

PENNSTATE



Public School Code of 1949

Volume I

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TAB A

Introduction

THE PENNSYLVANIA STATE UNIVERSITY
Public School Code of 1949
December 2014

Public School Code of 1949, requires that Penn State submit a report Awithin 180 days of the close of the university's current fiscal year. The 2013-14 fiscal year closed on June 30, 2014. 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 –2014-15

Budgeted expenditures and income are shown for fiscal years 2014-15. 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 2013 (as of September 30, 2013). 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. 2013-14 Travel Expenditures

Total 2013-14 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 2013-14 Actual Operating Expenditures section of this document.

Volume II:

Actual Operating Expenditures –2013-14

Actual expenditures and income (year-end data as of June 30) for fiscal year 2013-14 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 2013-14. 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
2013-2014

Category	2013-2014	
	Amount	Percentage of Grand Total
Operating Revenues:		
Instructional:**		
Tuition and Fees	1,598,255,496	71.4%
State Appropriations	259,951,000 *	11.6%
Departmental Income	227,179,245	10.2%
Other Operating Income	121,207,038	5.4%
Sub-Total	2,206,592,779	98.6%
Dickinson School Of Law	30,790,624	1.4%
Grand Total Revenues	2,237,383,403	100.0%
Operating Expenditures:		
Instructional:**		
Total Salaries and Wages	953,416,104	45.9%
Employee Benefits***	396,615,578	19.1%
Travel	29,300,892	1.4%
Other Operating Expenditures	667,499,548	32.1%
Sub-Total	2,046,832,122	98.5%
Dickinson School Of Law	30,481,759	1.5%
Grand Total Expenditures:	2,077,313,881	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
2013-2014

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	37,716,942	19,300,386 ^b	1,531,403	14,785,706	73,334,437	51.2% ^b	2.1%
Arts & Architecture	25,320,204	8,298,289	793,259	6,457,000	40,868,752	32.8%	1.9%
Business - Smeal College	36,306,362	12,083,230	996,053	7,065,454	56,451,099	33.3%	1.8%
Communications	8,787,764	2,881,350	290,008	2,083,132	14,042,254	32.8%	2.1%
Earth & Mineral Sciences	24,899,917	8,175,419	636,346	5,354,462	39,066,144	32.8%	1.6%
Education	18,559,638	5,986,517	547,903	3,566,982	28,661,040	32.3%	1.9%
Engineering	55,143,298	17,557,978	1,179,076	12,300,930	86,181,282	31.8%	1.4%
Health & Human Development	30,074,265	9,762,704	841,212	6,270,326	46,948,507	32.5%	1.8%
Information Sciences & Technology	9,767,998	3,198,799	247,706	2,930,813	16,145,316	32.7%	1.5%
Liberal Arts	75,870,900	24,021,863	2,263,263	11,347,136	113,503,162	31.7%	2.0%
Nursing	3,438,366	1,178,175	102,786	666,081	5,385,408	34.3%	1.9%
Science - Eberly College	57,470,296	17,775,789	1,520,924	14,536,421	91,303,430	30.9%	1.7%
Total University Park Colleges	383,355,950	130,220,499	10,949,939	87,364,443	611,890,831	34.0%	1.8%
Academic Support Units							
Global Programs - Univ Office	2,596,176	852,062	204,189	730,979	4,383,406	32.8%	4.7%
Graduate School	3,802,560	934,131	85,659	9,166,810	13,989,160	24.6%	0.6%
Information Technology Services	41,046,914	14,192,923	887,420	40,952,933	97,080,190	34.6%	0.9%
International Affairs - School	1,668,709	580,258	73,874	410,423	2,733,264	34.8%	2.7%
Research	29,758,932	9,966,331	620,418	16,482,874	56,828,555	33.5%	1.1%
Schreyer Honors College	1,116,729	388,279	32,768	2,836,766	4,374,542	34.8%	0.7%
Undergraduate Education	16,087,876	5,276,797	805,897	47,418,782	69,589,352	32.8%	1.2%
University Libraries	21,901,392	7,375,787	354,789	20,803,688	50,435,656	33.7%	0.7%
University Outreach	56,795,355	18,094,812	1,732,325	40,194,307	116,816,799	31.9%	1.5%

The Pennsylvania State University
Total University General Funds Operating Expenditures
By Academic/Administrative Unit
2013-2014

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
Total Academic Support Units	174,774,643	57,661,380	4,797,339	178,997,562	416,230,924	33.0%	1.2%
Administrative Support Units							
Athletics Rec Services & Support	4,336,561	1,030,594	235,176	2,796,617	8,398,948	23.8%	2.8%
Development & Alumni Relations	21,002,650	7,383,267	1,384,016	3,542,555	33,312,488	35.2%	4.2%
Educational Equity	2,237,405	792,582	65,197	444,967	3,540,151	35.4%	1.8%
General & Academic Administration	19,173,060	6,784,805	775,431	3,536,832	30,270,128	35.4%	2.6%
Finance & Business	30,253,367	11,483,913	2,206,408	100,427,841	144,371,529	38.0%	1.5%
Finance & Business - Physical Plant	18,043,871	10,570,583	305,079	116,183,698	145,103,231	58.6%	0.2%
Student Affairs	17,347,335	5,766,943	234,931	29,707,764	53,056,973	33.2%	0.4%
Strategic Communications	2,874,380	1,015,817	90,941	900,256	4,881,394	35.3%	1.9%
Total Administrative Support Units	115,268,629	44,828,504	5,297,179	257,540,530	422,934,842	38.9%	1.3%
Commonwealth Campuses							
Abington	18,185,178	5,631,744	664,334	6,152,410	30,633,666	31.0%	2.2%
Altoona	24,899,311	8,168,294	1,037,127	9,218,229	43,322,961	32.8%	2.4%
Beaver	5,351,291	1,753,875	160,911	1,647,622	8,913,699	32.8%	1.8%
Berks	17,362,389	5,704,658	433,056	7,032,121	30,532,224	32.9%	1.4%
Brandywine	9,283,038	2,966,039	239,636	2,383,827	14,872,540	32.0%	1.6%
DuBois	5,715,139	1,933,900	143,138	1,287,502	9,079,679	33.8%	1.6%
Erie - Behrend	32,536,571	11,194,453	1,055,761	9,994,701	54,781,486	34.4%	1.9%
Fayette - Eberly	6,081,946	1,968,622	137,221	1,892,054	10,079,843	32.4%	1.4%
Greater Allegheny	5,953,309	1,918,995	229,556	1,819,898	9,921,758	32.2%	2.3%
Harrisburg	33,161,912	10,893,871	700,780	9,860,893	54,617,456	32.9%	1.3%
Hazleton	7,633,105	2,546,359	276,680	2,122,533	12,578,677	33.4%	2.2%
Lehigh Valley	6,161,397	1,968,080	222,777	2,343,209	10,695,463	31.9%	2.1%

The Pennsylvania State University
Total University General Funds Operating Expenditures
By Academic/Administrative Unit
2013-2014

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
Mont Alto	7,459,680	2,432,417	241,883	2,132,997	12,266,977	32.6%	2.0%
New Kensington	5,701,668	1,851,475	139,181	1,854,889	9,547,213	32.5%	1.5%
Schuylkill	6,646,110	2,218,537	196,944	2,421,796	11,483,387	33.4%	1.7%
Shenango	4,009,666	1,289,634	83,305	1,179,248	6,561,853	32.2%	1.3%
Wilkes-Barre	4,882,270	1,635,827	77,845	1,618,740	8,214,682	33.5%	0.9%
Worthington Scranton	6,743,503	2,258,176	180,832	2,281,294	11,463,805	33.5%	1.6%
York	7,912,032	2,517,053	120,370	2,232,042	12,781,497	31.8%	0.9%
VP for Commonwealth Campuses	5,560,500	1,919,781	93,378	5,753,910	13,327,569	34.5%	0.7%
Total Commonwealth Campuses	221,240,015	72,771,790	6,434,715	75,229,915	375,676,435	32.9%	1.7%
Great Valley	5,482,896	1,796,644	129,797	1,611,844	9,021,181	32.8%	1.4%
Central Budgets	26,369	71,177,016	0	8,168,755	79,372,140	-	0.0%
General Income	0	0	0	736,275	736,275	0.0%	0.0%
Dickinson School of Law	14,956,245	4,925,770	753,046	9,846,698	30,481,759	32.9%	2.5%
Total Univ. Less HY & Penn College	915,104,747	383,381,603	28,362,015	619,496,022	1,946,344,387	41.9%	1.5%
College of Medicine							
College of Medicine	53,267,602	18,159,745	1,691,923	57,850,224	130,969,494	34.1%	1.3%
Total College of Medicine	53,267,602	18,159,745	1,691,923	57,850,224	130,969,494	34.1%	1.3%
Total University Less Penn College	968,372,349	401,541,348	30,053,938	677,346,246	2,077,313,881	41.5%	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
2013-2014**

Expenditure Type	Total Amount	Percent of Total
Books & Periodicals	20,333,202	3.3%
Communication Services	5,110,308	0.8%
Conferences & Group Activities	8,605,101	1.4%
Equipment	96,017,670	15.7%
Freight Charges	46,900	0.0%
Insurance & Interest	13,430,457	2.2%
Miscellaneous	7,309,407	1.2%
Property Expense	15,488,986	2.5%
Publications, Printing & Copying	20,182,112	3.3%
Repairs, Alterations & Capital	249,900,318	40.8%
Supplies & Materials for Resale	51,099,304	8.4%
Supplies, Materials & Services	88,724,016	14.5%
Travel Expense	13,602,613	2.2%
Utilities Purchased	21,901,386	3.6%
Total:	611,751,780	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 – 2014-15

Operating Budget –2014-15

Budgeted expenditures and income are shown for fiscal year 2014-15. 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 (13.2%), tuition and fees (79.4%), and other income (7.4%), 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

**2014-2015 Operating Budget
Total University
(Excl. PA College of Technology)**

General Funds

University Park Colleges

Agricultural Sciences	67,638,367
Arts & Architecture	35,506,930
Business - Smeal College	48,727,370
Communications	12,786,244
Earth & Mineral Sciences	35,131,133
Education	25,330,932
Engineering	81,262,159
Health & Human Development	39,233,087
Information Sciences & Technology	13,852,551
Liberal Arts	86,512,178
Nursing	3,902,215
Science - Eberly College	75,471,733

Total University Park Colleges	525,354,899
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Support Units

Global Programs - Univ Office	4,006,257
Graduate School	17,632,554
Information Technology Services	83,492,196
International Affairs - School	2,953,473
Research	48,671,988
Schreyer Honors College	4,322,964
Undergraduate Education	65,262,027
University Libraries	51,280,134
University Outreach	73,884,997
Athletics Rec Services & Support	7,598,349
Development & Alumni Relations	33,903,066
Educational Equity	4,372,122
Finance & Business	150,816,033
Finance & Business - Physical Plant	143,417,492
General & Academic Administration	28,122,576
Student Affairs	39,628,293
Strategic Communications	4,872,171

Total Support Units	764,236,692
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**2014-2015 Operating Budget
Total University
(Excl. PA College of Technology)**

General Funds

Commonwealth Campuses

Abington	28,070,252
Altoona	36,680,039
Beaver	8,119,165
Berks	24,944,049
Brandywine	14,881,243
DuBois	8,696,411
Erie - Behrend	47,823,311
Fayette - Eberly	9,462,725
Greater Allegheny	8,352,770
Harrisburg	42,754,118
Hazleton	11,956,637
Lehigh Valley	8,039,722
Mont Alto	10,966,506
New Kensington	8,827,984
Schuylkill	10,743,549
Shenango	6,686,431
Wilkes-Barre	7,644,752
Worthington Scranton	12,546,163
York	13,880,097
VP for Commonwealth Campuses	22,538,096
Total Commonwealth Campuses	343,614,020
Great Valley	8,381,138
Central Budgets	189,681,067
General Income	120,000
Total Univ. Less HY, DSL & Penn College	1,831,387,816
Dickinson School of Law	28,069,829
College of Medicine	120,584,853
Total University Less Penn College	1,980,042,498

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

	2014-2015 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	573,021,680	
Support Salaries	404,366,895	
Wages	5,836,004	
Sub-Total Salaries	983,224,579	
Dept Allot Excl Emp Benefits	683,835,288	
Employee Benefits	312,982,631	
Sub-Total Departmental Allotment	996,817,919	
Total	1,980,042,498	1,980,042,498

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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Agric Econ and Rural Sociology</i>		
Salaries	366,996	0
Wages	0	0
Sub-Total Salaries	366,996	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	366,996	0
<i>Agric and Extension Education</i>		
Salaries	3,044,604	0
Wages	2,852	0
Sub-Total Salaries	3,047,456	0
Dept Allot Excl Emp Benefits	41,483	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	41,483	0
Total	3,088,939	0
<i>Agricultural Engineering</i>		
Salaries	846,348	0
Wages	0	0
Sub-Total Salaries	846,348	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	846,348	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Entomology</i>		
Salaries	1,516,140	0
Wages	0	0
Sub-Total Salaries	1,516,140	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,516,140	0
<i>Crop & Soil Sciences</i>		
Salaries	2,137,087	0
Wages	0	0
Sub-Total Salaries	2,137,087	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,137,087	0
<i>Information Technologies</i>		
Salaries	1,120,023	0
Wages	0	0
Sub-Total Salaries	1,120,023	0
Dept Allot Excl Emp Benefits	60,098	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	60,098	0
Total	1,180,121	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Veterinary & Biomedical Sci</i>		
Salaries	755,580	0
Wages	0	0
Sub-Total Salaries	755,580	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	755,580	0
<i>Communications</i>		
Salaries	899,858	0
Wages	500	0
Sub-Total Salaries	900,358	0
Dept Allot Excl Emp Benefits	16,610	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,610	0
Total	916,968	0
<i>Food Science</i>		
Salaries	602,172	0
Wages	0	0
Sub-Total Salaries	602,172	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	602,172	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Animal Science</i>		
Salaries	3,155,928	0
Wages	0	0
Sub-Total Salaries	3,155,928	0
Dept Allot Excl Emp Benefits	383,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	383,000	0
Total	3,538,928	392,000
<i>Plant Pathology & Envir Microb</i>		
Salaries	1,269,101	0
Wages	0	0
Sub-Total Salaries	1,269,101	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,269,101	0
<i>School of Forest Resources</i>		
Salaries	106,859	0
Wages	9,638	0
Sub-Total Salaries	116,497	0
Dept Allot Excl Emp Benefits	8,007	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	8,007	0
Total	124,504	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Ecosystem Science and Mgmt</i>		
Salaries	1,937,844	0
Wages	0	0
Sub-Total Salaries	1,937,844	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,937,844	0
<i>Id-Gnag</i>		
Salaries	704,220	0
Wages	0	0
Sub-Total Salaries	704,220	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	704,220	0
<i>Id-Gen Agriculture</i>		
Salaries	1,998,486	0
Wages	0	0
Sub-Total Salaries	1,998,486	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,998,486	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Creamery Operations</i>		
Salaries	1,064,118	0
Wages	0	0
Sub-Total Salaries	1,064,118	0
Dept Allot Excl Emp Benefits	476,319	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	476,319	0
Total	1,540,437	1,050,454
<i>Farm Operations</i>		
Salaries	598,774	0
Wages	9,752	0
Sub-Total Salaries	608,526	0
Dept Allot Excl Emp Benefits	77,490	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	77,490	0
Total	686,016	221,338
<i>Plant Science</i>		
Salaries	986,012	0
Wages	0	0
Sub-Total Salaries	986,012	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	986,012	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Short Courses		
Salaries	462,149	0
Wages	12,404	0
Sub-Total Salaries	474,553	0
Dept Allot Excl Emp Benefits	506,076	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	506,076	0
Total	980,629	801,000
Research Programs		
Salaries	1,856,541	0
Wages	252,686	0
Sub-Total Salaries	2,109,227	0
Dept Allot Excl Emp Benefits	723,706	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	723,706	0
Total	2,832,933	0
International Agriculture		
Salaries	288,576	0
Wages	0	0
Sub-Total Salaries	288,576	0
Dept Allot Excl Emp Benefits	24,772	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	24,772	0
Total	313,348	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Veterinary & Biomedical Sci</i>		
Salaries	1,531,848	0
Wages	0	0
Sub-Total Salaries	1,531,848	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,531,848	0
<i>Field Research Laboratories</i>		
Salaries	596,451	0
Wages	27,776	0
Sub-Total Salaries	624,227	0
Dept Allot Excl Emp Benefits	119,424	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	119,424	0
Total	743,651	97,496
<i>Ag & Biological Engineering</i>		
Salaries	310,656	0
Wages	0	0
Sub-Total Salaries	310,656	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	310,656	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Ag Economics, Sociology and Ed</i>		
Salaries	629,310	0
Wages	0	0
Sub-Total Salaries	629,310	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	629,310	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
<i>County Extension Oper</i>		
Salaries	2,780,145	0
Wages	24,520	0
Sub-Total Salaries	2,804,665	0
Dept Allot Excl Emp Benefits	753,809	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	753,809	0
Total	3,558,474	0

Departmental Summary: Agricultural Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
College Admin/Support Budgets		
Salaries	8,124,012	0
Wages	85,553	0
Sub-Total Salaries	8,209,565	0
Dept Allot Excl Emp Benefits	1,264,300	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,264,300	0
Total	9,473,865	0
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	17,237,523	0
Employee Benefits	5,727,631	0
Sub-Total Departmental Allotment	22,965,154	0
Total	22,965,154	0
Fund Total: General Funds		
Academic Salaries	21,643,449	0
Support Salaries	18,046,389	0
Wages	425,681	0
Sub-Total Salaries	40,115,519	0
Departmental Allotment	21,795,217	0
Employee Benefits	5,727,631	0
Sub-Total Departmental Allotment	27,522,848	0
Total	67,638,367	2,562,288

