

# **Salary Equity Committee Report on the 2013 Compensation Distribution**

This report documents the compensation distribution process and its outcomes for the salary increases for Fiscal Year 2014. It contains data from the AAUP Salary Survey, as well as reports presented to the Salary Equity committee from the UNC Administration. The report contains the following sections.

## **Section 1: AAUP Salary Survey**

This section contains four charts from the American Association of University Professors (AAUP) salary survey for the purpose of comparing UNC salaries. The first graph shows UNC's salaries, by rank, as compared to all doctoral institutions; the second table shows the salaries, by rank, for all Colorado four-year institutions; the third graph shows CU-Boulder's salaries, by rank, compared to all doctoral institutions; the last graph shows CSU's salaries, by rank, compared to all doctoral institutions.

## **Section 2. Compensation Identity Update**

This section, presented to the Salary Equity committee, reviews the results of the salary distribution for the current academic year. It provides a variety of "parity" measures (e.g., by college, by rank) for where the faculty stand relative to our peer institutions.

## **Section 3: Process for Faculty Salary Adjustments for FY 14**

This section, presented to the Salary Equity Committee, reviews the process by which parity adjustments were made.

## **Section 4: Spread sheet for each faculty position**

The spread sheet provides data on each faculty positions by CIP Classification of Instructional Programs) code. This is a nationally used designation of program areas, rather than departments, which is why some faculty members may find themselves listed "outside" of their department. This table shows the previous year's salary for each faculty member, the 2% maintenance of effort increase, any parity adjustment or promotion stipend, and the parity rankings before and after salary adjustments were made.

## **A Note on Parity**

"Parity"—a measure of how our salaries compare to our so-called peer institutions-- has been calculated by using a group of ten institutions, selected by NCHEMS (National Center for Higher Education Management Systems) as having similar missions, etc. Thus, when a measure of parity, such as 90 percent, is used it means our salaries are 90 percent of the peer average based upon discipline, rank, and years in rank. Our NCHEMS peers are Ball State University, Bowling Green State University-Main Campus, Illinois State University, Indiana University of Pennsylvania-Main Campus, Miami University-Oxford, Northern Arizona University, Northern

# University of Northern Colorado

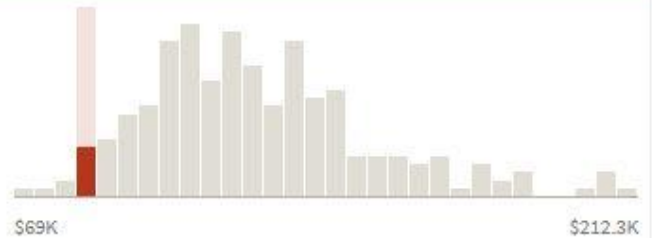
DOCTORAL INSTITUTION IN GREELEY, COLORADO

## Average Faculty Salaries (2012-13)

Full Professors

**\$85,400**
**Far below median**

3rd percentile of doctoral institutions in the survey



Men (102):

**\$88,500**

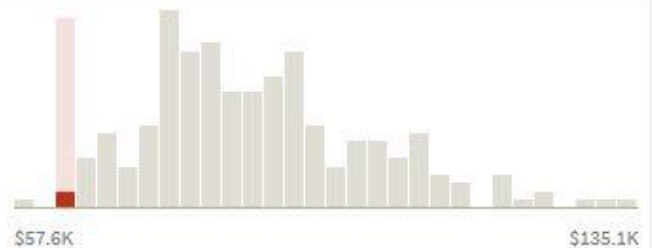
Women (63):

**\$80,400** (paid 91% of male colleagues)

Associate Professors

**\$64,200**
**Far below median**

0th percentile of doctoral institutions in the survey



Men (59):

**\$63,900**

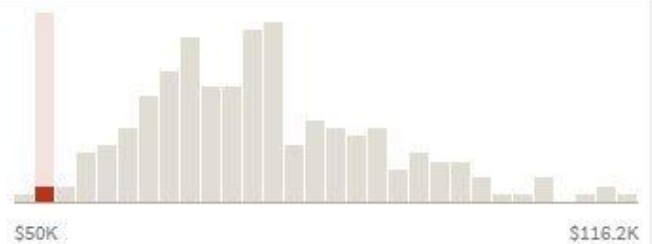
Women (54):

**\$64,500** (paid 101% of male colleagues)

Assistant Professors

**\$53,600**
**Far below median**

1st percentile of doctoral institutions in the survey



Men (49):

**\$55,700**

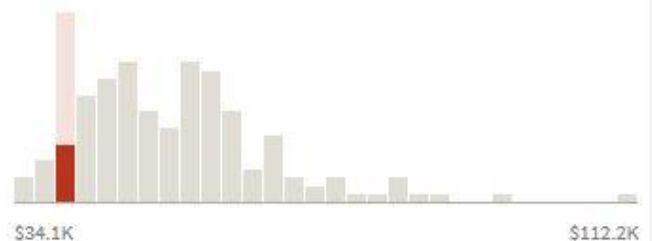
Women (83):

**\$52,400** (paid 94% of male colleagues)

Instructors

**\$41,700**
**Far below median**

10th percentile of doctoral institutions in the survey



Men (28):

**\$44,000**

Women (45):

**\$40,300** (paid 92% of male colleagues)

## How much of the faculty is included?



*Note:* Salary figures include all full-time staff whose primary role is instruction, regardless of whether they have formal 'faculty status.' That includes tenured, tenure-track and non-tenure-track faculty. Left out are any part-time instructional staff, which can include adjunct faculty. For information about adjunct pay at this institution, visit the Chronicle's [Adjunct Project](#)

Source: AAUP faculty salary survey. Institutions without academic ranks are grouped separately for median calculations. Percentages of faculty included/excluded are Chronicle estimates based on 2011-12 data from the U.S. Department of Education (IPEDS).

# Table: Average Faculty Salaries, 2012–13

Find a college

Examples: harvard, berkeley

Showing 1–13 of 13 colleges

Colorado



All four-year colleges



Previous

Next

College	Category	Full professors	Associate professors	Assistant professors	Instructors
Colorado Sch Mines	Doctoral	\$131,400	\$91,300	\$80,400	\$53,300
U Colorado-Boulder	Doctoral	\$127,800	\$92,200	\$79,400	\$55,900
Colorado Coll	Baccalaureate	\$126,600	\$85,000	\$67,300	
U Colorado-Denver	Doctoral	\$123,500	\$92,600	\$78,100	\$56,700
U Denver	Doctoral	\$122,200	\$80,400	\$75,400	\$77,100
Colorado St U	Doctoral	\$113,300	\$82,200	\$75,100	
U Colorado-Colorado Springs	Master's	\$98,000	\$74,300	\$66,200	\$43,700
U Northern Colorado	Doctoral	\$85,400	\$64,200	\$53,600	\$41,700
Colorado St U-Pueblo	Master's	\$83,100	\$61,100	\$51,500	
Fort Lewis Coll	Baccalaureate	\$79,100	\$62,900	\$52,300	\$47,600
Western St Coll Colorado	Baccalaureate	\$69,400	\$55,500	\$52,100	
Adams St U	Baccalaureate	\$63,300	\$52,800	\$49,600	
Naropa U	Master's	\$62,200	\$55,700	\$48,400	

## Process for Faculty Salary Adjustments for FY 14

The Compensation Identity Plan's guiding principles informed compensation decisions:

1. To fulfill our promise of transformative education to students, we must be competitive in the local and national market for talented faculty and staff.
2. We will be forthright with current and prospective employees about where we fit in the market, so they can make informed career decisions.
3. We will address compensation considerations as a central component of the budget process rather than as an afterthought.

To realize this compensation identity, we...intended to move UNC salaries to 90% of the average salary institutions in our identified peer group.

### Background and Process – Faculty Compensation

Due to the unusual economic position we found ourselves in as a result of significant funding changes, no pay increases for 4 years, and the significant slide in our market salary competitiveness, we temporarily suspended for a second year, the Board Regulations 3-3-701 for faculty salary distribution. After input from the Faculty senate and Executive Staff of the University we distributed the available funds in the following manner:

Spreadsheets containing employee information (Years in Rank, FTE, FY13 beginning salary; peer average adjusted for YIR, % of peers before parity). An allocation of 5% of employee salaries in each area was identified to provide funding for increases. These spreadsheets were distributed to the Senior Vice Presidents and then to AVP's and Deans on May 31<sup>st</sup> 2013.

The following data were pre-calculated and entered in the spreadsheets by HR:

**Promotions** - annual promotion adjustments were assigned to faculty as required.

**Maintenance of Effort Adjustment** - a 2% increase was applied to the base salary of all eligible faculty (those who had at least 'meets expectations' in their most recent evaluation).

The following considerations were made in adjusting salaries:

**Inversion and/or Compression Adjustments due to New Hires** - We identified situations where faculty hired in the recent past were brought in at higher salaries than or salaries comparable to existing employees due to market conditions. Spring 13 hires in selected departments or schools (e.g. PVA, NHS, HSS) made a significant impact on inversions and/or compression and additional funds beyond the base allocation were provided to the colleges to address these circumstances. These situations were identified by the deans or AVPs and were approved and reviewed by the Provost.

**Parity Adjustment** - Guidelines for 3% distribution of parity/merit

The 3% parity/merit pool dollar amount was noted on the worksheets. We followed these guidelines in calculating compensation adjustments.

- The first step was to bring faculty up to 85% of parity. Not all faculty were brought up to 85% because of the following or combination of the following: maintaining compensation gaps reflecting past merit/performance decisions; inaccurate CUPA data for position(s); or because to do so would have required such a large increase that raises across the college would have been affected
- Then, consideration was given to any additional compensation adjustments based on situations where compression, retention, and/or equity was an issue.

## **Compensation Identity Update**

**September 2013**

In 2012 we developed the first version of our Compensation Identity, one of the nine core plans, in which we articulated a multi-year approach to compensation decisions using the following three principles:

1. To fulfill our promise of transformative education to students, we must be competitive in the local and national market for talented faculty and staff.
2. We will be forthright with current and prospective employees about where we fit in the market, so they can make informed career decisions.
3. We will address compensation considerations as a central component of the budget process rather than as an afterthought.

To realize this compensation identity, we set five-year goal (to be accomplished by FY17) of moving UNC salaries to 90% of the average salaries of institutions in our identified peer group. In both FY13 and FY14, our Board of Trustees has made meaningful financial investments toward this goal.

As shown on pages 2 and 3, the FY13 investments brought our faculty salaries to 88.6% of the NCHEMS peer group that we have used as a benchmark since 2008. Using the same benchmark, administrator salaries were at 75.4% of our peers.

We will not have updated FY14 peer data until January or February, but as discussed on page 4, we estimate that our FY14 \$5.0 million compensation investment will bring faculty salaries to approximately 92% of our peers and administrator salaries to 78% of our peers.

Appendix A is additional discipline specific data comparing our NCHEMS peer to Doctoral Granting Institutions.

## UNC Faculty and Administrative Salaries versus Peer Averages - FY 2012 & FY 2013 (Unweighted Comparison)

Salaries versus Peer Averages for FY14 (Fall 13) will be available Spring 2014

FACULTY BY RANK	FY 2012 (Fall 2011) Peer Group (NCHEMS=10)				FY 2013 (Fall 2012) Peer Group (NCHEMS=9/Doctoral=158)			
	UNC Number	UNC Average	Peer Inst Average	UNC % Percent	UNC Number	UNC Average	Peer Inst Average	UNC % Percent
Professor	166	78,369	97,490	80.4%	165	85,094	95,779	88.8%
Associate	102	60,299	73,971	81.5%	113	63,580	72,909	87.2%
Assistant	132	51,487	60,331	85.3%	132	53,581	60,364	88.8%
Instructor/Lecturer	39	44,517	45,484	97.9%	73	41,728	45,950	90.8%
<b>Total</b>	<b>439</b>	<b>63,080</b>	<b>76,232</b>	<b>82.7%</b>	<b>483</b>	<b>64,894</b>	<b>73,219</b>	<b>88.6%</b>

ADMINISTRATORS BY LEVEL	FY 2012 (Fall 2011) Peer Group (NCHEMS=9)				FY 2013 (Fall 2012) Peer Group (NCHEMS=10)			
	UNC Number	UNC Average	Peer Inst Average	UNC Percent	UNC Number	UNC Average	Peer Inst Average	UNC Percent
President	1	212,500	372,869	57.0%	1	227,500	370,640	61.4%
Executive <sup>(2)</sup>	4	165,225	208,047	79.4%	4	177,182	225,460	78.6%
Senior Management <sup>(3)</sup>	24	117,660	154,454	76.2%	18	120,490	156,513	77.0%
Other Administrators <sup>(4)</sup>	63	66,494	86,724	76.7%	69	67,513	89,951	75.1%
Admin. Levels Only	91	84,328	109,920	76.7%	91	82,813	109,074	75.9%
Admin. Levels & Pres.	92	85,721	112,778	76.0%	92	84,385	111,917	75.4%

**NOTES:**

- 1) Beginning in FY 2009, UNC adopted the 10 Peer institutions identified in the NCHEMS study.
- 2) Executives: Provost, VP Finance and Administration, VP General Counsel, and VP University Advancement.
- 3) Beginning in FY 2009, Senior Management includes administrators reporting directly to the President and administrators who report to a Vice President and have supervisory duties.
- 4) Beginning in FY 2009, Other Administrators included all administrators reported on the CUPA Administrative Salary Survey who are not included in one of the first three categories. In prior years, only selected Departmental and Program Directors were included.
- 5) Beginning in FY 2013 (Fall 2012), CUPA required survey reports for 2 groups, tenure/tenure track and non-tenured faculty.
- 6) Beginning in FY 2013 (Fall 2012), Faculty peer averages include data from NCHEMS survey if available and from Doctoral survey if NCHEMS data is not available.



