

# Almanac

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## 1985-86 Salary Pool: Up 5%

As detailed in separate memos on page 2, the Provost and the Vice President for Administration have announced an overall salary budget increase of 5%, with rules requiring the justification of increases below 3%. Provost Ehrlich's memo also describes uses of salary reserves at school and all-University levels for faculty. Vice President Gary Posner also releases the adjusted scales for nonacademic staff (back page).

The Senate Economic Status Committee's report (page 2), which is on the agenda for the Spring Meeting April 17, says the Provost's memo meets the first two objectives of EconStat's five-year plan (increase in real terms and progress on make-up of past losses since 1972) but does not meet a third objective for continuing faculty. EconStat is "unanimous in its resolve that no faculty member should receive an increase less than the cost-of-living . . . without review and approval by the Provost."

## April 17 Agenda Highlights

In addition to the Economic Status Committee's Report, Senate will hear from the Committee on the Faculty, re Dr. Albert Lloyd's analysis of faculty involvement in School five-year plans, Senate Chair Jacob Abel said. A full agenda will be published next week.

## Death of Dr. Terry

Dr. Luther L. Terry, the U.S. Surgeon General who was Vice President of Medical Affairs at Penn for ten years, died Friday at the age of 73. After a long career with the U.S. Public Health Service — in which he rose to Surgeon General (1961-65) and became a household name for his work on the identification of smoking as a health hazard — Dr. Terry joined Penn in 1965 as vice president and professor of community medicine. After leaving Penn he served as president-director of University Associates in Washington and as vice president for medical affairs at ARA Services. He also spoke and consulted widely, often addressing the issue of cigarette smoking in the workplace, and was the recipient of 17 honorary degrees over the years.

Dr. Terry is survived by his wife, Janet Reynolds Terry, his sons Luther L., Jr. of Singapore and Michael D. of Old Greenwich, Conn.; a daughter, Jan Terry Kollock of Philadelphia; a brother, a sister and three grandchildren. In lieu of flowers, the family ask contributions to Action on Smoking and Health in Washington or American Lung Association, New York.

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## The Family as Celebration

*The Family as Resource—International Perspectives*, a two-day conference April 18-19, celebrates the 75th anniversary of the School of Social Work with an academic convocation, seminars and workshops, and an alumni dinner. It culminates in a gala anniversary dinner. More than 250 participants—national and international planners, policy makers, and administrators, practicing professionals and students—from a dozen or more countries are expected to attend.

The international conference explores the major issues confronting contemporary families in the context of world health, world economics, and world issues, delineating the role of social work in helping institutions become more responsive to family needs.

The Academic Convocation will be held April 18, 10:30 a.m.-noon at Harrison Auditorium, University Museum, with Dr. Jacqueline Grennan Wexler, Penn trustee and president of the National Conference of Christians and Jews giving the keynote address. In recognition of their outstanding contributions to human welfare, the University will confer honorary degrees on five internationally distinguished humanitarians and social workers: *Danny Kaye*, UNICEF's honorary ambassador-at-large to the world for his volunteer efforts on behalf of the children of the world; *Dr. Marian Wright Edelman*, founder and director of the Children's Defense Fund; *Dr. Katherine Kendall*, former executive director of Council for Social Work Education; *Dr. Thomas Lambo*, deputy director of World Health Organization and a psychiatrist from University of Ibadan, Nigeria; and *Dr. Harold Lewis*, DSW '59, professor and dean of Hunter College. Free tickets are available for the convocation at the School of Social Work or the President's Office.

*World Economics and the Family* will be discussed by Dr. Lawrence Klein, Penn Nobel Laureate in Economics, followed by workshops on topics related to *The Family and World Economics: Implications for Social Work Practice*, Thursday afternoon, April 18. Dr. Lambo will speak on *World Health and the Family* Friday morning. Later that day: Dr. Edelman's address, *The World's Children and their Families*. Workshops follow both. The alumni dinner is *A Philadelphia Block Party* April 18 at International House. The Gala Anniversary Dinner, April 19 at the Museum, features an address by Dr. Lewis and readings by Poet Nikki Giovanni. Call Ext. 5502 for more information.

**The 1985 President's Forum: What's Happening to the American Family?**, begins this week with a film series entitled *Family Portraits*, (See Update, page 3, for listings.)

