



Office of the Faculty Senate

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Human Resources Department

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**MEMO**

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

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Annually, we distribute a communication to PASC and Faculty Senate that shows our investment in salaries and lists all the employee pay increases. Attached are the individual faculty D Q G compensation outcomes resulting from the FY19 pay increases that went into effect July 1, 2018. \$ G G L W L R Q D O to a summary document I I D F X O W \ R X W F R P H V previously requested by the Salary Equity

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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	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	8	Tenured	1.00	61,486	0	61,486	0	61,486	.0%	79.5%
EBS	1312	Teacher Ed & Prof Dev, Levels & Methods	Assoc Professor	6	Tenured	1.00	60,567	—		61,486		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 Base Salary % Increase	FY19 Final Base Salary % of CUPA Median
HSS	2301	General English Language and Literature	Sr Lecturer	5	Contract Renewable	1.00	43,840	0	43,840	0	43,840	.0%	91.7%
HSS	2301	General English Language and Literature	Sr Lecturer	5	Contract Renewable	1.00	43,840	0	43,840	0	43,840	.0%	91.7%
HSS	2301	General English Language and Literature	Sr Lecturer	3	Contract Renewable	1.00	41,127	0	41,127	0	41,127	.0%	87.8%
HSS	2301	General English Language and Literature	Sr Lecturer	2	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	1	Contract Renewable	1.00	36,000	0	36,000	0	36,000	.0%	82.4%
HSS	2301	General English Language and Literature	Lecturer	1	Contract Renewable	1.00	39,000	0	39,000	0	39,000	.0%	89.2%
HSS	2613	Ecology, Evolution & Population	Asst Professor	2	Tenure Track	1.00	56,000	0	56,000	0	56,000	.0%	71.7%
HSS	3801	Philosophy	Professor	1	Tenured	1.00	62,095	5,000	67,095	0	67,095	.0%	72.5%
HSS	3801	Philosophy	Assoc Professor	16	Tenured	1.00	68,118	0	68,118	0	68,118	.0%	81.8%
HSS	3801	Philosophy	Asst Professor	2	Tenure Track	1.00	52,000	0	52,000	0	52,000	.0%	84.8%
HSS	3801	Philosophy	Asst Professor	2	Tenure Track	1.00	52,000	0	52,000	0	52,000	.0%	84.8%
HSS	3801	Philosophy	Asst Professor	1	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	Tenured	1.00	126,396	0	126,396	0	126,396	.0%	121.3%
HSS	4301	Criminal Justice & Corrections	Professor	14	Tenured	1.00	95,960	0	95,960	0	95,960	.0%	90.2%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	5	Tenured	1.00	68,467	0	68,467	0	68,467	.0%	89.7%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	2	Tenured	1.00	60,533	0	60,533	0	60,533	.0%	81.8%
HSS	4301	Criminal Justice & Corrections	Assoc Professor	1	Tenured	1.00	55,827	3,000	58,827	0	58,827	.0%	80.3%
HSS	4301	Criminal Justice & Corrections	Asst Professor	13	Contract Renewable	1.00	58,233	0	58,233	0	58,233	.0%	89.0%
HSS	4301	Criminal Justice & Corrections	Asst Professor	4	Tenure Track	1.00	55,003	0	55,003	0	55,003	.0%	85.7%
HSS	4301	Criminal Justice & Corrections	Asst Professor	3	Tenure Track	1.00	54,035	0	54,035	0	54,035	.0%	85.1%
HSS	4301	Criminal Justice & Corrections	Asst Professor	3	Contract Renewable	1.00	48,636	0	48,636	0	48,636	.0%	76.6%
HSS	4301	Criminal Justice & Corrections	Sr Lecturer	1	Contract Renewable	1.00	40,909	2,000	42,909	0	42,909	.0%	87.1%
HSS	4502	Anthropology	Assoc Professor	11	Tenured	1.00	82,474	0	82,474	0	82,474	.0%	99.0%
HSS	4502	Anthropology	Assoc Professor	4	Tenured	1.00	61,438	0	61,438	0	61,438	.0%	79.0%
HSS	4502	Anthropology	Assoc Professor	2	Tenured	1.00	57,023	0	57,023	0	57,023	.0%	74.8%
HSS	4502	Anthropology	Assoc Professor	1	Tenured	1.00	53,99	0	53,99	0	53,99	.0%	74.8%

