Department of Defense Civilian Personnel Management Service
Wage and Salary Division
Arlington, Virginia 22209-5144

Issue Date: March 9, 2004

THE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

GRADUATE SCHOOL OF NURSING FACULTY SALARY SCHEDULES

<table>
<thead>
<tr>
<th>Position</th>
<th>Base Pay (Per Annum)</th>
<th>Total Pay Limitation (Per Annum)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>PHD Minimum</td>
<td>PHD Maximum</td>
</tr>
<tr>
<td>INSTRUCTOR</td>
<td>$50,134</td>
<td>$75,202</td>
</tr>
<tr>
<td>ASSISTANT PROFESSOR</td>
<td>$53,340</td>
<td>$80,010</td>
</tr>
<tr>
<td>ASSOCIATE PROFESSOR</td>
<td>$61,517</td>
<td>$92,276</td>
</tr>
<tr>
<td>PROFESSOR</td>
<td>$75,382</td>
<td>$113,073</td>
</tr>
</tbody>
</table>

**Pay Notes:**
- Total Pay is limited to level I of the Executive Schedule IAW 5 U.S.C. § 5307 ($175,700 per annum as of January 2004).
- Applicable bonuses, allowances, or differentials may be paid to exceed Total Pay limitations above.
- Recruitment, retention and relocation allowances may cause pay to exceed Total Pay limitations except for level I of the Executive Schedule.
- Any pay, including allowances, is creditable towards retirement for employees covered under TIAA-CREF, Fidelity, 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 IAW 5 U.S.C. § 5307 ($175,700 per annum as of January 2004.)

R. CRAIG JERABEK
Acting Chief
Wage and Salary Division

Effective Date: The first day of the first pay period beginning on or after January 1, 2004
Supersedes Schedules Issued: January 7, 2004