

Office of the Faculty Senate

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MEMO

TO:6 D O D U \ (T X L W \ & R P P L W W H HFROM:MarshallParksDATE:10/31/18RE:FY19 Faculty Compensation Outcomes

Annually, we distribute a communication to PASC and Facult Senate that shows our investmentin salaries and lists add the employee pay increases Attached are the individual faculty DQG color behavior outcomes resulting mether FY19 pay increases that went into effect July 1, 2018 \$GGLWLRQDOT De sur Driver by COUF Nervious IV FXOW \ RXWFRPHV previously requested by a Salary Equity

FY19 FUW i`hy Cc a dYbgUhicb O i hWc a Yg CUPA DcWhcfU` A`` Cc a dUfigcb Gfc i d

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BUL	Ccibh	% cZ TchU`	% cZ	SU`Ufy IbWfYUgY	% cZ TchU`
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Α``	525	100.0	83.9	284,682	100.0

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Cc``Y[Y	Ccibh	% cZ TchU`	% cZ	SU`Ufy IbWfYUgY	% cZ TchU`
	CCTD	Ccibh	CUPA MYXiUb	(\$)	SU`Ufy IbWfYUgY
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A	525	100.0	83.9	284,682	100.0

A jYfU [Y PYfWYbh cZ CUPA Vy RUb_ UbX Cc``Y[Y

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	Ptc2	rggct	Aggcw P	/tc/yggct	Aggh Pt	c2Yggct	Ibght i WhC	t/LYWhitYt					
Cc``Y[Y	Ccibh	% cZ CUPA MYXiUb	Ccibh	% cZ CUPA MYXiUb	Ccibh	% cZ CUPA MYXiUb	Ccibh	% cZ CUPA MYXiUb					
ÒÓÙ	ÁIH	ÁÌHÈI	ÁG Í	ÁÌ HĖJ	ÁHÎ	ÁÌ ÎĖÏ	ÁÏ	ÁJHÈÌ					
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TÔÓ	ÅG€	ÁÌÍÈH	ÁÏ	ÁÌJÉF	ÁI	ÁJÍÈÌ	ÁI	ÁÁÁÁÁÁFHGÈH					
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ÚXŒ	ÁHJ	ÁÌIÈF	ÁF Ì	ÁÌHÈÏ	ÁF Ì	ÁÌ€ÈF	ÁG	ÁJÏÈÌ					
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Α``	205	82.9	122	82.2	137	84.4	61	89.4					

Cc i bh Vy CUPA Cc a dUfigcb LY jY` Vy Cc``Y[Y

Cc``Y[Y	<77%	77-85%	85-90%	>=90%
ÒÓÙ	FG	A€	G€	G J
PÙÙ	FI	A J	I GG	Æ
TÔÓ	Ĥ	F€	F€	<i>I</i> FG
ÞPÙ	GJ	ДG	IG I	<i>I</i> FG
ÚXŒ	Á	A I	ÂJ	AÏ
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Α``	72	291	85	77

Cc i bh Vy CUPA Cc a dUfigcb LY jY` Vy RUb_

RUb_	<77%	77-85%	85-90%	>=90%
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Α``	72	291	85	77

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Faculty Compensation Outcomes 2018-19

	CIP			Years			FY18		FY19 Beginning	Compression/	FY19 Final	FY19 Base	FY19 Final Base
	Code			in	Tenure		Base	Promotion	Base	Inversion	Base	Salary	Salary % of
College	(4-digits)	CIP Code Description	Rank	Rank	Status	FTE	Salary	Increase	Salary	Increase		% Increase	CUPA Median
EBS		Bilingual, Multilingual & Multicultural Ed			Tenured	1.00	88,828					.0%	96.2%
EBS	1302	Bilingual, Multilingual & Multicultural Ed	Professor Professor		Tenured	1.00	88,828	0	88,828		,	.0%	96.2% 98.8%
EBS	1302	Bilingual, Multilingual & Multicultural Ed	Professor	-	Tenured	1.00	68.785	0	- / -	-	- / -	.0%	98.8%
EBS	1302	Ed Administration & Supervision	Professor	-	Tenured	1.00	84,785	0	84.785	-		.0%	83.9%
EBS	1304	Ed Administration & Supervision	Professor		Tenured	1.00	78,719	0	78,719	-	- /	.0%	81.2%
EBS	1304	Ed Administration & Supervision	Professor		Tenured	1.00	73,112	5,000	78,112		,	.0%	81.5%
EBS	1304	Ed Administration & Supervision	Assoc Professor		Tenured	1.00	73,112	0,000	73,112		,	.0%	90.4%
EBS	1304	Ed Administration & Supervision	Asst Professor		Tenure Track	1.00	62,267	0	1	0	,	.0%	94.8%
EBS	1304	Ed Administration & Supervision	Asst Professor		Tenure Track	1.00	60,600	0	60,600	0	,	.0%	93.2%
EBS	1304	Ed Administration & Supervision	Asst Professor		Tenure Track	1.00	60,600	0	,	0	/	.0%	93.2%
EBS	1304	Ed Administration & Supervision	Asst Professor		Tenure Track	1.00	60.600	0	60.600	0	,	.0%	93.2%
EBS	1304	Ed Administration & Supervision	Asst Professor	-	Tenure Track	1.00	60.600	0	60.600	0	/	.0%	93.2%
EBS	1304	Ed Administration & Supervision	Asst Professor	-	Tenure Track	1.00	60.000	0	60.000	0	/	.0%	93.2%
EBS	1304	Ed Administration & Supervision	Asst Professor		Tenure Track	1.00	60,600	0	/	-		.0%	95.1%
EBS	1305	Ed/Instructional Media Design	Professor		Tenured	1.00	81,957	0	,	0	,	.0%	90.9%
EBS	1305	Ed/Instructional Media Design	Assoc Professor	-	Tenured	1.00	61,144	0	61,144	0	,	.0%	87.2%
EBS	1305	Ed/Instructional Media Design	Asst Professor	-	Tenure Track	1.00	56,000	0	- 1	0	- /	.0%	89.8%
EBS	1306	Assessment, Evaluation & Research	Professor		Tenured	1.00	89,676	0	89,676		,	.0%	90.5%
EBS	1306	Assessment, Evaluation & Research	Professor	-	Tenured	1.00	84,462	0	84.462	0	/	.0%	86.1%
EBS	1306	Assessment, Evaluation & Research	Professor	-	Tenured	1.00	82.654	0	82.654	0	- / -	.0%	86.0%
EBS	1306	Assessment, Evaluation & Research	Professor	-	Tenured	1.00	78.373	0	78.373	0	- /	.0%	85.1%
EBS	1306	Assessment, Evaluation & Research	Assoc Professor		Tenured	1.00	68,018	0		-		.0%	96.7%
EBS	1306	Assessment, Evaluation & Research	Asst Professor		Tenure Track	1.00	59,000	0	59,000	0		.0%	86.7%
EBS	1306	Assessment, Evaluation & Research	Asst Professor		Tenure Track	1.00	59,000	0	,	0	,	.0%	86.7%
EBS	1306	Assessment, Evaluation & Research	Asst Professor		Tenure Track	1.00	59,000	0	59.000	0	,	.0%	86.7%
EBS	1309	Social & Philosophical Foundations	Professor		Tenured	1.00	82,035	0	82,035	-	/		09 Social 8
		EBS 1309 Social & Philosophical			Asst Professor		Tenure Track	1	.00 52,		0 52,00		0
		EBS 1310 Special Ed & Teaching			Professor		Tenured	1	.00 101.		0 101.4	1	-
69,227		0 69,227 .0% 77.2%							,	-	/		
69,227		0 69,227 .0% 77.2%											
70,000		0 70,000 .0% 78.0%											
68,717		0 68,717 .0% 77.4%											
68,960	2,	00 70,960 2.9% 88.6%											
60,028		0 60,028 .0% 83.3%											
57,258	2,	27 59,385 3.7% 84.1%											
59,385		0 59,385 .0% 84.1%											
57,694	1	0 57,694 .0% 87.9%											
57,804		0 57,804 .0% 89.8%											
51,510		0 51,510 .0% 80.8%											
719	0	67,719 0 67,719 .0%	76.8%										
681	0	66,681 0 66,681 .0%	76.5%										
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5,000 3,000 5,000

