	0%	83%
NHS	2613	Ecology, Evolution & Population	Professor	1	Tenured	1.00	73,128	-	73,128	0%	84%
NHS	2613	Ecology, Evolution & Population	Professor	3	Contract Renewable	1.00	75,774	-	75,774	0%	85%
NHS	2613	Ecology, Evolution & Population	Professor	3	Contract Renewable	1.00	78,051	-	78,051	0%	88%
NHS	2613	Ecology, Evolution & Population	Professor	3	Tenured	1.00	78,630	-	78,630	0%	88%
NHS	2613	Ecology, Evolution & Population	Professor	7	Tenured	1.00	92,034	-	92,034	0%	99%
NHS	2701	Mathematics	Assoc Professor	3	Tenured	1.00	62,372	-	62,372	0%	82%
NHS	2701	Mathematics	Assoc Professor	4	Tenured	1.00	71,033	-	71,033	0%	93%
NHS	2701	Mathematics	Assoc Professor	4	Tenured	1.00	65,519	-	65,519	0%	86%
NHS	2701	Mathematics	Assoc Professor	4	Tenured	1.00	66,464	-	66,464	0%	87%
NHS	2701	Mathematics	Asst Professor	4	Tenure Track	1.00	62,000	-	62,000	0%	90%
NHS	2701	Mathematics	Lecturer	4	Contract Renewable	1.00	39,000	-	39,000	0%	82%
NHS	2701	Mathematics	Professor	3	Tenured	1.00	78,000	-	78,000	0%	89%
NHS	2701	Mathematics	Professor	5	Tenured	1.00	78,049	-	78,049	0%	87%
NHS	2701	Mathematics	Professor	8	Tenured	1.00	83,176	-	83,176	0%	90%
NHS	2701	Mathematics	Professor	9	Tenured	1.00	81,428	-	81,428	0%	87%
NHS	2701	Mathematics	Professor	14	Tenured	1.00	87,340	-	87,340	0%	89%
NHS	2701	Mathematics	Sr Lecturer	6	Contract Renewable	1.00	43,069	-	43,069	0%	88%
NHS	2701	Mathematics	Sr Lecturer	6	Contract Renewable	1.00	43,069	-	43,069	0%	88%
NHS	3101	Parks, Recreation & Leisure Studies	Assoc Professor	9	Tenured	1.00	65,109	-	65,109	0%	87%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	3	Tenured	1.00	61,964	-	61,964	0%	85%

NHS	3105	Health & Physical Education/Fitness	Assoc Professor	3	Tenured	1.00	61,964	-	61,964	0%	85%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	3	Tenured	1.00	61,964	-	61,964	0%	85%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	4	Tenured	1.00	63,037	-	63,037	0%	85%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	4	Tenure Track	1.00	57,000	3,000	60,000	5%	93%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	4	Tenure Track	1.00	57,000	3,000	60,000	5%	93%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	5	Tenure Track	1.00	57,000	3,000	60,000	5%	92%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	5	Tenure Track	1.00	57,000	3,000	60,000	5%	92%
NHS	3105	Health & Physical Education/Fitness	Professor	2	Tenured	1.00	72,104	-	72,104	0%	81%
NHS	3105	Health & Physical Education/Fitness	Professor	3	Tenured	1.00	72,816	-	72,816	0%	81%
NHS	3105	Health & Physical Education/Fitness	Professor	3	Tenured	1.00	72,816	-	72,816	0%	81%
NHS	3105	Health & Physical Education/Fitness	Professor	3	Tenured	1.00	72,816	-	72,816	0%	81%
NHS	3105	Health & Physical Education/Fitness	Professor	11	Tenured	1.00	83,615	-	83,615	0%	86%
NHS	3105	Health & Physical Education/Fitness	Professor	12	Tenured	1.00	84,485	-	84,485	0%	86%
NHS	3105	Health & Physical Education/Fitness	Professor	20	Tenured	1.00	91,452	-	91,452	0%	86%
NHS	3105	Health & Physical Education/Fitness	Professor	23	Tenured	1.00	94,066	-	94,066	0%	86%
NHS	4002	Astronomy & Astrophysics	Assoc Professor	1	Tenured	1.00	63,202	-	63,202	0%	79%
NHS	4004	Atmospheric Sci & Meteorology	Assoc Professor	3	Tenured	1.00	64,745	-	64,745	0%	76%
NHS	4004	Atmospheric Sci & Meteorology	Assoc Professor	3	Tenured	0.60	39,223	-	39,223	0%	77%
NHS	4004	Atmospheric Sci & Meteorology	Professor	3	Tenured	1.00	105,000	-	105,000	0%	119%
NHS	4004	Atmospheric Sci & Meteorology	Professor	5	Tenured	1.00	90,564	-	90,564	0%	100%
NHS	4005	Chemistry	Assoc Professor	1	Tenured	1.00	61,115	-	61,115	0%	79%
NHS	4005	Chemistry	Assoc Professor	15	Tenured	1.00	71,687	-	71,687	0%	81%
NHS	4005	Chemistry	Asst Professor	3	Tenure Track	1.00	56,000	-	56,000	0%	84%
NHS	4005	Chemistry	Asst Professor	3	Tenure Track	1.00	58,000	-	58,000	0%	87%
NHS	4005	Chemistry	Asst Professor	4	Tenure Track	1.00	58,000	3,000	61,000	5%	90%
NHS	4005	Chemistry	Instructor	1	Contract Renewable	1.00	45,450	-	45,450	0%	95%
NHS	4005	Chemistry	Professor	4	Tenured	1.00	90,000	-	90,000	0%	95%
NHS	4005	Chemistry	Professor	5	Tenured	1.00	122,102	-	122,102	0%	127%
NHS	4005	Chemistry	Professor	10	Tenured	1.00	104,509	-	104,509	0%	103%
NHS	4005	Chemistry	Professor	16	Tenured	1.00	96,715	-	96,715	0%	90%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	8	Tenured	1.00	66,802	-	66,802	0%	77%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	10	Tenured	1.00	70,893	-	70,893	0%	81%
NHS	4006	Geological & Earth Sci/Geosciences	Asst Professor	4	Tenure Track	1.00	57,500	-	57,500	0%	82%
NHS	4006	Geological & Earth Sci/Geosciences	Professor	3	Tenured	1.00	72,484	-	72,484	0%	77%
NHS	4006	Geological & Earth Sci/Geosciences	Professor	14	Tenured	1.00	114,678	-	114,678	0%	108%
NHS	4006	Geological & Earth Sci/Geosciences	Sr Lecturer	3	Contract Renewable	1.00	45,187	-	45,187	0%	92%
NHS	4008	Physics	Assoc Professor	1	Tenured	1.00	65,916	-	65,916	0%	85%
NHS	4008	Physics	Asst Professor	3	Tenure Track	1.00	59,000	-	59,000	0%	83%
NHS	4008	Physics	Lecturer	5	Contract Renewable	1.00	47,470	-	47,470	0%	90%
NHS	4008	Physics	Professor	3	Tenured	1.00	71,925	-	71,925	0%	76%
NHS	4008	Physics	Professor	22	Tenured	1.00	99,314	-	99,314	0%	87%
NHS	5102	Communication Disorders Sci & Svcs	Assoc Professor	4	Tenured	1.00	60,542	-	60,542	0%	80%
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	1	Tenure Track	1.00	65,000	-	65,000	0%	101%
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	4	Contract Renewable	1.00	53,500	-	53,500	0%	80%
NHS	5102	Communication Disorders Sci & Svcs	Instructor	3	Contract Renewable	1.00	44,000	-	44,000	0%	77%
NHS	5102	Communication Disorders Sci & Svcs	Instructor	5	Contract Renewable	1.00	47,139	-	47,139	0%	81%
NHS	5102	Communication Disorders Sci & Svcs	Lecturer	6	Contract Renewable	1.00	43,295	-	43,295	0%	74%
NHS	5102	Communication Disorders Sci & Svcs	Professor	3	Tenured	1.00	68,763	-	68,763	0%	75%
NHS	5102	Communication Disorders Sci & Svcs	Professor	4	Tenured	1.00	74,312	-	74,312	0%	80%