# Academic Year 2012-13 Faculty Salary Parity Indicators

## Average Percent of Parity by Rank

Rank	Count	Percent
Professor	165	88.8
Associate Professor	113	87.2
Assistant Professor	132	88.8
Instructor/Lecturer	73	90.8
<b>All</b>	<b>483</b>	<b>88.6</b>

## Average Percent of Parity by College

College	Count	Percent
EBS	92	88.8
HSS	130	87.5
MCB	35	95.7
NHS	137	87.2
PVA	72	89.6
LIB	12	81.2
UC	2	101.1
OES	3	60.5
<b>All</b>	<b>483</b>	<b>88.6</b>

## Average Percent of Parity by Rank and College

College	Professor	Associate Professor	Assistant Professor	Instructor/Lecturer
EBS	84.4	92.4	92.4	91.3
HSS	89.0	83.4	87.3	88.0
MCB	93.1	91.2	89.9	141.4
NHS	87.4	85.8	87.0	90.1
PVA	93.0	86.5	91.4	72.4
LIB	77.6	78.6	85.3	-
UC	111.7	-	-	84.0
OES	-	-	-	60.5
<b>All</b>	<b>88.8</b>	<b>87.2</b>	<b>88.8</b>	<b>90.8</b>

## Count by Parity Level by College

College	<75%	75-80%	80-85%	85-90%	90-95%	95-100%	≥100%	Total
EBS	6	5	24	24	13	7	13	92
HSS	7	24	26	36	12	7	18	130
MCB	1	1	2	5	12	7	7	35
NHS	18	13	26	24	26	18	12	137
PVA	2	6	13	20	19	6	6	72
LIB	1	3	4	4	0	0	0	12
UC	0	0	1	0	0	0	1	2
OES	3	0	0	0	0	0	0	3
<b>All</b>	<b>38</b>	<b>52</b>	<b>96</b>	<b>113</b>	<b>82</b>	<b>45</b>	<b>57</b>	<b>483</b>

## Count by Parity Level by Rank

Rank	<75%	75-80%	80-85%	85-90%	90-95%	95-100%	≥100%	Total
Professor	10	29	25	40	27	13	21	165
Associate Professor	9	9	37	24	14	9	11	113
Assistant Professor	4	6	26	42	34	12	8	132
Instructor/Lecturer	15	8	8	7	7	11	17	73
<b>All</b>	<b>38</b>	<b>52</b>	<b>96</b>	<b>113</b>	<b>82</b>	<b>45</b>	<b>57</b>	<b>483</b>

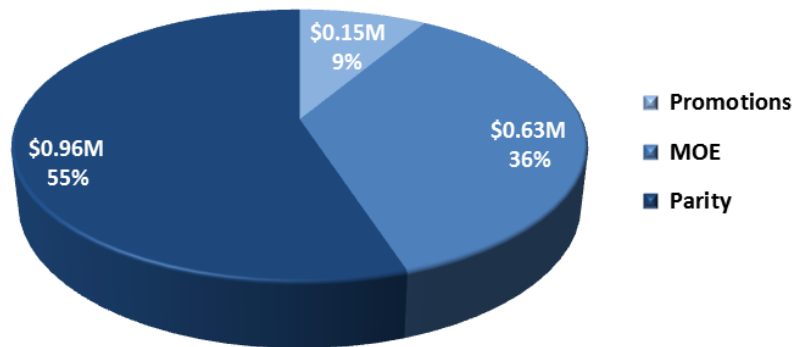
Sources: UNC Banner payroll and faculty data at 11/01/2012 for all faculty with .75 FTE or greater, including adjunct faculty.  
CUPA unweighted NCHEMS (if available) or Doctoral survey peer data for 2012-13 not adjusted for years in rank

## FY14 Progress toward Achievement of Compensation Identity

UNC has invested \$5.00 million in faculty, exempt, and classified salary and fringe benefit increases for fiscal/academic year 2013-14. Of this total investment, \$1.74 million is for faculty, \$1.11 million is for exempt, \$1.03 million is for classified, and \$1.12 is fringe benefits.

The faculty investment has three components: promotions, maintenance of effort (MOE), and parity. Parity is more than one-half of the total, while MOE is more than one-third. Together they account for over 90% of the total, as illustrated in the chart below.

**Academic Year 2013-14 Faculty Salary Increases  
\$1.74 Million**



The average faculty base salary increase for fiscal year 2013-14 is 5.4%, the average exempt increase is 4.9%, and the average classified increase is 5.6%. If we assume our peer group has a 2% increase during the same time frame, we can expect the average faculty salary to move from 88.6% to approximately 92.0% of our peers a result of this year's investment in faculty salaries. Similarly, the investment in exempt salaries is projected to raise the average exempt salary of those positions reported to CUPA from 75.4% to approximately 78.3% of our peers.

The table below shows the number of incumbent faculty who are below 85% of peer average salary, between 85% and 90% of peer average, and at or above 90% of peer average, which is our compensation identity target. Figures are provided for base salaries before and after this year's investment and using both unadjusted peer average salaries and average salaries adjusted for years in rank (YIR).

Level	FY13 Base Salary		FY14 Base Salary	
	Peer Not Adj	Peer Adj for YIR	Peer Not Adj	Peer Adj for YIR
<85%	205	226	97	44
85-90%	106	118	115	225
>=90%	135	102	234	177

**Sources:**

1. CUPA 2012-13 NCHEMS Unweighted Faculty Survey
2. CUPA 2012-13 Doctoral Unweighted Faculty Survey
3. UNC FY14 Compensation Plans (excluding vacant and adjunct positions)



## Faculty Compensation Outcomes 2013

College	CIP Code (4-digits) and Description	Rank	Years in Rank	Tenure	FTE	FY13 Base Salary	Promotion Increase	FY14 Beginning Base Salary	MOE	Parity Increase	FY14 Final Base Salary	FY14 Base Salary % Increase	FY13 Peer Avg Salary	FY13 Peer Avg Salary Adj for YIR	FY14 Base Salary % of Peers Before Parity	FY14 Base Salary % of Peers After Parity	Peer Data Source
EBS	1302 Bilingual, Multilingual & Multicultural	Professor	3	Tenured	1.00	74,475	-	74,475	1,490	2,894	78,859	5.9%	95,023	88,371	86.0%	89.2%	Doctoral
EBS	1302 Bilingual, Multilingual & Multicultural	Professor	11	Tenured	1.00	79,701	-	79,701	1,594	2,200	83,495	4.8%	95,023	95,973	84.7%	87.0%	Doctoral
EBS	1302 Bilingual, Multilingual & Multicultural	Assoc Professor	4	Tenure Track	1.00	58,605	-	58,605	1,172	-	59,777	2.0%	65,112	64,461	92.7%	92.7%	Doctoral
EBS	1302 Bilingual, Multilingual & Multicultural	Assoc Professor	10	Tenured	1.00	58,563	-	58,563	1,171	1,171	60,905	4.0%	65,112	68,368	87.4%	89.1%	Doctoral
EBS	1304 Ed Administration & Supervision	Professor	1	Tenured	1.00	72,100	5,000	77,100	1,542	-	78,642	9.1%	91,906	83,634	94.0%	94.0%	NCHEMS
EBS	1304 Ed Administration & Supervision	Professor	1	Tenured	1.00	73,131	5,000	78,131	1,563	-	79,694	9.0%	91,906	83,634	95.3%	95.3%	NCHEMS
EBS	1304 Ed Administration & Supervision	Professor	4	Tenured	1.00	78,335	-	78,335	1,567	-	79,902	2.0%	91,906	86,392	92.5%	92.5%	NCHEMS
EBS	1304 Ed Administration & Supervision	Assoc Professor	1	Tenured	1.00	64,375	3,000	67,375	1,348	-	68,723	6.8%	68,176	65,449	105.0%	105.0%	Doctoral
EBS	1304 Ed Administration & Supervision	Assoc Professor	2	Tenured	1.00	66,445	-	66,445	1,329	-	67,774	2.0%	68,176	66,131	102.5%	102.5%	NCHEMS
EBS	1304 Ed Administration & Supervision	Assoc Professor	1	Tenured	1.00	64,375	3,000	67,375	1,348	-	68,723	6.8%	68,176	65,449	105.0%	105.0%	NCHEMS
EBS	1304 Ed Administration & Supervision	Asst Professor	2	Tenure Track	1.00	60,000	-	60,000	1,200	-	61,200	2.0%	57,099	56,528	108.3%	108.3%	NCHEMS
EBS	1304 Ed Administration & Supervision	Asst Professor	1	Tenure Track	1.00	59,740	-	59,740	1,195	-	60,935	2.0%	57,099	55,957	108.9%	108.9%	NCHEMS
EBS	1304 Ed Administration & Supervision	Asst Professor	1	Tenure Track	1.00	58,053	-	58,053	1,161	-	59,214	2.0%	57,099	55,957	105.8%	105.8%	NCHEMS
EBS	1305 Ed/Instructional Media Design	Professor	6	Tenured	1.00	71,348	-	71,348	1,427	713	73,488	3.0%	85,401	81,985	88.8%	89.6%	Doctoral
EBS	1305 Ed/Instructional Media Design	Professor	3	Tenured	1.00	70,012	-	70,012	1,400	700	72,112	3.0%	85,401	79,423	89.9%	90.8%	Doctoral
EBS	1305 Ed/Instructional Media Design	Assoc Professor	9	Tenured	1.00	63,008	-	63,008	1,260	-	64,268	2.0%	65,078	67,681	95.0%	95.0%	Doctoral
EBS	1305 Ed/Instructional Media Design	Assoc Professor	3	Tenured	1.00	55,030	-	55,030	1,101	550	56,681	3.0%	65,078	63,776	88.0%	88.9%	Doctoral
EBS	1305 Ed/Instructional Media Design	Assoc Professor	18	Tenured	1.00	70,034	-	70,034	1,401	-	71,435	2.0%	65,078	70,935	100.7%	100.7%	Doctoral
EBS	1306 Assessment, Evaluation & Research	Professor	1	Tenured	1.00	66,463	5,000	71,463	1,429	4,800	77,692	16.9%	98,130	89,298	81.6%	87.0%	Doctoral
EBS	1306 Assessment, Evaluation & Research	Professor	3	Tenured	1.00	71,266	-	71,266	1,425	6,700	79,391	11.4%	98,130	91,261	79.7%	87.0%	Doctoral
EBS	1306 Assessment, Evaluation & Research	Professor	4	Tenured	1.00	81,435	-	81,435	1,629	814	83,878	3.0%	98,130	92,242	90.0%	90.9%	Doctoral
EBS	1306 Assessment, Evaluation & Research	Assoc Professor	2	Tenure Track	1.00	67,529	-	67,529	1,351	-	68,880	2.0%	73,695	71,484	96.4%	96.4%	Doctoral
EBS	1306 Assessment, Evaluation & Research	Asst Professor	1	Contract Renewable	1.00	35,627	-	35,627	713	-	36,340	2.0%	57,701	56,547	64.3%	64.3%	Doctoral
EBS	1306 Assessment, Evaluation & Research	Asst Professor	5	Tenure Track	1.00	59,740	-	59,740	1,195	-	60,935	2.0%	61,028	62,249	97.9%	97.9%	Doctoral
EBS	1306 Assessment, Evaluation & Research	Asst Professor	5	Tenure Track	1.00	59,740	-	59,740	1,195	-	60,935	2.0%	61,028	62,249	97.9%	97.9%	Doctoral
EBS	1309 Social & Philosophical Foundations	Professor	6	Tenured	1.00	66,040	-	66,040	1,321	6,250	73,611	11.5%	88,141	84,615	79.6%	87.0%	Doctoral
EBS	1309 Social & Philosophical Foundations	Professor	4	Tenured	1.00	69,776	-	69,776	1,396	1,396	72,568	4.0%	88,141	82,853	85.9%	87.6%	Doctoral
EBS	1309 Social & Philosophical Foundations	Asst Professor	2	Tenure Track	1.00	51,000	-	51,000	1,020	-	52,020	2.0%	55,788	55,230	94.2%	94.2%	Doctoral
EBS	1310 Special Ed & Teaching	Asst Professor	7	Contract Renewable	1.00	52,853	-	52,853	1,057	529	54,439	3.0%	57,701	59,432	90.7%	91.6%	Doctoral
EBS	1310 Special Ed & Teaching	Professor	21	Tenured	1.00	87,084	-	87,084	1,742	7,400	96,226	10.5%	99,664	110,627	80.3%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Professor	5	Tenured	1.00	72,054	-	72,054	1,441	8,900	82,395	14.4%	99,664	94,681	77.6%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Professor	8	Tenured	1.00	74,351	-	74,351	1,487	9,100	84,938	14.2%	99,664	97,671	77.6%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Professor	20	Tenured	1.00	84,882	-	84,882	1,698	8,800	95,380	12.4%	99,664	109,630	79.0%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Professor	16	Tenured	1.00	80,514	-	80,514	1,610	9,800	91,924	14.2%	99,664	105,644	77.7%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Professor	20	Tenured	1.00	85,977	-	85,977	1,720	7,650	95,347	10.9%	99,664	109,630	80.0%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Professor	1	Tenured	1.00	60,290	5,000	65,290	1,306	4,020	70,616	17.1%	99,664	90,694	73.4%	77.9%	NCHEMS
EBS	1310 Special Ed & Teaching	Professor	6	Tenured	1.00	72,838	-	72,838	1,457	8,900	83,195	14.2%	99,664	95,677	77.7%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Professor	12	Tenured	0.50	36,983	-	36,983	740	-	37,723	2.0%	99,664	101,657	74.2%	74.2%	NCHEMS
EBS	1310 Special Ed & Teaching	Assoc Professor	1	Tenured	1.00	51,940	3,000	54,940	1,099	2,500	58,539	12.7%	70,085	67,282	83.3%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Assoc Professor	4	Tenure Track	1.00	57,936	-	57,936	1,159	1,448	60,543	4.5%	70,085	69,384	85.2%	87.3%	NCHEMS
EBS	1310 Special Ed & Teaching	Assoc Professor	5	Tenured	1.00	59,085	-	59,085	1,182	1,447	61,714	4.4%	70,085	70,085	86.0%	88.1%	NCHEMS
EBS	1310 Special Ed & Teaching	Assoc Professor	2	Tenured	1.00	56,457	-	56,457	1,129	1,550	59,136	4.7%	70,085	67,982	84.7%	87.0%	NCHEMS
EBS	1310 Special Ed & Teaching	Assoc Professor	2	Tenured	1.00	57,734	-	57,734	1,155	1,155	60,044	4.0%	70,085	67,982	86.6%	88.3%	NCHEMS
EBS	1310 Special Ed & Teaching	Assoc Professor	9	Tenured	1.00	62,326	-	62,326	1,247	1,247	64,820	4.0%	70,085	72,888	87.2%	88.9%	NCHEMS
EBS	1310 Special Ed & Teaching	Asst Professor	6	Contract Renewable	1.00	51,940	-	51,940	1,039	519	53,498	3.0%	57,701	59,432	89.1%	90.0%	Doctoral
EBS	1310 Special Ed & Teaching	Asst Professor	7	Contract Renewable	1.00	53,167	-	53,167	1,063	-	54,230	2.0%	57,701	59,432	91.2%	91.2%	Doctoral
EBS	1310 Special Ed & Teaching	Asst Professor	1	Tenure Track	1.00	51,000	-	51,000	1,020	-	52,020	2.0%	57,840	56,683	91.8%	91.8%	NCHEMS
EBS	1310 Special Ed & Teaching	Instructor	1	Contract Renewable	1.00	38,192	-	38,192	764	2,300	41,256	8.0%	49,390	47,414	82.2%	87.0%	Doctoral
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Professor	8	Tenured	1.00	73,763	-	73,763	1,475	3,300	78,538	6.5%	91,172	89,349	84.2%	87.9%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Professor	6	Tenured	1.00	72,314	-	72,314	1,446	2,400	76,160	5.3%	91,172	87,525	84.3%	87.0%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	1	Tenure Track	1.00	61,800	-	61,800	1,236	-	63,036	2.0%	67,042	64,360	97.9%	97.9%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	3	Tenured	1.00	54,772	-	54,772	1,095	1,369	57,236	4.5%	67,042	65,701	85.0%	87.1%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	1	Tenured	1.00	51,940	3,000	54,940	1,099	-	56,039	7.9%	67,042	64,360	87.1%	87.1%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	3	Tenured	1.00	55,572	-	55,572	1,111	1,111	57,794	4.0%	67,042	65,701	86.3%	88.0%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	6	Contract Renewable	1.00	50,080	-	50,080	1,002	1,002	52,084	4.0%	57,701	59,432	85.9%	87.6%	Doctoral
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	2	Tenure Track	1.00	48,000	-	48,000	960	960	49,920	4.0%	57,957	57,377	85.3%	87.0%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	4	Contract Renewable	1.00	50,080	-	50,080	1,002	1,002	52,084	4.0%	57,701	58,278	87.7%	89.4%	Doctoral
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	1	Tenure Track	1.00	50,000	-	50,000	1,000	1,000	52,000	4.0%	57,957	56,798	89.8%	91.6%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Instructor	15	Contract Renewable	1.00	45,569	-	45,569	911	-	46,480	2.0%	47,786	49,220	94.4%	94.4%	NCHEMS
EBS	1312 Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	2	Contract Renewable	1.00	48,020	-	48,020	960	1,200	50,180	4.5%	57,701	57,124	85.7%	87.8%	Doctoral
EBS	1313 Teacher Ed & Prof Dev, Subjects	Assoc Professor	3	Tenured	1.00	56,795	-	56,795	1,136	1,136	59,067	4.0%	68,866	67,489	85.8%	87.5%	NCHEMS
EBS	1313 Teacher Ed & Prof Dev, Subjects	Assoc Professor	2	Tenure Track	1.00	57,000	-	57,000	1,140	1,140	59,280	4.0%	68,866	66,800	87.0%	88.7%	NCHEMS

