



TO: UNC Faculty

FROM: Oscar Levin, Faculty Senate Chair

RE: Salary Equity Committee Report on Compensation Distribution

DATE: January 11, 2022

The following document contains details on the compensation distribution for 2021-2022 (FY22) and will be made available on the Faculty Senate website under Salary Reports.

It contains four sections:

- **Section One** – FY22 CUPA/NCHEMS 51 Comparison Group
- **Section Two** – FY22 Faculty Compensation Outcomes
- **Section Three** – FY22 Administrative Compensation Outcomes
- **Section Four** – FY22 Classified Compensation Outcomes

Please note: FY22 refers to July 1, 2021 – June 30, 2022. The data included in this report **does not** reflect the January 2022 compensation investment increases.

Section One

FY22 Faculty Compensation Outcomes NCHEMS 51 Comparison Group

Average Percent of CUPA Median by Rank

Rank	Count	% of Total Count	% of CUPA Median	Salary Increase \$	% of Total Salary Increase
Professor	164	39.1	92.3	411,862	45.6
Assoc Professor	121	28.9	87.9	292,601	32.4
Asst Professor	87	20.8	87.3	135,639	15.0
Instructor / Lecturer	47	11	93.5	63,081	7.0
All	419	100.0	90.1	903,183	100.0

Average Percent of CUPA Median by College

College	Count	% of Total Count	% of CUPA Median	Salary Increase \$	% of Total Salary Increase
EBS	84	20.0	90.2	212,800	23.6
HSS	105	25.1	89.2	222,124	24.6
MCB	25	6.0	95.8	44,900	5.0
NHS	121	28.9	90.3	254,812	28.2
PVA	67	16.0	88.7	140,561	15.6
LIB	17	4.1	91.2	27,986	3.1
All	419	100.0	90.1	903,183	100.0

Average Percent of CUPA Median by Rank and College

College	Professor		Assoc Professor		Asst Professor		Instructor/ Lecturer	
	Count	% of CUPA Median	Count	% of CUPA Median	Count	% of CUPA Median	Count	% of CUPA Median
EBS	34	90.7	21	87.3	25	90.6	4	98.7
HSS	40	91.0	28	86.5	23	84.4	14	97.0
MCB	12	95.1	9	96.1	3	92.9	1	108.8
NHS	40	94.5	40	88.1	18	85.4	23	91.0
PVA	34	91.3	18	85.5	12	82.7	3	102.1
LIB	4	96.5	5	89.1	6	96.0	2	83.7
All	164	92.3	121	87.9	87	87.3	47	93.5

Count by CUPA Comparison Level by College

College	<77%	77-85%	85-90%	>=90%
EBS	-	28	24	32
HSS	-	42	24	39
MCB	-	1	3	21
NHS	-	40	38	43
PVA	-	27	25	15
LIB	-	2	2	13
All	-	140	116	163

Count by CUPA Comparison Level by Rank

College	<77%	77-85%	85-90%	>=90%
Professor	-	49	47	68
Assoc Professor	-	49	46	26
Asst Professor	-	41	18	28
Instructor / Lecturer	-	3	11	33
All	-	142	122	155

Section Two

FY22 Faculty Compensation Outcomes

College	CIP Code	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY21 Base Salary	Promotion Increase	FY22 Beginning Salary	Flat Increase	Parity Increase	FY22 Final Salary	FY22 Overall % Salary Increase	FY21 CUPA Med Adj for YIR	FY21 Final Salary % of Adj CUPA Med
AAC	2501	Library Science and Administration	Professor	5	Tenured	1.00	75,641	0	75,641	1,750	0	77,391	2.3%	80,660	96%
EBS	1302	Bilingual, Multilingual & Multicultural Ed	Professor	19	Tenured	1.00	88,828	0	88,828	1,750	0	90,578	2.0%	90,976	100%
EBS	1302	Bilingual, Multilingual & Multicultural Ed	Professor	11	Tenured	1.00	84,425	0	84,425	1,750	0	86,175	2.1%	84,237	102%
EBS	1304	Ed Administration & Supervision	Assoc Professor	2	Tenured	1.00	65,267	0	65,267	1,650	0	66,917	2.5%	76,020	88%
EBS	1304	Ed Administration & Supervision	Assoc Professor	1	Tenure Track	1.00	60,600	3,000	63,600	1,200	0	64,800	6.9%	67,159	96%
EBS	1304	Ed Administration & Supervision	Professor	9	Tenured	1.00	84,785	0	84,785	1,750	0	86,535	2.1%	93,829	92%
EBS	1305	Ed/Instructional Media Design	Asst Professor	5	Tenure Track	1.00	56,000	0	56,000	1,200	0	57,200	2.1%	63,125	91%
EBS	1305	Ed/Instructional Media Design	Professor	11	Tenured	1.00	81,957	0	81,957	1,750	0	83,707	2.1%	93,110	90%
EBS	1309	Social & Philosophical Foundations	Asst Professor	5	Tenure Track	1.00	52,000	0	52,000	1,200	2,214	55,414	6.6%	66,567	83%
EBS	1309	Social & Philosophical Foundations	Professor	3	Tenured	1.00	66,131	0	66,131	1,750	839	68,720	3.9%	82,552	83%
EBS	1310	Special Ed & Teaching	Assoc Professor	6	Contract Renewable	1.00	60,028	0	60,028	1,650	161	61,839	3.0%	74,286	83%
EBS	1310	Special Ed & Teaching	Assoc Professor	4	Tenured	1.00	59,385	0	59,385	1,650	0	61,035	2.8%	72,800	84%
EBS	1310	Special Ed & Teaching	Assoc Professor	3	Tenured	1.00	60,694	0	60,694	1,650	0	62,344	2.7%	72,057	87%
EBS	1310	Special Ed & Teaching	Asst Professor	5	Tenure Track	1.00	51,000	0	51,000	1,200	1,412	53,612	5.1%	64,403	83%
EBS	1310	Special Ed & Teaching	Asst Professor	5	Tenure Track	1.00	51,000	0	51,000	1,200	1,412	53,612	5.1%	64,403	83%
EBS	1310	Special Ed & Teaching	Asst Professor	3	Tenure Track	1.00	58,000	0	58,000	1,200	0	59,200	2.1%	63,127	94%
EBS	1310	Special Ed & Teaching	Professor	16	Tenured	1.00	90,364	0	90,364	1,750	0	92,114	1.9%	99,455	93%
EBS	1310	Special Ed & Teaching	Professor	14	Tenured	1.00	88,508	0	88,508	1,750	0	90,258	2.0%	97,561	93%
EBS	1310	Special Ed & Teaching	Professor	10	Tenured	1.00	137,445	0	137,445	1,750	0	139,195	1.3%	93,772	148%
EBS	1310	Special Ed & Teaching	Professor	9	Tenured	1.00	76,666	0	76,666	1,750	0	78,416	2.3%	92,825	84%
EBS	1310	Special Ed & Teaching	Professor	8	Tenured	1.00	75,843	0	75,843	1,750	0	77,593	2.3%	91,877	84%
EBS	1310	Special Ed & Teaching	Professor	5	Tenured	1.00	69,227	0	69,227	1,750	3,141	74,118	7.1%	89,036	83%
EBS	1310	Special Ed & Teaching	Professor	5	Tenured	1.00	69,227	0	69,227	1,750	3,141	74,118	7.1%	89,036	83%
EBS	1311	Student Counseling & Personnel Svcs	Assoc Professor	2	Contract Renewable	.60	40,935	0	40,935	1,650	0	42,585	4.0%	44,137	96%
EBS	1311	Student Counseling & Personnel Svcs	Asst Professor	6	Tenure Track	1.00	54,000	3,000	57,000	1,200	0	58,200	7.8%	67,238	87%
EBS	1311	Student Counseling & Personnel Svcs	Asst Professor	5	Contract Renewable	1.00	52,000	0	52,000	1,200	4,084	57,284	10.2%	68,813	83%
EBS	1311	Student Counseling & Personnel Svcs	Professor	8	Tenured	1.00	77,570	0	77,570	1,750	3,388	82,708	6.6%	99,355	83%
EBS	1311	Student Counseling & Personnel Svcs	Professor	3	Tenured	1.00	67,280	0	67,280	1,750	9,415	78,445	16.6%	94,234	83%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	11	Tenured	1.00	61,486	0	61,486	1,650	0	63,136	2.7%	71,104	89%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	4	Tenured	1.00	58,974	0	58,974	1,650	0	60,624	2.8%	66,364	91%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	4	Tenured	.60	35,384	0	35,384	1,650	0	37,034			
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	6	Contract Renewable	1.00	51,000	0	51,000	1,200	1,024	53,224	4.4%	63,937	83%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	5	Contract Renewable	1.00	56,257	0	56,257	1,200	0	57,457	2.1%	63,310	91%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor	3	Contract Renewable	1.00	51,000	0	51,000	1,200	0	52,200	2.4%	62,056	84%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	6	Tenured	1.00	67,719	0	67,719	1,750	0	69,469	2.6%	82,372	84%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	5	Tenured	1.00	66,681	0	66,681	1,750	0	68,431	2.6%	81,505	84%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	11	Tenured	1.00	63,463	0	63,463	1,650	1,330	66,443	4.7%	79,817	83%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor	8	Tenured	1.00	60,989	0	60,989	1,650	1,906	64,545	5.8%	77,536	83%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Asst Professor	8	Tenure Track	1.00	52,667	0	52,667	1,200	0	53,867	2.3%	63,516	85%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Professor	7	Tenured	1.00	104,125	0	104,125	1,750	0	105,875	1.7%	86,872	122%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Professor	2	Tenured	1.00	65,107	0	65,107	1,750	1,693	68,550	5.3%	82,348	83%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	6	Tenure Track	1.00	80,346	0	80,346	1,650	0	81,996	2.1%	70,984	116%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	4	Tenure Track	1.00	62,000	0	62,000	1,200	0	63,200	1.9%	63,491	100%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	6	Tenured	1.00	78,025	0	78,025	1,750	0	79,775	2.2%	85,825	93%
EBS	1601	Linguistic, Comp & Rel Studies & Svcs	Sr Lecturer	5	Contract Renewable	1.00	47,280	0	47,280	1,000	0	48,280	2.1%	52,002	93%
EBS	2705	Statistics	Asst Professor	5	Tenure Track	1.00	59,000	0	59,000	1,200	0	60,200	2.0%	60,888	99%
EBS	2705	Statistics	Professor	5	Tenured	1.00	78,373	0	78,373	1,750	4,933	85,056	8.5%	102,175	83%
EBS	3105	Health & Physical Education/Fitness	Asst Professor	6	Tenure Track	1.00	55,449	3,000	58,449	1,200	0	59,649	7.6%	65,024	92%
EBS	4227	Research and Experimental Psychology	Assoc Professor	15	Tenured	1.00	78,041	0	78,041	1,650	0	79,691	2.1%	86,596	92%
EBS	4227	Research and Experimental Psychology	Assoc Professor	4	Tenured	1.00	60,000	0	60,000	1,650	3,162	64,812	8.0%	77,857	83%
EBS	4227	Research and Experimental Psychology	Assoc Professor	2	Tenure Track	1.00	58,876	0	58,876	1,650	2,963	63,489	7.8%	76,268	83%
EBS	4227	Research and Experimental Psychology	Asst Professor	5	Tenure Track	1.00	56,000	0	56,000	1,200	84	57,284	2.3%	68,813	83%
EBS	4227	Research and Experimental Psychology	Asst Professor	4	Tenure Track	1.00	60,000	0	60,000	1,200	0	61,200	2.0%	68,132	90%
EBS	4227	Research and Experimental Psychology	Professor	23	Tenured	1.00	100,089	0	100,089	1,750	0	101,839	1.7%	110,369	92%
EBS	4227	Research and Experimental Psychology	Professor	17	Tenured	1.00	94,429	0	94,429	1,750	0	96,179	1.9%	104,457	92%

College	CIP Code	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY21 Base Salary	Promotion Increase	FY22 Beginning Salary	Flat Increase	Parity Increase	FY22 Final Salary	FY22 Overall % Salary Increase	FY21 CUPA Med Adj for YIR	FY21 Final Salary % of Adj CUPA Med
EBS	4227	Research and Experimental Psychology	Professor	14	Tenured	1.00	91,605	0	91,605	1,750	0	93,355	1.9%	101,500	92%
EBS	4227	Research and Experimental Psychology	Professor	12	Tenured	1.00	89,817	0	89,817	1,750	0	91,567	1.9%	99,529	92%
EBS	4227	Research and Experimental Psychology	Professor	5	Tenured	1.00	77,783	0	77,783	1,750	0	79,533	2.2%	92,631	86%
EBS	4227	Research and Experimental Psychology	Professor	5	Tenured	1.00	77,783	0	77,783	1,750	0	79,533	2.2%	92,631	86%
EBS	4227	Research and Experimental Psychology	Professor	4	Tenured	1.00	69,698	0	69,698	1,750	4,843	76,291	9.5%	91,646	83%
EBS	4227	Research and Experimental Psychology	Sr Lecturer	7	Contract Renewable	1.00	51,706	0	51,706	1,000	0	52,706	1.9%	52,779	100%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	6	Tenured	1.00	60,117	0	60,117	1,650	0	61,767	2.7%	73,561	84%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	5	Tenured	1.00	65,297	5,000	70,297	1,650	0	71,947	10.2%	75,860	95%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	4	Tenured	1.00	60,000	0	60,000	1,650	3,162	64,812	8.0%	77,857	83%
EBS	4228	Clinical, Counseling and Applied Psychology	Assoc Professor	2	Tenure Track	1.00	58,003	0	58,003	1,650	1,583	61,236	5.6%	73,561	83%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	5	Contract Renewable	1.00	56,000	0	56,000	1,200	84	57,284	2.3%	68,813	83%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor	5	Tenure Track	1.00	54,000	3,000	57,000	1,200	0	58,200	7.8%	66,579	87%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	25	Tenured	1.00	91,902	0	91,902	1,750	3,551	97,203	5.8%	70,061	139%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	17	Tenured	1.00	85,158	0	85,158	1,750	3,474	90,382	6.1%	108,574	83%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	16	Tenured	1.00	87,062	0	87,062	1,750	717	89,529	2.8%	107,549	83%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	9	Tenured	1.00	84,836	0	84,836	1,750	0	86,586	2.1%	96,573	90%
EBS	4228	Clinical, Counseling and Applied Psychology	Professor	5	Tenured	1.00	73,384	0	73,384	1,750	5,016	80,150	9.2%	96,282	83%
EBS	4501	General Social Sciences	Assoc Professor	2	Tenured	1.00	62,000	0	62,000	1,650	0	63,650	2.7%	52,086	122%
EBS	4501	General Social Sciences	Asst Professor	5	Tenure Track	1.00	59,000	0	59,000	1,200	0	60,200	2.0%	60,888	99%
EBS	4501	General Social Sciences	Asst Professor	4	Contract Renewable	1.00	55,000	0	55,000	1,200	10,554	66,754	21.4%	80,190	83%
EBS	4501	General Social Sciences	Professor	11	Tenured	.60	50,677	0	50,677	1,750	1,864	54,291	7.1%	108,697	83%
HSS	0501	Area Studies	Professor	17	Tenured	1.00	96,952	0	96,952	1,750	1,994	100,696	3.9%	120,964	83%
HSS	0502	Ethnic, Cultural Minority , Gender, and Group Studies	Assoc Professor	5	Tenured	1.00	60,147	0	60,147	1,650	1,056	62,853	4.5%	75,503	83%
HSS	0901	Communication & Media Studies	Assoc Professor	5	Tenure Track	1.00	55,119	0	55,119	1,650	3,442	60,211	9.2%	72,330	83%
HSS	0901	Communication & Media Studies	Professor	20	Tenured	1.00	95,865	0	95,865	1,750	0	97,615	1.8%	101,096	97%
HSS	0901	Communication & Media Studies	Professor	19	Tenured	1.00	94,916	0	94,916	1,750	0	96,666	1.8%	100,169	97%
HSS	0901	Communication & Media Studies	Professor	14	Tenured	1.00	84,347	0	84,347	1,750	0	86,097	2.1%	95,531	90%
HSS	0901	Communication & Media Studies	Professor	13	Tenured	1.00	83,487	0	83,487	1,750	0	85,237	2.1%	94,604	90%
HSS	0901	Communication & Media Studies	Professor	8	Tenured	1.00	79,155	0	79,155	1,750	0	80,905	2.2%	89,967	90%
HSS	0901	Communication & Media Studies	Professor	7	Tenured	1.00	76,383	0	76,383	1,750	0	78,133	2.3%	89,039	88%
HSS	0901	Communication & Media Studies	Sr Lecturer	5	Contract Renewable	1.00	46,359	0	46,359	1,000	0	47,359	2.2%	52,442	90%
HSS	0901	Communication & Media Studies	Sr Lecturer	4	Contract Renewable	1.00	44,188	0	44,188	1,000	0	45,188	2.3%	51,912	87%
HSS	0904	Journalism	Assoc Professor	7	Contract Renewable	1.00	62,649	0	62,649	1,650	0	64,299	2.6%	70,323	91%
HSS	0904	Journalism	Asst Professor	6	Tenure Track	1.00	55,550	3,000	58,550	1,200	0	59,750	7.6%	63,074	95%
HSS	0904	Journalism	Asst Professor	4	Contract Renewable	1.00	55,000	0	55,000	1,200	0	56,200	2.2%	61,837	91%
HSS	0904	Journalism	Professor	6	Tenured	1.00	73,343	0	73,343	1,750	0	75,093	2.4%	87,870	85%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	7	Contract Renewable	1.00	58,817	0	58,817	1,650	0	60,467	2.8%	71,694	84%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	6	Tenured	1.00	58,107	5,000	63,107	1,650	0	64,757	11.4%	70,984	91%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	5	Tenured	1.00	82,000	0	82,000	1,650	0	83,650	2.0%	70,274	119%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	4	Tenured	1.00	58,106	0	58,106	1,650	0	59,756	2.8%	69,564	86%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	3	Tenured	1.00	57,000	0	57,000	1,650	0	58,650	2.9%	68,854	85%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Assoc Professor	2	Tenured	1.00	57,000	0	57,000	1,650	0	58,650	2.9%	68,145	86%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	6	Tenure Track	1.00	53,530	3,000	56,530	1,200	0	57,730	7.8%	64,761	89%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	3	Tenure Track	1.00	47,500	0	47,500	1,200	3,625	52,325	10.2%	62,856	83%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Asst Professor	2	Tenure Track	1.00	53,000	0	53,000	1,200	0	54,200	2.3%	62,221	87%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	17	Tenured	1.00	80,868	0	80,868	1,750	0	82,618	2.2%	95,763	86%
HSS	1601	Linguistic, Comp & Rel Studies & Svcs	Professor	8	Tenured	1.00	75,558	0	75,558	1,750	0	77,308	2.3%	87,632	88%
HSS	2301	General English Language and Literature	Assoc Professor	12	Tenured	.50	31,579	0	31,579	825	0	32,404	2.6%	74,953	86%
HSS	2301	General English Language and Literature	Assoc Professor	8	Tenured	1.00	57,718	0	57,718	1,650	672	60,040	4.0%	72,124	83%
HSS	2301	General English Language and Literature	Assoc Professor	7	Tenured	1.00	57,343	5,000	62,343	1,650	0	63,993	11.6%	71,417	90%
HSS	2301	General English Language and Literature	Assoc Professor	4	Tenured	1.00	56,195	0	56,195	1,650	0	57,845	2.9%	69,296	83%
HSS	2301	General English Language and Literature	Assoc Professor	2	Tenured	1.00	56,000	0	56,000	1,650	0	57,650	2.9%	67,882	85%
HSS	2301	General English Language and Literature	Assoc Professor	2	Tenured	1.00	56,000	0	56,000	1,650	0	57,650	2.9%	67,882	85%
HSS	2301	General English Language and Literature	Asst Professor	6	Tenure Track	1.00	52,520	0	52,520	1,200	0	53,720	2.3%	63,130	85%
HSS	2301	General English Language and Literature	Asst Professor	4	Tenure Track	1.00	52,000	0	52,000	1,200	0	53,200	2.3%	61,892	86%
HSS	2301	General English Language and Literature	Asst Professor	3	Contract Renewable	1.00	52,000	0	52,000	1,200	0	53,200	2.3%	61,273	87%