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY18 Base Salary	Promotion Increase	FY19 Beginning Base Salary	Compression/ Inversion Increase	FY19 Final Base Salary	FY19 Base Salary % Increase	FY19 Final Base Salary % of CUPA Median
EBS EBS	1312 1312	Teacher Ed & Prof Dev, Levels & Methods Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor Assoc Professor		Tenured Tenured	1.00 1.00	61,486 60,567	0	61,486	0 61,486	61,486 .0%	5.0% 79.5%	79.5%

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY18 Base Salary	Promotion Increase	FY19 Beginning Base Salary	Compression/ Inversion Increase	FY19 Final Base Salary		FY19 Final Base Salary % of CUPA Median
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor		Tenure Track	1.00	54,000	0	54,000	0	54,000	.0%	83.0%
EBS	4228	Clinical, Counseling and Applied Psychology	Asst Professor		Tenure Track	1.00	57,540	0	57,540	0	57,540	.0%	89.4%
HSS	0501	Area Studies	Professor		Tenured	1.00	96,952	0	96,952	0	96,952	.0%	76.6%
HSS	0501	Area Studies	Assoc Professor		Tenured	1.00	66,518	0	66,518	0	66,518	.0%	82.1%
HSS	0502	Ethnic, Cultural Minority, Gender, and Group Studies	Assoc Professor	_	Tenured	1.00	60,147	0	60,147	0	60,147	.0%	78.0%
HSS	0901	Communication & Media Studies	Professor		Tenured	1.00	95,865	0	95,865	0	95,865	.0%	90.8%
HSS	0901	Communication & Media Studies	Professor		Tenured	1.00	94,916	0	94,916	0	94,916	.0%	90.8%
HSS	0901	Communication & Media Studies	Professor		Tenured	1.00	84,347	0	84,347	0	84,347	.0%	84.6%
HSS	0901	Communication & Media Studies	Professor		Tenured	1.00	84,347	0	84,347	0	84,347	.0%	84.6%
HSS	0901	Communication & Media Studies	Professor		Tenured	1.00	83,487	0	83,487	0	83,487	.0%	84.6%
HSS	0901	Communication & Media Studies	Professor		Tenured	1.00	79,155	0	79,155	0	79,155	.0%	84.5%
HSS	0901	Communication & Media Studies	Professor	-	Tenured	1.00	76,383	0	76,383	0	76,383	.0%	82.4%
HSS	0901	Communication & Media Studies	Assoc Professor		Contract Renewable	1.00	55,119	0	55,119	0	55,119	.0%	74.6%
HSS	0901	Communication & Media Studies	Sr Lecturer		Contract Renewable	1.00	46,359	0	46,359	0	46,359	.0%	91.0%
HSS	0901	Communication & Media Studies	Sr Lecturer		Contract Renewable	1.00	42,188	2,000	44,188	0	44,188	.0%	87.6%
HSS	0904	Journalism	Professor		Tenured	1.00	73,343	0	73,343	0	73,343	.0%	72.6%
HSS	0904	Journalism	Assoc Professor		Contract Renewable	1.00	62,649	0	62,649	0	62,649	.0%	75.3%
HSS	0904	Journalism	Asst Professor		Contract Renewable	1.00	62,500	0	62,500	0	62,500	.0%	90.2%
HSS	0904	Journalism	Asst Professor	3	Tenure Track	1.00	55,550	0	55,550	0	55,550	.0%	82.6%
HSS	0904	Journalism	Asst Professor	-	Contract Renewable	1.00	55,000	0	55,000	0	55,000	.0%	96.8%
HSS	0904	Journalism	Sr Lecturer		Contract Renewable	1.00	45,444	0	45,444	0	45,444	.0%	82.1%
HSS	1601	Linguistic, Comp & Rel Studies & Srvcs	Professor	21	Tenured	.50	61,865	0	61,865	0	61,865	.0%	117.1%
HSS	1601	Linguistic, Comp & Rel Studies & Srvcs	Professor	20	Tenured	.50	49,913	0	49,913	0	49,913	.0%	95.4%
HSS	1601	Linguistic, Comp & Rel Studies & Srvcs	Professor	18	Tenured	.60	55,574	0	55,574	0	55,574	.0%	90.1%
HSS	1601	Linguistic, Comp & Rel Studies & Srvcs	Professor	14	Tenured	1.00	80,868	0	80,868	0	80,868	.0%	81.7%
HSS	1601	Linguistic, Comp & Rel Studies & Srvcs	Professor	5 Tenured		1.00	73,662	0	73,662	1,896	75,558	2.6%	83.6%
HSS	1601	Linguistic, Comp & Rel Studies & Srvcs	Professor	2	Tenured	1.00	80,000	0	80,000	0	80,000	.0%	91.4%
HSS	1601	Linguistic, Comp & Rel Studies & Srvcs	Assoc Professor	10	Т								

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY18 Base Salary	Promotion Increase	FY19 Beginning Base Salary	Compression/ Inversion Increase	FY19 Final Base Salary		FY19 Final Base Salary % of CUPA Median
HSS	2301	General English Language and Literature	Sr Lecturer		Contract Renewable	1.00	43,840	0	43,840	0	43,840	.0%	91.7%
HSS	2301	General English Language and Literature	Sr Lecturer		Contract Renewable	1.00	43,840	0	43,840	0	43,840	.0%	91.7%
HSS	2301	General English Language and Literature	Sr Lecturer		Contract Renewable	1.00	41,127	0	41,127	0	41,127	.0%	87.8%
HSS	2301	General English Language and Literature	Sr Lecturer		Contract Renewable	1.00	36,521	0	36,521	2,479	39,000	6.8%	84.1%
HSS	2301	General English Language and Literature	Lecturer		Contract Renewable	1.00	36,000	0	36,000	0	36,000	.0%	82.4%
HSS	2301	General English Language and Literature	Lecturer		Contract Renewable	1.00	39,000	0	39,000	0	39,000	.0%	89.2%
HSS	2613	Ecology, Evolution & Population	Asst Professor		enure Track	1.00	56,000	0	56,000	0	56,000	.0%	71.7%
HSS	3801	Philosophy	Professor		enured	1.00	62,095	5,000	67,095	0	67,095	.0%	72.5%
HSS	3801	Philosophy	Assoc Professor	16 T	enured	1.00	68,118	0	68,118	0	68,118	.0%	81.8%
HSS	3801	Philosophy	Asst Professor		enure Track	1.00	52,000	0	52,000	0	52,000	.0%	84.8%
HSS	3801	Philosophy	Asst Professor		enure Track	1.00	52,000	0	52,000	0	52,000	.0%	84.8%
HSS	3801	Philosophy	Asst Professor	1 C	Contract Renewable	1.00	45,000	2,000	47,000	2,500	49,500	5.3%	81.5%
HSS	3802	Religion/Religious Studies	Professor	2 T	enured	1.00	126,396	0	126,396	0	126,396	.0%	121.3%
HSS	4301	Criminal Justice & Corrections	Professor	14 T	enured	1.00	95,960	0	95,960	0	95,960	.0%	90.2%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	5 T	enured	1.00	68,467	0	68,467	0	68,467	.0%	89.7%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	2 T	enured	1.00	60,533	0	60,533	0	60,533	.0%	81.8%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	1 T	enured	1.00	55,827	3,000	58,827	0	58,827	.0%	80.3%
HSS	4301	Criminal Justice & Corrections	Asst Professor	13 C	Contract Renewable	1.00	58,233	0	58,233	0	58,233	.0%	89.0%
HSS	4301	Criminal Justice & Corrections	Asst Professor	4 T	enure Track	1.00	55,003	0	55,003	0	55,003	.0%	85.7%
HSS	4301	Criminal Justice & Corrections	Asst Professor	3 T	enure Track	1.00	54,035	0	54,035	0	54,035	.0%	85.1%
HSS	4301	Criminal Justice & Corrections	Asst Professor	3 C	Contract Renewable	1.00	48,636	0	48,636	0	48,636	.0%	76.6%
HSS	4301	Criminal Justice & Corrections	Sr Lecturer	1 C	Contract Renewable	1.00	40,909	2,000	42,909	0	42,909	.0%	87.1%
HSS	4502	Anthropology	Assoc Professor	11 T	enured	1.00	82,474	0	82,474	0	82,474	.0%	99.0%
HSS	4502	Anthropology	Assoc Professor	4 T	enured	1.00	61,438	0	61,438	0	61,438	.0%	79.0%
HSS	4502	Anthropology	Assoc Professor	2 T	enured	1.00	57,023	0	57,023	0	57,023	.0%	74.8%
HSS	4502	Anthropology	Assoc Professor	1 T	enured	1.00	53,99	I	É `				

