



UNIVERSITY OF
**NORTHERN
COLORADO**

Office of the Faculty Senate

TO: UNC Faculty
FROM: Stan Luger, Faculty Senate Chair
RE: Salary Equity Report on Compensation Distribution
DATE: November 15, 2018

The following document contains details on the compensation distribution for the 2018-2019 academic year. It will also be available on the Faculty Senate website under Salary Reports.



UNIVERSITY OF
**NORTHERN
COLORADO**

Human Resources Department

MEMO

TO: Salary Equity Committee
FROM: Marshall Parks
DATE: 10/31/18
RE: FY19 Faculty Compensation Outcomes

Annually, we distribute a communication to PASC and Faculty Senate that shows our investment in salaries and lists all of the employee pay increases. Attached are the individual faculty and staff compensation outcomes resulting from the FY19 pay increases that went into effect July 1, 2018. Additionally, attached is the summary document of faculty outcomes previously requested by the Salary Equity Committee. Faculty increases this year were limited to promotional increases and compression adjustments totaling \$284,682. There was no increase pool for staff. Please let me know if you have any questions.

FY19 Faculty Compensation Outcomes CUPA Doctoral All Comparison Group

Average Percent of CUPA by Rank

| Rank | Count | % of Total Count | % of CUPA Median | Salary Increase (\$) | % of Total Salary Increase |
|---------------------|------------|------------------|------------------|----------------------|----------------------------|
| Professor | 205 | 39.0 | 82.9 | 148,584 | 52.2 |
| Associate Professor | 122 | 23.2 | 82.2 | 96,219 | 33.8 |
| Assistant Professor | 137 | 26.1 | 84.4 | 26,900 | 9.4 |
| Instructor/Lecturer | 61 | 11.6 | 89.4 | 12,979 | 4.6 |
| All | 525 | 100.0 | 83.9 | 284,682 | 100.0 |

Average Percent of CUPA by College

| College | Count | % of Total Count | % of CUPA Median | Salary Increase (\$) | % of Total Salary Increase |
|------------|------------|------------------|------------------|----------------------|----------------------------|
| EBS | 111 | 21.1 | 85.2 | 47,558 | 16.7 |
| HSS | 126 | 24.0 | 83.6 | 67,101 | 23.6 |
| MCB | 35 | 6.7 | 92.6 | 21,000 | 7.4 |
| NHS | 157 | 29.9 | 81.9 | 110,612 | 38.9 |
| PVA | 77 | 14.7 | 83.4 | 19,000 | 6.7 |
| LIB | 19 | 3.6 | 79.4 | 19,411 | 6.8 |
| All | 525 | 100.0 | 83.9 | 284,682 | 100.0 |

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 | 43 | 83.4 | 25 | 83.9 | 36 | 86.7 | 7 | 93.8 |
| HSS | 45 | 83.7 | 31 | 81.2 | 32 | 84.4 | 18 | 86.1 |
| MCB | 20 | 85.3 | 7 | 89.1 | 4 | 95.8 | 4 | 132.3 |
| NHS | 53 | 80.5 | 38 | 80.1 | 39 | 83.5 | 27 | 85.2 |
| PVA | 39 | 84.1 | 18 | 83.7 | 18 | 80.1 | 2 | 97.8 |
| LIB | 5 | 77.6 | 3 | 81.1 | 8 | 82.2 | 3 | 73.4 |
| All | 205 | 82.9 | 122 | 82.2 | 137 | 84.4 | 61 | 89.4 |

Count by CUPA Comparison Level by College

| College | <77% | 77-85% | 85-90% | >=90% |
|------------|-----------|------------|-----------|-----------|
| EBS | 12 | 50 | 20 | 29 |
| HSS | 18 | 69 | 22 | 17 |
| MCB | 3 | 10 | 10 | 12 |
| NHS | 29 | 92 | 24 | 12 |
| PVA | 4 | 58 | 9 | 6 |
| LIB | 6 | 12 | - | 1 |
| All | 72 | 291 | 85 | 77 |

Count by CUPA Comparison Level by Rank

| Rank | <77% | 77-85% | 85-90% | >=90% |
|---------------------|-----------|------------|-----------|-----------|
| Professor | 38 | 116 | 26 | 25 |
| Associate Professor | 15 | 80 | 17 | 10 |
| Assistant Professor | 9 | 73 | 34 | 21 |
| Instructor/Lecturer | 10 | 22 | 8 | 21 |
| All | 72 | 291 | 85 | 77 |

Notes:

1. CUPA medians are from the FY18 CUPA survey of 168 doctoral 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 8/1/18 are excluded; stipends are excluded.
4. Library CUPA medians are the averages of the CUPA medians for all college positions by rank without adjustments.