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HSS	2301	General English Language and Literature	Asst Professor	2	Tenure Track	1.00	53,500	0	53,500	1,200	0	54,700	2.2%	60,654	90%
HSS	2301	General English Language and Literature	Asst Professor	1	Tenure Track	1.00	42,000	0	42,000	1,000	1,000	44,000	4.8%	43,648	101%
HSS	2301	General English Language and Literature	Instructor	3	Contract Renewable	1.00	42,000	0	42,000	1,000	0	43,000	2.4%	43,648	99%
HSS	2301	General English Language and Literature	Instructor	3	Contract Renewable	1.00	42,000	0	42,000	1,000	0	43,000	2.4%	43,648	99%
HSS	2301	General English Language and Literature	Instructor	2	Contract Renewable	1.00	42,000	0	42,000	1,000	0	43,000	2.4%	43,193	100%
HSS	2301	General English Language and Literature	Lecturer	4	Contract Renewable	1.00	39,000	0	39,000	1,000	0	40,000	2.6%	44,558	90%
HSS	2301	General English Language and Literature	Professor	21	Tenured	1.00	90,914	0	90,914	1,750	0	92,664	1.9%	97,999	95%
HSS	2301	General English Language and Literature	Professor	16	Tenured	1.00	87,417	0	87,417	1,750	0	89,167	2.0%	56,127	159%
HSS	2301	General English Language and Literature	Professor	13	Tenured	1.00	78,768	0	78,768	1,750	0	80,518	2.2%	90,872	89%
HSS	2301	General English Language and Literature	Professor	13	Tenured	1.00	78,768	0	78,768	1,750	0	80,518	2.2%	90,872	89%
HSS	2301	General English Language and Literature	Professor	6	Tenured	1.00	70,145	0	70,145	1,750	0	71,895	2.5%	84,636	85%
HSS	2301	General English Language and Literature	Professor	4	Tenured	1.00	65,977	0	65,977	1,750	1,245	68,972	4.5%	82,854	83%
HSS	2301	General English Language and Literature	Professor	4	Tenured	1.00	77,000	0	77,000	1,750	0	78,750	2.3%	82,854	95%
HSS	2613	Ecology, Evolution & Population	Asst Professor	5	Tenure Track	1.00	56,000	0	56,000	1,200	1,151	58,351	4.2%	70,096	83%
HSS	3801	Philosophy	Asst Professor	5	Tenure Track	1.00	52,000	0	52,000	1,200	0	53,200	2.3%	63,425	84%
HSS	3801	Philosophy	Asst Professor	4	Contract Renewable	1.00	52,000	0	52,000	1,200	0	53,200	2.3%	62,797	85%
HSS	3802	Religion/Religious Studies	Professor	5	Tenured	1.00	126,396	0	126,396	1,750	0	128,146	1.4%	82,767	155%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	5	Tenured	1.00	60,533	0	60,533	1,650	0	62,183	2.7%	73,579	85%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	3	Tenured	1.00	58,003	0	58,003	1,650	360	60,013	3.5%	72,092	83%
HSS	4301	Criminal Justice & Corrections	Asst Professor	16	Contract Renewable	1.00	58,233	0	58,233	1,200	0	59,433	2.1%	67,991	87%
HSS	4301	Criminal Justice & Corrections	Asst Professor	6	Contract Renewable	1.00	50,000	0	50,000	1,200	345	51,545	3.1%	61,920	83%
HSS	4301	Criminal Justice & Corrections	Asst Professor	6	Tenure Track	1.00	56,737	3,000	59,737	1,200	0	60,937	7.4%	61,920	98%
HSS	4301	Criminal Justice & Corrections	Instructor	2	Contract Renewable	1.00	50,000	0	50,000	1,000	0	51,000	2.0%	47,417	108%
HSS	4301	Criminal Justice & Corrections	Professor	17	Tenured	1.00	95,960	0	95,960	1,750	0	97,710	1.8%	104,335	94%
HSS	4502	Anthropology	Assoc Professor	5	Tenured	1.00	57,023	0	57,023	1,650	1,207	59,880	5.0%	71,932	83%
HSS	4502	Anthropology	Assoc Professor	4	Tenured	1.00	56,993	0	56,993	1,650	632	59,275	4.0%	71,206	83%
HSS	4502	Anthropology	Assoc Professor	2	Tenured	1.00	56,500	0	56,500	1,650	0	58,150	2.9%	69,753	83%
HSS	4502	Anthropology	Asst Professor	4	Tenure Track	1.00	53,500	0	53,500	1,200	0	54,700	2.2%	63,040	87%
HSS	4502	Anthropology	Professor	3	Tenured	1.00	87,474	0	87,474	1,750	0	89,224	2.0%	86,530	103%
HSS	4502	Anthropology	Professor	2	Tenured	1.00	66,438	0	66,438	1,750	3,061	71,249	7.2%	85,589	83%
HSS	4502	Anthropology	Sr Lecturer	6	Contract Renewable	1.00	41,127	0	41,127	1,000	902	43,029	4.6%	51,690	83%
HSS	4506	Economics	Asst Professor	11	Contract Renewable	1.00	78,123	0	78,123	1,200	1,642	80,964	3.6%	78,087	104%
HSS	4506	Economics	Asst Professor	4	Tenure Track	1.00	79,500	0	79,500	1,200	0	80,700	1.5%	92,084	88%
HSS	4506	Economics	Professor	6	Tenure Track	1.00	100,809	0	100,809	1,750	0	102,559	1.7%	115,328	89%
HSS	4506	Economics	Professor	4	Tenured	1.00	91,049	0	91,049	1,750	1,185	93,984	3.2%	112,900	83%
HSS	4506	Economics		2	Contract Renewable	1.00	75,000	0	75,000	1,200	0	76,200	1.6%	90,242	84%
HSS	4507	Geography & Cartography	Assoc Professor	13	Tenured	1.00	66,186	5,000	71,186	1,650	0	72,836	10.0%	80,584	90%
HSS	4507	Geography & Cartography	Assoc Professor	3	Tenured	1.00	59,035	0	59,035	1,650	128	60,813	3.0%	73,053	83%
HSS	4507	Geography & Cartography	Asst Professor	5	Tenure Track	1.00	56,000	0	56,000	1,200	0	57,200	2.1%	67,141	85%
HSS	4507	Geography & Cartography	Professor	17	Tenured	1.00	86,424	0	86,424	1,750	935	89,109	3.1%	107,044	83%
HSS	4507	Geography & Cartography	Professor	14	Tenured	1.00	83,943	0	83,943	1,750	894	86,587	3.1%	104,015	83%
HSS	4507	Geography & Cartography	Professor	4	Tenured	.60	44,400	0	44,400	1,750	758	46,908	5.6%	93,916	83%
HSS	4510	Political Science & Government	Assoc Professor	6	Tenured	1.00	61,190	0	61,190	1,650	0	62,840	2.7%	72,704	86%
HSS	4510	Political Science & Government	Asst Professor	4	Tenure Track	1.00	54,500	3,000	57,500	1,200	0	58,700	7.7%	64,350	91%
HSS	4510	Political Science & Government	Asst Professor	1	Tenure Track	1.00	48,000	0	48,000	1,000	1,000	50,000	4.2%	46,227	108%
HSS	4510	Political Science & Government	Professor	23	Tenured	1.00	95,847	0	95,847	1,750	0	97,597	1.8%	104,181	94%
HSS	4510	Political Science & Government	Professor	8	Tenured	1.00	82,359	0	82,359	1,750	0	84,109	2.1%	90,228	93%
HSS	4511	Sociology	Assoc Professor	4	Tenured	1.00	57,115	0	57,115	1,650	939	59,704	4.5%	71,721	83%
HSS	4511	Sociology	Asst Professor	5	Tenure Track	1.00	52,000	0	52,000	1,200	0	53,200	2.3%	63,756	83%
HSS	4511	Sociology	Lecturer	9	Contract Renewable	1.00	46,000	2,000	48,000	1,000	0	49,000	6.5%	45,413	108%
HSS	4511	Sociology	Professor	19	Tenured	1.00	90,492	0	90,492	1,750	0	92,242	1.9%	104,464	88%
HSS	4511	Sociology	Professor	5	Tenured	1.00	74,597	0	74,597	1,750	0	76,347	2.3%	90,922	84%
HSS	4511	Sociology	Professor	3	Tenured	1.00	67,038	0	67,038	1,750	5,290	74,078	10.5%	88,988	83%
HSS	4511	Sociology	Sr Lecturer	4	Contract Renewable	1.00	48,049	0	48,049	1,000	0	49,049	2.1%	47,996	102%
HSS	5401	History	Assoc Professor	8	Tenured	1.00	59,435	5,000	64,435	1,650	0	66,085	11.2%	72,655	91%
HSS	5401	History	Assoc Professor	5	Tenured	1.00	57,830	0	57,830	1,650	0	59,480	2.9%	70,518	84%

