



PennState

Public School Code of 1949

Volume I

Compiled by:
University Budget Office
308 Old Main
University Park, PA 16802
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TAB A

Introduction

THE PENNSYLVANIA STATE UNIVERSITY
Public School Code of 1949
December 2015

Public School Code of 1949, requires that Penn State submit a report within 180 days of the close of the university's current fiscal year. The 2014-15 fiscal year closed on June 30, 2015. Therefore, this report is submitted in compliance with the above mentioned House Bill, which specified that the University provide the following:

- (A1) Revenue and expenditure budgets of the university's academic and administrative support units for the current fiscal year.
- (A2) The actual revenue and expenditures for the prior year in the same format as the information reported above.
- (A3) For any defined project or program which is the subject of a specific line item appropriation from the General Fund, the university shall disclose the following:
 - (A3i) Revenue and expenditure budgets of the defined program or project for the current fiscal year.
 - (A3ii) The actual revenue and expenditures of the defined program or project for the prior year in the same format as the information reported under paragraph a1.
- (A4) The revenue and expenditures of any auxiliary enterprise which is directly funded in whole or in part by tuition or a state appropriation for the current year.
- (B1) The number of employees by academic rank and by classification the number of administrators, staff, clerical and technical service employees.
- (B2) Median and mean salary by academic rank and by classification the median and mean salaries of administrators, staff, clerical and technical service employees.
- (B3) Nonsalary compensation as a percentage of salary. Nonsalary compensation shall include, but not be limited to, medical benefits, life insurance benefits, pension benefits, leave benefits, employer Social Security payments and workers' compensation benefits.
- (B4) A statement of the University's retirement policies.
- (B5) A policy statement relating to a reduction of tuition for employees' family members.

- (B6) A list of purchase of service contracts which exceed \$1,000 by category of service, including, but not limited to, legal, instructional, management, accounting, architecture, public relations and maintenance. The list shall contain the name and address of the contractor, a statement of the nature of the duties of the contractor and the academic and administrative support unit for which the duties are performed.
- (B7) A list of purchase of goods contracts which exceed \$1,000. The list shall contain the name and address of the contractor and a list of the goods purchased and the academic or administrative support unit for which such goods were contracted.
- (B8) A list by academic or administrative support unit in the aggregate, of the expense of travel, subsistence and lodging, whether provided or reimbursed.

Penn State is submitting the required information in three volumes, as follows:

Volume I:

1. Operating Budget –2015-16

Budgeted expenditures and income are shown for fiscal years 2015-16. This information represents budgeted expenditures and income as of July 1 of each fiscal year. The data are shown at the departmental level for each academic and administrative unit.

2. Employee Headcount and Salary Data

The number of full-time employees (headcount) and the average salaries are shown for each academic or administrative unit for fall 2014 (as of September 30, 2014). Included are average salaries for faculty by professorial rank, and for administrators and staff.

3. Non-Salary Compensation

Total employee benefits available to university personnel are shown as a percentage of salaries. A *Summary of Benefits for Regular Full-Time Faculty and Staff Members* and a summary of paid and unpaid leave policies is also included in this section.

4. University Retirement Policies

The retirement systems available to Penn State employees are described.

5. Tuition Grant-in-Aid

Included in this section are the University's policies on tuition grant-in-aid for employees and their family members.

6. 2014-15 Travel Expenditures

Total 2014-15 travel expenditures by fund type are shown. In addition, since travel is included as a separate object code, actual travel expenditures by department are available in the 2014-15 Actual Operating Expenditures section of this document.

Volume II:

Actual Operating Expenditures –2014-15

Actual expenditures and income (year-end data as of June 30) for fiscal year 2014-15 are shown at the departmental level for each academic and administrative unit. Expenditure detail is shown for academic salaries, support salaries, wages, departmental operating funds (allotment), and allocated employee benefits. Departmental allotment expenditures are further broken out by object code.

Volume III:

Goods and Services Expenditures

Volume III contains a list of all contracts exceeding \$1,000 for each vendor by academic or administrative support unit for 2014-15. By agreement with the Joint State Government Commission, goods and services are integrated into one response.

TAB B

Summary Schedules

The Pennsylvania State University
Total University General Funds Operating Revenues And Expenditures
Summary
2014-2015

Category	2014-2015	
	Amount	Percentage of Grand Total
Operating Revenues:		
Instructional:**		
Tuition and Fees	1,707,625,888	72.6%
State Appropriations	259,951,000 *	11.1%
Departmental Income	257,999,626	11.0%
Other Operating Income	124,916,424	5.3%
Sub-Total	2,350,492,938	100.0%
Grand Total Revenues	2,350,492,938	100.0%
Operating Expenditures:		
Instructional:**		
Total Salaries and Wages	1,021,275,853	46.6%
Employee Benefits***	389,999,171	17.8%
Travel	31,411,258	1.4%
Other Operating Expenditures	746,693,745	34.1%
Sub-Total	2,189,380,027	100.0%
Grand Total Expenditures:	2,189,380,027	100.0%

* Excludes Medical Appropriations provided to the M. S. Hershey Medical Center through the PA Department of Public Welfare..

** Includes College of Medicine, excludes Pennsylvania College of Technology

*** Employee benefits billed and allocated to units

The Pennsylvania State University
Total University General Funds Operating Expenditures
By Academic/Administrative Unit
2014-2015

Academic/administrative unit	Total Salaries and Wages	Employee Benefits ^a	Travel	Other Operating Expense	Total Operating Expense	Employee Benefits: Percentage of Salaries and Wages.	Travel: Percentage of Total Operating Expense
University Park Colleges							
Agricultural Sciences	41,313,508	19,702,572 b	1,468,897	14,807,486	77,292,463	47.7% b	1.9%
Arts & Architecture	26,140,260	8,567,088	826,622	6,552,153	42,086,123	32.8%	2.0%
Business - Smeal College	39,029,313	12,885,548	1,112,520	7,665,295	60,692,676	33.0%	1.8%
Communications	9,245,503	2,993,270	331,890	2,227,310	14,797,973	32.4%	2.2%
Earth & Mineral Sciences	26,780,721	8,732,983	701,221	5,461,755	41,676,680	32.6%	1.7%
Education	18,978,650	6,074,271	571,297	4,053,917	29,678,135	32.0%	1.9%
Engineering	59,706,374	18,771,604	1,476,274	16,401,401	96,355,653	31.4%	1.5%
Health & Human Development	30,780,837	9,959,084	944,389	5,541,012	47,225,322	32.4%	2.0%
Information Sciences & Technology	10,307,780	3,338,866	316,272	2,425,689	16,388,607	32.4%	1.9%
International Affairs - School	1,870,516	618,641	91,673	307,268	2,888,098	33.1%	3.2%
Liberal Arts	80,952,476	25,546,582	2,446,746	12,095,149	121,040,953	31.6%	2.0%
Nursing	3,897,242	1,316,997	117,014	690,504	6,021,757	33.8%	1.9%
Science - Eberly College	60,486,915	18,664,438	1,688,810	16,015,345	96,855,508	30.9%	1.7%
Total University Park Colleges	409,490,095	137,171,944	12,093,625	94,244,284	652,999,948	33.5%	1.9%
Academic Support Units							
Global Programs - Univ Office	3,088,220	1,033,737	269,869	984,572	5,376,398	33.5%	5.0%
Graduate School	3,826,092	940,064	99,980	10,200,104	15,066,240	24.6%	0.7%
Information Technology Services	43,312,548	14,808,612	897,874	38,234,376	97,253,410	34.2%	0.9%
Research	31,604,266	10,651,775	627,239	17,841,638	60,724,918	33.7%	1.0%
Schreyer Honors College	1,167,669	402,750	24,656	2,737,627	4,332,702	34.5%	0.6%
Undergraduate Education	16,396,361	5,317,618	770,066	51,249,880	73,733,925	32.4%	1.0%
University Libraries	22,279,600	7,397,550	344,328	20,843,986	50,865,464	33.2%	0.7%
University Outreach	60,613,460	19,260,395	1,762,916	58,165,437	139,802,208	31.8%	1.3%
Total Academic Support Units	182,288,216	59,812,501	4,796,928	200,257,620	447,155,265	32.8%	1.1%

The Pennsylvania State University
Total University General Funds Operating Expenditures
By Academic/Administrative Unit
2014-2015

Academic/administrative unit	Total Salaries and Wages	Employee Benefits ^a	Travel	Other Operating Expense	Total Operating Expense	Employee Benefits: Percentage of Salaries and Wages.	Travel: Percentage of Total Operating Expense
Administrative Support Units							
Athletics Rec Services & Support	3,205,279	864,142	136,520	2,533,549	6,739,490	27.0%	2.0%
Campus Recreation	3,508,461	807,378	174,625	1,790,662	6,281,126	23.0%	2.8%
Development & Alumni Relations	22,914,152	7,856,203	1,451,773	4,532,810	36,754,938	34.3%	3.9%
Educational Equity	2,299,658	764,730	47,215	441,148	3,552,751	33.3%	1.3%
General & Academic Administration	20,881,481	7,366,756	609,969	2,828,691	31,686,897	35.3%	1.9%
Finance & Business	32,053,381	10,884,717	2,026,444	116,638,964	161,603,506	34.0%	1.3%
Finance & Business - Physical Plant	19,311,652	11,263,984	339,652	114,768,502	145,683,790	58.3%	0.2%
Student Affairs	18,450,665	6,015,650	346,317	28,533,173	53,345,805	32.6%	0.6%
Strategic Communications	3,297,663	1,162,512	163,296	5,539,964	10,163,435	35.3%	1.6%
Total Administrative Support Units	125,922,392	46,986,072	5,295,811	277,607,463	455,811,738	37.3%	1.2%
Commonwealth Campuses							
Abington	20,568,007	6,374,450	668,457	6,208,522	33,819,436	31.0%	2.0%
Altoona	26,022,978	8,454,347	806,269	8,209,984	43,493,578	32.5%	1.9%
Beaver	5,492,192	1,769,859	166,975	1,920,067	9,349,093	32.2%	1.8%
Berks	17,905,739	5,862,516	452,223	5,187,005	29,407,483	32.7%	1.5%
Brandywine	9,915,451	3,116,969	303,750	2,493,905	15,830,075	31.4%	1.9%
DuBois	5,198,345	1,753,541	159,785	1,258,879	8,370,550	33.7%	1.9%
Erie - Behrend	32,537,972	11,037,927	1,000,210	8,548,677	53,124,786	33.9%	1.9%
Fayette - Eberly	5,623,005	1,833,393	160,420	2,039,631	9,656,449	32.6%	1.7%
Greater Allegheny	5,747,574	1,806,707	220,039	1,705,931	9,480,251	31.4%	2.3%
Harrisburg	34,784,578	11,234,174	764,317	13,759,856	60,542,925	32.3%	1.3%
Hazleton	7,696,048	2,570,205	287,231	1,915,587	12,469,071	33.4%	2.3%
Lehigh Valley	6,556,685	2,103,671	231,457	2,399,303	11,291,116	32.1%	2.0%
Mont Alto	7,614,688	2,467,735	218,419	2,262,488	12,563,330	32.4%	1.7%
New Kensington	5,890,984	1,901,374	140,599	2,020,462	9,953,419	32.3%	1.4%

The Pennsylvania State University
Total University General Funds Operating Expenditures
By Academic/Administrative Unit
2014-2015

Academic/administrative unit	Total Salaries and Wages	Employee Benefits ^a	Travel	Other Operating Expense	Total Operating Expense	Employee Benefits: Percentage of Salaries and Wages.	Travel: Percentage of Total Operating Expense
Schuylkill	6,840,927	2,248,648	210,298	1,757,544	11,057,417	32.9%	1.9%
Shenango	3,691,135	1,192,658	73,592	1,210,125	6,167,510	32.3%	1.2%
Wilkes-Barre	4,748,061	1,574,177	111,555	1,355,015	7,788,808	33.2%	1.4%
Worthington Scranton	6,846,009	2,270,802	229,157	2,238,040	11,584,008	33.2%	2.0%
York	8,243,637	2,615,669	119,342	2,133,991	13,112,639	31.7%	0.9%
VP for Commonwealth Campuses	5,658,719	2,353,794	70,051	14,657,716	22,740,280	41.6%	0.3%
Total Commonwealth Campuses	227,582,734	74,542,616	6,394,146	83,282,728	391,802,224	32.8%	1.6%
Great Valley	5,308,216	1,714,604	126,897	2,040,581	9,190,298	32.3%	1.4%
Central Budgets	0	46,160,588	0	7,134,895	53,295,483	0.0%	0.0%
General Income	19	890	0	719,094	720,003	4,684.2%	0.0%
Total Univ. Less Law, HY & Penn College	950,591,672	366,389,215	28,707,407	665,286,665	2,010,974,959	38.5%	1.4%
Dickinson School of Law	14,993,434	4,879,337	768,637	14,655,424	35,296,832	32.5%	2.2%
College of Medicine	55,690,747	18,730,619	1,935,214	66,751,656	143,108,236	33.6%	1.4%
Total University Less Penn College	1,021,275,853	389,999,171	31,411,258	746,693,745	2,189,380,027	38.2%	1.4%

a. Includes employee benefits billed and employee benefits allocated to units.

b. Includes allocated employee benefits for Agricultural Research and Cooperative Extension Personnel paid on Agricultural Federal Funds.

**The Pennsylvania State University
Contracts
By Expenditure Type
2014-2015**

Expenditure Type	Total Amount	Percent of Total
Books & Periodicals	20,710,689	3.1%
Communication Services	5,064,587	0.7%
Conferences & Group Activities	8,444,538	1.2%
Equipment	103,282,047	15.2%
Freight Charges	82,047	0.0%
Insurance & Interest	13,702,680	2.0%
Miscellaneous	8,070,530	1.2%
Property Expense	16,264,189	2.4%
Publications, Printing & Copying	24,247,236	3.6%
Repairs, Alterations & Capital	292,182,533	43.1%
Supplies & Materials for Resale	53,240,433	7.9%
Supplies, Materials & Services	95,018,603	14.0%
Travel Expense	16,003,560	2.4%
Utilities Purchased	21,083,250	3.1%
Total:	677,396,922	100.0%

Note: Includes purchases of goods and services which equal or exceed a total of \$1000 for each vendor within each academic/administrative unit, from all sources of funding.

TAB C

Operating Budget – 2015-16

Operating Budget –2015-16

Budgeted expenditures and income are shown for fiscal year 2015-16. The data are shown at the departmental level for each academic and administrative unit. Departmental summaries are budgets relating to a particular department or clusters of similar budgets, such as “college administration and support” budgets. Budgeted expense and income detail is shown for academic salaries, support salaries, wages, departmental allotment (departmental operating funds), allocated employee benefits, and departmental income. It should be noted that tuition and appropriation income are included in the section entitled “General Income.”

Budget detail is provided for general funds. The General Funds portion of the University’s budget supports the basic teaching, research, and public service programs of the University, as well as academic and administrative support activities and maintenance and operation of the University. Income to support the general funds budget comes from: state appropriations, tuition and fees, and other income, such as the recovery of indirect costs, investment income and sales and services of departments.

Defined projects and programs as requested in subsection A3i are reported within the unit in which the project or program resides. Specific program appropriation breakdowns are provided in the University’s annual state appropriation request.

University-Wide Summaries

**2015-2016 Operating Budget
Total University
(Excl. PA College of Technology)**

General Funds

University Park Colleges

Agricultural Sciences	70,141,305
Arts & Architecture	36,830,561
Business - Smeal College	51,168,080
Communications	13,709,256
Earth & Mineral Sciences	37,633,746
Education	26,872,683
Engineering	85,423,073
Health & Human Development	40,967,285
Information Sciences & Technology	14,670,036
International Affairs - School	3,075,213
Liberal Arts	92,508,294
Nursing	4,130,611
Science - Eberly College	80,000,213
Total University Park Colleges	557,130,356

Support Units

Global Programs - Univ Office	4,170,916
Graduate School	18,565,855
Information Technology Services	84,866,796
Research	52,292,050
Schreyer Honors College	4,775,876
Undergraduate Education	69,175,272
University Libraries	53,466,252
University Outreach	77,998,665
Athletics Rec Services & Support	2,542,471
Campus Recreation	5,364,904
Development & Alumni Relations	36,526,653
Educational Equity	4,533,913
Finance & Business	157,147,295
Finance & Business - Physical Plant	148,725,540
General & Academic Administration	29,999,313
Student Affairs	40,896,298
Strategic Communications	5,085,815
Total Support Units	796,133,884

**2015-2016 Operating Budget
Total University
(Excl. PA College of Technology)**

General Funds

Commonwealth Campuses

Abington	29,215,212
Altoona	39,093,148
Beaver	8,455,439
Berks	25,953,834
Brandywine	15,551,132
DuBois	8,995,125
Erie - Behrend	51,478,568
Fayette - Eberly	9,734,275
Greater Allegheny	8,619,473
Harrisburg	44,857,254
Hazleton	12,343,457
Lehigh Valley	8,527,392
Mont Alto	11,041,645
New Kensington	9,135,493
Schuylkill	11,125,798
Shenango	6,563,363
Wilkes-Barre	7,921,766
Worthington Scranton	12,956,616
York	14,450,247
VP for Commonwealth Campuses	16,364,141
Total Commonwealth Campuses	352,383,378
Great Valley	8,708,343
Central Budgets	148,040,390
General Income	120,000
Total Univ. Less Law, HY & Penn College	1,862,516,351
Penn State Law	22,805,960
Dickinson School of Law	8,775,459
College of Medicine	123,805,469
Total University Less Penn College	2,017,903,239

**Operating Budget Summary
By Fund Type
Total University
(Incl. Law and Hershey, Excl. PA College of Technology)**

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	578,364,354	
Support Salaries	430,306,464	
Wages	5,513,825	
Sub-Total Salaries	1,014,184,643	
Dept Allot Excl Emp Benefits	658,449,179	
Employee Benefits	345,269,417	
Sub-Total Departmental Allotment	1,003,718,596	
Total	2,017,903,239	2,017,903,239

University Park Colleges/Schools

- ◆ **Agricultural Sciences**
- ◆ **Arts & Architecture**
- ◆ **Business - Smeal College**
- ◆ **Communications**
- ◆ **Earth & Mineral Sciences**
- ◆ **Education**
- ◆ **Engineering**
- ◆ **Health & Human Development**
- ◆ **Information Sciences & Technology**
- ◆ **Liberal Arts**
- ◆ **Nursing**
- ◆ **Science - Eberly College**

- ◆ **Total - University Park Colleges/Schools**

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Agric Econ and Rural Sociology</i>		
Salaries	2,409,384	0
Wages	0	0
Sub-Total Salaries	2,409,384	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,409,384	0
<i>Agric and Extension Education</i>		
Salaries	3,003,684	0
Wages	2,852	0
Sub-Total Salaries	3,006,536	0
Dept Allot Excl Emp Benefits	41,483	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	41,483	0
Total	3,048,019	0
<i>Agricultural Engineering</i>		
Salaries	881,928	0
Wages	0	0
Sub-Total Salaries	881,928	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	881,928	0

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Entomology</i>		
Salaries	1,441,344	0
Wages	0	0
Sub-Total Salaries	1,441,344	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,441,344	0
<i>Crop & Soil Sciences</i>		
Salaries	2,103,205	0
Wages	0	0
Sub-Total Salaries	2,103,205	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,103,205	0
<i>Information Technologies</i>		
Salaries	1,185,951	0
Wages	0	0
Sub-Total Salaries	1,185,951	0
Dept Allot Excl Emp Benefits	60,098	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	60,098	0
Total	1,246,049	0

Departmental Summary: Agricultural Sciences

General Funds

2015-2016 Budget	
Expense	Dept. Income

Veterinary & Biomedical Sci

Salaries	771,372	0
Wages	0	0
Sub-Total Salaries	771,372	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	771,372	0

Communications

Salaries	1,024,015	0
Wages	500	0
Sub-Total Salaries	1,024,515	0
Dept Allot Excl Emp Benefits	16,610	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,610	0
Total	1,041,125	0

Food Science

Salaries	1,317,708	0
Wages	0	0
Sub-Total Salaries	1,317,708	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,317,708	0

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Animal Science</i>		
Salaries	3,319,233	0
Wages	0	0
Sub-Total Salaries	3,319,233	0
Dept Allot Excl Emp Benefits	383,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	383,000	0
Total	3,702,233	392,000
<i>Plant Pathology & Envir Microb</i>		
Salaries	1,233,482	0
Wages	0	0
Sub-Total Salaries	1,233,482	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,233,482	0
<i>School of Forest Resources</i>		
Salaries	112,698	0
Wages	9,638	0
Sub-Total Salaries	122,336	0
Dept Allot Excl Emp Benefits	8,007	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	8,007	0
Total	130,343	0

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Ecosystem Science and Mgmt</i>		
Salaries	2,070,624	0
Wages	0	0
Sub-Total Salaries	2,070,624	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,070,624	0
<i>Creamery Operations</i>		
Salaries	1,095,897	0
Wages	0	0
Sub-Total Salaries	1,095,897	0
Dept Allot Excl Emp Benefits	476,319	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	476,319	0
Total	1,572,216	1,050,454
<i>Farm Operations</i>		
Salaries	609,710	0
Wages	9,752	0
Sub-Total Salaries	619,462	0
Dept Allot Excl Emp Benefits	77,490	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	77,490	0
Total	696,952	221,338

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Plant Science</i>		
Salaries	961,269	0
Wages	0	0
Sub-Total Salaries	961,269	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	961,269	0
<i>Short Courses</i>		
Salaries	479,649	0
Wages	12,404	0
Sub-Total Salaries	492,053	0
Dept Allot Excl Emp Benefits	506,076	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	506,076	0
Total	998,129	801,000
<i>Research Programs</i>		
Salaries	1,779,530	0
Wages	252,686	0
Sub-Total Salaries	2,032,216	0
Dept Allot Excl Emp Benefits	723,706	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	723,706	0
Total	2,755,922	0

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>International Agriculture</i>		
Salaries	197,148	0
Wages	0	0
Sub-Total Salaries	197,148	0
Dept Allot Excl Emp Benefits	24,772	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	24,772	0
Total	221,920	0
<i>Veterinary & Biomedical Sci</i>		
Salaries	1,644,794	0
Wages	0	0
Sub-Total Salaries	1,644,794	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,644,794	0
<i>Field Research Laboratories</i>		
Salaries	464,304	0
Wages	27,776	0
Sub-Total Salaries	492,080	0
Dept Allot Excl Emp Benefits	119,424	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	119,424	0
Total	611,504	97,496

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Ag & Biological Engineering</i>		
Salaries	368,676	0
Wages	0	0
Sub-Total Salaries	368,676	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	368,676	0
<i>Ag Economics, Sociology and Ed</i>		
Salaries	612,564	0
Wages	0	0
Sub-Total Salaries	612,564	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	612,564	0
<i>Agric Extension/Info Service</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	102,600	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	102,600	0
Total	102,600	0

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
County Extension Oper		
Salaries	2,814,425	0
Wages	24,520	0
Sub-Total Salaries	2,838,945	0
Dept Allot Excl Emp Benefits	753,809	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	753,809	0
Total	3,592,754	0
College Admin/Support Budgets		
Salaries	7,517,604	0
Wages	85,553	0
Sub-Total Salaries	7,603,157	0
Dept Allot Excl Emp Benefits	2,210,564	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,210,564	0
Total	9,813,721	0
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	18,411,934	0
Employee Benefits	6,379,534	0
Sub-Total Departmental Allotment	24,791,468	0
Total	24,791,468	0

Departmental Summary: Agricultural Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	21,354,241	0
Support Salaries	18,065,957	0
Wages	425,681	0
Sub-Total Salaries	39,845,879	0
Departmental Allotment	23,915,892	0
Employee Benefits	6,379,534	0
Sub-Total Departmental Allotment	30,295,426	0
Total	70,141,305	2,562,288

Departmental Summary: Arts & Architecture

General Funds

2015-2016 Budget	
Expense	Dept. Income

Center for the Performing Arts

Salaries	1,615,214	0
Wages	0	0
Sub-Total Salaries	1,615,214	0
Dept Allot Excl Emp Benefits	942,075	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	942,075	0
Total	2,557,289	1,346,000

Institute For eLearning

Salaries	283,812	0
Wages	0	0
Sub-Total Salaries	283,812	0
Dept Allot Excl Emp Benefits	17,685	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	17,685	0
Total	301,497	0

Architecture

Salaries	2,047,449	0
Wages	0	0
Sub-Total Salaries	2,047,449	0
Dept Allot Excl Emp Benefits	89,873	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	89,873	0
Total	2,137,322	0

Departmental Summary: Arts & Architecture

General Funds

2015-2016 Budget	
Expense	Dept. Income

Art History

Salaries	1,396,419	0
Wages	0	0
Sub-Total Salaries	1,396,419	0
Dept Allot Excl Emp Benefits	41,879	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	41,879	0
Total	1,438,298	0

Graphic Design

Salaries	408,852	0
Wages	0	0
Sub-Total Salaries	408,852	0
Dept Allot Excl Emp Benefits	14,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	14,000	0
Total	422,852	0

Landscape Architecture

Salaries	2,409,151	0
Wages	0	0
Sub-Total Salaries	2,409,151	0
Dept Allot Excl Emp Benefits	83,606	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	83,606	0
Total	2,492,757	20,000

Departmental Summary: Arts & Architecture

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
School of Music		
Salaries	5,079,523	0
Wages	2,790	0
Sub-Total Salaries	5,082,313	0
Dept Allot Excl Emp Benefits	206,187	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	206,187	0
Total	5,288,500	130,000
School of Visual Arts		
Salaries	3,494,213	0
Wages	8,452	0
Sub-Total Salaries	3,502,665	0
Dept Allot Excl Emp Benefits	88,276	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	88,276	0
Total	3,590,941	0
School of Theatre		
Salaries	4,173,884	0
Wages	15,205	0
Sub-Total Salaries	4,189,089	0
Dept Allot Excl Emp Benefits	293,897	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	293,897	0
Total	4,482,986	97,000

Departmental Summary: Arts & Architecture

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Campus Photography</i>		
Salaries	86,080	0
Wages	0	0
Sub-Total Salaries	86,080	0
Dept Allot Excl Emp Benefits	6,850	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	6,850	0
Total	92,930	100,693
<i>Palmer Museum of Arts</i>		
Salaries	829,246	0
Wages	7,614	0
Sub-Total Salaries	836,860	0
Dept Allot Excl Emp Benefits	175,123	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	175,123	0
Total	1,011,983	50,000
<i>Research Programs</i>		
Salaries	495,237	0
Wages	300	0
Sub-Total Salaries	495,537	0
Dept Allot Excl Emp Benefits	30,075	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,075	0
Total	525,612	0

Departmental Summary: Arts & Architecture

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>College Admin/Support Budgets</i>		
Salaries	3,050,231	0
Wages	300	0
Sub-Total Salaries	3,050,531	0
Dept Allot Excl Emp Benefits	302,482	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	302,482	0
Total	3,353,013	20,000
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	9,134,581	0
Sub-Total Departmental Allotment	9,134,581	0
Total	9,134,581	0
<i>Fund Total: General Funds</i>		
Academic Salaries	19,431,698	0
Support Salaries	5,937,613	0
Wages	34,661	0
Sub-Total Salaries	25,403,972	0
Departmental Allotment	2,292,008	0
Employee Benefits	9,134,581	0
Sub-Total Departmental Allotment	11,426,589	0
Total	36,830,561	1,763,693

Departmental Summary: Business - Smeal College

General Funds

2015-2016 Budget	
Expense	Dept. Income

Accounting

Salaries	3,955,275	0
Wages	0	0
Sub-Total Salaries	3,955,275	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,955,275	0

Finance

Salaries	5,697,473	0
Wages	0	0
Sub-Total Salaries	5,697,473	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,697,473	0

Insurance and Real Estate

Salaries	2,869,911	0
Wages	0	0
Sub-Total Salaries	2,869,911	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,869,911	0

Departmental Summary: Business - Smeal College

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Marketing		
Salaries	3,407,351	0
Wages	0	0
Sub-Total Salaries	3,407,351	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,407,351	0
Management and Organization		
Salaries	3,997,923	0
Wages	0	0
Sub-Total Salaries	3,997,923	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,997,923	0
Supply Chain & Info Systems		
Salaries	4,431,016	0
Wages	0	0
Sub-Total Salaries	4,431,016	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,431,016	0

Departmental Summary: Business - Smeal College

General Funds

2015-2016 Budget	
Expense	Dept. Income

Development & Alumni Relations

Salaries	316,920	0
Wages	0	0
Sub-Total Salaries	316,920	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	316,920	0

Research Programs

Salaries	410,308	0
Wages	0	0
Sub-Total Salaries	410,308	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	410,308	0

Graduate Programs in Bus Admin

Salaries	1,431,503	0
Wages	0	0
Sub-Total Salaries	1,431,503	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,431,503	3,296,618

Departmental Summary: Business - Smeal College

General Funds

2015-2016 Budget	
Expense	Dept. Income

Undergrad Prog in Bus Admin

Salaries	1,134,468	0
Wages	0	0
Sub-Total Salaries	1,134,468	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,134,468	0

College Admin/Support Budgets

Salaries	11,042,121	0
Wages	0	0
Sub-Total Salaries	11,042,121	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	11,042,121	0

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	12,473,811	0
Sub-Total Departmental Allotment	12,473,811	0
Total	12,473,811	0

Departmental Summary: Business - Smeal College

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	33,922,261	0
Support Salaries	4,772,008	0
Wages	0	0
Sub-Total Salaries	38,694,269	0
Departmental Allotment	0	0
Employee Benefits	12,473,811	0
Sub-Total Departmental Allotment	12,473,811	0
Total	51,168,080	3,296,618

Departmental Summary: Communications

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Communications		
Salaries	1,230,201	0
Wages	0	0
Sub-Total Salaries	1,230,201	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,230,201	0
Advertising		
Salaries	1,368,204	0
Wages	0	0
Sub-Total Salaries	1,368,204	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,368,204	0
Broadcasting (TV/Radio)/Cable		
Salaries	1,358,901	0
Wages	0	0
Sub-Total Salaries	1,358,901	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,358,901	0

Departmental Summary: Communications

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Journalism</i>		
Salaries	1,790,157	0
Wages	0	0
Sub-Total Salaries	1,790,157	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,790,157	0
<i>College Admin/Support Budgets</i>		
Salaries	4,621,140	0
Wages	0	0
Sub-Total Salaries	4,621,140	0
Dept Allot Excl Emp Benefits	25,289	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,289	0
Total	4,646,429	0
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	3,315,364	0
Sub-Total Departmental Allotment	3,315,364	0
Total	3,315,364	0

Departmental Summary: Communications

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	8,111,033	0
Support Salaries	2,257,570	0
Wages	0	0
Sub-Total Salaries	10,368,603	0
Departmental Allotment	25,289	0
Employee Benefits	3,315,364	0
Sub-Total Departmental Allotment	3,340,653	0
Total	13,709,256	0

Departmental Summary: Earth & Mineral Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Dutton e-Education Institute</i>		
Salaries	346,070	0
Wages	0	0
Sub-Total Salaries	346,070	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	346,070	0
<i>Earth&Envrnmntal Science Inst</i>		
Salaries	1,228,650	0
Wages	0	0
Sub-Total Salaries	1,228,650	0
Dept Allot Excl Emp Benefits	2,014	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,014	0
Total	1,230,664	0
<i>Geography</i>		
Salaries	2,660,370	0
Wages	0	0
Sub-Total Salaries	2,660,370	0
Dept Allot Excl Emp Benefits	50,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	50,000	0
Total	2,710,370	0

Departmental Summary: Earth & Mineral Sciences

General Funds

2015-2016 Budget	
Expense	Dept. Income

Meteorology

Salaries	3,126,919	0
Wages	0	0
Sub-Total Salaries	3,126,919	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,126,919	0

Geosciences

Salaries	3,386,539	0
Wages	0	0
Sub-Total Salaries	3,386,539	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,386,539	0

Leone Family Dept Enrgy&MinEng

Salaries	3,789,152	0
Wages	0	0
Sub-Total Salaries	3,789,152	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,789,152	0

Departmental Summary: Earth & Mineral Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Materials Science and Engr</i>		
Salaries	4,310,552	0
Wages	0	0
Sub-Total Salaries	4,310,552	0
Dept Allot Excl Emp Benefits	50,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	50,000	0
Total	4,360,552	0
<i>Research Support</i>		
Salaries	770,149	0
Wages	0	0
Sub-Total Salaries	770,149	0
Dept Allot Excl Emp Benefits	10,979	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	10,979	0
Total	781,128	144,225
<i>The EMS Energy Institute</i>		
Salaries	783,733	0
Wages	0	0
Sub-Total Salaries	783,733	0
Dept Allot Excl Emp Benefits	51,733	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	51,733	0
Total	835,466	0

Departmental Summary: Earth & Mineral Sciences

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	9,232,901	0
Sub-Total Departmental Allotment	9,232,901	0
Total	9,232,901	0
College Admin/Support Budgets		
Salaries	7,816,025	0
Wages	0	0
Sub-Total Salaries	7,816,025	0
Dept Allot Excl Emp Benefits	17,960	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	17,960	0
Total	7,833,985	0
Fund Total: General Funds		
Academic Salaries	23,279,585	0
Support Salaries	4,938,574	0
Wages	0	0
Sub-Total Salaries	28,218,159	0
Departmental Allotment	182,686	0
Employee Benefits	9,232,901	0
Sub-Total Departmental Allotment	9,415,587	0
Total	37,633,746	144,225

Departmental Summary: Education

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Curriculum and Instruction</i>		
Salaries	5,258,818	0
Wages	0	0
Sub-Total Salaries	5,258,818	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,258,818	0
<i>Education Policy Studies</i>		
Salaries	2,816,012	0
Wages	0	0
Sub-Total Salaries	2,816,012	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,816,012	0
<i>Learning & Performance Systems</i>		
Salaries	1,962,302	0
Wages	0	0
Sub-Total Salaries	1,962,302	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,962,302	0

Departmental Summary: Education

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Educ Outreach & Technology</i>		
Salaries	279,576	0
Wages	0	0
Sub-Total Salaries	279,576	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	279,576	0
<i>Educ/School Psy/Special Educ</i>		
Salaries	4,794,094	0
Wages	0	0
Sub-Total Salaries	4,794,094	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,794,094	0
<i>Education Research</i>		
Salaries	1,287,892	0
Wages	0	0
Sub-Total Salaries	1,287,892	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,287,892	0

Departmental Summary: Education

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
College Admin/Support Budgets		
Salaries	3,591,445	0
Wages	0	0
Sub-Total Salaries	3,591,445	0
Dept Allot Excl Emp Benefits	7,012	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	7,012	0
Total	3,598,457	0
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,875,532	0
Sub-Total Departmental Allotment	6,875,532	0
Total	6,875,532	0
Fund Total: General Funds		
Academic Salaries	17,686,880	0
Support Salaries	2,303,259	0
Wages	0	0
Sub-Total Salaries	19,990,139	0
Departmental Allotment	7,012	0
Employee Benefits	6,875,532	0
Sub-Total Departmental Allotment	6,882,544	0
Total	26,872,683	0

Departmental Summary: Engineering

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Aerospace Engineering</i>		
Salaries	2,752,555	0
Wages	0	0
Sub-Total Salaries	2,752,555	0
Dept Allot Excl Emp Benefits	505	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	505	0
Total	2,753,060	0
<i>Architectural Engineering</i>		
Salaries	2,541,534	0
Wages	9,352	0
Sub-Total Salaries	2,550,886	0
Dept Allot Excl Emp Benefits	19,363	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	19,363	0
Total	2,570,249	250,000
<i>Bioengineering</i>		
Salaries	1,815,269	0
Wages	0	0
Sub-Total Salaries	1,815,269	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,815,269	0

Departmental Summary: Engineering

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Chemical Engineering</i>		
Salaries	3,329,421	0
Wages	0	0
Sub-Total Salaries	3,329,421	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,329,421	0
<i>Civil and Environmental Engr</i>		
Salaries	4,305,673	0
Wages	0	0
Sub-Total Salaries	4,305,673	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,305,673	0
<i>Computer Science & Engineering</i>		
Salaries	5,915,258	0
Wages	0	0
Sub-Total Salaries	5,915,258	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,915,258	0