	CIP			Years		FY18		FY19 Beginning	Compression/	FY19 Final	FY19 Base	FY19 Final Base
	Code			in Tenure		Base	Promotion	Base	Inversion	Base	Salary	Salary % of
College	(4-digits)	CIP Code Description	Rank	Rank Status	FTE	Salary	Increase	Salary	Increase	Salary	% Increase	CUPA Median
HSS	4511	Sociology	Asst Professor	2 Tenure Track	1.00	52,000	0	52,000	0	52,000	.0%	80.8%
HSS	4511	Sociology	Asst Professor	2 Tenure Track	1.00	52,000	0	52,000	0	52,000	.0%	80.8%
HSS	4511	Sociology	Sr Lecturer	1 Contract Renewable	1.00	46,049	2,000	48,049	0	48,049	.0%	97.6%
HSS	4511	Sociology	Lecturer	6 Contract Renewable	1.00	38,236	0	38,236	0	38,236	.0%	77.5%
HSS	5401	History	Professor	20 Tenured	1.00	91,024	0	91,024	0	91,024	.0%	82.1%
HSS	5401	History	Professor	15 Tenured	1.00	86,688	0	86,688	0	86,688	.0%	82.0%
HSS	5401	History	Professor	13 Tenured	1.00	84,956	0	84,956	0	84,956	.0%	81.9%
HSS	5401	History	Professor	2 Tenured	1.00	68,884	0	68,884	0	68,884	.0%	74.3%
HSS	5401	History	Assoc Professor	6 Tenured	1.00	60,365	0	60,365	0	60,365	.0%	79.9%
HSS	5401	History	Assoc Professor	5 Tenured	1.00	59,434	0	59,434	0	59,434	.0%	79.4%
HSS	5401	History	Assoc Professor	5 Tenured	1.00	59,435	0	59,435	0	59,435	.0%	79.4%
HSS	5401	History	Assoc Professor	2 Tenured	1.00	57,830	0	57,830	0	57,830	.0%	79.7%
HSS	5401	History	Assoc Professor	2 Tenured	1.00	57,830	0	57,830	0	57,830	.0%	79.7%
HSS	5401	History	Asst Professor	3 Tenure Track	1.00	52,520	0	52,520	0	52,520	.0%	83.5%
HSS	5401	History	Asst Professor	1 Tenure Track	1.00	52,000	0	52,000	0	52,000	.0%	84.3%
HSS	5401	History	Lecturer	12 Contract Renewable	1.00	41,355	0	41,355	0	41,355	.0%	84.2%
LIB	2501	Library Science and Administration	Professor	10 Tenured	1.00	88,320	0	88,320	0	88,320	.0%	81.8%
LIB	2501	Library Science and Administration	Professor	2 Tenured	1.00	73,441	0	73,441	2,200	75,641	3.0%	76.2%
LIB	2501	Library Science and Administration	Professor	2 Tenured	1.00	73,691	0	73,691	2,200	75,891	3.0%	76.4%
LIB	2501	Library Science and Administration	Professor	1 Tenured	1.00	68,282	5,000	73,282	2,011	75,293	2.7%	76.6%
LIB	2501	Library Science and Administration	Professor	1 Tenured	1.00	70,702	5,000	75,702	0	75,702	.0%	77.1%
LIB	2501	Library Science and Administration	Assoc Professor	10 Tenured	1.00	69,340	0	69,340	0	69,340	.0%	81.0%
LIB	2501	Library Science and Administration	Assoc Professor	5 Tenured	1.00	68,098	0	68,098	0	68,098	.0%	83.5%
LIB	2501	Library Science and Administration	Assoc Professor	1 Tenured	1.00	58,762	3,000	61,762	0	61,762	.0%	78.9%
LIB	2501	Library Science and Administration	Asst Professor	7 Tenure Track	1.00	57,636	0	57,636	0	57,636	.0%	81.1%
LIB	2501	Library Science and Administration	Asst Professor	5 Tenure Track	1.00	56,821	0	56,821	0	56,821	.0%	80.8%
LIB	2501	Library Science and Administration	Asst Professor	4 Tenure Track	1.00	56,290	0	56,290	0	56,290	.0%	80.8%
LIB	2501	Library Science and Administration	Asst Professor	3 Tenure Track	1.00	55,550	0	55,550	0	55,550	.0%	80.5%
LIB	2501	Library Science and Administration	Asst Professor	3 Tenure Track	1.00	64,640	0	64,640	0	64,640	.0%	93.7%
LIB	2501	Library Science and Administration	Asst Professor	3 Contract Renewable	1.00	55,804	0	55,804	0	55,804	.0%	80.9%
LIB	2501	Library Science and Administration	Asst Professor	2 Contract Renewable	1.00	55,045	0	55,045	0	55,045	.0%	79.0%
LIB	2501	Library Science and Administration	Asst Professor	2 Contract Renewable	1.00	56,000	0	56,000	0	56,000	.0%	80.4%
LIB	2501	Library Science and Administration	Lecturer	4 Contract Renewable	1.00	39,343	0	39,343	0	39,343	.0%	72.9%
LIB	2501	Library Science and Administration	Lecturer	4 Contract Renewable	.50	19,874	0	19,874	0	19,874	.0%	73.7%
LIB	2501	Library Science and Administration	Lecturer	4 Contract Renewable	.50	19,874	0	19,874	0	19,874	.0%	73.7%
MCB	5202	Business Admin, Mgt & Operations	Professor	23 Tenured	1.00	139,645	0	139,645	0	139,645	.0%	83.9%
MCB	5202	Business Admin, Mgt & Operations	Professor	12 Tenured	1.00	175,531	0	175,531	0	175,531	.0%	116.8%
MCB	5202	Business Admin, Mgt & Operations	Professor	11 Tenured	1.00	128,916	0	128,916	0	128,916	.0%	86.6%
MCB	5202	Business Admin, Mgt & Operations	Professor	5 Contract Renewable	1.00	107,694	0	107,694	0	107,694	.0%	76.9%
MCB	5202	Business Admin, Mgt & Operations	Professor	1 Tenured	1.00	105,562	5,000	110,562	0	110,562	.0%	82.4%
MCB	5202	Business Admin, Mgt & Operations	Assoc Professor	8 Tenured	1.00	109,370	0	109,370	0	109,370	.0%	86.5%
MCB	5202	Business Admin, Mgt & Operations	Assoc Professor	5 Tenured	1.00 1.00	114,699	0	114,699	0	114,699	.0%	93.4%
MCB	5202	Business Admin, Mgt & Operations	Assoc Professor			98,207	3,000	101,207	0	101,207	.0%	85.8%
MCB	5203	Accounting & Related Srvcs	Professor	10 Tenured	.50	62,028	0	62,028	0	62,028	.0%	77.7%
MCB	5203	Accounting & Related Srvcs	Professor	1 Tenured	1.00	137,905	5,000	142,905	0	142,905	.0%	98.3%
MCB	5203	Accounting & Related Srvcs	Assoc Professor	6 Tenured	1.00	138,771	0	138,771	0	138,771	98.3%	D

