



TO: UNC Faculty

FROM: Jack Temkin, Faculty Senate Chair

RE: Salary Equity Report on the 2014-2015 Compensation Distribution

DATE: November 11, 2014

The following document was approved for distribution by the Faculty Senate on November 10, 2014 and contains details on the compensation distribution for faculty and administrative exempt staff for the 2014-2015 academic year. It will also be available on the Faculty Senate website under Reports on UNC Faculty Salaries.



## **Salary Equity Committee Report on the 2014 Compensation Distribution**

This document updates the status of faculty and administrative exempt staff salaries in the 2014-2015 academic year. The report contains five sections:

**Section 1:** A summary from the Provost on the process used to make salary increases this year.

**Section 2:** A summary of the distribution of Parity/Provost's Discretion/Compression/Inversion money by type of increase.

**Section 3:** A summary of the distribution of Parity/Provost's Discretion/ Compression/Inversion money by college, department/school and rank.

**Section 4:** A spreadsheet listing each full-time faculty position (without names), which shows base pay for 2014-2015, including any increases compared to last year.

**Section 5:** A spreadsheet listing each administrative exempt staff position (without names), which shows base pay for 2014-2015, including any increases compared to last year.

Please note that this report does not contain the parity rating for each faculty member, nor does it include a summary of the parity rating for administrators. The national data that is needed to make parity comparisons does not become available until the spring semester. Once this data is available, the Salary Equity Committee will issue an additional report that includes this information.

UNIVERSITY of  
NORTHERN COLORADO



*Office of the Provost*

DATE: August 22, 2014

RE: Compensation Information and Process

Greetings,

I want to provide you with the following information about the compensation process for FY15.

**Strategic Plan for Compensation**

The compensation identity plan states that we strive for a compensation target of 90% of the CUPA\* average salary of our identified NCHEMS peer group. In the last three years we have invested \$4.5 million in faculty salaries and have moved our average faculty salary from 83.7% to 89.7% of the NCHEMS CUPA average.

**Change in CUPA Comparison Group**

This year we used a Doctoral All pool of universities to calculate the discipline-based CUPA percent for individual compensation decisions. This Doctoral All pool of 161 universities provides us with a more complete and consistent comparison than the NCHEMS group of 10 peer universities we've used as our comparison group the last few years. This change reduced the amount of volatility in individual pay data and provided a match for all of our faculty positions within the same comparison group. Measured against this new group, our *aggregate* faculty percent of CUPA average salary moved from 89.7% to 84.9%.

**Dollars Allocated for Compensation**

Each year the BOT approves the percent of funds designated for compensation adjustments. The BOT approved a pool of 5% of total salary dollars for FY13 and FY14 and 3% for FY15. This means that we had a pool of \$984,236 to distribute for this fiscal year.

**Compensation Process**

Based on recommendations from the Faculty Senate's Salary Equity Committee and guided by the Compensation Identity, the following process was used to distribute compensation:

Allocation of 3% pool	\$984,236
Less Promotions	<u>-150,000</u>
Available for Increases	\$834,236

#### Approximate Breakdown by Compensation Increase Component

- 5% Compression
- 40% MOE (= a 1% increase in salary)
- 50% Parity
- 5% Provost Discretion

**1. Compensation Plan Worksheet.** HR created a spreadsheet with the following information calculated for each employee:

- Promotions
- 1% maintenance of effort (MOE) for all faculty who had at least a “meets expectations” evaluation
- Using the target CUPA comparison of 79.5% as a starting point, the parity funds were automatically calculated for individuals whose CUPA was below 79.5%. A cap of 10% increase in compensation after promotion stipends was established.
- Adjustments were made to maintain any historical compensation gaps due to evaluations and to correct inversion and compression issues due to hires in the previous year.
- In consultation with Deans and AVPs, Provost discretion was used to address additional parity and compression issues.

**2. What this means for UNC.** The \$4.5 million investment in faculty salaries over the last three years has helped us make significant progress toward achieving competitive salaries within our comparison group.

*We must and we will continue to make salary increases a priority.*

**3. What this means for you.** Based on your CUPA data, your salary increase ranged from 0% to 10% after promotion stipends.

We will be working with Salary Equity to provide more information about our compensation status a little later in the semester. If you have any questions, please don’t hesitate to contact me or Marshal Parks.

\* College and University Professional Association of HR Directors

**FY15 Parity, Provost Discretion, and Compression/Inversion Increases for Faculty  
Summary by Type of Increase**

<b>College</b>	<b>Parity</b>	<b>Provost Discretion</b>	<b>Compress/ Inversion</b>	<b>Total</b>
<b>Coll of Education &amp; Behavioral Sci</b>	<b>46,903</b>	<b>5,615</b>	<b>9,598</b>	<b>62,116</b>
Dept of Applied Psychology/Cnslr Ed	4,821	410	-	5,231
Dept of Educational Technology	-	-	800	800
Schl of Special Education	3,631	700	1,324	5,655
Schl of Teacher Education	56	-	6,874	6,930
School of Psych Sciences	38,395	4,505	600	43,500
<b>Col of Humanities &amp; Social Sciences</b>	<b>75,215</b>	<b>12,815</b>	<b>22,300</b>	<b>110,330</b>
Dept of Anthropology	-	870	-	870
Dept of Criminal Justice	2,077	220	922	3,219
Dept of Economics	18,332	2,890	-	21,222
Dept of English	121	190	8,709	9,020
Dept of Geography	4,894	1,845	-	6,739
Dept of Hispanic Studies	5,752	1,455	3,705	10,912
Dept of History	-	-	1,469	1,469
Dept of Modern Languages	182	325	523	1,030
Dept of Political Science	7,440	880	-	8,320
Dept of Sociology	4,455	1,530	-	5,985
Humanities & Soc Sci Programs	1,848	640	-	2,488
Schl of Communication	30,116	1,970	6,972	39,058
<b>Monfort College of Business</b>	<b>75,075</b>	<b>5,600</b>	<b>-</b>	<b>80,675</b>
Dept of Accounting and CIS	31,566	2,290	-	33,856
Dept of Finance	26,009	2,055	-	28,064
Dept of Managment	4,725	530	-	5,255
Dept of Marketing	12,775	725	-	13,500
<b>Coll of Natural &amp; Health Sciences</b>	<b>178,659</b>	<b>31,675</b>	<b>9,079</b>	<b>219,413</b>
Dept of Chem and Bio Chem Office	13,757	6,860	-	20,617
Dept of Earth & Atmospheric Science	7,127	1,125	-	8,252
Dept of Physics and Astronomy	16,182	2,240	-	18,422
Schl of Biological Sciences	71,289	4,574	-	75,863
Schl of Human Sciences	30,665	3,715	2,767	37,147
Schl of Mathematical Sciences	16,611	10,276	1,041	27,928
Schl of Sport & Exercise Science	23,027	2,885	5,271	31,183
<b>Coll of Performing &amp; Visual Arts</b>	<b>10,372</b>	<b>4,175</b>	<b>21,000</b>	<b>35,547</b>
Schl of Art & Design	-	150	-	150
Schl of Music	8,067	3,640	20,780	32,487
Schl of Theatre Arts & Dance	2,305	385	220	2,910
<b>University Libraries</b>	<b>5,890</b>	<b>1,720</b>	<b>-</b>	<b>7,610</b>
Library	5,890	1,720	-	7,610
<b>Provost and VP for Academic Affairs</b>	<b>1,400</b>	<b>-</b>	<b>-</b>	<b>1,400</b>
Provost and VP for Academic Affairs	1,400	-	-	1,400
<b>Total</b>	<b>393,514</b>	<b>61,600</b>	<b>61,977</b>	<b>517,091</b>

**FY15 Parity, Provost Discretion, and Compression/Inversion Increases for Faculty  
Summary by College, Department, and Rank**

College	Professor	Assoc Professor	Asst Professor	Instructor	Sr Lecturer	Lecturer	Total
<b>Coll of Education &amp; Behavioral Sci</b>	<b>52,992</b>	<b>6,074</b>	<b>750</b>	<b>2,300</b>			<b>62,116</b>
Dept of Applied Psychology/Cnslr Ed	5,231						5,231
Dept of Educational Technology		800					800
Schl of Special Education	2,744	611		2,300			5,655
Schl of Teacher Education	2,575	3,605	750				6,930
School of Psych Sciences	42,441	1,059					43,500
<b>Col of Humanities &amp; Social Sciences</b>	<b>78,005</b>	<b>19,483</b>	<b>4,353</b>	<b>2,440</b>	<b>3,442</b>	<b>2,607</b>	<b>110,330</b>
Dept of Anthropology			870				870
Dept of Criminal Justice			922			2,297	3,219
Dept of Economics	13,716	7,505					21,222
Dept of English		2,322	505	2,440	3,442	311	9,020
Dept of Geography	6,739						6,739
Dept of Hispanic Studies	10,718		194				10,912
Dept of History		1,469					1,469
Dept of Modern Languages		507	523				1,030
Dept of Political Science	7,836	484					8,320
Dept of Sociology	2,229	3,757					5,985
Humanities & Soc Sci Programs		1,149	1,339				2,488
Schl of Communication	36,767	2,291					39,058
<b>Monfort College of Business</b>	<b>62,261</b>	<b>5,179</b>	<b>13,235</b>				<b>80,675</b>
Dept of Accounting and CIS	23,876	2,000	7,980				33,856
Dept of Finance	24,884	3,179					28,064
Dept of Managment			5,255				5,255
Dept of Marketing	13,500						13,500
<b>Coll of Natural &amp; Health Sciences</b>	<b>127,525</b>	<b>57,153</b>	<b>19,519</b>	<b>2,054</b>	<b>1,245</b>	<b>11,918</b>	<b>219,413</b>
Dept of Chem and Bio Chem Office	13,896	6,721					20,617
Dept of Earth & Atmospheric Science	4,000	2,622	1,630				8,252
Dept of Physics and Astronomy	18,422						18,422
Schl of Biological Sciences	26,035	35,318	14,510				75,863
Schl of Human Sciences	17,679	6,570	2,767	2,054		8,077	37,147

Schl of Mathematical Sciences	21,581	3,050	612			2,685	27,928
Schl of Sport & Exercise Science	25,912	2,871			1,245	1,155	31,183
<b>Coll of Performing &amp; Visual Arts</b>	<b>14,397</b>	<b>20,930</b>	<b>220</b>				<b>35,547</b>
Schl of Art & Design		150					150
Schl of Music	11,707	20,780					32,487
Schl of Theatre Arts & Dance	2,690		220				2,910
<b>University Libraries</b>	<b>4,410</b>	<b>2,135</b>	<b>1,065</b>				<b>7,610</b>
Library	4,410	2,135	1,065				7,610
<b>Provost and VP for Academic Affairs</b>		<b>1,400</b>					<b>1,400</b>
Provost and VP for Academic Affairs		1,400					1,400
<b>Total</b>	<b>339,589</b>	<b>112,355</b>	<b>39,142</b>	<b>6,794</b>	<b>4,687</b>	<b>14,525</b>	<b>517,091</b>

## Section 4

## Faculty Compensation Outcomes 2014

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY14 Base Salary	Promotion Increase	FY15 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion Increase	FY15 Final Base Salary	FY15 Base Salary % Increase	FY14 CUPA Avg Salary	FY14 CUPA Avg Salary Adj for YIR	FY15 Base Salary % of CUPA Before Parity	CUPA Data Source
UC	2401	Lib+D3:D452eral Arts & Sci, Ge	Lecturer	3	Contract Renewable	1.00	40,763	0	40,763	408	0	0	0	41,171	1.0%	47,141	46,198	89.1%	Doctoral All
UC	3099	Other Multi/Interdisciplinary Stud	Asst Professor	1	Assume Tenure Track	0.50	17,860	0	17,860	0	0	0	0	17,860	0.0%	60,472	59,263	60.3%	Doctoral All
LIB	2501	Library Science and Administrat	Professor	6	Tenured	1.00	78,014	0	78,014	780	0	4,000	410	83,204	6.7%	109,073	104,710	75.2%	Doctoral All
LIB	2501	Library Science and Administrat	Professor	10	Tenured	1.00	77,883	0	77,883	0	0	0	0	77,883	0.0%	109,073	109,073	71.4%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	1	Tenured	1.00	60,047	3,000	63,047	630	0	0	0	63,677	1.0%	78,464	75,325	84.5%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	1	Tenured	1.00	56,569	3,000	59,569	596	0	0	0	60,165	1.0%	78,464	75,325	79.9%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	3	Tenured	1.00	61,231	0	61,231	612	0	500	0	62,343	1.8%	78,464	76,895	80.4%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	3	Tenured	1.00	60,027	0	60,027	600	0	150	325	61,102	1.8%	78,464	76,895	78.8%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	5	Tenured	1.00	62,527	0	62,527	625	0	0	0	63,152	1.0%	78,464	78,464	80.5%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	6	Tenured	1.00	61,734	0	61,734	617	0	290	330	62,971	2.0%	78,464	79,249	78.7%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	8	Tenured	1.00	63,047	0	63,047	630	0	200	340	64,217	1.9%	78,464	80,818	78.8%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	9	Tenured	1.00	66,113	0	66,113	661	0	0	0	66,774	1.0%	78,464	81,603	81.8%	Doctoral All
LIB	2501	Library Science and Administrat	Assoc Professor	16	Tenured	1.00	67,651	0	67,651	677	0	0	0	68,328	1.0%	78,464	85,526	79.9%	Doctoral All
LIB	2501	Library Science and Administrat	Asst Professor	1	Contract Renewable	1.00	49,000	0	49,000	0	0	0	0	49,000	0.0%	60,131	58,327	84.0%	Doctoral All
LIB	2501	Library Science and Administrat	Asst Professor	3	Contract Renewable	1.00	52,743	0	52,743	527	0	0	0	53,270	1.0%	60,131	60,131	88.6%	Doctoral All
LIB	2501	Library Science and Administrat	Asst Professor	3	Contract Renewable	1.00	52,743	0	52,743	527	0	0	0	53,270	1.0%	60,131	60,131	88.6%	Doctoral All
LIB	2501	Library Science and Administrat	Asst Professor	3	Contract Renewable	1.00	53,820	0	53,820	538	0	0	0	54,358	1.0%	60,131	60,131	90.4%	Doctoral All
LIB	2501	Library Science and Administrat	Asst Professor	5	Tenure Track	1.00	54,456	0	54,456	545	0	500	0	55,501	1.9%	67,661	69,014	79.7%	Doctoral All
LIB	2501	Library Science and Administrat	Asst Professor	6	Tenure Track	1.00	54,268	0	54,268	543	0	250	315	55,376	2.0%	67,661	69,691	78.6%	Doctoral All
EBS	1302	Bilingual, Multilingual & Multicult	Professor	4	Tenured	1.00	78,868	0	78,869	789	0	0	0	79,657	1.0%	98,448	92,541	86.1%	Doctoral All
EBS	1302	Bilingual, Multilingual & Multicult	Professor	12	Tenured	1.00	83,495	0	83,495	835	0	0	0	84,330	1.0%	98,448	100,417	84.0%	Doctoral All
EBS	1302	Bilingual, Multilingual & Multicult	Assoc Professor	5	Tenure Track	1.00	59,777	0	59,777	598	0	0	0	60,375	1.0%	73,525	73,525	82.1%	Doctoral All
EBS	1302	Bilingual, Multilingual & Multicult	Assoc Professor	11	Tenured	1.00	60,905	0	60,905	609	0	56	0	61,570	1.1%	73,525	77,937	78.9%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Professor	2	Tenured	1.00	78,642	0	78,642	786	0	0	0	79,428	1.0%	106,261	97,760	81.2%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Professor	2	Tenured	1.00	79,694	0	79,694	797	0	0	0	80,491	1.0%	106,261	97,760	82.3%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Professor	5	Tenured	1.00	79,902	0	79,902	799	0	0	0	80,701	1.0%	106,261	100,948	79.9%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Assoc Professor	2	Tenured	1.00	68,723	0	68,723	687	0	0	0	69,410	1.0%	75,993	73,713	94.2%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Assoc Professor	2	Tenured	1.00	68,723	0	68,723	687	0	0	0	69,410	1.0%	75,993	73,713	94.2%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Assoc Professor	3	Tenured	1.00	67,774	0	67,774	678	0	0	0	68,452	1.0%	75,993	74,473	91.9%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Asst Professor	2	Tenure Track	1.00	61,000	0	61,000	610	0	0	0	61,610	1.0%	64,031	63,391	97.2%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Asst Professor	2	Tenure Track	1.00	60,000	0	60,000	600	0	0	0	60,600	1.0%	64,031	63,391	95.6%	Doctoral All
EBS	1304	Ed Administration & Supervisor	Asst Professor	3	Tenure Track	1.00	61,200	0	61,200	612	0	0	0	61,812	1.0%	64,031	64,031	96.5%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Professor	4	Tenured	1.00	72,112	0	72,112	721	0	0	0	72,833	1.0%	86,697	81,495	89.4%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Professor	7	Tenured	1.00	73,488	0	73,488	735	0	0	0	74,223	1.0%	86,697	84,096	88.3%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Assoc Professor	4	Tenured	1.00	56,681	0	56,681	567	800	0	0	58,048	2.4%	66,682	66,015	86.7%	Doctoral All
EBS	1305	Ed/Instructional Media Design	Assoc Professor	10	Tenured	1.00	64,268	0	64,268	643	0	0	0	64,911	1.0%	66,682	70,016	92.7%	Doctoral All
EBS	1306	Assessment, Evaluation & Rese	Professor	2	Tenured	1.00	77,692	0	77,692	777	0	0	0	78,469	1.0%	101,794	93,650	83.8%	Doctoral All
EBS	1306	Assessment, Evaluation & Rese	Professor	4	Tenured	1.00	79,391	0	79,391	794	0	0	0	80,185	1.0%	101,794	95,686	83.8%	Doctoral All
EBS	1306	Assessment, Evaluation & Rese	Professor	5	Tenured	1.00	83,878	0	83,878	839	0	0	0	84,717	1.0%	101,794	96,704	87.6%	Doctoral All
EBS	1306	Assessment, Evaluation & Rese	Assoc Professor	1	Tenured	1.00	60,935	3,000	63,935	639	0	0	0	64,574	1.0%	77,301	74,209	87.0%	Doctoral All
EBS	1306	Assessment, Evaluation & Rese	Assoc Professor	3	Tenure Track	1.00	68,921	0	68,921	689	0	0	0	69,610	1.0%	77,301	75,755	91.9%	Doctoral All
EBS	1306	Assessment, Evaluation & Rese	Asst Professor	1	Tenure Track	1.00	58,500	0	58,500	0	0	0	0	58,500	0.0%	63,310	62,044	94.3%	Doctoral All
EBS	1306	Assessment, Evaluation & Rese	Asst Professor	2	Contract Renewable	1.00	60,567	0	60,567	606	0	0	0	61,173	1.0%	63,310	62,677	97.6%	Doctoral All
EBS	1306	Assessment, Evaluation & Rese	Asst Professor	2	Tenure Track	1.00	58,500	0	58,500	585	0	0	0	59,085	1.0%	63,310	62,677	94.3%	Doctoral All
EBS	1309	Social & Philosophical Foundati	Professor	5	Tenured	1.00	72,568	0	72,568	726	0	0	0	73,294	1.0%	93,863	89,170	82.2%	Doctoral All
EBS	1309	Social & Philosophical Foundati	Professor	7	Tenured	1.00	73,611	0	73,611	736	2,575	0	0	76,922	4.5%	93,863	91,047	81.7%	Doctoral All
EBS	1309	Social & Philosophical Foundati	Assoc Professor	1	Tenured	1.00	52,020	3,000	55,020	550	1,493	0	0	57,063	3.7%	70,540	67,718	82.1%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	1	Tenured	1.00	61,714	5,000	66,714	667	0	1,631	400	69,412	4.0%	95,997	87,357	77.1%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	2	Tenured	1.00	70,616	0	70,616	706	713	0	0	72,035	2.0%	95,997	88,317	80.8%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	6	Tenured	1.00	82,395	0	82,395	824	0	0	0	83,219	1.0%	95,997	92,157	90.3%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	7	Tenured	1.00	83,195	0	83,195	832	0	0	0	84,027	1.0%	95,997	93,117	90.2%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	9	Tenured	1.00	84,938	0	84,938	849	0	0	0	85,787	1.0%	95,997	95,037	90.3%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	17	Tenured	1.00	91,924	0	91,924	919	0	0	0	92,843	1.0%	95,997	102,717	90.4%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	21	Tenured	1.00	95,380	0	95,380	954	0	0	0	96,334	1.0%	95,997	106,557	90.4%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	21	Tenured	1.00	95,347	0	95,347	953	0	0	0	96,300	1.0%	95,997	106,557	90.4%	Doctoral All
EBS	1310	Special Ed & Teaching	Professor	22	Tenured	1.00	96,226	0	96,226	962	0	0	0	97,188	1.0%	95,997	107,517	90.4%	Doctoral All
EBS	1310	Special Ed & Teaching	Assoc Professor	2	Tenured	1.00	58,539	0	58,539	585	0	0	0	59,124	1.0%	73,099	70,906	83.4%	Doctoral All



