

SENATE ACTION FORM

No. 1108

Subject: Provost's Faculty Compensation Information and Process Update (Post on the Faculty Senate Website)

Reference to Senate Minutes dated: February 29, 2016

Senate Action:

MOTION: The Salary Equity Committee recommends that the Provost Memo: Faculty Compensation Information and Process Update (September 2015) be placed on the Faculty Senate website under "Reports on UNC Faculty Salaries". (see attachment).

VOTE: The motion passed unanimously.

Response requested:

- ☐ Approval for placement in University Catalog
- ☐ Approval for placement in University Regulations
- ☐ Recommendation to Board for placement in Board Policy Manual
- ☒ None (sent as information item)
- ☐ Other action requested/comments:



Faculty Senate Chair

March 2, 2016

Date

* * * * *

Administrative review of Senate action (unnecessary for information items):

- ☐ Reviewed by **VPAA/Provost**. Check ☐ if comments attached
- ☐ Reviewed by **General Counsel**. Check ☐ if comments attached

Presidential action:

☐ Approve; ☐ Reject; ☐ Return to Senate for discussion/modification (comments attached)

President/Designated Administrative Officer

Date

Date of Board approval (if applicable): _____

PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT TO THE FACULTY SENATE OFFICE, BOX 75.



UNIVERSITY OF
**NORTHERN
COLORADO**

Office of the Provost

September 8, 2015

To: UNC Faculty
Re: Faculty Compensation Information and Process Update
From: Robbyn R. Wacker, Ph.D., Provost and Senior Vice President

Robbyn

Greetings,

I hope your semester is off to a good start! I wanted to provide you with information about your compensation – the compensation identity plan that guides our compensation goals, and the process we used to determine compensation distribution.

Compensation Identity Plan – Overall Compensation Target

Almost five years ago, our Board of Trustees supported a Compensation Identity Plan¹ that set an overall compensation target of 90% of the CUPA² average salary based on our identified NCHEMS peer group. In the last four years, the BOT has approved a pool of 5% of total salary dollars for Fiscal Year (FY) '13 and FY14 and 3% for FY15 and FY16. As a result, we have invested \$5.6 million in faculty salaries and made significant progress toward our compensation identity target.

We use NCHEMS peers (n=9 universities that are similar to UNC) to measure how we are doing in making progress toward our overall compensation goal of 90% of CUPA.

The following table displays this investment by fiscal year, categorized by the components of the salary distribution models we have used over the last four years.

Faculty Salary Investments

	FY13	FY14	FY15	FY16	Total
Promotions	74,000	150,000	150,000	95,000	469,000
Maintenance of Effort (MOE)	892,823	623,995	319,653	490,214	2,326,685
Parity/Compression/Inversion /Provost Discretion	829,826	952,800	517,091	468,092	2,767,809
Total	1,796,649	1,726,795	986,744	1,053,306	5,563,494

Faculty Compensation Distribution Process

To support individual faculty compensation decisions for FY16, we used the **CUPA Doctoral All comparison group** (as we did for FY15) to calculate the percent of CUPA average salary on our annual compensation plans.

¹ http://www2.unco.edu/provost/strategic_planning/act/index.html

² College and University Professional Association of HR Directors; please see definitions for other key terms at the end of this document

We use a CUPA Doctoral All peer group (n=161+ universities that have doctoral programs) to identify individual parity comparisons.

We gathered CUPA doctoral survey data by discipline, rank and tenure from the most recent year for each of our faculty positions. We then adjusted the CUPA data to reflect individual years of service and to differentiate the averages for instructor and lecturer ranks.

The following increases were calculated for each faculty member:

- Promotion increase, if applicable.
- 1.5% maintenance of effort (MOE) increase for all faculty who had at least a “meets expectations” evaluation.
- Adjustment to maintain any historical compensation gaps due to evaluations and to correct inversion and compression issues due to hires in the previous year.
- Parity increase to bring individual up to a target of 80.5% of Doctoral All CUPA, if below that target after MOE. A cap of 5% parity increase in compensation after promotion increase was established, which limited some of these increases.
- Provost discretion increase to bring individual closer to the target of 80.5% of CUPA and to address additional parity, compression and retention issues.

I want to reemphasize that the **Doctoral All Comparison** group that we use for individual faculty compensation decisions includes more universities (n=161) than the **NCHEMS peer group** (n=9) that we use for the university-wide 90% of peers compensation identity target. In previous years we used our NCHEMS for both university-wide and individual compensation comparison. However, using the larger Doctoral All group for individual salary comparisons means that, overall, the **average** individual salary comparison percentages dropped by 5%-10%.

Compensation Outcomes

I have included with this document additional compensation outcome data (Attachments A and B) sorted by rank and college to show a more detailed analysis of individual salary comparisons for FY16. We will be using this information help us frame our ongoing conversations about faculty salaries and our continued work with members of the Faculty Senate’s Salary Equity committee on this important issue We will be back in touch with a university-wide compensation update in March after we have new peer compensation data.

I am proud of the commitment made by our Board of Trustees, President Norton and the leadership of our university to establishing competitive salaries for our faculty and staff. The success of our students is dependent on our talented faculty and staff, and I appreciate the many contributions that are made every day to help them be successful. We will continue to have discussions with faculty and staff to determine the pay distribution method that best fits the University.

NCHEMS - National Center for Higher Education Management Systems	Maintenance of Effort (MOE) – Equal percentage pay increase given to all employees performing at an acceptable level.
Parity - Funds set aside for salary increases to address the competitiveness of salaries compared with other higher education institutions for similar positions.	Compression - similar salaries despite different qualifications and/or experience levels
Inversion - higher salaries for less qualified or less experienced faculty than for more senior colleagues	Provost Discretion-adjustments for situations that relate to compression or retention.

FY16 Faculty Compensation Outcomes CUPA Doctoral All Comparison Group

Average Percent of CUPA by Rank

Rank	Count	% of Total Count	% of FY15 CUPA Average (1)	Salary Increase (\$)	% of Total Salary Increase
Professor	180	34.8	82.6	553,291	52.5
Associate Professor	148	28.6	85.3	297,986	28.3
Assistant Professor	132	25.5	86.7	137,757	13.1
Instructor/Lecturer	57	11.0	86.3	64,272	6.1
All	517	100.0	84.5	1,053,306	100.0

Average Percent of CUPA by College

College	Count	% of Total Count	% of FY15 CUPA Average (1)	Salary Increase (\$)	% of Total Salary Increase
EBS	104	20.1	84.8	170,690	16.2
HSS	128	24.8	85.7	227,761	21.6
MCB	37	7.2	86.0	128,241	12.2
NHS	151	29.2	83.4	333,070	31.6
PVA	71	13.7	85.1	151,436	14.4
LIB	21	4.1	80.8	33,288	3.2
UC	3	0.6	74.9	6,661	0.6
Provost	2	0.4	87.4	2,159	0.2
All	517	100.0	84.5	1,053,306	100.0

Average Percent of CUPA by Rank and College

College	Professor		Assoc Professor		Asst Professor		Instructor/Lecturer	
	Count	% of CUPA Avg. (1)	Count	% of CUPA Avg. (1)	Count	% of CUPA Avg. (1)	Count	% of CUPA Avg. (1)
EBS	37	83.2	36	85.0	27	86.9	4	82.8
HSS	45	82.6	30	82.9	29	90.4	24	89.6
MCB	19	82.9	10	87.8	6	88.6	2	99.1
NHS	43	80.3	44	83.7	42	84.7	22	86.1
PVA	34	84.4	18	86.3	19	85.2	-	-
LIB	1	80.5	8	80.8	8	87.2	4	67.9
UC	-	-	1	80.5	1	69.4	1	74.9
Provost	1	88.9	1	85.9	-	-	-	-
All	180	82.6	148	85.3	132	86.7	57	86.3

Count by CUPA Comparison Level by College

College	<80.5%	80.5-85%	85-90%	>=90%
EBS	7	58	22	17
HSS	11	75	26	16
MCB	4	22	3	8
NHS	24	94	15	18
PVA	-	48	14	9
LIB	5	14	-	2
UC	2	1	-	-
Provost	-	-	2	-
All	53	312	82	70

Count by CUPA Comparison Level by Rank

Rank	<80.5%	80.5-85%	85-90%	>=90%
Professor	21	123	25	11
Associate Professor	7	94	28	19
Assistant Professor	12	78	20	22
Instructor/Lecturer	13	17	9	18
All	53	312	82	70

Notes:

1. CUPA averages are from the FY15 CUPA survey of 161 doctoral institutions.
2. Adjustments have been made to CUPA average salaries for years in rank and instructor/lecturer ranks.

