



September 21, 2016

To: Stephen Luttmann, Faculty Senate Chair
Re: Faculty Compensation Information and Process Update
From: Robbyn R. Wacker, Provost

I wanted to provide Faculty Senate with information about faculty compensation, the compensation identity plan that guides our compensation goals, and the process we used to determine compensation distribution this fiscal year.

Compensation Identity Plan – Overall Compensation Target

In 2011, our Board of Trustees (BOT) supported a Compensation Identity Plan¹ that set an overall compensation target of 90% of the CUPA² average salary by rank based on our identified NCHEMS (National Center for Higher Education Management Systems) peer group. In the last five years, the BOT has approved a pool of 5% of total salary dollars for FY13 and FY14 and 3% for FY15, FY16 and FY17. As a result, we have invested \$6.6 million in faculty salaries and made significant progress toward our compensation identity target.

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

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

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

Faculty Salary Investments

	Fall 12 FY13	Fall 13 FY14	Fall 14 FY15	Fall 15 FY16	Fall 16 FY17	Total
Promotions	74,000	150,000	150,000	95,000	119,500	588,500
Maintenance of Effort (MOE)	892,823	623,995	319,653	490,214	892,995	3,219,680
Parity/Compression/Inversion /Provost Discretion	829,826	952,800	517,091	468,092	43,128	2,810,937
Total	1,796,649	1,726,795	986,744	1,053,306	1,055,623	6,619,117

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

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

Faculty Compensation Distribution Process

As you know, for Fall 2016 (FY 17), Faculty Senate recommended a “...one year parity holiday. We do so to address issues of morale for faculty members who have not received parity and only 1-1.5% salary increases...We thus recommend that all available funds in the 3% salary pool be distributed as a maintenance of effort increase for all eligible faculty...” (Senate Action, April 4, 2016, No. 1111). We used this recommendation to shape the increases as described below and the following increases were calculated for each faculty member:

- Promotion increase, if applicable.
- 2.75% maintenance of effort (MOE) increase for all faculty who had at least a “meets expectations” evaluation.
- Provost discretion to maintain any historical compensation gaps due to evaluations, to correct inversion and compression issues due to hires in the previous year and to address retention issues.

Compensation Outcomes

I have included with this document additional compensation outcome data (Attachments A and B) sorted by rank and college to show a more detailed analysis of individual salary comparisons for FY17. We will be using this information help us frame our ongoing conversations about faculty salaries and our continued work with members of the Faculty Senate’s Salary Equity committee on this important issue.

As we have done the last two years, we will be reporting in March ‘17 on the progress towards our Compensation Identity Plan targets and the impact of our salary investments relative to our peers. We are nearing the targets we have set and the end of the five-year plan, therefore this fall we will begin working together to update our Compensation Identity Plan moving forward. This discussion will include a review of current peer/comparison groups and establishing new salary targets.

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

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

FY17 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	173	32.8	85.5	508,861	48.2
Associate Professor	131	24.8	85.4	283,161	26.8
Assistant Professor	164	31.1	86.4	187,594	17.8
Instructor/Lecturer	60	11.4	88.7	76,007	7.2
All	528	100.0	86.1	1,055,623	100.0

Average Percent of CUPA by College

College	Count	% of Total Count	% of CUPA Median	Salary Increase (\$)	% of Total Salary Increase
EBS	113	21.4	86.8	211,138	20.0
HSS	127	24.1	86.8	247,072	23.4
MCB	37	7.0	89.1	115,871	11.0
NHS	155	29.4	85.0	299,320	28.4
PVA	72	13.6	86.5	153,503	14.5
LIB	21	4.0	80.9	26,106	2.5
UC	3	0.6	76.8	2,613	0.2
All	528	100.0	86.1	1,055,623	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	38	86.0	32	85.3	39	89.1	4	84.1
HSS	42	85.3	28	84.3	34	87.2	23	91.8
MCB	18	87.5	10	91.5	7	85.0	2	105.5
NHS	40	83.9	37	83.7	52	84.9	26	89.0
PVA	34	85.9	17	88.2	21	86.1	-	-
LIB	1	83.9	7	83.6	9	84.5	4	67.7
UC	-	-	-	-	2	75.2	1	79.9
All	173	85.5	131	85.4	164	86.4	60	88.7

Count by CUPA Comparison Level by College

College	<80.5%	80.5-85%	85-90%	>=90%
EBS	17	40	20	36
HSS	12	51	36	28
MCB	3	7	11	16
NHS	21	63	47	24
PVA	3	32	27	10
LIB	4	13	3	1
UC	3	-	-	-
All	63	206	144	115

Count by CUPA Comparison Level by Rank

Rank	<80.5%	80.5-85%	85-90%	>=90%
Professor	25	79	40	29
Associate Professor	8	76	23	24
Assistant Professor	20	42	67	35
Instructor/Lecturer	10	9	14	27
All	63	206	144	115

Notes:

1. CUPA medians are from the FY16 CUPA survey of 160 doctoral institutions.
2. Adjustments have been made to CUPA median salaries for years in rank and instructor/lecturer ranks.
3. Vacant positions are included; stipend increases are excluded.

Faculty Compensation Outcomes 2016-17

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
EBS	1302	Bilingual, Multilingual & Multicultural	Professor	14	Tenured	1.00	85,595	0	85,595	2,354	0	87,949	2.75%	99.5%
EBS	1302	Bilingual, Multilingual & Multicultural	Professor	6	Tenured	1.00	81,352	0	81,352	2,237	0	83,589	2.75%	102.4%
EBS	1302	Bilingual, Multilingual & Multicultural	Professor	1	Tenure Track	1.00	61,281	5,000	66,281	1,823	0	68,104	2.75%	88.0%
EBS	1302	Bilingual, Multilingual & Multicultural	Assoc Professor	13	Tenured	1.00	62,494	0	62,494	1,719	0	64,213	2.75%	84.2%
EBS	1304	Ed Administration & Supervision	Professor	7	Tenured	1.00	82,809	0	82,809	2,277	0	85,086	2.75%	83.9%
EBS	1304	Ed Administration & Supervision	Professor	4	Tenured	1.00	80,619	0	80,619	2,217	0	82,836	2.75%	84.3%
EBS	1304	Ed Administration & Supervision	Professor	4	Tenured	1.00	81,699	0	81,699	2,247	0	83,946	2.75%	85.5%
EBS	1304	Ed Administration & Supervision	Assoc Professor	5	Tenured	1.00	69,479	0	69,479	1,911	1,550	72,940	4.98%	94.1%
EBS	1304	Ed Administration & Supervision	Assoc Professor	4	Tenured	1.00	70,451	0	70,451	1,937	0	72,388	2.75%	94.3%
EBS	1304	Ed Administration & Supervision	Assoc Professor	4	Tenured	1.00	70,451	0	70,451	1,937	0	72,388	2.75%	94.3%
EBS	1304	Ed Administration & Supervision	Asst Professor	2	Tenure Track	1.00	60,000	0	60,000	1,650	0	61,650	2.75%	95.9%
EBS	1304	Ed Administration & Supervision	Asst Professor	1	Tenure Track	1.00	59,000	0	59,000	1,623	0	60,623	2.75%	95.2%
EBS	1304	Ed Administration & Supervision	Asst Professor	1	Tenure Track	1.00	59,000	0	59,000	1,623	0	60,623	2.75%	95.2%
EBS	1304	Ed Administration & Supervision	Asst Professor	1	Tenure Track	1.00	60,000	0	60,000	1,650	0	61,650	2.75%	96.8%
EBS	1304	Ed Administration & Supervision	Asst Professor	1	Contract Renewable	1.00	60,000	0	60,000	1,650	0	61,650	2.75%	96.8%
EBS	1305	Ed/Instructional Media Design	Professor	6	Tenured	1.00	78,974	0	78,974	2,172	0	81,146	2.75%	92.9%
EBS	1305	Ed/Instructional Media Design	Assoc Professor	6	Tenured	1.00	58,919	0	58,919	1,620	0	60,539	2.75%	84.8%
EBS	1305	Ed/Instructional Media Design	Asst Professor	3	Tenure Track	1.00	50,750	0	50,750	1,396	0	52,146	2.75%	84.2%
EBS	1305	Ed/Instructional Media Design	Asst Professor	1	Tenure Track	1.00	56,000	0	56,000	1,540	0	57,540	2.75%	94.8%
EBS	1306	Assessment, Evaluation & Research	Professor	7	Tenured	1.00	86,412	0	86,412	2,376	0	88,788	2.75%	94.4%
EBS	1306	Assessment, Evaluation & Research	Professor	6	Tenured	1.00	81,388	0	81,388	2,238	0	83,626	2.75%	89.8%
EBS	1306	Assessment, Evaluation & Research	Professor	4	Tenured	1.00	79,646	0	79,646	2,190	0	81,836	2.75%	89.8%
EBS	1306	Assessment, Evaluation & Research	Assoc Professor	10	Tenured	1.00	70,654	0	70,654	1,943	0	72,597	2.75%	91.4%
EBS	1306	Assessment, Evaluation & Research	Assoc Professor	3	Tenured	1.00	65,543	0	65,543	1,802	0	67,345	2.75%	90.8%
EBS	1306	Assessment, Evaluation & Research	Asst Professor	1	Tenure Track	1.00	55,000	0	55,000	0	0	55,000	.00%	87.1%
EBS	1306	Assessment, Evaluation & Research	Asst Professor	1	Tenure Track	1.00	59,000	0	59,000	0	0	59,000	.00%	93.5%
EBS	1306	Assessment, Evaluation & Research	Asst Professor	1	Tenure Track	1.00	59,000	0	59,000	0	0	59,000	.00%	93.5%
EBS	1309	Social & Philosophical Foundations	Professor	9	Tenured	1.00	78,076	0	78,076	2,147	1,000	81,223	4.03%	78.5%
EBS	1309	Social & Philosophical Foundations	Assoc Professor	3	Tenured	1.00	58,419	0	58,419	1,607	500	60,526	3.61%	83.7%
EBS	1309	Social & Philosophical Foundations	Asst Professor	1	Tenure Track	1.00	51,000	0	51,000	0	0	51,000	.00%	79.9%
EBS	1310	Special Ed & Teaching	Professor	24	Tenured	1.00	98,646	0	98,646	2,713	0	101,359	2.75%	93.2%
EBS	1310	Special Ed & Teaching	Professor	23	Tenured	1.00	97,779	0	97,779	2,689	0	100,468	2.75%	93.2%
EBS	1310	Special Ed & Teaching	Professor	19	Tenured	1.00	94,236	0	94,236	2,591	0	96,827	2.75%	93.1%
EBS	1310	Special Ed & Teaching	Professor	11	Tenured	1.00	87,074	0	87,074	2,395	0	89,469	2.75%	92.8%
EBS	1310	Special Ed & Teaching	Professor	9	Tenured	1.00	85,287	0	85,287	2,345	0	87,632	2.75%	92.7%
EBS	1310	Special Ed & Teaching	Professor	8	Tenured	1.00	84,467	0	84,467	2,323	0	86,790	2.75%	92.8%
EBS	1310	Special Ed & Teaching	Professor	4	Tenured	1.00	73,875	0	73,875	2,032	0	75,907	2.75%	84.6%
EBS	1310	Special Ed & Teaching	Professor	3	Tenured	1.00	73,082	0	73,082	2,010	0	75,092	2.75%	84.6%
EBS	1310	Special Ed & Teaching	Professor	2	Tenured	1.00	72,297	0	72,297	1,988	0	74,285	2.75%	84.6%
EBS	1310	Special Ed & Teaching	Assoc Professor	12	Tenured	1.00	66,450	0	66,450	1,827	0	68,277	2.75%	85.2%
EBS	1310	Special Ed & Teaching	Assoc Professor	5	Tenured	1.00	60,623	0	60,623	1,667	957	63,247	4.33%	84.5%
EBS	1310	Special Ed & Teaching	Assoc Professor	5	Tenured	1.00	61,554	0	61,554	1,693	0	63,247	2.75%	84.5%
EBS	1310	Special Ed & Teaching	Assoc Professor	4	Tenured	1.00	60,911	0	60,911	1,675	500	63,086	3.57%	85.1%
EBS	1310	Special Ed & Teaching	Assoc Professor	1	Contract Renewable	1.00	54,843	3,000	57,843	1,591	0	59,434	2.75%	82.7%
EBS	1310	Special Ed & Teaching	Asst Professor	4	Tenure Track	1.00	52,283	0	52,283	1,438	0	53,721	2.75%	85.6%
EBS	1310	Special Ed & Teaching	Asst Professor	4	Tenure Track	1.00	54,333	0	54,333	1,494	0	55,827	2.75%	89.0%
EBS	1310	Special Ed & Teaching	Asst Professor	2	Tenure Track	.83	55,700	0	55,700	1,532	0	57,232	2.75%	112.1%
EBS	1310	Special Ed & Teaching	Asst Professor	1	Tenure Track	.83	55,700	0	55,700	0	0	55,700	.00%	110.2%
EBS	1310	Special Ed & Teaching	Asst Professor	1	Tenure Track	.83	55,700	0	55,700	0	0	55,700	.00%	110.2%
EBS	1310	Special Ed & Teaching	Asst Professor	10	Contract Renewable	1.00	55,594	0	55,594	1,529	0	57,123	2.75%	89.3%
EBS	1310	Special Ed & Teaching	Asst Professor	1	Contract Renewable	1.00	51,000	0	51,000	1,403	0	52,403	2.75%	86.1%
EBS	1310	Special Ed & Teaching	Asst Professor	1	Contract Renewable	1.00	51,000	0	51,000	1,403	0	52,403	2.75%	86.1%