College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY14 Base Salary	Promotion Increase	FY15 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion Increase	FY15 Final Base Salary	FY15 Base Salary % Increase	FY14 CUPA Avg Salary	FY14 CUPA Avg Salary Adj for YIR	FY15 Base Salary % of CUPA Before Parity	CUPA Data Source
EBS	1310	Special Ed & Teaching	Assoc Professor	3	Tenured	1.00	59,136		59,136	591	0	0	0	59,727	1.0%	73,099	71,637	83.4%	Doctoral All
EBS	1310	Special Ed & Teaching	Assoc Professor	3	Tenured	1.00	60,044	0	60,044	600	0	0	0	60,644	1.0%	73,099	71,637	84.7%	Doctoral All
EBS	1310	Special Ed & Teaching	Assoc Professor	5	Tenure Track	1.00	60,543	0	60,543	605	611	0	0	61,759	2.0%	73,099	73,099	83.7%	Doctoral All
EBS	1310	Special Ed & Teaching	Assoc Professor	10	Tenured	1.00	64,820	0	64,820	648	0	0	0	65,468	1.0%	73,099	76,754	85.3%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	1	Contract Renewable	0.50	18,000	0	18,000	0	0	0	0	18,000	0.0%	58,534	57,363	62.8%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	2	Tenure Track	1.00	51,000	0	51,000	510	0	0	0	51,510	1.0%	60,778	60,170	85.6%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	2	Tenure Track	1.00	53,000	0	53,000	530	0	0	0	53,530	1.0%	60,778	60,170	89.0%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	7	Contract Renewable	1.00	53,498	0	53,498	535	0	0	0	54,033	1.0%	58,534	60,290	89.6%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	8	Contract Renewable	1.00	54,439	0	54,439	544	0	0	0	54,983	1.0%	58,534	60,290	91.2%	Doctoral All
EBS	1310	Special Ed & Teaching	Asst Professor	8	Contract Renewable	1.00	54,230	0	54,230	542	0	0	0	54,772	1.0%	58,534	60,290	90.8%	Doctoral All
EBS	1310	Special Ed & Teaching	Instructor	9	Contract Renewable	1.00	41,256	0	41,256	413	0	2,000	300	43,969	6.6%	53,721	55,332	75.3%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Professor	7	Tenured	1.00	76,160	0	76,160	762	0	0	0	76,922	1.0%	94,046	91,225	84.3%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Professor	9	Tenured	1.00	78,538	0	78,538	785	0	0	0	79,323	1.0%	94,046	93,106	85.2%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Assoc Professor	2	Tenure Track	1.00	61,800	0	61,800	618	0	0	0	62,418	1.0%	71,699	69,548	89.7%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Assoc Professor	2	Tenured	1.00	56,039	0	56,039	560	901	0	0	57,500	2.6%	71,699	69,548	81.4%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Assoc Professor	4	Tenured	1.00	57,236	0	57,236	572	564	0	0	58,372	2.0%	71,699	70,982	81.4%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Assoc Professor	4	Tenured	1.00	57,794	0	57,794	578	0	0	0	58,372	1.0%	71,699	70,982	82.2%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Asst Professor	1	Contract Renewable	1.00	46,480	0	46,480	0	0	0	0	46,480	0.0%	58,953	57,774	80.5%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Asst Professor	2	Tenure Track	1.00	52,000	0	52,000	520	0	0	0	52,520	1.0%	61,291	60,678	86.6%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Asst Professor	3	Contract Renewable	1.00	50,180	0	50,180	502	0	0	0	50,682	1.0%	58,953	58,953	86.0%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Asst Professor	3	Tenure Track	1.00	49,920	0	49,920	499	750	0	0	51,169	2.5%	61,291	61,291	82.3%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Asst Professor	5	Contract Renewable	1.00	52,084	0	52,084	521	0	0	0	52,605	1.0%	58,953	60,132	87.5%	Doctoral All
EBS	1312	Teacher Ed & Prof Dev, Levels	Asst Professor	7	Contract Renewable	1.00	52,084	0	52,084	521	0	0	0	52,605	1.0%	58,953	60,722	86.6%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subject	Assoc Professor	1	Tenured	1.00	53,498	3,000	56,498	565	0	0	0	57,063	1.0%	74,442	71,464	79.8%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subject	Assoc Professor	1	Tenured	1.00	53,498	3,000	56,498	565	0	0	0	57,063	1.0%	74,442	71,464	79.8%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subject	Assoc Professor	3	Tenure Track	1.00	59,280	0	59,280	593	0	0	0	59,873	1.0%	74,442	72,953	82.1%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subject	Assoc Professor	4	Tenured	1.00	59,067	0	59,067	591	591	0	0	60,249	2.0%	74,442	73,698	80.9%	Doctoral All
EBS	1313	Teacher Ed & Prof Dev, Subject	Instructor	8	Contract Renewable	1.00	46,186	0	46,186	462	0	0	0	46,648	1.0%	54,217	55,843	83.5%	Doctoral All
EBS	1601	Linguistic, Comp & Rel Studies	Assoc Professor	2	Tenure Track	1.00	59,740	0	59,740	597	0	0	0	60,337	1.0%	69,528	67,442	89.5%	Doctoral All
EBS	4201	General Psychology	Professor	2	Tenured	1.00	67,555	0	67,555	676	0	6,100	0	74,331	10.0%	108,942	100,227	68.1%	Doctoral All
EBS	4201	General Psychology	Professor	5	Tenured	1.00	77,866	0	77,866	779	0	3,116	475	82,236	5.6%	108,942	103,495	76.0%	Doctoral All
EBS	4201	General Psychology	Professor	7	Tenured	1.00	78,493	0	78,493	785	0	4,204	490	83,972	7.0%	108,942	105,674	75.0%	Doctoral All
EBS	4201	General Psychology	Professor	10	Tenured	1.00	82,095	0	82,095	821	0	3,148	500	86,564	5.4%	108,942	108,942	76.1%	Doctoral All
EBS	4201	General Psychology	Professor	15	Tenured	1.00	86,241	0	86,241	862	0	3,264	530	90,897	5.4%	108,942	114,389	76.1%	Doctoral All
EBS	4201	General Psychology	Professor	16	Tenured	1.00	87,006	0	87,006	870	0	3,352	530	91,758	5.5%	108,942	115,479	76.1%	Doctoral All
EBS	4201	General Psychology	Professor	17	Tenured	1.00	85,326	0	85,326	853	0	5,909	540	92,628	8.6%	108,942	116,568	73.9%	Doctoral All
EBS	4201	General Psychology	Professor	18	Tenured	1.00	85,099	0	85,099	851	0	6,999	545	93,494	9.9%	108,942	117,657	73.1%	Doctoral All
EBS	4201	General Psychology	Professor	19	Tenured	1.00	90,715	0	90,715	907	0	2,188	550	94,360	4.0%	108,942	118,747	77.2%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	2	Tenured	1.00	58,738	0	58,738	587	0	77	345	59,747	1.7%	77,518	75,192	78.9%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	4	Tenured	1.00	59,990	0	59,990	600	600	37	0	61,227	2.1%	77,518	76,743	79.0%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	8	Tenured	1.00	73,355	0	73,355	734	0	0	0	74,089	1.0%	77,518	79,844	92.8%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	8	Tenured	1.00	63,711	0	63,711	637	0	0	0	64,348	1.0%	77,518	79,844	80.6%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	10	Tenured	1.00	64,961	0	64,961	650	0	0	0	65,611	1.0%	77,518	81,394	80.6%	Doctoral All
EBS	4201	General Psychology	Assoc Professor	24	Tenured	1.00	82,071	0	82,071	821	0	0	0	82,892	1.0%	77,518	84,495	98.1%	Doctoral All
EBS	4201	General Psychology	Asst Professor	2	Contract Renewable	1.00	50,000	0	50,000	500	0	0	0	50,500	1.0%	57,520	56,945	88.7%	Doctoral All
EBS	4201	General Psychology	Asst Professor	6	Tenure Track	1.00	55,364	0	55,364	554	0	0	0	55,918	1.0%	66,947	68,955	81.1%	Doctoral All
EBS	4201	General Psychology	Instructor	6	Contract Renewable	1.00	46,622	0	46,622	466	0	0	0	47,088	1.0%	53,409	53,943	87.3%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Professor	1	Tenured	1.00	60,682	5,000	65,682	657	0	4,821	410	71,570	9.0%	98,981	90,073	73.7%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Professor	6	Tenured	1.00	76,427	0	76,427	764	0	0	0	77,191	1.0%	98,981	95,022	81.2%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Professor	9	Tenured	1.00	81,835	0	81,835	818	0	0	0	82,653	1.0%	98,981	97,991	84.3%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Professor	9	Tenured	1.00	94,436	0	94,436	944	0	0	0	95,380	1.0%	98,981	97,991	97.3%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Professor	10	Tenured	1.00	79,647	0	79,647	796	0	0	0	80,443	1.0%	98,981	98,981	81.3%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Professor	14	Tenured	1.00	82,911	0	82,911	829	0	0	0	83,740	1.0%	98,981	102,940	81.3%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Professor	16	Tenured	1.00	84,438	0	84,438	844	0	0	0	85,282	1.0%	98,981	104,920	81.3%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Professor	18	Tenured	1.00	86,108	0	86,108	861	0	0	0	86,969	1.0%	98,981	106,899	81.4%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Assoc Professor	1	Tenured	1.00	53,648	3,000	56,648	566	0	0	0	57,214	1.0%	72,392	69,496	82.3%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Assoc Professor	2	Tenured	1.00	58,541	0	58,541	585	0	0	0	59,126	1.0%	72,392	70,220	84.2%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Assoc Professor	2	Tenured	1.00	57,862	0	57,862	579	0	0	0	58,441	1.0%	72,392	70,220	83.2%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Assoc Professor	2	Tenured	1.00	58,541	0	58,541	585	0	0	0	59,126	1.0%	72,392	70,220	84.2%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Asst Professor	2	Tenure Track	1.00	51,500	0	51,500	515	0	0	0	52,015	1.0%	62,783	62,155	83.7%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY14 Base Salary	Promotion Increase	FY15 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion Increase	FY15 Final Base Salary	FY15 Base Salary % Increase	FY14 CUPA Avg Salary	FY14 CUPA Avg Salary Adj for YIR	FY15 Base Salary % of CUPA Before Parity	CUPA Data Source
EBS	4228	Clinical, Counseling and Applied	Asst Professor	4	Contract Renewable	1.00	53,581	0	53,581	536	0	0	0	54,117	1.0%	59,550	60,146	90.0%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Asst Professor	5	Tenure Track	1.00	53,581	0	53,581	536	0	0	0	54,117	1.0%	62,783	64,039	84.5%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Asst Professor	6	Contract Renewable	0.60	36,786	0	36,786	368	0	0	0	37,154	1.0%	59,550	61,337	101.0%	Doctoral All
EBS	4228	Clinical, Counseling and Applied	Asst Professor	8	Tenure Track	1.00	53,648	0	53,648	536	0	0	0	54,184	1.0%	62,783	64,666	83.8%	Doctoral All
HSS	501	Area Studies	Professor	10	Tenured	1.00	91,131	0	91,131	911	0	0	0	92,042	1.0%	107,709	107,709	85.5%	Doctoral All
HSS	501	Area Studies	Professor	24	Tenured	1.00	81,398	0	81,398	0	0	0	0	81,398	0.0%	107,709	122,788	66.3%	Doctoral All
HSS	501	Area Studies	Assoc Professor	1	Tenured	1.00	55,802	3,000	58,802	588	0	799	350	60,539	3.0%	79,363	76,188	78.0%	Doctoral All
HSS	502	Ethnic, Cultural Minority , Gender	Asst Professor	7	Tenure Track	1.00	53,687	0	53,687	537	0	0	0	54,224	1.0%	64,277	66,205	81.9%	Doctoral All
HSS	502	Ethnic, Cultural Minority , Gender	Lecturer	1	Contract Renewable	1.00	43,000	0	43,000	0	0	0	0	43,000	0.0%	46,265	44,414	96.8%	Doctoral All
HSS	901	Communication & Media Studies	Professor	1	Tenured	1.00	60,609	5,000	65,609	656	0	5,900	0	72,165	10.0%	101,621	92,475	71.7%	Doctoral All
HSS	901	Communication & Media Studies	Professor	6	Tenured	1.00	70,800	0	70,800	708	0	5,561	450	77,519	9.5%	101,621	97,556	73.3%	Doctoral All
HSS	901	Communication & Media Studies	Professor	7	Tenured	1.00	71,545	0	71,545	715	0	5,612	455	78,327	9.5%	101,621	98,572	73.3%	Doctoral All
HSS	901	Communication & Media Studies	Professor	7	Tenured	1.00	71,545	0	71,545	715	0	5,612	455	78,327	9.5%	101,621	98,572	73.3%	Doctoral All
HSS	901	Communication & Media Studies	Professor	12	Tenured	1.00	89,217	0	89,217	892	0	0	0	90,109	1.0%	101,621	103,653	86.9%	Doctoral All
HSS	901	Communication & Media Studies	Professor	13	Tenured	1.00	83,207	0	83,207	832	6,972	0	0	91,011	9.4%	101,621	104,670	80.3%	Doctoral All
HSS	901	Communication & Media Studies	Assoc Professor	9	Tenured	1.00	59,858	0	59,858	599	0	0	260	60,717	1.4%	73,473	76,412	79.1%	Doctoral All
HSS	901	Communication & Media Studies	Asst Professor	3	Contract Renewable	1.00	48,961	0	48,961	490	0	0	0	49,451	1.0%	56,941	56,941	86.8%	Doctoral All
HSS	901	Communication & Media Studies	Lecturer	4	Contract Renewable	1.00	39,654	0	39,654	397	0	0	0	40,051	1.0%	47,136	46,665	85.8%	Doctoral All
HSS	901	Communication & Media Studies	Lecturer	7	Contract Renewable	1.00	41,677	0	41,677	417	0	0	0	42,094	1.0%	47,136	48,079	87.6%	Doctoral All
HSS	904	Journalism	Professor	1	Tenured	1.00	59,069	5,000	64,069	641	0	5,750	0	70,460	10.0%	107,231	97,580	66.3%	Doctoral All
HSS	904	Journalism	Professor	7	Contract Renewable	1.00	73,542	0	73,542	735	0	0	0	74,277	1.0%	87,243	84,626	87.8%	Doctoral All
HSS	904	Journalism	Professor	17	Tenured	1.00	96,541	0	96,541	965	0	0	0	97,506	1.0%	107,231	114,737	85.0%	Doctoral All
HSS	904	Journalism	Assoc Professor	4	Tenured	1.00	57,887	0	57,887	579	0	1,681	350	60,497	4.5%	76,904	76,135	76.8%	Doctoral All
HSS	904	Journalism	Asst Professor	15	Contract Renewable	1.00	55,918	0	55,918	559	0	0	0	56,477	1.0%	61,056	62,888	89.8%	Doctoral All
HSS	904	Journalism	Lecturer	1	Contract Renewable	1.00	40,000	0	40,000	0	0	0	0	40,000	0.0%	51,044	49,002	81.6%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	1	Tenured	1.00	57,394	5,000	62,394	624	0	4,808	395	68,221	9.3%	94,347	85,856	73.4%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	2	Tenured	1.00	67,306	0	67,306	673	0	592	400	68,971	2.5%	94,347	86,799	78.3%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	8	Tenured	1.00	72,515	0	72,515	725	0	0	230	73,470	1.3%	94,347	92,460	79.2%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	10	Tenured	1.00	73,448	0	73,448	734	0	352	430	74,964	2.1%	94,347	94,347	78.6%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	14	Tenured	1.00	87,063	0	87,063	871	0	0	0	87,934	1.0%	94,347	98,121	89.6%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	16	Tenured	1.00	93,832	0	93,832	938	0	0	0	94,770	1.0%	94,347	100,008	94.8%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	17	Tenured	1.00	116,301	0	116,301	1,163	0	0	0	117,464	1.0%	94,347	100,951	116.4%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	25	Tenured	1.00	90,356	0	90,356	904	3,511	0	0	94,771	4.9%	94,347	108,499	84.1%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Professor	27	Tenured	1.00	96,767	0	96,767	968	0	0	0	97,735	1.0%	94,347	110,386	88.5%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Assoc Professor	6	Tenured	1.00	54,747	0	54,747	547	0	182	325	55,801	1.9%	69,528	70,223	78.7%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Asst Professor	1	Assume Tenure Track	1.00	52,438	0	52,438	0	0	0	0	52,438	0.0%	58,941	57,762	90.8%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Asst Professor	1	Tenure Track	1.00	48,600	0	48,600	0	0	0	0	48,600	0.0%	58,941	57,762	84.1%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Asst Professor	3	Contract Renewable	1.00	42,943	0	42,943	429	0	0	0	43,372	1.0%	53,217	53,217	81.5%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Asst Professor	4	Tenure Track	1.00	49,378	0	49,378	494	194	0	0	50,066	1.4%	58,941	59,530	83.8%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Asst Professor	4	Tenure Track	1.00	49,378	0	49,378	494	0	0	0	49,872	1.0%	58,941	59,530	83.8%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Asst Professor	9	Tenure Track	1.00	51,797	0	51,797	518	0	0	0	52,315	1.0%	58,941	60,709	86.2%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Asst Professor	10	Contract Renewable	1.00	51,797	0	51,797	518	523	0	0	52,838	2.0%	53,217	54,814	95.4%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Instructor	8	Contract Renewable	1.00	42,401	0	42,401	424	0	0	0	42,825	1.0%	47,106	48,520	88.3%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Lecturer	1	Contract Renewable	1.00	35,000	0	35,000	0	0	0	0	35,000	0.0%	42,824	41,111	85.1%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Lecturer	2	Contract Renewable	1.00	35,000	0	35,000	350	0	0	0	35,350	1.0%	42,824	41,539	85.1%	Doctoral All
HSS	1601	Linguistic, Comp & Rel Studies	Lecturer	2	Contract Renewable	1.00	35,000	0	35,000	350	0	0	0	35,350	1.0%	42,824	41,539	85.1%	Doctoral All
HSS	2301	General English Language	Professor	6	Tenured	1.00	72,999	0	72,999	730	0	0	0	73,729	1.0%	96,435	92,578	79.6%	Doctoral All
HSS	2301	General English Language	Professor	6	Tenured	1.00	72,999	0	72,999	730	0	0	0	73,729	1.0%	96,435	92,578	79.6%	Doctoral All
HSS	2301	General English Language	Professor	9	Tenured	1.00	82,168	0	82,168	822	0	0	0	82,990	1.0%	96,435	95,471	86.9%	Doctoral All
HSS	2301	General English Language	Professor	10	Tenured	1.00	82,991	0	82,991	830	0	0	0	83,820	1.0%	96,435	96,435	86.9%	Doctoral All
HSS	2301	General English Language	Professor	13	Tenured	1.00	85,454	0	85,454	855	0	0	0	86,309	1.0%	96,435	99,328	86.9%	Doctoral All
HSS	2301	General English Language	Professor	14	Tenured	1.00	85,455	0	85,455	855	0	0	0	86,310	1.0%	96,435	100,292	86.1%	Doctoral All
HSS	2301	General English Language	Professor	18	Tenured	1.00	86,586	0	86,586	866	0	0	0	87,452	1.0%	96,435	104,150	84.0%	Doctoral All
HSS	2301	General English Language	Professor	22	Tenured	1.00	87,900	0	87,900	879	0	0	0	88,779	1.0%	96,435	108,007	82.2%	Doctoral All
HSS	2301	General English Language	Professor	32	Tenured	1.00	97,232	0	97,232	972	0	0	0	98,204	1.0%	96,435	117,651	83.5%	Doctoral All
HSS	2301	General English Language	Assoc Professor	1	Tenured	1.00	50,429	3,000	53,429	534	0	0	0	53,963	1.0%	70,218	67,409	80.1%	Doctoral All
HSS	2301	General English Language	Assoc Professor	2	Tenured	1.00	55,334	0	55,334	553	788	0	0	56,675	2.4%	70,218	68,111	82.1%	Doctoral All
HSS	2301	General English Language	Assoc Professor	2	Tenured	1.00	56,675	0	56,675	0	0	0	0	56,675	0.0%	70,218	68,111	83.2%	Doctoral All
HSS	2301	General English Language	Assoc Professor	3	Tenured	1.00	55,911	0	55,911	559	772	0	0	57,242	2.4%	70,218	68,814	82.1%	Doctoral All
HSS	2301	General English Language	Assoc Professor	4	Tenured	1.00	56,487	0	56,487	565	762	0	0	57,814	2.3%	70,218	69,516	82.1%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY14 Base Salary	Promotion Increase	FY15 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion Increase	FY15 Final Base Salary	FY15 Base Salary % Increase	FY14 CUPA Avg Salary	FY14 CUPA Avg Salary Adj for YIR	FY15 Base Salary % of CUPA Before Parity	CUPA Data Source
HSS	2301	General English Language	Assoc Professor	5	Tenured	1.00	59,366	0	59,366	594	0	0	0	59,960	1.0%	70,218	70,218	85.4%	Doctoral All
HSS	2301	General English Language	Asst Professor	1	Assume Tenure Track	1.00	50,429	0	50,429	0	0	0	0	50,429	0.0%	59,659	58,466	86.3%	Doctoral All
HSS	2301	General English Language	Asst Professor	1	Assume Tenure Track	1.00	49,440	0	49,440	0	0	0	0	49,440	0.0%	59,659	58,466	84.6%	Doctoral All
HSS	2301	General English Language	Asst Professor	2	Tenure Track	1.00	50,000	0	50,000	500	0	0	0	50,500	1.0%	59,659	59,062	85.5%	Doctoral All
HSS	2301	General English Language	Asst Professor	7	Tenure Track	1.00	50,429	0	50,429	504	505	0	0	51,438	2.0%	59,659	61,449	82.9%	Doctoral All
HSS	2301	General English Language	Instructor	2	Contract Renewable	1.00	40,000	0	40,000	400	1,220	0	0	41,620	4.1%	46,567	45,170	89.4%	Doctoral All
HSS	2301	General English Language	Instructor	2	Contract Renewable	1.00	40,000	0	40,000	400	1,220	0	0	41,620	4.1%	46,567	45,170	89.4%	Doctoral All
HSS	2301	General English Language	Sr Lecturer	1	Contract Renewable	1.00	35,410	2,000	37,410	374	3,380	0	0	41,164	10.0%	44,451	42,673	88.5%	Doctoral All
HSS	2301	General English Language	Sr Lecturer	1	Contract Renewable	1.00	38,739	2,000	40,739	407	62	0	0	41,208	1.2%	44,451	42,673	96.4%	Doctoral All
HSS	2301	General English Language	Lecturer	1	Contract Renewable	1.00	32,000	0	32,000	320	0	0	0	32,320	1.0%	42,334	40,641	79.5%	Doctoral All
HSS	2301	General English Language	Lecturer	2	Contract Renewable	1.00	35,000	0	35,000	350	0	0	0	35,350	1.0%	42,334	41,064	86.1%	Doctoral All
HSS	2301	General English Language	Lecturer	2	Contract Renewable	1.00	32,000	0	32,000	320	0	121	190	32,631	2.0%	42,334	41,064	78.7%	Doctoral All
HSS	2301	General English Language	Lecturer	3	Contract Renewable	1.00	40,800	0	40,800	408	0	0	0	41,208	1.0%	42,334	41,487	99.3%	Doctoral All
HSS	3801	Philosophy	Professor	17	Tenured	1.00	85,911	0	85,911	859	0	0	0	86,770	1.0%	102,036	109,179	79.5%	Doctoral All
HSS	3801	Philosophy	Professor	23	Tenured	1.00	90,806	0	90,806	908	0	0	0	91,714	1.0%	102,036	115,301	79.5%	Doctoral All
HSS	3801	Philosophy	Assoc Professor	3	Tenured	1.00	58,367	0	58,367	584	0	0	0	58,951	1.0%	73,303	71,837	82.1%	Doctoral All
HSS	3801	Philosophy	Assoc Professor	12	Tenured	1.00	64,029	0	64,029	640	0	0	0	64,669	1.0%	73,303	78,434	82.5%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Professor	10	Tenured	1.00	90,198	0	90,198	902	0	0	0	91,100	1.0%	105,835	105,835	86.1%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Assoc Professor	1	Tenure Track	1.00	65,000	0	65,000	0	0	0	0	65,000	0.0%	75,466	72,447	89.7%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Asst Professor	1	Assume Tenure Track	1.00	41,114	0	41,114	0	0	0	0	41,114	0.0%	63,644	62,371	65.9%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Asst Professor	1	Tenure Track	1.00	53,000	0	53,000	0	0	0	0	53,000	0.0%	63,644	62,371	85.0%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Asst Professor	3	Tenure Track	1.00	53,138	0	53,138	531	922	0	0	54,591	2.7%	63,644	63,644	84.3%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Asst Professor	9	Tenure Track	1.00	55,284	0	55,284	0	0	0	0	55,284	0.0%	63,644	65,553	84.3%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Lecturer	2	Contract Renewable	1.00	35,000	0	35,000	350	0	2,077	220	37,647	7.6%	48,841	47,376	74.6%	Doctoral All
HSS	4301	Criminal Justice & Corrections	Lecturer	4	Contract Renewable	1.00	41,538	0	41,538	415	0	0	0	41,953	1.0%	48,841	48,353	86.8%	Doctoral All
HSS	4502	Anthropology	Professor	17	Tenured	1.00	85,822	0	85,822	858	0	0	0	86,680	1.0%	101,386	108,483	79.9%	Doctoral All
HSS	4502	Anthropology	Assoc Professor	2	Tenured	1.00	77,523	0	77,523	775	0	0	0	78,298	1.0%	74,147	71,923	108.9%	Doctoral All
HSS	4502	Anthropology	Asst Professor	3	Tenure Track	1.00	49,864	0	49,864	499	0	0	290	50,653	1.6%	63,749	63,749	79.0%	Doctoral All
HSS	4502	Anthropology	Asst Professor	3	Tenure Track	1.00	49,864	0	49,864	499	0	0	290	50,653	1.6%	63,749	63,749	79.0%	Doctoral All
HSS	4502	Anthropology	Asst Professor	4	Tenure Track	1.00	50,368	0	50,368	504	0	0	290	51,162	1.6%	63,749	64,386	79.0%	Doctoral All
HSS	4502	Anthropology	Lecturer	2	Contract Renewable	1.00	35,000	0	35,000	350	0	0	0	35,350	1.0%	45,017	43,666	81.0%	Doctoral All
HSS	4506	Economics	Professor	3	Tenured	1.00	92,462	0	92,462	925	0	4,821	575	98,783	6.8%	133,671	124,314	75.1%	Doctoral All
HSS	4506	Economics	Professor	4	Tenured	1.00	93,468	0	93,468	935	0	4,861	575	99,839	6.8%	133,671	125,651	75.1%	Doctoral All
HSS	4506	Economics	Professor	11	Tenured	0.50	50,252	0	50,252	503	0	2,574	310	53,639	6.7%	133,671	135,008	75.2%	Doctoral All
HSS	4506	Economics	Assoc Professor	2	Tenured	1.00	75,539	0	75,539	755	0	1,976	460	78,730	4.2%	102,141	99,077	77.0%	Doctoral All
HSS	4506	Economics	Assoc Professor	3	Tenured	1.00	76,326	0	76,326	763	0	1,988	460	79,538	4.2%	102,141	100,098	77.0%	Doctoral All
HSS	4506	Economics	Assoc Professor	13	Tenured	1.00	84,194	0	84,194	842	0	2,111	510	87,657	4.1%	102,141	110,312	77.1%	Doctoral All
HSS	4506	Economics	Asst Professor	4	Contract Renewable	1.00	66,496	0	66,496	665	0	0	0	67,161	1.0%	74,395	75,139	89.4%	Doctoral All
HSS	4507	Geography & Cartography	Professor	4	Tenured	1.00	72,122	0	72,122	721	0	1,193	430	74,466	3.3%	99,699	93,717	77.7%	Doctoral All
HSS	4507	Geography & Cartography	Professor	7	Tenured	1.00	74,450	0	74,450	745	0	1,205	445	76,845	3.2%	99,699	96,708	77.8%	Doctoral All
HSS	4507	Geography & Cartography	Professor	10	Tenured	1.00	76,775	0	76,775	768	0	1,219	455	79,217	3.2%	99,699	99,699	77.8%	Doctoral All
HSS	4507	Geography & Cartography	Professor	23	Tenured	1.00	86,856	0	86,856	869	0	1,277	515	89,517	3.1%	99,699	112,660	77.9%	Doctoral All
HSS	4507	Geography & Cartography	Assoc Professor	2	Tenured	1.00	59,132	0	59,132	591	0	0	0	59,723	1.0%	74,862	72,616	82.2%	Doctoral All
HSS	4507	Geography & Cartography	Assoc Professor	5	Tenured	1.00	60,980	0	60,980	610	0	0	0	61,590	1.0%	74,862	74,862	82.3%	Doctoral All
HSS	4507	Geography & Cartography	Assoc Professor	7	Tenured	1.00	62,212	0	62,212	622	0	0	0	62,834	1.0%	74,862	76,359	82.3%	Doctoral All
HSS	4507	Geography & Cartography	Lecturer	2	Contract Renewable	1.00	48,000	0	48,000	480	0	0	0	48,480	1.0%	46,782	45,379	106.8%	Doctoral All
HSS	4510	Political Science & Government	Professor	1	Tenured	1.00	61,645	5,000	66,645	666	0	6,000	0	73,311	10.0%	106,739	97,132	69.3%	Doctoral All
HSS	4510	Political Science & Government	Professor	16	Tenured	1.00	87,200	0	87,200	872	0	1,311	525	89,908	3.1%	106,739	113,143	77.8%	Doctoral All
HSS	4510	Political Science & Government	Assoc Professor	4	Tenured	1.00	59,814	0	59,814	598	0	129	355	60,896	1.8%	77,408	76,634	78.8%	Doctoral All
HSS	4510	Political Science & Government	Asst Professor	2	Tenure Track	1.00	53,000	0	53,000	530	0	0	0	53,530	1.0%	64,400	63,756	84.0%	Doctoral All
HSS	4510	Political Science & Government	Asst Professor	5	Tenure Track	1.00	54,590	0	54,590	546	0	0	0	55,136	1.0%	64,400	65,688	83.9%	Doctoral All
HSS	4510	Political Science & Government	Lecturer	1	Contract Renewable	1.00	41,200	0	41,200	412	0	0	0	41,612	1.0%	49,226	47,257	88.1%	Doctoral All
HSS	4511	Sociology	Professor	12	Tenured	1.00	76,013	0	76,013	760	0	0	0	76,773	1.0%	103,621	105,693	72.6%	Doctoral All
HSS	4511	Sociology	Professor	19	Tenured	1.00	86,648	0	86,648	866	0	1,714	515	89,743	3.6%	103,621	112,947	77.5%	Doctoral All
HSS	4511	Sociology	Professor	26	Tenured	1.00	92,264	0	92,264	0	0	0	0	92,264	0.0%	103,621	120,200	76.8%	Doctoral All
HSS	4511	Sociology	Assoc Professor	1	Tenured	1.00	51,637	3,000	54,637	546	0	1,849	330	57,362	5.0%	75,201	72,193	76.4%	Doctoral All
HSS	4511	Sociology	Assoc Professor	3	Tenured	1.00	57,202	0	57,202	572	0	447	340	58,561	2.4%	75,201	73,697	78.4%	Doctoral All
HSS	4511	Sociology	Assoc Professor	4	Tenured	1.00	57,791	0	57,791	578	0	446	345	59,160	2.4%	75,201	74,449	78.4%	Doctoral All
HSS	4511	Sociology	Asst Professor	2	Tenure Track	1.00	48,000	0	48,000	480	0	1,049	290	49,819	3.8%	63,328	62,695	77.3%	Doctoral All
HSS	4511	Sociology	Asst Professor	3	Tenure Track	1.00	50,119	0	50,119	501	0	0	0	50,620	1.0%	63,328	63,328	79.9%	Doctoral All



