Office of the Provost

September 21, 2016

Stephen Luttmann, Faculty Senate Chair To:

Faculty Compensation Information and Process Update Re: R. TOCK

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 Plan¹ that set an <u>overall</u> compensation target of 90% of the CUPA² average salary by rank based on our identified NCHEMS (

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

RUb_	Cc i bh	% cZ TchU` Cc i bh
Professor	173	32.8
Associate Professor	131	24.8
Assistant Professor	164	31.1
Instructor/Lecturer	60	11.4
A "	528	100.0

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College	CIP Code (4-digits)	CIP Code Description	Rank	Yea ir Ra	1		FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
EBS	1302	Bilingual, Multilingual & Multicultural	Professor		14 Tenured		1.00	85,595	0	85,595	2,354	0	87,949	2.75%	99.5%
EBS	1302	Bilingual, Multilingual & Multicultural	Professor		6 Tenured		1.00	81,352	0	81,352	2,237	0	83,589	2.75%	102.4%
EBS	1302	Bilingual, Multilingual & Multicultural	Professor		1 Tenure Track		1.00	61,281	5,000	66,281	1,823	0	68,104	2.75%	88.0%
EBS	1302	Bilingual, Multilingual & Multicultural	Assoc Professor		13 Tenured		1.00	62,494	0	62,494	1,719	0	64,213	2.75%	84.2%
EBS	1304	99.5%				0	0	83,589 6	66 BB3 %	1304			9	9.5%0	83,589
	EBS	1304	99.5%0 83,589	2.7	%84.2%										