NHS	5102	Communication Disorders Sci & Svcs	Professor	5	Tenured	1.00	75,153	-	75,153	0%	80%
NHS	5102	Communication Disorders Sci & Svcs	Professor	8	Tenured	1.00	86,042	-	86,042	0%	89%
NHS	5102	Communication Disorders Sci & Svcs	Professor	9	Tenured	1.00	86,967	-	86,967	0%	89%
NHS	5107	Health & Med Admin Svcs	Asst Professor	3	Tenure Track	1.00	59,500	-	59,500	0%	78%
NHS	5109	Allied Health Diag, Interv & Treat Profs	Sr Lecturer	7	Contract Renewable	1.00	61,437	-	61,437	0%	103%
NHS	5109	Allied Health Diag, Interv & Treat Profs	Sr Lecturer	7	Contract Renewable	1.00	51,527	-	51,527	0%	86%
NHS	5122	Public Health	Assoc Professor	4	Tenured	1.00	69,623	-	69,623	0%	82%
NHS	5122	Public Health	Professor	1	Tenured	1.00	83,566	-	83,566	0%	85%
NHS	5123	Rehabilitation & Therapeutic Professions	Asst Professor	4	Tenure Track	1.00	57,900	-	57,900	0%	77%
NHS	5123	Rehabilitation & Therapeutic Professions	Instructor	1	Contract Renewable	1.00	48,658	-	48,658	0%	76%
NHS	5123	Rehabilitation & Therapeutic Professions	Professor	3	Tenured	1.00	74,763	-	74,763	0%	79%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	1	Tenured	1.00	66,305	-	66,305	0%	82%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	2	Tenured	1.00	67,000	-	67,000	0%	82%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	3	Tenured	1.00	66,924	-	66,924	0%	81%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	3	Tenured	1.00	67,564	-	67,564	0%	82%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	3	Tenure Track	1.00	68,429	-	68,429	0%	83%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	4	Tenured	1.00	68,816	-	68,816	0%	83%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	1	Tenure Track	1.00	64,000	-	64,000	0%	90%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	4	Contract Renewable	1.00	60,000	-	60,000	0%	82%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	7	Contract Renewable	1.00	61,021	3,000	64,021	5%	85%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	12	Contract Renewable	1.00	63,201	-	63,201	0%	80%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	1	Contract Renewable	1.00	55,000	-	55,000	0%	88%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	2	Contract Renewable	1.00	55,000	-	55,000	0%	87%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	5	Contract Renewable	1.00	52,520	-	52,520	0%	80%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	6	Contract Renewable	1.00	58,946	-	58,946	0%	89%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	7	Contract Renewable	1.00	56,880	2,000	58,880	4%	88%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	7	Contract Renewable	1.00	56,880	2,000	58,880	4%	88%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	1	Tenured	1.00	78,000	-	78,000	0%	81%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	3	Tenured	1.00	79,511	-	79,511	0%	81%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	4	Tenured	1.00	90,556	-	90,556	0%	91%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	4	Tenured	1.00	86,354	-	86,354	0%	87%
PVA	5003	Dance	Professor	11	Tenured	1.00	77,278	-	77,278	0%	94%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	2	Tenure Track	1.00	54,000	-	54,000	0%	79%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	2	Tenured	1.00	55,092	-	55,092	0%	81%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	4	Tenured	1.00	55,109	-	55,109	0%	79%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	4	Tenured	1.00	55,122	-	55,122	0%	79%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	2	Contract Renewable	1.00	46,350	-	46,350	0%	82%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	4	Contract Renewable	1.00	46,350	-	46,350	0%	81%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	4	Contract Renewable	1.00	46,350	-	46,350	0%	81%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	4	Tenured	1.00	65,452	-	65,452	0%	78%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	4	Tenured	1.00	65,452	-	65,452	0%	78%

PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	5	Tenured	1.00	66,171	-	66,171	0%	78%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	7	Tenured	1.00	71,791	-	71,791	0%	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	13	Tenured	1.00	77,916	-	77,916	0%	85%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	17	Tenured	1.00	80,804	-	80,804	0%	85%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Sr Lecturer	4	Contract Renewable	1.00	46,350	-	46,350	0%	100%
PVA	5007	Fine & Studio Art	Asst Professor	5	Tenure Track	1.00	46,350	-	46,350	0%	77%
PVA	5007	Fine & Studio Art	Professor	2	Tenured	1.00	84,945	-	84,945	0%	107%
PVA	5007	Fine & Studio Art	Professor	4	Tenured	1.00	64,548	-	64,548	0%	80%
PVA	5007	Fine & Studio Art	Professor	4	Tenured	1.00	64,556	-	64,556	0%	80%
PVA	5007	Fine & Studio Art	Professor	6	Tenured	1.00	73,411	-	73,411	0%	89%
PVA	5007	Fine & Studio Art	Professor	6	Tenured	1.00	73,437	-	73,437	0%	89%
PVA	5007	Fine & Studio Art	Professor	16	Tenured	1.00	125,562	-	125,562	0%	137%
PVA	5007	Fine & Studio Art	Professor	21	Tenured	1.00	81,981	-	81,981	0%	86%
PVA	5009	Music	Assoc Professor	1	Tenured	1.00	51,101	-	51,101	0%	80%
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	51,822	-	51,822	0%	80%
PVA	5009	Music	Assoc Professor	2	Tenure Track	1.00	54,000	-	54,000	0%	84%
PVA	5009	Music	Assoc Professor	3	Contract Renewable	1.00	54,066	-	54,066	0%	83%
PVA	5009	Music	Assoc Professor	3	Tenured	1.00	54,066	-	54,066	0%	83%
PVA	5009	Music	Assoc Professor	3	Tenured	1.00	54,066	-	54,066	0%	83%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	55,631	-	55,631	0%	84%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	55,631	-	55,631	0%	84%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	55,631	-	55,631	0%	84%
PVA	5009	Music	Assoc Professor	5	Contract Renewable	1.00	61,626	5,000	66,626	8%	100%
PVA	5009	Music	Assoc Professor	5	Tenured	1.00	61,626	5,000	66,626	8%	100%
PVA	5009	Music	Assoc Professor	6	Tenured	1.00	61,505	-	61,505	0%	91%
PVA	5009	Music	Assoc Professor	6	Tenured	1.00	61,881	5,000	66,881	8%	99%
PVA	5009	Music	Asst Professor	1	Contract Renewable	0.75	34,725	-	34,725	0%	81%
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	47,350	-	47,350	0%	83%
PVA	5009	Music	Asst Professor	2	Contract Renewable	1.00	46,350	-	46,350	0%	81%
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	46,350	-	46,350	0%	81%
PVA	5009	Music	Asst Professor	2	Contract Renewable	1.00	46,350	-	46,350	0%	81%
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	46,350	-	46,350	0%	80%
PVA	5009	Music	Asst Professor	3	Contract Renewable	1.00	46,350	-	46,350	0%	80%
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	46,350	-	46,350	0%	80%
PVA	5009	Music	Asst Professor	5	Contract Renewable	1.00	46,814	3,000	49,814	6%	84%
PVA	5009	Music	Asst Professor	5	Tenure Track	1.00	46,814	3,000	49,814	6%	84%
PVA	5009	Music	Asst Professor	5	Tenure Track	1.00	46,814	3,000	49,814	6%	84%
PVA	5009	Music	Instructor	2	Contract Renewable	1.00	46,350	-	46,350	0%	101%
PVA	5009	Music	Instructor	2	Contract Renewable	1.00	46,350	-	46,350	0%	101%
PVA	5009	Music	Professor	1	Tenured	1.00	66,881	-	66,881	0%	84%
PVA	5009	Music	Professor	2	Tenured	1.00	67,120	-	67,120	0%	83%
PVA	5009	Music	Professor	3	Tenured	1.00	67,328	-	67,328	0%	83%
PVA	5009	Music	Professor	3	Tenured	1.00	67,328	-	67,328	0%	83%
PVA	5009	Music	Professor	4	Tenured	1.00	68,151	-	68,151	0%	83%
PVA	5009	Music	Professor	5	Tenured	1.00	68,290	-	68,290	0%	82%
PVA	5009	Music	Professor	6	Tenured	1.00	72,033	-	72,033	0%	86%
PVA	5009	Music	Professor	6	Tenured	1.00	72,033	-	72,033	0%	86%
PVA	5009	Music	Professor	7	Tenured	0.50	18,276	-	18,276	0%	43%
PVA	5009	Music	Professor	7	Tenured	1.00	72,746	-	72,746	0%	86%

PVA	5009	Music	Professor	8	Tenured	1.00	132,957	-	132,957	0%	155%
PVA	5009	Music	Professor	8	Tenured	1.00	73,459	-	73,459	0%	86%
PVA	5009	Music	Professor	11	Tenured	1.00	74,421	-	74,421	0%	84%
PVA	5009	Music	Professor	11	Tenured	1.00	74,421	-	74,421	0%	84%
PVA	5009	Music	Professor	14	Tenured	0.60	51,495	-	51,495	0%	94%
PVA	5009	Music	Professor	18	Tenured	1.00	80,162	-	80,162	0%	85%
PVA	5009	Music	Professor	19	Tenured	1.00	82,749	-	82,749	0%	87%
PVA	5009	Music	Professor	19	Tenured	1.00	82,749	-	82,749	0%	87%
PVA	5009	Music	Professor	19	Tenured	1.00	82,749	-	82,749	0%	87%
						430.65	29,950,754	110,000	30,060,754		