College	CIP Code (4-digits) and Description	Rank	Years in Rank	Tenure	FTE	FY13 Base Salary	Promotion Increase	FY14 Beginning Base Salary	MOE	Parity Increase	FY14 Final Base Salary	FY14 Base Salary % Increase	FY13 Peer Avg Salary	FY13 Peer Avg Salary Adj for YIR	FY14 Base Salary % of Peers Before Parity	FY14 Base Salary % of Peers After Parity	Peer Data Source
EBS	1313 Teacher Ed & Prof Dev, Subjects	Asst Professor	5	Tenure Track	1.00	51,940	-	51,940	1,039	519	53,498	3.0%	58,641	59,814	88.6%	89.4%	NCHEMS
EBS	1313 Teacher Ed & Prof Dev, Subjects	Asst Professor	5	Tenure Track	1.00	51,940	-	51,940	1,039	519	53,498	3.0%	58,641	59,814	88.6%	89.4%	NCHEMS
EBS	1313 Teacher Ed & Prof Dev, Subjects	Instructor	7	Contract Renewable	1.00	43,986	-	43,986	880	1,320	46,186	5.0%	47,786	48,742	92.0%	94.8%	NCHEMS
EBS	4201 Psychology-General	Professor	4	Tenured	1.00	74,513	-	74,513	1,490	1,863	77,866	4.5%	93,562	87,948	86.4%	88.5%	NCHEMS
EBS	4201 Psychology-General	Professor	15	Tenured	1.00	83,329	-	83,329	1,667	2,010	87,006	4.4%	93,562	98,240	86.5%	88.6%	NCHEMS
EBS	4201 Psychology-General	Professor	9	Tenured	1.00	78,560	-	78,560	1,571	1,964	82,095	4.5%	93,562	92,626	86.5%	88.6%	NCHEMS
EBS	4201 Psychology-General	Professor	6	Tenured	1.00	76,207	-	76,207	1,524	762	78,493	3.0%	93,562	89,820	86.5%	87.4%	NCHEMS
EBS	4201 Psychology-General	Professor	14	Tenured	1.00	82,527	-	82,527	1,651	2,063	86,241	4.5%	93,562	97,304	86.5%	88.6%	NCHEMS
EBS	4201 Psychology-General	Professor	22	Tenured	1.00	101,450	-	101,450	2,029	-	103,479	2.0%	93,562	104,789	98.7%	98.7%	NCHEMS
EBS	4201 Psychology-General	Professor	1	Tenured	1.00	57,583	5,000	62,583	1,252	3,720	67,555	17.3%	93,562	85,141	75.0%	79.3%	NCHEMS
EBS	4201 Psychology-General	Assoc Professor	23	Tenured	1.00	80,462	-	80,462	1,609	-	82,071	2.0%	70,353	76,685	107.0%	107.0%	NCHEMS
EBS	4201 Psychology-General	Assoc Professor	9	Tenured	1.00	62,463	-	62,463	1,249	1,249	64,961	4.0%	70,353	73,167	87.1%	88.8%	NCHEMS
EBS	4201 Psychology-General	Assoc Professor	3	Tenured	1.00	55,873	-	55,873	1,117	3,000	59,990	7.4%	70,353	68,946	82.7%	87.0%	NCHEMS
EBS	4201 Psychology-General	Assoc Professor	1	Tenured	1.00	52,439	3,000	55,439	1,109	2,190	58,738	12.0%	70,353	67,539	83.7%	87.0%	NCHEMS
EBS	4201 Psychology-General	Assoc Professor	7	Tenured	1.00	71,917	-	71,917	1,438	-	73,355	2.0%	70,353	71,760	102.2%	102.2%	NCHEMS
EBS	4201 Psychology-General	Assoc Professor	7	Tenured	1.00	61,261	-	61,261	1,225	1,225	63,711	4.0%	70,353	71,760	87.1%	88.8%	NCHEMS
EBS	4201 Psychology-General	Asst Professor	5	Contract Renewable	1.00	50,170	-	50,170	1,003	-	51,173	2.0%	56,101	57,223	89.4%	89.4%	Doctoral
EBS	4201 Psychology-General	Asst Professor	5	Tenure Track	1.00	50,210	-	50,210	1,004	4,150	55,364	10.3%	62,391	63,639	80.5%	87.0%	NCHEMS
EBS	4201 Psychology-General	Instructor	5	Contract Renewable	1.00	44,402	-	44,402	888	1,332	46,622	5.0%	45,084	45,084	100.5%	103.4%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	5	Tenured	1.00	69,977	-	69,977	1,400	5,050	76,427	9.2%	92,475	87,851	81.2%	87.0%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	17	Tenured	1.00	82,018	-	82,018	1,640	2,450	86,108	5.0%	92,475	98,948	84.5%	87.0%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	8	Tenured	1.00	74,201	-	74,201	1,484	6,150	81,835	10.3%	92,475	90,626	83.5%	90.3%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Asst Professor	7	Tenure Track	1.00	51,584	-	51,584	1,032	1,032	53,648	4.0%	57,337	59,057	89.1%	90.8%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Asst Professor	4	Tenure Track	1.00	52,530	-	52,530	1,051	-	53,581	2.0%	57,337	57,910	92.5%	92.5%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	13	Tenured	1.00	79,407	-	79,407	1,588	1,916	82,911	4.4%	92,475	95,249	85.0%	87.0%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	15	Tenured	1.00	80,998	-	80,998	1,620	1,820	84,438	4.2%	92,475	97,099	85.1%	87.0%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	9	Tenured	1.00	76,122	-	76,122	1,522	2,003	79,647	4.6%	92,475	91,550	84.8%	87.0%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Assoc Professor	1	Tenured	1.00	52,530	3,000	55,530	1,111	1,221	57,862	10.1%	68,856	66,102	85.7%	87.5%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Asst Professor	5	Contract Renewable	0.60	36,065	-	36,065	721	-	36,786	2.0%	56,101	57,223	107.1%	107.1%	Doctoral
EBS	4228 Clinical, Counseling and Applied Psychology	Asst Professor	3	Contract Renewable	1.00	52,530	-	52,530	1,051	-	53,581	2.0%	56,101	56,101	95.5%	95.5%	Doctoral
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	8	Tenured	1.00	92,584	-	92,584	1,852	-	94,436	2.0%	92,475	90,626	104.2%	104.2%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Assoc Professor	1	Tenured	1.00	52,530	3,000	55,530	1,111	1,900	58,541	11.4%	68,856	66,102	85.7%	88.6%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Assoc Professor	5	Tenured	1.00	58,291	-	58,291	1,166	1,225	60,682	4.1%	68,856	68,856	86.3%	88.1%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Assoc Professor	1	Tenure Track	1.00	75,870	-	75,870	1,517	-	77,387	2.0%	68,856	66,102	117.1%	117.1%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Assoc Professor	1	Contract Renewable	1.00	52,530	3,000	55,530	1,111	1,900	58,541	11.4%	68,867	66,112	85.7%	88.5%	Doctoral
EBS	4228 Clinical, Counseling and Applied Psychology	Asst Professor	7	Tenure Track	1.00	51,584	-	51,584	1,032	1,032	53,648	4.0%	57,337	59,057	89.1%	90.8%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	17	Tenured	1.00	81,434	-	81,434	1,629	2,036	85,099	4.5%	92,475	98,948	83.9%	86.0%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	18	Tenured	1.00	88,074	-	88,074	1,761	880	90,715	3.0%	92,475	99,873	89.9%	90.8%	NCHEMS
EBS	4228 Clinical, Counseling and Applied Psychology	Professor	16	Tenured	1.00	80,516	-	80,516	1,610	3,200	85,326	6.0%	92,475	98,024	83.8%	87.0%	NCHEMS
EBS	5102 Communication Disorders Sci & Svcs	Assoc Professor	1	Tenure Track	1.00	59,740	-	59,740	1,195	-	60,935	2.0%	69,573	66,790	91.2%	91.2%	NCHEMS
HSS	0501 Area Studies	Professor	9	Tenured	1.00	83,002	-	83,002	1,660	6,469	91,131	9.8%	105,202	104,150	81.3%	87.5%	Doctoral
HSS	0501 Area Studies	Professor	23	Tenured	1.00	81,398	-	81,398	-	-	81,398	0.0%	105,202	118,878	68.5%	68.5%	Doctoral
HSS	0501 Area Studies	Asst Professor	5	Tenure Track	1.00	49,696	-	49,696	994	5,112	55,802	12.3%	62,523	63,773	79.5%	87.5%	Doctoral
HSS	0502 Ethnic, Cultural Minority , Gender, and Group Studies	Asst Professor	6	Tenure Track	1.00	47,895	-	47,895	958	4,835	53,687	12.1%	59,570	61,357	79.6%	87.5%	All
HSS	0502 Ethnic, Cultural Minority , Gender, and Group Studies	Lecturer	10	Contract Renewable	0.50	20,278	-	20,278	406	-	20,684	2.0%	45,915	47,292	87.5%	87.5%	Doctoral
HSS	0901 Communication & Media Studies	Professor	11	Tenured	1.00	80,768	-	80,768	1,615	-	82,383	2.0%	85,173	86,025	95.8%	95.8%	NCHEMS
HSS	0901 Communication & Media Studies	Professor	6	Tenured	1.00	68,024	-	68,024	1,360	2,161	71,545	5.2%	85,173	81,766	84.9%	87.5%	NCHEMS
HSS	0901 Communication & Media Studies	Professor	6	Tenured	1.00	68,024	-	68,024	1,360	2,161	71,545	5.2%	85,173	81,766	84.9%	87.5%	NCHEMS
HSS	0901 Communication & Media Studies	Professor	12	Tenured	1.00	76,345	-	76,345	1,527	5,335	83,207	9.0%	85,173	86,876	89.6%	95.8%	NCHEMS
HSS	0901 Communication & Media Studies	Professor	5	Tenured	1.00	67,499	-	67,499	1,350	1,951	70,800	4.9%	85,173	80,914	85.1%	87.5%	NCHEMS
HSS	0901 Communication & Media Studies	Assoc Professor	8	Tenured	1.00	58,684	-	58,684	1,174	-	59,858	2.0%	65,969	67,948	88.1%	88.1%	NCHEMS
HSS	0901 Communication & Media Studies	Assoc Professor	10	Tenured	1.00	58,622	-	58,622	1,172	815	60,609	3.4%	65,969	69,267	86.3%	87.5%	NCHEMS
HSS	0901 Communication & Media Studies	Asst Professor	2	Contract Renewable	1.00	47,455	-	47,455	949	557	48,961	3.2%	56,521	55,956	86.5%	87.5%	Doctoral
HSS	0901 Communication & Media Studies	Lecturer	3	Contract Renewable	1.00	31,518	-	31,518	630	7,506	39,654	25.8%	46,244	45,319	70.9%	87.5%	NCHEMS
HSS	0904 Journalism	Professor	16	Tenured	1.00	84,974	-	84,974	1,699	9,867	96,541	13.6%	104,087	110,332	78.6%	87.5%	Doctoral
HSS	0904 Journalism	Professor	6	Contract Renewable	1.00	72,100	-	72,100	1,442	-	73,542	2.0%	85,059	81,657	90.1%	90.1%	Doctoral
HSS	0904 Journalism	Assoc Professor	5	Tenured	1.00	56,222	-	56,222	1,124	1,722	59,069	5.1%	67,507	67,507	84.9%	87.5%	NCHEMS
HSS	0904 Journalism	Assoc Professor	3	Tenured	1.00	55,262	-	55,262	1,105	1,520	57,887	4.8%	67,507	66,157	85.2%	87.5%	NCHEMS
HSS	0904 Journalism	Asst Professor	3	Tenure Track	1.00	48,690	-	48,690	-	-	48,690	0.0%	57,787	57,787	84.3%	84.3%	NCHEMS
HSS	0904 Journalism	Asst Professor	14	Contract Renewable	1.00	54,822	-	54,822	1,096	-	55,918	2.0%	56,521	58,217	96.1%	96.1%	Doctoral
HSS	0909 Public Relations, Advertising & Applied Comm	Lecturer	2	Contract Renewable	1.00	32,007	-	32,007	640	9,030	41,677	30.2%	46,244	44,857	72.8%	92.9%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	15	Tenured	1.00	91,992	-	91,992	1,840	-	93,832	2.0%	84,530	88,757	105.7%	105.7%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	9	Tenured	1.00	72,008	-	72,008	1,440	-	73,448	2.0%	84,530	83,685	87.8%	87.8%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	26	Tenured	1.00	94,870	-	94,870	1,897	-	96,767	2.0%	84,530	98,055	98.7%	98.7%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	1	Tenured	1.00	54,728	5,000	59,728	1,195	6,384	67,307	23.0%	84,530	76,922	79.2%	87.5%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	24	Tenured	1.00	88,584	-	88,584	1,772	-	90,356	2.0%	84,530	96,364	93.8%	93.8%	NCHEMS