Departmental Summary: Arts & Architecture

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Center for the Performing Arts</i>		
Salaries	1,542,215	0
Wages	0	0
Sub-Total Salaries	1,542,215	0
Dept Allot Excl Emp Benefits	942,075	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	942,075	0
Total	2,484,290	1,346,000
<i>Institute For eLearning</i>		
Salaries	267,468	0
Wages	0	0
Sub-Total Salaries	267,468	0
Dept Allot Excl Emp Benefits	17,685	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	17,685	0
Total	285,153	0
<i>Architecture</i>		
Salaries	1,859,622	0
Wages	0	0
Sub-Total Salaries	1,859,622	0
Dept Allot Excl Emp Benefits	89,873	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	89,873	0
Total	1,949,495	0

Departmental Summary: Arts & Architecture

General Funds

2014-2015 Budget	
Expense	Dept. Income

Art History

Salaries	1,357,427	0
Wages	0	0
Sub-Total Salaries	1,357,427	0
Dept Allot Excl Emp Benefits	41,879	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	41,879	0
Total	1,399,306	0

Graphic Design

Salaries	383,481	0
Wages	0	0
Sub-Total Salaries	383,481	0
Dept Allot Excl Emp Benefits	14,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	14,000	0
Total	397,481	0

Landscape Architecture

Salaries	2,311,798	0
Wages	0	0
Sub-Total Salaries	2,311,798	0
Dept Allot Excl Emp Benefits	83,606	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	83,606	0
Total	2,395,404	20,000

Departmental Summary: Arts & Architecture

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
School of Music		
Salaries	4,834,252	0
Wages	2,790	0
Sub-Total Salaries	4,837,042	0
Dept Allot Excl Emp Benefits	206,187	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	206,187	0
Total	5,043,229	130,000
School of Visual Arts		
Salaries	3,203,764	0
Wages	8,452	0
Sub-Total Salaries	3,212,216	0
Dept Allot Excl Emp Benefits	88,276	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	88,276	0
Total	3,300,492	0
School of Theatre		
Salaries	3,849,219	0
Wages	135,348	0
Sub-Total Salaries	3,984,567	0
Dept Allot Excl Emp Benefits	373,754	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	373,754	0
Total	4,358,321	297,000

Departmental Summary: Arts & Architecture

General Funds

	2014-2015 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	711,550	0
Wages	7,614	0
Sub-Total Salaries	719,164	0
Dept Allot Excl Emp Benefits	175,123	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	175,123	0
Total	894,287	50,000
<i>Research Programs</i>		
Salaries	322,752	0
Wages	300	0
Sub-Total Salaries	323,052	0
Dept Allot Excl Emp Benefits	30,075	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,075	0
Total	353,127	0

Departmental Summary: Arts & Architecture

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
College Admin/Support Budgets		
Salaries	3,965,825	0
Wages	300	0
Sub-Total Salaries	3,966,125	0
Dept Allot Excl Emp Benefits	302,482	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	302,482	0
Total	4,268,607	20,000
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	8,284,808	0
Sub-Total Departmental Allotment	8,284,808	0
Total	8,284,808	0
Fund Total: General Funds		
Academic Salaries	19,253,135	0
Support Salaries	5,442,318	0
Wages	154,804	0
Sub-Total Salaries	24,850,257	0
Departmental Allotment	2,371,865	0
Employee Benefits	8,284,808	0
Sub-Total Departmental Allotment	10,656,673	0
Total	35,506,930	1,963,693

Departmental Summary: Business - Smeal College

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Accounting		
Salaries	3,914,589	0
Wages	0	0
Sub-Total Salaries	3,914,589	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,914,589	0
Finance		
Salaries	4,996,219	0
Wages	0	0
Sub-Total Salaries	4,996,219	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,996,219	0
Insurance and Real Estate		
Salaries	2,543,092	0
Wages	0	0
Sub-Total Salaries	2,543,092	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,543,092	0

Departmental Summary: Business - Smeal College

General Funds

2014-2015 Budget	
Expense	Dept. Income

Marketing

Salaries	3,246,437	0
Wages	0	0
Sub-Total Salaries	3,246,437	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,246,437	0

Management and Organization

Salaries	3,426,893	0
Wages	0	0
Sub-Total Salaries	3,426,893	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,426,893	0

Supply Chain & Info Systems

Salaries	4,282,485	0
Wages	0	0
Sub-Total Salaries	4,282,485	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,282,485	0

Departmental Summary: Business - Smeal College

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Development & Alumni Relations</i>		
Salaries	349,716	0
Wages	0	0
Sub-Total Salaries	349,716	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	349,716	0
<i>Research Programs</i>		
Salaries	384,978	0
Wages	0	0
Sub-Total Salaries	384,978	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	384,978	0
<i>Graduate Programs in Bus Admin</i>		
Salaries	1,223,166	0
Wages	0	0
Sub-Total Salaries	1,223,166	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,223,166	3,296,618

Departmental Summary: Business - Smeal College

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Undergrad Prog in Bus Admin</i>		
Salaries	1,001,080	0
Wages	0	0
Sub-Total Salaries	1,001,080	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,001,080	0
<i>College Admin/Support Budgets</i>		
Salaries	12,113,103	0
Wages	0	0
Sub-Total Salaries	12,113,103	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	12,113,103	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	11,245,612	0
Sub-Total Departmental Allotment	11,245,612	0
Total	11,245,612	0

Departmental Summary: Business - Smeal College

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	32,809,134	0
Support Salaries	4,672,624	0
Wages	0	0
Sub-Total Salaries	37,481,758	0
Departmental Allotment	0	0
Employee Benefits	11,245,612	0
Sub-Total Departmental Allotment	11,245,612	0
Total	48,727,370	3,296,618

Departmental Summary: Communications

General Funds

2014-2015 Budget	
Expense	Dept. Income

Communications

Salaries	919,101	0
Wages	0	0
Sub-Total Salaries	919,101	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	919,101	0

Advertising

Salaries	1,227,915	0
Wages	0	0
Sub-Total Salaries	1,227,915	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,227,915	0

Broadcasting (TV/Radio)/Cable

Salaries	1,108,248	0
Wages	0	0
Sub-Total Salaries	1,108,248	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,108,248	0

Departmental Summary: Communications

General Funds

2014-2015 Budget	
Expense	Dept. Income

Journalism

Salaries	1,853,586	0
Wages	0	0
Sub-Total Salaries	1,853,586	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,853,586	0

College Admin/Support Budgets

Salaries	4,657,118	0
Wages	0	0
Sub-Total Salaries	4,657,118	0
Dept Allot Excl Emp Benefits	25,289	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,289	0
Total	4,682,407	0

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,994,987	0
Sub-Total Departmental Allotment	2,994,987	0
Total	2,994,987	0

Departmental Summary: Communications

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	7,795,776	0
Support Salaries	1,970,192	0
Wages	0	0
Sub-Total Salaries	9,765,968	0
Departmental Allotment	25,289	0
Employee Benefits	2,994,987	0
Sub-Total Departmental Allotment	3,020,276	0
Total	12,786,244	0

Departmental Summary: Earth & Mineral Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Electronic Education Institute</i>		
Salaries	318,276	0
Wages	0	0
Sub-Total Salaries	318,276	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	318,276	0
<i>Earth & Environment Institute</i>		
Salaries	1,198,246	0
Wages	0	0
Sub-Total Salaries	1,198,246	0
Dept Allot Excl Emp Benefits	2,014	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,014	0
Total	1,200,260	0
<i>Geography</i>		
Salaries	2,450,497	0
Wages	0	0
Sub-Total Salaries	2,450,497	0
Dept Allot Excl Emp Benefits	50,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	50,000	0
Total	2,500,497	0

Departmental Summary: Earth & Mineral Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Meteorology</i>		
Salaries	2,822,309	0
Wages	0	0
Sub-Total Salaries	2,822,309	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	2,847,309	0
<i>Geosciences</i>		
Salaries	3,380,194	0
Wages	0	0
Sub-Total Salaries	3,380,194	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,380,194	0
<i>Energy & Mineral Engineering</i>		
Salaries	3,231,265	0
Wages	0	0
Sub-Total Salaries	3,231,265	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,231,265	0

Departmental Summary: Earth & Mineral Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Materials Science and Engr		
Salaries	4,075,536	0
Wages	0	0
Sub-Total Salaries	4,075,536	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,075,536	0
Research Support		
Salaries	650,638	0
Wages	0	0
Sub-Total Salaries	650,638	0
Dept Allot Excl Emp Benefits	10,098	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	10,098	0
Total	660,736	144,225
The Energy Institute		
Salaries	735,943	0
Wages	0	0
Sub-Total Salaries	735,943	0
Dept Allot Excl Emp Benefits	51,733	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	51,733	0
Total	787,676	0

Departmental Summary: Earth & Mineral Sciences

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
College Admin/Support Budgets		
Salaries	7,832,378	0
Wages	0	0
Sub-Total Salaries	7,832,378	0
Dept Allot Excl Emp Benefits	17,960	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	17,960	0
Total	7,850,338	0
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	8,279,046	0
Sub-Total Departmental Allotment	8,279,046	0
Total	8,279,046	0
Fund Total: General Funds		
Academic Salaries	21,930,680	0
Support Salaries	4,764,602	0
Wages	0	0
Sub-Total Salaries	26,695,282	0
Departmental Allotment	156,805	0
Employee Benefits	8,279,046	0
Sub-Total Departmental Allotment	8,435,851	0
Total	35,131,133	144,225

Departmental Summary: Education

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Curriculum and Instruction</i>		
Salaries	5,064,932	0
Wages	0	0
Sub-Total Salaries	5,064,932	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,064,932	0
<i>Education Policy Studies</i>		
Salaries	2,676,473	0
Wages	0	0
Sub-Total Salaries	2,676,473	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,676,473	0
<i>Learning & Performance Systems</i>		
Salaries	1,684,102	0
Wages	0	0
Sub-Total Salaries	1,684,102	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,684,102	0

Departmental Summary: Education

General Funds

2014-2015 Budget	
Expense	Dept. Income

Educ Outreach & Technology

Salaries	309,528	0
Wages	0	0
Sub-Total Salaries	309,528	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	309,528	0

Educ/School Psy/Special Educ

Salaries	4,253,275	0
Wages	0	0
Sub-Total Salaries	4,253,275	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,253,275	0

Education Research

Salaries	1,144,681	0
Wages	0	0
Sub-Total Salaries	1,144,681	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,144,681	0

Departmental Summary: Education

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
College Admin/Support Budgets		
Salaries	3,998,759	0
Wages	0	0
Sub-Total Salaries	3,998,759	0
Dept Allot Excl Emp Benefits	7,012	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	7,012	0
Total	4,005,771	0
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,192,170	0
Sub-Total Departmental Allotment	6,192,170	0
Total	6,192,170	0
Fund Total: General Funds		
Academic Salaries	16,756,602	0
Support Salaries	2,375,148	0
Wages	0	0
Sub-Total Salaries	19,131,750	0
Departmental Allotment	7,012	0
Employee Benefits	6,192,170	0
Sub-Total Departmental Allotment	6,199,182	0
Total	25,330,932	0

Departmental Summary: Engineering

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Aerospace Engineering</i>		
Salaries	2,591,992	0
Wages	0	0
Sub-Total Salaries	2,591,992	0
Dept Allot Excl Emp Benefits	505	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	505	0
Total	2,592,497	0
<i>Architectural Engineering</i>		
Salaries	2,443,746	0
Wages	9,352	0
Sub-Total Salaries	2,453,098	0
Dept Allot Excl Emp Benefits	19,363	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	19,363	0
Total	2,472,461	250,000
<i>Bioengineering</i>		
Salaries	1,564,075	0
Wages	0	0
Sub-Total Salaries	1,564,075	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,564,075	0

Departmental Summary: Engineering

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Chemical Engineering</i>		
Salaries	3,090,368	0
Wages	0	0
Sub-Total Salaries	3,090,368	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,090,368	0
<i>Civil and Environmental Engr</i>		
Salaries	3,974,425	0
Wages	0	0
Sub-Total Salaries	3,974,425	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,974,425	0
<i>Computer Science & Engineering</i>		
Salaries	5,440,342	0
Wages	0	0
Sub-Total Salaries	5,440,342	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,440,342	0

Departmental Summary: Engineering

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Electrical Engineering</i>		
Salaries	6,535,483	0
Wages	0	0
Sub-Total Salaries	6,535,483	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	6,535,483	0
<i>Acoustics</i>		
Salaries	367,391	0
Wages	0	0
Sub-Total Salaries	367,391	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	367,391	0
<i>Engr Science and Mechanics</i>		
Salaries	4,209,656	0
Wages	0	0
Sub-Total Salaries	4,209,656	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,209,656	0

Departmental Summary: Engineering

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Industrial & Mgmt Systems Engr</i>		
Salaries	3,782,386	0
Wages	0	0
Sub-Total Salaries	3,782,386	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,782,386	0
<i>Mechanical & Nuclear Engr</i>		
Salaries	7,851,346	0
Wages	0	0
Sub-Total Salaries	7,851,346	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	7,851,346	0
<i>School Engr Tech/Cmwlth Engr</i>		
Salaries	1,192,933	0
Wages	0	0
Sub-Total Salaries	1,192,933	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,192,933	0

Departmental Summary: Engineering

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Science Tech & Society Program</i>		
Salaries	4,671	0
Wages	0	0
Sub-Total Salaries	4,671	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,671	0
<i>Associate Dean For Research</i>		
Salaries	526,529	0
Wages	0	0
Sub-Total Salaries	526,529	0
Dept Allot Excl Emp Benefits	420	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	420	0
Total	526,949	0
<i>PA Transportation Institute</i>		
Salaries	716,905	0
Wages	0	0
Sub-Total Salaries	716,905	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	716,905	0

Departmental Summary: Engineering

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Continuing Education</i>		
Salaries	236,046	0
Wages	0	0
Sub-Total Salaries	236,046	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	236,046	0
<i>Undergraduate Studies</i>		
Salaries	1,559,645	0
Wages	55,167	0
Sub-Total Salaries	1,614,812	0
Dept Allot Excl Emp Benefits	16,122	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,122	0
Total	1,630,934	0
<i>College Admin/Support Budgets</i>		
Salaries	15,309,378	0
Wages	0	0
Sub-Total Salaries	15,309,378	0
Dept Allot Excl Emp Benefits	1,546,388	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,546,388	0
Total	16,855,766	672,605

Departmental Summary: Engineering

General Funds

	2014-2015 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	18,217,525	0
Sub-Total Departmental Allotment	18,217,525	0
Total	18,217,525	0
Fund Total: General Funds		
Academic Salaries	50,641,665	0
Support Salaries	10,755,652	0
Wages	64,519	0
Sub-Total Salaries	61,461,836	0
Departmental Allotment	1,582,798	0
Employee Benefits	18,217,525	0
Sub-Total Departmental Allotment	19,800,323	0
Total	81,262,159	922,605

Departmental Summary: Health & Human Development

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Communication Sci Disorders		
Salaries	1,420,324	0
Wages	0	0
Sub-Total Salaries	1,420,324	0
Dept Allot Excl Emp Benefits	55,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	55,000	0
Total	1,475,324	140,000
Recreational Mgmt		
Salaries	1,184,315	0
Wages	0	0
Sub-Total Salaries	1,184,315	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	1,209,315	0
Nutrition		
Salaries	1,989,907	0
Wages	0	0
Sub-Total Salaries	1,989,907	0
Dept Allot Excl Emp Benefits	10,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	10,000	0
Total	1,999,907	0

Departmental Summary: Health & Human Development

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Biobehavioral Health</i>		
Salaries	2,209,099	0
Wages	0	0
Sub-Total Salaries	2,209,099	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,209,099	0
<i>Health Policy & Administration</i>		
Salaries	1,829,932	0
Wages	0	0
Sub-Total Salaries	1,829,932	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	1,854,932	0
<i>Hospitality Mgmt</i>		
Salaries	1,877,860	0
Wages	0	0
Sub-Total Salaries	1,877,860	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	1,902,860	0

Departmental Summary: Health & Human Development

General Funds

2014-2015 Budget	
Expense	Dept. Income

Bennett Family Center

Salaries	215,636	0
Wages	22,819	0
Sub-Total Salaries	238,455	0
Dept Allot Excl Emp Benefits	52,506	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	52,506	0
Total	290,961	290,961

Research Programs

Salaries	889,162	0
Wages	0	0
Sub-Total Salaries	889,162	0
Dept Allot Excl Emp Benefits	53,817	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	53,817	0
Total	942,979	0

Kinesiology

Salaries	3,057,141	0
Wages	0	0
Sub-Total Salaries	3,057,141	0
Dept Allot Excl Emp Benefits	100,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	100,000	0
Total	3,157,141	0

Departmental Summary: Health & Human Development

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Human Dev and Family Studies</i>		
Salaries	3,173,159	0
Wages	0	0
Sub-Total Salaries	3,173,159	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,173,159	0
<i>College Admin/Support Budgets</i>		
Salaries	11,275,192	0
Wages	0	0
Sub-Total Salaries	11,275,192	0
Dept Allot Excl Emp Benefits	239,232	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	239,232	0
Total	11,514,424	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	9,502,986	0
Sub-Total Departmental Allotment	9,502,986	0
Total	9,502,986	0

Departmental Summary: Health & Human Development

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	25,968,549	0
Support Salaries	3,153,178	0
Wages	22,819	0
Sub-Total Salaries	29,144,546	0
Departmental Allotment	585,555	0
Employee Benefits	9,502,986	0
Sub-Total Departmental Allotment	10,088,541	0
Total	39,233,087	430,961

Departmental Summary: Information Sciences & Technology

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
College Admin/Support Budgets		
Salaries	2,764,403	0
Wages	0	0
Sub-Total Salaries	2,764,403	0
Dept Allot Excl Emp Benefits	1,312,566	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,312,566	0
Total	4,076,969	0
Advising Services		
Salaries	175,476	0
Wages	0	0
Sub-Total Salaries	175,476	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	175,476	0
Info Systems for IST		
Salaries	5,323,542	0
Wages	0	0
Sub-Total Salaries	5,323,542	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,323,542	0

