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

Issue Date: September 17, 2010

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	$61,421	-	$92,132	$95,361	$58,352	-	$87,528	$90,596
ASSISTANT PROFESSOR	$65,342	-	$98,013	$99,885	$61,047	-	$91,571	$97,786
ASSOCIATE PROFESSOR	$73,643	-	$110,465	$115,626	$69,961	-	$104,942	$109,844
PROFESSOR	$93,084	-	$139,626	$146,980	$88,430	-	$132,645	$139,631

TOTAL PAY LIMITATION (PER ANNUM)

Position	PHD Maximum	Chairman/Administrative PHD Maximum	Non PHD Maximum	Chairman/Administrative Non PHD Maximum
INSTRUCTOR	$95,361	$95,361	$90,596	$90,596
ASSISTANT PROFESSOR	$99,885	$99,885	$97,786	$97,786
ASSOCIATE PROFESSOR	$115,626	$115,626	$109,844	$109,844
PROFESSOR	$146,980	$146,980	$139,631	$139,631

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 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.

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.

The Base Pay and Total Pay Maximum for each faculty rank may be increased by a pay supplement of up to 35% for Certified Nurse Anesthetist positions only. Movement to a non Nurse Anesthetist position results in termination of this pay supplement and does not constitute an adverse action for pay purposes.

R. CRAIG JERABEK
Chief
Wage and Salary Division

Effective Date: The first day of the first pay period beginning on or after September 10, 2010
Supersedes Schedules Issued: December 31, 2009