

## Process for Establishing Salary Ranges for Tenured Faculty within Different Disciplines - UNCG

The Senior Vice Provost is responsible for overseeing the establishment of salary ranges for tenured faculty. UNCG participates in and acquires the annual faculty salary survey prepared by the College and University Professional Association for Human Resources (CUPA). This national survey contains faculty salary data for peer institutions by academic discipline. The salary survey is generally available in February of each year and is kept on file in the Office of Academic Resources. Salary ranges are managed in accordance with the Board of Governors' annual resolution on salary matters. Faculty salary increases are submitted on the quarterly salary increase report and fall within the specified salary ranges.

# **MOST RECENT ANALYSIS OF EQUITY ISSUES RELEVANT TO EMPLOYMENT OF FACULTY AND ADMINISTRATORS**

## **Most Recent Analysis of Salary Equity Among Faculty**

Each Summer, the UNCG Office of Institutional Research creates a series of reports on faculty salary equity. These reports, which are generated for each academic department, show the average faculty salary at each faculty rank. The reports also list all faculty members in the department whose salary is greater than one standard deviation above or below the departmental average salary for that rank.

One copy of the salary reports is provided to the Provost. The academic deans receive a copy of the salary reports for all departments in their academic unit. Each dean is required to justify the report findings or take action to eliminate observed inequities. For example, high salaries may be justified by reference to documentation confirming the faculty members' outstanding level of academic performance. Likewise, lower salaries may be justified by the dean's description of a given faculty member's merely satisfactory performance in comparison to the achievements of more high-performing faculty. When a justification cannot be made, a case of salary inequity may be declared, and the dean must create and share with the Provost the dean's plan for removing the inequity.

This process was last completed in Fall 2016.

**UNIVERSITY OF NORTH CAROLINA AT GREENSBORO  
SUMMARY OF FULL-TIME FACULTY SALARIES**

**\*\* ALL UNITS COMBINED \*\***

**2016-2017**

		Normalized Salary														
		Tenure Status												ALL TENURE LEVELS		
		Tenured or On-Track						Not On-Track								
		Degree Type						Degree Type								
		Doctoral/Professional Degree			< Doctoral Degree			Doctoral/Professional Degree			< Doctoral Degree					
		N	Mean	Std	N	Mean	Std	N	Mean	Std	N	Mean	Std			
<b>UNIVERSITY TOTAL</b>		437	87,622	22,336	60	67,337	18,422	66	54,573	16,386	138	46,775	13,418	701	74,733	26,464
Professor	F	53	97,836	17,944	3	89,451	11,409	4	76,411	10,568	3	68,270	5,330	63	94,668	18,593
	M	83	106,337	21,726	9	89,583	12,957	1	82,154	.	2	77,852	5,730	95	103,895	21,696
Associate Professor	F	102	77,918	13,951	28	60,110	15,982	7	65,188	8,255	8	62,464	25,960	145	73,012	16,691
	M	112	84,146	19,924	16	62,919	15,480	2	71,118	5,399	1	71,218	.	131	81,256	20,439
Assistant Professor	F	57	76,776	19,834	2	76,111	550	9	66,969	10,729	18	52,064	6,355	86	70,562	19,456
	M	30	84,376	28,608	2	61,810	4,192	5	62,996	1,689	3	53,989	5,252	40	78,296	26,992
Instructor	F	.	.	.	.	.	.	.	.	.	6	51,304	1,701	6	51,304	1,701
	M	.	.	.	.	.	.	.	.	.	1	43,616	.	1	43,616	.
Lecturer	F	.	.	.	.	.	.	22	44,447	12,354	64	42,434	10,616	86	42,949	11,046
	M	.	.	.	.	.	.	16	44,996	14,321	32	42,410	10,639	48	43,272	11,901
Rank																
Professor	TOTAL	136	103,024	20,689	12	89,550	12,073	5	77,560	9,506	5	72,103	7,068	158	100,216	20,950
Associate Professor	TOTAL	214	81,178	17,575	44	61,131	15,680	9	66,506	7,848	9	63,437	24,458	276	76,925	18,983
Assistant Professor	TOTAL	87	79,397	23,352	4	68,961	8,610	14	65,550	8,696	21	52,339	6,129	126	73,017	22,311
Instructor	TOTAL	.	.	.	.	.	.	.	.	.	7	50,206	3,295	7	50,206	3,295
Lecturer	TOTAL	.	.	.	.	.	.	38	44,678	13,032	96	42,426	10,567	134	43,065	11,316

**Includes full-time, non-administrative, ranked instructional and library faculty; Distinguished/titled faculty are excluded  
Salaries are normalized to 9-month rates; Academic Professional and Clinical ranks are shown as Lecturers  
Dataset: HRDM-PDF LAST CLOSED PERIOD December, 31, 2016, 11:59:59 pm: MAD**

# Four-Year Faculty Salaries: Multi-Discipline Report (4YF)

## Report Parameters

<b>Focus Institution</b>	University of North Carolina at Greensboro
<b>Comparison Group</b>	Fac4Yr 2017: Doctoral (N=168)
<b>Group Size</b>	168 Institutions
<b>Year</b>	2016-17
<b>Statistics</b>	Unweighted
<b>Tenure</b>	Non-Tenure Track Teaching
<b>Effective Date of Salary Data</b>	1-Dec-16
<b>Data Aging</b>	Not Selected

### Key

NP - Number of Incumbents.

NI - Number of Institutions.

- More than 150% of the group median

- Less than 75% of the group median

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions is 1

Code/Title	A. Focus Salary		Average	Std. Dev.
	NP	Average		
<b>[05.] AREA, ETHNIC, CULTURAL, GENDER AND GROUP STUDIES</b>				
<b>05.02 Ethnic, Cultural Minority , Gender, and Group Studies</b>				
Professor				
Associate Professor			70,375	9,780
Assistant Professor (excl New)			62,865	11,135
Assistant Professor (incl New)			61,259	11,573
New Assistant Professor				
Instructor (or Scientist if NT Research)	3	39,003	47,860	9,063
<b>[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS</b>				
<b>09.01 Communication &amp; Media Studies</b>				
Professor			84,607	30,036
Associate Professor			67,612	19,050
Assistant Professor (excl New)			58,345	15,076
Assistant Professor (incl New)			57,724	14,245
New Assistant Professor			58,069	13,979
Instructor (or Scientist if NT Research)	14	42,179	48,313	8,832
<b>[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES</b>				
<b>11.07 Computer Science</b>				
Professor			103,564	22,525
Associate Professor			78,573	24,247
Assistant Professor (excl New)			81,325	14,715
Assistant Professor (incl New)			80,249	13,517
New Assistant Professor			76,658	14,298

Instructor (or Scientist if NT Research)	3	63,542	65,567	10,204
<b>11.09 Sys Networking &amp; Telecomm</b>				
Professor				
Associate Professor				
Assistant Professor (excl New)				
Assistant Professor (incl New)				
New Assistant Professor				
Instructor (or Scientist if NT Research)	1	45,000		
<b>[13.] EDUCATION</b>				
<b>13.03 Curriculum &amp; Instruction</b>				
Professor			85,236	18,407
Associate Professor			70,609	9,920
Assistant Professor (excl New)			61,640	10,936
Assistant Professor (incl New)			61,069	10,795
New Assistant Professor				
Instructor (or Scientist if NT Research)	5	56,287	52,980	6,900
<b>13.04 Ed Administration &amp; Supervision</b>				
Professor			103,197	33,190
Associate Professor			75,545	11,530
Assistant Professor (excl New)			65,237	13,675
Assistant Professor (incl New)			63,826	11,814
New Assistant Professor			61,446	9,644
Instructor (or Scientist if NT Research)	2	72,795	58,139	13,613
<b>13.06 Assessment, Evaluation &amp; Research</b>				
Professor				
Associate Professor				
Assistant Professor (excl New)				
Assistant Professor (incl New)				
New Assistant Professor				
Instructor (or Scientist if NT Research)	1	64,375		
<b>13.10 Special Ed &amp; Teaching</b>				
Professor			84,423	12,958
Associate Professor			66,997	6,590
Assistant Professor (excl New)			60,718	6,921
Assistant Professor (incl New)			59,713	7,050
New Assistant Professor			56,067	8,773
Instructor (or Scientist if NT Research)	8	63,109	53,016	6,627
<b>13.11 Student Counseling &amp; Personnel Svcs</b>				
Professor			69,477	17,353
Associate Professor			83,145	21,125
Assistant Professor (excl New)			60,956	9,542
Assistant Professor (incl New)			60,448	9,241
New Assistant Professor			57,036	5,275
Instructor (or Scientist if NT Research)	1	82,154	52,961	11,382
<b>13.99 Other</b>				
Professor				
Associate Professor			72,674	12,012