Section Three

Administrative Compensation Outcomes 2020-21

Area	Title	FTE	E FY21 Final Salary [A+B+C+D]	F FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
100PRS	Chief of Staff	1.00	140,000	.00%	E82	108,627	143,931	179,235
100PRS	Dir. of Athletics	1.00	173,601	.00%	E82	108,627	143,931	179,235
100PRS	Exec. Asst. to the President	1.00	71,663	.00%	B24	45,184	57,610	70,036
100PRS	Provost & Sr VP	1.00	250,000	.00%	E92	165,209	218,902	272,595
100PRS	Sr. VP for Fin & Admin and CFO	1.00	229,845	.00%	E92	165,209	218,902	272,595
100PRS	VP for Student Affairs	1.00	187,313	.00%	E83	124,922	165,522	206,121
100PRS	VP for University Advancement	1.00	209,100	.00%	E83	124,922	165,522	206,121
100PRS	VP General Counsel	1.00	194,413	.00%	E83	124,922	165,522	206,121
200BOT	Asst. to VP/General Counsel	1.00	71,663	.00%	B24	45,184	57,610	70,036
300CCC	Asst VP Enrlmnt & Student Acce	1.00	156,670	.00%	E82	108,627	143,931	179,235
300CCC	Chief Conduct Officer	1.00	108,338	.00%	D61	74,494	98,705	122,915
300PRV	Assoc Director, Engagement	.40	30,355	.00%		0	0	0
300PRV	Asst. to the Provost	1.00	75,000	.00%	B24	45,184	57,610	70,036
300PRV	Bus Oper Mngr / Acct Spec	1.00	60,311	.00%	C41	54,134	71,728	89,321
300PRV	Business/Budget Mgr, Acad Aff	1.00	70,000	.00%	C44	66,977	88,745	110,513
300PRV	Data Scientist/IR Analyst	1.00	110,000	.00%	C43	63,219	83,766	104,312
300PRV	Executive Dir of Acad Engageme	1.00	97,509	.00%		0	0	0
300PRV	State Auth & Comp Administr	1.00	60,750	.00%	C41	54,134	71,728	89,321
310UGR	Dir. McNair Scholars	1.00	60,000	.00%	C41	54,134	71,728	89,321
310UGR	Director for Honors & Scholars	1.00	61,908	.00%	C42	59,461	78,786	98,111
310UGR	McNair Scholars Asst. Dir.	1.00	50,400	.00%	B24	45,184	57,610	70,036
310UGR	Program Coordinator Upward Bnd	1.00	50,000	.00%	B23	39,648	50,552	61,455
310UGR	Recruitment & Engagement Coord	.80	30,400	.00%	A12	29,289	37,344	45,398
310UGR	Upward Bound Director	1.00	60,000	.00%	C41	54,134	71,728	89,321
315SEN	Access Coordinator	.50	35,000	.00%	B24	45,184	57,610	70,036
315SEN	Access Coordinator	1.00	41,273	.00%	B23	39,648	50,552	61,455
315SEN	Adaptive Technology Coordinato	1.00	41,273	.00%	B22	34,112	43,493	52,874
315SEN	Assist Dean of Students	1.00	78,469	.00%	C42	59,461	78,786	98,111
315SEN	Assist Dir/Training Director	1.00	69,039	.00%	C41	54,134	71,728	89,321
315SEN	Assistant Dir Advocacy Svcs	1.00	54,134	.00%	C41	54,134	71,728	89,321
315SEN	Assoc Dir Career Counseling	1.00	59,240	.00%	C41	54,134	71,728	89,321
315SEN	Assoc Dir Employer Engagement	1.00	59,240	.00%	C41	54,134	71,728	89,321

315SEN	Assoc Director Student Activ	1.00	60,778	.00%	C41	54,134	71,728	89,321
315SEN	Asst Dean of Student Life	1.00	78,670	.00%	C51	66,977	88,745	110,513
315SEN	Asst Dir Community Standards	1.00	59,461	.00%	C41	54,134	71,728	89,321

Area	Title	FTE	E FY21 Final Salary [A+B+C+D]	F FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
315SEN	AVP - Student Engagement & DOS	1.00	131,625	.00%	E82	108,627	143,931	179,235
315SEN	Career Counselor	.50	23,343	.00%	B24	45,184	57,610	70,036
315SEN	Career Counselor	1.00	46,549	.00%	B24	45,184	57,610	70,036
315SEN	Career Counselor	1.00	46,549	.00%	B24	45,184	57,610	70,036
315SEN	Case Manager	1.00	45,184	.41%	B24	45,184	57,610	70,036
315SEN	Case Manager/Staff Counselor	1.00	54,134	6.15%	C41	54,134	71,728	89,321
315SEN	COSI Coord Success Coach	1.00	46,000	.00%		0	0	0
315SEN	Dir. Career Services	1.00	76,116	.00%	C42	59,461	78,786	98,111
315SEN	Dir. Disability Support Serv.	1.00	74,461	.00%	C42	59,461	78,786	98,111
315SEN	Event Coordinator	1.00	43,613	.00%	B23	39,648	50,552	61,455
315SEN	Executive Office Manager	1.00	39,648	.00%	B23	39,648	50,552	61,455
315SEN	Licensed Staff Psychologist	.63	40,625	.00%	C41	54,134	71,728	89,321
315SEN	Licensed Staff Psychologist	1.00	61,000	.00%	C41	54,134	71,728	89,321
315SEN	Licensed Staff Psychologist	.80	53,276	.00%	C41	54,134	71,728	89,321
315SEN	Licensed Staff Psychologist	1.00	61,000	.00%	B23	39,648	50,552	61,455
315SEN	Licensed Staff PsychologistCIR	1.00	54,134	17.68%	C41	54,134	71,728	89,321
315SEN	Office Manager/Executive Asst	.50	33,298	.00%	B23	39,648	50,552	61,455
315SEN	Pre Doctoral Intern	1.00	45,184	81.03%	B24	45,184	57,610	70,036
315SEN	Pre-doctoral Psy. Intern	1.00	45,184	81.03%	B24	45,184	57,610	70,036
315SEN	Predocctoral Psychology Intern	1.00	45,184	81.03%	B24	45,184	57,610	70,036
315SEN	Prevention Coordinator	1.00	44,413	.00%	B23	39,648	50,552	61,455
315SEN	Prgm Coord - Off-Campus Life	1.00	44,000	.00%	B23	39,648	50,552	61,455
315SEN	Program Coordinator	1.00	44,000	.00%	B23	39,648	50,552	61,455
315SEN	Senior Access Coordinator	1.00	60,000	.00%	C41	54,134	71,728	89,321
315SEN	Senior CARE Coordinator	1.00	54,134	.00%	C41	54,134	71,728	89,321
315SEN	Staff Psychologist-LPC	.75	47,070	.00%	C41	54,134	71,728	89,321
320ENR	Academic Scheduling Supp Spec	1.00	46,402	.00%	B22	34,112	43,493	52,874
320ENR	Assist Reg/OES & Compliance	1.00	65,000	.00%	C41	54,134	71,728	89,321
320ENR	Assistant Bursar	1.00	55,659	.00%	C41	54,134	71,728	89,321
320ENR	Assistant Registrar	1.00	65,000	.00%	C41	54,134	71,728	89,321
320ENR	Assoc. Dir. Financial Aid	1.00	70,000	.00%	C44	66,977	88,745	110,513
320ENR	Associate Registrar	1.00	71,000	.00%		0	0	0

320ENR	Asst Dir Fin Aid & SchlrsHps	1.00	65,000	.00%	C41	54,134	71,728	89,321
320ENR	Asst Director - Fin Aid	1.00	65,000	.00%	B23	39,648	50,552	61,455

Area	Title	FTE	E FY21 Final Salary [A+B+C+D]	F FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
320ENR	Bear Central Specialist	1.00	38,000	.00%		0	0	0
320ENR	Bear Central Specialist	1.00	38,000	.00%		0	0	0
320ENR	Bursar	1.00	85,023	.00%	C52	70,736	93,725	116,714
320ENR	Communications Strategist	1.00	54,134	.00%	C41	54,134	71,728	89,321
320ENR	Coord of Training	1.00	51,500	.00%	B31	45,184	57,610	70,036
320ENR	Coordinator of Outreach	1.00	50,500	.00%	B31	45,184	57,610	70,036
320ENR	Curriculum Liason Specialist	1.00	55,000	.00%	C41	54,134	71,728	89,321
320ENR	Degree Analyst	1.00	45,000	.00%		0	0	0
320ENR	Degree Analyst	1.00	45,000	.00%	B21	32,504	41,443	50,382
320ENR	Degree Analyst/VA Cert Officer	1.00	45,000	.00%	B21	32,504	41,443	50,382
320ENR	Degree Analyst/VA Cert Officer	1.00	45,000	.00%	B21	32,504	41,443	50,382
320ENR	Dir. Student Financial Aid	1.00	101,344	.00%	C52	70,736	93,725	116,714
320ENR	Enrollment Data Analyst	1.00	70,000	.00%		0	0	0
320ENR	Financial Aid Counselor	1.00	42,741	.00%	B23	39,648	50,552	61,455
320ENR	Financial Aid Counselor	1.00	42,741	.00%	B23	39,648	50,552	61,455
320ENR	Financial Aid Counselor	1.00	42,741	.00%	B23	39,648	50,552	61,455
320ENR	Financial Aid Counselor	.50	21,371	.00%	B23	39,648	50,552	61,455
320ENR	Financial Aid Counselor	1.00	39,648	.00%	B23	39,648	50,552	61,455
320ENR	Financial Aid Counselor	1.00	42,741	.00%		0	0	0
320ENR	Financial Aid Counselor	1.00	42,741	.00%	B23	39,648	50,552	61,455
320ENR	Financial Aid Counselor	.50	21,371	.00%	B23	39,648	50,552	61,455
320ENR	Financial Aid Counselor	1.00	42,741	.00%	B23	39,648	50,552	61,455
320ENR	Financial Aid Counselor	.90	38,467	.00%	B23	39,648	50,552	61,455
320ENR	Registrar	1.00	97,281	.00%	C52	70,736	93,725	116,714
320ENR	Sr. Financial Aid Counselor	1.00	42,741	.00%	B23	39,648	50,552	61,455
320ENR	Transfer Evaluator	1.00	33,396	.00%	B21	32,504	41,443	50,382
323CIE	Assist Director Internl Recrui	1.00	48,000	.00%	B23	39,648	50,552	61,455
323CIE	Asst Dir - Intl Partnerships	1.00	54,134	25.10%	C41	54,134	71,728	89,321
323CIE	Director-Intensive English	1.00	59,461	14.35%	C42	59,461	78,786	98,111
323CIE	Interim Director Study Abroad	1.00	54,134	25.89%	C41	54,134	71,728	89,321
323CIE	International Advisor	1.00	45,500	.00%	B24	45,184	57,610	70,036
323CIE	Intl Student Scholar Svcs Dir	1.00	56,750	.00%	B24	45,184	57,610	70,036
325ADM	Admission Counselor	1.00	41,000	.00%	B22	34,112	43,493	52,874
325ADM	Admissions Counselor	1.00	41,000	.00%	B22	34,112	43,493	52,874