## Ways of Knowing

*Ways of Knowing: Comparing World Views and Methodologies*, an all-University discussion and one day conference in which faculty, students, and staff compare several disciplines, approaches to method, and uses of knowledge, will be held April 29, in Bodek Lounge, Houston Hall. Sponsored by the Liberal Studies Graduate Group, the conference is divided into six sessions which will each begin with discussion of position papers, copies of which will be distributed by April 19. This conference is open to all members of the University community, free, with continental breakfast (8:30 a.m.), lunch (12:30 p.m.) and refreshment breaks included. Participants may attend any or all of the following sessions.

*The Right to Know* (In whose interest do we acquire knowledge?); Edward Peters, history, and Ivar Berg, sociology; 8:45 a.m.

*Technology Policy: Decision-making and History* (What methodologies inform technology decision-making?); Thomas Hughes, his-

tory and sociology of science and James Emery, decision sciences; 10 a.m.

*Knowing the Future* (Can it be shaped?); George Rochberg, music and Aron Katsenelinboigen, social systems science, and Jean Alter, Romance languages; 11:15 a.m.

*Micro vs. Macro: Theories of Models of Reality* (Can models reflect truth?); F. Gerard Adams, economics and finance, and Louis Girifalco, materials science and engineering; 12:45 p.m.

*Credentials and Credibility* (What are valid uses of knowledge and by whom?); Nancy Bauer, education and graduate professional development, and Paul Korshin, English; 2 p.m.

*Matters of Life and Death* (How do the values of disciplines and professions shape their views of life and death?); Nathan Sivin, history and sociology of science, and Renee Fox, sociology; 3:15 p.m.

For additional information, call Dr. Nancy Bauer, Ext. 6967.



Ambassador Danny Kaye

## Salary Guidelines for Standing Faculty in 1985-86

- A. The minimum academic base salary for assistant professors will be \$22,000.
- B. The total increase for the continuing standing faculty as a whole in each school will be 5%. The base increment for the individual members of the continuing standing faculty will be 3%. All increments of less than 3% for individual members of the continuing standing faculty must be reviewed with the Provost and receive his approval.
- C. In extraordinary circumstances, a departure by any school below the 5% total increase for continuing standing faculty as a whole may occur, but only with the specific approval of the Provost and, if less than 5%, after discussion by the Dean with an appropriate faculty body in the school. The Provost will discuss the matter with the Senate Committee on the Economic Status of the Faculty and the University Academic Planning and Budget Committee.
- D. The University will establish a salary reserve for continuing standing faculty to cover special situations. Individual schools will also have a salary reserve. The following categories will be used:
  1. Promotions;
  2. extraordinary academic performances;
  3. market adjustments;
  4. adjustments of salary inequities.

—Thomas Ehrlich, Provost

## Salary guidelines for Nonacademic Staff in 1985-86

Highlights of the FY85-86 salary increase program for nonacademic staff are:

1. A 5% overall salary increase pool for weekly and monthly paid employees. No less than 3% shall be given for satisfactory performance. The range of satisfactory to outstanding performance is 3-7%. No increase shall be given to an employee whose performance is less than satisfactory.
2. The salary pool available for weekly paid employees (A-3) is to be utilized solely for weekly paid employees and may not be merged with monthly paid salary pools.
3. An approximate 7% increase in the salary grade hiring maximums with corresponding adjustments to the grade minimums and maximums. The addition of two new PA grades, bringing the total to twelve grades (Please see salary scales page 4).
4. Employees' salaries must be at or above the minimum of the appropriate salary grade effective July 1, 1985. Funds required to bring an employee to the minimum of the new grades were calculated as part of the center budgets.

Detailed guidelines will be distributed to schools/units this week. Salary worksheets will be distributed the week of April 15, 1985.

—Gary J. Posner, Vice President of Administration

**Spring Meeting of the Faculty Senate**  
**Wednesday, April 17, 1985 • 3-6 p.m. • 200 College Hall**

## SENATE

# Report of the Committee on the Economic Status of the Faculty

Within the context of the Five-Year Plan for Faculty Salaries (*Almanac* April 10, 1984) and the Committee report (*Almanac* November 20, 1984) which were unanimously approved by the Faculty Senate, the Senate Committee on the Economic Status of the Faculty has continued to advise the administration on next year's salary increases for continuing faculty.

