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

Issue Date: November 13, 2008

THE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

GRADUATE SCHOOL OF NURSING FACULTY SALARY SCHEDULES

BASE PAY (PER ANNUM)

Position	PHD Minimum		PHD Maximum	Chairman/Administrative PHD Maximum	Non PHD Minimum		Non PHD Maximum	Chairman/Administrative Non PHD Maximum
INSTRUCTOR	$58,029	-	$87,043	$91,594	$55,129	-	$82,693	$87,017
ASSISTANT PROFESSOR	$62,864	-	$94,296	$96,445	$58,575	-	$87,863	$93,580
ASSOCIATE PROFESSOR	$70,811	-	$106,216	$111,091	$67,270	-	$100,905	$105,536
PROFESSOR	$90,537	-	$135,805	$139,598	$86,010	-	$129,015	$132,618

TOTAL PAY LIMITATION (PER ANNUM)

Position	PHD Maximum	Chairman/Administrative PHD Maximum	Non PHD Maximum	Chairman/Administrative Non PHD Maximum
INSTRUCTOR	$91,594	$91,594	$87,017	$87,017
ASSISTANT PROFESSOR	$96,445	$96,445	$93,580	$93,580
ASSOCIATE PROFESSOR	$111,091	$111,091	$105,536	$105,536
PROFESSOR	$139,598	$139,598	$132,618	$132,618

Pay Notes:

Base Pay is not limited by 5 U.S.C. § 5373 IAW P.L. 110-181; Aggregate pay is not limited by 5 U.S.C. § 5307 IAW P.L. 110-181.

*In no event may the total amount of compensation paid to an employee in any year (including salary, allowances, differentials, bonuses, awards, and other similar cash payments) exceed the total amount of annual compensation (excluding expenses) specified in 3 U.S.C. § 102 (currently $400,000). Graduate School of Nursing Faculty (GSN) salary schedules will be automatically increased to the lower of survey results or the total amount of annual compensation (excluding expenses) specified in 3 U.S.C. § 102, if during the life of this GSN schedule, the total amount of annual compensation (excluding expenses) specified in 3 U.S.C. § 102 increases.

Applicable bonuses, allowances, or differentials may be paid not to exceed Total Pay limitations above, except:

(1) Recruitment, retention, and relocation allowances may cause pay to exceed Total Pay limitations above but not exceed the total annual compensation (excluding expenses) specified in 3 U.S.C. § 102.

(2) Positions determined to be equivalent to Senior Executive Service (SES), Senior-Level (SL), or Scientific and Professional (ST) positions may receive bonuses, awards, allowances, or differentials in addition to salary, not to exceed the total annual compensation (excluding expenses) specified in 3 U.S.C. § 102.

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.

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.

R. Craig Jerabek

R. CRAIG JERABEK
Chief
Wage and Salary Division

Effective Date: The first day of the first pay period beginning on or after November 13, 2008
Supersedes Schedules Issued: August 25, 2008