College	CIP Code	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY21 Base Salary	Promotion Increase	FY22 Beginning Salary	Flat Increase	Parity Increase	FY22 Final Salary	FY22 Overall % Salary Increase	FY21 CUPA Med Adj for YIR	FY21 Final Salary % of Adj CUPA Med
HSS	5401	History	Assoc Professor	5	Tenured	1.00	57,830	0	57,830	1,650	0	59,480	2.9%	70,518	84%
HSS	5401	History	Asst Professor	6	Tenure Track	1.00	52,520	3,000	55,520	1,200	0	56,720	8.0%	60,963	93%
HSS	5401	History	Asst Professor	4	Tenure Track	1.00	52,000	0	52,000	1,200	0	53,200	2.3%	59,768	89%
HSS	5401	History	Lecturer	3	Contract Renewable	1.00	38,000	0	38,000	1,000	0	39,000	2.6%	42,371	92%
HSS	5401	History	Professor	23	Tenured	1.00	91,024	0	91,024	1,750	0	92,774	1.9%	101,496	91%
HSS	5401	History	Professor	18	Tenured	1.00	86,688	0	86,688	1,750	0	88,438	2.0%	96,964	91%
HSS	5401	History	Professor	16	Tenured	1.00	84,956	0	84,956	1,750	0	86,706	2.1%	95,152	91%
HSS	5401	History	Professor	3	Tenured	.60	39,219	0	39,219	1,750	672	41,641	6.2%	83,371	83%
HSS	5401	History	Professor	2	Tenured	1.00	64,434	0	64,434	1,750	2,464	68,648	6.5%	82,465	83%
LIB	2501	Library Science and Administration	Assoc Professor	13	Tenured	1.00	69,340	0	69,340	1,650	0	70,990	2.4%	77,981	91%
LIB	2501	Library Science and Administration	Assoc Professor	3	Tenured	1.00	60,636	0	60,636	1,650	0	62,286	2.7%	70,761	88%
LIB	2501	Library Science and Administration	Assoc Professor	3	Tenured	1.00	67,640	0	67,640	1,650	0	69,290	2.4%	70,761	98%
LIB	2501	Library Science and Administration	Assoc Professor	2	Tenure Track	1.00	59,000	0	59,000	1,650	0	60,650	2.8%	70,039	87%
LIB	2501	Library Science and Administration	Asst Professor	8	Tenure Track	1.00	56,821	3,000	59,821	1,200	0	61,021	7.4%	62,879	97%
LIB	2501	Library Science and Administration	Asst Professor	7	Tenure Track	1.00	56,290	0	56,290	1,200	0	57,490	2.1%	62,879	91%
LIB	2501	Library Science and Administration	Asst Professor	6	Tenure Track	1.00	55,804	0	55,804	1,200	0	57,004	2.2%	62,879	91%
LIB	2501	Library Science and Administration	Asst Professor	5	Tenure Track	1.00	55,045	0	55,045	1,200	0	56,245	2.2%	62,269	90%
LIB	2501	Library Science and Administration	Asst Professor	3	Tenure Track	1.00	55,000	0	55,000	1,200	0	56,200	2.2%	61,048	92%
LIB	2501	Library Science and Administration	Asst Professor	2	Tenure Track	1.00	61,000	0	61,000	1,200	0	62,200	2.0%	60,438	103%
LIB	2501	Library Science and Administration	Asst Professor	1	Tenure Track	1.00	58,000	0	58,000	1,200	0	59,200	2.1%	59,827	99%
LIB	2501	Library Science and Administration	Lecturer	7	Contract Renewable	1.00	39,343	0	39,343	1,000	1,125	41,468	5.4%	49,815	83%
LIB	2501	Library Science and Administration	Lecturer	7	Contract Renewable	.50	19,874	0	19,874	500	361	20,735	4.3%	24,908	83%
LIB	2501	Library Science and Administration	Professor	5	Tenured	1.00	75,890	0	75,890	1,750	0	77,640	2.3%	80,660	96%
LIB	2501	Library Science and Administration	Professor	4	Tenured	1.00	75,702	0	75,702	1,750	0	77,452	2.3%	79,811	97%
LIB	2501	Library Science and Administration	Professor	4	Tenured	1.00	75,702	0	75,702	1,750	0	77,452	2.3%	79,811	97%
LIB	2501	Library Science and Administration	Professor	2	Tenured	1.00	73,098	0	73,098	1,750	0	74,848	2.4%	78,113	96%
MCB	5202	Business Admin, Mgt & Operations	Assoc Professor	11	Tenured	1.00	109,370	0	109,370	1,650	0	111,020	1.5%	127,787	87%
MCB	5202	Business Admin, Mgt & Operations	Assoc Professor	4	Tenured	1.00	107,500	0	107,500	1,650	0	109,150	1.5%	71,561	153%
MCB	5202	Business Admin, Mgt & Operations	Asst Professor	3	Tenure Track	1.00	107,500	0	107,500	1,200	0	108,700	1.1%	116,065	94%
MCB	5202	Business Admin, Mgt & Operations	Professor	15	Tenured	1.00	175,531	0	175,531	1,750	0	177,281	1.0%	148,705	119%
MCB	5202	Business Admin, Mgt & Operations	Professor	4	Tenured	1.00	119,699	0	119,699	1,750	0	121,449	1.5%	132,977	91%
MCB	5202	Business Admin, Mgt & Operations	Professor	2	Tenured	1.00	119,699	0	119,699	1,750	0	121,449	1.5%	130,117	93%
MCB	5203	Accounting & Related Svcs	Assoc Professor	9	Tenured	1.00	138,771	0	138,771	1,650	0	140,421	1.2%	142,108	99%
MCB	5203	Accounting & Related Svcs	Assoc Professor	7	Tenured	1.00	115,103	0	115,103	1,750	0	116,853	1.5%	136,889	85%
MCB	5203	Accounting & Related Svcs	Asst Professor	5	Tenure Track	1.00	140,000	3,000	143,000	1,200	0	144,200	3.0%	135,677	106%
MCB	5203	Accounting & Related Svcs	Asst Professor	4	Tenure Track	1.00	140,000	3,000	143,000	1,200	0	144,200	3.0%	134,334	107%
MCB	5203	Accounting & Related Svcs	Professor	4	Tenured	1.00	142,905	0	142,905	1,750	0	144,655	1.2%	139,897	103%
MCB	5208	Finance & Financial Mgt Svcs	Asst Professor	4	Tenure Track	1.00	127,000	0	127,000	1,200	0	128,200	0.9%	133,258	96%
MCB	5208	Finance & Financial Mgt Svcs	Professor	15	Tenured	1.00	141,505	0	141,505	1,750	0	143,255	1.2%	151,064	95%
MCB	5208	Finance & Financial Mgt Svcs	Professor	11	Tenured	1.00	135,910	0	135,910	1,750	0	137,660	1.3%	145,254	95%
MCB	5208	Finance & Financial Mgt Svcs	Professor	5	Tenured	1.00	131,805	0	131,805	1,750	0	133,555	1.3%	81,923	163%
MCB	5212	Mgt Information Sys & Svcs	Asst Professor	3	Tenure Track	1.00	107,000	0	107,000	1,200	0	108,200	1.1%	117,956	92%
MCB	5212	Mgt Information Sys & Svcs	Professor	22	Tenured	1.00	133,021	0	133,021	1,750	0	134,771	1.3%	147,395	91%
MCB	5212	Mgt Information Sys & Svcs	Sr Lecturer	5	Contract Renewable	.70	47,923	0	47,923	1,000	0	48,923	2.1%	69,986	100%
MCB	5214	Marketing	Asst Professor	6	Tenure Track	1.00	107,842	3,000	110,842	1,200	0	112,042	3.9%	125,031	90%
MCB	5214	Marketing	Professor	23	Tenured	1.00	139,521	0	139,521	1,750	0	141,271	1.3%	155,689	91%
MCB	5214	Marketing	Professor	19	Tenured	1.00	134,342	0	134,342	1,750	0	136,092	1.3%	150,129	91%
MCB	5214	Marketing	Professor	17	Tenured	1.00	130,991	0	130,991	1,750	0	132,741	1.3%	147,348	90%
MCB	5299	Other Business	Professor	4	Tenured	1.00	127,000	0	127,000	1,750	0	128,750	1.4%	96,933	133%
NHS	1107	Computer Science	Assoc Professor	2	Tenured	1.00	86,000	0	86,000	1,650	0	87,650	1.9%	95,704	92%
NHS	1107	Computer Science	Lecturer	8	Contract Renewable	1.00	55,827	0	55,827	1,000	0	56,827	1.8%	62,415	91%
NHS	1905	Foods, Nutrition & Related Svcs	Assoc Professor	2	Tenured	1.00	58,248	0	58,248	1,650	3,604	63,502	9.0%	76,284	83%
NHS	1905	Foods, Nutrition & Related Svcs	Assoc Professor	2	Tenured	1.00	71,581	0	71,581	1,650	0	73,231	2.3%	76,284	96%
NHS	1905	Foods, Nutrition & Related Svcs	Instructor	7	Contract Renewable	1.00	50,643	0	50,643	1,000	1,805	53,448	5.5%	64,205	83%
NHS	1905	Foods, Nutrition & Related Svcs	Lecturer	5	Contract Renewable	1.00	46,500	0	46,500	1,000	0	47,500	2.2%	50,347	94%
NHS	1905	Foods, Nutrition & Related Svcs	Lecturer	4	Contract Renewable	.50	30,500	0	30,500	1,000	0	31,500	3.3%	24,919	126%

College	CIP Code	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY21 Base Salary	Promotion Increase	FY22 Beginning Salary	Flat Increase	Parity Increase	FY22 Final Salary	FY22 Overall % Salary Increase	FY21 CUPA Med Adj for YIR	FY21 Final Salary % of Adj CUPA Med
NHS	1905	Foods, Nutrition & Related Svcs	Professor	4	Tenured	1.00	73,865	0	73,865	1,750	0	75,615	2.4%	90,876	83%
NHS	1907	Human Dev, Family Studies & Rel Svcs	Assoc Professor	5	Tenured	1.00	63,650	0	63,650	1,650	0	65,300	2.6%	75,286	87%
NHS	1907	Human Dev, Family Studies & Rel Svcs	Assoc Professor	5	Tenure Track	1.00	65,500	0	65,500	1,650	0	67,150	2.5%	75,286	89%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	15	Tenured	1.00	78,981	0	78,981	1,650	0	80,631	2.1%	89,375	90%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	11	Tenured	1.00	75,943	0	75,943	1,650	0	77,593	2.2%	86,095	90%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	7	Tenured	1.00	71,292	0	71,292	1,650	0	72,942	2.3%	82,815	88%
NHS	2609	Physiology, Pathology & Related	Assoc Professor	2	Tenured	1.00	64,610	0	64,610	1,650	0	66,260	2.6%	78,715	84%
NHS	2609	Physiology, Pathology & Related	Asst Professor	6	Tenure Track	1.00	61,610	0	61,610	1,200	0	62,810	1.9%	68,999	91%
NHS	2609	Physiology, Pathology & Related	Asst Professor	4	Tenure Track	1.00	60,000	0	60,000	1,200	0	61,200	2.0%	67,646	90%
NHS	2609	Physiology, Pathology & Related	Asst Professor	3	Contract Renewable	1.00	49,017	0	49,017	1,200	5,532	55,749	13.7%	66,970	83%
NHS	2609	Physiology, Pathology & Related	Professor	21	Tenured	1.00	121,864	0	121,864	1,750	0	123,614	1.4%	115,231	107%
NHS	2609	Physiology, Pathology & Related	Professor	2	Tenure Track	1.00	77,019	0	77,019	1,750	586	79,355	3.0%	95,327	83%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	6	Tenured	1.00	67,670	0	67,670	1,650	0	69,320	2.4%	81,074	86%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	4	Tenure Track	1.00	61,885	0	61,885	1,650	2,605	66,140	6.9%	79,453	83%
NHS	2613	Ecology, Evolution & Population	Assoc Professor	3	Tenured	1.00	66,167	0	66,167	1,650	0	67,817	2.5%	78,642	86%
NHS	2613	Ecology, Evolution & Population	Professor	8	Tenured	1.00	92,034	0	92,034	1,750	0	93,784	1.9%	92,681	101%
NHS	2613	Ecology, Evolution & Population	Professor	4	Contract Renewable	1.00	75,774	0	75,774	1,750	0	77,524	2.3%	88,859	87%
NHS	2613	Ecology, Evolution & Population	Professor	4	Contract Renewable	1.00	78,051	0	78,051	1,750	0	79,801	2.2%	88,859	90%
NHS	2613	Ecology, Evolution & Population	Professor	4	Tenured	1.00	78,630	0	78,630	1,750	0	80,380	2.2%	88,859	90%
NHS	2613	Ecology, Evolution & Population	Professor	2	Tenured	1.00	73,128	0	73,128	1,750	0	74,878	2.4%	86,948	86%
NHS	2701	Mathematics	Assoc Professor	5	Tenured	1.00	66,464	0	66,464	1,650	0	68,114	2.5%	76,513	89%
NHS	2701	Mathematics	Assoc Professor	5	Tenured	1.00	66,464	0	66,464	1,650	0	68,114	2.5%	76,513	89%
NHS	2701	Mathematics	Assoc Professor	5	Tenured	1.00	71,033	0	71,033	1,650	0	72,683	2.3%	76,513	95%
NHS	2701	Mathematics	Assoc Professor	4	Tenured	1.00	62,372	0	62,372	1,650	0	64,022	2.6%	75,740	85%
NHS	2701	Mathematics	Asst Professor	5	Tenure Track	1.00	62,000	0	62,000	1,200	0	63,200	1.9%	68,850	92%
NHS	2701	Mathematics	Professor	15	Tenured	1.00	87,340	0	87,340	1,750	0	89,090	2.0%	107,338	83%
NHS	2701	Mathematics	Professor	10	Tenured	1.00	83,176	0	83,176	1,750	0	84,926	2.1%	93,649	91%
NHS	2701	Mathematics	Professor	9	Tenured	1.00	83,176	0	83,176	1,750	0	84,926	2.1%	92,703	92%
NHS	2701	Mathematics	Professor	6	Tenured	1.00	78,049	0	78,049	1,750	0	79,799	2.2%	89,865	89%
NHS	2701	Mathematics	Professor	4	Tenured	1.00	78,000	0	78,000	1,750	0	79,750	2.2%	87,973	91%
NHS	2701	Mathematics	Sr Lecturer	7	Contract Renewable	1.00	43,069	0	43,069	1,000	574	44,643	3.7%	53,628	83%
NHS	2701	Mathematics	Sr Lecturer	7	Contract Renewable	1.00	43,069	0	43,069	1,000	574	44,643	3.7%	53,628	83%
NHS	3101	Parks, Recreation & Leisure Studies	Assoc Professor	10	Tenured	1.00	65,109	0	65,109	1,650	0	66,759	2.5%	75,104	89%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	5	Tenured	1.00	63,037	0	63,037	1,650	1,000	65,687	4.2%	73,891	89%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	4	Tenured	1.00	63,964	0	63,964	1,650	0	65,614	2.6%	73,144	90%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	4	Tenured	1.00	63,964	0	63,964	1,650	0	65,614	2.6%	73,144	90%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	4	Tenured	1.00	63,964	0	63,964	1,650	0	65,614	2.6%	73,144	90%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	1	Tenure Track	1.00	57,000	3,000	60,000	1,200	0	61,200	7.4%	65,024	94%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	1	Tenure Track	1.00	57,000	3,000	60,000	1,200	0	61,200	7.4%	64,386	95%
NHS	3105	Health & Physical Education/Fitness	Assoc Professor	1	Tenure Track	1.00	57,000	3,000	60,000	1,200	0	61,200	7.4%	64,386	95%
NHS	3105	Health & Physical Education/Fitness	Professor	24	Tenured	1.00	94,066	0	94,066	1,750	0	95,816	1.9%	108,957	88%
NHS	3105	Health & Physical Education/Fitness	Professor	21	Tenured	1.00	91,452	0	91,452	1,750	0	93,202	1.9%	106,064	88%
NHS	3105	Health & Physical Education/Fitness	Professor	13	Tenured	1.00	84,485	0	84,485	1,750	0	86,235	2.1%	98,350	88%
NHS	3105	Health & Physical Education/Fitness	Professor	12	Tenured	1.00	83,615	0	83,615	1,750	0	85,365	2.1%	97,386	88%
NHS	3105	Health & Physical Education/Fitness	Professor	4	Tenured	1.00	72,816	0	72,816	1,750	82	74,648	2.5%	89,672	83%
NHS	3105	Health & Physical Education/Fitness	Professor	4	Tenured	1.00	72,816	0	72,816	1,750	82	74,648	2.5%	89,672	83%
NHS	3105	Health & Physical Education/Fitness	Professor	4	Tenured	1.00	72,816	0	72,816	1,750	82	74,648	2.5%	89,672	83%
NHS	3105	Health & Physical Education/Fitness	Professor	4	Tenured	1.00	72,816	0	72,816	1,750	82	74,648	2.5%	89,672	83%
NHS	3105	Health & Physical Education/Fitness	Professor	3	Tenured	1.00	72,104	0	72,104	1,750	0	73,854	2.4%	88,708	83%
NHS	4002	Astronomy & Astrophysics	Assoc Professor	2	Tenured	1.00	63,202	0	63,202	1,650	2,145	66,997	6.0%	80,482	83%
NHS	4004	Atmospheric Sci & Meteorology	Assoc Professor	4	Tenured	1.00	65,372	0	65,372	1,650	2,219	69,241	5.9%	83,243	83%
NHS	4004	Atmospheric Sci & Meteorology	Assoc Professor	4	Tenured	.60	39,223	0	39,223	1,650	1,405	42,278	7.8%	84,647	83%
NHS	4004	Atmospheric Sci & Meteorology	Professor	6	Tenured	1.00	90,564	0	90,564	1,750	0	92,314	1.9%	90,261	102%
NHS	4004	Atmospheric Sci & Meteorology	Professor	4	Tenured	1.00	105,000	0	105,000	1,750	0	106,750	1.7%	88,361	121%
NHS	4005	Chemistry	Assoc Professor	2	Tenured	1.00	61,115	0	61,115	1,650	1,536	64,301	5.2%	77,243	83%
NHS	4005	Chemistry	Assoc Professor	1	Tenure Track	1.00	58,000	3,000	61,000	1,200	0	62,200	7.2%	67,687	92%
NHS	4005	Chemistry	Asst Professor	4	Tenure Track	1.00	56,000	0	56,000	1,200	0	57,200	2.1%	67,017	85%