EBS 1302 Ed Administrati 1 20uftn5%

									FY17			FY17	FY17	FY17
	CIP			Years			FY16		Beginning			Final	Base	Final Base
	Code			in			Base	Promotion	Base	MOE	Provost	Base	Salary	Salary % of
College	(4-digits)	CIP Code Description	Rank	Rank	Tenure	FTE	Salary	Increase	Salary	Increase	Discretion	Salary	% Increase	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		2,147	0	,	1	87.8%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Professor	1	Tenured	1.00	59,248		64,248	1,767	0	,		78.6%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	6	Tenured	1.00	59,248		59,248	1,629	0	, -		81.5%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	4	Tenured	1.00	58,363	0	,	1,605	0	,		81.9%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor		Tenure Track	1.00	64,254	0		1,767	0	,-		90.2%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor		Contract Renewable	1.00	56,439	0	,	1,552	0	,		80.9%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Asst Professor		Tenure Track	1.00	53,937	0	,	1,483	0	,		87.7%
EBS EBS	1312 1312	Teacher Ed & Prof Dev, Levels & Methods Teacher Ed & Prof Dev, Levels & Methods	Asst Professor Asst Professor		Tenure Track Contract Renewable	1.00	53,308 50,000	0		1,466	0	,		87.5% 82.4%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods Teacher Ed & Prof Dev, Subjects	Assoc Professor		Tenured	1.00	61,153	0		0 1,682	0	,		84.5%
EBS	1313	Teacher Ed & Prof Dev, Subjects Teacher Ed & Prof Dev, Subjects	Assoc Professor		Tenured	1.00	57,919			1,593	0			82.5%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor		Tenured	1.00	58,769	0		1,616	0	,	1	83.7%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Assoc Professor		Tenure Track	1.00	60,771	0		1,671	0			84.8%
EBS	1313	Teacher Ed & Prof Dev, Subjects	Instructor		Contract Renewable	.80	37,878	0		1,042	0	,		85.6%
EBS	1601	Linguistic, Comp & Rel Studies & Srvcs	Assoc Professor	4	Tenure Track	1.00	61,242	0		1,684	0	,-		92.1%
EBS		Linguistic, Comp & Rel Studies & Srvcs	Asst Professor	1	Tenure Track	1.00	52,000	0	,	0	0	,		91.7%
EBS	1601	Linguistic, Comp & Rel Studies & Srvcs	Asst Professor	1	Tenure Track	1.00	52,000	0	52,000	0	0	52,000	.00%	91.7%
EBS		Linguistic, Comp & Rel Studies & Srvcs	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		General Psychology	Professor	18	Tenured	1.00	96,446	0	96,446	2,652	0	99,098		82.7%
EBS		General Psychology	Professor		Tenured	1.00	95,541	0	,	2,627	0	,		82.6%
EBS		General Psychology	Professor	12	Tenured	1.00	90,992	0		2,502	0	, -		82.6%
EBS		General Psychology	Professor	9	Tenured	1.00	88,271	0	,	2,427	0	,		82.5%
EBS		General Psychology	Professor	/	Tenured	1.00	86,548		,	2,380	0	,-		82.6%
EBS		General Psychology	Professor	4	Tenured	1.00	81,748	0		2,248	0 000	,		80.5%
EBS EBS		General Psychology General Psychology	Professor	12	Tenured Tenured	1.00	63,615	5,000	68,615	1,887 1,854	2,000	,		71.8% 82.4%
EBS		General Psychology General Psychology	Assoc Professor Assoc Professor		Tenured	1.00	67,432 66,160	0	,	1,854	0	,		82.4% 82.4%
EBS		General Psychology	Assoc Professor		Tenured	1.00	75,200	0	,	2,068	0	- ,		93.6%
EBS		General Psychology	Assoc Professor		Tenured	1.00	62,343	0		1,714	0	,		82.3%
EBS		General Psychology	Assoc Professor		Tenured	1.00	61,071	0	,	1,679		,		82.3%
EBS		General Psychology	Asst Professor		Tenure Track	1.00	43,000	0	,	1,183	0	,		66.3%
EBS		General Psychology	Asst Professor		Tenure Track	1.00	44,290	0		1,218				68.2%
EBS		General Psychology	Asst Professor	1	Tenure Track	1.00	51,000	0		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		General Psychology	Asst Professor		Tenure Track	1.00	56,108	0		0	0	,		85.0%
EBS		General Psychology	Asst Professor		Contract Renewable	1.00	53,026	0	,	1,458				80.1%
EBS		General Psychology	Asst Professor		Contract Renewable	1.00	54,000	0		1,485	0	,		83.2%
EBS		General Psychology	Sr Lecturer		Contract Renewable	1.00	49,824	0	49,824	1,370	0	01,10		99.9%
EBS		Clinical, Counseling and Applied Psychology	Professor		Tenured	1.00	88,557	0	88,557	2,435	0	,		80.0%
EBS		Clinical, Counseling and Applied Psychology	Professor		Tenured	1.00	85,307			2,346				
EBS		Clinical, Counseling and Applied Psychology	Professor		Tenured	1.00	82,058	0		2,257	0			80.0%
EBS		Clinical, Counseling and Applied Psychology	Professor		Tenured	1.00	83,893	0	83,893	2,307	0	,		82.6%
EBS EBS		Clinical, Counseling and Applied Psychology Clinical, Counseling and Applied Psychology	Professor		Tenured Tenured	1.00	78,808 74,746	0		2,167 2,056	0			79.9% 79.9%
EBS		Clinical, Counseling and Applied Psychology Clinical, Counseling and Applied Psychology	Professor Assoc Professor		Tenured	1.00	60,013			1,650	0			81.0%
EBS		Clinical, Counseling and Applied Psychology Clinical, Counseling and Applied Psychology	Assoc Professor		Tenured	1.00	60,013			1,650	0			81.0%
EBS		Clinical, Counseling and Applied Psychology	Assoc Professor		Tenured	1.00	60,013			1,650		,		81.7%
EBS		Clinical, Counseling and Applied Psychology	Assoc Professor		Tenured	1.00	58,072			1,597	0			79.2%
EBS		Clinical, Counseling and Applied Psychology	Assoc Professor		Tenured	1.00	54,929		57,929	1,593				80.6%
EBS		Clinical, Counseling and Applied Psychology	Asst Professor		Tenure Track	1.00	53,000	0,000		1,458				85.4%
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CIP			Years			FY16		Beginning			Final		
Code			in			Base	Promotion	Base	MOE	Provost	Base		
College (4-digits)	CIP Code Description	Rank	Rank	Tenure	FTE	Salary	Increase	Salary	Increase	Discretion	Salary		

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE		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	44,3751	7 0	44,373	1,220	6 0	Riene4/59 5 \$9300	18 ,00 2.475 %	R R