Assistant Professor (excl New)	1	51,765	63,654	8,225
Assistant Professor (incl New)	1	51,765	63,654	8,225
New Assistant Professor				
Instructor (or Scientist if NT Research)			62,728	28,610
<b>[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS</b>				
<b>16.01 Linguistic, Comp &amp; Rel Studies &amp; Svcs</b>				
Professor			67,236	22,934
Associate Professor			58,863	15,960
Assistant Professor (excl New)			54,615	12,885
Assistant Professor (incl New)			53,308	13,014
New Assistant Professor			56,881	16,986
Instructor (or Scientist if NT Research)	33	39,932	45,586	8,190
<b>16.12 Classics &amp; Classical</b>				
Professor				
Associate Professor				
Assistant Professor (excl New)			54,930	12,930
Assistant Professor (incl New)			54,827	12,812
New Assistant Professor				
Instructor (or Scientist if NT Research)	1	41,256	51,262	6,143
<b>[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES</b>				
<b>19.07 Human Dev, Family Studies &amp; Rel Svcs</b>				
Professor				
Associate Professor	1	61,250	66,774	4,129
Assistant Professor (excl New)	1	48,475	61,633	9,026
Assistant Professor (incl New)	2	46,738	61,347	9,281
New Assistant Professor	1	45,000		
Instructor (or Scientist if NT Research)	1	49,216	50,329	9,315
<b>19.09 Apparel &amp; Textiles</b>				
Professor				
Associate Professor				
Assistant Professor (excl New)				
Assistant Professor (incl New)				
New Assistant Professor				
Instructor (or Scientist if NT Research)	2	55,757	55,876	4,833
<b>[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS</b>				
<b>23.01 General</b>				
Professor			76,606	30,844
Associate Professor			65,770	20,599
Assistant Professor (excl New)			53,671	11,508
Assistant Professor (incl New)			53,122	10,776
New Assistant Professor			52,703	11,990
Instructor (or Scientist if NT Research)	24	39,632	46,036	9,836
<b>[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES</b>				
<b>24.01 Liberal Arts &amp; Sci, Gen Studies &amp; Humanities</b>				
Professor			86,490	32,751
Associate Professor			74,161	19,168
Assistant Professor (excl New)			56,241	10,131

Assistant Professor (incl New)			55,367	10,359
New Assistant Professor				
Instructor (or Scientist if NT Research)	5	41,225	49,624	9,943
<b>[25.] LIBRARY SCIENCE</b>				
<b>25.01 Library Science and Administration</b>				
Professor				
Associate Professor			59,493	15,986
Assistant Professor (excl New)			43,544	6,029
Assistant Professor (incl New)			43,919	5,964
New Assistant Professor				
Instructor (or Scientist if NT Research)	1	62,460	57,233	12,696
<b>[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES</b>				
<b>26.01 General</b>				
Professor			86,333	25,128
Associate Professor			71,233	14,880
Assistant Professor (excl New)			59,692	11,842
Assistant Professor (incl New)			59,535	12,255
New Assistant Professor			60,766	13,479
Instructor (or Scientist if NT Research)	19	44,606	52,736	11,150
<b>26.08 Genetics</b>				
Professor				
Associate Professor	1	55,249	101,565	42,489
Assistant Professor (excl New)				
Assistant Professor (incl New)			74,679	9,991
New Assistant Professor				
Instructor (or Scientist if NT Research)				
<b>[27.] MATHEMATICS AND STATISTICS</b>				
<b>27.01 Mathematics</b>				
Professor			83,565	27,622
Associate Professor			63,469	15,221
Assistant Professor (excl New)			58,769	12,404
Assistant Professor (incl New)			59,228	11,984
New Assistant Professor			61,234	14,288
Instructor (or Scientist if NT Research)	4	45,464	51,209	11,144
<b>[30.] MULTI/INTERDISCIPLINARY STUDIES</b>				
<b>30.19 Nutrition Sciences</b>				
Professor				
Associate Professor				
Assistant Professor (excl New)	3	50,306		
Assistant Professor (incl New)	3	50,306	63,077	7,387
New Assistant Professor				
Instructor (or Scientist if NT Research)			61,010	9,539
<b>[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES</b>				
<b>31.01 Parks, Recreation &amp; Leisure Studies</b>				
Professor				
Associate Professor				
Assistant Professor (excl New)	1	59,982		

Assistant Professor (incl New)	1	59,982		
New Assistant Professor				
Instructor (or Scientist if NT Research)			50,515	4,497
<b>31.05 Health &amp; Physical Education/Fitness</b>				
Professor	1	69,543	89,338	41,477
Associate Professor	3	67,087	71,543	13,197
Assistant Professor (excl New)	4	59,262	61,910	11,793
Assistant Professor (incl New)	4	59,262	61,262	11,779
New Assistant Professor			61,040	13,049
Instructor (or Scientist if NT Research)			51,944	11,405
<b>[38.] PHILOSOPHY AND RELIGIOUS STUDIES</b>				
<b>38.01 Philosophy</b>				
Professor			69,759	17,305
Associate Professor			64,757	15,762
Assistant Professor (excl New)			54,680	14,661
Assistant Professor (incl New)			54,402	13,831
New Assistant Professor			51,754	6,794
Instructor (or Scientist if NT Research)	4	44,492	46,294	8,102
<b>38.02 Religion/Religious Studies</b>				
Professor				
Associate Professor			66,851	21,569
Assistant Professor (excl New)			60,357	12,532
Assistant Professor (incl New)			59,723	11,564
New Assistant Professor			58,150	8,074
Instructor (or Scientist if NT Research)	2	41,883	52,832	8,587
<b>[40.] PHYSICAL SCIENCES</b>				
<b>40.05 Chemistry</b>				
Professor			81,913	24,652
Associate Professor			69,206	16,978
Assistant Professor (excl New)			58,607	9,626
Assistant Professor (incl New)			60,159	10,744
New Assistant Professor			64,656	13,900
Instructor (or Scientist if NT Research)	6	39,170	53,680	9,670
<b>40.08 Physics</b>				
Professor			75,838	28,431
Associate Professor			66,779	12,636
Assistant Professor (excl New)			59,511	12,965
Assistant Professor (incl New)			59,890	14,400
New Assistant Professor			60,123	17,256
Instructor (or Scientist if NT Research)	1	39,140	54,507	12,229
<b>[42.] PSYCHOLOGY</b>				
<b>42.01 General</b>				
Professor			96,642	42,265
Associate Professor			72,522	14,811
Assistant Professor (excl New)			62,147	14,487
Assistant Professor (incl New)			61,715	14,322
New Assistant Professor			60,857	13,419



Instructor (or Scientist if NT Research)	3	43,066	54,816	12,532
<b>[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS</b>				
<b>44.07 Social Work</b>				
Professor			80,239	23,011
Associate Professor			75,908	15,190
Assistant Professor (excl New)	2	53,623	61,834	15,213
Assistant Professor (incl New)	2	53,623	61,736	14,771
New Assistant Professor			60,216	10,676
Instructor (or Scientist if NT Research)			54,746	7,375
<b>[45.] SOCIAL SCIENCES</b>				
<b>45.02 Anthropology</b>				
Professor			68,191	20,940
Associate Professor			60,192	10,195
Assistant Professor (excl New)			59,104	12,272
Assistant Professor (incl New)			56,770	11,417
New Assistant Professor			56,109	11,002
Instructor (or Scientist if NT Research)	2	50,878	50,435	10,451
<b>45.07 Geography &amp; Cartography</b>				
Professor				
Associate Professor			68,445	11,158
Assistant Professor (excl New)			53,714	8,144
Assistant Professor (incl New)			54,087	8,055
New Assistant Professor				
Instructor (or Scientist if NT Research)	3	53,858	52,737	7,224
<b>45.10 Political Science &amp; Government</b>				
Professor			76,802	24,232
Associate Professor			77,321	32,493
Assistant Professor (excl New)			57,507	16,913
Assistant Professor (incl New)			57,617	15,881
New Assistant Professor			64,348	17,357
Instructor (or Scientist if NT Research)	2	46,053	51,001	9,601
<b>45.11 Sociology</b>				
Professor			83,286	30,946
Associate Professor			66,421	16,563
Assistant Professor (excl New)			58,798	13,987
Assistant Professor (incl New)			57,868	13,842
New Assistant Professor			64,184	19,648
Instructor (or Scientist if NT Research)	4	36,718	46,891	8,661
<b>[50.] VISUAL AND PERFORMING ARTS</b>				
<b>50.04 Design &amp; Applied Arts</b>				
Professor				
Associate Professor			75,426	13,299
Assistant Professor (excl New)	1	59,987	61,128	8,590
Assistant Professor (incl New)	1	59,987	60,815	8,182
New Assistant Professor				
Instructor (or Scientist if NT Research)	4	52,709	58,143	17,268
<b>50.05 Dramatic/Theatre Arts &amp; Stagecraft</b>				

Professor			89,989	30,082
Associate Professor			64,025	13,655
Assistant Professor (excl New)			57,190	12,793
Assistant Professor (incl New)			56,548	12,187
New Assistant Professor			55,128	8,730
Instructor (or Scientist if NT Research)	5	46,765	49,000	9,072
<b>50.07 Fine &amp; Studio Art</b>				
Professor			81,952	35,994
Associate Professor			67,661	15,430
Assistant Professor (excl New)			54,015	13,154
Assistant Professor (incl New)			53,283	11,663
New Assistant Professor			52,761	11,400
Instructor (or Scientist if NT Research)	6	43,362	48,335	8,671
<b>50.09 Music</b>				
Professor			85,901	21,439
Associate Professor			67,160	12,691
Assistant Professor (excl New)			54,942	11,042
Assistant Professor (incl New)			54,557	10,401
New Assistant Professor			53,354	9,286
Instructor (or Scientist if NT Research)	6	53,732	50,617	13,144
<b>[51.] HEALTH PROFESSIONS AND RELATED PROGRAMS</b>				
<b>51.02 Communication Disorders Sci &amp; Srvcs</b>				
Professor	2	68,112	77,872	13,347
Associate Professor	3	53,775	70,277	9,824
Assistant Professor (excl New)			62,970	8,284
Assistant Professor (incl New)	1	44,264	61,672	8,856
New Assistant Professor	1	44,264	57,065	8,260
Instructor (or Scientist if NT Research)	1	48,750	56,950	10,162
<b>51.22 Public Health</b>				
Professor	1	69,530	145,450	48,253
Associate Professor			98,083	25,060
Assistant Professor (excl New)	3	48,548	74,412	17,011
Assistant Professor (incl New)	5	50,169	73,338	17,265
New Assistant Professor	2	52,600	73,611	17,769
Instructor (or Scientist if NT Research)	1	34,137	57,331	13,245
<b>51.38 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing</b>				
Professor			102,003	28,928
Associate Professor			87,542	18,193
Assistant Professor (excl New)			74,939	12,921
Assistant Professor (incl New)			74,072	12,906
New Assistant Professor			76,091	13,929
Instructor (or Scientist if NT Research)	26	64,365	64,313	9,787
<b>[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES</b>				
<b>52.02 Admin, Mgt &amp; Operations</b>				
Professor			114,765	30,452
Associate Professor			103,098	31,193
Assistant Professor (excl New)			87,672	22,411