Departmental Summary: Information Sciences & Technology

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Associate Dean Undergrad Educ</i>		
Salaries	333,696	0
Wages	0	0
Sub-Total Salaries	333,696	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	333,696	0
<i>Assoc Dean Res Grad Prgm & IT</i>		
Salaries	498,828	0
Wages	0	0
Sub-Total Salaries	498,828	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	498,828	0
<i>Research Sciences & Technology</i>		
Salaries	354,000	0
Wages	0	0
Sub-Total Salaries	354,000	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	354,000	0

Departmental Summary: Information Sciences & Technology

General Funds

	2014-2015 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	3,090,040	0
Sub-Total Departmental Allotment	3,090,040	0
Total	3,090,040	0
Fund Total: General Funds		
Academic Salaries	7,895,777	0
Support Salaries	1,554,168	0
Wages	0	0
Sub-Total Salaries	9,449,945	0
Departmental Allotment	1,312,566	0
Employee Benefits	3,090,040	0
Sub-Total Departmental Allotment	4,402,606	0
Total	13,852,551	0

Departmental Summary: Liberal Arts

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>African American Studies</i>		
Salaries	675,175	0
Wages	0	0
Sub-Total Salaries	675,175	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	675,175	0
<i>Anthropology</i>		
Salaries	1,778,330	0
Wages	0	0
Sub-Total Salaries	1,778,330	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,778,330	500
<i>Applied Linguistics</i>		
Salaries	1,175,124	0
Wages	0	0
Sub-Total Salaries	1,175,124	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,175,124	0

Departmental Summary: Liberal Arts

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Asian Studies</i>		
Salaries	595,259	0
Wages	0	0
Sub-Total Salaries	595,259	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	595,259	0
<i>Classics and Ancient Medit St</i>		
Salaries	877,829	0
Wages	0	0
Sub-Total Salaries	877,829	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	877,829	0
<i>Communication Arts & Sciences</i>		
Salaries	2,698,140	0
Wages	0	0
Sub-Total Salaries	2,698,140	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,698,140	0

Departmental Summary: Liberal Arts

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Comparative Literature</i>		
Salaries	1,476,316	0
Wages	0	0
Sub-Total Salaries	1,476,316	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,476,316	0
<i>Economics</i>		
Salaries	8,773,131	0
Wages	0	0
Sub-Total Salaries	8,773,131	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	8,773,131	0
<i>English</i>		
Salaries	7,592,263	0
Wages	0	0
Sub-Total Salaries	7,592,263	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	7,592,263	0

Departmental Summary: Liberal Arts

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>French and Francophone Studies</i>		
Salaries	1,277,238	0
Wages	0	0
Sub-Total Salaries	1,277,238	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,277,238	0
<i>Germanic and Slavic Lang & Lit</i>		
Salaries	1,114,737	0
Wages	0	0
Sub-Total Salaries	1,114,737	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,114,737	0
<i>History</i>		
Salaries	4,104,983	0
Wages	0	0
Sub-Total Salaries	4,104,983	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,104,983	0

Departmental Summary: Liberal Arts

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Jewish Studies</i>		
Salaries	334,332	0
Wages	0	0
Sub-Total Salaries	334,332	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	334,332	0
<i>Labor St & Employmnt Relations</i>		
Salaries	1,541,574	0
Wages	0	0
Sub-Total Salaries	1,541,574	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,541,574	0
<i>Philosophy</i>		
Salaries	1,675,249	0
Wages	0	0
Sub-Total Salaries	1,675,249	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,675,249	0

Departmental Summary: Liberal Arts

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Political Science</i>		
Salaries	3,960,317	0
Wages	0	0
Sub-Total Salaries	3,960,317	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,960,317	0
<i>Psychology</i>		
Salaries	6,663,178	0
Wages	0	0
Sub-Total Salaries	6,663,178	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	6,663,178	56,523
<i>Sociology</i>		
Salaries	5,284,850	0
Wages	0	0
Sub-Total Salaries	5,284,850	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,284,850	0

Departmental Summary: Liberal Arts

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Spanish, Italian & Portuguese</i>		
Salaries	2,763,636	0
Wages	0	0
Sub-Total Salaries	2,763,636	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,763,636	0
<i>Women's Studies</i>		
Salaries	1,005,486	0
Wages	0	0
Sub-Total Salaries	1,005,486	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,005,486	0
<i>Department Support Budgets</i>		
Salaries	924,240	0
Wages	0	0
Sub-Total Salaries	924,240	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	924,240	0

Departmental Summary: Liberal Arts

General Funds

2014-2015 Budget	
Expense	Dept. Income

African Studies

Salaries	488,881	0
Wages	0	0
Sub-Total Salaries	488,881	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	488,881	0

College Admin/Support Budgets

Salaries	5,957,955	0
Wages	0	0
Sub-Total Salaries	5,957,955	0
Dept Allot Excl Emp Benefits	325,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	325,500	0
Total	6,283,455	0

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	23,448,455	0
Sub-Total Departmental Allotment	23,448,455	0
Total	23,448,455	0

Departmental Summary: Liberal Arts

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	55,941,880	0
Support Salaries	6,796,343	0
Wages	0	0
Sub-Total Salaries	62,738,223	0
Departmental Allotment	325,500	0
Employee Benefits	23,448,455	0
Sub-Total Departmental Allotment	23,773,955	0
Total	86,512,178	57,023

Departmental Summary: Nursing

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Nursing</i>		
Salaries	2,867,560	0
Wages	0	0
Sub-Total Salaries	2,867,560	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,867,560	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	1,034,655	0
Sub-Total Departmental Allotment	1,034,655	0
Total	1,034,655	0
<i>Fund Total: General Funds</i>		
Academic Salaries	2,587,564	0
Support Salaries	279,996	0
Wages	0	0
Sub-Total Salaries	2,867,560	0
Departmental Allotment	0	0
Employee Benefits	1,034,655	0
Sub-Total Departmental Allotment	1,034,655	0
Total	3,902,215	0

Departmental Summary: Science - Eberly College

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Astronomy and Astrophysics</i>		
Salaries	2,686,850	0
Wages	0	0
Sub-Total Salaries	2,686,850	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,686,850	0
<i>Molecular and Cell Biology</i>		
Salaries	6,046,518	0
Wages	0	0
Sub-Total Salaries	6,046,518	0
Dept Allot Excl Emp Benefits	26,700	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	26,700	0
Total	6,073,218	0
<i>Biology</i>		
Salaries	5,919,014	0
Wages	0	0
Sub-Total Salaries	5,919,014	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,919,014	0

Departmental Summary: Science - Eberly College

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Chemistry</i>		
Salaries	7,288,529	0
Wages	0	0
Sub-Total Salaries	7,288,529	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	7,288,529	180,000
<i>Computer Science</i>		
Salaries	265,536	0
Wages	0	0
Sub-Total Salaries	265,536	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	265,536	0
<i>Forensics Instruction</i>		
Salaries	964,547	0
Wages	0	0
Sub-Total Salaries	964,547	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	964,547	0

Departmental Summary: Science - Eberly College

General Funds

Mathematics

	2014-2015 Budget	
	Expense	Dept. Income
Salaries	10,058,538	0
Wages	0	0
Sub-Total Salaries	10,058,538	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	10,058,538	0

Physics

Salaries	6,478,053	0
Wages	0	0
Sub-Total Salaries	6,478,053	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	6,478,053	0

Statistics

Salaries	3,705,035	0
Wages	0	0
Sub-Total Salaries	3,705,035	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,705,035	15,000

Departmental Summary: Science - Eberly College

General Funds

2014-2015 Budget	
Expense	Dept. Income

New American Scientist Program

Salaries	542,652	0
Wages	0	0
Sub-Total Salaries	542,652	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	542,652	0

Research Programs

Salaries	354,172	0
Wages	0	0
Sub-Total Salaries	354,172	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	354,172	0

Bioprocessing Resource Ctr_Wksp

Salaries	17,793	0
Wages	0	0
Sub-Total Salaries	17,793	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	17,793	0

Departmental Summary: Science - Eberly College

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
College Admin/Support Budgets		
Salaries	14,210,504	0
Wages	0	0
Sub-Total Salaries	14,210,504	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	14,210,504	42,000
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	16,907,292	0
Sub-Total Departmental Allotment	16,907,292	0
Total	16,907,292	0
Fund Total: General Funds		
Academic Salaries	50,859,056	0
Support Salaries	7,678,685	0
Wages	0	0
Sub-Total Salaries	58,537,741	0
Departmental Allotment	26,700	0
Employee Benefits	16,907,292	0
Sub-Total Departmental Allotment	16,933,992	0
Total	75,471,733	237,000

Total - University Park Colleges

	2014-2015 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	314,083,267	
Support Salaries	67,489,295	
Wages	667,823	
Sub-Total Salaries	382,240,385	
Dept Allot Excl Emp Benefits	28,189,307	
Employee Benefits	114,925,207	
Sub-Total Departmental Allotment	143,114,514	
Total	525,354,899	9,614,413

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

	2014-2015 Budget	
	Expense	Dept. Income
Global Programs		
Salaries	2,559,421	0
Wages	0	0
Sub-Total Salaries	2,559,421	0
Dept Allot Excl Emp Benefits	514,282	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	514,282	0
Total	3,073,703	15,000
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	932,554	0
Sub-Total Departmental Allotment	932,554	0
Total	932,554	0
Fund Total: General Funds		
Academic Salaries	87,075	0
Support Salaries	2,472,346	0
Wages	0	0
Sub-Total Salaries	2,559,421	0
Departmental Allotment	514,282	0
Employee Benefits	932,554	0
Sub-Total Departmental Allotment	1,446,836	0
Total	4,006,257	15,000

Departmental Summary: Graduate School

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Graduate Program Admin</i>		
Salaries	2,704,219	0
Wages	9,233	0
Sub-Total Salaries	2,713,452	0
Dept Allot Excl Emp Benefits	189,364	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	189,364	0
Total	2,902,816	500
<i>Interdisciplinary Programs</i>		
Salaries	52,909	0
Wages	0	0
Sub-Total Salaries	52,909	0
Dept Allot Excl Emp Benefits	13,723	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	13,723	0
Total	66,632	0
<i>Intercollege Grad Programs</i>		
Salaries	483,386	0
Wages	0	0
Sub-Total Salaries	483,386	0
Dept Allot Excl Emp Benefits	59,908	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	59,908	0
Total	543,294	0

Departmental Summary: Graduate School

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Graduate Scholars/Fellows		
Salaries	1,311,897	0
Wages	0	0
Sub-Total Salaries	<u>1,311,897</u>	<u>0</u>
Dept Allot Excl Emp Benefits	11,759,061	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	<u>11,759,061</u>	<u>0</u>
Total	<u>13,070,958</u>	<u>0</u>
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	<u>0</u>	<u>0</u>
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	1,048,854	0
Sub-Total Departmental Allotment	<u>1,048,854</u>	<u>0</u>
Total	<u>1,048,854</u>	<u>0</u>
Fund Total: General Funds		
Academic Salaries	2,762,881	0
Support Salaries	1,789,530	0
Wages	9,233	0
Sub-Total Salaries	<u>4,561,644</u>	<u>0</u>
Departmental Allotment	12,022,056	0
Employee Benefits	1,048,854	0
Sub-Total Departmental Allotment	<u>13,070,910</u>	<u>0</u>
Total	<u>17,632,554</u>	<u>500</u>

Departmental Summary: Information Technology Services

General Funds

2014-2015 Budget	
Expense	Dept. Income

Administrative Info Systems

Salaries	4,544,957	0
Wages	13,728	0
Sub-Total Salaries	4,558,685	0
Dept Allot Excl Emp Benefits	221,405	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	221,405	0
Total	4,780,090	0

Vice Provost for Info Tech Srv

Salaries	17,809,551	0
Wages	897,000	0
Sub-Total Salaries	18,706,551	0
Dept Allot Excl Emp Benefits	8,021,576	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	8,021,576	0
Total	26,728,127	0

Telecommunications/Networking

Salaries	7,474,200	0
Wages	0	0
Sub-Total Salaries	7,474,200	0
Dept Allot Excl Emp Benefits	3,683,531	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	3,683,531	0
Total	11,157,731	0

Departmental Summary: Information Technology Services

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Consulting & Support Services		
Salaries	4,090,788	0
Wages	19,400	0
Sub-Total Salaries	4,110,188	0
Dept Allot Excl Emp Benefits	338,427	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	338,427	0
Total	4,448,615	228,075
Security Operations & Services		
Salaries	1,795,865	0
Wages	0	0
Sub-Total Salaries	1,795,865	0
Dept Allot Excl Emp Benefits	432,429	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	432,429	0
Total	2,228,294	0
Res Comput/Cyberinfrastructure		
Salaries	1,371,271	0
Wages	0	0
Sub-Total Salaries	1,371,271	0
Dept Allot Excl Emp Benefits	187,063	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	187,063	0
Total	1,558,334	0

Departmental Summary: Information Technology Services

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Teaching/Learning w Technology</i>		
Salaries	5,549,500	0
Wages	246,000	0
Sub-Total Salaries	5,795,500	0
Dept Allot Excl Emp Benefits	764,812	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	764,812	0
Total	6,560,312	165,742
<i>Digital/Emerging Technologies</i>		
Salaries	-15,076	0
Wages	0	0
Sub-Total Salaries	-15,076	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	-15,076	0
<i>Sustainable Information Techno</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	12,224,759	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,224,759	0
Total	12,224,759	0

Departmental Summary: Information Technology Services

General Funds

	2014-2015 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	13,821,010	0
Sub-Total Departmental Allotment	13,821,010	0
Total	13,821,010	0
Fund Total: General Funds		
Academic Salaries	459,737	0
Support Salaries	42,161,319	0
Wages	1,176,128	0
Sub-Total Salaries	43,797,184	0
Departmental Allotment	25,874,002	0
Employee Benefits	13,821,010	0
Sub-Total Departmental Allotment	39,695,012	0
Total	83,492,196	393,817

Departmental Summary: International Affairs - School

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>International Affairs - School</i>		
Salaries	1,931,070	0
Wages	87,200	0
Sub-Total Salaries	2,018,270	0
Dept Allot Excl Emp Benefits	343,469	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	343,469	0
Total	2,361,739	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	591,734	0
Sub-Total Departmental Allotment	591,734	0
Total	591,734	0
<i>Fund Total: General Funds</i>		
Academic Salaries	1,750,746	0
Support Salaries	180,324	0
Wages	87,200	0
Sub-Total Salaries	2,018,270	0
Departmental Allotment	343,469	0
Employee Benefits	591,734	0
Sub-Total Departmental Allotment	935,203	0
Total	2,953,473	0

Departmental Summary: Research

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>VP-Research</i>		
Salaries	6,338,016	0
Wages	0	0
Sub-Total Salaries	6,338,016	0
Dept Allot Excl Emp Benefits	410,675	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	410,675	0
Total	6,748,691	0
<i>Research Infrastructure Suppor</i>		
Salaries	805,281	0
Wages	0	0
Sub-Total Salaries	805,281	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	805,281	0
<i>Evan Pugh Professorships</i>		
Salaries	432,755	0
Wages	0	0
Sub-Total Salaries	432,755	0
Dept Allot Excl Emp Benefits	526,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	526,000	0
Total	958,755	0

Departmental Summary: Research

General Funds

	2014-2015 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	214,427	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	214,427	0
Total	214,427	0
<i>Assoc VP Research & Technology</i>		
Salaries	1,137,276	0
Wages	0	0
Sub-Total Salaries	1,137,276	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,137,276	0
<i>Child/Youth/Family Consortium</i>		
Salaries	2,470,051	0
Wages	0	0
Sub-Total Salaries	2,470,051	0
Dept Allot Excl Emp Benefits	9,612	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	9,612	0
Total	2,479,663	0

Departmental Summary: Research

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>PS Inst of Energy & Environmt</i>		
Salaries	5,272,286	0
Wages	0	0
Sub-Total Salaries	5,272,286	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,272,286	60,000
<i>Huck Inst of the Life Sciences</i>		
Salaries	8,834,811	0
Wages	0	0
Sub-Total Salaries	8,834,811	0
Dept Allot Excl Emp Benefits	355,960	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	355,960	0
Total	9,190,771	105,000
<i>Materials Research Institute</i>		
Salaries	5,137,772	0
Wages	0	0
Sub-Total Salaries	5,137,772	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,137,772	750,000

Departmental Summary: Research

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Social Sci Research Institute</i>		
Salaries	1,492,546	0
Wages	0	0
Sub-Total Salaries	1,492,546	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,492,546	0
<i>Other Research Centers/Inst</i>		
Salaries	4,209,068	0
Wages	0	0
Sub-Total Salaries	4,209,068	0
Dept Allot Excl Emp Benefits	502,394	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	502,394	0
Total	4,711,462	234,379
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	10,523,058	0
Sub-Total Departmental Allotment	10,523,058	0
Total	10,523,058	0

Departmental Summary: Research

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	23,286,604	0
Support Salaries	12,843,258	0
Wages	0	0
Sub-Total Salaries	36,129,862	0
Departmental Allotment	2,019,068	0
Employee Benefits	10,523,058	0
Sub-Total Departmental Allotment	12,542,126	0
Total	48,671,988	1,149,379

Departmental Summary: Schreyer Honors College

General Funds

2014-2015 Budget	
Expense	Dept. Income

Schreyer Honors College

Salaries	1,378,573	0
Wages	0	0
Sub-Total Salaries	1,378,573	0
Dept Allot Excl Emp Benefits	101,274	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	101,274	0
Total	1,479,847	75,000

Academic Excellence

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	2,452,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,452,500	0
Total	2,452,500	250,000

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	390,617	0
Sub-Total Departmental Allotment	390,617	0
Total	390,617	0

Departmental Summary: Schreyer Honors College

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	433,584	0
Support Salaries	944,989	0
Wages	0	0
Sub-Total Salaries	1,378,573	0
Departmental Allotment	2,553,774	0
Employee Benefits	390,617	0
Sub-Total Departmental Allotment	2,944,391	0
Total	4,322,964	325,000