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HSS	4511	Sociology	Lecturer	2	Contract Renewable	1.00	35,000	0	35,000	350	0	0	0	35,350	1.0%	44,494	43,159	81.9%	Doctoral All
HSS	4511	Sociology	Lecturer	16	Contract Renewable	1.00	43,284	0	43,284	433	0	0	0	43,717	1.0%	44,494	45,829	95.4%	Doctoral All
HSS	5401	History	Professor	9	Tenured	1.00	79,856	0	79,856	799	0	0	0	80,654	1.0%	99,063	98,072	82.2%	Doctoral All
HSS	5401	History	Professor	11	Tenured	1.00	81,484	0	81,484	815	0	0	0	82,299	1.0%	99,063	100,054	82.3%	Doctoral All
HSS	5401	History	Professor	16	Tenured	1.00	85,559	0	85,559	856	0	0	0	86,415	1.0%	99,063	105,007	82.3%	Doctoral All
HSS	5401	History	Assoc Professor	1	Tenured	1.00	51,510	3,000	54,510	545	1,030	0	0	56,085	2.9%	71,864	68,989	79.8%	Doctoral All
HSS	5401	History	Assoc Professor	1	Tenured	1.00	52,530	3,000	55,530	555	0	0	0	56,085	1.0%	71,864	68,989	81.3%	Doctoral All
HSS	5401	History	Assoc Professor	2	Tenured	1.00	56,740	0	56,740	567	0	0	0	57,307	1.0%	71,864	69,708	82.2%	Doctoral All
HSS	5401	History	Assoc Professor	3	Tenured	1.00	57,331	0	57,331	573	439	0	0	58,343	1.8%	71,864	70,427	82.2%	Doctoral All
HSS	5401	History	Assoc Professor	3	Tenured	1.00	57,765	0	57,765	578	0	0	0	58,343	1.0%	71,864	70,427	82.8%	Doctoral All
HSS	5401	History	Asst Professor	3	Tenure Track	1.00	51,510	0	51,510	515	0	0	0	52,025	1.0%	60,211	60,211	86.4%	Doctoral All
HSS	5401	History	Asst Professor	3	Tenure Track	1.00	51,000	0	51,000	510	0	0	0	51,510	1.0%	60,211	60,211	85.5%	Doctoral All
HSS	5401	History	Asst Professor	4	Tenure Track	1.00	51,510	0	51,510	515	0	0	0	52,025	1.0%	60,211	60,813	85.5%	Doctoral All
HSS	5401	History	Asst Professor	6	Tenure Track	1.00	52,530	0	52,530	525	0	0	0	53,055	1.0%	60,211	62,017	85.5%	Doctoral All
HSS	5401	History	Lecturer	8	Contract Renewable	1.00	38,872	0	38,872	389	0	0	0	39,261	1.0%	44,101	45,424	86.4%	Doctoral All
MCB	1107	Computer Science	Lecturer	2	Contract Renewable	1.00	51,000	0	51,000	0	0	0	0	51,000	0.0%	61,160	59,325	86.0%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Professor	1	Tenured	1.00	121,176	0	121,176	1,212	0	0	0	122,388	1.0%	146,730	133,524	91.7%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Professor	4	Tenured	1.00	164,992	0	164,992	1,650	0	0	0	166,642	1.0%	146,730	137,926	120.8%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Professor	19	Tenured	1.00	127,995	0	127,995	1,280	0	0	0	129,275	1.0%	146,730	159,936	80.8%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Assoc Professor	1	Tenured	1.00	104,813	3,000	107,813	1,078	0	0	0	108,891	1.0%	118,870	114,115	95.4%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Assoc Professor	4	Tenured	1.00	102,804	0	102,804	1,028	0	0	0	103,832	1.0%	118,870	117,681	88.2%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Assoc Professor	8	Tenured	1.00	99,225	0	99,225	992	0	0	0	100,217	1.0%	118,870	122,436	81.9%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Asst Professor	2	Tenure Track	1.00	85,000	0	85,000	850	0	4,725	530	91,105	7.2%	115,810	114,652	74.9%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Asst Professor	9	Tenure Track	1.00	99,225	0	99,225	992	0	0	0	100,217	1.0%	115,810	119,284	84.0%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Instructor	11	Contract Renewable	1.00	88,091	0	88,091	881	0	0	0	88,972	1.0%	70,094	72,197	123.2%	Doctoral All
MCB	5202	Admin, Mgt & Operations	Lecturer	2	Contract Renewable	1.00	63,750	0	63,750	0	0	0	0	63,750	0.0%	63,722	61,810	103.1%	Doctoral All
MCB	5203	Accounting & Related Svcs	Professor	6	Tenured	1.00	114,430	0	114,430	1,144	0	4,739	700	121,013	5.8%	158,641	152,295	75.9%	Doctoral All
MCB	5203	Accounting & Related Svcs	Professor	21	Tenured	1.00	134,492	0	134,492	1,345	0	3,275	810	139,922	4.0%	158,641	176,092	77.1%	Doctoral All
MCB	5203	Accounting & Related Svcs	Professor	39	Tenured	1.00	120,763	0	120,763	1,208	0	10,900	0	132,871	10.0%	158,641	204,647	59.6%	Doctoral All
MCB	5203	Accounting & Related Svcs	Assoc Professor	2	Tenured	1.00	129,626	0	129,626	1,296	0	0	0	130,922	1.0%	131,573	127,626	102.6%	Doctoral All
MCB	5203	Accounting & Related Svcs	Assoc Professor	2	Tenured	1.00	130,440	0	130,440	1,304	0	0	0	131,744	1.0%	131,573	127,626	103.2%	Doctoral All
MCB	5203	Accounting & Related Svcs	Assoc Professor	5	Tenured	1.00	126,308	0	126,308	1,263	0	2,000	0	129,571	2.6%	131,573	131,573	97.0%	Doctoral All
MCB	5203	Accounting & Related Svcs	Asst Professor	1	Assume Tenure Track	1.00	76,500	0	76,500	0	0	0	0	76,500	0.0%	137,412	134,664	56.8%	Doctoral All
MCB	5203	Accounting & Related Svcs	Asst Professor	2	Tenure Track	1.00	107,000	0	107,000	1,070	0	0	30	108,100	1.0%	137,412	136,038	79.4%	Doctoral All
MCB	5203	Accounting & Related Svcs	Asst Professor	3	Tenure Track	1.00	88,305	0	88,305	883	0	7,950	0	97,138	10.0%	137,412	137,412	64.9%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Professor	1	Tenured	1.00	118,759	5,000	123,759	1,238	0	0	0	124,997	1.0%	165,113	150,253	83.2%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Professor	4	Tenured	1.00	123,115	0	123,115	1,231	0	0	0	124,346	1.0%	165,113	155,206	80.1%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Professor	8	Tenured	1.00	126,104	0	126,104	1,261	0	465	750	128,580	2.0%	165,113	161,811	78.7%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Professor	18	Tenured	1.00	137,159	0	137,159	1,372	0	2,344	825	141,700	3.3%	165,113	178,322	77.7%	Doctoral All
MCB	5208	Finance & Financial Mgt Svcs	Assoc Professor	3	Tenured	1.00	114,398	0	114,398	1,144	0	0	0	115,542	1.0%	140,830	138,013	83.7%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Professor	15	Tenured	1.00	125,035	0	125,035	1,250	0	0	0	126,285	1.0%	147,895	155,290	81.3%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Professor	16	Tenured	1.00	123,933	0	123,933	1,239	0	0	0	125,172	1.0%	147,895	156,769	79.8%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Professor	20	Tenured	1.00	124,573	0	124,573	1,246	0	2,702	750	129,271	3.8%	147,895	162,685	77.3%	Doctoral All
MCB	5212	Mgt Information Sys & Svcs	Instructor	8	Contract Renewable	1.00	62,508	0	62,508	625	0	0	0	63,133	1.0%	71,398	73,540	85.8%	Doctoral All
MCB	5213	Mgt Sciences & Quantitative Me	Professor	1	Tenured	1.00	87,911	5,000	92,911	929	0	8,400	0	102,240	10.0%	150,344	136,813	68.6%	Doctoral All
MCB	5213	Mgt Sciences & Quantitative Me	Professor	34	Tenured	1.00	134,226	0	134,226	1,342	0	12,100	0	147,668	10.0%	150,344	186,427	72.7%	Doctoral All
MCB	5214	Marketing	Professor	4	Tenured	1.00	113,054	0	113,054	1,131	0	0	0	114,185	1.0%	149,022	140,081	81.5%	Doctoral All
MCB	5214	Marketing	Professor	10	Tenured	1.00	119,023	0	119,023	1,190	0	0	0	120,213	1.0%	149,022	149,022	80.7%	Doctoral All
MCB	5214	Marketing	Professor	12	Tenured	1.00	122,487	0	122,487	1,225	0	0	0	123,712	1.0%	149,022	152,002	81.4%	Doctoral All
MCB	5214	Marketing	Professor	12	Tenured	1.00	110,150	0	110,150	0	0	8,830	0	118,980	8.0%	149,022	152,002	72.5%	Doctoral All
MCB	5214	Marketing	Professor	16	Tenured	1.00	119,650	0	119,650	1,197	0	3,945	725	125,517	4.9%	149,022	157,963	76.5%	Doctoral All
MCB	5299	Other Business, Management, M	Assoc Professor	2	Tenured	1.00	79,622	0	79,622	796	0	2,699	480	83,597	5.0%	108,466	105,212	76.4%	Doctoral All
MCB	5299	Other Business, Management, M	Assoc Professor	38	Tenured	1.00	96,594	0	96,594	966	0	0	0	97,560	1.0%	108,466	118,228	82.5%	Doctoral All
NHS	1107	Computer Science	Asst Professor	2	Tenure Track	1.00	73,000	0	73,000	730	0	0	0	73,730	1.0%	88,162	87,280	84.5%	Doctoral All
NHS	1907	Human Dev, Family Studies & F	Asst Professor	6	Tenure Track	1.00	54,631	0	54,631	546	0	0	0	55,177	1.0%	64,413	66,345	83.2%	Doctoral All
NHS	1907	Human Dev, Family Studies & F	Asst Professor	14	Contract Renewable	1.00	57,802	0	57,802	578	0	0	0	58,380	1.0%	59,368	61,149	95.5%	Doctoral All
NHS	2609	Physiology, Pathology & Relate	Professor	14	Tenured	1.00	95,260	0	95,260	953	0	8,600	0	104,813	10.0%	145,437	151,254	63.6%	Doctoral All
NHS	2609	Physiology, Pathology & Relate	Professor	14	Tenured	1.00	93,543	0	93,543	935	0	8,400	0	102,878	10.0%	145,437	151,254	62.5%	Doctoral All
NHS	2609	Physiology, Pathology & Relate	Assoc Professor	1	Contract Renewable	1.00	54,864	3,000	57,864	579	0	5,200	0	63,643	10.0%	89,412	85,836	68.1%	Doctoral All
NHS	2609	Physiology, Pathology & Relate	Assoc Professor	4	Tenured	1.00	66,788	0	66,788	668	0	2,473	410	70,339	5.3%	89,412	88,518	76.2%	Doctoral All