Faculty Compensation Outcomes 2018-19

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|--|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| EBS | 1302 | Bilingual, Multilingual & Multicultural Ed | Professor | 16 | Tenured | 1.00 | 88,828 | 0 | 88,828 | 0 | 88,828 | .0% | 96.2% |
| EBS | 1302 | Bilingual, Multilingual & Multicultural Ed | Professor | 8 | Tenured | 1.00 | 84,425 | 0 | 84,425 | 0 | 84,425 | .0% | 98.8% |
| EBS | 1302 | Bilingual, Multilingual & Multicultural Ed | Professor | 3 | Tenured | 1.00 | 68,785 | 0 | 68,785 | 0 | 68,785 | .0% | 84.9% |
| EBS | 1304 | Ed Administration & Supervision | Professor | 6 | Tenured | 1.00 | 84,785 | 0 | 84,785 | 0 | 84,785 | .0% | 83.9% |
| EBS | 1304 | Ed Administration & Supervision | Professor | 2 | Tenured | 1.00 | 78,719 | 0 | 78,719 | 0 | 78,719 | .0% | 81.2% |
| EBS | 1304 | Ed Administration & Supervision | Professor | 1 | Tenured | 1.00 | 73,112 | 5,000 | 78,112 | 0 | 78,112 | .0% | 81.5% |
| EBS | 1304 | Ed Administration & Supervision | Assoc Professor | 6 | Tenured | 1.00 | 73,112 | 0 | 73,112 | 0 | 73,112 | .0% | 90.4% |
| EBS | 1304 | Ed Administration & Supervision | Asst Professor | 4 | Tenure Track | 1.00 | 62,267 | 0 | 62,267 | 0 | 62,267 | .0% | 94.8% |
| EBS | 1304 | Ed Administration & Supervision | Asst Professor | 3 | Tenure Track | 1.00 | 60,600 | 0 | 60,600 | 0 | 60,600 | .0% | 93.2% |
| EBS | 1304 | Ed Administration & Supervision | Asst Professor | 3 | Tenure Track | 1.00 | 60,600 | 0 | 60,600 | 0 | 60,600 | .0% | 93.2% |
| EBS | 1304 | Ed Administration & Supervision | Asst Professor | 3 | Tenure Track | 1.00 | 60,600 | 0 | 60,600 | 0 | 60,600 | .0% | 93.2% |
| EBS | 1304 | Ed Administration & Supervision | Asst Professor | 2 | Tenure Track | 1.00 | 60,000 | 0 | 60,000 | 0 | 60,000 | .0% | 93.2% |
| EBS | 1304 | Ed Administration & Supervision | Asst Professor | 1 | Tenure Track | 1.00 | 60,600 | 0 | 60,600 | 0 | 60,600 | .0% | 95.1% |
| EBS | 1305 | Ed/Instructional Media Design | Professor | 8 | Tenured | 1.00 | 81,957 | 0 | 81,957 | 0 | 81,957 | .0% | 90.9% |
| EBS | 1305 | Ed/Instructional Media Design | Assoc Professor | 8 | Tenured | 1.00 | 61,144 | 0 | 61,144 | 0 | 61,144 | .0% | 87.2% |
| EBS | 1305 | Ed/Instructional Media Design | Asst Professor | 2 | Tenure Track | 1.00 | 56,000 | 0 | 56,000 | 0 | 56,000 | .0% | 89.8% |
| EBS | 1306 | Assessment, Evaluation & Research | Professor | 9 | Tenured | 1.00 | 89,676 | 0 | 89,676 | 0 | 89,676 | .0% | 90.5% |
| EBS | 1306 | Assessment, Evaluation & Research | Professor | 8 | Tenured | 1.00 | 84,462 | 0 | 84,462 | 0 | 84,462 | .0% | 86.1% |
| EBS | 1306 | Assessment, Evaluation & Research | Professor | 6 | Tenured | 1.00 | 82,654 | 0 | 82,654 | 0 | 82,654 | .0% | 86.0% |
| EBS | 1306 | Assessment, Evaluation & Research | Professor | 2 | Tenured | 1.00 | 78,373 | 0 | 78,373 | 0 | 78,373 | .0% | 85.1% |
| EBS | 1306 | Assessment, Evaluation & Research | Assoc Professor | 5 | Tenured | 1.00 | 68,018 | 0 | 68,018 | 0 | 68,018 | .0% | 96.7% |
| EBS | 1306 | Assessment, Evaluation & Research | Asst Professor | 2 | Tenure Track | 1.00 | 59,000 | 0 | 59,000 | 0 | 59,000 | .0% | 86.7% |
| EBS | 1306 | Assessment, Evaluation & Research | Asst Professor | 2 | Tenure Track | 1.00 | 59,000 | 0 | 59,000 | 0 | 59,000 | .0% | 86.7% |
| EBS | 1306 | Assessment, Evaluation & Research | Asst Professor | 2 | Tenure Track | 1.00 | 59,000 | 0 | 59,000 | 0 | 59,000 | .0% | 86.7% |
| EBS | 1309 | Social & Philosophical Foundations | Professor | 11 | Tenured | 1.00 | 82,035 | 0 | 82,035 | 0 | 82,035 | .0% | 93.4% |
| EBS | 1309 | Social & Philosophical Foundations | Assoc Professor | 5 | Tenured | 1.00 | 61,131 | 0 | 61,131 | 0 | 61,131 | .0% | 86.6% |
| EBS | 1309 | Social & Philosophical Foundations | Asst Professor | 2 | Tenure Track | 1.00 | 52,000 | 0 | 52,000 | 0 | 52,000 | .0% | 78.0% |
| EBS | 1310 | Special Ed & Teaching | Professor | 25 | Tenured | 1.00 | 101,473 | 0 | 101,473 | 0 | 101,473 | .0% | 90.5% |
| EBS | 1310 | Special Ed & Teaching | Professor | 25 | Tenured | .50 | 67,267 | 0 | 67,267 | 0 | 67,267 | .0% | 120.0% |
| EBS | 1310 | Special Ed & Teaching | Professor | 21 | Tenured | 1.00 | 97,795 | 0 | 97,795 | 0 | 97,795 | .0% | 90.3% |
| EBS | 1310 | Special Ed & Teaching | Professor | 13 | Tenured | 1.00 | 90,364 | 0 | 90,364 | 0 | 90,364 | .0% | 90.0% |
| EBS | 1310 | Special Ed & Teaching | Professor | 11 | Tenured | 1.00 | 88,508 | 0 | 88,508 | 0 | 88,508 | .0% | 89.9% |
| EBS | 1310 | Special Ed & Teaching | Professor | 6 | Tenured | 1.00 | 76,666 | 0 | 76,666 | 0 | 76,666 | .0% | 81.9% |
| EBS | 1310 | Special Ed & Teaching | Professor | 5 | Tenured | 1.00 | 75,843 | 0 | 75,843 | 0 | 75,843 | .0% | 81.9% |
| EBS | 1310 | Special Ed & Teaching | Professor | 2 | Tenured | 1.00 | 69,227 | 0 | 69,227 | 0 | 69,227 | .0% | 77.2% |
| EBS | 1310 | Special Ed & Teaching | Professor | 2 | Tenured | 1.00 | 69,227 | 0 | 69,227 | 0 | 69,227 | .0% | 77.2% |
| EBS | 1310 | Special Ed & Teaching | Professor | 2 | Tenured | 1.00 | 70,000 | 0 | 70,000 | 0 | 70,000 | .0% | 78.0% |
| EBS | 1310 | Special Ed & Teaching | Professor | 1 | Tenured | 1.00 | 63,717 | 5,000 | 68,717 | 0 | 68,717 | .0% | 77.4% |
| EBS | 1310 | Special Ed & Teaching | Assoc Professor | 14 | Tenured | 1.00 | 68,960 | 0 | 68,960 | 2,000 | 70,960 | 2.9% | 88.6% |
| EBS | 1310 | Special Ed & Teaching | Assoc Professor | 3 | Contract Renewable | 1.00 | 60,028 | 0 | 60,028 | 0 | 60,028 | .0% | 83.3% |
| EBS | 1310 | Special Ed & Teaching | Assoc Professor | 1 | Tenured | 1.00 | 54,258 | 3,000 | 57,258 | 2,127 | 59,385 | 3.7% | 84.1% |
| EBS | 1310 | Special Ed & Teaching | Assoc Professor | 1 | Tenured | 1.00 | 56,385 | 3,000 | 59,385 | 0 | 59,385 | .0% | 84.1% |
| EBS | 1310 | Special Ed & Teaching | Asst Professor | 12 | Tenure Track | 1.00 | 57,694 | 0 | 57,694 | 0 | 57,694 | .0% | 87.9% |
| EBS | 1310 | Special Ed & Teaching | Asst Professor | 4 | Tenure Track | 1.00 | 57,804 | 0 | 57,804 | 0 | 57,804 | .0% | 89.8% |
| EBS | 1310 | Special Ed & Teaching | Asst Professor | 3 | Contract Renewable | 1.00 | 51,510 | 0 | 51,510 | 0 | 51,510 | .0% | 80.8% |
| EBS | 1310 | Special Ed & Teaching | Asst Professor | 2 | Tenure Track | 1.00 | 51,000 | 0 | 51,000 | 0 | 51,000 | .0% | 80.8% |
| EBS | 1310 | Special Ed & Teaching | Asst Professor | 2 | Tenure Track | 1.00 | 51,000 | 0 | 51,000 | 0 | 51,000 | .0% | 80.8% |
| EBS | 1310 | Special Ed & Teaching | Instructor | 3 | Contract Renewable | 1.00 | 45,450 | 0 | 45,450 | 0 | 45,450 | .0% | 73.3% |
| EBS | 1310 | Special Ed & Teaching | Lecturer | 13 | Contract Renewable | 1.00 | 50,000 | 0 | 50,000 | 0 | 50,000 | .0% | 84.5% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Professor | 13 | Tenured | 1.00 | 83,554 | 0 | 83,554 | 0 | 83,554 | .0% | 85.6% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Professor | 3 | Tenured | 1.00 | 67,719 | 0 | 67,719 | 0 | 67,719 | .0% | 76.8% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Professor | 2 | Tenured | 1.00 | 66,681 | 0 | 66,681 | 0 | 66,681 | .0% | 76.5% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|---|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Assoc Professor | 8 | Tenured | 1.00 | 61,486 | 0 | 61,486 | 0 | 61,486 | .0% | 79.5% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Assoc Professor | 6 | Tenured | 1.00 | 60,568 | 0 | 60,568 | 0 | 60,568 | .0% | 79.8% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Assoc Professor | 4 | Contract Renewable | 1.00 | 58,571 | 0 | 58,571 | 0 | 58,571 | .0% | 78.8% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Assoc Professor | 1 | Tenured | 1.00 | 55,322 | 3,000 | 58,322 | 0 | 58,322 | .0% | 80.9% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Assoc Professor | 1 | Tenured | 1.00 | 55,974 | 3,000 | 58,974 | 0 | 58,974 | .0% | 81.8% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Asst Professor | 3 | Contract Renewable | 1.00 | 50,500 | 0 | 50,500 | 0 | 50,500 | .0% | 80.6% |
| EBS | 1312 | Teacher Ed & Prof Dev, Levels & Methods | Asst Professor | 2 | Contract Renewable | 1.00 | 56,257 | 0 | 56,257 | 0 | 56,257 | .0% | 90.7% |
| EBS | 1313 | Teacher Ed & Prof Dev, Subjects | Assoc Professor | 8 | Tenured | 1.00 | 63,463 | 0 | 63,463 | 0 | 63,463 | .0% | 82.0% |
| EBS | 1313 | Teacher Ed & Prof Dev, Subjects | Assoc Professor | 5 | Tenured | 1.00 | 60,107 | 0 | 60,107 | 0 | 60,107 | .0% | 80.0% |
| EBS | 1313 | Teacher Ed & Prof Dev, Subjects | Assoc Professor | 5 | Tenured | 1.00 | 60,989 | 0 | 60,989 | 0 | 60,989 | .0% | 81.2% |
| EBS | 1313 | Teacher Ed & Prof Dev, Subjects | Asst Professor | 5 | Tenure Track | 1.00 | 47,400 | 0 | 47,400 | 0 | 47,400 | .0% | 74.0% |
| EBS | 1313 | Teacher Ed & Prof Dev, Subjects | Asst Professor | 3 | Contract Renewable | 1.00 | 55,555 | 0 | 55,555 | 0 | 55,555 | .0% | 88.4% |
| EBS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Assoc Professor | 3 | Tenure Track | 1.00 | 80,346 | 0 | 80,346 | 0 | 80,346 | .0% | 112.9% |
| EBS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Asst Professor | 1 | Tenure Track | 1.00 | 60,000 | 0 | 60,000 | 0 | 60,000 | .0% | 101.5% |
| EBS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Asst Professor | 1 | Tenure Track | 1.00 | 62,000 | 0 | 62,000 | 0 | 62,000 | .0% | 104.8% |
| EBS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Sr Lecturer | 2 | Contract Renewable | 1.00 | 47,280 | 0 | 47,280 | 0 | 47,280 | .0% | 101.2% |
| EBS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Sr Lecturer | 2 | Contract Renewable | 1.00 | 47,280 | 0 | 47,280 | 0 | 47,280 | .0% | 101.2% |
| EBS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Lecturer | 2 | Contract Renewable | 1.00 | 45,280 | 0 | 45,280 | 0 | 45,280 | .0% | 101.8% |
| EBS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Lecturer | 2 | Contract Renewable | 1.00 | 45,280 | 0 | 45,280 | 0 | 45,280 | .0% | 101.8% |
| EBS | 2705 | Statistics | Asst Professor | 1 | Tenure Track | 1.00 | 55,000 | 0 | 55,000 | 0 | 55,000 | .0% | 70.4% |
| EBS | 3105 | Health & Physical Education/Fitness | Asst Professor | 3 | Tenure Track | 1.00 | 55,449 | 0 | 55,449 | 0 | 55,449 | .0% | 84.1% |
| EBS | 4201 | General Psychology | Professor | 20 | Tenured | 1.00 | 100,089 | 0 | 100,089 | 0 | 100,089 | .0% | 81.4% |
| EBS | 4201 | General Psychology | Professor | 14 | Tenured | 1.00 | 94,429 | 0 | 94,429 | 0 | 94,429 | .0% | 81.3% |
| EBS | 4201 | General Psychology | Professor | 11 | Tenured | 1.00 | 91,605 | 0 | 91,605 | 0 | 91,605 | .0% | 81.2% |
| EBS | 4201 | General Psychology | Professor | 9 | Tenured | 1.00 | 89,817 | 0 | 89,817 | 0 | 89,817 | .0% | 81.2% |
| EBS | 4201 | General Psychology | Professor | 6 | Tenured | 1.00 | 84,836 | 0 | 84,836 | 0 | 84,836 | .0% | 79.1% |
| EBS | 4201 | General Psychology | Professor | 3 | Tenured | 1.00 | 78,637 | 0 | 78,637 | 0 | 78,637 | .0% | 75.7% |
| EBS | 4201 | General Psychology | Professor | 2 | Tenured | 1.00 | 77,783 | 0 | 77,783 | 0 | 77,783 | .0% | 75.7% |
| EBS | 4201 | General Psychology | Professor | 2 | Tenured | 1.00 | 77,783 | 0 | 77,783 | 0 | 77,783 | .0% | 75.7% |
| EBS | 4201 | General Psychology | Professor | 2 | Tenured | 1.00 | 95,000 | 0 | 95,000 | 0 | 95,000 | .0% | 92.4% |
| EBS | 4201 | General Psychology | Professor | 1 | Tenured | 1.00 | 64,698 | 5,000 | 69,698 | 0 | 69,698 | .0% | 68.5% |
| EBS | 4201 | General Psychology | Assoc Professor | 12 | Tenured | 1.00 | 78,041 | 0 | 78,041 | 0 | 78,041 | .0% | 89.8% |
| EBS | 4201 | General Psychology | Assoc Professor | 4 | Tenured | 1.00 | 63,378 | 0 | 63,378 | 0 | 63,378 | .0% | 78.9% |
| EBS | 4201 | General Psychology | Assoc Professor | 1 | Tenured | 1.00 | 56,040 | 3,000 | 59,040 | 960 | 60,000 | 1.6% | 77.0% |
| EBS | 4201 | General Psychology | Assoc Professor | 1 | Tenured | 1.00 | 55,029 | 3,000 | 58,029 | 1,971 | 60,000 | 3.4% | 77.0% |
| EBS | 4201 | General Psychology | Asst Professor | 4 | Contract Renewable | 1.00 | 53,376 | 0 | 53,376 | 2,500 | 55,876 | 4.7% | 79.0% |
| EBS | 4201 | General Psychology | Asst Professor | 2 | Tenure Track | 1.00 | 53,000 | 0 | 53,000 | 2,500 | 55,500 | 4.7% | 80.1% |
| EBS | 4201 | General Psychology | Asst Professor | 2 | Contract Renewable | 1.00 | 52,000 | 0 | 52,000 | 0 | 52,000 | .0% | 75.0% |
| EBS | 4201 | General Psychology | Asst Professor | 2 | Contract Renewable | 1.00 | 53,500 | 0 | 53,500 | 2,500 | 56,000 | 4.7% | 80.8% |
| EBS | 4201 | General Psychology | Asst Professor | 1 | Contract Renewable | 1.00 | 60,000 | 0 | 60,000 | 0 | 60,000 | .0% | 87.4% |
| EBS | 4201 | General Psychology | Sr Lecturer | 4 | Contract Renewable | 1.00 | 51,706 | 0 | 51,706 | 0 | 51,706 | .0% | 92.5% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Professor | 22 | Tenured | 1.00 | 91,902 | 0 | 91,902 | 0 | 91,902 | .0% | 77.3% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Professor | 18 | Tenured | 1.00 | 88,530 | 0 | 88,530 | 0 | 88,530 | .0% | 77.3% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Professor | 14 | Tenured | .60 | 51,095 | 0 | 51,095 | 0 | 51,095 | .0% | 77.2% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Professor | 13 | Tenured | .60 | 52,237 | 0 | 52,237 | 0 | 52,237 | .0% | 79.7% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Professor | 10 | Tenured | 1.00 | 81,785 | 0 | 81,785 | 0 | 81,785 | .0% | 77.1% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Professor | 5 | Tenured | 1.00 | 77,570 | 0 | 77,570 | 0 | 77,570 | .0% | 77.0% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Professor | 2 | Tenured | 1.00 | 73,384 | 0 | 73,384 | 0 | 73,384 | .0% | 75.2% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Assoc Professor | 6 | Tenured | 1.00 | 62,280 | 0 | 62,280 | 0 | 62,280 | .0% | 78.3% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Assoc Professor | 5 | Tenured | 1.00 | 60,266 | 0 | 60,266 | 0 | 60,266 | .0% | 76.5% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Assoc Professor | 3 | Tenured | 1.00 | 60,117 | 0 | 60,117 | 0 | 60,117 | .0% | 77.9% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Assoc Professor | 2 | Tenured | 1.00 | 65,297 | 0 | 65,297 | 0 | 65,297 | .0% | 85.4% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Asst Professor | 10 | Contract Renewable | .60 | 39,135 | 0 | 39,135 | 0 | 39,135 | .0% | 96.4% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Asst Professor | 4 | Contract Renewable | 1.00 | 55,003 | 0 | 55,003 | 0 | 55,003 | .0% | 82.9% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Asst Professor | 3 | Tenure Track | 1.00 | 53,530 | 0 | 53,530 | 0 | 53,530 | .0% | 81.5% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Asst Professor | 3 | Tenure Track | 1.00 | 57,570 | 0 | 57,570 | 0 | 57,570 | .0% | 87.6% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|---|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Asst Professor | 2 | Tenure Track | 1.00 | 54,000 | 0 | 54,000 | 0 | 54,000 | .0% | 83.0% |
| EBS | 4228 | Clinical, Counseling and Applied Psychology | Asst Professor | 1 | Tenure Track | 1.00 | 57,540 | 0 | 57,540 | 0 | 57,540 | .0% | 89.4% |
| HSS | 0501 | Area Studies | Professor | 14 | Tenured | 1.00 | 96,952 | 0 | 96,952 | 0 | 96,952 | .0% | 76.6% |
| HSS | 0501 | Area Studies | Assoc Professor | 5 | Tenured | 1.00 | 66,518 | 0 | 66,518 | 0 | 66,518 | .0% | 82.1% |
| HSS | 0502 | Ethnic, Cultural Minority , Gender, and Group Studies | Assoc Professor | 2 | Tenured | 1.00 | 60,147 | 0 | 60,147 | 0 | 60,147 | .0% | 78.0% |
| HSS | 0901 | Communication & Media Studies | Professor | 17 | Tenured | 1.00 | 95,865 | 0 | 95,865 | 0 | 95,865 | .0% | 90.8% |
| HSS | 0901 | Communication & Media Studies | Professor | 16 | Tenured | 1.00 | 94,916 | 0 | 94,916 | 0 | 94,916 | .0% | 90.8% |
| HSS | 0901 | Communication & Media Studies | Professor | 11 | Tenured | 1.00 | 84,347 | 0 | 84,347 | 0 | 84,347 | .0% | 84.6% |
| HSS | 0901 | Communication & Media Studies | Professor | 11 | Tenured | 1.00 | 84,347 | 0 | 84,347 | 0 | 84,347 | .0% | 84.6% |
| HSS | 0901 | Communication & Media Studies | Professor | 10 | Tenured | 1.00 | 83,487 | 0 | 83,487 | 0 | 83,487 | .0% | 84.6% |
| HSS | 0901 | Communication & Media Studies | Professor | 5 | Tenured | 1.00 | 79,155 | 0 | 79,155 | 0 | 79,155 | .0% | 84.5% |
| HSS | 0901 | Communication & Media Studies | Professor | 4 | Tenured | 1.00 | 76,383 | 0 | 76,383 | 0 | 76,383 | .0% | 82.4% |
| HSS | 0901 | Communication & Media Studies | Assoc Professor | 2 | Contract Renewable | 1.00 | 55,119 | 0 | 55,119 | 0 | 55,119 | .0% | 74.6% |
| HSS | 0901 | Communication & Media Studies | Sr Lecturer | 2 | Contract Renewable | 1.00 | 46,359 | 0 | 46,359 | 0 | 46,359 | .0% | 91.0% |
| HSS | 0901 | Communication & Media Studies | Sr Lecturer | 1 | Contract Renewable | 1.00 | 42,188 | 2,000 | 44,188 | 0 | 44,188 | .0% | 87.6% |