We are pleased that the announced increases coupled with the Provost's and the Deans' reserves will, if implemented, meet the first two objectives of the Five-Year Plan. Faculty salaries will increase in real terms and the increase will be sufficient to make up a reasonable proportion of the loss in real income which faculty have incurred since 1972.

We have three major concerns about the administration's salary proposals for continuing faculty.

First, the proposed increases are not likely to meet the third objective of the Five-Year Plan. As documented at the last meeting of the Faculty Senate (November 28, 1984), salary increases for continuing faculty at Penn have fallen 4.4 percentage points behind the median for their peer institutions between 1981 and 1984. At that time, we called upon the administration to re-

verse the trend and to set next year's salary increases so as to restore Penn to its 1981-82 competitive standing. It is hoped that the proposed increases for 1985-86 will reverse the trend of salary increases below those of our peers. However, the proposed increases do not appear to be sufficiently higher than those of our peers (i.e. 4.4 percentage points higher) to restore the 1981-82 competitive standing of Penn faculty salaries. We call upon the administration to make a commitment to provide increases greater than those at our peer institutions to restore our competitive standing. We call upon the administration to accept the goals of the Five-Year Plan for Faculty Salaries.

Second, it is essential that procedures be developed which insure that the stated policies be implemented in all schools. At the very minimum, the Committee must have access to data on faculty salaries and raises by school and by rank to assure compliance.

Third, the Committee is unanimous in its resolve that no faculty member should receive an increase less than the cost-of-living increase (currently estimated at 3.6 percent) without review and approval by the Provost. To permit deans or department chairs, in the expectedly few cases

where lower than cost-of-living increases would be justified, to cut the real income of a faculty member without review is not justified by the effort which review would require and would eliminate an important check on the fairness of our compensation system.

### *Senate Committee on the Economic Status of the Faculty*

*Jean Alter, professor of Romance languages*  
*Claudia Goldin, associate professor of economics*

*Antoine Joseph, assistant professor of American civilization*

*Ezra Krendel, professor of statistics*

*Paul A. Lieberman, professor of anatomy and ophthalmology/Medicine*

*Janice F. Madden, associate professor of regional science, Chair*

*ex officio:*

*Jacob M. Abel (professor of mechanical engineering), Senate Chair*

*June Axinn (professor of social work), Past Senate Chair*

*Anthony R. Tomazinis (professor of city planning) Senate Chair-elect*

## Faculty Choice

Having supported last year's pro-faculty alternative slate, headed by Senate Chair-elect Professor Anthony Tomazinis, I am delighted that the faculty will again have a choice in electing the Senate's future leadership.

This year's alternative slate, headed by former Provost Louis Girifalco and group of other distinguished faculty, will provide continuity in support of those issues which are of most direct concern to faculty: research and instructional support, salaries and benefits and equitable policies based on individual accomplishment and promise.

—Joseph M. Scandura  
*Associate Professor of Education*

## For Alternative List

The University goes through a phase of heated political emotions. The anger of factions of the University community is stirred up by vociferous tribunes. As a result we see attempts to ostracize individuals, to subject the faculty of one of the most respected universities in the world to a forced indoctrination, and to interfere with the established hiring and promotion procedures. This agitation threatens the principles of due process, academic freedom, and, ultimately, the academic excellence of our institution.

In such a situation all reasonable members of the faculty can feel fortunate and thankful that a group of courageous colleagues has agreed to be candidates for an Alternative List for the election of the Faculty Senate leadership in 1985. Their candidacy makes it possible to avoid selection by default and to give every member of the faculty an opportunity to vote for the candidate he/she considers best for the job.

As for me, I shall vote for the Alternative List only and my reasons are the following:

The Alternative List sends a strong message, that the faculty wants to have a choice among the candidates for the Senate leadership, now and in the future. The Committee on Administration is just considering a proposal to that effect. There should be no doubt left that the faculty wants this



# Speaking Out

change of the rules to be discussed in the next Senate meeting.

Those who voted in 1984 for the Alternative List led by Anthony Tomazinis may have expected that the Senate would immediately re-emphasize the major concerns of the vast majority of the faculty. Unfortunately, rapid change has proven much more difficult to achieve in the face of the opposition entrenched in several places. That is why six additional strong, outstanding but reasonable members who supported initiatives to strengthen the role of the faculty will make the SEC a more effective instrument for faculty concerns.