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY14 Base Salary	Promotion Increase	FY15 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion Increase	FY15 Final Base Salary	FY15 Base Salary % Increase	FY14 CUPA Avg Salary	FY14 CUPA Avg Salary Adj for YIR	FY15 Base Salary % of CUPA Before Parity	CUPA Data Source
NHS	2609	Physiology, Pathology & Related	Assoc Professor	5	Tenured	1.00	70,484	0	70,484	705	0	0	2,819	74,008	5.0%	89,412	89,412	79.6%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Assoc Professor	8	Tenured	1.00	67,502	0	67,502	675	0	4,578	425	73,180	8.4%	89,412	92,094	74.0%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Asst Professor	2	Tenure Track	1.00	57,000	0	57,000	570	0	2,123	0	59,693	4.7%	76,324	75,561	76.2%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Asst Professor	2	Tenure Track	1.00	54,500	0	54,500	545	0	4,648	0	59,693	9.5%	76,324	75,561	72.8%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Asst Professor	5	Tenure Track	1.00	58,312	0	58,312	583	0	2,607	0	61,502	5.5%	76,324	77,850	75.7%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Instructor	2	Contract Renewable	1.00	43,500	0	43,500	435	0	0	0	43,935	1.0%	53,364	51,763	84.9%	Doctoral All
NHS	2609	Physiology, Pathology & Related	Instructor	4	Contract Renewable	1.00	44,990	0	44,990	450	0	0	0	45,440	1.0%	53,364	52,831	86.0%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Professor	1	Tenured	1.00	64,665	5,000	69,665	697	0	6,300	0	76,662	10.0%	118,703	108,020	65.1%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Professor	8	Tenured	1.00	88,807	0	88,807	888	0	2,205	530	92,430	4.1%	118,703	116,329	77.1%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	2	Contract Renewable	1.00	54,460	0	54,460	545	0	4,900	0	59,905	10.0%	87,669	85,039	64.7%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	2	Contract Renewable	1.00	58,856	0	58,856	589	0	5,300	0	64,745	10.0%	87,669	85,039	69.9%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	2	Tenured	1.00	63,671	0	63,671	637	0	2,873	390	67,571	6.1%	87,669	85,039	75.6%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Assoc Professor	10	Tenured	1.00	66,379	0	66,379	664	0	5,950	0	72,993	10.0%	87,669	92,052	72.8%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Asst Professor	1	Contract Renewable	1.00	46,331	2,000	48,331	483	0	4,350	0	53,164	10.0%	71,070	69,649	70.1%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Asst Professor	3	Tenure Track	1.00	56,890	0	56,890	569	0	529	0	57,988	1.9%	73,403	73,403	78.3%	Doctoral All
NHS	2613	Ecology, Evolution & Population	Asst Professor	5	Tenure Track	1.00	58,312	0	58,312	583	0	253	0	59,148	1.4%	73,403	74,871	78.7%	Doctoral All
NHS	2701	Mathematics	Professor	1	Tenured	1.00	69,111	5,000	74,111	741	0	0	1,112	75,964	2.5%	102,027	92,845	80.6%	Doctoral All
NHS	2701	Mathematics	Professor	2	Tenured	1.00	74,464	0	74,464	745	0	0	1,117	76,326	2.5%	102,027	93,865	80.1%	Doctoral All
NHS	2701	Mathematics	Professor	3	Tenured	1.00	72,680	0	72,680	727	1,041	1,552	0	76,000	4.6%	102,027	94,885	77.4%	Doctoral All
NHS	2701	Mathematics	Professor	8	Tenured	1.00	82,439	0	82,439	824	0	0	0	83,263	1.0%	102,027	99,986	83.3%	Doctoral All
NHS	2701	Mathematics	Professor	8	Tenured	1.00	77,333	0	77,333	773	0	883	1,160	80,149	3.6%	102,027	99,986	78.1%	Doctoral All
NHS	2701	Mathematics	Professor	17	Tenured	1.00	84,600	0	84,600	846	0	797	500	86,743	2.5%	102,027	109,169	78.3%	Doctoral All
NHS	2701	Mathematics	Professor	19	Tenured	1.00	86,156	0	86,156	862	0	796	550	88,364	2.6%	102,027	111,209	78.2%	Doctoral All
NHS	2701	Mathematics	Professor	19	Tenured	1.00	85,679	0	85,679	857	0	1,320	510	88,366	3.1%	102,027	111,209	77.8%	Doctoral All
NHS	2701	Mathematics	Professor	25	Tenured	1.00	90,395	0	90,395	904	0	1,393	535	93,227	3.1%	102,027	117,331	77.8%	Doctoral All
NHS	2701	Mathematics	Assoc Professor	4	Tenured	1.00	61,379	0	61,379	614	0	0	3,050	65,043	6.0%	77,257	76,484	81.1%	Doctoral All
NHS	2701	Mathematics	Asst Professor	1	Assume Tenure Track	1.00	67,588	0	67,588	0	0	0	0	67,588	0.0%	68,814	67,438	100.2%	Doctoral All
NHS	2701	Mathematics	Asst Professor	2	Contract Renewable	1.00	61,000	0	61,000	610	0	0	0	61,610	1.0%	55,086	54,535	113.0%	Doctoral All
NHS	2701	Mathematics	Asst Professor	2	Tenure Track	1.00	55,000	0	55,000	550	0	0	0	55,550	1.0%	68,814	68,126	81.5%	Doctoral All
NHS	2701	Mathematics	Asst Professor	3	Tenure Track	1.00	56,410	0	56,410	564	0	0	0	56,974	1.0%	68,814	68,814	82.8%	Doctoral All
NHS	2701	Mathematics	Asst Professor	4	Tenure Track	1.00	57,881	0	57,881	579	0	0	0	58,460	1.0%	68,814	69,502	84.1%	Doctoral All
NHS	2701	Mathematics	Asst Professor	5	Tenure Track	1.00	61,184	0	61,184	612	0	0	612	62,408	2.0%	68,814	70,190	88.0%	Doctoral All
NHS	2701	Mathematics	Lecturer	8	Contract Renewable	1.00	37,179	0	37,179	372	0	1,113	225	38,889	4.6%	47,516	48,941	76.7%	Doctoral All
NHS	2701	Mathematics	Lecturer	8	Contract Renewable	1.00	37,170	0	37,170	372	0	1,122	225	38,889	4.6%	47,516	48,941	76.7%	Doctoral All
NHS	2701	Mathematics	Lecturer	16	Contract Renewable	1.00	39,416	0	39,416	394	0	0	0	39,810	1.0%	47,516	48,941	81.3%	Doctoral All
NHS	2705	Statistics	Professor	39	Tenured	1.00	108,634	0	108,634	1,086	0	7,635	680	118,035	8.7%	115,156	148,551	73.9%	Doctoral All
NHS	2705	Statistics	Asst Professor	1	Assume Tenure Track	1.00	49,140	0	49,140	0	0	0	0	49,140	0.0%	77,140	75,597	65.0%	Doctoral All
NHS	3101	Parks, Recreation & Leisure Stu	Assoc Professor	3	Tenured	1.00	61,200	0	61,200	612	0	0	0	61,812	1.0%	69,167	67,784	91.2%	Doctoral All
NHS	3101	Parks, Recreation & Leisure Stu	Assoc Professor	10	Tenured	1.00	65,639	0	65,639	656	0	0	0	66,295	1.0%	69,167	72,625	91.3%	Doctoral All
NHS	3101	Parks, Recreation & Leisure Stu	Asst Professor	3	Tenure Track	1.00	51,000	0	51,000	510	0	0	0	51,510	1.0%	63,734	63,734	80.8%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Professor	1	Tenured	1.00	63,000	5,000	68,000	680	0	6,100	0	74,780	10.0%	103,876	94,527	72.7%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Professor	5	Tenured	1.00	74,624	0	74,624	746	0	2,589	450	78,409	5.1%	103,876	98,682	76.4%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Professor	6	Tenured	1.00	76,102	0	76,102	761	0	1,917	460	79,240	4.1%	103,876	99,721	77.1%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Professor	9	Tenured	1.00	77,017	0	77,017	770	0	3,454	475	81,716	6.1%	103,876	102,837	75.6%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Professor	12	Tenured	1.00	80,428	0	80,428	804	0	2,471	490	84,193	4.7%	103,876	105,954	76.7%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Professor	14	Tenured	1.00	82,430	0	82,430	824	0	2,093	500	85,847	4.1%	103,876	108,031	77.1%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Professor	17	Tenured	1.00	82,577	0	82,577	826	0	4,404	510	88,317	7.0%	103,876	111,147	75.0%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Assoc Professor	1	Tenure Track	1.00	58,500	0	58,500	0	0	0	0	58,500	0.0%	76,682	73,615	79.5%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Assoc Professor	1	Tenure Track	1.00	64,000	0	64,000	0	0	0	0	64,000	0.0%	76,682	73,615	86.9%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Assoc Professor	1	Tenured	1.00	57,570	3,000	60,570	606	0	0	0	61,176	1.0%	76,682	73,615	83.1%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Assoc Professor	2	Tenured	1.00	58,544	0	58,544	585	2,871	0	0	62,000	5.9%	76,682	74,382	79.5%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Asst Professor	2	Tenure Track	1.00	54,000	0	54,000	540	0	0	0	54,540	1.0%	65,132	64,481	84.6%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Asst Professor	2	Tenure Track	1.00	54,000	0	54,000	540	0	0	0	54,540	1.0%	65,132	64,481	84.6%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Asst Professor	3	Tenure Track	1.00	54,980	0	54,980	550	0	0	0	55,530	1.0%	65,132	65,132	85.3%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Instructor	1	Contract Renewable	1.00	45,000	0	45,000	0	0	0	0	45,000	0.0%	52,665	50,558	89.0%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Sr Lecturer	1	Contract Renewable	1.00	41,421	2,000	43,421	434	1,245	0	0	45,100	3.9%	50,271	48,260	90.9%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Sr Lecturer	1	Contract Renewable	1.00	55,749	2,000	57,749	577	0	0	0	58,326	1.0%	50,271	48,260	120.9%	Doctoral All
NHS	3105	Health & Physical Education/Fit	Lecturer	13	Contract Renewable	1.00	44,406	0	44,406	444	1,155	0	0	46,005	3.6%	47,877	49,313	90.9%	Doctoral All
NHS	4002	Astronomy & Astrophysics	Professor	38	Tenured	1.00	113,204	0	113,204	1,132	0	3,721	680	118,737	4.9%	116,749	149,439	76.5%	Doctoral All
NHS	4004	Atmospheric Sci & Meteorology	Assoc Professor	5	Tenured	1.00	66,750	0	66,750	668	0	0	60	67,478	1.1%	84,920	84,920	79.4%	Doctoral All

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NHS	4004	Atmospheric Sci & Meteorology	Asst Professor	2	Tenure Track	1.00	53,500	0	53,500	535	0	1,305	325	55,665	4.0%	70,758	70,050	77.1%	Doctoral All
NHS	4004	Atmospheric Sci & Meteorology	Asst Professor	3	Tenure Track	1.00	55,870	0	55,870	559	0	0	0	56,429	1.0%	70,758	70,758	79.7%	Doctoral All
NHS	4005	Chemistry	Professor	2	Tenured	1.00	74,697	0	74,697	747	0	6,731	0	82,175	10.0%	112,376	103,386	73.0%	Doctoral All
NHS	4005	Chemistry	Professor	4	Tenured	1.00	96,771	0	96,771	968	0	0	0	97,739	1.0%	112,376	105,633	92.5%	Doctoral All
NHS	4005	Chemistry	Professor	10	Tenured	1.00	85,690	0	85,690	857	0	2,230	515	89,292	4.2%	112,376	112,376	77.0%	Doctoral All
NHS	4005	Chemistry	Professor	21	Tenured	1.00	96,737	0	96,737	967	0	838	575	99,117	2.5%	112,376	124,737	78.3%	Doctoral All
NHS	4005	Chemistry	Professor	21	Tenured	1.00	96,738	0	96,738	967	0	837	575	99,117	2.5%	112,376	124,737	78.3%	Doctoral All
NHS	4005	Chemistry	Professor	39	Tenured	1.00	112,463	0	112,463	1,125	0	935	660	115,183	2.4%	112,376	144,965	78.4%	Doctoral All
NHS	4005	Chemistry	Assoc Professor	1	Tenured	1.00	61,221	3,000	64,221	642	0	0	0	64,863	1.0%	79,947	76,749	84.5%	Doctoral All
NHS	4005	Chemistry	Assoc Professor	1	Tenured	1.00	55,231	3,000	58,231	582	0	1,818	355	60,986	4.7%	79,947	76,749	76.6%	Doctoral All
NHS	4005	Chemistry	Assoc Professor	4	Tenured	1.00	63,663	0	63,663	637	0	0	3,800	68,100	7.0%	79,947	79,148	81.2%	Doctoral All
NHS	4005	Chemistry	Assoc Professor	9	Tenured	1.00	64,670	0	64,670	647	0	368	380	66,065	2.2%	79,947	83,145	78.6%	Doctoral All
NHS	4005	Chemistry	Asst Professor	1	Assume Tenure Track	1.00	40,742	0	40,742	0	0	0	0	40,742	0.0%	69,305	67,919	60.0%	Doctoral All
NHS	4006	Geological & Earth Sci/Geoscience	Professor	8	Tenured	1.00	107,793	0	107,793	1,078	0	0	0	108,871	1.0%	106,759	104,624	104.1%	Doctoral All
NHS	4006	Geological & Earth Sci/Geoscience	Professor	22	Tenured	1.00	90,111	0	90,111	901	0	4,000	0	95,012	5.4%	106,759	119,570	76.1%	Doctoral All
NHS	4006	Geological & Earth Sci/Geoscience	Assoc Professor	2	Tenured	1.00	60,000	0	60,000	600	0	994	360	61,954	3.3%	80,378	77,967	77.7%	Doctoral All
NHS	4006	Geological & Earth Sci/Geoscience	Assoc Professor	3	Tenured	1.00	62,133	0	62,133	621	0	0	0	62,754	1.0%	80,378	78,770	79.7%	Doctoral All
NHS	4006	Geological & Earth Sci/Geoscience	Assoc Professor	8	Tenured	1.00	63,936	0	63,936	639	0	828	380	65,783	2.9%	80,378	82,789	78.0%	Doctoral All
NHS	4006	Geological & Earth Sci/Geoscience	Lecturer	1	Contract Renewable	1.00	42,000	0	42,000	0	0	0	0	42,000	0.0%	48,002	46,082	91.1%	Doctoral All
NHS	4008	Physics	Professor	6	Tenured	1.00	76,560	0	76,560	766	0	5,960	480	83,766	9.4%	109,817	105,424	73.3%	Doctoral All
NHS	4008	Physics	Professor	16	Tenured	1.00	88,341	0	88,341	883	0	2,740	540	92,504	4.7%	109,817	116,406	76.6%	Doctoral All
NHS	4008	Physics	Professor	17	Tenured	1.00	88,185	0	88,185	882	0	3,761	540	93,368	5.9%	109,817	117,504	75.8%	Doctoral All
NHS	4008	Physics	Assoc Professor	2	Tenured	1.00	62,004	0	62,004	620	0	0	0	62,624	1.0%	81,126	78,692	79.6%	Doctoral All
NHS	4008	Physics	Assoc Professor	2	Tenured	1.00	62,506	0	62,506	625	0	0	0	63,131	1.0%	81,126	78,692	80.2%	Doctoral All
NHS	4008	Physics	Asst Professor	1	Tenure Track	1.00	56,000	0	56,000	0	0	0	0	56,000	0.0%	71,535	70,104	79.9%	Doctoral All
NHS	4008	Physics	Asst Professor	2	Tenure Track	1.00	56,000	0	56,000	560	0	0	0	56,560	1.0%	71,535	70,820	79.9%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Professor	2	Tenured	1.00	78,033	0	78,033	780	0	531	465	79,809	2.3%	109,169	100,435	78.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Professor	3	Tenured	1.00	78,890	0	78,890	789	0	528	470	80,677	2.3%	109,169	101,527	78.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Professor	18	Tenured	1.00	91,767	0	91,767	918	0	458	540	93,683	2.1%	109,169	117,903	78.6%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Assoc Professor	3	Tenured	1.00	58,020	0	58,020	580	0	1,204	345	60,149	3.7%	77,246	75,701	77.4%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Assoc Professor	4	Tenured	1.00	61,460	0	61,460	615	0	0	0	62,075	1.0%	77,246	76,474	81.2%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Assoc Professor	10	Tenured	1.00	65,104	0	65,104	651	0	0	0	65,755	1.0%	77,246	81,108	81.1%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Asst Professor	1	Tenure Track	1.00	51,500	0	51,500	0	0	0	0	51,500	0.0%	64,699	63,405	81.2%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Asst Professor	2	Tenure Track	1.00	51,000	0	51,000	510	1,515	0	0	53,025	4.0%	64,699	64,052	80.4%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Asst Professor	3	Tenure Track	1.00	52,820	0	52,820	528	1,252	0	0	54,600	3.4%	64,699	64,699	82.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Instructor	13	Contract Renewable	1.00	43,961	0	43,961	440	0	1,784	270	46,455	5.7%	56,759	58,462	75.9%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Lecturer	4	Contract Renewable	1.00	34,670	0	34,670	347	0	3,125	0	38,142	10.0%	51,599	51,083	68.5%	Doctoral All
NHS	5102	Communication Disorders Sci & Disorders	Lecturer	6	Contract Renewable	1.00	40,973	0	40,973	410	0	0	30	41,413	1.1%	51,599	52,115	79.4%	Doctoral All
NHS	5122	Public Health	Professor	1	Tenured	1.00	68,289	5,000	73,289	733	0	6,600	0	80,622	10.0%	124,492	113,288	65.3%	Doctoral All
NHS	5122	Public Health	Assoc Professor	1	Tenured	1.00	62,014	3,000	65,014	650	0	2,643	400	68,707	5.7%	90,067	86,464	75.9%	Doctoral All
NHS	5122	Public Health	Assoc Professor	7	Tenured	1.00	70,319	0	70,319	703	0	1,554	425	73,001	3.8%	90,067	91,868	77.3%	Doctoral All
NHS	5122	Public Health	Asst Professor	1	Assume Tenure Track	1.00	41,322	0	41,322	0	0	0	0	41,322	0.0%	74,078	72,596	56.9%	Doctoral All
NHS	5122	Public Health	Asst Professor	4	Tenure Track	1.00	62,014	0	62,014	620	0	0	0	62,634	1.0%	74,078	74,819	83.7%	Doctoral All
NHS	5123	Rehabilitation & Therapeutic Professions	Professor	16	Tenured	1.00	81,754	0	81,754	818	0	2,450	0	85,022	4.0%	106,517	112,908	73.1%	Doctoral All
NHS	5123	Rehabilitation & Therapeutic Professions	Professor	20	Tenured	1.00	96,098	0	96,098	961	0	0	0	97,059	1.0%	106,517	117,169	82.8%	Doctoral All
NHS	5123	Rehabilitation & Therapeutic Professions	Assoc Professor	2	Tenured	1.00	65,574	0	65,574	656	0	0	0	66,230	1.0%	81,682	79,232	83.6%	Doctoral All
NHS	5123	Rehabilitation & Therapeutic Professions	Lecturer	2	Contract Renewable	1.00	37,080	0	37,080	371	0	3,350	0	40,801	10.0%	55,893	54,216	69.1%	Doctoral All
NHS	5131	Dietetics & Clinical Nutrition Services	Professor	8	Tenured	1.00	78,191	0	78,191	782	0	5,147	490	84,610	8.2%	108,654	106,481	74.2%	Doctoral All
NHS	5131	Dietetics & Clinical Nutrition Services	Assoc Professor	2	Tenured	1.00	64,730	0	64,730	647	0	0	0	65,377	1.0%	79,062	76,690	85.2%	Doctoral All
NHS	5131	Dietetics & Clinical Nutrition Services	Assoc Professor	13	Tenured	1.00	71,418	0	71,418	714	0	0	0	72,132	1.0%	79,062	85,387	84.5%	Doctoral All
NHS	5131	Dietetics & Clinical Nutrition Services	Asst Professor	1	Assume Tenure Track	1.00	50,908	0	50,908	0	0	0	0	50,908	0.0%	61,359	60,132	84.7%	Doctoral All
NHS	5131	Dietetics & Clinical Nutrition Services	Asst Professor	5	Tenure Track	1.00	50,908	0	50,908	509	0	0	0	51,417	1.0%	61,359	62,586	82.2%	Doctoral All
NHS	5131	Dietetics & Clinical Nutrition Services	Lecturer	13	Contract Renewable	1.00	46,524	0	46,524	465	0	1,292	280	48,561	4.4%	59,336	61,116	76.9%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Professor	7	Tenured	1.00	88,524	0	88,524	885	0	0	0	89,409	1.0%	109,731	106,439	84.0%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Professor	10	Tenured	1.00	92,601	0	92,601	926	0	0	0	93,527	1.0%	109,731	109,731	85.2%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Professor	12	Tenured	1.00	93,104	0	93,104	931	0	0	0	94,035	1.0%	109,731	111,926	84.0%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Assoc Professor	1	Tenure Track	1.00	78,000	0	78,000	0	0	0	0	78,000	0.0%	83,821	80,468	96.9%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Assoc Professor	2	Tenured	1.00	68,750	0	68,750	688	0	0	0	69,438	1.0%	83,821	81,306	85.4%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Assoc Professor	2	Tenured	1.00	68,750	0	68,750	688	0	0	0	69,438	1.0%	83,821	81,306	85.4%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Assoc Professor	4	Tenure Track	1.00	80,371	0	80,371	804	0	0	0	81,175	1.0%	83,821	82,983	97.8%	Doctoral All