College	CIP Code (4-digits) and Description	Rank	Years in Rank	Tenure	FTE	FY13 Base Salary	Promotion Increase	FY14 Beginning Base Salary	MOE	Parity Increase	FY14 Final Base Salary	FY14 Base Salary % Increase	FY13 Peer Avg Salary	FY13 Peer Avg Salary Adj for YIR	FY14 Base Salary % of Peers Before Parity	FY14 Base Salary % of Peers After Parity	Peer Data Source
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	13	Tenured	1.00	85,356	-	85,356	1,707	-	87,063	2.0%	84,530	87,066	100.0%	100.0%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	7	Tenured	1.00	71,093	-	71,093	1,422	-	72,515	2.0%	84,530	81,994	88.4%	88.4%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	3	Tenured	1.00	56,090	-	56,090	1,122	-	57,211	2.0%	61,315	60,089	95.2%	95.2%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	1	Tenured	1.00	48,410	3,000	51,410	1,028	-	52,438	8.3%	61,315	58,862	89.1%	89.1%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	5	Tenured	1.00	56,269	-	56,269	1,125	-	57,394	2.0%	61,315	61,315	93.6%	93.6%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Asst Professor	3	Tenure Track	1.00	48,410	-	48,410	968	-	49,378	2.0%	53,965	53,965	91.5%	91.5%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Lecturer	1	Contract Renewable	1.00	35,000	-	35,000	-	-	35,000	0.0%	39,842	38,248	91.5%	91.5%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Lecturer	7	Contract Renewable	1.00	34,981	-	34,981	700	-	35,681	2.0%	39,842	40,639	87.8%	87.8%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Lecturer	8	Contract Renewable	1.00	41,570	-	41,570	831	-	42,401	2.0%	39,842	41,037	103.3%	103.3%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	16	Tenured	1.00	114,021	-	114,021	2,280	-	116,301	2.0%	84,530	89,602	129.8%	129.8%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Professor	15	Tenured	1.00	73,832	-	73,832	-	-	73,832	0.0%	84,530	88,757	83.2%	83.2%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	5	Tenured	1.00	53,674	-	53,674	1,073	-	54,747	2.0%	61,315	61,315	89.3%	89.3%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Asst Professor	3	Tenure Track	1.00	48,410	-	48,410	968	-	49,378	2.0%	53,965	53,965	91.5%	91.5%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Asst Professor	2	Contract Renewable	1.00	40,455	-	40,455	809	1,679	42,943	6.2%	49,574	49,078	84.1%	87.5%	Doctoral
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Asst Professor	9	Contract Renewable	1.00	50,781	-	50,781	1,016	-	51,797	2.0%	49,574	51,061	101.4%	101.4%	Doctoral
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Asst Professor	8	Tenure Track	1.00	50,781	-	50,781	1,016	-	51,797	2.0%	53,965	55,584	93.2%	93.2%	NCHEMS
HSS	1601 Linguistic, Comp & Rel Studies & Svcs	Lecturer	1	Contract Renewable	1.00	35,000	-	35,000	-	-	35,000	0.0%	39,842	38,248	91.5%	91.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	21	Tenured	1.00	86,176	-	86,176	1,724	-	87,900	2.0%	87,818	97,478	90.2%	90.2%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	12	Tenured	1.00	79,079	-	79,079	1,582	4,794	85,454	8.1%	87,818	89,574	90.0%	95.4%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	17	Tenured	1.00	84,888	-	84,888	1,698	-	86,586	2.0%	87,818	93,965	92.1%	92.1%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	31	Tenured	1.00	95,325	-	95,325	1,907	-	97,232	2.0%	87,818	106,260	91.5%	91.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	5	Tenured	1.00	68,881	-	68,881	1,378	2,740	72,999	6.0%	87,818	83,427	84.2%	87.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	8	Tenured	1.00	80,557	-	80,557	1,611	-	82,168	2.0%	87,818	86,062	95.5%	95.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	13	Tenured	1.00	76,923	-	76,923	1,538	6,994	85,455	11.1%	87,818	90,453	86.7%	94.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	5	Tenured	1.00	68,881	-	68,881	1,378	2,740	72,999	6.0%	87,818	83,427	84.2%	87.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Professor	9	Tenured	1.00	76,994	-	76,994	1,540	4,456	82,990	7.8%	87,818	86,940	90.3%	95.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Assoc Professor	1	Tenured	1.00	49,440	3,000	52,440	1,049	1,845	55,334	11.9%	65,874	63,239	84.6%	87.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Assoc Professor	2	Tenured	1.00	52,786	-	52,786	1,056	2,069	55,911	5.9%	65,874	63,898	84.3%	87.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Assoc Professor	1	Tenured	1.00	52,564	3,000	55,564	1,111	-	56,675	7.8%	65,874	63,239	89.6%	89.6%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Assoc Professor	4	Tenured	1.00	58,202	-	58,202	1,164	-	59,366	2.0%	65,874	65,215	91.0%	91.0%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Assoc Professor	3	Tenured	1.00	53,320	-	53,320	1,066	2,101	56,487	5.9%	65,874	64,557	84.2%	87.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Asst Professor	1	Tenure Track	1.00	48,000	-	48,000	-	-	48,000	0.0%	55,265	54,160	88.6%	88.6%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Asst Professor	5	Tenure Track	1.00	49,440	-	49,440	989	-	50,429	2.0%	55,265	56,370	89.5%	89.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Asst Professor	5	Tenure Track	1.00	49,440	-	49,440	-	-	49,440	0.0%	55,265	56,370	87.7%	87.7%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Asst Professor	6	Tenure Track	1.00	49,440	-	49,440	989	-	50,429	2.0%	55,265	56,923	88.6%	88.6%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Asst Professor	1	Tenure Track	1.00	49,440	-	49,440	989	-	50,429	2.0%	55,265	54,160	93.1%	93.1%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Asst Professor	1	Tenure Track	1.00	39,493	-	39,493	-	-	39,493	0.0%	55,265	54,160	72.9%	72.9%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Asst Professor	1	Tenure Track	1.00	48,000	-	48,000	-	-	48,000	0.0%	55,265	54,160	88.6%	88.6%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Lecturer	12	Contract Renewable	1.00	33,154	-	33,154	663	1,593	35,410	6.8%	39,290	40,469	83.6%	87.5%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Lecturer	1	Contract Renewable	1.00	40,000	-	40,000	-	-	40,000	0.0%	39,290	37,718	106.0%	106.0%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Lecturer	1	Contract Renewable	1.00	35,000	-	35,000	-	-	35,000	0.0%	39,290	37,718	92.8%	92.8%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Lecturer	1	Contract Renewable	1.00	32,000	-	32,000	-	-	32,000	0.0%	39,290	37,718	84.8%	84.8%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Lecturer	12	Contract Renewable	1.00	37,979	-	37,979	760	-	38,739	2.0%	39,290	40,469	95.7%	95.7%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Lecturer	28	Contract Renewable	1.00	43,674	-	43,674	873	-	44,547	2.0%	39,290	40,469	110.1%	110.1%	NCHEMS
HSS	2301 English Language and Literature/Letters-General	Lecturer	1	Contract Renewable	1.00	40,000	-	40,000	800	-	40,800	2.0%	39,290	37,718	108.2%	108.2%	NCHEMS
HSS	3801 Philosophy	Professor	16	Tenured	1.00	84,226	-	84,226	1,685	-	85,911	2.0%	91,932	97,448	88.2%	88.2%	NCHEMS
HSS	3801 Philosophy	Professor	22	Tenured	1.00	89,025	-	89,025	1,781	-	90,806	2.0%	91,932	102,964	88.2%	88.2%	NCHEMS
HSS	3801 Philosophy	Assoc Professor	11	Tenured	1.00	62,772	-	62,772	1,255	-	64,027	2.0%	68,248	72,343	88.5%	88.5%	NCHEMS
HSS	3801 Philosophy	Assoc Professor	4	Tenured	1.00	57,223	-	57,223	1,144	-	58,367	2.0%	68,248	67,566	86.4%	86.4%	NCHEMS
HSS	4301 Criminal Justice & Corrections	Professor	9	Tenured	1.00	81,985	-	81,985	1,640	6,574	90,198	10.0%	104,125	103,084	81.1%	87.5%	Doctoral
HSS	4301 Criminal Justice & Corrections	Assoc Professor	1	Tenure Track	1.00	65,000	-	65,000	-	-	65,000	0.0%	74,113	71,148	91.4%	91.4%	Doctoral
HSS	4301 Criminal Justice & Corrections	Asst Professor	2	Tenure Track	1.00	47,000	-	47,000	940	5,198	53,138	13.1%	61,342	60,729	78.9%	87.5%	Doctoral
HSS	4301 Criminal Justice & Corrections	Asst Professor	8	Tenure Track	1.00	50,157	-	50,157	1,003	4,124	55,284	10.2%	61,342	63,182	81.0%	87.5%	Doctoral
HSS	4301 Criminal Justice & Corrections	Asst Professor	3	Tenure Track	1.00	48,666	-	48,666	-	-	48,666	0.0%	61,342	61,342	79.3%	79.3%	Doctoral
HSS	4301 Criminal Justice & Corrections	Lecturer	1	Contract Renewable	1.00	35,000	-	35,000	-	-	35,000	0.0%	48,441	46,503	75.3%	75.3%	Doctoral
HSS	4301 Criminal Justice & Corrections	Lecturer	3	Contract Renewable	1.00	36,050	-	36,050	721	4,767	41,538	15.2%	48,441	47,472	77.5%	87.5%	Doctoral
HSS	4301 Criminal Justice & Corrections	Lecturer	2	Contract Renewable	1.00	35,000	-	35,000	700	5,414	41,114	17.5%	48,441	46,988	76.0%	87.5%	Doctoral
HSS	4502 Anthropology	Professor	16	Tenured	1.00	79,655	-	79,655	1,593	4,573	85,822	7.7%	92,530	98,082	82.8%	87.5%	NCHEMS
HSS	4502 Anthropology	Asst Professor	2	Tenure Track	1.00	48,000	-	48,000	960	904	49,864	3.9%	57,563	56,987	85.9%	87.5%	NCHEMS
HSS	4502 Anthropology	Asst Professor	2	Tenure Track	1.00	48,000	-	48,000	960	904	49,864	3.9%	57,563	56,987	85.9%	87.5%	NCHEMS
HSS	4502 Anthropology	Asst Professor	3	Tenure Track	1.00	48,410	-	48,410	968	989	50,368	4.0%	57,563	57,563	85.8%	87.5%	NCHEMS
HSS	4502 Anthropology	Lecturer	1	Contract Renewable	1.00	35,000	-	35,000	-	-	35,000	0.0%	48,027	46,106	75.9%	75.9%	NCHEMS
HSS	4506 Economics	Professor	10	Tenured	1.00	95,345	-	95,345	1,907	3,251	100,503	5.4%	114,860	114,860	84.7%	87.5%	NCHEMS
HSS	4506 Economics	Professor	2	Tenured	1.00	87,661	-	87,661	1,753	3,048	92,462	5.5%	114,860	105,671	84.6%	87.5%	NCHEMS
HSS	4506 Economics	Professor	3	Tenured	1.00	88,622	-	88,622	1,772	3,073	93,467	5.5%	114,860	106,820	84.6%	87.5%	NCHEMS
HSS	4506 Economics	Assoc Professor	2	Tenured	1.00	70,714	-	70,714	1,414	4,197	76,326	7.9%	89,927	87,229	82.7%	87.5%	NCHEMS