College	CIP Code (4-digits)	CIP Code Description	Rank	Years in Rank	Tenure Status	FTE	FY18 Base Salary	Promotion Increase	FY19 Beginning Base Salary	Compression/ Inversion Increase	FY19 Final Base Salary	FY19 Base Salary % Increase	FY19 Final Base Salary % of CUPA Median
MCB	5208	Finance & Financial Mgt Srvcs	Asst Professor	1	Tenure Track	1.00	127,000	0	127,000	0	127,000	.0%	90.7%
MCB	5212	Mgt Information Sys & Srvcs	Professor	24	Tenured	1.00	138,877	0	138,877	0	138,877	.0%	82.3%
MCB	5212	Mgt Information Sys & Srvcs	Professor	19	Tenured	1.00	133,021	0	133,021	0	133,021	.0%	82.4%
MCB	5212	Mgt Information Sys & Srvcs	Assoc Professor	1	Tenured	1.00	103,020	3,000	106,020	0	106,020	.0%	89.2%
MCB	5212	Mgt Information Sys & Srvcs	Sr Lecturer	2	Contract Renewable	1.00	68,520	0	68,520	0	68,520	.0%	98.2%
MCB	5212	Mgt Information Sys & Srvcs	Sr Lecturer	1	Tenure Track	1.00	95,400	0	95,400	0	95,400	.0%	138.1%
MCB	5213	Mgt Sciences & Quantitative Methods	Professor	38	Tenured	1.00	159,664	0	159,664	0	159,664	.0%	81.5%
MCB	5214	Marketing	Professor	20	Tenured	1.00	139,521	0	139,521	0	139,521	.0%	83.7%
MCB	5214	Marketing	Professor	16	Tenured	1.00	134,342	0	134,342	0	134,342	.0%	83.6%
MCB	5214	Marketing	Professor	14	Tenured	1.00	130,991	0	130,991	0	130,991	.0%	83.1%
MCB	5214	Marketing	Professor	8	Tenured	1.00	123,908	0	123,908	0	123,908	.0%	83.4%
MCB	5214	Marketing	Asst Professor	3	Tenure Track	1.00	107,842	0	107,842	0	107,842	.0%	88.4%
MCB	5299	Other Business	Professor	1	Tenured	1.00	90,397	.0					

									FY19		FY19	FY19	FY19
	CIP			Years			FY18		Beginning	Compression/	Final	Base	Final Base
	Code			in	Tenure		Base	Promotion	Base	Inversion	Base	Salary	Salary % of
College	(4-digits)	CIP Code Description	Rank	Rank	Status	FTE	Salary	Increase	Salary	Increase	Salary	% Increase	CUPA Median
NHS	2701	Mathematics	Professor	6	Tenured	.60	49,906	0	49,906	0	49,906	.0%	80

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	CIP			Veere			FY18		FY19 Deginging	Compressiont	FY19 Final	FY19	FY19 Final Base
	CIP Code			Years in	Tenure		FY 18 Base	Promotion	Beginning Base	Compression/ Inversion	Final Base	Base Salary	Final Base Salary % of
College	(4-digits)	CIP Code Description	Rank	Rank	Status	FTE	Salary	Increase	Salary	Increase	Salary		CUPA Median
NHS		Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing	-	· ·	Contract Renewable		,		58.946			.0%	93.4%
NHS	5138 5138		Lecturer		Contract Renewable	1.00	58,946 52,520	0	58,946 52,520	0	58,946	.0%	93.4% 84.0%
NHS	5138	Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing Reg Nursing, Nursing Adm, Nursing Res, Clin Nursing	Lecturer Lecturer		Contract Renewable	1.00 1.00	52,520 52,520	0	52,520 52,520	0	52,520 52,520	.0%	84.0% 84.0%
PVA	5003	Dance	Professor		Tenured	1.00	52,520 77,278	0	52,520 77,278	0	52,520	.0%	84.0% 82.5%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor		Tenured	1.00	80.804	0	80,804	0	80.804	.0%	82.5% 81.5%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor		Tenured	1.00	86,608	0	86,608	0	86,608	.0%	87.4%
PVA	5005 5005	Dramatic/Theatre Arts & Stagecraft	Professor		Tenured	1.00	77,916	0	77.916	0	77.916	.0%	81.7%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor		Tenured	1.00	71,910	0	71,910	0	71,910	.0%	80.0%
PVA	5005 5005	Dramatic/Theatre Arts & Stagecraft	Professor		Tenured	1.00	66,171	0	66,171	0	66.171	.0%	75.4%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor		Tenured	1.00	65,452	0	65,452	0	65,452	.0%	75.4%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Professor		Tenured	1.00	65,452	0	65,452	0	65,452	.0%	75.4%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor		Tenured	1.00	55,109	0	55,109	0	55.109	.0%	80.4%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Assoc Professor		Tenured	1.00	55.122	0	55.122	0	55.122	.0%	80.4%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor		Tenure Track	1.00	52,092	0	52,092	0	52,092	.0%	83.8%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor		Contract Renewable	1.00	46,350	ů 0	46,350	0	46,350	.0%	77.6%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor		Contract Renewable	1.00	46,350	0	46,350	0	46,350	.0%	77.6%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Asst Professor		Contract Renewable	1.00	46,350	0	46,350	0	46,350	.0%	77.6%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Sr Lecturer	2	Contract Renewable	1.00	46,350	0	46.350	0	46.350	.0%	94.9%
PVA	5005	Dramatic/Theatre Arts & Stagecraft	Lecturer	1	Contract Renewable	1.00	46,350	0	46,350	0	46,350	.0%	100.7%
PVA	5007	Fine & Studio Art	Professor	27	Tenured	1.00	88,267	0	88,267	0	88,267	.0%	83.8%
PVA	5007	Fine & Studio Art	Professor	19	Tenured	1.00	81,981	0	81,981	0	81,981	.0%	83.5%
PVA	5007	Fine & Studio Art	Professor	14	Tenured	1.00	125,562	0	125,562	0	125,562	.0%	134.0%
PVA	5007	Fine & Studio Art	Professor	10	Tenured	1.00	74,886	0	74,886	0	74,886	.0%	83.1%
PVA	5007	Fine & Studio Art	Professor	4	Tenured	1.00	73,411	0	73,411	0	73,411	.0%	86.7%
PVA	5007	Fine & Studio Art	Professor	4	Tenured	1.00	73,437	0	73,437	0	73,437	.0%	86.7%
PVA	5007	Fine & Studio Art	Professor	3	Tenured	1.00	64,695	0	64,695	0	64,695	.0%	77.2%
PVA	5007	Fine & Studio Art	Professor	2	Tenured	1.00	64,548	0	64,548	0	64,548	.0%	77.9%
PVA	5007	Fine & Studio Art	Professor	2	Tenured	1.00	64,556	0	64,556	0	64,556	.0%	77.9%
PVA	5007	Fine & Studio Art	Assoc Professor	6	Tenured	1.00	79,944	0	79,944	0	79,944	.0%	107.7%
PVA	5007	Fine & Studio Art	Assoc Professor	6	Contract Renewable	1.00	57,897	0	57,897	0	57,897	.0%	78.0%
PVA	5007	Fine & Studio Art	Assoc Professor	5	Tenured	1.00	57,542	0	57,542	0	57,542	.0%	78.3%
PVA	5007	Fine & Studio Art	Assoc Professor	5	Contract Renewable	1.00	57,542	0	57,542	0	57,542	.0%	78.3%
PVA	5007	Fine & 6											

								FY19	
CIP			Years			FY18		Beginning	
Code			in	Tenure		Base	Promotion	Base	
College (4-digits)	CIP Code Description	Rank	Rank	Status	FTE	Salary	Increase	Salary	