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									FY17			FY17	FY17	FY17
	CIP			Years			FY16		Beginning			Final	Base	Final Base
	Code			in			Base	Promotion	Base	MOE	Provost	Base	Salary	Salary % of
College	(4-digits)	CIP Code Description	Rank	Rank	Tenure	FTE	Salary	Increase	Salary	Increase	Discretion	Salary	% Increase	CUPA Median
MCB	5203	Accounting & Related Srvcs	Asst Professor	1	Tenure Track	1.00	114,753	0	114,753	3,156	0	117,909	2.75%	87.3%
MCB	5203	Accounting & Related Srvcs	Lecturer	3	Contract Renewable	1.00	85,000	0	85,000	2,338	0	87,338	2.75%	122.4%
MCB	5208	Finance & Financial Mgt Srvcs	Professor	20	Tenured Tenured	1.00	150,126	0	150,126	4,128	0	154,254	2.75%	86.0%
MCB	5208	Finance & Financial Mgt Srvcs	Professor	10	Tenured	1.00	136,354	0	,	3,750	0	140,104	2.75%	85.9%
MCB	5208	Finance & Financial Mgt Srvcs	Professor	6	Tenured	1.00	130,963	0	130,963	3,601	0	134,564	2.75%	85.9%
MCB	5208	Finance & Financial Mgt Srvcs	Professor		Tenured	1.00	126,872		,	3,489	0	130,361	2.75%	85.9%
MCB	5208	Finance & Financial Mgt Srvcs	Assoc Professor	5	Tenured	1.00	117,275	0	117,275	3,225	5,000	125,500	7.01%	87.2%
MCB	5212	Mgt Information Sys & Srvcs	Professor		? Tenured	1.00	133,822	0	, -	3,680	0	137,502	2.75%	81.4%
MCB	5212	Mgt Information Sys & Srvcs	Professor		' Tenured	1.00	128,179	0		3,525	0	131,704	2.75%	81.6%
MCB	5212	Mgt Information Sys & Srvcs	Asst Professor		Tenure Track	1.00	102,000	0	,	0	0	102,000	.00%	91.3%
MCB	5212	Mgt Information Sys & Srvcs	Asst Professor		? Tenure Track	1.00	102,000	0	- ,	2,805	0	104,805	2.75%	95.7%
MCB	5212	Mgt Information Sys & Srvcs	Instructor		Contract Renewable	1.00	64,080	0	- ,	1,762	0	65,842	2.75%	88.6%
MCB	5213	Mgt Sciences & Quantitative Methods	Professor		Tenured	1.00	153,852	0	,	4,231	0	158,083	2.75%	87.1%
MCB	5213	Mgt Sciences & Quantitative Methods	Professor		Contract Renewable	1.00	103,774	0	,	2,854	0	106,628	2.75%	79.6%
MCB	5214	Marketing	Professor		3 Tenured	1.00	134,443	0	- , -	3,697	0	138,140	2.75%	90.2%
MCB	5214	Marketing	Professor		Tenured	1.00	129,452	0	-, -	3,560	0	133,012	2.75%	90.2%
MCB	5214	Marketing	Professor		? Tenured	1.00	126,223	0	-, -	3,471	0	129,694	2.75%	89.6%
MCB	5214	Marketing	Professor		Tenured	1.00	119,398	0	,	3,283	0	122,681	2.75%	90.1%
MCB	5214	Marketing	Asst Professor		Tenure Track	.50	30,000	0	,	825	0	30,825	2.75%	52.8%
MCB	5214	Marketing	Asst Professor		Tenure Track	1.00	106,774	0	,	0	0	106,774	.00%	91.4%
MCB	5299	Other Business, Management, Marketing	Assoc Professor		Tenured	1.00	99,023	0	,	2,723	0	101,746	2.75%	86.4%
MCB	5299	Other Business, Management, Marketing	Assoc Professor		Tenured	1.00	87,107	0	- , -	2,395	0	89,502	2.75%	83.7%
NHS	0000	Unknown	Professor		Tenure Track	1.00	125,383	0	-,	3,448	0	128,831	2.75%	
NHS	1107	Computer Science	Asst Professor		Tenure Track	1.00	74,836	0	,	0	0	74,836	.00%	85.3%
NHS	1107	Computer Science	Lecturer		Contract Renewable	1.00	53,795	0	,	1,479	0	55,274	2.75%	90.2%
NHS	1905	Foods, Nutrition & Related Srvcs	Professor		Tenured	1.00	88,840	0	,	2,443	0	91,283	2.75%	82.0%