College	CIP Code (4-digits) and Description	Rank	Years in Rank	Tenure	FTE	FY13 Base Salary	Promotion Increase	FY14 Beginning Base Salary	MOE	Parity Increase	FY14 Final Base Salary	FY14 Base Salary % Increase	FY13 Peer Avg Salary	FY13 Peer Avg Salary Adj for YIR	FY14 Base Salary % of Peers Before Parity	FY14 Base Salary % of Peers After Parity	Peer Data Source
HSS	4506 Economics	Assoc Professor	1	Tenured	1.00	64,170	3,000	67,170	1,343	7,025	75,539	17.7%	89,927	86,330	79.4%	87.5%	NCHEMS
HSS	4506 Economics	Assoc Professor	12	Tenured	1.00	78,054	-	78,054	1,561	4,579	84,194	7.9%	89,927	96,222	82.7%	87.5%	NCHEMS
HSS	4506 Economics	Asst Professor	3	Contract Renewable	1.00	59,065	-	59,065	1,181	-	60,246	2.0%	56,625	56,625	106.4%	106.4%	Doctoral
HSS	4507 Geography & Cartography	Professor	6	Tenured	1.00	70,546	-	70,546	1,411	2,491	74,448	5.5%	88,629	85,084	84.6%	87.5%	NCHEMS
HSS	4507 Geography & Cartography	Professor	9	Tenured	1.00	73,485	-	73,485	1,470	1,820	76,775	4.5%	88,629	87,743	85.4%	87.5%	NCHEMS
HSS	4507 Geography & Cartography	Professor	3	Tenured	1.00	68,330	-	68,330	1,367	2,425	72,122	5.5%	88,629	82,425	84.6%	87.5%	NCHEMS
HSS	4507 Geography & Cartography	Professor	22	Tenured	1.00	82,389	-	82,389	1,648	2,820	86,856	5.4%	88,629	99,264	84.7%	87.5%	NCHEMS
HSS	4507 Geography & Cartography	Assoc Professor	7	Tenured	1.00	57,795	-	57,795	1,156	3,261	62,212	7.6%	70,395	71,803	82.1%	86.6%	NCHEMS
HSS	4507 Geography & Cartography	Assoc Professor	4	Tenured	1.00	57,046	-	57,046	1,141	2,793	60,980	6.9%	70,395	69,691	83.5%	87.5%	NCHEMS
HSS	4507 Geography & Cartography	Assoc Professor	1	Tenured	1.00	49,696	3,000	52,696	1,054	5,382	59,132	19.0%	70,395	67,579	79.5%	87.5%	NCHEMS
HSS	4507 Geography & Cartography	Instructor	1	Contract Renewable	1.00	49,000	-	49,000	-	-	49,000	0.0%	48,027	46,106	106.3%	106.3%	NCHEMS
HSS	4510 Political Science & Government	Professor	15	Tenured	1.00	84,463	-	84,463	1,689	1,048	87,200	3.2%	94,912	99,658	86.4%	87.5%	NCHEMS
HSS	4510 Political Science & Government	Assoc Professor	3	Tenured	1.00	55,076	-	55,076	1,102	3,637	59,814	8.6%	69,754	68,359	82.2%	87.5%	NCHEMS
HSS	4510 Political Science & Government	Assoc Professor	6	Tenured	1.00	57,399	-	57,399	1,148	3,098	61,645	7.4%	69,754	70,452	83.1%	87.5%	NCHEMS
HSS	4510 Political Science & Government	Asst Professor	1	Tenure Track	1.00	51,000	-	51,000	-	-	51,000	0.0%	59,724	58,530	87.1%	87.1%	NCHEMS
HSS	4510 Political Science & Government	Asst Professor	4	Tenure Track	1.00	51,500	-	51,500	1,030	2,060	54,590	6.0%	59,724	60,321	87.1%	90.5%	NCHEMS
HSS	4511 Sociology	Asst Professor	1	Tenure Track	1.00	50,000	-	50,000	-	-	50,000	0.0%	57,857	56,700	88.2%	88.2%	NCHEMS
HSS	4511 Sociology	Professor	25	Tenured	1.00	86,618	-	86,618	1,732	3,914	92,264	6.5%	91,691	105,445	83.8%	87.5%	NCHEMS
HSS	4511 Sociology	Professor	11	Tenured	1.00	76,013	-	76,013	-	-	76,013	0.0%	91,691	92,608	82.1%	82.1%	NCHEMS
HSS	4511 Sociology	Professor	18	Tenured	1.00	82,510	-	82,510	1,650	2,488	86,648	5.0%	91,691	99,026	85.0%	87.5%	NCHEMS
HSS	4511 Sociology	Assoc Professor	2	Tenured	1.00	53,528	-	53,528	1,071	2,603	57,202	6.9%	67,395	65,373	83.5%	87.5%	NCHEMS
HSS	4511 Sociology	Assoc Professor	3	Tenured	1.00	55,318	-	55,318	1,106	1,367	57,791	4.5%	67,395	66,047	85.4%	87.5%	NCHEMS
HSS	4511 Sociology	Asst Professor	2	Tenure Track	1.00	48,000	-	48,000	960	1,159	50,119	4.4%	57,857	57,278	85.5%	87.5%	NCHEMS
HSS	4511 Sociology	Asst Professor	5	Tenure Track	1.00	49,696	-	49,696	994	947	51,637	3.9%	57,857	59,014	85.9%	87.5%	NCHEMS
HSS	4511 Sociology	Asst Professor	1	Tenure Track	1.00	40,604	-	40,604	-	-	40,604	0.0%	57,857	56,700	71.6%	71.6%	NCHEMS
HSS	4511 Sociology	Lecturer	4	Contract Renewable	1.00	38,334	-	38,334	767	4,184	43,284	12.9%	48,027	47,547	82.2%	91.0%	NCHEMS
HSS	5401 History	Professor	15	Tenured	1.00	83,062	-	83,062	1,661	835	85,559	3.0%	93,125	97,781	86.6%	87.5%	NCHEMS
HSS	5401 History	Professor	10	Tenured	1.00	79,299	-	79,299	1,586	599	81,484	2.8%	93,125	93,125	86.9%	87.5%	NCHEMS
HSS	5401 History	Professor	8	Tenured	1.00	77,562	-	77,562	1,551	741	79,855	3.0%	93,125	91,263	86.7%	87.5%	NCHEMS
HSS	5401 History	Assoc Professor	2	Tenured	1.00	53,800	-	53,800	1,076	2,455	57,331	6.6%	67,548	65,522	83.8%	87.5%	NCHEMS
HSS	5401 History	Assoc Professor	2	Tenured	1.00	56,632	-	56,632	1,133	-	57,765	2.0%	67,548	65,522	88.2%	88.2%	NCHEMS
HSS	5401 History	Assoc Professor	1	Tenured	1.00	49,440	3,000	52,440	1,049	3,252	56,740	14.8%	67,548	64,846	82.5%	87.5%	NCHEMS
HSS	5401 History	Asst Professor	5	Tenure Track	1.00	49,440	-	49,440	989	2,101	52,530	6.2%	56,563	57,694	87.4%	91.0%	NCHEMS
HSS	5401 History	Asst Professor	3	Tenure Track	1.00	49,440	-	49,440	989	1,081	51,510	4.2%	56,563	56,563	89.2%	91.1%	NCHEMS
HSS	5401 History	Asst Professor	5	Tenure Track	1.00	49,440	-	49,440	989	2,101	52,530	6.2%	56,563	57,694	87.4%	91.0%	NCHEMS
HSS	5401 History	Asst Professor	3	Tenure Track	1.00	49,440	-	49,440	989	1,081	51,510	4.2%	56,563	56,563	89.2%	91.1%	NCHEMS
HSS	5401 History	Asst Professor	2	Tenure Track	1.00	48,000	-	48,000	960	2,040	51,000	6.3%	56,563	55,997	87.4%	91.1%	NCHEMS
HSS	5401 History	Asst Professor	2	Tenure Track	1.00	50,000	-	50,000	1,000	-	51,000	2.0%	56,563	55,997	91.1%	91.1%	NCHEMS
HSS	5401 History	Lecturer	7	Contract Renewable	1.00	38,110	-	38,110	762	-	38,872	2.0%	40,245	41,050	94.7%	94.7%	NCHEMS
LIB	2501 Library Science and Administration	Professor	5	Tenured	1.00	73,543	-	73,543	1,471	3,000	78,014	6.1%	91,542	86,965	86.3%	89.7%	Doctoral
LIB	2501 Library Science and Administration	Professor	9	Tenured	1.00	68,513	-	68,513	1,370	8,000	77,883	13.7%	91,542	90,627	77.1%	85.9%	Doctoral
LIB	2501 Library Science and Administration	Assoc Professor	5	Tenured	1.00	58,465	-	58,465	1,169	2,100	61,734	5.6%	74,977	74,977	79.5%	82.3%	Doctoral
LIB	2501 Library Science and Administration	Assoc Professor	8	Tenured	1.00	63,836	-	63,836	1,277	1,000	66,113	3.6%	74,977	77,226	84.3%	85.6%	Doctoral
LIB	2501 Library Science and Administration	Assoc Professor	7	Tenured	1.00	60,732	-	60,732	1,215	1,100	63,047	3.8%	74,977	76,477	81.0%	82.4%	Doctoral
LIB	2501 Library Science and Administration	Assoc Professor	4	Tenured	1.00	59,833	-	59,833	1,197	1,500	62,530	4.5%	74,977	74,227	82.2%	84.2%	Doctoral
LIB	2501 Library Science and Administration	Assoc Professor	15	Tenured	1.00	64,854	-	64,854	1,297	1,500	67,651	4.3%	74,977	81,725	80.9%	82.8%	Doctoral
LIB	2501 Library Science and Administration	Assoc Professor	2	Tenured	1.00	57,089	-	57,089	1,142	3,000	61,231	7.3%	74,977	72,728	80.1%	84.2%	Doctoral
LIB	2501 Library Science and Administration	Assoc Professor	2	Tenured	1.00	56,693	-	56,693	1,134	2,200	60,027	5.9%	74,977	72,728	79.5%	82.5%	Doctoral
LIB	2501 Library Science and Administration	Asst Professor	2	Contract Renewable	1.00	49,258	-	49,258	985	2,500	52,743	7.1%	57,313	56,740	88.6%	93.0%	Doctoral
LIB	2501 Library Science and Administration	Asst Professor	2	Contract Renewable	1.00	49,258	-	49,258	985	2,500	52,743	7.1%	57,313	56,740	88.6%	93.0%	Doctoral
LIB	2501 Library Science and Administration	Asst Professor	4	Contract Renewable	1.00	49,761	-	49,761	995	3,700	54,456	9.4%	57,313	57,886	87.7%	94.1%	Doctoral
LIB	2501 Library Science and Administration	Asst Professor	5	Tenure Track	1.00	50,263	-	50,263	1,005	3,000	54,268	8.0%	61,232	62,457	82.1%	86.9%	Doctoral
LIB	2501 Library Science and Administration	Asst Professor	5	Tenure Track	1.00	57,680	-	57,680	1,154	1,200	60,034	4.1%	61,232	62,457	94.2%	96.1%	Doctoral
LIB	2501 Library Science and Administration	Asst Professor	5	Tenure Track	1.00	53,841	-	53,841	1,077	1,651	56,569	5.1%	61,232	62,457	87.9%	90.6%	Doctoral
LIB	2501 Library Science and Administration	Asst Professor	2	Contract Renewable	1.00	51,000	-	51,000	1,020	1,800	53,820	5.5%	57,313	56,740	91.7%	94.9%	Doctoral
LIB	2501 Library Science and Administration	Asst Professor	1	Tenure Track	1.00	60,358	-	60,358	1,207	-	61,565	2.0%	61,232	60,007	102.6%	102.6%	Doctoral
MCB	5202 Admin, Mgt & Operations	Professor	3	Tenured	1.00	160,186	-	160,186	3,204	1,602	164,992	3.0%	128,974	119,946	136.2%	137.6%	NCHEMS
MCB	5202 Admin, Mgt & Operations	Professor	18	Tenured	1.00	121,900	-	121,900	2,438	3,657	127,995	5.0%	128,974	139,292	89.3%	91.9%	NCHEMS
MCB	5202 Admin, Mgt & Operations	Assoc Professor	7	Tenured	1.00	94,500	-	94,500	1,890	2,835	99,225	5.0%	109,082	111,264	86.6%	89.2%	NCHEMS
MCB	5202 Admin, Mgt & Operations	Assoc Professor	3	Tenured	1.00	99,750	-	99,750	1,995	1,059	102,804	3.1%	109,082	106,900	95.2%	96.2%	NCHEMS
MCB	5202 Admin, Mgt & Operations	Asst Professor	1	Tenure Track	1.00	94,500	-	94,500	1,890	-	96,390	2.0%	101,797	99,761	96.6%	96.6%	NCHEMS
MCB	5202 Admin, Mgt & Operations	Asst Professor	5	Tenure Track	1.00	101,760	-	101,760	2,035	1,018	104,813	3.0%	101,797	103,833	100.0%	100.9%	NCHEMS
MCB	5202 Admin, Mgt & Operations	Asst Professor	8	Tenure Track	1.00	94,500	-	94,500	1,890	2,835	99,225	5.0%	101,797	104,851	91.9%	94.6%	NCHEMS
MCB	5202 Admin, Mgt & Operations	Instructor	10	Contract Renewable	1.00	85,525	-	85,525	1,711	855	88,091	3.0%	56,574	58,271	149.7%	151.2%	NCHEMS
MCB	5202 Admin, Mgt & Operations	Asst Professor	1	Tenure Track	1.00	120,000	-	120,000	2,400	-	122,400	2.0%	101,797	99,761	122.7%	122.7%	NCHEMS
MCB	5203 Accounting & Related Svcs	Professor	20	Tenured	1.00	127,932	-	127,932	2,559	4,001	134,492	5.1%	142,415	156,657	83.3%	85.9%	NCHEMS