Administrative Compensation Outcomes 2018-19

			FY19	FY19					1
			Final	% Salary		Pay Band	Pay Band	Pay Band	1
Area	Title	FTE	Salary	Increase	DBM	Minimum	Midpoint	Maximum	i i
Alumni & Development	Alumni Relations Assistant	1.00			A12	29,289	-		1
Alumni & Development	Assist Dir Alumni Relations	1.00			B24	45,184			1
Alumni & Development	Assist Vice Pres Development	1.00	145,000	.00%	E82	108,627	143,931	179,235	1
Alumni & Development	Assoc Dir Records Administ	1.00			B22	34,112		52,874	1
Alumni & Development	Assoc Dir Records Administr	1.00			B22	34,112			1
Alumni & Development	Assoc Director Alumni Relation	1.00			B24	45,184			1
Alumni & Development	Asst Dir Special/Campaign Evts	1.00			B22	34,112			1
Alumni & Development	Asst Director for Athletic Dev	1.00			C41	54,134			1
Alumni & Development	Asst Director of Annual Giving	1.00			C41	54,134			1
Alumni & Development	Asst to the Vice President	1.00				34,112			
Alumni & Development	Research & Prospect Manager		1.00	65,000	.00%		45,184	57,610	70,
Alumni & Development	Senior Dir of Annual Giving		1.00	88,500	.00%		63,219	83,766	104,
Alumni & Development	Senior Director of Development	\downarrow	1.00	98,719	.00%		63,219	83,766	104,
Alumni & Development	Senior Director of Development	\vdash	1.00	98,111	.00%		63,219	83,766	104,
Alumni & Development	VP Developmt/Alumni Relations	\vdash	1.00	209,100	.00%		124,922	165,522	206,
Athletics	Assist Athletic Trainer	\vdash	1.00	48,000	.00%		39,648	50,552	61,
Athletics	Assist Athletics Coach		.50	17,668	.00%		31,438	40,870	50,
Athletics	Assist Football Coach	\vdash	1.00	43,719	.00%		32,721	42,537	52,
Athletics	Assist Football Coach	\square	1.00	32,721	.00%		32,721	42,537	52,
Athletics	Assist Football Coach	\square	1.00	40,500	.00%		32,721	42,537	52,
Athletics	Assist Soccer Coach	\downarrow	.50	16,989	.00%		21,468	28,445	35,
Athletics	Assist Str & Cond Coach	\vdash	1.00	48,000	.00%		39,648	50,552	61
Athletics	Assist Womens Swmg Divg Coach	\square	1.00	31,438	.00%		31,438	40,870	50
Athletics	Assist Women's Volleyball Coac	\vdash	1.00	36,146	.00%		23,552	30,618	37
Athletics	Assist Wrestling Coach	+	1.00	41,310	.00%		27,073	35,195	43
Athletics	Assistant Athletic Director	\square	1.00	53,070	.00%		45,184	57,610	70
Athletics	Assistant Athletic Trainer	\square	1.00	48,000	.00%		39,648	50,552	61
Athletics	Assistant Baseball Coach	\downarrow	.85	21,859	.00%		25,716	33,431	41
Athletics	Assistant Business Manager	\downarrow	1.00	34,936	.00%		30,897	39,394	47
Athletics	Assistant Coach	+	1.00	26,593	.00%		23,532	30,591	37
Athletics	Assistant Coach Track & Field	\downarrow	1.00	38,080	.00%		25,024	32,531	40
Athletics	Assistant Equipment Manager	\square	1.00	30,333	.00%		32,504	41,443	50
Athletics	Assistant Football Coach		1.00	32,721	.00%		32,721	42,537	52
Athletics	Assistant Football Coach		1.00	33,130	.00%		32,721	42,537	52
Athletics	Assistant Football Coach		1.00	50,304	.00%		32,721	42,537	52
Athletics	Assistant Football Coach		1.00	45,359	.00%		32,721	42,537	52
Athletics	Assistant Football Coach		1.00	66,620	.00%	6 Y34	48,089	63,717	79
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			FY19 Final	FY19 % Salary	Pay Band
Area	Title	FTE	Salary	Increase	DBM

Area	Title	FTE	FY19 Final Salary	FY19 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
Athletics	Head Women's Golf Coach	1.00	38,000	.00%	Z40	30,290	39,338	48,385
Athletics	Head Women's Tennis Coach	1.00	39,622	.00%	Z50	31,689	41,155	50,620
Athletics	Head Wrestling Coach	1.00	65,298	.00%			,	
Athletics	Senior Assoc. Athl. Director	1.00	91,304	.00%	C43	63,219	83,766	104,312
Athletics	Video Coordinator	1.00	34,415	.00%	B21	32,504	41,443	50,382
Board of Trustees	Asst. to VP/General Counsel	1.00	71,663	.00%	B24	45,184	57,610	70,036
Board of Trustees	Internal Auditor	1.00	64,543	.00%	C41	54,134	71,728	89,321
Board of Trustees	VP General Counsel	1.00	194,413	.00%	E83	124,922	165,522	206,121
Campus Community & Climate	Assistant Director	1.00	47,414	.00%	B23	39,648	50,552	61,455
Campus Community & Climate	Associate Director	1.00	54,134	.00%	C41	54,134	71,728	89,321
Campus Community & Climate	Associate Director	1.00	51,300	.00%	B24	45,184	57,610	70,036
Campus Community & Climate	AVP for Equity & Inclusion	1.00	131,625	.00%	D63	82,010	108,663	135,316
Campus Community & Climate	Business Manager	.50	29,503	.00%	C41	54,134	71,728	89,321
Campus Community & Climate	Case Manager & Coordinator	1.00	49,000	.00%				
Campus Community & Climate	Chief Conduct Officer	1.00	108,338	.00%	D61	74,494	98,705	122,915
Campus Community & Climate	Conduct Officer Title IX	1.00	51,638	.00%	B24	45,184	57,610	70,036
Campus Community & Climate	Dir Cesar Chavez Cultrl Cntr	1.00	61,408	.00%	C42	59,461	78,786	98,111
Campus Community & Climate	Dir. Native American Cntr.	1.00	61,408	.00%	C42	59,461	78,786	98,111
Campus Community & Climate	Director - APASS	1.00	61,408	.00%	C42	59,461	78,786	98,111
Campus Community & Climate	Director Marcus Garvey Center	1.00	61,256	.00%	C42	59,461	78,786	98,111
Campus Community & Climate	Director of Veteran Services	1.00	59,461	.00%	C42	59,461	78,786	98,111
Campus Community & Climate	Director Women's Resource Ctr	1.00	61,408	.00%	C42	59,461	78,786	98,111
Campus Community & Climate	Executive Assistant	1.00	52,000	.00%	B24	45,184	57,610	70,036
Campus Community & Climate	Gender & Sexuality Director	1.00	59,461	.00%	C42	59,461	78,786	98,111
Campus Community & Climate	Investigator-Title IX & other	1.00	56,331	.00%	C41	54,134	71,728	89,321
Campus Community & Climate	VP for Campus Community & Clim	1.00	187,313	.00%	E83	124,922	165,522	206,121
Finance and Administration	Academic Report Writer	1.00	57,147	.00%	C41	54,134	71,728	89,321
Finance and Administration	Administrative Aide	1.00	38,702	.00%	A12	29,289	37,344	45,398
Finance and Administration	Assistant Controller	1.00	91,000	.00%	C51	66,977	88,745	110,513
Finance and Administration	Asst Clery Compliance Officer	1.00	40,000	.00%	B23	39,648	50,552	61,455
Finance and Administration	Asst Dir Enterprise Systs & Ap	1.00	90,146	.00%	C52	70,73	s 3	