NHS	1905	Foods, Nutrition & Related Srvcs	Assoc Professor		Tenured	1.00	66,358	0	,	1,825	0	68,183	2.75%	82.8%
NHS	1905	Foods, Nutrition & Related Srvcs	Assoc Professor		Contract Renewable	.50	27,529	1,500		798	0	29,827	2.75%	74.7%
NHS	1905	Foods, Nutrition & Related Srvcs	Asst Professor		Tenure Track	1.00	53,988	0	,	1,485	0	55,473	2.75%	77.1%
NHS	1905	Foods, Nutrition & Related Srvcs	Instructor		Contract Renewable	1.00	48,800	0	-,	1,342	0	50,142	2.75%	86.8%
NHS	1905	Foods, Nutrition & Related Srvcs	Sr Lecturer		Contract Renewable	1.00	49,289	2,000	- ,	1,410	0	52,699	2.75%	96.6%
NHS	1907	Human Dev, Family Studies & Rel Srvcs	Assoc Professor		Contract Renewable	1.00	59,256	3,000	,	1,712		63,968	2.75%	86.4%
NHS	1907	Human Dev, Family Studies & Rel Srvcs	Asst Professor		Tenure Track	1.00	56,005	0	56,005	1,540	0	57,545	2.75%	85.9%
NHS	2609	Physiology, Pathology & Related	Professor		Tenured	1.00	110,053	0	-,	3,026	1,000	114,079	3.66%	77.0%
NHS	2609 2609	Physiology, Pathology & Related	Professor		! Tenured	1.00	82,958	0	,	2,281	1,000 0	86,239 78,199	3.96% 2.75%	67.1%
NHS NHS		Physiology, Pathology & Related	Assoc Professor Assoc Professor		Tenured Tenured	1.00	76,106	0	-,	2,093	0	,		81.3%
NHS	2609 2609	Physiology, Pathology & Related Physiology, Pathology & Related	Assoc Professor		? Tenured	1.00	73,179 68,135	0	,	2,012 1,874	0	75,191 70,009	2.75% 2.75%	81.3% 78.8%
NHS	2609	, ,,	Assoc Professor		Contract Renewable	1.00	66,507	0	,	,	0	68,336	2.75%	76.8% 76.1%
NHS	2609	Physiology, Pathology & Related	Asst Professor		Tenure Track	1.00	62,980	0	,	1,829 0	0	62,980	.00%	76.1% 84.3%
NHS	2609	Physiology, Pathology & Related Physiology, Pathology & Related	Asst Professor		Tenure Track Tenure Track	1.00	59,500	0	,	0		59,500	.00%	84.3% 82.0%
NHS	2609	Physiology, Pathology & Related	Asst Professor		Tenure Track	1.00	59,500	0	,	0	0	59,500	.00%	82.0% 82.0%
NHS	2609	Physiology, Pathology & Related	Asst Professor		Tenure Track	1.00	61,000	0	,	0	0	61,000	.00%	84.1%
NHS	2609	Physiology, Pathology & Related Physiology, Pathology & Related	Instructor		Contract Renewable	1.00	46,230	0		1,271	0	47,501	2.75%	87.7%
NHS	2609	Physiology, Pathology & Related	Instructor		Contract Renewable	1.00	45,305	0	,	1,271	0	46,551	2.75%	87.7%
NHS	2613	Ecology, Evolution & Population	Professor		Tenured	1.00	97,051	0	-,	2,669	0	99,720	2.75%	80.8%
NHS	2613	Ecology, Evolution & Population Ecology, Evolution & Population	Professor		Tenured	1.00	80,495	0	- ,	2,009	1,000	83,709	3.99%	73.0%
NHS	2613	Ecology, Evolution & Population	Assoc Professor		Tenured	1.00	70,950	0	,	1,951	0,000	72,901	2.75%	84.1%
NHS	2613	Ecology, Evolution & Population	Assoc Professor		? Tenured	1.00	65,648	0	-,	1,805	0	67,453	2.75%	79.4%
NHS	2613	Ecology, Evolution & Population	Assoc Professor		Tenure Track	1.00	67.000	0		1,003	0	67,000	.00%	79.7%
NHS	2613	Ecology, Evolution & Population	Assoc Professor		Contract Renewabl	1.00	07,000	U	07,000	U	U	07,000	.0070	13.170
10	_5.0	255.5gj, Evolution a ropulation	, .5555 1 10105501	7										