Attachment B

Faculty Compensation Outcomes 2015-16

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY15 Base Salary	Promotion Increase	FY16 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion	FY16 Final Base Salary	FY16 Base Salary % Increase	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
EBS	1302	Bilingual, Multilingual & Multicultural	Professor	5	Tenured	1.00	79,657	0	79,657	1,195	0	500	0	81,352	2.1%	86.4%	86.9%	Doctoral All
EBS	1302	Bilingual, Multilingual & Multicultural	Professor	13	Tenured	1.00	84,330	0	84,330	1,265	0	0	0	85,595	1.5%	84.4%	84.4%	Doctoral All
EBS	1302	Bilingual, Multilingual & Multicultural	Assoc Professor	6	Tenure Track	1.00	60,375	0	60,375	906	0	0	0	61,281	1.5%	83.9%	83.9%	Doctoral All
EBS	1302	Bilingual, Multilingual & Multicultural	Assoc Professor	12	Tenured	1.00	61,570	0	61,570	924	0	0	0	62,494	1.5%	80.8%	80.8%	Doctoral All
EBS	1304	Ed Administration & Supervision	Professor	3	Tenured	1.00	79,428	0	79,428	1,191	0	0	0	80,619	1.5%	80.9%	80.9%	Doctoral All
EBS	1304	Ed Administration & Supervision	Professor	3	Tenured	1.00	80,492	0	80,492	1,207	0	0	0	81,699	1.5%	82.0%	82.0%	Doctoral All
EBS	1304	Ed Administration & Supervision	Professor	6	Tenured	1.00	80,701	0	80,701	1,211	0	897	0	82,809	2.6%	79.6%	80.5%	Doctoral All
EBS	1304	Ed Administration & Supervision	Assoc Professor	3	Tenured	1.00	69,410	0	69,410	1,041	0	0	0	70,451	1.5%	93.7%	93.7%	Doctoral All
EBS	1304	Ed Administration & Supervision	Assoc Professor	3	Tenured	1.00	69,410	0	69,410	1,041	0	0	0	70,451	1.5%	93.7%	93.7%	Doctoral All
EBS	1304	Ed Administration & Supervision	Assoc Professor	4	Tenured	1.00	68,452	0	68,452	1,027	0	0	0	69,479	1.5%	91.5%	91.5%	Doctoral All
EBS	1304	Ed Administration & Supervision	Asst Professor	1	Tenure Track	1.00	60,000	0	60,000	0	0	0	0	60,000	.0%	93.7%	93.7%	Doctoral All
EBS	1304	Ed Administration & Supervision	Asst Professor	3	Tenure Track	1.00	60,600	0	60,600	909	0	0	0	61,509	1.5%	94.1%	94.1%	Doctoral All
EBS	1304	Ed Administration & Supervision	Asst Professor	3	Tenure Track	1.00	61,610	0	61,610	0	0	0	0	61,610	.0%	94.3%	94.3%	Doctoral All
EBS	1304	Ed Administration & Supervision	Asst Professor	4	Tenure Track	1.00	61,812	0	61,812	0	0	0	0	61,812	.0%	93.6%	93.6%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Professor	5	Tenured	1.00	72,833	0	72,833	1,092	0	3,049	2,000	78,974	8.4%	73.4%	78.5%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Assoc Professor	1	Tenure Track	1.00	56,000	0	56,000	0	0	0	0	56,000	.0%	85.5%	85.5%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Assoc Professor	5	Tenured	1.00	58,048	0	58,048	871	0	0	0	58,919	1.5%	86.4%	86.4%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Asst Professor	2	Contract Renewable	1.00	50,000	0	50,000	750	0	0	0	50,750	1.5%	82.7%	82.7%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Asst Professor	1	Tenure Track	1.00	50,000	0	50,000	0	0	0	0	50,000	.0%	82.3%	82.3%	Doctoral All
EBS	1306	Assessment, Evaluation & Research	Professor	3	Tenured	1.00	78,469	0	78,469	1,177	0	0	0	79,646	1.5%	85.0%	85.0%	Doctoral All
EBS	1306	Assessment, Evaluation & Research	Professor	5	Tenured	1.00	80,185	0	80,185	1,203	0	0	0	81,388	1.5%	85.0%	85.0%	Doctoral All
EBS	1306	Assessment, Evaluation & Research	Assoc Professor	1	Contract Renewable	1.00	61,173	3,000	64,173	0	0	0	0	64,173	.0%	90.4%	90.4%	Doctoral All
EBS	1306	Assessment, Evaluation & Research	Assoc Professor	2	Tenured	1.00	64,574	0	64,574	969	0	0	0	65,543	1.5%	89.3%	89.3%	Doctoral All
EBS	1306	Assessment, Evaluation & Research	Assoc Professor	9	Tenured	1.00	69,610	0	69,610	1,044	0	0	0	70,654	1.5%	89.8%	89.8%	Doctoral All
EBS	1306	Assessment, Evaluation & Research	Asst Professor	2	Tenure Track	1.00	58,500	0	58,500	878	0	0	0	59,378	1.5%	94.6%	94.6%	Doctoral All
EBS	1306	Assessment, Evaluation & Research	Asst Professor	3	Tenure Track	1.00	59,085	0	59,085	886	0	0	0	59,971	1.5%	94.6%	94.6%	Doctoral All
EBS	1309	Social & Philosophical Foundations	Professor	6	Tenured	1.00	73,294	0	73,294	1,099	0	0	0	74,393	1.5%	84.5%	84.5%	Doctoral All
EBS	1309	Social & Philosophical Foundations	Professor	8	Tenured	1.00	76,922	0	76,922	1,154	0	0	0	78,076	1.5%	86.9%	86.9%	Doctoral All
EBS	1309	Social & Philosophical Foundations	Assoc Professor	2	Tenured	1.00	57,063	0	57,063	856	0	0	500	58,419	2.4%	84.9%	85.6%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	1	Tenured	1.00	61,759	5,000	66,759	1,001	0	2,337	2,200	72,297	8.3%	75.5%	80.5%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	2	Tenured	1.00	69,412	0	69,412	1,041	0	2,429	200	73,082	5.3%	77.6%	80.5%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	3	Tenured	1.00	72,035	0	72,035	1,081	0	759	0	73,875	2.6%	79.7%	80.5%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	7	Tenured	1.00	83,219	0	83,219	1,248	0	0	0	84,467	1.5%	88.2%	88.2%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	8	Tenured	1.00	84,027	0	84,027	1,260	0	0	0	85,287	1.5%	88.2%	88.2%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	10	Tenured	1.00	85,787	0	85,787	1,287	0	0	0	87,074	1.5%	88.2%	88.2%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	18	Tenured	1.00	92,843	0	92,843	1,393	0	0	0	94,236	1.5%	88.4%	88.4%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	22	Tenured	1.00	96,334	0	96,334	1,445	0	0	0	97,779	1.5%	88.5%	88.5%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	23	Tenured	1.00	97,188	0	97,188	1,458	0	0	0	98,646	1.5%	88.5%	88.5%	Doctoral All
EBS	1310	Special Ed & Teaching	Assoc Professor	3	Tenured	1.00	59,124	0	59,124	887	0	600	300	60,911	3.0%	81.1%	82.3%	Doctoral All
EBS	1310	Special Ed & Teaching	Assoc Professor	4	Tenured	1.00	59,727	0	59,727	896	0	0	0	60,623	1.5%	81.1%	81.1%	Doctoral All
EBS	1310	Special Ed & Teaching	Assoc Professor	4	Tenured	1.00	60,644	0	60,644	910	0	0	0	61,554	1.5%	82.3%	82.3%	Doctoral All
EBS	1310	Special Ed & Teaching	Assoc Professor	11	Tenured	1.00	65,468	0	65,468	982	0	0	0	66,450	1.5%	83.0%	83.0%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	1	Tenure Track	1.00	51,000	0	51,000	0	0	0	0	51,000	.0%	82.8%	82.8%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	8	Contract Renewable	1.00	54,033	0	54,033	810	0	0	0	54,843	1.5%	84.7%	84.7%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	9	Contract Renewable	1.00	54,772	0	54,772	822	0	0	0	55,594	1.5%	85.8%	85.8%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	9	Contract Renewable	1.00	54,983	0	54,983	0	0	0	0	54,983	.0%	89.8%	89.8%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	3	Tenure Track	1.00	51,510	0	51,510	773	0	0	0	52,283	1.5%	83.1%	83.1%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	3	Tenure Track	1.00	53,530	0	53,530	803	0	0	0	54,333	1.5%	86.4%	86.4%	Doctoral All
EBS	1310	Special Ed & Teaching	Instructor	10	Contract Renewable	1.00	43,969	0	43,969	660	0	1,539	0	46,168	5.0%	75.5%	78.1%	Doctoral All
EBS	1310	Special Ed & Teaching	Lecturer	10	Contract Renewable	.50	18,000	0	18,000	270	0	630	0	18,900	5.0%	68.0%	70.3%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	8	Tenured	1.00	76,922	0	76,922	1,154	0	0	0	78,076	1.5%	84.5%	84.5%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	10	Tenured	1.00	79,323	0	79,323	1,190	0	0	0	80,513	1.5%	85.4%	85.4%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	1	Contract Renewable	1.00	52,605	3,000	55,605	834	0	0	0	56,439	1.5%	84.5%	84.5%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	3	Tenure Track	1.00	62,418	0	62,418	936	0	900	0	64,254	2.9%	89.0%	90.2%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	3	Tenured	1.00	57,500	0	57,500	863	0	0	0	58,363	1.5%	82.0%	82.0%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	5	Tenured	1.00	58,372	0	58,372	876	0	0	0	59,248	1.5%	81.6%	81.6%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	5	Tenured	1.00	58,372	0	58,372	876	0	0	0	59,248	1.5%	81.6%	81.6%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	1	Tenure Track	1.00	46,480	0	46,480	0	0	0	0	46,480	.0%	75.4%	75.4%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	8	Contract Renewable	1.00	52,605	0	52,605	0	0	0	0	52,605	.0%	85.9%	85.9%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	2	Tenure Track	1.00	50,000	0	50,000	0	0	0	0	50,000	.0%	80.3%	80.3%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	3	Tenure Track	1.00	52,520	0	52,520	788	0	0	0	53,308	1.5%	84.8%	84.8%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	4	Tenure Track	1.00	51,169	0	51,169	768	0	2,000	0	53,937	5.4%	81.8%	84.9%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	4	Tenure Track	1.00	59,873	0	59,873	898	0	0	0	60,771	1.5%	83.0%	83.0%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	2	Tenured	1.00	57,063	0	57,063	856	0	0	0	57,919	1.5%	80.8%	80.8%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	2	Tenured	1.00	57,063	0	57,063	856	0	600	250	58,769	3.0%	80.8%	82.0%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY15 Base Salary	Promotion Increase	FY16 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion	FY16 Final Base Salary	FY16 Base Salary % Increase	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	5	Tenured	1.00	60,249	0	60,249	904	0	0	0	61,153	1.5%	82.7%	82.7%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subjects	Instructor	9	Contract Renewable	1.00	46,648	0	46,648	700	0	0	0	47,348	1.5%	83.5%	83.5%	Doctoral All