			FY19	FY19				
Area	Title	FTE	Final Salary	% Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
Finance and Administration	Budget/Research/Sys. Analyst	1.00	88,020	.00%	C43	63,219	83,766	104,312
Finance and Administration	Building Trades Manager	1.00	72,485	.00%	C42	59,461	78,786	98,111
Finance and Administration	Bursar	1.00	85,023	.00%	C52	70,736	93,725	116,714
Finance and Administration	Business Manager	1.00	55,907	.00%	C41	54,134	71,728	89,321
Finance and Administration	Business Manager	1.00	55,968	.00%	C41	54,134	71,728	89,321
Finance and Administration	Business Manager	1.00	60,750	.00%	C41	54,134	71,728	89,321
Finance and Administration	Business Mgr.	.75	49,543	.00%	C41	54,134	71,728	89,321
Finance and Administration	Business Services Coordinator	1.00	45,563	.00%	B23	39,648	50,552	61,455
Finance and Administration	Business Systems Analyst	1.00	82,713	.00%	C41	54,134	71,728	89,321
Finance and Administration	Chief Information Security Off	1.00	97,225	.00%	C43	63,219	83,766	104,312
Finance and Administration	Chief of University Police	1.00	117,764	.00%	E81	101,973	135,115	168,256
Finance and Administration	Conference & Event Coordinator	1.00	39,648	.00%	B23	39,648	50,552	61,455
Finance and Administration	Conference & Event Coordinator	1.00	39,648	.00%				
Finance and Administration	Conference Coordinator	1.00	41,648	.00%	A12	29,289	37,344	45,398
Finance and Administration	Controller	1.00	120,521	.00%	D72	95,319	126,298	157,276
Finance and Administration	Data Analyst & Report Writer	1.00	55,688	.00%	C41	54,134	71,728	89,321
Finance and Administration	Data Analyst & Report Writer	1.00	60,055	.00%	C41	54,134	71,728	89,321
Finance and Administration	Data Scientist/IR Analyst	.80	67,325	.00%	C43	63,219	83,766	104,312
Finance and Administration	Database Administrator	1.00	84,569	.00%	C42	59,461	78,786	98,111
Finance and Administration	Desktop Support Manager	1.00	75,269	.00%	C43	63,219	83,766	104,312
Finance and Administration	Dir Parking and Transit Srvcs	1.00	84,986	.00%	C42	59,461	78,786	98,111
Finance and Administration	Dir. Institutional Reporting	1.00	113,603	.00%	D63	82,010	108,663	135,316
Finance and Administration	Dir. of App. and Databases	1.00	114,883	.00%	D63	82,010	108,663	135,316
Finance and Administration	Dir. of Core Services	1.00	117,254	.00%	D63	82,010	108,663	135,316
Finance and Administration	Dir. UNC Card Office	1.00	81,634	.00%	C42	59,461	78,786	98,111
Finance and Administration	Director - University Center	1.00	78,760	.00%	C51	66,977	88,745	110,513
Finance and Administration	Director of Campus Ticketing	1.00	54,134	.00%	C41	54,134	71,728	89,321
Finance and Administration	Director of Environ. Health	1.00	94,201	.00%	C51	66,977	88,745	110,513
Finance and Administration	Director of Human Resources	1.00	130,530	.00%	E82	108,627	143,931	179,235
Finance and Administration	Employee Service Coordinator	1.00	35,000	.00%	B21	32,504	41,443	50,382
Finance and Administration	Employment Hiring Specialist	1.00	55,907	.00%	C41	54,134	71,728	89,321
Finance and Administration	Environ Hith & Safety Spec	1.00	48,600	.00%	B23 B23	39,648	50,552	61,455
Finance and Administration	Environ Hlth/Safety Specialist Financial Analyst	1.00	48,000	.00%		39,648	50,552	61,455
Finance and Administration Finance and Administration	Human Resources Generalist	.67 1.00	53,156 54,134	.00% .00%	C42 C41	59,461 54,134	78,786 71,728	98,111 89,321
Finance and Administration	Immunization Coordinator	1.00	44,550	.00%	B22	34,134	43,493	52,874
Finance and Administration	Insurance Coordinator	1.00	44,550	.00%	B22 B22	34,112	43,493	52,874 52,874
Finance and Administration	IT Security Engineer	1.00	40,000 72,508	.00%	C41	54,112	43,493 71,728	89,321
Finance and Administration	Lead Conference/Event Planner	1.00	45,184	.00%	A12	29,289	37,344	45,398
Finance and Administration	Manager Custodial Services	1.00	43,184 61,408	.00%	C42	29,289 59,461	78,786	45,598 98,111
Finance and Administration	Manager Data Center & Soft Dev	1.00	76,500	.00%	C42 C43	63,219	83,766	104,312
Finance and Administration	Manager Data Center & Soft Dev Mgr Infrastructure & Acad Tech	1.00	74,358	.00%	C43 C42	59,461	78,786	98,111
Finance and Administration	Mgr of Payroll	1.00	55,907	.00%	C42 C41	54,134	71,728	89,321
Finance and Administration	Mgr. Landscaping and Grounds	1.00	84,901	.00%	C42	59,461	78,786	98,111
	mgn Eurooaping and Oroundo	1.00	57,501	.0070	0 12	55,401	, 0,, 00	50,111

Area	Title	FTE	FY19 Final Salary	FY19 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
Finance and Administration	Project Coordinator	1.00	67,000	.00%			_	
Finance and Administration	Project Coordinator	1.00	73,083	.00%	C42	59,461	78,786	98,111
Finance and Administration	Project Coordinator	1.00	77,864	.00%	C42	59,461	78,786	98,111
Finance and Administration	Project Coordinator Fac Mngt	1.00	73,429	.00%	C42	59,461	78,786	98,111
Finance and Administration	Project Manager	1.00	96,882	.00%	C43	63,219	83,766	104,312
Finance and Administration	Purchasing & Contracts Special	1.00	60,750	.00%	C41	54,134	71,728	89,321
Finance and Administration	Research Analyst	1.00	71,690	.00%	C41	54,134	71,728	89,321
Finance and Administration	Resource Conservation Mgr.	1.00	86,172	.00%	C42	59,461	78,786	98,111
Finance and Administration	Senior Analyst	1.00	70,875	.00%	C43	63,219	83,766	104,312
Finance and Administration	Software Applications Trainer	1.00	46,000	.00%	B22	34,112	43,493	52,874
Finance and Administration	Sr Network & Voice Engineer	1.00	75,887	.00%	C43	63,219	83,766	104,312
Finance and Administration	Sr. VP for Fin & Admin and CFO	1.00	229,845	.00%	E92	165,209	218,902	272,595
Finance and Administration	Strategic Sourcing Specialist	1.00	62,000	.00%	C41	54,134	71,728	89,321
Finance and Administration	Technical Support Manager	1.00	60,000	.00%	C42	59,461	78,786	98,111
Finance and Administration	UC Operations & Technol1 59,461F		А					

			FY19	FY19				
			Final	% Salary		Pay Band	Pay Band	Pay Band
Area	Title	FTE	Salary	Increase	DBM	Minimum	Midpoint	Maximum
Provost Academic Colleges	CLIMB Co-Director	1.00	64,711	.00%	C41	54,134	71,728	89,321
Provost Academic Colleges	Clinical Placement Coord	1.00	40,000	.00%	B22	34,112	43,493	52,874
Provost Academic Colleges	College Dir. of Technology	1.00	86,878	.00%	C52	70,736	93,725	116,714
Provost Academic Colleges	Coordinator Prof Psych Ext Stu	.40	26,475	.00%	C41	54,134	71,728	89,321
Provost Academic Colleges	Criminal Justice Advisor	1.00	46,664	.00%	B24	45,184	57,610	70,036
Provost Academic Colleges	Dean Ed.& Behavioral Sciences	1.00	162,714	.00%	D72	95,319	126,298	157,276
Provost Academic Colleges	Dean Hum.& Soc.Sciences	1.00	149,749	.00%	D72	95,319	126,298	157,276
Provost Academic Colleges	Dean Natural & Health Sciences	1.00	175,000	.00%	D72	95,319	126,298	157,276
Provost Academic Colleges	Dean of the College of Busines	1.00	222,750	.00%	D72	95,319	126,298	157,276
Provost Academic Colleges	Dean Performing & Visual Arts	1.00	162,501	.00%	D72	95,319	126,298	157,276
Provost Academic Colleges	Dir Colorado Cntr for Rural Ed	.25	17,719	.00%	C41	54,134	71,728	89,321
Provost Academic Colleges	Dir Small Business Dev Ctr	1.00	60,750	.00%	C42	59,461	78,786	98,111
Provost Academic Colleges	Dir. CUE	1.00	96,629	.00%	C51	66,977	88,745	110,513
Provost Academic Colleges	Dir. DO IT CENTER	.40	32,786	.00%	C51	66,977	88,745	110,513
Provost Academic Colleges	Dir. of Cumbres	1.00	88,015	.00%	C42	59,461	78,786	98,111
Provost Academic Colleges	Dir. of the Tointon Institute	.83	104,828	.00%	D61	74,494	98,705	122,915
Provost Academic Colleges	Director MCB Advising	1.00	55,907	.00%	C41	54,134	71,728	89,321
Provost Academic Colleges	Director of Academic Inclusion	1.00	50,000	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Director of Galleries	1.00	50,625	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Exec Assist to the Dean	1.00	56,290	.00%	B22	34,112	43,493	52,874
Provost Academic Colleges	Executive Director GOAL	1.00	60,000	.00%	C41	54,134	71,728	89,321
Provost Academic Colleges	Financial Analyst	1.00	72,293	.00%	C42	59,461	78,786	98,111
Provost Academic Colleges	GOAL Director Campus Inclusion	1.00	50,000	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Instructional Coordinator	1.00	48,600	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Instrumentation Specialist II	1.00	48,865	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Instrumentation Specialist III	1.00	61,965	.00%	B31	45,184	57,610	70,036
Provost Academic Colleges	Interim Master Electrical Mngr	.50	24,000	.00%	B22	34,112	43,493	52,874
Provost Academic Colleges	Lab Coordinator	1.00	34,112	.00%	B22	34,112	43,493	52,874
Provost Academic Colleges	Lab Specialist	1.00	58,997	.00%	B24	45,184	57,610	70,036
Provost Academic Colleges	Laboratory & Industry Agency L	.50	20,448	.00%	B22	34,112	43,493	52,874
Provost Academic Colleges	Licensure Officer School of TE	1.00	59,461	.00%	C42	59,461	78,786	98,111
Provost Academic Colleges	Marketing Coordinator	1.00	49,572	.00%	A13	30,897	39,394	47,890
Provost Academic Colleges	MCB Academic Advisor	1.00	45,184	.00%	B24	45,184	57,610	70,036
Provost Academic Colleges	Mgr. UNC/Greeley Jazz Festival	.75	34,214	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Music Director	1.00	48,000	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Music Enrollment Specialist	1.00	45,184	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Music Retention & Bus Coord	1.00	48,600	.00%	B24	45,184	57,610	70,036
Provost Academic Colleges	Nursing Academic Advisor	1.00	40,000	.00%	B24	45,184	57,610	70,036
Provost Academic Colleges	Off-Campus Program Manager	1.00	55,907	.00%	C41	54,134	71,728	89,321
Provost Academic Colleges	Office Manager	1.00	44,124	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Post Doc Research Assoc	1.00	52,146	.00%				
Provost Academic Colleges	Post Doctoral Research Associa	1.00	50,000	.00%				
Provost Academic Colleges	Postdoctoral Research Fellow	1.00	45,996	.00%				
Provost Academic Colleges	Professional Experience Coordi	1.00	44,000	.00%	B23	39,648	50,552	61,455
Provost Academic Colleges	Prog. Admin. Frontiers of Scie	1.00	66,154	.00%	C41	54,134	71,728	89,321
Provost Academic Colleges	Program Coordinator	.50	26,325	.00%	B21	32,504	41,443	50,382