| HSS | 0904 | Journalism | Professor | 3 | Tenured | 1.00 | 73,343 | 0 | 73,343 | 0 | 73,343 | .0% | 72.6% |
| HSS | 0904 | Journalism | Assoc Professor | 4 | Contract Renewable | 1.00 | 62,649 | 0 | 62,649 | 0 | 62,649 | .0% | 75.3% |
| HSS | 0904 | Journalism | Asst Professor | 8 | Contract Renewable | 1.00 | 62,500 | 0 | 62,500 | 0 | 62,500 | .0% | 90.2% |
| HSS | 0904 | Journalism | Asst Professor | 3 | Tenure Track | 1.00 | 55,550 | 0 | 55,550 | 0 | 55,550 | .0% | 82.6% |
| HSS | 0904 | Journalism | Asst Professor | 1 | Contract Renewable | 1.00 | 55,000 | 0 | 55,000 | 0 | 55,000 | .0% | 96.8% |
| HSS | 0904 | Journalism | Sr Lecturer | 3 | Contract Renewable | 1.00 | 45,444 | 0 | 45,444 | 0 | 45,444 | .0% | 82.1% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Professor | 21 | Tenured | .50 | 61,865 | 0 | 61,865 | 0 | 61,865 | .0% | 117.1% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Professor | 20 | Tenured | .50 | 49,913 | 0 | 49,913 | 0 | 49,913 | .0% | 95.4% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Professor | 18 | Tenured | .60 | 55,574 | 0 | 55,574 | 0 | 55,574 | .0% | 90.1% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Professor | 14 | Tenured | 1.00 | 80,868 | 0 | 80,868 | 0 | 80,868 | .0% | 81.7% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Professor | 5 | Tenured | 1.00 | 73,662 | 0 | 73,662 | 1,896 | 75,558 | 2.6% | 83.6% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Professor | 2 | Tenured | 1.00 | 80,000 | 0 | 80,000 | 0 | 80,000 | .0% | 91.4% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Assoc Professor | 10 | Tenured | 1.00 | 59,570 | 0 | 59,570 | 0 | 59,570 | .0% | 78.1% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Assoc Professor | 4 | Contract Renewable | 1.00 | 58,817 | 0 | 58,817 | 0 | 58,817 | .0% | 81.8% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Assoc Professor | 3 | Tenured | 1.00 | 55,850 | 0 | 55,850 | 2,257 | 58,107 | 4.0% | 81.7% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Assoc Professor | 2 | Tenured | 1.00 | 82,000 | 0 | 82,000 | 0 | 82,000 | .0% | 116.4% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Assoc Professor | 1 | Tenured | 1.00 | 55,106 | 3,000 | 58,106 | 0 | 58,106 | .0% | 83.4% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Asst Professor | 5 | Tenure Track | 1.00 | 51,193 | 0 | 51,193 | 2,500 | 53,693 | 4.9% | 87.2% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Asst Professor | 3 | Tenure Track | 1.00 | 53,530 | 0 | 53,530 | 0 | 53,530 | .0% | 88.7% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Asst Professor | 2 | Tenure Track | 1.00 | 53,000 | 0 | 53,000 | 0 | 53,000 | .0% | 88.7% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Asst Professor | 2 | Tenure Track | 1.00 | 54,000 | 0 | 54,000 | 0 | 54,000 | .0% | 90.4% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Instructor | 2 | Contract Renewable | 1.00 | 37,500 | 0 | 37,500 | 2,500 | 40,000 | 6.7% | 81.7% |
| HSS | 1601 | Linguistic, Comp & Rel Studies & Svcs | Lecturer | 6 | Contract Renewable | 1.00 | 37,236 | 0 | 37,236 | 0 | 37,236 | .0% | 80.4% |
| HSS | 2301 | General English Language and Literature | Professor | 18 | Tenured | 1.00 | 90,914 | 0 | 90,914 | 0 | 90,914 | .0% | 87.7% |
| HSS | 2301 | General English Language and Literature | Professor | 14 | Tenured | 1.00 | 88,291 | 0 | 88,291 | 0 | 88,291 | .0% | 88.4% |
| HSS | 2301 | General English Language and Literature | Professor | 13 | Tenured | 1.00 | 87,417 | 0 | 87,417 | 0 | 87,417 | .0% | 88.4% |
| HSS | 2301 | General English Language and Literature | Professor | 10 | Tenured | 1.00 | 78,768 | 0 | 78,768 | 0 | 78,768 | .0% | 82.0% |
| HSS | 2301 | General English Language and Literature | Professor | 10 | Tenured | 1.00 | 78,768 | 0 | 78,768 | 0 | 78,768 | .0% | 82.0% |
| HSS | 2301 | General English Language and Literature | Professor | 3 | Tenured | 1.00 | 67,645 | 0 | 67,645 | 2,500 | 70,145 | 3.7% | 78.6% |
| HSS | 2301 | General English Language and Literature | Professor | 1 | Tenured | 1.00 | 59,698 | 5,000 | 64,698 | 1,279 | 65,977 | 2.0% | 75.5% |
| HSS | 2301 | General English Language and Literature | Professor | 1 | Tenured | 1.00 | 76,700 | 0 | 76,700 | 0 | 76,700 | .0% | 87.8% |
| HSS | 2301 | General English Language and Literature | Assoc Professor | 9 | Tenured | 1.00 | 63,158 | 0 | 63,158 | 0 | 63,158 | .0% | 82.2% |
| HSS | 2301 | General English Language and Literature | Assoc Professor | 5 | Tenured | 1.00 | 57,718 | 0 | 57,718 | 0 | 57,718 | .0% | 78.1% |
| HSS | 2301 | General English Language and Literature | Assoc Professor | 4 | Tenured | 1.00 | 57,343 | 0 | 57,343 | 0 | 57,343 | .0% | 78.4% |
| HSS | 2301 | General English Language and Literature | Assoc Professor | 1 | Tenured | 1.00 | 53,195 | 3,000 | 56,195 | 0 | 56,195 | .0% | 79.3% |
| HSS | 2301 | General English Language and Literature | Asst Professor | 3 | Tenure Track | 1.00 | 52,520 | 0 | 52,520 | 0 | 52,520 | .0% | 85.2% |
| HSS | 2301 | General English Language and Literature | Asst Professor | 3 | Tenure Track | 1.00 | 51,510 | 0 | 51,510 | 1,010 | 52,520 | 2.0% | 85.2% |
| HSS | 2301 | General English Language and Literature | Asst Professor | 1 | Tenure Track | 1.00 | 51,500 | 0 | 51,500 | 0 | 51,500 | .0% | 85.3% |
| HSS | 2301 | General English Language and Literature | Asst Professor | 1 | Tenure Track | 1.00 | 53,000 | 0 | 53,000 | 0 | 53,000 | .0% | 87.8% |
| HSS | 2301 | General English Language and Literature | Instructor | 6 | Contract Renewable | 1.00 | 43,840 | 0 | 43,840 | 0 | 43,840 | .0% | 86.7% |
| HSS | 2301 | General English Language and Literature | Instructor | 6 | Contract Renewable | 1.00 | 43,840 | 0 | 43,840 | 0 | 43,840 | .0% | 86.7% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|---|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| HSS | 2301 | General English Language and Literature | Sr Lecturer | 5 | Contract Renewable | 1.00 | 43,840 | 0 | 43,840 | 0 | 43,840 | .0% | 91.7% |
| HSS | 2301 | General English Language and Literature | Sr Lecturer | 5 | Contract Renewable | 1.00 | 43,840 | 0 | 43,840 | 0 | 43,840 | .0% | 91.7% |
| HSS | 2301 | General English Language and Literature | Sr Lecturer | 3 | Contract Renewable | 1.00 | 41,127 | 0 | 41,127 | 0 | 41,127 | .0% | 87.8% |
| HSS | 2301 | General English Language and Literature | Sr Lecturer | 2 | Contract Renewable | 1.00 | 36,521 | 0 | 36,521 | 2,479 | 39,000 | 6.8% | 84.1% |
| HSS | 2301 | General English Language and Literature | Lecturer | 1 | Contract Renewable | 1.00 | 36,000 | 0 | 36,000 | 0 | 36,000 | .0% | 82.4% |
| HSS | 2301 | General English Language and Literature | Lecturer | 1 | Contract Renewable | 1.00 | 39,000 | 0 | 39,000 | 0 | 39,000 | .0% | 89.2% |
| HSS | 2613 | Ecology, Evolution & Population | Asst Professor | 2 | Tenure Track | 1.00 | 56,000 | 0 | 56,000 | 0 | 56,000 | .0% | 71.7% |
| HSS | 3801 | Philosophy | Professor | 1 | Tenured | 1.00 | 62,095 | 5,000 | 67,095 | 0 | 67,095 | .0% | 72.5% |
| HSS | 3801 | Philosophy | Assoc Professor | 16 | Tenured | 1.00 | 68,118 | 0 | 68,118 | 0 | 68,118 | .0% | 81.8% |
| HSS | 3801 | Philosophy | Asst Professor | 2 | Tenure Track | 1.00 | 52,000 | 0 | 52,000 | 0 | 52,000 | .0% | 84.8% |
| HSS | 3801 | Philosophy | Asst Professor | 2 | Tenure Track | 1.00 | 52,000 | 0 | 52,000 | 0 | 52,000 | .0% | 84.8% |
| HSS | 3801 | Philosophy | Asst Professor | 1 | Contract Renewable | 1.00 | 45,000 | 2,000 | 47,000 | 2,500 | 49,500 | 5.3% | 81.5% |
| HSS | 3802 | Religion/Religious Studies | Professor | 2 | Tenured | 1.00 | 126,396 | 0 | 126,396 | 0 | 126,396 | .0% | 121.3% |
| HSS | 4301 | Criminal Justice & Corrections | Professor | 14 | Tenured | 1.00 | 95,960 | 0 | 95,960 | 0 | 95,960 | .0% | 90.2% |
| HSS | 4301 | Criminal Justice & Corrections | Assoc Professor | 5 | Tenured | 1.00 | 68,467 | 0 | 68,467 | 0 | 68,467 | .0% | 89.7% |
| HSS | 4301 | Criminal Justice & Corrections | Assoc Professor | 2 | Tenured | 1.00 | 60,533 | 0 | 60,533 | 0 | 60,533 | .0% | 81.8% |
| HSS | 4301 | Criminal Justice & Corrections | Assoc Professor | 1 | Tenured | 1.00 | 55,827 | 3,000 | 58,827 | 0 | 58,827 | .0% | 80.3% |
| HSS | 4301 | Criminal Justice & Corrections | Asst Professor | 13 | Contract Renewable | 1.00 | 58,233 | 0 | 58,233 | 0 | 58,233 | .0% | 89.0% |
| HSS | 4301 | Criminal Justice & Corrections | Asst Professor | 4 | Tenure Track | 1.00 | 55,003 | 0 | 55,003 | 0 | 55,003 | .0% | 85.7% |
| HSS | 4301 | Criminal Justice & Corrections | Asst Professor | 3 | Tenure Track | 1.00 | 54,035 | 0 | 54,035 | 0 | 54,035 | .0% | 85.1% |
| HSS | 4301 | Criminal Justice & Corrections | Asst Professor | 3 | Contract Renewable | 1.00 | 48,636 | 0 | 48,636 | 0 | 48,636 | .0% | 76.6% |
| HSS | 4301 | Criminal Justice & Corrections | Sr Lecturer | 1 | Contract Renewable | 1.00 | 40,909 | 2,000 | 42,909 | 0 | 42,909 | .0% | 87.1% |
| HSS | 4502 | Anthropology | Assoc Professor | 11 | Tenured | 1.00 | 82,474 | 0 | 82,474 | 0 | 82,474 | .0% | 99.0% |
| HSS | 4502 | Anthropology | Assoc Professor | 4 | Tenured | 1.00 | 61,438 | 0 | 61,438 | 0 | 61,438 | .0% | 79.0% |
| HSS | 4502 | Anthropology | Assoc Professor | 2 | Tenured | 1.00 | 57,023 | 0 | 57,023 | 0 | 57,023 | .0% | 74.8% |
| HSS | 4502 | Anthropology | Assoc Professor | 1 | Tenured | 1.00 | 53,993 | 3,000 | 56,993 | 0 | 56,993 | .0% | 75.5% |
| HSS | 4502 | Anthropology | Asst Professor | 3 | Tenure Track | 1.00 | 51,820 | 0 | 51,820 | 1,680 | 53,500 | 3.2% | 82.7% |
| HSS | 4502 | Anthropology | Asst Professor | 1 | Tenure Track | 1.00 | 53,500 | 0 | 53,500 | 0 | 53,500 | .0% | 84.4% |
| HSS | 4502 | Anthropology | Sr Lecturer | 3 | Contract Renewable | 1.00 | 41,127 | 0 | 41,127 | 0 | 41,127 | .0% | 79.9% |
| HSS | 4506 | Economics | Professor | 8 | Tenured | 1.00 | 110,036 | 0 | 110,036 | 0 | 110,036 | .0% | 84.7% |
| HSS | 4506 | Economics | Professor | 7 | Tenured | 1.00 | 108,885 | 0 | 108,885 | 0 | 108,885 | .0% | 84.7% |
| HSS | 4506 | Economics | Professor | 3 | Tenured | 1.00 | 100,809 | 0 | 100,809 | 0 | 100,809 | .0% | 81.8% |
| HSS | 4506 | Economics | Professor | 1 | Tenured | 1.00 | 86,049 | 5,000 | 91,049 | 0 | 91,049 | .0% | 75.5% |
| HSS | 4506 | Economics | Asst Professor | 8 | Contract Renewable | 1.00 | 75,632 | 0 | 75,632 | 2,500 | 78,132 | 3.3% | 81.7% |
| HSS | 4506 | Economics | Asst Professor | 1 | Tenure Track | 1.00 | 79,500 | 0 | 79,500 | 0 | 79,500 | .0% | 87.4% |
| HSS | 4507 | Geography & Cartography | Professor | 27 | Tenured | .50 | 48,772 | 0 | 48,772 | 0 | 48,772 | .0% | 78.6% |
| HSS | 4507 | Geography & Cartography | Professor | 14 | Tenured | 1.00 | 86,424 | 0 | 86,424 | 0 | 86,424 | .0% | 78.4% |
| HSS | 4507 | Geography & Cartography | Professor | 11 | Tenured | 1.00 | 83,943 | 0 | 83,943 | 0 | 83,943 | .0% | 78.4% |
| HSS | 4507 | Geography & Cartography | Professor | 8 | Tenured | .60 | 48,779 | 0 | 48,779 | 0 | 48,779 | .0% | 78.2% |
| HSS | 4507 | Geography & Cartography | Professor | 4 | Tenured | 1.00 | 75,986 | 0 | 75,986 | 0 | 75,986 | .0% | 76.2% |
| HSS | 4507 | Geography & Cartography | Professor | 1 | Tenured | 1.00 | 63,409 | 5,000 | 68,409 | 0 | 68,409 | .0% | 70.9% |
| HSS | 4507 | Geography & Cartography | Assoc Professor | 10 | Tenured | 1.00 | 66,186 | 0 | 66,186 | 0 | 66,186 | .0% | 79.9% |
| HSS | 4507 | Geography & Cartography | Asst Professor | 3 | Tenure Track | 1.00 | 56,035 | 0 | 56,035 | 0 | 56,035 | .0% | 82.8% |
| HSS | 4507 | Geography & Cartography | Asst Professor | 2 | Tenure Track | 1.00 | 53,500 | 0 | 53,500 | 0 | 53,500 | .0% | 79.8% |
| HSS | 4507 | Geography & Cartography | Asst Professor | 2 | Contract Renewable | 1.00 | 53,500 | 0 | 53,500 | 0 | 53,500 | .0% | 79.8% |
| HSS | 4510 | Political Science & Government | Professor | 20 | Tenured | 1.00 | 95,847 | 0 | 95,847 | 0 | 95,847 | .0% | 82.5% |
| HSS | 4510 | Political Science & Government | Professor | 5 | Tenured | 1.00 | 82,359 | 0 | 82,359 | 0 | 82,359 | .0% | 82.1% |
| HSS | 4510 | Political Science & Government | Professor | 3 | Tenured | 1.00 | 72,812 | 0 | 72,812 | 0 | 72,812 | .0% | 74.1% |
| HSS | 4510 | Political Science & Government | Assoc Professor | 3 | Tenured | 1.00 | 61,190 | 0 | 61,190 | 0 | 61,190 | .0% | 77.9% |
| HSS | 4510 | Political Science & Government | Asst Professor | 1 | Tenure Track | 1.00 | 54,500 | 0 | 54,500 | 0 | 54,500 | .0% | 84.2% |
| HSS | 4511 | Sociology | Professor | 16 | Tenured | 1.00 | 90,492 | 0 | 90,492 | 0 | 90,492 | .0% | 79.9% |
| HSS | 4511 | Sociology | Professor | 2 | Tenured | 1.00 | 74,597 | 0 | 74,597 | 0 | 74,597 | .0% | 75.9% |
| HSS | 4511 | Sociology | Assoc Professor | 5 | Tenured | 1.00 | 62,038 | 0 | 62,038 | 0 | 62,038 | .0% | 78.6% |
| HSS | 4511 | Sociology | Assoc Professor | 3 | Tenured | 1.00 | 57,764 | 0 | 57,764 | 500 | 58,264 | .9% | 75.3% |
| HSS | 4511 | Sociology | Assoc Professor | 1 | Tenured | 1.00 | 53,615 | 3,000 | 56,615 | 500 | 57,115 | .9% | 75.3% |
| HSS | 4511 | Sociology | Asst Professor | 4 | Tenure Track | 1.00 | 53,051 | 0 | 53,051 | 0 | 53,051 | .0% | 80.8% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|------------------------------------|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| HSS | 4511 | Sociology | Asst Professor | 2 | Tenure Track | 1.00 | 52,000 | 0 | 52,000 | 0 | 52,000 | .0% | 80.8% |
| HSS | 4511 | Sociology | Asst Professor | 2 | Tenure Track | 1.00 | 52,000 | 0 | 52,000 | 0 | 52,000 | .0% | 80.8% |
| HSS | 4511 | Sociology | Sr Lecturer | 1 | Contract Renewable | 1.00 | 46,049 | 2,000 | 48,049 | 0 | 48,049 | .0% | 97.6% |
| HSS | 4511 | Sociology | Lecturer | 6 | Contract Renewable | 1.00 | 38,236 | 0 | 38,236 | 0 | 38,236 | .0% | 77.5% |
| HSS | 5401 | History | Professor | 20 | Tenured | 1.00 | 91,024 | 0 | 91,024 | 0 | 91,024 | .0% | 82.1% |
| HSS | 5401 | History | Professor | 15 | Tenured | 1.00 | 86,688 | 0 | 86,688 | 0 | 86,688 | .0% | 82.0% |
| HSS | 5401 | History | Professor | 13 | Tenured | 1.00 | 84,956 | 0 | 84,956 | 0 | 84,956 | .0% | 81.9% |
| HSS | 5401 | History | Professor | 2 | Tenured | 1.00 | 68,884 | 0 | 68,884 | 0 | 68,884 | .0% | 74.3% |
| HSS | 5401 | History | Assoc Professor | 6 | Tenured | 1.00 | 60,365 | 0 | 60,365 | 0 | 60,365 | .0% | 79.9% |
| HSS | 5401 | History | Assoc Professor | 5 | Tenured | 1.00 | 59,434 | 0 | 59,434 | 0 | 59,434 | .0% | 79.4% |
| HSS | 5401 | History | Assoc Professor | 5 | Tenured | 1.00 | 59,435 | 0 | 59,435 | 0 | 59,435 | .0% | 79.4% |
| HSS | 5401 | History | Assoc Professor | 2 | Tenured | 1.00 | 57,830 | 0 | 57,830 | 0 | 57,830 | .0% | 79.7% |
| HSS | 5401 | History | Assoc Professor | 2 | Tenured | 1.00 | 57,830 | 0 | 57,830 | 0 | 57,830 | .0% | 79.7% |
| HSS | 5401 | History | Asst Professor | 3 | Tenure Track | 1.00 | 52,520 | 0 | 52,520 | 0 | 52,520 | .0% | 83.5% |
| HSS | 5401 | History | Asst Professor | 1 | Tenure Track | 1.00 | 52,000 | 0 | 52,000 | 0 | 52,000 | .0% | 84.3% |
| HSS | 5401 | History | Lecturer | 12 | Contract Renewable | 1.00 | 41,355 | 0 | 41,355 | 0 | 41,355 | .0% | 84.2% |
| LIB | 2501 | Library Science and Administration | Professor | 10 | Tenured | 1.00 | 88,320 | 0 | 88,320 | 0 | 88,320 | .0% | 81.8% |
| LIB | 2501 | Library Science and Administration | Professor | 2 | Tenured | 1.00 | 73,441 | 0 | 73,441 | 2,200 | 75,641 | 3.0% | 76.2% |
| LIB | 2501 | Library Science and Administration | Professor | 2 | Tenured | 1.00 | 73,691 | 0 | 73,691 | 2,200 | 75,891 | 3.0% | 76.4% |
| LIB | 2501 | Library Science and Administration | Professor | 1 | Tenured | 1.00 | 68,282 | 5,000 | 73,282 | 2,011 | 75,293 | 2.7% | 76.6% |
| LIB | 2501 | Library Science and Administration | Professor | 1 | Tenured | 1.00 | 70,702 | 5,000 | 75,702 | 0 | 75,702 | .0% | 77.1% |
| LIB | 2501 | Library Science and Administration | Assoc Professor | 10 | Tenured | 1.00 | 69,340 | 0 | 69,340 | 0 | 69,340 | .0% | 81.0% |
| LIB | 2501 | Library Science and Administration | Assoc Professor | 5 | Tenured | 1.00 | 68,098 | 0 | 68,098 | 0 | 68,098 | .0% | 83.5% |
| LIB | 2501 | Library Science and Administration | Assoc Professor | 1 | Tenured | 1.00 | 58,762 | 3,000 | 61,762 | 0 | 61,762 | .0% | 78.9% |
| LIB | 2501 | Library Science and Administration | Asst Professor | 7 | Tenure Track | 1.00 | 57,636 | 0 | 57,636 | 0 | 57,636 | .0% | 81.1% |
| LIB | 2501 | Library Science and Administration | Asst Professor | 5 | Tenure Track | 1.00 | 56,821 | 0 | 56,821 | 0 | 56,821 | .0% | 80.8% |
| LIB | 2501 | Library Science and Administration | Asst Professor | 4 | Tenure Track | 1.00 | 56,290 | 0 | 56,290 | 0 | 56,290 | .0% | 80.8% |
| LIB | 2501 | Library Science and Administration | Asst Professor | 3 | Tenure Track | 1.00 | 55,550 | 0 | 55,550 | 0 | 55,550 | .0% | 80.5% |