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	3	Tenure Track	1.00	60,337	0	60,337	905	0	0	0	61,242	1.5%	89.4%	89.4%	Doctoral All
EBS	4201	General Psychology	Professor	3	Tenured	1.00	74,331	0	74,331	1,115	0	3,102	3,200	81,748	10.0%	72.5%	78.5%	Doctoral All
EBS	4201	General Psychology	Professor	6	Tenured	1.00	82,236	0	82,236	1,234	0	2,878	200	86,548	5.2%	77.7%	80.5%	Doctoral All
EBS	4201	General Psychology	Professor	8	Tenured	1.00	83,972	0	83,972	1,260	0	2,939	100	88,271	5.1%	77.7%	80.5%	Doctoral All
EBS	4201	General Psychology	Professor	11	Tenured	1.00	86,564	0	86,564	1,298	0	3,030	100	90,992	5.1%	77.7%	80.5%	Doctoral All
EBS	4201	General Psychology	Professor	16	Tenured	1.00	90,897	0	90,897	1,363	0	3,181	100	95,541	5.1%	77.8%	80.5%	Doctoral All
EBS	4201	General Psychology	Professor	17	Tenured	1.00	91,758	0	91,758	1,376	0	3,212	100	96,446	5.1%	77.8%	80.5%	Doctoral All
EBS	4201	General Psychology	Professor	18	Tenured	1.00	92,628	0	92,628	1,389	0	3,242	100	97,359	5.1%	77.8%	80.5%	Doctoral All
EBS	4201	General Psychology	Professor	19	Tenured	1.00	93,494	0	93,494	1,402	0	3,272	0	98,168	5.0%	77.8%	80.5%	Doctoral All
EBS	4201	General Psychology	Professor	20	Tenured	1.00	94,360	0	94,360	1,415	0	3,303	0	99,078	5.0%	77.8%	80.5%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	1	Tenured	1.00	55,918	3,000	58,918	884	0	1,269	0	61,071	3.7%	78.8%	80.5%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	3	Tenured	1.00	59,747	0	59,747	896	0	1,700	0	62,343	4.3%	78.3%	80.5%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	5	Tenured	1.00	61,227	0	61,227	918	0	1,470	0	63,615	3.9%	78.6%	80.5%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	9	Tenured	1.00	64,348	0	64,348	965	0	847	0	66,160	2.8%	79.5%	80.5%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	9	Tenured	1.00	74,089	0	74,089	1,111	0	0	0	75,200	1.5%	91.5%	91.5%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	11	Tenured	1.00	65,611	0	65,611	984	0	837	0	67,432	2.8%	79.5%	80.5%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	25	Tenured	1.00	82,892	0	82,892	1,243	0	0	0	84,135	1.5%	97.7%	97.7%	Doctoral All
EBS	4201	General Psychology	Asst Professor	1	Contract Renewable	1.00	54,000	0	54,000	0	0	0	0	54,000	.0%	80.7%	80.7%	Doctoral All
EBS	4201	General Psychology	Asst Professor	3	Contract Renewable	1.00	50,500	0	50,500	758	0	1,768	0	53,026	5.0%	75.1%	77.7%	Doctoral All
EBS	4201	General Psychology	Sr Lecturer	1	Contract Renewable	1.00	47,088	2,000	49,088	736	0	0	0	49,824	1.5%	99.2%	99.2%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	2	Tenured	1.00	71,570	0	71,570	1,074	0	2,102	0	74,746	4.4%	78.2%	80.5%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	7	Tenured	1.00	77,191	0	77,191	1,158	0	459	0	78,808	2.1%	80.0%	80.5%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	10	Tenured	1.00	82,653	0	82,653	1,240	0	0	0	83,893	1.5%	83.1%	83.1%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	10	Tenured	1.00	95,380	0	95,380	0	0	0	0	95,380	.0%	94.5%	94.5%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	11	Tenured	1.00	80,443	0	80,443	1,207	0	408	0	82,058	2.0%	80.1%	80.5%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	15	Tenured	1.00	83,740	0	83,740	1,256	0	311	0	85,307	1.9%	80.2%	80.5%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	19	Tenured	1.00	86,969	0	86,969	1,305	0	283	0	88,557	1.8%	80.2%	80.5%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	2	Tenured	1.00	57,214	0	57,214	858	0	0	0	58,072	1.5%	81.0%	81.0%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	3	Tenured	1.00	59,126	0	59,126	887	0	0	0	60,013	1.5%	82.8%	82.8%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	3	Tenured	1.00	58,441	0	58,441	877	0	695	0	60,013	2.7%	81.8%	82.8%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	3	Tenured	1.00	59,126	0	59,126	887	0	0	0	60,013	1.5%	82.8%	82.8%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	7	Contract Renewable	.60	37,154	0	37,154	557	0	0	0	37,711	1.5%	102.3%	102.3%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	1	Tenure Track	1.00	53,000	0	53,000	0	0	0	0	53,000	.0%	84.0%	84.0%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	1	Tenure Track	1.00	56,000	0	56,000	0	0	0	0	56,000	.0%	88.8%	88.8%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	1	Tenure Track	1.00	60,000	0	60,000	0	0	0	0	60,000	.0%	95.1%	95.1%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	3	Tenure Track	1.00	52,015	0	52,015	0	0	0	0	52,015	.0%	80.8%	80.8%	Doctoral All
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	5	Tenure Track	1.00	54,117	0	54,117	812	0	0	0	54,929	1.5%	83.7%	83.7%	Doctoral All
HSS	0501	Area Studies	Professor	11	Tenured	1.00	92,042	0	92,042	1,381	0	0	0	93,423	1.5%	80.8%	80.8%	Doctoral All
HSS	0501	Area Studies	Assoc Professor	2	Tenured	1.00	60,539	0	60,539	908	0	2,119	530	64,096	5.9%	77.2%	80.5%	Doctoral All
HSS	0502	Ethnic, Cultural Minority , Gender, and Group St	Asst Professor	3	Tenure Track	1.00	54,224	0	54,224	813	0	0	0	55,037	1.5%	84.1%	84.1%	Doctoral All
HSS	0502	Ethnic, Cultural Minority , Gender, and Group St	Instructor	2	Contract Renewable	1.00	43,000	0	43,000	645	0	0	0	43,645	1.5%	89.6%	89.6%	Doctoral All
HSS	0901	Communication & Media Studies	Professor	1	Tenured	1.00	60,717	5,000	65,717	986	0	2,300	4,600	73,603	12.0%	71.1%	78.5%	Doctoral All
HSS	0901	Communication & Media Studies	Professor	2	Tenured	1.00	72,165	0	72,165	1,082	0	2,526	500	76,273	5.7%	77.3%	80.5%	Doctoral All
HSS	0901	Communication & Media Studies	Professor	7	Tenured	1.00	77,519	0	77,519	1,163	0	1,766	0	80,448	3.8%	78.7%	80.5%	Doctoral All
HSS	0901	Communication & Media Studies	Professor	8	Tenured	1.00	78,327	0	78,327	1,175	0	1,775	0	81,277	3.8%	78.7%	80.5%	Doctoral All
HSS	0901	Communication & Media Studies	Professor	8	Tenured	1.00	78,327	0	78,327	1,175	0	1,775	0	81,277	3.8%	78.7%	80.5%	Doctoral All
HSS	0901	Communication & Media Studies	Professor	13	Tenured	1.00	90,109	0	90,109	1,352	0	0	0	91,461	1.5%	86.2%	86.2%	Doctoral All
HSS	0901	Communication & Media Studies	Professor	14	Tenured	1.00	91,011	0	91,011	1,365	0	0	0	92,376	1.5%	86.2%	86.2%	Doctoral All
HSS	0901	Communication & Media Studies	Asst Professor	4	Contract Renewable	1.00	49,451	0	49,451	742	0	0	0	50,193	1.5%	87.6%	87.6%	Doctoral All
HSS	0901	Communication & Media Studies	Lecturer	5	Contract Renewable	1.00	40,051	0	40,051	601	0	0	0	40,652	1.5%	87.0%	87.0%	Doctoral All
HSS	0901	Communication & Media Studies	Lecturer	8	Contract Renewable	1.00	42,094	0	42,094	631	0	0	0	42,725	1.5%	88.8%	88.8%	Doctoral All
HSS	0904	Journalism	Professor	8	Contract Renewable	1.00	74,277	0	74,277	0	0	0	0	74,277	.0%	78.1%	78.1%	Doctoral All
HSS	0904	Journalism	Professor	2	Tenured	.60	42,276	0	42,276	634	0	0	0	42,910	1.5%	71.0%	71.0%	Doctoral All
HSS	0904	Journalism	Professor	18	Tenured	1.00	97,506	0	97,506	1,463	0	0	0	98,969	1.5%	83.8%	83.8%	Doctoral All
HSS	0904	Journalism	Assoc Professor	1	Contract Renewable	1.00	56,477	3,000	59,477	892	0	0	0	60,369	1.5%	88.2%	88.2%	Doctoral All
HSS	0904	Journalism	Assoc Professor	5	Tenured	1.00	60,497	0	60,497	907	0	2,117	200	63,721	5.3%	77.5%	80.5%	Doctoral All
HSS	0904	Journalism	Lecturer	2	Contract Renewable	1.00	40,000	0	40,000	600	0	1,190	0	41,790	4.5%	78.2%	80.5%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	2	Tenured	1.00	68,221	0	68,221	1,023	0	1,737	0	70,981	4.0%	78.5%	80.5%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	3	Tenured	1.00	68,971	0	68,971	0	0	0	0	68,971	.0%	77.4%	77.4%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	9	Tenured	1.00	73,470	0	73,470	1,102	0	0	0	74,572	1.5%	78.6%	78.6%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	11	Tenured	1.00	74,964	0	74,964	1,124	0	1,836	0	77,924	3.9%	78.6%	80.5%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	15	Tenured	1.00	87,934	0	87,934	1,319	0	0	0	89,253	1.5%	88.7%	88.7%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	17	Tenured	1.00	94,770	0	94,770	1,422	0	0	0	96,192	1.5%	93.8%	93.8%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	18	Tenured	1.00	117,464	0	117,464	1,762	0	0	0	119,226	1.5%	115.2%	115.2%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	26	Tenured	1.00	94,771	0	94,771	1,422	0	0	0	96,193	1.5%	86.5%	86.5%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	28	Tenured	1.00	97,735	0	97,735	1,466	0	0	0	99,201	1.5%	87.7%	87.7%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	1	Contract Renewable	1.00	52,838	3,000	55,838	838	0	0	0	56,676	1.5%	99.1%	99.1%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY15 Base Salary	Promotion Increase	FY16 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion	FY16 Final Base Salary	FY16 Base Salary % Increase	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	7	Tenured	1.00	55,801	0	55,801	837	0	763	0	57,401	2.9%	79.4%	80.5%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	1	Tenure Track	1.00	35,350	0	35,350	0	0	0	0	35,350	.0%	59.7%	59.7%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	1	Tenure Track	1.00	49,872	0	49,872	748	0	0	0	50,620	1.5%	85.4%	85.4%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	4	Contract Renewable	1.00	43,372	0	43,372	651	0	0	0	44,023	1.5%	83.0%	83.0%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	2	Tenure Track	1.00	48,600	0	48,600	729	0	0	0	49,329	1.5%	82.4%	82.4%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	4	Tenure Track	1.00	52,315	0	52,315	785	0	0	0	53,100	1.5%	87.0%	87.0%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	5	Tenure Track	1.00	50,066	0	50,066	751	0	0	0	50,817	1.5%	82.4%	82.4%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Instructor	2	Contract Renewable	1.00	35,000	0	35,000	0	0	0	0	35,000	.0%	75.7%	75.7%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Instructor	24	Contract Renewable	1.00	42,825	0	42,825	642	0	0	0	43,467	1.5%	88.6%	88.6%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Lecturer	3	Contract Renewable	1.00	35,350	0	35,350	530	0	0	0	35,880	1.5%	84.5%	84.5%	Doctoral All
