

**EXECUTIVE, ADMINISTRATIVE AND PROFESSIONAL
COMPENSATION SCHEDULE
2019-2020**

The objective of the University's compensation program is to attract, retain, motivate and reward faculty and staff fairly, equitably and competitively. The University is committed to fair and equitable compensation that compliments the responsibilities of the position and the performance of the incumbents.

Compensation rates for executive, administrative and professional (EAP) positions are set based on market data for similar positions within local, regional and/or national markets with a sensitivity to internal equity.

Market ranges are assigned to each position from survey sources. The minimum of the range will normally apply to new staff possessing qualifications not significantly greater than the minimum required. The maximum of the market range will normally apply to staff members exhibiting qualifications and/or responsibilities significantly above those normally needed for the position.

Attached are the 2019-2020 market ranges. All ranges reflect a 1.0 FTE appointment.