| LIB | 2501 | Library Science and Administration | Asst Professor | 3 | Tenure Track | 1.00 | 64,640 | 0 | 64,640 | 0 | 64,640 | .0% | 93.7% |
| LIB | 2501 | Library Science and Administration | Asst Professor | 3 | Contract Renewable | 1.00 | 55,804 | 0 | 55,804 | 0 | 55,804 | .0% | 80.9% |
| LIB | 2501 | Library Science and Administration | Asst Professor | 2 | Contract Renewable | 1.00 | 55,045 | 0 | 55,045 | 0 | 55,045 | .0% | 79.0% |
| LIB | 2501 | Library Science and Administration | Asst Professor | 2 | Contract Renewable | 1.00 | 56,000 | 0 | 56,000 | 0 | 56,000 | .0% | 80.4% |
| LIB | 2501 | Library Science and Administration | Lecturer | 4 | Contract Renewable | 1.00 | 39,343 | 0 | 39,343 | 0 | 39,343 | .0% | 72.9% |
| LIB | 2501 | Library Science and Administration | Lecturer | 4 | Contract Renewable | .50 | 19,874 | 0 | 19,874 | 0 | 19,874 | .0% | 73.7% |
| LIB | 2501 | Library Science and Administration | Lecturer | 4 | Contract Renewable | .50 | 19,874 | 0 | 19,874 | 0 | 19,874 | .0% | 73.7% |
| MCB | 5202 | Business Admin, Mgt & Operations | Professor | 23 | Tenured | 1.00 | 139,645 | 0 | 139,645 | 0 | 139,645 | .0% | 83.9% |
| MCB | 5202 | Business Admin, Mgt & Operations | Professor | 12 | Tenured | 1.00 | 175,531 | 0 | 175,531 | 0 | 175,531 | .0% | 116.8% |
| MCB | 5202 | Business Admin, Mgt & Operations | Professor | 11 | Tenured | 1.00 | 128,916 | 0 | 128,916 | 0 | 128,916 | .0% | 86.6% |
| MCB | 5202 | Business Admin, Mgt & Operations | Professor | 5 | Contract Renewable | 1.00 | 107,694 | 0 | 107,694 | 0 | 107,694 | .0% | 76.9% |
| MCB | 5202 | Business Admin, Mgt & Operations | Professor | 1 | Tenured | 1.00 | 105,562 | 5,000 | 110,562 | 0 | 110,562 | .0% | 82.4% |
| MCB | 5202 | Business Admin, Mgt & Operations | Assoc Professor | 8 | Tenured | 1.00 | 109,370 | 0 | 109,370 | 0 | 109,370 | .0% | 86.5% |
| MCB | 5202 | Business Admin, Mgt & Operations | Assoc Professor | 5 | Tenured | 1.00 | 114,699 | 0 | 114,699 | 0 | 114,699 | .0% | 93.4% |
| MCB | 5202 | Business Admin, Mgt & Operations | Assoc Professor | 1 | Tenured | 1.00 | 98,207 | 3,000 | 101,207 | 0 | 101,207 | .0% | 85.8% |
| MCB | 5203 | Accounting & Related Svcs | Professor | 10 | Tenured | .50 | 62,028 | 0 | 62,028 | 0 | 62,028 | .0% | 77.7% |
| MCB | 5203 | Accounting & Related Svcs | Professor | 1 | Tenured | 1.00 | 137,905 | 5,000 | 142,905 | 0 | 142,905 | .0% | 98.3% |
| MCB | 5203 | Accounting & Related Svcs | Assoc Professor | 6 | Tenured | 1.00 | 138,771 | 0 | 138,771 | 0 | 138,771 | .0% | 95.0% |
| MCB | 5203 | Accounting & Related Svcs | Assoc Professor | 4 | Tenured | 1.00 | 110,103 | 0 | 110,103 | 0 | 110,103 | .0% | 76.9% |
| MCB | 5203 | Accounting & Related Svcs | Asst Professor | 2 | Tenure Track | 1.00 | 135,000 | 0 | 135,000 | 0 | 135,000 | .0% | 99.7% |
| MCB | 5203 | Accounting & Related Svcs | Asst Professor | 1 | Tenure Track | 1.00 | 140,000 | 0 | 140,000 | 0 | 140,000 | .0% | 104.4% |
| MCB | 5203 | Accounting & Related Svcs | Lecturer | 5 | Contract Renewable | 1.00 | 88,211 | 0 | 88,211 | 0 | 88,211 | .0% | 115.9% |
| MCB | 5203 | Accounting & Related Svcs | Lecturer | 2 | Contract Renewable | 1.00 | 130,500 | 0 | 130,500 | 0 | 130,500 | .0% | 176.8% |
| MCB | 5208 | Finance & Financial Mgt Svcs | Professor | 22 | Tenured | 1.00 | 154,254 | 0 | 154,254 | 0 | 154,254 | .0% | 86.1% |
| MCB | 5208 | Finance & Financial Mgt Svcs | Professor | 12 | Tenured | 1.00 | 141,505 | 0 | 141,505 | 0 | 141,505 | .0% | 86.7% |
| MCB | 5208 | Finance & Financial Mgt Svcs | Professor | 8 | Tenured | 1.00 | 135,910 | 0 | 135,910 | 0 | 135,910 | .0% | 86.7% |
| MCB | 5208 | Finance & Financial Mgt Svcs | Professor | 5 | Tenured | 1.00 | 131,665 | 0 | 131,665 | 0 | 131,665 | .0% | 86.6% |
| MCB | 5208 | Finance & Financial Mgt Svcs | Professor | 2 | Tenured | 1.00 | 131,805 | 0 | 131,805 | 0 | 131,805 | .0% | 89.5% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|--------------------------------------|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| MCB | 5208 | Finance & Financial Mgt Svcs | Asst Professor | 1 | Tenure Track | 1.00 | 127,000 | 0 | 127,000 | 0 | 127,000 | .0% | 90.7% |
| MCB | 5212 | Mgt Information Sys & Svcs | Professor | 24 | Tenured | 1.00 | 138,877 | 0 | 138,877 | 0 | 138,877 | .0% | 82.3% |
| MCB | 5212 | Mgt Information Sys & Svcs | Professor | 19 | Tenured | 1.00 | 133,021 | 0 | 133,021 | 0 | 133,021 | .0% | 82.4% |
| MCB | 5212 | Mgt Information Sys & Svcs | Assoc Professor | 1 | Tenured | 1.00 | 103,020 | 3,000 | 106,020 | 0 | 106,020 | .0% | 89.2% |
| MCB | 5212 | Mgt Information Sys & Svcs | Sr Lecturer | 2 | Contract Renewable | 1.00 | 68,520 | 0 | 68,520 | 0 | 68,520 | .0% | 98.2% |
| MCB | 5212 | Mgt Information Sys & Svcs | Sr Lecturer | 1 | Tenure Track | 1.00 | 95,400 | 0 | 95,400 | 0 | 95,400 | .0% | 138.1% |
| MCB | 5213 | Mgt Sciences & Quantitative Methods | Professor | 38 | Tenured | 1.00 | 159,664 | 0 | 159,664 | 0 | 159,664 | .0% | 81.5% |
| MCB | 5214 | Marketing | Professor | 20 | Tenured | 1.00 | 139,521 | 0 | 139,521 | 0 | 139,521 | .0% | 83.7% |
| MCB | 5214 | Marketing | Professor | 16 | Tenured | 1.00 | 134,342 | 0 | 134,342 | 0 | 134,342 | .0% | 83.6% |
| MCB | 5214 | Marketing | Professor | 14 | Tenured | 1.00 | 130,991 | 0 | 130,991 | 0 | 130,991 | .0% | 83.1% |
| MCB | 5214 | Marketing | Professor | 8 | Tenured | 1.00 | 123,908 | 0 | 123,908 | 0 | 123,908 | .0% | 83.4% |
| MCB | 5214 | Marketing | Asst Professor | 3 | Tenure Track | 1.00 | 107,842 | 0 | 107,842 | 0 | 107,842 | .0% | 88.4% |
| MCB | 5299 | Other Business | Professor | 1 | Tenured | 1.00 | 90,397 | 5,000 | 95,397 | 0 | 95,397 | .0% | 68.3% |
| MCB | 5299 | Other Business | Assoc Professor | 42 | Tenured | 1.00 | 102,763 | 0 | 102,763 | 0 | 102,763 | .0% | 96.7% |
| NHS | 1107 | Computer Science | Asst Professor | 2 | Tenure Track | 1.00 | 83,000 | 0 | 83,000 | 0 | 83,000 | .0% | 89.7% |
| NHS | 1107 | Computer Science | Lecturer | 5 | Contract Renewable | 1.00 | 55,827 | 0 | 55,827 | 0 | 55,827 | .0% | 83.2% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Professor | 12 | Tenured | 1.00 | 99,121 | 0 | 99,121 | 0 | 99,121 | .0% | 85.7% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Professor | 1 | Tenured | 1.00 | 68,865 | 5,000 | 73,865 | 0 | 73,865 | .0% | 71.6% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Assoc Professor | 2 | Tenured | 1.00 | 60,527 | 0 | 60,527 | 0 | 60,527 | .0% | 74.7% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Asst Professor | 4 | Tenure Track | 1.00 | 55,248 | 0 | 55,248 | 0 | 55,248 | .0% | 81.4% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Asst Professor | 4 | Tenure Track | 1.00 | 68,581 | 0 | 68,581 | 0 | 68,581 | .0% | 101.0% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Asst Professor | 2 | Tenure Track | 1.00 | 53,600 | 0 | 53,600 | 0 | 53,600 | .0% | 80.5% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Instructor | 4 | Contract Renewable | 1.00 | 50,643 | 0 | 50,643 | 0 | 50,643 | .0% | 81.8% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Lecturer | 2 | Contract Renewable | 1.00 | 46,500 | 0 | 46,500 | 0 | 46,500 | .0% | 84.4% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Lecturer | 1 | Contract Renewable | .50 | 30,500 | 0 | 30,500 | 0 | 30,500 | .0% | 111.8% |
| NHS | 1905 | Foods, Nutrition & Related Svcs | Lecturer | 1 | Contract Renewable | .50 | 30,500 | 0 | 30,500 | 0 | 30,500 | .0% | 111.8% |
| NHS | 1907 | Human Dev, Family Studies & Rel Svcs | Assoc Professor | 3 | Contract Renewable | 1.00 | 64,608 | 0 | 64,608 | 0 | 64,608 | .0% | 83.0% |
| NHS | 1907 | Human Dev, Family Studies & Rel Svcs | Assoc Professor | 2 | Tenured | 1.00 | 61,150 | 0 | 61,150 | 2,500 | 63,650 | 4.1% | 82.6% |
| NHS | 1907 | Human Dev, Family Studies & Rel Svcs | Assoc Professor | 2 | Tenure Track | 1.00 | 65,500 | 0 | 65,500 | 0 | 65,500 | .0% | 85.0% |
| NHS | 2609 | Physiology, Pathology & Related | Professor | 18 | Tenured | 1.00 | 121,864 | 0 | 121,864 | 0 | 121,864 | .0% | 82.2% |
| NHS | 2609 | Physiology, Pathology & Related | Professor | 4 | Tenured | 1.00 | 105,919 | 0 | 105,919 | 0 | 105,919 | .0% | 82.1% |
| NHS | 2609 | Physiology, Pathology & Related | Assoc Professor | 12 | Tenured | 1.00 | 78,981 | 0 | 78,981 | 0 | 78,981 | .0% | 78.1% |
| NHS | 2609 | Physiology, Pathology & Related | Assoc Professor | 8 | Tenured | 1.00 | 75,943 | 0 | 75,943 | 0 | 75,943 | .0% | 78.0% |
| NHS | 2609 | Physiology, Pathology & Related | Assoc Professor | 5 | Contract Renewable | 1.00 | 72,019 | 0 | 72,019 | 0 | 72,019 | .0% | 76.2% |
| NHS | 2609 | Physiology, Pathology & Related | Assoc Professor | 4 | Tenured | 1.00 | 71,292 | 0 | 71,292 | 0 | 71,292 | .0% | 76.2% |
| NHS | 2609 | Physiology, Pathology & Related | Asst Professor | 3 | Tenure Track | 1.00 | 60,095 | 0 | 60,095 | 1,515 | 61,610 | 2.5% | 81.1% |
| NHS | 2609 | Physiology, Pathology & Related | Asst Professor | 3 | Tenure Track | 1.00 | 60,095 | 0 | 60,095 | 1,515 | 61,610 | 2.5% | 81.1% |
| NHS | 2609 | Physiology, Pathology & Related | Asst Professor | 3 | Tenure Track | 1.00 | 61,610 | 0 | 61,610 | 0 | 61,610 | .0% | 81.1% |
| NHS | 2609 | Physiology, Pathology & Related | Asst Professor | 1 | Tenure Track | 1.00 | 60,000 | 0 | 60,000 | 0 | 60,000 | .0% | 80.6% |
| NHS | 2609 | Physiology, Pathology & Related | Asst Professor | 1 | Contract Renewable | 1.00 | 47,976 | 2,000 | 49,976 | 0 | 49,976 | .0% | 67.1% |
| NHS | 2609 | Physiology, Pathology & Related | Instructor | 6 | Contract Renewable | 1.00 | 47,017 | 0 | 47,017 | 0 | 47,017 | .0% | 79.1% |
| NHS | 2613 | Ecology, Evolution & Population | Professor | 12 | Tenured | 1.00 | 100,717 | 0 | 100,717 | 0 | 100,717 | .0% | 82.3% |
| NHS | 2613 | Ecology, Evolution & Population | Professor | 5 | Tenured | 1.00 | 92,034 | 0 | 92,034 | 0 | 92,034 | .0% | 80.7% |
| NHS | 2613 | Ecology, Evolution & Population | Professor | 1 | Tenured | 1.00 | 68,274 | 5,000 | 73,274 | 2,500 | 75,774 | 3.4% | 69.4% |
| NHS | 2613 | Ecology, Evolution & Population | Professor | 1 | Tenured | 1.00 | 70,551 | 5,000 | 75,551 | 2,500 | 78,051 | 3.3% | 71.5% |
| NHS | 2613 | Ecology, Evolution & Population | Professor | 1 | Tenured | 1.00 | 73,630 | 5,000 | 78,630 | 0 | 78,630 | .0% | 72.0% |
| NHS | 2613 | Ecology, Evolution & Population | Assoc Professor | 4 | Tenured | 1.00 | 68,128 | 0 | 68,128 | 0 | 68,128 | .0% | 78.1% |
| NHS | 2613 | Ecology, Evolution & Population | Assoc Professor | 3 | Tenure Track | 1.00 | 67,670 | 0 | 67,670 | 0 | 67,670 | .0% | 78.4% |
| NHS | 2613 | Ecology, Evolution & Population | Assoc Professor | 1 | Contract Renewable | 1.00 | 58,885 | 3,000 | 61,885 | 0 | 61,885 | .0% | 73.2% |
| NHS | 2613 | Ecology, Evolution & Population | Asst Professor | 7 | Tenure Track | 1.00 | 63,167 | 0 | 63,167 | 0 | 63,167 | .0% | 77.7% |
| NHS | 2701 | Mathematics | Professor | 23 | Tenured | 1.00 | 95,288 | 0 | 95,288 | 0 | 95,288 | .0% | 78.6% |
| NHS | 2701 | Mathematics | Professor | 23 | Tenured | .50 | 47,644 | 0 | 47,644 | 0 | 47,644 | .0% | 78.6% |
| NHS | 2701 | Mathematics | Professor | 21 | Tenured | 1.00 | 93,555 | 0 | 93,555 | 0 | 93,555 | .0% | 78.5% |
| NHS | 2701 | Mathematics | Professor | 12 | Tenured | 1.00 | 87,340 | 0 | 87,340 | 0 | 87,340 | .0% | 79.8% |
| NHS | 2701 | Mathematics | Professor | 12 | Tenured | 1.00 | 87,704 | 0 | 87,704 | 0 | 87,704 | .0% | 80.1% |
| NHS | 2701 | Mathematics | Professor | 7 | Tenured | 1.00 | 81,428 | 0 | 81,428 | 0 | 81,428 | .0% | 78.2% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|-------------------------------------|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| NHS | 2701 | Mathematics | Professor | 6 | Tenured | .60 | 49,906 | 0 | 49,906 | 0 | 49,906 | .0% | 80.7% |
| NHS | 2701 | Mathematics | Professor | 5 | Tenured | 1.00 | 82,775 | 0 | 82,775 | 0 | 82,775 | .0% | 81.2% |
| NHS | 2701 | Mathematics | Professor | 3 | Tenured | 1.00 | 78,049 | 0 | 78,049 | 0 | 78,049 | .0% | 78.2% |
| NHS | 2701 | Mathematics | Professor | 1 | Tenure Track | 1.00 | 78,000 | 0 | 78,000 | 0 | 78,000 | .0% | 79.9% |
| NHS | 2701 | Mathematics | Assoc Professor | 2 | Tenured | 1.00 | 65,519 | 0 | 65,519 | 0 | 65,519 | .0% | 84.0% |
| NHS | 2701 | Mathematics | Assoc Professor | 2 | Tenured | 1.00 | 66,464 | 0 | 66,464 | 0 | 66,464 | .0% | 85.2% |
| NHS | 2701 | Mathematics | Assoc Professor | 2 | Tenured | 1.00 | 71,033 | 0 | 71,033 | 0 | 71,033 | .0% | 91.0% |
| NHS | 2701 | Mathematics | Assoc Professor | 1 | Tenured | 1.00 | 59,372 | 3,000 | 62,372 | 0 | 62,372 | .0% | 80.8% |
| NHS | 2701 | Mathematics | Asst Professor | 4 | Contract Renewable | 1.00 | 60,000 | 0 | 60,000 | 0 | 60,000 | .0% | 86.6% |
| NHS | 2701 | Mathematics | Asst Professor | 2 | Tenure Track | 1.00 | 62,000 | 0 | 62,000 | 0 | 62,000 | .0% | 91.3% |
| NHS | 2701 | Mathematics | Asst Professor | 2 | Tenure Track | 1.00 | 69,500 | 0 | 69,500 | 0 | 69,500 | .0% | 102.4% |
| NHS | 2701 | Mathematics | Asst Professor | 1 | Tenure Track | 1.00 | 56,000 | 0 | 56,000 | 0 | 56,000 | .0% | 83.3% |
| NHS | 2701 | Mathematics | Sr Lecturer | 4 | Contract Renewable | 1.00 | 43,069 | 0 | 43,069 | 0 | 43,069 | .0% | 82.0% |
| NHS | 2701 | Mathematics | Sr Lecturer | 4 | Contract Renewable | 1.00 | 43,069 | 0 | 43,069 | 0 | 43,069 | .0% | 82.0% |
| NHS | 2701 | Mathematics | Lecturer | 2 | Contract Renewable | 1.00 | 39,000 | 0 | 39,000 | 0 | 39,000 | .0% | 79.6% |
| NHS | 3101 | Parks, Recreation & Leisure Studies | Assoc Professor | 7 | Tenured | 1.00 | 65,109 | 0 | 65,109 | 0 | 65,109 | .0% | 83.4% |
| NHS | 3101 | Parks, Recreation & Leisure Studies | Asst Professor | 3 | Tenure Track | 1.00 | 52,520 | 0 | 52,520 | 0 | 52,520 | .0% | 76.9% |
| NHS | 3105 | Health & Physical Education/Fitness | Professor | 21 | Tenured | 1.00 | 94,066 | 0 | 94,066 | 0 | 94,066 | .0% | 80.7% |
| NHS | 3105 | Health & Physical Education/Fitness | Professor | 18 | Tenured | 1.00 | 91,452 | 0 | 91,452 | 0 | 91,452 | .0% | 80.7% |
| NHS | 3105 | Health & Physical Education/Fitness | Professor | 10 | Tenured | 1.00 | 84,485 | 0 | 84,485 | 0 | 84,485 | .0% | 80.5% |
| NHS | 3105 | Health & Physical Education/Fitness | Professor | 9 | Tenured | 1.00 | 83,615 | 0 | 83,615 | 0 | 83,615 | .0% | 80.5% |
| NHS | 3105 | Health & Physical Education/Fitness | Professor | 2 | Tenured | 1.00 | 72,868 | 0 | 72,868 | 0 | 72,868 | .0% | 75.5% |
| NHS | 3105 | Health & Physical Education/Fitness | Professor | 1 | Tenured | 1.00 | 67,816 | 5,000 | 72,816 | 0 | 72,816 | .0% | 76.2% |
| NHS | 3105 | Health & Physical Education/Fitness | Professor | 1 | Tenured | 1.00 | 66,318 | 5,000 | 71,318 | 1,498 | 72,816 | 2.1% | 76.2% |
| NHS | 3105 | Health & Physical Education/Fitness | Professor | 1 | Tenured | 1.00 | 67,816 | 5,000 | 72,816 | 0 | 72,816 | .0% | 76.2% |
| NHS | 3105 | Health & Physical Education/Fitness | Assoc Professor | 5 | Tenured | 1.00 | 67,104 | 0 | 67,104 | 0 | 67,104 | .0% | 84.7% |
| NHS | 3105 | Health & Physical Education/Fitness | Assoc Professor | 2 | Tenured | 1.00 | 63,037 | 0 | 63,037 | 0 | 63,037 | .0% | 82.1% |
| NHS | 3105 | Health & Physical Education/Fitness | Assoc Professor | 1 | Tenured | 1.00 | 58,964 | 3,000 | 61,964 | 0 | 61,964 | .0% | 81.5% |
| NHS | 3105 | Health & Physical Education/Fitness | Assoc Professor | 1 | Tenured | 1.00 | 56,560 | 3,000 | 59,560 | 2,404 | 61,964 | 4.0% | 81.5% |
| NHS | 3105 | Health & Physical Education/Fitness | Assoc Professor | 1 | Tenured | 1.00 | 58,964 | 3,000 | 61,964 | 0 | 61,964 | .0% | 81.5% |
| NHS | 3105 | Health & Physical Education/Fitness | Asst Professor | 3 | Tenure Track | 1.00 | 56,560 | 0 | 56,560 | 440 | 57,000 | .8% | 86.5% |
| NHS | 3105 | Health & Physical Education/Fitness | Asst Professor | 3 | Tenure Track | 1.00 | 56,560 | 0 | 56,560 | 440 | 57,000 | .8% | 86.5% |
| NHS | 3105 | Health & Physical Education/Fitness | Asst Professor | 2 | Tenure Track | 1.00 | 57,000 | 0 | 57,000 | 0 | 57,000 | .0% | 87.4% |
| NHS | 3105 | Health & Physical Education/Fitness | Asst Professor | 2 | Contract Renewable | 1.00 | 56,560 | 0 | 56,560 | 440 | 57,000 | .8% | 87.4% |
| NHS | 3105 | Health & Physical Education/Fitness | Instructor | 3 | Contract Renewable | 1.00 | 44,945 | 0 | 44,945 | 0 | 44,945 | .0% | 81.1% |
| NHS | 3105 | Health & Physical Education/Fitness | Lecturer | 1 | Contract Renewable | 1.00 | 46,347 | 0 | 46,347 | 0 | 46,347 | .0% | 71.8% |
| NHS | 4002 | Astronomy & Astrophysics | Asst Professor | 4 | Tenure Track | 1.00 | 60,202 | 0 | 60,202 | 0 | 60,202 | .0% | 74.0% |
| NHS | 4004 | Atmospheric Sci & Meteorology | Professor | 3 | Tenured | 1.00 | 90,564 | 0 | 90,564 | 0 | 90,564 | .0% | 73.7% |
| NHS | 4004 | Atmospheric Sci & Meteorology | Professor | 1 | Tenure Track | 1.00 | 105,000 | 0 | 105,000 | 0 | 105,000 | .0% | 87.4% |