Departmental Summary: Engineering

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Electrical Engineering</i>		
Salaries	6,911,303	0
Wages	0	0
Sub-Total Salaries	6,911,303	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	6,911,303	0
<i>Acoustics</i>		
Salaries	404,310	0
Wages	0	0
Sub-Total Salaries	404,310	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	404,310	0
<i>Engr Science and Mechanics</i>		
Salaries	4,798,203	0
Wages	0	0
Sub-Total Salaries	4,798,203	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,798,203	0

Departmental Summary: Engineering

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Industrial & Mgmt Systems Engr</i>		
Salaries	4,031,838	0
Wages	0	0
Sub-Total Salaries	4,031,838	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,031,838	0
<i>Mechanical & Nuclear Engr</i>		
Salaries	8,628,509	0
Wages	0	0
Sub-Total Salaries	8,628,509	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	8,628,509	0
<i>School Engr Tech/Cmwth Engr</i>		
Salaries	1,372,561	0
Wages	0	0
Sub-Total Salaries	1,372,561	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,372,561	0

Departmental Summary: Engineering

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Science Tech & Society Program</i>		
Salaries	-209,151	0
Wages	0	0
Sub-Total Salaries	-209,151	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	-209,151	0
<i>Associate Dean For Research</i>		
Salaries	703,739	0
Wages	0	0
Sub-Total Salaries	703,739	0
Dept Allot Excl Emp Benefits	420	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	420	0
Total	704,159	0
<i>PA Transportation Institute</i>		
Salaries	741,277	0
Wages	0	0
Sub-Total Salaries	741,277	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	741,277	0

Departmental Summary: Engineering

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Continuing Education</i>		
Salaries	221,214	0
Wages	0	0
Sub-Total Salaries	221,214	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	221,214	0
<i>Undergraduate Studies</i>		
Salaries	1,730,587	0
Wages	55,167	0
Sub-Total Salaries	1,785,754	0
Dept Allot Excl Emp Benefits	16,122	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,122	0
Total	1,801,876	0
<i>College Admin/Support Budgets</i>		
Salaries	13,567,137	0
Wages	0	0
Sub-Total Salaries	13,567,137	0
Dept Allot Excl Emp Benefits	1,546,388	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,546,388	0
Total	15,113,525	672,605

Departmental Summary: Engineering

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	20,214,519	0
Sub-Total Departmental Allotment	20,214,519	0
Total	20,214,519	0
<i>Fund Total: General Funds</i>		
Academic Salaries	52,785,496	0
Support Salaries	10,775,741	0
Wages	64,519	0
Sub-Total Salaries	63,625,756	0
Departmental Allotment	1,582,798	0
Employee Benefits	20,214,519	0
Sub-Total Departmental Allotment	21,797,317	0
Total	85,423,073	922,605

Departmental Summary: Health & Human Development

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Communication Sci Disorders</i>		
Salaries	1,337,430	0
Wages	0	0
Sub-Total Salaries	1,337,430	0
Dept Allot Excl Emp Benefits	55,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	55,000	0
Total	1,392,430	140,000
<i>Recreational Mgmt</i>		
Salaries	1,239,449	0
Wages	0	0
Sub-Total Salaries	1,239,449	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	1,264,449	0
<i>Nutrition</i>		
Salaries	2,085,364	0
Wages	0	0
Sub-Total Salaries	2,085,364	0
Dept Allot Excl Emp Benefits	10,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	10,000	0
Total	2,095,364	0

Departmental Summary: Health & Human Development

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Biobehavioral Health</i>		
Salaries	2,372,066	0
Wages	0	0
Sub-Total Salaries	2,372,066	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,372,066	0
<i>Health Policy & Administration</i>		
Salaries	1,409,884	0
Wages	0	0
Sub-Total Salaries	1,409,884	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	1,434,884	0
<i>Hospitality Mgmt</i>		
Salaries	2,120,392	0
Wages	0	0
Sub-Total Salaries	2,120,392	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	2,145,392	0

Departmental Summary: Health & Human Development

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Research Programs</i>		
Salaries	964,831	0
Wages	0	0
Sub-Total Salaries	964,831	0
Dept Allot Excl Emp Benefits	53,817	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	53,817	0
Total	1,018,648	0
<i>Kinesiology</i>		
Salaries	3,573,570	0
Wages	0	0
Sub-Total Salaries	3,573,570	0
Dept Allot Excl Emp Benefits	100,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	100,000	0
Total	3,673,570	0
<i>Human Dev and Family Studies</i>		
Salaries	3,403,909	0
Wages	0	0
Sub-Total Salaries	3,403,909	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,403,909	0

Departmental Summary: Health & Human Development

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
College Admin/Support Budgets		
Salaries	11,379,167	0
Wages	0	0
Sub-Total Salaries	11,379,167	0
Dept Allot Excl Emp Benefits	239,232	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	239,232	0
Total	11,618,399	0
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	10,548,174	0
Sub-Total Departmental Allotment	10,548,174	0
Total	10,548,174	0
Fund Total: General Funds		
Academic Salaries	27,009,557	0
Support Salaries	2,876,505	0
Wages	0	0
Sub-Total Salaries	29,886,062	0
Departmental Allotment	533,049	0
Employee Benefits	10,548,174	0
Sub-Total Departmental Allotment	11,081,223	0
Total	40,967,285	140,000

Departmental Summary: Information Sciences & Technology

General Funds

2015-2016 Budget	
Expense	Dept. Income

College Admin/Support Budgets

Salaries	2,186,284	0
Wages	0	0
Sub-Total Salaries	2,186,284	0
Dept Allot Excl Emp Benefits	1,499,922	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,499,922	0
Total	3,686,206	0

Advising Services

Salaries	140,364	0
Wages	0	0
Sub-Total Salaries	140,364	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	140,364	0

Info Systems for IST

Salaries	6,103,140	0
Wages	0	0
Sub-Total Salaries	6,103,140	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	6,103,140	0

Departmental Summary: Information Sciences & Technology

General Funds

2015-2016 Budget	
Expense	Dept. Income

Associate Dean Undergrad Educ

Salaries	407,772	0
Wages	0	0
Sub-Total Salaries	407,772	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	407,772	0

Assoc Dean Res Grad Prgm & IT

Salaries	904,968	0
Wages	0	0
Sub-Total Salaries	904,968	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	904,968	0

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	3,427,586	0
Sub-Total Departmental Allotment	3,427,586	0
Total	3,427,586	0

Departmental Summary: Information Sciences & Technology

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	8,143,408	0
Support Salaries	1,599,120	0
Wages	0	0
Sub-Total Salaries	9,742,528	0
Departmental Allotment	1,499,922	0
Employee Benefits	3,427,586	0
Sub-Total Departmental Allotment	4,927,508	0
Total	14,670,036	0

Departmental Summary: Liberal Arts

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>African American Studies</i>		
Salaries	764,922	0
Wages	0	0
Sub-Total Salaries	764,922	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	764,922	0
<i>Anthropology</i>		
Salaries	2,109,602	0
Wages	0	0
Sub-Total Salaries	2,109,602	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,109,602	500
<i>Applied Linguistics</i>		
Salaries	1,348,200	0
Wages	0	0
Sub-Total Salaries	1,348,200	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,348,200	0

Departmental Summary: Liberal Arts

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Asian Studies</i>		
Salaries	1,035,431	0
Wages	0	0
Sub-Total Salaries	1,035,431	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,035,431	0
<i>Classics and Ancient Medit St</i>		
Salaries	927,437	0
Wages	0	0
Sub-Total Salaries	927,437	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	927,437	0
<i>Communication Arts & Sciences</i>		
Salaries	2,748,757	0
Wages	0	0
Sub-Total Salaries	2,748,757	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,748,757	0

Departmental Summary: Liberal Arts

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Comparative Literature		
Salaries	1,409,968	0
Wages	0	0
Sub-Total Salaries	1,409,968	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,409,968	0
Economics		
Salaries	10,363,638	0
Wages	0	0
Sub-Total Salaries	10,363,638	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	10,363,638	0
English		
Salaries	8,490,247	0
Wages	0	0
Sub-Total Salaries	8,490,247	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	8,490,247	0

Departmental Summary: Liberal Arts

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>French and Francophone Studies</i>		
Salaries	1,521,120	0
Wages	0	0
Sub-Total Salaries	1,521,120	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,521,120	0
<i>Germanic and Slavic Lang & Lit</i>		
Salaries	1,232,214	0
Wages	0	0
Sub-Total Salaries	1,232,214	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,232,214	0
<i>History</i>		
Salaries	4,300,880	0
Wages	0	0
Sub-Total Salaries	4,300,880	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,300,880	0

Departmental Summary: Liberal Arts

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Jewish Studies</i>		
Salaries	414,756	0
Wages	0	0
Sub-Total Salaries	414,756	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	414,756	0
<i>Labor St & Employmnt Relations</i>		
Salaries	1,611,726	0
Wages	0	0
Sub-Total Salaries	1,611,726	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,611,726	0
<i>Philosophy</i>		
Salaries	1,891,177	0
Wages	0	0
Sub-Total Salaries	1,891,177	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,891,177	0

Departmental Summary: Liberal Arts

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Political Science</i>		
Salaries	4,293,173	0
Wages	0	0
Sub-Total Salaries	4,293,173	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,293,173	0
<i>Psychology</i>		
Salaries	7,049,265	0
Wages	0	0
Sub-Total Salaries	7,049,265	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	7,049,265	56,523
<i>Sociology</i>		
Salaries	5,558,654	0
Wages	0	0
Sub-Total Salaries	5,558,654	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,558,654	0

Departmental Summary: Liberal Arts

General Funds

2015-2016 Budget	
Expense	Dept. Income

Spanish, Italian & Portuguese

Salaries	3,026,724	0
Wages	0	0
Sub-Total Salaries	3,026,724	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,026,724	0

Women's Studies

Salaries	1,103,144	0
Wages	0	0
Sub-Total Salaries	1,103,144	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,103,144	0

Department Support Budgets

Salaries	993,240	0
Wages	0	0
Sub-Total Salaries	993,240	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	993,240	0

Departmental Summary: Liberal Arts

General Funds

2015-2016 Budget	
Expense	Dept. Income

African Studies

Salaries	456,391	0
Wages	0	0
Sub-Total Salaries	456,391	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	456,391	0

College Admin/Support Budgets

Salaries	3,683,415	0
Wages	0	0
Sub-Total Salaries	3,683,415	0
Dept Allot Excl Emp Benefits	325,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	325,500	0
Total	4,008,915	0

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	25,848,713	0
Sub-Total Departmental Allotment	25,848,713	0
Total	25,848,713	0

Departmental Summary: Liberal Arts

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	59,580,404	0
Support Salaries	6,753,677	0
Wages	0	0
Sub-Total Salaries	66,334,081	0
Departmental Allotment	325,500	0
Employee Benefits	25,848,713	0
Sub-Total Departmental Allotment	26,174,213	0
Total	92,508,294	57,023

Departmental Summary: Nursing

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Nursing</i>		
Salaries	2,987,484	0
Wages	0	0
Sub-Total Salaries	2,987,484	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,987,484	0
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	1,143,127	0
Sub-Total Departmental Allotment	1,143,127	0
Total	1,143,127	0
<i>Fund Total: General Funds</i>		
Academic Salaries	2,465,996	0
Support Salaries	521,488	0
Wages	0	0
Sub-Total Salaries	2,987,484	0
Departmental Allotment	0	0
Employee Benefits	1,143,127	0
Sub-Total Departmental Allotment	1,143,127	0
Total	4,130,611	0

Departmental Summary: Science - Eberly College

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Astronomy and Astrophysics</i>		
Salaries	2,879,424	0
Wages	0	0
Sub-Total Salaries	2,879,424	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,879,424	0
<i>Molecular and Cell Biology</i>		
Salaries	6,514,433	0
Wages	0	0
Sub-Total Salaries	6,514,433	0
Dept Allot Excl Emp Benefits	26,700	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	26,700	0
Total	6,541,133	0
<i>Biology</i>		
Salaries	5,864,325	0
Wages	0	0
Sub-Total Salaries	5,864,325	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,864,325	0

Departmental Summary: Science - Eberly College

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Chemistry</i>		
Salaries	7,749,736	0
Wages	0	0
Sub-Total Salaries	7,749,736	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	7,749,736	180,000
<i>Computer Science</i>		
Salaries	246,600	0
Wages	0	0
Sub-Total Salaries	246,600	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	246,600	0
<i>Forensics Instruction</i>		
Salaries	920,462	0
Wages	0	0
Sub-Total Salaries	920,462	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	920,462	0

Departmental Summary: Science - Eberly College

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Mathematics		
Salaries	10,521,998	0
Wages	0	0
Sub-Total Salaries	10,521,998	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	10,521,998	0
Physics		
Salaries	6,699,311	0
Wages	0	0
Sub-Total Salaries	6,699,311	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	6,699,311	0
Statistics		
Salaries	3,747,867	0
Wages	0	0
Sub-Total Salaries	3,747,867	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,747,867	15,000

Departmental Summary: Science - Eberly College

General Funds

2015-2016 Budget	
Expense	Dept. Income

Research Programs

Salaries	1,006,425	0
Wages	0	0
Sub-Total Salaries	1,006,425	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,006,425	0

Bioprocessing Resource Ctr_Wksp

Salaries	18,327	0
Wages	0	0
Sub-Total Salaries	18,327	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	18,327	0

College Admin/Support Budgets

Salaries	14,913,076	0
Wages	0	0
Sub-Total Salaries	14,913,076	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	14,913,076	42,000

Departmental Summary: Science - Eberly College

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	18,891,529	0
Sub-Total Departmental Allotment	18,891,529	0
Total	18,891,529	0
<i>Fund Total: General Funds</i>		
Academic Salaries	53,164,770	0
Support Salaries	7,917,214	0
Wages	0	0
Sub-Total Salaries	61,081,984	0
Departmental Allotment	26,700	0
Employee Benefits	18,891,529	0
Sub-Total Departmental Allotment	18,918,229	0
Total	80,000,213	237,000

Total - University Park Colleges

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	328,679,281	
Support Salaries	68,961,386	
Wages	611,801	
Sub-Total Salaries	398,252,468	
Dept Allot Excl Emp Benefits	30,734,585	
Employee Benefits	128,143,303	
Sub-Total Departmental Allotment	158,877,888	
Total	557,130,356	9,123,452

Academic Support Units

- ◆ **Global Programs - Univ Office**
- ◆ **Graduate School**
- ◆ **Information Technology Services**
- ◆ **International Affairs - School**
- ◆ **International Programs**
- ◆ **Research**
- ◆ **Schreyer Honors College**
- ◆ **Undergraduate Education**
- ◆ **University Libraries**
- ◆ **University Outreach***

- ◆ **Total - Academic Support Units**

***The Cooperative Extension portion of University Outreach is reflected within the College of Agricultural Sciences.**

Departmental Summary: Global Programs - Univ Office

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Global Programs		
Salaries	2,783,364	0
Wages	0	0
Sub-Total Salaries	2,783,364	0
Dept Allot Excl Emp Benefits	357,282	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	357,282	0
Total	3,140,646	15,000
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	1,030,270	0
Sub-Total Departmental Allotment	1,030,270	0
Total	1,030,270	0
Fund Total: General Funds		
Academic Salaries	84,024	0
Support Salaries	2,699,340	0
Wages	0	0
Sub-Total Salaries	2,783,364	0
Departmental Allotment	357,282	0
Employee Benefits	1,030,270	0
Sub-Total Departmental Allotment	1,387,552	0
Total	4,170,916	15,000

Departmental Summary: Graduate School

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Graduate Program Admin</i>		
Salaries	3,033,495	0
Wages	9,233	0
Sub-Total Salaries	3,042,728	0
Dept Allot Excl Emp Benefits	185,087	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	185,087	0
Total	3,227,815	500
<i>Interdisciplinary Programs</i>		
Salaries	55,485	0
Wages	0	0
Sub-Total Salaries	55,485	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	55,485	0
<i>Intercollege Grad Programs</i>		
Salaries	503,420	0
Wages	0	0
Sub-Total Salaries	503,420	0
Dept Allot Excl Emp Benefits	59,908	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	59,908	0
Total	563,328	0

Departmental Summary: Graduate School

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Graduate Scholars/Fellows		
Salaries	1,391,792	0
Wages	0	0
Sub-Total Salaries	1,391,792	0
Dept Allot Excl Emp Benefits	12,101,811	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,101,811	0
Total	13,493,603	0
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	1,225,624	0
Sub-Total Departmental Allotment	1,225,624	0
Total	1,225,624	0
Fund Total: General Funds		
Academic Salaries	3,036,976	0
Support Salaries	1,947,216	0
Wages	9,233	0
Sub-Total Salaries	4,993,425	0
Departmental Allotment	12,346,806	0
Employee Benefits	1,225,624	0
Sub-Total Departmental Allotment	13,572,430	0
Total	18,565,855	500

Departmental Summary: Information Technology Services

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Administrative Info Services</i>		
Salaries	5,040,189	0
Wages	13,728	0
Sub-Total Salaries	5,053,917	0
Dept Allot Excl Emp Benefits	221,405	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	221,405	0
Total	5,275,322	0
<i>ITS Administration Budget</i>		
Salaries	17,491,479	0
Wages	862,980	0
Sub-Total Salaries	18,354,459	0
Dept Allot Excl Emp Benefits	7,540,595	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	7,540,595	0
Total	25,895,054	0
<i>Telecommunications/Networking</i>		
Salaries	7,787,580	0
Wages	0	0
Sub-Total Salaries	7,787,580	0
Dept Allot Excl Emp Benefits	3,570,893	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	3,570,893	0
Total	11,358,473	0

Departmental Summary: Information Technology Services

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Consulting & Support Services</i>		
Salaries	4,092,228	0
Wages	19,400	0
Sub-Total Salaries	4,111,628	0
Dept Allot Excl Emp Benefits	110,352	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	110,352	0
Total	4,221,980	0
<i>Security Operations & Services</i>		
Salaries	1,934,237	0
Wages	0	0
Sub-Total Salaries	1,934,237	0
Dept Allot Excl Emp Benefits	728,967	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	728,967	0
Total	2,663,204	0
<i>Res Comput/Cyberinfrastructure</i>		
Salaries	1,410,216	0
Wages	0	0
Sub-Total Salaries	1,410,216	0
Dept Allot Excl Emp Benefits	187,063	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	187,063	0
Total	1,597,279	0

Departmental Summary: Information Technology Services

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Teaching/Learning w Technology</i>		
Salaries	5,828,017	0
Wages	246,000	0
Sub-Total Salaries	6,074,017	0
Dept Allot Excl Emp Benefits	793,054	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	793,054	0
Total	6,867,071	60,000
<i>IT Technology Infrastructure</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	11,671,660	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	11,671,660	0
Total	11,671,660	0
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	15,316,753	0
Sub-Total Departmental Allotment	15,316,753	0
Total	15,316,753	0

Departmental Summary: Information Technology Services

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	368,953	0
Support Salaries	43,214,993	0
Wages	1,142,108	0
Sub-Total Salaries	44,726,054	0
Departmental Allotment	24,823,989	0
Employee Benefits	15,316,753	0
Sub-Total Departmental Allotment	40,140,742	0
Total	84,866,796	60,000

Departmental Summary: International Affairs - School

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>International Affairs - School</i>		
Salaries	1,986,612	0
Wages	86,940	0
Sub-Total Salaries	2,073,552	0
Dept Allot Excl Emp Benefits	343,729	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	343,729	0
Total	2,417,281	0
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	657,932	0
Sub-Total Departmental Allotment	657,932	0
Total	657,932	0
<i>Fund Total: General Funds</i>		
Academic Salaries	1,743,952	0
Support Salaries	242,660	0
Wages	86,940	0
Sub-Total Salaries	2,073,552	0
Departmental Allotment	343,729	0
Employee Benefits	657,932	0
Sub-Total Departmental Allotment	1,001,661	0
Total	3,075,213	0

Departmental Summary: Research

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>VP-Research</i>		
Salaries	7,070,579	0
Wages	0	0
Sub-Total Salaries	7,070,579	0
Dept Allot Excl Emp Benefits	428,675	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	428,675	0
Total	7,499,254	0
<i>Research Infrastructure Suppor</i>		
Salaries	850,907	0
Wages	0	0
Sub-Total Salaries	850,907	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	850,907	0
<i>Evan Pugh Professorships</i>		
Salaries	448,044	0
Wages	0	0
Sub-Total Salaries	448,044	0
Dept Allot Excl Emp Benefits	546,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	546,000	0
Total	994,044	0

Departmental Summary: Research

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Assoc VP Research & Initiative</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	117,522	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	117,522	0
Total	117,522	0
<i>Assoc VP Research & Technology</i>		
Salaries	947,346	0
Wages	0	0
Sub-Total Salaries	947,346	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	947,346	0
<i>Child/Youth/Family Consortium</i>		
Salaries	2,566,587	0
Wages	0	0
Sub-Total Salaries	2,566,587	0
Dept Allot Excl Emp Benefits	9,612	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	9,612	0
Total	2,576,199	0

Departmental Summary: Research

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Inst for Natural Gas Research</i>		
Salaries	304,752	0
Wages	0	0
Sub-Total Salaries	304,752	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	304,752	0
<i>PS Inst of Energy & Environmt</i>		
Salaries	5,476,716	0
Wages	0	0
Sub-Total Salaries	5,476,716	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,476,716	60,000
<i>Huck Inst of the Life Sciences</i>		
Salaries	9,022,154	0
Wages	0	0
Sub-Total Salaries	9,022,154	0
Dept Allot Excl Emp Benefits	360,960	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	360,960	0
Total	9,383,114	105,000

Departmental Summary: Research

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Materials Research Institute</i>		
Salaries	5,477,595	0
Wages	0	0
Sub-Total Salaries	5,477,595	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,477,595	750,000
<i>Social Sci Research Institute</i>		
Salaries	1,851,723	0
Wages	0	0
Sub-Total Salaries	1,851,723	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,851,723	0
<i>Other Research Centers/Inst</i>		
Salaries	4,293,285	0
Wages	0	0
Sub-Total Salaries	4,293,285	0
Dept Allot Excl Emp Benefits	19,894	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	19,894	0
Total	4,313,179	234,379

Departmental Summary: Research

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Cyber Infrastructure for Innov</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	482,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	482,500	0
Total	482,500	0
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	12,017,199	0
Sub-Total Departmental Allotment	12,017,199	0
Total	12,017,199	0
<i>Fund Total: General Funds</i>		
Academic Salaries	24,680,484	0
Support Salaries	13,629,204	0
Wages	0	0
Sub-Total Salaries	38,309,688	0
Departmental Allotment	1,965,163	0
Employee Benefits	12,017,199	0
Sub-Total Departmental Allotment	13,982,362	0
Total	52,292,050	1,149,379

Departmental Summary: Schreyer Honors College

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Schreyer Honors College		
Salaries	1,471,155	0
Wages	0	0
Sub-Total Salaries	1,471,155	0
Dept Allot Excl Emp Benefits	101,274	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	101,274	0
Total	1,572,429	75,000
Academic Excellence		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	2,752,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,752,500	0
Total	2,752,500	250,000
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	450,947	0
Sub-Total Departmental Allotment	450,947	0
Total	450,947	0

Departmental Summary: Schreyer Honors College

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	368,276	0
Support Salaries	1,102,879	0
Wages	0	0
Sub-Total Salaries	1,471,155	0
Departmental Allotment	2,853,774	0
Employee Benefits	450,947	0
Sub-Total Departmental Allotment	3,304,721	0
Total	4,775,876	325,000

Departmental Summary: Undergraduate Education

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Enrollment Management</i>		
Salaries	1,129,872	0
Wages	0	0
Sub-Total Salaries	1,129,872	0
Dept Allot Excl Emp Benefits	2,706	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,706	0
Total	1,132,578	0
<i>Registrar's Office</i>		
Salaries	2,183,166	0
Wages	0	0
Sub-Total Salaries	2,183,166	0
Dept Allot Excl Emp Benefits	365,407	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	365,407	0
Total	2,548,573	700,000
<i>Admissions and Recruiting</i>		
Salaries	4,862,676	0
Wages	0	0
Sub-Total Salaries	4,862,676	0
Dept Allot Excl Emp Benefits	1,662,154	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,662,154	0
Total	6,524,830	92,500

Departmental Summary: Undergraduate Education

General Funds

2015-2016 Budget	
Expense	Dept. Income

Office of Student Aid

Salaries	3,622,908	0
Wages	0	0
Sub-Total Salaries	3,622,908	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,622,908	283,000

Student Assistance Programs

Salaries	657,574	0
Wages	0	0
Sub-Total Salaries	657,574	0
Dept Allot Excl Emp Benefits	4,462	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	4,462	0
Total	662,036	0

Division of Undergrad Studies

Salaries	2,067,582	0
Wages	0	0
Sub-Total Salaries	2,067,582	0
Dept Allot Excl Emp Benefits	45,190	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	45,190	0
Total	2,112,772	0

Departmental Summary: Undergraduate Education

General Funds

2015-2016 Budget	
Expense	Dept. Income

Business Administration

Salaries	439,773	0
Wages	0	0
Sub-Total Salaries	439,773	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	439,773	0

Summer Session

Salaries	5,765,768	0
Wages	0	0
Sub-Total Salaries	5,765,768	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,765,768	0

Schreyer_Institute

Salaries	1,227,491	0
Wages	0	0
Sub-Total Salaries	1,227,491	0
Dept Allot Excl Emp Benefits	22,157	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	22,157	0
Total	1,249,648	0

Departmental Summary: Undergraduate Education

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>VP/Dean Undergraduate Educatio</i>		
Salaries	4,242,363	0
Wages	0	0
Sub-Total Salaries	4,242,363	0
Dept Allot Excl Emp Benefits	639,766	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	639,766	0
Total	4,882,129	0
<i>Research</i>		
Salaries	162,822	0
Wages	0	0
Sub-Total Salaries	162,822	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	162,822	0
<i>ROTC</i>		
Salaries	113,124	0
Wages	0	0
Sub-Total Salaries	113,124	0
Dept Allot Excl Emp Benefits	34,316	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	34,316	0
Total	147,440	0

Departmental Summary: Undergraduate Education

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Grants and Scholarships		
Salaries	0	0
Wages	663,566	0
Sub-Total Salaries	663,566	0
Dept Allot Excl Emp Benefits	32,330,518	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	32,330,518	0
Total	32,994,084	300,000
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,929,911	0
Sub-Total Departmental Allotment	6,929,911	0
Total	6,929,911	0
Fund Total: General Funds		
Academic Salaries	8,895,971	0
Support Salaries	17,579,148	0
Wages	663,566	0
Sub-Total Salaries	27,138,685	0
Departmental Allotment	35,106,676	0
Employee Benefits	6,929,911	0
Sub-Total Departmental Allotment	42,036,587	0
Total	69,175,272	1,375,500

Departmental Summary: University Libraries

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>University Press</i>		
Salaries	274,304	0
Wages	0	0
Sub-Total Salaries	274,304	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	274,304	0
<i>Library Instruction</i>		
Salaries	527,540	0
Wages	0	0
Sub-Total Salaries	527,540	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	552,540	0
<i>Campus College Locations</i>		
Salaries	6,184,497	0
Wages	135,950	0
Sub-Total Salaries	6,320,447	0
Dept Allot Excl Emp Benefits	198,067	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	198,067	0
Total	6,518,514	14,609

Departmental Summary: University Libraries

General Funds

2015-2016 Budget	
Expense	Dept. Income

Library Administration

Salaries	7,036,816	0
Wages	226,869	0
Sub-Total Salaries	7,263,685	0
Dept Allot Excl Emp Benefits	1,960,805	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,960,805	0
Total	9,224,490	607,000

Library Collections

Salaries	1,783,608	0
Wages	0	0
Sub-Total Salaries	1,783,608	0
Dept Allot Excl Emp Benefits	12,573,106	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,573,106	0
Total	14,356,714	0

Public Services

Salaries	7,382,196	0
Wages	0	0
Sub-Total Salaries	7,382,196	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	7,382,196	0

Departmental Summary: University Libraries

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Collection & Technical Service</i>		
Salaries	4,205,228	0
Wages	0	0
Sub-Total Salaries	4,205,228	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,205,228	0
<i>Scholarly Communication</i>		
Salaries	1,004,024	0
Wages	0	0
Sub-Total Salaries	1,004,024	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,004,024	0
<i>Media & Tech Support Service</i>		
Salaries	1,326,640	0
Wages	0	0
Sub-Total Salaries	1,326,640	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,326,640	0

Departmental Summary: University Libraries

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	8,621,602	0
Sub-Total Departmental Allotment	8,621,602	0
Total	8,621,602	0
<i>Fund Total: General Funds</i>		
Academic Salaries	12,524,339	0
Support Salaries	17,200,514	0
Wages	362,819	0
Sub-Total Salaries	30,087,672	0
Departmental Allotment	14,756,978	0
Employee Benefits	8,621,602	0
Sub-Total Departmental Allotment	23,378,580	0
Total	53,466,252	621,609

Departmental Summary: University Outreach

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>DE/WC Delivery Units & Support</i>		
Salaries	13,111,994	0
Wages	62,304	0
Sub-Total Salaries	13,174,298	0
Dept Allot Excl Emp Benefits	27,791,492	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	27,791,492	0
Total	40,965,790	45,366,629
<i>Penn State Public Media</i>		
Salaries	3,134,795	0
Wages	0	0
Sub-Total Salaries	3,134,795	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,134,795	0
<i>Outreach Central Admin & Suppo</i>		
Salaries	10,377,337	0
Wages	8,813	0
Sub-Total Salaries	10,386,150	0
Dept Allot Excl Emp Benefits	281,838	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	281,838	0
Total	10,667,988	0

Departmental Summary: University Outreach

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Marketing & Pgm Dev Services</i>		
Salaries	2,544,415	0
Wages	0	0
Sub-Total Salaries	2,544,415	0
Dept Allot Excl Emp Benefits	-446,901	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	-446,901	0
Total	2,097,514	0
<i>CE Delivery Units & Support</i>		
Salaries	4,991,224	0
Wages	0	0
Sub-Total Salaries	4,991,224	0
Dept Allot Excl Emp Benefits	696,915	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	696,915	0
Total	5,688,139	13,965,326
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	15,444,439	0
Sub-Total Departmental Allotment	15,444,439	0
Total	15,444,439	0

Departmental Summary: University Outreach

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	4,767,744	0
Support Salaries	29,392,021	0
Wages	71,117	0
Sub-Total Salaries	34,230,882	0
Departmental Allotment	28,323,344	0
Employee Benefits	15,444,439	0
Sub-Total Departmental Allotment	43,767,783	0
Total	77,998,665	59,331,955

Total - Academic Support Units

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	54,726,767	
Support Salaries	126,765,315	
Wages	2,248,843	
Sub-Total Salaries	183,740,925	
Dept Allot Excl Emp Benefits	120,534,012	
Employee Benefits	61,036,745	
Sub-Total Departmental Allotment	181,570,757	
Total	365,311,682	62,878,943

Administrative Support Units

- ◆ **Athletic Rec Services & Support**
- ◆ **Campus Recreation**
- ◆ **Development & Alumni Relations**
- ◆ **Educational Equity**
- ◆ **Finance & Business**
- ◆ **Finance & Business - Physical Plant**
- ◆ **General & Academic Administration**
- ◆ **Student Affairs**
- ◆ **Strategic Communications**

- ◆ **Total - Administrative Support Units**

Departmental Summary: Athletics Rec Services & Support

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Student Recreation</i>		
Salaries	95,260	0
Wages	0	0
Sub-Total Salaries	95,260	0
Dept Allot Excl Emp Benefits	93,793	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	93,793	0
Total	189,053	0
<i>Club Sports</i>		
Salaries	86,128	0
Wages	0	0
Sub-Total Salaries	86,128	0
Dept Allot Excl Emp Benefits	104,992	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	104,992	0
Total	191,120	75,000
<i>Aux Rec Services Central Serv</i>		
Salaries	280,567	0
Wages	0	0
Sub-Total Salaries	280,567	0
Dept Allot Excl Emp Benefits	10,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	10,000	0
Total	290,567	0

Departmental Summary: Athletics Rec Services & Support

General Funds

2015-2016 Budget	
Expense	Dept. Income

Allocation Fund

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	219,664	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	219,664	0
Total	219,664	0

Recreational Services

Salaries	355,422	0
Wages	0	0
Sub-Total Salaries	355,422	0
Dept Allot Excl Emp Benefits	250,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	250,000	0
Total	605,422	606,723

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	1,046,645	0
Sub-Total Departmental Allotment	1,046,645	0
Total	1,046,645	0

Departmental Summary: Athletics Rec Services & Support

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	80,868	0
Support Salaries	736,509	0
Wages	0	0
Sub-Total Salaries	817,377	0
Departmental Allotment	678,449	0
Employee Benefits	1,046,645	0
Sub-Total Departmental Allotment	1,725,094	0
Total	2,542,471	681,723

Departmental Summary: Campus Recreation

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Intramural Sports</i>		
Salaries	426,032	0
Wages	0	0
Sub-Total Salaries	426,032	0
Dept Allot Excl Emp Benefits	13,264	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	13,264	0
Total	439,296	16,000
<i>Club Sports</i>		
Salaries	170,820	0
Wages	0	0
Sub-Total Salaries	170,820	0
Dept Allot Excl Emp Benefits	119,099	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	119,099	0
Total	289,919	0
<i>Campus Rec Admin</i>		
Salaries	280,850	0
Wages	0	0
Sub-Total Salaries	280,850	0
Dept Allot Excl Emp Benefits	1,112,029	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,112,029	0
Total	1,392,879	20,000

Departmental Summary: Campus Recreation

General Funds

2015-2016 Budget	
Expense	Dept. Income

Recreation

Salaries	226,696	0
Wages	0	0
Sub-Total Salaries	226,696	0
Dept Allot Excl Emp Benefits	127,114	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	127,114	0
Total	353,810	200,000

Natatorium

Salaries	308,335	0
Wages	0	0
Sub-Total Salaries	308,335	0
Dept Allot Excl Emp Benefits	62,289	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	62,289	0
Total	370,624	225,659

Tennis

Salaries	175,214	0
Wages	0	0
Sub-Total Salaries	175,214	0
Dept Allot Excl Emp Benefits	85,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	85,000	0
Total	260,214	240,548

Departmental Summary: Campus Recreation

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Strength and Fitness</i>		
Salaries	585,852	0
Wages	0	0
Sub-Total Salaries	585,852	0
Dept Allot Excl Emp Benefits	728,867	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	728,867	0
Total	1,314,719	735,302
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	943,443	0
Sub-Total Departmental Allotment	943,443	0
Total	943,443	0
<i>Fund Total: General Funds</i>		
Academic Salaries	70,931	0
Support Salaries	2,102,868	0
Wages	0	0
Sub-Total Salaries	2,173,799	0
Departmental Allotment	2,247,662	0
Employee Benefits	943,443	0
Sub-Total Departmental Allotment	3,191,105	0
Total	5,364,904	1,437,509

Departmental Summary: Development & Alumni Relations

General Funds

2015-2016 Budget	
Expense	Dept. Income

Alumni Association

Salaries	3,805,320	0
Wages	27,806	0
Sub-Total Salaries	3,833,126	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,833,126	1,719,839

Development & Alum Relations

Salaries	22,008,831	0
Wages	0	0
Sub-Total Salaries	22,008,831	0
Dept Allot Excl Emp Benefits	2,167,450	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,167,450	0
Total	24,176,281	4,251,688

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	8,517,246	0
Sub-Total Departmental Allotment	8,517,246	0
Total	8,517,246	0

Departmental Summary: Development & Alumni Relations

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	59,730	0
Support Salaries	25,754,421	0
Wages	27,806	0
Sub-Total Salaries	25,841,957	0
Departmental Allotment	2,167,450	0
Employee Benefits	8,517,246	0
Sub-Total Departmental Allotment	10,684,696	0
Total	36,526,653	5,971,527