Assistant Professor (incl New)			86,964	22,656
New Assistant Professor			95,705	23,192
Instructor (or Scientist if NT Research)	10	56,209	70,029	22,750
<b>52.03 Accounting &amp; Related Svcs</b>				
Professor			120,098	37,848
Associate Professor			113,953	33,983
Assistant Professor (excl New)			94,254	31,309
Assistant Professor (incl New)			93,098	30,338
New Assistant Professor			102,392	36,510
Instructor (or Scientist if NT Research)	3	72,641	75,738	18,826
<b>52.06 Managerial Economics</b>				
Professor				
Associate Professor				
Assistant Professor (excl New)			76,708	11,764
Assistant Professor (incl New)			74,665	10,947
New Assistant Professor				
Instructor (or Scientist if NT Research)	1	89,953	66,674	13,488
<b>52.09 Hospitality Administration/Mgt</b>				
Professor				
Associate Professor				
Assistant Professor (excl New)			69,476	13,812
Assistant Professor (incl New)			68,843	13,192
New Assistant Professor				
Instructor (or Scientist if NT Research)	5	60,381	60,194	9,886
<b>[54.] HISTORY GENERAL</b>				
<b>54.01 History</b>				
Professor			91,522	28,144
Associate Professor			64,686	12,695
Assistant Professor (excl New)			55,787	10,834
Assistant Professor (incl New)			54,320	11,149
New Assistant Professor			49,587	12,004
Instructor (or Scientist if NT Research)	1	36,025	48,121	11,009

This report was generated by CUPA-HR's Surveys Online application on May 3, 2017 11:51 AM. © 2017 CUPA-HR.

less than 5 (too few data) or, if weighted statistics are selected, when one institution's data comprise more

B. Comparison Group Statistics (Based on Average Salaries*)					A's Avg. as % of B's			
Median	Minimum	Maximum	NP	NI	Average	Median	10	
			5	4				
70,700	56,872	87,643	11	6			59,419	
65,122	44,366	80,413	28	18			48,957	
61,314	44,366	80,413	31	20			46,370	
			3	3				
46,400	23,100	72,780	75	33	81.5	84.1	39,111	
80,740	46,100	154,914	36	18			52,683	
60,510	39,249	118,435	51	28			47,372	
54,992	30,567	111,922	114	48			43,212	
54,434	30,567	111,922	140	54			44,598	
52,500	40,000	91,037	26	13			45,345	
47,267	24,000	72,991	491	83	87.3	89.2	36,605	
101,500	66,108	135,212	19	9			81,334	
75,999	20,200	118,286	25	10			66,807	
87,800	59,526	101,110	24	13			60,289	
84,360	59,526	101,110	32	14			60,434	
70,035	61,813	100,000	8	5			63,264	

66,205	49,200	85,147	149	40	96.9	96		52,656
			2	1				
			2	1				
			6	3				
88,540	56,935	107,238	8	6				61,882
68,796	53,326	90,000	37	13				61,049
59,880	45,900	95,685	89	24				49,860
59,760	45,900	95,685	101	25				49,252
			12	4				
50,985	40,800	72,909	144	35	106.2	110.4		45,979
88,892	54,112	166,217	20	11				65,306
74,260	59,839	98,600	48	22				62,429
60,833	46,904	101,900	92	37				51,962
60,000	46,904	96,941	105	42				52,644
58,500	48,000	82,666	13	11				53,010
55,423	38,254	94,255	67	33	125.2	131.3		41,956
			1	1				
			15	4				
			3	2				
			4	3				
			1	1				
			3	3				
75,990	72,148	100,241	6	5				72,702
68,414	57,099	81,520	35	11				59,434
60,392	49,500	73,186	52	24				51,775
59,264	49,500	74,093	65	27				51,524
54,135	45,000	75,000	13	7				48,927
52,872	40,700	66,815	99	32	119	119.4		43,800
66,589	52,000	101,700	6	5				54,038
78,301	49,554	118,435	15	9				59,605
60,140	45,000	81,080	44	20				49,454
59,365	45,000	81,080	50	21				49,938
56,000	49,180	65,000	6	5				51,508
53,659	18,889	82,154	45	20	155.1	153.1		42,819
			4	3				
69,339	59,095	88,959	14	6				59,938

66,071	51,765	72,700	16	6	81.3	78.3		52,709
66,071	51,765	72,700	16	6	81.3	78.3		52,709
56,125	29,784	128,840	13	7				43,129
58,352	43,665	122,674	28	12				49,975
53,693	38,000	106,384	69	21				43,956
50,188	38,143	93,361	110	28				43,051
49,000	34,356	92,586	139	31				41,603
53,805	34,356	91,037	29	11				43,415
44,617	28,158	70,293	594	66	87.6	89.5		36,997
			3	2				
			2	2				
58,959	29,520	70,443	14	9				39,907
58,959	29,520	70,443	17	9				39,907
			3	2				
53,449	38,000	61,071	41	18	80.5	77.2		42,916
			3	3				
65,650	61,250	72,165	6	5	91.7	93.3		62,337
63,529	48,475	79,540	19	9	78.7	76.3		50,191
63,529	46,738	79,540	22	9	76.2	73.6		49,844
			3	2				
48,984	33,670	75,447	81	26	97.8	100.5		41,982
			1	1				
			1	1				
			1	1				
55,995	46,239	65,000	15	9	99.8	99.6		50,802
66,031	41,625	159,258	95	26				47,128
62,810	31,836	109,003	107	29				42,968
50,972	30,055	90,232	194	55				41,617
50,897	30,055	82,698	246	59				41,696
49,500	37,000	78,861	52	14				42,032
44,257	26,416	85,513	1361	97	86.1	89.5		36,006
79,725	49,536	179,960	20	14				53,228
69,290	48,978	112,431	26	13				54,158
55,485	38,435	76,492	79	22				43,600

55,399	39,686	76,492	87	23				42,293
			8	3				
48,082	29,280	75,599	207	35	83.1	85.7		40,383
			4	3				
52,747	44,050	89,342	12	5				46,270
41,508	33,874	54,537	18	7				38,150
43,533	33,874	54,629	21	7				38,294
			3	2				
59,116	36,412	84,343	62	12	109.1	105.7		40,297
84,101	47,792	140,730	58	16				59,931
69,598	41,311	99,408	92	38				53,649
58,299	36,913	104,221	198	63				46,123
58,299	36,913	104,221	243	71				46,122
57,100	40,900	96,020	45	23				46,132
50,733	24,360	95,685	446	95	84.6	87.9		43,029
			4	3				
90,151	55,249	186,960	7	6	54.4	61.3		65,286
			12	4				
74,371	63,842	91,433	13	5				64,445
			1	1				
			2	1				
76,230	46,817	155,754	47	19				55,500
61,573	40,000	100,291	68	24				46,664
56,012	31,636	102,382	230	59				45,340
56,025	31,636	97,222	319	67				45,223
62,500	40,000	101,191	89	27				44,453
48,939	26,819	95,685	883	111	88.8	92.9		40,062
			5	2				
			5	3				
62,406	50,306	73,341	8	6	79.8	80.6		55,153
			3	3				
57,168	51,126	77,734	8	6				52,135
			3	2				
			4	3				

			4	3				
51,000	42,316	56,710	23	9				44,463
79,720	41,201	179,342	15	10	77.8	87.2		45,271
73,620	40,440	94,502	41	21	93.8	91.1		54,350
59,262	33,525	95,685	94	43	95.7	100		48,649
58,725	33,525	95,685	106	45	96.7	100.9		47,150
58,916	45,000	95,685	12	11				50,000
50,992	26,926	94,411	278	57				39,021
60,300	51,332	98,757	26	13				51,796
61,407	43,449	98,586	21	14				47,576
52,616	20,000	95,685	53	29				42,730
52,616	20,000	95,685	61	33				43,020
53,300	42,024	64,000	8	7				42,910
45,000	25,600	69,786	167	61	96.1	98.9		36,239
60,918	38,176	100,372	6	6				44,924
57,950	43,692	91,212	16	12				48,343
56,019	43,692	91,212	22	15				49,277
55,750	50,000	70,000	6	5				50,000
53,782	36,080	70,250	83	26	79.3	77.9		41,942
74,250	41,600	140,726	50	21				58,510
66,683	44,732	129,079	56	28				53,856
57,110	41,190	87,253	161	58				47,092
58,136	41,190	91,037	184	63				47,896
62,250	45,000	91,037	23	16				50,000
50,588	26,822	75,788	383	94	73	77.4		44,857
70,677	36,540	131,074	22	12				44,400
68,000	40,285	89,990	36	23				50,087
56,661	30,718	91,944	65	35				45,962
56,490	30,718	102,545	82	45				45,146
55,000	41,735	102,545	17	14				43,250
51,656	27,000	86,188	208	85	71.8	75.8		40,571
80,309	50,000	248,272	35	22				63,010
72,493	46,759	124,905	67	39				56,719
60,587	35,000	115,710	127	54				47,906
58,757	35,000	115,710	155	65				47,974
55,675	40,491	90,000	28	18				48,500