			FY19 Final	FY19 % Salary		Pay Band	Pay Band	Pay Band
Area	Title	FTE	Salary	Increase	DBM	Minimum	Midpoint	Maximum



			FY19	FY19		Day Dand	Dav Dand	Day Dand
Area	Title	FTE	Final Salary	% Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
Provost Non-College Functions	Dir. McNair Scholars	1.00	55,907	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Director for Honors & Scholars	1.00	60,204	.00%	C42	59,461	78,786	98,111
Provost Non-College Functions	Director of Assessment	1.00	95,008	.00%	D61	74,494	98,705	122,915
Provost Non-College Functions	Director of Professional Dev	1.00	55,907	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Director of Tutorial Services	1.00	60,704	.00%	C42	59,461	78,786	98,111
Provost Non-College Functions	Director One Stop +	1.00	74,000	.00%	C51	66,977	88,745	110,513
Provost Non-College Functions	Director Study Abroad	1.00	49,613	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Director-Intensive English	1.00	48,000	.00%	C42	59,461	78,786	98,111
Provost Non-College Functions	Employer Relations Specialist	1.00	43,049	.00%	B22	34,112	43,493	52,874
Provost Non-College Functions	Enrollment Coach & Recruiter	1.00	43,779	.00%	B22	34,112	43,493	52,874
Provost Non-College Functions	Enrollmnt Coach & Univ Recruit	1.00	42,000	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Event Coordinator	1.00	43,613	.00%	B22	34,112	43,493	52,874
Provost Non-College Functions	Exec Dir Center for Int'l Educ	1.00	80,000	.00%	C51	66,977	88,745	110,513
Provost Non-College Functions	Executive Dir Extended Campus	1.00	96,000	.00%	D61	74,494	98,705	122,915
Provost Non-College Functions	Executive Office Manager	1.00	34,843	.00%	B22	34,112	43,493	52,874
Provost Non-College Functions	Ext Deg Prgm Services Coord	1.00	49,785	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Grants & Contracts Admin	1.00	54,811	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	IM&T Assessment	1.00	55,011	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Instructional Technologist/Tra	1.00	46,000	.00%	B22	34,112	43,493	52,874
Provost Non-College Functions	Interpreter Coordinator	1.00	52,004	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Intl Student Scholar Svcs Dir	1.00	52,388	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Learning Specialist	1.00	45,749	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Licensed Staff Psychologist	.50	33,298	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Licensed Staff Psychologist	.80	53,276	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Licensed Staff Psychologist	1.00	61,000	.00%		,	,	,
Provost Non-College Functions	Licensed Staff Psychologist	1.00	60,932	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Licensed Staff Psychologist	1.00	54,000	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Loveland Center Coordinator	1.00	47,476	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Loveland Site Coordinator	1.00	47,476	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Marketing Manager	1.00	55,962	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Marketing Specialist	.75	38,015	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Marketing Specialist	1.00	46,664	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Marketing Specialist	1.00	52,638	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Marketing Specialist	1.00	51,625	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	National Testing Coordinator	.50	23,332	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Office Coordinator	1.00	39,574	.00%	A12	29,289	37,344	45,398
Provost Non-College Functions	Office Manager/Executive Asst	1.00	40,000	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Onsite Assist Advisor	.50	18,500	.00%				
Provost Non-College Functions	Pre Doctoral Intern	1.00	22,754	.00%				
Provost Non-College Functions	Pre-doctoral Psy. Intern	1.00	22,754	.00%				
Provost Non-College Functions	Predoctoral Psychology Intern	1.00	22,754	.00%				
Provost Non-College Functions	Prevention Coordinator	1.00	44,263	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Prog.Spec. Instructional Serv	1.00	48,074	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Program Coordinator	1.00	40,000	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Program Coordinator Upward Bnd	1.00	49,083	.00%	B23	39,648	50,552	61,455
Provost Non-College Functions	Recruiter	1.00	44,268	.00%	B22	34,112	43 ,7493 3	52,874