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	CIP			Years			FY16	D	Beginning	МОЕ	Duning	Final	Base	Final Base
0 11	Code	CID Code Description	Rank	in Rank	Tenure	FTE	Base Salary	Promotion Increase	Base Salary	MOE Increase	Provost Discretion	Base Salary	Salary % Increase	Salary % of CUPA Median
College	(4-digits)	CIP Code Description							,			,		
NHS		Mathematics	Professor		Tenured	1.00	91,820	0	- ,	2,525	0	- ,		83.5%
NHS		Mathematics Mathematics	Professor		Tenured	1.00	90,150	0	,	2,479	0	- ,		83.5%
NHS NHS		Mathematics Mathematics	Professor		Tenured Tenured	1.00	84,161		- , -	2,314	0	,		84.9%
NHS			Professor		Tenured	1.00	84,512		- ,-	2,324	0	,		85.3%
NHS		Mathematics Mathematics	Professor		Tenured	1.00	78,464 80,148	0		2,158 2,204	0	,		83.3% 86.0%
NHS		Mathematics	Professor Professor	4	Tenured	1.00	79,762	0	,	2,204	0	,		86.5%
NHS		Mathematics Mathematics	Professor	1	Tenured	1.00	67,645			1,998	0			80.5%
NHS		Mathematics	Asst Professor		Tenure Track	1.00	65,528	,	,	1,802	0			97.5%
NHS		Mathematics	Asst Professor		Tenure Track	1.00	60,214			1,656		,		89.6%
NHS		Mathematics	Asst Professor		Tenure Track	1.00	58,684	0		1,614	0			88.2%
NHS		Mathematics	Asst Professor		Tenure Track	1.00	57,211	0		1,573	0			86.8%
NHS		Mathematics	Asst Professor	3	Tenure Track	1.00	60,000	0		1,650	0	,		92.0%
NHS		Mathematics	Asst Professor	4	Contract Renewable	1.00	63,458		,	1,745	-	- ,		96.3%
NHS		Mathematics	Asst Professor		Contract Renewable	.60	32,100	0		883	0			82.8%
NHS		Mathematics	Sr Lecturer		Contract Renewable	1.00	41,502	0		1,141	0	,	2.75%	85.3%
NHS		Mathematics	Sr Lecturer		Contract Renewable	1.00	41,502	0	,	1,141	0	:=,0 :0		85.3%
NHS		Mathematics	Lecturer		Contract Renewable	1.00	40.407	0	,	1,111	0			82.1%
NHS		Statistics	Professor		Tenured	1.00	121,694	0	-, -	3,347	0	,		83.1%
NHS		Parks, Recreation & Leisure Studies	Assoc Professor		Tenured	1.00	62,739		,	1,725	0	- , -		88.4%
NHS		Parks, Recreation & Leisure Studies	Asst Professor		Tenure Track	1.00	52,323	0	,	1,439				
NHS		Parks, Recreation & Leisure Studies	Asst Professor		Tenure Track	1.00	52,000	0		0,100	,	,		81.5%
NHS		Health & Physical Education/Fitness	Professor		Tenured	1.00	90,642			2,493	0	,		84.4%
NHS		Health & Physical Education/Fitness	Professor		Tenured	1.00	88,124	0		2,423	0			84.4%
NHS		Health & Physical Education/Fitness	Professor	8		1.00	81,410			2,239		,		84.3%
NHS		Health & Physical Education/Fitness	Professor	7	Tenured	1.00	80,571	0		2,216		,		84.3%
NHS		Health & Physical Education/Fitness	Assoc Professor	4	Tenured	1.00	63,798	0		1,754	1,000	66,552	4.32%	88.1%
NHS		Health & Physical Education/Fitness	Assoc Professor	3	Tenured	1.00	62,930	0		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		Tenure Track	1.00	44,500	0	44,500	0	0	44,500	.00%	71.1%
NHS		Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	56,000	0		0	0	56,000	.00%	89.5%
NHS	3105	Health & Physical Education/Fitness	Asst Professor	1	Tenure Track	1.00	56,000	0		0	0	56,000	.00%	89.5%
NHS		Health & Physical Education/Fitness	Asst Professor		Tenure Track	1.00	56,000	0		0	Ŭ			89.5%
NHS		Health & Physical Education/Fitness	Instructor		Contract Renewable	1.00	44,000	0	,	1,210		,		91.2%
NHS		Health & Physical Education/Fitness	Lecturer		Contract Renewable	1.00	44,660	0	,	1,228	0	,		100.7%
NHS		Astronomy & Astrophysics	Asst Professor		Tenure Track	1.00	55,000	0	55,000	1,513	0			70.1%
NHS		Atmospheric Sci & Meteorology	Professor		Tenured	1.00	73,602	5,000	,	2,162				70.9%
NHS		Atmospheric Sci & Meteorology	Asst Professor		Tenure Track	1.00	60,100	0	60,100	1,653	0	- 1,		80.8%
NHS		Atmospheric Sci & Meteorology	Asst Professor		Tenure Track	1.00	59,498	0	,	1,636		,		80.8%
NHS		Chemistry	Professor		Tenured	1.00	119,953	0	-,	3,299	0	,	2.75%	84.9%
NHS		Chemistry	Professor		Tenured	1.00	103,344		, -	2,842		,		
NHS		Chemistry	Professor		Tenured	1.00	103,344			2,842				
NHS		Chemistry	Professor		Tenured	1.00	93,194			2,563				
NHS		Chemistry	Professor		Tenured	1.00	100,705			2,769		,		97.3%
NHS		Chemistry	Assoc Professor		Tenured	1.00	69,077			1,900				
NHS		Chemistry	Asst Professor		Tenure Track	1.00	56,000		,	1,540		,		
NHS		Chemistry	Asst Professor		Tenure Track	1.00	58,000			0				
NHS		Chemistry	Asst Professor		Tenure Track	1.00	58,000		,	0		,		
NHS		Chemistry	Asst Professor		Tenure Track	1.00	58,000			0				
NHS		Chemistry	Lecturer		Contract Renewable	1.00	45,000	0		1,238		,		91.5%
NHS	4005	Chemistry	Lecturer	1	Contract Renewable	1.00	45,000	0	45,000	0	0	45,000	.00%	90.0%