College	CIP Code	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY21 Base Salary	Promotion Increase	FY22 Beginning Salary	Flat Increase	Parity Increase	FY22 Final Salary	FY22 Overall % Salary Increase	FY21 CUPA Med Adj for YIR	FY21 Final Salary % of Adj CUPA Med
NHS	4005	Chemistry	Asst Professor	4	Tenure Track	1.00	58,000	0	58,000	1,200	0	59,200	2.1%	67,017	88%
NHS	4005	Chemistry	Instructor	3	Contract Renewable	1.00	45,450	0	45,450	1,000	1,010	47,460	4.4%	47,814	99%
NHS	4005	Chemistry	Professor	17	Tenured	1.00	96,715	0	96,715	1,750	0	98,465	1.8%	107,156	92%
NHS	4005	Chemistry	Professor	11	Tenured	1.00	104,509	0	104,509	1,750	0	106,259	1.7%	101,091	105%
NHS	4005	Chemistry	Professor	6	Tenured	1.00	122,102	0	122,102	1,750	0	123,852	1.4%	96,036	129%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	11	Tenured	1.00	70,893	0	70,893	1,650	660	73,203	3.3%	87,936	83%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	9	Tenured	1.00	66,802	0	66,802	1,650	3,356	71,808	7.5%	86,261	83%
NHS	4006	Geological & Earth Sci/Geosciences	Asst Professor	5	Tenure Track	1.00	57,500	0	57,500	1,200	0	58,700	2.1%	70,260	84%
NHS	4006	Geological & Earth Sci/Geosciences	Professor	15	Tenured	1.00	114,678	0	114,678	1,750	0	116,428	1.5%	105,786	110%
NHS	4006	Geological & Earth Sci/Geosciences	Professor	4	Tenured	.60	43,490	0	43,490	1,750	2,008	47,248	8.6%	94,597	83%
NHS	4006	Geological & Earth Sci/Geosciences	Sr Lecturer	4	Contract Renewable	1.00	45,187	0	45,187	1,000	0	46,187	2.2%	54,246	85%
NHS	4008	Physics	Assoc Professor	2	Tenured	1.00	65,916	0	65,916	1,650	0	67,566	2.5%	77,627	87%
NHS	4008	Physics	Asst Professor	4	Tenure Track	1.00	59,000	0	59,000	1,200	0	60,200	2.0%	71,160	85%
NHS	4008	Physics	Lecturer	6	Contract Renewable	1.00	47,470	0	47,470	1,000	0	48,470	2.1%	52,530	92%
NHS	4008	Physics	Professor	23	Tenured	1.00	99,314	0	99,314	1,750	0	101,064	1.8%	113,625	89%
NHS	4008	Physics	Professor	4	Tenured	1.00	71,925	0	71,925	1,750	4,866	78,541	9.2%	94,349	83%
NHS	5102	Communication Disorders Sci & Svcs	Assoc Professor	5	Tenured	1.00	67,500	0	67,500	1,650	0	69,150	2.4%	76,009	91%
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	5	Contract Renewable	1.00	53,500	0	53,500	1,200	705	55,405	3.6%	66,557	83%
NHS	5102	Communication Disorders Sci & Svcs	Asst Professor	3	Tenure Track	1.00	65,000	0	65,000	1,200	0	66,200	1.8%	64,580	103%
NHS	5102	Communication Disorders Sci & Svcs	Instructor	6	Contract Renewable	1.00	47,139	0	47,139	1,000	336	48,475	2.8%	58,232	83%
NHS	5102	Communication Disorders Sci & Svcs	Instructor	4	Contract Renewable	1.00	44,000	0	44,000	1,000	2,506	47,506	8.0%	57,067	83%
NHS	5102	Communication Disorders Sci & Svcs	Instructor	1	Contract Renewable	1.00	43,295	0	43,295	1,000	4,665	48,960	13.1%	58,814	83%
NHS	5102	Communication Disorders Sci & Svcs	Professor	10	Tenured	1.00	86,967	0	86,967	1,750	0	88,717	2.0%	97,329	91%
NHS	5102	Communication Disorders Sci & Svcs	Professor	9	Tenured	1.00	86,042	0	86,042	1,750	0	87,792	2.0%	96,346	91%
NHS	5102	Communication Disorders Sci & Svcs	Professor	6	Tenured	1.00	75,153	0	75,153	1,750	845	77,748	3.5%	93,396	83%
NHS	5102	Communication Disorders Sci & Svcs	Professor	5	Tenured	1.00	74,312	0	74,312	1,750	867	76,929	3.5%	92,413	83%
NHS	5102	Communication Disorders Sci & Svcs	Professor	4	Tenured	1.00	68,763	0	68,763	1,750	5,598	76,111	10.7%	91,430	83%
NHS	5107	Health & Med Admin Svcs	Asst Professor	4	Tenure Track	1.00	59,500	0	59,500	1,200	2,982	63,682	7.0%	76,500	83%
NHS	5109	Allied Health Diag, Interv & Treat Profs	Sr Lecturer	8	Contract Renewable	1.00	54,000	0	54,000	1,000	0	55,000	1.9%	65,667	84%
NHS	5109	Allied Health Diag, Interv & Treat Profs	Sr Lecturer	8	Contract Renewable	1.00	61,437	0	61,437	1,000	0	62,437	1.6%	65,667	95%
NHS	5122	Public Health	Assoc Professor	5	Tenured	1.00	69,623	0	69,623	1,650	0	71,273	2.4%	84,898	84%
NHS	5122	Public Health	Professor	2	Tenured	1.00	83,566	0	83,566	1,750	0	85,316	2.1%	98,041	87%
NHS	5123	Rehabilitation & Therapeutic Professions	Asst Professor	5	Tenure Track	1.00	57,900	0	57,900	1,200	3,444	62,544	8.0%	75,132	83%
NHS	5123	Rehabilitation & Therapeutic Professions	Instructor	2	Contract Renewable	1.00	48,658	0	48,658	1,000	3,723	53,381	9.7%	64,125	83%
NHS	5123	Rehabilitation & Therapeutic Professions	Professor	4	Tenured	1.00	74,763	0	74,763	1,750	2,009	78,522	5.0%	94,326	83%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	5	Tenured	1.00	68,816	0	68,816	1,650	0	70,466	2.4%	83,042	85%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	4	Tenured	1.00	68,429	0	68,429	1,650	0	70,079	2.4%	82,203	85%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	4	Tenure Track	1.00	68,429	0	68,429	1,650	0	70,079	2.4%	82,203	85%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	3	Tenured	1.00	67,000	0	67,000	1,650	0	68,650	2.5%	81,365	84%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	2	Tenured	1.00	66,305	0	66,305	1,650	0	67,955	2.5%	80,526	84%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Assoc Professor	1	Contract Renewable	1.00	61,021	3,000	64,021	1,200	0	65,221	6.9%	75,097	87%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	13	Contract Renewable	1.00	63,201	0	63,201	1,200	1,119	65,520	3.7%	78,708	83%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	5	Contract Renewable	1.00	60,000	0	60,000	1,200	0	61,200	2.0%	72,931	84%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Asst Professor	2	Tenure Track	1.00	64,000	0	64,000	1,200	0	65,200	1.9%	70,765	92%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	7	Contract Renewable	1.00	58,946	0	58,946	1,000	0	59,946	1.7%	65,962	91%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	6	Contract Renewable	1.00	55,000	0	55,000	1,000	0	56,000	1.8%	65,309	86%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	3	Contract Renewable	1.00	55,000	0	55,000	1,000	0	56,000	1.8%	63,350	88%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Lecturer	3	Contract Renewable	1.00	55,000	0	55,000	1,000	0	56,000	1.8%	62,697	89%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	5	Tenured	1.00	90,556	0	90,556	1,750	0	92,306	1.9%	99,009	93%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	4	Tenured	1.00	79,511	0	79,511	1,750	282	81,543	2.6%	97,956	83%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Professor	2	Tenured	1.00	78,000	0	78,000	1,750	0	79,750	2.2%	95,849	83%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Sr Lecturer	1	Contract Renewable	1.00	58,946	2,000	60,946	1,000	0	61,946	5.1%	66,615	93%
NHS	5138	Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing	Sr Lecturer	1	Contract Renewable	1.00	58,946	2,000	60,946	1,000	0	61,946	5.1%	66,615	93%
PVA	5003	Dance	Professor	12	Tenured	1.00	77,278	0	77,278	1,750	0	79,028	2.3%	82,517	96%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	5	Tenured	1.00	55,122	0	55,122	1,650	1,146	57,918	5.1%	69,575	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	5	Tenured	1.00	55,109	0	55,109	1,650	1,159	57,918	5.1%	69,575	83%

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PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	3	Tenured	1.00	55,092	0	55,092	1,650	0	56,742	3.0%	68,170	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor	3	Tenure Track	1.00	54,000	0	54,000	1,650	1,098	56,748	5.1%	68,170	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	5	Contract Renewable	1.00	46,350	0	46,350	1,200	366	47,916	3.4%	57,560	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	5	Contract Renewable	1.00	46,350	0	46,350	1,200	366	47,916	3.4%	57,560	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor	3	Contract Renewable	1.00	46,350	0	46,350	1,200	0	47,550	2.6%	56,420	84%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	18	Tenured	1.00	80,804	0	80,804	1,750	0	82,554	2.2%	95,565	86%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	14	Tenured	1.00	77,916	0	77,916	1,750	0	79,666	2.2%	91,992	87%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	8	Tenured	1.00	71,791	0	71,791	1,750	0	73,541	2.4%	86,634	85%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	6	Tenured	1.00	66,171	0	66,171	1,750	2,710	70,631	6.7%	84,847	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	5	Tenured	1.00	65,452	0	65,452	1,750	2,686	69,888	6.8%	83,954	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor	5	Tenured	1.00	65,452	0	65,452	1,750	2,686	69,888	6.8%	83,954	83%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Sr Lecturer	5	Contract Renewable	1.00	46,350	0	46,350	1,000	0	47,350	2.2%	50,744	93%
PVA	5007	Fine & Studio Art	Asst Professor	6	Tenure Track	1.00	46,350	0	46,350	1,200	2,868	50,418	8.8%	60,566	83%
PVA	5007	Fine & Studio Art	Professor	22	Tenured	1.00	81,981	0	81,981	1,750	0	83,731	2.1%	95,760	87%
PVA	5007	Fine & Studio Art	Professor	17	Tenured	1.00	125,562	0	125,562	1,750	0	127,312	1.4%	91,446	139%
PVA	5007	Fine & Studio Art	Professor	7	Tenured	1.00	73,411	0	73,411	1,750	0	75,161	2.4%	82,819	91%
PVA	5007	Fine & Studio Art	Professor	7	Tenured	1.00	73,437	0	73,437	1,750	0	75,187	2.4%	82,819	91%
PVA	5007	Fine & Studio Art	Professor	5	Tenured	1.00	64,556	0	64,556	1,750	1,201	67,507	4.6%	81,094	83%
PVA	5007	Fine & Studio Art	Professor	5	Tenured	1.00	64,548	0	64,548	1,750	1,209	67,507	4.6%	81,094	83%
PVA	5007	Fine & Studio Art	Professor	3	Tenured	1.00	84,945	0	84,945	1,750	0	86,695	2.1%	79,368	109%
PVA	5009	Music	Assoc Professor	7	Tenured	1.00	61,881	0	61,881	1,650	0	63,531	2.7%	67,225	95%
PVA	5009	Music	Assoc Professor	7	Tenured	1.00	61,881	5,000	66,881	1,650	0	68,531	10.7%	67,225	102%
PVA	5009	Music	Assoc Professor	6	Contract Renewable	1.00	61,626	0	61,626	1,650	0	63,276	2.7%	66,559	95%
PVA	5009	Music	Assoc Professor	6	Tenured	1.00	61,626	5,000	66,626	1,650	0	68,276	10.8%	66,559	103%
PVA	5009	Music	Assoc Professor	5	Tenured	1.00	55,631	0	55,631	1,650	0	57,281	3.0%	65,893	87%
PVA	5009	Music	Assoc Professor	5	Tenured	1.00	55,631	0	55,631	1,650	0	57,281	3.0%	65,893	87%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	54,066	0	54,066	1,650	0	55,716	3.1%	65,228	85%
PVA	5009	Music	Assoc Professor	4	Contract Renewable	1.00	54,066	0	54,066	1,650	0	55,716	3.1%	65,228	85%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	54,066	0	54,066	1,650	0	55,716	3.1%	65,228	85%
PVA	5009	Music	Assoc Professor	3	Tenure Track	1.00	54,000	0	54,000	1,650	0	55,650	3.1%	64,562	86%
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	51,101	0	51,101	1,650	440	53,191	4.1%	63,897	83%
PVA	5009	Music	Asst Professor	6	Contract Renewable	1.00	46,814	3,000	49,814	1,200	0	51,014	9.0%	59,241	86%
PVA	5009	Music	Asst Professor	6	Tenure Track	1.00	47,350	3,000	50,350	1,200	0	51,550	8.9%	59,241	87%
PVA	5009	Music	Asst Professor	6	Tenure Track	1.00	47,350	3,000	50,350	1,200	0	51,550	8.9%	59,241	87%
PVA	5009	Music	Asst Professor	4	Contract Renewable	1.00	46,350	0	46,350	1,200	798	48,348	4.3%	58,079	83%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	47,350	0	47,350	1,200	0	48,550	2.5%	58,079	84%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	47,350	0	47,350	1,200	0	48,550	2.5%	58,079	84%
PVA	5009	Music	Asst Professor	3	Contract Renewable	1.00	46,350	0	46,350	1,200	314	47,864	3.3%	57,498	83%
PVA	5009	Music	Asst Professor	3	Contract Renewable	1.00	46,350	0	46,350	1,200	314	47,864	3.3%	57,498	83%
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	47,350	0	47,350	1,200	0	48,550	2.5%	57,498	84%
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	47,350	0	47,350	1,200	0	48,550	2.5%	56,917	85%
PVA	5009	Music	Instructor	3	Contract Renewable	1.00	46,350	0	46,350	1,000	0	47,350	2.2%	45,686	104%
PVA	5009	Music	Instructor	3	Contract Renewable	1.00	46,350	0	46,350	1,000	0	47,350	2.2%	45,686	104%
PVA	5009	Music	Professor	20	Tenured	1.00	82,749	0	82,749	1,750	0	84,499	2.1%	95,420	89%
PVA	5009	Music	Professor	20	Tenured	1.00	82,749	0	82,749	1,750	0	84,499	2.1%	95,420	89%
PVA	5009	Music	Professor	20	Tenured	1.00	82,749	0	82,749	1,750	0	84,499	2.1%	95,420	89%
PVA	5009	Music	Professor	19	Tenured	.60	47,397	0	47,397	1,750	0	49,147	3.7%	94,544	87%
PVA	5009	Music	Professor	15	Tenured	1.00	85,825	0	85,825	1,750	0	87,575	2.0%	54,626	160%
PVA	5009	Music	Professor	12	Tenured	1.00	74,421	0	74,421	1,750	0	76,171	2.4%	88,416	86%
PVA	5009	Music	Professor	12	Tenured	1.00	74,421	0	74,421	1,750	0	76,171	2.4%	88,416	86%
PVA	5009	Music	Professor	9	Tenured	1.00	73,459	0	73,459	1,750	0	75,209	2.4%	85,790	88%
PVA	5009	Music	Professor	9	Tenured	1.00	132,957	0	132,957	1,750	0	134,707	1.3%	85,790	157%
PVA	5009	Music	Professor	8	Tenured	1.00	74,906	0	74,906	1,750	0	76,656	2.3%	91,918	83%
PVA	5009	Music	Professor	8	Tenured	1.00	72,746	0	72,746	1,750	0	74,496	2.4%	84,915	88%
PVA	5009	Music	Professor	7	Tenured	1.00	72,033	0	72,033	1,750	0	73,783	2.4%	84,039	88%

College	CIP Code	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY21 Base Salary	Promotion Increase	FY22 Beginning Salary	Flat Increase	Parity Increase	FY22 Final Salary	FY22 Overall % Salary Increase	FY21 CUPA Med Adj for YIR	FY21 Final Salary % of Adj CUPA Med
PVA	5009	Music	Professor	7	Tenured	1.00	72,033	0	72,033	1,750	0	73,783	2.4%	84,039	88%
PVA	5009	Music	Professor	6	Tenured	1.00	68,290	0	68,290	1,750	0	70,040	2.6%	83,164	84%
PVA	5009	Music	Professor	5	Tenured	1.00	68,151	0	68,151	1,750	0	69,901	2.6%	82,289	85%
PVA	5009	Music	Professor	4	Tenured	1.00	67,328	0	67,328	1,750	0	69,078	2.6%	81,413	85%
PVA	5009	Music	Professor	4	Tenured	1.00	67,328	0	67,328	1,750	0	69,078	2.6%	81,413	85%
PVA	5009	Music	Professor	3	Tenured	1.00	67,120	0	67,120	1,750	0	68,870	2.6%	80,538	86%

*Equal Pay for Equal Work adjustments made effective 4/1 are included in the FY21 Base Salary amount