College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY14 Base Salary	Promotion Increase	FY15 Beginning Base Salary	MOE Increase	Compression Inversion Increase	Parity Increase	Provost Discretion Increase	FY15 Final Base Salary	FY15 Base Salary % Increase	FY14 CUPA Avg Salary	FY14 CUPA Avg Salary Adj for YIR	FY15 Base Salary % of CUPA Before Parity	CUPA Data Source
NHS	5138	Reg Nursing, Nursing Admin, N	Assoc Professor	5	Tenured	1.00	72,409	0	72,409	724	0	0	0	73,133	1.0%	83,821	83,821	87.2%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Assoc Professor	10	Tenured	1.00	73,099	0	73,099	731	0	0	0	73,830	1.0%	83,821	88,012	83.9%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Assoc Professor	14	Tenured	1.00	76,006	0	76,006	760	0	0	0	76,766	1.0%	83,821	91,365	84.0%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	1	Assume Tenure Track	1.00	92,453	0	92,453	0	0	0	0	92,453	0.0%	72,546	71,095	130.0%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	1	Assume Tenure Track	1.00	80,371	0	80,371	0	0	0	0	80,371	0.0%	72,546	71,095	113.0%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	1	Assume Tenure Track	1.00	59,139	0	59,139	0	0	0	0	59,139	0.0%	72,546	71,095	83.2%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	1	Assume Tenure Track	1.00	54,631	0	54,631	0	0	0	0	54,631	0.0%	72,546	71,095	76.8%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	1	Tenure Track	1.00	60,000	0	60,000	0	0	0	0	60,000	0.0%	72,546	71,095	84.4%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	2	Contract Renewable	1.00	61,500	0	61,500	615	0	0	0	62,115	1.0%	67,811	67,133	92.5%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	2	Tenure Track	1.00	59,500	0	59,500	595	0	0	0	60,095	1.0%	72,546	71,821	83.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	2	Tenure Track	1.00	59,500	0	59,500	595	0	0	0	60,095	1.0%	72,546	71,821	83.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	3	Tenure Track	1.00	60,690	0	60,690	607	0	0	0	61,297	1.0%	72,546	72,546	84.5%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	6	Contract Renewable	1.00	58,541	0	58,541	585	0	0	0	59,126	1.0%	67,811	69,845	84.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	6	Contract Renewable	1.00	58,549	0	58,549	585	0	0	0	59,134	1.0%	67,811	69,845	84.7%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	7	Contract Renewable	1.00	73,542	0	73,542	735	0	0	0	74,277	1.0%	67,811	69,845	106.3%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	8	Contract Renewable	1.00	59,144	0	59,144	591	0	0	0	59,735	1.0%	67,811	69,845	85.5%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	9	Contract Renewable	1.00	59,152	0	59,152	592	0	0	0	59,744	1.0%	67,811	69,845	85.5%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Asst Professor	9	Tenure Track	1.00	60,568	0	60,568	606	0	0	0	61,174	1.0%	72,546	74,722	81.9%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Instructor	1	Contract Renewable	1.00	54,000	0	54,000	0	0	0	0	54,000	0.0%	66,353	63,699	84.8%	Doctoral All
NHS	5138	Reg Nursing, Nursing Admin, N	Sr Lecturer	1	Contract Renewable	1.00	56,131	2,000	58,131	581	0	0	0	58,712	1.0%	63,337	60,804	96.6%	Doctoral All
PVA	5003	Dance	Professor	5	Tenured	1.00	72,639	0	72,639	726	0	0	0	73,365	1.0%	92,514	87,888	83.5%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Professor	1	Tenured	1.00	58,407	5,000	63,407	634	0	2,305	385	66,731	5.2%	92,288	83,982	76.3%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Professor	7	Tenured	1.00	73,238	0	73,238	732	0	0	0	73,970	1.0%	92,288	89,519	82.6%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Professor	11	Tenured	1.00	81,408	0	81,408	814	0	0	0	82,222	1.0%	92,288	93,211	88.2%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Professor	11	Tenured	1.00	75,952	0	75,952	760	0	0	0	76,712	1.0%	92,288	93,211	82.3%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Professor	20	Tenured	1.00	86,656	0	86,656	867	0	0	0	87,523	1.0%	92,288	101,517	86.2%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Assoc Professor	3	Tenured	1.00	54,636	0	54,636	546	0	0	0	55,182	1.0%	69,183	67,799	81.4%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Assoc Professor	3	Tenured	1.00	54,700	0	54,700	547	0	0	0	55,247	1.0%	69,183	67,799	81.5%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Assoc Professor	4	Tenured	1.00	55,073	0	55,073	551	0	0	0	55,624	1.0%	69,183	68,491	81.2%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Asst Professor	2	Contract Renewable	1.00	46,130	0	46,130	461	220	0	0	46,811	1.5%	51,692	51,175	91.0%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Asst Professor	4	Tenure Track	1.00	47,777	0	47,777	478	0	0	0	48,255	1.0%	57,526	58,101	83.1%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Asst Professor	5	Contract Renewable	1.00	48,964	0	48,964	490	0	0	0	49,454	1.0%	51,692	52,726	93.8%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Asst Professor	5	Tenure Track	1.00	48,964	0	48,964	490	0	0	0	49,454	1.0%	57,526	58,677	84.3%	Doctoral All
PVA	5005	Dramatic/Theatre Arts & Stage	Asst Professor	5	Tenure Track	1.00	48,964	0	48,964	490	0	0	0	49,454	1.0%	57,526	58,677	84.3%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	6	Tenured	1.00	70,391	0	70,391	704	0	0	0	71,095	1.0%	91,242	87,592	81.2%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	10	Tenured	1.00	118,024	0	118,024	1,180	0	0	0	119,204	1.0%	91,242	91,242	130.6%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	15	Tenured	1.00	77,059	0	77,059	771	0	0	0	77,830	1.0%	91,242	95,804	81.2%	Doctoral All
PVA	5007	Fine & Studio Art	Professor	23	Tenured	1.00	82,967	0	82,967	830	0	0	0	83,797	1.0%	91,242	103,103	81.3%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	1	Contract Renewable	1.00	49,562	3,000	52,562	526	0	0	0	53,088	1.0%	59,743	57,353	92.6%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	1	Tenured	1.00	50,905	3,000	53,905	539	0	0	0	54,444	1.0%	70,222	67,413	80.8%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	2	Contract Renewable	1.00	54,422	0	54,422	544	0	0	0	54,966	1.0%	59,743	57,951	94.8%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	2	Tenure Track	1.00	75,148	0	75,148	751	0	0	0	75,899	1.0%	70,222	68,115	111.4%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	3	Tenure Track	1.00	53,995	0	53,995	540	0	0	150	54,685	1.3%	70,222	68,818	79.2%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	4	Tenured	1.00	55,934	0	55,934	559	0	0	0	56,493	1.0%	70,222	69,520	81.3%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	4	Tenured	1.00	55,934	0	55,934	559	0	0	0	56,493	1.0%	70,222	69,520	81.3%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	5	Tenured	1.00	59,321	0	59,321	593	0	0	0	59,914	1.0%	70,222	70,222	85.3%	Doctoral All
PVA	5007	Fine & Studio Art	Assoc Professor	11	Tenured	1.00	64,077	0	64,077	641	0	0	0	64,718	1.0%	70,222	74,435	86.9%	Doctoral All
PVA	5007	Fine & Studio Art	Asst Professor	2	Tenure Track	1.00	46,350	0	46,350	464	0	0	0	46,814	1.0%	58,232	57,650	81.2%	Doctoral All
PVA	5009	Music	Professor	1	Tenured	1.00	56,314	5,000	61,314	613	0	4,023	380	66,330	8.2%	91,738	83,482	74.2%	Doctoral All
PVA	5009	Music	Professor	1	Tenured	1.00	58,314	5,000	63,314	633	0	2,003	380	66,330	4.8%	91,738	83,482	76.6%	Doctoral All
PVA	5009	Music	Professor	2	Tenured	1.00	65,079	0	65,079	651	0	945	390	67,065	3.1%	91,738	84,399	77.9%	Doctoral All
PVA	5009	Music	Professor	2	Tenured	1.00	65,079	0	65,079	651	0	945	390	67,065	3.1%	91,738	84,399	77.9%	Doctoral All
PVA	5009	Music	Professor	5	Tenured	1.00	68,170	0	68,170	682	0	0	400	69,252	1.6%	91,738	87,151	79.0%	Doctoral All
PVA	5009	Music	Professor	5	Tenured	1.00	68,170	0	68,170	682	0	0	400	69,252	1.6%	91,738	87,151	79.0%	Doctoral All
PVA	5009	Music	Professor	8	Tenured	1.00	80,672	0	80,672	807	0	0	0	81,479	1.0%	91,738	89,903	90.6%	Doctoral All
PVA	5009	Music	Professor	10	Tenured	1.00	95,000	0	95,000	950	0	0	0	95,950	1.0%	91,738	91,738	104.6%	Doctoral All
PVA	5009	Music	Professor	10	Tenured	1.00	71,655	0	71,655	717	0	101	425	72,898	1.7%	91,738	91,738	78.9%	Doctoral All
PVA	5009	Music	Professor	12	Tenured	1.00	73,937	0	73,937	739	0	0	0	74,676	1.0%	91,738	93,573	79.8%	Doctoral All
PVA	5009	Music	Professor	12	Tenured	1.00	75,349	0	75,349	753	0	0	0	76,102	1.0%	91,738	93,573	81.3%	Doctoral All
PVA	5009	Music	Professor	13	Tenured	1.00	74,346	0	74,346	743	0	0	0	75,089	1.0%	91,738	94,490	79.5%	Doctoral All

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PVA	5009	Music	Professor	13	Tenured	1.00	77,781	0	77,781	778	0	0	0	78,559	1.0%	91,738	94,490	83.1%	Doctoral All
PVA	5009	Music	Professor	13	Tenured	1.00	74,346	0	74,346	743	0	0	0	75,089	1.0%	91,738	94,490	79.5%	Doctoral All
PVA	5009	Music	Professor	15	Tenured	1.00	75,918	0	75,918	759	0	0	0	76,677	1.0%	91,738	96,325	79.6%	Doctoral All
PVA	5009	Music	Professor	15	Tenured	1.00	75,918	0	75,918	759	0	0	0	76,677	1.0%	91,738	96,325	79.6%	Doctoral All
PVA	5009	Music	Professor	16	Tenured	1.00	76,013	0	76,013	760	0	48	450	77,271	1.7%	91,738	97,242	79.0%	Doctoral All
PVA	5009	Music	Professor	24	Tenured	1.00	81,861	0	81,861	819	0	0	425	83,105	1.5%	91,738	104,581	79.1%	Doctoral All
PVA	5009	Music	Professor	36	Tenured	1.00	96,446	0	96,446	964	0	0	0	97,410	1.0%	91,738	115,590	84.3%	Doctoral All
PVA	5009	Music	Assoc Professor	1	Tenured	1.00	55,000	3,000	58,000	580	0	0	0	58,580	1.0%	68,937	66,180	88.5%	Doctoral All
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	55,000	0	55,000	550	1,689	0	0	57,239	4.1%	68,937	66,869	83.1%	Doctoral All
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	55,000	0	55,000	550	1,689	0	0	57,239	4.1%	68,937	66,869	83.1%	Doctoral All
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	55,300	0	55,300	553	3,067	0	0	58,920	6.5%	68,937	68,248	81.8%	Doctoral All
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	55,300	0	55,300	553	3,067	0	0	58,920	6.5%	68,937	68,248	81.8%	Doctoral All
PVA	5009	Music	Assoc Professor	5	Tenured	1.00	55,650	0	55,650	557	3,756	0	0	59,963	7.8%	68,937	68,937	81.5%	Doctoral All
PVA	5009	Music	Assoc Professor	5	Tenured	1.00	55,650	0	55,650	557	3,756	0	0	59,963	7.8%	68,937	68,937	81.5%	Doctoral All
PVA	5009	Music	Assoc Professor	5	Tenured	1.00	55,650	0	55,650	557	3,756	0	0	59,963	7.8%	68,937	68,937	81.5%	Doctoral All
PVA	5009	Music	Asst Professor	1	Assume Tenure Track	1.00	55,150	0	55,150	0	0	0	0	55,150	0.0%	57,857	56,700	97.3%	Doctoral All
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	0	0	0	0	46,350	0.0%	57,857	56,700	81.7%	Doctoral All
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	0	0	0	0	46,350	0.0%	57,857	56,700	81.7%	Doctoral All
PVA	5009	Music	Asst Professor	2	Contract Renewable	1.00	46,350	0	46,350	464	0	0	0	46,814	1.0%	52,295	51,772	90.4%	Doctoral All
PVA	5009	Music	Asst Professor	2	Contract Renewable	1.00	46,350	0	46,350	464	0	0	0	46,814	1.0%	52,295	51,772	90.4%	Doctoral All
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	46,350	0	46,350	464	0	0	0	46,814	1.0%	57,857	57,278	81.7%	Doctoral All
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	47,050	0	47,050	471	0	0	0	47,521	1.0%	57,857	57,278	83.0%	Doctoral All
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	46,350	0	46,350	464	0	0	0	46,814	1.0%	57,857	57,278	81.7%	Doctoral All
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	47,050	0	47,050	471	0	0	0	47,521	1.0%	57,857	57,278	83.0%	Doctoral All
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	55,000	0	55,000	550	0	0	0	55,550	1.0%	57,857	57,278	97.0%	Doctoral All
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	48,000	0	48,000	480	0	0	0	48,480	1.0%	57,857	57,278	84.6%	Doctoral All
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	49,443	0	49,443	494	0	0	0	49,937	1.0%	57,857	57,857	86.3%	Doctoral All
PVA	5009	Music	Asst Professor	4	Contract Renewable	1.00	50,000	0	50,000	500	0	0	0	50,500	1.0%	52,295	52,818	95.6%	Doctoral All
PVA	5009	Music	Asst Professor	5	Tenure Track	1.00	55,000	0	55,000	550	0	0	0	55,550	1.0%	57,857	59,014	94.1%	Doctoral All
PVA	5009	Music	Asst Professor	5	Tenure Track	1.00	55,000	0	55,000	550	0	0	0	55,550	1.0%	57,857	59,014	94.1%	Doctoral All
PVA	5009	Music	Asst Professor	5	Tenure Track	1.00	55,000	0	55,000	550	0	0	0	55,550	1.0%	57,857	59,014	94.1%	Doctoral All