52,886	27,733	89,665	273	76	78.6	81.4		41,594
79,316	50,000	131,107	20	8				55,523
72,729	43,291	113,473	67	28				58,854
57,359	38,531	131,482	133	44	86.7	93.5		49,519
58,860	38,531	131,482	150	47	86.9	91.1		48,602
59,498	44,000	79,365	17	10				45,636
54,671	40,500	79,647	178	49				45,703
58,707	46,421	105,556	17	7				50,730
59,158	47,000	81,093	15	9				47,800
55,331	41,000	86,116	32	18				45,442
55,000	40,000	86,116	49	25				45,030
53,500	40,000	79,170	17	11				45,000
49,480	34,999	83,647	81	39	100.9	102.8		39,279
			4	2				
67,879	51,764	89,421	14	12				55,585
51,510	43,841	67,704	19	13				44,698
51,755	43,841	67,704	22	14				44,986
			3	3				
51,749	41,326	67,488	69	29	102.1	104.1		44,574
75,248	43,011	115,876	19	9				44,284
64,137	42,750	162,590	31	14				51,617
54,075	23,704	102,058	58	29				41,620
54,075	23,704	101,227	81	37				42,956
62,000	42,500	99,400	23	14				44,850
51,265	20,720	72,410	164	59	90.3	89.8		40,636
79,780	44,972	152,276	24	10				52,972
65,635	32,500	105,503	37	20				46,701
55,596	36,000	95,685	60	35				43,529
55,596	36,000	95,139	76	39				42,551
64,784	36,992	96,250	16	8				41,067
46,237	21,213	72,047	188	65	78.3	79.4		37,014
			6	3				
72,366	61,281	101,373	24	12				62,568
59,987	46,080	78,720	58	11	98.1	100		52,675
59,994	46,080	78,056	76	12	98.6	100		52,556
			18	4				
55,414	36,920	123,614	57	20	90.7	95.1		46,228

83,428	61,941	174,791	14	10				62,081
62,293	47,452	100,366	28	16				48,427
56,224	30,441	88,776	66	33				44,781
54,050	30,441	88,776	85	39				44,273
55,000	40,900	69,000	19	14				43,922
46,855	27,880	77,354	200	60	95.4	99.8		40,213
81,808	35,868	190,000	41	18				44,657
65,980	42,410	107,522	29	17				50,502
53,566	22,168	95,685	99	38				42,456
53,566	22,168	89,176	130	46				42,445
51,000	27,000	82,666	31	20				44,500
46,685	27,539	73,983	257	68	89.7	92.9		40,504
86,324	42,143	156,057	57	24				66,053
67,056	44,690	100,570	106	35				53,232
53,826	28,564	84,211	191	56				42,847
53,653	28,564	84,211	230	63				42,878
51,000	40,000	85,357	39	22				44,460
48,089	25,511	131,754	407	75	106.2	111.7		40,602
74,158	65,160	110,707	20	10	87.5	91.8		66,287
71,141	53,775	89,611	47	20	76.5	75.6		57,902
63,095	47,452	79,805	102	34				51,997
62,609	44,264	79,805	120	39	71.8	70.7		50,842
56,430	44,264	70,000	18	9	77.6	78.4		48,481
57,375	24,372	79,686	204	47	85.6	85		46,864
153,169	69,530	202,640	23	14	47.8	45.4		75,905
89,972	69,351	181,792	61	22				74,409
73,307	43,506	114,245	131	27	65.2	66.2		51,350
73,305	43,506	114,245	152	28	68.4	68.4		50,859
73,833	48,210	100,000	21	9	71.5	71.2		51,722
56,069	34,137	88,012	110	32	59.5	60.9		42,077
92,833	57,117	183,732	104	36				75,587
88,049	52,593	144,340	290	53				68,500
73,790	51,477	122,509	997	84				60,978
72,405	51,477	122,509	1108	88				60,357
75,500	56,181	115,000	111	36				59,852
63,860	41,928	99,640	911	73	100.1	100.8		54,986
112,200	55,601	172,955	53	27				74,472
101,033	55,131	182,700	64	34				66,299
85,341	48,960	148,000	160	50				60,621

84,448	48,960	148,000	199	57				60,249
94,485	59,029	142,500	39	18				65,534
65,102	30,375	172,546	397	87	80.3	86.3		48,949
116,320	56,330	204,167	40	22				71,871
112,811	50,795	170,900	56	25				71,192
89,301	35,066	185,000	70	41				62,670
87,899	35,066	185,000	94	47				59,994
90,000	55,000	185,000	24	14				61,685
72,414	32,000	135,000	318	88	95.9	100.3		54,014
			3	2				
			3	3				
81,393	57,805	90,000	13	5				62,258
70,000	57,805	90,000	18	9				61,961
			5	4				
66,075	40,175	90,591	67	28	134.9	136.1		49,800
			1	1				
			5	4				
74,987	45,698	85,526	22	10				51,986
73,600	45,698	85,526	24	11				52,685
			2	2				
59,441	45,900	79,308	68	20	100.3	101.6		47,411
86,640	41,500	170,000	27	16				67,002
62,994	33,241	92,679	39	24				52,055
55,993	25,291	86,117	64	32				45,532
53,957	25,291	86,117	74	37				42,081
46,250	34,842	75,500	10	8				39,433
46,955	18,000	75,200	203	70	74.9	76.7		36,178

ore than 25% of the total (unbalanced data).

Additional Percentiles						
20	30	40	60	70	80	90
61,965	65,433	68,900	72,500	73,434	74,368	81,006
50,910	54,689	58,021	68,148	71,029	73,240	75,561
49,800	51,262	56,501	66,592	69,504	73,147	74,480
41,394	44,018	45,515	48,280	51,099	53,710	57,182
58,929	64,527	75,889	86,000	92,668	96,652	123,347
53,161	56,925	59,988	66,808	72,416	85,462	93,361
47,716	51,118	52,000	58,282	60,674	68,680	78,456
47,681	51,040	52,015	58,096	60,494	68,467	76,075
47,239	50,102	52,054	54,400	63,406	69,406	75,134
42,273	44,617	46,244	49,015	51,414	55,565	60,536
85,658	87,579	92,254	109,513	119,112	127,497	133,026
72,954	74,572	75,379	79,719	84,680	89,003	106,709
64,280	71,087	79,820	88,062	88,592	95,059	99,845
64,353	71,646	81,806	87,440	88,014	88,592	96,333
64,715	66,359	68,197	76,421	82,807	88,800	94,400



53,653	58,933	64,212	67,929	69,796	71,663	72,182
53,653	58,933	64,212	67,929	69,796	71,663	72,182
52,360	53,363	54,668	56,650	57,925	60,699	88,510
52,127	53,493	55,414	64,142	68,092	71,287	103,560
48,223	49,575	52,813	58,235	63,070	67,798	72,564
46,133	46,760	48,902	51,284	57,384	63,061	71,672
44,712	46,483	47,318	50,776	57,431	60,784	70,000
43,900	45,000	48,000	57,564	60,000	62,000	86,614
39,536	42,074	42,840	46,282	47,608	50,500	56,420
45,419	48,458	51,872	59,650	63,255	67,370	70,177
45,419	48,458	51,872	59,650	63,255	67,001	69,439
45,588	49,084	49,914	54,483	54,932	56,072	57,726
63,424	64,304	64,977	67,726	69,801	71,104	71,635
53,556	56,872	59,833	63,763	64,946	66,853	70,779
53,556	56,872	59,833	63,763	64,448	66,355	70,779
44,880	45,204	45,876	50,500	51,638	52,834	66,014
53,267	54,793	55,805	56,970	57,240	58,087	60,465
51,775	60,037	62,900	72,124	81,802	93,559	126,137
47,708	54,873	56,839	65,722	76,214	85,868	93,678
46,151	48,501	49,967	54,241	56,118	58,995	69,871
45,759	48,477	49,376	53,787	56,035	58,496	69,314
43,973	46,147	48,600	50,000	56,099	57,210	72,129
39,706	40,916	42,999	46,243	48,325	51,414	56,137
61,807	67,972	75,004	86,742	92,297	101,613	116,807
58,185	64,911	66,215	71,510	76,042	92,495	103,201
48,200	52,094	54,964	56,889	59,989	61,203	73,138