HSS	2301	General English Language	Professor	7	Tenured	1.00	73,729	0	73,729	1,106	0	1,066	0	75,901	2.9%	79.4%	80.5%	Doctoral All
HSS	2301	General English Language	Professor	7	Tenured	1.00	73,729	0	73,729	1,106	0	1,066	0	75,901	2.9%	79.4%	80.5%	Doctoral All
HSS	2301	General English Language	Professor	10	Tenured	1.00	82,990	0	82,990	1,245	0	0	0	84,235	1.5%	86.7%	86.7%	Doctoral All
HSS	2301	General English Language	Professor	11	Tenured	1.00	83,820	0	83,820	1,257	0	0	0	85,077	1.5%	86.7%	86.7%	Doctoral All
HSS	2301	Human Dev, Family Studies & Rel Svcs	Professor	14	Tenured	1.00	86,309	0	86,309	1,295	0	0	0	87,604	1.5%	86.7%	86.7%	Doctoral All
HSS	2301	General English Language	Professor	15	Tenured	1.00	86,310	0	86,310	1,295	0	0	0	87,605	1.5%	85.8%	85.8%	Doctoral All
HSS	2301	General English Language	Professor	19	Tenured	1.00	87,452	0	87,452	1,312	0	0	0	88,764	1.5%	83.8%	83.8%	Doctoral All
HSS	2301	General English Language	Professor	34	Tenured	1.00	98,204	0	98,204	1,473	0	0	0	99,677	1.5%	82.7%	82.7%	Doctoral All
HSS	2301	General English Language	Assoc Professor	1	Tenured	1.00	51,438	3,000	54,438	817	0	0	0	55,255	1.5%	80.8%	80.8%	Doctoral All
HSS	2301	General English Language	Assoc Professor	2	Tenured	1.00	53,963	0	53,963	809	0	845	0	55,617	3.1%	79.3%	80.5%	Doctoral All
HSS	2301	General English Language	Assoc Professor	3	Tenured	1.00	56,675	0	56,675	850	0	0	0	57,525	1.5%	82.4%	82.4%	Doctoral All
HSS	2301	General English Language	Assoc Professor	4	Tenured	1.00	57,242	0	57,242	859	0	0	0	58,101	1.5%	82.4%	82.4%	Doctoral All
HSS	2301	General English Language	Assoc Professor	5	Tenured	1.00	57,814	0	57,814	867	0	0	0	58,681	1.5%	82.4%	82.4%	Doctoral All
HSS	2301	General English Language	Assoc Professor	6	Tenured	1.00	59,960	0	59,960	899	0	0	0	60,859	1.5%	84.6%	84.6%	Doctoral All
HSS	2301	General English Language	Asst Professor	1	Tenure Track	1.00	88,779	0	88,779	0	0	0	0	88,779	.0%	148.3%	148.3%	Doctoral All
HSS	2301	General English Language	Asst Professor	1	Tenure Track	1.00	50,000	0	50,000	0	0	0	0	50,000	.0%	83.5%	83.5%	Doctoral All
HSS	2301	General English Language	Asst Professor	3	Tenure Track	1.00	50,500	0	50,500	758	0	0	0	51,258	1.5%	83.9%	83.9%	Doctoral All
HSS	2301	General English Language	Instructor	3	Contract Renewable	1.00	41,620	0	41,620	624	0	0	0	42,244	1.5%	93.0%	93.0%	Doctoral All
HSS	2301	General English Language	Instructor	3	Contract Renewable	1.00	41,620	0	41,620	624	0	0	0	42,244	1.5%	93.0%	93.0%	Doctoral All
HSS	2301	General English Language	Lecturer	1	Contract Renewable	1.00	52,866	0	52,866	0	0	0	0	52,866	.0%	130.7%	130.7%	Doctoral All
HSS	2301	General English Language	Lecturer	2	Contract Renewable	1.00	32,320	0	32,320	485	0	101	0	32,906	1.8%	80.3%	80.5%	Doctoral All
HSS	2301	General English Language	Lecturer	3	Contract Renewable	1.00	32,631	0	32,631	489	0	125	0	33,245	1.9%	80.2%	80.5%	Doctoral All
HSS	2301	General English Language	Lecturer	3	Contract Renewable	1.00	35,350	0	35,350	530	0	1,250	500	37,630	6.4%	86.9%	91.1%	Doctoral All
HSS	2301	General English Language	Lecturer	4	Contract Renewable	1.00	41,208	0	41,208	618	0	0	0	41,826	1.5%	100.3%	100.3%	Doctoral All
HSS	2301	General English Language	Sr Lecturer	2	Contract Renewable	1.00	41,164	0	41,164	617	0	463	0	42,244	2.6%	97.3%	98.4%	Doctoral All
HSS	2301	General English Language	Sr Lecturer	2	Contract Renewable	1.00	41,208	0	41,208	618	0	418	0	42,244	2.5%	97.4%	98.4%	Doctoral All
HSS	3801	Philosophy	Professor	18	Tenured	1.00	86,770	0	86,770	0	0	0	0	86,770	.0%	77.5%	77.5%	Doctoral All
HSS	3801	Philosophy	Assoc Professor	4	Tenured	1.00	58,951	0	58,951	884	0	0	0	59,835	1.5%	81.2%	81.2%	Doctoral All
HSS	3801	Philosophy	Assoc Professor	13	Tenured	1.00	64,669	0	64,669	970	0	0	0	65,639	1.5%	81.6%	81.6%	Doctoral All
HSS	3801	Philosophy	Asst Professor	1	Tenure Track	1.00	91,714	0	91,714	0	0	0	0	91,714	.0%	150.3%	150.3%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Professor	11	Tenured	1.00	91,100	0	91,100	1,367	0	0	0	92,467	1.5%	83.9%	83.9%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Assoc Professor	2	Tenured	1.00	65,000	0	65,000	975	0	0	0	65,975	1.5%	89.7%	89.7%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Asst Professor	1	Contract Renewable	1.00	55,284	0	55,284	829	0	0	0	56,113	1.5%	105.1%	105.1%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Asst Professor	1	Tenure Track	1.00	53,000	0	53,000	0	0	0	0	53,000	.0%	85.7%	85.7%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Asst Professor	2	Tenure Track	1.00	53,000	0	53,000	795	0	0	0	53,795	1.5%	86.1%	86.1%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Asst Professor	4	Tenure Track	1.00	54,591	0	54,591	819	0	0	0	55,410	1.5%	87.0%	87.0%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Instructor	5	Contract Renewable	1.00	41,953	0	41,953	629	0	1,468	200	44,250	5.5%	77.5%	80.5%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Lecturer	3	Contract Renewable	1.00	37,647	0	37,647	565	0	1,208	0	39,420	4.7%	78.0%	80.5%	Doctoral All
HSS	4502	Anthropology	Professor	18	Tenured	1.00	86,680	0	86,680	1,300	0	742	0	88,722	2.4%	79.8%	80.5%	Doctoral All
HSS	4502	Anthropology	Assoc Professor	1	Tenured	1.00	51,162	3,000	54,162	812	0	1,896	1,850	58,720	8.4%	75.4%	80.5%	Doctoral All
HSS	4502	Anthropology	Assoc Professor	9	Tenured	1.00	78,298	0	78,298	1,174	0	0	0	79,472	1.5%	100.6%	100.6%	Doctoral All
HSS	4502	Anthropology	Asst Professor	4	Tenure Track	1.00	50,653	0	50,653	760	0	614	0	52,027	2.7%	79.5%	80.5%	Doctoral All
HSS	4502	Anthropology	Asst Professor	4	Tenure Track	1.00	50,653	0	50,653	760	0	614	0	52,027	2.7%	79.5%	80.5%	Doctoral All
HSS	4502	Anthropology	Lecturer	3	Contract Renewable	1.00	35,350	0	35,350	530	0	1,250	500	37,630	6.4%	81.1%	85.1%	Doctoral All
HSS	4506	Economics	Professor	4	Tenured	1.00	98,783	0	98,783	1,482	0	3,457	1,200	104,922	6.2%	76.9%	80.5%	Doctoral All
HSS	4506	Economics	Professor	5	Tenured	1.00	99,839	0	99,839	1,498	0	3,494	1,200	106,031	6.2%	76.9%	80.5%	Doctoral All
HSS	4506	Economics	Professor	12	Tenured	.50	53,639	0	53,639	805	0	0	0	54,444	1.5%	77.0%	77.0%	Doctoral All
HSS	4506	Economics	Assoc Professor	3	Tenured	1.00	78,730	0	78,730	1,181	0	2,756	250	82,917	5.3%	77.6%	80.5%	Doctoral All
HSS	4506	Economics	Assoc Professor	4	Tenured	1.00	79,538	0	79,538	1,193	0	2,784	200	83,715	5.3%	77.6%	80.5%	Doctoral All
HSS	4506	Economics	Assoc Professor	14	Tenured	1.00	87,657	0	87,657	1,315	0	3,068	100	92,140	5.1%	77.7%	80.5%	Doctoral All
HSS	4506	Economics	Asst Professor	5	Contract Renewable	1.00	67,161	0	67,161	1,007	0	0	0	68,168	1.5%	89.1%	89.1%	Doctoral All
HSS	4507	Geography & Cartography	Professor	1	Tenured	1.00	61,590	5,000	66,590	999	0	2,331	3,300	73,220	10.0%	72.5%	78.5%	Doctoral All
HSS	4507	Geography & Cartography	Professor	5	Tenured	1.00	74,466	0	74,466	1,117	0	2,606	150	78,339	5.2%	77.6%	80.5%	Doctoral All
HSS	4507	Geography & Cartography	Professor	8	Tenured	1.00	76,845	0	76,845	1,153	0	2,690	200	80,888	5.3%	77.7%	80.5%	Doctoral All
HSS	4507	Geography & Cartography	Professor	11	Tenured	1.00	79,217	0	79,217	1,188	0	2,773	100	83,278	5.1%	77.7%	80.5%	Doctoral All
HSS	4507	Geography & Cartography	Professor	24	Tenured	1.00	89,517	0	89,517	1,343	0	3,133	0	93,993	5.0%	77.8%	80.5%	Doctoral All
HSS	4507	Geography & Cartography	Assoc Professor	3	Tenured	1.00	59,723	0	59,723	896	0	0	0	60,619	1.5%	81.2%	81.2%	Doctoral All
HSS	4507	Geography & Cartography	Assoc Professor	8	Tenured	1.00	62,834	0	62,834	943	0	0	0	63,777	1.5%	81.2%	81.2%	Doctoral All
HSS	4507	Geography & Cartography	Instructor	3	Contract Renewable	1.00	50,480	0	50,480	757	0	0	0	51,237	1.5%	101.6%	101.6%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY15 Base Salary	Promotion Increase	FY16 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion	FY16 Final Base Salary	FY16 Base Salary % Increase	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