## Exempt Compensation Outcomes 2014

Area	Title	FTE	FY15 Beginning Salary	MOE Increase	Parity & Merit Increase	FY15 Final Salary	FY15 % Salary Increase	FY14 CUPA Avg Salary	FY15 Base Salary % of CUPA Before Parity	CUPA Data Source
Alumni & Development	Alumni Relations Assistant	1.00	38,000	380	0	38,380	1.0%			N/A
Alumni & Development	Assist Dir Alumni Relations	1.00	45,000	450	1,125	46,575	3.5%			N/A
Alumni & Development	Assist Vice Pres Development	1.00	110,513	1,105	7,082	118,700	7.4%			N/A
Alumni & Development	Assoc Dir Development PVA	1.00	67,000	670	0	67,670	1.0%			N/A
Alumni & Development	Assoc Director Alumni Relation	1.00	51,000	510	1,020	52,530	3.0%			N/A
Alumni & Development	Asst to the Vice President	1.00	44,134	441	883	45,458	3.0%			N/A
Alumni & Development	AVP- Alumni Relations	1.00	102,145	1,021	4,545	107,711	5.4%			N/A
Alumni & Development	Coord Athletic Development	1.00	45,000	450	0	45,450	1.0%			N/A
Alumni & Development	Develop Alumni Comm Mgr	.50	25,000	250	600	25,850	3.4%			N/A
Alumni & Development	Development Comm. Writer	.50	27,000	270	648	27,918	3.4%			N/A
Alumni & Development	Dir Dev - Corp/Fdn Relations	1.00	68,959	690	1,379	71,028	3.0%			N/A
Alumni & Development	Dir Development - Athletics	1.00	67,600	676	1,352	69,628	3.0%			N/A
Alumni & Development	Dir Development EBS	1.00	76,950	770	-220	77,500	.7%			N/A
Alumni & Development	Dir Development NHS	1.00	60,000	600	0	60,600	1.0%			N/A
Alumni & Development	Dir Development Spec Projects	1.00	66,000	660	990	67,650	2.5%			N/A
Alumni & Development	Dir. Annual Giving & Alumni	1.00	65,817	658	1,580	68,055	3.4%			N/A
Alumni & Development	Director Development MCB	1.00	75,000	750	1,500	77,250	3.0%			N/A
Alumni & Development	Donor Relations Coordinator	1.00	42,436	0	0	42,436	.0%			N/A
Alumni & Development	Events Mgr - Alumni/Donor Rel	1.00	45,000	450	900	46,350	3.0%			N/A
Alumni & Development	Mgr of Prospect Research	1.00	50,500	505	0	51,005	1.0%			N/A
Alumni & Development	VP Developmt/Alumni Relations	1.00	183,855	1,839	3,677	189,371	3.0%	265,373	70.0%	Doctoral All
Athletics	Administrative Aide	1.00	42,000	420	840	43,260	3.0%	51,219	82.8%	Doctoral All
Athletics	Assist Ath Coach Full Benf	1.00	27,945	279	1,559	29,783	6.6%	37,406	75.5%	Big Sky
Athletics	Assist Athletic Trainer	1.00	34,776	348	696	35,820	3.0%	41,527	84.6%	Big Sky
Athletics	Assist Athletics Coach	.50	15,000	0	0	15,000	.0%	44,477	67.5%	Big Sky
Athletics	Assist Baseball Coach	1.00	26,625	266	533	27,424	3.0%	36,382	73.9%	Big Sky
Athletics	Assist Football Coach	1.00	25,000	250	625	25,875	3.5%	45,675	55.3%	Big Sky
Athletics	Assist Football Coach	1.00	31,982	320	640	32,942	3.0%	45,675	70.7%	Big Sky
Athletics	Assist Soccer Coach	.50	15,000	0	0	15,000	.0%	35,509	84.5%	Big Sky
Athletics	Assist Softball Coach	.50	15,000	0	0	15,000	.0%	37,406	80.2%	Big Sky
Athletics	Assist Strength/Conditioning	1.00	34,776	348	1,696	36,820	5.9%	30,524	115.1%	Big Sky
Athletics	Assist Womens Swmg Divg Coach	1.00	25,000	0	0	25,000	.0%	44,477	56.2%	Big Sky
Athletics	Assist Women's Volleyball Coac	1.00	27,945	279	1,776	30,000	7.4%	35,509	79.5%	Big Sky
Athletics	Assist Wrestling Coach	.50	16,385	0	0	16,385	.0%	38,301	85.6%	Big Sky
Athletics	Assist Wrestling Coach	1.00	32,396	0	0	32,396	.0%	38,301	84.6%	Big Sky
Athletics	Assistant Athletic Trainer	1.00	34,776	348	696	35,820	3.0%	41,527	84.6%	Big Sky
Athletics	Assistant Baseball Coach	.85	14,142	141	283	14,566	3.0%	36,382	46.2%	Big Sky
Athletics	Assistant Football Coach	1.00	30,500	0	0	30,500	.0%	45,675	66.8%	Big Sky
Athletics	Assistant Football Coach	1.00	27,428	274	0	27,702	1.0%	45,675	60.7%	Big Sky
Athletics	Assistant Football Coach	1.00	26,500	265	0	26,765	1.0%	45,675	58.6%	Big Sky
Athletics	Assistant Football Coach	1.00	41,400	414	828	42,642	3.0%	45,675	91.5%	Big Sky

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Athletics	Assistant Football Coach	1.00	63,963	640	1,279	65,882	3.0%	62,671	103.1%	Big Sky
Athletics	Asst Athletic Trainer - INTERN	1.00	30,000	0	0	30,000	.0%			N/A
Athletics	Asst Coach Track & Field/CC	1.00	25,000	0	0	25,000	.0%	33,203	75.3%	Big Sky
Athletics	Asst Director for Facilities	1.00	28,000	0	0	28,000	.0%			N/A
Athletics	Asst Director for Strength & Conditioning	1.00	35,000	0	0	35,000	.0%	30,524	114.7%	Big Sky
Athletics	Asst. Athletic Trainer	1.00	34,776	348	696	35,820	3.0%	41,527	84.6%	Big Sky
Athletics	Asst. Basketball Coach	1.00	46,576	466	932	47,974	3.0%	49,535	95.0%	Big Sky
Athletics	Asst. Basketball Coach	1.00	26,651	0	0	26,651	.0%	49,535	53.8%	Big Sky
Athletics	Asst. Basketball Coach	1.00	42,642	0	0	42,642	.0%	49,535	86.1%	Big Sky
Athletics	Asst. Coach Men's Basketball	1.00	38,554	386	771	39,711	3.0%	49,535	78.6%	Big Sky
Athletics	Asst. Football Coach	1.00	40,761	408	1,815	42,984	5.5%	45,675	90.1%	Big Sky
Athletics	Asst. Football Coach	1.00	53,820	538	2,076	56,434	4.9%	65,420	83.1%	Big Sky
Athletics	Asst. Men's Basketball Coach	1.00	32,000	0	0	32,000	.0%	49,535	64.6%	Big Sky
Athletics	Asst. Soccer Coach	1.00	24,995	250	500	25,745	3.0%	35,509	71.1%	Big Sky
Athletics	Asst. Volleyball Coach	1.00	38,036	380	1,761	40,177	5.6%	35,509	108.2%	Big Sky
Athletics	Asst.Basketball Coach	1.00	37,312	0	0	37,312	.0%	49,535	75.3%	Big Sky
Athletics	Business Manager	1.00	47,000	470	940	48,410	3.0%	61,053	77.8%	Doctoral All
Athletics	Cheer coach	.50	12,500	0	0	12,500	.0%			N/A
Athletics	Co-Head Athletic Trainer	1.00	34,776	348	696	35,820	3.0%	41,527	84.6%	Big Sky
Athletics	Coord. Athletics Facilities	1.00	45,000	450	1,900	47,350	5.2%	42,406	107.2%	Big Sky
Athletics	Dir Mrktg and Sales	1.00	39,330	393	2,787	42,510	8.1%	41,167	96.5%	Big Sky
Athletics	Dir of Football Operations	1.00	26,500	265	1,530	28,295	6.8%			N/A
Athletics	Dir of Media Relations	1.00	43,921	439	878	45,238	3.0%	59,776	74.2%	Big Sky
Athletics	Dir. of Athletics	1.00	160,000	1,600	1,600	163,200	2.0%	144,919	111.5%	Big Sky
Athletics	Dir. of Strength & Conditionin	1.00	58,632	586	1,173	60,391	3.0%	49,690	119.2%	Big Sky
Athletics	Director of Compliance	1.00	35,000	350	700	36,050	3.0%	38,817	91.1%	Big Sky
Athletics	Director of Operations	1.00	25,000	0	0	25,000	.0%			N/A
Athletics	Director of Operations	1.00	25,000	0	0	25,000	.0%			N/A
Athletics	Director of Sponsorships	1.00	39,330	393	2,500	42,223	7.4%	41,167	96.5%	Big Sky
Athletics	Equipment Manager	1.00	25,000	250	2,325	27,575	10.3%	40,002	63.1%	Big Sky
Athletics	Equipment Manager	1.00	35,000	350	1,700	37,050	5.9%	40,002	88.4%	Big Sky
Athletics	Game Day Experience Mgr.	1.00	32,000	320	320	32,640	2.0%	39,529	81.8%	Big Sky
Athletics	Head Baseball Coach	1.00	47,610	476	476	48,562	2.0%	90,001	53.4%	Big Sky
Athletics	Head Coach Swimming & Diving	1.00	47,972	480	959	49,411	3.0%	59,390	81.6%	Big Sky
Athletics	Head Coach Track & Field/CC	1.00	36,246	0	0	36,246	.0%	65,581	55.3%	Big Sky
Athletics	Head Football Coach	1.00	117,000	1,170	2,340	120,510	3.0%	158,378	74.6%	Big Sky
Athletics	Head Men's Basketball Coach	1.00	115,000	0	0	115,000	.0%	127,463	90.2%	Big Sky
Athletics	Head Men's Golf Coach	1.00	30,000	300	1,600	31,900	6.3%	59,296	51.1%	Big Sky
Athletics	Head Soccer Coach	1.00	48,192	482	964	49,638	3.0%	58,706	82.9%	Big Sky
Athletics	Head Softball Coach	1.00	47,972	480	1,959	50,411	5.1%	72,300	67.0%	Big Sky
Athletics	Head Volleyball Coach	1.00	92,250	923	1,845	95,018	3.0%	69,350	134.4%	Big Sky
Athletics	Head Women's Basketball Coach	1.00	125,000	0	0	125,000	.0%	112,691	110.9%	Big Sky
Athletics	Head Women's Track/Field Coach	1.00	46,582	466	932	47,980	3.0%	65,581	71.7%	Big Sky
Athletics	Head Wrestling Coach	1.00	44,774	0	0	44,774	.0%	45,060	99.4%	Big Sky
Athletics	Media Relations Coordinator	1.00	32,000	320	1,640	33,960	6.1%			N/A

Area	Title	FTE	FY15 Beginning Salary	MOE Increase	Parity & Merit Increase	FY15 Final Salary	FY15 % Salary Increase	FY14 CUPA Avg Salary	FY15 Base Salary % of CUPA Before Parity	CUPA Data Source
Athletics	Men's Tennis Coach	1.00	30,000	300	600	30,900	3.0%	46,205	65.6%	Big Sky
Athletics	Senior Assoc. Ath. Dir.	1.00	85,000	850	1,700	87,550	3.0%	84,360	101.8%	Big Sky
Athletics	Senior Women's Administrator	1.00	68,000	680	2,360	71,040	4.5%	62,360	110.1%	Big Sky
Athletics	Video Coordinator	1.00	30,000	0	0	30,000	.0%			N/A
Athletics	Woman's Golf Coach	1.00	30,000	300	600	30,900	3.0%	43,618	69.5%	Big Sky
Athletics	Women's Tennis Head Coach	1.00	36,164	362	723	37,249	3.0%	46,205	79.1%	Big Sky
BOT/Legal Counsel	Internal Auditor	1.00	59,775	598	897	61,270	2.5%	72,544	83.2%	Doctoral All
BOT/Legal Counsel	VP General Counsel	1.00	174,720	1,747	5,242	181,709	4.0%	246,631	71.6%	Doctoral All
Finance & Administration	Academic Report Writer	1.00	51,908	519	1,557	53,984	4.0%	59,862	87.6%	Doctoral All
Finance & Administration	Administrative Aide	1.00	32,112	321	642	33,075	3.0%	38,424	84.4%	Classified
Finance & Administration	Assistant Controller	1.00	86,000	860	1,720	88,580	3.0%	105,077	82.7%	Doctoral All
Finance & Administration	Asst VP Facilities Management	1.00	130,889	1,309	3,927	136,125	4.0%	172,339	76.7%	Doctoral All
Finance & Administration	Asst. Dir. Conference	1.00	47,667	477	1,500	49,644	4.1%	49,034	98.2%	Doctoral All
Finance & Administration	Asst. Dir. of HR & Payroll	1.00	81,415	814	1,628	83,857	3.0%	114,091	72.1%	Doctoral All
Finance & Administration	Asst. to the Vice President	1.00	67,902	679	1,698	70,279	3.5%	76,776	89.3%	Doctoral All
Finance & Administration	Asst. VP for IT	1.00	150,814	1,508	3,016	155,338	3.0%	221,793	68.7%	Doctoral All
Finance & Administration	AVP for Finance	1.00	120,596	1,206	3,015	124,817	3.5%	145,662	83.6%	Doctoral All
Finance & Administration	Banner Project Mgr.	.50	62,676	627	627	63,930	2.0%	81,843	154.7%	Doctoral All
Finance & Administration	Benefit Coordinator	1.00	48,602	486	972	50,060	3.0%	58,016	84.6%	Doctoral All
Finance & Administration	Benefits Coordinator	1.00	40,000	400	800	41,200	3.0%	45,667	88.5%	Doctoral All
Finance & Administration	Budget & Research Analyst	1.00	79,336	793	1,587	81,716	3.0%	69,121	115.9%	Doctoral All
Finance & Administration	Budget Analyst	1.00	85,099	851	1,702	87,652	3.0%	69,121	124.3%	Doctoral All
Finance & Administration	Budget/Research/Sys. Analyst	1.00	80,336	803	1,607	82,746	3.0%	69,121	117.4%	Doctoral All
Finance & Administration	Building Trades Manager	1.00	65,901	659	1,582	68,142	3.4%	83,345	79.9%	Doctoral All
Finance & Administration	Bursar	1.00	77,600	776	1,552	79,928	3.0%	91,793	85.4%	Doctoral All
Finance & Administration	Bus.Mgr. of Ticket Operations	1.00	49,038	490	1,483	51,011	4.0%	55,065	89.9%	Doctoral All
Finance & Administration	Business Manager	1.00	50,000	500	1,000	51,500	3.0%	51,219	98.6%	Doctoral All
Finance & Administration	Business Manager	1.00	56,464	565	1,129	58,158	3.0%	76,776	74.3%	Doctoral All
Finance & Administration	Business Mgr.	1.00	60,000	600	1,500	62,100	3.5%	61,053	99.3%	Doctoral All
Finance & Administration	Business Process Analyst/Train	1.00	78,285	783	0	79,068	1.0%			N/A
Finance & Administration	Chief of University Police	1.00	107,745	1,077	1,886	110,708	2.8%	123,327	88.2%	Doctoral All
Finance & Administration	Conference Coordinator	1.00	34,925	349	0	35,274	1.0%	49,034	71.9%	Doctoral All
Finance & Administration	Conference Coordinator	1.00	34,925	349	2,250	37,524	7.4%	49,034	71.9%	Doctoral All
Finance & Administration	Contract Coordinator	1.00	55,947	559	559	57,065	2.0%	53,134	106.3%	Doctoral All
Finance & Administration	Controller	1.00	110,000	1,100	2,200	113,300	3.0%	158,247	70.2%	Doctoral All
Finance & Administration	Coordinator Conference Serv	1.00	53,089	531	0	53,620	1.0%	51,219	104.7%	Doctoral All
Finance & Administration	Data Analyst & Report Writer	1.00	54,550	546	1,637	56,733	4.0%	59,862	92.0%	Doctoral All
Finance & Administration	Data Scientist/Institutional Research Analy	1.00	75,000	750	0	75,750	1.0%			N/A
Finance & Administration	Database Administrator	1.00	76,445	764	2,293	79,502	4.0%	77,095	100.1%	Doctoral All
Finance & Administration	Dir Parking and Transit Svcs	1.00	77,946	779	1,559	80,284	3.0%	92,079	85.5%	Doctoral All
Finance & Administration	Dir. Institutional Reporting	1.00	111,867	1,119	3,356	116,342	4.0%	119,287	94.7%	Doctoral All
Finance & Administration	Dir. of App. and Databases	1.00	110,052	1,101	3,302	114,455	4.0%	112,969	98.4%	Doctoral All
Finance & Administration	Dir. of Core Services	1.00	107,018	1,070	2,140	110,228	3.0%	119,287	90.6%	Doctoral All
Finance & Administration	Dir. UNC Card Office	1.00	74,508	745	1,490	76,743	3.0%	80,711	93.2%	Mtn States
Finance & Administration	Director - University Center	1.00	70,000	700	1,400	72,100	3.0%	96,964	72.9%	Doctoral All

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Finance & Administration	Director of Human Resources	1.00	120,596	1,206	1,206	123,008	2.0%	173,289	70.3%	Doctoral All
Finance & Administration	Employee Service Coordinator	1.00	47,723	477	954	49,154	3.0%	51,219	94.1%	Doctoral All
Finance & Administration	Environ Hlth & Safety Spec	1.00	47,024	470	940	48,434	3.0%	60,415	78.6%	Doctoral All
Finance & Administration	Environ Hlth/Safety Specialist	1.00	46,200	462	693	47,355	2.5%	60,415	77.2%	Doctoral All
Finance & Administration	Exec Dir Purchasing&Contracts	1.00	114,732	1,147	2,295	118,174	3.0%	91,074	127.2%	Mtn States
Finance & Administration	Financial Analyst	.67	48,399	484	1,210	50,093	3.5%	82,559	88.4%	Mtn States
Finance & Administration	IT Programmer Analyst	.50	43,423	434	434	44,291	2.0%	73,893	118.7%	Doctoral All
Finance & Administration	IT Programmer Analyst	.50	43,423	434	434	44,291	2.0%	73,893	118.7%	Doctoral All
Finance & Administration	Manager Custodial Services	1.00	54,633	546	1,093	56,272	3.0%	72,149	76.5%	Doctoral All
Finance & Administration	Mgr of Payroll	1.00	50,120	501	1,002	51,623	3.0%	57,892	87.4%	Mtn States
Finance & Administration	Mgr. Landscaping and Grounds	1.00	78,248	782	1,174	80,204	2.5%	74,646	105.9%	Doctoral All
Finance & Administration	Mgr. of Environ. Health	1.00	80,872	809	2,022	83,703	3.5%	115,891	70.5%	Doctoral All
Finance & Administration	Operations & Technology Manager	1.00	42,000	420	420	42,840	2.0%			N/A
Finance & Administration	Project Coordinator	1.00	65,790	658	1,316	67,764	3.0%	75,064	88.5%	Doctoral All
Finance & Administration	Project Coordinator	1.00	69,143	691	1,729	71,563	3.5%	75,064	93.0%	Doctoral All
Finance & Administration	Project Coordinator Fac Mngt	1.00	67,019	670	1,340	69,029	3.0%	75,064	90.2%	Doctoral All
Finance & Administration	Recruitment Coordinator	1.00	50,616	506	1,012	52,134	3.0%	57,720	88.6%	Doctoral All
Finance & Administration	Research Analyst	1.00	64,803	648	1,944	67,395	4.0%	59,862	109.3%	Doctoral All
Finance & Administration	Resource Conservation Mgr.	1.00	79,419	794	1,191	81,404	2.5%	111,234	72.1%	Doctoral All
Finance & Administration	Security Analyst	1.00	90,000	900	500	91,400	1.6%	73,368	123.9%	Doctoral All
Finance & Administration	Senior Analyst	1.00	76,460	765	2,294	79,519	4.0%	73,893	104.5%	Doctoral All
Finance & Administration	Special Asst to Senior VP	1.00	112,200	1,122	1,122	114,444	2.0%			N/A
Finance & Administration	Sr. VP for Fin & Admin and CFO	1.00	207,763	2,078	6,233	216,074	4.0%	270,215	77.7%	Doctoral All
President	President	1.00	291,375	2,914	5,828	300,116	3.0%	448,619	65.6%	Doctoral All
President	Assistant to the President	1.00	132,667	1,327	3,317	137,311	3.5%	182,337	73.5%	Doctoral All
President	Associate Director	1.00	78,795	788	1,576	81,159	3.0%			N/A
President	Athletics integrity position; title TBD	1.00	51,000	510	0	51,510	1.0%			N/A
President	Equity and diversity position; title TBD	1.00	100,980	1,010	0	101,990	1.0%	157,226	64.9%	Doctoral All
President	Exec Dir of External Affairs	1.00	160,000	1,600	3,200	164,800	3.0%	203,086	79.6%	Doctoral All
President	Exec Dir/Ed. Innovation Inst.	1.00	167,632	1,676	1,676	170,984	2.0%			N/A
President	Exec. Asst. to the President	1.00	69,340	693	1,040	71,073	2.5%	98,055	71.4%	Doctoral All
Provost-Academic Colleges	Academic Advisor	.83	43,739	437	0	44,176	1.0%	45,045	118.2%	Doctoral All
Provost-Academic Colleges	Academic Advisor	.83	41,935	419	0	42,354	1.0%	45,045	113.3%	Doctoral All
Provost-Academic Colleges	Acting Dean	1.00	140,701	1,407	12,600	154,708	10.0%	224,461	63.3%	Doctoral All
Provost-Academic Colleges	Admin Assist - CUMBRES	1.00	31,542	315	5,000	36,857	16.9%	38,424	82.9%	Classified
Provost-Academic Colleges	Admin. Aide College of PVA	1.00	45,662	457	1,391	47,510	4.0%	51,219	90.0%	Doctoral All
Provost-Academic Colleges	Administrative Aid RSVP	.50	15,263	153	122	15,538	1.8%	38,424	80.2%	Classified
Provost-Academic Colleges	Administrative Aide	1.00	30,000	300	450	30,750	2.5%	38,424	78.9%	Classified
Provost-Academic Colleges	Administrative Specialist	1.00	42,408	424	600	43,432	2.4%	51,219	83.6%	Doctoral All
Provost-Academic Colleges	Administrative Specialist	1.00	44,087	441	600	45,128	2.4%	51,219	86.9%	Doctoral All
Provost-Academic Colleges	Administrative Specialist	1.00	37,532	375	1,126	39,033	4.0%	51,219	74.0%	Doctoral All
Provost-Academic Colleges	Administrative Specialist	1.00	40,000	400	320	40,720	1.8%	51,219	78.9%	Doctoral All
Provost-Academic Colleges	Administrative Specialist	1.00	51,039	510	408	51,958	1.8%	51,219	100.6%	Doctoral All
Provost-Academic Colleges	Adminstrative Specialist	1.00	36,000	360	2,464	38,824	7.8%	51,219	71.0%	Doctoral All
Provost-Academic Colleges	Assist Dean	1.00	110,250	1,103	0	111,353	1.0%	123,477	90.2%	Doctoral All