Attachment B Faculty Compensation Outcomes 2016-17

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
EBS	1310	Special Ed & Teaching	Asst Professor	1	Contract Renewable	1.00	51,000	0	51,000	1,403	0	52,403	2.75%	86.1%
EBS	1310	Special Ed & Teaching	Instructor	11	Contract Renewable	1.00	46,168	0	46,168	1,270	0	47,438	2.75%	79.4%
EBS	1310	Special Ed & Teaching	Lecturer	11	Contract Renewable	.50	18,900	0	18,900	520	0	19,420	2.75%	71.5%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	11	Tenured	1.00	80,513	0	80,513	2,214	0	82,727	2.75%	88.7%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	9	Tenured	1.00	78,076	0	78,076	2,147	0	80,223	2.75%	87.8%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	1	Tenured	1.00	59,248	5,000	64,248	1,767	0	66,015	2.75%	78.6%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	6	Tenured	1.00	59,248	0	59,248	1,629	0	60,877	2.75%	81.5%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	4	Tenured	1.00	58,363	0	58,363	1,605	0	59,968	2.75%	81.9%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	4	Tenure Track	1.00	64,254	0	64,254	1,767	0	66,021	2.75%	90.2%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	2	Contract Renewable	1.00	56,439	0	56,439	1,552	0	57,991	2.75%	80.9%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	5	Tenure Track	1.00	53,937	0	53,937	1,483	0	55,420	2.75%	87.7%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	4	Tenure Track	1.00	53,308	0	53,308	1,466	0	54,774	2.75%	87.5%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	1	Contract Renewable	1.00	50,000	0	50,000	0	0	50,000	.00%	82.4%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	6	Tenured	1.00	61,153	0	61,153	1,682	0	62,835	2.75%	84.5%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	3	Tenured	1.00	57,919	0	57,919	1,593	0	59,512	2.75%	82.5%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	3	Tenured	1.00	58,769	0	58,769	1,616	0	60,385	2.75%	83.7%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	5	Tenure Track	1.00	60,771	0	60,771	1,671	0	62,442	2.75%	84.8%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Instructor	10	Contract Renewable	.80	37,878	0	37,878	1,042	0	38,920	2.75%	85.6%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	4	Tenure Track	1.00	61,242	0	61,242	1,684	0	62,926	2.75%	92.1%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	91.7%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	91.7%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	91.7%
EBS	4201	General Psychology	Professor	21	Tenured	1.00	99,078	0	99,078	2,725	0	101,803	2.75%	82.6%
EBS	4201	General Psychology	Professor	19	Tenured	1.00	97,359	0	97,359	2,677	0	100,036	2.75%	82.7%
EBS	4201	General Psychology	Professor	18	Tenured	1.00	96,446	0	96,446	2,652	0	99,098	2.75%	82.7%
EBS	4201	General Psychology	Professor	17	Tenured	1.00	95,541	0	95,541	2,627	0	98,168	2.75%	82.6%
EBS	4201	General Psychology	Professor	12	Tenured	1.00	90,992	0	90,992	2,502	0	93,494	2.75%	82.6%
EBS	4201	General Psychology	Professor	9	Tenured	1.00	88,271	0	88,271	2,427	0	90,698	2.75%	82.5%
EBS	4201	General Psychology	Professor	7	Tenured	1.00	86,548	0	86,548	2,380	0	88,928	2.75%	82.6%
EBS	4201	General Psychology	Professor	4	Tenured	1.00	81,748	0	81,748	2,248	0	83,996	2.75%	80.5%
EBS	4201	General Psychology	Professor	1	Tenured	1.00	63,615	5,000	68,615	1,887	2,000	72,502	5.66%	71.8%
EBS	4201	General Psychology	Assoc Professor	12	Tenured	1.00	67,432	0	67,432	1,854	0	69,286	2.75%	82.4%
EBS	4201	General Psychology	Assoc Professor	10	Tenured	1.00	66,160	0	66,160	1,819	0	67,979	2.75%	82.4%
EBS	4201	General Psychology	Assoc Professor	10	Tenured	1.00	75,200	0	75,200	2,068	0	77,268	2.75%	93.6%
EBS	4201	General Psychology	Assoc Professor	4	Tenured	1.00	62,343	0	62,343	1,714	0	64,057	2.75%	82.3%
EBS	4201	General Psychology	Assoc Professor	2	Tenured	1.00	61,071	0	61,071	1,679	0	62,750	2.75%	82.3%
EBS	4201	General Psychology	Asst Professor	2	Tenure Track	1.00	43,000	0	43,000	1,183	0	44,183	2.75%	66.3%
EBS	4201	General Psychology	Asst Professor	2	Tenure Track	1.00	44,290	0	44,290	1,218	0	45,508	2.75%	68.2%
EBS	4201	General Psychology	Asst Professor	1	Tenure Track	1.00	51,000	0	51,000	0	0	51,000	.00%	77.3%
EBS	4201	General Psychology	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	78.8%
EBS	4201	General Psychology	Asst Professor	1	Tenure Track	1.00	56,108	0	56,108	0	0	56,108	.00%	85.0%
EBS	4201	General Psychology	Asst Professor	4	Contract Renewable	1.00	53,026	0	53,026	1,458	0	54,484	2.75%	80.1%
EBS	4201	General Psychology	Asst Professor	2	Contract Renewable	1.00	54,000	0	54,000	1,485	0	55,485	2.75%	83.2%
EBS	4201	General Psychology	Sr Lecturer	2	Contract Renewable	1.00	49,824	0	49,824	1,370	0	51,194	2.75%	99.9%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	20	Tenured	1.00	88,557	0	88,557	2,435	0	90,992	2.75%	80.0%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	16	Tenured	1.00	85,307	0	85,307	2,346	0	87,653	2.75%	80.0%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	12	Tenured	1.00	82,058	0	82,058	2,257	0	84,315	2.75%	80.0%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	11	Tenured	1.00	83,893	0	83,893	2,307	0	86,200	2.75%	82.6%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	8	Tenured	1.00	78,808	0	78,808	2,167	0	80,975	2.75%	79.9%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	3	Tenured	1.00	74,746	0	74,746	2,056	0	76,802	2.75%	79.9%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	4	Tenured	1.00	60,013	0	60,013	1,650	0	61,663	2.75%	81.0%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	4	Tenured	1.00	60,013	0	60,013	1,650	0	61,663	2.75%	81.0%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	4	Tenured	1.00	60,013	0	60,013	1,650	500	62,163	3.58%	81.7%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	3	Tenured	1.00	58,072	0	58,072	1,597	0	59,669	2.75%	79.2%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	1	Tenured	1.00	54,929	3,000	57,929	1,593	0	59,522	2.75%	80.6%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	2	Tenure Track	1.00	53,000	0	53,000	1,458	0	54,458	2.75%	85.4%