46,323	50,207	52,251	56,410	59,469	61,107	72,076
42,074	44,073	46,317	48,608	51,151	54,876	67,355
48,490	50,229	51,488	56,339	59,930	67,249	78,296
41,048	41,192	41,347	43,149	45,076	47,573	50,858
41,294	41,454	42,318	43,959	45,076	47,573	50,895
46,511	50,853	55,941	62,038	62,766	63,403	68,508
68,596	69,140	74,600	89,856	92,165	103,065	123,012
56,693	63,335	67,631	73,558	77,249	83,842	94,708
50,246	54,922	55,429	60,171	63,365	65,504	76,526
49,585	53,605	55,069	60,000	63,355	68,020	76,509
48,786	52,466	54,422	62,500	67,236	73,000	77,837
44,777	47,366	49,490	52,056	54,996	60,614	64,967
75,322	76,168	77,014	103,287	107,422	111,556	149,258
65,048	67,154	70,763	75,982	77,593	81,005	86,219
59,483	64,420	70,814	88,944	90,625	99,165	122,286
49,035	54,930	57,545	65,864	68,557	74,097	83,913
48,370	52,755	55,013	59,045	62,774	66,727	72,929
48,350	52,756	55,026	60,778	64,142	70,264	75,960
45,528	51,866	58,306	64,958	67,600	73,458	77,700
43,487	45,634	46,731	51,734	54,681	59,144	63,915
60,000	60,906	61,812	63,000	66,500	70,000	71,671
53,144	54,760	56,375	57,960	63,840	69,720	73,727

46,800	49,000	50,600	51,898	52,582	54,174	56,224
54,236	65,589	71,128	89,609	97,107	113,544	145,973
61,540	67,087	72,186	75,720	77,790	80,934	88,477
54,679	56,060	58,395	62,182	65,599	70,439	77,647
54,283	56,019	57,594	60,981	64,824	69,246	77,305
53,957	55,000	58,500	59,500	60,000	60,000	74,878
44,270	45,357	47,379	52,861	55,958	59,720	62,737
53,449	56,228	59,448	69,147	84,099	89,172	93,842
50,398	55,859	59,689	65,521	69,388	75,372	87,714
45,819	48,434	50,239	54,902	56,943	60,565	72,994
46,814	48,563	50,956	54,067	56,633	59,696	70,200
45,200	50,300	52,520	53,420	53,591	53,866	57,974
40,500	42,858	44,336	46,360	50,085	53,467	57,584
51,672	53,749	55,825	66,011	77,530	89,048	94,710
50,180	53,037	54,603	61,143	63,693	69,024	72,473
49,907	52,948	54,914	60,722	63,937	66,017	71,672
50,000	51,150	53,450	59,450	63,150	66,000	68,000
43,542	47,823	51,000	56,355	57,285	59,446	62,177
63,334	66,365	69,540	85,824	91,710	98,938	119,600
56,204	60,266	63,189	69,045	71,993	75,587	91,252
51,424	53,845	56,442	58,980	60,853	63,766	72,120
52,048	54,378	56,661	59,558	63,128	66,213	76,982
50,000	54,625	59,488	65,224	71,000	77,500	85,250
46,528	47,686	49,405	54,200	58,126	63,597	67,265
49,460	57,933	66,588	75,034	87,261	101,446	115,397
59,295	62,235	64,379	69,425	69,872	75,848	83,669
49,394	52,107	54,101	60,547	64,206	71,165	77,568
49,194	50,547	54,322	60,100	64,206	71,165	79,228
48,000	50,000	51,800	56,200	58,837	73,200	84,196
45,361	47,817	48,901	54,865	59,972	65,831	72,900
67,455	74,653	76,770	96,909	105,128	122,748	132,020
60,634	63,888	71,084	74,073	75,223	82,860	88,511
50,805	52,506	55,188	63,394	65,295	69,960	83,121
50,882	52,469	54,994	63,317	65,049	70,200	82,381
51,400	52,826	53,813	58,152	65,396	73,600	80,750



45,945	47,045	50,330	56,305	60,002	62,384	73,830
63,174	71,354	73,126	85,025	85,114	86,881	100,968
64,297	68,665	70,155	76,640	82,148	86,743	93,729
52,531	54,178	55,353	59,897	67,791	70,423	74,829
52,749	54,756	56,189	61,239	65,851	69,940	73,979
51,804	56,678	58,648	60,870	63,138	67,307	75,437
49,110	50,998	52,251	55,716	56,885	60,622	63,385
53,852	54,599	56,392	61,645	69,803	88,401	98,982
52,796	56,076	56,792	59,773	61,475	66,243	73,697
49,647	51,418	54,901	60,355	63,247	67,472	75,712
48,462	51,260	52,900	55,264	59,907	64,230	70,587
46,725	52,000	52,000	55,000	58,469	65,000	70,333
43,348	45,162	46,191	50,702	53,150	55,032	64,470
58,630	60,870	64,245	69,902	73,767	77,814	83,446
47,062	48,849	50,107	52,175	55,335	63,289	66,666
47,093	48,684	50,284	52,699	59,186	62,826	66,319
46,954	48,241	49,879	51,987	56,165	59,065	63,827
56,754	65,105	67,432	80,730	86,871	98,031	111,175
55,018	60,430	62,200	65,135	72,229	105,132	116,900
46,458	51,087	52,105	60,450	64,580	65,973	75,401
45,000	50,446	52,199	60,233	64,871	66,575	78,431
46,500	51,549	53,000	73,800	76,263	79,260	82,436
43,697	45,285	46,872	54,315	56,392	59,477	61,272
57,668	59,787	71,851	82,440	91,640	106,175	116,583
53,341	57,039	63,053	69,836	73,865	81,002	84,495
45,900	52,069	54,686	60,212	61,536	68,125	76,365
45,426	50,286	54,510	59,364	61,452	68,805	73,403
45,288	50,040	57,320	70,534	71,817	80,911	89,671
39,947	42,780	44,904	47,931	50,000	53,068	58,252
63,389	64,350	67,689	74,456	79,046	90,386	93,963
53,000	58,768	59,771	62,265	64,756	65,431	70,953
53,795	57,815	59,857	61,359	64,009	65,296	70,401
48,009	49,930	53,140	56,362	57,831	60,577	71,968

77,730	82,032	82,680	84,754	86,377	89,063	105,001
53,635	56,018	58,939	62,634	68,137	71,149	80,239
47,509	49,759	53,321	60,138	62,070	65,140	70,414
46,545	48,873	53,739	58,143	62,040	63,246	69,558
45,600	53,161	54,200	55,102	58,714	63,200	67,800
42,363	43,276	45,032	49,522	52,046	56,098	58,825
52,545	59,793	65,653	85,547	93,447	97,917	114,455
56,540	57,138	61,760	70,404	73,814	80,313	82,907
44,851	48,601	51,502	55,972	57,554	60,166	67,468
45,000	48,755	50,966	54,270	56,894	59,850	65,150
45,880	48,567	50,000	53,100	55,000	59,520	62,749
41,936	43,363	45,036	49,437	50,839	54,850	57,679
68,763	74,218	81,424	88,566	90,261	98,852	106,457
55,790	58,898	64,292	68,999	72,112	77,026	81,921
48,439	50,093	51,500	55,783	59,631	61,557	70,010
48,426	49,972	51,975	54,441	58,281	60,526	68,845
47,292	48,800	49,625	53,300	56,402	59,780	60,000
42,968	44,969	46,411	50,489	53,700	55,608	62,523
66,464	67,622	70,078	79,084	82,940	84,878	89,214
60,064	63,072	69,311	73,389	74,907	77,552	82,458
55,033	58,033	60,178	65,085	67,136	69,940	73,822
52,306	56,344	58,325	64,832	66,606	69,575	73,374
50,414	51,513	53,112	57,686	61,945	65,745	68,000
49,551	53,177	54,750	57,692	60,710	64,911	68,738
91,735	114,449	133,175	180,689	189,151	192,284	196,926
80,160	84,951	86,404	96,683	108,284	111,706	124,064
62,125	67,251	69,908	77,084	78,556	88,276	96,831
57,542	66,346	68,513	75,333	78,028	87,951	96,037
53,924	62,260	73,519	74,767	84,519	92,017	94,995
45,740	49,679	53,660	58,350	61,563	64,227	77,720
80,908	86,844	89,090	103,000	109,876	115,550	135,061
72,388	75,154	81,147	91,074	93,760	99,254	108,080
63,598	65,828	71,141	77,658	80,641	85,607	89,524
63,265	64,840	69,172	77,038	80,612	84,113	89,034
64,499	66,620	73,000	77,710	80,001	83,640	91,330
57,432	60,238	61,359	65,196	68,177	70,724	75,638
89,892	98,421	103,121	126,602	131,960	141,310	154,606
73,950	81,138	91,931	110,756	117,601	127,709	144,834
67,672	72,860	79,864	89,938	100,094	110,556	115,569

66,495	70,610	78,682	88,233	99,564	112,901	116,182
73,212	79,001	87,242	104,400	111,715	116,328	121,500
54,307	58,304	63,005	68,392	74,512	83,013	97,353
96,730	102,104	109,457	122,662	128,765	148,946	168,994
83,014	92,096	106,806	123,241	129,510	136,039	165,735
72,103	81,600	85,000	98,179	103,771	114,444	135,098
71,585	81,244	83,732	93,190	106,769	114,583	131,977
78,943	81,793	87,154	94,618	120,000	126,000	153,830
62,174	67,002	71,096	76,175	81,404	88,543	97,938
66,711	71,428	76,411	82,997	84,601	86,322	88,161
66,000	68,375	69,150	79,114	83,799	86,222	87,960
57,100	59,851	60,869	69,137	72,264	76,000	87,531
55,362	58,809	68,160	76,824	79,253	83,475	84,153
56,031	60,000	63,900	76,120	76,374	83,344	84,000
50,626	54,156	57,662	61,997	63,242	68,623	74,600
73,647	76,154	82,443	94,049	101,457	108,000	116,103
58,200	60,024	62,289	65,766	71,378	74,114	78,944
47,346	51,649	53,584	57,441	60,995	63,957	64,396
45,552	48,587	52,445	56,607	59,861	62,471	64,376
41,821	42,557	43,290	49,200	49,900	56,000	64,650
41,096	42,863	44,553	49,180	51,495	56,692	64,985

**GUIDELINES FOR IMPLEMENTATION OF THE UNCG POLICY ON COMPENSATION BEYOND CONTRACT  
FOR FACULTY AND EPA NONFACULTY EMPLOYEES**

**The University of North Carolina at Greensboro**

**Approved by the Provost and Vice Chancellor for Academic Affairs, November 26, 2002;  
Amended July 11, 2005; July 28, 2005; August 5, 2005, August 29, 2005; September 14, 2005;  
November 17, 2005; November 29, 2005; December 1, 2005; January 18, 2006; January 1, 2009;  
November 18, 2010**

---

- I. These Guidelines address additional compensation paid with add pay EPAFs (Electronic Personnel Action Forms) to faculty and EPA staff as outlined in UNCG's Policy on Compensation beyond Contract for EPA Faculty and Nonfaculty Employees and the UNC Office of the President's Supplemental Pay Policy for Employees Exempt from the State Personnel Act (Policy 300.2.13).
  