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Provost-Academic Colleges	Assist to Prgrm Coordinator	.50	23,700	237	190	24,127	1.8%	51,219	93.5%	Doctoral All
Provost-Academic Colleges	Assoc. Dean	1.00	110,462		0	110,462	.0%	128,512	86.0%	Doctoral All
Provost-Academic Colleges	Assoc. Dir. of Jazz Studies	1.00	47,741	477	1,391	49,609	3.9%	51,219	94.1%	Doctoral All
Provost-Academic Colleges	Associate Dean	1.00	121,593	1,216	973	123,782	1.8%	136,122	90.2%	Doctoral All
Provost-Academic Colleges	Associate Director	.90	72,799	728	582	74,110	1.8%			N/A
Provost-Academic Colleges	Associate Director-SBDC	1.00	38,986	390	780	40,156	3.0%	51,219	76.9%	Doctoral All
Provost-Academic Colleges	Asst Dir. for Community Arts	1.00	47,932	479	1,391	49,802	3.9%	49,034	98.7%	Doctoral All
Provost-Academic Colleges	Asst. Director DOIT Center	1.00	68,095	681	0	68,776	1.0%			N/A
Provost-Academic Colleges	Business Consult/Mrktg Assist	1.00	30,000	300	0	30,300	1.0%			N/A
Provost-Academic Colleges	Business Manager	1.00	61,853	619	247	62,719	1.4%	76,776	81.4%	Doctoral All
Provost-Academic Colleges	Business Manager	1.00	51,867	519	4,149	56,535	9.0%	76,776	68.2%	Doctoral All
Provost-Academic Colleges	Business Mgr. College of NHS	1.00	62,719	627	0	63,346	1.0%	76,776	82.5%	Doctoral All
Provost-Academic Colleges	Business Mgr. PVA	1.00	60,209	602	1,391	62,202	3.3%	76,776	79.2%	Doctoral All
Provost-Academic Colleges	Clinical Coordinator	1.00	40,000	0	0	40,000	.0%	51,219	78.1%	Doctoral All
Provost-Academic Colleges	College Dir. of Technology	1.00	80,461	805	805	82,071	2.0%			N/A
Provost-Academic Colleges	Coordinator CUE	1.00	54,489	0	6,000	60,489	11.0%	43,702	124.7%	Mtn States
Provost-Academic Colleges	Coordinator Do It Center	1.00	44,591	446	0	45,037	1.0%	51,219	87.9%	Doctoral All
Provost-Academic Colleges	Coordinator Prof Psych Ext Stu	.40	24,762	248	0	25,010	1.0%	51,219	122.1%	Doctoral All
Provost-Academic Colleges	Dean Ed.& Behavioral Sciences	1.00	147,985	1,480	3,500	152,965	3.4%	202,173	73.9%	Doctoral All
Provost-Academic Colleges	Dean of the College of Busines	1.00	148,104		0	148,104	.0%	301,200	49.2%	Doctoral All
Provost-Academic Colleges	Dean Performing and Visual Ar	1.00	145,343	1,453	4,500	151,296	4.1%	212,188	69.2%	Doctoral All
Provost-Academic Colleges	Digital Comm Developer	.50	30,576	306	0	30,882	1.0%	46,830	131.9%	Mtn States
Provost-Academic Colleges	Dir of Educ./Bus. Consultant	1.00	35,000	350	0	35,350	1.0%	38,424	92.0%	Classified
Provost-Academic Colleges	Dir Std Service - Nursing Cash	1.00	35,720	357	286	36,363	1.8%	38,424	93.9%	Classified
Provost-Academic Colleges	Dir UNC Business Incubator	1.00	80,000	800	0	80,800	1.0%			N/A
Provost-Academic Colleges	Dir, Small Business Dev Ctr	1.00	72,016	720	1,440	74,176	3.0%	87,330	83.3%	Mtn States
Provost-Academic Colleges	Dir, Teaching w/ Primary Sourc	.50	43,338	433	0	43,771	1.0%	106,498	82.2%	Doctoral All
Provost-Academic Colleges	Dir. CUE	1.00	75,000	750	0	75,750	1.0%			N/A
Provost-Academic Colleges	Dir. DO IT CENTER	1.00	76,476	765	0	77,241	1.0%	87,330	88.4%	Mtn States
Provost-Academic Colleges	Dir. of Cumbres	1.00	81,923	819	0	82,742	1.0%			N/A
Provost-Academic Colleges	Dir. of the Tointon Institute	.83	98,336	983	0	99,319	1.0%	87,330	137.0%	Mtn States
Provost-Academic Colleges	Director	1.00	78,313	783	627	79,723	1.8%	89,431	88.4%	Mtn States
Provost-Academic Colleges	Director of Community Arts	1.00	54,821	548	0	55,369	1.0%	49,034	112.9%	Doctoral All
Provost-Academic Colleges	Director of Galleries	1.00	42,459	425	1,391	44,275	4.3%	57,034	75.2%	Doctoral All
Provost-Academic Colleges	Disaster Relief Prgm Coord	.50	13,638	0	0	13,638	.0%	38,424	71.0%	Classified
Provost-Academic Colleges	Events Manager	.50	30,721	307	246	31,274	1.8%	49,034	126.6%	Doctoral All
Provost-Academic Colleges	Exec Assist to the Dean	1.00	51,629	516	516	52,661	2.0%	51,219	101.8%	Doctoral All
Provost-Academic Colleges	Financial Analyst	1.00	75,711	757	300	76,768	1.4%	76,776	99.6%	Doctoral All
Provost-Academic Colleges	Fiscal Technician/Admin Coord	.50	22,330	223	179	22,732	1.8%	51,219	88.1%	Doctoral All
Provost-Academic Colleges	Grant Coordinator	.48	21,404	214	0	21,618	1.0%	51,219	87.9%	Doctoral All
Provost-Academic Colleges	Instructional Coordinator	1.00	44,349	443	0	44,792	1.0%	55,993	80.0%	Doctoral All
Provost-Academic Colleges	Instructional Designer & Facil	.50	30,680	307	0	30,987	1.0%	55,993	110.7%	Doctoral All
Provost-Academic Colleges	Int.Coordinator MAST Hotline	1.00	54,940	549	440	55,929	1.8%	51,219	108.3%	Doctoral All
Provost-Academic Colleges	Lab Specialist	1.00	54,481	545	436	55,462	1.8%	51,139	107.6%	Doctoral All
Provost-Academic Colleges	Legal Interpreting Coord	.50	31,840	318	0	32,158	1.0%			N/A

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Provost-Academic Colleges	MARIE Project Coord	1.00	41,200	412	0	41,612	1.0%	51,219	81.2%	Doctoral All
Provost-Academic Colleges	MAST Inst Bus Tech Mgr	.80	41,769	0	0	41,769	.0%	36,298	143.8%	Mtn States
Provost-Academic Colleges	Math TLC Prgm Coord	.25	13,650	137	0	13,787	1.0%	51,219	107.7%	Doctoral All
Provost-Academic Colleges	Math TLC Tchr Ldrshp Prgm Coor	.25	13,650	137	0	13,787	1.0%	51,219	107.7%	Doctoral All
Provost-Academic Colleges	MCB Academic Advisor	1.00	40,694	407	0	41,101	1.0%	45,045	91.2%	Doctoral All
Provost-Academic Colleges	MEPP Director	.75	93,600	936	0	94,536	1.0%	52,421	240.5%	Mtn States
Provost-Academic Colleges	Mgr. UNC/Greeley Jazz Festival	.75	30,625	306	1,390	32,321	5.5%	49,034	84.1%	Doctoral All
Provost-Academic Colleges	Music Director	.75	30,841	308	1,390	32,539	5.5%			N/A
Provost-Academic Colleges	Nursing Academic Advisor	1.00	43,075	431	345	43,850	1.8%	45,045	96.6%	Doctoral All
Provost-Academic Colleges	Off-Campus Program Manager	1.00	47,090	471	5,000	52,561	11.6%	58,313	81.6%	Doctoral All
Provost-Academic Colleges	Opera Technical Dir.	1.00	45,000	0	0	45,000	.0%	46,860	96.0%	Mtn States
Provost-Academic Colleges	Post Doc Research Associate	.61	30,500	305	0	30,805	1.0%			N/A
Provost-Academic Colleges	Prof Dev Coordinator	.60	23,920	239	0	24,159	1.0%	51,219	78.6%	Doctoral All
Provost-Academic Colleges	Prog. Admin. Frontiers of Scie	1.00	60,503	605	484	61,592	1.8%	51,219	119.3%	Doctoral All
Provost-Academic Colleges	Program Dir. for RSVP	1.00	42,169	422	0	42,591	1.00	51,219	83.15	Doctoral All
Provost-Academic Colleges	Program Specialist	.83	25,480	255	204	25,939	1.8%	38,424	80.7%	Classified
Provost-Academic Colleges	Provost & Sr VP	1.00	224,194	2,242	7,847	234,283	4.5%	319,871	70.8%	Doctoral All
Provost-Academic Colleges	Recording Studio Technician	1.00	45,000	450	0	45,450	1.0%			N/A
Provost-Academic Colleges	Research Associate	.07	4,400	44	35	4,479	1.8%	54,467	116.6%	Mtn States
Provost-Academic Colleges	Research Associate - Chemistry	1.00	37,128	371	0	37,499	1.0%	53,918	69.5%	Doctoral All
Provost-Academic Colleges	Resident Scenic Artist	1.00	36,460	0	0	36,460	.0%	42,600	85.6%	Mtn States
Provost-Academic Colleges	Resources Director DOIT	1.00	42,028	420	0	42,448	1.0%	51,219	82.9%	Doctoral All
Provost-Academic Colleges	RMCRI Clinical Coordinator	.85	33,820	0	0	33,820	.0%	51,219	77.7%	Doctoral All
Provost-Academic Colleges	Sr. Administrative Specialist	1.00	50,684	507	405	51,596	1.8%	51,219	99.9%	Doctoral All
Provost-Academic Colleges	Stu Srvs Coord Clinical Requir	1.00	39,630	396	951	40,977	3.4%	51,219	78.1%	Doctoral All
Provost-Academic Colleges	Student Services Coordinator	.60	33,966	340	0	34,306	1.0%	51,219	111.6%	Doctoral All
Provost-Academic Colleges	Student Services Specialist	1.00	59,790	598	478	60,866	1.8%	51,219	117.9%	Doctoral All
Provost-Academic Colleges	Technical Assist Advisor TACE	.40	34,202	342	0	34,544	1.0%	39,529	218.5%	Mtn States
Provost-Academic Colleges	Training Specialist	.70	45,037	450	360	45,848	1.8%	59,429	109.3%	Doctoral All
Provost-Academic Colleges	Training Specialist	.50	42,339	423	0	42,762	1.0%	59,429	143.9%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	37,852	0	0	37,852	.0%	45,045	84.0%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	38,954	390	779	40,123	3.0%	45,045	87.3%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	37,852	0	0	37,852	.0%	45,045	84.0%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	37,852	379	757	38,988	3.0%	45,045	84.9%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	38,954	390	779	40,123	3.0%	45,045	87.3%	Doctoral All
Provost-Non-College Functions	Academic Coach	.92	36,050	361	721	37,132	3.0%	45,045	87.9%	Doctoral All
Provost-Non-College Functions	Academic Coach	1.00	37,485	0	750	38,235	2.0%	45,045	83.2%	Doctoral All
Provost-Non-College Functions	Accounts Manager	1.00	34,760	348	0	35,108	1.0%	38,424	91.4%	Classified
Provost-Non-College Functions	Admin Aide	.50	15,759	158	315	16,232	3.0%	38,424	82.8%	Classified
Provost-Non-College Functions	Administrative Aide	1.00	54,660	547	700	55,907	2.3%	51,219	107.8%	Doctoral All
Provost-Non-College Functions	Administrative Assistant	1.00	48,015	480	970	49,465	3.0%	51,219	94.7%	Doctoral All
Provost-Non-College Functions	Administrative Specialist	1.00	52,000	520	500	53,020	2.0%	51,219	102.5%	Doctoral All
Provost-Non-College Functions	Admissions & Recruitmnt Spec	1.00	48,630	486	2,476	51,592	6.1%	39,820	123.3%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	33,619	336	336	34,291	2.0%	39,820	85.3%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	33,619	336	336	34,291	2.0%	39,820	85.3%	Doctoral All

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Provost-Non-College Functions	Admissions Counselor	1.00	33,619	336	336	34,291	2.0%	39,820	85.3%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	33,619	336	336	34,291	2.0%	39,820	85.3%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	33,619	336	336	34,291	2.0%	39,820	85.3%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	36,019	360	730	37,109	3.0%	39,820	91.4%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	33,619	336	336	34,291	2.0%	39,820	85.3%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	33,619	336	336	34,291	2.0%	39,820	85.3%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	33,619	336	336	34,291	2.0%	39,820	85.3%	Doctoral All
Provost-Non-College Functions	Admissions Recruitmnt Spec.	1.00	41,872	419	419	42,710	2.0%	39,820	106.2%	Doctoral All
Provost-Non-College Functions	Admissions/Recruit. Specialist	1.00	39,604	396	396	40,396	2.0%	39,820	100.5%	Doctoral All
Provost-Non-College Functions	Adult Stu Client Rel Mgt Coord	1.00	48,204	0	0	48,204	.0%	51,219	94.1%	Doctoral All
Provost-Non-College Functions	Assist Dean of Students	1.00	71,000	710	7,750	79,460	11.9%	77,946	92.0%	Doctoral All
Provost-Non-College Functions	Assist Dir of Apartment Life	1.00	50,176	502	1,004	51,682	3.0%	62,448	81.2%	Doctoral All
Provost-Non-College Functions	Assist Dir/Training Director	1.00	66,188	662	0	66,850	1.0%	78,670	85.0%	Doctoral All
Provost-Non-College Functions	Assist Registrar/Compliance	1.00	45,000	450	0	45,450	1.0%	54,629	83.2%	Doctoral All
Provost-Non-College Functions	Assist to AVP Enr Mgmt	1.00	60,939	609	1,238	62,786	3.0%	76,776	80.2%	Doctoral All
Provost-Non-College Functions	Assist to Dir of Admissions	1.00	44,000	440	460	44,900	2.0%	51,766	85.8%	Doctoral All
Provost-Non-College Functions	Assistant Director	1.00	48,000	480	1,520	50,000	4.2%	51,219	94.7%	Doctoral All
Provost-Non-College Functions	Assistant Director Assessment	.50	29,400	294	600	30,294	3.0%			N/A
Provost-Non-College Functions	Assistant Registrar	1.00	47,045	470	2,000	49,515	5.3%	54,629	87.0%	Doctoral All
Provost-Non-College Functions	Assistant Registrar/OES and Compliance	1.00	45,000	450	0	45,450	1.0%	54,629	83.2%	Doctoral All
Provost-Non-College Functions	Assistant Vice President	1.00	144,793	1,448	800	147,041	1.6%	163,844	89.3%	Doctoral All
Provost-Non-College Functions	Assoc Dir - Employer Relations	1.00	48,000	480	1,866	50,346	4.9%	51,219	94.7%	Doctoral All
Provost-Non-College Functions	Assoc Dir of Retail & Catering	1.00	69,789	698	0	70,487	1.0%	81,129	86.9%	Doctoral All
Provost-Non-College Functions	Assoc. Dean of University Libr	1.00	89,322	893	1,800	92,015	3.0%	110,822	81.4%	Doctoral All
Provost-Non-College Functions	Assoc. Dir. Financial Aid	1.00	63,170	632	632	64,434	2.0%	72,055	88.5%	Doctoral All
Provost-Non-College Functions	Assoc. Dir. Sponsored Programs	1.00	70,364	704	970	72,038	2.4%			N/A
Provost-Non-College Functions	Associate Director	1.00	49,600	496	-96	50,000	.8%	51,219	97.8%	Doctoral All
Provost-Non-College Functions	Associate Director Campus Recr	1.00	60,935	609	0	61,544	1.0%	58,591	105.0%	Doctoral All
Provost-Non-College Functions	Associate Registrar	1.00	60,250	603	1,846	62,699	4.1%	70,477	86.3%	Doctoral All
Provost-Non-College Functions	Asst Dean for Academic Support	1.00	80,164	802	2,405	83,371	4.0%	86,721	93.4%	Doctoral All
Provost-Non-College Functions	Asst Dean of Student Life	1.00	64,313	643	9,000	73,956	15.0%	77,946	83.3%	Doctoral All
Provost-Non-College Functions	Asst Dir - Academic Programs	1.00	50,176	502	1,004	51,682	3.0%	62,448	81.2%	Doctoral All
Provost-Non-College Functions	Asst Dir Conduct & Stu Develop	1.00	50,176	502	1,004	51,682	3.0%	62,448	81.2%	Doctoral All
Provost-Non-College Functions	Asst Dir Facilities & Oper	1.00	47,125	471	943	48,539	3.0%	58,591	81.2%	Doctoral All
Provost-Non-College Functions	Asst Dir First Year Recruitmt	1.00	50,201	502	1,000	51,703	3.0%	73,805	68.7%	Doctoral All
Provost-Non-College Functions	Asst Dir Housing Operations	1.00	50,176	502	1,004	51,682	3.0%	62,448	81.2%	Doctoral All
Provost-Non-College Functions	Asst Dir of Admissions	1.00	50,201	502	1,500	52,203	4.0%	73,805	68.7%	Doctoral All
Provost-Non-College Functions	Asst Dir of Visitor Services	1.00	50,201	502	1,004	51,707	3.0%	73,805	68.7%	Doctoral All
Provost-Non-College Functions	Asst Dir Prevention Education	1.00	47,277	473	0	47,750	1.0%	51,219	93.2%	Doctoral All
Provost-Non-College Functions	Asst Director, CCCC	1.00	44,630	446	0	45,076	1.0%	51,219	88.0%	Doctoral All
Provost-Non-College Functions	Asst to Dean of Students	1.00	48,500	485	0	48,985	1.0%	51,219	95.6%	Doctoral All
Provost-Non-College Functions	Asst VP Enrlmnt & Student Acce	1.00	144,340	1,443	1,500	147,283	2.0%	180,543	80.7%	Doctoral All
Provost-Non-College Functions	Asst. Dir. Financial Aid	1.00	58,796	588	1,764	61,148	4.0%	72,055	82.4%	Doctoral All
Provost-Non-College Functions	Asst. Dir. Student Engagement	1.00	50,176	502	1,004	51,682	3.0%	62,448	81.2%	Doctoral All
Provost-Non-College Functions	Asst. Dir. Student Financial	1.00	49,749	497	0	50,246	1.0%	51,219	98.1%	Doctoral All