HSS	4510	Political Science & Government	Professor	2	Tenured	1.00	73,311	0	73,311	1,100	0	2,566	2,385	79,362	8.3%	75.4%	80.5%	Doctoral All
HSS	4510	Political Science & Government	Professor	17	Tenured	1.00	89,908	0	89,908	1,349	0	1,101	0	92,358	2.7%	79.5%	80.5%	Doctoral All
HSS	4510	Political Science & Government	Assoc Professor	5	Tenured	1.00	60,896	0	60,896	913	0	1,850	0	63,659	4.5%	78.2%	80.5%	Doctoral All
HSS	4510	Political Science & Government	Asst Professor	3	Tenure Track	1.00	53,530	0	53,530	803	0	0	0	54,333	1.5%	83.5%	83.5%	Doctoral All
HSS	4510	Political Science & Government	Asst Professor	6	Tenure Track	1.00	55,136	0	55,136	827	0	0	0	55,963	1.5%	83.5%	83.5%	Doctoral All
HSS	4510	Political Science & Government	Lecturer	2	Contract Renewable	1.00	41,612	0	41,612	624	0	0	0	42,236	1.5%	88.8%	88.8%	Doctoral All
HSS	4511	Sociology	Professor	13	Tenured	1.00	84,026	0	84,026	1,260	0	1,912	0	87,198	3.8%	78.7%	80.5%	Doctoral All
HSS	4511	Sociology	Assoc Professor	2	Tenured	1.00	57,362	0	57,362	860	0	1,558	0	59,780	4.2%	78.4%	80.5%	Doctoral All
HSS	4511	Sociology	Assoc Professor	4	Tenured	1.00	58,561	0	58,561	878	0	1,574	0	61,013	4.2%	78.4%	80.5%	Doctoral All
HSS	4511	Sociology	Assoc Professor	5	Tenured	1.00	59,160	0	59,160	887	0	1,582	0	61,629	4.2%	78.4%	80.5%	Doctoral All
HSS	4511	Sociology	Asst Professor	1	Tenure Track	1.00	89,743	0	89,743	0	0	0	0	89,743	.0%	142.7%	142.7%	Doctoral All
HSS	4511	Sociology	Asst Professor	1	Tenure Track	1.00	49,000	0	49,000	735	0	0	0	49,735	1.5%	79.1%	79.1%	Doctoral All
HSS	4511	Sociology	Asst Professor	3	Tenure Track	1.00	49,819	0	49,819	747	0	1,097	0	51,663	3.7%	78.8%	80.5%	Doctoral All
HSS	4511	Sociology	Asst Professor	4	Tenure Track	1.00	50,620	0	50,620	759	0	801	0	52,180	3.1%	79.3%	80.5%	Doctoral All
HSS	4511	Sociology	Instructor	16	Contract Renewable	1.00	43,717	0	43,717	656	0	0	0	44,373	1.5%	87.6%	87.6%	Doctoral All
HSS	4511	Sociology	Lecturer	3	Contract Renewable	1.00	35,350	0	35,350	530	0	0	0	35,880	1.5%	81.9%	81.9%	Doctoral All
HSS	5401	History	Professor	10	Tenured	1.00	80,654	0	80,654	1,210	0	0	0	81,864	1.5%	81.7%	81.7%	Doctoral All
HSS	5401	History	Professor	12	Tenured	1.00	82,299	0	82,299	1,234	0	0	0	83,533	1.5%	81.7%	81.7%	Doctoral All
HSS	5401	History	Professor	17	Tenured	1.00	86,415	0	86,415	1,296	0	0	0	87,711	1.5%	81.8%	81.8%	Doctoral All
HSS	5401	History	Assoc Professor	2	Tenured	1.00	56,085	0	56,085	841	0	345	0	57,271	2.1%	80.0%	80.5%	Doctoral All
HSS	5401	History	Assoc Professor	2	Tenured	1.00	56,085	0	56,085	841	0	345	0	57,271	2.1%	80.0%	80.5%	Doctoral All
HSS	5401	History	Assoc Professor	3	Tenured	1.00	57,307	0	57,307	860	0	0	0	58,167	1.5%	80.9%	80.9%	Doctoral All
HSS	5401	History	Assoc Professor	4	Tenured	1.00	58,343	0	58,343	875	0	0	0	59,218	1.5%	81.6%	81.6%	Doctoral All
HSS	5401	History	Assoc Professor	4	Tenured	1.00	58,343	0	58,343	875	0	0	0	59,218	1.5%	81.6%	81.6%	Doctoral All
HSS	5401	History	Asst Professor	4	Tenure Track	1.00	51,510	0	51,510	773	0	0	0	52,283	1.5%	84.6%	84.6%	Doctoral All
HSS	5401	History	Asst Professor	5	Tenure Track	1.00	52,025	0	52,025	780	0	0	0	52,805	1.5%	84.6%	84.6%	Doctoral All
HSS	5401	History	Asst Professor	5	Tenure Track	1.00	52,025	0	52,025	780	0	0	0	52,805	1.5%	84.6%	84.6%	Doctoral All
HSS	5401	History	Asst Professor	7	Tenure Track	1.00	53,055	0	53,055	796	0	0	0	53,851	1.5%	85.4%	85.4%	Doctoral All
HSS	5401	History	Lecturer	9	Contract Renewable	1.00	39,261	0	39,261	589	0	0	0	39,850	1.5%	83.9%	83.9%	Doctoral All
LIB	2501	Library Science and Administration	Professor	7	Tenured	1.00	83,204	0	83,204	1,248	0	654	0	85,106	2.3%	79.9%	80.5%	Doctoral All
LIB	2501	Library Science and Administration	Assoc Professor	2	Tenured	1.00	63,664	0	63,664	955	0	0	1,000	65,619	3.1%	81.9%	83.2%	Doctoral All
LIB	2501	Library Science and Administration	Assoc Professor	4	Tenured	1.00	62,343	0	62,343	935	0	1,555	0	64,833	4.0%	78.6%	80.5%	Doctoral All
LIB	2501	Library Science and Administration	Assoc Professor	4	Tenured	1.00	61,102	0	61,102	962	0	500	0	62,564	2.3%	80.8%	81.4%	Doctoral All
LIB	2501	Library Science and Administration	Assoc Professor	6	Tenured	1.00	63,155	0	63,155	947	0	2,040	0	66,142	4.7%	78.0%	80.5%	Doctoral All
LIB	2501	Library Science and Administration	Assoc Professor	7	Tenured	1.00	62,971	0	62,971	945	0	2,100	0	66,016	4.8%	77.0%	79.6%	Doctoral All
LIB	2501	Library Science and Administration	Assoc Professor	9	Tenured	1.00	64,217	0	64,217	963	0	2,248	700	68,128	6.1%	77.0%	80.5%	Doctoral All
LIB	2501	Library Science and Administration	Assoc Professor	10	Tenured	1.00	66,774	0	66,774	1,002	0	986	0	68,762	3.0%	79.3%	80.5%	Doctoral All
LIB	2501	Library Science and Administration	Assoc Professor	17	Tenured	1.00	68,328	0	68,328	1,025	0	1,500	500	71,353	4.4%	78.2%	80.5%	Doctoral All
LIB	2501	Library Science and Administration	Asst Professor	1	Tenure Track	1.00	53,270	0	53,270	0	0	0	0	53,270	.0%	81.0%	81.0%	Doctoral All
LIB	2501	Library Science and Administration	Asst Professor	1	Tenure Track	1.00	61,119	0	61,119	0	0	0	0	61,119	.0%	92.9%	92.9%	Doctoral All
LIB	2501	Library Science and Administration	Asst Professor	1	Tenure Track	1.00	77,883	0	77,883	0	0	0	0	77,883	.0%	118.4%	118.4%	Doctoral All
LIB	2501	Library Science and Administration	Asst Professor	2	Contract Renewable	1.00	49,000	0	49,000	735	0	1,715	2,050	53,500	9.2%	74.8%	80.5%	Doctoral All
LIB	2501	Library Science and Administration	Asst Professor	4	Contract Renewable	1.00	53,270	0	53,270	799	0	505	0	54,574	2.4%	79.8%	80.5%	Doctoral All
LIB	2501	Library Science and Administration	Asst Professor	4	Contract Renewable	1.00	54,358	0	54,358	815	0	0	0	55,173	1.5%	81.4%	81.4%	Doctoral All
LIB	2501	Library Science and Administration	Asst Professor	6	Tenure Track	1.00	55,501	0	55,501	833	0	0	0	56,334	1.5%	81.5%	81.5%	Doctoral All
LIB	2501	Library Science and Administration	Asst Professor	7	Tenure Track	1.00	55,376	0	55,376	831	0	0	0	56,207	1.5%	81.3%	81.3%	Doctoral All
LIB	2501	Library Science and Administration	Lecturer	1	Contract Renewable	.50	16,000	0	16,000	0	0	560	0	16,560	3.5%	65.6%	67.9%	Doctoral All
LIB	2501	Library Science and Administration	Lecturer	1	Contract Renewable	.50	16,000	0	16,000	0	0	560	0	16,560	3.5%	65.6%	67.9%	Doctoral All
LIB	2501	Library Science and Administration	Lecturer	1	Contract Renewable	.50	16,000	0	16,000	0	0	560	0	16,560	3.5%	65.6%	67.9%	Doctoral All
LIB	2501	Library Science and Administration	Lecturer	1	Contract Renewable	.50	16,000	0	16,000	0	0	560	0	16,560	3.5%	65.6%	67.9%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Professor	2	Tenured	1.00	122,388	0	122,388	1,836	0	0	0	124,224	1.5%	88.9%	88.9%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Professor	9	Tenured	1.00	166,642	0	166,642	2,500	0	0	0	169,142	1.5%	112.4%	112.4%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Professor	20	Tenured	1.00	129,275	0	129,275	1,939	0	3,348	0	134,562	4.1%	78.5%	80.5%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Assoc Professor	2	Tenured	1.00	108,891	0	108,891	1,633	0	0	0	110,524	1.5%	93.8%	93.8%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Assoc Professor	5	Tenured	1.00	103,832	0	103,832	1,557	0	0	0	105,389	1.5%	86.8%	86.8%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Assoc Professor	9	Tenured	1.00	100,217	0	100,217	1,503	0	0	0	101,720	1.5%	80.5%	80.5%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Asst Professor	3	Tenure Track	1.00	91,105	0	91,105	1,367	0	2,161	0	94,633	3.9%	78.7%	80.5%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Asst Professor	10	Tenure Track	1.00	100,217	0	100,217	1,503	0	0	0	101,720	1.5%	84.0%	84.0%	Doctoral All
MCB	5203	Accounting & Related Svcs	Professor	7	Tenured	1.00	121,013	0	121,013	1,815	0	0	0	122,828	1.5%	77.6%	77.6%	Doctoral All
MCB	5203	Accounting & Related Svcs	Professor	22	Tenured	1.00	139,922	0	139,922	2,099	0	4,897	200	147,118	5.1%	77.7%	80.5%	Doctoral All
MCB	5203	Accounting & Related Svcs	Professor	40	Tenured	1.00	132,871	0	132,871	1,993	0	0	0	134,864	1.5%	63.6%	63.6%	Doctoral All
MCB	5203	Accounting & Related Svcs	Assoc Professor	1	Tenured	1.00	97,138	3,000	100,138	1,502	0	3,505	950	106,095	5.9%	77.1%	80.5%	Doctoral All
MCB	5203	Accounting & Related Svcs	Assoc Professor	3	Tenured	1.00	130,922	0	130,922	1,964	0	0	0	132,886	1.5%	98.7%	98.7%	Doctoral All
MCB	5203	Accounting & Related Svcs	Assoc Professor	3	Tenured	1.00	131,744	0	131,744	1,976	0	0	0	133,720	1.5%	99.3%	99.3%	Doctoral All
MCB	5203	Accounting & Related Svcs	Assoc Professor	6	Tenured	1.00	129,571	0	129,571	1,944	0	0	0	131,515	1.5%	94.8%	94.8%	Doctoral All
MCB	5203	Accounting & Related Svcs	Asst Professor	1	Tenure Track	1.00	160,346	0	160,346	2,405	0	0	0	162,751	1.5%	118.4%	118.4%	Doctoral All
MCB	5203	Accounting & Related Svcs	Asst Professor	3	Tenure Track	1.00	108,100	0	108,100	1,622	0	1,100	0	110,822	2.5%	78.2%	79.0%	Doctoral All
MCB	5203	Accounting & Related Svcs	Lecturer	2	Contract Renewable	1.00	75,000	0	75,000	1,125	0	0	0	76,125	1.5%	114.5%	114.5%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Professor	2	Tenured	1.00	124,997	0	124,997	1,875	0	0	0	126,872	1.5%	80.6%	80.6%	Doctoral All