*Excludes Faculty Hired 4/1/2021 and later

*Excludes Faculty with a terminated status through 09/30/2021

Section Three

FY22 Professional Admin Compensation Outcomes

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	VP Discretion	Pay Equity Adjustment (Made after 7/1)	FY22 Final Salary	FY22 % Salary Increase
Academic Affairs	Academic Advisor	1.00	45,148	903	400	37	46,488	3.0%
Academic Affairs	Academic Coach	1.00	46,664	933	400	0	47,997	2.9%
Academic Affairs	Acctg & Scheduling Coord	1.00	50,000	1,000	1,000	0	52,000	4.0%
Academic Affairs	Assessment Data Analyst	1.00	58,000	1,160	400	0	59,560	2.7%
Academic Affairs	Assist Dean Grad School	1.00	106,000	2,120	1,060	0	109,180	3.0%
Academic Affairs	Assoc Provost & Dean Grad Schl	1.00	170,000	3,400	2,550	0	175,950	3.5%
Academic Affairs	Associate Dean	1.00	83,035	1,661	600	11,704	97,000	16.8%
Academic Affairs	Associate Provost	1.00	165,000	3,300	2,475	0	170,775	3.5%
Academic Affairs	Asst Dir - Intl Partnerships	1.00	54,134	1,083	700	2,696	58,613	8.3%
Academic Affairs	Asst Dir for Student Athlete	1.00	46,664	933	450	0	48,047	3.0%
Academic Affairs	Asst Director of Enrollment	1.00	50,000	1,000	0	9,650	60,650	21.3%
Academic Affairs	Asst Provost - Academic Eff.	1.00	95,008	1,900	1,425	0	98,333	3.5%
Academic Affairs	Asst VP for Student Success	1.00	105,200	2,104	1,052	0	108,356	3.0%
Academic Affairs	Asst. to the Provost	1.00	75,000	1,500	1,500	0	78,000	4.0%
Academic Affairs	Budget Manager	1.00	52,000	1,040	3,176	0	56,216	8.1%
Academic Affairs	Bus Oper Mgr/Accounting Spec	1.00	52,000	1,040	750	0	53,790	3.4%
Academic Affairs	Bus Oper Mngr / Acct Spec	1.00	60,311	1,206	603	0	62,120	3.0%
Academic Affairs	Bus Oper Mngr / Acct Spec	1.00	52,000	1,040	520	0	53,560	3.0%
Academic Affairs	Business Coordinator	1.00	55,907	1,118	0	0	57,025	2.0%
Academic Affairs	Business Coordinator	1.00	48,000	960	0	0	48,960	2.0%
Academic Affairs	Business/Budget Mgr, Acad Aff	1.00	70,000	1,400	700	0	72,100	3.0%
Academic Affairs	CHE Director	1.00	61,908	1,238	600	0	63,746	3.0%
Academic Affairs	CHE English Instructor	0.92	43,376	868	435	0	44,679	3.0%
Academic Affairs	Coor. Academic Advising/Prog	1.00	55,000	1,100	550	0	56,650	3.0%
Academic Affairs	Coordinator of Technology	0.92	46,426	929	450	0	47,805	3.0%
Academic Affairs	Data Analyst & Report Writer	1.00	60,055	1,201	354	0	61,610	2.6%
Academic Affairs	Data Analyst & Report Writer	1.00	64,000	1,280	538	0	65,818	2.8%
Academic Affairs	Data Scientist/IR Analyst	1.00	110,000	2,200	1,100	0	113,300	3.0%
Academic Affairs	Digital Comm & Mkt Specialist	1.00	52,038	1,041	520	0	53,599	3.0%
Academic Affairs	Dir of Instructional Design	1.00	59,907	1,198	1,198	0	62,303	4.0%
Academic Affairs	Dir. Academic Success	1.00	61,408	1,228	600	0	63,236	3.0%
Academic Affairs	Dir. McNair Scholars	1.00	60,000	1,200	600	0	61,800	3.0%
Academic Affairs	Dir. Res & Sponsored Prog	1.00	103,000	2,060	1,030	0	106,090	3.0%
Academic Affairs	Director	0.92	55,200	1,104	600	0	56,904	3.1%
Academic Affairs	Director Degree Programs	1.00	63,219	1,264	0	0	64,483	2.0%
Academic Affairs	Director for Honors & Scholars	1.00	61,908	1,238	2,527	0	65,673	6.1%
Academic Affairs	Director of Tutorial Services	1.00	61,408	1,228	600	0	63,236	3.0%
Academic Affairs	Director-Intensive English	1.00	52,000	1,040	680	0	53,720	3.3%
Academic Affairs	Exec Dir Center for Int'l Educ	1.00	80,000	1,600	800	0	82,400	3.0%
Academic Affairs	Executive Dir Extended Campus	1.00	150,000	3,000	750	0	153,750	2.5%
Academic Affairs	Grants & Contracts Admin	1.00	57,000	1,140	570	0	58,710	3.0%
Academic Affairs	Grants & Contracts Admin	1.00	57,000	1,140	570	0	58,710	3.0%
Academic Affairs	Grants & Contracts Administr	1.00	57,000	1,140	57	0	58,197	2.1%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	VP Discretion	Pay Equity Adjustment (Made after 7/1)	FY22 Final Salary	FY22 % Salary Increase
Academic Affairs	Instructional Designer	1.00	55,907	1,118	377	0	57,402	2.7%
Academic Affairs	Instructional Designer	1.00	55,907	1,118	377	0	57,402	2.7%
Academic Affairs	Intl Student Scholar Svcs Dir	1.00	56,750	1,135	728	0	58,613	3.3%
Academic Affairs	Learning Specialist	1.00	45,749	915	450	0	47,114	3.0%
Academic Affairs	LMS Support Technician	1.00	42,000	840	275	0	43,115	2.7%
Academic Affairs	Marketing Manager	1.00	55,962	1,119	0	0	57,081	2.0%
Academic Affairs	Marketing Specialist	0.75	38,179	764	0	0	38,943	2.0%
Academic Affairs	Marketing Specialist	1.00	51,625	1,033	0	0	52,658	2.0%
Academic Affairs	McNair Scholars Asst. Dir.	1.00	50,400	1,008	0	0	51,408	2.0%
Academic Affairs	Onsite Assist Advisor	1.00	46,000	920	450	0	47,370	3.0%
Academic Affairs	Processing Specialist	1.00	42,000	0	0	0	42,000	0.0%
Academic Affairs	Prof Practice Specialist	1.00	47,601	952	600	0	49,153	3.3%
Academic Affairs	Prog.Spec. Instructional Serv	1.00	52,740	1,055	1,000	0	54,795	3.9%
Academic Affairs	Program Coordinator Upward Bnd	1.00	50,000	1,000	0	0	51,000	2.0%
Academic Affairs	Recruitment & Engagement Coord	0.80	30,400	608	0	0	31,008	2.0%
Academic Affairs	Research Compliance Manager	1.00	58,990	1,180	590	0	60,760	3.0%
Academic Affairs	State Auth & Comp Administr	1.00	60,750	1,215	303	0	62,268	2.5%
Academic Affairs	Student Development Specialist	1.00	46,000	920	450	0	47,370	3.0%
Academic Affairs	Success Coach & Advisor	1.00	46,000	920	450	0	47,370	3.0%
Academic Affairs	Success Coach & Advisor	1.00	46,000	920	450	0	47,370	3.0%
Academic Affairs	Success Coach & Advisor	1.00	46,000	920	450	0	47,370	3.0%
Academic Affairs	Tutoring Coordinator	1.00	46,000	920	500	0	47,420	3.1%
Academic Affairs	Upward Bound Director	1.00	60,000	1,200	0	0	61,200	2.0%
Athletics	Assist Athletic Trainer	1.00	48,000	960	480	0	49,440	3.0%
Athletics	Assist Athletics Coach	0.50	20,250	405	203	0	20,858	3.0%
Athletics	Assist Soccer Coach	0.50	20,250	405	203	0	20,858	3.0%
Athletics	Assist Softball Coach	0.50	20,250	405	203	0	20,858	3.0%
Athletics	Assist Womens Swmg Divg Coach	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Assist Women's Volleyball Coac	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Assist Wrestling Coach	1.00	45,000	900	450	0	46,350	3.0%
Athletics	Assistant Baseball Coach	0.85	34,425	689	344	0	35,458	3.0%
Athletics	Assistant Coach Track & Field	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Assistant Equipment Manager	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Assistant Football Coach	1.00	53,500	0	(3,500)	0	50,000	-24.3%
Athletics	Assistant Football Coach	1.00	45,359	0	4,641	0	50,000	10.2%
Athletics	Assistant Football Coach	1.00	40,500	0	4,500	0	45,000	11.1%
Athletics	Assistant Football Coach	1.00	40,500	0	9,500	0	50,000	23.5%
Athletics	Assistant Football Coach	1.00	45,000	0	5,000	0	50,000	11.1%
Athletics	Assistant Football Coach	1.00	50,000	0	(9,500)	0	40,500	-19.0%
Athletics	Assistant Football Coach	1.00	41,450	0	3,550	0	45,000	8.6%
Athletics	Assistant Football Coach	1.00	40,500	0	24,500	0	65,000	60.5%
Athletics	Assistant Football Coach	1.00	58,991	0	8,283	0	67,274	14.0%
Athletics	Assistant Football Coach	1.00	40,500	0	0	0	40,500	0.0%
Athletics	Assistant Track & Field Coach	1.00	40,500	810	405	0	41,715	3.0%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	VP Discretion	Pay Equity Adjustment (Made after 7/1)	FY22 Final Salary	FY22 % Salary Increase
Athletics	Assoc AD-Sr Woman Administr	1.00	83,642	1,673	836	0	86,151	3.0%
Athletics	Assoc Men's Basketball Coach	1.00	60,000	1,200	600	0	61,800	3.0%
Athletics	Associate Baseball Coach	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Asst AD - Compliance	1.00	50,000	1,000	500	0	51,500	3.0%
Athletics	Asst AD-Business	1.00	55,534	1,111	555	0	57,200	3.0%
Athletics	Asst Dir of Communications	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Asst Dir Sports Performance	1.00	48,000	960	480	0	49,440	3.0%
Athletics	Asst Men's Basketball Coach	1.00	57,131	1,143	571	0	58,845	3.0%
Athletics	Asst Men's Basketball Coach	1.00	45,000	900	450	0	46,350	3.0%
Athletics	Asst Softball Coach	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Asst Wrestling Coach	1.00	45,000	900	450	0	46,350	3.0%
Athletics	Asst. Athletic Trainer	1.00	48,000	960	480	0	49,440	3.0%
Athletics	Asst. Soccer Coach	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Asst. Volleyball Coach	1.00	42,739	855	427	0	44,021	3.0%
Athletics	Athletic Coord Staff Psycholog	1.00	65,000	1,300	650	0	66,950	3.0%
Athletics	Bear Vision Director	1.00	52,000	1,040	520	0	53,560	3.0%
Athletics	Co-Head Athletic Trainer	1.00	48,000	960	480	2,000	51,440	7.2%
Athletics	Dir Strategic Communications	1.00	50,000	1,000	500	0	51,500	3.0%
Athletics	Director Facilities and Events	1.00	55,187	1,104	552	0	56,843	3.0%
Athletics	Director of Administration	1.00	42,531	851	425	1,377	45,184	6.2%
Athletics	Director of Equipment Oper	1.00	48,000	960	480	0	49,440	3.0%
Athletics	Director of Operations	1.00	40,500	810	405	0	41,715	3.0%
Athletics	Director of Operations	1.00	40,500	0	0	0	40,500	0.0%
Athletics	Director of Sport Performance	1.00	51,000	1,020	510	0	52,530	3.0%
Athletics	Head Baseball Coach	1.00	52,173	1,043	522	0	53,738	3.0%
Athletics	Head Coach Swimming & Diving	1.00	58,725	1,175	587	3,734	64,221	9.4%
Athletics	Head Coach Track & Field/CC	1.00	75,000	1,500	750	0	77,250	3.0%
Athletics	Head Football Coach	1.00	190,000	0	5,700	0	195,700	3.0%
Athletics	Head Men's Basketball Coach	1.00	156,938	3,139	1,569	0	161,646	3.0%
Athletics	Head Soccer Coach	1.00	52,802	1,056	528	0	54,386	3.0%
Athletics	Head Softball Coach	1.00	53,623	1,072	536	0	55,231	3.0%
Athletics	Head Volleyball Coach	1.00	105,857	2,117	1,059	0	109,033	3.0%
Athletics	Head Women's Golf Coach	1.00	40,500	0	0	0	40,500	0.0%
Athletics	Head Wrestling Coach	1.00	65,298	1,306	653	0	67,257	3.0%
Athletics	Senior Assoc. Athl. Director	1.00	91,304	1,826	913	0	94,043	3.0%
Board of Trustees	Asst. to VP/General Counsel	1.00	71,663	1,433	717	0	73,813	3.0%
Colleges	Academic Advisor	0.92	48,969	979	0	0	49,948	2.0%
Colleges	Academic Advisor	1.00	46,000	920	0	0	46,920	2.0%
Colleges	Accounting Specialist	1.00	44,496	890	2,000	0	47,386	6.5%
Colleges	Accounting Specialist	1.00	44,496	890	223	0	45,609	2.5%
Colleges	Administrative Coordinator	1.00	48,000	960	0	0	48,960	2.0%
Colleges	Advising & Retention Spec.	1.00	46,000	920	460	0	47,380	3.0%
Colleges	Advising & Retention Spec.	1.00	46,000	920	460	0	47,380	3.0%
Colleges	Advising & Retention Spec.	1.00	45,184	904	452	840	47,380	4.9%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	VP Discretion	Pay Equity Adjustment (Made after 7/1)	FY22 Final Salary	FY22 % Salary Increase
Colleges	Advisor Level 1	1.00	45,184	816	0	0	46,000	1.8%
Colleges	Advr Erly Childhd & Cumbres	1.00	47,868	957	0	0	48,825	2.0%
Colleges	Assist to Prgrm Coordinator	0.50	25,665	513	257	0	26,435	3.0%
Colleges	Assistant Brewer	1.00	45,000	900	450	0	46,350	3.0%
Colleges	Associate Dean	1.00	114,000	2,280	1,140	5,871	123,291	8.2%
Colleges	Associate Dean HSS	0.92	123,516	2,470	1,235	0	127,221	3.0%
Colleges	Associate Director-SBDC	1.00	45,184	904	576	0	46,664	3.3%
Colleges	Asst Dir of Academic Advising	1.00	59,997	1,200	600	0	61,797	3.0%
Colleges	Asst. Director Advising Center	1.00	46,000	920	2,250	0	49,170	6.9%
Colleges	Bus Operations Manager	1.00	51,658	1033.16	2,764	0	55,455	7.4%
Colleges	Business Consult/Mrktg Assist	1.00	39,648	793	350	0	40,791	2.9%
Colleges	Business Consultant	1.00	39,648	793	350	0	40,791	2.9%
Colleges	Business Operations Manager	1.00	69,346	1,387	700	0	71,433	3.0%
Colleges	Business Operations Manager	1.00	59,548	1,191	1,191	0	61,930	4.0%
Colleges	Business Operations Mgr	1.00	51,000	1,020	0	0	52,020	2.0%
Colleges	College Dir. of Technology	1.00	86,878	1,738	0	0	88,616	2.0%
Colleges	Communication Specialist	1.00	44,496	890	1,000	0	46,386	4.2%
Colleges	Communications Specialist	1.00	44,496	890	1,000	0	46,386	4.2%
Colleges	Coordinator Prof Psych Ext Stu	0.40	26,475	530	500	0	27,505	3.9%
Colleges	Dean Hum. & Soc.Sciences	1.00	160,000	3,200	800	0	164,000	2.5%
Colleges	Dean of the College of Busines	1.00	240,000	4,800	1,800	0	246,600	2.8%
Colleges	Dean University Libraries	1.00	170,000	3,400	1,700	0	175,100	3.0%
Colleges	Dir Colorado Cntr for Rural Ed	0.25	17,719	354	500	0	18,573	4.8%
Colleges	Dir of Student Success	1.00	65,000	1,300	0	0	66,300	2.0%
Colleges	Dir Small Business Dev Ctr	1.00	60,750	1,215	0	0	61,965	2.0%
Colleges	Dir. CUE	1.00	96,629	1,933	500	0	99,062	2.5%
Colleges	Dir. DO IT CENTER	0.30	24,590	492	500	0	25,582	4.0%
Colleges	Dir. of Cumbres	1.00	88,015	1,760	375	0	90,150	2.4%
Colleges	Dir. of the Tointon Institute	0.83	104,828	2,097	0	0	106,925	2.0%
Colleges	Director MCB Advising	1.00	60,000	1,200	3,000	0	64,200	7.0%
Colleges	Director of Academic Advising	1.00	67,374	1,347	674	0	69,395	3.0%
Colleges	Director of Advising	1.00	54,134	1,083	0	0	55,217	2.0%
Colleges	Ed Prep Qlty Assur & Schl P.S	1.00	44,124	882	4,000	0	49,006	11.1%
Colleges	Educator Prep Field Placement	1.00	48,582	972	500	0	50,054	3.0%
Colleges	Executive Director GOAL	1.00	60,000	1,200	600	0	61,800	3.0%
Colleges	GOAL Academic Coordinator	1.00	40,000	800	500	0	41,300	3.3%
Colleges	GOAL Director Campus Inclusion	1.00	50,000	1,000	500	0	51,500	3.0%
Colleges	Grad Student & Faculty Support	1.00	44,496	889.92	500	0	45,886	3.1%
Colleges	HR Specialist	1.00	44,496	890	0	0	45,386	2.0%
Colleges	Human Resources Specialist	1.00	53,000	1,060	0	0	54,060	2.0%
Colleges	Instructional Coordinator	1.00	48,600	972	0	0	49,572	2.0%
Colleges	Interim Master Electrical Mngr	1.00	48,000	960	1,187	0	50,147	4.5%
Colleges	Lab Coordinator	1.00	42,000	840	420	0	43,260	3.0%
Colleges	Lab Coordinator Biological Sc	1.00	42,000	840	420	0	43,260	3.0%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	VP Discretion	Pay Equity Adjustment (Made after 7/1)	FY22 Final Salary	FY22 % Salary Increase
Colleges	Lab Technician	1.00	40,000	800	400	0	41,200	3.0%
Colleges	Licensure Officer School of TE	1.00	59,461	1,189	0	0	60,650	2.0%
Colleges	MCB Academic Advisor	1.00	45,184	816	0	0	46,000	1.8%
Colleges	Music Enrollment Specialist	1.00	45,184	904	0	9,129	55,217	22.2%
Colleges	Post Doc Res Assoc	0.88	42,000	840	420	0	43,260	3.0%
Colleges	Postdoctoral Research Assoc	0.50	25,000	500	250	1,317	27,067	8.3%
Colleges	Postdoctoral Research Assoc	1.00	48,000	960	480	4,694	54,134	12.8%
Colleges	Postdoctoral Research Asst	1.00	55,000	0	0	0	55,000	0.0%
Colleges	Professional Experience Coordi	1.00	45,184	904	226	0	46,314	2.5%
Colleges	Prog. Admin. Frontiers of Scie	1.00	54,134	1,083	541	0	55,758	3.0%
Colleges	Program Coordinator	1.00	39,648	793	350	0	40,791	2.9%
Colleges	Program Management Specialist	1.00	40,144	803	401	0	41,348	3.0%
Colleges	Program Manager	1.00	36,504	730	365	0	37,599	3.0%
Colleges	Project Climb Co-Director	1.00	75,000	1,500	0	0	76,500	2.0%
Colleges	Project Director	0.50	30,000	600	0	0	30,600	2.0%
Colleges	PVA Advisor Thtr Arts & Dance	1.00	46,000	920	0	0	46,920	2.0%
Colleges	Recording Studio Technician	0.93	45,259	905	0	0	46,164	2.0%
Colleges	Recruitment Coordinator	1.00	41,000	820	0	0	41,820	2.0%
Colleges	Resources Director DOIT	1.00	48,600	972	500	0	50,072	3.0%
Colleges	Sr Assoc of Assessment	0.20	17,616	352	176	0	18,144	3.0%
Colleges	Stu Svcs Coord Clinical Requir	1.00	45,706	914	457	0	47,077	3.0%
Colleges	Student & Fac Support Spec	1.00	44,496	890	445	0	45,831	3.0%
Colleges	Student & Fac Support Spec	1.00	44,496	890	445	0	45,831	3.0%
Colleges	Student & Fac Support Spec	1.00	44,496	890	445	0	45,831	3.0%
Colleges	Student Faculty Support Spec.	1.00	44,496	890	0	0	45,386	2.0%
Colleges	Student Services Coordinator	0.60	36,493	730	365	0	37,588	3.0%
Colleges	Student Success Coach	0.87	42,374	847	212	0	43,433	2.5%
Colleges	Student Success Coach	1.00	54,134	1,083	609	0	55,826	3.1%
Colleges	Student Success Coach	1.00	46,000	920	230	0	47,150	2.5%
Colleges	Technical Director	1.00	48,600	972	0	0	49,572	2.0%
Colleges	UNC-CRI Clinical Coordinator	1.00	51,000	1,020	510	0	52,530	3.0%
Finance & Administration	Academic Report Writer	1.00	64,000	1,280	378	0	65,658	2.6%
Finance & Administration	Academic Scheduling Supp Spec	1.00	46,402	928	390	0	47,720	2.8%
Finance & Administration	Accounting Specialist	1.00	60,138	1,203	0	0	61,341	2.0%
Finance & Administration	Administrative Aide	1.00	44,496	890	374	0	45,760	2.8%
Finance & Administration	Admission Counselor	1.00	41,000	820	121	0	41,941	2.3%
Finance & Administration	Admission Counselor	1.00	40,440	560	0	0	41,000	1.4%
Finance & Administration	Admissions/Recruit. Specialist	1.00	42,313	846	250	0	43,409	2.6%
Finance & Administration	Assist Director Internl Recrui	1.00	48,000	960	0	0	48,960	2.0%
Finance & Administration	Assist Reg/OES & Compliance	1.00	65,000	1,300	546	0	66,846	2.8%
Finance & Administration	Assistant Bursar	1.00	55,659	1,113	468	0	57,240	2.8%
Finance & Administration	Assistant Controller	1.00	93,500	1,870	785	0	96,155	2.8%
Finance & Administration	Assistant Registrar	1.00	65,000	1,300	546	0	66,846	2.8%
Finance & Administration	Assoc Dir of Admissions	1.00	70,000	1,400	588	0	71,988	2.8%

