

# Merit Process Guide

(For increases effective September 1, 2021)

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## Introduction

This process guide is intended to assist units in the preparation and submission of September 1, 2021 effective merit recommendations as described in the May 26, 2021 FY22 merit authorization letter from the Executive Office of the President and Provost.

## Eligibility

Please review the [FY22 merit authorization letter](#) located on the [Office of Planning and Budgeting](#) website for details on eligibility for merit. Please also review the list of [job profiles not included in this year’s merit process](#).

## Timeline

Date	Activity
early-June	Units receive Merit Process Guide
June 1 - July 31	Units run designated Workday audit report (R0536), review data for discrepancies, initiate corrective action in Workday including receiving departmental level approvals to ensure clean data for merit report. Includes corrective action needed for employees with zero compensation.
June 1 - July 31	Restricted Entry Period for select Workday transactions with effective date on or after September 1, 2021 (see <a href="#">matrix</a> )
July 3 - Sept 17	UW Budget System (BGT) closed except for salary module data entry and to claim new FY22 allocations. F1 and F2 entries can be entered for future revisions requests to be finalized after BGT opens for FY22 general day-to-day budget revisions.
July 31	<b>DEADLINE</b> Deadline for initiating and receiving departmental level approvals of corrective action in Workday to ensure clean data for merit report including transactions with an effective date prior to 9/1 that do not affect merit. (see <a href="#">matrix</a> )
Aug 1 - Sept 13	Restricted Entry Period for select Workday transactions (see <a href="#">matrix</a> )
Aug 7	Units receive “official/protected” file(s) for data entry from the Office of Planning & Budgeting (OPB)
Aug 7 - 18	Units enter merit recommendations into “official/protected” file from OPB
Aug 13	Units and campuses receive the Budget Merit Allocation Report from OPB
Aug 18	<b>DEADLINE</b> for units to submit final merit recommendations (completed file)
Aug 19 - Sept 1	Office of Academic Personnel (OAP) and HR Compensation review submitted merit recommendations; unit administrators and HR managers must be available for questions
Aug 20 - Sept 2	Upon receipt of revision numbers via email from OPB, units input merit increases for permanently budgeted positions into the BGT Salary Module by 5 pm on September 2. This is required step separate from completing and submitting the official merit files to OAP and HR Compensation
Sept 2	OAP and HR Compensation complete institutional review and notify units of approvals; units must notify employees of increases, but <b>only after receiving approvals</b>
Sept 2	<b>DEADLINE</b> for units to input merit increases into BGT salary module
Sept 3 - 9	OPB reviews BGT increases entered in the BGT Salary module
Sept 10	OPB posts BGT salary module merit increase to budgeted positions
Sept 10 - 13	Integrated Service Center (ISC) loads new salary rates into Workday
Sept 13	<b>New 9/1 salary rates are visible to employees in Workday</b>
Sept 13-15	Units run the Merit Adjustment Validation (R0537) report to review new full-time rates, and work with the ISC to request <a href="#">corrections and changes</a>
Sept 20	Communication to campus from the ISC that all data have been loaded and verified
Sept 21	Payroll runs for PPE 9/15/21 for 9/24/21 pay date
Sept 24	Approved merit increases begin appearing on pay slips

## Preparation and Workday Data Clean Up

It is imperative that units review data that will be used in this process and correct it as needed before August 1. This will ensure that accurate information is pulled into the “official/protected” merit spreadsheets distributed to units by August 7.

As actions are entered in Workday, it is imperative that units track their Workday actions to ensure they are completed by July 31. ANY action in process for merit eligible job profiles during the EIB merit data loads into Workday—regardless of effective date—will “error out.” and cause significant delays.

### Clean Up Procedure

1. Run the ‘Merit Data Audit Report R0536’ in Workday.
2. Review and confirm the following for all merit-eligible employees:
  - a. All eligible employees are present in the report and in the correct supervisory organization.
  - b. Employees have accurate full-time monthly base pay and practice plan pay, if applicable.  
**NOTE:** The default snapshot effective date for the pay information presented in R0536 is August 31, 2021; this is the snapshot date that will be used when pulling the official “protected” merit file for data entry from OPB, so it is especially important to confirm pay details as of this date.
  - c. Ensure that there are no employees with zero compensation. **Employees with zero compensation will not be on the “official/protected” merit spreadsheet. Units should not zero out compensation as a means of circumventing the termination process as that is against university policy and will result in serious data errors.**
  - d. Compensation Actual End Dates on employees’ core salary plans extend beyond August 31 if the employee will continue to be employed by the University.
  - e. Compensation Actual End Dates equal End Employment Dates on the position.
  - f. All terminations and retirements effective before September 1 are processed and the transaction is completed in Workday; employees terminated prior to September 1 are not eligible for merit.
3. If you find data errors in the report, corrective actions need to be processed in Workday. This includes the initiation of the corrective action including receiving departmental level approvals. **The deadline for completion of data clean-up is July 31.** Begin the process to correct data errors in Workday as soon as possible.
4. Once all errors have been resolved, run R0536 again to verify the corrections. Repeat as necessary until the report is accurate and data is clean.