Departmental Summary: Educational Equity

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>VP Educational Equity</i>		
Salaries	1,425,287	0
Wages	0	0
Sub-Total Salaries	1,425,287	0
Dept Allot Excl Emp Benefits	916,559	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	916,559	0
Total	2,341,846	0
<i>Veterans Programs</i>		
Salaries	244,188	0
Wages	0	0
Sub-Total Salaries	244,188	0
Dept Allot Excl Emp Benefits	39,705	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	39,705	0
Total	283,893	6,000
<i>Disability Services</i>		
Salaries	525,329	0
Wages	0	0
Sub-Total Salaries	525,329	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	525,329	0

Departmental Summary: Educational Equity

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Multicultural Resource Center</i>		
Salaries	434,832	0
Wages	0	0
Sub-Total Salaries	434,832	0
Dept Allot Excl Emp Benefits	14,014	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	14,014	0
Total	448,846	0
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	933,999	0
Sub-Total Departmental Allotment	933,999	0
Total	933,999	0
<i>Fund Total: General Funds</i>		
Academic Salaries	87,193	0
Support Salaries	2,542,443	0
Wages	0	0
Sub-Total Salaries	2,629,636	0
Departmental Allotment	970,278	0
Employee Benefits	933,999	0
Sub-Total Departmental Allotment	1,904,277	0
Total	4,533,913	6,000

Departmental Summary: Finance & Business

General Funds

2015-2016 Budget	
Expense	Dept. Income

Accounting

Salaries	1,088,852	0
Wages	5,000	0
Sub-Total Salaries	1,093,852	0
Dept Allot Excl Emp Benefits	55,100	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	55,100	0
Total	1,148,952	205,000

Auditing

Salaries	755,004	0
Wages	22,000	0
Sub-Total Salaries	777,004	0
Dept Allot Excl Emp Benefits	837,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	837,000	0
Total	1,614,004	0

Bursar

Salaries	2,207,867	0
Wages	77,000	0
Sub-Total Salaries	2,284,867	0
Dept Allot Excl Emp Benefits	375,200	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	375,200	0
Total	2,660,067	288,500

Departmental Summary: Finance & Business

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Business Services/Operations</i>		
Salaries	9,016,795	0
Wages	5,552	0
Sub-Total Salaries	9,022,347	0
Dept Allot Excl Emp Benefits	13,159,569	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	13,159,569	0
Total	22,181,916	2,875,665
<i>Corporate Controller</i>		
Salaries	5,461,767	0
Wages	16,000	0
Sub-Total Salaries	5,477,767	0
Dept Allot Excl Emp Benefits	4,340,523	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	4,340,523	0
Total	9,818,290	12,000
<i>Facilities Amortization</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	67,583,786	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	67,583,786	0
Total	67,583,786	0

Departmental Summary: Finance & Business

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Financial Officers</i>		
Salaries	3,234,689	0
Wages	0	0
Sub-Total Salaries	3,234,689	0
Dept Allot Excl Emp Benefits	16,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,000	0
Total	3,250,689	0
<i>Human Resources</i>		
Salaries	4,848,163	0
Wages	5,000	0
Sub-Total Salaries	4,853,163	0
Dept Allot Excl Emp Benefits	826,105	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	826,105	0
Total	5,679,268	363,000
<i>Insurances</i>		
Salaries	352,739	0
Wages	0	0
Sub-Total Salaries	352,739	0
Dept Allot Excl Emp Benefits	11,765,415	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	11,765,415	0
Total	12,118,154	9,000

Departmental Summary: Finance & Business

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Management & Operations</i>		
Salaries	4,159,294	0
Wages	500	0
Sub-Total Salaries	4,159,794	0
Dept Allot Excl Emp Benefits	8,284,745	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	8,284,745	0
Total	12,444,539	152,000
<i>University Police</i>		
Salaries	5,079,294	0
Wages	0	0
Sub-Total Salaries	5,079,294	0
Dept Allot Excl Emp Benefits	330,137	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	330,137	0
Total	5,409,431	37,107
<i>Ethics And Compliance Office</i>		
Salaries	837,864	0
Wages	0	0
Sub-Total Salaries	837,864	0
Dept Allot Excl Emp Benefits	114,150	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	114,150	0
Total	952,014	0

Departmental Summary: Finance & Business

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	12,286,185	0
Sub-Total Departmental Allotment	12,286,185	0
Total	12,286,185	0
<i>Fund Total: General Funds</i>		
Academic Salaries	-150,087	0
Support Salaries	37,192,415	0
Wages	131,052	0
Sub-Total Salaries	37,173,380	0
Departmental Allotment	107,687,730	0
Employee Benefits	12,286,185	0
Sub-Total Departmental Allotment	119,973,915	0
Total	157,147,295	3,942,272

Departmental Summary: Finance & Business - Physical Plant

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Administration</i>		
Salaries	4,595,965	0
Wages	0	0
Sub-Total Salaries	4,595,965	0
Dept Allot Excl Emp Benefits	662,480	0
Employee Benefits	5,768,224	0
Sub-Total Departmental Allotment	6,430,704	0
Total	11,026,669	147,996
<i>General Maintenance</i>		
Salaries	5,479,056	0
Wages	145,000	0
Sub-Total Salaries	5,624,056	0
Dept Allot Excl Emp Benefits	19,682,228	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	19,682,228	0
Total	25,306,284	1,470,380
<i>Major Maintenance</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	31,109,881	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	31,109,881	0
Total	31,109,881	0

Departmental Summary: Finance & Business - Physical Plant

General Funds

2015-2016 Budget	
Expense	Dept. Income

Facilities Planning

Salaries	1,646,352	0
Wages	0	0
Sub-Total Salaries	1,646,352	0
Dept Allot Excl Emp Benefits	158,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	158,500	0
Total	1,804,852	60,000

Physical Plant Project Mgmt

Salaries	3,009,570	0
Wages	0	0
Sub-Total Salaries	3,009,570	0
Dept Allot Excl Emp Benefits	185,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	185,000	0
Total	3,194,570	146,124

Janitorial Services

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	14,993,635	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	14,993,635	0
Total	14,993,635	0

Departmental Summary: Finance & Business - Physical Plant

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Landscape Operations</i>		
Salaries	3,395,891	0
Wages	310,000	0
Sub-Total Salaries	3,705,891	0
Dept Allot Excl Emp Benefits	2,447,799	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,447,799	0
Total	6,153,690	1,617,000
<i>Utilities</i>		
Salaries	918,420	0
Wages	0	0
Sub-Total Salaries	918,420	0
Dept Allot Excl Emp Benefits	44,904,607	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	44,904,607	0
Total	45,823,027	732,408
<i>Environmental Health & Safety</i>		
Salaries	1,868,658	0
Wages	0	0
Sub-Total Salaries	1,868,658	0
Dept Allot Excl Emp Benefits	560,170	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	560,170	0
Total	2,428,828	45,000

Departmental Summary: Finance & Business - Physical Plant

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,884,104	0
Sub-Total Departmental Allotment	6,884,104	0
Total	6,884,104	0
<i>Fund Total: General Funds</i>		
Academic Salaries	1,111,756	0
Support Salaries	19,802,156	0
Wages	455,000	0
Sub-Total Salaries	21,368,912	0
Departmental Allotment	114,704,300	0
Employee Benefits	12,652,328	0
Sub-Total Departmental Allotment	127,356,628	0
Total	148,725,540	4,218,908

Departmental Summary: General & Academic Administration

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Board of Trustees		
Salaries	275,016	0
Wages	0	0
Sub-Total Salaries	275,016	0
Dept Allot Excl Emp Benefits	324,510	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	324,510	0
Total	599,526	0
Office of the President		
Salaries (1)	945,944	0
Wages	0	0
Sub-Total Salaries	945,944	0
Dept Allot Excl Emp Benefits	23,718	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	23,718	0
Total	969,662	0
Exec Vice President & Provost		
Salaries	3,269,196	0
Wages	0	0
Sub-Total Salaries	3,269,196	0
Dept Allot Excl Emp Benefits	936	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	936	0
Total	3,270,132	0

(1) Includes President's salary and support staff salaries.

Departmental Summary: General & Academic Administration

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Vice President for Admin</i>		
Salaries	1,312,824	0
Wages	0	0
Sub-Total Salaries	1,312,824	0
Dept Allot Excl Emp Benefits	1,189	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,189	0
Total	1,314,013	0
<i>General & Academic Officers</i>		
Salaries (1)	14,148,703	0
Wages	26,300	0
Sub-Total Salaries	14,175,003	0
Dept Allot Excl Emp Benefits	773,150	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	773,150	0
Total	14,948,153	0
<i>Governmental Affairs</i>		
Salaries	611,712	0
Wages	0	0
Sub-Total Salaries	611,712	0
Dept Allot Excl Emp Benefits	39,044	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	39,044	0
Total	650,756	0

(1) Includes salaries for Provost, Vice Presidents, Deans, and other Executives.

Departmental Summary: General & Academic Administration

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>University Senate</i>		
Salaries	224,652	0
Wages	0	0
Sub-Total Salaries	224,652	0
Dept Allot Excl Emp Benefits	75,855	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	75,855	0
Total	300,507	0
<i>Administration/Support Budgets</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	444,155	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	444,155	0
Total	444,155	0
<i>Affirmative Action Office</i>		
Salaries	383,748	0
Wages	0	0
Sub-Total Salaries	383,748	0
Dept Allot Excl Emp Benefits	2,515	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,515	0
Total	386,263	0

Departmental Summary: General & Academic Administration

General Funds

2015-2016 Budget	
Expense	Dept. Income

Planning & Inst Assessment

Salaries	512,136	0
Wages	0	0
Sub-Total Salaries	512,136	0
Dept Allot Excl Emp Benefits	20,672	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	20,672	0
Total	532,808	0

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,583,338	0
Sub-Total Departmental Allotment	6,583,338	0
Total	6,583,338	0

Fund Total: General Funds

Academic Salaries	246,532	0
Support Salaries	21,437,399	0
Wages	26,300	0
Sub-Total Salaries	21,710,231	0
Departmental Allotment	1,705,744	0
Employee Benefits	6,583,338	0
Sub-Total Departmental Allotment	8,289,082	0
Total	29,999,313	0

Departmental Summary: Student Affairs

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>VP Student Affairs</i>		
Salaries	17,835,425	0
Wages	87,265	0
Sub-Total Salaries	17,922,690	0
Dept Allot Excl Emp Benefits	16,842,754	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,842,754	0
Total	34,765,444	14,163,470
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,130,854	0
Sub-Total Departmental Allotment	6,130,854	0
Total	6,130,854	0
<i>Fund Total: General Funds</i>		
Academic Salaries	157,748	0
Support Salaries	17,677,677	0
Wages	87,265	0
Sub-Total Salaries	17,922,690	0
Departmental Allotment	16,842,754	0
Employee Benefits	6,130,854	0
Sub-Total Departmental Allotment	22,973,608	0
Total	40,896,298	14,163,470

Departmental Summary: Strategic Communications

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Strategic Communications</i>		
Salaries	3,349,417	0
Wages	8,610	0
Sub-Total Salaries	3,358,027	0
Dept Allot Excl Emp Benefits	494,128	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	494,128	0
Total	3,852,155	1,500
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	1,233,660	0
Sub-Total Departmental Allotment	1,233,660	0
Total	1,233,660	0
<i>Fund Total: General Funds</i>		
Academic Salaries	0	0
Support Salaries	3,349,417	0
Wages	8,610	0
Sub-Total Salaries	3,358,027	0
Departmental Allotment	494,128	0
Employee Benefits	1,233,660	0
Sub-Total Departmental Allotment	1,727,788	0
Total	5,085,815	1,500

Total - Administrative Support Units

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	1,664,671	
Support Salaries	130,595,305	
Wages	736,033	
Sub-Total Salaries	132,996,009	
Dept Allot Excl Emp Benefits	247,498,495	
Employee Benefits	50,327,698	
Sub-Total Departmental Allotment	297,826,193	
Total	430,822,202	30,422,909

Commonwealth Campuses

- ◆ **Abington**
- ◆ **Altoona**
- ◆ **Beaver**
- ◆ **Berks**
- ◆ **Brandywine**
- ◆ **DuBois**
- ◆ **Erie - Behrend**
- ◆ **Fayette - Eberly College**
- ◆ **Greater Allegheny**
- ◆ **Harrisburg**
- ◆ **Hazleton**
- ◆ **Lehigh Valley**
- ◆ **Mont Alto**
- ◆ **New Kensington**
- ◆ **Schuylkill**
- ◆ **Shenango**
- ◆ **Wilkes-Barre**
- ◆ **Worthington-Scranton**
- ◆ **York**
- ◆ **VP for Commonwealth Campuses**

- ◆ **Total - Commonwealth Campuses**

Departmental Summary: Abington

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,556,216	0
Wages	0	0
Sub-Total Salaries	1,556,216	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,556,216	200
<i>Academic Support (AS)</i>		
Salaries	1,883,255	0
Wages	0	0
Sub-Total Salaries	1,883,255	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,883,255	0
<i>Student Services (SS)</i>		
Salaries	2,258,941	0
Wages	0	0
Sub-Total Salaries	2,258,941	0
Dept Allot Excl Emp Benefits	1,294,297	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,294,297	0
Total	3,553,238	0

Departmental Summary: Abington

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	13,233,579	0
Wages	0	0
Sub-Total Salaries	13,233,579	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	13,233,579	0
<i>Extension and Public Services</i>		
Salaries	210,010	0
Wages	32,284	0
Sub-Total Salaries	242,294	0
Dept Allot Excl Emp Benefits	57,706	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	57,706	0
Total	300,000	543,950
<i>Physical Plant Operations (PP)</i>		
Salaries	1,790,529	0
Wages	0	0
Sub-Total Salaries	1,790,529	0
Dept Allot Excl Emp Benefits	697,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	697,000	0
Total	2,487,529	2,800

Departmental Summary: Abington

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,201,395	0
Sub-Total Departmental Allotment	6,201,395	0
Total	6,201,395	0
<i>Fund Total: General Funds</i>		
Academic Salaries	13,070,609	0
Support Salaries	7,861,921	0
Wages	32,284	0
Sub-Total Salaries	20,964,814	0
Departmental Allotment	2,049,003	0
Employee Benefits	6,201,395	0
Sub-Total Departmental Allotment	8,250,398	0
Total	29,215,212	546,950

Departmental Summary: Altoona

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,702,464	0
Wages	58,231	0
Sub-Total Salaries	1,760,695	0
Dept Allot Excl Emp Benefits	342,701	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	342,701	0
Total	2,103,396	0
<i>Academic Support (AS)</i>		
Salaries	3,095,829	0
Wages	33,343	0
Sub-Total Salaries	3,129,172	0
Dept Allot Excl Emp Benefits	390,120	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	390,120	0
Total	3,519,292	0
<i>Student Services (SS)</i>		
Salaries	1,891,278	0
Wages	23,261	0
Sub-Total Salaries	1,914,539	0
Dept Allot Excl Emp Benefits	2,033,393	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,033,393	0
Total	3,947,932	9,133

Departmental Summary: Altoona

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	14,143,618	0
Wages	60,298	0
Sub-Total Salaries	14,203,916	0
Dept Allot Excl Emp Benefits	2,139,113	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,139,113	0
Total	16,343,029	6,505
<i>Organized Research (OR)</i>		
Salaries	156,180	0
Wages	0	0
Sub-Total Salaries	156,180	0
Dept Allot Excl Emp Benefits	180,764	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	180,764	0
Total	336,944	0
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	24,257	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	24,257	0
Total	24,257	0

Departmental Summary: Altoona

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	2,141,699	0
Wages	57,414	0
Sub-Total Salaries	2,199,113	0
Dept Allot Excl Emp Benefits	1,351,061	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,351,061	0
Total	3,550,174	8,058
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	9,268,124	0
Sub-Total Departmental Allotment	9,268,124	0
Total	9,268,124	0
<i>Fund Total: General Funds</i>		
Academic Salaries	13,972,369	0
Support Salaries	9,158,699	0
Wages	232,547	0
Sub-Total Salaries	23,363,615	0
Departmental Allotment	6,461,409	0
Employee Benefits	9,268,124	0
Sub-Total Departmental Allotment	15,729,533	0
Total	39,093,148	23,696

Departmental Summary: Beaver

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	841,636	0
Wages	0	0
Sub-Total Salaries	841,636	0
Dept Allot Excl Emp Benefits	123,600	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	123,600	0
Total	965,236	0
<i>Academic Support (AS)</i>		
Salaries	208,904	0
Wages	0	0
Sub-Total Salaries	208,904	0
Dept Allot Excl Emp Benefits	5,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	5,000	0
Total	213,904	0
<i>Student Services (SS)</i>		
Salaries	645,231	0
Wages	0	0
Sub-Total Salaries	645,231	0
Dept Allot Excl Emp Benefits	279,869	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	279,869	0
Total	925,100	325

Departmental Summary: Beaver

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,176,299	0
Wages	0	0
Sub-Total Salaries	3,176,299	0
Dept Allot Excl Emp Benefits	12,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,000	0
Total	3,188,299	0
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0
<i>Physical Plant Operations (PP)</i>		
Salaries	584,485	0
Wages	12,400	0
Sub-Total Salaries	596,885	0
Dept Allot Excl Emp Benefits	494,340	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	494,340	0
Total	1,091,225	0

Departmental Summary: Beaver

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,041,675	0
Sub-Total Departmental Allotment	2,041,675	0
Total	2,041,675	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,089,477	0
Support Salaries	2,367,078	0
Wages	12,400	0
Sub-Total Salaries	5,468,955	0
Departmental Allotment	944,809	0
Employee Benefits	2,041,675	0
Sub-Total Departmental Allotment	2,986,484	0
Total	8,455,439	325

Departmental Summary: Berks

General Funds

2015-2016 Budget	
Expense	Dept. Income

Institutional Support (IS)

Salaries	1,287,422	0
Wages	0	0
Sub-Total Salaries	1,287,422	0
Dept Allot Excl Emp Benefits	20,474	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	20,474	0
Total	1,307,896	5,000

Academic Support (AS)

Salaries	1,625,436	0
Wages	0	0
Sub-Total Salaries	1,625,436	0
Dept Allot Excl Emp Benefits	71,428	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	71,428	0
Total	1,696,864	0

Student Services (SS)

Salaries	1,538,802	0
Wages	0	0
Sub-Total Salaries	1,538,802	0
Dept Allot Excl Emp Benefits	1,183,281	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,183,281	0
Total	2,722,083	0

Departmental Summary: Berks

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	10,997,829	0
Wages	0	0
Sub-Total Salaries	10,997,829	0
Dept Allot Excl Emp Benefits	16,275	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,275	0
Total	11,014,104	0
<i>Extension and Public Services</i>		
Salaries	114,455	0
Wages	0	0
Sub-Total Salaries	114,455	0
Dept Allot Excl Emp Benefits	210,623	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	210,623	0
Total	325,078	322,300
<i>Physical Plant Operations (PP)</i>		
Salaries	1,742,703	0
Wages	0	0
Sub-Total Salaries	1,742,703	0
Dept Allot Excl Emp Benefits	777,292	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	777,292	0
Total	2,519,995	0

Departmental Summary: Berks

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Employee Benefits (SB)		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,367,814	0
Sub-Total Departmental Allotment	6,367,814	0
Total	6,367,814	0
Fund Total: General Funds		
Academic Salaries	10,430,672	0
Support Salaries	6,875,975	0
Wages	0	0
Sub-Total Salaries	17,306,647	0
Departmental Allotment	2,279,373	0
Employee Benefits	6,367,814	0
Sub-Total Departmental Allotment	8,647,187	0
Total	25,953,834	327,300

Departmental Summary: Brandywine

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,056,815	0
Wages	0	0
Sub-Total Salaries	1,056,815	0
Dept Allot Excl Emp Benefits	16,727	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,727	0
Total	1,073,542	0
<i>Academic Support (AS)</i>		
Salaries	576,177	0
Wages	0	0
Sub-Total Salaries	576,177	0
Dept Allot Excl Emp Benefits	10,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	10,000	0
Total	586,177	0
<i>Student Services (SS)</i>		
Salaries	1,265,290	0
Wages	5,000	0
Sub-Total Salaries	1,270,290	0
Dept Allot Excl Emp Benefits	454,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	454,000	0
Total	1,724,290	0

Departmental Summary: Brandywine

General Funds

2015-2016 Budget	
Expense	Dept. Income

Resident Instruction (RI)

Salaries	7,695,274	0
Wages	0	0
Sub-Total Salaries	7,695,274	0
Dept Allot Excl Emp Benefits	12,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,500	0
Total	7,707,774	0

Extension and Public Services

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	0	251,742

Student Aid (SA)

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: Brandywine

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	779,227	0
Wages	0	0
Sub-Total Salaries	779,227	0
Dept Allot Excl Emp Benefits	433,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	433,000	0
Total	1,212,227	0
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	3,217,122	0
Sub-Total Departmental Allotment	3,217,122	0
Total	3,217,122	0
<i>Fund Total: General Funds</i>		
Academic Salaries	7,847,161	0
Support Salaries	3,525,622	0
Wages	5,000	0
Sub-Total Salaries	11,377,783	0
Departmental Allotment	956,227	0
Employee Benefits	3,217,122	0
Sub-Total Departmental Allotment	4,173,349	0
Total	15,551,132	251,742

Departmental Summary: DuBois

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	176,882	0
Wages	0	0
Sub-Total Salaries	176,882	0
Dept Allot Excl Emp Benefits	27,700	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	27,700	0
Total	204,582	0
<i>Academic Support (AS)</i>		
Salaries	471,592	0
Wages	0	0
Sub-Total Salaries	471,592	0
Dept Allot Excl Emp Benefits	5,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	5,000	0
Total	476,592	0
<i>Student Services (SS)</i>		
Salaries	542,782	0
Wages	0	0
Sub-Total Salaries	542,782	0
Dept Allot Excl Emp Benefits	191,989	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	191,989	0
Total	734,771	0

Departmental Summary: DuBois

General Funds

2015-2016 Budget	
Expense	Dept. Income

Resident Instruction (RI)

Salaries	4,083,387	0
Wages	0	0
Sub-Total Salaries	4,083,387	0
Dept Allot Excl Emp Benefits	13,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	13,500	0
Total	4,096,887	0

Extension and Public Services

Salaries	102,620	0
Wages	0	0
Sub-Total Salaries	102,620	0
Dept Allot Excl Emp Benefits	1,458	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,458	0
Total	104,078	190,300

Student Aid (SA)

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: DuBois

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	591,766	0
Wages	0	0
Sub-Total Salaries	591,766	0
Dept Allot Excl Emp Benefits	284,339	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	284,339	0
Total	876,105	0
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,472,110	0
Sub-Total Departmental Allotment	2,472,110	0
Total	2,472,110	0
<i>Fund Total: General Funds</i>		
Academic Salaries	4,108,673	0
Support Salaries	1,860,356	0
Wages	0	0
Sub-Total Salaries	5,969,029	0
Departmental Allotment	553,986	0
Employee Benefits	2,472,110	0
Sub-Total Departmental Allotment	3,026,096	0
Total	8,995,125	190,300

Departmental Summary: Erie - Behrend

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,598,885	0
Wages	14,099	0
Sub-Total Salaries	1,612,984	0
Dept Allot Excl Emp Benefits	399,674	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	399,674	0
Total	2,012,658	45,262
<i>Academic Support (AS)</i>		
Salaries	1,941,042	0
Wages	89,451	0
Sub-Total Salaries	2,030,493	0
Dept Allot Excl Emp Benefits	83,554	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	83,554	0
Total	2,114,047	156,500
<i>Student Services (SS)</i>		
Salaries	2,066,694	0
Wages	104,393	0
Sub-Total Salaries	2,171,087	0
Dept Allot Excl Emp Benefits	2,562,640	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,562,640	0
Total	4,733,727	247,000

Departmental Summary: Erie - Behrend

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	19,438,500	0
Wages	63,533	0
Sub-Total Salaries	19,502,033	0
Dept Allot Excl Emp Benefits	804,595	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	804,595	0
Total	20,306,628	226,941
<i>Organized Research (OR)</i>		
Salaries	142,859	0
Wages	1,000	0
Sub-Total Salaries	143,859	0
Dept Allot Excl Emp Benefits	228,290	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	228,290	0
Total	372,149	0
<i>Extension and Public Services</i>		
Salaries	73,788	0
Wages	470	0
Sub-Total Salaries	74,258	0
Dept Allot Excl Emp Benefits	68,153	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	68,153	0
Total	142,411	0

Departmental Summary: Erie - Behrend

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	50,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	50,000	0
Total	50,000	0
<i>Physical Plant Operations (PP)</i>		
Salaries	2,646,194	0
Wages	86,722	0
Sub-Total Salaries	2,732,916	0
Dept Allot Excl Emp Benefits	1,986,921	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,986,921	0
Total	4,719,837	80,000
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	12,540,146	0
Sub-Total Departmental Allotment	12,540,146	0
Total	12,540,146	0

Departmental Summary: Erie - Behrend

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Other (OT)		
Salaries	4,152,542	0
Wages	7,100	0
Sub-Total Salaries	4,159,642	0
Dept Allot Excl Emp Benefits	327,323	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	327,323	0
Total	4,486,965	0
Fund Total: General Funds		
Academic Salaries	23,042,401	0
Support Salaries	9,018,103	0
Wages	366,768	0
Sub-Total Salaries	32,427,272	0
Departmental Allotment	6,511,150	0
Employee Benefits	12,540,146	0
Sub-Total Departmental Allotment	19,051,296	0
Total	51,478,568	755,703

Departmental Summary: Fayette - Eberly

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,002,585	0
Wages	22,000	0
Sub-Total Salaries	1,024,585	0
Dept Allot Excl Emp Benefits	77,755	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	77,755	0
Total	1,102,340	0
<i>Academic Support (AS)</i>		
Salaries	242,388	0
Wages	9,000	0
Sub-Total Salaries	251,388	0
Dept Allot Excl Emp Benefits	28,659	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	28,659	0
Total	280,047	0
<i>Student Services (SS)</i>		
Salaries	541,453	0
Wages	0	0
Sub-Total Salaries	541,453	0
Dept Allot Excl Emp Benefits	301,522	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	301,522	0
Total	842,975	0

Departmental Summary: Fayette - Eberly

General Funds

2015-2016 Budget	
Expense	Dept. Income

Resident Instruction (RI)

Salaries	3,868,138	0
Wages	0	0
Sub-Total Salaries	3,868,138	0
Dept Allot Excl Emp Benefits	55,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	55,000	0
Total	3,923,138	100

Extension and Public Services

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	85,791	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	85,791	0
Total	85,791	279,837

Student Aid (SA)

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: Fayette - Eberly

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	594,478	0
Wages	12,300	0
Sub-Total Salaries	606,778	0
Dept Allot Excl Emp Benefits	496,685	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	496,685	0
Total	1,103,463	0
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,366,521	0
Sub-Total Departmental Allotment	2,366,521	0
Total	2,366,521	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,866,155	0
Support Salaries	2,382,887	0
Wages	43,300	0
Sub-Total Salaries	6,292,342	0
Departmental Allotment	1,075,412	0
Employee Benefits	2,366,521	0
Sub-Total Departmental Allotment	3,441,933	0
Total	9,734,275	279,937

Departmental Summary: Greater Allegheny

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	917,249	0
Wages	20,000	0
Sub-Total Salaries	937,249	0
Dept Allot Excl Emp Benefits	198,159	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	198,159	0
Total	1,135,408	0
<i>Academic Support (AS)</i>		
Salaries	380,387	0
Wages	5,000	0
Sub-Total Salaries	385,387	0
Dept Allot Excl Emp Benefits	48,407	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	48,407	0
Total	433,794	0
<i>Student Services (SS)</i>		
Salaries	569,451	0
Wages	0	0
Sub-Total Salaries	569,451	0
Dept Allot Excl Emp Benefits	333,224	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	333,224	0
Total	902,675	0

Departmental Summary: Greater Allegheny

General Funds

2015-2016 Budget	
Expense	Dept. Income

Resident Instruction (RI)

Salaries	2,691,068	0
Wages	0	0
Sub-Total Salaries	2,691,068	0
Dept Allot Excl Emp Benefits	74,621	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	74,621	0
Total	2,765,689	0

Student Aid (SA)

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Physical Plant Operations (PP)

Salaries	732,960	0
Wages	6,000	0
Sub-Total Salaries	738,960	0
Dept Allot Excl Emp Benefits	416,852	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	416,852	0
Total	1,155,812	0

Departmental Summary: Greater Allegheny

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,196,095	0
Sub-Total Departmental Allotment	2,196,095	0
Total	2,196,095	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,031,318	0
Support Salaries	2,259,797	0
Wages	31,000	0
Sub-Total Salaries	5,322,115	0
Departmental Allotment	1,101,263	0
Employee Benefits	2,196,095	0
Sub-Total Departmental Allotment	3,297,358	0
Total	8,619,473	0

Departmental Summary: Harrisburg

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,675,848	0
Wages	27,672	0
Sub-Total Salaries	1,703,520	0
Dept Allot Excl Emp Benefits	604,760	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	604,760	0
Total	2,308,280	0
<i>Academic Support (AS)</i>		
Salaries	4,350,589	0
Wages	39,119	0
Sub-Total Salaries	4,389,708	0
Dept Allot Excl Emp Benefits	582,391	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	582,391	0
Total	4,972,099	81,700
<i>Student Services (SS)</i>		
Salaries	1,845,928	0
Wages	30,605	0
Sub-Total Salaries	1,876,533	0
Dept Allot Excl Emp Benefits	1,697,985	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,697,985	0
Total	3,574,518	8,200

Departmental Summary: Harrisburg

General Funds

2015-2016 Budget	
Expense	Dept. Income

Resident Instruction (RI)

Salaries	16,768,297	0
Wages	36,114	0
Sub-Total Salaries	16,804,411	0
Dept Allot Excl Emp Benefits	183,226	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	183,226	0
Total	16,987,637	0

Organized Research (OR)

Salaries	119,048	0
Wages	0	0
Sub-Total Salaries	119,048	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	149,048	0

Extension and Public Services

Salaries	404,286	0
Wages	1,000	0
Sub-Total Salaries	405,286	0
Dept Allot Excl Emp Benefits	497,868	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	497,868	0
Total	903,154	900,000

Departmental Summary: Harrisburg

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	2,678,088	0
Wages	63,349	0
Sub-Total Salaries	2,741,437	0
Dept Allot Excl Emp Benefits	1,632,183	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,632,183	0
Total	4,373,620	75,000
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	11,588,898	0
Sub-Total Departmental Allotment	11,588,898	0
Total	11,588,898	0
<i>Fund Total: General Funds</i>		
Academic Salaries	19,096,755	0
Support Salaries	8,745,329	0
Wages	197,859	0
Sub-Total Salaries	28,039,943	0
Departmental Allotment	5,228,413	0
Employee Benefits	11,588,898	0
Sub-Total Departmental Allotment	16,817,311	0
Total	44,857,254	1,064,900

Departmental Summary: Hazleton

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	460,500	0
Wages	1,851	0
Sub-Total Salaries	462,351	0
Dept Allot Excl Emp Benefits	68,085	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	68,085	0
Total	530,436	0
<i>Academic Support (AS)</i>		
Salaries	472,141	0
Wages	0	0
Sub-Total Salaries	472,141	0
Dept Allot Excl Emp Benefits	24,952	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	24,952	0
Total	497,093	0
<i>Student Services (SS)</i>		
Salaries	521,754	0
Wages	0	0
Sub-Total Salaries	521,754	0
Dept Allot Excl Emp Benefits	381,693	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	381,693	0
Total	903,447	21,500

Departmental Summary: Hazleton

General Funds

2015-2016 Budget	
Expense	Dept. Income

Resident Instruction (RI)

Salaries	6,254,280	0
Wages	0	0
Sub-Total Salaries	6,254,280	0
Dept Allot Excl Emp Benefits	30,677	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,677	0
Total	6,284,957	0

Extension and Public Services

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	0	400,000

Student Aid (SA)

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: Hazleton

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	780,702	0
Wages	0	0
Sub-Total Salaries	780,702	0
Dept Allot Excl Emp Benefits	463,310	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	463,310	0
Total	1,244,012	1,000
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,853,512	0
Sub-Total Departmental Allotment	2,853,512	0
Total	2,853,512	0
<i>Fund Total: General Funds</i>		
Academic Salaries	5,497,672	0
Support Salaries	2,991,705	0
Wages	1,851	0
Sub-Total Salaries	8,491,228	0
Departmental Allotment	998,717	0
Employee Benefits	2,853,512	0
Sub-Total Departmental Allotment	3,852,229	0
Total	12,343,457	422,500

Departmental Summary: Lehigh Valley

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	404,792	0
Wages	0	0
Sub-Total Salaries	404,792	0
Dept Allot Excl Emp Benefits	1,508	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,508	0
Total	406,300	0
<i>Academic Support (AS)</i>		
Salaries	917,049	0
Wages	0	0
Sub-Total Salaries	917,049	0
Dept Allot Excl Emp Benefits	4,009	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	4,009	0
Total	921,058	0
<i>Student Services (SS)</i>		
Salaries	561,742	0
Wages	0	0
Sub-Total Salaries	561,742	0
Dept Allot Excl Emp Benefits	340,327	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	340,327	0
Total	902,069	0

Departmental Summary: Lehigh Valley

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,182,719	0
Wages	0	0
Sub-Total Salaries	3,182,719	0
Dept Allot Excl Emp Benefits	2,434	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,434	0
Total	3,185,153	1
<i>Extension and Public Services</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	104,319	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	104,319	0
Total	104,319	154,000
<i>Physical Plant Operations (PP)</i>		
Salaries	411,904	0
Wages	0	0
Sub-Total Salaries	411,904	0
Dept Allot Excl Emp Benefits	168,762	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	168,762	0
Total	580,666	0

Departmental Summary: Lehigh Valley

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,427,827	0
Sub-Total Departmental Allotment	2,427,827	0
Total	2,427,827	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,084,424	0
Support Salaries	2,393,782	0
Wages	0	0
Sub-Total Salaries	5,478,206	0
Departmental Allotment	621,359	0
Employee Benefits	2,427,827	0
Sub-Total Departmental Allotment	3,049,186	0
Total	8,527,392	154,001

Departmental Summary: Mont Alto

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	600,852	0
Wages	0	0
Sub-Total Salaries	600,852	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	600,852	0
<i>Academic Support (AS)</i>		
Salaries	429,421	0
Wages	0	0
Sub-Total Salaries	429,421	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	429,421	0
<i>Student Services (SS)</i>		
Salaries	706,799	0
Wages	0	0
Sub-Total Salaries	706,799	0
Dept Allot Excl Emp Benefits	397,587	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	397,587	0
Total	1,104,386	1,950

Departmental Summary: Mont Alto

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	4,754,433	0
Wages	0	0
Sub-Total Salaries	4,754,433	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,754,433	200
<i>Extension and Public Services</i>		
Salaries	335,380	0
Wages	0	0
Sub-Total Salaries	335,380	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	335,380	335,380
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: Mont Alto

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	826,899	0
Wages	6,700	0
Sub-Total Salaries	833,599	0
Dept Allot Excl Emp Benefits	213,450	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	213,450	0
Total	1,047,049	1,850
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,740,124	0
Sub-Total Departmental Allotment	2,740,124	0
Total	2,740,124	0
<i>Fund Total: General Funds</i>		
Academic Salaries	5,097,927	0
Support Salaries	2,555,857	0
Wages	6,700	0
Sub-Total Salaries	7,660,484	0
Departmental Allotment	641,037	0
Employee Benefits	2,740,124	0
Sub-Total Departmental Allotment	3,381,161	0
Total	11,041,645	339,380