- II. Two categories of supplemental pay are included as follows:
  - A. Pay for temporary increases in responsibility during the employee's normal work hours or contract period. Included in this category are administrative assignments.
  
  - B. Pay for extra duties performed outside the employee's job description and outside of normal work hours or duties that add extra work hours in addition to those spent on normal job duties. Examples include, but are not limited to, special assignments in preparation for administrative or regular duties, summer session assignments, grant activity, teaching overloads, continuing education activity, course development, and EPA staff teaching assignments.
  
- III. Definitions:
  - A. Compensation Maximums:

Compensation maximums are the earnings limits set for each employee and are based on annual salary and contract months. There are two compensation maximums. One is for the period of contract and the other is for the period of non-contract. When an employee has a twelve-month contract there is only one compensation maximum, which is for the contract period. Charges against each of the earnings limits are applied based on the add pay work period. One or both earnings limits could be affected by one add pay EPAF.
  
  - B. Period of Contract:

Period of contract refers to the number of contract months. It is the period of time during which an employee carries out normal position responsibilities and duties. For instance, many faculty have nine-month academic year contracts with the contract period generally considered to be from mid-August through mid-May.
  
  - C. Period of Non-Contract:

Period of non-contract includes balance of year (calendar or academic year) outside of Period of Contract and is generally denoted in months. In the above III.B. example, nine-month faculty members have three non-contract months that are generically considered to begin mid-May and end mid-August. Twelve-month contracts have no period of non-contract.
  
  - D. Overload Teaching:

Overload teaching is the number of courses equivalent to three credit hours that an instructor may teach outside of routine semester assignments.

- IV. Steps to be completed and documented before an add pay EPAF may be processed for payment:
- A. As outlined in UNC 300.2.13, the employing office must submit a written request stating the justification for add pay in advance of the start date of the special assignment. That request must clearly state all of the following:
    - the activities to be performed by employee (add pay assignment),
    - the relationship of the activities to employee's normal responsibilities,
    - the expected work period for the add pay assignment ~~duration~~, and
    - the basis for determining the one-time or periodic payment for that assignment.
  - B. All add pay requests must be administratively approved and it is the responsibility of the employing office to obtain all such approvals before the employee begins work on the add pay assignment. Required approvals include the employee's home administrators when the employee is borrowed and it is the add pay EPAF initiator who is responsible for adding a borrowed employee's home administrator into the EPAF routing queue.
  - C. The approved written request must be submitted to EPA-HR for final review, processing, and retention in the employee's official personnel file.
  - D. Monitoring each employee's compensation maximum/s to ensure none are exceeded is the responsibility of the employee's home department and unit.
  - F. As required by the State Auditor, payment for overload teaching and other additional duties should be made when work is performed with no prepayments permitted.
- V. Limits on duration of assignments, for-credit overload teaching, and funding sources:
- A. Duration of Assignments: The duration of an assignment covered by supplemental pay must conform to reasonable business expectations regarding the nature of the work proposed.
  - B. General Policy Restrictions on Teaching Overloads during academic year:

All full-time faculty and staff are limited to one teaching overload per semester. The teaching overload restriction also applies to any for-credit courses paid under the statewide "Policy on Dual Employment." Only in rare circumstances would a one-course overload be exceeded. In no instances will exceptions be made to compensation maximums.
  - C. Professional librarians, EPA nonfaculty, and other faculty with 12-month contracts may seek approval of for-credit overload teaching. However, there are restrictions — any teaching preparations and the actual teaching must take place outside of normal working hours. Therefore, the employee's supervisor would certify on the written request that "all work associated with add pay assignment will be performed outside of normal duties and hours." Should it be necessary to alter the employee's work schedule, these arrangements are to be noted on the written request. Each such teaching assignment would be charged against the maximum for the contract period.
  - D. A teaching overload may be taught during WinterSession in lieu of the spring semester overload.
  - E. Only in rare, truly emergency, cases should tenured or tenure-track faculty be considered for overload teaching of for-credit courses during the academic year. Any such emergency situation would be reviewed by the appropriate dean or deans on an ad hoc basis.

- F. During Summer Session, payment is limited to two for-credit courses per session, for a total of four courses. Only in rare circumstances would a two-course summer session load be exceeded. In no instance will exceptions be made to compensation maximum. Unless Summer Session is conducted during the period of non-contract, certification must be provided that all teaching duties would be performed outside of the employee's normal duties and hours.

VI. Limits on the amount of supplemental pay:

- A. With approvals in place as required in Section IV.A. and B., supplemental pay for either temporary or extra assignments is limited to 25% during a period of contract (Example: \$27,000 annual salary x .25 = \$6,750 earnings limit for the period of contract).

For the period of non-contract an employee is eligible for a total of one month's salary for each non-contract month. For example the compensation maximum or earnings limit of a nine-month faculty member would equate to three months of salary (\$27,000 annual nine-month salary ÷ 9 months = \$3,000 earnings limit per non-contract month x 3 non-contract months = \$9,000 total maximum for non-contract period). In all cases salary paid for temporary or extra duties must be within the appropriate earnings limit.

- B. Period of Non-Contract for Ten-Month Departmental Heads/Chairs: Since July 2005, the University has adopted a flexible approach with respect to Summer Session teaching by ten-month departmental heads/chairs. Previously, the non-contract months of June and July allowed for teaching in only the second summer session due to 10-month contract overlap with Summer Session I (Aug. 1 through May 31). The current approach charges the 10<sup>th</sup> month of salary against the maximum for three non-contract months – the same period for 9-month faculty – mid-May through mid-August. The examples below, using a department head salary of \$54,000, demonstrate that the non-contract maximum would remain consistent while greater summer session flexibility is realized with the expansion of non-contract months.

Previous Method: Non-Contract Months: June and July  
 $\$54,000 \times .25 = \$13,500$  Contract Period maximum  
 $\$54,000 \div 10 \times 2 = \$10,800$  Non-contract Period Maximum

Current Method: Non-Contract Months: mid-May thru mid August  
 $\$54,000 \times .25 = \$13,500$  Contract Period maximum  
 $\$54,000 - \$5,400$  (1/10 of annual) or  $\$48,600 \div 9 \times 3 = \$16,200 - \$5,400$  (1/10 of annual) = \$10,800. Huge change is that 10-month faculty work period is not confined to Aug. 1 through May 31.

- C. Under this policy faculty and staff with appointments at less than full-time service are eligible for additional compensation up to full-time (based on part-time rate), plus compensation maximums or earnings limits as outlined in Section VI.
- D. Contract or grant (C&G) funded supplemental pay have special restrictions during the period of non-contract: For C&G activities a nine-month faculty member may work and earn only one-half of 1/9 of the annual salary for May and for August, plus 1/9 of annual salary for each of the two remaining non-contract months (June and July). Salary calculations for this example are demonstrated below:

Example: A nine-month faculty member with an annual salary of \$45,000 has a summer maximum of  $\$45,000/9 \text{ months} = \$5,000 \text{ per non-contract month} \times 3 \text{ months} = \$15,000$ .

If above faculty member worked on a contract or grant from May 16 through May 31, then \$2,500 (1/2 of 1/9) would be the maximum the faculty member could earn for May 16 through May 31.

In the above example, if \$1,200 is approved for a contract or grant add pay assignment from May 16 through May 31, additional supplemental work from any funding sources during this period may be approved up to a value of only \$1,300 ( $\$1,200 + \$1,300 = \$2,500$ ). This salary restriction applies only when contract or grant funds are involved.

- E. A special project justifying overload payment may include minor work related to a contract or grant when, in the opinion of both the department administrator and the dean, the required time and effort are insufficient to justify a buy-out of salary. Special projects such as course development and mentoring may also qualify for supplemental payments. These payments may be made during the period of contract.
- F. Prohibition against Pre-Payment:  
In accordance with State regulations, pre-payment is forbidden. Payment requests must be consistent with this prohibition. Example: If a nine-month faculty member has a \$3,000 add pay EPAF for work completed from May 15 to June 30, then \$1,000 could be paid in May and \$2,000 paid in June. A request for two equal installments would be denied because by the end of May only one-third of the assignment would have been completed. In this case, two equal installments would represent pre-payment unless accompanied by very specific time and effort data.
- G. Continuing Education Activities (iSchool, Emeritus, On-line Course Development, and others):  
The compensation maximum or earnings limit charged is based on the time period over which the temporary or extra duties are performed. If the time period includes the contract and the non-contract periods, both earnings limits would be affected.