### Key Considerations

- Units that share funding for a position must discuss anticipated merit adjustment increases with all impacted units. An employee’s approved merit increase will be distributed proportionally to the costing allocation.
- **Deadline for data clean-up is July 31.** Failure to run the ‘Merit Data Audit Report R0536’ and clean data accordingly could result in serious errors with the load into Workday that require significant time and effort for unit staff to rectify.

- Any personnel in paid status, including faculty with courtesy and part-time appointments, are eligible for merit and will appear on the final “official/protected” merit spreadsheet. Job profiles not included in the merit process are delineated on the [table](#) at the end of this process guide.
- The ISC will be working with units to rescind or cancel restricted transactions.
  - Transactions that have already been approved with an effective date of September 1 or later will need to be rescinded in preparation for the merit process
  - Effective September 14, units will be permitted to re-enter rescinded transactions with start dates consistent with the original request. Units are responsible for ensuring that all re-entered transactions take approved merit increases into account accordingly.

### General Information related to the ‘Merit Data Audit Report R0536’

- The report will display position and compensation information projected for August 31, 2021 by default.
- The report extracts data based on supervisory organization.
- The report only includes merit-eligible job profiles. Review [this list of job profiles not included](#) in the merit process.
- If a worker has positions (unique position numbers) in different supervisory organizations, only the position belonging to your supervisory organization will be displayed in your report. Units who administer a faculty member holding a joint appointment must work with the jointly-appointed unit to agree upon a single merit percentage (0% or 2%).
- ‘End Employment Date’ will be displayed if it exists in Workday.
- Compensation information is displayed in full-time monthly rates.
- ‘General Salary Plan Actual End Date’ and ‘Practice Plan Actual End Date’ will be displayed if they exist in Workday.
- ‘Date of Last Base Pay Change’ is the date of the most recent transaction in Workday that may have changed UW base pay. NOTE: Compensation change actions in Workday may or may not result in a change in actual compensation. Units should review the employee’s Workday record to understand whether an actual change in compensation occurred that could serve as a basis for precluding the individual from merit.
- Transactions effective dated before 9/1/2021 must be completed no later than 7/31/2021, including all approvals.

### Restricted Entry Period

Units are prohibited from submitting certain types of Workday transactions for merit-eligible personnel during the following **TWO** periods:

#### June 1 - July 31 - Restricted Entry Period (see [matrix](#))

The following Workday transactions are prohibited during this period:

- All Request Compensation Change transactions with an effective date of September 1 or later
- All Change Job transactions with an effective date of September 1 or later that involve a change to compensation: Promotions, Lateral Moves, Transfers, and Demotions

- All Change Job - Data Change transactions with an effective date of September 1 or later that involve a change to FTE and/or End Employment Date

**August 1 - September 13 – Restricted Entry Period** (see [matrix](#))

The following Workday transactions are prohibited during this period:

- **Request Compensation Change transactions**
  - Base Pay Changes, regardless of effective date
  - Allowance Changes affecting Practice Plans, regardless of effective date
  - Non-Practice Plan Allowance Changes (e.g., ADS, TPI) with an effective date of September 1 or later
  - Additional Salary Plan Changes (e.g., TSI) with an effective date of September 1 or later
- **Change Job transactions**
  - All Promotions, Lateral Moves, Transfers, and Demotions, regardless of effective date
  - All FTE Changes if effective date is September 1 or later
  - All Extend End Date/Reappointment Changes, if effective date is September 1 or later
  - Any other Change Job - Data Change (e.g., Location Change, Work Shift Change) that includes a change to either FTE or End Employment Date if effective date is September 1 or later

**Matrix of Restricted Actions**

Matrix applies to merit-eligible academic personnel and professional staff job profiles; no restrictions to other profiles including [job profiles that are not included in the merit process](#).