325ADM	Admissions Counselor	1.00	41,000	.00%	B22	34,112	43,493	52,874
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Area	Title	FTE	E FY21 Final Salary [A+B+C+D]	F FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
325ADM	Admissions/Recruit. Specialist	1.00	42,313	.00%	A13	30,897	39,394	47,890
325ADM	Assoc Dir of Admissions	1.00	70,000	.00%	C42	59,461	78,786	98,111
325ADM	Assoc Dir of Recruit Outreach	1.00	70,000	.00%	C42	59,461	78,786	98,111
325ADM	Assoc Director - Admissions	1.00	70,000	.00%	C51	66,977	88,745	110,513
325ADM	Asst Dir Regional Recruitment	1.00	59,461	.00%	B22	34,112	43,493	52,874
325ADM	Asst Director of Recruitment	1.00	59,461	.00%	C42	59,461	78,786	98,111
325ADM	Communications Coordinator	1.00	44,910	.00%	B22	34,112	43,493	52,874
325ADM	Coord - Recruitment Events	1.00	42,500	.00%	B23	39,648	50,552	61,455
325ADM	Coord of Visitor Services	1.00	42,500	.00%	B22	34,112	43,493	52,874
325ADM	Coordinator of Visitor Svcs	1.00	42,500	.00%	B23	39,648	50,552	61,455
325ADM	Director of Admissions	1.00	105,000	.00%	C51	66,977	88,745	110,513
325ADM	Graduate Admissions Counselor	1.00	41,000	.00%	B22	34,112	43,493	52,874
325ADM	Processing Specialist	1.00	42,000	.00%		0	0	0
325ADM	Regional Admission Counselor	1.00	45,000	.00%	B23	39,648	50,552	61,455
325ADM	Regional Admissions Counselor	1.00	42,500	.00%	B22	34,112	43,493	52,874
325ADM	Senior Admissions Counselor	1.00	41,000	.00%	B22	34,112	43,493	52,874
325ADM	Slate CRM Specialist	1.00	45,000	.00%		0	0	0
325ADM	Slate CRM Support	1.00	40,000	.00%		0	0	0
325ADM	Transfer Enrollment Coach	1.00	42,500	.00%	B23	39,648	50,552	61,455
327STS	Academic Coach	1.00	46,664	.00%	B24	45,184	57,610	70,036
327STS	Academic Coach	.92	41,569	1.39%	B24	45,184	57,610	70,036
327STS	Asst Dir for Student Athlete	1.00	46,664	.00%	B24	45,184	57,610	70,036
327STS	Asst Dir New Student Orient.	1.00	45,749	.00%	B24	45,184	57,610	70,036
327STS	CHE Director	1.00	61,908	.00%	C42	59,461	78,786	98,111
327STS	CHE English Instructor	.92	43,376	.00%	B23	39,648	50,552	61,455
327STS	Coor. Academic Advising/Prog	1.00	55,000	.00%	C41	54,134	71,728	89,321
327STS	Coordinator of Orientation	1.00	40,672	.00%	B22	34,112	43,493	52,874
327STS	Coordinator of Technology	.92	46,426	.00%	B23	39,648	50,552	61,455
327STS	Dir. Academic Success	1.00	61,408	.00%	C42	59,461	78,786	98,111
327STS	Director	.92	54,704	.00%	C42	59,461	78,786	98,111
327STS	Director of Tutorial Services	1.00	61,408	.00%	C42	59,461	78,786	98,111
327STS	Learning Specialist	1.00	45,749	.00%	B24	45,184	57,610	70,036
327STS	Onsite Assist Advisor	1.00	46,000	.00%	B24	45,184	57,610	70,036

Area	Title	FTE	E FY21 Final Salary [A+B+C+D]	F FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
327STS	Prof Practice Specialist	1.00	47,601	.00%	B24	45,184	57,610	70,036
327STS	Student Development Specialist	1.00	46,000	.00%	B24	45,184	57,610	70,036
327STS	Success Coach & Advisor	1.00	46,000	.00%	B24	45,184	57,610	70,036
327STS	Success Coach & Advisor	1.00	46,000	.00%	B24	45,184	57,610	70,036
327STS	Success Coach & Advisor	1.00	46,000	.00%	B24	45,184	57,610	70,036
327STS	Tutoring Coordinator	1.00	46,000	.00%	B24	45,184	57,610	70,036
330CCC	Business Manager	.68	44,628	.00%	B31	45,184	57,610	70,036
332EQI	Assist to AVP Enr Mgmt	1.00	66,788	.00%	B23	39,648	50,552	61,455
332EQI	Assistant Director	1.00	53,414	.00%	B23	39,648	50,552	61,455
332EQI	Associate Director	1.00	51,300	.00%	B24	45,184	57,610	70,036
332EQI	Coordinator, DREAMer Program	1.00	45,706	.00%	B22	34,112	43,493	52,874
332EQI	Dir Cesar Chavez Cultrl Cntr	1.00	61,408	.00%	C42	59,461	78,786	98,111
332EQI	Dir. Native American Cntr.	1.00	85,408	.00%	C42	59,461	78,786	98,111
332EQI	Director of Veteran Services	1.00	59,461	.00%	C42	59,461	78,786	98,111
332EQI	Director Women's Resource Ctr	1.00	61,408	.00%	C42	59,461	78,786	98,111
332EQI	Gender & Sexuality Director	1.00	59,461	.00%	C42	59,461	78,786	98,111
332EQI	Leadership Coordinator	1.00	44,413	.00%	B23	39,648	50,552	61,455
332EQI	Senior Business Manager	.50	36,650	.00%	C42	59,461	78,786	98,111
332EQI	Strategic Engagement Coord	1.00	46,664	.00%	B24	45,184	57,610	70,036
332EQI	Student Affairs Org. Dev. Spec	1.00	53,197	.00%	B23	39,648	50,552	61,455
333TIX	Executive Assistant	1.00	52,000	.00%	B24	45,184	57,610	70,036
333TIX	Investigative Coord/ADA Spec.	1.00	59,641	.00%	C42	59,461	78,786	98,111
333TIX	Investigator-Title IX & other	1.00	59,641	.00%	C41	54,134	71,728	89,321
340RES	Dir. Res & Sponsored Prog	1.00	103,000	.00%	C51	66,977	88,745	110,513
340RES	Grants & Contracts Admin	1.00	57,000	.00%	C41	54,134	71,728	89,321
340RES	Grants & Contracts Admin	1.00	57,000	.00%	C41	54,134	71,728	89,321
340RES	Grants & Contracts Administr	1.00	57,000	.00%	C41	54,134	71,728	89,321
340RES	Research Compliance Manager	1.00	58,990	.00%	C41	54,134	71,728	89,321
340RGE	Assist Dean Grad School	1.00	106,000	.00%	D61	74,494	98,705	122,915
340RGE	Bus Oper Mngr / Acct Spec	1.00	52,000	.00%		0	0	0
340RGE	Digital Comm & Mrkt Specialist	1.00	52,038	.00%	B24	45,184	57,610	70,036
341AAC	Assessment Data Analyst	.50	29,000	.00%	C41	54,134	71,728	89,321
344OES	Acctg & Scheduling Coord	1.00	50,000	.00%	B22	34,112	43,493	52,874
344OES	Asst Director of Enrollment	1.00	50,000	.00%		0	0	0