Departmental Summary: New Kensington

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,554,690	0
Wages	0	0
Sub-Total Salaries	1,554,690	0
Dept Allot Excl Emp Benefits	133,163	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	133,163	0
Total	1,687,853	0
<i>Academic Support (AS)</i>		
Salaries	196,548	0
Wages	0	0
Sub-Total Salaries	196,548	0
Dept Allot Excl Emp Benefits	136,185	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	136,185	0
Total	332,733	500
<i>Student Services (SS)</i>		
Salaries	632,299	0
Wages	0	0
Sub-Total Salaries	632,299	0
Dept Allot Excl Emp Benefits	347,017	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	347,017	0
Total	979,316	0

Departmental Summary: New Kensington

General Funds

2015-2016 Budget	
Expense	Dept. Income

Resident Instruction (RI)

Salaries	2,912,299	0
Wages	0	0
Sub-Total Salaries	2,912,299	0
Dept Allot Excl Emp Benefits	66,716	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	66,716	0
Total	2,979,015	2,300

Extension and Public Services

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	5,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	5,000	0
Total	5,000	150,000

Student Aid (SA)

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: New Kensington

General Funds

2015-2016 Budget	
Expense	Dept. Income

Physical Plant Operations (PP)

Salaries	572,835	0
Wages	0	0
Sub-Total Salaries	572,835	0
Dept Allot Excl Emp Benefits	391,228	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	391,228	0
Total	964,063	4,000

Employee Benefits (SB)

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,157,513	0
Sub-Total Departmental Allotment	2,157,513	0
Total	2,157,513	0

Fund Total: General Funds

Academic Salaries	3,260,611	0
Support Salaries	2,608,060	0
Wages	0	0
Sub-Total Salaries	5,868,671	0
Departmental Allotment	1,109,309	0
Employee Benefits	2,157,513	0
Sub-Total Departmental Allotment	3,266,822	0
Total	9,135,493	156,800

Departmental Summary: Schuylkill

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	548,973	0
Wages	0	0
Sub-Total Salaries	548,973	0
Dept Allot Excl Emp Benefits	67,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	67,000	0
Total	615,973	67,000
<i>Academic Support (AS)</i>		
Salaries	846,024	0
Wages	0	0
Sub-Total Salaries	846,024	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	846,024	0
<i>Student Services (SS)</i>		
Salaries	476,499	0
Wages	0	0
Sub-Total Salaries	476,499	0
Dept Allot Excl Emp Benefits	276,773	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	276,773	0
Total	753,272	0

Departmental Summary: Schuylkill

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	4,552,015	0
Wages	76,788	0
Sub-Total Salaries	4,628,803	0
Dept Allot Excl Emp Benefits	229,900	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	229,900	0
Total	4,858,703	0
<i>Extension and Public Services</i>		
Salaries	19,602	0
Wages	0	0
Sub-Total Salaries	19,602	0
Dept Allot Excl Emp Benefits	18,023	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	18,023	0
Total	37,625	37,625
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	400,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	400,000	0
Total	400,000	0

Departmental Summary: Schuylkill

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	686,334	0
Wages	0	0
Sub-Total Salaries	686,334	0
Dept Allot Excl Emp Benefits	281,076	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	281,076	0
Total	967,410	1,000
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,646,791	0
Sub-Total Departmental Allotment	2,646,791	0
Total	2,646,791	0
<i>Fund Total: General Funds</i>		
Academic Salaries	4,734,403	0
Support Salaries	2,395,044	0
Wages	76,788	0
Sub-Total Salaries	7,206,235	0
Departmental Allotment	1,272,772	0
Employee Benefits	2,646,791	0
Sub-Total Departmental Allotment	3,919,563	0
Total	11,125,798	105,625

Departmental Summary: Shenango

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	405,984	0
Wages	15,976	0
Sub-Total Salaries	421,960	0
Dept Allot Excl Emp Benefits	65,558	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	65,558	0
Total	487,518	200
<i>Academic Support (AS)</i>		
Salaries	245,472	0
Wages	0	0
Sub-Total Salaries	245,472	0
Dept Allot Excl Emp Benefits	12,099	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,099	0
Total	257,571	0
<i>Student Services (SS)</i>		
Salaries	503,966	0
Wages	4,433	0
Sub-Total Salaries	508,399	0
Dept Allot Excl Emp Benefits	213,768	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	213,768	0
Total	722,167	0

Departmental Summary: Shenango

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	2,658,897	0
Wages	0	0
Sub-Total Salaries	2,658,897	0
Dept Allot Excl Emp Benefits	717	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	717	0
Total	2,659,614	0
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	38,086	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	38,086	0
Total	38,086	0
<i>Physical Plant Operations (PP)</i>		
Salaries	430,371	0
Wages	16,749	0
Sub-Total Salaries	447,120	0
Dept Allot Excl Emp Benefits	357,647	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	357,647	0
Total	804,767	0

Departmental Summary: Shenango

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
Employee Benefits (SB)		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	1,593,640	0
Sub-Total Departmental Allotment	1,593,640	0
Total	1,593,640	0
Fund Total: General Funds		
Academic Salaries	2,689,224	0
Support Salaries	1,555,466	0
Wages	37,158	0
Sub-Total Salaries	4,281,848	0
Departmental Allotment	687,875	0
Employee Benefits	1,593,640	0
Sub-Total Departmental Allotment	2,281,515	0
Total	6,563,363	200

Departmental Summary: Wilkes-Barre

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	389,334	0
Wages	0	0
Sub-Total Salaries	389,334	0
Dept Allot Excl Emp Benefits	60,788	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	60,788	0
Total	450,122	0
<i>Academic Support (AS)</i>		
Salaries	352,506	0
Wages	6,130	0
Sub-Total Salaries	358,636	0
Dept Allot Excl Emp Benefits	2,800	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,800	0
Total	361,436	0
<i>Student Services (SS)</i>		
Salaries	644,085	0
Wages	3,504	0
Sub-Total Salaries	647,589	0
Dept Allot Excl Emp Benefits	185,549	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	185,549	0
Total	833,138	0

Departmental Summary: Wilkes-Barre

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,537,101	0
Wages	0	0
Sub-Total Salaries	3,537,101	0
Dept Allot Excl Emp Benefits	16,310	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,310	0
Total	3,553,411	0
<i>Extension and Public Services</i>		
Salaries	40,000	0
Wages	12,000	0
Sub-Total Salaries	52,000	0
Dept Allot Excl Emp Benefits	136,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	136,000	0
Total	188,000	188,000
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: Wilkes-Barre

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	335,771	0
Wages	0	0
Sub-Total Salaries	335,771	0
Dept Allot Excl Emp Benefits	349,872	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	349,872	0
Total	685,643	0
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	1,820,016	0
Sub-Total Departmental Allotment	1,820,016	0
Total	1,820,016	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,149,929	0
Support Salaries	2,148,868	0
Wages	21,634	0
Sub-Total Salaries	5,320,431	0
Departmental Allotment	781,319	0
Employee Benefits	1,820,016	0
Sub-Total Departmental Allotment	2,601,335	0
Total	7,921,766	188,000

Departmental Summary: Worthington Scranton

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	403,929	0
Wages	6,500	0
Sub-Total Salaries	410,429	0
Dept Allot Excl Emp Benefits	198,557	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	198,557	0
Total	608,986	200
<i>Academic Support (AS)</i>		
Salaries	582,708	0
Wages	23,500	0
Sub-Total Salaries	606,208	0
Dept Allot Excl Emp Benefits	44,799	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	44,799	0
Total	651,007	400
<i>Student Services (SS)</i>		
Salaries	798,985	0
Wages	12,500	0
Sub-Total Salaries	811,485	0
Dept Allot Excl Emp Benefits	501,165	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	501,165	0
Total	1,312,650	250

Departmental Summary: Worthington Scranton

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	5,930,699	0
Wages	16,068	0
Sub-Total Salaries	5,946,767	0
Dept Allot Excl Emp Benefits	122,592	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	122,592	0
Total	6,069,359	0
<i>Extension and Public Services</i>		
Salaries	112,840	0
Wages	2,509	0
Sub-Total Salaries	115,349	0
Dept Allot Excl Emp Benefits	108,777	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	108,777	0
Total	224,126	249,760
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: Worthington Scranton

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	524,433	0
Wages	10,000	0
Sub-Total Salaries	534,433	0
Dept Allot Excl Emp Benefits	476,032	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	476,032	0
Total	1,010,465	0
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	3,050,023	0
Sub-Total Departmental Allotment	3,050,023	0
Total	3,050,023	0
<i>Fund Total: General Funds</i>		
Academic Salaries	6,144,719	0
Support Salaries	2,208,875	0
Wages	71,077	0
Sub-Total Salaries	8,424,671	0
Departmental Allotment	1,481,922	0
Employee Benefits	3,050,023	0
Sub-Total Departmental Allotment	4,531,945	0
Total	12,956,616	250,610

Departmental Summary: York

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,676,683	0
Wages	0	0
Sub-Total Salaries	1,676,683	0
Dept Allot Excl Emp Benefits	-88,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	-88,000	0
Total	1,588,683	0
<i>Academic Support (AS)</i>		
Salaries	467,472	0
Wages	0	0
Sub-Total Salaries	467,472	0
Dept Allot Excl Emp Benefits	21,727	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	21,727	0
Total	489,199	0
<i>Student Services (SS)</i>		
Salaries	922,880	0
Wages	0	0
Sub-Total Salaries	922,880	0
Dept Allot Excl Emp Benefits	442,491	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	442,491	0
Total	1,365,371	0

Departmental Summary: York

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	5,691,343	0
Wages	0	0
Sub-Total Salaries	5,691,343	0
Dept Allot Excl Emp Benefits	16,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,000	0
Total	5,707,343	0
<i>Extension and Public Services</i>		
Salaries	524,615	0
Wages	0	0
Sub-Total Salaries	524,615	0
Dept Allot Excl Emp Benefits	200,148	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	200,148	0
Total	724,763	724,763
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	30,000	0

Departmental Summary: York

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	651,634	0
Wages	0	0
Sub-Total Salaries	651,634	0
Dept Allot Excl Emp Benefits	569,913	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	569,913	0
Total	1,221,547	0
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	3,323,341	0
Sub-Total Departmental Allotment	3,323,341	0
Total	3,323,341	0
<i>Fund Total: General Funds</i>		
Academic Salaries	6,487,667	0
Support Salaries	3,446,960	0
Wages	0	0
Sub-Total Salaries	9,934,627	0
Departmental Allotment	1,192,279	0
Employee Benefits	3,323,341	0
Sub-Total Departmental Allotment	4,515,620	0
Total	14,450,247	724,763

Departmental Summary: VP for Commonwealth Campuses

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support</i>		
Salaries	454,836	0
Wages	0	0
Sub-Total Salaries	454,836	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	454,836	0
<i>Instruction</i>		
Salaries	7,256,031	0
Wages	0	0
Sub-Total Salaries	7,256,031	0
Dept Allot Excl Emp Benefits	928,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	928,000	0
Total	8,184,031	0
<i>Academic Support</i>		
Salaries	5,053,188	0
Wages	0	0
Sub-Total Salaries	5,053,188	0
Dept Allot Excl Emp Benefits	100,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	100,000	0
Total	5,153,188	0

Departmental Summary: VP for Commonwealth Campuses

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,572,086	0
Sub-Total Departmental Allotment	2,572,086	0
Total	2,572,086	0
<i>Fund Total: General Funds</i>		
Academic Salaries	6,656,729	0
Support Salaries	6,107,326	0
Wages	0	0
Sub-Total Salaries	12,764,055	0
Departmental Allotment	1,028,000	0
Employee Benefits	2,572,086	0
Sub-Total Departmental Allotment	3,600,086	0
Total	16,364,141	0

Total - Commonwealth Campuses
(Includes VP for Commonwealth Campuses)

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	148,358,895	
Support Salaries	82,467,710	
Wages	1,136,366	
Sub-Total Salaries	231,962,971	
Dept Allot Excl Emp Benefits	36,975,634	
Employee Benefits	83,444,773	
Sub-Total Departmental Allotment	120,420,407	
Total	352,383,378	5,782,732

Great Valley

Departmental Summary: Great Valley

General Funds

2015-2016 Budget	
Expense	Dept. Income

Academic Support (AS)

Salaries	1,950,332	0
Wages	0	0
Sub-Total Salaries	1,950,332	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,950,332	0

Student Services (SS)

Salaries	381,156	0
Wages	0	0
Sub-Total Salaries	381,156	0
Dept Allot Excl Emp Benefits	96,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	96,000	0
Total	477,156	0

Resident Instruction (RI)

Salaries	2,494,400	0
Wages	0	0
Sub-Total Salaries	2,494,400	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,494,400	0

Departmental Summary: Great Valley

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Extension and Public Services</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	0	595,000
<i>Physical Plant Operations (PP)</i>		
Salaries	428,139	0
Wages	0	0
Sub-Total Salaries	428,139	0
Dept Allot Excl Emp Benefits	306,400	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	306,400	0
Total	734,539	420,000
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	3,051,916	0
Sub-Total Departmental Allotment	3,051,916	0
Total	3,051,916	0

Departmental Summary: Great Valley

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	3,455,616	0
Support Salaries	1,798,411	0
Wages	0	0
Sub-Total Salaries	5,254,027	0
Departmental Allotment	402,400	0
Employee Benefits	3,051,916	0
Sub-Total Departmental Allotment	3,454,316	0
Total	8,708,343	1,015,000

Total - Great Valley

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	3,455,616	
Support Salaries	1,798,411	
Wages	0	
Sub-Total Salaries	5,254,027	
Dept Allot Excl Emp Benefits	402,400	
Employee Benefits	3,051,916	
Sub-Total Departmental Allotment	3,454,316	
Total	8,708,343	1,015,000

**Central Budgets
and
General Income**

Departmental Summary: Central Budgets

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Facilities Fee</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	9,732,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	9,732,000	0
Total	9,732,000	0
<i>Tuition & Fees Offset Accounts</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	2,835,653	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,835,653	0
Total	2,835,653	0
<i>University Reserves</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	14,994,570	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	14,994,570	0
Total	14,994,570	0

Departmental Summary: Central Budgets

General Funds

2015-2016 Budget	
Expense	Dept. Income

Admin Overhead

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	-13,659,164	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	-13,659,164	0
Total	-13,659,164	0

Opportunity Fund

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	482,316	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	482,316	0
Total	482,316	0

Academic Reserves

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	12,036,041	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,036,041	0
Total	12,036,041	0

Departmental Summary: Central Budgets

General Funds

2015-2016 Budget	
Expense	Dept. Income

Tuition Surcharge

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	4,922,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	4,922,000	0
Total	4,922,000	0

International Student Fee

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	1,750,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,750,000	0
Total	1,750,000	0

Cost Savings

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	-12,976,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	-12,976,000	0
Total	-12,976,000	0

Departmental Summary: Central Budgets

General Funds

2015-2016 Budget	
Expense	Dept. Income

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	127,922,974	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	127,922,974	0
Total	127,922,974	360,000

Fund Total: General Funds

Academic Salaries	0	0
Support Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Departmental Allotment	148,040,390	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	148,040,390	0
Total	148,040,390	360,000

Total - Central Budgets

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	0	
Support Salaries	0	
Wages	0	
Sub-Total Salaries	0	
Dept Allot Excl Emp Benefits	148,040,390	
Employee Benefits	0	
Sub-Total Departmental Allotment	148,040,390	
Total	148,040,390	360,000

Departmental Summary: General Income

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Estimated General Income</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	120,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	120,000	0
Total	120,000	1,752,933,315
<i>Fund Total: General Funds</i>		
Academic Salaries	0	0
Support Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Departmental Allotment	120,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	120,000	0
Total	120,000	1,752,933,315

Total - General Income

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	0	
Support Salaries	0	
Wages	0	
Sub-Total Salaries	0	
Dept Allot Excl Emp Benefits	120,000	
Employee Benefits	0	
Sub-Total Departmental Allotment	120,000	
Total	120,000	1,752,933,315

Penn State Law

Departmental Summary: Penn State Law

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,752,350	0
Wages	46,200	0
Sub-Total Salaries	1,798,550	0
Dept Allot Excl Emp Benefits	1,073,215	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,073,215	0
Total	2,871,765	22,495,121
<i>Academic Support (AS)</i>		
Salaries	1,045,692	0
Wages	40,000	0
Sub-Total Salaries	1,085,692	0
Dept Allot Excl Emp Benefits	1,093,800	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,093,800	0
Total	2,179,492	0
<i>Student Services (SS)</i>		
Salaries	1,241,889	0
Wages	33,115	0
Sub-Total Salaries	1,275,004	0
Dept Allot Excl Emp Benefits	789,379	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	789,379	0
Total	2,064,383	330

Departmental Summary: Penn State Law

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	6,177,668	0
Wages	42,730	0
Sub-Total Salaries	6,220,398	0
Dept Allot Excl Emp Benefits	287,914	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	287,914	0
Total	6,508,312	98,009
<i>Extension and Public Services</i>		
Salaries	1,031,379	0
Wages	141,150	0
Sub-Total Salaries	1,172,529	0
Dept Allot Excl Emp Benefits	203,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	203,000	0
Total	1,375,529	200,000
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	3,487,765	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	3,487,765	0
Total	3,487,765	0

Departmental Summary: Penn State Law

General Funds

	2015-2016 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	179,400	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	179,400	0
Total	179,400	12,500
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	4,139,314	0
Sub-Total Departmental Allotment	4,139,314	0
Total	4,139,314	0
<i>Fund Total: General Funds</i>		
Academic Salaries	8,934,356	0
Support Salaries	2,314,622	0
Wages	303,195	0
Sub-Total Salaries	11,552,173	0
Departmental Allotment	7,114,473	0
Employee Benefits	4,139,314	0
Sub-Total Departmental Allotment	11,253,787	0
Total	22,805,960	22,805,960

Total - Penn State Law

	2015-2016 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	8,934,356	
Support Salaries	2,314,622	
Wages	303,195	
Sub-Total Salaries	11,552,173	
Dept Allot Excl Emp Benefits	7,114,473	
Employee Benefits	4,139,314	
Sub-Total Departmental Allotment	11,253,787	
Total	22,805,960	22,805,960

* Includes University Park location

Dickinson School of Law

Departmental Summary: Dickinson School of Law

General Funds

	2015-2016 Budget *	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	942,264	0
Wages	20,000	0
Sub-Total Salaries	962,264	0
Dept Allot Excl Emp Benefits	742,470	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	742,470	0
Total	1,704,734	8,618,056
<i>Academic Support (AS)</i>		
Salaries	658,248	0
Wages	30,000	0
Sub-Total Salaries	688,248	0
Dept Allot Excl Emp Benefits	256,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	256,500	0
Total	944,748	0
<i>Student Services (SS)</i>		
Salaries	652,005	0
Wages	15,200	0
Sub-Total Salaries	667,205	0
Dept Allot Excl Emp Benefits	292,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	292,000	0
Total	959,205	50,000

Departmental Summary: Dickinson School of Law

General Funds

	2015-2016 Budget *	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,108,144	0
Wages	57,420	0
Sub-Total Salaries	3,165,564	0
Dept Allot Excl Emp Benefits	158,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	158,500	0
Total	3,324,064	0
<i>Extension and Public Services</i>		
Salaries	467,260	0
Wages	34,320	0
Sub-Total Salaries	501,580	0
Dept Allot Excl Emp Benefits	116,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	116,000	0
Total	617,580	30,000
<i>Student Aid (SA)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	139,200	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	139,200	0
Total	139,200	0

Departmental Summary: Dickinson School of Law

General Funds

2015-2016 Budget *	
Expense	Dept. Income

Physical Plant Operations (PP)

Salaries	268,300	0
Wages	7,500	0
Sub-Total Salaries	275,800	0
Dept Allot Excl Emp Benefits	424,611	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	424,611	0
Total	700,411	77,403

Employee Benefits (SB)

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	8,000	0
Employee Benefits	377,517	0
Sub-Total Departmental Allotment	385,517	0
Total	385,517	0

Fund Total: General Funds

Academic Salaries	3,915,136	0
Support Salaries	2,181,085	0
Wages	164,440	0
Sub-Total Salaries	6,260,661	0
Departmental Allotment	2,137,281	0
Employee Benefits	377,517	0
Sub-Total Departmental Allotment	2,514,798	0
Total	8,775,459	8,775,459

Total - Dickinson School of Law

	2015-2016 Budget *	
	Expense	Dept. Income
General Funds		
Academic Salaries	3,915,136	
Support Salaries	2,181,085	
Wages	164,440	
Sub-Total Salaries	6,260,661	
Dept Allot Excl Emp Benefits	2,137,281	
Employee Benefits	377,517	
Sub-Total Departmental Allotment	2,514,798	
Total	8,775,459	8,775,459

* Includes Carlisle location

College of Medicine

Departmental Summary: College of Medicine

General Funds

	2015-2016 Budget *	
	Expense	Dept. Income
<i>College of Medicine</i>		
Salaries	43,852,262	0
Wages	313,147	0
Sub-Total Salaries	44,165,409	0
Dept Allot Excl Emp Benefits	64,891,909	0
Employee Benefits	14,748,151	0
Sub-Total Departmental Allotment	79,640,060	0
Total	123,805,469	123,805,469
<i>Fund Total: General Funds</i>		
Academic Salaries	28,629,632	0
Support Salaries	15,222,630	0
Wages	313,147	0
Sub-Total Salaries	44,165,409	0
Departmental Allotment	64,891,909	0
Employee Benefits	14,748,151	0
Sub-Total Departmental Allotment	79,640,060	0
Total	123,805,469	123,805,469

* excludes Medical Appropriations provided to the M. S. Hershey Medical Center through the Pennsylvania Department of Public Welfare

Total - College of Medicine

	2015-2016 Budget *	
	Expense	Dept. Income
General Funds		
Academic Salaries	28,629,632	
Support Salaries	15,222,630	
Wages	313,147	
Sub-Total Salaries	44,165,409	
Dept Allot Excl Emp Benefits	64,891,909	
Employee Benefits	14,748,151	
Sub-Total Departmental Allotment	79,640,060	
Total	123,805,469	123,805,469

* excludes Medical Appropriations provided to the M. S. Hershey Medical Center through the Pennsylvania Department of Public Welfare

TAB D

Employee Headcount and Salary Data

Employee Headcount and Salary Data

The headcount number of full-time employees and the mean and median salaries by employee classification are provided for fall semester 2014 (as of September 30, 2014). Data are shown at the academic or administrative unit level for all fund types combined. Academic employee data are shown for the following professorial ranks: professor, associate professor, assistant professor, and instructor. Academic employees with other ranks (e.g., lecturer, research associate, and research assistants) are included in the "other" category. All faculty salary data are nine-month-equivalent salaries, which is consistent with faculty salary data published nationally by the American Association of University Professors annually in *Academe* and *The Chronicle of Higher Education*.

Staff categories included in this section are: executive/administrative/ managerial, other professional non-faculty, clerical/secretarial, and technical/ service/others. These categories are based on the staff employee taxonomy that appears on the Integrated Post-Secondary Education Data Survey (IPEDS) Fall Staff Report. Staff employee headcounts also represent all fund types combined. Mean and median salaries for staff employees are determined by using actual annual salaries.

NOTE: Counts on the individual pages **do not** necessarily add up to the total pages.
Individual pages **do not** include information for categories with 3 or less employees.
The total pages **do** include all employees.

Mean and Median Salaries of Full-Time* Employees

As of October 31, 2014

All University

A. Faculty	<u>Full-Time Headcount</u>	<u>Mean Salary</u>	<u>Median Salary</u>
Faculty Rank			
Professor	1315	\$159,651	\$135,144
Associate Professor	1202	115,906	90,000
Assistant Professor	1180	118,484	84,492
Instructor	645	57,660	54,432
Other	1658	62,683	59,308
B. Staff	<u>Full-Time Headcount</u>	<u>Mean Salary</u>	<u>Median Salary</u>
Executive/Administrator/Managerial **	1605	\$109,385	\$84,660
Other Professional Non-Faculty	4801	62,760	55,332
Clerical/Secretarial	2528	38,173	36,516
Technical, Service and Other	3388	43,358	42,723

*Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Includes Academic Department Heads

Mean and Median Salaries of Full-Time* Employees

As of October 31, 2014

All University Less Hershey

A. Faculty	<u>Full-Time Headcount</u>	<u>Mean Salary</u>	<u>Median Salary</u>
Faculty Rank			
Professor	1064	\$139,044	\$124,761
Associate Professor	989	93,723	85,500
Assistant Professor	718	81,372	71,082
Instructor	607	54,896	53,559
Other	1600	62,903	58,278
B. Staff	<u>Full-Time Headcount</u>	<u>Mean Salary</u>	<u>Median Salary</u>
Executive/Administrator/Managerial **	1539	\$104,202	\$83,028
Other Professional Non-Faculty	4592	62,963	54,396
Clerical/Secretarial	2407	37,924	36,048
Technical, Service and Other	3179	43,500	42,000

*Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Agricultural Sciences

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	118	\$ 125,700	\$ 115,996
Associate Professor	61	96,629	95,256
Assistant Professor	26	83,620	82,404
Instructor	15	56,426	58,071
Other	69	61,257	59,760
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	66	\$ 120,170	\$ 101,352
Other Professional Non-Faculty	347	56,925	55,620
Clerical/Secretarial	235	34,670	31,920
Technical, Service and Other	147	42,572	44,796

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Arts & Architecture

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	58	\$ 103,150	\$ 102,015
Associate Professor	73	80,427	79,722
Assistant Professor	39	60,798	62,604
Instructor	27	39,036	41,004
Other	1	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	32	\$ 109,785	\$ 86,772
Other Professional Non-Faculty	59	54,485	52,092
Clerical/Secretarial	36	45,629	41,892
Technical, Service and Other	4	44,109	41,683

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Business - Smeal College

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	33	\$ 214,491	\$ 203,234
Associate Professor	26	177,696	174,276
Assistant Professor	34	162,340	151,983
Instructor	25	86,470	77,520
Other	30	124,592	128,855
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	35	\$ 144,702	\$ 93,300
Other Professional Non-Faculty	71	51,131	50,448
Clerical/Secretarial	46	41,731	37,800
Technical, Service and Other	2	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Communications

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	8	\$ 151,101	\$ 153,981
Associate Professor	21	84,894	83,790
Assistant Professor	1	-	-
Instructor	0	-	-
Other	29	77,205	73,125
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	13	\$ 119,356	\$ 110,376
Other Professional Non-Faculty	22	54,311	50,844
Clerical/Secretarial	10	40,172	38,808
Technical, Service and Other	1	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Earth & Mineral Sciences

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	75	\$ 147,058	\$ 139,716
Associate Professor	28	104,107	102,996
Assistant Professor	28	86,872	90,000
Instructor	4	52,172	50,464
Other	102	58,766	54,000
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	15	\$ 172,997	\$ 175,116
Other Professional Non-Faculty	50	54,995	54,528
Clerical/Secretarial	50	47,185	44,232
Technical, Service and Other	12	54,356	56,796

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term | Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Education

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	41	\$ 115,816	\$ 114,237
Associate Professor	57	86,675	89,298
Assistant Professor	49	67,831	75,006
Instructor	28	38,121	36,027
Other	12	53,805	49,936
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	11	\$ 145,001	\$ 140,256
Other Professional Non-Faculty	27	48,466	49,272
Clerical/Secretarial	37	40,769	37,188
Technical, Service and Other	8	45,639	43,092

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Engineering

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	142	\$ 150,630	\$ 141,228
Associate Professor	64	108,966	110,340
Assistant Professor	66	86,879	91,377
Instructor	29	58,380	55,145
Other	60	57,727	50,768
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	30	\$ 181,397	\$ 180,900
Other Professional Non-Faculty	116	65,856	63,324
Clerical/Secretarial	130	41,790	39,456
Technical, Service and Other	60	51,669	48,540

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Health & Human Development

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	55	\$ 136,854	\$ 131,076
Associate Professor	38	94,013	93,600
Assistant Professor	36	79,254	78,696
Instructor	51	55,792	55,764
Other	77	63,667	59,400
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	32	\$ 119,276	\$ 85,668
Other Professional Non-Faculty	112	46,300	44,232
Clerical/Secretarial	77	40,884	36,900
Technical, Service and Other	53	40,229	39,253

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Information Sciences & Technology

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	14	\$ 184,719	\$ 173,673
Associate Professor	8	132,521	120,519
Assistant Professor	7	103,886	102,546
Instructor	2	-	-
Other	24	81,637	73,031
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	12	\$ 107,190	\$ 71,988
Other Professional Non-Faculty	39	52,183	52,224
Clerical/Secretarial	16	39,651	36,960
Technical, Service and Other	3	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

International Affairs - School

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	6	\$ 166,461	\$ 165,609
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	1	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	1	-	-
Other Professional Non-Faculty	1	-	-
Clerical/Secretarial	0	-	-
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Liberal Arts

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	162	\$ 157,898	\$ 148,068
Associate Professor	124	95,813	90,612
Assistant Professor	70	82,374	75,024
Instructor	0	-	-
Other	326	46,678	44,820
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	36	\$ 137,242	\$ 126,396
Other Professional Non-Faculty	95	51,016	49,296
Clerical/Secretarial	125	38,475	35,712
Technical, Service and Other	26	34,412	32,568

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Nursing

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	4	\$ 129,519	\$ 124,956
Associate Professor	2	-	-
Assistant Professor	7	78,792	77,112
Instructor	23	56,475	55,008
Other	7	55,000	62,280
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	5	\$ 134,566	\$ 108,432
Other Professional Non-Faculty	9	42,757	40,512
Clerical/Secretarial	13	35,486	34,956
Technical, Service and Other	4	42,633	33,624

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Science - Eberly College

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	149	\$ 140,381	\$ 134,280
Associate Professor	64	96,833	94,932
Assistant Professor	52	83,951	87,012
Instructor	16	45,630	46,008
Other	201	49,589	46,135
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	20	\$ 190,610	\$ 163,512
Other Professional Non-Faculty	81	55,683	53,556
Clerical/Secretarial	96	40,081	36,648
Technical, Service and Other	59	40,311	39,396

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Abington

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	11	\$ 103,145	\$ 103,068
Associate Professor	29	85,095	80,379
Assistant Professor	27	75,284	70,020
Instructor	3	-	-
Other	58	53,997	52,974
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	27	\$ 90,600	\$ 71,172
Other Professional Non-Faculty	48	49,692	46,885
Clerical/Secretarial	40	39,908	38,472
Technical, Service and Other	46	39,293	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Altoona

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	20	\$ 100,942	\$ 96,507
Associate Professor	58	78,842	75,636
Assistant Professor	37	60,067	58,950
Instructor	64	50,309	49,860
Other	16	63,672	67,833
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	25	\$ 87,780	\$ 79,524
Other Professional Non-Faculty	73	47,875	47,100
Clerical/Secretarial	65	35,167	33,756
Technical, Service and Other	90	40,143	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Beaver

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	4	\$ 103,311	\$ 96,939
Associate Professor	7	78,169	75,987
Assistant Professor	5	63,679	57,006
Instructor	12	57,904	55,008
Other	6	60,255	64,341
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	12	\$ 82,292	\$ 79,068
Other Professional Non-Faculty	27	42,113	43,044
Clerical/Secretarial	17	36,124	34,344
Technical, Service and Other	27	43,575	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Berks

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	18	\$ 100,775	\$ 96,561
Associate Professor	39	80,976	77,031
Assistant Professor	19	68,775	61,362
Instructor	22	53,965	52,038
Other	29	65,878	60,732
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	25	\$ 77,732	\$ 68,952
Other Professional Non-Faculty	43	49,216	47,616
Clerical/Secretarial	36	37,028	35,892
Technical, Service and Other	63	41,891	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Brandywine

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	12	\$ 103,183	\$ 96,435
Associate Professor	15	84,041	81,702
Assistant Professor	11	71,298	65,007
Instructor	29	52,215	55,008
Other	4	55,412	160,848
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	14	\$ 97,891	\$ 78,024
Other Professional Non-Faculty	19	50,933	47,568
Clerical/Secretarial	16	45,092	43,320
Technical, Service and Other	19	43,878	44,179

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

DuBois

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	2	-	-
Associate Professor	8	74,761	75,744
Assistant Professor	6	77,852	70,479
Instructor	15	51,371	50,001
Other	10	67,576	71,117
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	7	\$ 82,517	\$ 65,952
Other Professional Non-Faculty	21	45,122	42,214
Clerical/Secretarial	9	38,059	34,404
Technical, Service and Other	16	38,502	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Erie - Behrend

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	26	\$ 124,863	\$ 118,917
Associate Professor	57	94,749	84,564
Assistant Professor	50	79,222	68,787
Instructor	3	-	-
Other	121	61,195	59,760
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	43	\$ 87,556	\$ 65,496
Other Professional Non-Faculty	87	48,315	45,480
Clerical/Secretarial	59	35,110	33,444
Technical, Service and Other	117	40,972	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Fayette - Eberly

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	1	-	-
Associate Professor	14	80,602	75,393
Assistant Professor	3	-	-
Instructor	19	58,094	56,754
Other	11	62,198	67,014
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	8	\$ 77,805	\$ 65,928
Other Professional Non-Faculty	13	44,726	41,532
Clerical/Secretarial	14	36,579	35,700
Technical, Service and Other	15	40,586	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Greater Allegheny

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	4	\$ 93,620	\$ 87,876
Associate Professor	9	81,607	76,968
Assistant Professor	7	72,163	64,485
Instructor	11	55,399	58,452
Other	6	55,889	59,589
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	9	\$ 79,129	\$ 81,384
Other Professional Non-Faculty	17	48,407	46,885
Clerical/Secretarial	18	35,306	35,136
Technical, Service and Other	26	40,978	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Harrisburg

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	31	\$ 116,851	\$ 109,782
Associate Professor	72	95,545	88,452
Assistant Professor	43	81,156	74,295
Instructor	35	59,971	57,177
Other	50	67,741	65,673
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	35	\$ 112,825	\$ 95,880
Other Professional Non-Faculty	88	54,726	53,832
Clerical/Secretarial	72	38,560	35,964
Technical, Service and Other	86	45,313	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Hazleton

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	4	\$ 93,159	\$ 91,854
Associate Professor	15	89,875	78,813
Assistant Professor	12	68,749	64,602
Instructor	13	56,154	54,444
Other	9	67,403	66,916
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	15	\$ 77,838	\$ 69,528
Other Professional Non-Faculty	18	47,481	47,292
Clerical/Secretarial	18	38,372	37,632
Technical, Service and Other	39	41,214	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Lehigh Valley

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	1	-	-
Associate Professor	13	80,316	77,193
Assistant Professor	6	67,269	60,054
Instructor	22	49,438	48,564
Other	2	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	9	\$ 77,371	\$ 66,312
Other Professional Non-Faculty	26	43,142	42,012
Clerical/Secretarial	18	34,722	35,544
Technical, Service and Other	14	40,019	35,508

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Mont Alto

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	3	-	-
Associate Professor	12	78,960	75,195
Assistant Professor	8	65,846	61,569
Instructor	27	59,523	58,743
Other	10	66,646	74,313
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	12	\$ 84,090	\$ 63,576
Other Professional Non-Faculty	21	45,702	44,460
Clerical/Secretarial	16	35,252	32,448
Technical, Service and Other	36	40,514	40,186

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

New Kensington

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	2	-	-
Associate Professor	14	85,839	78,219
Assistant Professor	4	68,202	62,000
Instructor	12	62,385	57,078
Other	6	70,201	83,556
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	9	\$ 89,432	\$ 80,160
Other Professional Non-Faculty	17	47,777	50,448
Clerical/Secretarial	13	36,309	33,924
Technical, Service and Other	12	45,965	44,179

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Schuylkill

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	6	\$ 117,022	\$ 113,058
Associate Professor	8	84,272	84,564
Assistant Professor	15	69,826	66,303
Instructor	13	52,233	52,659
Other	2	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	15	\$ 74,544	\$ 70,356
Other Professional Non-Faculty	21	44,033	43,332
Clerical/Secretarial	14	35,013	33,132
Technical, Service and Other	22	43,350	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Shenango

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	1	-	-
Associate Professor	5	84,303	80,829
Assistant Professor	2	-	-
Instructor	15	53,643	53,004
Other	5	64,735	90,666
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	5	\$ 81,650	\$ 65,208
Other Professional Non-Faculty	12	46,234	38,700
Clerical/Secretarial	9	33,379	32,508
Technical, Service and Other	13	42,014	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Wilkes-Barre