College	CIP Code (4-digits) and Description	Rank	Years in Rank	Tenure	FTE	FY13 Base Salary	Promotion Increase	FY14 Beginning Base Salary	MOE	Parity Increase	FY14 Final Base Salary	FY14 Base Salary % Increase	FY13 Peer Avg Salary	FY13 Peer Avg Salary Adj for YIR	FY14 Base Salary % of Peers Before Parity	FY14 Base Salary % of Peers After Parity	Peer Data Source
MCB	5203 Accounting & Related Svcs	Professor	5	Tenured	1.00	114,430	-	114,430	-	-	114,430	0.0%	142,415	135,294	84.6%	84.6%	NCHEMS
MCB	5203 Accounting & Related Svcs	Professor	38	Tenured	1.00	110,250	-	110,250	2,205	8,308	120,763	9.5%	142,415	182,291	61.7%	66.2%	NCHEMS
MCB	5203 Accounting & Related Svcs	Assoc Professor	4	Tenured	1.00	121,450	-	121,450	2,429	2,429	126,308	4.0%	131,661	130,344	95.0%	96.9%	NCHEMS
MCB	5203 Accounting & Related Svcs	Assoc Professor	1	Tenured	1.00	122,850	3,000	125,850	2,517	1,259	129,626	5.5%	131,661	126,395	101.6%	102.6%	NCHEMS
MCB	5203 Accounting & Related Svcs	Assoc Professor	7	Tenured	1.00	123,640	3,000	126,640	2,533	1,267	130,440	5.5%	131,661	134,294	96.2%	97.1%	NCHEMS
MCB	5203 Accounting & Related Svcs	Asst Professor	2	Tenure Track	1.00	84,100	-	84,100	1,682	2,523	88,305	5.0%	124,834	123,586	69.4%	71.5%	NCHEMS
MCB	5203 Accounting & Related Svcs	Lecturer	2	Contract Renewable	1.00	75,000	-	75,000	1,500	-	76,500	2.0%	56,574	54,877	139.4%	139.4%	NCHEMS
MCB	5208 Finance & Financial Mgt Svcs	Professor	3	Tenured	1.00	118,379	-	118,379	2,368	2,368	123,115	4.0%	134,955	125,508	96.2%	98.1%	NCHEMS
MCB	5208 Finance & Financial Mgt Svcs	Professor	17	Tenured	1.00	131,883	-	131,883	2,638	2,638	137,159	4.0%	134,955	144,402	93.2%	95.0%	NCHEMS
MCB	5208 Finance & Financial Mgt Svcs	Professor	7	Tenured	1.00	121,254	-	121,254	2,425	2,425	126,104	4.0%	134,955	130,906	94.5%	96.3%	NCHEMS
MCB	5208 Finance & Financial Mgt Svcs	Assoc Professor	9	Tenured	1.00	115,300	-	115,300	2,306	1,153	118,759	3.0%	113,592	118,136	99.6%	100.5%	NCHEMS
MCB	5208 Finance & Financial Mgt Svcs	Assoc Professor	2	Tenured	1.00	111,066	-	111,066	2,221	1,111	114,398	3.0%	113,592	110,184	102.8%	103.8%	NCHEMS
MCB	5212 Mgt Information Sys & Svcs	Professor	15	Tenured	1.00	118,030	-	118,030	2,361	3,542	123,933	5.0%	128,518	134,944	89.2%	91.8%	NCHEMS
MCB	5212 Mgt Information Sys & Svcs	Professor	14	Tenured	1.00	120,225	-	120,225	2,405	2,405	125,035	4.0%	128,518	133,659	91.7%	93.5%	NCHEMS
MCB	5212 Mgt Information Sys & Svcs	Professor	19	Tenured	1.00	118,641	-	118,641	2,373	3,559	124,573	5.0%	128,518	140,085	86.4%	88.9%	NCHEMS
MCB	5212 Mgt Information Sys & Svcs	Instructor	7	Contract Renewable	1.00	60,687	-	60,687	1,214	607	62,508	3.0%	56,574	57,705	107.3%	108.3%	NCHEMS
MCB	5213 Mgt Sciences & Quantitative Methods	Professor	33	Tenured	1.00	123,073	-	123,073	2,461	8,692	134,226	9.1%	136,148	167,462	75.0%	80.2%	Doctoral
MCB	5213 Mgt Sciences & Quantitative Methods	Assoc Professor	7	Contract Renewable	1.00	78,997	-	78,997	1,580	7,334	87,911	11.3%	98,282	100,248	80.4%	87.7%	Doctoral
MCB	5214 Marketing	Professor	11	Tenured	1.00	118,859	-	118,859	2,377	1,251	122,487	3.1%	121,616	122,832	98.7%	99.7%	NCHEMS
MCB	5214 Marketing	Professor	3	Tenured	1.00	109,761	-	109,761	2,195	1,098	113,054	3.0%	121,616	113,103	99.0%	100.0%	NCHEMS
MCB	5214 Marketing	Professor	9	Tenured	1.00	115,556	-	115,556	2,311	1,156	119,023	3.0%	121,616	120,400	97.9%	98.9%	NCHEMS
MCB	5214 Marketing	Professor	11	Tenured	1.00	110,150	-	110,150	-	-	110,150	0.0%	121,616	122,832	89.7%	89.7%	NCHEMS
MCB	5214 Marketing	Professor	15	Tenured	1.00	113,953	-	113,953	2,279	3,418	119,650	5.0%	121,616	127,697	91.0%	93.7%	NCHEMS
MCB	5214 Marketing	Instructor	11	Contract Renewable	1.00	67,935	-	67,935	1,359	-	69,294	2.0%	56,574	58,271	118.9%	118.9%	NCHEMS
MCB	5299 Business, Management, Marketing, and Related Services-General	Assoc Professor	37	Tenured	1.00	94,700	-	94,700	1,894	-	96,594	2.0%	81,378	88,702	108.9%	108.9%	All
MCB	5299 Business, Management, Marketing, and Related Services-General	Assoc Professor	1	Tenured	1.00	74,303	3,000	77,303	1,546	773	79,622	7.2%	81,378	78,123	100.9%	101.9%	All
NHS	1107 Computer Science	Asst Professor	1	Tenure Track	1.00	74,000	-	74,000	1,480	-	75,480	2.0%	76,218	74,694	101.1%	101.1%	All
NHS	1901 Family and Consumer Sciences/Human Sciences-General	Lecturer	1	Contract Renewable	1.00	36,000	-	36,000	720	-	36,720	2.0%	47,758	45,848	80.1%	80.1%	Doctoral
NHS	1907 Human Dev, Family Studies & Rel Svcs	Asst Professor	13	Contract Renewable	1.00	56,669	-	56,669	1,133	-	57,802	2.0%	59,074	60,846	95.0%	95.0%	Doctoral
NHS	1907 Human Dev, Family Studies & Rel Svcs	Asst Professor	5	Tenure Track	1.00	53,560	-	53,560	1,071	-	54,631	2.0%	60,575	61,787	88.4%	88.4%	All
NHS	2601 Biological and Biomedical Sciences-General	Professor	1	Tenure Track	1.00	89,000	-	89,000	1,780	-	90,780	2.0%	95,014	86,463	105.0%	105.0%	NCHEMS
NHS	2601 Biological and Biomedical Sciences-General	Professor	13	Tenured	1.00	89,945	-	89,945	1,799	1,799	93,543	4.0%	95,014	97,864	93.7%	95.6%	NCHEMS
NHS	2601 Biological and Biomedical Sciences-General	Assoc Professor	3	Tenured	1.00	60,256	-	60,256	1,205	3,204	64,665	7.3%	71,563	70,132	87.6%	92.2%	NCHEMS
NHS	2601 Biological and Biomedical Sciences-General	Assoc Professor	9	Tenured	1.00	62,699	-	62,699	1,254	2,426	66,379	5.9%	71,563	74,426	85.9%	89.2%	NCHEMS
NHS	2601 Biological and Biomedical Sciences-General	Assoc Professor	1	Contract Renewable	1.00	46,850	3,000	49,850	997	3,613	54,660	16.2%	74,584	71,601	71.0%	76.1%	Doctoral
NHS	2601 Biological and Biomedical Sciences-General	Assoc Professor	1	Tenured	1.00	57,090	3,000	60,090	1,202	2,379	63,671	11.5%	71,563	68,700	89.2%	92.7%	NCHEMS
NHS	2601 Biological and Biomedical Sciences-General	Assoc Professor	1	Contract Renewable	1.00	52,462	3,000	55,462	1,109	2,285	58,556	12.2%	74,584	71,601	79.0%	82.2%	Doctoral
NHS	2601 Biological and Biomedical Sciences-General	Asst Professor	7	Contract Renewable	1.00	52,733	-	52,733	1,055	1,076	54,864	4.0%	57,250	58,968	91.2%	93.0%	Doctoral
NHS	2601 Biological and Biomedical Sciences-General	Instructor	5	Contract Renewable	1.00	44,100	-	44,100	882	1,349	46,331	5.1%	44,272	44,272	101.6%	104.7%	NCHEMS
NHS	2601 Biological and Biomedical Sciences-General	Instructor	3	Contract Renewable	1.00	43,260	-	43,260	865	865	44,990	4.0%	44,272	43,387	101.7%	103.7%	NCHEMS
NHS	2601 Biological and Biomedical Sciences-General	Lecturer	1	Contract Renewable	1.00	43,500	-	43,500	870	-	44,370	2.0%	46,707	44,839	99.0%	99.0%	Doctoral
NHS	2602 Biochemistry, Biophysics & Molecular	Professor	13	Tenured	1.00	88,000	-	88,000	1,760	5,500	95,260	8.3%	126,669	130,469	68.8%	73.0%	Doctoral
NHS	2603 Botany/Plant	Asst Professor	2	Tenure Track	1.00	54,500	-	54,500	1,090	1,300	56,890	4.4%	69,291	68,598	81.0%	82.9%	Doctoral
NHS	2604 Cell/Cellular & Anatomical Sciences	Asst Professor	4	Tenure Track	1.00	56,090	-	56,090	1,122	1,100	58,312	4.0%	76,663	77,430	73.9%	75.3%	Doctoral
NHS	2605 Micro Sci & Immunology	Assoc Professor	6	Tenured	1.00	64,872	-	64,872	1,297	-	66,169	2.0%	88,031	88,911	74.4%	74.4%	Doctoral
NHS	2607 Zoology/Animal	Asst Professor	4	Tenure Track	1.00	56,090	-	56,090	1,122	1,100	58,312	4.0%	57,250	57,823	98.9%	100.8%	Doctoral
NHS	2610 Pharmacology & Toxicology	Assoc Professor	7	Tenured	1.00	62,699	-	62,699	1,254	3,549	67,502	7.7%	91,360	93,187	68.6%	72.4%	Doctoral
NHS	2611 Biomathematics, Bioinformatics, and Computational Biology	Assoc Professor	4	Tenured	1.00	63,700	-	63,700	1,274	5,510	70,484	10.65%	89,236	88,344	73.5%	79.8%	Doctoral
NHS	2613 Ecology, Evolution & Population	Professor	7	Tenured	1.00	80,497	-	80,497	1,610	6,700	88,807	10.3%	112,225	108,858	75.4%	81.6%	Doctoral
NHS	2615 Neurobiology and Neurosciences	Assoc Professor	3	Tenured	1.00	59,694	-	59,694	1,194	5,900	66,788	11.9%	85,193	83,489	72.9%	80.0%	Doctoral
NHS	2701 Mathematics	Professor	7	Tenured	1.00	79,352	-	79,352	1,587	1,500	82,439	3.9%	91,819	89,064	90.9%	92.6%	NCHEMS
NHS	2701 Mathematics	Professor	1	Tenured	1.00	66,190	5,000	71,190	1,424	1,850	74,464	12.5%	91,819	83,555	86.9%	89.1%	NCHEMS
NHS	2701 Mathematics	Professor	2	Tenured	1.00	69,196	-	69,196	1,384	2,100	72,680	5.0%	91,819	84,473	83.6%	86.0%	NCHEMS
NHS	2701 Mathematics	Professor	18	Tenured	1.00	82,653	-	82,653	1,653	1,850	86,156	4.2%	91,819	99,165	85.0%	86.9%	NCHEMS
NHS	2701 Mathematics	Professor	16	Tenured	1.00	81,127	-	81,127	1,623	1,850	84,600	4.3%	91,819	97,328	85.0%	86.9%	NCHEMS
NHS	2701 Mathematics	Professor	18	Tenured	1.00	82,185	-	82,185	1,644	1,850	85,679	4.3%	91,819	99,165	84.5%	86.4%	NCHEMS
NHS	2701 Mathematics	Assoc Professor	6	Tenured	1.00	66,383	-	66,383	1,328	1,400	69,111	4.1%	68,291	68,974	98.2%	100.2%	NCHEMS
NHS	2701 Mathematics	Assoc Professor	3	Tenured	1.00	58,803	-	58,803	1,176	1,400	61,379	4.4%	68,291	66,925	89.6%	91.7%	NCHEMS
NHS	2701 Mathematics	Assoc Professor	2	Tenured	1.00	64,890	-	64,890	1,298	1,400	67,588	4.2%	68,291	66,242	99.9%	102.0%	NCHEMS
NHS	2701 Mathematics	Asst Professor	3	Tenure Track	1.00	55,472	-	55,472	1,109	1,300	57,881	4.3%	60,747	60,747	93.1%	95.3%	NCHEMS
NHS	2701 Mathematics	Asst Professor	4	Tenure Track	1.00	58,710	-	58,710	1,174	1,300	61,184	4.2%	60,747	61,354	97.6%	99.7%	NCHEMS
NHS	2701 Mathematics	Asst Professor	2	Tenure Track	1.00	53,000	-	53,000	1,060	2,350	56,410	6.4%	60,747	60,140	89.9%	93.8%	NCHEMS
NHS	2701 Mathematics	Asst Professor	7	Contract Renewable	1.00	54,972	-	54,972	1,099	-	56,071	2.0%	52,817	54,402	103.1%	103.1%	Doctoral
NHS	2701 Mathematics	Professor	24	Tenured	1.00	86,809	-	86,809	1,736	1,850	90,395	4.1%	91,819	104,674	84.6%	86.4%	NCHEMS
NHS	2701 Mathematics	Professor	7	Tenured	1.00	73,954	-	73,954	1,479	1,900	77,333	4.6%	91,819	89,064	84.7%	86.8%	NCHEMS
NHS	2701 Mathematics	Lecturer	7	Contract Renewable	1.00	33,509	-	33,509	670	3,000	37,179	11.0%	42,517	43,367	78.8%	85.7%	NCHEMS