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Provost-Non-College Functions	Asst. Director Board Ops	1.00	63,200	632	2,528	66,360	5.0%	81,129	78.7%	Doctoral All
Provost-Non-College Functions	Asst. to Dir of Housing & Res	1.00	45,900	459	0	46,359	1.0%	51,766	89.6%	Doctoral All
Provost-Non-College Functions	Asst. to the Provost	1.00	67,902	679	1,098	69,679	2.6%	76,776	89.3%	Doctoral All
Provost-Non-College Functions	Athletic Academic Advisor	1.00	36,500	365	913	37,778	3.5%	45,045	81.8%	Doctoral All
Provost-Non-College Functions	Athletic Academic Advisor	1.00	37,492	375	1,500	39,367	5.0%	45,045	84.1%	Doctoral All
Provost-Non-College Functions	AVP - Student Engagement & DOS	1.00	138,477	1,385	2,000	141,862	2.4%	127,735	109.5%	Doctoral All
Provost-Non-College Functions	Budget & Contracting Coord	.80	40,000	400	970	41,370	3.4%	51,219	98.6%	Doctoral All
Provost-Non-College Functions	Business Manager	.50	26,265	263	350	26,878	2.3%	61,053	86.9%	Doctoral All
Provost-Non-College Functions	Business Manager	1.00	47,714	477	2,863	51,054	7.0%	61,053	78.9%	Doctoral All
Provost-Non-College Functions	Business Manager	1.00	54,590	546	1,092	56,228	3.0%	61,053	90.3%	Doctoral All
Provost-Non-College Functions	Business Manager	1.00	64,730	647	650	66,027	2.0%	61,053	107.1%	Doctoral All
Provost-Non-College Functions	Business Mgr.	1.00	52,938	529	529	53,996	2.0%	61,053	87.6%	Doctoral All
Provost-Non-College Functions	Career Counselor	1.00	40,993	410	0	41,403	1.0%	51,207	80.9%	Doctoral All
Provost-Non-College Functions	Career Counselor	1.00	40,993	410	0	41,403	1.0%	51,207	80.9%	Doctoral All
Provost-Non-College Functions	Case Manager	1.00	52,530	525	0	53,055	1.0%	51,207	103.6%	Doctoral All
Provost-Non-College Functions	Case Manager	1.00	51,000	510	0	51,510	1.0%	51,207	100.6%	Doctoral All
Provost-Non-College Functions	Case Manager	1.00	47,787	478	4,790	53,055	11.0%	51,207	94.3%	Doctoral All
Provost-Non-College Functions	CHE Director	1.00	55,671	557	1,392	57,620	3.5%	64,376	87.3%	Mtn States
Provost-Non-College Functions	Co. Curriculum & Instruction	.75	33,023	330	661	34,014	3.0%	51,219	86.8%	Doctoral All
Provost-Non-College Functions	Colorado Springs Site Coord	.60	25,019	250	1,000	26,269	5.0%	51,219	82.2%	Doctoral All
Provost-Non-College Functions	Complex Director	1.00	29,417	294	294	30,005	2.0%	34,264	86.7%	Doctoral All
Provost-Non-College Functions	Coord. Academic Advising/Prog	1.00	42,000	420	840	43,260	3.0%	51,219	82.8%	Doctoral All
Provost-Non-College Functions	Coord Foundation Scholarships	1.00	44,260	443	0	44,703	1.0%	51,219	87.3%	Doctoral All
Provost-Non-College Functions	Coord Intramural Sports	1.00	37,807	378	0	38,185	1.0%	44,726	85.4%	Doctoral All
Provost-Non-College Functions	Coord Lib. Tech and Assessment	1.00	73,502	735	2,641	76,878	4.6%	87,285	85.1%	Doctoral All
Provost-Non-College Functions	Coord of Club Sports	1.00	37,807	378	0	38,185	1.0%	44,726	85.4%	Doctoral All
Provost-Non-College Functions	Coord of Fitness & Wellness	1.00	37,807	378	0	38,185	1.0%	44,726	85.4%	Doctoral All
Provost-Non-College Functions	Coordinator of Orientation	1.00	37,485	375	750	38,610	3.0%	38,424	98.5%	Classified
Provost-Non-College Functions	Coordinator of Orientation	1.00	37,485	375	750	38,610	3.0%	38,424	98.5%	Classified
Provost-Non-College Functions	Coordinator of Outdoor Pursuit	1.00	38,899	389	0	39,288	1.0%	44,726	87.8%	Doctoral All
Provost-Non-College Functions	Coordinator of Technology	.92	42,788	428	856	44,072	3.0%	55,993	83.9%	Doctoral All
Provost-Non-College Functions	Coord-Professional Development	1.00	48,477	485	3,587	52,549	8.4%	55,993	87.4%	Doctoral All
Provost-Non-College Functions	Dean of Graduate School	1.00	138,476	1,385	4,500	144,361	4.2%	195,455	71.6%	Doctoral All
Provost-Non-College Functions	Dean University Libraries	1.00	142,332	1,423	1,000	144,755	1.7%	173,474	82.9%	Doctoral All
Provost-Non-College Functions	Denver Center Coordinator	1.00	43,500	0	0	43,500	.0%	51,219	84.9%	Doctoral All
Provost-Non-College Functions	Denver ES Cntr Manager	1.00	43,500	0	0	43,500	.0%	51,219	84.9%	Doctoral All
Provost-Non-College Functions	Dir of Residential Education	1.00	80,000	800	3,200	84,000	5.0%	102,376	78.9%	Doctoral All
Provost-Non-College Functions	Dir, Cesar Chavez Cultrl Cntr	1.00	55,000	550	0	55,550	1.0%	52,421	106.0%	Mtn States
Provost-Non-College Functions	Dir. Academic Success	1.00	50,924	509	1,069	52,502	3.1%	54,784	93.9%	Big Sky
Provost-Non-College Functions	Dir. Campus Recreation	1.00	73,655	737	737	75,129	2.0%	86,729	85.8%	Doctoral All
Provost-Non-College Functions	Dir. Career Services	1.00	66,188	662	4,000	70,850	7.0%	94,861	70.5%	Doctoral All
Provost-Non-College Functions	Dir. Center for International	1.00	69,812	698	1,250	71,760	2.8%	128,129	55.0%	Doctoral All
Provost-Non-College Functions	Dir. Counseling Center	1.00	78,042	780	0	78,822	1.0%	107,248	73.5%	Doctoral All
Provost-Non-College Functions	Dir. Dining Services	1.00	94,869	949	949	96,767	2.0%	113,964	84.1%	Doctoral All
Provost-Non-College Functions	Dir. Disability Support Serv.	1.00	63,546	635	5,819	70,000	10.2%	74,905	85.7%	Doctoral All



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Provost-Non-College Functions	Dir. for Orientation	1.00	50,577	506	506	51,589	2.0%	51,219	99.7%	Doctoral All
Provost-Non-College Functions	Dir. McNair Scholars	1.00	48,423	484	484	49,391	2.0%	52,421	93.3%	Mtn States
Provost-Non-College Functions	Dir. Native American Cntr.	1.00	49,980	500	5,000	55,480	11.0%	52,421	96.3%	Mtn States
Provost-Non-College Functions	Dir. of Academic Advising Svcs	1.00	52,000	520	0	52,520	1.0%	52,506	100.0%	Doctoral All
Provost-Non-College Functions	Dir. of SPARC	1.00	100,525	0	0	100,525	.0%	130,331	77.1%	Doctoral All
Provost-Non-College Functions	Dir. Student Financial Aid	1.00	89,872	899	4,500	95,271	6.0%	112,812	80.5%	Doctoral All
Provost-Non-College Functions	Director - APASS	1.00	55,000	550	0	55,550	1.0%	52,421	106.0%	Mtn States
Provost-Non-College Functions	Director Degree Prog	1.00	53,000	0	0	53,000	.0%	51,219	103.5%	Doctoral All
Provost-Non-College Functions	Director for Honors & Scholars	1.00	50,132	501	501	51,134	2.0%	52,421	96.6%	Mtn States
Provost-Non-College Functions	Director of Admissions	1.00	89,425	894	9,000	99,319	11.1%	127,908	70.6%	Doctoral All
Provost-Non-College Functions	Director of Assessment	1.00	85,561	856	2,000	88,417	3.3%	87,330	99.0%	Mtn States
Provost-Non-College Functions	Director of CETL	1.00	84,735	847	1,695	87,277	3.0%	106,498	80.4%	Doctoral All
Provost-Non-College Functions	Director of Housing Services	1.00	88,250	883	0	89,133	1.0%	102,376	87.1%	Doctoral All
Provost-Non-College Functions	Director of Tutorial Services	1.00	51,432	514	0	51,946	1.0%	52,506	98.9%	Doctoral All
Provost-Non-College Functions	Director of Veteran Services	1.00	43,343	433	433	44,209	2.0%	51,219	85.5%	Doctoral All
Provost-Non-College Functions	Director, First Year Instruct.	.92	46,030	460	690	47,180	2.5%	52,421	96.4%	Mtn States
Provost-Non-College Functions	Director, PLP	1.00	50,275	0	0	50,275	.0%	52,421	95.9%	Mtn States
Provost-Non-College Functions	Director, Women's Resource Ctr	1.00	55,000	550	0	55,550	1.0%	52,421	106.0%	Mtn States
Provost-Non-College Functions	Director, Marcus Garvey Center	1.00	55,000	550	0	55,550	1.0%	52,421	106.0%	Mtn States
Provost-Non-College Functions	Director-Intensive English	1.00	54,487	545	1,100	56,132	3.0%	64,376	85.5%	Mtn States
Provost-Non-College Functions	Director-Study Abroad Program	1.00	44,679	447	900	46,026	3.0%	44,689	101.0%	Doctoral All
Provost-Non-College Functions	Early Alert & EMSA Proj Mgr	1.00	50,000	500	0	50,500	1.0%	51,219	98.6%	Doctoral All
Provost-Non-College Functions	Employer Relations Coordinator	1.00	40,000	400	0	40,400	1.0%	51,219	78.9%	Doctoral All
Provost-Non-College Functions	Enrollment Coach & Recruiter	1.00	40,800	408	820	42,028	3.0%	39,820	103.5%	Doctoral All
Provost-Non-College Functions	Exec Dir Enrmt Mgtm Stu Access	1.00	102,607	1,026	4,104	107,737	5.0%	139,510	74.3%	Doctoral All
Provost-Non-College Functions	Executive Chef and Trainer	1.00	72,107	721	721	73,549	2.0%	81,129	89.8%	Doctoral All
Provost-Non-College Functions	Executive Dir OES	1.00	86,895	869	1,000	88,764	2.2%	107,565	81.6%	Doctoral All
Provost-Non-College Functions	Ext Deg Prgm Services Coord	1.00	43,200	432	2,600	46,232	7.0%	51,219	85.2%	Doctoral All
Provost-Non-College Functions	Fac.of Academic Advising	1.00	38,000	380	760	39,140	3.0%	45,045	85.2%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	34,772	348	696	35,816	3.0%	42,101	83.4%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	37,958	380	380	38,718	2.0%	42,101	91.1%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	34,772	348	1,050	36,170	4.0%	42,101	83.4%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	34,772	348	0	35,120	1.0%	42,101	83.4%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	34,272	343	686	35,301	3.0%	42,101	82.2%	Doctoral All
Provost-Non-College Functions	IM&T Assessment	.63	25,750	258	525	26,533	3.0%			N/A
Provost-Non-College Functions	Instru Design Asst	1.00	42,000	0	0	42,000	.0%	55,993	75.0%	Doctoral All
Provost-Non-College Functions	Instructional Design Assist	1.00	40,000	400	3,450	43,850	9.6%	55,993	72.2%	Doctoral All
Provost-Non-College Functions	Instructional Designer	1.00	57,200	572	1,000	58,772	2.7%	55,993	103.2%	Doctoral All
Provost-Non-College Functions	Instructional Dvlpmnt Coord	1.00	57,200	572	1,000	58,772	2.7%	55,993	103.2%	Doctoral All
Provost-Non-College Functions	Instructional Technologist	1.00	52,500	0	0	52,500	.0%	55,993	93.8%	Doctoral All
Provost-Non-College Functions	Instructional Technologist/Tra	1.00	45,325	453	907	46,685	3.0%	55,993	81.8%	Doctoral All
Provost-Non-College Functions	Intl Student Scholar Svcs Dir	1.00	47,920	479	850	49,249	2.8%	44,689	108.3%	Doctoral All
Provost-Non-College Functions	Investigator Coordinator & Trainer	1.00	42,000	0	0	42,000	.0%	51,219	82.0%	Doctoral All
Provost-Non-College Functions	Learning Specialist	1.00	37,850	379	946	39,175	3.5%	45,045	84.9%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	1.00	60,180	0	0	60,180	.0%	65,600	91.7%	Doctoral All

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Provost-Non-College Functions	Licensed Staff Psychologist	1.00	59,000	590	0	59,590	1.0%	65,600	90.8%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	.50	30,993	310	0	31,303	1.0%	65,600	95.4%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	.83	48,970	490	100	49,560	1.2%	65,600	90.8%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	.83	51,448	514	0	51,962	1.0%	65,600	95.4%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	1.00	61,985	620	0	62,605	1.0%	65,600	95.4%	Doctoral All
Provost-Non-College Functions	Loveland Center Coordinator	.75	34,948	0	0	34,948	.0%	51,219	91.0%	Doctoral All
Provost-Non-College Functions	Loveland Site Coordinator	.75	34,948	349	349	35,646	2.0%	51,219	91.9%	Doctoral All
Provost-Non-College Functions	Marketing Manager	1.00	51,829	518	518	52,865	2.0%	51,251	102.1%	Doctoral All
Provost-Non-College Functions	Marketing Manager	1.00	59,000	590	3,000	62,590	6.1%	51,251	116.3%	Doctoral All
Provost-Non-College Functions	Marketing Specialist	1.00	41,200	412	0	41,612	1.0%	51,251	81.2%	Doctoral All
Provost-Non-College Functions	Marketing Specialist	1.00	48,204	482	3,444	52,130	8.1%	51,251	95.0%	Doctoral All
Provost-Non-College Functions	Marketing Specialist	1.00	49,170	492	492	50,154	2.0%	51,251	96.9%	Doctoral All
Provost-Non-College Functions	MCB Prof Experience Coord	1.00	44,624	446	0	45,070	1.0%	51,219	88.0%	Doctoral All
Provost-Non-College Functions	McNair Scholars Asst. Dir.	1.00	41,200	412	618	42,230	2.5%	46,780	89.0%	Mtn States
Provost-Non-College Functions	Mgr Sched/Stu Conduct Office	1.00	31,494	315	945	32,754	4.0%	38,424	82.8%	Classified
Provost-Non-College Functions	National Testing Coordinator	1.00	41,016	410	0	41,426	1.0%	47,356	87.5%	Doctoral All
Provost-Non-College Functions	Office Coordinator	1.00	35,700	357	970	37,027	3.7%	38,424	93.8%	Classified
Provost-Non-College Functions	Office Coordinator	1.00	38,861	389	650	39,900	2.7%	38,424	102.1%	Classified
Provost-Non-College Functions	Office Manager	1.00	48,160	482	0	48,642	1.0%	51,766	94.0%	Doctoral All
Provost-Non-College Functions	Office Manager	1.00	35,000	0	0	35,000	.0%	38,424	91.1%	Classified
Provost-Non-College Functions	Office Manager	1.00	38,000	0	0	38,000	.0%	51,766	73.4%	Doctoral All
Provost-Non-College Functions	Onsite Assist Advisor	1.00	37,000	0	0	37,000	.0%	45,045	82.1%	Doctoral All
Provost-Non-College Functions	Pre Doctoral Intern	1.00	22,032	0	0	22,032	.0%			N/A
Provost-Non-College Functions	Pre-doctoral Psy. Intern	1.00	22,032	220	0	22,252	1.0%			N/A
Provost-Non-College Functions	Predocutorial Psychology Intern	1.00	22,032	220	0	22,252	1.0%			N/A
Provost-Non-College Functions	Predocutorial Psychology Intern	1.00	22,032	0	0	22,032	.0%			N/A
Provost-Non-College Functions	Prevention Coordinator	1.00	41,200	412	0	41,612	1.0%	51,219	81.2%	Doctoral All
Provost-Non-College Functions	Prgm Coord - Off-Campus Life	1.00	41,200	412	0	41,612	1.0%	51,219	81.2%	Doctoral All
Provost-Non-College Functions	Prof. Dev.Program Specialist	1.00	51,500	515	1,030	53,045	3.0%	51,219	101.6%	Doctoral All
Provost-Non-College Functions	Prog.Spec. Instructional Serv	1.00	50,652	507	507	51,666	2.0%	51,219	99.9%	Doctoral All
Provost-Non-College Functions	Program Coordinator	1.00	35,000	350	3,592	38,942	11.3%	38,424	92.0%	Classified
Provost-Non-College Functions	Program Coordinator Upward Bnd	1.00	41,820	418	836	43,075	3.0%	51,219	82.5%	Doctoral All
Provost-Non-College Functions	Project Specialist	1.00	37,882	379	0	38,261	1.0%	38,424	99.6%	Classified
Provost-Non-College Functions	Recruiter	1.00	40,000	400	400	40,800	2.0%	39,820	101.5%	Doctoral All
Provost-Non-College Functions	Recruiter	1.00	40,800	408	408	41,616	2.0%	39,820	103.5%	Doctoral All
Provost-Non-College Functions	Recruitment Coordinator	.38	13,063	131	131	13,325	2.0%	39,820	87.2%	Doctoral All
Provost-Non-College Functions	Registrar	1.00	87,895	879	1,300	90,074	2.5%	110,271	80.5%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	29,417	294	294	30,005	2.0%	34,264	86.7%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	29,417	294	294	30,005	2.0%	34,264	86.7%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	29,417	294	294	30,005	2.0%	34,264	86.7%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	29,417	294	294	30,005	2.0%	34,264	86.7%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	29,417	294	294	30,005	2.0%	34,264	86.7%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	29,417	294	294	30,005	2.0%	34,264	86.7%	Doctoral All
Provost-Non-College Functions	Rptg & Data Integrity Analyst	1.00	45,000	450	1,000	46,450	3.2%	51,219	88.7%	Doctoral All
Provost-Non-College Functions	Senior Business Manager	1.00	67,557	676	676	68,909	2.0%	76,776	88.9%	Doctoral All

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Provost-Non-College Functions	Senior Disability Coordinator	1.00	41,357	414	0	41,771	1.0%	58,169	71.8%	Doctoral All
Provost-Non-College Functions	Senior Research Analyst	1.00	74,498	745	1,862	77,105	3.5%			N/A
Provost-Non-College Functions	Special Asst. to the Provost	1.00	83,274	833	2,000	86,107	3.4%			N/A
Provost-Non-College Functions	Sr. Financial Aid Counselor	1.00	37,656	377	377	38,410	2.0%	42,101	90.3%	Doctoral All
Provost-Non-College Functions	Sr. Transfer Adm. Counselor	1.00	40,448	404	0	40,852	1.0%	39,820	102.6%	Doctoral All
Provost-Non-College Functions	Staff Interpreter	.75	36,551	366	0	36,917	1.0%	43,628	112.8%	Mtn States
Provost-Non-College Functions	Staff Psychologist-LPC	1.00	50,992	510	0	51,502	1.0%	65,600	78.5%	Doctoral All
Provost-Non-College Functions	Sys.Mgr. Financial Aid	1.00	53,581	536	560	54,677	2.0%	65,431	82.7%	Doctoral All
Provost-Non-College Functions	Tutoring Coordinator	1.00	38,584	386	772	39,742	3.0%	38,424	101.4%	Doctoral All
Provost-Non-College Functions	Univ College Scheduler/LC Spec	1.00	37,492	375	750	38,617	3.0%	38,424	98.6%	Classified
Provost-Non-College Functions	Upward Bound Director	1.00	54,985	550	550	56,085	2.0%	64,376	86.3%	Mtn States
University Relations	Administrative Coordinator	1.00	40,000	400	800	41,200	3.0%	51,219	78.9%	Doctoral All
University Relations	Asst. to VP/General Counsel	1.00	62,000	620	3,760	66,380	7.1%	76,776	81.6%	Doctoral All
University Relations	AVP Marketing	1.00	110,000	1,100	2,200	113,300	3.0%	110,253	100.8%	Doctoral All
University Relations	Campus Writer/Editor	1.00	47,395	474	948	48,817	3.0%	51,251	93.4%	Doctoral All
University Relations	Director of Creative Services	1.00	80,704	807	1,614	83,125	3.0%	92,001	88.6%	Doctoral All
University Relations	Director of Creative Services	1.00	80,000	800	1,600	82,400	3.0%			N/A
University Relations	Director of Media Relations	1.00	68,250	683	1,365	70,298	3.0%			N/A
University Relations	Graphic Artist	1.00	51,830	518	518	52,866	2.0%	52,365	100.0%	Doctoral All
University Relations	Graphic Designer	1.00	45,760	458	915	47,133	3.0%	52,365	88.3%	Doctoral All
University Relations	Graphic/Web Designer	1.00	48,204	482	964	49,650	3.0%	52,365	93.0%	Doctoral All
University Relations	Market Development Manager	1.00	60,000	600	1,200	61,800	3.0%			N/A
University Relations	Market Development Manager	1.00	63,000	630	1,260	64,890	3.0%			N/A
University Relations	Market Development Manager	1.00	73,542	735	0	74,277	1.0%			N/A
University Relations	Marketing Communications Spec	1.00	46,800	468	936	48,204	3.0%	51,251	92.2%	Doctoral All
University Relations	Senior Graphic Designer	1.00	54,060	541	1,081	55,682	3.0%			N/A
University Relations	Vice President, University Adv	1.00	146,002	1,460	1,460	148,922	2.0%	176,403	83.6%	Doctoral All
University Relations	Videographer	1.00	55,000	550	550	56,100	2.0%			N/A
University Relations	Web Developer	1.00	46,680	467	934	48,081	3.0%	52,365	90.0%	Doctoral All
University Relations	Webmaster	1.00	60,320	603	1,206	62,129	3.0%			N/A