

# Recommendations Framework – College (2019-2020)

	College Proposed Ranges			COMPA-RATIO
	MIN	MID	MAX	
PROF	\$103,600	\$129,500	\$155,400	89%
	80%	100%	120%	
ASOP	\$ 84,420	\$ 93,800	\$103,180	96%
	90%	100%	110%	
ASIP	\$ 76,095	\$ 80,100	\$ 84,105	97%
	95%	100%	105%	

# Recommendations Framework – Kroc (2019-2020)

	Kroc Proposed Ranges			COMPA-RATIO
	MIN	MID	MAX	
PROF	\$103,600	\$129,500	\$155,400	N/A
	80%	100%	120%	
ASOP	\$ 84,420	\$ 93,800	\$103,180	100%
	90%	100%	110%	
ASIP	\$ 84,420	\$ 93,800	\$103,180	
	90%	100%	110%	

# Recommendations Framework – Library (2019-2020)

	Library Proposed Ranges			COMPA- RATIO
	MIN	MID	MAX	
PROF	\$103,600	\$129,500	\$155,400	N/A
	80%	100%	120%	
ASOP	\$ 84,420	\$ 93,800	\$103,180	105%
	90%	100%	110%	
ASIP	\$ 76,095	\$ 80,100	\$ 84,105	103%
	95%	100%	105%	

# Recommendations Framework – Nursing (2019-2020)

	Nursing Proposed Ranges			COMPA-RATIO
	MIN	MID	MAX	
PROF	\$ 99,040	\$123,800	\$148,560	105%
	80%	100%	120%	
ASOP	\$ 87,300	\$ 97,000	\$106,700	113%
	90%	100%	110%	
ASIP	\$ 81,795	\$ 86,100	\$ 90,405	N/A
	95%	100%	105%	

# Recommendations Framework – SOLES (2019-2020)

	SOLES Proposed Ranges			COMPA- RATIO
	MIN	MID	MAX	
PROF	\$104,400	\$130,500	\$156,600	109%
	80%	100%	120%	
ASOP	\$ 91,260	\$101,400	\$111,540	105%
	90%	100%	110%	
ASIP	\$ 91,260	\$101,400	\$111,540	91%
	90%	100%	110%	

# Recommendations Framework – Engineering (2019-2020)

	Engineering Proposed Ranges			COMPA- RATIO
	MIN	MID	MAX	
PROF	\$129,360	\$161,700	\$194,040	86%
	80%	100%	120%	
ASOP	\$108,270	\$120,300	\$132,330	90%
	90%	100%	110%	
ASIP	\$ 94,715	\$ 99,700	\$104,685	99%
	95%	100%	105%	

# Recommendations Framework – Law (2019-2020)

	Law Proposed Ranges			COMPA- RATIO
	MIN	MID	MAX	
PROF	\$159,040	\$198,800	\$238,560	103%
	80%	100%	120%	
ASOP	\$134,820	\$149,800	\$164,780	N/A
	90%	100%	110%	
ASIP	\$134,820	\$149,800	\$164,780	N/A
	90%	100%	110%	

# Recommendations Framework – Business (2019-2020)

	Business 1 Economics, JD's, Ethics			COMPA- RATIO 1	Business 2 All Others			COMPA- RATIO 2	Business 3 Accounting and Finance			COMPA- RATIO 3
	MIN	MID	MAX		MIN	MID	MAX		MIN	MID	MAX	
PROF	\$122,160	\$152,700	\$183,240	93%	\$144,160	\$180,200	\$216,240	95%	\$150,800	\$188,500	\$226,200	100%
	80%	100%	120%		80%	100%	120%		80%	100%	120%	
ASOP	\$105,570	\$117,300	\$129,030	106%	\$132,030	\$146,700	\$161,370	104%	\$150,030	\$166,700	\$183,370	105%
	90%	100%	110%		90%	100%	110%		90%	100%	110%	
ASIP	\$ 98,895	\$104,100	\$109,305	102%	\$128,600	\$135,600	\$142,380	102%	\$157,035	\$165,300	\$173,565	102%
	95%	100%	105%		95%	100%	105%		95%	100%	105%	