Departmental Summary: Undergraduate Education

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Enrollment Management</i>		
Salaries	1,149,252	0
Wages	0	0
Sub-Total Salaries	1,149,252	0
Dept Allot Excl Emp Benefits	2,706	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,706	0
Total	1,151,958	0
<i>Registrar's Office</i>		
Salaries	2,117,848	0
Wages	0	0
Sub-Total Salaries	2,117,848	0
Dept Allot Excl Emp Benefits	365,407	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	365,407	0
Total	2,483,255	700,000
<i>Admissions and Recruiting</i>		
Salaries	4,622,006	0
Wages	0	0
Sub-Total Salaries	4,622,006	0
Dept Allot Excl Emp Benefits	1,467,154	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,467,154	0
Total	6,089,160	92,500

Departmental Summary: Undergraduate Education

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Office of Student Aid		
Salaries	3,441,362	0
Wages	0	0
Sub-Total Salaries	3,441,362	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,441,362	283,000
Student Assistance Programs		
Salaries	597,533	0
Wages	0	0
Sub-Total Salaries	597,533	0
Dept Allot Excl Emp Benefits	4,462	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	4,462	0
Total	601,995	0
Division of Undergrad Studies		
Salaries	1,927,597	0
Wages	0	0
Sub-Total Salaries	1,927,597	0
Dept Allot Excl Emp Benefits	45,190	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	45,190	0
Total	1,972,787	0

Departmental Summary: Undergraduate Education

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Business Administration</i>		
Salaries	426,964	0
Wages	0	0
Sub-Total Salaries	426,964	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	426,964	0
<i>Summer Session</i>		
Salaries	5,597,596	0
Wages	0	0
Sub-Total Salaries	5,597,596	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	5,597,596	0
<i>Schreyer Institute</i>		
Salaries	1,087,340	0
Wages	0	0
Sub-Total Salaries	1,087,340	0
Dept Allot Excl Emp Benefits	22,157	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	22,157	0
Total	1,109,497	0

Departmental Summary: Undergraduate Education

General Funds

2014-2015 Budget	
Expense	Dept. Income

VP/Dean Undergraduate Educatio

Salaries	4,411,094	0
Wages	0	0
Sub-Total Salaries	4,411,094	0
Dept Allot Excl Emp Benefits	605,866	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	605,866	0
Total	5,016,960	0

Research

Salaries	153,475	0
Wages	0	0
Sub-Total Salaries	153,475	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	153,475	0

ROTC

Salaries	105,720	0
Wages	0	0
Sub-Total Salaries	105,720	0
Dept Allot Excl Emp Benefits	34,316	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	34,316	0
Total	140,036	0

Departmental Summary: Undergraduate Education

General Funds

	2014-2015 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	30,260,518	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,260,518	0
Total	30,924,084	300,000
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	6,152,898	0
Sub-Total Departmental Allotment	6,152,898	0
Total	6,152,898	0
Fund Total: General Funds		
Academic Salaries	8,642,751	0
Support Salaries	16,995,036	0
Wages	663,566	0
Sub-Total Salaries	26,301,353	0
Departmental Allotment	32,807,776	0
Employee Benefits	6,152,898	0
Sub-Total Departmental Allotment	38,960,674	0
Total	65,262,027	1,375,500

Departmental Summary: University Libraries

General Funds

2014-2015 Budget	
Expense	Dept. Income

University Press

Salaries	262,914	0
Wages	0	0
Sub-Total Salaries	262,914	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	262,914	0

Library Instruction

Salaries	644,672	0
Wages	0	0
Sub-Total Salaries	644,672	0
Dept Allot Excl Emp Benefits	25,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	25,000	0
Total	669,672	0

Campus College Locations

Salaries	5,575,377	0
Wages	135,950	0
Sub-Total Salaries	5,711,327	0
Dept Allot Excl Emp Benefits	190,067	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	190,067	0
Total	5,901,394	14,609

Departmental Summary: University Libraries

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Library Administration</i>		
Salaries	7,880,028	0
Wages	226,869	0
Sub-Total Salaries	8,106,897	0
Dept Allot Excl Emp Benefits	1,754,805	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,754,805	0
Total	9,861,702	607,000
<i>Library Collections</i>		
Salaries	1,433,608	0
Wages	0	0
Sub-Total Salaries	1,433,608	0
Dept Allot Excl Emp Benefits	12,573,106	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,573,106	0
Total	14,006,714	0
<i>Public Services</i>		
Salaries	7,089,139	0
Wages	0	0
Sub-Total Salaries	7,089,139	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	7,089,139	0

Departmental Summary: University Libraries

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Collection & Technical Service</i>		
Salaries	3,564,988	0
Wages	0	0
Sub-Total Salaries	3,564,988	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,564,988	0
<i>Scholarly Communication</i>		
Salaries	962,456	0
Wages	0	0
Sub-Total Salaries	962,456	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	962,456	0
<i>Media & Tech Support Service</i>		
Salaries	1,239,471	0
Wages	0	0
Sub-Total Salaries	1,239,471	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,239,471	0

Departmental Summary: University Libraries

General Funds

	2014-2015 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	7,721,684	0
Sub-Total Departmental Allotment	7,721,684	0
Total	7,721,684	0
Fund Total: General Funds		
Academic Salaries	12,158,834	0
Support Salaries	16,493,819	0
Wages	362,819	0
Sub-Total Salaries	29,015,472	0
Departmental Allotment	14,542,978	0
Employee Benefits	7,721,684	0
Sub-Total Departmental Allotment	22,264,662	0
Total	51,280,134	621,609

Departmental Summary: University Outreach

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>DE/WC Delivery Units & Support</i>		
Salaries	10,828,171	0
Wages	64,104	0
Sub-Total Salaries	10,892,275	0
Dept Allot Excl Emp Benefits	27,736,284	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	27,736,284	0
Total	38,628,559	40,857,017
<i>Penn State Public Media</i>		
Salaries	2,484,549	0
Wages	0	0
Sub-Total Salaries	2,484,549	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,484,549	0
<i>Outreach Central Admin & Suppo</i>		
Salaries	12,455,916	0
Wages	8,813	0
Sub-Total Salaries	12,464,729	0
Dept Allot Excl Emp Benefits	281,838	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	281,838	0
Total	12,746,567	0

Departmental Summary: University Outreach

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Marketing & Pgm Dev Services		
Salaries	1,647,235	0
Wages	0	0
Sub-Total Salaries	1,647,235	0
Dept Allot Excl Emp Benefits	-446,901	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	-446,901	0
Total	1,200,334	0
CE Delivery Units & Support		
Salaries	5,082,283	0
Wages	22,000	0
Sub-Total Salaries	5,104,283	0
Dept Allot Excl Emp Benefits	674,915	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	674,915	0
Total	5,779,198	13,965,326
Employee Benefits		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	13,045,790	0
Sub-Total Departmental Allotment	13,045,790	0
Total	13,045,790	0

Departmental Summary: University Outreach

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	13,883,950	0
Support Salaries	18,614,204	0
Wages	94,917	0
Sub-Total Salaries	32,593,071	0
Departmental Allotment	28,246,136	0
Employee Benefits	13,045,790	0
Sub-Total Departmental Allotment	41,291,926	0
Total	73,884,997	54,822,343

Total - Academic Support Units

	2014-2015 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	63,466,162	
Support Salaries	112,494,825	
Wages	2,393,863	
Sub-Total Salaries	178,354,850	
Dept Allot Excl Emp Benefits	118,923,541	
Employee Benefits	54,228,199	
Sub-Total Departmental Allotment	173,151,740	
Total	351,506,590	58,703,148

Administrative Support Units

- ◆ **Athletic Rec Services & Support**
- ◆ **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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Student Recreation</i>		
Salaries	882,405	0
Wages	0	0
Sub-Total Salaries	882,405	0
Dept Allot Excl Emp Benefits	828,838	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	828,838	0
Total	1,711,243	751,302
<i>Club Sports</i>		
Salaries	379,633	0
Wages	0	0
Sub-Total Salaries	379,633	0
Dept Allot Excl Emp Benefits	224,091	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	224,091	0
Total	603,724	75,000
<i>Instructional Operations</i>		
Salaries	1,084,555	0
Wages	0	0
Sub-Total Salaries	1,084,555	0
Dept Allot Excl Emp Benefits	475,064	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	475,064	0
Total	1,559,619	20,000

Departmental Summary: Athletics Rec Services & Support

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Natatorium</i>		
Salaries	469,279	0
Wages	0	0
Sub-Total Salaries	469,279	0
Dept Allot Excl Emp Benefits	62,289	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	62,289	0
Total	531,568	225,659
<i>Allocation Fund</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	-22,013	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	-22,013	0
Total	-22,013	0
<i>Recreational Services</i>		
Salaries	940,515	0
Wages	0	0
Sub-Total Salaries	940,515	0
Dept Allot Excl Emp Benefits	462,114	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	462,114	0
Total	1,402,629	1,047,271

Departmental Summary: Athletics Rec Services & Support

General Funds

	2014-2015 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	1,811,579	0
Sub-Total Departmental Allotment	1,811,579	0
Total	1,811,579	0
<i>Fund Total: General Funds</i>		
Academic Salaries	288,372	0
Support Salaries	3,468,015	0
Wages	0	0
Sub-Total Salaries	3,756,387	0
Departmental Allotment	2,030,383	0
Employee Benefits	1,811,579	0
Sub-Total Departmental Allotment	3,841,962	0
Total	7,598,349	2,119,232

Departmental Summary: Development & Alumni Relations

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Alumni Association</i>		
Salaries	3,547,440	0
Wages	27,806	0
Sub-Total Salaries	3,575,246	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	3,575,246	1,689,551
<i>Development & Alum Relations</i>		
Salaries	20,464,999	0
Wages	0	0
Sub-Total Salaries	20,464,999	0
Dept Allot Excl Emp Benefits	2,157,450	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,157,450	0
Total	22,622,449	4,251,688
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	7,705,371	0
Sub-Total Departmental Allotment	7,705,371	0
Total	7,705,371	0

Departmental Summary: Development & Alumni Relations

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	198,760	0
Support Salaries	23,813,679	0
Wages	27,806	0
Sub-Total Salaries	24,040,245	0
Departmental Allotment	2,157,450	0
Employee Benefits	7,705,371	0
Sub-Total Departmental Allotment	9,862,821	0
Total	33,903,066	5,941,239

Departmental Summary: Educational Equity

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Multicultural Recrtmt/Retention</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	847,893	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	847,893	0
Total	847,893	0
<i>VP Educational Equity</i>		
Salaries	1,448,035	0
Wages	0	0
Sub-Total Salaries	1,448,035	0
Dept Allot Excl Emp Benefits	68,666	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	68,666	0
Total	1,516,701	0
<i>Veterans Programs</i>		
Salaries	230,796	0
Wages	0	0
Sub-Total Salaries	230,796	0
Dept Allot Excl Emp Benefits	39,705	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	39,705	0
Total	270,501	6,000

Departmental Summary: Educational Equity

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Disability Services</i>		
Salaries	502,433	0
Wages	0	0
Sub-Total Salaries	502,433	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	502,433	0
<i>Multicultural Resource Center</i>		
Salaries	374,580	0
Wages	0	0
Sub-Total Salaries	374,580	0
Dept Allot Excl Emp Benefits	14,014	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	14,014	0
Total	388,594	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	846,000	0
Sub-Total Departmental Allotment	846,000	0
Total	846,000	0

Departmental Summary: Educational Equity

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	106,718	0
Support Salaries	2,449,126	0
Wages	0	0
Sub-Total Salaries	2,555,844	0
Departmental Allotment	970,278	0
Employee Benefits	846,000	0
Sub-Total Departmental Allotment	1,816,278	0
Total	4,372,122	6,000

Departmental Summary: Finance & Business

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Accounting		
Salaries	1,030,076	0
Wages	5,000	0
Sub-Total Salaries	1,035,076	0
Dept Allot Excl Emp Benefits	55,100	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	55,100	0
Total	1,090,176	205,000
Auditing		
Salaries	712,356	0
Wages	0	0
Sub-Total Salaries	712,356	0
Dept Allot Excl Emp Benefits	600,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	600,000	0
Total	1,312,356	0
Bursar		
Salaries	2,087,395	0
Wages	77,000	0
Sub-Total Salaries	2,164,395	0
Dept Allot Excl Emp Benefits	385,200	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	385,200	0
Total	2,549,595	288,500

Departmental Summary: Finance & Business

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Business Services/Operations</i>		
Salaries	8,544,173	0
Wages	5,552	0
Sub-Total Salaries	8,549,725	0
Dept Allot Excl Emp Benefits	13,257,029	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	13,257,029	0
Total	21,806,754	2,687,665
<i>Corporate Controller</i>		
Salaries	5,357,166	0
Wages	16,000	0
Sub-Total Salaries	5,373,166	0
Dept Allot Excl Emp Benefits	4,163,957	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	4,163,957	0
Total	9,537,123	12,000
<i>Facilities Amortization</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	66,593,335	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	66,593,335	0
Total	66,593,335	0

Departmental Summary: Finance & Business

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Financial Officers		
Salaries	3,067,688	0
Wages	0	0
Sub-Total Salaries	3,067,688	0
Dept Allot Excl Emp Benefits	14,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	14,000	0
Total	3,081,688	0
Human Resources		
Salaries	4,572,050	0
Wages	5,000	0
Sub-Total Salaries	4,577,050	0
Dept Allot Excl Emp Benefits	826,105	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	826,105	0
Total	5,403,155	363,000
Insurances		
Salaries	332,531	0
Wages	0	0
Sub-Total Salaries	332,531	0
Dept Allot Excl Emp Benefits	11,265,415	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	11,265,415	0
Total	11,597,946	9,000

Departmental Summary: Finance & Business

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Management & Operations</i>		
Salaries	1,958,158	0
Wages	500	0
Sub-Total Salaries	1,958,658	0
Dept Allot Excl Emp Benefits	8,922,046	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	8,922,046	0
Total	10,880,704	152,000
<i>University Police</i>		
Salaries	4,853,088	0
Wages	0	0
Sub-Total Salaries	4,853,088	0
Dept Allot Excl Emp Benefits	347,637	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	347,637	0
Total	5,200,725	37,107
<i>Ethics And Compliance Office</i>		
Salaries	790,656	0
Wages	0	0
Sub-Total Salaries	790,656	0
Dept Allot Excl Emp Benefits	114,150	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	114,150	0
Total	904,806	0

Departmental Summary: Finance & Business

General Funds

	2014-2015 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	10,857,670	0
Sub-Total Departmental Allotment	10,857,670	0
Total	10,857,670	0
Fund Total: General Funds		
Academic Salaries	312,536	0
Support Salaries	32,992,801	0
Wages	109,052	0
Sub-Total Salaries	33,414,389	0
Departmental Allotment	106,543,974	0
Employee Benefits	10,857,670	0
Sub-Total Departmental Allotment	117,401,644	0
Total	150,816,033	3,754,272

Departmental Summary: Finance & Business - Physical Plant

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Administration</i>		
Salaries	4,604,496	0
Wages	0	0
Sub-Total Salaries	4,604,496	0
Dept Allot Excl Emp Benefits	625,480	0
Employee Benefits	5,080,097	0
Sub-Total Departmental Allotment	5,705,577	0
Total	10,310,073	147,996
<i>General Maintenance</i>		
Salaries	4,810,059	0
Wages	145,000	0
Sub-Total Salaries	4,955,059	0
Dept Allot Excl Emp Benefits	18,435,948	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	18,435,948	0
Total	23,391,007	1,470,380
<i>Major Maintenance</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	31,259,062	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	31,259,062	0
Total	31,259,062	0

Departmental Summary: Finance & Business - Physical Plant

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Facilities Planning		
Salaries	1,489,572	0
Wages	0	0
Sub-Total Salaries	1,489,572	0
Dept Allot Excl Emp Benefits	123,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	123,500	0
Total	1,613,072	60,000
Physical Plant Project Mgmt		
Salaries	2,870,340	0
Wages	0	0
Sub-Total Salaries	2,870,340	0
Dept Allot Excl Emp Benefits	174,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	174,500	0
Total	3,044,840	146,124
Janitorial Services		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	13,563,671	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	13,563,671	0
Total	13,563,671	0

Departmental Summary: Finance & Business - Physical Plant

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Landscape Operations</i>		
Salaries	3,094,015	0
Wages	310,000	0
Sub-Total Salaries	3,404,015	0
Dept Allot Excl Emp Benefits	2,446,561	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,446,561	0
Total	5,850,576	1,617,000
<i>Utilities</i>		
Salaries	694,700	0
Wages	0	0
Sub-Total Salaries	694,700	0
Dept Allot Excl Emp Benefits	45,243,087	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	45,243,087	0
Total	45,937,787	542,408
<i>Environmental Health & Safety</i>		
Salaries	1,780,326	0
Wages	0	0
Sub-Total Salaries	1,780,326	0
Dept Allot Excl Emp Benefits	560,170	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	560,170	0
Total	2,340,496	45,000

Departmental Summary: Finance & Business - Physical Plant

General Funds

	2014-2015 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	6,106,908	0
Sub-Total Departmental Allotment	6,106,908	0
Total	6,106,908	0
Fund Total: General Funds		
Academic Salaries	506,852	0
Support Salaries	18,836,656	0
Wages	455,000	0
Sub-Total Salaries	19,798,508	0
Departmental Allotment	112,431,979	0
Employee Benefits	11,187,005	0
Sub-Total Departmental Allotment	123,618,984	0
Total	143,417,492	4,028,908

Departmental Summary: General & Academic Administration

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Board of Trustees		
Salaries	265,400	0
Wages	0	0
Sub-Total Salaries	265,400	0
Dept Allot Excl Emp Benefits	324,510	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	324,510	0
Total	589,910	0
Office of the President		
Salaries (1)	1,068,663	0
Wages	0	0
Sub-Total Salaries	1,068,663	0
Dept Allot Excl Emp Benefits	64,456	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	64,456	0
Total	1,133,119	0
Exec Vice President & Provost		
Salaries	3,390,527	0
Wages	0	0
Sub-Total Salaries	3,390,527	0
Dept Allot Excl Emp Benefits	936	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	936	0
Total	3,391,463	0