Attachment B Faculty Compensation Outcomes 2016-17

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	2	Tenure Track	1.00	56,000	0	56,000	1,540	0	57,540	2.75%	90.2%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	2	Tenure Track	1.00	60,000	0	60,000	1,650	0	61,650	2.75%	96.6%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	82.3%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	1,430	0	53,430	2.75%	84.6%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	8	Contract Renewable	.60	37,711	0	37,711	1,037	0	38,748	2.75%	97.3%
HSS	0501	Area Studies	Professor	12	Tenured	1.00	93,423	0	93,423	2,569	0	95,992	2.75%	81.6%
HSS	0501	Area Studies	Assoc Professor	3	Tenured	1.00	64,096	0	64,096	1,763	0	65,859	2.75%	85.9%
HSS	0502	Ethnic, Cultural Minority , Gender, and Group Studies	Asst Professor	9	Tenure Track	1.00	55,037	0	55,037	1,514	0	56,551	2.75%	84.0%
HSS	0502	Ethnic, Cultural Minority , Gender, and Group Studies	Asst Professor	1	Tenure Track	1.00	43,645	2,000	45,645	0	5,355	51,000	11.73%	79.6%
HSS	0901	Communication & Media Studies	Professor	15	Tenured	1.00	92,376	0	92,376	2,540	0	94,916	2.75%	90.4%
HSS	0901	Communication & Media Studies	Professor	14	Tenured	1.00	91,461	0	91,461	2,515	0	93,976	2.75%	90.4%
HSS	0901	Communication & Media Studies	Professor	9	Tenured	1.00	81,277	0	81,277	2,235	0	83,512	2.75%	84.4%
HSS	0901	Communication & Media Studies	Professor	9	Tenured	1.00	81,277	0	81,277	2,235	0	83,512	2.75%	84.4%
HSS	0901	Communication & Media Studies	Professor	8	Tenured	1.00	80,448	0	80,448	2,212	0	82,660	2.75%	84.3%
HSS	0901	Communication & Media Studies	Professor	3	Tenured	1.00	76,273	0	76,273	2,098	0	78,371	2.75%	84.3%
HSS	0901	Communication & Media Studies	Professor	2	Tenured	1.00	73,603	0	73,603	2,024	0	75,627	2.75%	82.2%
HSS	0901	Communication & Media Studies	Asst Professor	5	Contract Renewable	1.00	50,193	0	50,193	1,380	0	51,573	2.75%	83.0%
HSS	0901	Communication & Media Studies	Lecturer	9	Contract Renewable	1.00	42,725	0	42,725	1,175	0	43,900	2.75%	91.1%
HSS	0901	Communication & Media Studies	Lecturer	6	Contract Renewable	1.00	40,652	0	40,652	1,118	0	41,770	2.75%	88.4%
HSS	0904	Journalism	Professor	19	Tenured	1.00	98,969	0	98,969	2,722	0	101,691	2.75%	90.3%
HSS	0904	Journalism	Professor	3	Tenured	1.00	71,517	0	71,517	1,967	0	73,484	2.75%	76.5%
HSS	0904	Journalism	Professor	1	Tenured	1.00	63,721	5,000	68,721	1,890	0	70,611	2.75%	75.1%
HSS	0904	Journalism	Assoc Professor	2	Contract Renewable	1.00	60,369	0	60,369	1,660	0	62,029	2.75%	80.5%
HSS	0904	Journalism	Asst Professor	2	Contract Renewable	1.00	70,000	0	70,000	1,925	0	71,925	2.75%	115.3%
HSS	0904	Journalism	Instructor	1	Contract Renewable	1.00	52,500	0	52,500	0	0	52,500	.00%	92.4%
HSS	0904	Journalism	Sr Lecturer	1	Contract Renewable	1.00	41,790	2,000	43,790	1,204	0	44,994	2.75%	82.9%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	19	Tenured	1.00	119,226	0	119,226	3,279	0	122,505	2.75%	120.4%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	18	Tenured	1.00	96,192	0	96,192	2,645	0	98,837	2.75%	98.1%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	16	Tenured	1.00	89,253	0	89,253	2,454	0	91,707	2.75%	92.7%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	12	Tenured	1.00	77,924	0	77,924	2,143	0	80,067	2.75%	84.1%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	3	Tenured	1.00	70,981	0	70,981	1,952	0	72,933	2.75%	84.0%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	1	Tenured	1.00	60,071	5,000	65,071	1,789	0	66,860	2.75%	78.7%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	5	Tenure Track	1.00	83,000	0	83,000	0	0	83,000	.00%	93.6%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	8	Tenured	1.00	57,401	0	57,401	1,579	0	58,980	2.75%	83.0%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	1	Tenured	1.00	50,817	3,000	53,817	1,480	0	55,297	2.75%	83.5%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	2	Contract Renewable	1.00	56,676	0	56,676	1,559	0	58,235	2.75%	87.0%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	5	Tenure Track	1.00	53,100	0	53,100	1,460	0	54,560	2.75%	92.4%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	3	Tenure Track	1.00	49,329	0	49,329	1,357	0	50,686	2.75%	87.6%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	1	Tenure Track	1.00	53,000	0	53,000	0	0	53,000	.00%	93.4%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	1	Tenure Track	1.00	53,000	0	53,000	0	0	53,000	.00%	93.4%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	1	Tenure Track	1.00	54,500	0	54,500	0	0	54,500	.00%	96.1%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	5	Contract Renewable	1.00	44,023	0	44,023	1,211	0	45,234	2.75%	76.6%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Instructor	35	Contract Renewable	1.00	43,467	0	43,467	1,195	0	44,662	2.75%	92.8%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Instructor	1	Contract Renewable	1.00	48,000	0	48,000	0	0	48,000	.00%	107.0%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Lecturer	4	Contract Renewable	1.00	35,880	0	35,880	987	0	36,867	2.75%	87.6%
HSS	2301	General English Language	Professor	35	Tenured	1.00	99,677	0	99,677	2,741	0	102,418	2.75%	85.9%
HSS	2301	General English Language	Professor	16	Tenured	1.00	87,605	0	87,605	2,409	0	90,014	2.75%	89.0%
HSS	2301	General English Language	Professor	12	Tenured	1.00	85,077	0	85,077	2,340	0	87,417	2.75%	89.8%
HSS	2301	General English Language	Professor	11	Tenured	1.00	84,235	0	84,235	2,316	0	86,551	2.75%	89.8%
HSS	2301	General English Language	Professor	8	Tenured	1.00	75,901	0	75,901	2,087	0	77,988	2.75%	83.4%
HSS	2301	General English Language	Professor	8	Tenured	1.00	75,901	0	75,901	2,087	0	77,988	2.75%	83.4%
HSS	2301	General English Language	Professor	1	Tenured	1.00	58,681	5,000	63,681	1,751	0	65,432	2.75%	75.4%
HSS	2301	General English Language	Assoc Professor	7	Tenured	1.00	60,859	0	60,859	1,674	0	62,533	2.75%	87.5%
HSS	2301	General English Language	Assoc Professor	4	Tenured	1.00	57,525	0	57,525	1,582	0	59,107	2.75%	85.2%
HSS	2301	General English Language	Assoc Professor	3	Tenured	.60	33,370	0	33,370	918	0	34,288	2.75%	83.2%
HSS	2301	General English Language	Assoc Professor	2	Tenured	1.00	55,255	0	55,255	1,520	0	56,775	2.75%	83.5%