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	4	\$ 100,654	\$ 99,954
Associate Professor	9	80,187	79,578
Assistant Professor	4	66,598	63,720
Instructor	11	52,995	51,663
Other	3	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	10	\$ 85,401	\$ 74,676
Other Professional Non-Faculty	19	48,357	44,052
Clerical/Secretarial	15	31,268	33,576
Technical, Service and Other	10	40,890	35,422

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Worthington Scranton

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	4	\$ 101,358	\$ 96,048
Associate Professor	12	83,678	77,688
Assistant Professor	8	72,684	68,697
Instructor	20	57,017	54,159
Other	6	73,771	80,757
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	10	\$ 82,568	\$ 78,612
Other Professional Non-Faculty	18	51,814	50,004
Clerical/Secretarial	14	36,915	36,516
Technical, Service and Other	14	41,503	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

York

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	7	\$ 101,056	\$ 98,100
Associate Professor	14	80,234	78,300
Assistant Professor	11	67,136	61,524
Instructor	14	61,893	61,252
Other	6	61,993	92,718
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	14	\$ 86,006	\$ 81,360
Other Professional Non-Faculty	17	53,494	48,720
Clerical/Secretarial	13	41,006	40,440
Technical, Service and Other	18	43,017	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

VP for Commonwealth Campuses

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	10	\$ 138,534	\$ 117,204
Other Professional Non-Faculty	5	62,364	69,084
Clerical/Secretarial	6	46,198	42,420
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Great Valley

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	8	\$ 127,379	\$ 130,896
Associate Professor	10	123,162	121,401
Assistant Professor	16	93,114	84,978
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	4	\$ 143,370	\$ 97,308
Other Professional Non-Faculty	17	61,112	59,724
Clerical/Secretarial	14	48,174	47,016
Technical, Service and Other	7	41,965	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Global Programs - Univ Office

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	1	-	-
Instructor	0	-	-
Other	2	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	9	\$ 96,688	\$ 83,028
Other Professional Non-Faculty	27	46,901	47,752
Clerical/Secretarial	19	37,399	34,992
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Graduate School

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	10	\$ 95,872	\$ 75,384
Other Professional Non-Faculty	22	54,575	51,816
Clerical/Secretarial	12	30,483	33,156
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Information Technology Services

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	113	\$ 109,445	\$ 97,056
Other Professional Non-Faculty	422	65,764	64,776
Clerical/Secretarial	23	41,235	40,008
Technical, Service and Other	28	45,708	47,004

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Research

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	203	90,527	85,910
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	64	\$ 106,545	\$ 90,000
Other Professional Non-Faculty	674	92,908	87,156
Clerical/Secretarial	112	42,875	40,440
Technical, Service and Other	209	54,667	55,356

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Schreyer Honors College

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	6	\$ 99,324	\$ 90,048
Other Professional Non-Faculty	7	51,689	53,496
Clerical/Secretarial	8	41,446	38,628
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Undergraduate Education

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	1	-	-
Assistant Professor	0	-	-
Instructor	1	-	-
Other	5	52,692	49,482
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	62	\$ 89,092	\$ 76,248
Other Professional Non-Faculty	142	49,699	46,056
Clerical/Secretarial	74	38,170	34,884
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

University Libraries

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	67	65,459	152,628
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	42	\$ 70,581	\$ 58,272
Other Professional Non-Faculty	90	50,768	50,184
Clerical/Secretarial	88	35,709	33,396
Technical, Service and Other	24	52,222	51,979

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

University Outreach

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	22	55,191	49,777
Other	2	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	91	\$ 86,084	\$ 76,032
Other Professional Non-Faculty	359	52,338	50,088
Clerical/Secretarial	96	36,284	34,920
Technical, Service and Other	26	46,252	47,237

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Athletics Rec Services & Support

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	1	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	2	-	-
Other Professional Non-Faculty	5	40,274	41,424
Clerical/Secretarial	1	-	-
Technical, Service and Other	4	43,922	40,608

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Campus Recreation

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	1	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	3	-	-
Other Professional Non-Faculty	28	43,226	40,812
Clerical/Secretarial	8	37,408	34,956
Technical, Service and Other	9	44,875	44,179

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Development & Alumni Relations

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	31	\$ 134,571	\$ 103,776
Other Professional Non-Faculty	203	64,502	57,636
Clerical/Secretarial	70	36,633	36,564
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Educational Equity

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	15	\$ 68,588	\$ 64,896
Other Professional Non-Faculty	33	47,704	47,460
Clerical/Secretarial	16	36,779	36,000
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term | Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Finance & Business

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	161	\$ 99,883	\$ 80,664
Other Professional Non-Faculty	203	55,069	53,928
Clerical/Secretarial	165	36,787	35,688
Technical, Service and Other	277	42,073	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term | Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Finance & Business - Housing & Foods

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	104	\$ 62,877	\$ 51,384
Other Professional Non-Faculty	50	56,398	55,368
Clerical/Secretarial	107	32,012	32,028
Technical, Service and Other	475	35,874	34,258

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term | Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Finance & Business - Physical Plant

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	38	\$ 109,476	\$ 103,176
Other Professional Non-Faculty	210	66,899	64,908
Clerical/Secretarial	47	36,548	36,072
Technical, Service and Other	983	46,443	47,237

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

General & Academic Administration

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	2	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	26	\$ 208,037	\$ 134,616
Other Professional Non-Faculty	51	92,911	69,864
Clerical/Secretarial	34	46,091	41,628
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term | Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Intercollegiate Athletics

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	36	\$ 115,902	\$ 79,272
Other Professional Non-Faculty	192	88,457	52,464
Clerical/Secretarial	37	38,373	38,052
Technical, Service and Other	13	46,190	44,179

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Student Affairs

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	54	\$ 81,946	\$ 73,020
Other Professional Non-Faculty	163	58,042	49,980
Clerical/Secretarial	99	32,774	32,028
Technical, Service and Other	55	38,897	39,083

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Strategic Communications

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	20	\$ 89,405	\$ 69,384
Other Professional Non-Faculty	30	53,703	51,948
Clerical/Secretarial	4	39,621	37,752
Technical, Service and Other	0	-	-

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

College of Medicine

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	251	\$ 247,005	\$ 209,846
Associate Professor	213	218,904	201,230
Assistant Professor	462	176,159	155,069
Instructor	38	101,808	58,798
Other	58	56,596	46,685
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	66	\$ 230,250	\$ 112,620
Other Professional Non-Faculty	209	58,287	55,788
Clerical/Secretarial	121	43,138	40,893
Technical, Service and Other	209	41,200	41,160

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2014**

Dickinson School of Law

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	30	\$ 167,921	\$ 162,315
Associate Professor	2	-	-
Assistant Professor	8	115,616	114,003
Instructor	2	-	-
Other	20	91,204	99,324
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	26	\$ 131,203	\$ 105,084
Other Professional Non-Faculty	25	52,284	53,952
Clerical/Secretarial	20	38,672	36,084
Technical, Service and Other	7	42,753	42,723

* Includes Standing, Fixed-Term Multi-Year and Fixed-Term I Appointments

** Includes Academic Department Heads

TAB E

Non-Salary Compensation

**The Pennsylvania State University
Total Employee Benefits as a Percentage of Salaries
General Funds
2014-2015**

<u>Total University (less Hershey & Penn College)</u>	<u>2014-2015</u>
Total Salaries	\$950,591,672
Total Benefits	\$366,389,215
Percentage Of Salaries	38.5%

<u>Total University (less Penn College)</u>	<u>2014-2015</u>
Total Salaries	\$1,021,275,853
Total Benefits	\$389,999,171
Percentage Of Salaries	38.2%

Your Benefits Summary

Please click on the headings for more detailed information.

Online at ohr.psu.edu/benefits/documents/BenefitsSnapshot.pdf

Medical Coverage

Penn State offers two medical plans through Highmark Blue Shield, one of the nation's largest healthcare networks. Both plans allow you freedom of choice of health care providers both in and out of network.

PPO Blue plan

- \$250 Individual/\$500 Family in-network deductible
- 10% coinsurance; 90% paid by plan up to coinsurance out-of-pocket maximum
- Copays; \$10 Primary Care, \$20 Specialist, \$100 ER
- Value-Based Benefit Design (VBBD) to help members maintain high blood pressure, high cholesterol, or diabetes (type 1 and 2) conditions. Must contact Highmark to enroll

PPO Savings plan

- \$1,300 Individual/\$2,600 in-network deductible
- 10% coinsurance; 90% paid by plan up to out-of-pocket coinsurance maximum
- No copays; all services, including prescriptions, will apply to the deductible and coinsurance out-of-pocket maximum
- Automatic enrollment in a Health Savings Account (HSA)

Prescription Drug Coverage

Prescription drug coverage is included in both of the Penn State medical plans. There is both retail and mail-in pharmacy coverage at participating Express Scripts pharmacies.

PPO Blue plan pharmacy benefits

- 50% Coinsurance at Retail Pharmacy
- 20% Coinsurance for Mail Order
- Separate prescription out-of-Pocket Maximum of \$1000

PPO Savings plan pharmacy benefits

- Deductible and coinsurance out-of-pocket maximums apply to prescription plan; covered 90% after deductible is satisfied

Health Savings Account

A Health Savings Account (HSA) will be opened as part of your enrollment in the PPO Savings plan. The HSA works very similar to a Flexible Spending Account (FSA). The plan includes a debit card for easier access to funds and is administered by Bank of America. Penn State contributes \$400 or \$800 and you have the ability to contribute pre-tax funds directly from payroll.

- The HSA balances rolls from year to year and moves with you if you retire or change employers
- **Cannot** be enrolled in both an HSA and FSA per IRS guidelines
- **Cannot** be enrolled in a Medicare or other insurance plan per IRS guidelines in order to own an HSA

Your Benefits Summary

Flexible Spending Accounts

A flexible spending account can lead to an increase in spendable income. Pay for select medical and child care expenses on a pre-tax basis. The healthcare FSA includes a "debit card" for immediate access.

- The IRS requires substantiation for some debit card purchases; **keep your receipts!**
- Health care account max of \$2500; child day care account max of \$5000
- Convenient access to account information via Highmark online account

Vision Coverage

Highmark Blue Shield's vision plan, administered by Davis Vision, allows all participants access to preventive eye exams as well as affordable glasses and lens coverage.

- 2015 enhancements: Increased frame allowance up to \$100 and increased coverage by adding Visionworks stores
- Eye exam covered once per year, \$20 co-pay
- Eyeglass/contact lenses + eyeglass frames covered every 2 years (19 and older)
- Value-added features add deeper discounts for contacts and Lasik surgery

Dental Coverage

Penn State's partnership with United Concordia offers a competitive dental plan designed to promote a brighter smile and complete oral wellness.

- Annual coverage maximum of \$1500; diagnostic/preventive services do not apply toward maximum and are covered at 100%
- Basic services covered at 80% and major services covered at 60%
- Orthodontic lifetime max of \$1500 per member

Employee Assistance Program

The EAP is a confidential program to help resolve personal issues. Information, consultations and assistance are provided by trained counselors at Health Advocate.

- 100% CONFIDENTIAL
- Five (5) visits per family member, per issue
- Now offering Healthcare Help for assistance with healthcare related issues

Long-Term Disability

Penn State's disability benefits provide up to 60% of salary up to \$5,000 per month, if unable to work due to illness or injury.

- Optional coverage; guaranteed acceptance when enrolling as a "new hire"
- Premiums based on your gross salary
- Add Annuity Premium Benefit (APB) to continue your retirement contributions

Life Insurance

All full-time employees receive a \$5,000 Prudential life insurance policy at no cost. Optional life insurance is available up to \$1.5 million for the employee, up to \$250,000 for a dependent spouse, or up to \$5,000 for a dependent child.

- Rates for employee optional life insurance coverage have been reduced for 2015
- Elect optional age-graded life insurance between 1 times your salary up to the lesser of 8 times your salary or \$1.5 million
- Guaranteed acceptance when enrolling as a "new hire."

Your Benefits Summary

Accidental Death & Dismemberment Insurance (AD&D)

Penn State's AD&D insurance through The Hartford covers Penn State employees both on and off the job, anywhere in the world. Dependent coverage also available.

- Rates for optional AD&D insurance coverage have been reduced for 2015
- Optional coverage, with no proof of good health
- Coverage amounts ranging from \$10,000 to \$300,000

Retirement Savings

Eligible faculty and staff must elect to participate in one of two retirement options. The Defined Contribution Plan (TIAA-CREF) or the State Employees' Retirement System.

- TIAA-CREF requires you to contribute 5% of your gross wages; Penn State contributes 9.29%
- SERS requires you to contribute 6.25% of your gross wages; Penn State contribution governed by state law

Retirement Healthcare Savings Plan

Penn State will make monthly contributions to the savings plan for full-time faculty and staff hired after January 1, 2010; if eligible upon retirement, the accumulated savings can be used to purchase health insurance and other qualified medical expenses.

- The University remits \$144 per month into an account for you each month
- There is NO required contribution from you
- This is a tax-free reimbursement to you for qualified healthcare expenses after retirement

Supplemental Retirement Plans

Penn State employees have the options to contribute more to retirement. You can choose from 403(b) and 457(b) plans offered by TIAA-CREF.

- Available regardless of whether you participate in TIAA-CREF or SERS for your regular retirement plan
- Annual contribution limit of \$18,000 (plus an additional \$6,000 if 50 or older), in both 403(b) and 457(b) accounts

Educational Privileges

Educational privileges are available to regular full-time faculty and staff members, their spouse/same-sex domestic partner, and their unmarried children. The grant-in aid is for 75% of the tuition charge and applies to Penn State resident instruction and continuing education credit courses.

- Employees and spouses may use the discount towards all degree levels
- Dependents are eligible until they receive their first Bachelor's degree from PSU or another institution

PAID SICK LEAVE FOR EXEMPT STAFF WHO BEGAN EXEMPT EMPLOYMENT PRIOR TO OCTOBER 1, 1992

An employee is entitled to leave with pay, as needed for an absence due to illness or injury, not to exceed the limits of the following schedule.

Length of Continuous Regular University Service at Beginning of Absence	Allowance for Each Absence
Less than 2 years	20 days
More than 2, but less than 5 years	40 days
More than 5, but less than 10 years	60 days
More than 10 years	120 days
More than 15 years	At the discretion of the dean or administrative officer, but not less than 120 days

Only days on which the employee normally would have worked are charged against sick leave limits. If an employee returns to active employment, and within sixty calendar days returns to leave with pay status for the same illness or injury, the amount of time charged to leave with pay for the previous absence shall be counted against the allowance for the subsequent absence when determining the new allowance.

If an employee's absence continues beyond the appropriate paid sick leave allowance, the employee, at the employee's option, shall either charge additional absence to accumulated vacation or request a leave of absence without salary. (See HR-16). A salary deduction shall not be made for absence in excess of the appropriate paid sick leave allowance or accumulated vacation if such absence is for less than one day.

An employee who retires on a pension who is eligible for continuation of insurance into retirement shall receive one-fourth (1/4) the cash value of the employee's unused sick leave; provided, however, such payment shall not exceed an amount equal to a) twelve and one-half (12 1/2) days of pay or b) seventeen (17) days of pay if the employee's use in the preceding twelve (12) months has not exceeded twenty-five percent (25%) of the paid sick leave allowance. The cash equivalent of the unused sick leave days is computed by multiplying the number of unused sick leave days by the daily rate published in Appendix 19 of the *General Forms Usage Guide*.

[Home \(/\)](#) → [HR Professional \(/hr-professional/\)](#) → [Policies Guidelines \(/hr-professional/policies-guidelines/\)](#) → [Vacation Donation](#)

On the unfortunate occasion you experience a personal catastrophic event that results in absence from work for a prolonged period of time, University policies outline procedures for the use of applicable paid time off and leaves of absence without pay. In the event that you exhaust all applicable paid time off, coworkers in your work unit may want to donate some of their accumulated vacation time for you to use.

Donation of any vacation time needs to be arranged through your Human Resources Representative so that donations remain anonymous. If it is determined you qualify for the vacation donation program, your Human Resources Representative will communicate there is a need for the time. If time is donated, they will inform you of how much time you have received, but not who has donated. Donations may only be made within your own work unit as defined by the Budget Executive. Employees may donate one day of accumulate vacation at a time.



Penn State - Human Resources

Guideline 03 CHARGING SICK LEAVE FOR AN ABSENCE FOR AN EMPLOYEE WHO REPORTS HE/SHE IS EMOTIONALLY ILL

GUIDELINE'S INITIAL DATE: May 20, 1969
THIS VERSION EFFECTIVE: January 11, 1985

Contents:

- [Purpose](#)
- [Provisions for Charging Time as Sick Leave](#)

PURPOSE:

To determine how to charge an employee who is unable to work because of an emotional problem.

PROVISIONS FOR CHARGING TIME AS SICK LEAVE:

If an employee reports that he or she is suffering emotional upset so great as to cause absence from work, that employee will be permitted to charge the time missed from work as sick leave provided:

- The employee was under a physician's care and,
- The employee presents a certificate from the physician verifying that the employee was unable to work because of the emotional upset.

Retitled "Human Resources Guideline"

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Guideline 04 CHARGING ABSENCE TO ACCUMULATED SICK LEAVE WHEN AN EMPLOYEE IS HOSPITALIZED WHILE ON VACATION

GUIDELINE'S INITIAL DATE: October 23, 1969
THIS VERSION EFFECTIVE: January 11, 1985

Contents:

- [Purpose](#)
- [Conditions](#)
- [Layoff or Leave of Absence Without Pay](#)

PURPOSE:

To permit an employee to charge time off to accumulated sick leave rather than accumulated vacation, when an employee is hospitalized while on scheduled vacation.

CONDITIONS:

If an employee returns from scheduled vacation and reports that he/she was hospitalized while on vacation, that employee will be permitted to charge the time spent in the hospital to accumulated sick leave under the following conditions:

1. The employee was admitted to an accredited hospital by a licensed physician.
2. The employee's confinement qualifies for hospital insurance room and board coverage of one or more days.
3. The employee provides verification of the time spent in the hospital. Such verification can be either a hospital claim submitted to the University or an official statement from the hospital.

LAYOFF OR LEAVE OF ABSENCE WITHOUT PAY:

An employee who elects to use accumulated vacation at the beginning of a layoff, and who is hospitalized while using vacation time, will continue to charge the time as vacation, not to exceed the employee's accumulated vacation balance.

An employee who is on leave of absence without pay, and who enters the hospital, will not be permitted to receive pay by charging time spent in the hospital to accumulated sick leave.

Retitled "Human Resources Guideline"

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Guideline 05 USE OF "NO-PAY" DAYS IN LIEU OF SHORT-TERM LEAVE OF ABSENCE

GUIDELINE'S INITIAL DATE: February, 1970
THIS VERSION EFFECTIVE: January 11, 1985

Contents:

- [Purpose](#)
 - [Charging For Time Missed From Work](#)
 - [Establishing a Leave of Absence Without Pay](#)
-

PURPOSE:

To determine when a leave of absence without pay for illness or injury shall be established.

CHARGING FOR TIME MISSED FROM WORK:

When a regular employee is absent from work for illness or injury and the employee has no accumulated sick leave or vacation, the employee will be charged with a "no-pay" day. The employee's paycheck will reflect the time missed from work.

ESTABLISHING A LEAVE OF ABSENCE WITHOUT PAY:

If an employee is absent for illness or injury and has no accrued sick leave or vacation, that employee shall be given "no-pay" days if the absence is for less than ten normal work days. However, if such an absence exceeds nine normal work days, the employee shall be placed on a leave of absence without pay beginning with the first day of such absence.

Retitled "Human Resources Guideline"

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Penn State - Human Resources

Guidelines 07 ABSENCE FROM WORK RESULTING FROM PREGNANCY OR CHILDBIRTH

GUIDELINE'S INITIAL DATE: March 16, 1971
THIS VERSION EFFECTIVE: January 24, 1985

Contents:

- [Purpose](#)
 - [Intent of Regulations](#)
 - [Short-Term, Infrequent Absences](#)
 - [Prolonged Absence Related to Pregnancy and Childbirth](#)
 - [Date of Return to Active Employment](#)
 - [Early Return to Work](#)
-

PURPOSE:

To explain a female employee's rights under equal employment opportunity regulations for charging absences to sick leave accumulation, or for a leave of absence without pay because of pregnancy, miscarriage, abortion, childbirth, and recovery therefrom. (See also [HR16](#).)

INTENT OF REGULATIONS:

Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, are, for all job-related purposes, temporary disabilities. Written and unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, and payment under any sick leave plan, shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities.

SHORT-TERM, INFREQUENT ABSENCES:

Short-term infrequent absences for illness resulting from pregnancy are charged to accumulated sick leave.

PROLONGED ABSENCE RELATED TO PREGNANCY AND CHILDBIRTH:

When it is determined that the employee cannot continue actively at work prior to childbirth, the employee shall charge such absence to accumulated sick leave. (If accumulated sick leave is expended, the employee shall be placed on leave of absence without pay, with the employee's option to use or not use all or part of accumulated vacation, personal holiday, or compensatory time off prior to the leave commencing.) The length of leave of absence without pay is subject to the limitations outlined in policies covering leave of absence related to illness or injury.

Normally, prolonged absence should begin no earlier than the eighth month of pregnancy. This is no mandate, however, that an employee must be relieved from active employment during the eighth month. If the employee is healthy and able to do her work, she should continue to work beyond that time. If, on the other hand, in the judgment of the supervisor the employee is not effectively able to continue to work, prolonged absence may commence earlier at the request of the employee, upon presentation of an acceptable written statement from the employee's attending physician stating that earlier absence is medically necessary. Such requests may be subject to review before approval by the University.

DATE OF RETURN TO ACTIVE EMPLOYMENT:

At the time the employee commences prolonged absence from work prior to childbirth, the supervisor establishes a tentative date of return with the employee. Normally, the date of return should be no more than six weeks following the birth of the child, unless there are medical complications related to the childbirth which merit consideration for an extension of the absence. At the discretion of the supervisor, an employee requesting an extension may be required to submit a written statement from her attending physician indicating the medical necessity for the extension. Such requests may be subject to review before approval by the University. If the employee does not return within the time established, or any extension thereof, her employment shall be terminated.

EARLY RETURN TO WORK:

If the employee desires to return to work before the agreed upon date of return, she should contact her supervisor to determine if an earlier return is feasible.

(Retitled "Human Resources")

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General University Reference Utility
POLICY MANUAL

Penn State - Human Resources

Guideline 10 HANDLING "WEATHER DAY" ABSENCES OR OFFICIAL UNIVERSITY CLOSEDOWNS DUE TO WEATHER CONDITIONS

GUIDELINE'S INITIAL DATE: February 18, 1975
THIS VERSION EFFECTIVE: December 13, 2008

Contents:

- [Purpose](#)
- [Accounting for Time Missed \(No Official Closedown\)](#)
- [Official Closedown](#)

PURPOSE:

To provide a uniform method of handling "weather day" absences that occur when employees are prevented or delayed from getting to work, or leave work early, because of a severe storm with heavy snow accumulation, icy roads, flooding, etc. Also, to provide guidelines in the event the University is closed officially by the President, or if a campus of the University is closed by the chief executive officer or dean of that campus.

ACCOUNTING FOR TIME MISSED (NO OFFICIAL CLOSEDOWN):

When a "weather day" occurs, usually some employees make it to work and others do not. The University does not give free time off for such absences, unless the President, chief executive officer, or dean of a campus officially closes the facility; no one else may authorize free time off. Time missed is accounted for by permitting the employee to elect to be paid for the absence by charging the time to accumulated vacation or personal holiday, if applicable.

Similarly, if employees are given permission to leave work early, the work time missed is accounted for either as vacation or personal holiday, if applicable.

OFFICIAL CLOSEDOWNS:

If the President of the University officially closes the University, or if a campus of the University is closed by the chief executive officer or dean of that campus, the following conditions apply, unless otherwise specified by the President at any time during the period of the official closedown:

Employees in other than essential services, as determined by the supervisor - -

1. An employee shall receive pay for the part of the work schedule missed during the official closedown period in the following circumstances:
 - Employee is at work until the closedown officially begins, irrespective of the time of arrival to work.
 - Employee is informed not to report for work during the closedown.

2. The status of an employee on a regularly scheduled day off, layoff, or leave of absence without pay does not change because there is an official closedown. However, an employee who had requested to use vacation, personal holiday, or sick leave time shall not have such time charged for the period of the employee's regular work time encompassed by an official closedown.

Employees in essential services, as determined by the supervisor - -

1. An employee who is required by the supervisor to work on essential duties during that employee's regular shift shall be granted equivalent time off only for the hours worked during the official closedown period. Hours worked before and/or after the closedown do not qualify for equivalent time off.
2. Equivalent time off shall be scheduled at another time mutually agreeable to the employee and the supervisor.
3. Equivalent time off shall not be granted for hours of overtime worked during the closedown if the employee is eligible for overtime pay.

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Penn State - Human Resources

Guideline 11 FAMILY AND MEDICAL LEAVE

GUIDELINE'S INITIAL DATE: September 30, 1975
THIS VERSION EFFECTIVE: July 15, 2011

Contents:

- [Purpose](#)
- [Eligibility](#)
- [Child Care](#)
- [...General](#)
- [...Leave Following Birth or Adoption](#)
- [...Leave Other Than for Birth or Adoption](#)
- [Family Illness \(Partner or Parent\)](#)
- [Employee's Own Serious Health Condition](#)
- [Intermittent Leave or Reduced Leave Schedule](#)
- [Notice](#)
- [Medical Certification](#)
- [Membership in University Insurance While on Leave](#)
- [Federal Family and Medical Leave Act Requirements](#)
- [Cross References](#)

PURPOSE:

To outline an employee's rights for time off (paid and unpaid) necessitated by illness or family care in accordance with the federal Family and Medical Leave Act of 1993 and additional provisions granted by the University.

ELIGIBILITY:

This policy applies to regular faculty and staff members classified as Executive, Administrator, Academic Administrator, Academic, and Staff. Policies affecting employees represented by a union are found in the appropriate Agreements.

CHILD CARE:

1. GENERAL - The FMLA mandates that employees are eligible for up to 12 workweeks of unpaid leave in any consecutive 12-month period. University policy, however, provides for additional periods of child care leave. These additional periods are incorporated in sections 2 and 3.
2. LEAVE FOLLOWING BIRTH OR ADOPTION - Upon request, a leave shall be granted following the birth of a child of the employee or the employee's partner, to continue up to the time the child is one year of age. In the case of adoption, such leave shall be granted from the date the child begins to reside with the employee to continue up to twelve months, unless necessary earlier for extenuating circumstances as described in the law. The first 12 workweeks of leave shall be considered to comply with the requirements of

the FMLA.

Immediately prior to commencement of the leave, the employee may elect to use or not use all or part of accumulated vacation, personal holiday, service days, or compensatory time off, as applicable, during the leave prior to commencement of no-pay status for the balance of the leave.

If the employee requests to continue on leave after the child care leave has expired, such request for additional leave shall be considered on the same basis as any other request for leave for personal reasons, and the conditions applicable to such general personal leaves shall apply. If the additional time is granted, any immediate prior leave time expended for maternity and child care shall be included in calculating the leave-time limit for the new leave in accordance with [HR16](#), Leave of Absence Without Salary.

3. LEAVE OTHER THAN FOR BIRTH OR ADOPTION - The employee requesting a child care leave shall be responsible for providing a satisfactory explanation to support the request for leave.

For purposes of this section, the definition of child shall include a biological, adopted, or foster child, a stepchild, a legal ward, or a child for which an employee is standing in loco parentis, who is under 18, or over 18 and incapable of self-care because of a mental or physical disability.

Upon request, a leave shall be granted if a child is placed with the employee for foster care (within one year of placement) or if a child has a serious health condition and the employee is needed to care for such child. During the leave, the employee shall first use all sick family days, accumulated vacation, service days, personal holiday, and compensatory time off, as applicable, prior to commencement of no-pay status for the balance of the leave. Such no-pay status shall not exceed three calendar months.

A leave without pay of up to three calendar months may be granted if there is an extended breakdown in the arrangements for independent child care, and the employee is needed to care for the child. If such leave is granted, the employee shall first use accumulated vacation, unused service days, personal holiday, and compensatory time off, as applicable, prior to commencement of no-pay status for the balance of the leave.

Short-term absences for child care should be handled by use of sick family days, accumulated vacation, unused service days, compensatory time off, or personal holiday, as applicable, or "no-pay days" if paid time off is expended.

FAMILY ILLNESS (PARTNER OR PARENT):

Upon request, a leave shall be granted for 12 weeks if the employee's partner or parent has a serious health condition and the employee is needed to care for such family member. During the leave, the employee shall first use all sick family days, accumulated vacation, personal holiday, service days, and compensatory time off, as applicable, prior to commencement of no-pay status for the balance of the leave.

A serious health condition is one which involves either inpatient care or continuing treatment by a healthcare provider. Parent is the biological parent of an employee or an individual who stood in loco parentis to an employee when the employee was a child.

If, in the 12-month period immediately preceding the requested leave, the employee has been absent without pay for the purposes of child care, family illness, or due to the employee's own

illness, such absence shall be included in calculating the three-month-leave-time limit outlined in this section above.

If the employee requests to continue on leave without pay after the family illness leave has expired, such request for additional leave shall be considered on the same basis as any other request for leave for personal reasons, and the conditions applicable to such general personal leaves shall apply. If the additional time is granted, any immediate prior leave time shall be included in calculating the leave-time limit for the new leave in accordance with [HR16](#), Leave of Absence Without Salary.

EMPLOYEE'S OWN SERIOUS HEALTH CONDITION:

The FMLA mandates that employees are eligible for up to 12 workweeks of unpaid leave in any consecutive 12-month period because of an employee's serious health condition. University policy, however, provides for additional periods of sick leave without pay depending upon length of service. This additional time is outlined in [HR16](#), Leave of Absence Without Salary.

Upon request, a leave shall be granted when an employee is unable to perform his/her duties due to a serious health condition as described in the law. During the leave, the employee shall first use accumulated sick leave, as applicable, following which the employee shall have the option to use or not use all or part of accumulated vacation, personal holiday, service days, or compensatory time off, as applicable, prior to commencement of no-pay status for the balance of the leave.

INTERMITTENT LEAVE OR REDUCED LEAVE SCHEDULE:

When medically necessary due to the employee's own serious health condition, to care for a seriously ill child, spouse, or parent of the employee, for a qualifying military exigency, or for military caregiver leave, an employee is permitted an intermittent leave or a reduced leave schedule. Intermittent leave is leave taken in separate blocks of time due to a single illness or injury, rather than for one continuous period of time, and may include leave of periods from an hour or more to several weeks. A reduced leave schedule reduces an employee's usual number of hours per workweek and/or per workday.

An employee granted an intermittent leave or a reduced leave schedule may be required to temporarily transfer to an alternative position during such leave. Such alternative position shall be at the same salary as the employee's regular position. Whenever possible, the employee shall make a reasonable effort to schedule treatment so as not to unduly disrupt operations.

The taking of leave intermittently or on a reduced leave schedule shall not result in a reduction in the total amount of leave to which the employee is entitled. Only the amount of leave actually taken may be counted toward the total amount of legally mandated leave time. For example, if a full-time employee works four-hour days on a reduced leave schedule, the employee would use one-half week of leave each week. The amount of leave to which a part-time employee is entitled is determined on a pro rata or proportional basis by comparing the new schedule with the employee's normal schedule.

NOTICE:

Employees shall provide at least 30 days advance notice if the need for the leave is foreseeable. If 30 days notice is not practicable because of a situation outside of the employee's control, notice must be given as soon as practicable. Except in extraordinary circumstances, employees are expected to give notice within no more than one or two working days of learning of the need for leave.

If an employee fails to give 30 days notice for foreseeable leave with no reasonable excuse for the delay, the University may deny the taking of leave until at least 30 days after the date the employee provided notice.

More information, including forms can be found in [The Federal Family and Medical Leave Act Guide](#).

MEDICAL CERTIFICATION:

The University requires a [medical certification form](#) for FMLA absences related to illness or injury for the employee's own serious health condition, to care for a family member with a serious health condition, or for military caregiver leave. For FMLA absences related to military exigency leave a copy of the military member's active duty orders will be required.

Requests for recertification may be made on a reasonable basis, but not to exceed once per month unless there are extenuating circumstances.

The University may require, at its own expense, that the employee obtain the opinion of a second healthcare provider designated by the University (but not employed by the University). If the second opinion conflicts with that of the employee's healthcare provider, the University may require, at its own expense, that the employee obtain the opinion of a third healthcare provider designated jointly by the University and the employee. The opinion of the third healthcare provider shall be final and binding.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that employees and health care providers not provide any genetic information when responding to this request for medical information. 'Genetic Information' as defined by GINA includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

MEMBERSHIP IN UNIVERSITY INSURANCES WHILE ON LEAVE:

An employee who is absent from work but receiving pay (using sick leave, vacation, etc.) shall continue to have the employee cost for all group insurance plans in which enrolled deducted from his or her paycheck.

An employee on leave of absence without salary shall be eligible to continue membership in all group insurance plans in which enrolled prior to commencement of the leave. Costs for such insurances are as follows:

1. For a leave taken for the birth of a child of the employee, the placement of a child with the employee for adoption or foster care, or the care of a seriously ill family member - for the first 12 weeks of the absence, costs for insurances shall be the employee cost (the amount that is deducted from the employee's paycheck); after the first 12 weeks of the absence, costs for insurances shall be the full cost (employee and University costs). If the employee elects to not return to work at the expiration of the leave, or returns for less than 30 calendar days, the employee will be responsible for the University's share of insurance costs paid during the first 12 weeks of the leave of absence without salary, unless there are extenuating circumstances as described in the law.
2. For a leave taken for the employee's own serious health condition costs for insurances

shall be the employee cost (the amount that is deducted from the employee's paycheck).

3. For a leave taken for reasons other than those enumerated in 1 or 2 above - costs for insurances shall be the full cost (employee and University costs).

FEDERAL FAMILY AND MEDICAL LEAVE ACT REQUIREMENTS:

The federal Family and Medical Leave Act of 1993 (FMLA) mandates that a qualifying employee be eligible for a total of 12 work weeks of unpaid leave, 26 weeks for military caregiver leave, during any consecutive 12-month period. As outlined in the preceding sections, all University policies equal or exceed that 12-week provision. FMLA leave may be for one or more of the following:

1. the birth of an employee's child, including prenatal doctor visits as well as caring for the newborn child;
2. the placement of a child with the employee for adoption or foster care;
3. the care for a seriously ill child, spouse, or parent of the employee;
4. the employee's own serious illness which causes the employee to be unable to perform the functions of his/her position;
5. a qualifying military exigency; or
6. the care of a covered servicemember injured in the line of duty.

Absences may be of an ongoing nature or, when medically necessary, may be taken as an intermittent leave or on a reduced leave schedule. Whenever possible, the employee shall make a reasonable effort to schedule any medical treatment visits so as not to unduly disrupt operations.

For purposes of the Family and Medical Leave Act, an eligible employee is a regular or nonregular employee who has worked for the University for at least 12 months, and has worked at least 1,250 hours within the 12-month period immediately prior to the leave.

An employee who is absent under the provisions of the FMLA:

- 1) must record the absence as such
- 2) who elects not to continue membership during such leave in a group insurance plan in which enrolled prior to the commencement of the leave, and subsequently elects to resume participation immediately following return to work, shall not be required to meet any qualification requirements imposed by the plan (e.g., pre-existing condition, waiting period).

Any questions on the FMLA provisions or this policy should be referred to the appropriate Human Resources Representative or the Employee Relations Division (814-865-1412).