Terminations are not a restricted action, process terminations in Workday as soon as possible.

Business Process	Business Process Transaction Types	June 1 - July 31	August 1 - September 13
<b>Request Compensation Change</b>	Base Pay Change – Prostaff & academic personnel	Restricted if Effective Date 9/01/2021 or later	Restricted for all Effective Dates
	Base Pay Change – Ingrade Adjustments/Retention		
	Allowance Change - Practice Plan	Restricted if Effective Date 9/01/2021 or later	Restricted for all Effective Dates
	Allowance Change - Non-Practice Plan (e.g., ADS, TPI)	Restricted if Effective Date 9/01/2021 or later	Restricted if Effective Date 9/01/2021 or later
	Additional Salary Plan (e.g., TSI)		
<b>Change Job</b> (Change Job transactions initiated through UW Hires will not be prohibited)	Promotion	Restricted if Effective Date 9/01/2021 or later	Restricted for all Effective Dates
	Lateral		
	Transfer		
	Demotion		
<b>Change Job Data Change</b>	FTE Change	Restricted if Effective Date 9/01/2021 or later	Restricted if Effective Date 9/01/2021 or later
	Extend End Date/Reappointment		
	Location Change	Restricted if Effective Date 9/01/2021 or later <b>AND</b> FTE or End Employment Date is changed	Restricted if Effective Date 9/01/2021 or later <b>AND</b> FTE or End Employment Date is changed
	Work Shift Change		

Business Process	Business Process Transaction Types	June 1 - July 31	August 1 - September 13
Costing	Costing Allocation	Not restricted	Not restricted
Other Compensation Processes	One Time Payment	Not restricted	Not restricted
	Period Activity Pay		
<b>Questions about the restricted entry period?</b> Contact the ISC with subject line "FY2022 Merit Process Question"			

## Merit Spreadsheet Submission Process

Please carefully review the following parameters as many may be different from past years.

On August 7, OPB will send units official files of Workday data on which to enter their merit recommendations. As applicable, units will receive separate files for:

1. Faculty
2. Academic staff
3. Professional staff<sup>1</sup>

To complete the spreadsheets, the units need to:

### 1. Enter recommended merit percentage

- a. Faculty merit percentages must be **either** 0% or 2%; no other values are permitted
- b. Academic staff as defined in [APS 40.1](#), who have been determined to be meritorious and are not otherwise precluded, may receive an increase of 0.5% and 10% provided the average across the unit's academic staff population does not exceed 2%.
- c. Professional Staff who have been determined to be meritorious and are not otherwise precluded may receive an increase between 0.5% to 10% provided the average across the unit's professional staff population does not exceed 2%.
- d. Post-merit full-time rates will be rounded up to the nearest dollar
- e. The average merit awarded across the organization and by employee group shall not exceed 2%
- f. For units who share a faculty member through a joint appointment:
  - i. Where a joint appointment exists through one position, 100% of the merit increase will be applied to the primary appointing unit.
  - ii. In rare instances, where a joint appointment exists across two positions, the merit increase must match (i.e., same percentage—0% or 2%—to each position); the primary unit is expected to initiate consultation with the secondary unit regarding the final percentage increase.

2. **Select the applicable Merit Reason Code** from the drop-down menu in the merit reason code column; see [Merit Reason Code Table](#) for definitions and guidance. If requested, units must provide documentation to support their reason code selection.

If an employee has a retirement or resignation date effective prior to 9/1, or will be terminated prior to 9/1, include retirement or resignation date in the Comment column on spreadsheet.

<sup>1</sup> [References to professional staff do not apply to professional staff in the University Libraries](#)

### 3. Submit completed spreadsheets by August 18

- Faculty spreadsheets and academic staff spreadsheets return to Margaret (Peg) Stuart at [mjstuart@uw.edu](mailto:mjstuart@uw.edu)
- Professional staff spreadsheets return to Randy West at [rfwest@uw.edu](mailto:rfwest@uw.edu)