| NHS | 4004 | Atmospheric Sci & Meteorology | Assoc Professor | 1 | Tenured | 1.00 | 61,745 | 3,000 | 64,745 | 0 | 64,745 | .0% | 74.3% |
| NHS | 4004 | Atmospheric Sci & Meteorology | Assoc Professor | 1 | Tenured | 1.00 | 62,371 | 3,000 | 65,371 | 0 | 65,371 | .0% | 75.0% |
| NHS | 4005 | Chemistry | Professor | 25 | Tenured | 1.00 | 107,248 | 0 | 107,248 | 0 | 107,248 | .0% | 85.1% |
| NHS | 4005 | Chemistry | Professor | 14 | Tenured | 1.00 | 96,715 | 0 | 96,715 | 0 | 96,715 | .0% | 84.9% |
| NHS | 4005 | Chemistry | Professor | 8 | Tenured | 1.00 | 104,509 | 0 | 104,509 | 0 | 104,509 | .0% | 97.3% |
| NHS | 4005 | Chemistry | Professor | 2 | Tenured | 1.00 | 90,000 | 0 | 90,000 | 0 | 90,000 | .0% | 89.3% |
| NHS | 4005 | Chemistry | Assoc Professor | 13 | Tenured | 1.00 | 71,687 | 0 | 71,687 | 0 | 71,687 | .0% | 80.9% |
| NHS | 4005 | Chemistry | Asst Professor | 4 | Tenure Track | 1.00 | 58,115 | 0 | 58,115 | 0 | 58,115 | .0% | 84.5% |
| NHS | 4005 | Chemistry | Asst Professor | 2 | Tenure Track | 1.00 | 58,000 | 0 | 58,000 | 0 | 58,000 | .0% | 86.0% |
| NHS | 4005 | Chemistry | Asst Professor | 1 | Tenure Track | 1.00 | 56,000 | 0 | 56,000 | 0 | 56,000 | .0% | 83.9% |
| NHS | 4005 | Chemistry | Asst Professor | 1 | Tenure Track | 1.00 | 58,000 | 0 | 58,000 | 0 | 58,000 | .0% | 86.9% |
| NHS | 4005 | Chemistry | Lecturer | 3 | Contract Renewable | 1.00 | 45,450 | 0 | 45,450 | 0 | 45,450 | .0% | 84.4% |
| NHS | 4006 | Geological & Earth Sci/Geosciences | Professor | 26 | Tenured | 1.00 | 105,614 | 0 | 105,614 | 0 | 105,614 | .0% | 83.0% |
| NHS | 4006 | Geological & Earth Sci/Geosciences | Professor | 12 | Tenured | 1.00 | 114,678 | 0 | 114,678 | 0 | 114,678 | .0% | 102.5% |
| NHS | 4006 | Geological & Earth Sci/Geosciences | Professor | 1 | Tenured | 1.00 | 67,484 | 5,000 | 72,484 | 0 | 72,484 | .0% | 72.6% |
| NHS | 4006 | Geological & Earth Sci/Geosciences | Assoc Professor | 8 | Tenured | 1.00 | 70,893 | 0 | 70,893 | 0 | 70,893 | .0% | 82.1% |
| NHS | 4006 | Geological & Earth Sci/Geosciences | Assoc Professor | 6 | Tenured | 1.00 | 66,802 | 0 | 66,802 | 0 | 66,802 | .0% | 78.9% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|---|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| NHS | 4006 | Geological & Earth Sci/Geosciences | Asst Professor | 2 | Tenure Track | 1.00 | 57,500 | 0 | 57,500 | 0 | 57,500 | .0% | 81.9% |
| NHS | 4006 | Geological & Earth Sci/Geosciences | Sr Lecturer | 1 | Contract Renewable | 1.00 | 43,187 | 2,000 | 45,187 | 0 | 45,187 | .0% | 84.2% |
| NHS | 4008 | Physics | Professor | 21 | Tenured | 1.00 | 100,243 | 0 | 100,243 | 0 | 100,243 | .0% | 81.0% |
| NHS | 4008 | Physics | Professor | 20 | Tenured | 1.00 | 99,314 | 0 | 99,314 | 0 | 99,314 | .0% | 80.9% |
| NHS | 4008 | Physics | Professor | 10 | Tenured | 1.00 | 90,033 | 0 | 90,033 | 0 | 90,033 | .0% | 80.7% |
| NHS | 4008 | Physics | Professor | 1 | Tenured | 1.00 | 66,925 | 5,000 | 71,925 | 0 | 71,925 | .0% | 70.9% |
| NHS | 4008 | Physics | Asst Professor | 6 | Tenure Track | 1.00 | 62,916 | 0 | 62,916 | 0 | 62,916 | .0% | 86.9% |
| NHS | 4008 | Physics | Asst Professor | 1 | Tenure Track | 1.00 | 59,000 | 0 | 59,000 | 0 | 59,000 | .0% | 85.7% |
| NHS | 4008 | Physics | Lecturer | 3 | Contract Renewable | 1.00 | 47,470 | 0 | 47,470 | 0 | 47,470 | .0% | 92.4% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Professor | 22 | Tenured | 1.00 | 100,844 | 0 | 100,844 | 0 | 100,844 | .0% | 87.7% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Professor | 7 | Tenured | 1.00 | 86,967 | 0 | 86,967 | 0 | 86,967 | .0% | 87.3% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Professor | 6 | Tenured | 1.00 | 86,042 | 0 | 86,042 | 0 | 86,042 | .0% | 87.3% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Professor | 3 | Tenured | 1.00 | 75,153 | 0 | 75,153 | 0 | 75,153 | .0% | 78.7% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Professor | 2 | Tenured | 1.00 | 74,312 | 0 | 74,312 | 0 | 74,312 | .0% | 78.7% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Professor | 1 | Tenured | 1.00 | 63,763 | 5,000 | 68,763 | 0 | 68,763 | .0% | 73.6% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Assoc Professor | 2 | Tenured | 1.00 | 60,542 | 0 | 60,542 | 0 | 60,542 | .0% | 78.7% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Asst Professor | 2 | Tenure Track | 1.00 | 53,500 | 0 | 53,500 | 0 | 53,500 | .0% | 80.3% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Asst Professor | 2 | Contract Renewable | 1.00 | 52,640 | 0 | 52,640 | 860 | 53,500 | 1.6% | 80.3% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Instructor | 3 | Contract Renewable | 1.00 | 47,139 | 0 | 47,139 | 0 | 47,139 | .0% | 75.7% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Instructor | 1 | Contract Renewable | 1.00 | 44,000 | 0 | 44,000 | 0 | 44,000 | .0% | 72.1% |
| NHS | 5102 | Communication Disorders Sci & Svcs | Lecturer | 4 | Contract Renewable | 1.00 | 43,295 | 0 | 43,295 | 0 | 43,295 | .0% | 75.7% |
| NHS | 5107 | Health & Med Admin Svcs | Asst Professor | 1 | Tenure Track | 1.00 | 59,500 | 0 | 59,500 | 0 | 59,500 | .0% | 87.7% |
| NHS | 5109 | Allied Health Diag, Interv & Treat Profs | Sr Lecturer | 5 | Contract Renewable | 1.00 | 51,527 | 0 | 51,527 | 0 | 51,527 | .0% | 84.0% |
| NHS | 5109 | Allied Health Diag, Interv & Treat Profs | Sr Lecturer | 5 | Contract Renewable | 1.00 | 61,437 | 0 | 61,437 | 0 | 61,437 | .0% | 100.2% |
| NHS | 5122 | Public Health | Assoc Professor | 11 | Tenured | 1.00 | 78,566 | 0 | 78,566 | 0 | 78,566 | .0% | 79.6% |
| NHS | 5122 | Public Health | Assoc Professor | 5 | Tenured | 1.00 | 73,990 | 0 | 73,990 | 0 | 73,990 | .0% | 79.4% |
| NHS | 5122 | Public Health | Assoc Professor | 2 | Tenured | 1.00 | 69,623 | 0 | 69,623 | 0 | 69,623 | .0% | 77.0% |
| NHS | 5122 | Public Health | Lecturer | 2 | Contract Renewable | 1.00 | 42,000 | 0 | 42,000 | 0 | 42,000 | .0% | 76.9% |
| NHS | 5123 | Rehabilitation & Therapeutic Professions | Professor | 20 | Tenured | 1.00 | 92,645 | 0 | 92,645 | 0 | 92,645 | .0% | 79.7% |
| NHS | 5123 | Rehabilitation & Therapeutic Professions | Professor | 1 | Tenured | 1.00 | 69,763 | 5,000 | 74,763 | 0 | 74,763 | .0% | 77.7% |
| NHS | 5123 | Rehabilitation & Therapeutic Professions | Asst Professor | 2 | Tenure Track | 1.00 | 57,900 | 0 | 57,900 | 0 | 57,900 | .0% | 81.6% |
| NHS | 5123 | Rehabilitation & Therapeutic Professions | Lecturer | 6 | Contract Renewable | 1.00 | 46,658 | 0 | 46,658 | 0 | 46,658 | .0% | 72.4% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Professor | 16 | Tenured | 1.00 | 101,882 | 0 | 101,882 | 0 | 101,882 | .0% | 83.0% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Professor | 14 | Tenured | 1.00 | 99,972 | 0 | 99,972 | 0 | 99,972 | .0% | 83.0% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Professor | 2 | Tenured | 1.00 | 86,354 | 0 | 86,354 | 0 | 86,354 | .0% | 81.1% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Professor | 2 | Tenured | 1.00 | 90,556 | 0 | 90,556 | 0 | 90,556 | .0% | 85.0% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Professor | 1 | Tenured | 1.00 | 74,511 | 5,000 | 79,511 | 0 | 79,511 | .0% | 75.5% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Assoc Professor | 14 | Tenured | 1.00 | 80,477 | 0 | 80,477 | 0 | 80,477 | .0% | 81.4% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Assoc Professor | 9 | Tenured | 1.00 | 77,034 | 0 | 77,034 | 0 | 77,034 | .0% | 81.6% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Assoc Professor | 3 | Tenured | 1.00 | 72,280 | 0 | 72,280 | 0 | 72,280 | .0% | 81.3% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Assoc Professor | 3 | Tenure Track | 1.00 | 73,000 | 0 | 73,000 | 0 | 73,000 | .0% | 82.1% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Assoc Professor | 2 | Tenured | 1.00 | 68,816 | 0 | 68,816 | 0 | 68,816 | .0% | 78.2% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Assoc Professor | 1 | Tenured | 1.00 | 63,924 | 3,000 | 66,924 | 0 | 66,924 | .0% | 76.8% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Assoc Professor | 1 | Tenured | 1.00 | 64,564 | 3,000 | 67,564 | 0 | 67,564 | .0% | 77.6% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Assoc Professor | 1 | Tenure Track | 1.00 | 65,429 | 3,000 | 68,429 | 0 | 68,429 | .0% | 78.5% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Asst Professor | 10 | Contract Renewable | 1.00 | 63,201 | 0 | 63,201 | 0 | 63,201 | .0% | 80.7% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Asst Professor | 10 | Contract Renewable | 1.00 | 63,209 | 0 | 63,209 | 0 | 63,209 | .0% | 80.7% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Asst Professor | 5 | Tenure Track | 1.00 | 61,021 | 0 | 61,021 | 0 | 61,021 | .0% | 78.7% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Asst Professor | 4 | Tenure Track | 1.00 | 63,305 | 0 | 63,305 | 0 | 63,305 | .0% | 82.4% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Asst Professor | 3 | Tenure Track | 1.00 | 60,600 | 0 | 60,600 | 0 | 60,600 | .0% | 79.7% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Asst Professor | 3 | Contract Renewable | 1.00 | 60,600 | 0 | 60,600 | 0 | 60,600 | .0% | 79.7% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Asst Professor | 2 | Tenure Track | 1.00 | 64,000 | 0 | 64,000 | 0 | 64,000 | .0% | 85.0% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Asst Professor | 2 | Contract Renewable | 1.00 | 60,000 | 0 | 60,000 | 0 | 60,000 | .0% | 79.7% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Sr Lecturer | 5 | Contract Renewable | 1.00 | 63,951 | 0 | 63,951 | 0 | 63,951 | .0% | 95.5% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Lecturer | 5 | Contract Renewable | 1.00 | 56,880 | 0 | 56,880 | 0 | 56,880 | .0% | 89.2% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Lecturer | 5 | Contract Renewable | 1.00 | 56,880 | 0 | 56,880 | 0 | 56,880 | .0% | 89.2% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|---------|---------------------|---|-----------------|---------------|--------------------|------|------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Lecturer | 4 | Contract Renewable | 1.00 | 58,946 | 0 | 58,946 | 0 | 58,946 | .0% | 93.4% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Lecturer | 3 | Contract Renewable | 1.00 | 52,520 | 0 | 52,520 | 0 | 52,520 | .0% | 84.0% |
| NHS | 5138 | Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing | Lecturer | 3 | Contract Renewable | 1.00 | 52,520 | 0 | 52,520 | 0 | 52,520 | .0% | 84.0% |
| PVA | 5003 | Dance | Professor | 9 | Tenured | 1.00 | 77,278 | 0 | 77,278 | 0 | 77,278 | .0% | 82.5% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Professor | 15 | Tenured | 1.00 | 80,804 | 0 | 80,804 | 0 | 80,804 | .0% | 81.5% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Professor | 15 | Tenured | 1.00 | 86,608 | 0 | 86,608 | 0 | 86,608 | .0% | 87.4% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Professor | 11 | Tenured | 1.00 | 77,916 | 0 | 77,916 | 0 | 77,916 | .0% | 81.7% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Professor | 5 | Tenured | 1.00 | 71,791 | 0 | 71,791 | 0 | 71,791 | .0% | 80.0% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Professor | 3 | Tenured | 1.00 | 66,171 | 0 | 66,171 | 0 | 66,171 | .0% | 75.4% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Professor | 2 | Tenured | 1.00 | 65,452 | 0 | 65,452 | 0 | 65,452 | .0% | 75.4% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Professor | 2 | Tenured | 1.00 | 65,452 | 0 | 65,452 | 0 | 65,452 | .0% | 75.4% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Assoc Professor | 2 | Tenured | 1.00 | 55,109 | 0 | 55,109 | 0 | 55,109 | .0% | 80.4% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Assoc Professor | 2 | Tenured | 1.00 | 55,122 | 0 | 55,122 | 0 | 55,122 | .0% | 80.4% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Asst Professor | 9 | Tenure Track | 1.00 | 52,092 | 0 | 52,092 | 0 | 52,092 | .0% | 83.8% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Asst Professor | 2 | Contract Renewable | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 77.6% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Asst Professor | 2 | Contract Renewable | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 77.6% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Asst Professor | 2 | Contract Renewable | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 77.6% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Sr Lecturer | 2 | Contract Renewable | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 94.9% |
| PVA | 5005 | Dramatic/Theatre Arts & Stagecraft | Lecturer | 1 | Contract Renewable | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 100.7% |
| PVA | 5007 | Fine & Studio Art | Professor | 27 | Tenured | 1.00 | 88,267 | 0 | 88,267 | 0 | 88,267 | .0% | 83.8% |
| PVA | 5007 | Fine & Studio Art | Professor | 19 | Tenured | 1.00 | 81,981 | 0 | 81,981 | 0 | 81,981 | .0% | 83.5% |
| PVA | 5007 | Fine & Studio Art | Professor | 14 | Tenured | 1.00 | 125,562 | 0 | 125,562 | 0 | 125,562 | .0% | 134.0% |
| PVA | 5007 | Fine & Studio Art | Professor | 10 | Tenured | 1.00 | 74,886 | 0 | 74,886 | 0 | 74,886 | .0% | 83.1% |
| PVA | 5007 | Fine & Studio Art | Professor | 4 | Tenured | 1.00 | 73,411 | 0 | 73,411 | 0 | 73,411 | .0% | 86.7% |
| PVA | 5007 | Fine & Studio Art | Professor | 4 | Tenured | 1.00 | 73,437 | 0 | 73,437 | 0 | 73,437 | .0% | 86.7% |
| PVA | 5007 | Fine & Studio Art | Professor | 3 | Tenured | 1.00 | 64,695 | 0 | 64,695 | 0 | 64,695 | .0% | 77.2% |
| PVA | 5007 | Fine & Studio Art | Professor | 2 | Tenured | 1.00 | 64,548 | 0 | 64,548 | 0 | 64,548 | .0% | 77.9% |
| PVA | 5007 | Fine & Studio Art | Professor | 2 | Tenured | 1.00 | 64,556 | 0 | 64,556 | 0 | 64,556 | .0% | 77.9% |
| PVA | 5007 | Fine & Studio Art | Assoc Professor | 6 | Tenured | 1.00 | 79,944 | 0 | 79,944 | 0 | 79,944 | .0% | 107.7% |
| PVA | 5007 | Fine & Studio Art | Assoc Professor | 6 | Contract Renewable | 1.00 | 57,897 | 0 | 57,897 | 0 | 57,897 | .0% | 78.0% |
| PVA | 5007 | Fine & Studio Art | Assoc Professor | 5 | Tenured | 1.00 | 57,542 | 0 | 57,542 | 0 | 57,542 | .0% | 78.3% |
| PVA | 5007 | Fine & Studio Art | Assoc Professor | 5 | Contract Renewable | 1.00 | 57,542 | 0 | 57,542 | 0 | 57,542 | .0% | 78.3% |
| PVA | 5007 | Fine & Studio Art | Asst Professor | 3 | Tenure Track | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 76.9% |
| PVA | 5009 | Music | Professor | 28 | Tenured | 1.00 | 89,150 | 0 | 89,150 | 0 | 89,150 | .0% | 82.6% |
| PVA | 5009 | Music | Professor | 19 | Tenured | 1.00 | 82,749 | 0 | 82,749 | 0 | 82,749 | .0% | 83.0% |
| PVA | 5009 | Music | Professor | 17 | Tenured | 1.00 | 82,749 | 0 | 82,749 | 0 | 82,749 | .0% | 84.6% |
| PVA | 5009 | Music | Professor | 17 | Tenured | 1.00 | 82,749 | 0 | 82,749 | 0 | 82,749 | .0% | 84.6% |
| PVA | 5009 | Music | Professor | 17 | Tenured | 1.00 | 82,749 | 0 | 82,749 | 0 | 82,749 | .0% | 84.6% |
| PVA | 5009 | Music | Professor | 16 | Tenured | 1.00 | 80,162 | 0 | 80,162 | 0 | 80,162 | .0% | 82.7% |
| PVA | 5009 | Music | Professor | 16 | Tenured | 1.00 | 80,162 | 0 | 80,162 | 0 | 80,162 | .0% | 82.7% |
| PVA | 5009 | Music | Professor | 12 | Tenured | 1.00 | 85,825 | 0 | 85,825 | 0 | 85,825 | .0% | 92.0% |
| PVA | 5009 | Music | Professor | 9 | Tenured | 1.00 | 74,421 | 0 | 74,421 | 0 | 74,421 | .0% | 82.2% |
| PVA | 5009 | Music | Professor | 9 | Tenured | 1.00 | 74,421 | 0 | 74,421 | 0 | 74,421 | .0% | 82.2% |
| PVA | 5009 | Music | Professor | 6 | Tenured | 1.00 | 73,459 | 0 | 73,459 | 0 | 73,459 | .0% | 83.7% |
| PVA | 5009 | Music | Professor | 6 | Tenured | 1.00 | 73,459 | 0 | 73,459 | 0 | 73,459 | .0% | 83.7% |
| PVA | 5009 | Music | Professor | 5 | Tenured | 1.00 | 72,746 | 0 | 72,746 | 0 | 72,746 | .0% | 83.7% |
| PVA | 5009 | Music | Professor | 5 | Tenured | 1.00 | 72,746 | 0 | 72,746 | 0 | 72,746 | .0% | 83.7% |
| PVA | 5009 | Music | Professor | 4 | Tenured | 1.00 | 72,033 | 0 | 72,033 | 0 | 72,033 | .0% | 83.8% |
| PVA | 5009 | Music | Professor | 4 | Tenured | 1.00 | 72,033 | 0 | 72,033 | 0 | 72,033 | .0% | 83.8% |
| PVA | 5009 | Music | Professor | 4 | Tenured | 1.00 | 72,033 | 0 | 72,033 | 0 | 72,033 | .0% | 83.8% |
| PVA | 5009 | Music | Professor | 4 | Tenured | 1.00 | 85,181 | 0 | 85,181 | 0 | 85,181 | .0% | 99.1% |
| PVA | 5009 | Music | Professor | 3 | Tenured | 1.00 | 68,290 | 0 | 68,290 | 0 | 68,290 | .0% | 80.3% |
| PVA | 5009 | Music | Professor | 2 | Tenured | 1.00 | 68,151 | 0 | 68,151 | 0 | 68,151 | .0% | 81.0% |
| PVA | 5009 | Music | Professor | 1 | Tenured | 1.00 | 62,328 | 5,000 | 67,328 | 0 | 67,328 | .0% | 80.9% |
| PVA | 5009 | Music | Professor | 1 | Tenured | 1.00 | 62,328 | 5,000 | 67,328 | 0 | 67,328 | .0% | 80.9% |
| PVA | 5009 | Music | Assoc Professor | 5 | Tenured | 1.00 | 62,120 | 0 | 62,120 | 0 | 62,120 | .0% | 87.0% |