College	CIP Code (4-digits) and Description	Rank	Years in Rank	Tenure	FTE	FY13 Base Salary	Promotion Increase	FY14 Beginning Base Salary	MOE	Parity Increase	FY14 Final Base Salary	FY14 Base Salary % Increase	FY13 Peer Avg Salary	FY13 Peer Avg Salary Adj for YIR	FY14 Base Salary % of Peers Before Parity	FY14 Base Salary % of Peers After Parity	Peer Data Source
NHS	2701 Mathematics	Lecturer	15	Contract Renewable	1.00	37,761	-	37,761	755	900	39,416	4.4%	42,517	43,793	88.0%	90.0%	NCHEMS
NHS	2701 Mathematics	Lecturer	7	Contract Renewable	1.00	33,500	-	33,500	670	3,000	37,170	11.0%	42,517	43,367	78.8%	85.7%	NCHEMS
NHS	2705 Statistics	Professor	38	Tenured	1.00	104,200	-	104,200	2,084	2,350	108,634	4.3%	112,501	144,001	73.8%	75.4%	Doctoral
NHS	2705 Statistics	Post-Doc Fellow	2	Contract Renewable	1.00	47,250	-	47,250	945	945	49,140	4.0%	52,817	52,817	91.2%	93.0%	Doctoral
NHS	3101 Parks, Recreation & Leisure Studies	Assoc Professor	9	Tenured	1.00	61,656	-	61,656	1,233	2,750	65,639	6.5%	73,379	76,314	82.4%	86.0%	Doctoral
NHS	3101 Parks, Recreation & Leisure Studies	Assoc Professor	2	Tenured	1.00	54,706	-	54,706	1,094	5,400	61,200	11.9%	73,379	71,178	78.4%	86.0%	Doctoral
NHS	3101 Parks, Recreation & Leisure Studies	Asst Professor	2	Tenure Track	1.00	50,000	-	50,000	1,000	-	51,000	2.0%	58,974	58,384	87.4%	87.4%	Doctoral
NHS	3105 Health & Physical Education/Fitness	Professor	23	Tenured	1.00	88,740	-	88,740	1,775	1,546	92,061	3.7%	92,314	104,315	86.8%	88.3%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Professor	11	Tenured	1.00	76,890	-	76,890	1,538	2,000	80,428	4.6%	92,314	93,237	84.1%	86.3%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Professor	3	Tenured	1.00	69,266	-	69,266	1,385	-	70,651	2.0%	92,314	85,852	82.3%	82.3%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Professor	8	Tenured	1.00	72,762	-	72,762	1,455	2,800	77,017	5.8%	92,314	90,468	82.0%	85.1%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Professor	17	Tenured	1.00	79,221	-	79,221	1,584	4,100	84,905	7.2%	92,314	98,776	81.8%	86.0%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Professor	13	Tenured	1.00	79,147	-	79,147	1,583	1,700	82,430	4.1%	92,314	95,083	84.9%	86.7%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Professor	5	Tenured	1.00	72,845	-	72,845	1,457	1,800	76,102	4.5%	92,314	87,698	84.7%	86.8%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Professor	16	Tenured	1.00	79,487	-	79,487	1,590	1,500	82,577	3.9%	92,314	97,853	82.9%	84.4%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Professor	4	Tenured	1.00	69,827	-	69,827	1,397	3,400	74,624	6.9%	92,314	86,775	82.1%	86.0%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Assoc Professor	5	Tenured	1.00	57,843	-	57,843	1,157	4,000	63,000	8.9%	70,910	70,910	83.2%	88.8%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Assoc Professor	7	Tenured	1.00	51,500	3,000	54,500	1,090	2,954	58,544	13.7%	70,910	72,328	76.9%	80.9%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	51,000	-	51,000	1,020	-	52,020	2.0%	61,487	60,257	86.3%	86.3%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Asst Professor	2	Tenure Track	1.00	49,000	-	49,000	980	5,000	54,980	12.2%	61,487	60,872	82.1%	90.3%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Asst Professor	5	Tenure Track	1.00	53,500	-	53,500	1,070	3,000	57,570	7.6%	61,487	62,717	87.0%	91.8%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	43,542	-	43,542	871	-	44,413	2.0%	61,487	60,257	73.7%	73.7%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	77,138	-	77,138	1,543	-	78,681	2.0%	61,487	60,257	130.6%	130.6%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Lecturer	8	Contract Renewable	1.00	38,893	-	38,893	778	1,750	41,421	6.5%	45,142	46,496	85.3%	89.1%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Lecturer	12	Contract Renewable	1.00	42,555	-	42,555	851	1,000	44,406	4.3%	45,142	46,496	93.4%	95.5%	NCHEMS
NHS	3105 Health & Physical Education/Fitness	Lecturer	19	Contract Renewable	1.00	53,675	-	53,675	1,074	1,000	55,749	3.9%	45,142	46,496	117.7%	119.9%	NCHEMS
NHS	4002 Astronomy & Astrophysics	Professor	37	Tenured	1.00	102,945	-	102,945	2,059	8,200	113,204	10.0%	110,012	139,715	75.2%	81.0%	Doctoral
NHS	4004 Atmospheric Sci & Meteorology	Assoc Professor	4	Tenured	1.00	64,951	-	64,951	1,299	500	66,750	2.8%	82,238	81,416	81.4%	82.0%	Doctoral
NHS	4004 Atmospheric Sci & Meteorology	Asst Professor	1	Tenure Track	1.00	52,530	-	52,530	1,051	-	53,581	2.0%	69,655	68,262	78.5%	78.5%	Doctoral
NHS	4004 Atmospheric Sci & Meteorology	Asst Professor	2	Tenure Track	1.00	51,000	-	51,000	1,020	3,850	55,870	9.5%	69,655	68,958	75.4%	81.0%	Doctoral
NHS	4005 Chemistry	Professor	20	Tenured	1.00	90,183	-	90,183	1,804	4,750	96,737	7.3%	102,563	112,819	81.5%	85.7%	NCHEMS
NHS	4005 Chemistry	Professor	3	Tenured	1.00	92,700	-	92,700	1,854	2,217	96,771	4.4%	102,563	95,384	99.1%	101.5%	NCHEMS
NHS	4005 Chemistry	Professor	38	Tenured	1.00	107,807	-	107,807	2,156	2,500	112,463	4.3%	102,563	131,281	83.8%	85.7%	NCHEMS
NHS	4005 Chemistry	Professor	1	Tenured	1.00	64,311	5,000	69,311	1,386	4,000	74,697	16.1%	102,563	93,332	75.7%	80.0%	NCHEMS
NHS	4005 Chemistry	Professor	20	Tenured	1.00	90,184	-	90,184	1,804	4,750	96,738	7.3%	102,563	112,819	81.5%	85.7%	NCHEMS
NHS	4005 Chemistry	Professor	9	Tenured	1.00	80,725	-	80,725	1,615	3,350	85,690	6.1%	102,563	101,537	81.1%	84.4%	NCHEMS
NHS	4005 Chemistry	Assoc Professor	8	Tenured	1.00	62,667	-	62,667	1,253	750	64,670	3.2%	74,311	76,540	83.5%	84.5%	NCHEMS
NHS	4005 Chemistry	Assoc Professor	3	Tenured	1.00	61,238	-	61,238	1,225	1,200	63,663	4.0%	74,311	72,825	85.8%	87.4%	NCHEMS
NHS	4005 Chemistry	Asst Professor	5	Tenure Track	1.00	59,285	-	59,285	1,186	750	61,221	3.3%	62,365	63,612	95.1%	96.2%	NCHEMS
NHS	4005 Chemistry	Asst Professor	6	Tenure Track	1.00	52,530	-	52,530	1,051	1,650	55,231	5.1%	62,365	64,236	83.4%	86.0%	NCHEMS
NHS	4005 Chemistry	Lecturer	12	Contract Renewable	1.00	38,620	-	38,620	772	1,350	40,742	5.5%	43,945	45,263	87.0%	90.0%	NCHEMS
NHS	4006 Geological & Earth Sci/Geosciences	Professor	6	Tenured	0.86	91,195	-	91,195	1,824	-	93,019	2.0%	90,201	86,593	124.9%	124.9%	NCHEMS
NHS	4006 Geological & Earth Sci/Geosciences	Professor	21	Tenured	0.92	87,603	-	87,603	1,752	756	90,111	2.9%	90,201	100,123	97.0%	97.8%	NCHEMS
NHS	4006 Geological & Earth Sci/Geosciences	Assoc Professor	7	Tenured	1.00	57,680	-	57,680	1,154	5,102	63,936	10.8%	70,830	72,247	81.4%	88.5%	NCHEMS
NHS	4006 Geological & Earth Sci/Geosciences	Assoc Professor	7	Tenured	1.00	50,583	3,000	53,583	1,072	5,345	60,000	18.6%	70,830	72,247	75.7%	83.0%	NCHEMS
NHS	4006 Geological & Earth Sci/Geosciences	Assoc Professor	2	Tenured	1.00	53,109	-	53,109	1,062	7,962	62,133	17.0%	70,830	68,705	78.8%	90.4%	NCHEMS
NHS	4006 Geological & Earth Sci/Geosciences	Lecturer	17	Contract Renewable	1.00	42,976	-	42,976	860	-	43,836	2.0%	43,945	45,263	96.8%	96.8%	NCHEMS
NHS	4008 Physics	Professor	16	Tenured	1.00	86,456	-	86,456	1,729	-	88,185	2.0%	93,705	99,327	88.8%	88.8%	NCHEMS
NHS	4008 Physics	Professor	5	Tenured	1.00	73,686	-	73,686	1,474	1,400	76,560	3.9%	93,705	89,020	84.4%	86.0%	NCHEMS
NHS	4008 Physics	Professor	15	Tenured	1.00	85,628	-	85,628	1,713	1,000	88,341	3.2%	93,705	98,390	88.8%	89.8%	NCHEMS
NHS	4008 Physics	Assoc Professor	3	Tenured	1.00	57,200	3,000	60,200	1,204	600	62,004	8.4%	73,921	72,443	84.8%	85.6%	NCHEMS
NHS	4008 Physics	Assoc Professor	1	Tenured	1.00	58,280	3,000	61,280	1,226	-	62,506	7.3%	73,921	70,964	88.1%	88.1%	NCHEMS
NHS	4008 Physics	Asst Professor	14	Contract Renewable	1.00	41,314	2,000	43,314	866	1,150	45,330	9.7%	54,972	56,621	78.0%	80.1%	Doctoral
NHS	5102 Communication Disorders Sci & Svcs	Professor	2	Tenured	1.00	69,977	-	69,977	1,400	7,513	78,890	12.7%	99,710	91,733	77.8%	86.0%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Professor	1	Tenured	1.00	61,755	5,000	66,755	1,335	9,943	78,033	26.4%	99,710	90,736	75.0%	86.0%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Professor	17	Tenured	1.00	85,164	-	85,164	1,703	4,900	91,767	7.8%	99,710	106,690	81.4%	86.0%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Assoc Professor	2	Tenured	1.00	56,000	-	56,000	1,120	900	58,020	3.6%	69,573	67,486	84.6%	86.0%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Assoc Professor	9	Tenured	1.00	63,827	-	63,827	1,277	-	65,104	2.0%	69,573	72,356	90.0%	90.0%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Assoc Professor	3	Tenured	1.00	60,255	-	60,255	1,205	-	61,460	2.0%	69,573	68,182	90.1%	90.1%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Asst Professor	1	Tenure Track	1.00	52,000	-	52,000	1,040	-	53,040	2.0%	62,032	60,791	87.2%	87.2%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Asst Professor	2	Tenure Track	1.00	51,000	-	51,000	1,020	800	52,820	3.6%	62,032	61,412	84.7%	86.0%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Instructor	12	Contract Renewable	1.00	37,658	-	37,658	753	5,550	43,961	16.7%	49,629	51,118	75.1%	86.0%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Lecturer	1	Contract Renewable	1.00	33,990	-	33,990	680	-	34,670	2.0%	49,629	47,644	72.8%	72.8%	NCHEMS
NHS	5102 Communication Disorders Sci & Svcs	Lecturer	1	Contract Renewable	1.00	40,170	-	40,170	803	-	40,973	2.0%	49,629	47,644	86.0%	86.0%	NCHEMS
NHS	5122 Public Health	Assoc Professor	6	Tenured	1.00	68,450	-	68,450	1,369	500	70,319	2.7%	70,697	71,404	97.8%	98.5%	NCHEMS
NHS	5122 Public Health	Assoc Professor	3	Tenured	1.00	66,950	-	66,950	1,339	-	68,289	2.0%	70,697	69,283	98.6%	98.6%	NCHEMS



College	CIP Code (4-digits) and Description	Rank	Years in Rank	Tenure	FTE	FY13 Base Salary	Promotion Increase	FY14 Beginning Base Salary	MOE	Parity Increase	FY14 Final Base Salary	FY14 Base Salary % Increase	FY13 Peer Avg Salary	FY13 Peer Avg Salary Adj for YIR	FY14 Base Salary % of Peers Before Parity	FY14 Base Salary % of Peers After Parity	Peer Data Source
NHS	5122 Public Health	Asst Professor	3	Tenure Track	1.00	59,180	-	59,180	1,184	1,650	62,014	4.8%	72,121	72,121	83.7%	86.0%	Doctoral
NHS	5122 Public Health	Asst Professor	3	Tenure Track	1.00	59,180	-	59,180	1,184	1,650	62,014	4.8%	72,121	72,121	83.7%	86.0%	Doctoral
NHS	5122 Public Health	Lecturer	2	Contract Renewable	1.00	37,080	-	37,080	742	3,500	41,322	11.4%	49,629	48,140	78.6%	85.8%	NCHEMS
NHS	5123 Rehabilitation & Therapeutic Professions	Professor	19	Tenured	1.00	85,978	-	85,978	1,720	8,400	96,098	11.8%	102,503	111,728	78.5%	86.0%	Doctoral
NHS	5123 Rehabilitation & Therapeutic Professions	Professor	15	Tenured	1.00	76,720	-	76,720	1,534	3,500	81,754	6.6%	102,503	107,628	72.7%	76.0%	Doctoral
NHS	5123 Rehabilitation & Therapeutic Professions	Assoc Professor	6	Tenured	1.00	55,470	3,000	58,470	1,169	5,935	65,574	18.2%	79,426	80,220	74.3%	81.7%	Doctoral
NHS	5131 Dietetics & Clinical Nutrition Svcs	Professor	7	Tenured	1.00	76,658	-	76,658	1,533	-	78,191	2.0%	91,778	89,025	87.8%	87.8%	All
NHS	5131 Dietetics & Clinical Nutrition Svcs	Assoc Professor	12	Tenured	1.00	65,410	-	65,410	1,308	4,700	71,418	9.2%	78,403	83,891	79.5%	85.1%	Doctoral
NHS	5131 Dietetics & Clinical Nutrition Svcs	Assoc Professor	7	Tenured	1.00	55,686	3,000	58,686	1,174	4,870	64,730	16.2%	78,403	79,971	74.9%	80.9%	Doctoral
NHS	5131 Dietetics & Clinical Nutrition Svcs	Asst Professor	4	Tenure Track	1.00	49,910	-	49,910	998	-	50,908	2.0%	58,218	58,800	86.6%	86.6%	Doctoral
NHS	5131 Dietetics & Clinical Nutrition Svcs	Asst Professor	4	Tenure Track	1.00	49,910	-	49,910	998	-	50,908	2.0%	58,218	58,800	86.6%	86.6%	Doctoral
NHS	5131 Dietetics & Clinical Nutrition Svcs	Lecturer	12	Contract Renewable	1.00	42,180	-	42,180	844	3,500	46,524	10.3%	49,629	51,118	84.2%	91.0%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	5	Tenured	1.00	90,640	-	90,640	1,813	-	92,453	2.0%	92,302	87,687	105.4%	105.4%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	11	Tenured	1.00	85,788	-	85,788	1,716	5,600	93,104	8.5%	92,302	93,225	93.9%	99.9%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	6	Tenured	1.00	86,788	-	86,788	1,736	-	88,524	2.0%	92,302	88,610	99.9%	99.9%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	9	Tenured	1.00	90,785	-	90,785	1,816	-	92,601	2.0%	92,302	91,379	101.3%	101.3%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	1	Tenured	1.00	59,500	3,000	62,500	1,250	5,000	68,750	15.5%	75,485	72,466	88.0%	94.9%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	6	Tenure Track	1.00	78,795	-	78,795	1,576	-	80,371	2.0%	75,485	76,240	105.4%	105.4%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	13	Tenured	1.00	74,516	-	74,516	1,490	-	76,006	2.0%	75,485	81,524	93.2%	93.2%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	1	Tenured	1.00	59,500	3,000	62,500	1,250	5,000	68,750	15.5%	75,485	72,466	88.0%	94.9%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	1	Contract Renewable	1.00	78,280	-	78,280	1,566	-	79,846	2.0%	78,195	75,067	106.4%	106.4%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	1	Contract Renewable	1.00	78,280	-	78,280	1,566	-	79,846	2.0%	78,195	75,067	106.4%	106.4%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	4	Tenured	1.00	68,048	-	68,048	1,361	3,000	72,409	6.4%	75,485	74,730	92.9%	96.9%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	3	Tenure Track	1.00	78,795	-	78,795	1,576	-	80,371	2.0%	75,485	73,975	108.6%	108.6%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	4	Tenure Track	1.00	80,340	-	80,340	1,607	-	81,947	2.0%	75,485	74,730	109.7%	109.7%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	9	Tenured	1.00	71,666	-	71,666	1,433	-	73,099	2.0%	75,485	78,504	93.1%	93.1%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	1	Tenure Track	1.00	59,500	-	59,500	1,190	-	60,690	2.0%	68,339	66,972	90.6%	90.6%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	8	Contract Renewable	1.00	55,982	-	55,982	1,120	2,050	59,152	5.7%	66,761	68,764	83.0%	86.0%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	5	Contract Renewable	1.00	54,060	-	54,060	1,081	3,400	58,541	8.3%	66,761	68,096	81.0%	86.0%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	7	Contract Renewable	1.00	54,744	-	54,744	1,095	3,300	59,139	8.0%	66,761	68,764	81.2%	86.0%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	5	Contract Renewable	1.00	54,460	-	54,460	1,089	3,000	58,549	7.5%	66,761	68,096	81.6%	86.0%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	6	Contract Renewable	1.00	55,047	-	55,047	1,101	-	56,148	2.0%	66,761	68,764	81.7%	81.7%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	7	Contract Renewable	1.00	54,994	-	54,994	1,100	3,050	59,144	7.5%	66,761	68,764	81.6%	86.0%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	2	Tenure Track	1.00	59,500	-	59,500	1,190	-	60,690	2.0%	68,339	67,656	89.7%	89.7%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	8	Tenure Track	1.00	55,557	-	55,557	1,111	3,900	60,568	9.0%	68,339	70,389	80.5%	86.0%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	5	Tenure Track	1.00	59,500	-	59,500	1,190	-	60,690	2.0%	68,339	69,706	87.1%	87.1%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	6	Contract Renewable	1.00	72,100	-	72,100	1,442	-	73,542	2.0%	66,761	68,764	106.9%	106.9%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	1	Tenure Track	1.00	53,560	-	53,560	1,071	5,000	59,631	11.3%	68,339	66,972	81.6%	89.0%	NCHEMS
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	13	Contract Renewable	1.00	53,560	-	53,560	1,071	-	54,631	2.0%	59,489	61,274	89.2%	89.2%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	8	Contract Renewable	1.00	53,560	-	53,560	1,071	1,500	56,131	4.8%	59,489	61,274	89.2%	91.6%	Doctoral
NHS	5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	1	Tenure Track	1.00	52,530	-	52,530	1,051	-	53,581	2.0%	68,339	66,972	80.0%	80.0%	NCHEMS
PVA	5003 Dance	Professor	4	Tenured	1.00	66,639	-	66,639	1,333	4,667	72,639	9.0%	88,822	83,493	81.4%	87.0%	Doctoral
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Professor	10	Tenured	1.00	76,955	-	76,955	1,539	2,914	81,408	5.8%	87,301	87,301	89.9%	93.2%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Professor	10	Tenured	1.00	72,804	-	72,804	1,456	1,692	75,952	4.3%	87,301	87,301	85.1%	87.0%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Professor	19	Tenured	1.00	84,957	-	84,957	1,699	-	86,656	2.0%	87,301	95,158	91.1%	91.1%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Professor	6	Tenured	1.00	68,482	-	68,482	1,370	3,386	73,238	6.9%	87,301	83,809	83.3%	87.4%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Assoc Professor	3	Tenured	1.00	53,762	-	53,762	1,075	236	55,073	2.4%	63,810	62,534	87.7%	88.1%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Assoc Professor	6	Tenured	1.00	57,262	-	57,262	1,145	-	58,407	2.0%	63,810	64,448	90.6%	90.6%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Assoc Professor	2	Tenured	1.00	51,604	-	51,604	1,032	2,000	54,636	5.9%	63,810	61,896	85.0%	88.3%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Assoc Professor	2	Tenured	1.00	51,667	-	51,667	1,033	2,000	54,700	5.9%	63,810	61,896	85.1%	88.4%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Asst Professor	3	Tenure Track	1.00	46,350	-	46,350	927	500	47,777	3.1%	53,777	53,777	87.9%	88.8%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Asst Professor	4	Tenure Track	1.00	47,514	-	47,514	950	500	48,964	3.1%	53,777	54,315	89.2%	90.1%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Asst Professor	4	Contract Renewable	1.00	47,514	-	47,514	950	500	48,964	3.1%	51,536	52,051	93.1%	94.1%	Doctoral
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Asst Professor	4	Tenure Track	1.00	47,514	-	47,514	950	500	48,964	3.1%	53,777	54,315	89.2%	90.1%	NCHEMS
PVA	5005 Dramatic/Theatre Arts & Stagecraft	Asst Professor	1	Contract Renewable	1.00	46,350	-	46,350	-	-	46,350	0.0%	51,536	50,505	91.8%	91.8%	Doctoral
PVA	5007 Fine & Studio Art	Professor	1	Tenured	1.00	75,199	-	75,199	-	-	75,199	0.0%	85,167	77,502	97.0%	97.0%	NCHEMS
PVA	5007 Fine & Studio Art	Professor	14	Tenured	1.00	70,432	-	70,432	1,409	5,218	77,059	9.4%	85,167	88,574	81.1%	87.0%	NCHEMS
PVA	5007 Fine & Studio Art	Professor	5	Tenured	1.00	65,695	-	65,695	1,314	3,382	70,391	7.1%	85,167	80,909	82.8%	87.0%	NCHEMS
PVA	5007 Fine & Studio Art	Professor	9	Tenured	1.00	115,710	-	115,710	2,314	-	118,024	2.0%	85,167	84,315	140.0%	140.0%	NCHEMS
PVA	5007 Fine & Studio Art	Professor	22	Tenured	1.00	75,919	-	75,919	1,518	5,530	82,967	9.3%	85,167	95,387	81.2%	87.0%	NCHEMS
PVA	5007 Fine & Studio Art	Assoc Professor	4	Tenured	1.00	56,589	-	56,589	1,132	1,600	59,321	4.8%	64,726	64,079	90.1%	92.6%	NCHEMS
PVA	5007 Fine & Studio Art	Assoc Professor	3	Tenured	1.00	53,612	-	53,612	1,072	2,000	56,684	5.7%	64,726	63,431	86.2%	89.4%	NCHEMS
PVA	5007 Fine & Studio Art	Assoc Professor	3	Tenured	1.00	53,612	-	53,612	1,072	1,250	55,934	4.3%	64,726	63,431	86.2%	88.2%	NCHEMS
PVA	5007 Fine & Studio Art	Assoc Professor	10	Tenured	1.00	62,723	-	62,723	1,254	100	64,077	2.2%	64,726	67,962	94.1%	94.3%	NCHEMS
PVA	5007 Fine & Studio Art	Assoc Professor	1	Contract Renewable	1.00	48,150	3,000	51,150	1,023	2,249	54,422	13.0%	64,978	62,379	83.6%	87.2%	Doctoral
PVA	5007 Fine & Studio Art	Assoc Professor	2	Tenure Track	1.00	49,440	-	49,440	989	3,566	53,995	9.2%	64,726	62,784	80.3%	86.0%	NCHEMS



