

## VERIFICATION OF COMPENSATION LEVEL WORKFORCE

SSN

Last Name   
 First Name, MI

Highest Degree Earned

Total graduate hours in excess of degree?  
*(see back page for explanation)*

If Certificate or Associates, what are the total  
 undergraduate hours in excess of degree?

How many years and months of related work experience  
 beyond the 3-year minimum requirement does he/she  
 have in discipline?

Years \_\_\_\_\_ and Months \_\_\_\_\_  
 Times 12  
 Months \_\_\_\_\_ and Months \_\_\_\_\_ = Total Months \_\_\_\_\_

Total Months \_\_\_\_\_ divided by 3 (round down) equal points:

Total Points of:

According to the definitions of the compensation levels, the assigned pay grade level should be:

Level	Certificate	Associate's	Bachelor's	Master's	Doctorate	Experience
12					Doctorate	Plus 3 years
11				M + 36 pts		Plus 3 years
10			B + 48 pts	M + 24 pts		Plus 3 years
09			B + 36 pts	M + 12 pts		Plus 3 years
08		A + 72 pts	B + 24 pts	Master's		Plus 3 years
07		A + 60 pts	B + 12 pts			Plus 3 years
06	C + 72 pts	A + 48 pts	Bachelor's			Plus 3 years
05	C + 60 pts	A + 36 pts				Plus 3 years
04	C + 48 pts	A + 24 pts				Plus 3 years
03	C + 36 pts	A + 12 pts				Plus 3 years
02	C + 24 pts	Associate's				Plus 3 years
01	Certificate					Plus 3 years

Dean Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**For Human Resources Use Only:**

Pay Grade Verified

\_\_\_\_\_  
 Signature - HR Representative

\_\_\_\_\_  
 Date

# Faculty Compensation Restructuring - Phase I

## Approved Qualification Points - Workforce Faculty

### Limits

### Contributing Experience/Knowledge Elements

#### **Max 48**

#### **GRADUATE HOURS** (Note 1)

Are counted one-for-one

If **Master's** degree count all graduate credit hours in **excess** of the

Master's degree requirement whether earned before or after the granting of the Master's degree.

When **no Master's** degree count all graduate credit hours

#### **Max 24**

#### **UNDERGRADUATE HOURS** (Note 1)

Are counted one-for-one

Only available to Associate's and Certificate holders

If Associate's count hours in **excess** of Associate's degree

If Certificate count hours in **excess** of Certificate

#### **Max 30**

#### **WORK EXPERIENCE** (Note 2)

Every 3 months of full-time equivalent experience = 1 point

(1 year = 4 points) (7+1/2 years=30 points)

Must be other than teaching experience

Must be beyond 3 years minimum of work experience required

Note (1) Must be in or related to teaching discipline which includes courses that improve instructional teaching ability or improve administrative ability. Does not include repeated courses. Any questions to be settled by recommendation from the Department Chair & Advisory Council & Dean and approved by the Vice Chancellor's Workforce Deans Council.

Note (2) Must be directly connected or related to discipline as recommended by the Department Chair & Advisory Council & Dean and approved by the Vice Chancellor's Workforce Deans Council.