## Merit Reason Codes – Definitions and Use

Merit Reason Codes	Academic Personnel	Professional Staff
<b>Meritorious</b>	Employee was reviewed for merit and found meritorious	Employee was reviewed for merit and found meritorious
<b>Non-meritorious</b>	<ol style="list-style-type: none"> <li>1. Employee was reviewed for merit and was not determined to be -meritorious due to a performance issue, <b>OR</b></li> <li>2. Employee failed to submit required materials for review</li> </ol>	Employee was reviewed for merit and found non-meritorious due to a performance issue
<b>Precluded – Retention/In-Grade Adjustment</b>	Employee received a salary increase equal to or greater than 10% as a result of a retention offer	Employee received a salary increase as a result of an in-grade adjustment since March 31, 2021
<b>Precluded – New UW Hire</b>	Employee is within first year of appointment <b>AND</b> was given notice at the time of appointment of preclusion from merit	Employee was hired by the UW since March 31, 2021.
<b>Precluded – Reappointment/ Job Change</b>	<p>Employee was found to be meritorious but:</p> <ol style="list-style-type: none"> <li>1. Changed jobs or sup orgs, was notified of preclusion, and has a new salary, effective prior to September 1, 2021, that reflects an increase equal to or greater than the minimum merit percentage <b>OR</b></li> <li>2. Was reappointed or renewed and has received a salary increase equal to or greater than required minimum merit, their salary increase is effective prior to September 1, 2021, and they were notified of preclusion</li> </ol>	<p>Employee has:</p> <ol style="list-style-type: none"> <li>1. Changed job or supervisory org since March 31, 2021, <b>AND</b></li> <li>2. Received salary adjustment since March 31, 2021</li> </ol> <p>If an employee has changed jobs or supervisory orgs and did not receive a salary adjustment since March 31, 2021 they are eligible for a merit increase unless they were notified of preclusion.</p>
<b>Ineligible – Retire/Resign/ Nonrenew</b>	Employee has a retirement or resignation date effective prior to 9/1 OR has been notified of nonrenewal and will be/has been terminated prior to 9/1. Include retirement or resignation date in the Comment column on spreadsheet.	Employee has a retirement or resignation date effective prior to 9/1 or will be terminated prior to 9/1. Include retirement or resignation date in the Comment column on spreadsheet.
<b>Ineligible – Staff Performance Evaluation not Completed</b>	N/A	A performance review has not been completed in the previous 12 months

## Load and Validation of Data

Beginning September 13 through September 15, units must confirm that approved merit loaded as intended into Workday. To facilitate this confirmation, units should run the **Merit Adjustment Validation R0537** report in Workday and check it against the approved merit spreadsheet(s) submitted by the Dean/Chancellor/VP office unit administrator and approved by OAP or HR Compensation. If the unit identifies any errors, they should follow the steps outlined in the [Corrections and Changes](#) section, below.

## Merit Considerations for Annual or Shorter-Term Faculty

It is the responsibility of individual units to award meritorious faculty a 2% increase in compliance with the [Faculty Salary Policy](#). Meritorious faculty who received compensation at any point during 2020-21 academic year and who are reappointed at any point during the 2021-22 academic year **are merit eligible and must receive the equivalent of a merit increase upon rehire**. In other words, if a rehired faculty member was not included on the merit spreadsheet loaded into Workday for the 9/1-effective merit increase, a merit adjustment must be factored into the faculty member's new base salary upon rehire and the appointment letter should note the salary as inclusive of a 2% merit increase.

This applies to all faculty as identified in the [Faculty Code Section 24-31](#), **including but not limited to the following**: Clinical Assistant/Associate/full Professor, Teaching Associate, Affiliate Assistant/Associate/full Professor, Lecturer – Part Time, Acting Assistant/Associate/full Professor, and Visiting Assistant/Associate/full Professor. The ISC and OAP will be doing quarterly audits to ensure that annual and shorter-term faculty who are not included in the merit process are rehired with a minimum of a 2% merit increase.

Annual or shorter-term faculty—including part-time lecturers—who have been reappointed for Fall 2021, in accord with university policy and Workday procedures, should appear on the final merit spreadsheet provided they are active or in summer hiatus. If a unit is unsure of their 2021-22 workforce/instructional needs and is not yet ready to reappoint an existing annual or shorter-term faculty member, the unit should terminate the employee and rehire when they are ready to make an employment commitment. As noted above, units should factor an equivalent merit increase into the individual's salary upon rehire. **Units should not zero out compensation as a means of circumventing the termination process as that is against university policy and will result in serious data errors.**

## Corrections and Changes

A **Correction** is in order when approved merit data that was submitted on the “official” merit increase file, submitted by your Dean/Chancellor/VP office unit administrator and approved by OAP or HR Compensation, did not load into Workday correctly. Unit must identify any necessary corrections during the September 13-15 validation period outlined in [Load and Validation of Data](#). Corrections must be received by September 15 to ensure processing for the September 24 pay date. Corrections will be prioritized ahead of Changes.

