

<b>Department</b>		<b>PAY Comparison: Former Administrator vs. Same-Rank Department Peers<sup>1</sup></b>	<b>Difference in pay from Average of Departmental Peers<sup>2</sup></b>
Sociology, Anthropology and Social Work	Former Administrator	\$139,500	+ \$67,000
	Departmental Peer (same rank)	\$79,500	
	<i>Were Dept. Associates Promoted w Raise</i>	\$75,000	
Exceptional, Deaf, and Interpreter Education	Former Administrators	\$180,500	+ \$ 76,500
		\$159,000	
	Departmental Peers (same rank)	\$88,500	
		\$75,000	
English	Former Administrators	\$107,500	+ \$77,000
		\$215,000	
	Departmental Peers (same rank)	\$91,000	
		\$99,000	
		\$75,000	
		\$73,000	
Childhood Education, Literacy, and TESOL	Former Administrator	\$88,500	+ \$10,500
	Departmental Peer (same rank)	\$81,000	
	<i>Were Dept. Associates Promoted w Raise</i>	\$79,000	
Leadership, School Counseling & Sport Management	Former Administrator	\$114,000	+ \$23,000
	Departmental Peers (same rank)	\$88,500	
		\$93,000	
Biology	Former Administrators	\$166,000	+ \$43,500
		\$114,000	
		\$97,000	
		\$123,000 <sup>3</sup>	
	Departmental Peers (same rank)	\$78,000	
		\$78,500	
		\$91,000	
	\$78,000		
Psychology	Former Administrator	\$102,000	
	Departmental Peers (same rank)	\$94,000	
		\$74,000	

<sup>1</sup> Rounded to nearest \$500. When there is only one other Professor within a department or there are no other (full) Professors within a department, we computed an adjusted Average Associate Professor salary for comparison purposes. This number represents the average departmental associate professors' salary multiplied by 1.125 to reflect a 12.5% raise associated with promotion to Professor.

<sup>2</sup> This column reflects the difference between average former administrator's pay and average pay of departmental peers of same rank. These numbers reflect the post-compression and inversion adjustments and across the board raises from 2014.

**NOTE:** The salary differences here do not reflect the full time administration-rate salaries paid during a semester-long sabbatical granted to faculty who served six or more years in administrative roles, including to those who retire from UNF outright.

		\$91,500	+ \$19,000
		\$74,000	
Marketing	Former Administrators	\$126,500	- \$1000
		\$148,500	
		\$121,500	
	Departmental Peers (same rank)	\$130,500	
	<i>Were Dept. Associates Promoted w Raise</i>	\$136,000	
Chemistry	Former Administrator	\$99,000	+ \$17,000
	<i>Were Dept. Associates Promoted w Raise</i>	\$82,000	
Management	Former Administrator	\$135,000	+ \$17,000
	Departmental Peers (same rank)	\$103,000	
		\$97,000	
		\$130,500	
		\$126,000	
		\$128,500	
Music	Former Administrator	\$88,000	+ \$9500
	Departmental Peers (same rank)	\$69,000	
		\$75,500	
		\$85,000	
		\$84,500	
Public Health	Former Administrator <sup>1</sup>		+ \$3,000
	Departmental Peers (same rank) <sup>4</sup>	\$96,000	
		\$76,500	
		\$75,000	
		\$65,000	
Criminology and Criminal Justice	Former Administrator	\$102,500	+ \$28,000
	Departmental Peers (same rank)	\$75,000	
	<i>Were Dept. Associates Promoted w Raise</i>	\$74,500	
Philosophy and Religious Studies	Former Administrator	\$94,000	+ \$12,500
	Departmental Peers (same rank)	\$88,000	
	<i>Were Dept. Associates Promoted w Raise</i>	\$75,000	
<b>AVERAGE DIFFERENCE</b>			<b>+ \$ 28,750</b>
<b>PER YEAR ADDITIONAL COMPENSATION COSTS TO UNF</b>			<b>+ \$402,500</b>

<sup>4</sup> Many of the faculty in Public Health are on twelve month contracts with duties in addition to those of most nine-month faculty. The salaries represented here reflect nine-month contracts or nine-month equivalent pay for faculty on 12 month contracts.