Dr. Louis Girifalco, a former acting provost and active participant in University affairs is indeed an excellent choice to lead the Senate in 1986-87. His opponent has really disappointed many of us with his total absence from the University Council's deliberations over the recent demonstrations and other incidents on the campus.

— Peter Gaeffke, Professor of Modern Indian Literature and Secretary-Elect of Faculty Senate

## Dr. Roger Soloway responds:

Nothing less than an unbreakable commitment in teaching or research should stand in the way of attendance at meetings such as Council's on March 13, and nothing less did in my case. I believe my co-researchers in medicine would have a stronger complaint than Dr. Gaeffke has if I had left them in the lurch on a matter involving the site visit for a grant that supports the work of 40. If Dr. Gaeffke's suggestion is that such conflicts automatically rule out medical faculty as Senate leaders, let me record that I did not accept nomination as chair-elect until I had received assurances from my colleagues that certain of my responsibilities can be shared among them during the years in office.

Dr. Gaeffke's overall thesis, that the nominated slate represents a special interest group, concerns me more. I, too, support the nomination of two candidates for each position, both now and in the future. Dual nominations benefit us by raising the

visibility of the Senate and increasing the members' interest and involvement in problems to be solved. However, branding the nominated slate with a single stamp (thus by inference branding the petition nominees as an opposing special interest group) is detrimental to this process because it may deter faculty from accepting nomination in the future.

## Integrity of the Process

As two members of this year's nominating committee, with due regard to collegiality we would like to reflect on some of the statements made by members and supporters of the petition slate for Senate offices.

While some of the petition nominees simply state their positive stances in a collegial way, others have indiscriminately attacked the committee slate in ways implying that the candidates in a body have committed some grave offense by allowing their names to be placed in nomination. It should not be necessary to impugn the integrity of the process now in the Senate Rules, nor launch "throw-the-rascals-out" campaigns two years in a row when the persons nominated are neither rascals nor in office from which to be thrown out. Laying all of the ills of the past at the doorsteps of individuals who have not yet served is a bizarre translation of the separate question of whether or not Senate should always have contested elections.

The petition slate was nominated by 52 signers, and this is presented as uniquely democratic. The nominated slate was constituted by a more complex but in many ways more broadly representative process that effectively prevents the formation of a closed caucus. For those not familiar with it:

Each of 26 discipline-based constituencies elects a representative to SEC. In addition, 12 elected at-large members, and 3 elected assistant professors, serve on SEC. When it is time to form the nominating committee, each of the 41 representatives submits one candidate; the whole of SEC then votes; and the 8 receiving the highest number of votes are named to the committee. SEC adds one of its own members, and designates the chair. The chair then solicits nominations for officers from

the whole of the faculty (see *Almanac* 12/11/84 and 1/8/85).

There is no way that the make-up of the nominating committee can be rigged, or the committee made self-perpetuating, under this process. The individuals have a built-in diversity of origin and outlook. At no time do they have either the opportunity or inclination to form a party, nor do they debate planks and platforms in partisan political style. Having concluded their work by submitting a slate, they do not serve as a campaign committee or machine that can in a body either support or defend its candidates in the event of an election. In writing this letter, for example, the undersigned speak only as individuals who *did* serve.

During our tenure we sought out the best individuals from a variety of disciplines to achieve wide representation. The mixture is deliberately diverse. If there is any common denominator it is that we found colleagues known or recommended to us as committed to strong principles of faculty participation in University affairs. Some members of the nominating committee — and we are among them — saw value in having both all-University veterans, and candidates who have been identified for their effectiveness in school and departmental affairs. Some — and we are two of them — put a premium on drawing into SEC the spokespersons for all sides of rising issues.

We believe our committee chose well. We are especially gratified that Dr. Roger Soloway accepted nomination to chair-elect. Only two Senate chairs have ever come from our largest school, and Dr. Soloway is a worthy successor to Drs. Jonathan Rhoads and Jim Sprague. Edward Peters, the distinguished Lea Professor of Medieval History, is surely an unquestionably good choice for secretary-elect. The four at-large nominees — Horst Daemmerich, Daniel Malamud, Elsa Ramsden and Ralph Smith — combine academic distinction with a first-hand knowledge of how staunch a faculty must be in defense of academic values.