Attachment B Faculty Compensation Outcomes 2016-17

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
HSS	2301	General English Language	Asst Professor	4	Tenure Track	1.00	51,258	0	51,258	1,410	0	52,668	2.75%	87.1%
HSS	2301	General English Language	Asst Professor	1	Tenure Track	1.00	51,000	0	51,000	0	0	51,000	.00%	86.9%
HSS	2301	General English Language	Asst Professor	1	Tenure Track	1.00	53,000	0	53,000	0	0	53,000	.00%	90.3%
HSS	2301	General English Language	Asst Professor	1	Tenure Track	1.00	51,000	0	51,000	0	0	51,000	.00%	86.9%
HSS	2301	General English Language	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	88.6%
HSS	2301	General English Language	Asst Professor	1	Contract Renewable	1.00	51,000	0	51,000	0	0	51,000	.00%	86.9%
HSS	2301	General English Language	Instructor	4	Contract Renewable	1.00	42,244	0	42,244	1,162	0	43,406	2.75%	95.2%
HSS	2301	General English Language	Instructor	4	Contract Renewable	1.00	42,244	0	42,244	1,162	0	43,406	2.75%	95.2%
HSS	2301	General English Language	Sr Lecturer	3	Contract Renewable	1.00	42,244	0	42,244	1,162	0	43,406	2.75%	100.7%
HSS	2301	General English Language	Sr Lecturer	3	Contract Renewable	1.00	42,244	0	42,244	1,162	0	43,406	2.75%	100.7%
HSS	2301	General English Language	Sr Lecturer	1	Contract Renewable	1.00	32,906	2,000	34,906	960	0	35,866	2.75%	84.9%
HSS	2301	General English Language	Sr Lecturer	1	Contract Renewable	1.00	37,630	2,000	39,630	1,090	0	40,720	2.75%	96.4%
HSS	2301	General English Language	Lecturer	4	Contract Renewable	1.00	33,245	0	33,245	914	0	34,159	2.75%	82.4%
HSS	2301	General English Language	Lecturer	4	Contract Renewable	1.00	41,826	0	41,826	1,150	0	42,976	2.75%	103.6%
HSS	3801	Philosophy	Assoc Professor	14	Tenured	1.00	65,639	0	65,639	1,805	0	67,444	2.75%	85.1%
HSS	3801	Philosophy	Assoc Professor	5	Tenured	1.00	59,835	0	59,835	1,645	0	61,480	2.75%	84.6%
HSS	3801	Philosophy	Asst Professor	1	Tenure Track	1.00	51,000	0	51,000	1,403	0	52,403	2.75%	88.9%
HSS	3801	Philosophy	Instructor	1	Contract Renewable	1.00	45,000	0	45,000	0	0	45,000	.00%	96.2%
HSS	4301	Criminal Justice & Corrections	Professor	12	Tenured	1.00	92,467	0	92,467	2,543	0	95,010	2.75%	85.2%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	3	Tenured	1.00	65,975	0	65,975	1,814	0	67,789	2.75%	90.5%
HSS	4301	Criminal Justice & Corrections	Asst Professor	5	Tenure Track	1.00	55,410	0	55,410	1,524	0	56,934	2.75%	89.5%
HSS	4301	Criminal Justice & Corrections	Asst Professor	3	Tenure Track	1.00	53,795	0	53,795	1,479	0	55,274	2.75%	88.6%
HSS	4301	Criminal Justice & Corrections	Asst Professor	2	Tenure Track	1.00	53,000	0	53,000	1,458	0	54,458	2.75%	88.2%
HSS	4301	Criminal Justice & Corrections	Asst Professor	1	Tenure Track	1.00	53,000	0	53,000	0	0	53,000	.00%	86.7%
HSS	4301	Criminal Justice & Corrections	Asst Professor	11	Contract Renewable	1.00	56,113	0	56,113	1,543	0	57,656	2.75%	89.7%
HSS	4301	Criminal Justice & Corrections	Asst Professor	1	Contract Renewable	1.00	44,250	2,000	46,250	1,272	0	47,522	2.75%	77.7%
HSS	4301	Criminal Justice & Corrections	Lecturer	4	Contract Renewable	1.00	39,420	0	39,420	1,084	0	40,504	2.75%	88.2%
HSS	4502	Anthropology	Professor	19	Tenured	1.00	88,722	0	88,722	2,440	0	91,162	2.75%	81.7%
HSS	4502	Anthropology	Assoc Professor	9	Tenured	1.00	79,472	0	79,472	2,185	0	81,657	2.75%	102.8%
HSS	4502	Anthropology	Assoc Professor	2	Tenured	1.00	58,720	0	58,720	1,615	0	60,335	2.75%	81.4%
HSS	4502	Anthropology	Asst Professor	5	Tenure Track	1.00	52,027	0	52,027	1,431	0	53,458	2.75%	84.0%
HSS	4502	Anthropology	Asst Professor	5	Tenure Track	1.00	52,027	0	52,027	1,431	0	53,458	2.75%	84.0%
HSS	4502	Anthropology	Sr Lecturer	1	Contract Renewable	1.00	37,630	2,000	39,630	1,090	0	40,720	2.75%	90.8%
HSS	4506	Economics	Professor	6	Tenured	1.00	106,031	0	106,031	2,916	0	108,947	2.75%	89.9%
HSS	4506	Economics	Professor	5	Tenured	1.00	104,922	0	104,922	2,885	0	107,807	2.75%	89.9%
HSS	4506	Economics	Professor	1	Tenured	1.00	92,140	5,000	97,140	2,671	0	99,811	2.75%	86.9%
HSS	4506	Economics	Assoc Professor	5	Tenured	1.00	83,715	0	83,715	2,302	0	86,017	2.75%	81.9%
HSS	4506	Economics	Assoc Professor	4	Tenured	1.00	82,917	0	82,917	2,280	0	85,197	2.75%	82.0%
HSS	4506	Economics	Asst Professor	1	Tenure Track	.50	38,158	0	38,158	0	0	38,158	.00%	85.0%
HSS	4506	Economics	Asst Professor	6	Contract Renewable	1.00	68,168	0	68,168	1,875	0	70,043	2.75%	74.2%
HSS	4507	Geography & Cartography	Professor	25	Tenured	1.00	93,993	0	93,993	2,585	0	96,578	2.75%	82.1%
HSS	4507	Geography & Cartography	Professor	12	Tenured	1.00	83,278	0	83,278	2,290	0	85,568	2.75%	82.0%
HSS	4507	Geography & Cartography	Professor	9	Tenured	1.00	80,888	0	80,888	2,224	0	83,112	2.75%	82.1%
HSS	4507	Geography & Cartography	Professor	6	Tenured	.60	47,003	0	47,003	1,293	0	48,296	2.75%	81.9%
HSS	4507	Geography & Cartography	Professor	2	Tenured	1.00	73,220	0	73,220	2,014	0	75,234	2.75%	79.9%
HSS	4507	Geography & Cartography	Assoc Professor	8	Tenured	1.00	63,777	0	63,777	1,754	0	65,531	2.75%	84.1%
HSS	4507	Geography & Cartography	Assoc Professor	4	Tenured	1.00	60,619	0	60,619	1,667	0	62,286	2.75%	83.2%
HSS	4507	Geography & Cartography	Instructor	1	Tenure Track	1.00	51,237	2,000	53,237	0	263	53,500	.49%	83.3%
HSS	4510	Political Science & Government	Professor	18	Tenured	1.00	92,358	0	92,358	2,540	0	94,898	2.75%	81.5%
HSS	4510	Political Science & Government	Professor	3	Tenured	1.00	79,362	0	79,362	2,182	0	81,544	2.75%	81.4%
HSS	4510	Political Science & Government	Professor	1	Tenured	1.00	63,659	5,000	68,659	1,888	0	70,547	2.75%	71.9%
HSS	4510	Political Science & Government	Assoc Professor	1	Tenured	1.00	55,963	3,000	58,963	1,621	0	60,584	2.75%	81.3%
HSS	4510	Political Science & Government	Asst Professor	4	Tenure Track	1.00	54,333	0	54,333	1,494	0	55,827	2.75%	86.9%
HSS	4510	Political Science & Government	Lecturer	3	Contract Renewable	1.00	42,236	0	42,236	1,161	0	43,397	2.75%	94.0%
HSS	4511	Sociology	Professor	14	Tenured	1.00	87,198	0	87,198	2,398	0	89,596	2.75%	83.3%
HSS	4511	Sociology	Assoc Professor	6	Tenured	1.00	61,629	0	61,629	0	0	61,629	.00%	80.5%