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344OES	Budget Manager	1.00	52,000	.00%		0	0	0
344OES	Business Coordinator	1.00	50,000	.00%	B23	39,648	50,552	61,455
344OES	Business Coordinator	1.00	55,907	.00%	C41	54,134	71,728	89,321
344OES	Business Coordinator	1.00	48,000	.00%		0	0	0
344OES	Dir of Instructional Design	1.00	59,907	.00%	C41	54,134	71,728	89,321
344OES	Director Degree Programs	1.00	63,219	.00%	C43	63,219	83,766	104,312
344OES	Director of Professional Dev	1.00	55,907	.00%	C41	54,134	71,728	89,321
344OES	Instructional Designer	1.00	55,907	.00%	C41	54,134	71,728	89,321
344OES	Instructional Designer	1.00	55,907	.00%	B22	34,112	43,493	52,874
344OES	LMS Support Technician	1.00	42,000	.00%	B22	34,112	43,493	52,874
344OES	Marketing Manager	1.00	55,962	.00%	B24	45,184	57,610	70,036
344OES	Marketing Specialist	.75	38,179	.00%	B24	45,184	57,610	70,036
344OES	Marketing Specialist	1.00	51,625	.00%	B24	45,184	57,610	70,036
344OES	Prog.Spec. Instructional Serv	1.00	52,740	.00%	B23	39,648	50,552	61,455
380LIB	Associate Dean	1.00	83,035	.00%	D63	82,010	108,663	135,316
380LIB	Bus Oper Mgr/Accounting Spec	1.00	52,000	.00%		0	0	0
400EBS	Academic Advisor	.92	48,969	.00%	B24	45,184	57,610	70,036
400EBS	Administrative Coordinator	1.00	48,000	.00%	B22	34,112	43,493	52,874
400EBS	Advr Erly Childhd & Cumbres	1.00	47,868	.00%		0	0	0
400EBS	Associate Dean	1.00	119,430	.00%	D63	82,010	108,663	135,316
400EBS	Business Operations Manager	1.00	69,346	.00%		0	0	0
400EBS	Coordinator Prof Psych Ext Stu	.40	26,475	.00%	C41	54,134	71,728	89,321
400EBS	Dir Colorado Cntr for Rural Ed	.25	17,719	.00%	C41	54,134	71,728	89,321
400EBS	Dir. CUE	1.00	96,629	.00%	C51	66,977	88,745	110,513
400EBS	Dir. DO IT CENTER	.30	24,590	.00%	C51	66,977	88,745	110,513
400EBS	Dir. of Cumbres	1.00	88,015	.00%	C42	59,461	78,786	98,111
400EBS	Dir. of the Tointon Institute	.83	104,828	.00%	D61	74,494	98,705	122,915
400EBS	Ed Prep Qlty Assur & Schl P.S	1.00	44,124	.00%		0	0	0
400EBS	Educator Prep Field Placement	1.00	48,582	.00%		0	0	0
400EBS	Executive Director GOAL	1.00	60,000	.00%	C41	54,134	71,728	89,321
400EBS	GOAL Academic Coordinator	1.00	40,000	.00%	B23	39,648	50,552	61,455
400EBS	GOAL Director Campus Inclusion	1.00	50,000	.00%	B23	39,648	50,552	61,455
400EBS	GOAL Employment Coordinator	1.00	40,000	.00%	B21	32,504	41,443	50,382
400EBS	Grad Student & Faculty Support	1.00	44,496	.00%		0	0	0
400EBS	Human Resources Specialist	1.00	53,000	.00%		0	0	0

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400EBS	Instructional Coordinator	1.00	48,600	.00%	B23	39,648	50,552	61,455
400EBS	Licensure Officer School of TE	1.00	59,461	.00%	C42	59,461	78,786	98,111
400EBS	Project Assistant	.50	22,197	.00%	B21	32,504	41,443	50,382
400EBS	Project Climb Co-Director	1.00	75,000	.00%		0	0	0
400EBS	Project Coordinator	.20	10,302	.00%	B23	39,648	50,552	61,455
400EBS	Project Director	.50	30,000	.00%	C41	54,134	71,728	89,321
400EBS	Psychological Sciences Acad Ad	1.00	46,000	.00%	B24	45,184	57,610	70,036
400EBS	Resources Director DOIT	1.00	48,600	.00%	B22	34,112	43,493	52,874
400EBS	Rural Education Coord.	1.00	68,000	.00%	C41	54,134	71,728	89,321
420HSS	Admin Other Full Benf	1.00	44,496	.00%		0	0	0
420HSS	Associate Dean HSS	.92	123,516	.00%	D63	82,010	108,663	135,316
420HSS	Business Operations Manager	1.00	59,548	.00%		0	0	0
420HSS	Communications Specialist	1.00	44,496	.00%		0	0	0
420HSS	Financial Analyst	1.00	72,293	.00%	C42	59,461	78,786	98,111
420HSS	HR Specialist	1.00	44,496	.00%		0	0	0
420HSS	Postdoctoral Research Assoc	1.00	54,134	12.78%	C41	54,134	71,728	89,321
420HSS	Postdoctoral Research Asst	1.00	55,000	.00%		0	0	0
420HSS	Student Success Coach	1.00	54,134	.00%	B24	45,184	57,610	70,036
420HSS	Student Success Coach	.87	42,374	.00%	B24	45,184	57,610	70,036
420HSS	Student Success Coach	1.00	46,000	.00%	B24	45,184	57,610	70,036
440MCB	Accounting Specialist	1.00	44,496	.00%		0	0	0
440MCB	Accounting Specialist	1.00	60,138	.00%		0	0	0
440MCB	Administrative Specialist	1.00	37,000	.00%	B22	34,112	43,493	52,874
440MCB	Associate Director-SBDC	1.00	45,184	.00%	B21	32,504	41,443	50,382
440MCB	Business Consult/Mrktg Assist	1.00	39,648	.00%	B23	39,648	50,552	61,455
440MCB	Business Consultant	1.00	39,648	.00%	B21	32,504	41,443	50,382
440MCB	Business Operations Mgr	1.00	51,000	.00%		0	0	0
440MCB	College Dir. of Technology	1.00	86,878	.00%	C52	70,736	93,725	116,714
440MCB	Dir of Student Success	1.00	65,000	.00%	C42	59,461	78,786	98,111
440MCB	Dir Small Business Dev Ctr	1.00	60,750	.00%	C42	59,461	78,786	98,111
440MCB	Director MCB Advising	1.00	55,907	.00%	C41	54,134	71,728	89,321
440MCB	Exec Assist to the Dean	1.00	56,290	.00%	B22	34,112	43,493	52,874
440MCB	MCB Academic Advisor	1.00	46,000	.00%	B24	45,184	57,610	70,036
440MCB	Professional Experience Coordi	1.00	44,000	.00%	B23	39,648	50,552	61,455
440MCB	Program Coordinator	1.00	39,648	.00%	B23	39,648	50,552	61,455
440MCB	Student Faculty Support Spec.	1.00	44,496	.00%		0	0	0

Area	Title	FTE	E FY21 Final Salary [A+B+C+D]	F FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
460NHS	Advising & Retention Spec.	1.00	46,000	.00%	B24	45,184	57,610	70,036
460NHS	Advising & Retention Spec.	1.00	46,000	.00%	B24	45,184	57,610	70,036
460NHS	Advising & Retention Spec.	1.00	45,184	.00%	B22	34,112	43,493	52,874
460NHS	Advising/Retention Specialist	1.00	46,000	.00%	B24	45,184	57,610	70,036
460NHS	Assist to Prgrm Coordinator	.50	25,665	.00%	A12	29,289	37,344	45,398
460NHS	Assistant Brewer	1.00	45,000	.00%	B23	39,648	50,552	61,455
460NHS	Associate Director	1.00	88,018	.00%	C41	54,134	71,728	89,321
460NHS	Asst Dean & Dir Math & Science	1.00	114,000	.00%	D61	74,494	98,705	122,915
460NHS	Asst Dir of Academic Advising	1.00	59,997	.00%	B24	45,184	57,610	70,036
460NHS	Business & Technology Manager	.85	47,431	.00%	B23	39,648	50,552	61,455
460NHS	Business Manager SON	1.00	42,000	.00%	B23	39,648	50,552	61,455
460NHS	Director of Academic Advising	1.00	67,374	.00%	C41	54,134	71,728	89,321
460NHS	Instrumentation Specialist III	1.00	61,965	.00%	B31	45,184	57,610	70,036
460NHS	Lab Coordinator	1.00	34,112	.00%	B22	34,112	43,493	52,874
460NHS	Lab Coordinator Biological Sc	1.00	40,000	.00%	B22	34,112	43,493	52,874
460NHS	Lab Technician	1.00	40,000	.00%	A12	29,289	37,344	45,398
460NHS	Laboratory & Industry Agency L	.50	20,448	.00%	B22	34,112	43,493	52,874
460NHS	Post Doc Res Assoc	.88	42,000	.00%		0	0	0
460NHS	Postdoctoral Research Assoc	.50	27,067	8.27%	C41	54,134	71,728	89,321
460NHS	Prog. Admin. Frontiers of Scie	1.00	54,134	.02%	C41	54,134	71,728	89,321
460NHS	Program Management Specialist	1.00	40,144	.00%	B23	39,648	50,552	61,455
460NHS	Program Manager	1.00	36,504	.00%	B21	32,504	41,443	50,382
460NHS	Sr Assoc of Assessment	.20	17,616	.00%		0	0	0
460NHS	Sr. Administrative Specialist	1.00	54,885	.00%	B22	34,112	43,493	52,874
460NHS	Stu Srvs Coord Clinical Requir	1.00	45,706	.00%	B22	34,112	43,493	52,874
460NHS	Student & Fac Support Spec	1.00	44,496	.00%		0	0	0
460NHS	Student & Fac Support Spec	1.00	44,496	.00%		0	0	0
460NHS	Student & Fac Support Spec	1.00	44,496	.00%		0	0	0
460NHS	Student Services Coordinator	.60	36,493	.00%	B22	34,112	43,493	52,874
460NHS	UNC-CRI Clinical Coordinator	1.00	51,000	.00%	B23	39,648	50,552	61,455
460NHS	Undergrad Prgrm Mngmt Spec	1.00	40,000	.00%	B22	34,112	43,493	52,874
480PVA	Academic Advisor	1.00	46,000	.00%	B24	45,184	57,610	70,036
480PVA	Business Operations Manager	1.00	51,658	.00%		0	0	0
480PVA	Communication Specialist	1.00	44,496	.00%		0	0	0
480PVA	Director of Advising	1.00	54,134	.00%	C41	54,134	71,728	89,321
480PVA	Director of Galleries	1.00	50,625	.00%	B23	39,648	50,552	61,455