College	CIP Code (4-digits) and Description	Rank	Years in Rank	Tenure	FTE	FY13 Base Salary	Promotion Increase	FY14 Beginning Base Salary	MOE	Parity Increase	FY14 Final Base Salary	FY14 Base Salary % Increase	FY13 Peer Avg Salary	FY13 Peer Avg Salary Adj for YIR	FY14 Base Salary % of Peers Before Parity	FY14 Base Salary % of Peers After Parity	Peer Data Source
PVA	5007 Fine & Studio Art	Asst Professor	7	Contract Renewable	1.00	47,674	-	47,674	953	935	49,562	4.0%	51,536	53,082	91.6%	93.4%	Doctoral
PVA	5007 Fine & Studio Art	Asst Professor	5	Tenure Track	1.00	47,750	-	47,750	955	2,200	50,905	6.6%	52,030	53,071	91.8%	95.9%	NCHEMS
PVA	5007 Fine & Studio Art	Asst Professor	1	Tenure Track	1.00	46,350	-	46,350	-	-	46,350	0.0%	52,030	50,989	90.9%	90.9%	NCHEMS
PVA	5009 Music	Asst Professor	1	Tenure Track	1.00	71,421	-	71,421	-	-	71,421	0.0%	52,539	51,488	138.2%	138.2%	NCHEMS
PVA	5009 Music	Professor	9	Tenured	1.00	69,546	-	69,546	1,391	2,914	73,851	6.2%	82,002	81,182	87.4%	91.0%	NCHEMS
PVA	5009 Music	Professor	11	Tenured	1.00	69,546	-	69,546	1,391	3,000	73,937	6.3%	82,002	82,822	85.6%	89.3%	NCHEMS
PVA	5009 Music	Professor	23	Tenured	1.00	80,011	-	80,011	1,600	250	81,861	2.3%	82,002	92,662	88.1%	88.3%	NCHEMS
PVA	5009 Music	Professor	14	Tenured	1.00	72,469	-	72,469	1,449	2,000	75,918	4.8%	82,002	85,282	86.7%	89.0%	NCHEMS
PVA	5009 Music	Professor	11	Tenured	1.00	71,911	-	71,911	1,438	2,000	75,349	4.8%	82,002	82,822	88.6%	91.0%	NCHEMS
PVA	5009 Music	Professor	4	Tenured	1.00	62,760	-	62,760	1,255	4,155	68,170	8.6%	82,002	77,082	83.0%	88.4%	NCHEMS
PVA	5009 Music	Professor	7	Tenured	1.00	79,090	-	79,090	1,582	-	80,672	2.0%	82,002	79,542	101.4%	101.4%	NCHEMS
PVA	5009 Music	Professor	4	Tenured	1.00	62,774	-	62,774	1,255	4,141	68,170	8.6%	82,002	77,082	83.1%	88.4%	NCHEMS
PVA	5009 Music	Professor	1	Tenured	1.00	54,328	5,000	59,328	1,187	4,564	65,079	19.8%	82,002	74,622	81.1%	87.2%	NCHEMS
PVA	5009 Music	Professor	12	Tenured	1.00	70,437	-	70,437	1,409	2,500	74,346	5.5%	82,002	83,642	85.9%	88.9%	NCHEMS
PVA	5009 Music	Professor	12	Tenured	1.00	75,766	-	75,766	1,515	500	77,781	2.7%	82,002	83,642	92.4%	93.0%	NCHEMS
PVA	5009 Music	Professor	35	Tenured	1.00	94,555	-	94,555	1,891	-	96,446	2.0%	82,002	102,503	94.1%	94.1%	NCHEMS
PVA	5009 Music	Professor	14	Tenured	1.00	73,605	-	73,605	1,472	841	75,918	3.1%	82,002	85,282	88.0%	89.0%	NCHEMS
PVA	5009 Music	Professor	1	Tenured	1.00	54,729	5,000	59,729	1,195	4,155	65,079	18.9%	82,002	74,622	81.6%	87.2%	NCHEMS
PVA	5009 Music	Professor	9	Tenured	1.00	67,400	-	67,400	1,348	2,907	71,655	6.3%	82,002	81,182	84.7%	88.3%	NCHEMS
PVA	5009 Music	Professor	12	Tenured	1.00	71,257	-	71,257	1,425	1,664	74,346	4.3%	82,002	83,642	86.9%	88.9%	NCHEMS
PVA	5009 Music	Professor	15	Tenured	1.00	73,052	-	73,052	1,461	1,500	76,013	4.1%	82,002	86,102	86.5%	88.3%	NCHEMS
PVA	5009 Music	Professor	15	Tenured	0.50	44,091	-	44,091	882	-	44,973	2.0%	82,002	86,102	104.5%	104.5%	NCHEMS
PVA	5009 Music	Assoc Professor	1	Tenured	1.00	49,619	3,000	52,619	1,052	1,329	55,000	10.8%	62,568	60,065	89.4%	91.6%	NCHEMS
PVA	5009 Music	Assoc Professor	4	Tenured	1.00	53,872	-	53,872	1,077	701	55,650	3.3%	62,568	61,942	88.7%	89.8%	NCHEMS
PVA	5009 Music	Assoc Professor	5	Tenured	1.00	54,229	-	54,229	1,085	1,000	56,314	3.8%	62,568	62,568	88.4%	90.0%	NCHEMS
PVA	5009 Music	Assoc Professor	4	Tenured	1.00	53,872	-	53,872	1,077	701	55,650	3.3%	62,568	61,942	88.7%	89.8%	NCHEMS
PVA	5009 Music	Assoc Professor	4	Tenured	1.00	53,872	-	53,872	1,077	701	55,650	3.3%	62,568	61,942	88.7%	89.8%	NCHEMS
PVA	5009 Music	Assoc Professor	1	Tenured	1.00	48,004	3,000	51,004	1,020	2,976	55,000	14.6%	62,568	60,065	86.6%	91.6%	NCHEMS
PVA	5009 Music	Assoc Professor	2	Tenured	1.00	52,213	-	52,213	1,044	1,893	55,150	5.6%	62,568	60,691	87.8%	90.9%	NCHEMS
PVA	5009 Music	Assoc Professor	3	Tenured	1.00	52,500	-	52,500	1,050	1,750	55,300	5.3%	62,568	61,317	87.3%	90.2%	NCHEMS
PVA	5009 Music	Assoc Professor	6	Tenured	1.00	54,729	-	54,729	1,095	2,490	58,314	6.5%	62,568	63,194	88.3%	92.3%	NCHEMS
PVA	5009 Music	Asst Professor	1	Tenure Track	1.00	46,350	-	46,350	-	-	46,350	0.0%	52,539	51,488	90.0%	90.0%	NCHEMS
PVA	5009 Music	Asst Professor	1	Contract Renewable	1.00	46,350	-	46,350	-	-	46,350	0.0%	51,536	50,505	91.8%	91.8%	Doctoral
PVA	5009 Music	Asst Professor	1	Contract Renewable	1.00	46,350	-	46,350	-	-	46,350	0.0%	51,536	50,505	91.8%	91.8%	Doctoral
PVA	5009 Music	Asst Professor	4	Tenure Track	1.00	47,550	-	47,550	951	6,499	55,000	15.7%	52,539	53,064	91.4%	103.6%	NCHEMS
PVA	5009 Music	Asst Professor	4	Tenure Track	1.00	47,550	-	47,550	951	6,499	55,000	15.7%	52,539	53,064	91.4%	103.6%	NCHEMS
PVA	5009 Music	Asst Professor	1	Tenure Track	1.00	46,350	-	46,350	-	-	46,350	0.0%	52,539	51,488	90.0%	90.0%	NCHEMS
PVA	5009 Music	Asst Professor	2	Tenure Track	1.00	46,350	-	46,350	927	2,166	49,443	6.7%	52,539	52,014	90.9%	95.1%	NCHEMS
PVA	5009 Music	Asst Professor	1	Tenure Track	1.00	46,350	-	46,350	-	-	46,350	0.0%	52,539	51,488	90.0%	90.0%	NCHEMS
PVA	5009 Music	Asst Professor	3	Tenure Track	1.00	47,050	-	47,050	941	-	47,991	2.0%	52,539	52,539	91.3%	91.3%	NCHEMS
PVA	5009 Music	Asst Professor	3	Contract Renewable	1.00	47,050	-	47,050	941	2,009	50,000	6.3%	51,536	51,536	93.1%	97.0%	Doctoral
PVA	5009 Music	Asst Professor	5	Tenure Track	1.00	48,004	-	48,004	960	6,036	55,000	14.6%	52,539	53,590	91.4%	102.6%	NCHEMS
PVA	5009 Music	Asst Professor	1	Tenure Track	1.00	46,350	-	46,350	-	-	46,350	0.0%	52,539	51,488	90.0%	90.0%	NCHEMS
PVA	5009 Music	Asst Professor	4	Tenure Track	1.00	47,550	-	47,550	951	6,499	55,000	15.7%	52,539	53,064	91.4%	103.6%	NCHEMS
PVA	5009 Music	Asst Professor	3	Contract Renewable	1.00	47,050	-	47,050	941	-	47,991	2.0%	51,536	51,536	93.1%	93.1%	Doctoral
PVA	5009 Music	Asst Professor	1	Tenure Track	1.00	52,500	-	52,500	1,050	1,750	55,300	5.3%	52,539	51,488	104.0%	107.4%	NCHEMS
UC	2401 Liberal Arts & Sci, Gen Studies & Humanities	Lecturer	2	Contract Renewable	1.00	38,934	-	38,934	779	1,050	40,763	4.7%	42,124	40,860	97.2%	99.8%	Doctoral
UC	2401 Liberal Arts & Sci, Gen Studies & Humanities	Asst Professor	1	Tenure Track	1.00	76,003	-	76,003	1,520	-	77,523	2.0%	57,110	55,968	138.5%	138.5%	All
UC	3099 Multi-Interdisciplinary Studies-Other	Asst Professor	1	Tenure Track	0.50	17,510	-	17,510	350	-	17,860	2.0%	59,159	57,976	61.6%	61.6%	All