Attachment B Faculty Compensation Outcomes 2016-17

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HSS	4511	Sociology	Assoc Professor	5	Tenured	1.00	61,013	0	61,013	1,678	0	62,691	2.75%	82.7%
HSS	4511	Sociology	Assoc Professor	3	Tenured	1.00	59,780	0	59,780	1,644	0	61,424	2.75%	82.7%
HSS	4511	Sociology	Assoc Professor	1	Tenured	1.00	52,180	3,000	55,180	1,517	0	56,697	2.75%	77.9%
HSS	4511	Sociology	Asst Professor	4	Tenure Track	1.00	51,663	0	51,663	1,421	0	53,084	2.75%	81.5%
HSS	4511	Sociology	Asst Professor	2	Tenure Track	1.00	49,000	0	49,000	1,348	0	50,348	2.75%	78.9%
HSS	4511	Sociology	Instructor	17	Contract Renewable	1.00	44,373	0	44,373	1,220	0	45,593	2.75%	88.3%
HSS	4511	Sociology	Lecturer	4	Contract Renewable	1.00	35,880	0	35,880	987	0	36,867	2.75%	81.7%
HSS	5401	History	Professor	18	Tenured	1.00	87,711	0	87,711	2,412	0	90,123	2.75%	83.9%
HSS	5401	History	Professor	13	Tenured	1.00	83,533	0	83,533	2,297	0	85,830	2.75%	83.8%
HSS	5401	History	Professor	11	Tenured	1.00	81,864	0	81,864	2,251	0	84,115	2.75%	83.7%
HSS	5401	History	Assoc Professor	5	Tenured	1.00	59,218	0	59,218	1,628	0	60,846	2.75%	84.8%
HSS	5401	History	Assoc Professor	5	Tenured	1.00	59,218	0	59,218	1,628	0	60,846	2.75%	84.8%
HSS	5401	History	Assoc Professor	4	Tenured	1.00	58,167	0	58,167	1,600	0	59,767	2.75%	84.1%
HSS	5401	History	Assoc Professor	3	Tenured	1.00	57,271	0	57,271	1,575	0	58,846	2.75%	83.6%
HSS	5401	History	Assoc Professor	3	Tenured	1.00	57,271	0	57,271	1,575	0	58,846	2.75%	83.6%
HSS	5401	History	Asst Professor	6	Tenure Track	1.00	52,805	0	52,805	1,452	0	54,257	2.75%	87.8%
HSS	5401	History	Asst Professor	5	Tenure Track	1.00	52,283	0	52,283	1,438	0	53,721	2.75%	87.8%
HSS	5401	History	Asst Professor	5	Tenure Track	1.00	52,805	0	52,805	1,452	0	54,257	2.75%	88.7%
HSS	5401	History	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	88.4%
HSS	5401	History	Lecturer	10	Contract Renewable	1.00	39,850	0	39,850	1,096	0	40,946	2.75%	87.5%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Professor	8	Tenured	1.00	85,106	0	85,106	2,340	0	87,446	2.75%	83.9%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Assoc Professor	18	Tenured	1.00	71,353	0	71,353	1,962	0	73,315	2.75%	83.7%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Assoc Professor	10	Tenured	1.00	68,128	0	68,128	1,874	0	70,002	2.75%	83.0%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Assoc Professor	8	Tenured	1.00	66,816	0	66,816	1,837	0	68,653	2.75%	83.0%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Assoc Professor	7	Tenured	1.00	66,142	0	66,142	1,819	0	67,961	2.75%	82.9%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Assoc Professor	5	Tenured	1.00	64,833	0	64,833	1,783	0	66,616	2.75%	82.9%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Assoc Professor	5	Tenured	1.00	65,564	0	65,564	1,803	0	67,367	2.75%	83.9%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Assoc Professor	3	Tenured	1.00	65,619	0	65,619	1,805	0	67,424	2.75%	85.6%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	7	Tenure Track	1.00	56,334	0	56,334	1,549	0	57,883	2.75%	83.1%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	5	Tenure Track	1.00	54,574	0	54,574	1,501	0	56,075	2.75%	81.3%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	1	Tenure Track	1.00	54,000	0	54,000	0	0	54,000	.00%	81.4%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	1	Tenure Track	1.00	56,362	0	56,362	0	0	56,362	.00%	85.0%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	1	Tenure Track	1.00	56,000	0	56,000	1,540	0	57,540	2.75%	86.8%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	1	Tenure Track	1.00	64,000	0	64,000	0	0	64,000	.00%	96.5%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	5	Contract Renewable	1.00	55,173	0	55,173	1,517	0	56,690	2.75%	82.1%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	3	Contract Renewable	1.00	53,500	0	53,500	1,471	0	54,971	2.75%	81.2%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Asst Professor	2	Contract Renewable	1.00	54,000	0	54,000	1,485	0	55,485	2.75%	82.8%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Lecturer	2	Contract Renewable	.50	16,560	0	16,560	455	0	17,015	2.75%	67.7%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Lecturer	2	Contract Renewable	.50	16,560	0	16,560	455	0	17,015	2.75%	67.7%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Lecturer	2	Contract Renewable	.50	16,560	0	16,560	455	0	17,015	2.75%	67.7%
LIB	xxxx	UNC Average Adj CUPA Median by Rank	Lecturer	2	Contract Renewable	.50	16,560	0	16,560	455	0	17,015	2.75%	67.7%
MCB	5202	Admin, Mgt & Operations	Professor	21	Tenured	1.00	134,562	0	134,562	3,700	0	138,262	2.75%	84.2%
MCB	5202	Admin, Mgt & Operations	Professor	10	Tenured	1.00	169,142	0	169,142	4,651	0	173,793	2.75%	117.4%
MCB	5202	Admin, Mgt & Operations	Professor	3	Tenured	1.00	124,224	0	124,224	3,416	0	127,640	2.75%	92.7%
MCB	5202	Admin, Mgt & Operations	Assoc Professor	10	Tenured	1.00	101,720	0	101,720	2,797	0	104,517	2.75%	83.7%
MCB	5202	Admin, Mgt & Operations	Assoc Professor	6	Tenured	1.00	105,389	0	105,389	2,898	0	108,287	2.75%	90.2%
MCB	5202	Admin, Mgt & Operations	Assoc Professor	3	Tenured	1.00	110,524	0	110,524	3,039	0	113,563	2.75%	97.5%
MCB	5202	Admin, Mgt & Operations	Asst Professor	12	Tenure Track	1.00	101,720	0	101,720	2,797	0	104,517	2.75%	90.6%
MCB	5202	Admin, Mgt & Operations	Asst Professor	4	Tenure Track	1.00	94,633	0	94,633	2,602	0	97,235	2.75%	85.9%
MCB	5203	Accounting & Related Svcs	Professor	41	Tenured	1.00	134,864	0	134,864	0	0	134,864	.00%	66.5%
MCB	5203	Accounting & Related Svcs	Professor	8	Tenured	1.00	122,828	0	122,828	0	0	122,828	.00%	80.9%
MCB	5203	Accounting & Related Svcs	Professor	1	Tenured	1.00	131,515	5,000	136,515	3,754	0	140,269	2.75%	99.5%
MCB	5203	Accounting & Related Svcs	Assoc Professor	4	Tenured	1.00	132,886	0	132,886	3,654	0	136,540	2.75%	101.7%
MCB	5203	Accounting & Related Svcs	Assoc Professor	4	Tenured	1.00	133,720	0	133,720	3,677	0	137,397	2.75%	102.4%
MCB	5203	Accounting & Related Svcs	Assoc Professor	2	Tenured	1.00	106,095	0	106,095	2,918	0	109,013	2.75%	82.9%
MCB	5203	Accounting & Related Svcs	Assoc Professor	1	Tenure Track	1.00	126,198	0	126,198	3,470	0	129,668	2.75%	99.6%

Attachment B Faculty Compensation Outcomes 2016-17

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
MCB	5203	Accounting & Related Svcs	Asst Professor	1	Tenure Track	1.00	114,753	0	114,753	3,156	0	117,909	2.75%	87.3%
MCB	5203	Accounting & Related Svcs	Lecturer	3	Contract Renewable	1.00	85,000	0	85,000	2,338	0	87,338	2.75%	122.4%
MCB	5208	Finance & Financial Mgt Svcs	Professor	20	Tenured	1.00	150,126	0	150,126	4,128	0	154,254	2.75%	86.0%
MCB	5208	Finance & Financial Mgt Svcs	Professor	10	Tenured	1.00	136,354	0	136,354	3,750	0	140,104	2.75%	85.9%
MCB	5208	Finance & Financial Mgt Svcs	Professor	6	Tenured	1.00	130,963	0	130,963	3,601	0	134,564	2.75%	85.9%
MCB	5208	Finance & Financial Mgt Svcs	Professor	3	Tenured	1.00	126,872	0	126,872	3,489	0	130,361	2.75%	85.9%
MCB	5208	Finance & Financial Mgt Svcs	Assoc Professor	5	Tenured	1.00	117,275	0	117,275	3,225	5,000	125,500	7.01%	87.2%
MCB	5212	Mgt Information Sys & Svcs	Professor	22	Tenured	1.00	133,822	0	133,822	3,680	0	137,502	2.75%	81.4%
MCB	5212	Mgt Information Sys & Svcs	Professor	17	Tenured	1.00	128,179	0	128,179	3,525	0	131,704	2.75%	81.6%
MCB	5212	Mgt Information Sys & Svcs	Asst Professor	4	Tenure Track	1.00	102,000	0	102,000	0	0	102,000	.00%	91.3%
MCB	5212	Mgt Information Sys & Svcs	Asst Professor	2	Tenure Track	1.00	102,000	0	102,000	2,805	0	104,805	2.75%	95.7%
MCB	5212	Mgt Information Sys & Svcs	Instructor	10	Contract Renewable	1.00	64,080	0	64,080	1,762	0	65,842	2.75%	88.6%
MCB	5213	Mgt Sciences & Quantitative Methods	Professor	36	Tenured	1.00	153,852	0	153,852	4,231	0	158,083	2.75%	87.1%
MCB	5213	Mgt Sciences & Quantitative Methods	Professor	3	Contract Renewable	1.00	103,774	0	103,774	2,854	0	106,628	2.75%	79.6%
MCB	5214	Marketing	Professor	18	Tenured	1.00	134,443	0	134,443	3,697	0	138,140	2.75%	90.2%
MCB	5214	Marketing	Professor	14	Tenured	1.00	129,452	0	129,452	3,560	0	133,012	2.75%	90.2%
MCB	5214	Marketing	Professor	12	Tenured	1.00	126,223	0	126,223	3,471	0	129,694	2.75%	89.6%
MCB	5214	Marketing	Professor	6	Tenured	1.00	119,398	0	119,398	3,283	0	122,681	2.75%	90.1%
MCB	5214	Marketing	Asst Professor	1	Tenure Track	.50	30,000	0	30,000	825	0	30,825	2.75%	52.8%
MCB	5214	Marketing	Asst Professor	1	Tenure Track	1.00	106,774	0	106,774	0	0	106,774	.00%	91.4%
MCB	5299	Other Business, Management, Marketing	Assoc Professor	40	Tenured	1.00	99,023	0	99,023	2,723	0	101,746	2.75%	86.4%
MCB	5299	Other Business, Management, Marketing	Assoc Professor	4	Tenured	1.00	87,107	0	87,107	2,395	0	89,502	2.75%	83.7%
NHS	0000	Unknown	Professor	1	Tenure Track	1.00	125,383	0	125,383	3,448	0	128,831	2.75%	
NHS	1107	Computer Science	Asst Professor	1	Tenure Track	1.00	74,836	0	74,836	0	0	74,836	.00%	85.3%
NHS	1107	Computer Science	Lecturer	3	Contract Renewable	1.00	53,795	0	53,795	1,479	0	55,274	2.75%	90.2%
NHS	1905	Foods, Nutrition & Related Svcs	Professor	10	Tenured	1.00	88,840	0	88,840	2,443	0	91,283	2.75%	82.0%
NHS	1905	Foods, Nutrition & Related Svcs	Assoc Professor	4	Tenured	1.00	66,358	0	66,358	1,825	0	68,183	2.75%	82.8%
NHS	1905	Foods, Nutrition & Related Svcs	Assoc Professor	1	Contract Renewable	.50	27,529	1,500	29,029	798	0	29,827	2.75%	74.7%
NHS	1905	Foods, Nutrition & Related Svcs	Asst Professor	7	Tenure Track	1.00	53,988	0	53,988	1,485	0	55,473	2.75%	77.1%
NHS	1905	Foods, Nutrition & Related Svcs	Instructor	2	Contract Renewable	1.00	48,800	0	48,800	1,342	0	50,142	2.75%	86.8%
NHS	1905	Foods, Nutrition & Related Svcs	Sr Lecturer	1	Contract Renewable	1.00	49,289	2,000	51,289	1,410	0	52,699	2.75%	96.6%
NHS	1907	Human Dev, Family Studies & Rel Svcs	Assoc Professor	1	Contract Renewable	1.00	59,256	3,000	62,256	1,712	0	63,968	2.75%	86.4%
NHS	1907	Human Dev, Family Studies & Rel Svcs	Asst Professor	8	Tenure Track	1.00	56,005	0	56,005	1,540	0	57,545	2.75%	85.9%
NHS	2609	Physiology, Pathology & Related	Professor	16	Tenured	1.00	110,053	0	110,053	3,026	1,000	114,079	3.66%	77.0%
NHS	2609	Physiology, Pathology & Related	Professor	2	Tenured	1.00	82,958	0	82,958	2,281	1,000	86,239	3.96%	67.1%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	10	Tenured	1.00	76,106	0	76,106	2,093	0	78,199	2.75%	81.3%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	6	Tenured	1.00	73,179	0	73,179	2,012	0	75,191	2.75%	81.3%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	2	Tenured	1.00	68,135	0	68,135	1,874	0	70,009	2.75%	78.8%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	3	Contract Renewable	1.00	66,507	0	66,507	1,829	0	68,336	2.75%	76.1%
NHS	2609	Physiology, Pathology & Related	Asst Professor	4	Tenure Track	1.00	62,980	0	62,980	0	0	62,980	.00%	84.3%
NHS	2609	Physiology, Pathology & Related	Asst Professor	1	Tenure Track	1.00	59,500	0	59,500	0	0	59,500	.00%	82.0%
NHS	2609	Physiology, Pathology & Related	Asst Professor	1	Tenure Track	1.00	59,500	0	59,500	0	0	59,500	.00%	82.0%
NHS	2609	Physiology, Pathology & Related	Asst Professor	1	Tenure Track	1.00	61,000	0	61,000	0	0	61,000	.00%	84.1%
NHS	2609	Physiology, Pathology & Related	Instructor	6	Contract Renewable	1.00	46,230	0	46,230	1,271	0	47,501	2.75%	87.7%
NHS	2609	Physiology, Pathology & Related	Instructor	4	Contract Renewable	1.00	45,305	0	45,305	1,246	0	46,551	2.75%	87.7%
NHS	2613	Ecology, Evolution & Population	Professor	10	Tenured	1.00	97,051	0	97,051	2,669	0	99,720	2.75%	80.8%
NHS	2613	Ecology, Evolution & Population	Professor	3	Tenured	1.00	80,495	0	80,495	2,214	1,000	83,709	3.99%	73.0%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	4	Tenured	1.00	70,950	0	70,950	1,951	0	72,901	2.75%	84.1%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	2	Tenured	1.00	65,648	0	65,648	1,805	0	67,453	2.75%	79.4%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	1	Tenure Track	1.00	67,000	0	67,000	0	0	67,000	.00%	79.7%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	4	Contract Renewable	1.00	62,901	0	62,901	1,730	0	64,631	2.75%	74.5%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	4	Contract Renewable	1.00	67,982	0	67,982	1,870	0	69,852	2.75%	80.6%
NHS	2613	Ecology, Evolution & Population	Asst Professor	5	Tenure Track	1.00	60,868	0	60,868	1,674	0	62,542	2.75%	83.4%
NHS	2613	Ecology, Evolution & Population	Asst Professor	3	Contract Renewable	1.00	55,822	0	55,822	1,535	0	57,357	2.75%	78.0%
NHS	2701	Mathematics	Professor	27	Tenured	1.00	96,829	0	96,829	2,663	0	99,492	2.75%	83.5%
NHS	2701	Mathematics	Professor	21	Tenured	1.00	91,820	0	91,820	2,525	0	94,345	2.75%	83.5%