| College | CIP Code (4-digits) | CIP Code Description | Rank | Years in Rank | Tenure Status | FTE | FY18 Base Salary | Promotion Increase | FY19 Beginning Base Salary | Compression/ Inversion Increase | FY19 Final Base Salary | FY19 Base Salary % Increase | FY19 Final Base Salary % of CUPA Median |
|--------------|---------------------|----------------------|-----------------|---------------|--------------------|---------------|-------------------|--------------------|----------------------------|---------------------------------|------------------------|-----------------------------|---|
| PVA | 5009 | Music | Assoc Professor | 4 | Tenured | 1.00 | 61,881 | 0 | 61,881 | 0 | 61,881 | .0% | 87.5% |
| PVA | 5009 | Music | Assoc Professor | 4 | Tenured | 1.00 | 61,881 | 0 | 61,881 | 0 | 61,881 | .0% | 87.5% |
| PVA | 5009 | Music | Assoc Professor | 4 | Tenured | 1.00 | 61,881 | 0 | 61,881 | 0 | 61,881 | .0% | 87.5% |
| PVA | 5009 | Music | Assoc Professor | 3 | Tenured | 1.00 | 61,626 | 0 | 61,626 | 0 | 61,626 | .0% | 88.0% |
| PVA | 5009 | Music | Assoc Professor | 3 | Contract Renewable | 1.00 | 61,626 | 0 | 61,626 | 0 | 61,626 | .0% | 88.0% |
| PVA | 5009 | Music | Assoc Professor | 2 | Tenured | 1.00 | 55,631 | 0 | 55,631 | 0 | 55,631 | .0% | 80.3% |
| PVA | 5009 | Music | Assoc Professor | 2 | Tenured | 1.00 | 55,631 | 0 | 55,631 | 0 | 55,631 | .0% | 80.3% |
| PVA | 5009 | Music | Assoc Professor | 2 | Tenured | 1.00 | 55,631 | 0 | 55,631 | 0 | 55,631 | .0% | 80.3% |
| PVA | 5009 | Music | Assoc Professor | 1 | Tenured | 1.00 | 51,066 | 3,000 | 54,066 | 0 | 54,066 | .0% | 78.9% |
| PVA | 5009 | Music | Assoc Professor | 1 | Tenured | 1.00 | 51,066 | 3,000 | 54,066 | 0 | 54,066 | .0% | 78.9% |
| PVA | 5009 | Music | Assoc Professor | 1 | Contract Renewable | 1.00 | 51,066 | 3,000 | 54,066 | 0 | 54,066 | .0% | 78.9% |
| PVA | 5009 | Music | Asst Professor | 5 | Tenure Track | 1.00 | 48,822 | 0 | 48,822 | 0 | 48,822 | .0% | 81.8% |
| PVA | 5009 | Music | Asst Professor | 5 | Tenure Track | 1.00 | 48,822 | 0 | 48,822 | 0 | 48,822 | .0% | 81.8% |
| PVA | 5009 | Music | Asst Professor | 4 | Tenure Track | 1.00 | 48,101 | 0 | 48,101 | 0 | 48,101 | .0% | 81.4% |
| PVA | 5009 | Music | Asst Professor | 3 | Tenure Track | 1.00 | 46,814 | 0 | 46,814 | 0 | 46,814 | .0% | 80.0% |
| PVA | 5009 | Music | Asst Professor | 3 | Tenure Track | 1.00 | 46,814 | 0 | 46,814 | 0 | 46,814 | .0% | 80.0% |
| PVA | 5009 | Music | Asst Professor | 3 | Tenure Track | 1.00 | 46,814 | 0 | 46,814 | 0 | 46,814 | .0% | 80.0% |
| PVA | 5009 | Music | Asst Professor | 3 | Contract Renewable | 1.00 | 46,814 | 0 | 46,814 | 0 | 46,814 | .0% | 80.0% |
| PVA | 5009 | Music | Asst Professor | 2 | Tenure Track | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 80.0% |
| PVA | 5009 | Music | Asst Professor | 1 | Tenure Track | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 80.8% |
| PVA | 5009 | Music | Asst Professor | 1 | Tenure Track | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 80.8% |
| PVA | 5009 | Music | Asst Professor | 1 | Tenure Track | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 80.8% |
| PVA | 5009 | Music | Asst Professor | 1 | Contract Renewable | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 80.8% |
| PVA | 5009 | Music | Asst Professor | 1 | Contract Renewable | 1.00 | 46,350 | 0 | 46,350 | 0 | 46,350 | .0% | 80.8% |
| Total | | | | | | 517.60 | 36,452,392 | 223,000 | 36,675,392 | 61,682 | 36,737,074 | | |