A **Change** is when a unit would like to revise what was already approved by OAP or HR Compensation, including changes to faculty or academic staff merit percentage or merit reason code. For Professional Staff, Changes are not allowed; only Corrections are permitted. Please be aware that **there is no guarantee that review, approval, and loading of Changes will be completed in time to appear on 9/24 pay slips**. As such, it is critical that units carefully consider recommendations they enter onto the official merit spreadsheets before submitting them for institutional review by August 18. It is the provost's expectation that there will be an extremely limited need for Changes.

## Submitting Corrections or Changes

Before submitting a Correction or Change, please verify with your Dean/Chancellor/VP office unit administrator that the employee was listed on the “official” merit increase spreadsheet and that the suggested increase was approved by OAP or HR Compensation. Keep in mind that some job profiles are not included in the merit exercise and that unpaid or terminated/non-renewed academic personnel are not eligible for merit until they move into paid status or are rehired. For more detail, please see [Job Profiles Not Included in the Merit Process](#) and [Merit Considerations for Annual or Shorter-Term Faculty](#), respectively).

To submit a **Correction** or **Change**, create a UW Connect ticket by emailing your request to the Integrated Service Center (ISC) at [ischelp@uw.edu](mailto:ischelp@uw.edu) with the words “MERIT CORRECTION” for corrections and “MERIT CHANGE” for changes.

UW Connect ticket must **include the following information as applicable**:

- Employee Name and EID
- Position Number
- Full-time Monthly Salary Rate in effect as of August 31, 2021
- Full-time Monthly Salary Rate to be effective September 1, 2021
- Proposed merit percentage
- Proposed merit reason code
- **Changes** (not **Corrections**) for academic personnel merit **must** include a detailed description of the requested change, an explanation as to why the change was not considered before the spreadsheet submission deadline, and an attestation that the dean/chancellor has approved the revision. Supporting documentation of the approval should be maintained in the department. If approved, OAP will work with the ISC to process the change.

## Budget (BGT) Salary Module for Permanently Budgeted Positions

Units will use the salary module in BGT to post **ONLY salary merit increases** to permanently budgeted positions between **12 pm (noon) on August 20 and 5 pm on September 2**.

By August 13, all units and campuses will receive a report outlining the value of the authorized 2% merit increase for all permanently budgeted faculty, academic staff, and professional staff positions in eligible job codes on General and Designated Operating Funds (GOF/DOF) as of June 30, 2021.

There are separate merit allocations for faculty, other academic staff, and professional staff. Merit allocations are not interchangeable between these groups, units must stay within the allocation of GOF and DOF funds, budget increases may not exceed the total allocation.

For units that have proviso budgets, the budgeted amount of a proviso cannot be increased. However, you are authorized to increase the budgeted lines up to the value listed on the merit allocation report to a regular GOF budget.

As indicated in the May 2021 letter from Provost Richards, for units where central funding will be provided for permanently budgeted GOF/DOF position merit increases, merit funds cannot be used to “fund/top-up” budgeted positions that are underfunded, due to recent in-grade adjustments or promotions, new hires, or on

vacant lines. As a result, there may be circumstances in which certain administrative units do not fully exhaust the central funds provided. In those circumstances, remaining funds will be maintained centrally for other priority university investments. Units may only post merit increases to permanently budgeted positions where the employee is receiving a merit increase.

For Seattle academic units, UW Bothell and UW Tacoma it is recommended that, even though they fund their own salary increases, the salary module not be used to increase the value of vacant budgeted positions or to “fund/top- up” budgeted positions that are underfunded due to recent- in- grade adjustments, promotions, or new hires. However, this is a suggestion and increases to vacant positions and topping up of underfunded occupied positions will not be rejected, as long as the amount posted does not exceed the authorized 2% merit pool for permanently budgeted GOF/DOF positions.

Once the unit has completed and entered salary merit increases into the BGT salary module for budgeted lines notify Judy Gustafson Golisch at 616-7441 or [judygus@uw.edu](mailto:judygus@uw.edu). Upon notification, Judy will freeze access to the module for your unit. If you do not notify Judy, access will be automatically frozen at the 5 pm deadline on September 2.

OPB will review each unit’s merit pool for budgeted position entries in detail to ensure compliance. If budgeted lines have been increased inappropriately, the value that has been entered on the budget line in the salary module may be reduced or zeroed out by OPB.