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Finance & Administration	Assoc Dir of Recruit Outreach	1.00	70,000	1,400	1,288	0	72,688	3.8%
Finance & Administration	Assoc Director - Admissions	1.00	70,000	1,400	294	0	71,694	2.4%
Finance & Administration	Assoc VP Administration	1.00	150,000	3,000	945	0	153,945	2.6%
Finance & Administration	Assoc. Dir. Financial Aid	1.00	70,000	1,400	588	0	71,988	2.8%
Finance & Administration	Associate Registrar	1.00	71,000	1,420	596	0	73,016	2.8%
Finance & Administration	Asst Clery Compliance Officer	1.00	40,000	800	1,336	0	42,136	5.3%
Finance & Administration	Asst Dir Enterprise Sysys & Ap	1.00	95,150	1,903	799	0	97,852	2.8%
Finance & Administration	Asst Dir Fin Aid & Schlrshps	1.00	65,000	1,300	546	0	66,846	2.8%
Finance & Administration	Asst Dir Regional Recruitment	1.00	59,461	1,189	250	0	60,900	2.4%
Finance & Administration	Asst Dir. for Community Arts	1.00	52,719	1,054	443	0	54,216	2.8%
Finance & Administration	Asst Director - Fin Aid	1.00	65,000	1,300	546	0	66,846	2.8%
Finance & Administration	Asst Director of Recruitment	1.00	59,461	1,189	499	0	61,150	2.8%
Finance & Administration	Asst Director of Support Svcs	1.00	90,146	1,803	757	0	92,706	2.8%
Finance & Administration	Asst Director Software Dev	1.00	96,882	1,938	814	0	99,633	2.8%
Finance & Administration	Asst Legal Counsel/Contract Sp	1.00	62,000	1,240	521	5,085	68,846	11.0%
Finance & Administration	Asst VP Facilities Management	1.00	144,801	2,896	1,216	0	148,913	2.8%
Finance & Administration	Asst VP Finance	1.00	160,000	3,200	672	0	163,872	2.4%
Finance & Administration	Asst. Dir. of HR & Payroll	1.00	77,000	1,540	1,417	0	79,957	3.8%
Finance & Administration	Asst. to the Vice President	1.00	76,121	1,522	639	0	78,283	2.8%
Finance & Administration	Asst. VP for IT	1.00	168,679	3,374	3,104	0	175,156	3.8%
Finance & Administration	Bear Central Specialist	1.00	41,500	830	184	0	42,514	2.4%
Finance & Administration	Bear Central Specialist	1.00	38,000	760	3,815	0	42,575	12.0%
Finance & Administration	Benefit Coordinator	1.00	60,000	1,200	504	0	61,704	2.8%
Finance & Administration	Budget Analyst/Campus Liaison	1.00	65,000	1,300	546	0	66,846	2.8%
Finance & Administration	Budget Director	1.00	100,000	2,000	840	0	102,840	2.8%
Finance & Administration	Building Trades Manager	1.00	72,485	1,450	609	0	74,544	2.8%
Finance & Administration	Bursar	1.00	85,023	1,700	714	0	87,438	2.8%
Finance & Administration	Business Manager	1.00	60,750	1,215	510	0	62,475	2.8%
Finance & Administration	Business Mgr.	1.00	65,000	1,300	546	0	66,846	2.8%
Finance & Administration	Business Services Coordinator	1.00	45,563	911	383	0	46,857	2.8%
Finance & Administration	Business Systems Analyst	1.00	90,146	1,803	757	0	92,706	2.8%
Finance & Administration	Chief Information Security Off	1.00	120,000	2,400	1,008	0	123,408	2.8%
Finance & Administration	Chief Procurement Officer	1.00	108,627	2,173	912	0	111,712	2.8%
Finance & Administration	Communications Coordinator	1.00	44,910	898	377	0	46,185	2.8%
Finance & Administration	Communications Strategist	1.00	54,134	1,083	0	0	55,217	2.0%
Finance & Administration	Conference & Event Coordinator	1.00	39,648	793	1,703	0	42,144	6.3%
Finance & Administration	Conference & Event Coordinator	1.00	39,648	793	1,919	0	42,360	6.8%
Finance & Administration	Conference & Event Coordinator	1.00	39,648	792.96	793	0	41,234	4.0%
Finance & Administration	Coordinator of Orientation	1.00	40,672	813	1,155	0	42,641	4.8%
Finance & Administration	COVID Response Coordinator	1.00	44,000	880	0	0	44,880	2.0%
Finance & Administration	Curriculum Liason Specialist	1.00	55,000	1,100	462	0	56,562	2.8%
Finance & Administration	Database Administrator	1.00	86,500	1,730	727	0	88,957	2.8%
Finance & Administration	Database Administrator	1.00	72,000	1,440	605	0	74,045	2.8%
Finance & Administration	Degree Analyst	1.00	45,000	900	284	0	46,184	2.6%

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Finance & Administration	Degree Analyst/VA Cert Officer	1.00	45,000	900	284	0	46,184	2.6%
Finance & Administration	Degree Analyst/VA Cert Officer	1.00	45,000	900	378	0	46,278	2.8%
Finance & Administration	Desktop Support Manager	1.00	81,396	1,628	684	0	83,708	2.8%
Finance & Administration	Dir. Institutional Reporting	1.00	116,000	2,320	974	0	119,294	2.8%
Finance & Administration	Dir. of App. and Databases	1.00	120,000	2,400	1,008	0	123,408	2.8%
Finance & Administration	Dir. of Core Services	1.00	120,000	2,400	4,848	0	127,248	6.0%
Finance & Administration	Dir. Student Financial Aid	1.00	101,344	2,027	851	0	104,222	2.8%
Finance & Administration	Dir. UNC Card Office	1.00	81,634	1,633	686	0	83,952	2.8%
Finance & Administration	Director - University Center	1.00	78,760	1,575	662	0	80,997	2.8%
Finance & Administration	Director of Admissions	1.00	105,000	2,100	441	0	107,541	2.4%
Finance & Administration	Director of Campus Ticketing	1.00	54,141	1,083	455	0	55,679	2.8%
Finance & Administration	Director of Environ. Health	1.00	94,201	1,884	791	0	96,876	2.8%
Finance & Administration	Director of Human Resources	1.00	130,530	2,611	3,707	0	136,848	4.8%
Finance & Administration	Employment Hiring Specialist	1.00	60,000	1,200	504	0	61,704	2.8%
Finance & Administration	Enrollment Data Analyst	1.00	70,000	1,400	207	0	71,607	2.3%
Finance & Administration	Environ Health & Safety Spec	1.00	48,000	960	782	0	49,742	3.6%
Finance & Administration	Environ Hlth & Safety Spec	1.00	48,600	972	894	0	50,466	3.8%
Finance & Administration	Environ Hlth/Safety Specialist	1.00	48,000	960	782	0	49,742	3.6%
Finance & Administration	Finance & Budget Analyst	1.00	86,923	1,738	730	0	89,392	2.8%
Finance & Administration	Financial Aid Counselor	1.00	42,741	855	189	0	43,785	2.4%
Finance & Administration	Financial Aid Counselor	1.00	42,741	855	252	0	43,848	2.6%
Finance & Administration	Financial Aid Counselor	1.00	42,741	855	252	0	43,848	2.6%
Finance & Administration	Financial Aid Counselor	1.00	42,741	855	252	0	43,848	2.6%
Finance & Administration	Financial Aid Counselor	1.00	42,741	855	126	0	43,722	2.3%
Finance & Administration	Financial Aid Counselor	1.00	42,741	855	126	0	43,722	2.3%
Finance & Administration	Financial Aid Counselor	0.50	21,371	427	126	0	21,925	2.6%
Finance & Administration	Graduate Admissions Counselor	1.00	41,000	820	121	0	41,941	2.3%
Finance & Administration	HR Coordinator	1.00	44,496	890	187	0	45,573	2.4%
Finance & Administration	Human Resources Business Proce	1.00	60,000	1,200	504	0	61,704	2.8%
Finance & Administration	Immunization Coordinator	1.00	44,550	891	374	0	45,815	2.8%
Finance & Administration	Insurance Coordinator	1.00	40,000	800	336	0	41,136	2.8%
Finance & Administration	Manager Custodial Services	1.00	61,408	1,228	516	0	63,152	2.8%
Finance & Administration	Manager Data Center & Soft Dev	1.00	76,500	1,530	643	0	78,673	2.8%
Finance & Administration	Mgr Infrastructure & Acad Tech	1.00	74,358	1,487	625	16,236	92,706	24.7%
Finance & Administration	Mgr of Payroll	1.00	59,461	1,189	4,850	0	65,500	10.2%
Finance & Administration	Mgr. Landscaping and Grounds	1.00	80,000	1,600	504	0	82,104	2.6%
Finance & Administration	Networking & Security Engineer	1.00	81,396	1,628	684	0	83,708	2.8%
Finance & Administration	Organizational Developmt Spec.	1.00	57,000	1,140	479	0	58,619	2.8%
Finance & Administration	Police Captain	1.00	105,000	2,100	465	0	107,565	2.4%
Finance & Administration	Police Communication Tech Spec	1.00	46,545	931	391	0	47,867	2.8%
Finance & Administration	Procurement Card Manager	1.00	54,134	1,083	455	0	55,671	2.8%
Finance & Administration	Project Coordinator	1.00	73,083	1,462	614	0	75,159	2.8%
Finance & Administration	Project Coordinator	1.00	77,864	1,557	654	0	80,075	2.8%