CROSS REFERENCES:

Other Policies in this Manual should also be referenced, especially:

[HR05](#) - "Regular" and "Nonregular" University Employees

[HR16](#) - Leave of Absence Without Salary (Other Than For Extended Active Military Service)

[HR54](#) - Continuation of Group Insurance After Age 60, Age 65, and After Retirement or Death

[HRG05](#) - Use of "No-Pay" Days in Lieu of Short-Term Leave of Absence

[HRG07](#) - Absence From Work Resulting From Pregnancy or Childbirth

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Guideline 18 PAID PARENTAL LEAVE FOR FACULTY

POLICY'S INITIAL DATE: May 10, 1994
THIS VERSION EFFECTIVE: June 1, 2004

Contents:

- [Purpose](#)
- [Definition](#)
- [Amount of Time Paid Off](#)
- [Release From Teaching Responsibilities](#)
- [Procedure](#)
- [Cross References](#)

PURPOSE:

The University is committed to helping faculty balance the often conflicting demands of acclimating newly born or adopted children into the family with professional responsibilities. Toward this end, this guideline provides for paid parental leaves for Standing, Fixed-term I, and Fixed-term Multi-year faculty as well as release from teaching responsibilities for tenured and tenure-eligible faculty following the birth of a child or the placement of a child for adoption with the faculty member. It is the intent of this guideline to provide consistency throughout the University community in granting paid parental leaves (and workload accommodations) without limiting any flexibility held by faculty and administrative heads.

DEFINITION:

Paid parental leave for faculty is defined as the period of time a faculty member is relieved of all responsibilities while receiving full salary.

A leave with salary does not mean that the faculty member will be required to carry more than a normal load before or after the leave. A faculty member must not be required to "make up" for a paid leave.

AMOUNT OF PAID TIME OFF:

The total amount of time off (with and without salary) available to faculty is dependent upon a variety of factors and is outlined in the policies referenced below. The intent of this guideline is to state the minimum amount of paid time off available to the faculty following the birth or adoption of a child in order to support the family needs of the faculty member. To retain as much flexibility as possible:

- No maximum time limits are provided herein.
- It is understood that a faculty member may wish to request a paid parental leave which is not as long as the minimum to which she or he is eligible.

For those faculty who accrue vacation time, personal holidays, or compensatory time off, such

accrued paid time off is to be used as applicable rather than this guaranteed paid parental leave.

Leave Following The Birth of a Child: Upon request, a leave shall be granted following the birth of a child. During such leave, full salary shall be continued:

- For at least two weeks within three months of the birth of the child by the faculty member's partner.
- For at least six weeks immediately following the birth of the child by the faculty member. This guideline is to be used in arranging for a paid parental leave barring any unforeseen medical circumstances. This guideline does not address situations for which medical leave is required before the birth of a child if the woman faculty member cannot, for any medical reason, carry out her responsibilities, or situations that necessitate extended paid medical leave due to complications that may arise during or following the birth of a faculty member's child. Situations that require extended leave due to illness or disability are to be handled in the current collegial manner, by discussion and arrangement with the faculty member's administrative head.

Leave Following The Adoption of a Child: Upon request, a leave shall be granted following the placement of a child with the faculty member for adoption. During such leave, full salary shall be continued:

- For at least six weeks immediately following the placement of the child with the faculty member.
- If the adopting parents are both members of the faculty, they are eligible for a total combined paid parental leave of at least eight weeks.

RELEASE FROM TEACHING RESPONSIBILITIES:

In addition to the paid parental leave for female faculty members following the birth of a child, a tenured or tenure-eligible woman has the option to either take a leave of absence without pay or to be relieved of classroom and classroom-related teaching responsibilities at full pay during the semester of the birth. In special circumstances, depending perhaps on the timing of the birth, the semester free of teaching might follow the one in which the actual birth occurs.

Tenured or tenure-eligible faculty adopting a child will receive a semester free from teaching within a year of the adoption. If the adopting parents are both members of the faculty, they are eligible for a combined period of one semester free from teaching immediately following the placement of the child with the family.

Faculty members who have chosen to be relieved of teaching responsibilities at full pay are expected to pursue scholarly work, student advising, research and other professional service, including departmental and University service, as appropriate and in keeping with reasonable expectations for flexibility, for the period of the semester that does not involve paid leave.

Arranging teaching replacement throughout the semester is the responsibility of the department head or other appropriate academic administrator.

The University and its colleges expect that faculty members giving birth or adopting children will routinely use this benefit. Use of this benefit shall not adversely affect the faculty member's standing or salary in any manner. Moreover, use of this benefit does not restrict faculty members and their department heads from making further personalized arrangements as necessary and appropriate. The reduction in teaching is not meant to be made up at a later date.

The funding for the teaching reduction is provided by the college.

PROCEDURE:

Any child care policy must allow for some flexibility in its implementation. Department heads and other unit administrators should bear this in mind when working out individual arrangements and should consult with their deans as appropriate. They must be familiar with the policies and options for faculty giving birth or adopting a child and need to ensure that this information is provided to all faculty members in the department. Those situations involving care for infant children not specifically addressed by this policy can be considered on an individual basis.

In order to make any needed administrative accommodations for a parental leave, a faculty member should make her or his request for parental leave as soon as the date of the anticipated birth or adoption is known. If a faculty member has any ideas about administrative accommodations for their parental leave, they should share them with their administrative head as soon as possible. In the event of an unknown adoption date, a faculty member should inform her or his administrative head of the possibility of needing to request a parental leave at short notice. Contingency plans can then be discussed.

Arrangements for parental leave are to be made between a faculty member and her or his administrative head and reported simultaneously to the Provost and to the Vice President for Human Resources. If the faculty member and the administrative head cannot reach a mutually satisfactory agreement regarding the paid leave, the advice and guidance of the Provost should be sought to resolve any disagreements on the issue.

In the interest of departmental harmony and avoidance of hard feelings toward the faculty member on parental leave, care should be taken in the distribution of the workload among the remaining members of the unit. The administrative head of the unit involved should consult, as soon as possible, with members of the unit about coverage of duties during the period of leave. While parental leave for faculty is not identical to sabbatical leave, the manner in which coverage of duties is distributed can be drawn from sabbatical leave examples. Creative solutions may be called for in small departments or when a very specialized course needs to be taught.

A faculty member in the tenure provisional period may apply for a staying of the tenure provisional period as described in [HR23](#), Promotion and Tenure Procedures and Regulations. Such an application is not in any way connected to these paid parental leave guidelines.

CROSS REFERENCES:

Other policies should also be referenced, especially:

[HR16](#) - Leave of Absence Without Salary

[HR23](#) - Promotion and Tenure Procedures and Regulations

[HRG07](#) - Absence From Work Resulting From Pregnancy or Childbirth

[HRG11](#) - Family and Medical Leave

and

[Life Events Website](#)

[GURU Tech Support](#) | [Penn State website](#) |



Penn State - Human Resources

Policy HR16 LEAVE OF ABSENCE WITHOUT SALARY (OTHER THAN FOR ACTIVE MILITARY SERVICE OR TRAINING)

POLICY'S INITIAL DATE: June 1, 1953
THIS VERSION EFFECTIVE: November 12, 2009

Contents:

- [Purpose](#)
- [Eligibility](#)
- [Purpose of Leave](#)
- [Academic Administrator and Academic](#)
- [Length of Leave for Staff](#)
- [Costs for University Insurances While on Leave](#)
- [Contributions to Retirement Plans While on Leave](#)
- [Additional Conditions for Administrator and Staff Employees](#)
- [Return to Active Service](#)
- [Eligibility for Educational Privileges While on Leave](#)
- [Application for Leave](#)
- [Approval of Leave Without Salary](#)
- [Cross References](#)

PURPOSE:

To provide periods of leave of absence without salary on recommendation of the dean or administrative officer.

ELIGIBILITY:

This policy applies to regular faculty and staff members classified as Executive, Administrator, Academic Administrator, Academic, and Staff. Policies affecting employees represented by a union can be found in the appropriate Agreements.

PURPOSE OF LEAVE:

A regular faculty or staff member is eligible for or may be placed on a leave of absence without salary for the following purposes provided the leave is in accordance with all University policies and guidelines:

- a. For sickness, maternity (see [HRG07](#)), or family care (see [HRG11](#)). See also [HRG05](#), Use of "No-Pay" Days in Lieu of Short-Term Absence.
- b. For formal study which results in promoting the interests of the University, as well as those of the faculty or staff member, in the judgment of the dean or administrative officer (see the [HRG13](#)).

- c. For any other reason determined to be at the convenience of the University in the judgment of the dean or administrative officer.

ACADEMIC ADMINISTRATOR, AND ACADEMIC:

The period during which an individual classified as Executive, Administrator, Academic Administrator, or Academic may be on leave of absence without salary is governed by the following conditions:

- a. A leave is granted for a specific period of time to begin on a date specified by the University.
- b. The length of a leave is determined as follows:
 - (1) A leave of more than four (4) consecutive calendar months is granted only until the next June 30.
 - (2) A leave of four (4) consecutive months or less may be granted regardless of the dates that the leave begins and ends.
- c. Each leave of absence ending on a June 30 is reviewed on that date. Action is then taken to renew or stop the leave.
- d. A leave of absence without salary normally will not exceed twelve (12) consecutive calendar months. It may not exceed a maximum of twenty-four (24) consecutive calendar months.

LENGTH OF LEAVE FOR STAFF:

The period during which an individual classified as Staff may be on leave of absence without salary is governed by the following conditions:

- a. A leave is granted for a specific period of time to begin on a date specified by the University.
- b. A leave of absence granted to an employee because of his or her inability to perform his or her duties due to illness or injury (non-job related) is limited as follows:

Maximum Amount of Leave For Staff	
Length of Continuous Regular Service of Any Type With the University at the Start of the Leave	Maximum Length of Leave Granted
Through first 6 months*	up to 1 month
End of 6th month through 1st year	up to 3 months
End of 1st year through 2nd year	up to 6 months
End of 2nd year through 3rd year	up to 9 months
End of 3rd year through 4th year	up to 12 months
End of 4th year through 5th year	up to 15 months
End of 5th year through 10th year	up to 18 months
End of 10th year or more	up to 24 months

*Employees who have at least 12 months of University service (regular and/or non-regular), working at least 1,250 hours (regular and/or non-regular) during the previous 12-month period may be eligible for a longer leave of absence. See [HRG11](#) for details.

Absence for extended sick leave in accordance with the time limits established

above will be continued only for the period of time the employee is unable to perform his or her duties because of his or her illness or injury. If the employee does not report to work after being physically able to report to work, his or her employment shall be terminated. If, at the end of the leave of absence the employee is still unable to work, employment will be terminated and all benefits of the leave of absence without salary will end.

c. A leave of absence without salary for other than illness or injury normally will not exceed twelve (12) consecutive calendar months. It may not exceed a maximum of twenty-four (24) consecutive calendar months.

d. If any employee returns to active employment following a leave of absence, and within sixty (60) calendar days returns to leave of absence status for the same illness or injury, the amount of time previously charged to leave of absence shall be counted against the appropriate allowance for maximum length of leave.

COSTS FOR UNIVERSITY INSURANCES WHILE ON LEAVE:

Costs for insurances in which enrolled during a leave of absence without salary for sickness, maternity, family care as specified in [HRG11](#), or formal study, shall be at the regular employee rates of contribution.

Costs for insurances in which enrolled during a leave of absence without salary for other than the reasons enumerated in the paragraph above shall be the entire cost (employee and University costs) for those benefits.

NOTE: A decision not to continue the insurances is considered a break in continuous benefits participation and may have an adverse effect on the employee's eligibility to continue the insurances after retirement (see [HR54](#)). If coverage is not continued during the leave and is requested at a later date the following restrictions will apply. Except as provided by law, proof of eligibility will be required for re-enrollment in life insurance, long-term disability/annuity premium benefit and long-term care. Medical, dental, vision, accidental death and dismemberment (AD&D) can be requested only during the annual open enrollment period and will be effective January 1 following the open enrollment period.

CONTRIBUTIONS TO RETIREMENT PLANS WHILE ON LEAVE:

A faculty or staff member who is on leave of absence without salary, regardless of the reason, is not eligible to contribute or receive credit in any retirement plan unless he or she is a member of, and makes private arrangements to contribute to, TIAA-CREF. However, retirement contributions will be deducted from any amounts earned from the University during any leave.

ADDITIONAL CONDITIONS FOR ADMINISTRATOR AND STAFF EMPLOYEES:

An employee receives service credit for the purpose of increasing his or her vacation accumulation rate.

An employee does not accumulate any additional vacation or sick leave unless the employee is paid for enough days in any calendar month to qualify. An employee is not paid for holidays that occur during the leave.

The cash equivalent of the vacation accumulation, service days, and compensatory

time due an employee is paid at the beginning of a leave of absence, except for a leave in excess of paid sick leave, maternity, family care as specified in [HRG11](#), or leave as the result of an on-the-job injury.

An employee retains paid sick leave (except for a leave in excess of paid sick leave or maternity leave); however, paid sick leave may not be used during a leave of absence.

For additional information, see [HR92](#) for administrator employees and [HR34](#) for staff employees.

RETURN TO ACTIVE SERVICE:

If conditions are the same at the end of the leave of absence as they were when the leave began, the faculty or staff member will be expected to return to active service. If he or she does not return at the end of the leave of absence, his or her employment is terminated and all benefits of the leave of absence without salary will end.

ELIGIBILITY FOR EDUCATIONAL PRIVILEGES WHILE ON LEAVE:

A faculty or staff member who is on a leave without salary for sickness, maternity, family care as specified in [HRG11](#), or formal study, and who is eligible for educational privileges, will retain those privileges, during the term of the leave. Dependents of such faculty or staff members who are eligible for grants-in-aid will retain this eligibility during the term of the leave. Grants-in-aid are not available for faculty or staff members, or dependents, during leaves of absence without pay for reasons other than those numerated in this section.

APPLICATION FOR LEAVE:

Application for a leave of absence without salary should be made on the LVLO form. See the [IBIS Documentation](#). After the LVLO form routes through the area's approval path and the appropriate Central Offices, the information will be updated in the database.

APPROVAL OF LEAVE WITHOUT SALARY:

The decision on applications for such leaves of absence will be made by the dean or administrative officer consistent with this policy and appropriate Human Resources guidelines.

CROSS REFERENCES:

[HR34](#) - Employment Conditions for Staff Employees

[HR54](#) - Continuation of Group Insurance After Age 60, Age 65 and After Retirement or Death

[HR92](#) - Employment Conditions for Employees Classified as Administrator

[HRG05](#) - Use of "No Pay" Days in Lieu of Short-Term Leaves of Absence

[HRG11](#) - Family and Medical Leave

[HRG13](#) - Definition of Formal Study as Outlined in HR16

[HRG18](#) - Paid Parental Leave For Faculty

Revisions:

11/12/09

Costs for University Insurances While on Leave section - Language updated to reflect current practices.

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Penn State - Human Resources

Policy HR17 SABBATICAL LEAVE

POLICY'S INITIAL DATE: July 1, 1965

THIS VERSION EFFECTIVE: February 5, 2015

Contents:

- [Purpose](#)
- [Eligibility and Conditions](#)
- [Sabbatical Leave Application Form](#)
- [Review Process](#)
- [General Questions for Sabbatical](#)
- [Approval of Sabbatical Leave](#)
- [Deadline for Application](#)
- [Length of Leave](#)
- [Salary Payment While on Leave](#)
- [Membership in Employee Benefits While on Sabbatical](#)
- [Eligibility for Educational Privileges](#)
- [Return to Active Service Requirement](#)
- [Report of Work Accomplished](#)
- [Subsequent Sabbatical Leave](#)
- [Cross References](#)

PURPOSE:

To provide a leave of absence with pay for purposes of intensive study or research which has as its outcome increasing the quality of the individual's future contribution to the University. A sabbatical is a privilege which may be granted to an individual who has demonstrated by publication, teaching, exhibition or performance an above average ability in scholarship, research, or other creative accomplishment.

ELIGIBILITY AND CONDITIONS:

Faculty (academic): Standing appointment faculty members (academics) meeting the following conditions:

A. Tenured

1. Sabbatical proposals may be submitted in the year tenure is awarded for a sabbatical leave to commence the following year, providing they have completed the six full years of service referenced in #3 below.
2. They hold the rank of professor, associate professor, assistant professor, librarian, associate librarian, or assistant librarian.
3. They have served the University for a minimum of six contract years of full-time service from date of last hire. Time spent on any type of leave of absence is not counted as full-time service. A full contract year is based on the weeks of service

specified in an individual's Memorandum of Service.

B. Untenured Position

1. They have served the University for a minimum of seven full contract years of full-time service and hold the rank of senior scientist, senior research associate, or research associate.

C. Restricted Funds

1. If paid with funds provided by an agency other than the University (USDA, for example), the use of restricted funds for the sabbatical must be allowed by the granting agency.

Academic administrators: A person classified as an academic administrator and holding a standing appointment in one of the ranks listed above is eligible for a sabbatical leave under the same conditions as described above for faculty (academic).

Exempt staff: The following exempt staff who have served the University for a minimum of six calendar years of full-time service, and who have arranged to use the sabbatical leave for graduate training, are eligible:

1. Cooperative extension personnel with the titles senior extension agent, extension agent, associate extension agent, or assistant extension agent.
2. Exempt staff permanently assigned away from University Park whose positions require the attainment of advanced degrees in the judgment of the appropriate executive.

Executives and administrators: When unusual circumstances warrant, persons classified as executive or administrator who have served the University for a minimum of six calendar years of full-time service are eligible. Sabbatical leave applications from executives and administrators do not follow the channel of approval described below, but, instead, shall be reviewed by the Executive Vice President and Provost of the University, and the Senior Vice President for Finance and Business/Treasurer, who jointly make a recommendation to the President of the University.

SABBATICAL LEAVE APPLICATION FORM:

The [Application for Leave of Absence With Pay \(Sabbatical\)](#) shall be submitted in the manner described below for different categories of sabbatical leave applicants.

REVIEW PROCESS:

The application for sabbatical leave shall be submitted with the recommendation of the department or division head or school or unit director, as appropriate, to the appropriate dean who in all cases will be the dean with major budgetary responsibility for the faculty member. A college level sabbatical leave committee shall be appointed for each college by the dean in consultation with the approved faculty organization. The sabbatical leave committee will review the application, consult as deemed appropriate, and submit its recommendation to the dean. The dean shall consider the recommendations of the department or division head or the school or unit director and the college sabbatical leave committee. The dean is also expected to weigh the fiscal and academic load considerations of the application carefully, but every effort should be made to assure that no sabbatical leave is denied to a faculty member because of the cost of maintaining the instructional responsibilities of the absent faculty member. Sabbatical applications approved by the dean shall be forwarded with appropriate documentation to the Executive Vice President and Provost of the University, who adds appropriate recommendations and forwards the sabbatical leave applications to the President

of the University for final review and action.

In the case where a faculty member in an interdisciplinary unit or defense-related unit would be eligible for sabbatical leave, the Vice President for Research functions as a dean in the process described above in reviewing sabbatical leave applications from faculty members associated with interdisciplinary and defense-related research programs; the institute or facility director shall function as a department head in the process.

For faculty members who are in residence in one college but tenured in another, the college of budgetary responsibility will make the sabbatical recommendation, which will include a supporting recommendation from the department or division head or the school or unit director of the faculty member's tenure locus. Sabbatical leave applications of all University College faculty must be accompanied by a recommendation from the campus chancellor to the Vice President for Commonwealth Campuses. Sabbatical leave applications of all University Libraries faculty must be accompanied by a recommendation from the campus chancellor to the Dean of the University Libraries.

Academic administrators: Depending on the location of the academic administrator, the process described above shall be followed except that there will normally be no review by a department head prior to the sabbatical application being considered by the college committee, the dean or the campus chancellor.

Exempt staff: Sabbatical leave applications from eligible exempt staff as described above shall be submitted to the individual's supervisor for recommendation. The sabbatical leave application, together with the supervisor's recommendation, shall be submitted to the appropriate executive officer for review and recommendation to the Executive Vice President and Provost of the University. The Executive Vice President and Provost of the University will add appropriate recommendations and forward the sabbatical leave applications from exempt staff to the President of the University for final review and action.

Executive and administrators: Sabbatical leave applications from executives and administrators shall be reviewed by the Executive Vice President and Provost of the University, and the Senior Vice President for Finance and Business/Treasurer, who jointly make a recommendation to the President of the University.

GENERAL QUESTIONS FOR SABBATICAL:

As a part of the [Application for Leave of Absence With Pay \(Sabbatical\)](#) form provided for application for sabbatical leave, certain questions pertinent to the review and evaluation of sabbatical leave applications are included. Please refer to the [form instructions](#) for further details.

APPROVAL OF SABBATICAL LEAVE:

Final approval for sabbatical leaves will be made by the President of the University.

DEADLINE FOR APPLICATION:

Applications for sabbatical leaves should be submitted to the Office of the Executive Vice President and Provost of the University by the weekday coincident with or immediately preceding November 1 of each year for action by the following January 1.

LENGTH OF LEAVE:

A sabbatical leave shall not be granted for a period in excess of the full contract year of the

individual; the contract year may be 36 weeks, 48 weeks, or a number of weeks between those two limits, or twelve months, depending on the type of appointment. While individual faculty members, in some cases, may be able to coordinate leaves of absence funded by grants or contracts with a proposed sabbatical leave, such arrangements are separate from this policy.

SALARY PAYMENT WHILE ON LEAVE:

Three sabbatical leave options are available:

1. Sabbatical leave for the full contract year at 67% salary;
2. Sabbatical leave for one-half of the contract year at 100%
3. Sabbatical leave for a period other than a full contract year or one-half of a contract year is, typically, for one of the periods listed below. The rate of pay in such cases is proportional to the length of the sabbatical leave as follows:

Sabbatical Leave as % of Contract Year	% of Pay During Year of Sabbatical
90%	73%
80	80
70	87
60	93

NOTE: For sabbatical leaves for periods other than those cited above, see [Percentage of Salary Received While on Paid Sabbatical in GURU](#). See also [HRG15 - covering outside compensation](#).

MEMBERSHIP IN EMPLOYEE BENEFITS WHILE ON SABBATICAL:

An individual who is granted a sabbatical leave and who is a member of the University insurance program may maintain membership during the sabbatical leave. If the individual is a member of a retirement plan in effect at the University, the individual is required to contribute to that plan; the amount that is contributed is based on the full salary of the individual rather than the salary received from the University during the sabbatical leave if less than full salary.

Please note: Health care contributions are determined on your annual base salary as of October 1 of each year, going into effect on January 1 of each year. A reduction in salary will not create a reduction in the health care contribution at the time your salary is reduced; the health care contribution will remain the same for the entire current year. The following year's contribution will be based on your salary as of October 1 of the current and the new health care contribution will be effective January 1.

ELIGIBILITY FOR EDUCATIONAL PRIVILEGES:

An individual who is on sabbatical leave and who is eligible for educational privileges will retain those privileges during the period of the sabbatical leave. Dependents of employees who are eligible for grants-in-aid will retain the eligibility during the time that the employee is on sabbatical leave.

RETURN TO ACTIVE SERVICE REQUIREMENT:

Individuals granted sabbatical leaves are required to return for a full contract year of service

following the sabbatical leave. Any person who does not return, or does not remain for the full contract year following the sabbatical leave, will be required to refund the salary received from the University during the sabbatical leave. There will be no proration of the amount to be returned if the employee remains for any fraction less than the full contract year. In addition, any person who does not return for a full contract year of service following the sabbatical leave will not be eligible to receive credit in any retirement plan for the period of the sabbatical leave.

As stated in [HR99 Background Check Process](#), the self-disclosure requirement to report arrests and/or convictions within 72 hours of their occurrence is still in force during sabbatical leaves. In addition, individuals on approved leaves, such as sabbaticals, of six months or longer are required to complete a [Penn State Arrest and Conviction self-disclosure form](#) before returning to work.

REPORT OF WORK ACCOMPLISHED:

At the conclusion of the sabbatical leave, the recipient must submit a report of the work accomplished to the Executive Vice President and Provost of the University via the executives, administrators and academic administrators in the channel appropriate as described above. The report should indicate how the experience improved the recipient's capacity to serve the University. In general, the report is to be submitted within two months of the return from sabbatical leave.

SUBSEQUENT SABBATICAL LEAVE:

An individual becomes eligible for a subsequent sabbatical leave under the terms and conditions specified above, provided that the minimum required contract years of full-time service has elapsed since beginning a previous sabbatical leave. (Time spent on sabbatical leave, or any unpaid leave, is not counted as a part of the required contract years of full-time service.)

CROSS REFERENCES:

[HR99 – Background Check Process](#)

[HRG15 - Regulations Regarding Use of Support Funds and Receiving Outside Compensation During Sabbatical Leaves of Absence](#)

UPDATES:

October, 2010 - Application for Leave of Absence With Pay (Sabbatical) updated.

January, 2015 - Application for Leave of Absence With Pay (Sabbatical) updated.

January, 2015 – Return to Active Service section updated to include self-disclosure and self-disclosure form requirements under HR99.

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Penn State - Human Resources

Policy HR18 GRADUATE STUDY LEAVE OF ABSENCE

POLICY'S INITIAL DATE: July 1, 1965
THIS VERSION EFFECTIVE: February 9, 1996

Contents:

- [Purpose](#)
- [Eligibility for Leave](#)
- [Length of Leave](#)
- [Minimum Leave](#)
- [Payment by University During Leave](#)
- [....Some Examples Follow](#)
- [Holding a Fellowship or 1/4 Time Graduate Assistantship During Leave](#)
- [Return to Active Service](#)
- [Membership in Employee Benefits While on Leave](#)
- [Eligibility for Educational Privileges](#)
- [Application for Leaves](#)
- [Approval of Graduate Study Leave](#)

PURPOSE:

To allow an eligible person permanently assigned away from University Park to pursue graduate study on a full-time basis as a regularly registered student working for an advanced degree.

ELIGIBILITY FOR LEAVE:

On recommendation of the dean, an individual in any of the following categories who has served the University efficiently for two (2) years or more is eligible for a graduate study leave of absence if he or she is a registered candidate for an advanced degree:

- a. A regular faculty member as defined in [HR05](#) and [HR21](#).
- b. A County Agent or Home Economics Extension Representative (including those at the Assistant or Associate ranks);
- c. Exempt staff personnel whose positions require the attainment of advanced degrees in the judgment of the appropriate function member of the President's staff.

LENGTH OF LEAVE:

A graduate study leave with partial salary shall not exceed twelve (12) months. The leave will continue from the date granted to the next June 30. It may be renewed to the second June 30. However, such leave granted beyond twelve (12) months shall be without partial salary.

MINIMUM LEAVE:

For a member of the teaching faculty, a leave of less than one (1) semester is not granted. For a member of the library, the research faculty, or eligible exempt staff personnel, there is no minimum requirement.

PAYMENT BY UNIVERSITY DURING LEAVE:

For a member of the teaching faculty, the University will pay at the rate of \$2,100 per semester for a period not to exceed two (2) semesters. No payment will be made for the Summer Session.

For a member of the research or library faculty, or an eligible exempt staff member, the University will pay at the rate of \$116.67 per week of absence, not to exceed \$4,200 in a fiscal year.

If such a leave is granted to a member of the teaching faculty for less than a full fiscal year, the total payment for the fiscal year is calculated as follows:

1. Provide \$2,100 for each semester of leave.
2. Provide payment for weeks worked times the weekly rate based on the faculty member's contracted year.

Some examples follow:

-- A 36-week faculty member who takes a one-semester leave is paid as follows:

\$2,100 for the semester on leave plus 18 weeks for pay for the semester worked.

-- A 48-week faculty member who takes a two-semester leave is paid as follows:

\$4,200 for the two semesters on leave plus 12 weeks of pay for the remainder of the contract worked.

An employee on a sabbatical leave may not also receive graduate study leave pay.

HOLDING A FELLOWSHIP OR 1/4 TIME GRADUATE ASSISTANTSHIP DURING LEAVE:

In addition, if any eligible staff member is appointed by the University to a fellowship or a one-quarter time graduate assistantship, the University will award a grant-in-aid covering full tuition in lieu of a grant-in-aid of 75% of tuition payable under the policy, "Educational Privileges for Regular Employees and Other members of the University Staff."

A fellowship, or a one-quarter time graduate assistantship, may be held without affecting full-time study requirement.

RETURN TO ACTIVE SERVICE:

Individuals granted graduate study leaves are required to return to full-time active service with the University for two (2) consecutive contractual years, or, if they do not return or do not remain for the full two years, to refund all the salary received from the University during the leave. There will be no proration of the amount to be returned if an individual remains for any time less than two years.

MEMBERSHIP IN EMPLOYEE BENEFITS WHILE ON LEAVE:

A faculty or staff member on graduate study leave who is a member of the group life insurance plan, the group health care program (hospital/ surgical/major medical coverages or Healthpass, Dental, and Vision), or the voluntary accidental death and dismemberment plan, is required to maintain his or her membership during the leave. If the faculty or staff member is a member of a retirement plan in effect at the University, he or she continues in that plan. The amount contributed is determined by the salary received during the leave.

ELIGIBILITY FOR EDUCATIONAL PRIVILEGES:

A faculty or staff member on graduate study leave will retain these privileges during the term of his or her leave in accordance with the appropriate policy: either [HR36](#) Educational Privileges for Regular Employees and Other Members of the University Staff, or, [HR65](#), Graduate Study Grants for Faculty and Certain Exempt Staff Personnel Who Are Permanently Located Away From University Park. As stated in [HR65](#), it applies only to institutions located within reasonable commuting distance of the faculty or staff member's University location other than University Park.

A person who qualifies and receives a fellowship or one-quarter assistantship, however, is eligible for the grant-in-aid under the fellowship or graduate assistantship policy.

Dependents of faculty or staff members who are eligible for grants-in-aid will retain this eligibility during the time that the faculty or staff member is on graduate study leave.

APPLICATION FOR LEAVES:

Applications for Graduate Study Leave of Absence are processed by the submission of the Leave/Layoff (IBIS Form LVLO) (on-line documentation not yet available).

The LVLO Form shall be processed electronically through the appropriate approved paths of administrative officer to the Office of Human Resources.

The LVLO Form must again be submitted for all University employees when they return from a leave.

APPROVAL OF GRADUATE STUDY LEAVE:

The decision for such leaves of absence will be made by the dean or administrative office consistent with this policy.

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Penn State - Human Resources

Policy HR19 LEAVE OF ABSENCE FOR ACTIVE MILITARY SERVICE OR TRAINING

POLICY'S INITIAL DATE: July 28, 1950

THIS VERSION EFFECTIVE: June 1, 2011

Contents:

- [Purpose](#)
- [Eligibility for Leave](#)
- [Notice of Leave](#)
- [Paid Leave](#)
- [Unpaid Leave](#)
- [Replacing an Employee on Military Leave](#)
- [Return to Active University Service](#)
- [Cross References](#)

PURPOSE:

To outline provisions of leaves of absence with and without pay for short-term and long-term active military service, including military training, whether voluntary or otherwise.

Note: The law provides similar provisions for those who have extended service in the Public Health Service. All sections except the [PAID LEAVE](#) section are applicable to such service.

ELIGIBILITY FOR LEAVE:

Each regular University faculty or staff member who has completed one day of regular employment with the University immediately preceding the effective date of the requested military leave, and who has been ordered to report to active duty on a specific date, is eligible. Some nonregular employees may have re-employment rights upon completion of military service. Individual guidance from the Employee Relations Division should be sought in such instances.

NOTICE OF LEAVE:

The faculty or staff member shall give advance written or oral notice of the active service, unless such notice is precluded by military necessity. Such notice should include, when possible, a copy of the signed orders or authorization mandating the absence.

PAID LEAVE:

By law, all regular faculty and staff who are members of the Pennsylvania National Guard or any reserve component of the United States Army, Navy, Marine Corps, Air Force, or Coast

Guard shall be paid for up to fifteen workdays (120 hours) per calendar year while they are engaged in the active service of the United States, including field training.

Fifteen additional days (120 hours) of paid time off will be provided if an employee is called to active duty, other than active duty for training or full-time Active Guard Reserve duty, when ordered under 10 U.S.C.- 12301, 12302, 12304, or 32 U.S.C. - 502 (f), for a period of 30 or more consecutive days and assigned to duties away from home, under one or more of the following circumstances:

- involuntarily, or
- under Contingency Operation Temporary Tour of Active Duty (COTTAD), or
- voluntarily to serve in a combat zone, as designated by an executive order from the president, or
- in response to a domestic emergency.

By law, all regular faculty and staff who are members of the Pennsylvania National Guard are entitled to leaves of absence without loss of pay, time, or efficiency rating on all days during which they shall, as members of the Pennsylvania National Guard, be engaged in active State duty.

During the period of time the employee remains on the University payroll, benefits coverages/deductions and retirement contributions continue.

UNPAID LEAVE:

Absence not covered by provisions contained in the [PAID LEAVE](#) section above shall be considered as an unpaid leave of absence, and a leave of absence without salary for active military service shall be granted. Such leave may not exceed an aggregate maximum of sixty calendar months, unless a longer absence is provided by exception by law.

Immediately prior to commencement of the leave, the employee may elect to use or not use all or part of accumulated vacation, personal holiday, service days, compensatory time off, as applicable, during the leave prior to commencement of no-pay status for the balance of the leave.

During an unpaid leave:

1. Eligibility for educational privileges and dependent grant-in-aid continues.
2. The employee shall have the option to continue any or all of the benefits listed below in which enrolled for self and/or eligible dependents by paying the employee cost of such coverages.

Note: If an employee wishes to begin enrollment in an available program during the absence, then insurability provisions for such enrollment are applicable.

Unpaid Leave Benefit Availability

BENEFIT	AVAILABILITY	
	Employee	Dependents
Life Insurance	Optional	Not Available
Medical	Optional	Optional
Dental	Optional	Optional
Vision	Optional	Optional
Voluntary Accidental Death & Dismemberment	Optional	Optional

- a. Coverage in medical, dental, or vision insurances shall not be applicable for an

injury/illness determined by the Secretary of Veterans Affairs to have incurred in, or aggravated during, performance of service in the uniformed services.

b. The life insurance policy permits payment of the basic value, but contains a war exclusion for accidental death and dismemberment. The Voluntary Accidental Death and Dismemberment program also excludes coverage for declared or undeclared war or any act thereof.

c. Except for an injury/illness determined by the Secretary of Veterans Affairs to have incurred in, or aggravated during, performance of service in the uniformed services, for employees electing not to continue coverages listed above, pre-existing condition or waiting period requirements for self and/or eligible dependents shall not be imposed upon return to active employment.

d. A military leave of absence will not affect negatively the employee's ability to continue benefits into retirement in accordance with University policy.

3. Employer retirement contributions will cease effective with the start of the leave without pay. If upon returning to work, an employee elects to make retirement contributions to cover the period of time absent under this policy, then employer contributions shall also be made to the extent required by law.

4. The period of leave of absence without pay will be added to any length of service credit that a faculty or staff member may have otherwise.

REPLACING AN EMPLOYEE ON MILITARY LEAVE:

If the leave is anticipated to be six months or more and it is necessary to replace the faculty or staff member, the appointment of the new person will be for a period not longer than the duration of the military absence of the original employee. However, during the period of employment, the new person will be considered a regular faculty or staff member and will have the privileges of such, except that he/she shall not be granted a military leave of absence. The new person must be informed in writing of the conditions of employment when employment begins.

RETURN TO ACTIVE UNIVERSITY SERVICE:

Upon release from active military service under honorable conditions, a regular faculty or staff member may return to active service with the University, if he/she so desires. Insofar as it can be arranged, this return will be to the faculty or staff member's original position or to a position determined by the University to be an equivalent position.

To take advantage of this privilege, the faculty or staff member shall notify his/her immediate supervisor or dean or administrative officer of the return date in advance of the commencement of the leave, if such date is known. If the return date is not known in advance, then the request to return must be presented as soon as practicable, but in no case later than 14 days after the completion of the period of service for a leave of 31 through 180 days in length, or 90 days after the completion of the period of service for a leave longer than 180 days in length. Special conditions on time for requesting return to active employment apply for individuals hospitalized at time of release from military service. In this latter instance, contact the Employee Relations Division of the Office of Human Resources for guidance.