Guidelines may be located at <http://provost.uncg.edu/publications/personnel/apptepa.asp> on Policies & Publications website.

---

---

**POLICY ON COMPENSATION BEYOND CONTRACT FOR  
EPA FACULTY AND NONFACULTY EMPLOYEES  
THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO**

**(Approved by the Board of Trustees, September 29, 1994)**

---

---

I. Scope

This policy applies to compensation paid to UNC Greensboro faculty and EPA nonfaculty employees from all University sources including Continuing Education and sponsored program funds. The objective of this policy is to promote equitable compensation for all traditional forms of professional activity. Application of this policy must be consistent with all state and federal labor laws, including the Fair Labor Standards Act (FLSA). This policy is not intended to modify any of the guidance in the documents referenced herein. UNC General Administration academic salary increase memoranda published annually provide guidance for EPA personnel salaries. The Board of Governors Policy "External Professional Activities of Faculty and Other Professional Staff (EPA)" applies to payments from other than University fund sources (e.g., consulting and dual employment). The State Personnel Manual describes rules for the payment of employees subject to the State Personnel Act (SPA). The following paragraphs are not intended to supersede the guidance of UNC General Administration, the Office of State Budget and Management, or the Office of State Personnel.

II. Limitations on Compensation for EPA Personnel

A. General Policy: Academic Year Compensation

For a full-time member of the faculty or EPA professional staff, the salary approved by the Board of Governors (through the BD-119 process) is the full compensation to be expected during the period of appointment. No additional payments may be made for University duties, which are generally related to the position to which the individual is appointed. The period of appointment includes all formal holidays and interludes during which no classes are scheduled. Regardless of the salary source, total compensation paid during the period of appointment cannot exceed the salary amount authorized in the current academic salary increase document, except as provided in Section III.E. Performing proposed tasks, other than exceptional cases listed in Section III, will require reduction in the other planned responsibilities of the faculty or professional staff member. For example, arrangements are to be made for release time if faculty members are to conduct sponsored program activities during the regular term.

Upon appropriate approvals, individuals with appointments of less than full time during an academic or fiscal year can increase their commitment up to full-time with additional compensation. However, in no event may the effort of an individual exceed full-time commitment, unless specifically authorized as an exception as provided in Section III.

Arrangements may be made to pay an individual from fund sources from more than one division. Such arrangements will require in advance the signatures of the Provost or Vice Chancellor of each division affected.

B. General Policy: Periods Outside the Academic Year



For a nine-month appointee, total compensation earned from all forms of work done during the summer (such as continuing education activities, teaching Summer School, and research and curriculum development activities) cannot exceed one-third of the current nine-month salary. The level of compensation awarded to faculty members for teaching activities performed by faculty members during the summer months or other periods not included in the base salary, regardless of the source of funds, will be based on the normal policy of the institution governing compensation to faculty members for teaching assignments during such periods, as stated in the *Handbook for Faculty*.

The level of compensation awarded for participation in sponsored program activity during the summer months will be determined for each employee at a rate not in excess of the base salary divided by the period to which the base salary relates and will be limited to charges made in accordance with the other parts of this section. The base salary period used in computing charges for work performed during the summer months will be the number of months covered by the faculty member's official academic year appointment.

### III. Exceptions to the General Policy

#### A. For Additional Teaching

Generally, additional compensation is paid for continuing education activity. UNCG policy limits continuing education teaching to one course overload per semester.

Approval also will normally be granted for additional compensation for conducting non-credit short courses, seminars, workshops, and conferences for continuing professional education and special lectures and forums for the personal enrichment of interested citizens.

EPA nonfaculty employees, whose duties are tied to the normal workweek schedule of the University, are allowed to take on a University teaching responsibility for additional compensation. This teaching responsibility must be carried out at times other than during the normal working hours established for full-time employment responsibility. Otherwise, such teaching will not be compensated.

Teaching at another institution in The University of North Carolina system is covered under the statewide "Policy on Dual Employment," and approval is obtained via completion of a Form CP-30. Payment is made by The University of North Carolina at Greensboro with funds transferred from the sister institution.

#### B. For Taking on Additional Responsibilities Other than Teaching

##### 1. Rotational Assignments

Academic units sometimes rotate certain administrative responsibilities among members of their faculty on a regular basis. An example of rotating assignments for which extra compensation has traditionally been approved is coordination of graduate programs.

##### 2. Interim or Acting Appointments

Appointments to a higher level of administrative responsibility (e.g., interim department chair) traditionally have been compensated at a higher annual rate.

Normally, rotational and interim assignments and compensation will be reflected in the academic salary increase document prepared in August. Subsequent assignments will be included as amendments to this document (BD-119). Long-term assignments will be reviewed/approved by the Chancellor (or his/her designee) upon the recommendation of the Provost or appropriate Vice Chancellor.

3. Special Projects: Faculty

When a dean determines that a project must be conducted during the period of appointment of a faculty member and that it is not practicable to arrange for release time due to short lead-times or short project duration, and when the cognizant department chair certifies that the work can be done so as not to interfere with a faculty member's normal duties, the Provost may authorize a supplemental payment to the faculty member for work on the project. No person should begin work for which supplemental pay is expected without prior approval from all authorizing officials.

4. Extraordinary Situations: EPA Nonfaculty

In extraordinary, extenuating circumstances, EPA nonfaculty may receive additional compensation for non-teaching activities that are unrelated to the employee's normal duties. These activities must not interfere with the employee's normal duties and must be carried out at times other than during the normal working hours established for full-time employment responsibility of that staff member. Such exceptions must be approved in advance by the Provost or Vice Chancellor of the affected division and the Chancellor.

5. Athletic Personnel

Athletic personnel may receive additional compensation for services rendered through the operations of conducting clinics and summer sports camps. Such additional compensation, paid in accordance with this provision, cannot exceed the net proceeds of these operations after consideration of all costs. Head athletic coaches may also endorse products or services and participate in sports camps, subject to the limitations stated in the Board of Trustees' policy statement on "Employment of Head Coaches." Compensation for such activities is addressed in Section V (Endorsements) and Section VI (Sports Camps) of the Trustees' statement.

C. Intra-University Consulting

Since intra-University consulting is assumed to be undertaken as a university obligation requiring no compensation in addition to full-time base salary, the principle also applies to faculty members who function as consultants or otherwise contribute to a sponsored agreement conducted by another faculty member of the same institution. However, in unusual cases where consultation is across departmental lines or involves a separate or remote operation, and the work performed by the consultant is in addition to regular departmental assignments, any charges for such work representing extra compensation above the base salary are allowable provided that such consulting arrangements are specifically provided for in the agreement or approved in writing by the sponsoring agency.

D. Sponsored Program Activity

Sponsored program activity does not normally constitute extraordinary or exceptional projects for consideration by the Provost for supplemental payment.

E. Maximum Payments for Exceptions

When exceptions have been granted for individuals other than athletic personnel, the total amount of payments for these projects may not exceed 25% of current salary. The total amount of payments for athletic personnel must be approved by the Chancellor, or his/her designee, in accordance with NCAA policy.

F. Fringe Benefits

Mandatory employer contributions for fringe benefits must be funded from the same source as the additional compensation.

IV. Procedure

Specific guidance dealing with rates and limits of additional compensation, timing of approvals, method of payments and deductions, and work requiring participation from members of two or more units or divisions is available in the Office of the Vice Chancellor for Business Affairs or the Provost.

V. Effective Date

This policy shall become effective immediately upon approval by the Board of Trustees of The University of North Carolina at Greensboro.