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure	FTE	FY16 Base Salary	Promotion Increase	FY17 Beginning Base Salary	MOE Increase	Provost Discretion	FY17 Final Base Salary	FY17 Base Salary % Increase	FY17 Final Base Salary % of CUPA Median
NHS	4006	Geological & Earth Sci/Geosciences	Professor	24	Tenured	1.00	99,325	0	99,325	2,731	0	102,056	2.75%	85.2%
NHS	4006	Geological & Earth Sci/Geosciences	Professor	10	Tenured	1.00	110,504	0	110,504	3,039	0	113,543	2.75%	108.0%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor	10	Tenured	1.00	68,312	0	68,312	1,879	0	70,191	2.75%	81.1%
NHS	4006	Geological & Earth Sci/Geosciences	Assoc Professor											

									FY17			FY17	FY17	FY17
	CIP			Years			FY16		Beginning			Final	Base	Final Base
	Code			in			Base	Promotion	Base	MOE	Provost	Base	Salary	Salary % of
Colle	ge (4-digits)	CIP Code Description	Rank	Rank	Tenure	FTE	Salary	Increase	Salary	Increase	Discretion	Salary	% Increase	CUPA Median

NHS 5138 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Asst Professor

1 Tenure Track

									FY17			FY17	FY17	FY17
	CIP			Years			FY16		Beginning			Final	Base	Final Base
	Code			in			Base	Promotion	Base	MOE	Provost	Base	Salary	Salary % of
College	(4-digits)	CIP Code Description	Rank	Rank	Tenure	FTE	Salary	Increase	Salary	Increase	Discretion	Salary	% Increase	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	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%
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