—Sol H. Goodgal,  
Professor of Microbiology/Med  
—Ervin Miller,  
Associate Professor of Finance

**BSRG Extension to April 15:** The deadline to apply for research funding under the all-University Biomedical Research Support Grant program has been extended to *April 15*. Vice Provost for Research Barry Cooperman has announced. BSRG funds come from the U.S. Public Health Service but are administered internally to start pilot projects, initiate new research directions, and improve research opportunities for new investigators, minorities and women. Forms: 106 CH/CO.

**Sunshine Session:** The Trustees Executive Committee meets Thursday this month (April 5 being Good Friday), with the stated meeting at 1:45 p.m. in the Tea Room of the Faculty Club. On the agenda are information reports plus resolutions on a data communications network and on development of the site at 34th and Walnut Streets.

*Almanac*

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Philadelphia, Pa. 19104  
(215) 898-5274 or 5275.

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

## Update

APRIL ON CAMPUS

## Correction: Date

**29** *Ways of Knowing: Comparing World Views and Methodologies*, an all-University discussion and one day conference; 8:30 a.m.-4:30 p.m., Bodek Lounge, Houston Hall (Liberal Studies Graduate Group). Call Ext. 6967 for information.

## FILMS

### What's Happening to the American Family?

**7** *Goodbye, Columbus*; 7:30 p.m., Meyerson Hall B-1. Free (President's Forum).

**8** *Without a Trace*; 7:30 p.m., Meyerson Hall B-1. Free (President's Forum).

**9** *Kramer vs. Kramer*; 7 p.m., Zellerbach Theatre, Annenberg Center. Free (President's Forum).

### Neighborhood Film Project

All films shown at International House. \$3 general admission, \$2.50 for members, students, senior citizens. Information: 387-5125, Ext. 222.

**3** *Woza Albert!*; Allan Boesak: *Choosing for Justice*; 7:30 p.m. Also April 5 at 4 and 7:30 p.m.

**4** *New Narrative Video (5 short pieces)*; 7:30 p.m.

### PUC Movies

**5** *Cartoon Night*; 7:30-11:30 p.m.; Irvine Auditorium; \$1.75.

*Tommy*; midnight, Irvine Auditorium; \$1.75. Also April 6.

**6** *Casablanca*; 7:30 and 9:45 p.m.; Irvine Auditorium; \$1.75.

(continued next page)

**FITNESS/LEARNING****Microcomputer Services**

**3** IBM PC and Compatibles User Group Meeting, noon, B-6 Vance Hall. Information: 623-4141.

Macintosh (PennMUG) User Group Meeting, 6 p.m., B-1 Vance Hall. Information: 386-9413.

**MEETINGS**

**4** Stated Meeting of the Trustees' Executive Committee; 1:45 p.m., Tea Room, Faculty Club.

**10** University Council; 4-6 p.m., Room 351, Steinberg Hall-Dietrich Hall.

**MUSIC**

**4** An Evening with Pianist Yvette Tausinger; music by Bach, Haydn, Schubert and Dvorak; 8 p.m., Philomathean Gallery, 4th floor, College Hall. Information: Ext. 8907 (Philomathean Society).

**SPECIAL EVENTS**

**2** Economics Day: Perspectives on U.S. Tax Reform; the University's fifth annual event, 8:30 a.m.- 5 p.m., Harrison Auditorium, University Museum.

**TALKS**

**2** The Family in Film; Mollie Haskell, film critic for *Vogue*, *The Village Voice* and *New York Magazine*. Author of *From Reverence to Rape: The Treatment of Women in the Movies*; 8 p.m., Logan Hall 17 (President's Forum, English Department, and Women's Studies Program).

**4** Evaluating Medicare's Prospective Payment System; The Role of ProPAC; Dr. Donald A. Young, executive director, ProPAC, US Congress; 4:30 p.m., Auditorium, Colonial Penn Center (Leonard Davis Institute Spring Colloquium).

**8** The Media Imperialism Paradigm and the Case of Canada: A Critical Reassessment; Dr. Richard Collins, senior lecturer, Polytechnic of Central London, Centenary visiting scholar, Temple University; 4 p.m., Room 300, Annenberg School (Spring Faculty Research Seminars).