Attachment B Faculty Compensation Outcomes 2016-17

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
NHS	2701	Mathematics	Professor	21	Tenured	1.00	91,820	0	91,820	2,525	0	94,345	2.75%	83.5%
NHS	2701	Mathematics	Professor	19	Tenured	1.00	90,150	0	90,150	2,479	0	92,629	2.75%	83.5%
NHS	2701	Mathematics	Professor	10	Tenured	1.00	84,161	0	84,161	2,314	0	86,475	2.75%	84.9%
NHS	2701	Mathematics	Professor	10	Tenured	1.00	84,512	0	84,512	2,324	0	86,836	2.75%	85.3%
NHS	2701	Mathematics	Professor	5	Tenured	1.00	78,464	0	78,464	2,158	0	80,622	2.75%	83.3%
NHS	2701	Mathematics	Professor	4	Tenured	1.00	80,148	0	80,148	2,204	0	82,352	2.75%	86.0%
NHS	2701	Mathematics	Professor	3	Tenured	1.00	79,762	0	79,762	2,193	0	81,955	2.75%	86.5%
NHS	2701	Mathematics	Professor	1	Tenured	1.00	67,645	5,000	72,645	1,998	0	74,643	2.75%	80.5%
NHS	2701	Mathematics	Asst Professor	7	Tenure Track	1.00	65,528	0	65,528	1,802	0	67,330	2.75%	97.5%
NHS	2701	Mathematics	Asst Professor	6	Tenure Track	1.00	60,214	0	60,214	1,656	0	61,870	2.75%	89.6%
NHS	2701	Mathematics	Asst Professor	5	Tenure Track	1.00	58,684	0	58,684	1,614	0	60,298	2.75%	88.2%
NHS	2701	Mathematics	Asst Professor	4	Tenure Track	1.00	57,211	0	57,211	1,573	0	58,784	2.75%	86.8%
NHS	2701	Mathematics	Asst Professor	3	Tenure Track	1.00	60,000	0	60,000	1,650	0	61,650	2.75%	92.0%
NHS	2701	Mathematics	Asst Professor	4	Contract Renewable	1.00	63,458	0	63,458	1,745	0	65,203	2.75%	96.3%
NHS	2701	Mathematics	Asst Professor	2	Contract Renewable	.60	32,100	0	32,100	883	0	32,983	2.75%	82.8%
NHS	2701	Mathematics	Sr Lecturer	2	Contract Renewable	1.00	41,502	0	41,502	1,141	0	42,643	2.75%	85.3%
NHS	2701	Mathematics	Sr Lecturer	2	Contract Renewable	1.00	41,502	0	41,502	1,141	0	42,643	2.75%	85.3%
NHS	2701	Mathematics	Lecturer	18	Contract Renewable	1.00	40,407	0	40,407	1,111	0	41,518	2.75%	82.1%
NHS	2705	Statistics	Professor	41	Tenured	1.00	121,694	0	121,694	3,347	0	125,041	2.75%	83.1%
NHS	3101	Parks, Recreation & Leisure Studies	Assoc Professor	5	Tenured	1.00	62,739	0	62,739	1,725	0	64,464	2.75%	88.4%
NHS	3101	Parks, Recreation & Leisure Studies	Asst Professor	5	Tenure Track	1.00	52,323	0	52,323	1,439	1,027	54,789	4.71%	82.5%
NHS	3101	Parks, Recreation & Leisure Studies	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	81.5%
NHS	3105	Health & Physical Education/Fitness	Professor	19	Tenured	1.00	90,642	0	90,642	2,493	0	93,135	2.75%	84.4%
NHS	3105	Health & Physical Education/Fitness	Professor	16	Tenured	1.00	88,124	0	88,124	2,423	0	90,547	2.75%	84.4%
NHS	3105	Health & Physical Education/Fitness	Professor	8	Tenured	1.00	81,410	0	81,410	2,239	0	83,649	2.75%	84.3%
NHS	3105	Health & Physical Education/Fitness	Professor	7	Tenured	1.00	80,571	0	80,571	2,216	0	82,787	2.75%	84.3%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	4	Tenured	1.00	63,798	0	63,798	1,754	1,000	66,552	4.32%	88.1%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	3	Tenured	1.00	62,930	0	62,930	1,731	1,000	65,661	4.34%	87.8%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	3	Tenure Track	1.00	62,930	0	62,930	1,731	1,000	65,661	4.34%	87.8%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	3	Tenure Track	1.00	62,930	0	62,930	1,731	1,000	65,661	4.34%	87.8%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	2	Tenure Track	1.00	62,000	0	62,000	1,705	3,440	67,145	8.30%	90.7%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	5	Tenure Track	1.00	56,363	0	56,363	1,550	1,500	59,413	5.41%	91.2%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	4	Tenure Track	1.00	55,358	0	55,358	1,522	1,500	58,380	5.46%	90.5%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	4	Tenure Track	1.00	55,358	0	55,358	1,522	1,500	58,380	5.46%	90.5%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	44,500	0	44,500	0	0	44,500	.00%	71.1%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	56,000	0	56,000	0	0	56,000	.00%	89.5%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	56,000	0	56,000	0	0	56,000	.00%	89.5%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	56,000	0	56,000	0	0	56,000	.00%	89.5%
NHS	3105	Health & Physical Education/Fitness	Instructor	2	Contract Renewable	1.00	44,000	0	44,000	1,210	0	45,210	2.75%	91.2%
NHS	3105	Health & Physical Education/Fitness	Lecturer	3	Contract Renewable	1.00	44,660	0	44,660	1,228	0	45,888	2.75%	100.7%
NHS	4002	Astronomy & Astrophysics	Asst Professor	2	Tenure Track	1.00	55,000	0	55,000	1,513	0	56,513	2.75%	70.1%
NHS	4004	Atmospheric Sci & Meteorology	Professor	1	Tenured	1.00	73,602	5,000	78,602	2,162	1,000	81,764	4.02%	70.9%
NHS	4004	Atmospheric Sci & Meteorology	Asst Professor	5	Tenure Track	1.00	60,100	0	60,100	1,653	0	61,753	2.75%	80.8%
NHS	4004	Atmospheric Sci & Meteorology	Asst Professor	4	Tenure Track	1.00	59,498	0	59,498	1,636	0	61,134	2.75%	80.8%
NHS	4005	Chemistry	Professor	41	Tenured	1.00	119,953	0	119,953	3,299	0	123,252	2.75%	84.9%
NHS	4005	Chemistry	Professor	23	Tenured	1.00	103,344	0	103,344	2,842	0	106,186	2.75%	84.8%
NHS	4005	Chemistry	Professor	23	Tenured	1.00	103,344	0	103,344	2,842	0	106,186	2.75%	84.8%
NHS	4005	Chemistry	Professor	12	Tenured	1.00	93,194	0	93,194	2,563	0	95,757	2.75%	84.7%
NHS	4005	Chemistry	Professor	6	Tenured	1.00	100,705	0	100,705	2,769	0	103,474	2.75%	97.3%
NHS	4005	Chemistry	Assoc Professor	11	Tenured	1.00	69,077	0	69,077	1,900	0	70,977	2.75%	83.9%
NHS	4005	Chemistry	Asst Professor	2	Tenure Track	1.00	56,000	0	56,000	1,540	0	57,540	2.75%	86.1%
NHS	4005	Chemistry	Asst Professor	1	Tenure Track	1.00	58,000	0	58,000	0	0	58,000	.00%	87.7%
NHS	4005	Chemistry	Asst Professor	1	Tenure Track	1.00	58,000	0	58,000	0	0	58,000	.00%	87.7%
NHS	4005	Chemistry	Asst Professor	1	Tenure Track	1.00	58,000	0	58,000	0	0	58,000	.00%	87.7%
NHS	4005	Chemistry	Lecturer	2	Contract Renewable	1.00	45,000	0	45,000	1,238	0	46,238	2.75%	91.5%
NHS	4005	Chemistry	Lecturer	1	Contract Renewable	1.00	45,000	0	45,000	0	0	45,000	.00%	90.0%

