



Components of Pay and Pay Components Matrix

Components of Pay Category	Action	Reason	Description	Titles	Apply FTE	Base Pay	ABBR	Separate Job Record	Class Indicator	Pay Group	Comp Rate Code	Comp Frequency	Earning Code
Institutional Base Salary			Fiscal Salary		Y	Y	Y	-		APP, FAC, PTE	SAL	A	
			Academic Salary		Y	Y	Y	-		AP9, FA9, PTE	SAL9	A9	
	PAY	Contract Length	Fiscal Salary Conversion Amount		Y	Y	Y	N	Same as regular job	APP, AP9, FAC, FA9, PTE	FISCNV	A/A9	
	PAY	Admin Stipend	Administrative Stipend		Y	Y	Y	N	Same as regular job	APP, AP9, FAC, FA9, PTE	ADMSPD	A/A9	
	PAY	Other Stipend	Other Stipend (includes interim and acting assignments)		Y	Y	Y	N	Same as regular job	APP, AP9, FAC, FA9, PTE	OTHSTP	A/A9	
	PAY	Provost Performance	Provost Approved Annual Performance Based Component		Y	Y	Y	N	Same as regular job	APP, AP9, FAC, FA9, PTE	PRVPFM	A/A9	
Limited Term Contracts	HIR/REH	New/Rehire	Pay Component	(May be any faculty title)	N	Y	Y	Y	Limited Ancillary App/Fac	PTE	**B-WKLY	UA_B	
			Total-Limited Term Adjunct Faculty	Prefix: Limited Term Adjunct	N	N	N				*LMTTRR		
Other Professional Service Compensation	HIR/REH	Begin – Other Prf Svc Comp	Pay Component	Other Professional Svc – Clinical, Ancillary, Regular	N	Y	N	Y	Other Prof Svc	***SUP	**B-WKLY	UA_B	OPS
			Total- Other Professional Service Compensation		N	N	N				*OPSVC		
	HIR/REH	Begin – Exec/ Weekend MBA	Pay Component	Exec/Evening MBA – Regular	N	Y	N	Y	Other Prof Srv	***SUP	**B-WKLY	UA_B	OPS
			Total – Exe/MBA		N	N	N				*EXEMB2		
Sabbatical Compensation	HIR/REH	Begin – Sabbatical Comp	Pay Component	Supplemental Comp – Clinical Faculty, Faculty Reg, Faculty Ancillary, Federal	N	Y	N	Y	Supp Comp	***SUP	**B-WKLY	UA_B	
			Total – Sabbatical Compensation		N	N	Y				*SABCMP		



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Summer/ Winter Session	HIR/REH	Begin – Summer/ Winter	Pay Component	Summer/ Winter Inst- Single Job Record	Y	Y	N	Y	Ancillary Appointed Wages	PTE	**B-WKLY	UA_B	
			Total – Summer/ Winter (Single Job)		Y	N	N				*SMRNJB		
	HIR/REH	Begin – Summer/ Winter	Pay Component	Summer Session Instructor – Faculty Reg, Faculty Ancillary	N	Y	N	Y	Summer/ Winter Session	***SUP	**B-WKLY	UA_B	SWJ
			Total – Summer/ Winter Session (Additional Job)		N	N	N				*SUMWTR w/>1 job record		
Supplemental Compensation	HIR/REH	Begin – Supp Comp	Pay Component	Supplemental Comp – Clinical Faculty, Faculty Reg, Faculty Ancillary, Federal	N	Y	N	Y	Supp Comp	***SUP	**HRLY	H	
			Total – Supplemental Compensation		N	N	N				*SUPPLN		
Pay Components Category	Action	Reason	Description	Titles	Apply FTE	Base Pay	ABBR	Separate Job Record	Class Indicator	Pay Group	Comp Rate Code	Comp Frequency	Earning Code
Pay Component	PAY	Contract Rate Adjustment	I-9, International Grad Adjust – Degree Completion, and 9/12 FY Termination pay out		N	Y	N	N	Based on Job	Based on Job	CONADJ	UA_B	
	PAY	Special Event	Parking & Transportation – Exempt “Area Coordinators” for special events		Y	Y	N	N	Based on Job	Based on Job	SPLEVT	A/A9	

*These are all “no pay” components. The associated comp rate is the total for the period indicated.

**B-WKLY and HRLY “pay” components are associated with a comp rate that drives the pay for the respective jobs. For the purposes of Supp Comp and Other Professional Svc the B-WKLY/HRLY “pay” components are paired up with “no pay” components.

***SUPP pay groups will always be EMPLCLASS = NONE.

Apply FTE	Y = Amount listed will be reduced by the FTE when paid N = Amount listed will be prorated by dates and not FTE
Base Pay	Y = Sets the component to a “pay” status N = Sets the component to a “no pay” status
ABBR	Y = Adds the Annual Base Benefits Rate for life insurance and other benefit calcs N = Does not add to Annual Base Benefits Rate for the life insurance and other benefit calcs
Separate Job Record	Y = Job row established specifically for component N = Component added to existing job record