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

Departmental Summary: General & Academic Administration

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Vice President for Admin</i>		
Salaries	904,776	0
Wages	0	0
Sub-Total Salaries	904,776	0
Dept Allot Excl Emp Benefits	1,189	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,189	0
Total	905,965	0
<i>General & Academic Officers</i>		
Salaries (1)	13,215,574	0
Wages	26,300	0
Sub-Total Salaries	13,241,874	0
Dept Allot Excl Emp Benefits	732,448	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	732,448	0
Total	13,974,322	0
<i>Governmental Affairs</i>		
Salaries	476,925	0
Wages	0	0
Sub-Total Salaries	476,925	0
Dept Allot Excl Emp Benefits	39,044	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	39,044	0
Total	515,969	0

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

Departmental Summary: General & Academic Administration

General Funds

2014-2015 Budget	
Expense	Dept. Income

University Senate

Salaries	225,339	0
Wages	0	0
Sub-Total Salaries	225,339	0
Dept Allot Excl Emp Benefits	75,855	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	75,855	0
Total	301,194	0

Administration/Support Budgets

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	644,155	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	644,155	0
Total	644,155	0

Affirmative Action Office

Salaries	369,733	0
Wages	0	0
Sub-Total Salaries	369,733	0
Dept Allot Excl Emp Benefits	2,515	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,515	0
Total	372,248	0

Departmental Summary: General & Academic Administration

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Planning & Inst Assessment</i>		
Salaries	439,018	0
Wages	0	0
Sub-Total Salaries	439,018	0
Dept Allot Excl Emp Benefits	20,672	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	20,672	0
Total	459,690	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	5,834,541	0
Sub-Total Departmental Allotment	5,834,541	0
Total	5,834,541	0
<i>Fund Total: General Funds</i>		
Academic Salaries	252,810	0
Support Salaries	20,103,145	0
Wages	26,300	0
Sub-Total Salaries	20,382,255	0
Departmental Allotment	1,905,780	0
Employee Benefits	5,834,541	0
Sub-Total Departmental Allotment	7,740,321	0
Total	28,122,576	0

Departmental Summary: Student Affairs

General Funds

2014-2015 Budget	
Expense	Dept. Income

VP Student Affairs

Salaries	17,314,438	0
Wages	87,265	0
Sub-Total Salaries	17,401,703	0
Dept Allot Excl Emp Benefits	16,680,319	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,680,319	0
Total	34,082,022	14,163,470

Employee Benefits

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	5,546,271	0
Sub-Total Departmental Allotment	5,546,271	0
Total	5,546,271	0

Fund Total: General Funds

Academic Salaries	196,041	0
Support Salaries	17,118,397	0
Wages	87,265	0
Sub-Total Salaries	17,401,703	0
Departmental Allotment	16,680,319	0
Employee Benefits	5,546,271	0
Sub-Total Departmental Allotment	22,226,590	0
Total	39,628,293	14,163,470

Departmental Summary: Strategic Communications

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Strategic Communications</i>		
Salaries	3,252,197	0
Wages	11,710	0
Sub-Total Salaries	3,263,907	0
Dept Allot Excl Emp Benefits	491,028	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	491,028	0
Total	3,754,935	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	1,117,236	0
Sub-Total Departmental Allotment	1,117,236	0
Total	1,117,236	0
<i>Fund Total: General Funds</i>		
Academic Salaries	5,235	0
Support Salaries	3,246,962	0
Wages	11,710	0
Sub-Total Salaries	3,263,907	0
Departmental Allotment	491,028	0
Employee Benefits	1,117,236	0
Sub-Total Departmental Allotment	1,608,264	0
Total	4,872,171	1,500

Total - Administrative Support Units

	2014-2015 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	1,867,324	
Support Salaries	122,028,781	
Wages	717,133	
Sub-Total Salaries	124,613,238	
Dept Allot Excl Emp Benefits	243,211,191	
Employee Benefits	44,905,673	
Sub-Total Departmental Allotment	288,116,864	
Total	412,730,102	30,014,621

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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,907,894	0
Wages	0	0
Sub-Total Salaries	1,907,894	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,907,894	200
<i>Academic Support (AS)</i>		
Salaries	2,593,539	0
Wages	0	0
Sub-Total Salaries	2,593,539	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,593,539	0
<i>Student Services (SS)</i>		
Salaries	2,069,487	0
Wages	0	0
Sub-Total Salaries	2,069,487	0
Dept Allot Excl Emp Benefits	1,248,297	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,248,297	0
Total	3,317,784	0

Departmental Summary: Abington

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	11,865,657	0
Wages	0	0
Sub-Total Salaries	11,865,657	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	11,865,657	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	1,791,661	0
Wages	0	0
Sub-Total Salaries	1,791,661	0
Dept Allot Excl Emp Benefits	697,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	697,000	0
Total	2,488,661	2,800

Departmental Summary: Abington

General Funds

	2014-2015 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	5,596,717	0
Sub-Total Departmental Allotment	5,596,717	0
Total	5,596,717	0
Fund Total: General Funds		
Academic Salaries	12,944,251	0
Support Salaries	7,493,997	0
Wages	32,284	0
Sub-Total Salaries	20,470,532	0
Departmental Allotment	2,003,003	0
Employee Benefits	5,596,717	0
Sub-Total Departmental Allotment	7,599,720	0
Total	28,070,252	546,950

Departmental Summary: Altoona

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	3,007,747	0
Wages	58,231	0
Sub-Total Salaries	3,065,978	0
Dept Allot Excl Emp Benefits	376,234	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	376,234	0
Total	3,442,212	0
<i>Academic Support (AS)</i>		
Salaries	1,828,234	0
Wages	33,343	0
Sub-Total Salaries	1,861,577	0
Dept Allot Excl Emp Benefits	356,587	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	356,587	0
Total	2,218,164	0
<i>Student Services (SS)</i>		
Salaries	1,977,771	0
Wages	23,261	0
Sub-Total Salaries	2,001,032	0
Dept Allot Excl Emp Benefits	2,005,805	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,005,805	0
Total	4,006,837	9,133

Departmental Summary: Altoona

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	13,533,560	0
Wages	60,298	0
Sub-Total Salaries	13,593,858	0
Dept Allot Excl Emp Benefits	1,494,303	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,494,303	0
Total	15,088,161	6,505
<i>Organized Research (OR)</i>		
Salaries	140,127	0
Wages	0	0
Sub-Total Salaries	140,127	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	140,127	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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	1,991,193	0
Wages	57,414	0
Sub-Total Salaries	2,048,607	0
Dept Allot Excl Emp Benefits	1,351,061	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,351,061	0
Total	3,399,668	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	8,360,613	0
Sub-Total Departmental Allotment	8,360,613	0
Total	8,360,613	0
<i>Fund Total: General Funds</i>		
Academic Salaries	13,622,879	0
Support Salaries	8,855,753	0
Wages	232,547	0
Sub-Total Salaries	22,711,179	0
Departmental Allotment	5,608,247	0
Employee Benefits	8,360,613	0
Sub-Total Departmental Allotment	13,968,860	0
Total	36,680,039	23,696

Departmental Summary: Beaver

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	941,732	0
Wages	3,000	0
Sub-Total Salaries	944,732	0
Dept Allot Excl Emp Benefits	123,600	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	123,600	0
Total	1,068,332	0
<i>Academic Support (AS)</i>		
Salaries	195,576	0
Wages	0	0
Sub-Total Salaries	195,576	0
Dept Allot Excl Emp Benefits	5,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	5,000	0
Total	200,576	0
<i>Student Services (SS)</i>		
Salaries	604,211	0
Wages	0	0
Sub-Total Salaries	604,211	0
Dept Allot Excl Emp Benefits	277,869	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	277,869	0
Total	882,080	325

Departmental Summary: Beaver

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,000,030	0
Wages	0	0
Sub-Total Salaries	3,000,030	0
Dept Allot Excl Emp Benefits	12,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,000	0
Total	3,012,030	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	573,936	0
Wages	12,400	0
Sub-Total Salaries	586,336	0
Dept Allot Excl Emp Benefits	494,340	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	494,340	0
Total	1,080,676	0

Departmental Summary: Beaver

General Funds

	2014-2015 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	1,845,471	0
Sub-Total Departmental Allotment	1,845,471	0
Total	1,845,471	0
Fund Total: General Funds		
Academic Salaries	2,880,655	0
Support Salaries	2,434,830	0
Wages	15,400	0
Sub-Total Salaries	5,330,885	0
Departmental Allotment	942,809	0
Employee Benefits	1,845,471	0
Sub-Total Departmental Allotment	2,788,280	0
Total	8,119,165	325

Departmental Summary: Berks

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,698,125	0
Wages	0	0
Sub-Total Salaries	1,698,125	0
Dept Allot Excl Emp Benefits	20,474	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	20,474	0
Total	1,718,599	5,000
<i>Academic Support (AS)</i>		
Salaries	1,869,233	0
Wages	0	0
Sub-Total Salaries	1,869,233	0
Dept Allot Excl Emp Benefits	71,428	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	71,428	0
Total	1,940,661	0
<i>Student Services (SS)</i>		
Salaries	1,466,901	0
Wages	0	0
Sub-Total Salaries	1,466,901	0
Dept Allot Excl Emp Benefits	1,163,281	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,163,281	0
Total	2,630,182	0

Departmental Summary: Berks

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	10,069,802	0
Wages	0	0
Sub-Total Salaries	10,069,802	0
Dept Allot Excl Emp Benefits	16,275	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,275	0
Total	10,086,077	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	1,709,942	0
Wages	0	0
Sub-Total Salaries	1,709,942	0
Dept Allot Excl Emp Benefits	777,292	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	777,292	0
Total	2,487,234	0

Departmental Summary: Berks

General Funds

	2014-2015 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	5,756,218	0
Sub-Total Departmental Allotment	5,756,218	0
Total	5,756,218	0
Fund Total: General Funds		
Academic Salaries	10,115,550	0
Support Salaries	6,812,908	0
Wages	0	0
Sub-Total Salaries	16,928,458	0
Departmental Allotment	2,259,373	0
Employee Benefits	5,756,218	0
Sub-Total Departmental Allotment	8,015,591	0
Total	24,944,049	327,300

Departmental Summary: Brandywine

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,496,430	0
Wages	0	0
Sub-Total Salaries	1,496,430	0
Dept Allot Excl Emp Benefits	16,727	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,727	0
Total	1,513,157	0
<i>Academic Support (AS)</i>		
Salaries	657,129	0
Wages	0	0
Sub-Total Salaries	657,129	0
Dept Allot Excl Emp Benefits	10,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	10,000	0
Total	667,129	0
<i>Student Services (SS)</i>		
Salaries	1,504,070	0
Wages	5,000	0
Sub-Total Salaries	1,509,070	0
Dept Allot Excl Emp Benefits	478,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	478,000	0
Total	1,987,070	0

Departmental Summary: Brandywine

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	6,573,370	0
Wages	0	0
Sub-Total Salaries	6,573,370	0
Dept Allot Excl Emp Benefits	12,500	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	12,500	0
Total	6,585,870	0
<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	251,742
<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: Brandywine

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	761,958	0
Wages	0	0
Sub-Total Salaries	761,958	0
Dept Allot Excl Emp Benefits	433,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	433,000	0
Total	1,194,958	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	2,903,059	0
Sub-Total Departmental Allotment	2,903,059	0
Total	2,903,059	0
<i>Fund Total: General Funds</i>		
Academic Salaries	6,732,197	0
Support Salaries	4,260,760	0
Wages	5,000	0
Sub-Total Salaries	10,997,957	0
Departmental Allotment	980,227	0
Employee Benefits	2,903,059	0
Sub-Total Departmental Allotment	3,883,286	0
Total	14,881,243	251,742

Departmental Summary: DuBois

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	319,014	0
Wages	0	0
Sub-Total Salaries	319,014	0
Dept Allot Excl Emp Benefits	27,700	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	27,700	0
Total	346,714	0
<i>Academic Support (AS)</i>		
Salaries	367,984	0
Wages	0	0
Sub-Total Salaries	367,984	0
Dept Allot Excl Emp Benefits	5,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	5,000	0
Total	372,984	0
<i>Student Services (SS)</i>		
Salaries	524,611	0
Wages	0	0
Sub-Total Salaries	524,611	0
Dept Allot Excl Emp Benefits	235,989	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	235,989	0
Total	760,600	0

Departmental Summary: DuBois

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	4,005,449	0
Wages	0	0
Sub-Total Salaries	4,005,449	0
Dept Allot Excl Emp Benefits	-22,994	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	-22,994	0
Total	3,982,455	0
<i>Extension and Public Services</i>		
Salaries	102,620	0
Wages	-3,876	0
Sub-Total Salaries	98,744	0
Dept Allot Excl Emp Benefits	5,334	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	5,334	0
Total	104,078	190,300
<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: DuBois

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	583,278	0
Wages	0	0
Sub-Total Salaries	583,278	0
Dept Allot Excl Emp Benefits	284,339	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	284,339	0
Total	867,617	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	2,231,963	0
Sub-Total Departmental Allotment	2,231,963	0
Total	2,231,963	0
<i>Fund Total: General Funds</i>		
Academic Salaries	4,220,401	0
Support Salaries	1,682,555	0
Wages	-3,876	0
Sub-Total Salaries	5,899,080	0
Departmental Allotment	565,368	0
Employee Benefits	2,231,963	0
Sub-Total Departmental Allotment	2,797,331	0
Total	8,696,411	190,300

Departmental Summary: Erie - Behrend

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	2,303,301	0
Wages	46,222	0
Sub-Total Salaries	2,349,523	0
Dept Allot Excl Emp Benefits	446,774	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	446,774	0
Total	2,796,297	45,262
<i>Academic Support (AS)</i>		
Salaries	1,575,852	0
Wages	37,651	0
Sub-Total Salaries	1,613,503	0
Dept Allot Excl Emp Benefits	86,050	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	86,050	0
Total	1,699,553	156,500
<i>Student Services (SS)</i>		
Salaries	2,121,288	0
Wages	104,393	0
Sub-Total Salaries	2,225,681	0
Dept Allot Excl Emp Benefits	2,472,585	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,472,585	0
Total	4,698,266	247,000

Departmental Summary: Erie - Behrend

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	20,488,459	0
Wages	123,233	0
Sub-Total Salaries	20,611,692	0
Dept Allot Excl Emp Benefits	1,050,454	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,050,454	0
Total	21,662,146	226,941
<i>Organized Research (OR)</i>		
Salaries	127,677	0
Wages	1,000	0
Sub-Total Salaries	128,677	0
Dept Allot Excl Emp Benefits	228,290	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	228,290	0
Total	356,967	0
<i>Extension and Public Services</i>		
Salaries	452,673	0
Wages	470	0
Sub-Total Salaries	453,143	0
Dept Allot Excl Emp Benefits	68,153	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	68,153	0
Total	521,296	0

Departmental Summary: Erie - Behrend

General Funds

	2014-2015 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	2,649,084	0
Wages	86,722	0
Sub-Total Salaries	2,735,806	0
Dept Allot Excl Emp Benefits	1,986,921	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,986,921	0
Total	4,722,727	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	11,316,059	0
Sub-Total Departmental Allotment	11,316,059	0
Total	11,316,059	0

Departmental Summary: Erie - Behrend

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	20,550,214	0
Support Salaries	9,168,120	0
Wages	399,691	0
Sub-Total Salaries	30,118,025	0
Departmental Allotment	6,389,227	0
Employee Benefits	11,316,059	0
Sub-Total Departmental Allotment	17,705,286	0
Total	47,823,311	755,703

Departmental Summary: Fayette - Eberly

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	491,758	0
Wages	22,000	0
Sub-Total Salaries	513,758	0
Dept Allot Excl Emp Benefits	77,755	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	77,755	0
Total	591,513	0
<i>Academic Support (AS)</i>		
Salaries	236,091	0
Wages	9,000	0
Sub-Total Salaries	245,091	0
Dept Allot Excl Emp Benefits	28,659	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	28,659	0
Total	273,750	0
<i>Student Services (SS)</i>		
Salaries	656,580	0
Wages	0	0
Sub-Total Salaries	656,580	0
Dept Allot Excl Emp Benefits	396,522	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	396,522	0
Total	1,053,102	0

Departmental Summary: Fayette - Eberly

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,890,032	0
Wages	0	0
Sub-Total Salaries	3,890,032	0
Dept Allot Excl Emp Benefits	237,028	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	237,028	0
Total	4,127,060	100
<i>Extension and Public Services</i>		
Salaries	12,750	0
Wages	0	0
Sub-Total Salaries	12,750	0
Dept Allot Excl Emp Benefits	85,791	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	85,791	0
Total	98,541	279,837
<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: Fayette - Eberly

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	641,100	0
Wages	12,300	0
Sub-Total Salaries	653,400	0
Dept Allot Excl Emp Benefits	496,685	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	496,685	0
Total	1,150,085	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	2,138,674	0
Sub-Total Departmental Allotment	2,138,674	0
Total	2,138,674	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,933,639	0
Support Salaries	1,994,672	0
Wages	43,300	0
Sub-Total Salaries	5,971,611	0
Departmental Allotment	1,352,440	0
Employee Benefits	2,138,674	0
Sub-Total Departmental Allotment	3,491,114	0
Total	9,462,725	279,937

Departmental Summary: Greater Allegheny

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,019,511	0
Wages	20,000	0
Sub-Total Salaries	1,039,511	0
Dept Allot Excl Emp Benefits	198,159	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	198,159	0
Total	1,237,670	0
<i>Academic Support (AS)</i>		
Salaries	295,866	0
Wages	5,000	0
Sub-Total Salaries	300,866	0
Dept Allot Excl Emp Benefits	48,407	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	48,407	0
Total	349,273	0
<i>Student Services (SS)</i>		
Salaries	525,616	0
Wages	0	0
Sub-Total Salaries	525,616	0
Dept Allot Excl Emp Benefits	373,224	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	373,224	0
Total	898,840	0

