## Graduate School of Nursing Faculty Salary Schedules

### Base Pay (Per Annum)

<table>
<thead>
<tr>
<th>Position</th>
<th>PHD Minimum</th>
<th>PHD Maximum</th>
<th>Chairman/Administrative PHD Maximum</th>
<th>Non PHD Minimum</th>
<th>Non PHD Maximum</th>
<th>Chairman/Administrative Non PHD Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>INSTRUCTOR</td>
<td>$56,144</td>
<td>$94,216</td>
<td>$87,616</td>
<td>$53,338</td>
<td>$80,007</td>
<td>$83,427</td>
</tr>
<tr>
<td>ASSISTANT PROFESSOR</td>
<td>$59,995</td>
<td>$89,993</td>
<td>$91,781</td>
<td>$57,990</td>
<td>$86,985</td>
<td>$90,819</td>
</tr>
<tr>
<td>ASSOCIATE PROFESSOR</td>
<td>$69,325</td>
<td>$103,987</td>
<td>$107,637</td>
<td>$65,859</td>
<td>$98,788</td>
<td>$102,255</td>
</tr>
<tr>
<td>PROFESSOR</td>
<td>$88,037</td>
<td>$132,055</td>
<td></td>
<td>$83,635</td>
<td>$125,453</td>
<td>$128,514</td>
</tr>
</tbody>
</table>

### Total Pay Limitation (Per Annum)

<table>
<thead>
<tr>
<th>Position</th>
<th>PHD Maximum</th>
<th>Chairman/Administrative PHD Maximum</th>
<th>Non PHD Maximum</th>
<th>Chairman/Administrative Non PHD Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>INSTRUCTOR</td>
<td>$87,816</td>
<td>$87,816</td>
<td>$83,427</td>
<td>$83,427</td>
</tr>
<tr>
<td>ASSISTANT PROFESSOR</td>
<td>$91,781</td>
<td>$91,781</td>
<td>$90,819</td>
<td>$90,819</td>
</tr>
<tr>
<td>ASSOCIATE PROFESSOR</td>
<td>$107,637</td>
<td>$107,637</td>
<td>$102,255</td>
<td>$102,255</td>
</tr>
<tr>
<td>PROFESSOR</td>
<td>$135,278</td>
<td>$135,278</td>
<td>$128,514</td>
<td>$128,514</td>
</tr>
</tbody>
</table>

**Pay Notes:**
- Total Pay is limited to level 1 of the Executive Schedule (AW 5 U.S.C. § 5307) ($186,800 per annum as of January 2007).
- Applicable bonuses, allowances, or differentials may be paid not to exceed Total Pay limitations above.
- Recruitment, retention and relocation allowances may cause pay to exceed Total Pay Limitations except for level 1 of the Executive Schedule.
- Positions determined to be equivalent to Senior Executive Service (SES), Senior-Level (SL), or Scientific and Professional (STP) positions may receive bonuses, awards, allowances, or differentials in addition to salary, not to exceed the Vice President's salary under 3 U.S.C. 104.
- Any pay, including allowances, is creditable towards retirement for employees covered under Title 41, Chapter 104, Uniformed Services Retirement and Survival Benefit Act of 2009 (USERRA), or other retirement system not established under 5 U.S.C.
- The salary schedules shown above are exclusive of lump-sum performance awards.
- Aggregate limitation on pay applies (AW 5 U.S.C. § 5307 ($186,800 per annum as of January 2007).**
- The Chairman position retains added administrative responsibilities that may be supplemented by a pay allowance; this is not a promotion. Likewise, return to regular assigned duties does not constitute an adverse action.

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**Effective Date:** The first day of the first pay period beginning on or after July 22, 2007

**Supersedes Schedules Issued:** January 3, 2007