

	Base Pay as Full Time Faculty (rounded to Nearest \$500)ⁱ	Difference from Departmental Peersⁱⁱ	Department
Former Administrator ¹	\$139,500	+ \$60,000	1
Departmental Peer (same rank) ⁱⁱⁱ	\$79,500		
Former Administrator	\$180,500	+ \$103,000	2
Departmental Peers (same rank)	\$76,500		
	\$78,500		
Former Administrator	\$88,500	+ \$7,500	3
Departmental Peer (same rank)	\$81,000		
Former Administrator	\$114,000	+ \$23,000	4
Departmental Peers (same rank)	\$88,500		
	\$93,000		
Former Administrator	\$125,000	+ \$45,000	5
Departmental Peer (same rank)	\$80,000		
Former Administrator	\$106,000	+ \$19,500	6
Departmental Peer (same rank)	\$86,500		
Former Administrator	\$131,500 ^{iv}	+ \$51,000	7
Departmental Peer (same rank)	\$77,000		
	\$82,000		
Former Administrators	\$166,000	+ \$46,000	8
	\$114,000		
	\$97,000		
Departmental Peers (same rank)	\$78,000		
	\$82,000		
	\$78,000		
Former Administrator	\$102,000	+ \$16,500	9
Departmental Peers (same rank)	84,000		
	94,000		
	84,000		
	91,500		
	74,000		
Former Administrator	\$165,000	+ \$31,000	10
Departmental Peers (same rank)	\$148,000		
	128,000		
	127,000		
AVERAGE DIFFERENCE		+ \$40,250	

- 1) Sociology, Anthropology, and Social Work
- 2) Exceptional, Deaf, and Interpreter Education
- 3) Childhood Education, Literacy, and TESOL
- 4) Leadership, School Counseling, and Sport Management
- 5) Nursing
- 6) Public Health
- 7) Leadership, School Counseling, and Sport Management
- 8) Biology
- 9) Psychology
- 10) Marketing and Logistics

Academic Affairs Policy: [Transfer of Chair or Associate Dean from his/her Administrative Appointment to a Faculty Position](#)

Salary Adjustment

Upon the transfer of a Chair or Associate Dean from his/her administrative position and prior to the Professional Development Leave, his/her salary shall be adjusted as follows:

- a. reduce the administrator's salary by his/her stipend, if any, and then convert the adjusted salary by 9/12ths;
- b. add back to the 9-month salary all or a portion of the prior stipend as noted below:
 1. an administrator who has completed less than four years of service shall retain none of his/her former stipend;
 2. an administrator who has completed four or five years of service shall retain 60% of his/her stipend;
 3. an administrator who has completed six or more years of service shall retain 100% of his/her stipend;
 4. the amount of the stipend retained by the administrator shall not exceed \$12,000, except with the written approval of the Provost.

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- ⁱ This is base pay per university records. These figures for former administrators include neither administrative stipends—a portion or the totality of which may be maintained in faculty role—nor summer or supplemental pay. Each former administrator is, like all faculty, eligible to teach a summer
- ⁱⁱ Difference between former administrator's pay and average pay of departmental peers of same rank.
- ⁱⁱⁱ Some variance within rank is to be expected as base pay may reflect longevity in a role, when the faculty member was promoted, when the faculty member was hired, etc. However, these numbers reflect post-compression and inversion adjustments in 2014.
- ^{iv} The actual amount may vary slightly. AA removes any stipend from an administrator's pay before computing a nine-month equivalent (but then adds all or part of that stipend to the new base pay).