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Finance & Administration	Project Coordinator	1.00	67,000	1,340	563	0	68,903	2.8%
Finance & Administration	Project Coordinator Fac Mngt	1.00	73,429	1,469	617	0	75,514	2.8%
Finance & Administration	Purch & Contracts Specialist	1.00	60,000	1,200	504	0	61,704	2.8%
Finance & Administration	Regional Admissions Counselor	1.00	42,500	850	188	0	43,538	2.4%
Finance & Administration	Registrar	1.00	97,281	1,946	1,790	0	101,017	3.8%
Finance & Administration	Research Analyst	1.00	71,690	1,434	423	0	73,547	2.6%
Finance & Administration	Senior Accountant	1.00	75,000	1,500	630	0	77,130	2.8%
Finance & Administration	Senior Analyst	1.00	81,396	1,628	684	0	83,708	2.8%
Finance & Administration	Slate CRM Support	1.00	40,000	800	1,052	0	41,852	4.6%
Finance & Administration	Sr Network & Voice Engineer	1.00	81,396	1,628	684	0	83,708	2.8%
Finance & Administration	Sr. Finance and Budget Analyst	1.00	88,000	1,760	739	0	90,499	2.8%
Finance & Administration	Sr. Financial Aid Counselor	1.00	42,741	855	252	0	43,848	2.6%
Finance & Administration	Strategic Sourcing Specialist	1.00	62,000	1,240	521	0	63,761	2.8%
Finance & Administration	Technical Support Manager	1.00	72,000	1,440	605	0	74,045	2.8%
Finance & Administration	Transfer Enrollment Coach	1.00	42,500	850	125	0	43,475	2.3%
Finance & Administration	Transfer Evaluator	1.00	40,500	810	170	0	41,480	2.4%
President	Chief of Staff	1.00	140,000	2,800	1,505	0	144,305	3.1%
President	Dir. of Athletics	1.00	173,601	3,472	6,102	0	183,175	5.5%
President	Exec. Asst. to the President	1.00	71,663	1,433	537	180	73,813	3.0%
President	President	1.00	325,000	6500	3,250	0	334,750	3.0%
President	Provost & Sr VP	1.00	250,000	5,000	0	0	255,000	2.0%
President	Sr. VP for Fin & Admin and CFO	1.00	229,845	4,597	2,223	0	236,665	3.0%
President	VP for University Advancement	1.00	209,100	4,182	2,068	0	215,350	3.0%
President	VP General Counsel	1.00	194,413	3,888	0	0	198,301	2.0%
Student Affairs	Access Coordinator	0.50	35,000	700	197	0	35,897	2.6%
Student Affairs	Adaptive Technology Coordinato	1.00	41,273	825	206	0	42,304	2.5%
Student Affairs	Assist Dean of Students	1.00	98,000	1,960	0	0	99,960	2.0%
Student Affairs	Assist Dir for Recruitment	1.00	54,811	1,096	411	3,682	60,000	9.5%
Student Affairs	Assist Dir/Training Director	1.00	69,039	1,381	5,519	0	75,939	10.0%
Student Affairs	Assistant Dir Advocacy Svcs	1.00	54,134	1,083	203	0	55,420	2.4%
Student Affairs	Assistant Dir. Dining Services	1.00	76,063	0	0	0	76,063	0.0%
Student Affairs	Assistant Director	1.00	53,414	1,068	267	0	54,749	2.5%
Student Affairs	Assoc Dir Employer Engagement	1.00	59,240	1,185	444	0	60,869	2.7%
Student Affairs	Associate Director	1.00	51,300	1,026	385	0	52,711	2.8%
Student Affairs	Associate Director Campus Recr	1.00	64,829	1,297	486	0	66,612	2.8%
Student Affairs	Asst Dean of Student Life	1.00	78,670	1,573	590	0	80,833	2.7%
Student Affairs	Asst Dir - Competitive Sports	1.00	48,000	960	2,040	0	51,000	6.3%
Student Affairs	Asst Dir - Outdoor Pursuits	1.00	48,000	960	2,040	0	51,000	6.3%
Student Affairs	Asst Dir Community Standards	1.00	59,461	1189.22	8,585	0	69,235	16.4%
Student Affairs	Asst Dir for Curriculum	1.00	55,907	1,118	419	2,556	60,000	7.3%
Student Affairs	Asst Dir of Facilities/Oper.	1.00	48,000	960	2,040	0	51,000	6.3%
Student Affairs	Asst Director - Prevention	1.00	44,413	888	333	6,366	52,000	17.1%
Student Affairs	Asst VP Enrlmnt & Student Acce	1.00	156,670	3,133	0	0	159,803	2.0%
Student Affairs	Asst. Dir for Community	1.00	54,811	1,096	274	3,819	60,000	9.5%

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Student Affairs	Asst. Dir Housing & Dining ASC	1.00	55,907	1,118	419	2,556	60,000	7.3%
Student Affairs	Asst. Director Board Ops	1.00	70,590	1,412	529	0	72,531	2.7%
Student Affairs	AVP - Student Engagement & DOS	1.00	131,625	2,633	987	0	135,245	2.8%
Student Affairs	Business Manager	0.68	44,628	893	335	0	45,856	2.8%
Student Affairs	Career Counselor	1.00	46,549	931	116	0	47,596	2.2%
Student Affairs	Career Counselor	1.00	46,549	931	116	0	47,596	2.2%
Student Affairs	Case Manager/Staff Counselor	1.00	51,000	1,020	128	1,986	54,134	6.1%
Student Affairs	Chief Conduct Officer	1.00	108,338	2,167	1,083	0	111,588	3.0%
Student Affairs	Contracts & Operations Coord	1.00	45,563	911	342	0	46,816	2.8%
Student Affairs	Coordinator of Facilities	1.00	39,648	792.96	0	0	40,441	2.0%
Student Affairs	Coordinator, DREAMer Program	1.00	45,706	914	229	0	46,849	2.5%
Student Affairs	COSI Director	1.00	46,000	920	173	6,907	54,000	17.4%
Student Affairs	Data Manager/Systems Coord	1.00	51,408	1,028	386	0	52,822	2.8%
Student Affairs	Dir Cesar Chavez Cultrl Cntr	0.50	61,408	1,228	0	0	31,318	-49.0%
Student Affairs	Dir. Campus Recreation	1.00	76,000	1,520	570	0	78,090	2.8%
Student Affairs	Dir. Dining Services	1.00	101,935	2,039	318	0	104,292	2.3%
Student Affairs	Dir. Disability Support Serv.	1.00	74,461	1,489	558	0	76,508	2.7%
Student Affairs	Director of Veteran Services	1.00	59,461	1,189	223	0	60,873	2.4%
Student Affairs	Director Women's Resource Ctr	1.00	61,408	1,228	307	0	62,943	2.5%
Student Affairs	Exec Director Student Affairs	1.00	114,602	2,292	860	0	117,754	2.8%
Student Affairs	Executive Assistant	1.00	52,000	1,040	520	0	53,560	3.0%
Student Affairs	Executive Office Manager	1.00	39,648	793	198	1,861	42,500	7.2%
Student Affairs	Gender & Sexuality Director	1.00	59,461	1,189	1,190	0	61,840	4.0%
Student Affairs	Investigator	1.00	59,641	1,193	596	0	61,430	3.0%
Student Affairs	Investigator-Title IX & other	1.00	59,641	1,193	596	0	61,430	3.0%
Student Affairs	Leadership Coordinator	1.00	44,413	888	333	0	45,634	2.7%
Student Affairs	Licensed Staff Psychologist	0.80	53,276	1,066	1,766	0	56,108	5.3%
Student Affairs	Licensed Staff Psychologist	1.00	61,000	1,220	153	0	62,373	2.3%
Student Affairs	Licensed Staff Psychologist	0.50	20,312	0	0	0	20,312	0.0%
Student Affairs	Neighborhood Coord for Comm	1.00	45,650	913	114	0	46,677	2.2%
Student Affairs	Neighborhood Coordinator	1.00	45,650	913	0	0	46,563	2.0%
Student Affairs	Office Manager/Executive Asst	0.50	33,298	666	167	0	34,131	2.5%
Student Affairs	Petition & Reports Manager	0.25	13,520	270	68	0	13,858	2.5%
Student Affairs	Residence Hall Director	1.00	47,476	950	356	0	48,782	2.8%
Student Affairs	Residence Hall Director	1.00	45,650	913	228	0	46,791	2.5%
Student Affairs	Senior Access Coordinator	1.00	60,000	1,200	338	0	61,538	2.6%
Student Affairs	Senior Business Manager	0.50	36,650	733	0	0	37,383	2.0%
Student Affairs	Senior CARE Coordinator	1.00	54,134	1,083	135	0	55,352	2.2%
Student Affairs	Staff Psychologist-LPC	0.75	47,070	941	2,735	0	50,746	7.8%
Student Affairs	Strategic Engagement Coord	1.00	46,664	933	233	0	47,830	2.5%
Student Affairs	Student Affairs Org. Dev. Spec	1.00	53,197	1,064	399	0	54,660	2.8%
Student Affairs	Dir. Career Services	1.00	76,116	1,522	571	0	78,209	2.7%
Student Affairs	Dir. Native American Cntr.	1.00	85,408	1,708	641	0	87,757	2.8%
Student Affairs	Exec Asst to VP of Equity & In	1.00	66,788	1,336	501	0	68,625	2.8%

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Student Affairs	Financial & Budget Analyst	1.00	54,134	1,083	406	0	55,623	2.8%
Student Affairs	Licensed Staff PsychologistCIR	1.00	46,000	920	230	6,984	54,134	17.7%
Student Affairs	Residence Hall Director	1.00	45,650	913	228	0	46,791	2.5%
University Advancement	Assist Dir Alumni Relations	1.00	50,000	1,000	500	0	51,500	3.0%
University Advancement	Assoc Dir of Development	1.00	55,000	1,100	0	0	56,100	2.0%
University Advancement	Assoc Dir Records Administ	1.00	45,000	900	900	9,500	56,300	25.1%
University Advancement	Assoc Director Alumni Relation	1.00	58,000	1,160	580	0	59,740	3.0%
University Advancement	Asst to the Vice President	1.00	70,000	1,400	700	0	72,100	3.0%
University Advancement	AVP- Alumni Relations	1.00	122,329	2,447	5,224	0	130,000	6.3%
University Advancement	Dev & Alumni Communications Mg	1.00	53,525	1,071	535	0	55,131	3.0%
University Advancement	Dir - Univ News and Public Rel	1.00	80,000	1,600	800	0	82,400	3.0%
University Advancement	Dir Corporate & Foundation Rel	1.00	85,000	1,700	0	0	86,700	2.0%
University Advancement	Director Advancement Services	1.00	63,219	1,264	632	0	65,115	3.0%
University Advancement	Director of Development	1.00	95,000	1,900	1,900	0	98,800	4.0%
University Advancement	Donor Relations Coordinator	1.00	48,000	960	960	0	49,920	4.0%
University Advancement	Events Coordinator	1.00	45,000	900	450	0	46,350	3.0%
University Advancement	Graphic Designer	1.00	56,328	1,127	563	0	58,018	3.0%
University Advancement	Graphic/Web Designer	1.00	56,328	1,127	563	0	58,018	3.0%
University Advancement	Market Development Manager	0.60	69,332	1,387	693	0	42,847	-38.2%
University Advancement	Market Development Manager	1.00	49,572	991	496	0	51,059	3.0%
University Advancement	Photographer/Graphic Designer	1.00	58,656	1,173	587	0	60,416	3.0%
University Advancement	Research & Prospect Manager	1.00	65,000	1,300	0	0	66,300	2.0%
University Advancement	Senior Dir of Annual Giving	1.00	105,000	2,100	1,050	0	108,150	3.0%
University Advancement	Senior Director of Development	1.00	98,000	1,960	0	0	99,960	2.0%
University Advancement	Sr Communication Strategist	1.00	82,000	1,640	0	0	83,640	2.0%
University Advancement	Univ Advancement Assistant	1.00	40,000	800	400	0	41,200	3.0%
University Advancement	Videographer	1.00	56,801	1,136	568	0	58,505	3.0%
University Advancement	Videographer	1.00	59,676	1,194	597	0	61,467	3.0%
University Advancement	Assist Vice Pres Development	1.00	155,000	3,100	1,550	0	159,650	3.0%
University Advancement	Assoc Director of Gift Admin	1.00	54,134	1,083	0	0	55,217	2.0%
University Advancement	Asst Director Annual Giving	1.00	50,000	1,000	1,000	0	52,000	4.0%
University Advancement	Dir Development Spec Projects	1.00	85,000	1,700	1,700	0	88,400	4.0%
University Advancement	Dir University Events	1.00	62,500	1,250	625	0	64,375	3.0%

*Equal Pay for Equal Work adjustments made prior to 7/1 are included in the FY22 Beginning Salary amount

*Excludes Employees Hired after 4/1/2021

*Excludes Employees with a terminated status through 09/30/2021

Section Four

FY22 Classified Compensation Outcomes

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	FY22 Final Salary	FY22 % Salary Increase
Academic Affairs	Admin Assistant III	1.00	50,923	1,528	52,451	3%
Academic Affairs	Admin Assistant III	1.00	44,023	1,321	45,344	3%
Academic Affairs	Admin Assistant III	1.00	46,085	1,383	47,468	3%
Academic Affairs	Administrative Assistant III	1.00	51,924	1,558	53,482	3%
Academic Affairs	Human Resources Specialist II	1.00	46,432	1,393	47,825	3%
Academic Affairs	Human Resources Specialist II	1.00	44,496	1,335	45,831	3%
Academic Affairs	Librarian II	1.00	52,413	1,572	53,985	3%
Academic Affairs	Librarian II	1.00	56,257	1,688	57,945	3%
Academic Affairs	Library Technician II	.25	23,634	709	24,343	3%
Academic Affairs	Library Technician II	1.00	35,683	1,070	36,753	3%
Academic Affairs	Library Technician II	1.00	35,683	1,070	36,753	3%
Academic Affairs	Library Technician II	1.00	35,340	1,060	36,400	3%
Academic Affairs	Library Technician II	1.00	35,340	1,060	36,400	3%
Academic Affairs	Library Technician II	1.00	35,340	1,060	36,400	3%
Academic Affairs	Library Technician II	1.00	35,340	1,060	36,400	3%
Academic Affairs	Library Technician II	1.00	35,340	1,060	36,400	3%
Academic Affairs	Library Technician II	1.00	35,340	1,060	36,400	3%
Academic Affairs	Library Technician II	1.00	48,335	1,450	49,785	3%
Academic Affairs	Library Technician II	1.00	42,118	1,264	43,382	3%
Academic Affairs	Library Technician II	1.00	42,118	1,264	43,382	3%
Academic Affairs	Library Technician III	1.00	37,980	1,139	39,119	3%
Academic Affairs	Library Technician III	1.00	43,260	1,298	44,558	3%
Academic Affairs	Library Technician III	1.00	38,727	1,162	39,889	3%
Academic Affairs	Library Technician III	1.00	45,523	1,366	46,889	3%
Academic Affairs	Program Assistant II	1.00	52,246	1,567	53,813	3%
Academic Affairs	Student Services Spec II	1.00	46,269	1,388	47,657	3%
Academic Affairs	Student Support Specialist II	1.00	45,905	1,377	47,282	3%
Colleges	Accounting Technician II	1.00	52,445	1,573	54,018	3%
Colleges	Accounting Technician II	1.00	49,964	1,499	51,463	3%
Colleges	Accounting Technician II	1.00	52,359	1,571	53,930	3%
Colleges	Animal Care II	1.00	48,544	1,456	50,000	3%
Colleges	Human Resources Specialist II	1.00	48,425	1,453	49,878	3%
Colleges	Laboratory Coord I	1.00	52,359	1,571	53,930	3%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	FY22 Final Salary	FY22 % Salary Increase
Colleges	Laboratory Coord I	1.00	50,307	1,556	51,863	3%
Colleges	Laboratory Coord I	1.00	50,570	1,564	52,134	3%
Colleges	Laboratory Coord II	.80	50,336	1,510	51,846	3%
Colleges	Materials Handler I	.75	22,018	660	22,678	3%
Colleges	Program Assistant I	1.00	49,077	1,472	50,549	3%
Colleges	Student Services Spec II	.88	51,078	1,531	52,610	3%
Colleges	Student Services Spec II	1.00	44,496	1,335	45,831	3%
Colleges	Student Services Spec II	.88	40,087	1,203	41,290	3%
Colleges	Student Services Spec II - BOM	1.00	54,000	1,620	55,620	3%
Finance & Administration	Accountant I	1.00	51,735	1,552	53,287	3%
Finance & Administration	Accountant III	1.00	77,812	2,407	80,219	3%
Finance & Administration	Accounting Technician I	.85	29,054	872	29,926	3%
Finance & Administration	Accounting Technician II	.50	20,798	624	21,422	3%
Finance & Administration	Accounting Technician II	1.00	44,496	1,335	45,831	3%
Finance & Administration	Accounting Technician III	1.00	53,130	1,594	54,724	3%
Finance & Administration	Accounting Technician III	1.00	44,760	1,343	46,103	3%
Finance & Administration	Accounting Technician III	1.00	44,760	1,343	46,103	3%
Finance & Administration	Admin Assistant II	1.00	37,080	1,112	38,192	3%
Finance & Administration	Admin Assistant II	1.00	42,848	1,285	44,133	3%
Finance & Administration	Admin Assistant II	1.00	43,273	1,298	44,571	3%
Finance & Administration	Admin Assistant II	1.00	37,367	1,121	38,488	3%
Finance & Administration	Admin Assistant II	1.00	42,000	1,260	43,260	3%
Finance & Administration	Admin Assistant II	1.00	37,923	1,138	39,061	3%
Finance & Administration	Admin Assistant II	.50	17,543	527	18,070	3%
Finance & Administration	Admin Assistant II	.50	17,822	535	18,357	3%
Finance & Administration	Admin Assistant III	1.00	46,269	1,388	47,657	3%
Finance & Administration	Admin Assistant III	1.00	45,455	1,364	46,819	3%
Finance & Administration	Admin Assistant III	1.00	45,455	1,364	46,819	3%
Finance & Administration	Cust Support Coord I	1.00	53,608	1,608	55,216	3%
Finance & Administration	Cust Support Coord I	1.00	47,465	1,424	48,889	3%
Finance & Administration	Cust Support Coord I	1.00	47,654	1,430	49,084	3%
Finance & Administration	Custodian I	1.00	39,207	1,161	40,368	3%
Finance & Administration	Custodian I	1.00	27,816	834	28,650	3%
Finance & Administration	Custodian I	1.00	27,816	834	28,650	3%