Note: Vacant positions without a new hire job record in Banner as of 8/1/18 are excluded.

Administrative Compensation Outcomes 2018-19

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|----------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Alumni & Development | Alumni Relations Assistant | 1.00 | 40,563 | .00% | A12 | 29,289 | 37,344 | 45,398 |
| Alumni & Development | Assist Dir Alumni Relations | 1.00 | 51,948 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Alumni & Development | Assist Vice Pres Development | 1.00 | 145,000 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Alumni & Development | Assoc Dir Records Administ | 1.00 | 45,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Alumni & Development | Assoc Dir Records Administr | 1.00 | 45,563 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Alumni & Development | Assoc Director Alumni Relation | 1.00 | 55,878 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Alumni & Development | Asst Dir Special/Campaign Evts | 1.00 | 51,305 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Alumni & Development | Asst Director for Athletic Dev | 1.00 | 54,500 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Alumni & Development | Asst Director of Annual Giving | 1.00 | 54,450 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Alumni & Development | Asst to the Vice President | 1.00 | 50,625 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Alumni & Development | AVP- Alumni Relations | 1.00 | 122,329 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Alumni & Development | Dev & Alumni Communications Mg | 1.00 | 52,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Alumni & Development | Dir Development Spec Projects | 1.00 | 88,662 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Alumni & Development | Director Advancement Services | 1.00 | 81,000 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Alumni & Development | Director of Development | 1.00 | 90,417 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Alumni & Development | Donor Relations Coordinator | 1.00 | 48,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Alumni & Development | Research & Prospect Manager | 1.00 | 65,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Alumni & Development | Senior Dir of Annual Giving | 1.00 | 88,500 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Alumni & Development | Senior Director of Development | 1.00 | 98,719 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Alumni & Development | Senior Director of Development | 1.00 | 98,111 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Alumni & Development | VP Developmt/Alumni Relations | 1.00 | 209,100 | .00% | E83 | 124,922 | 165,522 | 206,121 |
| Athletics | Assist Athletic Trainer | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Assist Athletics Coach | .50 | 17,668 | .00% | X72 | 31,438 | 40,870 | 50,301 |
| Athletics | Assist Football Coach | 1.00 | 43,719 | .00% | Y32 | 32,721 | 42,537 | 52,353 |
| Athletics | Assist Football Coach | 1.00 | 32,721 | .00% | Y32 | 32,721 | 42,537 | 52,353 |
| Athletics | Assist Football Coach | 1.00 | 40,500 | .00% | Y32 | 32,721 | 42,537 | 52,353 |
| Athletics | Assist Soccer Coach | .50 | 16,989 | .00% | X32 | 21,468 | 28,445 | 35,421 |
| Athletics | Assist Str & Cond Coach | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Assist Womens Swmg Divg Coach | 1.00 | 31,438 | .00% | X72 | 31,438 | 40,870 | 50,301 |
| Athletics | Assist Women's Volleyball Coac | 1.00 | 36,146 | .00% | X82 | 23,552 | 30,618 | 37,684 |
| Athletics | Assist Wrestling Coach | 1.00 | 41,310 | .00% | Y72 | 27,073 | 35,195 | 43,317 |
| Athletics | Assistant Athletic Director | 1.00 | 53,070 | .00% | B31 | 45,184 | 57,610 | 70,036 |
| Athletics | Assistant Athletic Trainer | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Assistant Baseball Coach | .85 | 21,859 | .00% | Y12 | 25,716 | 33,431 | 41,146 |
| Athletics | Assistant Business Manager | 1.00 | 34,936 | .00% | A13 | 30,897 | 39,394 | 47,890 |
| Athletics | Assistant Coach | 1.00 | 26,593 | .00% | Z62 | 23,532 | 30,591 | 37,650 |
| Athletics | Assistant Coach Track & Field | 1.00 | 38,080 | .00% | Z64 | 25,024 | 32,531 | 40,039 |
| Athletics | Assistant Equipment Manager | 1.00 | 30,333 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Athletics | Assistant Football Coach | 1.00 | 32,721 | .00% | Y32 | 32,721 | 42,537 | 52,353 |
| Athletics | Assistant Football Coach | 1.00 | 33,130 | .00% | Y32 | 32,721 | 42,537 | 52,353 |
| Athletics | Assistant Football Coach | 1.00 | 50,304 | .00% | Y32 | 32,721 | 42,537 | 52,353 |
| Athletics | Assistant Football Coach | 1.00 | 45,359 | .00% | Y32 | 32,721 | 42,537 | 52,353 |
| Athletics | Assistant Football Coach | 1.00 | 66,620 | .00% | Y34 | 48,089 | 63,717 | 79,346 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|-----------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Athletics | Assistant Track & Field Coach | 1.00 | 35,000 | .00% | | | | |
| Athletics | Assoc AD-Sr Woman Administr | 1.00 | 83,642 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Athletics | Assoc Men's Basketball Coach | 1.00 | 70,875 | .00% | Y24 | 47,164 | 61,252 | 75,340 |
| Athletics | Associate Baseball Coach | 1.00 | 30,720 | .00% | Y12 | 25,716 | 33,431 | 41,146 |
| Athletics | Associate Head Coach Football | 1.00 | 65,031 | .00% | Y34 | 48,089 | 63,717 | 79,346 |
| Athletics | Asst AD - Compliance | 1.00 | 55,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Asst AD-Business | 1.00 | 55,534 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Athletics | Asst AD-Facilities and Events | 1.00 | 55,187 | .00% | B31 | 45,184 | 57,610 | 70,036 |
| Athletics | Asst Athletic Trainer | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Asst Dir for Facilities | 1.00 | 33,476 | .00% | A12 | 29,289 | 37,344 | 45,398 |
| Athletics | Asst Dir of Communications | 1.00 | 33,283 | .00% | A13 | 30,897 | 39,394 | 47,890 |
| Athletics | Asst Director of Marketing | 1.00 | 34,045 | .00% | A13 | 30,897 | 39,394 | 47,890 |
| Athletics | Asst Men's Basketball Coach | 1.00 | 55,688 | .00% | Y22 | 30,739 | 40,730 | 50,720 |
| Athletics | Asst Men's Basketball Coach | 1.00 | 30,739 | .00% | Y22 | 30,739 | 40,730 | 50,720 |
| Athletics | Asst Women's Basketball Coach | 1.00 | 31,000 | .00% | | | | |
| Athletics | Asst Women's Basketball Coach | 1.00 | 48,000 | .00% | | | | |
| Athletics | Asst. Athletic Trainer | 1.00 | 50,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Asst. Basketball Coach | 1.00 | 38,000 | .00% | X22 | 28,326 | 37,532 | 46,738 |
| Athletics | Asst. Director of Compliance | 1.00 | 33,154 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Athletics | Asst. Football Coach | 1.00 | 45,723 | .00% | Y32 | 32,721 | 42,537 | 52,353 |
| Athletics | Asst. Soccer Coach | 1.00 | 33,997 | .00% | X32 | 21,468 | 28,445 | 35,421 |
| Athletics | Asst. Volleyball Coach | 1.00 | 42,739 | .00% | X84 | 29,465 | 38,305 | 47,144 |
| Athletics | Athletic Coord Staff Psycholog | 1.00 | 65,000 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Athletics | Bear Vision Director | 1.00 | 48,600 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Cheer Coach | .50 | 16,252 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Athletics | Co-Head Athletic Trainer | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Dir of Football Operations | 1.00 | 45,184 | .00% | B31 | 45,184 | 57,610 | 70,036 |
| Athletics | Dir of Marketing and Fan Exper | 1.00 | 50,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Dir Strategic Communications | 1.00 | 50,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Dir. of Strength & Conditionin | 1.00 | 58,867 | .00% | B31 | 45,184 | 57,610 | 70,036 |
| Athletics | Director of Administration | 1.00 | 50,000 | .00% | B31 | 45,184 | 57,610 | 70,036 |
| Athletics | Director of Equipment Oper | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Director of Operations | 1.00 | 32,504 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Athletics | Director of Operations | 1.00 | 33,151 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Athletics | Director of Sport Performance | 1.00 | 51,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Athletics | Director of Volleyball Ops | 1.00 | 32,504 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Athletics | Head Baseball Coach | 1.00 | 52,173 | .00% | | | | |
| Athletics | Head Coach Swimming & Diving | 1.00 | 58,725 | .00% | | | | |
| Athletics | Head Coach Track & Field/CC | 1.00 | 52,071 | .00% | Z60 | 46,277 | 60,101 | 73,924 |
| Athletics | Head Football Coach | 1.00 | 151,875 | .00% | Y30 | 129,583 | 168,290 | 206,997 |
| Athletics | Head Men's Basketball Coach | 1.00 | 156,938 | .00% | Y20 | 107,692 | 139,860 | 172,028 |
| Athletics | Head Men's Golf Coach | 1.00 | 33,933 | .00% | Z40 | 30,290 | 39,338 | 48,385 |
| Athletics | Head Men's Tennis Coach | 1.00 | 36,146 | .00% | Z50 | 31,689 | 41,155 | 50,620 |
| Athletics | Head Soccer Coach | 1.00 | 52,802 | .00% | X30 | 43,226 | 56,138 | 69,049 |
| Athletics | Head Volleyball Coach | 1.00 | 105,857 | .00% | X80 | 54,397 | 70,646 | 86,894 |
| Athletics | Head Women's Basketball Coach | 1.00 | 132,967 | .00% | X20 | 85,594 | 111,161 | 136,728 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|----------------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Athletics | Head Women's Golf Coach | 1.00 | 38,000 | .00% | Z40 | 30,290 | 39,338 | 48,385 |
| Athletics | Head Women's Tennis Coach | 1.00 | 39,622 | .00% | Z50 | 31,689 | 41,155 | 50,620 |
| Athletics | Head Wrestling Coach | 1.00 | 65,298 | .00% | | | | |
| Athletics | Senior Assoc. Athl. Director | 1.00 | 91,304 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Athletics | Video Coordinator | 1.00 | 34,415 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Board of Trustees | Asst. to VP/General Counsel | 1.00 | 71,663 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Board of Trustees | Internal Auditor | 1.00 | 64,543 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Board of Trustees | VP General Counsel | 1.00 | 194,413 | .00% | E83 | 124,922 | 165,522 | 206,121 |
| Campus Community & Climate | Assistant Director | 1.00 | 47,414 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Campus Community & Climate | Associate Director | 1.00 | 54,134 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Campus Community & Climate | Associate Director | 1.00 | 51,300 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Campus Community & Climate | AVP for Equity & Inclusion | 1.00 | 131,625 | .00% | D63 | 82,010 | 108,663 | 135,316 |
| Campus Community & Climate | Business Manager | .50 | 29,503 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Campus Community & Climate | Case Manager & Coordinator | 1.00 | 49,000 | .00% | | | | |
| Campus Community & Climate | Chief Conduct Officer | 1.00 | 108,338 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| Campus Community & Climate | Conduct Officer Title IX | 1.00 | 51,638 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Campus Community & Climate | Dir Cesar Chavez Cultrl Cntr | 1.00 | 61,408 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Campus Community & Climate | Dir. Native American Cntr. | 1.00 | 61,408 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Campus Community & Climate | Director - APASS | 1.00 | 61,408 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Campus Community & Climate | Director Marcus Garvey Center | 1.00 | 61,256 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Campus Community & Climate | Director of Veteran Services | 1.00 | 59,461 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Campus Community & Climate | Director Women's Resource Ctr | 1.00 | 61,408 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Campus Community & Climate | Executive Assistant | 1.00 | 52,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Campus Community & Climate | Gender & Sexuality Director | 1.00 | 59,461 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Campus Community & Climate | Investigator-Title IX & other | 1.00 | 56,331 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Campus Community & Climate | VP for Campus Community & Clim | 1.00 | 187,313 | .00% | E83 | 124,922 | 165,522 | 206,121 |
| Finance and Administration | Academic Report Writer | 1.00 | 57,147 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Administrative Aide | 1.00 | 38,702 | .00% | A12 | 29,289 | 37,344 | 45,398 |
| Finance and Administration | Assistant Controller | 1.00 | 91,000 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Finance and Administration | Asst Clery Compliance Officer | 1.00 | 40,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Finance and Administration | Asst Dir Enterprise Sys & Ap | 1.00 | 90,146 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| Finance and Administration | Asst Dir Infrastructure & Netw | 1.00 | 90,146 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| Finance and Administration | Asst Dir. for Community Arts | 1.00 | 52,719 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Finance and Administration | Asst Director of Support Svcs | 1.00 | 81,587 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| Finance and Administration | Asst Legal Counsel & CPO | 1.00 | 128,400 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Finance and Administration | Asst VP Facilities Management | 1.00 | 144,801 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Finance and Administration | Asst. Dir. Conference | 1.00 | 60,750 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Asst. Dir. of HR & Payroll | 1.00 | 89,201 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Finance and Administration | Asst. to the Vice President | 1.00 | 76,121 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Finance and Administration | Asst. VP for IT | 1.00 | 168,679 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Finance and Administration | Athletic Ticketing Manager | 1.00 | 34,112 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Finance and Administration | AVP for Finance | 1.00 | 134,771 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Finance and Administration | Benefit Coordinator | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Budget & Research Analyst | 1.00 | 86,923 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Budget Analyst | 1.00 | 76,424 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Budget and Research Analyst | 1.00 | 74,461 | .00% | C42 | 59,461 | 78,786 | 98,111 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|----------------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Finance and Administration | Budget/Research/Sys. Analyst | 1.00 | 88,020 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Building Trades Manager | 1.00 | 72,485 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Bursar | 1.00 | 85,023 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| Finance and Administration | Business Manager | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Business Manager | 1.00 | 55,968 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Business Manager | 1.00 | 60,750 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Business Mgr. | .75 | 49,543 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Business Services Coordinator | 1.00 | 45,563 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Finance and Administration | Business Systems Analyst | 1.00 | 82,713 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Chief Information Security Off | 1.00 | 97,225 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Chief of University Police | 1.00 | 117,764 | .00% | E81 | 101,973 | 135,115 | 168,256 |
| Finance and Administration | Conference & Event Coordinator | 1.00 | 39,648 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Finance and Administration | Conference & Event Coordinator | 1.00 | 39,648 | .00% | | | | |
| Finance and Administration | Conference Coordinator | 1.00 | 41,648 | .00% | A12 | 29,289 | 37,344 | 45,398 |
| Finance and Administration | Controller | 1.00 | 120,521 | .00% | D72 | 95,319 | 126,298 | 157,276 |
| Finance and Administration | Data Analyst & Report Writer | 1.00 | 55,688 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Data Analyst & Report Writer | 1.00 | 60,055 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Data Scientist/IR Analyst | .80 | 67,325 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Database Administrator | 1.00 | 84,569 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Desktop Support Manager | 1.00 | 75,269 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Dir Parking and Transit Svcs | 1.00 | 84,986 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Dir. Institutional Reporting | 1.00 | 113,603 | .00% | D63 | 82,010 | 108,663 | 135,316 |
| Finance and Administration | Dir. of App. and Databases | 1.00 | 114,883 | .00% | D63 | 82,010 | 108,663 | 135,316 |
| Finance and Administration | Dir. of Core Services | 1.00 | 117,254 | .00% | D63 | 82,010 | 108,663 | 135,316 |
| Finance and Administration | Dir. UNC Card Office | 1.00 | 81,634 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Director - University Center | 1.00 | 78,760 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Finance and Administration | Director of Campus Ticketing | 1.00 | 54,134 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Director of Environ. Health | 1.00 | 94,201 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Finance and Administration | Director of Human Resources | 1.00 | 130,530 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Finance and Administration | Employee Service Coordinator | 1.00 | 35,000 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Finance and Administration | Employment Hiring Specialist | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Environ Hlth & Safety Spec | 1.00 | 48,600 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Finance and Administration | Environ Hlth/Safety Specialist | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Finance and Administration | Financial Analyst | .67 | 53,156 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Human Resources Generalist | 1.00 | 54,134 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Immunization Coordinator | 1.00 | 44,550 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Finance and Administration | Insurance Coordinator | 1.00 | 40,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Finance and Administration | IT Security Engineer | 1.00 | 72,508 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Lead Conference/Event Planner | 1.00 | 45,184 | .00% | A12 | 29,289 | 37,344 | 45,398 |
| Finance and Administration | Manager Custodial Services | 1.00 | 61,408 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Manager Data Center & Soft Dev | 1.00 | 76,500 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Mgr Infrastructure & Acad Tech | 1.00 | 74,358 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Mgr of Payroll | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Mgr. Landscaping and Grounds | 1.00 | 84,901 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | PCard & Payment Specialist | 1.00 | 45,500 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Finance and Administration | Police Communication Tech Spec | 1.00 | 46,545 | .00% | B22 | 34,112 | 43,493 | 52,874 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|----------------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Finance and Administration | Project Coordinator | 1.00 | 67,000 | .00% | | | | |
| Finance and Administration | Project Coordinator | 1.00 | 73,083 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Project Coordinator | 1.00 | 77,864 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Project Coordinator Fac Mngt | 1.00 | 73,429 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Project Manager | 1.00 | 96,882 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Purchasing & Contracts Special | 1.00 | 60,750 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Research Analyst | 1.00 | 71,690 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Resource Conservation Mgr. | 1.00 | 86,172 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | Senior Analyst | 1.00 | 70,875 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Software Applications Trainer | 1.00 | 46,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Finance and Administration | Sr Network & Voice Engineer | 1.00 | 75,887 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| Finance and Administration | Sr. VP for Fin & Admin and CFO | 1.00 | 229,845 | .00% | E92 | 165,209 | 218,902 | 272,595 |
| Finance and Administration | Strategic Sourcing Specialist | 1.00 | 62,000 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Finance and Administration | Technical Support Manager | 1.00 | 60,000 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Finance and Administration | UC Operations & Technology MGR | 1.00 | 44,243 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| President | Assistant to the President | 1.00 | 145,353 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| President | Exec. Asst. to the President | 1.00 | 74,502 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| President | President | 1.00 | 375,000 | .00% | | | | |
| President | Presidential Advisor | .50 | 80,661 | .00% | | | | |
| Provost Academic Colleges | Academic Advisor | .92 | 48,969 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Academic Advisor | .92 | 44,338 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Acting Dean PVA | 1.00 | 133,000 | .00% | | | | |
| Provost Academic Colleges | Admin. Aide College of PVA | 1.00 | 51,658 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Administrative Coordinator | 1.00 | 48,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Administrative Specialist | 1.00 | 50,954 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Administrative Specialist | 1.00 | 46,474 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Administrative Specialist | 1.00 | 45,450 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Administrative Specialist | 1.00 | 38,981 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Administrative Specialist | 1.00 | 55,268 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | ASLIS RSA Project Climb Co-Dir | .70 | 45,563 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | ASLIS: RSA Grant Coordinator | .50 | 24,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Assist to Prgrm Coordinator | .50 | 25,665 | .00% | A12 | 29,289 | 37,344 | 45,398 |
| Provost Academic Colleges | Assistant Brewer | 1.00 | 45,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Assoc. Dir. of Jazz Studies | 1.00 | 52,514 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Associate Dean | 1.00 | 119,430 | .00% | D63 | 82,010 | 108,663 | 135,316 |
| Provost Academic Colleges | Associate Dean | 1.00 | 116,711 | .00% | D63 | 82,010 | 108,663 | 135,316 |
| Provost Academic Colleges | Associate Dean HSS | .92 | 123,516 | .00% | | | | |
| Provost Academic Colleges | Associate Director | 1.00 | 88,018 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Associate Director-SBDC | 1.00 | 40,500 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Provost Academic Colleges | Asst Dean & Dir Math & Science | 1.00 | 114,000 | .00% | | | | |
| Provost Academic Colleges | Budget Manager | 1.00 | 43,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Business & Technology Manager | .80 | 44,431 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Business Consult/Mrktg Assist | 1.00 | 32,910 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Provost Academic Colleges | Business Consultant | 1.00 | 32,910 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Provost Academic Colleges | Business Manager | 1.00 | 60,138 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Business Manager SON | 1.00 | 42,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|---------------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Provost Academic Colleges | CLIMB Co-Director | 1.00 | 64,711 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Clinical Placement Coord | 1.00 | 40,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | College Dir. of Technology | 1.00 | 86,878 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| Provost Academic Colleges | Coordinator Prof Psych Ext Stu | .40 | 26,475 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Criminal Justice Advisor | 1.00 | 46,664 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Dean Ed.& Behavioral Sciences | 1.00 | 162,714 | .00% | D72 | 95,319 | 126,298 | 157,276 |
| Provost Academic Colleges | Dean Hum.& Soc.Sciences | 1.00 | 149,749 | .00% | D72 | 95,319 | 126,298 | 157,276 |
| Provost Academic Colleges | Dean Natural & Health Sciences | 1.00 | 175,000 | .00% | D72 | 95,319 | 126,298 | 157,276 |
| Provost Academic Colleges | Dean of the College of Busines | 1.00 | 222,750 | .00% | D72 | 95,319 | 126,298 | 157,276 |
| Provost Academic Colleges | Dean Performing & Visual Arts | 1.00 | 162,501 | .00% | D72 | 95,319 | 126,298 | 157,276 |
| Provost Academic Colleges | Dir Colorado Cntr for Rural Ed | .25 | 17,719 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Dir Small Business Dev Ctr | 1.00 | 60,750 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Academic Colleges | Dir. CUE | 1.00 | 96,629 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Provost Academic Colleges | Dir. DO IT CENTER | .40 | 32,786 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Provost Academic Colleges | Dir. of Cumbres | 1.00 | 88,015 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Academic Colleges | Dir. of the Tointon Institute | .83 | 104,828 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| Provost Academic Colleges | Director MCB Advising | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Director of Academic Inclusion | 1.00 | 50,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Director of Galleries | 1.00 | 50,625 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Exec Assist to the Dean | 1.00 | 56,290 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Executive Director GOAL | 1.00 | 60,000 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Financial Analyst | 1.00 | 72,293 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Academic Colleges | GOAL Director Campus Inclusion | 1.00 | 50,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Instructional Coordinator | 1.00 | 48,600 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Instrumentation Specialist II | 1.00 | 48,865 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Instrumentation Specialist III | 1.00 | 61,965 | .00% | B31 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Interim Master Electrical Mngr | .50 | 24,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Lab Coordinator | 1.00 | 34,112 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Lab Specialist | 1.00 | 58,997 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Laboratory & Industry Agency L | .50 | 20,448 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Licensure Officer School of TE | 1.00 | 59,461 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Academic Colleges | Marketing Coordinator | 1.00 | 49,572 | .00% | A13 | 30,897 | 39,394 | 47,890 |