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480PVA	HR Specialist	1.00	44,496	.00%		0	0	0
480PVA	Interim Master Electrical Mngr	1.00	48,000	.00%	B22	34,112	43,493	52,874
480PVA	Music Enrollment Specialist	1.00	45,184	.00%	B23	39,648	50,552	61,455
480PVA	PVA Advisor Thtr Arts & Dance	1.00	46,000	.00%		0	0	0
480PVA	Recording Studio Technician	.93	45,259	.00%	B22	34,112	43,493	52,874
480PVA	Recruitment Coordinator	1.00	41,000	.00%	A13	30,897	39,394	47,890
480PVA	Technical Director	1.00	48,600	.00%	B22	34,112	43,493	52,874
480PVA	Theatre Technical Dir.	1.00	48,000	.00%	B22	34,112	43,493	52,874
500VPA	Assoc VP Administration	1.00	150,000	.00%	E82	108,627	143,931	179,235
500VPA	Asst VP Facilities Management	1.00	144,801	.00%	E82	108,627	143,931	179,235
500VPA	Asst. to the Vice President	1.00	76,121	.00%	B24	45,184	57,610	70,036
500VPA	Asst. VP for IT	1.00	168,679	.00%	E82	108,627	143,931	179,235
500VPA	Budget Director	1.00	100,000	.00%	C52	70,736	93,725	116,714
500VPA	Chief of University Police	1.00	117,764	.00%	E81	101,973	135,115	168,256
500VPA	Controller	1.00	133,000	.00%	D72	95,319	126,298	157,276
500VPA	Dir. Institutional Reporting	1.00	116,000	.00%	D63	82,010	108,663	135,316
500VPA	Director of Human Resources	1.00	130,530	.00%	E82	108,627	143,931	179,235
505ADM	Asst Dir. for Community Arts	1.00	52,719	.00%	B23	39,648	50,552	61,455
505ADM	Asst Legal Counsel/Contract Sp	1.00	62,000	.00%	C41	54,134	71,728	89,321
505ADM	Asst. Dir. Conference	1.00	60,750	.00%	C41	54,134	71,728	89,321
505ADM	Business Manager	1.00	55,968	.00%	C41	54,134	71,728	89,321
505ADM	Business Services Coordinator	1.00	45,563	.00%	B23	39,648	50,552	61,455
505ADM	Chief Procurement Officer	1.00	108,627	.00%	E82	108,627	143,931	179,235
505ADM	Conference & Event Coordinator	1.00	39,648	.00%	B23	39,648	50,552	61,455
505ADM	Conference & Event Coordinator	1.00	39,648	.00%	B23	39,648	50,552	61,455
505ADM	Conference & Event Coordinator	1.00	39,648	.00%	B23	39,648	50,552	61,455
505ADM	Conference & Event Coordinator	1.00	39,648	.00%	A12	29,289	37,344	45,398
505ADM	Conference Coordinator	1.00	39,648	.00%	A12	29,289	37,344	45,398
505ADM	Dir. UNC Card Office	1.00	81,634	.00%	C42	59,461	78,786	98,111
505ADM	Director - University Center	1.00	78,760	.00%	C51	66,977	88,745	110,513
505ADM	Director of Campus Ticketing	1.00	54,141	.00%	C41	54,134	71,728	89,321
505ADM	Immunization Coordinator	1.00	44,550	.00%	B22	34,112	43,493	52,874
505ADM	Insurance Coordinator	1.00	40,000	.00%	B22	34,112	43,493	52,874
505ADM	Procurement Card Manager	1.00	54,134	.00%	C41	54,134	71,728	89,321

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505ADM	Purch & Contracts Specialist	1.00	60,000	.00%	C41	54,134	71,728	89,321
505ADM	Strategic Sourcing Specialist	1.00	62,000	.00%	C41	54,134	71,728	89,321
505ADM	UC Operations & Technology MGR	1.00	44,243	.00%	B22	34,112	43,493	52,874
510FIN	Assistant Controller	1.00	93,500	.00%	C52	70,736	93,725	116,714
510FIN	Mgr of Payroll	1.00	59,461	.00%	C41	54,134	71,728	89,321
510FIN	Senior Accountant	1.00	75,000	.00%		0	0	0
515BUD	Budget Analyst/Campus Liaison	1.00	65,000	.00%	C41	54,134	71,728	89,321
515BUD	Finance & Budget Analyst	1.00	86,923	.00%	C42	59,461	78,786	98,111
515BUD	Finance & Budget Analyst	.80	59,567	.00%	C42	59,461	78,786	98,111
515BUD	Interim Asst VP Finance	1.00	145,000	.00%		0	0	0
515BUD	Sr. Finance and Budget Analyst	1.00	88,000	.00%	C43	63,219	83,766	104,312
515BUD	Str Fincl Plng & Data Analyst	.60	54,000	.00%	C43	63,219	83,766	104,312
520FAC	Building Trades Manager	1.00	72,485	.00%	C42	59,461	78,786	98,111
520FAC	Business Manager	1.00	60,750	.00%	C41	54,134	71,728	89,321
520FAC	Director of Environ. Health	1.00	94,201	.00%	C51	66,977	88,745	110,513
520FAC	Environ Health & Safety Spec	1.00	48,000	.00%	B23	39,648	50,552	61,455
520FAC	Environ Hlth & Safety Spec	1.00	48,600	.00%	B23	39,648	50,552	61,455
520FAC	Environ Hlth/Safety Specialist	1.00	48,000	.00%	B23	39,648	50,552	61,455
520FAC	Manager Custodial Services	1.00	61,408	.00%	C42	59,461	78,786	98,111
520FAC	Mgr. Landscaping and Grounds	1.00	80,000	.00%	C42	59,461	78,786	98,111
520FAC	Project Coordinator	1.00	73,083	.00%	C42	59,461	78,786	98,111
520FAC	Project Coordinator	1.00	77,864	.00%	C42	59,461	78,786	98,111
520FAC	Project Coordinator	1.00	67,000	.00%	B23	39,648	50,552	61,455
520FAC	Project Coordinator Fac Mngt	1.00	73,429	.00%	C42	59,461	78,786	98,111
530INF	Asst Dir Enterprise Sys & Ap	1.00	95,150	.00%	C52	70,736	93,725	116,714
530INF	Asst Director of Support Svcs	1.00	90,146	.00%	C52	70,736	93,725	116,714
530INF	Asst Director Software Dev	1.00	96,882	.00%	C43	63,219	83,766	104,312
530INF	Business Mgr.	1.00	65,000	.00%	C41	54,134	71,728	89,321
530INF	Business Systems Analyst	1.00	90,146	.00%	C41	54,134	71,728	89,321
530INF	Chief Information Security Off	1.00	120,000	.00%	C43	63,219	83,766	104,312
530INF	Database Administrator	1.00	72,000	.00%		0	0	0
530INF	Database Administrator	1.00	86,500	.00%	C42	59,461	78,786	98,111
530INF	Database Administrator	1.00	72,000	.00%		0	0	0
530INF	Desktop Support Manager	1.00	81,396	.00%	C43	63,219	83,766	104,312
530INF	Dir. of App. and Databases	1.00	120,000	.00%	D63	82,010	108,663	135,316