(To insure that timely consideration can be given with regard to returning the faculty or staff member to employment, it is helpful if the faculty or staff member can indicate his/her intention to return to active University employment prior to the expiration of the military leave

of absence, or if not possible, within thirty calendar days after release from active duty.)

CROSS REFERENCES:

[HR34](#) - Employment Conditions For Staff Employees

[USERRA Handout](#)

Revisions:

July 26, 2005 - Clarification of Return to Active University Service section.

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PAID SICK LEAVE FOR EXEMPT STAFF WHO BEGAN EXEMPT EMPLOYMENT PRIOR TO OCTOBER 1, 1992

An employee is entitled to leave with pay, as needed for an absence due to illness or injury, not to exceed the limits of the following schedule.

Length of Continuous Regular University Service at Beginning of Absence	Allowance for Each Absence
Less than 2 years	20 days
More than 2, but less than 5 years	40 days
More than 5, but less than 10 years	60 days
More than 10 years	120 days
More than 15 years	At the discretion of the dean or administrative officer, but not less than 120 days

Only days on which the employee normally would have worked are charged against sick leave limits. If an employee returns to active employment, and within sixty calendar days returns to leave with pay status for the same illness or injury, the amount of time charged to leave with pay for the previous absence shall be counted against the allowance for the subsequent absence when determining the new allowance.

If an employee's absence continues beyond the appropriate paid sick leave allowance, the employee, at the employee's option, shall either charge additional absence to accumulated vacation or request a leave of absence without salary. (See HR-16). A salary deduction shall not be made for absence in excess of the appropriate paid sick leave allowance or accumulated vacation if such absence is for less than one day.

An employee who retires on a pension who is eligible for continuation of insurance into retirement shall receive one-fourth (1/4) the cash value of the employee's unused sick leave; provided, however, such payment shall not exceed an amount equal to a) twelve and one-half (12 1/2) days of pay or b) seventeen (17) days of pay if the employee's use in the preceding twelve (12) months has not exceeded twenty-five percent (25%) of the paid sick leave allowance. The cash equivalent of the unused sick leave days is computed by multiplying the number of unused sick leave days by the daily rate published in Appendix 19 of the *General Forms Usage Guide*.



Penn State - Human Resources

Policy HR34 EMPLOYMENT CONDITIONS FOR STAFF EMPLOYEES

POLICY'S INITIAL DATE: October 1, 1992
THIS VERSION EFFECTIVE: January, 6 2015

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PURPOSE:

This policy outlines the working conditions for employees classified as Staff holding either a standing or fixed-term I appointment.

POSITION RESPONSIBILITY:

One hundred percent full-time equivalent (FTE) appointments are those which are scheduled for 12-months a year, 40-hours per week. Appointments scheduled to work fewer months per year and/or fewer hours per week may be established also (see HR-88).

Each dean/administrative officer shall determine and assign responsibilities to each employee and, within the parameters established by University policies, shall also establish the general limits of the annual work schedule associated with those responsibilities.

The dean/administrative officer is responsible for ensuring that procedures are in place so that recruitment and selection processes result in the appointment of an individual who has the necessary experience and competencies required by that position and who will positively

model Penn State's values of inclusion and respect.

The dean/administrative officer is responsible for seeing that each new employee is informed regarding the employee's job title, job responsibilities worksheet, job profile, level, and salary. An employee is entitled to a review of the evaluation of his or her job by making a request of the immediate supervisor.

PROBATIONARY PERIOD:

When a person begins employment with the University in a standing or fixed-term I appointment, he or she is considered a probationary employee. During the probationary period, such an employee cannot use the staff general grievance procedure, and the employee's employment may be terminated without recourse to the procedure.

If a probationary employee accepts a different job within the University, the employee will serve a new probationary period. An employee who has completed a fixed-term I appointment will not start a new probationary period on reappointment, if the employee is to be reappointed to that position on a fixed-term I or standing appointment within three consecutive months following termination of the appointment.

The employee's probationary period starts on the employee's first day of employment and lasts for 12 consecutive months; provided, however, that any month in which an employee does not work at least half of normally scheduled work time for that month will not be counted toward completion of the probationary period.

WORK SCHEDULES AND WORK SCHEDULE PREFERENCE:

(a) Nonexempt Staff:

The standard work week is 40 hours for a 100% FTE position. This is not, however, a guarantee that this number of hours of work will be available each week for each employee. For most employees, the University work week will be interpreted to be a seven day period beginning at midnight on Saturday and ending at midnight on the following Saturday. The 40 hours are to be scheduled within that period. The Office of Human Resources is responsible for determining any such work weeks that vary from the Saturday at midnight standard work week. Whenever possible, the workdays and work hours including breaks and meal periods will be consecutive. Flexible working hours and work schedules less than 100% FTE may be established, see [HRG02](#) and [HR88](#) respectively.

Each employee is assigned to one of the following schedules:

1. Weekly hours of work scheduled over no more than five days per week, the hours of work and work days established to fit the requirements of a particular job; or
2. A predetermined cycle of work days and days off within a fixed number of calendar weeks in which no week contains more than 40 hours.

In no case will an employee be assigned to a weekly work schedule which requires his or her presence on the job seven days every week on a regular basis.

The daily hours of work for an employee will be scheduled so that provision is made for meal periods on the employee's time (except at the employee's request, when such request can be accommodated, or for certain continuous 24-hour operations). Except at the employee's request, when such request can be accommodated, each meal period will be no less than 30 minutes.

One calendar week notice will be given to any employee if his or her regular work schedule is to be changed by the employee's supervisor, unless the change is caused by an emergency. In the event an employee reports to work and finds no work available, the employee is paid for three hours on a straight time basis. However, he or she will not be paid:

1. If the employee has been informed in advance not to report for work by telephone, by personal contact, by a letter addressed to his or her last home address as provided by the employee, or by other predetermined means; or
2. If an emergency prevents work; or
3. If an employee turns down suitable alternate work that is offered.

(b) Exempt Staff:

For a 100% FTE position, 40 hours a week is a minimum requirement. Flexible working hours and work schedules less than 100% FTE may be established, see [HRG02](#) and [HR88](#) respectively. Many assignments may require longer weekly work schedules than the established minimum.

(c) Work Schedule Preference:

In work areas where groups of employees with the same job title and level have work schedules that provide for a variety of days on and days off, wherever possible the employee with the longest period of employment in the work unit has preference in the assignment of workdays on and days off.

If the employee is a member of the Armed Forces Reserve or National Guard and is required to report for a drill session of two days' duration or less, the employee's request for a change of work schedule for that drill session will be given first consideration regardless of length of continuous service. The reservist is required to give at least two calendar weeks' notice of his or her request for the temporary change of schedule. Please see [HR-19, Leave of Absence for Active Military Service or Training](#), for details about absences related to active military duty.

VACATION:

Vacation time off is scheduled by mutual agreement between the employee and the college or department; provided, however, the college or department may at its discretion require an employee on a fixed-term I appointment to take vacation time off during the appointment so that all or part of accumulated vacation is expended prior to the conclusion of the appointment.

Only days on which the employee normally would have worked are charged against vacation allowance. For exempt staff, deductions from salary for time off in excess of accumulated vacation may be made only for full-day absences.

Normally, an employee earns appropriate vacation accumulation in any calendar month in which the employee is paid for at least half of normally scheduled work time for that month. Except, any pay received for accumulated vacation at time of layoff of more than 120 days, leave of absence, or termination of employment shall not be credited toward this qualifier.

Except as otherwise provided below, nonexempt staff accumulate vacation according to the following schedule:

Nonexempt Staff Vacation Accumulation Schedule

	Maximum

Criteria	Monthly Rate of Accumulation	Accumulation Allowed
During the first 10 years of continuous employment in a standing or fixed-term I position	12 hours	192 hours
From the beginning of the 11th year to and including the 25th continuous year	16 hours	240 hours
From the beginning of the 26th continuous year and thereafter	18 hours	264 hours

Except as otherwise provided below, exempt staff accumulate vacation according to the following schedule:

Exempt Staff Vacation Accumulation Schedule

Criteria	Maximum	
	Monthly Rate of Accumulation	Accumulation Allowed
During the first 25 years of continuous employment in a standing or fixed-term I position	16 hours	240 hours
From the beginning of the 26th continuous year and thereafter	18 hours	264 hours

The following are exceptions to the vacation accumulation provisions cited above:

1. See [HR88](#) for calculating monthly accumulation rates, maximum accumulations, and vacation usage for less than 100% FTE appointments.
2. An employee preparing for a major life event such as the birth or adoption of a child, finishing a degree, etc., may need more paid time off than provided above. In such event, the employee may request a temporary exception to the maximum accumulation limit. To do so, the employee submits a written request to the supervisor and the human resources representative outlining the event and identifying the period of time involved. Such request may be granted, when, in the opinion of the supervisor, the University's work needs can be efficiently and effectively met.
3. An unexpected work-related situation (e.g., another employee quits) may cause an employee to miss or delay using vacation days, resulting in a vacation balance that exceeds the maximum stated above. In such event, the employee may request a temporary exception to the maximum accumulation limit. To do so, the employee submits a written request to the supervisor and human resources representative outlining the work-related event and the vacation balance request. The days accumulated in excess of the maximums stated above must be used within the next 12 months.
4. In the situations described in 2. and 3. of this section, if the employee terminates employment, then the vacation payoff described below will not include any days accumulated in excess of the applicable maximum cited above.

An employee who terminates employment after completing at least one continuous year in a

standing or fixed-term I appointment immediately preceding the date of termination, or an employee on a fixed-term I appointment of less than one year who terminates at the end of the appointment, shall receive the cash equivalent of unused accumulation (not to exceed the maximum provided by policy); provided, however, this provision for making payment for unused vacation shall not apply to an employee: (a) who is terminating from a fixed-term I appointment, if the employee will be reappointed within three consecutive months to a fixed-term I or standing appointment or, (b) if the college or department required that the employee needed to take vacation time off during the appointment so that all or part of the accumulated vacation is expended prior to the conclusion of the appointment. See [HR50](#) for special provisions of retirement.

The cash equivalent of the unused vacation time is computed by using the [Workday Percentage Factor Calculator](#).

SICK LEAVE:

An employee on a 100% FTE appointment will accumulate 8 hours of sick leave with pay for each calendar month in which he or she is paid for at least half of normally scheduled work time for that month, except that pay received for accumulated vacation at time of layoff of more than 120 days, leave of absence, or termination of employment shall not be credited toward this qualifier. See [HR88](#) for sick leave accumulation and use for less than 100% FTE appointments.

NOTE: Exempt staff who began exempt employment prior to October 1, 1992, continue on their [former sick leave plan](#). Persons who were classified as staff and who were nonexempt prior to February 1, 1967, continue on their former sick leave plan.

Accumulated sick days provide an insurance cushion for employees in the case of illness or injury. They can be an important asset in the event of a prolonged illness or injury, insuring salary continuation during this period of absence. Therefore, employees should be very judicious in their use of paid sick days.

Except as otherwise provided below, absence is chargeable as sick leave only when the employee is unable to perform his or her duties because of his or her illness or injury. Time off for an employee's routine appointment with a physician, dentist, hospital, or optometrist is charged to sick leave, provided it is not possible for the employee to schedule the appointment on the employee's own time (see also [HRG02](#)). The request for such time off shall be made as far in advance as possible. Such routine appointments usually are of less than a half-day duration; therefore, an employee is expected to return to the job as soon as the appointment is completed. A supervisor may request the employee to submit a written statement from the person with whom he or she had the appointment.

An employee may use up to 40 hours of accumulated sick leave per calendar year to care for a sick family member. Family member as used in this policy shall be defined as those whom the employee considers as family. The care provided may include such activities as bed-side care, accompanying the family member to a doctor's appointment, and emotional support. (See also [HRG02](#), Flexible Scheduling, and [HRG11](#), Family and Medical Leave.) Absences provided for in this paragraph shall not be considered as part of an employee's attendance record for purposes of job bidding.

If an employee is charging sick leave and the employee's vacation accumulation reaches the maximum, the employee can charge vacation accumulation instead of sick leave, so that vacation earnings are not lost.

If an employee expends all accumulated sick leave, additional absence, at the option of the

employee, shall be charged to accumulated vacation. If the employee expends all accumulated vacation, or elects not to charge the absence to accumulated vacation, the employee shall be granted a leave of absence without pay in accordance with [HR16](#), Leave of Absence Without Salary. For exempt staff, a salary deduction shall be made for absence in excess of accumulated sick leave or vacation, only if such absence is for a full day.

An employee who retires on a pension who is eligible for continuation of insurance into retirement shall receive 1/4 the cash value of the employee's unused sick leave; provided, however, such payment shall not exceed an amount equal to (a) 100 hours of pay, or (b) 136 hours of pay if the employee's accumulated sick leave balance is at least 3/4 of all sick leave earned. The cash equivalent of the unused sick leave is computed in the [Workday Percentage Factor Calculator](#).

SICKNESS AND ACCIDENT SUPPLEMENT:

An employee who has five or more years of continuous service in a standing or fixed-term I position who is absent beyond 60 continuous calendar days for an illness or injury will be covered by the University's Sickness and Accident Supplement; provided, however, for absences not covered by FMLA, if the employee has used more than 48 hours of accumulated sick leave in the full 12 month period immediately preceding the absence without doctor's certification for such absences charged in excess of 48 hours, the employee shall not be eligible for the Sickness and Accident Supplement. The doctor's certificate must be submitted to the University prior to the beginning of the absence.

The employee shall receive 1/3 of normally scheduled hours of pay for each work day missed while covered by the Sickness and Accident Supplement. In addition, the employee, at the employee's option, may charge the equivalent of 1/3 of normally scheduled hours of accumulated sick leave for each work day missed and therefore receive 2/3 pay. If an employee has used all of his or her accumulated sick leave, additional absence, at the option of the employee, may be charged as provided herein against accumulated vacation.

An employee shall not be eligible to continue under the Sickness and Accident Supplement for an absence that continues beyond 180 continuous calendar days from the date of the beginning of absence for the illness or injury.

Any payments received from the Sickness and Accident Supplement shall be reduced by payment from other sources such as Workers' Compensation, Social Security, or other non-individual disability coverages.

ABSENCE FOR ON-THE-JOB INJURY:

If an employee is absent from work as a result of an injury or illness compensable under the Workers' Compensation Act, Occupational Disease Act, or similar legislation, the following conditions apply:

- a. The employee has the option to request a leave of absence without pay or to charge the absence to his/her accumulated sick leave (or, if sick leave has been expended, to accumulated vacation, personal holiday, service days, or holiday compensatory time off). An employee electing to use such paid time off shall be charged 1/3 of normally scheduled hours a day for each work day of absence and shall continue to receive full salary.
- b. If all paid time off is exhausted, the employee shall be granted a leave of absence without pay.
- c. Leave of absence without pay shall not exceed 24 months.
- d. Any compensation checks the employee may receive while receiving full salary shall be endorsed and returned to the University. The employee shall retain any compensation

checks received while on leave of absence without pay.

- e. The employee's contribution for all group healthcare and insurance coverages in which enrolled shall be paid by the University, if the employee is on leave of absence without pay following an on-the-job injury, provided the employee continues to receive Workers' Compensation insurance payments.

HOLIDAYS:

Each holiday established by the University is intended to give an employee on a 100% FTE appointment the benefit of eight hours of paid time off.

- a. The following 12 days are established as holidays:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	December 25 and five additional days
A Personal Holiday	

When December 25 comes on these days - The six holidays are:

The Six Holidays

Day	Holiday Days
Sunday	December 25, 26, 27, 28, 29, 30
Monday	December 22, 25, 26, 27, 28, 29
Tuesday	December 24, 25, 26, 27, 28, 31
Wednesday	December 23, 24, 25, 26, 27, 30
Thursday	December 24, 25, 26, 29, 30, 31
Friday	December 24, 25, 28, 29, 30, 31
Saturday	December 23, 24, 25, 27, 28, 29

The following are exceptions to the holiday provisions cited above:

1. See [HR88](#) for holiday provisions for less than 100% FTE appointments.
2. Some areas substitute service days in lieu of some of the holidays listed above. Employees working in these areas should consult with their Human Resources Representative for details.
3. A newly hired employee commencing employment in a standing or fixed-term I position during December shall receive only the December 25th holiday and the New Year's Day holiday, but shall not receive paid time off for the additional University holidays in December during that first December holiday period. If such

employee is required to work on any of the additional University holidays occurring that December, the employee shall receive his or her regular pay for such day, but shall not be granted holiday compensatory time off for the number of hours worked on the day.

- b. One personal holiday is earned each calendar year on January 1. A new employee in the first year of employment earns a personal holiday for that year after completing two months of employment. The personal holiday is scheduled in the same way in which vacation is scheduled.

If not used, the personal holiday shall be carried over into the next calendar year but not thereafter.

- c. A nonexempt staff employee required to work a regularly scheduled work day on an official University holiday shall receive his or her regular pay for the holiday and shall be granted holiday compensatory time off at the rate of double time for the number of hours worked on the holiday, up to the number of hours normally worked by the employee on that day. At the option of the employee, the employee may receive the cash equivalent of 1/2 of compensatory time off earned on a holiday. Such payment shall be calculated using the employee's regular rate of pay. The option to receive such payment must be made within one calendar week following the holiday or holiday period. Holiday compensatory time off not converted to the cash equivalent shall be used for absences where vacation accumulation would be used.

Time worked on a holiday in excess of the employee's normal daily hours shall be paid at two times the employee's regular rate of pay. Holiday compensatory time off shall not be earned for such additional hours worked.

If a holiday should fall on a day not normally scheduled as a work day for an employee:

1. The employee shall be granted eight hours of holiday compensatory time (see [HR88](#) for positions that are less than 100% FTE). Such equivalent time off shall be granted whether or not the employee works on the holiday and shall be used for absences where vacation accumulation would be used.
 2. If the employee is required to work on such day, the employee also shall be paid at the rate of two times the employee's regular rate of pay for the hours worked, but shall not be granted additional holiday compensatory time off for such hours worked.
- d. An exempt staff employee required to work on a regularly scheduled work day on an official University holiday shall receive his or her regular pay for the holiday and shall be granted holiday compensatory time off at the rate of double time for the number of hours worked on the holiday. At the option of the employee, the employee may receive the cash equivalent at the employee's regular rate of pay for 1/2 of the compensatory time off earned on a holiday, not to exceed a normal day's gross pay for the employee. The option to receive such payment must be made within one calendar week following the holiday or holiday period. Holiday compensatory time off not converted to the cash equivalent shall be used for absences where vacation accumulation would be used.

If a holiday should fall on a day not normally scheduled as a work day for an employee:

1. The employee shall be granted eight hours of holiday compensatory time (see [HR88](#) for positions that are less than 100% FTE). Such equivalent time off shall be granted whether or not the employee works on the holiday and shall be used for absences where vacation accumulation would be used.
2. If the employee is required to work on such day, the employee also shall be granted additional holiday compensatory time off at the rate of double time for the

number of hours worked on the holiday. At the option of the employee, the employee may receive the cash equivalent at the employee's regular rate of pay for 1/2 of such additional holiday compensatory time off earned, not to exceed a normal day's gross pay for the employee. The option to receive such payment must be made within one calendar week following the holiday or holiday period. Such holiday compensatory time off not converted to the cash equivalent shall be used for absences where vacation accumulation would be used.

- e. If a holiday occurs during the vacation or sick leave of an employee, it shall not be charged as a day of vacation or sick leave.
- f. An employee on no-pay status is not paid for holidays that occur during the absence.
- g. If a holiday listed above (other than December 25) occurs on a Sunday, the University shall observe it officially on the following Monday.
- h. The final date of pay status for an employee who indicates an intent to resign at a time near the December/New Year's holiday is determined in accordance with [HRG14](#).

OTHER PAID TIME OFF:

Paid time off, other than sick leave, vacation, or holidays, includes:

a. Death in Family

Absence from work because of death in an employee's family shall be allowed with full pay on the following basis:

1. For an employee's partner, brother or sister (including half-brother or half-sister); or for an employee's or an employee's partner's: parent (including stepparent, guardian, or foster parent), child or stepchild (including the partner of the child or stepchild), grandchild, up to 40 hours of leave to be used consecutively, provided such amount of leave is required. A guardian as used in this section shall mean a person who raised the employee and served in the place of the parent for a substantial portion of the employee's minority life.
2. For the employee's or employee's partner's grandparent, niece, nephew, aunt or uncle, and partners of aunts and uncles or, the employee's partner's brother, sister, and partners of same, or, the partner of employee's brother or sister, up to 8 hours from the date of death through the date of the funeral inclusive.

Death-in-Family Chart

Family Member	Employee's	Employee's Partner's
Partner	up to 40 hours	X
Parent (including stepparent, guardian, or foster parent)	up to 40 hours	up to 40 hours
Brother or sister (including half-brother or half-sister)	up to 40 hours	up to 8 hours
Partners of brother or sister	up to 8 hours	up to 8 hours

Child or stepchild	up to 40 hours	up to 40 hours
Partner of child or stepchild	up to 40 hours	up to 40 hours
Grandchild	up to 40 hours	up to 40 hours
Grandparent	up to 8 hours	up to 8 hours
Aunt or uncle	up to 8 hours	up to 8 hours
Partners of aunts and uncles	up to 8 hours	up to 8 hours
Nephew or niece	up to 8 hours	up to 8 hours

3. To calculate the amount of paid time off available to employees on an HR-88 appointment, multiply the amount of paid time off specified in 1. and 2. by the applicable annual FTE.

An employee who would qualify for death-in-family paid time off for regular work hours missed under the provisions of this section who already is receiving paid time off chargeable either to vacation accumulation, holiday compensatory time, a personal holiday or sick leave accumulation, shall have such time off as applicable charged instead to death-in-family paid time off, up to the limits allowed under the provisions of this section.

Additional time off shall be charged against the employee's vacation accumulation or as a payroll deduction, at the employee's option.

b. Involuntary Jury Service

If an employee is on jury duty, the University shall pay his or her full salary for time absent from work. If the approved time absent (as described above) results in the employee missing more than half his or her regularly scheduled work shift, the employee shall be excused from the remainder of the shift with no loss of salary. (See note below.)

c. Volunteer Fire Fighting

The full pay of an employee shall be paid during the time spent by the employee during his or her regular working hours in fighting fires or in answering other public alarms, provided that the employee is a member of the volunteer fire department that is engaged in the activity or, in the event of a forest fire, the employee is engaged in an organized forest fire fighting operation in the area in which the employee's campus or center is located. (See note below.)

d. Ambulance Driving

The full pay of an employee shall be paid during the time spent by the employee during his or her regular working hours in nonscheduled driving of an ambulance for a volunteer ambulance club or organization serving the community where the employee's campus or center is located. If an employee is a volunteer ambulance driver for a volunteer ambulance club or organization that does not primarily serve the community where the employee's campus or center is located, the full pay of the employee shall be paid during the time spent by the employee during his or her regular working hours in driving an ambulance provided:

1. The driving is limited to unplanned emergencies, and

2. The employee is not called from work to drive. (See note below.)

e. Subpoenaed Witness

If an employee is subpoenaed as a witness and is not a party to the legal action, the employee's full salary shall be paid for the time spent by the employee during his or her working hours as a witness. (See note below.)

f. Certified Air-Raid Wardens, Airplane Spotters, Civil Defense Officials, and Civil Air Patrol Members

An employee who is certified as an air-raid warden, airplane spotter, or civil defense official shall be paid his or her full salary for the time spent by the employee during his or her regular working hours on such duties, provided there is an authorized alert and the Civil Defense authorities have requested the employee to report for duty. A member of a Civil Air Patrol Group involved in an air search and rescue mission shall be paid his or her full salary for the time spent by the employee during his or her regular working hours, provided there is an authorized mission and the Civil Air Patrol authorities have requested the employee to report for duty. (See note below.)

g. Emergency Rescue

The full pay of an employee shall be paid during the time spent by the employee during the employee's regular work hours when engaged in an organized emergency rescue of someone trapped in a cave, provided the employee is a member of an established spelunking club or organization and the rescue activity is in the area in which the employee's campus or center is located. (See note below.)

NOTE: In paragraphs b through g above, such time shall include time spent in the activity described, plus travel time, time necessary for normal sleeping, etc., as determined by management.

OVERTIME - NONEXEMPT STAFF :

Overtime is all authorized time worked by a staff member appointed to a nonexempt position for the University that is:

- a. In excess of 40 hours a week. In any week in which a University holiday occurs on an employee's regularly scheduled work day, or an employee has used other approved paid time off, such holiday or paid time off shall be considered as time worked.
- b. Performed on a day that is regularly scheduled as a day off for that employee, unless proper notice of a change in work schedule is given as provided in the Work Schedule section above.

Overtime is permitted to be worked only after advance approval by the dean or administrative officer and shall be permitted only in unusual circumstances. Such approved overtime is paid for at the rate of time and one-half the hourly rate, or at the rate of two times the hourly rate if the overtime qualifies as holiday overtime.

SHIFT PREMIUM - NONEXEMPT STAFF:

Employees in nonexempt positions shall be paid a shift premium of \$.60 per hour for work beginning between the hours of 1:00 p.m. and 9:59 p.m., and \$.65 per hour for shifts beginning between 10:00 p.m. and 4:59 a.m. for all continuous hours worked on the shift. The shift premium shall be added to the base rate before the calculation of an overtime rate.

DEFINITION OF WORK UNIT:

For the purpose of applicable employment conditions for staff employees, each of the following is a work unit:

1. Each academic college
2. Each campus reporting through the Vice President for Commonwealth Campuses
3. Each geographical location of The Dickinson School of Law
4. The College of Medicine
5. Graduate School
6. Each administrative department headed by a dean or administrative officer (list maintained by the Office of Human Resources)
7. Each Housing and Food Services facility at locations other than University Park

UNAUTHORIZED ABSENCE:

If an employee is absent from work and has not notified his or her supervisor, the employee will be considered as having abandoned his or her job at the completion of the third consecutive work day of unauthorized absence, unless the supervisor judges the circumstances to have been emergency in nature, and it can be shown that it was impossible for the employee to have given proper notification to the employee's supervisor.

TERMINATION OF EMPLOYMENT:

Employees should give adequate notice prior to the effective date of resignation. Ordinarily, one month is preferred, but a minimum of two weeks is required. Healthcare benefits may be continued by employees or dependents, as appropriate, under certain conditions; see the Faculty/Staff Benefits booklet.

RE-EMPLOYMENT WITH THE UNIVERSITY:

If an employee terminates employment with the University and is rehired after an interruption of service, the following conditions apply:

1. The employee is a probationary employee.
2. The employee does not receive service credit for his or her period of prior employment for the purpose of increasing the vacation accumulation rate, the length of leave of absence, or other working conditions related to length of service unless provided by University policy.
3. The employee does not receive credit for any unused sick leave from a previous period of employment.

CROSS REFERENCES:

[HR16](#) - Leave of Absence Without Salary (Other Than For Extended Active Military Service)

[HR19](#) - Leave of absence for Active Military Service or Training

[HR50](#) - Use of Accumulated Vacation at Time of Resignation or Retirement, or Upon Completion of a Fixed-Term I Appointment

[HR74](#) - Staff Vacancies Announcing Procedure

[HR88](#) - Full-time Equivalent Appointments

[HR90](#) - Extra Compensation for Exempt Staff Employees

[HRG02](#) - Flexible Scheduling

[HRG11](#) - Family and Medical Leave

[HRG14](#) - Termination of Employment Near Dec-New Year Holidays

REVISIONS:

May 1, 2011 - Layoff and Recall section deleted.

December 2, 2010 - Overtime-Nonexempt Staff Section updated.

November 5, 2010 - Added language to reflect the Competencies Classification System changes.

July 1, 2010 - Probationary period extended to 12 months and death in family language clarified.

October 10, 2003 - Major policy re-write.

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Penn State - Human Resources

Policy HR61 FACULTY CONTRACTS

POLICY'S INITIAL DATE: September 7, 1982
THIS VERSION EFFECTIVE: November 9, 1987

Contents:

- [Purpose](#)
- [Contract Length](#)
- [Length of Offer](#)
- [Memorandum of Personal Service](#)
- [Vacation Leave](#)
- [Holidays](#)
- [Other Policies](#)

PURPOSE:

To establish the terms and conditions for making standing appointment offers to, and contracting the services of, individuals classified as academic or academic administrator.

CONTRACT LENGTH:

All standing appointment faculty members will be employed on a 36-week (academic year) or a 48-week (extended year) contract. No standing appointment faculty member of The Pennsylvania State University shall have a contract commitment through the University in excess of 48 weeks in any fiscal year.

LENGTH OF OFFER:

The letter offering a standing appointment to a candidate should include, as a minimum, the following:

1. The specific rank being offered;
2. An explicit statement that the Memorandum of Personal Service is included and that it must be signed and returned;
3. Explicit reference to inclusion of the pamphlet "Conditions of Employment;"
4. A general statement that the faculty member will be expected to participate in instruction, research, scholarly activity and continuing education or cooperative extension as assigned;
5. A statement that the precise nature of the duties of the individual will be determined by the appropriate academic administrative person in whose division or department the appointment will be made;

6. A statement that provisional appointments and appointments with tenure are subject to the terms and conditions of University tenure policies;
7. Signature by the dean, or by an academic administrator specifically authorized by the dean to make standing appointment offers to candidates.

MEMORANDUM OF PERSONAL SERVICE:

A Memorandum of Personal Service is included with each letter offering a standing appointment to a faculty candidate. The approved Memorandum of Personal Service forms, one for the 36-week appointment and another for the 48-week appointment, can be obtained from the Office of Human Resources.

VACATION LEAVE:

While standing appointment faculty members do not earn vacation leave as such, some academic units have established systems for defining days not on duty between the 48-week contract and the 52-week calendar year.

HOLIDAYS:

Standing appointment faculty members are entitled to the official University holidays. A listing of University holidays may be found in Policy [HR34](#).

OTHER POLICIES:

This policy statement is concerned only with the specific of the contractual commitment. Other personnel policies of the University are also pertinent to the hiring of standing appointment faculty and should be consulted.

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PENNSTATE

General University Reference Utility
POLICY MANUAL

Penn State - Human Resources

Policy HR68 POSTDOCTORAL APPOINTMENTS

POLICY'S INITIAL DATE: November 16, 1968

THIS VERSION EFFECTIVE: January 1, 2010

Contents:

- [Purpose](#)
- [Definition of Postdoctoral Appointments](#)
- [Designated Titles](#)
- [Length of Appointment](#)
- [Responsibility for Clearing Appointment](#)
- [Salary](#)
- [Insurance Benefits](#)
- [Leaves of Absence](#)
- [Appointments](#)
- [Grievance Procedure](#)
- [Tax-deferred Annuities](#)
- [Cross References](#)

PURPOSE:

To outline the University's policy on postdoctoral appointments.

DEFINITION OF POSTDOCTORAL APPOINTMENTS:

Postdoctoral appointments shall:

1. be full-time, but temporary, 48-week appointments; and
2. be granted to appointees who recently were awarded a Ph.D. or equivalent doctorate (e.g., Sc.D, M.D., D.D.S., J.D.) in an appropriate field; and
3. provide the appointee with training under the supervision of a senior scholar or a department; and
4. involve substantially full-time research or scholarship; and
5. be viewed as preparatory for a full-time academic and/or research career; and
6. provide the appointee with the freedom to meet the expectation of publishing the results of her or his research or scholarship during the period of the appointment.

DESIGNATED TITLES:

Designated titles for postdoctoral appointments at The Pennsylvania State University are Postdoctoral Fellow and Postdoctoral Scholar. The title of Postdoctoral Fellow will be used only in connection with appointments financed under a Postdoctoral Fellow Program of a granting agency outside the University.

The title of Postdoctoral Scholar will be the usual designation for all other postdoctoral appointments.

LENGTH OF APPOINTMENT:

Normally, the initial appointment and renewals are not longer than a six-year period at Penn State, with exceptions granted to meet specific training needs of an individual and only after careful review by the college and appropriate central administrative officer.

RESPONSIBILITY FOR CLEARING APPOINTMENT:

All postdoctoral appointments will be approved by the appropriate dean and the Office of the Vice President for Research will maintain a current inventory of all appointments.

SALARY:

Postdoctoral scholars and fellows should be paid at least the minimum annual salary as noted each July 1.

INSURANCE BENEFITS:

Postdoctoral Scholars and Fellows may enroll in an available University-sponsored health plan effective with the date of appointment. Those who enroll will contribute for an available University-sponsored health plan on the same basis and at the same rates as regular faculty and staff member contributions. Such contributions will be deducted monthly.

In addition, Postdoctoral Scholars and Fellows may enroll in the University's dental and/or vision plan.

Postdoctoral Scholars and Fellows may elect to participate in the Age-graded Life Insurance Plan and elect an amount of coverage equal to their annual stipend.

See the website at <http://www.research.psu.edu/offices/office-of-postdoctoral-affairs/postdoc-benefits> for coverage details.

LEAVES OF ABSENCE:

When a postdoctoral scholar or fellow is unable to perform the duties of the position, the four weeks of leave provided by a 48-week appointment can be used to account for the absence. In addition, the department may be able to provide for some work to be done at home (e.g., data analysis), permitting the scholar or fellow to remain in pay status.

Leaves without pay for a reasonable period of time should be considered if they would not inhibit the applicable research project(s).

Guidance for leaves of absence can be sought from the Office of Human Resources Work/Life Office (814-865-9346).

Before a leave of absence is discussed with a foreign national scholar or fellow, the supervisor needs to contact the International Scholars Office (814-865-0423) to insure consistency with federal regulations.

See also the new parent guideline at <http://forms.gradsch.psu.edu/current/newparentaccomodationguideline.pdf>.

APPOINTMENTS:

IBIS Forms "GFSA" for appointments, and "GRAD" for changes and reappointments, must be completed in accordance with the approval paths established by your Financial Officer. Postdoctoral Scholars and Fellows should receive an appointment letter outlining the details of their appointment.

GRIEVANCE PROCEDURE:

Postdoctoral fellows or scholars should always attempt to resolve problems concerning their professional situation by discussing the matter with their supervisor. If there is a reason for the postdoctoral fellow or scholar to believe that this avenue is inappropriate, he or she may seek recourse through the department or division or program head, or from the associate or assistant dean of their college or division. The fellow or scholar may also seek advice from the college or division ombudsman.

Occasionally, there are disagreements between postdoctoral fellows/scholars and their supervisors that cannot be resolved in the administrative structure of the department, division, program or college. Such problems may involve alleged violations of academic freedom, professional ethics, and procedural fairness and consistency. There may be disagreements concerning authorship credit or intellectual property ownership. If a resolution of such problems cannot be achieved at the department, division, or program level, the following procedures are to be followed. If for some reason the proper jurisdiction is not clear, then the Vice President for Research shall decide on the appropriate procedure.

1. For disagreements that are unresolved at the department or program level, a grievance process will be initiated when the postdoctoral scholar or fellow files a written grievance with the dean of his or her college. The parties to the grievance process shall be the person(s) filing the grievance and the person(s) responsible for the act or omission that gave rise to the grievance.
2. In response to the grievance, the College Dean appoints and convenes a Hearing Committee consisting of five members. From that time until the hearing ends, the College Dean refrains from involvement in the dispute. The Hearing Committee consists of two postdoctoral scholars or fellows, two faculty members, and an administrator who will serve as chairperson. All members of the Hearing Committee will be from outside the academic department or unit in which either the postdoctoral scholar or faculty member who is involved in the grievance participates.
3. Each party is allowed up to three disqualifications from this committee without cause. An indefinite number of disqualifications is allowed with cause, as determined by the College Dean. The College Dean makes additional appointments as necessary to fully staff the Hearing Committee.
4. The Hearing Committee attempts to resolve the disagreement within 30 calendar days of receiving the complaint.
5. The hearing is not public. During the hearing, either party may have present an adviser, who must be a postdoctoral scholar/fellow, faculty, or a staff member of the University. In light of the nature and spirit of the proceeding, representation by legal counsel is prohibited.

