

# APSU Comp. Proposed Plan

①

## Target Salary Calculation

[ Associate Professor  
Mathematics  
7 years APSU experience ] given

C.I.P. Code  $\Rightarrow$  27.01

C.I.P. code factor for assoc. math = .92

All Assoc Salary = \$66,208

CIP factor adjustment =  $(66,208)(.92)$   
= \$60,911

↑  
top target  
salary

Note: Lowest acceptable  
target is 80% of top target

Target range = (48,728, 60,911)

The location in this range depends  
on years of APSU service.

②

80% of top target + fraction of 20% of top target

$$= 48,728 + 12183\left(\frac{7}{10}\right)$$

$$= 48,728 + 8528$$

$$= \$57,256$$

↑

New target salary for  
Assoc. in mathematics  
With 7 years APSU service.

Note: Denominator of ratio is expected years of service to reach top target salary.

The assumptions are:

- Instructor → 8 yrs.
- Assist → 6 yrs.
- Assoc → 10 yrs.
- Full → 15 yrs.

Assistant Professor  
Economics  
4 years APSU experience

given

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C.I.P. Code  $\rightarrow$  45.06

C.I.P. code factor for assist in econ = 1.17

All Assist salary = \$55,557

CIP Factor adjustment =  $(55,557)(1.17)$   
= \$65,001

$\rightarrow$   
top target salary

Target range = (~~52,000~~ 52,000, 65,001)

80% of top target + fraction of 20% of top target  
= 52,000 + 13,001 ( $\frac{4}{6}$ )  
= \$60,667  $\leftarrow$  new target

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[ Full Professor  
Nursing  
20 years APSU Experience ] given

CTP code  $\rightarrow$  51.16

CTP code factor for full nursing = .96

All Full Salary = \$81,884

$$\text{CTP factor adjustment} = (81,884)(.96) = 78,608$$

$\uparrow$   
top of target.

New target = \$78,608

NOTE: Full profs "max"  
at 10 years of  
service  $\therefore$  top  
of target is new  
target.