[illegible]

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	FY22 Final Salary	FY22 % Salary Increase
Finance & Administration	Custodian I	1.00	28,451	854	29,305	3%
Finance & Administration	Custodian I	1.00	28,451	854	29,305	3%
Finance & Administration	Custodian I	1.00	28,451	854	29,305	3%
Finance & Administration	Custodian I	1.00	28,451	854	29,305	3%
Finance & Administration	Custodian I	1.00	28,451	854	29,305	3%
Finance & Administration	Custodian I	1.00	28,451	854	29,305	3%
Finance & Administration	Custodian I	1.00	28,451	854	29,305	3%
Finance & Administration	Custodian II	1.00	29,916	897	30,813	3%
Finance & Administration	Custodian II	1.00	30,715	921	31,636	3%
Finance & Administration	Custodian II	1.00	30,208	906	31,114	3%
Finance & Administration	Custodian II	1.00	34,440	1,033	35,473	3%
Finance & Administration	Custodian II	1.00	34,440	1,033	35,473	3%
Finance & Administration	Custodian II	1.00	39,659	1,190	40,849	3%
Finance & Administration	Custodian II	1.00	39,456	1,184	40,640	3%
Finance & Administration	Custodian II	1.00	39,456	1,184	40,640	3%
Finance & Administration	Custodian II	1.00	34,223	1,027	35,250	3%
Finance & Administration	Custodian II	1.00	34,223	1,027	35,250	3%
Finance & Administration	Custodian III	1.00	43,781	1,313	45,094	3%
Finance & Administration	Custodian III	1.00	42,936	1,288	44,224	3%
Finance & Administration	Custodian III	1.00	45,568	1,367	46,935	3%
Finance & Administration	Custodian III	1.00	45,390	1,362	46,752	3%
Finance & Administration	Electrical Trades I	1.00	51,073	1,532	52,605	3%
Finance & Administration	Electrical Trades II	1.00	57,281	1,718	58,999	3%
Finance & Administration	Electrical Trades II	1.00	58,185	1,746	59,931	3%
Finance & Administration	Electrical Trades II	1.00	56,675	1,753	58,428	3%
Finance & Administration	Electrical Trades III	1.00	75,000	2,250	77,250	3%
Finance & Administration	Electronics Spec II	1.00	61,411	1,842	63,253	3%
Finance & Administration	Electronics Spec II	1.00	61,411	1,842	63,253	3%
Finance & Administration	Electronics Spec II	1.00	66,061	1,982	68,043	3%
Finance & Administration	Electronics Spec III	1.00	72,952	2,189	75,141	3%
Finance & Administration	Equipment Mechanic I	1.00	47,709	1,431	49,140	3%
Finance & Administration	Equipment Mechanic II	1.00	50,923	1,528	52,451	3%
Finance & Administration	General Labor I	1.00	30,936	928	31,864	3%
Finance & Administration	General Labor I	1.00	31,599	948	32,547	3%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	FY22 Final Salary	FY22 % Salary Increase
Finance & Administration	General Labor I	1.00	31,656	950	32,606	3%
Finance & Administration	General Labor II	1.00	33,902	1,017	34,919	3%
Finance & Administration	General Labor II	1.00	35,191	1,056	36,247	3%
Finance & Administration	General Labor III	1.00	45,704	1,371	47,075	3%
Finance & Administration	Grounds & Nursery I	1.00	38,424	1,153	39,577	3%
Finance & Administration	Grounds & Nursery I	1.00	38,424	1,153	39,577	3%
Finance & Administration	Grounds & Nursery I	1.00	40,522	1,216	41,738	3%
Finance & Administration	Grounds & Nursery I	1.00	40,522	1,216	41,738	3%
Finance & Administration	Grounds & Nursery I	1.00	40,522	1,216	41,738	3%
Finance & Administration	Grounds & Nursery I	1.00	40,522	1,216	41,738	3%
Finance & Administration	Grounds & Nursery I	1.00	40,522	1,216	41,738	3%
Finance & Administration	Grounds & Nursery I	1.00	52,051	1,562	53,613	3%
Finance & Administration	Grounds & Nursery I	1.00	39,452	1,184	40,636	3%
Finance & Administration	Grounds & Nursery II	1.00	42,101	1,263	43,364	3%
Finance & Administration	Grounds & Nursery II	1.00	43,330	1,300	44,630	3%
Finance & Administration	Human Resources Spec II	1.00	44,496	1,335	45,831	3%
Finance & Administration	IT Professional	1.00	56,316	1,689	58,005	3%
Finance & Administration	IT Professional	1.00	56,316	1,689	58,005	3%
Finance & Administration	IT Professional	1.00	57,416	1,722	59,138	3%
Finance & Administration	IT Professional	1.00	62,783	1,883	64,666	3%
Finance & Administration	IT Professional	1.00	62,783	1,883	64,666	3%
Finance & Administration	IT Professional	1.00	60,514	1,815	62,329	3%
Finance & Administration	IT Professional	1.00	60,514	1,815	62,329	3%
Finance & Administration	IT Professional	1.00	57,680	1,730	59,410	3%
Finance & Administration	IT Professional	1.00	71,612	2,148	73,760	3%
Finance & Administration	IT Professional	1.00	85,512	2,565	88,077	3%
Finance & Administration	IT Professional	1.00	102,047	3,061	105,108	3%
Finance & Administration	IT Professional	1.00	60,107	1,803	61,910	3%
Finance & Administration	IT Professional	1.00	96,810	2,904	99,714	3%
Finance & Administration	IT Professional	1.00	63,936	1,918	65,854	3%
Finance & Administration	IT Professional	1.00	56,868	1,706	58,574	3%
Finance & Administration	IT Professional	1.00	60,000	1,800	61,800	3%
Finance & Administration	IT Professional	1.00	63,330	1,900	65,230	3%
Finance & Administration	IT Professional	1.00	58,961	1,769	60,730	3%
Finance & Administration	IT Professional	1.00	58,291	1,749	60,040	3%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	FY22 Final Salary	FY22 % Salary Increase
Finance & Administration	IT Professional	1.00	67,356	2,021	69,377	3%
Finance & Administration	IT Professional	1.00	80,250	2,408	82,658	3%
Finance & Administration	IT Professional	1.00	80,250	2,408	82,658	3%
Finance & Administration	IT Professional	1.00	64,286	1,929	66,215	3%
Finance & Administration	IT Professional	1.00	64,286	1,929	66,215	3%
Finance & Administration	IT Professional	1.00	59,519	1,786	61,305	3%
Finance & Administration	IT Professional	1.00	64,250	1,928	66,178	3%
Finance & Administration	IT Professional	1.00	76,751	2,374	79,125	3%
Finance & Administration	IT Supervisor	1.00	102,455	3,074	105,529	3%
Finance & Administration	IT Technician	1.00	51,515	1,545	53,060	3%
Finance & Administration	IT Technician	1.00	48,410	1,452	49,862	3%
Finance & Administration	IT Technician	1.00	45,000	1,350	46,350	3%
Finance & Administration	IT Technician	1.00	53,400	1,602	55,002	3%
Finance & Administration	IT Technician	1.00	45,000	1,350	46,350	3%
Finance & Administration	IT Technician	1.00	53,400	1,602	55,002	3%
Finance & Administration	LTC Operations I	1.00	80,067	2,402	82,469	3%
Finance & Administration	Materials Handler II	1.00	39,083	1,172	40,255	3%
Finance & Administration	Pipe/Mech Trades II	1.00	52,967	1,589	54,556	3%
Finance & Administration	Pipe/Mech Trades II	1.00	54,128	1,624	55,752	3%
Finance & Administration	Pipe/Mech Trades II	1.00	54,128	1,624	55,752	3%
Finance & Administration	Pipe/Mech Trades II	1.00	58,594	1,758	60,352	3%
Finance & Administration	Pipe/Mech Trades II	1.00	58,827	1,765	60,592	3%
Finance & Administration	Pipe/Mech Trades II	1.00	51,324	1,540	52,864	3%
Finance & Administration	Pipe/Mech Trades II	1.00	51,324	1,540	52,864	3%
Finance & Administration	Pipe/Mech Trades II	1.00	51,324	1,540	52,864	3%
Finance & Administration	Pipe/Mech Trades II	1.00	59,487	1,785	61,272	3%
Finance & Administration	Pipe/Mech Trades II	1.00	62,384	1,872	64,256	3%
Finance & Administration	Pipe/Mech Trades II	1.00	55,384	1,662	57,046	3%
Finance & Administration	Police Communication Tech	1.00	43,896	1,317	45,213	3%
Finance & Administration	Police Communication Tech	1.00	43,896	1,317	45,213	3%
Finance & Administration	Police Communication Tech	1.00	43,896	1,317	45,213	3%
Finance & Administration	Police Communication Tech	1.00	47,029	1,411	48,440	3%
Finance & Administration	Police Communication Tech	1.00	45,059	1,352	46,411	3%
Finance & Administration	Police Officer I	1.00	74,716	2,241	76,957	3%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	FY22 Final Salary	FY22 % Salary Increase
Finance & Administration	Police Officer I	1.00	65,279	1,958	67,237	3%
Finance & Administration	Police Officer I	1.00	64,702	1,941	66,643	3%
Finance & Administration	Police Officer I	1.00	64,702	1,941	66,643	3%
Finance & Administration	Police Officer I	1.00	55,027	1,651	56,678	3%
Finance & Administration	Police Officer I	1.00	55,027	1,651	56,678	3%
Finance & Administration	Police Officer I	1.00	67,692	2,031	69,723	3%
Finance & Administration	Police Officer I	1.00	59,392	1,782	61,174	3%
Finance & Administration	Police Officer I	1.00	54,492	1,635	56,127	3%
Finance & Administration	Police Officer I	1.00	54,492	1,635	56,127	3%
Finance & Administration	Police Officer I	1.00	54,492	1,635	56,127	3%
Finance & Administration	Police Officer II	1.00	68,081	2,042	70,123	3%
Finance & Administration	Police Officer III	1.00	78,779	2,363	81,142	3%
Finance & Administration	Program Assistant I	1.00	48,144	1,444	49,588	3%
Finance & Administration	Program Assistant I	1.00	49,676	1,490	51,166	3%
Finance & Administration	Program Assistant I	1.00	49,862	1,496	51,358	3%
Finance & Administration	Program Assistant II	1.00	55,000	1,650	56,650	3%
Finance & Administration	Program Assistant II	1.00	53,130	1,594	54,724	3%
Finance & Administration	Scheduler	1.00	41,882	1,256	43,138	3%
Finance & Administration	Scheduler	1.00	41,882	1,256	43,138	3%
Finance & Administration	Structural Trades II	1.00	45,713	1,371	47,084	3%
Finance & Administration	Structural Trades II	1.00	44,842	1,345	46,187	3%
Finance & Administration	Structural Trades II	1.00	44,408	1,332	45,740	3%
Finance & Administration	Structural Trades II	1.00	44,408	1,332	45,740	3%
Finance & Administration	Structural Trades II	1.00	56,342	1,690	58,032	3%
Finance & Administration	Structural Trades II	1.00	47,005	1,410	48,415	3%
Finance & Administration	Structural Trades II	1.00	45,271	1,358	46,629	3%
Finance & Administration	Structural Trades II	1.00	45,826	1,375	47,201	3%
Finance & Administration	Structural Trades II	1.00	45,826	1,375	47,201	3%
Finance & Administration	Utility Plant Oper I	1.00	57,146	1,714	58,860	3%
Finance & Administration	Utility Plant Oper I	1.00	57,146	1,714	58,860	3%
Finance & Administration	Utility Plant Oper I	1.00	57,146	1,714	58,860	3%
Finance & Administration	Utility Plant Oper I	1.00	57,146	1,714	58,860	3%
Finance & Administration	Utility Plant Oper I	1.00	67,368	2,021	69,389	3%
Finance & Administration	Utility Plant Oper II	1.00	72,673	2,180	74,853	3%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	FY22 Final Salary	FY22 % Salary Increase
Student Affairs	Accounting Technician III	1.00	44,760	1,343	46,103	3%
Student Affairs	Admin Assistant I	1.00	30,685	921	31,606	3%
Student Affairs	Admin Assistant II	1.00	34,752	1,043	35,795	3%
Student Affairs	Admin Assistant III	1.00	44,023	1,321	45,344	3%
Student Affairs	Admin Assistant III	1.00	45,455	1,364	46,819	3%
Student Affairs	Dining Services I	1.00	27,048	811	27,859	3%
Student Affairs	Dining Services I	1.00	26,080	782	26,862	3%
Student Affairs	Dining Services I	1.00	26,275	788	27,063	3%
Student Affairs	Dining Services I	1.00	27,200	816	28,016	3%
Student Affairs	Dining Services I	1.00	26,030	781	26,811	3%
Student Affairs	Dining Services I	1.00	26,030	781	26,811	3%
Student Affairs	Dining Services I	1.00	27,196	816	28,012	3%
Student Affairs	Dining Services I	1.00	26,028	781	26,809	3%
Student Affairs	Dining Services I	.64	18,748	563	19,311	3%
Student Affairs	Dining Services I	1.00	26,784	804	27,588	3%
Student Affairs	Dining Services II	1.00	28,075	842	28,917	3%
Student Affairs	Dining Services II	1.00	28,393	852	29,245	3%
Student Affairs	Dining Services II	1.00	28,393	852	29,245	3%
Student Affairs	Dining Services III	1.00	38,052	756	38,808	2%
Student Affairs	Dining Services III	1.00	38,052	756	38,808	2%
Student Affairs	Dining Services III	1.00	34,415	1,032	35,447	3%
Student Affairs	Dining Services III	1.00	34,415	1,032	35,447	3%
Student Affairs	Dining Services III	1.00	32,437	973	33,410	3%
Student Affairs	Dining Services III	1.00	32,335	970	33,305	3%
Student Affairs	Dining Services III	1.00	32,567	977	33,544	3%
Student Affairs	Dining Services IV	1.00	36,503	1,095	37,598	3%
Student Affairs	Dining Services IV	1.00	34,443	1,033	35,476	3%
Student Affairs	Dining Services V	1.00	57,575	1,727	59,302	3%
Student Affairs	Dining Services V	1.00	49,899	1,497	51,396	3%
Student Affairs	Dining Services V	1.00	57,094	1,713	58,807	3%
Student Affairs	Dining Services V	1.00	57,094	1,713	58,807	3%
Student Affairs	Dining Services V	1.00	50,360	1,511	51,871	3%
Student Affairs	Food Serv Mgr I	1.00	55,271	1,658	56,929	3%
Student Affairs	Food Serv Mgr I	1.00	53,762	1,613	55,375	3%

Area	Title	FTE	FY22 Beginning Salary	Across the Board Increase	FY22 Final Salary	FY22 % Salary Increase
Student Affairs	General Labor I	1.00	32,372	971	33,343	3%
Student Affairs	General Labor I	1.00	30,936	928	31,864	3%
Student Affairs	General Labor I	1.00	31,656	950	32,606	3%
Student Affairs	Pipe/Mech Trades II	1.00	52,967	1,589	54,556	3%
Student Affairs	Program Assistant I	1.00	49,424	1,483	50,907	3%
Student Affairs	Program Assistant II	1.00	53,130	1,594	54,724	3%

*Equal Pay for Equal Work adjustments made effective 4/1 are included in the FY22 Beginning Salary amount

*Excludes Employees Hired after 7/1/2021

*Excludes Employees with a terminated status through 09/30/2021