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MCB	5208	Finance & Financial Mgt Svcs	Professor	5	Tenured	1.00	124,346	0	124,346	1,865	0	4,352	400	130,963	5.3%	77.6%	80.5%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Professor	9	Tenured	1.00	128,580	0	128,580	1,929	0	4,500	1,345	136,354	6.0%	77.0%	80.5%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Professor	19	Tenured	1.00	141,700	0	141,700	2,126	0	4,960	1,340	150,126	5.9%	77.1%	80.5%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Assoc Professor	4	Tenured	1.00	115,542	0	115,542	1,733	0	0	0	117,275	1.5%	80.8%	80.8%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Professor	16	Tenured	1.00	126,285	0	126,285	1,894	0	0	0	128,179	1.5%	80.7%	80.7%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Professor	17	Tenured	1.00	125,172	0	125,172	1,878	0	1,949	0	128,999	3.1%	79.3%	80.5%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Professor	21	Tenured	1.00	129,271	0	129,271	1,939	0	2,612	0	133,822	3.5%	78.9%	80.5%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Asst Professor	1	Tenure Track	1.00	102,000	0	102,000	0	0	0	0	102,000	.0%	88.8%	88.8%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Instructor	9	Contract Renewable	1.00	63,133	0	63,133	947	0	0	0	64,080	1.5%	83.8%	83.8%	Doctoral All
MCB	5213	Mgt Sciences & Quantitative Methods	Professor	2	Contract Renewable	1.00	102,240	0	102,240	1,534	0	0	0	103,774	1.5%	104.8%	104.8%	Doctoral All
MCB	5213	Mgt Sciences & Quantitative Methods	Professor	35	Tenured	1.00	147,668	0	147,668	2,215	0	3,969	0	153,852	4.2%	78.4%	80.5%	Doctoral All
MCB	5214	Marketing	Professor	5	Tenured	1.00	114,185	0	114,185	1,713	0	3,500	0	119,398	4.6%	78.1%	80.5%	Doctoral All
MCB	5214	Marketing	Professor	11	Tenured	1.00	120,213	0	120,213	1,803	0	4,207	0	126,223	5.0%	77.4%	80.0%	Doctoral All
MCB	5214	Marketing	Professor	13	Tenured	1.00	123,712	0	123,712	1,856	0	3,884	0	129,452	4.6%	78.1%	80.5%	Doctoral All
MCB	5214	Marketing	Professor	17	Tenured	1.00	125,517	0	125,517	1,883	0	4,393	2,650	134,443	7.1%	76.3%	80.5%	Doctoral All
MCB	5214	Marketing	Asst Professor	1	Tenure Track	1.00	95,878	0	95,878	0	0	573	0	96,451	.6%	80.0%	80.5%	Doctoral All
MCB	5299	Other Business, Management, Marketing	Assoc Professor	3	Tenured	1.00	83,597	0	83,597	1,254	0	2,256	0	87,107	4.2%	78.4%	80.5%	Doctoral All
MCB	5299	Other Business, Management, Marketing	Assoc Professor	39	Tenured	1.00	97,560	0	97,560	1,463	0	0	0	99,023	1.5%	82.3%	82.3%	Doctoral All
NHS	1107	Computer Science	Asst Professor	3	Tenure Track	1.00	73,730	0	73,730	1,106	0	0	0	74,836	1.5%	82.8%	82.8%	Doctoral All
NHS	1107	Computer Science	Lecturer	2	Contract Renewable	1.00	53,000	0	53,000	795	0	0	0	53,795	1.5%	91.9%	91.9%	Doctoral All
NHS	1905	Foods, Nutrition & Related Svcs	Professor	9	Tenured	1.00	84,610	0	84,610	1,269	0	2,961	0	88,840	5.0%	77.1%	79.7%	Doctoral All
NHS	1905	Foods, Nutrition & Related Svcs	Assoc Professor	3	Tenured	1.00	65,377	0	65,377	981	0	0	0	66,358	1.5%	81.7%	81.7%	Doctoral All
NHS	1905	Foods, Nutrition & Related Svcs	Asst Professor	6	Contract Renewable	.50	26,218	0	26,218	393	0	918	0	27,529	5.0%	74.5%	77.0%	Doctoral All
NHS	1905	Foods, Nutrition & Related Svcs	Asst Professor	6	Tenure Track	1.00	51,417	0	51,417	771	0	1,800	0	53,988	5.0%	73.0%	75.5%	Doctoral All
NHS	1905	Foods, Nutrition & Related Svcs	Lecturer	14	Contract Renewable	1.00	48,561	0	48,561	728	0	0	0	49,289	1.5%	87.3%	87.3%	Doctoral All
NHS	1907	Human Dev, Family Studies & Rel Svcs	Asst Professor	15	Contract Renewable	1.00	58,380	0	58,380	876	0	0	0	59,256	1.5%	88.3%	88.3%	Doctoral All
NHS	1907	Human Dev, Family Studies & Rel Svcs	Asst Professor	7	Tenure Track	1.00	55,177	0	55,177	828	0	0	0	56,005	1.5%	83.4%	83.4%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Professor	1	Tenured	1.00	74,008	5,000	79,008	1,185	0	2,765	0	82,958	5.0%	60.1%	62.2%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Professor	15	Tenured	.50	51,439	0	51,439	772	0	1,800	0	54,011	5.0%	67.8%	70.2%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Professor	15	Tenured	1.00	104,813	0	104,813	1,572	0	3,668	0	110,053	5.0%	69.1%	71.5%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Assoc Professor	2	Contract Renewable	1.00	63,643	0	63,643	955	0	1,909	0	66,507	4.5%	73.3%	75.4%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Assoc Professor	1	Tenured	1.00	61,891	3,000	64,891	973	0	2,271	0	68,135	5.0%	75.5%	78.1%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Assoc Professor	5	Tenured	1.00	70,339	0	70,339	1,055	0	1,785	0	73,179	4.0%	78.5%	80.5%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Assoc Professor	9	Tenured	1.00	73,180	0	73,180	1,098	0	1,828	0	76,106	4.0%	78.6%	80.5%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Asst Professor	1	Tenure Track	1.00	59,693	0	59,693	895	0	1,132	0	61,720	3.4%	79.0%	80.5%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Asst Professor	3	Tenure Track	1.00	60,071	0	60,071	901	0	2,008	0	62,980	4.8%	77.9%	80.5%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Instructor	3	Contract Renewable	1.00	43,935	0	43,935	659	0	711	0	45,305	3.1%	79.2%	80.5%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Instructor	5	Contract Renewable	1.00	45,440	0	45,440	682	0	108	0	46,230	1.7%	80.3%	80.5%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Professor	2	Tenured	1.00	76,662	0	76,662	1,150	0	2,683	0	80,495	5.0%	67.0%	69.4%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Professor	9	Tenured	1.00	92,430	0	92,430	1,386	0	3,235	0	97,051	5.0%	75.1%	77.7%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	3	Contract Renewable	1.00	59,905	0	59,905	899	0	2,097	0	62,901	5.0%	69.5%	71.9%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	3	Contract Renewable	1.00	64,745	0	64,745	971	0	2,266	0	67,982	5.0%	75.2%	77.7%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	1	Tenure Track	1.00	66,000	0	66,000	990	0	2,310	0	69,300	5.0%	77.6%	80.3%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	1	Tenured	1.00	59,522	3,000	62,522	938	0	2,188	0	65,648	5.0%	73.5%	76.0%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	3	Tenured	1.00	67,571	0	67,571	1,014	0	2,365	0	70,950	5.0%	77.8%	80.5%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Asst Professor	2	Contract Renewable	1.00	53,164	0	53,164	797	0	1,861	0	55,822	5.0%	72.8%	75.3%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Asst Professor	4	Tenure Track	1.00	58,355	0	58,355	875	0	1,638	0	60,868	4.3%	78.3%	80.5%	Doctoral All
NHS	2701	Mathematics	Asst Professor	1	Tenure Track	1.00	60,000	0	60,000	0	0	0	0	60,000	.0%	87.2%	87.2%	Doctoral All
NHS	2701	Mathematics	Professor	2	Tenured	1.00	75,964	0	75,964	1,139	0	0	2,659	79,762	5.0%	80.8%	83.6%	Doctoral All
NHS	2701	Mathematics	Professor	3	Tenured	1.00	76,326	0	76,326	1,145	0	158	2,519	80,148	5.0%	80.3%	83.1%	Doctoral All
NHS	2701	Mathematics	Professor	4	Tenured	1.00	76,000	0	76,000	1,140	0	1,324	0	78,464	3.2%	79.1%	80.5%	Doctoral All
NHS	2701	Mathematics	Professor	9	Tenured	1.00	80,148	0	80,148	1,202	0	1,288	1,523	84,161	5.0%	79.2%	82.0%	Doctoral All
NHS	2701	Mathematics	Professor	9	Tenured	1.00	83,263	0	83,263	1,249	0	0	0	84,512	1.5%	82.3%	82.3%	Doctoral All
NHS	2701	Mathematics	Professor	18	Tenured	1.00	86,743	0	86,743	1,301	0	2,106	0	90,150	3.9%	78.6%	80.5%	Doctoral All
NHS	2701	Mathematics	Professor	20	Tenured	1.00	88,364	0	88,364	1,325	0	2,131	0	91,820	3.9%	78.6%	80.5%	Doctoral All
NHS	2701	Mathematics	Professor	20	Tenured	1.00	88,366	0	88,366	1,325	0	2,129	0	91,820	3.9%	78.6%	80.5%	Doctoral All
NHS	2701	Mathematics	Professor	26	Tenured	1.00	93,227	0	93,227	1,398	0	2,204	0	96,829	3.9%	78.7%	80.5%	Doctoral All
NHS	2701	Mathematics	Assoc Professor	5	Tenured	1.00	65,043	0	65,043	976	0	0	1,626	67,645	4.0%	84.1%	86.2%	Doctoral All
NHS	2701	Mathematics	Asst Professor	3	Contract Renewable	1.00	61,610	0	61,610	924	0	0	924	63,458	3.0%	89.1%	90.4%	Doctoral All
NHS	2701	Mathematics	Asst Professor	3	Tenure Track	1.00	55,550	0	55,550	833	0	106	722	57,211	3.0%	80.3%	81.5%	Doctoral All
NHS	2701	Mathematics	Asst Professor	4	Tenure Track	1.00	56,974	0	56,974	855	0	0	855	58,684	3.0%	81.6%	82.8%	Doctoral All
NHS	2701	Mathematics	Asst Professor	5	Tenure Track	1.00	58,460	0	58,460	877	0	0	877	60,214	3.0%	82.9%	84.1%	Doctoral All
NHS	2701	Mathematics	Asst Professor	6	Tenure Track	1.00	62,408	0	62,408	936	0	0	2,184	65,528	5.0%	87.6%	90.7%	Doctoral All
NHS	2701	Mathematics	Lecturer	17	Contract Renewable	1.00	39,810	0	39,810	597	0	0	0	40,407	1.5%	80.7%	80.7%	Doctoral All
NHS	2701	Mathematics	Sr Lecturer	1	Contract Renewable	1.00	38,889	2,000	40,889	613	0	0	0	41,502	1.5%	84.7%	84.7%	Doctoral All
NHS	2701	Mathematics	Sr Lecturer	1	Contract Renewable	1.00	38,889	2,000	40,889	613	0	0	0	41,502	1.5%	84.7%	84.7%	Doctoral All
NHS	2705	Statistics	Professor	40	Tenured	1.00	118,035	0	118,035	1,771	0	1,888	0	121,694	3.1%	79.3%	80.5%	Doctoral All
NHS	3101	Parks, Recreation & Leisure Studies	Assoc Professor	4	Tenured	1.00	61,812	0	61,812	927	0	0	0	62,739	1.5%	86.3%	86.3%	Doctoral All
NHS	3101	Parks, Recreation & Leisure Studies	Assoc Professor	11	Tenured	1.00	66,295	0	66,295	994	0	0	0	67,289	1.5%	86.4%	86.4%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY15 Base Salary	Promotion Increase	FY16 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion	FY16 Final Base Salary	FY16 Base Salary % Increase	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
NHS	3101	Parks, Recreation & Leisure Studies	Asst Professor	4	Tenure Track	1.00	51,510	0	51,510	773	0	40	0	52,323	1.6%	80.4%	80.4%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Professor	2	Tenured	1.00	74,780	0	74,780	1,122	0	1,311	0	77,213	3.3%	79.1%	80.5%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Professor	6	Tenured	1.00	78,409	0	78,409	1,176	0	986	0	80,571	2.8%	79.5%	80.5%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Professor	7	Tenured	1.00	79,240	0	79,240	1,189	0	981	0	81,410	2.7%	79.5%	80.5%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Professor	10	Tenured	1.00	81,716	0	81,716	1,226	0	986	0	83,928	2.7%	79.6%	80.5%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Professor	13	Tenured	1.00	84,193	0	84,193	1,263	0	990	0	86,446	2.7%	79.6%	80.5%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Professor	15	Tenured	1.00	85,847	0	85,847	1,288	0	989	0	88,124	2.7%	79.6%	80.5%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Professor	18	Tenured	1.00	88,317	0	88,317	1,325	0	1,000	0	90,642	2.6%	79.6%	80.5%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	1	Tenure Track	1.00	65,000	0	65,000	975	0	0	0	65,975	1.5%	88.2%	88.2%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	2	Tenure Track	1.00	62,000	0	62,000	930	0	0	0	62,930	1.5%	83.3%	83.3%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	2	Tenure Track	1.00	62,000	0	62,000	930	0	0	0	62,930	1.5%	83.3%	83.3%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	2	Tenured	1.00	61,176	0	61,176	918	836	0	0	62,930	2.9%	82.2%	83.3%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	3	Tenured	1.00	62,000	0	62,000	930	868	0	0	63,798	2.9%	82.4%	83.6%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Asst Professor	3	Tenure Track	1.00	54,540	0	54,540	818	0	0	0	55,358	1.5%	83.6%	83.6%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Asst Professor	3	Tenure Track	1.00	54,540	0	54,540	818	0	0	0	55,358	1.5%	83.6%	83.6%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Asst Professor	4	Tenure Track	1.00	55,530	0	55,530	833	0	0	0	56,363	1.5%	84.3%	84.3%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Lecturer	1	Contract Renewable	1.00	43,000	0	43,000	645	0	0	0	43,645	1.5%	92.0%	92.0%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Lecturer	2	Contract Renewable	1.00	44,000	0	44,000	660	0	0	0	44,660	1.5%	93.1%	93.1%	Doctoral All