Attachment B Faculty Compensation Outcomes 2016-17

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
NHS	4006	Geological & Earth Sci/Geosciences	Professor	24	Tenured	1.00	99,325	0	99,325	2,731	0	102,056	2.75%	85.2%
NHS	4006	Geological & Earth Sci/Geosciences	Professor	10	Tenured	1.00	110,504	0	110,504	3,039	0	113,543	2.75%	108.0%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	10	Tenured	1.00	68,312	0	68,312	1,879	0	70,191	2.75%	81.1%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	5	Tenured	1.00	65,028	0	65,028	1,788	0	66,816	2.75%	81.1%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	4	Tenured	1.00	64,371	0	64,371	1,770	0	66,141	2.75%	81.1%
NHS	4006	Geological & Earth Sci/Geosciences	Lecturer	6	Contract Renewable	1.00	41,615	0	41,615	1,144	0	42,759	2.75%	84.4%
NHS	4008	Physics	Professor	19	Tenured	1.00	96,594	0	96,594	2,656	0	99,250	2.75%	83.5%
NHS	4008	Physics	Professor	18	Tenured	1.00	95,699	0	95,699	2,632	0	98,331	2.75%	83.5%
NHS	4008	Physics	Professor	8	Tenured	1.00	86,756	0	86,756	2,386	0	89,142	2.75%	83.4%
NHS	4008	Physics	Assoc Professor	4	Tenured	1.00	64,489	0	64,489	1,773	0	66,262	2.75%	83.0%
NHS	4008	Physics	Assoc Professor	4	Tenured	1.00	64,489	0	64,489	1,773	0	66,262	2.75%	83.0%
NHS	4008	Physics	Asst Professor	4	Tenure Track	1.00	58,326	0	58,326	1,604	0	59,930	2.75%	86.1%
NHS	4008	Physics	Lecturer	1	Contract Renewable	1.00	47,000	0	47,000	0	0	47,000	.00%	96.2%
NHS	5102	Communication Disorders Sci & Svcs	Professor	20	Tenured	1.00	97,174	0	97,174	2,672	0	99,846	2.75%	89.2%
NHS	5102	Communication Disorders Sci & Svcs	Professor	5	Tenured	1.00	83,801	0	83,801	2,305	0	86,106	2.75%	89.1%
NHS	5102	Communication Disorders Sci & Svcs	Professor	4	Tenured	1.00	82,910	0	82,910	2,280	0	85,190	2.75%	89.1%
NHS	5102	Communication Disorders Sci & Svcs	Professor	1	Tenured	1.00	63,006	5,000	68,006	1,870	0	69,876	2.75%	75.5%
NHS	5102	Communication Disorders Sci & Svcs	Assoc Professor	12	Tenured	1.00	66,741	0	66,741	1,835	0	68,576	2.75%	82.5%
NHS	5102	Communication Disorders Sci & Svcs	Assoc Professor	5	Tenured	1.00	61,442	0	61,442	1,690	0	63,132	2.75%	81.3%
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	5	Tenure Track	1.00	55,419	0	55,419	1,524	0	56,943	2.75%	87.0%
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	3	Tenure Track	1.00	53,288	0	53,288	1,465	0	54,753	2.75%	85.3%
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	1	Tenure Track	1.00	53,820	0	53,820	0	0	53,820	.00%	85.5%
NHS	5102	Communication Disorders Sci & Svcs	Instructor	15	Contract Renewable	1.00	48,778	0	48,778	1,341	0	50,119	2.75%	83.6%
NHS	5102	Communication Disorders Sci & Svcs	Instructor	1	Contract Renewable	1.00	40,049	0	40,049	1,101	0	41,150	2.75%	73.7%
NHS	5102	Communication Disorders Sci & Svcs	Lecturer	8	Contract Renewable	1.00	43,483	0	43,483	1,196	0	44,679	2.75%	82.0%
NHS	5102	Communication Disorders Sci & Svcs	Lecturer	2	Contract Renewable	.75	27,810	0	27,810	765	0	28,575	2.75%	74.3%
NHS	5109	Allied Health Diag, Interv & Treat Profs	Sr Lecturer	3	Contract Renewable	1.00	47,356	0	47,356	1,302	0	48,658	2.75%	86.7%
NHS	5109	Allied Health Diag, Interv & Treat Profs	Sr Lecturer	3	Contract Renewable	1.00	59,201	0	59,201	1,628	0	60,829	2.75%	108.4%
NHS	5122	Public Health	Professor	3	Tenured	1.00	84,653	0	84,653	2,328	0	86,981	2.75%	75.0%
NHS	5122	Public Health	Assoc Professor	9	Tenured	1.00	75,706	0	75,706	2,082	0	77,788	2.75%	81.5%
NHS	5122	Public Health	Assoc Professor	3	Tenured	1.00	71,296	0	71,296	1,961	0	73,257	2.75%	81.5%
NHS	5122	Public Health	Asst Professor	6	Tenure Track	1.00	63,574	0	63,574	1,748	0	65,322	2.75%	84.9%
NHS	5123	Rehabilitation & Therapeutic Professions	Professor	22	Tenured	1.00	98,515	0	98,515	2,709	0	101,224	2.75%	87.9%
NHS	5123	Rehabilitation & Therapeutic Professions	Professor	18	Tenured	1.00	89,273	0	89,273	2,455	0	91,728	2.75%	82.6%
NHS	5123	Rehabilitation & Therapeutic Professions	Assoc Professor	4	Tenured	1.00	67,223	0	67,223	1,849	0	69,072	2.75%	83.3%
NHS	5123	Rehabilitation & Therapeutic Professions	Lecturer	4	Contract Renewable	1.00	42,841	0	42,841	1,178	0	44,019	2.75%	74.6%
NHS	5131	Dietetics & Clinical Nutrition Svcs	Asst Professor	2	Tenure Track	1.00	48,800	0	48,800	1,342	0	50,142	2.75%	74.7%
NHS	5131	Dietetics & Clinical Nutrition Svcs	Asst Professor	2	Tenure Track	1.00	64,500	0	64,500	1,774	0	66,274	2.75%	98.7%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Professor	14	Tenured	1.00	98,173	0	98,173	2,700	0	100,873	2.75%	88.3%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Professor	12	Tenured	1.00	96,333	0	96,333	2,649	0	98,982	2.75%	88.3%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Assoc Professor	16	Tenured	1.00	79,836	0	79,836	2,195	0	82,031	2.75%	86.9%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Assoc Professor	12	Tenured	1.00	76,044	0	76,044	2,091	0	78,135	2.75%	84.3%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Assoc Professor	7	Tenured	1.00	74,230	0	74,230	2,041	0	76,271	2.75%	86.4%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Assoc Professor	4	Tenured	1.00	71,799	0	71,799	1,974	0	73,773	2.75%	86.1%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Assoc Professor	4	Tenured	1.00	71,799	0	71,799	1,974	0	73,773	2.75%	86.1%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Assoc Professor	1	Tenured	1.00	63,945	3,000	66,945	1,841	0	68,786	2.75%	82.8%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Assoc Professor	6	Tenure Track	1.00	82,393	0	82,393	2,266	0	84,659	2.75%	96.8%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Assoc Professor	3	Tenure Track	1.00	77,140	0	77,140	2,121	0	79,261	2.75%	93.4%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	11	Tenure Track	1.00	62,214	0	62,214	1,711	0	63,925	2.75%	84.0%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	5	Tenure Track	1.00	62,216	0	62,216	1,711	0	63,927	2.75%	84.8%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	4	Tenure Track	1.00	61,597	0	61,597	1,694	0	63,291	2.75%	84.8%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	3	Tenure Track	1.00	58,800	0	58,800	1,617	0	60,417	2.75%	81.7%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	2	Tenure Track	1.00	60,500	0	60,500	1,664	0	62,164	2.75%	85.0%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	2	Tenure Track	1.00	61,000	0	61,000	1,678	0	62,678	2.75%	85.7%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	71.8%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	1	Tenure Track	1.00	60,000	0	60,000	0	0	60,000	.00%	82.8%