			FY19	FY19				
			Final	% Salary		Pay Band	Pay Band	Pay Band
Area	Title	FTE	Salary	Increase	DBM	Minimum	Midpoint	Maximum
Provost Non-College Functions	Registrar	1.00	97,281	.00%	C52	70,736	93,725	116,714
Provost Non-College Functions	Research Compliance Manager	1.00	58,990	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Senior Business Manager	1.00	71,728	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Staff Psychologist-LPC	.75	47,070	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	State Auth & Comp Administr	1.00	60,000	.00%	C41	54,134	71,728	89,321
Provost Non-College Functions	Student Development Specialist	1.00	45,749	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Testing Services Manager	1.00	45,184	.00%				
Provost Non-College Functions	Transfer Coordinator	1.00	33,396	.00%				
Provost Non-College Functions	Transfer Evaluator	1.00	33,396	.00%	B21	32,504	41,443	50,382
Provost Non-College Functions	Tutoring Coordinator	1.00	45,749	.00%	B24	45,184	57,610	70,036
Provost Non-College Functions	Upward Bound Director	1.00	59,080	.00%	C41	54,134	71,728	89,321
University Relations	Administrative Coordinator	1.00	43,826	.00%	B22	34,112	43,493	52,874
University Relations	Admissions Counselor	1.00	34,977	.00%	B22	34,112	43,493	52,874
University Relations	Admissions Counselor	1.00	34,977	.00%	B22	34,112	43,493	52,874
University Relations	Admissions Counselor	1.00	34,977	.00%	B22	34,112	43,493	52,874
University Relations	Assignments Coordinator	1.00	45,563	.00%	B23	39,648	50,552	61,455
University Relations	Assist Dir of Residential Educ	1.00	54,811	.00%	C41	54,134	71,728	89,321
University Relations	Assist to AVP Enr Mgmt	1.00	66,788	.00%	B23	39,648	50,552	61,455
University Relations	Assist to Dir of Admissions	1.00	47,762	.00%	B22	34,112	43,493	52,874
University Relations	Assistant Dir. Dining Services	1.00	76,063	.00%	C42	59,461	78,786	98,111
University Relations	Assoc Dir of Oper & Visitor Sv	1.00	72,000	.00%	C42	59,461	78,786	98,111
University Relations	Assoc Dir of Recruit Outreach	1.00	70,000	.00%	C42	59,461	78,786	98,111
University Relations	Assoc. Dir. Financial Aid	1.00	73,015	.00%	C44	66,977	88,745	110,513
University Relations	Assoc. Dir. Financial Aid	1.00	70,000	.00%	C44	66,977	88,745	110,513
University Relations	Associate Director Campus Recr	1.00	64,829	.00%	C41	54,134	71,728	89,321
University Relations	Asst Dir - Competitive Sports	1.00	48,000	.00%	B31	45,184	57,610	70,036
University Relations	Asst Dir - Outdoor Pursuits	1.00	48,000	.00%	B24	45,184	57,610	70,036
University Relations	Asst Dir of Facilities/Oper.	1.00	48,000	.00%	B23	39,648	50,552	61,455
University Relations	Asst Dir of Residential Educ	1.00	55,907	.00%	C41	54,134	71,728	89,321
University Relations	Asst VP Enrlmnt & Student Acce	1.00	156,670	.00%	E82	108,627	143,931	179,235
University Relations	Asst VP for Marketing	1.00	130,594	.00%	E82	108,627	143,931	179,235
University Relations	Asst. Dir Housing Services	1.00	55,907	.00%	C41	54,134	71,728	89,321
University Relations	Asst. Dir of Residential Educ	1.00	54,811	.00%	C41	54,134	71,728	89,321
University Relations	Asst. Director Board Ops	1.00	70,590	.00%	C42	59,461	78,786	98,111
University Relations	Asst. to Dir of Residential Ed	1.00	49,315	.00%	B22	34,112	43,493	52,874
University Relations	Business Manager	1.00	54,134	.00%	C41	54,134	71,728	89,321
University Relations	Communications Coordinator	1.00	39,910	.00%	B22	34,112		52,874
University Relations	Coord Intramural Sports	1.00	40,144	.00%	B23	39,648		61,455
University Relations	Coord of Fitness & Wellness	1.00	39,648	.00%	B23	39,648		61,455
University Relations	Coord of Processing & Verifica	1.00	46,938	.00%	B23	39,648		61,455
University Relations	Coordinator of Facilities	1.00	39,648	.00%	B22	34,112	43,493	52,874
University Relations	Coordinator of Scholarships	1.00	45,500	.00%	B23	39,648		61,455
University Relations	Coordinator of Visitor Svcs	1.00	40,441	.00%	B23	39,648		61,455
University Relations	Creative Content Producer	1.00	54,500	.00%	B23	39,648	50,552	61,455
University Relations	Digital & UX Designer	1.00	46,000	.00%				
University Relations	Digital Content Developer	1.00	49,563	.00%	B23	39,648	50,552	61,455

			FY19	FY19				
			Final	% Salary		Pay Band	Pay Band	Pay Band
Area	Title	FTE	Salary	Increase	DBM	Minimum	Midpoint	Maximum
University Relations	Digital Marketing Specialist	1.00	59,000	.00%	B24	45,184	57,610	70,036
University Relations	Dir - Univ News and Public Rel	1.00	78,344	.00%	C51	66,977	88,745	110,513
University Relations	Dir of Residential Education	1.00	89,353	.00%	C51	66,977	88,745	110,513
University Relations	Dir. Campus Recreation	1.00	76,000	.00%	C51	66,977	88,745	110,513
University Relations	Dir. Dining Services	1.00	101,935	.00%	C51	66,977	88,745	110,513
University Relations	Dir. of Athletics	1.00	173,601	.00%	E82	108,627	143,931	179,235
University Relations	Dir. Student Financial Aid	1.00	101,344	.00%	C52	70,736	93,725	116,714
University Relations	Director of Admissions	1.00	105,648	.00%	C51	66,977	88,745	110,513
University Relations	Director of Housing Services	1.00	93,892	.00%	C51	66,977	88,745	110,513
University Relations	Director of Web Communications	1.00	78,000	.00%	C52	70,736	93,725	116,714
University Relations	Early Alert & EMSA Proj Mgr	1.00	53,197	.00%	B23	39,648	50,552	61,455
University Relations	Enrollment Coach & Recruiter	1.00	45,706	.00%	B22	34,112	43,493	52,874
University Relations	Exec Dir Creative Services	1.00	89,000	.00%	C52	70,736	93,725	116,714
University Relations	Exec Dir Enrmt Mgtm Stu Access	1.00	114,602	.00%	D61	74,494	98,705	122,915
University Relations	Executive Chef and Trainer	1.00	78,236	.00%	C43	63,219	83,766	104,312
University Relations	Financial & Budget Analyst	1.00	54,134	.00%	C41	54,134	71,728	89,321
University Relations	Financial Aid Counselor	.50	19,824	.00%	B23	39,648	50,552	61,455
University Relations	Financial Aid Counselor	.50	19,824	.00%	B23	39,648	50,552	61,455
University Relations	Financial Aid Counselor	.50	20,145	.00%	B23	39,648	50,552	61,455
University Relations	Financial Aid Counselor	.90	36,261	.00%	B23	39,648	50,552	61,455
University Relations	Financial Aid Counselor	1.00	40,287	.00%	B23	39,648	50,552	61,455
University Relations	Financial Aid Counselor	1.00	41,200	.00%				
University Relations	Financial Aid Counselor	1.00	40,144	.00%	B23	39,648	50,552	61,455
University Relations	Financial Aid Counselor	1.00	40,648	.00%	B23	39,648	50,552	61,455
University Relations	Financial Aid Counselor	1.00	39,648	.00%				
University Relations	Graphic Designer	1.00	52,380	.00%	B24	45,184	57,610	70,036
University Relations	Graphic/Web Designer	1.00	56,328	.00%	B24	45,184	57,610	70,036
University Relations	Market Development Manager	1.00	49,572	.00%	B24	45,184	57,610	70,036
University Relations	Market Development Manager	1.00	69,026	.00%	C41	54,134	71,728	89,321
University Relations	Market Development Manager	1.00	69,332	.00%	C41	54,134	71,728	89,321
University Relations	Marketing Communications Spec	1.00	53,525	.00%	B23	39,648	50,552	61,455
University Relations	Marketing Manager	1.00	67,199	.00%	B24	45,184	57,610	70,036
University Relations	Photographer	.50	30,004	.00%	B22	34,112	43,493	52,874
University Relations	Photographer/Graphic Designer	1.00	58,656	.00%	B24	45,184	57,610	70,036
University Relations	Regional Admissions Counselor	1.00	40,648	.00%	B23	39,648	50,552	61,455
University Relations	Regional Admissions Counselor	1.00	40,144	.00%	B22	34,112	43,493	52,874
University Relations	Residence Hall Director	1.00	47,476	.00%	B21	32,504	41,443	50,382
University Relations	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
University Relations	Residence Hall Director	1.00	47,476	.00%	B21	32,504	41,443	50,382
University Relations	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
University Relations	Residence Hall Director	1.00	47,476	.00%	B21	32,504	41,443	50,382
University Relations	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
University Relations	Residence Hall Director	1.00	47,476	.00%	B21	32,504	41,443	50,382
University Relations	Residence Hall Director	1.00	45,650	.00%	B21	32,504	41,443	50,382
University Relations	Residence Hall Director	1.00	47,476	.00%	B21	32,504	41,443	50,382
University Relations	Senior Admissions Counselor	1.00	34,977	.00%	B23	39,648	50,552	61,455

Area	Title	FTE	FY19 Final Salary	FY19 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
University Relations	Senior Business Manager	.67	49,112	.00%	C42	59,461	78,786	98,111
University Relations	Sr. Financial Aid Counselor	1.00	41,185	.00%	B23	39,648	50,552	61,455
University Relations	Videographer	1.00	56,801	.00%	B22	34,112	43,493	52,874
University Relations	Videographer	1.00	59,676	.00%	B22	34,112	43,493	52,874
University Relations	VP External & Univ Relations	1.00	207,070	.00%	E83	124,922	165,522	206,121
Total		491.12	31,491,554					

Notes:

Vacant positions without a new hire job record in Banner as of 9/1/18 are excluded.
No salary increases were approved for FY19.