Area	Title	FTE	FY21 Final Salary [A+B+C+D]	FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
530INF	Dir. of Core Services	1.00	120,000	.00%	D63	82,010	108,663	135,316
530INF	Manager Data Center & Soft Dev	1.00	76,500	.00%	C43	63,219	83,766	104,312
530INF	Mgr Infrastructure & Acad Tech	1.00	74,358	.00%	C42	59,461	78,786	98,111
530INF	Networking & Security Engineer	1.00	81,396	.00%	C52	70,736	93,725	116,714
530INF	Sr Network & Voice Engineer	1.00	81,396	.00%	C43	63,219	83,766	104,312
530INF	Technical Support Manager	1.00	72,000	.00%	C42	59,461	78,786	98,111
536IRA	Academic Report Writer	1.00	64,000	.00%	C41	54,134	71,728	89,321
536IRA	Data Analyst & Report Writer	1.00	60,055	.00%	C41	54,134	71,728	89,321
536IRA	Data Analyst & Report Writer	1.00	64,000	.00%	C41	54,134	71,728	89,321
536IRA	Research Analyst	1.00	71,690	.00%	C41	54,134	71,728	89,321
536IRA	Senior Analyst	1.00	81,396	.00%	C43	63,219	83,766	104,312
540HRM	Asst. Dir. of HR & Payroll	1.00	77,000	.00%	C51	66,977	88,745	110,513
540HRM	Benefit Coordinator	1.00	60,000	.00%	C41	54,134	71,728	89,321
540HRM	Employee Service Coordinator	1.00	35,000	.00%	B22	34,112	43,493	52,874
540HRM	Employment Hiring Specialist	1.00	60,000	.00%	C41	54,134	71,728	89,321
540HRM	Human Resources Business Proce	1.00	60,000	.00%	C41	54,134	71,728	89,321
540HRM	Organizational Developmt Spec.	1.00	52,000	.00%	B22	34,112	43,493	52,874
560POL	Administrative Aide	1.00	44,496	.00%	A12	29,289	37,344	45,398
560POL	Asst Clery Compliance Officer	1.00	40,000	.00%	B23	39,648	50,552	61,455
560POL	Police Captain	1.00	105,000	.00%	D62	78,252	103,684	129,115
560POL	Police Communication Tech Spec	1.00	46,545	.00%	B22	34,112	43,493	52,874
650AUX	Assignments Coordinator	1.00	45,563	.00%	B23	39,648	50,552	61,455
650AUX	Assist Dir of Residential Educ	1.00	54,811	.00%	C41	54,134	71,728	89,321
650AUX	Assistant Dir. Dining Services	1.00	76,063	.00%	C42	59,461	78,786	98,111
650AUX	Associate Director Campus Recr	1.00	64,829	.00%	C41	54,134	71,728	89,321
650AUX	Asst Dir - Competitive Sports	1.00	48,000	.00%	B24	45,184	57,610	70,036
650AUX	Asst Dir - Outdoor Pursuits	1.00	48,000	.00%	B24	45,184	57,610	70,036
650AUX	Asst Dir of Facilities/Oper.	1.00	48,000	.00%	B23	39,648	50,552	61,455
650AUX	Asst Dir of Residential Educ	1.00	55,907	.00%	C41	54,134	71,728	89,321
650AUX	Asst. Dir Housing Services	1.00	55,907	.00%	C41	54,134	71,728	89,321
650AUX	Asst. Dir of Residential Educ	1.00	54,811	.00%	C41	54,134	71,728	89,321
650AUX	Asst. Director Board Ops	1.00	70,590	.00%	C42	59,461	78,786	98,111
650AUX	Business Manager	1.00	54,134	.00%	C41	54,134	71,728	89,321
650AUX	Contracts & Operations Coord	1.00	45,563	.00%		0	0	0

Area	Title	FTE	FY21 Final Salary [A+B+C+D]	FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
650AUX	Coord Intramural Sports	1.00	39,648	.00%	B23	39,648	50,552	61,455
650AUX	Coordinator of Facilities	1.00	39,648	.00%	B22	34,112	43,493	52,874
650AUX	Data Manager/Systems Coord	1.00	51,408	.00%		0	0	0
650AUX	Dir of Residential Education	1.00	89,353	.00%	C51	66,977	88,745	110,513
650AUX	Dir. Campus Recreation	1.00	76,000	.00%	C51	66,977	88,745	110,513
650AUX	Dir. Dining Services	1.00	101,935	.00%	C51	66,977	88,745	110,513
650AUX	Director Strategic Engagement	1.00	72,199	.00%	B24	45,184	57,610	70,036
650AUX	Exec Director Student Affairs	1.00	114,602	.00%	D61	74,494	98,705	122,915
650AUX	Financial & Budget Analyst	1.00	54,134	.00%	C41	54,134	71,728	89,321
650AUX	Neighborhood Coord for Comm	1.00	45,650	.00%	B21	32,504	41,443	50,382
650AUX	Neighborhood Coordinator	1.00	45,650	.00%	B21	32,504	41,443	50,382
650AUX	Petition & Reports Manager	.25	13,520	.00%		0	0	0
650AUX	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
650AUX	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
650AUX	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
650AUX	Residence Hall Director	1.00	47,476	.00%	B21	32,504	41,443	50,382
650AUX	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
650AUX	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
650AUX	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
720MUR	Dev & Alumni Communications Mg	1.00	53,525	.00%	B23	39,648	50,552	61,455
720MUR	Digital Marketing Specialist	1.00	59,000	.00%	B24	45,184	57,610	70,036
720MUR	Director of Web Communications	1.00	80,000	.00%	C52	70,736	93,725	116,714
720MUR	Graphic Designer	1.00	56,328	.00%	B24	45,184	57,610	70,036
720MUR	Graphic/Web Designer	1.00	56,328	.00%	B24	45,184	57,610	70,036
720MUR	Market Development Manager	1.00	69,332	.00%	C41	54,134	71,728	89,321
720MUR	Market Development Manager	1.00	49,572	.00%	B24	45,184	57,610	70,036
720MUR	Marketing Communications Spec	1.00	53,525	.00%	B23	39,648	50,552	61,455
720MUR	Photographer/Graphic Designer	1.00	58,656	.00%	B24	45,184	57,610	70,036
720MUR	Sr. Web Content Specialist	1.00	55,000	.00%	B23	39,648	50,552	61,455
720MUR	Videographer	1.00	56,801	.00%	B22	34,112	43,493	52,874
720MUR	Videographer	1.00	59,676	.00%	B22	34,112	43,493	52,874
760VPD	Assoc Dir Records Administ	1.00	45,000	.00%	B22	34,112	43,493	52,874
760VPD	Assoc Director of Gift Admin	1.00	54,134	.00%	C41	54,134	71,728	89,321
760VPD	Asst to the Vice President	1.00	70,000	.00%	B22	34,112	43,493	52,874
760VPD	Asst VP for Marketing	1.00	150,000	.00%	E82	108,627	143,931	179,235

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760VPD	Creative Content Producer	1.00	54,500	.00%	B23	39,648	50,552	61,455
760VPD	Dir - Univ News and Public Rel	1.00	80,000	.00%	C51	66,977	88,745	110,513
760VPD	Director Advancement Services	1.00	63,219	.00%	C43	63,219	83,766	104,312
760VPD	Sr Communication Strategist	1.00	82,000	.00%		0	0	0
770ALU	Assist Dir Alumni Relations	1.00	50,000	.00%	B24	45,184	57,610	70,036
770ALU	Assoc Director Alumni Relation	1.00	58,000	.00%	B24	45,184	57,610	70,036
770ALU	AVP- Alumni Relations	1.00	122,329	.00%	E82	108,627	143,931	179,235
770ALU	Dir University Events	1.00	62,500	.00%	B22	34,112	43,493	52,874
770ALU	Events Coordinator	1.00	45,000	.00%		0	0	0
770ALU	Univ Advancement Assistant	1.00	40,000	.00%	A12	29,289	37,344	45,398
780DEV	Assist Vice Pres Development	1.00	155,000	.00%	E82	108,627	143,931	179,235
780DEV	Assoc Dir of Development	1.00	55,000	.00%	C41	54,134	71,728	89,321
780DEV	Asst Director Annual Giving	1.00	50,000	.00%	B24	45,184	57,610	70,036
780DEV	Dir Corporate & Foundation Rel	1.00	85,000	.00%	C43	63,219	83,766	104,312
780DEV	Dir Development Spec Projects	1.00	85,000	.00%	C43	63,219	83,766	104,312
780DEV	Director of Development	1.00	95,000	.00%	C43	63,219	83,766	104,312
780DEV	Donor Relations Coordinator	1.00	48,000	.00%	B22	34,112	43,493	52,874
780DEV	Prospect Researcher	1.00	65,000	.00%		0	0	0
780DEV	Research & Prospect Manager	1.00	65,000	.00%	B24	45,184	57,610	70,036
780DEV	Senior Dir of Annual Giving	1.00	105,000	.00%	C43	63,219	83,766	104,312
780DEV	Senior Director of Development	1.00	98,000	.00%	C43	63,219	83,766	104,312
780DEV	Senior Director of Development	1.00	98,111	.00%	C43	63,219	83,766	104,312
800ATH	Assist Athletic Trainer	1.00	48,000	.00%	B23	39,648	50,552	61,455
800ATH	Assist Athletics Coach	.50	20,250	.00%	X72	31,438	40,870	50,301
800ATH	Assist Soccer Coach	.50	20,250	.00%	X32	21,468	28,445	35,421
800ATH	Assist Softball Coach	.50	20,250	.00%	X12	22,924	29,802	36,679
800ATH	Assist Womens Swmg Divg Coach	1.00	40,500	.00%	X72	31,438	40,870	50,301
800ATH	Assist Women's Volleyball Coac	1.00	40,500	.00%	X82	23,552	30,618	37,684
800ATH	Assist Wrestling Coach	1.00	45,000	.00%	Y72	27,073	35,195	43,317
800ATH	Assistant Athletic Director	.50	26,535	.00%	B31	45,184	57,610	70,036
800ATH	Assistant Athletic Trainer	1.00	48,000	.00%	B23	39,648	50,552	61,455
800ATH	Assistant Baseball Coach	.85	34,425	.00%	Y12	25,716	33,431	41,146
800ATH	Assistant Business Manager	1.00	40,500	.00%	A13	30,897	39,394	47,890
800ATH	Assistant Coach Track & Field	1.00	40,500	.00%	Z64	25,024	32,531	40,039
800ATH	Assistant Equipment Manager	1.00	40,500	.00%	B21	32,504	41,443	50,382