Attachment B Faculty Compensation Outcomes 2016-17

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	1	Tenure Track	1.00	60,500	0	60,500	0	0	60,500	.00%	83.5%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	1	Tenure Track	1.00	60,000	0	60,000	1,650	0	61,650	2.75%	85.1%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	8	Contract Renewable	1.00	60,900	0	60,900	1,675	0	62,575	2.75%	82.2%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	8	Contract Renewable	1.00	60,908	0	60,908	1,675	0	62,583	2.75%	82.2%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Asst Professor	4	Contract Renewable	1.00	63,047	0	63,047	1,734	0	64,781	2.75%	86.8%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Instructor	2	Contract Renewable	1.00	56,800	0	56,800	1,562	0	58,362	2.75%	89.2%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Sr Lecturer	3	Contract Renewable	1.00	61,623	0	61,623	1,695	0	63,318	2.75%	100.3%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Lecturer	4	Contract Renewable	1.00	54,810	0	54,810	1,507	0	56,317	2.75%	92.7%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Lecturer	3	Contract Renewable	1.00	54,810	0	54,810	1,507	0	56,317	2.75%	93.7%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical	Lecturer	2	Contract Renewable	1.00	56,800	0	56,800	1,562	0	58,362	2.75%	98.1%
PVA	5003	Dance	Professor	7	Tenured	1.00	74,465	0	74,465	2,048	0	76,513	2.75%	80.8%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	13	Tenured	1.00	77,863	0	77,863	2,141	0	80,004	2.75%	81.6%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	13	Tenured	1.00	83,455	0	83,455	2,295	0	85,750	2.75%	87.4%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	9	Tenured	1.00	75,080	0	75,080	2,065	0	77,145	2.75%	81.8%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	3	Tenured	1.00	69,178	0	69,178	1,902	0	71,080	2.75%	80.2%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	1	Tenured	1.00	56,458	5,000	61,458	1,690	0	63,148	2.75%	72.9%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	5	Tenured	1.00	56,076	0	56,076	1,542	0	57,618	2.75%	83.6%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	5	Tenured	1.00	56,076	0	56,076	1,542	0	57,618	2.75%	83.6%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	7	Tenure Track	1.00	50,196	0	50,196	1,380	0	51,576	2.75%	86.9%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	7	Tenure Track	1.00	50,196	0	50,196	1,380	0	51,576	2.75%	86.9%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	7	Tenure Track	1.00	50,196	0	50,196	1,380	0	51,576	2.75%	86.9%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	6	Tenure Track	1.00	48,979	0	48,979	1,347	0	50,326	2.75%	84.8%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	0	0	46,350	.00%	82.1%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	4	Contract Renewable	1.00	47,513	0	47,513	1,307	0	48,820	2.75%	83.9%
PVA	5007	Fine & Studio Art	Professor	25	Tenured	1.00	85,054	0	85,054	2,339	0	87,393	2.75%	81.5%
PVA	5007	Fine & Studio Art	Professor	17	Tenured	1.00	78,997	0	78,997	2,172	0	81,169	2.75%	81.4%
PVA	5007	Fine & Studio Art	Professor	12	Tenured	1.00	120,992	0	120,992	3,327	0	124,319	2.75%	130.7%
PVA	5007	Fine & Studio Art	Professor	8	Tenured	1.00	72,161	0	72,161	1,984	0	74,145	2.75%	81.1%
PVA	5007	Fine & Studio Art	Professor	2	Tenured	1.00	68,188	0	68,188	1,875	0	70,063	2.75%	81.7%
PVA	5007	Fine & Studio Art	Professor	2	Tenured	1.00	70,764	0	70,764	1,946	0	72,710	2.75%	84.8%
PVA	5007	Fine & Studio Art	Professor	1	Tenured	1.00	57,340	5,000	62,340	1,714	0	64,054	2.75%	75.5%
PVA	5007	Fine & Studio Art	Assoc Professor	6	Tenured	1.00	57,340	0	57,340	1,577	0	58,917	2.75%	83.4%
PVA	5007	Fine & Studio Art	Assoc Professor	4	Tenured	1.00	77,034	0	77,034	2,118	0	79,152	2.75%	114.3%
PVA	5007	Fine & Studio Art	Assoc Professor	3	Tenured	1.00	55,447	0	55,447	1,525	0	56,972	2.75%	83.1%
PVA	5007	Fine & Studio Art	Assoc Professor	5	Tenure Track	1.00	56,590	0	56,590	1,556	0	58,146	2.75%	83.1%
PVA	5007	Fine & Studio Art	Assoc Professor	4	Contract Renewable	1.00	55,790	0	55,790	1,534	0	57,324	2.75%	82.8%
PVA	5007	Fine & Studio Art	Assoc Professor	3	Contract Renewable	1.00	55,447	0	55,447	1,525	0	56,972	2.75%	83.1%
PVA	5007	Fine & Studio Art	Asst Professor	4	Tenure Track	1.00	47,516	0	47,516	1,307	0	48,823	2.75%	84.3%
PVA	5009	Music	Professor	26	Tenured	1.00	85,905	0	85,905	2,362	0	88,267	2.75%	83.6%
PVA	5009	Music	Professor	17	Tenured	1.00	79,182	0	79,182	2,178	0	81,360	2.75%	83.6%
PVA	5009	Music	Professor	15	Tenured	1.00	79,737	0	79,737	2,193	0	81,930	2.75%	85.8%
PVA	5009	Music	Professor	15	Tenured	1.00	79,737	0	79,737	2,193	0	81,930	2.75%	85.8%
PVA	5009	Music	Professor	15	Tenured	1.00	79,737	0	79,737	2,193	0	81,930	2.75%	85.8%
PVA	5009	Music	Professor	14	Tenured	1.00	77,244	0	77,244	2,124	0	79,368	2.75%	83.9%
PVA	5009	Music	Professor	14	Tenured	1.00	77,244	0	77,244	2,124	0	79,368	2.75%	83.9%
PVA	5009	Music	Professor	12	Tenured	1.00	75,447	0	75,447	2,075	0	77,522	2.75%	83.5%
PVA	5009	Music	Professor	12	Tenured	1.00	97,389	0	97,389	2,678	0	100,067	2.75%	107.8%
PVA	5009	Music	Professor	10	Tenured	1.00	82,701	0	82,701	2,274	0	84,975	2.75%	93.4%
PVA	5009	Music	Professor	7	Tenured	1.00	71,712	0	71,712	1,972	0	73,684	2.75%	83.5%
PVA	5009	Music	Professor	7	Tenured	1.00	71,712	0	71,712	1,972	0	73,684	2.75%	83.5%
PVA	5009	Music	Professor	4	Tenured	1.00	69,471	0	69,471	1,910	1,351	72,732	4.69%	85.0%
PVA	5009	Music	Professor	4	Tenured	1.00	69,471	0	69,471	1,910	1,351	72,732	4.69%	85.0%
PVA	5009	Music	Professor	3	Tenured	1.00	68,724	0	68,724	1,890	0	70,614	2.75%	83.5%
PVA	5009	Music	Professor	3	Tenured	1.00	68,724	0	68,724	1,890	1,412	72,026	4.80%	85.1%
PVA	5009	Music	Professor	2	Tenured	1.00	67,977	0	67,977	1,869	1,474	71,320	4.92%	85.2%
PVA	5009	Music	Professor	2	Tenured	1.00	67,977	0	67,977	1,869	1,474	71,320	4.92%	85.2%

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PVA	5009	Music	Professor	2	Tenured	1.00	67,977	0	67,977	1,869	1,474	71,320	4.92%	85.2%
PVA	5009	Music	Professor	2	Tenured	1.00	82,081	0	82,081	2,257	0	84,338	2.75%	100.8%
PVA	5009	Music	Professor	1	Tenured	1.00	60,804	5,000	65,804	1,810	0	67,614	2.75%	81.7%
PVA	5009	Music	Assoc Professor	6	Tenured	1.00	60,804	0	60,804	1,672	0	62,476	2.75%	88.7%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	60,059	0	60,059	1,652	0	61,711	2.75%	89.3%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	60,059	0	60,059	1,652	0	61,711	2.75%	89.3%
PVA	5009	Music	Assoc Professor	3	Tenured	1.00	59,859	0	59,859	1,646	0	61,505	2.75%	90.0%
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	59,628	0	59,628	1,640	0	61,268	2.75%	90.5%
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	59,628	0	59,628	1,640	0	61,268	2.75%	90.5%
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	59,628	0	59,628	1,640	0	61,268	2.75%	90.5%
PVA	5009	Music	Assoc Professor	1	Tenured	1.00	56,383	3,000	59,383	1,633	0	61,016	2.75%	91.1%
PVA	5009	Music	Assoc Professor	1	Contract Renewable	1.00	51,258	3,000	54,258	1,492	0	55,750	2.75%	83.2%
PVA	5009	Music	Asst Professor	5	Tenure Track	1.00	50,686	0	50,686	1,394	0	52,080	2.75%	89.7%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,176	0	49,176	0	0	49,176	.00%	85.6%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	48,234	0	48,234	1,326	0	49,560	2.75%	86.2%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,176	0	49,176	1,352	0	50,528	2.75%	87.9%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,176	0	49,176	1,352	0	50,528	2.75%	87.9%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,207	0	49,207	1,353	0	50,560	2.75%	88.0%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,207	0	49,207	1,353	0	50,560	2.75%	88.0%
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	47,045	0	47,045	1,294	0	48,339	2.75%	84.9%
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	47,045	0	47,045	1,294	0	48,339	2.75%	84.9%
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	46,350	0	46,350	1,275	0	47,625	2.75%	84.5%
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	1,275	0	47,625	2.75%	85.4%
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	1,275	0	47,625	2.75%	85.4%
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	1,275	0	47,625	2.75%	85.4%
PVA	5009	Music	Asst Professor	4	Contract Renewable	1.00	49,176	0	49,176	1,352	0	50,528	2.75%	87.9%
UC	0301	Conservation & Research	Instructor	2	Contract Renewable	1.00	45,000	0	45,000	1,238	0	46,238	2.75%	79.9%
UC	2613	Ecology, Evolution & Population	Asst Professor	1	Tenure Track	1.00	50,000	0	50,000	1,375	0	51,375	2.75%	71.3%
UC	2613	Ecology, Evolution & Population	Asst Professor	1	Tenure Track	1.00	57,000	0	57,000	0	0	57,000	.00%	79.1%
Total						522.4	35,991,574	119,500	36,111,072	892,995	43,128	37,047,195		