## Whom to Contact with Questions

For additional questions not addressed in this process guide, please contact the appropriate resource identified below and include “**FY2022 Merit Process Question**” as the subject line of your email.

- **For general merit questions, your first point of contact should be your Dean’s/VP office unit administrator.**
- **For questions on how to cancel or rescind actions in Workday**, please email the Integrated Service Center at [ischelp@uw.edu](mailto:ischelp@uw.edu) or call 206-543-8000 between 8 am and 5 pm, Monday through Friday.

If you have questions that cannot be resolved by your Dean’s/VP office, the Dean’s/VP office unit administrator should reach out to the contacts below, as appropriate:

- **Academic personnel merit process:**  
Margaret (Peg) Stuart at [mjstuart@uw.edu](mailto:mjstuart@uw.edu).
- **Professional staff in-grade and review processes:**  
Assigned Compensation Consultant or email [uwhrcomp@uw.edu](mailto:uwhrcomp@uw.edu) (for campus) or [medcomp@uw.edu](mailto:medcomp@uw.edu) (for medical centers).
- **Professional staff merit process:** please email [uwhrcomp@uw.edu](mailto:uwhrcomp@uw.edu) (for campus) or [medcomp@uw.edu](mailto:medcomp@uw.edu) (for medical centers).
- **Merit policy as established by President Cauce and Provost Richards:** Judy Gustafson Golisch at [judygus@uw.edu](mailto:judygus@uw.edu).

## Job Profiles Not Included in the Merit Process

ACADEMIC PERSONNEL		PROFESSIONAL STAFF	
Job Profile Name	Job Code	Job Profile Name	Job Code
Affiliate Curator	10429	Director of Athletics PS Contract (E S)	11120
Chief Resident	10329	Doctoral Psychology Intern	21102
Chief Resident Non-ACGME	10333	Doctoral Psychology Intern - SOM	21222
Chief Resident - Non-Bargaining	10325	International Asst To - OT Ex (E S X)	11805
Curator	10427	International Computing - OT Ex (E S X)	11803
Extension Lecturer-Full Time Non-Bargain	10322	International Computing - OT Ex 11-14 (E S X)	11813
Extension Lecturer-Part Time Non-Bargain	10321	International Continuing Ed - OT Ex (E S X)	11800
Fellow	10444	International Continuing Ed - OTX 11-14 (E S X)	11810
Fellow ACGME (E S UWHA)	10439	International Hr - OT Ex (E S X)	11806
Fellow Non-ACGME	pending	International Prog Operations-OTX 11-14 (E S X)	11812
Fellow ACGME - Non-Bargaining	10327	International Program Operations - OT Ex (E S X)	11802
Fellow Non-ACGME Stipend	pending	International Public Info - OT Ex (E S X)	11804
Research Associate	10148	International Research - OT Ex (E S X)	11801
Resident	10328	International Research - OTX 11-14 (E S X)	11811
Resident Non-ACGME (E S)	10326	OT Covered/Salary Basis (NE S X)	19001
Resident - Non-Bargaining	10324	Professional Staff - Contract (E S X)	11700
ROTC Assistant Professor	10128	Professional Staff - Contract P2 (E S X)	11763
ROTC Associate Professor	10127	Professional Staff - Contract P3 (E S X)	11764
ROTC Professor	10126	Project Appointment - O/T Eligible 11-14 (NE S X)	19652
Unpaid Academic	21184	Project Appointment - O/T Exempt 11-14 (E S X)	11655
Visiting International Professional Scholar	10436	Project Appointment - Overtime Covered (NE S X)	19650
Visiting Scientist	10437	Project Appointment - Overtime Elig (NE S X)	19407
All AFT-ED Contract Employee Job Profiles		Project Appointment - Overtime Exempt (E S X)	11650
All Emeritus and Retired Job Profiles		Temp Pay Increase-Overtime Covered - (NE S X)	19000
All Hourly Job Profiles		All Exempt Employee Job Profiles	
All Librarian Job Profiles (all ranks/titles)		All ICA Contract Employee Job Profiles	
All Senior Fellow Job Profiles		All IHME - SEIU 925 Contract Employee Job Profiles	
All Stipend Job Profiles		All Print Plant Employee Job Profiles	
All UAW - Postdoctoral Scholar Job Profiles		All Professional Staff in University Libraries	
		All SAG-AFTRA Contract Employee Job Profiles	