NHS	3105	Health & Physical Education/Fitness	Sr Lecturer	1	Contract Renewable	1.00	46,005	2,000	48,005	720	0	0	0	48,725	1.5%	97.8%	97.8%	Doctoral All
NHS	4002	Astronomy & Astrophysics	Professor	39	Tenured	1.00	118,737	0	118,737	1,781	0	1,146	0	121,664	2.5%	79.7%	80.5%	Doctoral All
NHS	4004	Atmospheric Sci & Meteorology	Assoc Professor	6	Tenured	1.00	67,478	0	67,478	1,012	0	2,362	2,750	73,602	9.1%	74.9%	80.5%	Doctoral All
NHS	4004	Atmospheric Sci & Meteorology	Asst Professor	3	Tenure Track	1.00	55,665	0	55,665	835	0	1,948	1,050	59,498	6.9%	76.4%	80.5%	Doctoral All
NHS	4004	Atmospheric Sci & Meteorology	Asst Professor	4	Tenure Track	1.00	56,429	0	56,429	846	0	1,975	850	60,100	6.5%	76.7%	80.5%	Doctoral All
NHS	4005	Chemistry	Professor	3	Tenured	1.00	82,175	0	82,175	1,233	0	2,404	0	85,812	4.4%	78.2%	80.5%	Doctoral All
NHS	4005	Chemistry	Professor	5	Tenured	1.00	97,739	0	97,739	1,466	0	0	1,500	100,705	3.0%	91.1%	92.5%	Doctoral All
NHS	4005	Chemistry	Professor	11	Tenured	1.00	89,292	0	89,292	1,339	0	2,563	0	93,194	4.4%	78.3%	80.5%	Doctoral All
NHS	4005	Chemistry	Professor	22	Tenured	1.00	99,117	0	99,117	1,487	0	2,740	0	103,344	4.3%	78.4%	80.5%	Doctoral All
NHS	4005	Chemistry	Professor	22	Tenured	1.00	99,117	0	99,117	1,487	0	2,740	0	103,344	4.3%	78.4%	80.5%	Doctoral All
NHS	4005	Chemistry	Professor	40	Tenured	1.00	115,183	0	115,183	1,728	0	3,042	0	119,953	4.1%	78.5%	80.5%	Doctoral All
NHS	4005	Chemistry	Assoc Professor	2	Tenured	1.00	64,863	0	64,863	0	0	0	0	64,863	.0%	81.8%	81.8%	Doctoral All
NHS	4005	Chemistry	Assoc Professor	5	Tenured	1.00	68,100	0	68,100	0	0	0	0	68,100	.0%	83.3%	83.3%	Doctoral All
NHS	4005	Chemistry	Assoc Professor	10	Tenured	1.00	66,065	0	66,065	991	0	2,021	0	69,077	4.6%	78.1%	80.5%	Doctoral All
NHS	4005	Chemistry	Asst Professor	1	Tenure Track	1.00	60,986	0	60,986	915	0	0	0	61,901	1.5%	89.3%	89.3%	Doctoral All
NHS	4005	Chemistry	Lecturer	1	Contract Renewable	1.00	45,000	0	45,000	0	0	0	0	45,000	.0%	91.1%	91.1%	Doctoral All
NHS	4006	Geological & Earth Sci/Geosciences	Professor	9	Tenured	1.00	108,871	0	108,871	1,633	0	0	0	110,504	1.5%	102.2%	102.2%	Doctoral All
NHS	4006	Geological & Earth Sci/Geosciences	Professor	23	Tenured	1.00	95,012	0	95,012	1,425	0	2,888	0	99,325	4.5%	78.2%	80.5%	Doctoral All
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	3	Tenured	1.00	61,954	0	61,954	929	0	1,488	0	64,371	3.9%	78.6%	80.5%	Doctoral All
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	4	Tenured	1.00	62,754	0	62,754	941	0	1,333	0	65,028	3.6%	78.8%	80.5%	Doctoral All
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	9	Tenured	1.00	65,783	0	65,783	987	0	1,542	0	68,312	3.8%	78.7%	80.5%	Doctoral All
NHS	4006	Geological & Earth Sci/Geosciences	Lecturer	5	Contract Renewable	1.00	41,000	0	41,615	615	0	0	0	41,615	1.5%	84.0%	84.0%	Doctoral All
NHS	4008	Physics	Professor	7	Tenured	1.00	83,766	0	83,766	1,256	0	1,734	0	86,756	3.6%	78.9%	80.5%	Doctoral All
NHS	4008	Physics	Professor	17	Tenured	1.00	92,504	0	92,504	1,388	0	1,807	0	95,699	3.5%	79.0%	80.5%	Doctoral All
NHS	4008	Physics	Professor	18	Tenured	1.00	93,368	0	93,368	1,401	0	1,825	0	96,594	3.5%	79.0%	80.5%	Doctoral All
NHS	4008	Physics	Assoc Professor	3	Tenured	1.00	62,624	0	62,624	939	0	926	0	64,489	3.0%	79.3%	80.5%	Doctoral All
NHS	4008	Physics	Assoc Professor	3	Tenured	1.00	63,131	0	63,131	947	0	411	0	64,489	2.2%	80.0%	80.5%	Doctoral All
NHS	4008	Physics	Asst Professor	1	Tenure Track	1.00	45,000	0	45,000	0	0	1,575	0	46,575	3.5%	63.4%	65.6%	Doctoral All
NHS	4008	Physics	Asst Professor	3	Tenure Track	1.00	56,560	0	56,560	848	0	918	0	58,326	3.1%	79.2%	80.5%	Doctoral All
NHS	4008	Physics	Instructor	1	Contract Renewable	1.00	45,000	0	45,000	0	0	0	0	45,000	.0%	81.4%	81.4%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Professor	3	Tenured	1.00	79,809	0	79,809	1,197	0	1,904	0	82,910	3.9%	78.7%	80.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Professor	4	Tenured	1.00	80,677	0	80,677	1,210	0	1,914	0	83,801	3.9%	78.7%	80.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Professor	19	Tenured	1.00	93,683	0	93,683	1,405	0	2,086	0	97,174	3.7%	78.8%	80.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Assoc Professor	4	Tenured	1.00	60,149	0	60,149	902	0	391	0	61,442	2.1%	80.0%	80.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Assoc Professor	5	Tenured	1.00	62,075	0	62,075	931	0	0	0	63,006	1.5%	81.7%	81.7%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Assoc Professor	11	Tenured	1.00	65,755	0	65,755	986	0	0	0	66,741	1.5%	98.1%	81.7%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	2	Tenure Track	1.00	52,500	0	52,500	788	0	0	0	53,288	1.5%	82.0%	82.0%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	3	Tenure Track	1.00	53,025	0	53,025	795	0	0	0	53,820	1.5%	81.9%	81.9%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	4	Tenure Track	1.00	54,600	0	54,600	819	0	0	0	55,419	1.5%	83.5%	83.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Instructor	14	Contract Renewable	1.00	46,455	0	46,455	697	0	1,626	0	48,778	5.0%	77.4%	80.1%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Lecturer	5	Contract Renewable	1.00	38,142	0	38,142	572	0	1,335	0	40,049	5.0%	72.0%	74.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Svcs	Lecturer	7	Contract Renewable	1.00	41,413	0	41,413	621	0	1,449	0	43,483	5.0%	76.7%	79.3%	Doctoral All
NHS	5109	Allied Health Diag. Interv & Treat Profs	Sr Lecturer	2	Contract Renewable	1.00	45,100	0	45,100	677	0	1,579	0	47,356	5.0%	77.4%	80.1%	Doctoral All
NHS	5109	Allied Health Diag. Interv & Treat Profs	Sr Lecturer	2	Contract Renewable	1.00	58,326	0	58,326	875	0	0	0	59,201	1.5%	100.1%	100.1%	Doctoral All
NHS	5122	Public Health	Professor	2	Tenured	1.00	80,622	0	80,622	1,209	0	2,822	0	84,653	5.0%	71.2%	73.7%	Doctoral All
NHS	5122	Public Health	Assoc Professor	2	Tenured	1.00	68,707	0	68,707	1,031	0	1,558	0	71,296	3.8%	78.7%	80.5%	Doctoral All
NHS	5122	Public Health	Assoc Professor	8	Tenured	1.00	73,001	0	73,001	1,095	0	1,610	0	75,706	3.7%	78.8%	80.5%	Doctoral All
NHS	5122	Public Health	Asst Professor	5	Tenure Track	1.00	62,634	0	62,634	940	0	0	0	63,574	1.5%	83.3%	83.3%	Doctoral All
NHS	5123	Rehabilitation & Therapeutic Professions	Professor	17	Tenured	1.00	85,022	0	85,022	1,275	0	2,976	0	89,273	5.0%	75.6%	78.2%	Doctoral All
NHS	5123	Rehabilitation & Therapeutic Professions	Professor	21	Tenured	1.00	97,059	0	97,059	1,456	0	0	0	98,515	1.5%	83.2%	83.2%	Doctoral All
NHS	5123	Rehabilitation & Therapeutic Professions	Assoc Professor	3	Tenured	1.00	66,230	0	66,230	993	0	0	0	67,223	1.5%	81.2%	81.2%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY15 Base Salary	Promotion Increase	FY16 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion	FY16 Final Base Salary	FY16 Base Salary % Increase	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
NHS	5123	Rehabilitation & Therapeutic Professions	Lecturer	3	Contract Renewable	1.00	40,801	0	40,801	612	0	1,428	0	42,841	5.0%	70.3%	72.7%	Doctoral All
NHS	5131	Dietetics & Clinical Nutrition Svcs	Assoc Professor	1	Tenure Track	1.00	81,975	0	81,975	0	0	0	0	81,975	.0%	103.0%	103.0%	Doctoral All
NHS	5131	Dietetics & Clinical Nutrition Svcs	Asst Professor	1	Tenure Track	1.00	49,000	0	49,000	0	0	0	0	49,000	.0%	80.7%	80.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Professor	11	Tenured	1.00	93,527	0	93,527	1,403	0	0	1,403	96,333	3.0%	83.4%	84.6%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Professor	13	Tenured	1.00	94,035	0	94,035	1,411	0	0	2,727	98,173	4.4%	82.2%	84.6%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	1	Tenure Track	1.00	86,705	0	86,705	1,301	0	0	0	88,006	1.5%	106.5%	106.5%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	1	Contract Renewable	1.00	74,277	3,000	77,277	1,159	0	0	0	78,436	1.5%	98.1%	98.1%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	1	Tenure Track	1.00	68,000	0	68,000	1,020	0	0	0	69,020	1.5%	83.5%	83.5%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	2	Tenure Track	1.00	76,000	0	76,000	1,140	0	0	0	77,140	1.5%	92.4%	92.4%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	5	Tenure Track	1.00	81,175	0	81,175	1,218	0	0	0	82,393	1.5%	95.7%	95.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	3	Tenured	1.00	69,438	0	69,438	1,042	0	0	1,319	71,799	3.4%	83.5%	85.1%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	3	Tenured	1.00	69,438	0	69,438	1,042	0	0	1,319	71,799	3.4%	83.5%	85.1%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	6	Tenured	1.00	73,133	0	73,133	1,097	0	0	0	74,230	1.5%	85.4%	85.4%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	11	Tenured	1.00	73,830	0	73,830	1,107	0	0	1,107	76,044	3.0%	82.1%	83.3%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Assoc Professor	15	Tenured	1.00	76,766	0	76,766	1,151	0	0	1,919	79,836	4.0%	83.0%	85.1%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	1	Tenure Track	1.00	60,095	0	60,095	901	0	0	0	60,996	1.5%	84.3%	84.3%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	1	Tenure Track	1.00	122,000	0	122,000	1,830	0	0	0	123,830	1.5%	171.1%	171.1%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	3	Contract Renewable	1.00	62,115	0	62,115	932	0	0	0	63,047	1.5%	89.3%	89.3%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	7	Contract Renewable	1.00	59,126	0	59,126	887	0	0	887	60,900	3.0%	82.5%	83.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	7	Contract Renewable	1.00	59,134	0	59,134	887	0	0	887	60,908	3.0%	82.5%	83.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	9	Contract Renewable	1.00	59,735	0	59,735	0	0	0	0	59,735	.0%	82.1%	82.1%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	10	Contract Renewable	1.00	59,744	0	59,744	896	0	0	0	60,640	1.5%	83.3%	83.3%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	1	Tenure Track	1.00	60,000	0	60,000	900	0	0	0	60,900	1.5%	84.2%	84.2%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	2	Tenure Track	1.00	56,000	0	56,000	840	0	1,960	0	58,800	5.0%	77.8%	80.4%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	2	Tenure Track	1.00	63,000	0	63,000	945	0	0	0	63,945	1.5%	87.5%	87.5%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	3	Tenure Track	1.00	60,095	0	60,095	901	0	0	601	61,597	2.5%	82.6%	83.4%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	4	Tenure Track	1.00	61,297	0	61,297	919	0	0	0	62,216	1.5%	83.4%	83.4%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Asst Professor	10	Tenure Track	1.00	61,174	0	61,174	918	0	0	122	62,214	1.7%	81.6%	81.8%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Lecturer	2	Contract Renewable	1.00	54,000	0	54,000	810	0	0	0	54,810	1.5%	90.7%	90.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Lecturer	3	Contract Renewable	1.00	54,000	0	54,000	810	0	0	0	54,810	1.5%	89.8%	89.8%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and	Sr Lecturer	2	Contract Renewable	1.00	58,712	0	58,712	881	0	0	2,030	61,623	5.0%	93.9%	97.1%	Doctoral All