Departmental Summary: Greater Allegheny

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	2,658,191	0
Wages	0	0
Sub-Total Salaries	2,658,191	0
Dept Allot Excl Emp Benefits	104,621	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	104,621	0
Total	2,762,812	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	666,160	0
Wages	6,000	0
Sub-Total Salaries	672,160	0
Dept Allot Excl Emp Benefits	416,852	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	416,852	0
Total	1,089,012	0

Departmental Summary: Greater Allegheny

General Funds

	2014-2015 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	1,985,163	0
Sub-Total Departmental Allotment	1,985,163	0
Total	1,985,163	0
Fund Total: General Funds		
Academic Salaries	2,756,792	0
Support Salaries	2,408,552	0
Wages	31,000	0
Sub-Total Salaries	5,196,344	0
Departmental Allotment	1,171,263	0
Employee Benefits	1,985,163	0
Sub-Total Departmental Allotment	3,156,426	0
Total	8,352,770	0

Departmental Summary: Harrisburg

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	2,342,587	0
Wages	27,672	0
Sub-Total Salaries	2,370,259	0
Dept Allot Excl Emp Benefits	604,760	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	604,760	0
Total	2,975,019	0
<i>Academic Support (AS)</i>		
Salaries	4,054,057	0
Wages	39,119	0
Sub-Total Salaries	4,093,176	0
Dept Allot Excl Emp Benefits	582,391	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	582,391	0
Total	4,675,567	81,700
<i>Student Services (SS)</i>		
Salaries	1,748,152	0
Wages	30,605	0
Sub-Total Salaries	1,778,757	0
Dept Allot Excl Emp Benefits	1,359,985	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,359,985	0
Total	3,138,742	8,200

Departmental Summary: Harrisburg

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	15,993,683	0
Wages	36,114	0
Sub-Total Salaries	16,029,797	0
Dept Allot Excl Emp Benefits	183,226	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	183,226	0
Total	16,213,023	0
<i>Organized Research (OR)</i>		
Salaries	115,880	0
Wages	0	0
Sub-Total Salaries	115,880	0
Dept Allot Excl Emp Benefits	30,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,000	0
Total	145,880	0
<i>Extension and Public Services</i>		
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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	2,725,714	0
Wages	63,349	0
Sub-Total Salaries	2,789,063	0
Dept Allot Excl Emp Benefits	1,452,183	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,452,183	0
Total	4,241,246	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	10,461,487	0
Sub-Total Departmental Allotment	10,461,487	0
Total	10,461,487	0
<i>Fund Total: General Funds</i>		
Academic Salaries	18,617,414	0
Support Salaries	8,766,945	0
Wages	197,859	0
Sub-Total Salaries	27,582,218	0
Departmental Allotment	4,710,413	0
Employee Benefits	10,461,487	0
Sub-Total Departmental Allotment	15,171,900	0
Total	42,754,118	1,064,900

Departmental Summary: Hazleton

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	742,261	0
Wages	1,851	0
Sub-Total Salaries	744,112	0
Dept Allot Excl Emp Benefits	68,085	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	68,085	0
Total	812,197	0
<i>Academic Support (AS)</i>		
Salaries	575,065	0
Wages	0	0
Sub-Total Salaries	575,065	0
Dept Allot Excl Emp Benefits	24,952	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	24,952	0
Total	600,017	0
<i>Student Services (SS)</i>		
Salaries	541,302	0
Wages	0	0
Sub-Total Salaries	541,302	0
Dept Allot Excl Emp Benefits	435,693	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	435,693	0
Total	976,995	21,500

Departmental Summary: Hazleton

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	5,704,432	0
Wages	0	0
Sub-Total Salaries	5,704,432	0
Dept Allot Excl Emp Benefits	30,677	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	30,677	0
Total	5,735,109	0
<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	400,000
<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: Hazleton

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Physical Plant Operations (PP)		
Salaries	761,176	0
Wages	0	0
Sub-Total Salaries	761,176	0
Dept Allot Excl Emp Benefits	463,310	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	463,310	0
Total	1,224,486	1,000
Employee Benefits (SB)		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	2,577,833	0
Sub-Total Departmental Allotment	2,577,833	0
Total	2,577,833	0
Fund Total: General Funds		
Academic Salaries	5,348,797	0
Support Salaries	2,975,439	0
Wages	1,851	0
Sub-Total Salaries	8,326,087	0
Departmental Allotment	1,052,717	0
Employee Benefits	2,577,833	0
Sub-Total Departmental Allotment	3,630,550	0
Total	11,956,637	422,500

Departmental Summary: Lehigh Valley

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	528,221	0
Wages	0	0
Sub-Total Salaries	528,221	0
Dept Allot Excl Emp Benefits	1,508	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,508	0
Total	529,729	0
<i>Academic Support (AS)</i>		
Salaries	938,984	0
Wages	0	0
Sub-Total Salaries	938,984	0
Dept Allot Excl Emp Benefits	4,009	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	4,009	0
Total	942,993	0
<i>Student Services (SS)</i>		
Salaries	464,350	0
Wages	0	0
Sub-Total Salaries	464,350	0
Dept Allot Excl Emp Benefits	309,327	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	309,327	0
Total	773,677	0

Departmental Summary: Lehigh Valley

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	2,928,400	0
Wages	0	0
Sub-Total Salaries	2,928,400	0
Dept Allot Excl Emp Benefits	2,434	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,434	0
Total	2,930,834	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	402,222	0
Wages	0	0
Sub-Total Salaries	402,222	0
Dept Allot Excl Emp Benefits	168,762	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	168,762	0
Total	570,984	0

Departmental Summary: Lehigh Valley

General Funds

	2014-2015 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	2,187,186	0
Sub-Total Departmental Allotment	2,187,186	0
Total	2,187,186	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,017,091	0
Support Salaries	2,245,086	0
Wages	0	0
Sub-Total Salaries	5,262,177	0
Departmental Allotment	590,359	0
Employee Benefits	2,187,186	0
Sub-Total Departmental Allotment	2,777,545	0
Total	8,039,722	154,001

Departmental Summary: Mont Alto

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	825,112	0
Wages	0	0
Sub-Total Salaries	825,112	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	825,112	0
<i>Academic Support (AS)</i>		
Salaries	469,684	0
Wages	0	0
Sub-Total Salaries	469,684	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	469,684	0
<i>Student Services (SS)</i>		
Salaries	665,273	0
Wages	0	0
Sub-Total Salaries	665,273	0
Dept Allot Excl Emp Benefits	446,587	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	446,587	0
Total	1,111,860	1,950

Departmental Summary: Mont Alto

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	4,377,395	0
Wages	0	0
Sub-Total Salaries	4,377,395	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	4,377,395	200
<i>Extension and Public Services</i>		
Salaries	635,380	0
Wages	0	0
Sub-Total Salaries	635,380	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	635,380	635,380
<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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	820,671	0
Wages	6,700	0
Sub-Total Salaries	827,371	0
Dept Allot Excl Emp Benefits	213,450	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	213,450	0
Total	1,040,821	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	2,476,254	0
Sub-Total Departmental Allotment	2,476,254	0
Total	2,476,254	0
<i>Fund Total: General Funds</i>		
Academic Salaries	5,092,085	0
Support Salaries	2,701,430	0
Wages	6,700	0
Sub-Total Salaries	7,800,215	0
Departmental Allotment	690,037	0
Employee Benefits	2,476,254	0
Sub-Total Departmental Allotment	3,166,291	0
Total	10,966,506	639,380

Departmental Summary: New Kensington

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	830,559	0
Wages	0	0
Sub-Total Salaries	830,559	0
Dept Allot Excl Emp Benefits	271,791	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	271,791	0
Total	1,102,350	0
<i>Academic Support (AS)</i>		
Salaries	353,052	0
Wages	0	0
Sub-Total Salaries	353,052	0
Dept Allot Excl Emp Benefits	136,185	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	136,185	0
Total	489,237	500
<i>Student Services (SS)</i>		
Salaries	606,777	0
Wages	0	0
Sub-Total Salaries	606,777	0
Dept Allot Excl Emp Benefits	386,017	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	386,017	0
Total	992,794	0

Departmental Summary: New Kensington

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,112,139	0
Wages	0	0
Sub-Total Salaries	3,112,139	0
Dept Allot Excl Emp Benefits	66,716	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	66,716	0
Total	3,178,855	2,300
<i>Extension and Public Services</i>		
Salaries	145,000	0
Wages	0	0
Sub-Total Salaries	145,000	0
Dept Allot Excl Emp Benefits	5,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	5,000	0
Total	150,000	150,000
<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: New Kensington

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	555,696	0
Wages	0	0
Sub-Total Salaries	555,696	0
Dept Allot Excl Emp Benefits	391,228	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	391,228	0
Total	946,924	4,000
<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	1,937,824	0
Sub-Total Departmental Allotment	1,937,824	0
Total	1,937,824	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,223,517	0
Support Salaries	2,379,706	0
Wages	0	0
Sub-Total Salaries	5,603,223	0
Departmental Allotment	1,286,937	0
Employee Benefits	1,937,824	0
Sub-Total Departmental Allotment	3,224,761	0
Total	8,827,984	156,800

Departmental Summary: Schuylkill

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	695,246	0
Wages	0	0
Sub-Total Salaries	695,246	0
Dept Allot Excl Emp Benefits	67,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	67,000	0
Total	762,246	67,000
<i>Academic Support (AS)</i>		
Salaries	894,174	0
Wages	0	0
Sub-Total Salaries	894,174	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	894,174	0
<i>Student Services (SS)</i>		
Salaries	432,237	0
Wages	0	0
Sub-Total Salaries	432,237	0
Dept Allot Excl Emp Benefits	294,773	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	294,773	0
Total	727,010	0

Departmental Summary: Schuylkill

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	4,276,065	0
Wages	76,788	0
Sub-Total Salaries	4,352,853	0
Dept Allot Excl Emp Benefits	229,900	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	229,900	0
Total	4,582,753	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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	664,403	0
Wages	0	0
Sub-Total Salaries	664,403	0
Dept Allot Excl Emp Benefits	281,076	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	281,076	0
Total	945,479	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	2,394,262	0
Sub-Total Departmental Allotment	2,394,262	0
Total	2,394,262	0
<i>Fund Total: General Funds</i>		
Academic Salaries	4,735,980	0
Support Salaries	2,245,747	0
Wages	76,788	0
Sub-Total Salaries	7,058,515	0
Departmental Allotment	1,290,772	0
Employee Benefits	2,394,262	0
Sub-Total Departmental Allotment	3,685,034	0
Total	10,743,549	105,625

Departmental Summary: Shenango

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	152,426	0
Wages	6,585	0
Sub-Total Salaries	159,011	0
Dept Allot Excl Emp Benefits	61,936	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	61,936	0
Total	220,947	200
<i>Academic Support (AS)</i>		
Salaries	140,691	0
Wages	6,372	0
Sub-Total Salaries	147,063	0
Dept Allot Excl Emp Benefits	13,921	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	13,921	0
Total	160,984	0
<i>Student Services (SS)</i>		
Salaries	48,960	0
Wages	-20	0
Sub-Total Salaries	48,940	0
Dept Allot Excl Emp Benefits	373,768	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	373,768	0
Total	422,708	0

Departmental Summary: Shenango

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,352,668	0
Wages	9,661	0
Sub-Total Salaries	3,362,329	0
Dept Allot Excl Emp Benefits	65,838	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	65,838	0
Total	3,428,167	0
<i>Extension and Public Services</i>		
Salaries	159,009	0
Wages	0	0
Sub-Total Salaries	159,009	0
Dept Allot Excl Emp Benefits	33,836	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	33,836	0
Total	192,845	192,845
<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: Shenango

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	419,651	0
Wages	11,573	0
Sub-Total Salaries	431,224	0
Dept Allot Excl Emp Benefits	357,647	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	357,647	0
Total	788,871	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	1,441,909	0
Sub-Total Departmental Allotment	1,441,909	0
Total	1,441,909	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,335,777	0
Support Salaries	937,628	0
Wages	34,171	0
Sub-Total Salaries	4,307,576	0
Departmental Allotment	936,946	0
Employee Benefits	1,441,909	0
Sub-Total Departmental Allotment	2,378,855	0
Total	6,686,431	193,045

Departmental Summary: Wilkes-Barre

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	497,433	0
Wages	0	0
Sub-Total Salaries	497,433	0
Dept Allot Excl Emp Benefits	60,788	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	60,788	0
Total	558,221	0
<i>Academic Support (AS)</i>		
Salaries	368,595	0
Wages	6,130	0
Sub-Total Salaries	374,725	0
Dept Allot Excl Emp Benefits	2,800	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	2,800	0
Total	377,525	0
<i>Student Services (SS)</i>		
Salaries	662,523	0
Wages	3,504	0
Sub-Total Salaries	666,027	0
Dept Allot Excl Emp Benefits	215,549	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	215,549	0
Total	881,576	0

Departmental Summary: Wilkes-Barre

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	3,218,097	0
Wages	0	0
Sub-Total Salaries	3,218,097	0
Dept Allot Excl Emp Benefits	16,310	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,310	0
Total	3,234,407	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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	378,033	0
Wages	0	0
Sub-Total Salaries	378,033	0
Dept Allot Excl Emp Benefits	349,872	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	349,872	0
Total	727,905	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	1,647,118	0
Sub-Total Departmental Allotment	1,647,118	0
Total	1,647,118	0
<i>Fund Total: General Funds</i>		
Academic Salaries	3,060,148	0
Support Salaries	2,104,533	0
Wages	21,634	0
Sub-Total Salaries	5,186,315	0
Departmental Allotment	811,319	0
Employee Benefits	1,647,118	0
Sub-Total Departmental Allotment	2,458,437	0
Total	7,644,752	188,000

Departmental Summary: Worthington Scranton

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	563,588	0
Wages	6,500	0
Sub-Total Salaries	570,088	0
Dept Allot Excl Emp Benefits	198,557	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	198,557	0
Total	768,645	200
<i>Academic Support (AS)</i>		
Salaries	636,900	0
Wages	23,500	0
Sub-Total Salaries	660,400	0
Dept Allot Excl Emp Benefits	44,799	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	44,799	0
Total	705,199	400
<i>Student Services (SS)</i>		
Salaries	747,901	0
Wages	12,500	0
Sub-Total Salaries	760,401	0
Dept Allot Excl Emp Benefits	502,165	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	502,165	0
Total	1,262,566	250

Departmental Summary: Worthington Scranton

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	5,669,714	0
Wages	16,068	0
Sub-Total Salaries	5,685,782	0
Dept Allot Excl Emp Benefits	122,592	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	122,592	0
Total	5,808,374	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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	505,794	0
Wages	10,000	0
Sub-Total Salaries	515,794	0
Dept Allot Excl Emp Benefits	476,032	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	476,032	0
Total	991,826	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	2,755,427	0
Sub-Total Departmental Allotment	2,755,427	0
Total	2,755,427	0
<i>Fund Total: General Funds</i>		
Academic Salaries	6,082,315	0
Support Salaries	2,154,422	0
Wages	71,077	0
Sub-Total Salaries	8,307,814	0
Departmental Allotment	1,482,922	0
Employee Benefits	2,755,427	0
Sub-Total Departmental Allotment	4,238,349	0
Total	12,546,163	250,610

Departmental Summary: York

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	1,519,534	0
Wages	0	0
Sub-Total Salaries	1,519,534	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,519,534	0
<i>Academic Support (AS)</i>		
Salaries	431,950	0
Wages	0	0
Sub-Total Salaries	431,950	0
Dept Allot Excl Emp Benefits	21,727	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	21,727	0
Total	453,677	0
<i>Student Services (SS)</i>		
Salaries	882,826	0
Wages	0	0
Sub-Total Salaries	882,826	0
Dept Allot Excl Emp Benefits	495,491	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	495,491	0
Total	1,378,317	0

Departmental Summary: York

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	5,538,765	0
Wages	0	0
Sub-Total Salaries	5,538,765	0
Dept Allot Excl Emp Benefits	16,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	16,000	0
Total	5,554,765	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

	2014-2015 Budget	
	Expense	Dept. Income
<i>Physical Plant Operations (PP)</i>		
Salaries	684,391	0
Wages	0	0
Sub-Total Salaries	684,391	0
Dept Allot Excl Emp Benefits	533,913	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	533,913	0
Total	1,218,304	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	3,000,737	0
Sub-Total Departmental Allotment	3,000,737	0
Total	3,000,737	0
<i>Fund Total: General Funds</i>		
Academic Salaries	6,228,854	0
Support Salaries	3,353,227	0
Wages	0	0
Sub-Total Salaries	9,582,081	0
Departmental Allotment	1,297,279	0
Employee Benefits	3,000,737	0
Sub-Total Departmental Allotment	4,298,016	0
Total	13,880,097	724,763

Departmental Summary: VP for Commonwealth Campuses

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Institutional Support</i>		
Salaries	412,440	0
Wages	0	0
Sub-Total Salaries	412,440	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	412,440	0
<i>Instruction</i>		
Salaries	13,982,417	0
Wages	0	0
Sub-Total Salaries	13,982,417	0
Dept Allot Excl Emp Benefits	928,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	928,000	0
Total	14,910,417	0
<i>Academic Support</i>		
Salaries	4,789,015	0
Wages	0	0
Sub-Total Salaries	4,789,015	0
Dept Allot Excl Emp Benefits	100,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	100,000	0
Total	4,889,015	0

Departmental Summary: VP for Commonwealth Campuses

General Funds

	2014-2015 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	2,326,224	0
Sub-Total Departmental Allotment	2,326,224	0
Total	2,326,224	0
Fund Total: General Funds		
Academic Salaries	13,122,428	0
Support Salaries	6,061,444	0
Wages	0	0
Sub-Total Salaries	19,183,872	0
Departmental Allotment	1,028,000	0
Employee Benefits	2,326,224	0
Sub-Total Departmental Allotment	3,354,224	0
Total	22,538,096	0

Total - Commonwealth Campuses
(Includes VP for Commonwealth Campuses)

	2014-2015 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	149,620,984	
Support Salaries	81,037,754	
Wages	1,165,426	
Sub-Total Salaries	231,824,164	
Dept Allot Excl Emp Benefits	36,449,658	
Employee Benefits	75,340,198	
Sub-Total Departmental Allotment	111,789,856	
Total	343,614,020	6,275,577