Area	Title	FTE	E FY21 Final Salary [A+B+C+D]	F FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
800ATH	Assistant Football Coach	1.00	45,359	.00%	Y32	32,721	42,537	52,353
800ATH	Assistant Football Coach	1.00	75,000	.00%		0	0	0
800ATH	Assistant Football Coach	1.00	40,500	.00%		0	0	0
800ATH	Assistant Football Coach	1.00	40,500	.00%		0	0	0
800ATH	Assistant Football Coach	1.00	58,991	.00%		0	0	0
800ATH	Assistant Football Coach	1.00	50,000	.00%		0	0	0
800ATH	Assistant Football Coach	1.00	40,500	.00%		0	0	0
800ATH	Assistant Football Coach	1.00	45,000	.00%		0	0	0
800ATH	Assistant Football Coach	1.00	40,500	.00%		0	0	0
800ATH	Assistant Football Coach	1.00	41,450	.00%		0	0	0
800ATH	Assistant Track & Field Coach	1.00	40,500	.00%	Z64	25,024	32,531	40,039
800ATH	Assoc AD-Sr Woman Administr	1.00	83,642	.00%	C43	63,219	83,766	104,312
800ATH	Assoc Men's Basketball Coach	1.00	60,000	.00%	Y24	47,164	61,252	75,340
800ATH	Associate Baseball Coach	1.00	40,500	.00%	Y12	25,716	33,431	41,146
800ATH	Asst AD - Compliance	1.00	50,000	.00%	B23	39,648	50,552	61,455
800ATH	Asst AD-Business	1.00	55,534	.00%	C41	54,134	71,728	89,321
800ATH	Asst Athletic Dir. - Football	1.00	53,500	.00%	B31	45,184	57,610	70,036
800ATH	Asst Athletic Trainer	1.00	48,000	.00%	B23	39,648	50,552	61,455
800ATH	Asst Dir for Facilities	1.00	40,500	.00%	A12	29,289	37,344	45,398
800ATH	Asst Dir of Communications	1.00	40,500	.00%	A13	30,897	39,394	47,890
800ATH	Asst Dir Sports Performance	1.00	48,000	.00%	B23	39,648	50,552	61,455
800ATH	Asst Men's Basketball Coach	1.00	45,000	.00%	Y22	30,739	40,730	50,720
800ATH	Asst Men's Basketball Coach	1.00	57,131	.00%	Y22	30,739	40,730	50,720
800ATH	Asst Softball Coach	1.00	40,500	.00%	X12	22,924	29,802	36,679
800ATH	Asst Women's Basketball Coach	1.00	48,000	.00%	X22	28,326	37,532	46,738
800ATH	Asst Women's Basketball Coach	1.00	40,500	.00%	X22	28,326	37,532	46,738
800ATH	Asst Wrestling Coach	1.00	45,000	.00%		0	0	0
800ATH	Asst. Athletic Trainer	1.00	48,000	.00%	B23	39,648	50,552	61,455
800ATH	Asst. Basketball Coach	1.00	40,500	.00%	X22	28,326	37,532	46,738
800ATH	Asst. Director of Compliance	1.00	40,500	.00%	B21	32,504	41,443	50,382
800ATH	Asst. Soccer Coach	1.00	40,500	.00%	X32	21,468	28,445	35,421
800ATH	Asst. Volleyball Coach	1.00	42,739	.00%	X84	29,465	38,305	47,144
800ATH	Athletic Coord Staff Psycholog	1.00	65,000	.00%	C41	54,134	71,728	89,321
800ATH	Bear Vision Director	1.00	52,000	.00%	B23	39,648	50,552	61,455
800ATH	Co-Head Athletic Trainer	1.00	48,000	.00%	B23	39,648	50,552	61,455

Area	Title	FTE	E FY21 Final Salary [A+B+C+D]	F FY21 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
800ATH	Dir of Marketing and Fan Exper	1.00	50,000	.00%	B23	39,648	50,552	61,455
800ATH	Dir Strategic Communications	1.00	50,000	.00%	B23	39,648	50,552	61,455
800ATH	Dir. of Strength & Conditionin	1.00	58,867	.00%	B31	45,184	57,610	70,036
800ATH	Director Facilities and Events	1.00	55,187	.00%	B31	45,184	57,610	70,036
800ATH	Director of Administration	1.00	45,184	6.24%	B31	45,184	57,610	70,036
800ATH	Director of Equipment Oper	1.00	48,000	.00%	B23	39,648	50,552	61,455
800ATH	Director of Operations	1.00	40,500	.00%	B21	32,504	41,443	50,382
800ATH	Director of Operations	1.00	40,500	.00%	B21	32,504	41,443	50,382
800ATH	Director of Sport Performance	1.00	51,000	.00%	B23	39,648	50,552	61,455
800ATH	Director of Volleyball Ops	1.00	40,500	.00%	B21	32,504	41,443	50,382
800ATH	Head Baseball Coach	1.00	52,173	.00%		0	0	0
800ATH	Head Coach Swimming & Diving	1.00	58,725	.00%		0	0	0
800ATH	Head Coach Track & Field/CC	1.00	75,000	.00%	Z60	46,277	60,101	73,924
800ATH	Head Football Coach	1.00	190,000	.00%		0	0	0
800ATH	Head Men's Basketball Coach	1.00	156,938	.00%	Y20	107,692	139,860	172,028
800ATH	Head Men's Golf Coach	1.00	40,500	.00%	Z40	30,290	39,338	48,385
800ATH	Head Men's Tennis Coach	1.00	36,146	.00%	Z50	31,689	41,155	50,620
800ATH	Head Soccer Coach	1.00	52,802	.00%	X30	43,226	56,138	69,049
800ATH	Head Softball Coach	1.00	53,623	.00%	X10	40,696	52,853	65,009
800ATH	Head Volleyball Coach	1.00	105,857	.00%	X80	54,397	70,646	86,894
800ATH	Head Women's Basketball Coach	1.00	132,967	.00%	X20	85,594	111,161	136,728
800ATH	Head Women's Golf Coach	1.00	40,500	.00%	Z40	30,290	39,338	48,385
800ATH	Head Women's Tennis Coach	1.00	39,622	.00%	Z50	31,689	41,155	50,620
800ATH	Head Wrestling Coach	1.00	65,298	.00%		0	0	0
800ATH	Senior Assoc. Athl. Director	1.00	91,304	.00%	C43	63,219	83,766	104,312
PROV	Assoc Provost & Dean Grad Schl	1.00	170,000	.00%	D72	95,319	126,298	157,276
PROV	Associate Provost	1.00	165,000	.00%	E82	108,627	143,931	179,235
PROV	Asst Provost - Academic Eff.	1.00	95,008	.00%	D63	82,010	108,663	135,316
PROV	Asst VP for Student Success	1.00	105,200	.00%	D61	74,494	98,705	122,915
PROV	Asst VP of Enrollment Mngmt	1.00	165,000	.00%		0	0	0
PROV	Dean Hum. & Soc. Sciences	1.00	160,000	.00%	D72	95,319	126,298	157,276
PROV	Dean Natural & Health Sciences	1.00	175,000	.00%	D72	95,319	126,298	157,276
PROV	Dean of the College of Busines	1.00	240,000	.00%	D72	95,319	126,298	157,276
PROV	Dean University Libraries	1.00	170,000	.00%	D72	95,319	126,298	157,276
PROV	Exec Dir Center for Int'l Educ	1.00	80,000	.00%	C51	66,977	88,745	110,513

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PROV	Executive Dir Extended Campus	1.00	150,000	.00%	D61	74,494	98,705	122,915
PROV	Interim Dean of PVA	1.00	147,600	.00%	D72	95,319	126,298	157,276