| Provost Academic Colleges | MCB Academic Advisor | 1.00 | 45,184 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Mgr. UNC/Greeley Jazz Festival | .75 | 34,214 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Music Director | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Music Enrollment Specialist | 1.00 | 45,184 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Music Retention & Bus Coord | 1.00 | 48,600 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Nursing Academic Advisor | 1.00 | 40,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Off-Campus Program Manager | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Office Manager | 1.00 | 44,124 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Post Doc Research Assoc | 1.00 | 52,146 | .00% | | | | |
| Provost Academic Colleges | Post Doctoral Research Associa | 1.00 | 50,000 | .00% | | | | |
| Provost Academic Colleges | Postdoctoral Research Fellow | 1.00 | 45,996 | .00% | | | | |
| Provost Academic Colleges | Professional Experience Coordi | 1.00 | 44,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Prog. Admin. Frontiers of Scie | 1.00 | 66,154 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Program Coordinator | .50 | 26,325 | .00% | B21 | 32,504 | 41,443 | 50,382 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|-------------------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Provost Academic Colleges | Program Coordinator | 1.00 | 32,504 | .00% | | | | |
| Provost Academic Colleges | Program Coordinator CUMBRES | 1.00 | 47,868 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Program Dir. for RSVP | 1.00 | 44,425 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Program Management Specialist | 1.00 | 40,144 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Program Manager | 1.00 | 32,504 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Provost Academic Colleges | Project Assistant | .50 | 22,197 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Provost Academic Colleges | Project Coordinator | .20 | 10,302 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Project Coordinator | 1.00 | 68,000 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Project Coordinator | 1.00 | 52,650 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Project Manager | 1.00 | 40,000 | .00% | | | | |
| Provost Academic Colleges | Props/Opera Technical Director | 1.00 | 48,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Psychological Sciences Acad Ad | 1.00 | 40,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Recording Studio Technician | .93 | 45,259 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Recruitment Coordinator | 1.00 | 35,568 | .00% | A13 | 30,897 | 39,394 | 47,890 |
| Provost Academic Colleges | Resident Scenic Artist | 1.00 | 48,600 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Provost Academic Colleges | Resources Director DOIT | 1.00 | 48,600 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Senior Administrative Spec | 1.00 | 53,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Senior Business Manager | 1.00 | 69,346 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Sr Business Mgr College of NHS | 1.00 | 60,750 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Sr. Administrative Specialist | 1.00 | 54,885 | .00% | | | | |
| Provost Academic Colleges | Sr. Business Mgr. PVA | 1.00 | 66,488 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Sr.Student Services Specialist | 1.00 | 65,374 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Academic Colleges | Stu Srvs Coord Clinical Requir | 1.00 | 43,589 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Student Services Coordinator | .60 | 36,493 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Student Services Coordinator | 1.00 | 45,184 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Academic Colleges | Student Services Specialist | 1.00 | 40,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Academic Colleges | Technical Director | 1.00 | 48,600 | .00% | | | | |
| Provost Academic Colleges | UNC-CRI Clinical Coordinator | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Academic Colleges | Undergrad Prgrm Mngmt Spec | 1.00 | 40,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Academic Advisor | 1.00 | 45,184 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Academic Advisor | 1.00 | 45,184 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Academic Advisor | 1.00 | 45,749 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Academic Advisor | 1.00 | 45,749 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Academic Coach | .92 | 41,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Academic Coach | 1.00 | 46,664 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Academic Scheduling Supp Spec | 1.00 | 46,402 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Access Coordinator | 1.00 | 41,273 | .00% | | | | |
| Provost Non-College Functions | Adaptive Technology Coordinato | 1.00 | 41,273 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Administrative Aide | .50 | 22,491 | .00% | A12 | 29,289 | 37,344 | 45,398 |
| Provost Non-College Functions | Administrative Specialist | 1.00 | 49,613 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Admissions Recruitmnt Spec. | 1.00 | 44,338 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Admissions/Recruit. Specialist | 1.00 | 42,313 | .00% | A13 | 30,897 | 39,394 | 47,890 |
| Provost Non-College Functions | Adult Stu Client Rel Mgt Coord | 1.00 | 51,059 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Assist Dean Grad School | 1.00 | 106,000 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| Provost Non-College Functions | Assist Dean of Students | 1.00 | 78,469 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| Provost Non-College Functions | Assist Dir/Training Director | 1.00 | 69,039 | .00% | C41 | 54,134 | 71,728 | 89,321 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|-------------------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Provost Non-College Functions | Assist Reg/OES & Compliance | 1.00 | 60,005 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Assistant Dean for Admissions | 1.00 | 63,250 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Assistant Dir Prevention Educa | 1.00 | 54,811 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Assistant Director Assessment | .70 | 46,113 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Assistant Provost | 1.00 | 125,154 | .00% | | | | |
| Provost Non-College Functions | Assistant Registrar | 1.00 | 60,573 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Assoc Dir Career Services | 1.00 | 57,500 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Assoc Director Student Activ | 1.00 | 57,500 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Assoc Provost & Dean Grad Schl | 1.00 | 154,307 | .00% | D72 | 95,319 | 126,298 | 157,276 |
| Provost Non-College Functions | Assoc. Dir. Sponsored Programs | 1.00 | 96,188 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Provost Non-College Functions | Associate Dean | 1.00 | 96,665 | .00% | D63 | 82,010 | 108,663 | 135,316 |
| Provost Non-College Functions | Asst Dean of Student Life | 1.00 | 78,670 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Provost Non-College Functions | Asst Dean of University Libr | 1.00 | 83,035 | .00% | D63 | 82,010 | 108,663 | 135,316 |
| Provost Non-College Functions | Asst Dir for Student Athlete | 1.00 | 46,664 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Asst Dir New Student Orient. | 1.00 | 45,749 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Asst Dir of Student Outreach | 1.00 | 56,437 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Asst Director | 1.00 | 47,601 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Asst Provost for Acad Affairs | 1.00 | 96,484 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| Provost Non-College Functions | Asst to Assoc Provost & Dean | 1.00 | 59,970 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Asst VP for Student Success | 1.00 | 105,200 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| Provost Non-College Functions | Asst. to the Provost | 1.00 | 65,580 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | AVP - Student Engagement & DOS | 1.00 | 131,625 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Provost Non-College Functions | AVP Research & Sponsored Progr | 1.00 | 149,232 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| Provost Non-College Functions | Budget & Contracting Coord | 1.00 | 39,750 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Business Manager | 1.00 | 60,311 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Career Counselor | 1.00 | 46,049 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Career Counselor | 1.00 | 46,049 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Career Counselor | 1.00 | 46,664 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Case Manager | 1.00 | 40,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Case Manager | 1.00 | 54,000 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | CHE Director | 1.00 | 61,908 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Non-College Functions | CHE English Instructor | .92 | 43,376 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Colorado Springs Site Coord | .60 | 27,943 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Coor. Academic Advising/Prog | 1.00 | 54,134 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Coord Asian Ed Partnerships | 1.00 | 43,272 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Coordinator of Technology | .92 | 46,426 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Curriculum Liason Specialist | 1.00 | 56,657 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Dean University Libraries | 1.00 | 154,728 | .00% | D72 | 95,319 | 126,298 | 157,276 |
| Provost Non-College Functions | Denver Center Coordinator | 1.00 | 47,476 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Digital Comm & Mrkt Specialist | 1.00 | 52,038 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Dir Major Explor & Acad Probat | 1.00 | 59,461 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Non-College Functions | Dir of Instructional Design | 1.00 | 59,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Dir. Academic Success | 1.00 | 60,729 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Non-College Functions | Dir. Career Services | 1.00 | 76,116 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Non-College Functions | Dir. Counseling Center | 1.00 | 83,845 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Non-College Functions | Dir. for Orientation | 1.00 | 60,704 | .00% | C42 | 59,461 | 78,786 | 98,111 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|-------------------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Provost Non-College Functions | Dir. McNair Scholars | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Director for Honors & Scholars | 1.00 | 60,204 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Non-College Functions | Director of Assessment | 1.00 | 95,008 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| Provost Non-College Functions | Director of Professional Dev | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Director of Tutorial Services | 1.00 | 60,704 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Non-College Functions | Director One Stop + | 1.00 | 74,000 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Provost Non-College Functions | Director Study Abroad | 1.00 | 49,613 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Director-Intensive English | 1.00 | 48,000 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| Provost Non-College Functions | Employer Relations Specialist | 1.00 | 43,049 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Enrollment Coach & Recruiter | 1.00 | 43,779 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Enrollmnt Coach & Univ Recruit | 1.00 | 42,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Event Coordinator | 1.00 | 43,613 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Exec Dir Center for Int'l Educ | 1.00 | 80,000 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| Provost Non-College Functions | Executive Dir Extended Campus | 1.00 | 96,000 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| Provost Non-College Functions | Executive Office Manager | 1.00 | 34,843 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Ext Deg Prgm Services Coord | 1.00 | 49,785 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Grants & Contracts Admin | 1.00 | 54,811 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | IM&T Assessment | 1.00 | 55,011 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Instructional Technologist/Tra | 1.00 | 46,000 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| Provost Non-College Functions | Interpreter Coordinator | 1.00 | 52,004 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Intl Student Scholar Svcs Dir | 1.00 | 52,388 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Learning Specialist | 1.00 | 45,749 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Licensed Staff Psychologist | .50 | 33,298 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Licensed Staff Psychologist | .80 | 53,276 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Licensed Staff Psychologist | 1.00 | 61,000 | .00% | | | | |
| Provost Non-College Functions | Licensed Staff Psychologist | 1.00 | 60,932 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Licensed Staff Psychologist | 1.00 | 54,000 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Loveland Center Coordinator | 1.00 | 47,476 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Loveland Site Coordinator | 1.00 | 47,476 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Marketing Manager | 1.00 | 55,962 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Marketing Specialist | .75 | 38,015 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Marketing Specialist | 1.00 | 46,664 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Marketing Specialist | 1.00 | 52,638 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Marketing Specialist | 1.00 | 51,625 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | National Testing Coordinator | .50 | 23,332 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Office Coordinator | 1.00 | 39,574 | .00% | A12 | 29,289 | 37,344 | 45,398 |
| Provost Non-College Functions | Office Manager/Executive Asst | 1.00 | 40,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Onsite Assist Advisor | .50 | 18,500 | .00% | | | | |
| Provost Non-College Functions | Pre Doctoral Intern | 1.00 | 22,754 | .00% | | | | |
| Provost Non-College Functions | Pre-doctoral Psy. Intern | 1.00 | 22,754 | .00% | | | | |
| Provost Non-College Functions | Predoctoral Psychology Intern | 1.00 | 22,754 | .00% | | | | |
| Provost Non-College Functions | Prevention Coordinator | 1.00 | 44,263 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Prog.Spec. Instructional Serv | 1.00 | 48,074 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Program Coordinator | 1.00 | 40,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Program Coordinator Upward Bnd | 1.00 | 49,083 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| Provost Non-College Functions | Recruiter | 1.00 | 44,268 | .00% | B22 | 34,112 | 43,493 | 52,874 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|-------------------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| Provost Non-College Functions | Registrar | 1.00 | 97,281 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| Provost Non-College Functions | Research Compliance Manager | 1.00 | 58,990 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Senior Business Manager | 1.00 | 71,728 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Staff Psychologist-LPC | .75 | 47,070 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | State Auth & Comp Adminstr | 1.00 | 60,000 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| Provost Non-College Functions | Student Development Specialist | 1.00 | 45,749 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Testing Services Manager | 1.00 | 45,184 | .00% | | | | |
| Provost Non-College Functions | Transfer Coordinator | 1.00 | 33,396 | .00% | | | | |
| Provost Non-College Functions | Transfer Evaluator | 1.00 | 33,396 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| Provost Non-College Functions | Tutoring Coordinator | 1.00 | 45,749 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| Provost Non-College Functions | Upward Bound Director | 1.00 | 59,080 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Administrative Coordinator | 1.00 | 43,826 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Admissions Counselor | 1.00 | 34,977 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Admissions Counselor | 1.00 | 34,977 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Admissions Counselor | 1.00 | 34,977 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Assignments Coordinator | 1.00 | 45,563 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Assist Dir of Residential Educ | 1.00 | 54,811 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Assist to AVP Enr Mgmt | 1.00 | 66,788 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Assist to Dir of Admissions | 1.00 | 47,762 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Assistant Dir. Dining Services | 1.00 | 76,063 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| University Relations | Assoc Dir of Oper & Visitor Sv | 1.00 | 72,000 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| University Relations | Assoc Dir of Recruit Outreach | 1.00 | 70,000 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| University Relations | Assoc. Dir. Financial Aid | 1.00 | 73,015 | .00% | C44 | 66,977 | 88,745 | 110,513 |
| University Relations | Assoc. Dir. Financial Aid | 1.00 | 70,000 | .00% | C44 | 66,977 | 88,745 | 110,513 |
| University Relations | Associate Director Campus Recr | 1.00 | 64,829 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Asst Dir - Competitive Sports | 1.00 | 48,000 | .00% | B31 | 45,184 | 57,610 | 70,036 |
| University Relations | Asst Dir - Outdoor Pursuits | 1.00 | 48,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| University Relations | Asst Dir of Facilities/Oper. | 1.00 | 48,000 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Asst Dir of Residential Educ | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Asst VP Enrlmnt & Student Acce | 1.00 | 156,670 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| University Relations | Asst VP for Marketing | 1.00 | 130,594 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| University Relations | Asst. Dir Housing Services | 1.00 | 55,907 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Asst. Dir of Residential Educ | 1.00 | 54,811 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Asst. Director Board Ops | 1.00 | 70,590 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| University Relations | Asst. to Dir of Residential Ed | 1.00 | 49,315 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Business Manager | 1.00 | 54,134 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Communications Coordinator | 1.00 | 39,910 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Coord Intramural Sports | 1.00 | 40,144 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Coord of Fitness & Wellness | 1.00 | 39,648 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Coord of Processing & Verifica | 1.00 | 46,938 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Coordinator of Facilities | 1.00 | 39,648 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Coordinator of Scholarships | 1.00 | 45,500 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Coordinator of Visitor Svcs | 1.00 | 40,441 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Creative Content Producer | 1.00 | 54,500 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Digital & UX Designer | 1.00 | 46,000 | .00% | | | | |
| University Relations | Digital Content Developer | 1.00 | 49,563 | .00% | B23 | 39,648 | 50,552 | 61,455 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|----------------------|--------------------------------|------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| University Relations | Digital Marketing Specialist | 1.00 | 59,000 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| University Relations | Dir - Univ News and Public Rel | 1.00 | 78,344 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| University Relations | Dir of Residential Education | 1.00 | 89,353 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| University Relations | Dir. Campus Recreation | 1.00 | 76,000 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| University Relations | Dir. Dining Services | 1.00 | 101,935 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| University Relations | Dir. of Athletics | 1.00 | 173,601 | .00% | E82 | 108,627 | 143,931 | 179,235 |
| University Relations | Dir. Student Financial Aid | 1.00 | 101,344 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| University Relations | Director of Admissions | 1.00 | 105,648 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| University Relations | Director of Housing Services | 1.00 | 93,892 | .00% | C51 | 66,977 | 88,745 | 110,513 |
| University Relations | Director of Web Communications | 1.00 | 78,000 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| University Relations | Early Alert & EMSA Proj Mgr | 1.00 | 53,197 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Enrollment Coach & Recruiter | 1.00 | 45,706 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Exec Dir Creative Services | 1.00 | 89,000 | .00% | C52 | 70,736 | 93,725 | 116,714 |
| University Relations | Exec Dir Enrmt Mgtm Stu Access | 1.00 | 114,602 | .00% | D61 | 74,494 | 98,705 | 122,915 |
| University Relations | Executive Chef and Trainer | 1.00 | 78,236 | .00% | C43 | 63,219 | 83,766 | 104,312 |
| University Relations | Financial & Budget Analyst | 1.00 | 54,134 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Financial Aid Counselor | .50 | 19,824 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Financial Aid Counselor | .50 | 19,824 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Financial Aid Counselor | .50 | 20,145 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Financial Aid Counselor | .90 | 36,261 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Financial Aid Counselor | 1.00 | 40,287 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Financial Aid Counselor | 1.00 | 41,200 | .00% | | | | |
| University Relations | Financial Aid Counselor | 1.00 | 40,144 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Financial Aid Counselor | 1.00 | 40,648 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Financial Aid Counselor | 1.00 | 39,648 | .00% | | | | |
| University Relations | Graphic Designer | 1.00 | 52,380 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| University Relations | Graphic/Web Designer | 1.00 | 56,328 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| University Relations | Market Development Manager | 1.00 | 49,572 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| University Relations | Market Development Manager | 1.00 | 69,026 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Market Development Manager | 1.00 | 69,332 | .00% | C41 | 54,134 | 71,728 | 89,321 |
| University Relations | Marketing Communications Spec | 1.00 | 53,525 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Marketing Manager | 1.00 | 67,199 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| University Relations | Photographer | .50 | 30,004 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Photographer/Graphic Designer | 1.00 | 58,656 | .00% | B24 | 45,184 | 57,610 | 70,036 |
| University Relations | Regional Admissions Counselor | 1.00 | 40,648 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Regional Admissions Counselor | 1.00 | 40,144 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Residence Hall Director | 1.00 | 47,476 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Residence Hall Director | 1.00 | 45,650 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Residence Hall Director | 1.00 | 47,476 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Residence Hall Director | 1.00 | 45,650 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Residence Hall Director | 1.00 | 47,476 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Residence Hall Director | 1.00 | 45,650 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Residence Hall Director | 1.00 | 47,476 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Residence Hall Director | 1.00 | 45,650 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Residence Hall Director | 1.00 | 47,476 | .00% | B21 | 32,504 | 41,443 | 50,382 |
| University Relations | Senior Admissions Counselor | 1.00 | 34,977 | .00% | B23 | 39,648 | 50,552 | 61,455 |

| Area | Title | FTE | FY19 Final Salary | FY19 % Salary Increase | DBM | Pay Band Minimum | Pay Band Midpoint | Pay Band Maximum |
|----------------------|------------------------------|---------------|-------------------------|------------------------------|-----|---------------------|----------------------|---------------------|
| University Relations | Senior Business Manager | .67 | 49,112 | .00% | C42 | 59,461 | 78,786 | 98,111 |
| University Relations | Sr. Financial Aid Counselor | 1.00 | 41,185 | .00% | B23 | 39,648 | 50,552 | 61,455 |
| University Relations | Videographer | 1.00 | 56,801 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | Videographer | 1.00 | 59,676 | .00% | B22 | 34,112 | 43,493 | 52,874 |
| University Relations | VP External & Univ Relations | 1.00 | 207,070 | .00% | E83 | 124,922 | 165,522 | 206,121 |
| Total | | 491.12 | 31,491,554 | | | | | |

Notes:

1. Vacant positions without a new hire job record in Banner as of 9/1/18 are excluded.
2. No salary increases were approved for FY19.