**UNCG FY17 ANNUAL IRPS REPORT**

Position Number	Position Title (working title)	IRPS Subcategories	Current Incumbent Name or Vacant	Type of Change (MODIFIED)	Date of Change
999004	Nutrition Educator	Research and Clinical Professionals	Dahdah, Samira J	NEW	10/1/2016
999036	Director, Student Support Services	Academic Preparation & Enhancement	Baldwin, Kara M	NEW	7/1/2016
999041	Post Doctoral Fellow, Right Track Project	Research and Clinical Professionals	Dollar, Jessica M	NEW	7/1/2016
000333	Assistant Director - Raleigh Regional Representative	Student Support Services	King, Claire O	MODIFIED	7/5/2016
000494	Assistant Director - Charlotte Regional Representative	Student Support Services	Belk, Whitney K	MODIFIED	7/5/2016
009156	Executive Director, Retention, Progression, and Completion	Student Support Services	Green, Joseph M	MODIFIED	7/5/2016
013705	Associate Director for Data Analytics and Visualization	Academic/Research IT Management	Carrigan, Sarah D	MODIFIED	7/5/2016
000948	Research Scientist for the Office of Research and Economic Development	Research and Clinical Professionals	Vacant	MODIFIED	7/11/2016
000170	Associate Director of Employee Relations	Student Support Services	Goetz, Catherine G	MODIFIED	7/12/2016
999188	Compensation and Work Environment Specialist	Research and Clinical Professionals	Allen, Ashley M	MODIFIED	7/12/2016
002286	Research Scientist, Department of Chemistry and Biochemistry	Research and Clinical Professionals	Cameron, Colin G	MODIFIED	7/13/2016
999371	Director, Greensboro Project Space	Academic Preparation & Enhancement	Rauer, Erika	MODIFIED	7/13/2016
000387	Senior Associate Registrar	Student Support Services	Vacant	MODIFIED	7/14/2016
999038	Title IX Investigator	Student Support Services	Vance, Kathryn B	NEW	7/22/2016
000142	Exploratory Majors Academic Advisor	Student Support Services	Allred, Angela R	MODIFIED	7/22/2016
014347	Assistant Director of Instructional Design	Institutional Consulting and Technology	Boles, Susie B	MODIFIED	7/27/2016
014363	Research Scientist, Center for Translational Biomedical Research	Research and Clinical Professionals	Zhong, Wei	MODIFIED	8/8/2016
014370	Associate Director, Office of Research Integrity	Research and Clinical Professionals	Beck, Melissa D	MODIFIED	8/8/2016
002475	Post Doctoral Fellow, Biology	Research and Clinical Professionals	Li, Han	MODIFIED	8/9/2016
013086	Program Coordinator, Immigration Services & Latino Community Coalition	Public Service & Extension	Hinshaw, Ruth K	MODIFIED	8/9/2016
013391	Immigrant Health Access Project Coordinator	Public Service & Extension	Ksor, Vung H	MODIFIED	8/9/2016
013875	Lecturer, Provost Office	Academic Standards	Sopper, John	MODIFIED	8/15/2016
999612	Assistant Director, Beyond Academics	Student Support Services	Milligan, Ryan	MODIFIED	8/15/2016
014368	Administrative Director of Graduate Programs	Student Support Services	Fernandes, Tuisha Melvyn	MODIFIED	8/16/2016
999474	Assistant Director of Global Engagement Quality Enhancement Plan	Student Support Services	Lilja, Patrick J	MODIFIED	8/16/2016
999494	Employee Relations Program Coordinator	Student Support Services	Martin, Lindsey	MODIFIED	8/16/2016
999567	Program Coordinator, School of Education	Student Support Services	Bellas, Traci J	MODIFIED	8/16/2016
000344	Director of the Residential Colleges Office	Institutional Consulting and Technology	Stephens, Jennifer Tomon	MODIFIED	8/17/2016
000479	Associate Director, Financial Aid	Student Support Services	Lucas, John S.	MODIFIED	8/17/2016
999172	Director of Online Programs	Research and Clinical Professionals	Landreth, Adam S	MODIFIED	8/17/2016
999191	Program Coordinator, Thriving at Three Grant	Public Service & Extension	Flores Rojas, Krycia	MODIFIED	8/17/2016
999364	Assistant Director of the Office of Accessibility Resources	Public Service & Extension	Nikokeza, Natacha	MODIFIED	8/17/2016
000147	Academic Recovery Specialist	Student Support Services	Phillips, Amanda J	MODIFIED	8/17/2016
014062	Career Counselor, Career Services Center	Student Support Services	Robinson, Latoya S	MODIFIED	8/18/2016
490117	Senior Assistant Director of Admissions	Student Support Services	Caudle, Kelly Rath	MODIFIED	8/18/2016
999119	Export Controls and Conflict of Interest Officer	Research and Clinical Professionals	Goble, Lisa Ann	MODIFIED	8/18/2016
000151	Director of Student Support	Student Support Services		MODIFIED	8/19/2016
005221	Associate Physician, Student Health Services				8/19/2016
007151	Assistant Director, Competitive Sports		Unger, Erik		8/19/2016
999837	Strategic Projects Coordinator	Research and Clinical Professionals	Barry, Ryan S	MODIFIED	8/22/2016
999666	Program Specialist				
999015	National Center for Homeless Education	Research Administration & Compliance	Goodwin, Jacinda	MODIFIED	8/30/2016
999015	Coordinator of Admissions and Academic Advisor	Student Support Services	Boyer, Julie	NEW	8/31/2016
999012	Student Success Navigator	Academic Advising & Assessment	Holloway, William S	NEW	8/31/2016
999014	Research Associate, Teacher Education and Higher Education	Research and Clinical Professionals	Webb, Jared N	NEW	9/2/2016
007553	Assistant Athletic Director for Spartan Academic Support Services	Academic Preparation & Enhancement	Rusboldt, Kristin H	MODIFIED	9/7/2016
999010	Assistant Director for Laboratory Research	Laboratory Management	Vacant	NEW	9/20/2016
007509	Assistant Athletic Director for Compliance	Athletics Coaching & Athletics Management	Tigani, Robert P	MODIFIED	9/27/2016
999562	Immigrant Health Coordinator, Latino Community	Public Service & Extension	White, Kelsey A	MODIFIED	10/6/2016
998996	Bachelors of Science in Nursing Academic Enhancement Coordinator	Student Support Services	Hoffman, Kymberley A	NEW	10/26/2016
999006	Recruitment Officer	Student Support Services	Hughes, Ashley J	NEW	10/26/2016
999000	Assistant Director, Dean of Students Office	Student Support Services	Jefferson, Sarah	NEW	10/26/2016
999591	Exploratory Majors Academic Advisor	Academic Advising & Assessment	Wade, Kristen M	MODIFIED	11/1/2016
999786	Admissions Counselor	Student Support Services	Parker, Megan K	MODIFIED	11/1/2016
998998	Bryan School Academic Advisor	Academic Advising & Assessment	Breitenbach, Margaret L	NEW	11/2/2016
998997	Assistant Director of the Office of Accessibility Resources	Student Support Services	Washington, Kadeja J	NEW	11/9/2016
998994	Professional Development Specialist	Academic Advising & Assessment	Wiersma, Tyler	NEW	11/10/2016
001474	Post Doctoral Fellow, Biology	Research and Clinical Professionals	Vacant	MODIFIED	11/10/2016
005431	Executive Director, SERVE Center	Public Service & Extension	Hancock, George T	MODIFIED	11/23/2016
999707	Research Associate for Joint School for Nanoscience and Nanoengineering	Research and Clinical Professionals	Aboagye, Alex	MODIFIED	12/5/2016
999661	Research Associate, Office of Research and Economic Development	Public Service & Extension	Cook, Mina J	MODIFIED	12/21/2016
998981	Counselor for the Campus Violence Response Center	Counselors	Rivenbark, Lauren S	NEW	1/13/2017
999832	Career Support Coordinator	Student Support Services	Jones-Hansley, Charla M	MODIFIED	1/13/2017
005440	State Coordinator	Public Service & Extension	Bigley, Sara	MODIFIED	1/13/2017
013365	NC Foster Care	Public Service & Extension	Wall, Paultett	MODIFIED	1/13/2017
998980	Program Specialist				
013365	NC Homeless Education Program	Public Service & Extension	Wall, Paultett	MODIFIED	1/13/2017
998980	Navigator for the Campus Violence Response Center	Student Support Services	Jarrell, Tia B	NEW	1/13/2017

Position Number	Position Title (working title)	IRPS Subcategories	Current Incumbent Name or Vacant	Type of Change (MODIFIED)	Date of Change
013623	Director, Study Abroad and Exchanges	Student Support Services	Martinek, Thomas Jerry Jr	MODIFIED	1/17/2017
998973	Associate Director for Co-Curricular Initiatives	Student Support Services	Laosebikan Buggs, Morolake	NEW	2/15/2017
998982	Coordinator, Competitive Sports	Student Support Services	Ohr, Brandon	NEW	2/21/2017
998978	Staff Social Worker	Counselors	Verdino, Anthony	NEW	2/21/2017
014482	Associate Director of the University Teaching and Learning Commons	Student Support Services	Pipe, Laura M	MODIFIED	3/3/2017
998971	Associate Director of Operations and External Reporting	Institutional Research & Assessment Mgmt	Zhang, William B	NEW	3/3/2017
013488	Senior Program Coordinator, Center for new North Carolinians	Public Service & Extension	Biddle, Elizabeth S	MODIFIED	3/3/2017
998955	Coordinator of Faculty Programs and Services	Instructional Consulting & Technology	Peterson, Benjamin C	NEW	3/21/2017
014059	Assistant Director of Technology	Instructional Consulting & Technology	Brown, Amy L	MODIFIED	3/24/2017
998956	Associate Director of Student Engagement	Student Support Services	vacant	NEW	3/27/2017
998959	Director, Learning/Development	Instructional Consulting & Technology	McKay, Marsha	NEW	4/1/2017
998914	Program Coordinator, School of Education	Student Support Services	Halbert, Barbara	NEW	5/8/2017
998919	Post Doctoral Fellow for Kinesiology	Research and Clinical Professionals	vacant	NEW	5/8/2017
998955	Coordinator for Faculty Programs and Services	Institutional Consulting and Technology	Peterson, Benjamin C	MODIFIED	5/31/2017
999676	Assistant Director, First Year Experience	Student Support Services	Wiersma, Emily	MODIFIED	5/31/2017
998912	Research Scientist, Chemistry and BioChemistry	Research and Clinical Professionals	Al-Huniti, Mohammed	NEW	5/31/2017
998908	Assistant Director for Fraternity and Sorority Life	Student Support Services	DiRoma, Thomas E	NEW	6/2/2017
998904	Psychiatric Nurse Practitioner	Counselors	Burkett, Evanna	NEW	6/7/2017
999360	Director of the Center for Youth, Family, and Community Partnerships	Research and Clinical Professionals	Payne, C. Chris	MODIFIED	6/20/2017
998905	Victim Advocate for the Campus Violence Response Center	Student Support Services	Bland, Denisha R	NEW	6/20/2017
013768	Coordinator, Spartan Academic Support Services	Student Support Services	Morrison, Shane M	MODIFIED	6/27/2017
998899	Coordinator, Spartan Academic Support Services	Student Support Services	Congrove, Leah E	NEW	6/30/2017