

*Office of the Provost*

September 21, 2016

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



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

In 2011, our Board of Trustees (BOT) supported a Compensation Identity Plan<sup>1</sup> that set an overall compensation target of 90% of the CUPA<sup>2</sup> average salary by rank based on our identified NCHEMS (

As you know, for Fall 2016 (FY 17),

Fub_	7cibh	i cZ HchU 7cibh
Professor	173	32.8
Associate Professor	131	24.8
Assistant Professor	164	31.1
Instructor/Lecturer	60	11.4
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College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank		Tenure	FTE	FY17			MOE Increase	Provost Discretion	FY17	FY17	FY17
				Base Salary	Promotion Increase			Beginning Base Salary	Final Base Salary	Base Salary			% Increase	Final Base Salary % of CUPA Median	
EBS	1302	Bilingual, Multilingual & Multicultural	Professor	14	Tenured		1.00	85,595	0	85,595	2,354	0	87,949	2.75%	99.5%
EBS	1302	Bilingual, Multilingual & Multicultural	Professor	6	Tenured		1.00	81,352	0	81,352	2,237	0	83,589	2.75%	102.4%
EBS	1302	Bilingual, Multilingual & Multicultural	Professor	1	Tenure Track		1.00	61,281	5,000	66,281	1,823	0	68,104	2.75%	88.0%
EBS	1302	Bilingual, Multilingual & Multicultural	Assoc Professor	13	Tenured		1.00	62,494	0	62,494	1,719	0	64,213	2.75%	84.2%
EBS	1304														
		99.5%					0	0	83,589	66	88.2%	1304		99.5%	83,589
	EBS	1304					99.5%	83,589	2.7	%84.2%					

EBS 1302 Ed Administrati 1 2.75%

## Attachment B Faculty Compensation Outcomes 2016-17

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



College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17
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College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
HSS	4511	Sociology	Assoc Professor	5	Tenured	1.00	61,013	0	61,013	1,678	0	62,691	2.75%	82.7%
HSS	4511	Sociology	Assoc Professor	3	Tenured	1.00	59,780	0	59,780	1,644	0	61,424	2.75%	82.7%
HSS	4511	Sociology	Assoc Professor	1	Tenured	1.00	52,180	3,000	55,180	1,517	0	56,697	2.75%	77.9%
HSS	4511	Sociology	Asst Professor	4	Tenure Track	1.00	51,663	0	51,663	1,421	0	53,084	2.75%	81.5%
HSS	4511	Sociology	Asst Professor	2	Tenure Track	1.00	49,000	0	49,000	1,348	0	50,348	2.75%	78.9%
HSS	4511	Sociology	Instructor	17	Contract Renewable	1.00	44,373	0	44,373	1,220	0	45,593	2.75%	R R





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





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College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
PVA	5009	Music	Professor	2	Tenured	1.00	67,977	0	67,977	1,869	1,474	71,320	4.92%	85.2%
PVA	5009	Music	Professor	2	Tenured	1.00	82,081	0	82,081	2,257	0	84,338	2.75%	100.8%
PVA	5009	Music	Professor	1	Tenured	1.00	60,804	5,000	65,804	1,810	0	67,614	2.75%	81.7%
PVA	5009	Music	Assoc Professor	6	Tenured	1.00	60,804	0	60,804	1,672	0	62,476	2.75%	88.7%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	60,059	0	60,059	1,652	0	61,711	2.75%	89.3%
PVA	5009	Music	Assoc Professor	4	Tenured	1.00	60,059	0	60,059	1,652	0	61,711	2.75%	89.3%
PVA	5009	Music	Assoc Professor	3	Tenured	1.00	59,859	0	59,859	1,646	0	61,505	2.75%	90.0%
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	59,628	0	59,628	1,640	0	61,268	2.75%	90.5%
PVA	5009	Music	Assoc Professor	2	Tenured	1.00	59,628	0	59,628	1,640	0	61,268	2.75%	90.5%
PVA	5009	Music	Assoc Professor	1	Tenured	1.00	56,383	3,000	59,383	1,633	0	61,016	2.75%	91.1%
PVA	5009	Music	Assoc Professor	1	Contract Renewable	1.00	51,258	3,000	54,258	1,492	0	55,750	2.75%	83.2%
PVA	5009	Music	Asst Professor	5	Tenure Track	1.00	50,686	0	50,686	1,394	0	52,080	2.75%	89.7%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,176	0	49,176	0	0	49,176	.00%	85.6%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	48,234	0	48,234	1,326	0	49,560	2.75%	86.2%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,176	0	49,176	1,352	0	50,528	2.75%	87.9%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,176	0	49,176	1,352	0	50,528	2.75%	87.9%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,207	0	49,207	1,353	0	50,560	2.75%	88.0%
PVA	5009	Music	Asst Professor	4	Tenure Track	1.00	49,207	0	49,207	1,353	0	50,560	2.75%	88.0%
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	47,045	0	47,045	1,294	0	48,339	2.75%	84.9%
PVA	5009	Music	Asst Professor	3	Tenure Track	1.00	47,045	0	47,045	1,294	0	48,339	2.75%	84.9%
PVA	5009	Music	Asst Professor	2	Tenure Track	1.00	46,350	0	46,350	1,275	0	47,625	2.75%	84.5%
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	1,275	0	47,625	2.75%	85.4%
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	1,275	0	47,625	2.75%	85.4%
PVA	5009	Music	Asst Professor	1	Tenure Track	1.00	46,350	0	46,350	1,275	0	47,625	2.75%	85.4%
PVA	5009	Music	Asst Professor	4	Contract Renewable	1.00	49,176	0	49,176	1,352	0	50,528	2.75%	87.9%
UC	0301	Conservation & Research	Instructor	2	Contract Renewable	1.00	45,000	0	45,000	1,238	0	46,238	2.75%	79.9%
UC	2613	Ecology, Evolution & Population	Asst Professor	1	Tenure Track	1.00	50,000	0	50,000	1,375	0	51,375	2.75%	71.3%
UC	2613	Ecology, Evolution & Population	Asst Professor	1	Tenure Track	1.00	57,000	0	57,000	0	0	57,000	.00%	79.1%
HchiU'							)&'('	'i---%i)+	%%-i)\$\$	'*2i%%i\$+&	,-&i--)	'i'2i&,	'+i\$ (+i%-)	