

July 1 2016 - June 30, 2017 Salary Reference Guide for Cooperative Extension Unclassified Positions

(For positions funded with grants: use these fringe rates to estimate salary and benefits costs prior to posting the position.)
Contact the Office of Budget and Fiscal Operations for guidance and confirmation. These rates may also be used to estimate the cost of providing fringe benefits to 133 contract positions. **Actual** fringe benefit cost for 133 contracts cannot be determined until after a position is filled.

Type of Position	Estimated Fringe Rate July 1, 2016 through June 30, 2017
Faculty & Academic Staff	51.6%
Permanent & University Staff Project Appointments	51.6%
Temporary Employees (formally LTE)	9.8%
Project Assistants, Research Assistants (graduate student who also qualify for tuition reimbursement)	23.5%
Student Hourly Employees	3.3%
Ad hoc program specialists & undergrad interns	1.0%

Chart One: Faculty (Compensation Category D)

Faculty Rank (minimum degree at <i>time of hire</i> listed in parentheses)	CES Salary Minima (alternate calculation methods for Instructor and Asst. Prof. discussed and approved 8/03/04)	Faculty Promotional Amounts (amounts approved 7/1/07)
	Effective 07/01/14-06/30/15	
Instructor (Master's)	\$36,800 (calculated at 100% of UWS Instructor minima)	
Assistant Professor (Master's)	\$39,300 (calculated by adding UWS minimum salary + faculty promotional amount)	\$2500
Associate Professor (Master's)	\$44,720 (calculated at 80% of this title's UWS minimum salary, i.e., \$55,900 x 80% eff. 07/01/14)	\$3500
Professor (Master's)	\$54,000 (calculated at 80% of this title's UWS minimum salary, i.e., \$67,500 x 80% eff. 07/01/14)	\$4500

Chart Two: Instructional Academic Staff (IAS) Titles (Compensation Category B) (partial list)

Note: Instructional Academic Staff positions have an educational or instructional focus. These titles are used by CE for positions that have some responsibilities that are similar to those of faculty. IAS positions are non-tenured. Examples include Natural Resource Educators ("no prefix" Lecturer) and Nutrition Coordinators (Associate Lecturer). Only the titles most commonly used by CE are listed below. (See UPG#1 for information about additional titles: <https://www.wisconsin.edu/ohrwd/policies/upg/> . Titles are differentiated by one of three prefixes depending on level of qualifications required at the time of hire. The prefixes, e.g., *associate*, "*no prefix*" and *senior* reflect the successively greater experience, expertise and applied ability/responsibility that is required of the position. See bottom of page 2 for an explanation of the Distinguished title prefix for Academic Staff.

Instructional Academic Staff "Official" Titles (minimum degree at <i>time of hire</i> listed in parentheses)	UWS Salary Minima (starting salary must be this amount or higher; UWS does not set an upper starting salary limit for these positions)	Title Prefix Promotional Amounts (Amounts approved 7/1/07)
Lecturer Title Series	Effective 07/01/14-06/30/15	
Associate (Prefix) (Bachelor's required)	\$33,092	
(No prefix) (Master's required)	\$41,892	Minimum of new title or \$2500
Senior (Prefix) (Master's required)	\$50,600	Minimum of new title or \$3500
Extension Associate (Bachelor's required)	\$38,645	Not applicable

Chart Three: Professional Academic Staff Titles (Compensation Category A) (partial list)

Note: Professional Academic Staff positions support educational or instructional efforts. An example within CE is an administrative program specialist. Only the titles most commonly used by CE are listed below. (See UPG#1 for information about additional titles: <https://www.wisconsin.edu/ohrwd/policies/upg/>). Titles are differentiated by one of three prefixes depending on level of qualifications required at the time of hire. The prefixes, e.g., *associate*, *no prefix* and *senior* reflect the successively greater experience, expertise and applied ability/responsibility that is required of the position. UWS requires a minimum of a Bachelor’s degree for academic staff positions. The one exception for the Professional Title Series is the Associate Instructional Specialist title used primarily when it has been determined that the success of a program is contingent upon successfully employing individuals from the program’s target audience. All other exceptions to the BA/BS degree requirement must be approved by UW-Extension on a case-by-case basis.

Professional Academic Staff “Official” Titles (starting salary must be within the range for the appropriate title; a starting salary as close as possible to the middle of the range is recommended)	UWS Salary Range <u>Effective</u> <u>07/01/14 – 06/30/15</u>	Title Prefix Promotional Amounts (Amount approved 7/1/07)
“Instructional Specialist” Series: Associate (prefix) (no prefix) Senior (prefix)	\$28,011 - \$42,017 (range 1) \$32,102 - \$48,152 (range 2) \$36,790 - \$55,184 (range 3)	Minimum of new title or \$2500 Minimum of new title or \$3500
“Administrative Program Specialist” Series: Associate (prefix) (no prefix) Senior (prefix)	\$42,167 - \$63,251 (range 4) \$48,333 - \$72,499 (range 5) \$55,406 - \$83,108 (range 6)	Minimum of new title or \$2500 Minimum of new title or \$3500
“Administrative Specialist” Series: Associate (prefix) (no prefix) Senior (prefix)	\$32,102 - \$48,152 (range 2) \$36,790 - \$55,184 (range 3) \$42,167 - \$63,251 (range 4)	Minimum of new title or \$2500 Minimum of new title or \$3500
“Outreach Specialist” Series: Associate (prefix) (no prefix) Senior (prefix)	\$36,790 - \$55,184 (range 3) \$42,167 - \$63,251 (range 4) \$48,333 - \$72,499 (range 5)	Minimum of new title or \$2500 Minimum of new title or \$3500

Explanation: While not part of a typical promotion sequence, the distinguished prefix may be awarded to acknowledge the reputation and expertise of academic staff who have gained widespread recognition of others in their profession typically at a

national level. See <http://www.uwex.edu/secretary/policies/section7/upg18.pdf> Effective 7/1/07, the dollar amount associated with the distinguished prefix promotion is minimum of the new title or \$4500.