6. The Hearing Committee may have present at the hearing such assistance as it deems necessary.
7. The Hearing Committee is not bound by strict rules of evidence and may admit any relevant evidence.
8. The hearing is audio recorded, and a recording of the hearing is kept through any appeal processes. The parties involved my request to listen to the tape and take written notes until it is destroyed, however, copies are not provided.
9. The parties are afforded an opportunity to obtain necessary witnesses and documentary and other evidence. The department or program involved makes all reasonable efforts to cooperate with the committee in securing witnesses and making available documentary and other evidence.
10. Each party has the right to confront and cross-examine all witnesses. Expenses incurred in obtaining a witness will be the responsibility of the party requesting the witness.
11. The Hearing Committee's findings are based solely on the hearing record. In cases where issues involve authorship, the Hearing Committee should adhere to the spirit of Policy RA13.
12. The Hearing Committee submits its findings and recommendations in writing to the College Dean and to the parties involved. Based solely on the record of the hearing, the College Dean may endorse all, part, or none of the Hearing Committee's recommendations. In coming to a decision, the College Dean may consult with the Vice President for Research. A written notice of the decision of the College Dean is provided to the Hearing Committee and the parties involved within three weeks of receipt by the College Dean of the Hearing Committee's recommendations. If the College Dean does not endorse all of the findings and adopt all the recommendations of the Hearing Committee, an explanation will be included in the written notice. The decision by the College Dean shall be final, but does not preclude existing independent avenues of appeal (e.g. Faculty Rights and Responsibilities). The record of this decision, along with supporting documents, shall be submitted to the Office of General Counsel and the Vice President for Research and kept by the Vice President for Research for not less than five years from the date of the resolution of the complaint.
13. After the final decision, all efforts should be made to reconcile the situation within the research group. In the rare case where irreconcilable differences exist even after the resolution, and where the decision is made against the faculty member, it will be the responsibility of the College Dean to find another similar position in the University for the postdoctoral fellow or scholar, and, if necessary, to provide bridge funding for this position for up to six months.

TAX-DEFERRED ANNUITIES:

Retirement savings options available to Postdoctoral Scholars and Fellows are limited to contributions to either a Traditional or Roth Individual Retirement Account (IRA). Traditional IRAs offer the opportunity to reduce federal taxable income, subject to IRS limitations, when federal income tax returns are filed. IRA enrollment and payments options are done on an individual basis and are unrelated to University benefit programs. Traditional and Roth IRAs are available from insurance companies and mutual fund companies as well as most banks.

CROSS REFERENCES:

[Policy RA13 Coauthorship of Scholarly Reports, Papers and Publications](#)

<http://www.research.psu.edu/offices/office-of-postdoctoral-affairs/benefits-for-postdoctoral-scholars>

UPDATES:

3/29/2010 - Revised to add "Office of General Counsel".

1/1/10 - The title Senior Vice President for Research was changed to Vice President for Research.

4/8/08 - Link to new parent guideline included.

1/1/08 - Updated Insurance Benefits section.

11/2/06 - Changed Vice President for Research to Senior Vice President for Research.

September 29, 2003 - Leaves of Absence section added.

August 1, 2002 - Responsibility for Clearing Appointment section revised. Salary section revised.

July 17, 2002 - Salary section revised. Grievance Procedure section added. Tax-deferred Annuities section added.

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Penn State - Human Resources

Policy HR88 FULL-TIME EQUIVALENT APPOINTMENTS

POLICY'S INITIAL DATE: November 10, 1975

THIS VERSION EFFECTIVE: January 1, 2010

Contents:

- [Purpose](#)
- [Full-Time Equivalent Appointments](#)
- [Appointments of Six to Eight Months](#)
- [Budgeting Procedure](#)
- [Setting Salary Rates](#)
- [Salary Payment Determinations](#)
- [Insurance Benefits](#)
- [Retirement Contributions](#)
- [Educational Privileges](#)
- [Vacation and Sick Leave](#)
- [Holidays](#)

PURPOSE:

This policy outlines alternatives to 100% full-time equivalent (FTE), year-around standing and fixed-term I executive, administrator, and staff appointments. It is designed to be used for vacant appointments, but can be applied to current appointments if the incumbent employee voluntarily accepts a reduction in work assignments and salary. Such arrangements are encouraged when, in the opinion of the supervisor, the University's work needs can be efficiently and effectively met. (Policies affecting employees represented by a union are found in the appropriate Agreements.)

FULL-TIME EQUIVALENT APPOINTMENTS:

One hundred percent appointments are those which are scheduled to exist 12 months a year, 40 hours per week. Appointments scheduled to work fewer months per year and/or fewer hours per week may be established also. Such positions can range from 75% to 99% (FTE) annually (July through June), if they carry the expectancy of regular recurrence.

Examples of 75% or greater FTE positions include:

1. A position scheduled for 40 hours per week, 10 months a year = 83.3% FTE
2. A position scheduled for 30 hours per week, 12 months a year = 75% FTE
3. A position scheduled for 40 hours per week, 10 months a year and 20 hours per week, 2 months a year = 91.7% FTE

See Appendix **(coming soon)** of the General Forms Usage Guide for assistance in calculating the percent FTE of an appointment.

APPOINTMENTS OF SIX TO EIGHT MONTHS:

In addition to the FTE positions outlined above, positions may be established that are scheduled for 40 hours per week for six to eight months a year, if they carry the expectancy of regular recurrence.

BUDGETING PROCEDURE:

Positions outlined in this policy shall be established as either standing or fixed-term I in accordance with the provisions of [HR06 Types of Appointments](#), for the amount necessary to cover the salary required.

SETTING SALARY RATES:

Annual FTE of 75% or More

The salary for positions holding an annual FTE of 75% and greater shall be determined by multiplying the 100% FTE salary by the applicable annual FTE. The monthly salary is then determined by dividing the annual salary by 12.

For example, if the 100% FTE salary is \$30,000, then the annual 75% FTE salary would be: $\$30,000 \times .75 = \$22,500$. The monthly salary would be: $\$22,500/12 = \1875 .

Six- to Eight-Month Appointments

To determine the monthly salary for a six- to eight-month appointment, divide the twelve-month salary (for 100% FTE appointment) by twelve. The six- to eight-month annual salary is determined by multiplying that monthly salary by the number of months of the appointment.

See Appendix **(coming soon)** of the General Forms Usage Guide for assistance in determining salaries.

Employees who voluntarily accept a reduced appointment shall have their salaries adjusted in accordance with the applicable formula.

SALARY PAYMENT DETERMINATIONS:

Annual FTE of 75% or More

For appointments with an annual FTE of 75% or more, the total salary shall be paid over twelve months.

Six- to Eight-Month Appointments

Appointments of six to eight months shall be paid during the months worked. Payments shall not be spread over a twelve-month period.

INSURANCE BENEFITS:

Insurance benefits are provided as follows:

Annual FTE of 75% or More

Employees appointed to positions with an annual FTE of 75% or more shall have deductions for insurance benefits taken from each paycheck at the employee rate.

Please note: Health care contributions are determined on your annual base salary as

of October 1 of each year, going into effect on January 1 of each year. A reduction in salary will not create a reduction in the health care contribution at the time your salary is reduced; the health care contribution will remain the same for the entire current year. The following year's contribution will be based on your salary as of October 1 of the current and the new health care contribution will be effective January 1.

Six- to Eight-Month Appointments

Employees appointed for six to eight months shall have deductions for insurance benefits taken from each paycheck at the regular, employee rate. In addition, they may elect to purchase their insurance coverage during the months not worked by indicating their desire to do so prior to the beginning of their period of no work. They shall pay full costs for the insurance (employee and University costs), and must continue all insurance coverage as a package. Such employees shall be billed for their insurance coverage during the months not worked.

Note: If an employee chooses to discontinue medical coverage during months not worked, the employee and dependents must wait until the University's annual open enrollment to elect coverage effective January 1 of the following year. Employees hired prior to January 1, 2010 who elect not to participate in medical coverage during the months not worked, may adversely affect their ability to retire with health benefits as outlined in [HR54 Continuation of Group Insurance After Age 60, Age 65, and After Retirement or Death](#).

RETIREMENT CONTRIBUTIONS:

Retirement contributions are made during months paid, but are not made during months not paid, except that members of TIAA-CREF may make private contributions at any time.

For employees enrolled in SERS, the reduced annual FTE will be reported to SERS. Employees should contact the SERS office to find out how this might affect their retirement calculations.

EDUCATIONAL PRIVILEGES:

Employees paid in twelfths shall be eligible for educational grant-in-aid for themselves and their dependents as provided by policies [HR36](#), [HR37](#), and [HR65](#) during the entire fiscal year.

Employees appointed for six to eight months shall be eligible for such educational grants-in-aid only for a semester or summer session that begins during their time worked.

VACATION AND SICK LEAVE:

Annual FTE of 75% or More

Employees appointed to positions with an annual FTE of 75% or more shall accumulate vacation and sick leave on a monthly basis. The monthly earnings outlined in [HR34 Employment Conditions for Staff Employees](#) are modified by the annual FTE.

Some examples:

1. Employee working 40 hours per week, ten months per year, September 1 through June 30 (83.3% annual FTE), earns 83.3% of accrual rates for vacation and sick leave during each of the twelve months (July through June).
2. Employee working 40 hours per week, nine months per year, August 16 through May 15 (75% annual FTE), earns 75% of accrual rates for vacation and sick leave during each of the twelve months (July through June).
3. Employee working 30 hours per week, twelve months per year earns vacation and sick

- leave based on 75% annual FTE during each of the twelve months (July through June).
4. Employee working 40 hours per week September through June and 20 hours per week July and August (91.7% annual FTE), earns 91.7% of accrual rates for vacation and sick leave during each of the twelve months (July through June).

Six- to Eight-Month Appointments

Employees appointed for six- to eight-months shall accumulate and use vacation and sick leave during work periods only.

Payoff at Termination

The maximum vacation accumulations outlined in [HR34 Employment Conditions for Staff Employees](#) are modified by the annual % FTE. At termination of employment, payoff for vacation accumulation shall be made if the initial contractual year has been completed.

HOLIDAYS:

Employees shall receive benefits for all holidays in accordance with University policy on holidays. For those employees working on a reduced FTE appointment, the holiday benefit is modified by the annual % FTE. If a holiday falls at a time when the employee is not scheduled to work, then the employee earns holiday compensatory time. If a holiday falls during a time when the employee is scheduled to work more hours than the holiday benefit, then the employee will need to use accrued holiday compensatory time, personal holiday, or vacation time to supplement the holiday benefit.

For example, an employee working 40 hours per week September through April, 20 hours per week in August and May, and not working in July and June (75% annual FTE) receives 6 hours of holiday time for all of the University holidays. Therefore, this employee accrues 6 hours of holiday compensatory time for the July 4th holiday; would use 2 hours of holiday compensatory, personal holiday, or vacation time per holiday to augment the holiday benefit time on the Labor Day, Thanksgiving, and December/January holidays; and, for the Memorial Day holiday would use 4 hours of the holiday benefit and record 2 hours of holiday compensatory time.

CROSS REFERENCES:

- [HR05 - "Regular" and "Nonregular" University Employees](#)
- [HR06 - Types of Appointments](#)
- [HR34 - Employment Conditions for Staff Employees](#)
- [HR36 - Educational Privileges for Faculty, Staff, and Retirees](#)
- [HR37 - Grant-in-Aid for Dependents of Faculty, Staff, and Retirees](#)
- [HR54 - Continuation of Group Insurance After Age 60, Age 65, and After Retirement or Death](#)
- [HR65 - Graduate Study Grants for Exempt Staff Personnel who are Permanently Away From University Park to Support Study at Other Institutions of Higher Learning](#)
- [HR92 - Employment Conditions for Employees Classified as Administrator](#)

Revisions:

[1/1/2010 - Vacation, sick, and holiday benefit time revised to reflect annual FTE.](#)

[GURU Tech Support](#) | [Penn State website](#) |



Penn State - Human Resources

Policy HR103 Employment Conditions for Part-Time, Intermittent/Short-Term & Full-Time Student Employees

POLICY'S INITIAL DATE: January 1, 2015

THIS VERSION EFFECTIVE: January 1, 2015

Contents:

- [Purpose](#)
- [Conditions of Part-Time, Intermittent/Short-Term & Full-Time Student Employment](#)
 - [Part-Time Employee](#)
 - [Intermittent/Short-Term Employee](#)
 - [Full-Time Student Employee](#)
- [Benefits of Part-Time, Intermittent/Short-Term & Full-Time Student Employment](#)
 - [Worker's Compensation](#)
 - [Unemployment Compensation](#)
 - [Retirement Plan](#)
 - [Tax-deferred Annuity](#)
 - [Overtime](#)
 - [Family and Medical Leave](#)
 - [Healthcare Benefits](#)
- [Form\(s\)](#)

PURPOSE:

To define part-time, intermittent/short-term, and full-time student employment with the University and to outline terms and conditions applicable to such employees.

CONDITIONS OF PART-TIME, INTERMITTENT/SHORT-TERM, & STUDENT EMPLOYMENT:

Part-time employee: A part-time employee is an employee who works a maximum of 24 hours per week, or who has a full-time equivalency of 60% or less per week for exempt staff positions or 60% or less per week for academic positions. For faculty who teach classes, a part-time employee teaches a maximum of 9 credits per academic semester. This is not, however, a guarantee that work will be available. When an employee is intended to work greater than 24 hours per week or greater than 60% FTE, the position should be evaluated to ensure appropriate appointment. Part-time employees who are not enrolled as full-time students must obtain the approval of the "primary" work unit before working in another unit within the University during the same time period. Part-time employees as defined above may work for more than one unit within the University in successive assignments. Part-time employees who are not academic employees teaching classes, may work up to 40 hours per week for 16 consecutive weeks per calendar year.

Intermittent/short-term employee: An intermittent/short-term employee is an employee who works 25 hours or greater per week for a maximum of 16 consecutive weeks in one calendar year. For faculty who teach classes, an intermittent/short-term faculty teaches greater than 9

credits for only one semester or session per calendar year. This is not, however, a guarantee that work will be available. When an employee is intended to work 25 hours or greater per week for more than 16 consecutive weeks or an employee who teaches classes is intended to teach greater than 9 credits for more than one semester or session within a calendar year, the position should be evaluated to ensure appropriate appointment.

Intermittent/short-term employees who are not enrolled as full-time students must obtain the approval of the "primary" work unit before working in another unit within the University during the same time period. Intermittent/short-term employees as defined above may work for more than one unit within the University in successive assignments. Part-time employees who are not academic employees teaching classes, may work up to 40 hours per week for 16 consecutive weeks per calendar year.

Full-time student employee: A full-time student is an individual enrolled with a Pennsylvania State University program and who is considered by the University Registrar to be a full-time student. The University places no limitations on the hours worked or assignments held by full-time students who are also part-time or intermittent/short-term employees of the University. However, individual work units and academic programs may limit full-time student employee hours and/or work conditions.

NOTE: Part-time, intermittent/short-term, and full-time student employees may be subject to limitations under the applicable collective bargaining agreement. Please contact the Employee Relations Division of the Office of Human Resources, 814-865-1412, for information regarding the University's collective bargaining agreements.

BENEFITS OF PART-TIME, INTERMITTENT/SHORT-TERM & FULL-TIME STUDENT EMPLOYMENT:

Each part-time, intermittent/short-term, and student employee may be eligible for the following benefits and/or those required by federal, state and local laws.

1. **Workers' Compensation** insurance. <http://ohr.psu.edu/hr-professional/policies-guidelines/work-related-injuries/workers-compensation/>.
2. **Unemployment Compensation** insurance. <http://www.portal.state.pa.us/portal/server.pt?open=18&objID=438457&mode=2>
3. **Retirement Plan** - subject to the regulations governing membership in a University retirement plan. <http://ohr.psu.edu/benefits/retirement/>
4. **Tax-deferred Annuity** - Employees may elect to participate in a University tax-deferred annuity plan. Such deduction shall be based on a percentage of salary (up to the legal limits) and shall be taken only if sufficient salary remains to cover taxes, fees, or other required deductions.
5. **Overtime** - Employees may be entitled to overtime as is defined by the Fair Labor Standards Act. http://www.dol.gov/WHD/overtime_pay.htm.
6. **Family and Medical Leave** - In accordance with the Federal Family and Medical Leave Act of 1993 (FMLA), qualifying employees may be eligible for a total of 12 work weeks of unpaid leave (26 weeks for military caregiver leave) during any consecutive 12-month period for qualifying reasons. For more information regarding FMLA please see <http://www.dol.gov/whd/fmla/>.
7. **Healthcare Benefits** - In accordance with the Patient Protection and Affordable Care Act, qualifying employees may be eligible for an offering of University sponsored healthcare. For more information please see <http://ohr.psu.edu/benefits/health-care-reform/>.

NOTE: Part-time employees who obtained healthcare, earned time, and holiday time benefits under former policy HR05 prior to December 31, 2014 may continue to be eligible for those benefits provided they continue to meet the [established criteria](#).

Exceptions to this policy must be supported by reasonable business need and approved in advance by the Vice

President for Human Resources or his/her designee.

FORMS:

1. [Notice to Part-Time Non-Student Employees](#)
2. [Notice to PSU Full-Time Students Working at Penn State](#)
3. [Notice to PSU Part-Time/Intermittent/Short-Term Academic Employees](#)

TAB F

University Retirement Policies

THE PENNSYLVANIA STATE UNIVERSITY RETIREMENT PLANS

Virtually all faculty and staff members participate in one of two retirement programs at Penn State University -- the State Employees' Retirement System (SERS) and the Teachers Insurance and Annuity Association-College Retirement and Equity Fund (TIAA-CREF). A small number of employees (less than one percent) participate in the Federal Civil Service Retirement System and the Public School Employees' Retirement System (PSERS). Membership in the federal plan is required for those few positions funded wholly by federal funds.

Currently, there are 18,320 faculty and staff members participating in one of the four programs. A breakdown of participation is as follows:

As of November 2015:	
SERS	5,964
TIAA-CREF	12,071
Federal Retirement	3
PSERS	282

The employee contribution rate for SERS is 6.25% and TIAA-CREF is 5.00% of gross salary. EFFECTIVE JULY 1, 2015, the University contributes 24.86% for the majority of the current members of SERS and 9.29% to TIAA-CREF.

These contribution rates -- both for the employee and for the employer are determined by the Commonwealth.

Election of a retirement system is mandatory for all full-time faculty and staff members. In addition, State law requires participation for part-time faculty and staff upon the completion of 750 hours of employment in a calendar year. The retirement systems are not integrated with the Federal social security benefits and the retirement benefit is in addition to the benefit provided by social security.

The SERS plan is available to faculty and staff members of the University and agencies of the Commonwealth of Pennsylvania. SERS provides a fixed dollar annuity with benefits determined by length of service and average salary for the three highest years of earnings. SERS retirement is calculated on a formula basis. The formula is either 2.0% or 2.5% times the number of years and months of retirement credit, times the average of the highest three years of earnings. There are a variety of retirement options available under the plan.

In 1974, the Commonwealth enacted legislation that enabled Penn State to offer TIAA-CREF as an alternate retirement plan. TIAA and CREF are nonprofit insurance and annuity companies, whose membership is limited exclusively to employees of colleges and universities and to employees of any other not for profit institutions. TIAA is a legal reserve life insurance and annuity company and returns a fixed annuity. Its companion, CREF, was established to provide benefits based on variable investments, primarily in the equities and bond markets. Retirement income from membership in TIAA-CREF is determined by the amount of money that has been contributed to the account by the faculty or staff member and the University, the age at retirement, and the performance of the TIAA-CREF investments. There are a number of retirement options available through TIAA-CREF at time of retirement.

TAB G

Tuition Grant-in-Aid



Penn State - Human Resources

Policy HR36 EDUCATIONAL PRIVILEGES FOR FACULTY, STAFF, AND RETIREES

POLICY'S INITIAL DATE: August 1, 1955
THIS VERSION EFFECTIVE: July 17, 2008

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PURPOSE:

To provide faculty, staff, and retirees the opportunity to advance their education by taking University courses at reduced fees.

EMPLOYEE ELIGIBILITY:

The following categories are eligible for educational privileges:

- a.** A regular employee during active periods of employment and certain inactive periods of employment. See [HR16](#), [HR19](#), [HR34](#), [HR88](#), and [HRG11](#) for eligibility of regular employees during inactive periods of employment.
- b.** A faculty or exempt staff member appointed on a full-time Fixed-Term II, or full-time, faculty Visiting Appointment for at least one semester or summer session, during any time covered by that appointment which encompasses both the beginning and end of a semester or summer session.
- c.** A member of the armed services who is on the staff of the Department of
 1. Military Science
 2. Air Force Aerospace Studies

3. Naval Science

d. A retired employee, provided the retiree meets the requirements for the continuation of benefits after retirement.

SERVICE REQUIREMENT:

Educational privileges are available for any semester or summer session in which classes begin on or after the faculty or staff member's date of full-time, regular employment.

Employees are not eligible for educational privileges for any semester or summer session in which classes begin after the employee's final day of fulltime, regular employment status. Also, the faculty or staff member must remain in regular employment status for at least one-half of the semester or summer session in order to maintain eligibility for the educational privileges. These limits do not apply to an eligible retiree as indicated in "d" in the section above.

WHERE COURSES ARE OFFERED:

Eligibility for University educational privileges for an employee applies at all University locations.

LIMITATIONS:

The educational privileges apply to all resident instruction and continuing education credit courses except the professional curriculum such as those offered at the College of Medicine at The Milton S. Hershey Medical Center, the Smeal College of Business Administration Executive MBA Program, and the Dickinson School of Law. Educational privileges do not apply at summer camps or workshops operated by the University unless University credit is given and regular tuition is charged.

REQUIRED APPROVAL:

Permission for a regular employee to schedule courses is a special arrangement and privilege, and should not be considered as a right. It is granted only when the supervisor believes that the scheduling of courses will not interfere with the efficient operation of the employee's regular University duties.

CREDIT LIMITS - 12 - MONTH EMPLOYEES:

Scheduling of classes by a regular employee on a twelve-month-service basis (including an academic employee), either for credit or to audit, is limited to sixteen (16) credits per academic year beginning with the summer session.

An employee (other than academic) can schedule up to a full schedule of credits during a semester or summer session that the employee is not working, provided that he or she is on vacation or layoff during the entire period of that academic session.

CREDIT LIMITS - TWO-SEMESTER EMPLOYEE

Scheduling of classes by a regular employee on a two-semester-service basis (including an academic employee), either for credit or to audit, is limited to twelve (12) credits during the two semesters in which the employee has worked within the academic year.

A two-semester-service basis employee can schedule up to a full schedule of credits during the

summer session the employee is not working, provided he or she continues to receive payments on the salary payroll.

GRADUATE DEGREE LIMITATION:

No academic employee above the rank of Instructor, Research Assistant, or equivalent may receive from the University the Master's Degree or the Doctor's Degree in any graduate program where the faculty member has membership, teaches courses, serves on Master's or Doctoral Committees, or has other supervisory responsibilities which might give rise to conflicts of interest. The faculty member should inform his/her department head of his/her intention to pursue an advanced degree.

COUNTY AGENTS, HOME ECONOMICS EXTENSION PERSONNEL, CERTAIN CONTINUING EDUCATION PERSONNEL:

A County Agricultural Agent or Home Economics Extension Representative (including those at the Assistant and Associate ranks), and certain Continuing Education personnel with the job titles of Assistant Director for Continuing Education, Area Director, or Area Representative, including Coordinators and Specialists in various subject matters or program areas, can schedule up to a full schedule of credits during a semester or summer session that the employee is not working, provided that he or she is on vacation, layoff, or leave of absence during the entire period of that academic session.

AMOUNT OF FEE REDUCTION:

The educational privileges include a reduction of 75% of the tuition payable per credit.

OTHER LIMITATIONS:

The educational privilege is a generous benefit provided to employees and additional Penn State funds should not be used to supplement the educational privilege benefit. Therefore, those receiving educational privileges are not eligible for University scholarships and also may not receive funding from other University sources (general, restricted or unrestricted miscellaneous funds), with the exception of endowed funds specifically established for the benefit of employees.

Note that [HR38 - University Courses for Training Faculty and Staff](#) covers situations where the department wants an employee to take a course as professional development. General funds may be used in these situations, but the department must pay 100% of the cost and the educational privilege (employee grant-in-aid) does not apply. Departments are not permitted to ask employees to enroll using the educational privilege, and then to reimburse the employee for the 25% of tuition not covered.

If additional support is provided through an endowed fund specifically established for the benefit of employees, the award to the employee must be posted in the ISIS system for all credit courses - no direct reimbursement to the employee is permitted. In addition, the application of these funds may only be used to cover remaining tuition - no refunds to employees may result from the application of these funds. All awards to employees must meet the eligibility requirement of the endowment and those receiving the funding must be approved by the budget executive for the unit as well as for the budget executive for the employee's home budget, if not the same as the budget executive for the endowment.

CROSS REFERENCES:

[HR16](#) - Leave of Absence without Salary (Other than for Extended Active Military Service)

[HR18](#) - Graduate Study Leave of Absence

[HR19](#) - Leave of Absence for Active Military Service or Training

[HR34](#) - Employment Conditions for Staff Employees

[HR37](#) - Grant-in-Aid for Dependents of Faculty, Staff and Retirees

[HR54](#) - Continuation of Group Insurance After Age 60, Age 65, and After Retirement or Death

[HR88](#) - Alternatives to Regular Twelve Month Staff Employment

[HRG11](#) - Family and Medical Leave

[HRG13](#) - Definition of Formal Study as Outlined in HR16

REVISIONS:

July 17, 2008

OTHER LIMITATIONS section added.

August 1, 2007

Clarification added to Limitations paragraph.

July 1, 2002

Limitations section - revised to include the Smeal College of Business Administration Executive MBA Program

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PENNSTATE

General University Reference Utility
POLICY MANUAL

Penn State - Human Resources

Policy HR37 GRANT-IN-AID FOR DEPENDENTS OF FACULTY, STAFF, AND RETIREES

POLICY'S INITIAL DATE: January 28, 1938

THIS VERSION EFFECTIVE: September 1, 2015

Contents:

- [Purpose](#)
- [Amount of University Grant-in-Aid](#)
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PURPOSE:

To provide dependents of faculty, staff, and retirees, the opportunity to take University courses at reduced fees.

AMOUNT OF UNIVERSITY GRANT-IN-AID:

Regular tuition will be assessed for each dependent. A dependent is eligible for University grant-in-aid tuition discount provided application is made by a faculty or staff member, or in the case the faculty or staff member is deceased, the person authorized to act for the dependent. The amount of the grant-in-aid would result in out-of-pocket costs for employees to be 25% of the effective in-state tuition rate (excluding other student fees).

NOTE: Tuition reduction for a spouse taking graduate level classes may be subject to taxes. Please contact the payroll office for tax information.

AMOUNT OF FEE REDUCTION:

The educational privilege is a reduction of 75% of the tuition payable per credit.

ELIGIBLE DEPENDENTS:

The following dependents of eligible faculty, staff, and retirees are entitled to University grant-in-aid tuition discount:

- A spouse (unless appointed as a graduate assistant, graduate fellow, or non-stipend

scholar);

- Children up to age 26 (regardless of whether he/she qualifies as the employee's tax dependent, is a full-time student, or is married). **The discount applies to undergraduate credits only; the student cannot be enrolled in a Master's level or higher level program.**

An eligible child is defined as: a natural child, a step-child, or a legally adopted child.

Dependents who are eligible for the educational privileges provided by policy [HR36 Educational Privileges for Faculty, Staff, and Retirees](#) are not eligible for the grant-in-aid provisions of this policy.

ELIGIBLE FACULTY AND STAFF MEMBERS:

The following employees are eligible for a University grant-in-aid:

- a. Standing, Fixed-Term I, or Fixed-Term Multi-Year faculty, staff, administrators, academic administrators or executives during active periods of employment and certain inactive periods of employment. See [HR16](#), [HR19](#), [HR34](#), [HR88](#), and [HRG11](#) for eligibility during inactive periods of employment.
- b. A faculty or exempt staff member appointed on a full-time Fixed-Term II for at least one semester or summer session, during any time covered by that appointment which encompasses both the beginning and end of a semester or summer session.
- c. A member of the armed services who is on the staff of the Department of:
 - o Military Science
 - o Air Force Aerospace Studies
 - o Naval Science
- d. A retired employee provided the retiree meets the requirements for the continuation of benefits after retirement (see [HR54](#)).

Note: Technical-service employees covered by the collective bargaining agreement between the University and Teamsters Local Union No. 8 are eligible for the [grant-in-aid provisions that were in effect on July 1, 2014](#), as specified in Article XXXVI of the collective bargaining agreement. Such employees are not eligible for the grant-in-aid provisions outlined in this policy.

LENGTH OF SERVICE REQUIREMENT:

The grant-in-aid for a dependent child or spouse/same-sex domestic partner is available for any semester or summer session in which classes begin on or after the faculty or staff member's date of full-time, regular employment.

If the faculty or staff member becomes ineligible for the tuition discount due to changes in appointment status or employment status after the beginning of a semester, the dependent shall continue to receive the discount through that current semester only.

Dependents are not eligible for grant-in-aid for any semester or summer session in which classes begin after the employee's final day of full-time, regular employment status. These limits do not apply to an eligible retiree as indicated in "d" in the section above.

At such time that a dependent becomes ineligible for benefits, it is the responsibility of the employee to notify the Employee Benefits division immediately.

APPLYING FOR GRANT-IN-AID:

To apply for a dependent grant-in-aid, the faculty or staff member must complete the on-line [Dependent Grant-In-Aid request form](#). *The online form must be completed before the end of the semester or summer session in which the grant-in-aid is to begin.* Grant-in-aid will NOT be

applied retroactively to previous semesters.

WHERE COURSES ARE OFFERED:

Eligibility for a University grant-in-aid applies at all University locations, including Pennsylvania Technical Institute and World Campus.

LIMITATIONS:

- a. Any dependent who has already been approved for the tuition discount and is beyond the age of 26 as of July 1, 2015, will remain on the tuition discount until they attain their first Penn State bachelor's degree, as long as they do not have two consecutive semesters of non-registration. After two consecutive semesters (excluding summer) of non-registered status, the tuition discount will be permanently discontinued.
- b. A dependent who reaches the maximum age of 26 will continue receiving the tuition discount until they attain a Penn State bachelor's degree, as long as the original approval for the tuition discount was prior to the dependent reaching age 26 and the dependent has not had two consecutive semesters of non-registration after reaching age 26. After two consecutive semesters (excluding summer) of non-registered status, the tuition discount will be permanently discontinued.
- c. If a dependent who meets the criteria outlined in b) has a serious illness or accident, that prevents them from being enrolled for more than two consecutive semesters, upon re-enrollment to the University, the dependent will be eligible to continue to receive the tuition discount. The dependent will continue eligibility for the tuition discount until they attain a Penn State bachelor's degree, as long as they do not have an additional two consecutive semesters of non-registration. After two consecutive semesters (excluding summer) of non-registered status, the tuition discount will be permanently discontinued.
- d. If the dependent is an active or honorably-discharged member of the armed services, the dependent will be eligible for the tuition discount beyond the age of 26 with proof of military service. The tuition discount will apply until they attain a Penn State bachelor's degree; after two consecutive semesters (excluding summer) of non-registered status, the tuition discount will be permanently discontinued.
- e. The grant-in-aid applies to all resident instruction and continuing education credit courses except for professional curriculum such as those offered at the College of Medicine at The Milton S. Hershey Medical Center, the Smeal College of Business Administration Executive MBA Program, and the Dickinson School of Law. It does not apply at summer camps or workshops operated by the University unless University credit is given and regular tuition is charged. The grant-in-aid for an eligible son or daughter applies only for non-Master's level program classes, excluding those outlined above.
- f. When both parents are employed by the University, the grant-in-aid for a son or daughter is available to only one parent.

DEPENDENT OF A DECEASED FACULTY OR STAFF MEMBER:

Eligible dependent children or a spouse/same-sex domestic partner of a faculty or staff member who becomes deceased as an active employee, are eligible for the grant-in-aid tuition discount according to the years of service outlined below.

Eligible Dependent Children, Spouses, and Same-Sex Domestic Partners:

- Employee with 0-5 years of full-time, continuous service = 2 semesters
- Employee with 5-10 years of full-time, continuous service = 4 semesters
- Employee with 10 years or more of full-time, continuous service = 8 semesters
- Dependent must be enrolled within the number of years equal to the employee's years of

service

- All other dependent eligibility rules apply

To initiate the Grant-In-Aid application in this circumstance, please contact the Employee Benefits Division.

CROSS REFERENCE:

[HR16](#) - Leave of Absence without Salary (Other than for Extended Active Military Service)

[HR18](#) - Graduate Study Leave of Absence

[HR19](#) - Leave of Absence for Active Military Service or Training

[HR34](#) - Employment Conditions for Staff Employees

[HR36](#) - Educational Privileges for Faculty, Staff, and Retirees

[HR54](#) - Continuation of Group Insurance after Age 60, Age 65, and after Retirement or Death

[HR88](#) - Alternatives to Regular Twelve Month Staff Employment

[HRG11](#) - Family Medical Leave

REVISIONS:

September 1, 2015 – Revised to reflect removal of two year wait period and to include additional limitations on dependent eligibility.

May 3, 2011 - Revised the Applying for Grant-In-Aid section.

November 12, 2009 - Amount of University Grant-in-Aid section - Language updated to reflect current practices.

August 1, 2007 - Dependent Defined section - clarification added that anyone eligible for HR36 provisions is not eligible for HR37 provisions.

July 1, 2002 - Limitations section - revised to include the Smeal College of Business Administration Executive MBA Program

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TAB H

2014-15 Travel Expenditures

**The Pennsylvania State University
2014-2015 Actual Travel Expense as a
Percent of Total Operating Expenditures**

	<u>Operating Expenditures</u>	<u>Travel Expense</u>	<u>Travel as a Percent of Total Expense</u>
General Funds *	\$2,189,380,027	\$31,411,258	1.43%

* Excludes Pennsylvania College of Technology

**2014-2015 Actual Travel Expenditures
Total University**

General Funds

University Park Colleges

Agricultural Sciences	1,468,897
Arts & Architecture	826,622
Business - Smeal College	1,112,520
Communications	331,890
Earth & Mineral Sciences	701,221
Education	571,297
Engineering	1,476,274
Health & Human Development	944,389
Information Sciences & Technology	316,272
International Affairs - School	91,673
Liberal Arts	2,446,746
Nursing	117,014
Science - Eberly College	1,688,810
Total University Park Colleges	12,093,625

Support Units

Global Programs - Univ Office	269,869
Graduate School	99,980
Information Technology Services	897,874
Research	627,239
Schreyer Honors College	24,656
Undergraduate Education	770,066
University Libraries	344,328
University Outreach	1,762,916
Athletics Rec Services & Support	136,520
Campus Recreation	174,625
Development & Alumni Relations	1,451,773
Educational Equity	47,215
Finance & Business	2,026,444
Finance & Business - Housing & Foods	
Finance & Business - Physical Plant	339,652
General & Academic Administration	609,969
Intercollegiate Athletics	
Student Affairs	346,317
Strategic Communications	163,296
Total Support Units	10,092,739

**2014-2015 Actual Travel Expenditures
Total University**

General Funds

Commonwealth Campuses

Abington	668,457
Altoona	806,269
Beaver	166,975
Berks	452,223
Brandywine	303,750
DuBois	159,785
Erie - Behrend	1,000,210
Fayette - Eberly	160,420
Greater Allegheny	220,039
Harrisburg	764,317
Hazleton	287,231
Lehigh Valley	231,457
Mont Alto	218,419
New Kensington	140,599
Schuylkill	210,298
Shenango	73,592
Wilkes-Barre	111,555
Worthington Scranton	229,157
York	119,342
VP for Commonwealth Campuses	70,051
Total Commonwealth Campuses	6,394,146
Great Valley	126,897
Total Univ. Less Law, HY & Penn College	28,707,407
Dickinson School of Law	768,637
College of Medicine	1,935,214
Total University Less Penn College	31,411,258