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
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	114,699	0	114,699	0	114,699	.0%	93.4%
MCB	5202	Business Admin, Mgt & Operations	Assoc Professor	1	Tenured	1.00	98,207	3,000	101,207	0	101,207	.0%	85.8%
MCB	5203	Accounting & Related Svcs	Professor	10	Tenured	.50	62,028	0	62,028	0	62,028	.0%	77.7%
MCB	5203	Accounting & Related Svcs	Professor	1	Tenured	1.00	137,905	5,000	142,905	0	142,905	.0%	98.3%
MCB	5203	Accounting & Related Svcs	Assoc Professor	6	Tenured	1.00	138,771	0	138,771	0	138,771	98.3%	



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MCB	5208	Finance & Financial Mgt Svcs	Asst Professor	1	Tenure Track	1.00	127,000	0	127,000	0	127,000	.0%	90.7%
MCB	5212	Mgt Information Sys & Svcs	Professor	24	Tenured	1.00	138,877	0	138,877	0	138,877	.0%	82.3%
MCB	5212	Mgt Information Sys & Svcs	Professor	19	Tenured	1.00	133,021	0	133,021	0	133,021	.0%	82.4%
MCB	5212	Mgt Information Sys & Svcs	Assoc Professor	1	Tenured	1.00	103,020	3,000	106,020	0	106,020	.0%	89.2%
MCB	5212	Mgt Information Sys & Svcs	Sr Lecturer	2	Contract Renewable	1.00	68,520	0	68,520	0	68,520	.0%	98.2%
MCB	5212	Mgt Information Sys & Svcs	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					

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NHS	2701	Mathematics	Professor	6	Tenured	.60	49,906	0	49,906	0	49,906	.0%	80

College	CIP Code	
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Area	Title	FTE	FY19 Final Salary	FY19 % Salary Increase	DBM	Pay Band
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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 Sys & Ap	1.00	90,146	.00%	C52	70,73 s	3	



Area	Title	FTE	FY19 Final Salary	FY19 % 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 Hlth & Safety Spec	1.00	48,600	.00%	B23	39,648	50,552	61,455
Finance and Administration	Environ Hlth/Safety Specialist	1.00	48,000	.00%	B23	39,648	50,552	61,455
Finance and Administration	Financial Analyst	.67	53,156	.00%	C42	59,461	78,786	98,111
Finance and Administration	Human Resources Generalist	1.00	54,134	.00%	C41	54,134	71,728	89,321
Finance and Administration	Immunization Coordinator	1.00	44,550	.00%	B22	34,112	43,493	52,874
Finance and Administration	Insurance Coordinator	1.00	40,000	.00%	B22	34,112	43,493	52,874
Finance and Administration	IT Security Engineer	1.00	72,508	.00%	C41	54,134	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	61,408	.00%	C42	59,461	78,786	98,111
Finance and Administration	Manager Data Center & Soft Dev	1.00	76,500	.00%	C43	63,219	83,766	104,312
Finance and Administration	Mgr Infrastructure & Acad Tech	1.00	74,358	.00%	C42	59,461	78,786	98,111
Finance and Administration	Mgr of Payroll	1.00	55,907	.00%	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

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	A				

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

Area	Title	FTE	FY19 Final Salary	FY19 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band Maximum
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Area	Title	FTE	FY19 Final Salary	FY19 % 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	Predocctoral 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	43,493	52,874

Area	Title	FTE	FY19 Final Salary	FY19 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band 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	43,493	52,874
University Relations	Coord Intramural Sports	1.00	40,144	.00%	B23	39,648	50,552	61,455
University Relations	Coord of Fitness & Wellness	1.00	39,648	.00%	B23	39,648	50,552	61,455
University Relations	Coord of Processing & Verifica	1.00	46,938	.00%	B23	39,648	50,552	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	50,552	61,455
University Relations	Coordinator of Visitor Svcs	1.00	40,441	.00%	B23	39,648	50,552	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



Area	Title	FTE	FY19 Final Salary	FY19 % Salary Increase	DBM	Pay Band Minimum	Pay Band Midpoint	Pay Band 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	47,476	.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	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
<b>Total</b>		<b>491.12</b>	<b>31,491,554</b>					

**Notes:**

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