Great Valley

Departmental Summary: Great Valley

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Academic Support (AS)		
Salaries	1,819,318	0
Wages	0	0
Sub-Total Salaries	1,819,318	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	1,819,318	0
Student Services (SS)		
Salaries	359,796	0
Wages	0	0
Sub-Total Salaries	359,796	0
Dept Allot Excl Emp Benefits	93,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	93,000	0
Total	452,796	0
Resident Instruction (RI)		
Salaries	2,610,065	0
Wages	0	0
Sub-Total Salaries	2,610,065	0
Dept Allot Excl Emp Benefits	0	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	0	0
Total	2,610,065	0

Departmental Summary: Great Valley

General Funds

	2014-2015 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	437,205	0
Wages	0	0
Sub-Total Salaries	437,205	0
Dept Allot Excl Emp Benefits	306,400	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	306,400	0
Total	743,605	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	2,755,354	0
Sub-Total Departmental Allotment	2,755,354	0
Total	2,755,354	0

Departmental Summary: Great Valley

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	3,344,763	0
Support Salaries	1,881,621	0
Wages	0	0
Sub-Total Salaries	5,226,384	0
Departmental Allotment	399,400	0
Employee Benefits	2,755,354	0
Sub-Total Departmental Allotment	3,154,754	0
Total	8,381,138	1,015,000

Total - Great Valley

	2014-2015 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	3,344,763	
Support Salaries	1,881,621	
Wages	0	
Sub-Total Salaries	5,226,384	
Dept Allot Excl Emp Benefits	399,400	
Employee Benefits	2,755,354	
Sub-Total Departmental Allotment	3,154,754	
Total	8,381,138	1,015,000

Departmental Summary: Central Budgets

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
Facilities Fee		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	9,384,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	9,384,000	0
Total	9,384,000	0
Tuition & Fees Offset Accounts		
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
University Reserves		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	10,123,570	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	10,123,570	0
Total	10,123,570	0

Departmental Summary: Central Budgets

General Funds

2014-2015 Budget	
Expense	Dept. Income

Admin Overhead

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	-12,308,164	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	-12,308,164	0
Total	-12,308,164	0

Opportunity Fund

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	972,870	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	972,870	0
Total	972,870	0

Academic Reserves

Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	15,439,123	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	15,439,123	0
Total	15,439,123	0

Departmental Summary: Central Budgets

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Tuition Surcharge</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	3,522,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	3,522,000	0
Total	3,522,000	0
<i>International Student Fee</i>		
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
<i>Employee Benefits</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	157,962,015	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	157,962,015	0
Total	157,962,015	360,000

Departmental Summary: Central Budgets

General Funds

	2014-2015 Budget	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	0	0
Support Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Departmental Allotment	189,681,067	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	189,681,067	0
Total	189,681,067	360,000

Total - Central Budgets

	2014-2015 Budget	
	Expense	Dept. Income
General Funds		
Academic Salaries	0	
Support Salaries	0	
Wages	0	
Sub-Total Salaries	0	
Dept Allot Excl Emp Benefits	189,681,067	
Employee Benefits	0	
Sub-Total Departmental Allotment	189,681,067	
Total	189,681,067	360,000

Departmental Summary: General Income

General Funds

	2014-2015 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	1,725,405,057
<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	1,725,405,057

Total - General Income

2014-2015 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 1,725,405,057

Dickinson School of Law

Departmental Summary: Dickinson School of Law

General Funds

	2014-2015 Budget *	
	Expense	Dept. Income
<i>Institutional Support (IS)</i>		
Salaries	2,623,192	0
Wages	52,450	0
Sub-Total Salaries	2,675,642	0
Dept Allot Excl Emp Benefits	1,284,315	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,284,315	0
Total	3,959,957	27,539,024
<i>Academic Support (AS)</i>		
Salaries	1,700,676	0
Wages	80,090	0
Sub-Total Salaries	1,780,766	0
Dept Allot Excl Emp Benefits	1,929,600	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	1,929,600	0
Total	3,710,366	300
<i>Student Services (SS)</i>		
Salaries	2,164,112	0
Wages	83,575	0
Sub-Total Salaries	2,247,687	0
Dept Allot Excl Emp Benefits	798,200	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	798,200	0
Total	3,045,887	50,500

* Includes Carlisle and University Park locations

Departmental Summary: Dickinson School of Law

General Funds

	2014-2015 Budget *	
	Expense	Dept. Income
<i>Resident Instruction (RI)</i>		
Salaries	8,519,128	0
Wages	204,530	0
Sub-Total Salaries	8,723,658	0
Dept Allot Excl Emp Benefits	426,850	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	426,850	0
Total	9,150,508	418,005
<i>Organized Research (OR)</i>		
Salaries	135,000	0
Wages	35,000	0
Sub-Total Salaries	170,000	0
Dept Allot Excl Emp Benefits	35,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	35,000	0
Total	205,000	0
<i>Extension and Public Services</i>		
Salaries	847,808	0
Wages	101,120	0
Sub-Total Salaries	948,928	0
Dept Allot Excl Emp Benefits	269,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	269,000	0
Total	1,217,928	20,000

* Includes Carlisle and University Park locations

Departmental Summary: Dickinson School of Law

General Funds

	2014-2015 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	556,653	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	556,653	0
Total	556,653	0
<i>Physical Plant Operations (PP)</i>		
Salaries	340,143	0
Wages	7,500	0
Sub-Total Salaries	347,643	0
Dept Allot Excl Emp Benefits	609,000	0
Employee Benefits	0	0
Sub-Total Departmental Allotment	609,000	0
Total	956,643	42,000
<i>Employee Benefits (SB)</i>		
Salaries	0	0
Wages	0	0
Sub-Total Salaries	0	0
Dept Allot Excl Emp Benefits	9,000	0
Employee Benefits	5,257,887	0
Sub-Total Departmental Allotment	5,266,887	0
Total	5,266,887	0

* Includes Carlisle and University Park locations

Departmental Summary: Dickinson School of Law

General Funds

	2014-2015 Budget *	
	Expense	Dept. Income
<i>Fund Total: General Funds</i>		
Academic Salaries	12,054,746	0
Support Salaries	4,275,313	0
Wages	564,265	0
Sub-Total Salaries	16,894,324	0
Departmental Allotment	5,917,618	0
Employee Benefits	5,257,887	0
Sub-Total Departmental Allotment	11,175,505	0
Total	28,069,829	28,069,829

* Includes Carlisle and University Park locations

Total - Dickinson School of Law

		2014-2015 Budget *	
		Expense	Dept. Income
General Funds			
Academic Salaries		12,054,746	
Support Salaries		4,275,313	
Wages		564,265	
Sub-Total Salaries		16,894,324	
Dept Allot Excl Emp Benefits		5,917,618	
Employee Benefits		5,257,887	
Sub-Total Departmental Allotment		11,175,505	
Total		28,069,829	28,069,829

* Includes Carlisle and University Park locations

College of Medicine

Total - College of Medicine

	2014-2015 Budget *	
	Expense	Dept. Income
General Funds		
Academic Salaries	28,584,434	
Support Salaries	15,159,306	
Wages	327,494	
Sub-Total Salaries	44,071,234	
Dept Allot Excl Emp Benefits	60,943,506	
Employee Benefits	15,570,113	
Sub-Total Departmental Allotment	76,513,619	
Total	120,584,853	120,584,853

* 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 2013 (as of September 30, 2013). 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, 2013**

All University

A. Faculty	<u>Full-Time Headcount</u>	<u>Mean Salary</u>	<u>Median Salary</u>
Faculty Rank			
Professor	1320	\$152,279	\$130,140
Associate Professor	1193	111,887	87,408
Assistant Professor	1123	112,612	80,505
Instructor	632	56,258	52,889
Other	1622	61,409	57,399
B. Staff	<u>Full-Time Headcount</u>	<u>Mean Salary</u>	<u>Median Salary</u>
Executive/Administrator/Managerial **	1555	\$107,252	\$83,388
Other Professional Non-Faculty	4582	61,258	54,132
Clerical/Secretarial	2533	37,777	35,820
Technical, Service and Other	3345	41,779	40,872

*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, 2013

All University Less Hershey

A. Faculty	<u>Full-Time Headcount</u>	<u>Mean Salary</u>	<u>Median Salary</u>
Faculty Rank			
Professor	1063	\$134,070	\$120,852
Associate Professor	979	91,492	82,908
Assistant Professor	706	78,477	68,400
Instructor	592	53,691	52,020
Other	1565	61,523	56,452
B. Staff	<u>Full-Time Headcount</u>	<u>Mean Salary</u>	<u>Median Salary</u>
Executive/Administrator/Managerial **	1485	\$101,399	\$81,192
Other Professional Non-Faculty	4394	61,475	53,244
Clerical/Secretarial	2406	37,603	35,364
Technical, Service and Other	3126	41,910	40,872

*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, 2013**

Agricultural Sciences

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	120	\$ 121,066	\$ 112,392
Associate Professor	61	93,391	94,284
Assistant Professor	28	82,375	82,368
Instructor	15	55,322	56,393
Other	72	60,075	56,376
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	65	\$ 114,836	\$ 101,880
Other Professional Non-Faculty	341	55,370	54,480
Clerical/Secretarial	238	34,210	31,404
Technical, Service and Other	139	41,196	42,624

* 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, 2013**

Arts & Architecture

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	59	\$ 100,730	\$ 100,179
Associate Professor	71	79,084	77,706
Assistant Professor	40	60,277	61,956
Instructor	26	39,302	41,178
Other	2	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	30	\$ 104,283	\$ 77,316
Other Professional Non-Faculty	64	53,472	50,988
Clerical/Secretarial	35	43,170	38,676
Technical, Service and Other	3	-	-

* 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, 2013**

Business - Smeal College

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	33	\$ 212,958	\$ 199,143
Associate Professor	26	169,436	168,669
Assistant Professor	30	160,707	152,388
Instructor	27	83,634	75,480
Other	28	120,305	123,750
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	27	\$ 143,139	\$ 90,588
Other Professional Non-Faculty	66	50,270	47,424
Clerical/Secretarial	48	41,241	37,752
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, 2013**

Communications

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	9	\$ 140,485	\$ 145,359
Associate Professor	19	83,669	82,566
Assistant Professor	3	-	-
Instructor	1	-	-
Other	25	74,094	70,884
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	14	\$ 114,905	\$ 101,880
Other Professional Non-Faculty	19	52,189	49,284
Clerical/Secretarial	11	43,097	39,084
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, 2013**

Earth & Mineral Sciences

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	72	\$ 136,844	\$ 127,160
Associate Professor	26	98,262	98,352
Assistant Professor	22	83,591	83,016
Instructor	3	-	-
Other	109	55,302	51,603
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	15	\$ 186,591	\$ 192,864
Other Professional Non-Faculty	51	55,042	54,000
Clerical/Secretarial	55	46,968	43,716
Technical, Service and Other	15	48,953	50,436

* 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, 2013**

Education

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	40	\$ 113,591	\$ 112,212
Associate Professor	55	85,635	86,274
Assistant Professor	44	65,261	67,743
Instructor	23	40,749	36,000
Other	12	51,715	50,098
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	14	\$ 126,239	\$ 128,400
Other Professional Non-Faculty	30	45,189	44,556
Clerical/Secretarial	40	39,701	36,108
Technical, Service and Other	4	43,596	40,092

* 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, 2013**

Engineering

A. Faculty

	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	142	\$ 145,220	\$ 140,058
Associate Professor	63	107,417	108,585
Assistant Professor	62	85,495	90,207
Instructor	25	56,368	56,619
Other	64	57,555	51,588

B. Staff

	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	31	\$ 167,143	\$ 130,500
Other Professional Non-Faculty	119	62,783	60,720
Clerical/Secretarial	120	42,051	40,692
Technical, Service and Other	60	49,124	45,178

* 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, 2013**

Health & Human Development

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	56	\$ 136,985	\$ 132,588
Associate Professor	39	90,578	88,236
Assistant Professor	34	75,790	76,536
Instructor	57	51,831	52,020
Other	73	60,097	54,597
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	32	\$ 116,942	\$ 82,776
Other Professional Non-Faculty	103	40,800	41,107
Clerical/Secretarial	80	39,815	36,456
Technical, Service and Other	48	39,439	37,680

* 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, 2013**

Information Sciences & Technology

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	11	\$ 174,876	\$ 169,605
Associate Professor	11	124,703	118,476
Assistant Professor	6	102,438	100,332
Instructor	1	-	-
Other	26	84,491	82,107
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	12	\$ 130,824	\$ 82,716
Other Professional Non-Faculty	29	51,367	50,592
Clerical/Secretarial	18	37,702	35,748
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, 2013**

Liberal Arts

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	164	\$ 150,250	\$ 141,804
Associate Professor	115	93,627	88,632
Assistant Professor	68	80,120	75,024
Instructor	0	-	-
Other	299	45,145	44,028
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	35	\$ 134,616	\$ 121,356
Other Professional Non-Faculty	83	50,728	49,680
Clerical/Secretarial	125	37,319	34,440
Technical, Service and Other	24	32,162	29,628

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Nursing

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	4	\$ 123,536	\$ 117,000
Associate Professor	2	-	-
Assistant Professor	6	88,191	75,708
Instructor	21	54,658	53,496
Other	8	56,100	60,444
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	5	\$ 129,012	\$ 104,256
Other Professional Non-Faculty	6	38,952	39,000
Clerical/Secretarial	12	34,444	33,852
Technical, Service and Other	4	39,607	30,005

* 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, 2013**

Science - Eberly College

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	149	\$ 136,260	\$ 128,592
Associate Professor	58	94,911	91,800
Assistant Professor	47	81,506	85,032
Instructor	16	45,072	44,856
Other	207	47,593	45,576
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	19	\$ 186,442	\$ 175,284
Other Professional Non-Faculty	80	55,678	53,472
Clerical/Secretarial	97	39,185	37,296
Technical, Service and Other	58	39,041	37,848

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Abington

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	11	\$ 101,401	\$ 100,476
Associate Professor	33	80,580	78,471
Assistant Professor	23	66,509	67,284
Instructor	2	-	-
Other	42	53,016	52,002
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	24	\$ 86,868	\$ 69,276
Other Professional Non-Faculty	44	49,881	44,592
Clerical/Secretarial	43	38,527	37,860
Technical, Service and Other	46	37,685	33,883

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Altoona

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	20	\$ 95,897	\$ 93,267
Associate Professor	55	78,274	74,502
Assistant Professor	42	57,792	57,798
Instructor	54	48,591	47,025
Other	12	62,792	60,984
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	29	\$ 82,932	\$ 76,464
Other Professional Non-Faculty	69	47,619	46,176
Clerical/Secretarial	67	34,498	33,216
Technical, Service and Other	90	39,243	33,883

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Beaver

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	3	-	-
Associate Professor	10	80,295	74,700
Assistant Professor	6	58,597	58,671
Instructor	11	55,992	57,294
Other	4	62,359	57,015
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	11	\$ 85,420	\$ 64,080
Other Professional Non-Faculty	29	41,871	41,580
Clerical/Secretarial	17	35,762	34,392
Technical, Service and Other	27	42,228	40,872

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Berks

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	17	\$ 95,371	\$ 97,830
Associate Professor	41	78,661	74,475
Assistant Professor	21	65,302	60,219
Instructor	25	51,744	50,832
Other	23	64,208	59,049
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	25	\$ 77,652	\$ 67,788
Other Professional Non-Faculty	42	48,338	46,224
Clerical/Secretarial	36	36,575	36,228
Technical, Service and Other	64	41,020	35,256

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Brandywine

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	12	\$ 100,829	\$ 98,703
Associate Professor	16	81,296	78,003
Assistant Professor	12	61,336	61,542
Instructor	23	50,829	50,886
Other	1	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	11	\$ 87,021	\$ 83,688
Other Professional Non-Faculty	19	53,780	52,704
Clerical/Secretarial	17	43,541	41,460
Technical, Service and Other	18	40,904	33,883

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

DuBois

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	5	\$ 100,089	\$ 102,564
Associate Professor	10	71,174	73,908
Assistant Professor	9	67,624	65,835
Instructor	16	51,920	48,000
Other	7	70,465	62,451
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	8	\$ 77,616	\$ 63,948
Other Professional Non-Faculty	20	42,993	40,250
Clerical/Secretarial	12	35,088	30,732
Technical, Service and Other	16	40,094	39,492

* 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, 2013**

Erie - Behrend

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	29	\$ 122,695	\$ 119,196
Associate Professor	65	90,269	84,600
Assistant Professor	48	75,875	64,440
Instructor	6	67,362	58,878
Other	111	60,159	58,356
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	42	\$ 86,694	\$ 67,620
Other Professional Non-Faculty	86	50,027	45,672
Clerical/Secretarial	66	34,919	33,219
Technical, Service and Other	130	39,046	33,883

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Fayette - Eberly

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	3	-	-
Associate Professor	17	77,018	74,781
Assistant Professor	4	54,664	57,798
Instructor	22	57,033	54,243
Other	8	67,910	62,055
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	4	\$ 63,032	\$ 52,596
Other Professional Non-Faculty	15	45,907	41,868
Clerical/Secretarial	15	36,848	34,824
Technical, Service and Other	14	38,455	33,654

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Greater Allegheny

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	5	\$ 90,302	\$ 91,638
Associate Professor	9	80,759	76,455
Assistant Professor	9	66,969	66,105
Instructor	10	51,657	48,238
Other	5	57,764	58,131
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	11	\$ 82,133	\$ 75,708
Other Professional Non-Faculty	20	46,325	44,633
Clerical/Secretarial	20	34,508	34,068
Technical, Service and Other	28	40,416	36,192

* 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, 2013**

Harrisburg

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	33	\$ 111,669	\$ 110,052
Associate Professor	72	91,559	87,453
Assistant Professor	50	78,862	72,882
Instructor	35	57,545	55,611
Other	38	65,070	63,765
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	35	\$ 106,212	\$ 85,752
Other Professional Non-Faculty	83	52,637	51,552
Clerical/Secretarial	75	37,746	35,136
Technical, Service and Other	82	44,624	42,266