PROV	1306	Assessment, Evaluation & Research	Professor	6	Tenured	1.00	84,718	0	84,718	1,271	0	0	0	85,989	1.5%	88.9%	88.9%	Doctoral All
PROV	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	5	Tenured	1.00	59,183	0	59,183	888	0	0	0	60,071	1.5%	85.9%	85.9%	Doctoral All
PVA	5003	Dance	Professor	6	Tenured	1.00	73,365	0	73,365	1,100	0	0	0	74,465	1.5%	85.6%	85.6%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	2	Tenured	1.00	66,731	0	66,731	1,001	0	1,446	0	69,178	3.7%	78.8%	80.5%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	8	Tenured	1.00	73,970	0	73,970	1,110	0	0	0	75,080	1.5%	82.0%	82.0%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	12	Tenured	1.00	76,712	0	76,712	1,151	0	0	0	77,863	1.5%	81.7%	81.7%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	12	Tenured	1.00	82,222	0	82,222	1,233	0	0	0	83,455	1.5%	87.6%	87.6%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	21	Tenured	1.00	87,523	0	87,523	1,313	0	0	0	88,836	1.5%	85.7%	85.7%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	4	Tenured	1.00	55,182	0	55,182	828	0	66	0	56,076	1.6%	81.4%	81.5%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	4	Tenured	1.00	55,247	0	55,247	829	0	0	0	56,076	1.5%	81.5%	81.5%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	5	Tenured	1.00	55,624	0	55,624	834	0	0	0	56,458	1.5%	81.2%	81.2%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	3	Contract Renewable	1.00	46,811	0	46,811	702	0	0	0	47,513	1.5%	91.1%	91.1%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	5	Tenure Track	1.00	48,255	0	48,255	724	0	0	0	48,979	1.5%	82.2%	82.2%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	6	Tenure Track	1.00	49,454	0	49,454	742	0	0	0	50,196	1.5%	83.4%	83.4%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	6	Tenure Track	1.00	49,454	0	49,454	742	0	0	0	50,196	1.5%	83.4%	83.4%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	6	Tenure Track	1.00	49,454	0	49,454	742	0	0	0	50,196	1.5%	83.4%	83.4%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	1	Tenured	1.00	59,914	5,000	64,914	974	0	1,773	527	68,188	5.0%	78.4%	81.1%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	1	Tenured	1.00	64,718	5,000	69,718	1,046	0	0	0	70,764	1.5%	84.2%	84.2%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	7	Tenured	1.00	71,095	0	71,095	1,066	0	0	0	72,161	1.5%	80.5%	80.5%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	11	Tenured	1.00	119,204	0	119,204	1,788	0	0	0	120,992	1.5%	129.7%	129.7%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	16	Tenured	1.00	77,830	0	77,830	1,167	0	0	0	78,997	1.5%	80.7%	80.7%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	24	Tenured	1.00	83,797	0	83,797	1,257	0	0	0	85,054	1.5%	80.8%	80.8%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	2	Contract Renewable	1.00	53,088	0	53,088	796	0	1,563	0	55,447	4.4%	84.3%	86.7%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	3	Contract Renewable	1.00	54,966	0	54,966	824	0	0	0	55,790	1.5%	86.4%	86.4%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	4	Tenure Track	1.00	54,685	0	54,685	820	0	1,085	0	56,590	3.5%	79.0%	80.5%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	2	Tenured	1.00	54,444	0	54,444	817	0	186	0	55,447	1.8%	80.2%	80.5%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	3	Tenured	1.00	75,896	0	75,896	1,138	0	0	0	77,034	1.5%	110.7%	110.7%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	5	Tenured	1.00	56,493	0	56,493	847	0	0	0	57,340	1.5%	80.8%	80.8%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	5	Tenured	1.00	56,493	0	56,493	847	0	0	0	57,340	1.5%	80.8%	80.8%	Doctoral All
PVA	5007	Fine & Studio Art	Asst Professor	3	Tenure Track	1.00	46,814	0	46,814	702	0	0	0	47,516	1.5%	80.6%	80.6%	Doctoral All
PVA	5009	Music	Professor	1	Tenured	1.00	59,963	5,000	64,963	974	0	2,040	0	67,977	4.6%	78.1%	80.5%	Doctoral All
PVA	5009	Music	Professor	1	Tenured	1.00	59,963	5,000	64,963	974	0	2,040	0	67,977	4.6%	78.1%	80.5%	Doctoral All
PVA	5009	Music	Professor	1	Tenured	1.00	59,963	5,000	64,963	974	0	2,040	0	67,977	4.6%	78.1%	80.5%	Doctoral All
PVA	5009	Music	Professor	1	Tenured	1.00	82,081	0	82,081	0	0	0	0	82,081	.0%	97.2%	97.2%	Doctoral All
PVA	5009	Music	Professor	2	Tenured	1.00	66,330	0	66,330	995	0	1,399	0	68,724	3.6%	78.9%	80.5%	Doctoral All
PVA	5009	Music	Professor	2	Tenured	1.00	66,330	0	66,330	995	0	1,399	0	68,724	3.6%	78.9%	80.5%	Doctoral All
PVA	5009	Music	Professor	3	Tenured	1.00	67,065	0	67,065	1,006	0	1,400	0	69,471	3.6%	78.9%	80.5%	Doctoral All
PVA	5009	Music	Professor	3	Tenured	1.00	67,065	0	67,065	1,006	0	1,400	0	69,471	3.6%	78.9%	80.5%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY15 Base Salary	Promotion Increase	FY16 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion	FY16 Final Base Salary	FY16 Base Salary % Increase	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
PVA	5009	Music	Professor	6	Tenured	1.00	69,252	0	69,252	1,039	0	1,421	0	71,712	3.6%	78.9%	80.5%	Doctoral All
PVA	5009	Music	Professor	6	Tenured	1.00	69,252	0	69,252	1,039	0	1,421	0	71,712	3.6%	78.9%	80.5%	Doctoral All
PVA	5009	Music	Professor	9	Tenured	1.00	81,479	0	81,479	1,222	0	0	0	82,701	1.5%	90.0%	90.0%	Doctoral All
PVA	5009	Music	Professor	11	Tenured	1.00	72,898	0	72,898	1,093	0	1,456	0	75,447	3.5%	78.9%	80.5%	Doctoral All
PVA	5009	Music	Professor	11	Tenured	1.00	95,950	0	95,950	1,439	0	0	0	97,389	1.5%	103.9%	103.9%	Doctoral All
PVA	5009	Music	Professor	13	Tenured	1.00	74,676	0	74,676	1,120	0	1,145	303	77,244	3.4%	79.3%	80.8%	Doctoral All
PVA	5009	Music	Professor	13	Tenured	1.00	76,102	0	76,102	1,142	0	0	0	77,244	1.5%	80.8%	80.8%	Doctoral All
PVA	5009	Music	Professor	14	Tenured	1.00	75,088	0	75,088	1,126	0	1,474	2,049	79,737	6.2%	79.0%	82.6%	Doctoral All
PVA	5009	Music	Professor	14	Tenured	1.00	78,559	0	78,559	1,178	0	0	0	79,737	1.5%	82.6%	82.6%	Doctoral All
PVA	5009	Music	Professor	14	Tenured	1.00	75,089	0	75,089	1,126	0	1,473	2,049	79,737	6.2%	79.0%	82.6%	Doctoral All
PVA	5009	Music	Professor	16	Tenured	1.00	76,677	0	76,677	1,150	0	1,355	0	79,182	3.3%	79.1%	80.5%	Doctoral All
PVA	5009	Music	Professor	16	Tenured	1.00	76,677	0	76,677	1,150	0	1,355	0	79,182	3.3%	79.1%	80.5%	Doctoral All
PVA	5009	Music	Professor	17	Tenured	1.00	77,271	0	77,271	1,159	0	1,499	0	79,929	3.4%	79.0%	80.5%	Doctoral All
PVA	5009	Music	Professor	25	Tenured	1.00	83,105	0	83,105	1,247	0	1,553	0	85,905	3.4%	79.0%	80.5%	Doctoral All
PVA	5009	Music	Assoc Professor	1	Tenured	1.00	55,550	3,000	58,550	878	200	0	0	59,628	1.8%	88.3%	88.6%	Doctoral All
PVA	5009	Music	Assoc Professor	1	Tenured	1.00	55,550	3,000	58,550	878	200	0	0	59,628	1.8%	88.3%	88.6%	Doctoral All
PVA	5009	Music	Assoc Professor	1	Tenured	1.00	55,550	3,000	58,550	878	200	0	0	59,628	1.8%	88.3%	88.6%	Doctoral All
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	58,580	0	58,580	879	400	0	0	59,859	2.2%	87.4%	88.0%	Doctoral All
PVA	5009	Music	Assoc Professor	3	Tenured	1.00	57,239	0	57,239	859	1,961	0	0	60,059	4.9%	84.5%	87.4%	Doctoral All
PVA	5009	Music	Assoc Professor	3	Tenured	1.00	57,239	0	57,239	859	1,961	0	0	60,059	4.9%	84.5%	87.4%	Doctoral All
PVA	5009	Music	Assoc Professor	5	Tenured	1.00	58,920	0	58,920	884	1,000	0	0	60,804	3.2%	85.3%	86.7%	Doctoral All
PVA	5009	Music	Assoc Professor	5	Tenured	1.00	58,920	0	58,920	884	1,000	0	0	60,804	3.2%	85.3%	86.7%	Doctoral All
PVA	5009	Music	Asst Professor	3	Contract Renewable	1.00	46,814	0	46,814	702	0	1,660	0	49,176	5.0%	88.7%	91.8%	Doctoral All
PVA	5009	Music	Asst Professor	5	Contract Renewable	1.00	50,500	0	50,500	758	0	0	0	51,258	1.5%	93.8%	93.8%	Doctoral All
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	0	0	0	0	46,350	.0%	80.9%	80.9%	Doctoral All
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	46,350	0	46,350	695	0	0	0	47,045	1.5%	81.3%	81.3%	Doctoral All
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	46,350	0	46,350	695	0	0	0	47,045	1.5%	81.3%	81.3%	Doctoral All
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	47,521	0	47,521	713	0	0	0	48,234	1.5%	82.5%	82.5%	Doctoral All
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	46,814	0	46,814	702	0	1,660	0	49,176	5.0%	81.3%	84.1%	Doctoral All
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	46,814	0	46,814	702	0	1,660	0	49,176	5.0%	81.3%	84.1%	Doctoral All
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	47,521	0	47,521	713	0	973	0	49,207	3.5%	82.5%	84.2%	Doctoral All
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	48,480	0	48,480	727	0	0	0	49,207	1.5%	84.2%	84.2%	Doctoral All
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	55,550	0	55,550	833	0	0	0	56,383	1.5%	96.4%	96.4%	Doctoral All
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,937	0	49,937	749	0	0	0	50,686	1.5%	85.8%	85.8%	Doctoral All
UC	0301	Conservation & Research	Instructor	1	Contract Renewable	1.00	42,000	0	42,000	0	0	1,470	0	43,470	3.5%	72.3%	74.9%	Doctoral All
UC	2401	Liberal Arts & Sci, Gen Studies & Humanities	Asst Professor	1	Tenure Track	1.00	41,171	0	41,171	0	0	1,441	0	42,612	3.5%	67.0%	69.4%	Doctoral All
UC	2613	Ecology, Evolution & Population	Assoc Professor	11	Tenured	1.00	72,993	0	72,993	1,095	0	2,555	100	76,743	5.1%	77.7%	80.5%	Doctoral All
Total						512.20	35,473,005	95,000	35,568,005	490,214	8,626	381,628	77,838	36,526,311				