Biomedical Careers Roundtable Discussions; Philadelphia Area Medical Instrumentation Association; 7 p.m., Alumni Hall, Towne Building.

**9** Careers in Film; Stanley Jaffe, film producer and director, Wh. '62; 4:30 p.m., Benjamin Franklin Room, Houston Hall (President's Forum, Career Planning and Placement).

Kramer vs. Kramer and other films with family themes; Stanley Jaffe, producer, *Kramer vs. Kramer*; *Goodbye, Columbus*; *Taps*; *Bad News Bears*; director, *Without a Trace*; 9 p.m., Zellerbach Theatre, Annenberg Center (President's Forum).

**Deadlines**

The weekly update deadline for calendar entries is at noon, a week before the Tuesday of publication.

The deadline for the May pullout calendar is Tuesday, April 16 at noon. Send to *Almanac*, 3601 Locust Walk/C8 (second floor of the Christian Association Building).

**Human Resources/Compensation**

As noted in the memorandum on page 2, "Salary Guidelines for Nonacademic Staff in 1985-86," new scales for monthly-paid staff and weekly-paid 35-hour employees are shown here.

**Monthly-Paid Salary Scale**

Monthly-Paid Effective: July 1, 1985

Grade	Minimum		Hiring Maximum		Maximum	
	Annual	Monthly	Annual	Monthly	Annual	Monthly
PA 1	14,400	1200.00	18,450	1537.50	22,150	1845.83
PA 2	15,850	1320.83	20,300	1691.67	24,350	2029.17
PA 3	17,400	1450.00	22,325	1860.42	26,800	2233.33
PA 4	19,175	1597.92	24,575	2047.92	29,500	2458.33
PA 5	21,100	1758.33	27,050	2254.17	32,475	2706.25
PA 6	23,200	1933.33	29,750	2479.17	35,700	2975.00
PA 7	25,525	2127.08	32,725	2727.08	39,275	3272.92
PA 8	28,075	2339.58	36,000	3000.00	43,200	3600.00
PA 9	30,875	2572.92	39,600	3300.00	47,525	3960.42
PA 10	33,975	2831.25	43,550	3629.17	54,000	4500.00
PA 11	37,725	3143.75	48,350	4029.17	62,850	5237.50
PA 12	41,700	3475.00	54,400	4533.33	—	—

**Weekly-Paid Salary Scale**

35-Hour Work Week Weekly-Paid Effective: July 1, 1985

Grade	Minimum			Hiring Maximum			Maximum		
	Annual	Weekly	Hourly	Annual	Weekly	Hourly	Annual	Weekly	Hourly
G3	8400	161.53	4.615	10000	192.33	5.495	11760	226.17	6.462
G4	8750	168.28	4.808	10400	199.99	5.714	12675	243.74	6.964
G5	9525	183.19	5.234	11250	216.34	6.181	14000	269.22	7.692
G6	10300	198.07	5.659	12175	234.15	6.690	15150	291.34	8.324
G7	11100	213.47	6.099	13200	253.86	7.253	16325	313.95	8.970
G8	11900	228.83	6.538	14325	275.49	7.871	17850	343.28	9.808
G9	12775	245.67	7.019	15550	299.04	8.544	19175	368.76	10.536
G10	13675	262.99	7.514	16925	325.47	9.299	20525	394.70	11.277
G11	14400	276.92	7.912	18450	354.80	10.137	22150	425.95	12.170
G12	15850	304.82	8.709	20300	390.39	11.154	24350	468.27	13.379
G13	17400	334.60	9.560	22325	429.31	12.266	29000	557.69	15.934

**Terms:**

**Salary Scale:** A pay structure based upon pay grades. There are two salary scales (PA and G).

**Grade:** The pay grade to which a job title is assigned. All grades have dollar minimums and maximums. There are 12 PA grades (monthly-paid) and 11 G grades (weekly-paid).

**Work Week:** The standard work week at the University is five 7-hour work days during the period beginning 12:01 a.m. Monday and ending 12 midnight Sunday.

**Hiring Maximum:** The highest starting salary which may be offered to a fully qualified candidate for a position in that grade, without additional approvals being required.