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Hazleton

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	5	\$ 90,099	\$ 89,982
Associate Professor	14	83,801	75,771
Assistant Professor	14	67,773	63,171
Instructor	16	55,094	53,136
Other	7	69,122	64,570
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	15	\$ 78,958	\$ 71,208
Other Professional Non-Faculty	19	47,616	46,380
Clerical/Secretarial	16	37,454	36,804
Technical, Service and Other	38	39,608	33,883

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Lehigh Valley

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	15	78,556	75,312
Assistant Professor	7	64,855	61,668
Instructor	21	46,611	47,223
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	11	\$ 73,309	\$ 65,592
Other Professional Non-Faculty	21	40,625	39,696
Clerical/Secretarial	17	35,515	37,332
Technical, Service and Other	12	38,224	33,883

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Mont Alto

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	2	-	-
Associate Professor	14	75,317	73,971
Assistant Professor	8	60,456	59,238
Instructor	27	58,481	57,510
Other	8	67,674	66,753
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	13	\$ 80,555	\$ 68,820
Other Professional Non-Faculty	17	45,674	43,956
Clerical/Secretarial	16	36,846	35,832
Technical, Service and Other	34	39,256	36,192

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

New Kensington

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	1	-	-
Associate Professor	15	85,976	81,468
Assistant Professor	6	61,980	62,127
Instructor	12	61,025	55,413
Other	4	76,714	78,399
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	9	\$ 85,459	\$ 75,888
Other Professional Non-Faculty	15	49,204	50,232
Clerical/Secretarial	16	35,356	33,264
Technical, Service and Other	14	41,577	39,707

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Schuylkill

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	5	\$ 112,149	\$ 108,180
Associate Professor	10	79,498	81,792
Assistant Professor	14	65,724	64,368
Instructor	12	50,534	51,255
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	17	\$ 77,658	\$ 67,968
Other Professional Non-Faculty	20	43,198	41,856
Clerical/Secretarial	13	34,304	32,160
Technical, Service and Other	22	41,444	40,872

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Shenango

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	2	-	-
Associate Professor	7	78,324	82,143
Assistant Professor	5	55,787	59,409
Instructor	12	53,436	50,004
Other	5	69,930	74,214
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	6	\$ 79,450	\$ 52,164
Other Professional Non-Faculty	10	46,414	43,284
Clerical/Secretarial	11	35,608	33,756
Technical, Service and Other	12	41,307	40,872

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Wilkes-Barre

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	5	\$ 99,194	\$ 97,542
Associate Professor	11	79,219	78,777
Assistant Professor	6	57,967	56,376
Instructor	10	50,118	49,491
Other	3	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	11	\$ 79,214	\$ 72,492
Other Professional Non-Faculty	19	47,807	43,728
Clerical/Secretarial	15	29,518	30,432
Technical, Service and Other	11	38,465	33,883

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Worthington Scranton

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	4	\$ 97,558	\$ 92,043
Associate Professor	13	79,179	75,384
Assistant Professor	10	69,075	66,213
Instructor	19	57,069	53,433
Other	6	76,880	77,202
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	11	\$ 85,917	\$ 76,824
Other Professional Non-Faculty	18	51,663	48,900
Clerical/Secretarial	14	35,273	32,784
Technical, Service and Other	13	40,226	40,872

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

York

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	6	\$ 101,199	\$ 95,715
Associate Professor	15	78,617	76,590
Assistant Professor	12	62,226	60,615
Instructor	14	55,844	55,968
Other	5	67,765	68,436
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	15	\$ 78,937	\$ 76,428
Other Professional Non-Faculty	17	48,649	46,608
Clerical/Secretarial	14	39,873	39,648
Technical, Service and Other	18	41,283	40,872

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

VP for Commonwealth Campuses

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	2	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	8	\$ 151,035	\$ 115,920
Other Professional Non-Faculty	3	-	-
Clerical/Secretarial	6	46,792	40,080
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, 2013**

Great Valley

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	8	\$ 123,806	\$ 126,369
Associate Professor	11	121,213	118,467
Assistant Professor	16	89,794	83,484
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	4	\$ 140,490	\$ 94,932
Other Professional Non-Faculty	18	57,797	56,304
Clerical/Secretarial	15	45,794	45,888
Technical, Service and Other	7	40,141	40,872

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

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	6	\$ 114,052	\$ 81,192
Other Professional Non-Faculty	20	49,173	48,744
Clerical/Secretarial	17	38,197	33,288
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, 2013**

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	11	\$ 89,545	\$ 74,352
Other Professional Non-Faculty	19	51,545	45,780
Clerical/Secretarial	11	31,459	32,400
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, 2013**

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	112	\$ 105,206	\$ 93,228
Other Professional Non-Faculty	422	62,927	61,656
Clerical/Secretarial	23	39,226	37,656
Technical, Service and Other	21	42,875	46,404

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

International Affairs - School

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	6	\$ 160,587	\$ 160,785
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	2	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	0	-	-
Other Professional Non-Faculty	0	-	-
Clerical/Secretarial	0	-	-
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, 2013**

Research

A. Faculty

	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	0	-	-
Other	205	90,275	88,177

B. Staff

	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	60	\$ 101,199	\$ 87,756
Other Professional Non-Faculty	679	89,495	83,388
Clerical/Secretarial	116	42,124	40,524
Technical, Service and Other	214	51,844	52,296

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

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	\$ 96,002	\$ 87,420
Other Professional Non-Faculty	7	53,105	50,472
Clerical/Secretarial	8	38,010	35,460
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, 2013**

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	51,257	48,138
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	62	\$ 89,808	\$ 77,388
Other Professional Non-Faculty	121	50,147	46,488
Clerical/Secretarial	82	37,896	35,160
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, 2013**

University Libraries

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Librarian	15	\$ 85,851	\$ 85,792
Associate Librarian	32	65,104	61,370
Assistant Librarian	17	43,247	42,523
Instructor	0	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	46	\$ 71,595	\$ 57,384
Other Professional Non-Faculty	86	49,103	47,784
Clerical/Secretarial	89	35,676	32,868
Technical, Service and Other	25	49,790	49,712

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

University Outreach

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	0	-	-
Instructor	24	53,616	50,376
Other	4	70,123	62,017
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	80	\$ 82,386	\$ 72,072
Other Professional Non-Faculty	326	50,896	49,020
Clerical/Secretarial	102	35,981	34,122
Technical, Service and Other	24	44,166	41,928

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

Athletics Rec Services & Support

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	0	-	-
Associate Professor	0	-	-
Assistant Professor	1	-	-
Instructor	2	-	-
Other	0	-	-
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial	2	-	-
Other Professional Non-Faculty	28	43,151	41,004
Clerical/Secretarial	9	35,845	35,496
Technical, Service and Other	12	43,247	42,266

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

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	\$ 125,796	\$ 97,896
Other Professional Non-Faculty	197	63,881	57,888
Clerical/Secretarial	71	35,800	35,544
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, 2013**

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	\$ 74,870	\$ 62,076
Other Professional Non-Faculty	31	45,122	43,260
Clerical/Secretarial	17	36,651	35,796
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, 2013**

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	154	\$ 97,768	\$ 78,504
Other Professional Non-Faculty	184	53,524	52,836
Clerical/Secretarial	165	36,306	35,220
Technical, Service and Other	269	40,912	40,872

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

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	95	\$ 64,049	\$ 52,560
Other Professional Non-Faculty	51	54,504	54,636
Clerical/Secretarial	63	35,416	34,068
Technical, Service and Other	459	34,718	32,760

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

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	35	\$ 102,422	\$ 99,528
Other Professional Non-Faculty	194	65,745	63,048
Clerical/Secretarial	47	37,137	35,364
Technical, Service and Other	972	44,487	45,178

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

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	24	\$ 187,422	\$ 124,476
Other Professional Non-Faculty	44	79,075	66,336
Clerical/Secretarial	32	47,097	42,084
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, 2013**

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	31	\$ 107,637	\$ 79,272
Other Professional Non-Faculty	181	88,343	54,432
Clerical/Secretarial	37	37,907	38,496
Technical, Service and Other	13	44,186	42,266

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

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	56	\$ 83,416	\$ 70,008
Other Professional Non-Faculty	158	54,008	48,000
Clerical/Secretarial	94	32,309	31,224
Technical, Service and Other	55	37,306	37,378

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

**Mean and Median Salaries of Full-Time* Employees
As of October 31, 2013**

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	16	\$ 98,143	\$ 68,832
Other Professional Non-Faculty	29	53,065	51,048
Clerical/Secretarial	3	-	-
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, 2013**

College of Medicine

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	257	\$ 227,594	\$ 196,421
Associate Professor	216	204,067	184,866
Assistant Professor	423	168,686	151,341
Instructor	40	94,249	55,229
Other	49	58,338	45,684
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	70	\$ 231,418	\$ 134,472
Other Professional Non-Faculty	188	56,197	54,000
Clerical/Secretarial	127	41,078	39,600
Technical, Service and Other	219	39,908	39,780

* 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, 2013**

Dickinson School of Law

A. Faculty	Full-Time Employees	Mean Salary	Median Salary
Faculty Rank			
Professor	27	\$ 164,202	\$ 160,740
Associate Professor	5	98,530	82,876
Assistant Professor	13	101,045	110,685
Instructor	1	-	-
Other	15	92,450	89,404
B. Staff	Full-Time Employees	Mean Salary	Median Salary
Executive/Administrator/Managerial **	24	\$ 133,890	\$ 119,640
Other Professional Non-Faculty	22	55,443	56,256
Clerical/Secretarial	20	37,720	35,640
Technical, Service and Other	7	42,453	40,872

* 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
2013-2014**

<u>Total University (less Hershey & Penn College)</u>	<u>2013-2014</u>
Total Salaries	\$915,104,747
Total Benefits	\$383,381,603
Percentage Of Salaries	41.9%

<u>Total University (less Penn College)</u>	<u>2013-2014</u>
Total Salaries	\$968,372,349
Total Benefits	\$401,541,348
Percentage Of Salaries	41.5%

Your Benefits Summary

Please click on the headings for more detailed information.
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

PPO Savings plan

- \$1,250 Individual/\$2,500 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 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

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.

- 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.

- Choose up to 8 times your annual salary OR a maximum of \$1.5 million.
- Guaranteed acceptance when enrolling as a "new hire."

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.

- 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 \$17,000 (plus an additional \$5,500 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



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

(Major revisions)

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PENNSTATE

General University Reference Utility
POLICY MANUALPenn 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:

Length of Continuous Regular Service of Any Type With the University at the Start of the Leave	Maximum Amount of Leave For Staff 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: July 1, 2005

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](#)
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- [Return to Active Service Requirement](#)
- [Report of Work Accomplished](#)
- [Subsequent Sabbatical Leave](#)
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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:

Rate of Pay For Sabbatical By Percent

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.

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.

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:

[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.

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PENNSTATE

General University Reference Utility
POLICY MANUAL

Penn State - Human Resources

Policy HR34 EMPLOYMENT CONDITIONS FOR STAFF EMPLOYEES

POLICY'S INITIAL DATE: October 1, 1992
THIS VERSION EFFECTIVE: September 2, 2014

Contents:

- Purpose
- Position Responsibility
- Probationary Period
- Work Schedules and Work Schedule Preference
- ...Nonexempt Staff
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- Vacation
- Sick Leave
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- Absence for On-The-Job Injury
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- Other Paid Time Off
- Overtime - Nonexempt Staff
- Shift Premium - Nonexempt Staff
- Definition of Work Unit
- Unauthorized Absence
- Termination of Employment
- Re-Employment with the University
- Cross References

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.

Employees referenced under the "NOTE" in the Sick Leave section will continue on their former Sickness and Accident Supplement plan.

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. However, such employee commencing employment in a standing or fixed-term I position who already had qualified for holiday pay as an employee in a wage payroll or fixed-term II position in accordance with HR5, shall receive pay for all of the University holidays, provided there is no break in service between the appointments.

- 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 HR18 GRADUATE STUDY LEAVE OF ABSENCE

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

Contents:

- [Purpose](#)
- [Eligibility for Leave](#)
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- [Membership in Employee Benefits While on Leave](#)
- [Eligibility for Educational Privileges](#)
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- [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

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](#)

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General University Reference Utility
POLICY MANUALPenn 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

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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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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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.

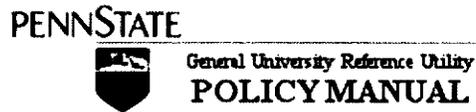
LAYOFF OR LEAVE OF ABSENCE WITHOUT PAY:

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 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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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 CLOSIEDOWN):

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 CLOSIEDOWNS:

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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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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POLICY MANUAL

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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.

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.

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PENNSTATE


 General University Reference Utility
POLICY MANUAL

Penn State - Human Resources

Policy HR05 "REGULAR" AND "NONREGULAR" UNIVERSITY EMPLOYEES

POLICY'S INITIAL DATE: July 1, 1948

THIS VERSION EFFECTIVE: June 1, 2011 – December 31, 2014

NOTICE OF DISCONTINUATION:

Effective December 31, 2014, this policy will be discontinued.

Individuals who currently are eligible, or who become eligible on or before December 31, 2014, for provisions outlined in this policy under item 9 will continue to be eligible for such provisions provided they (1) enroll in the healthcare benefit during the part-time benefits open enrollment period, which will take place in December 2014 or during their initial eligibility enrollment period, and (2) continue to maintain enrollment in the healthcare benefit plan and make timely payment on healthcare premiums.

Individuals who currently are eligible, or who become eligible on or before December 31, 2014, for provisions outlined in this policy under items 9, 10, and 11 will continue to be eligible for such provisions provided there is no involuntary or voluntary separation from University employment or transfer into a full-time benefits eligible position.

Contents:

- [Purpose](#)
- [Regular/Nonregular](#)
- [Regular Employee Defined](#)
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- [Conditions of Regular Employment](#)
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- [....Retirement Plan](#)
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- [....Overtime](#)
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- [....Eligibility and Accrual](#)
- [....Use of Accumulated Earned Time](#)
- [....Transfer and Payoff of Accumulated Earned Time](#)
- [....Holiday Time](#)
- [Note](#)
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PURPOSE:

To define regular and nonregular employees and to provide conditions of employment for

nonregular employees.

REGULAR/NONREGULAR:

Each University employee is classified as either regular or nonregular. This includes any employee who is classified in one of the following categories;

Executive	Academic Administrator
Academic	Staff
Administrator	Technical-Service

NOTE: An employee paid hourly (i.e., wage payroll) cannot be exempt from the Fair Labor Standards Act (overtime eligibility), even though the individual is performing the same type of work as an exempt position.

REGULAR EMPLOYEE DEFINED:

A regular employee is a person who is appointed to a full-time position under one of the above classifications, and which position will exist for six months or longer (except that a person granted an academic appointment designated as "Visiting" is non-regular).

NONREGULAR EMPLOYEE DEFINED:

A nonregular employee is defined as follows:

1. A person granted an academic or exempt staff appointment designated as Fixed Term II or Visiting; or
2. A person who fills a position that will exist for less than six months; or
3. A person who is working on less than a full-time work schedule, or whose position title includes the words "part-time."

CONDITIONS OF REGULAR EMPLOYMENT:

Each regular University employee is subject to the provisions of:

1. Policies regulating the employee benefits plans.
2. Policy of educational privileges for an employee and eligible dependents.
3. Regulations concerning Workers' Compensation insurance.
4. Regulations concerning Unemployment Compensation insurance.
5. All other University Policies governing each respective employee classification.

CONDITIONS OF NONREGULAR EMPLOYMENT:

Each nonstudent, nonregular employee is subject to the provisions of the following policies or regulations (policies affecting employees represented by a union are found in the appropriate Agreements):

1. Policies regulating the employee benefits plans during the second of abutting, full-time, Fixed Term II appointments.

2. Regulations concerning Workers' Compensation insurance.
3. Regulations concerning Unemployment Compensation insurance.
4. **Retirement Plan** - subject to the regulations governing membership in a University retirement plan.
5. **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.
6. **Overtime** - For nonacademic appointments other than Fixed Term II, payment of time and one-half based on the hourly rate for any work performed by an employee in excess of 40 hours actually worked per week.
7. **Educational Privileges** - 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, is eligible for educational privileges for self and eligible dependents during any time covered by that appointment which encompasses both the beginning and end of a semester or summer session.
8. **Family and Medical Leave** - 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 for one or more of the following:
 - a.) the birth of an employee's child, including prenatal doctor visits as well as caring for the newborn child;
 - b.) the placement of a child with the employee for adoption or foster care;
 - c.) the care for a seriously ill child, spouse, or parent of the employee;
 - d.) the employee's own serious illness which causes the employee to be unable to perform the functions of his/her position;
 - e.) a qualifying military exigency; or
 - f.) 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.

Employees who meet the eligibility requirements defined above shall be entitled to leave without pay in accordance with the provisions of the FMLA and its implementing regulations as generally set forth above. During a leave, such eligible employees shall first use all accumulated earned time (if applicable) prior to commencement of no-pay

status for the balance of the leave. Paid time off shall be included in calculating the leave-time limit.

A workweek for part-time employees shall be equivalent to the average number of hours worked each week. If an employee's schedule varies from week to week, a weekly average of hours worked over the 12 weeks prior to the beginning of the leave period is to be used for calculating the employee's normal workweek.

9. **Healthcare Plan** - Employees who have two or more years of continuous University service, working at least 750 hours each year, are eligible to participate in a University healthcare plan. Provided there is no break in service, a regular employee who terminates her/his regular position to accept an offer of nonregular employment consisting of at least 750 hours of work each year, is eligible to participate.

Additional information including details regarding deductions and payments is available from the Employee Benefits Division.

Also, see NOTE below.

10. **Earned Time**

A. Eligibility and Accrual

When a nonacademic employee has completed two years of continuous University service, working at least 750 hours each year, such employee shall accumulate earned time. Earned time shall be accrued on the basis of 8 hours for each 168 hours paid. Such earned time may be accumulated up to a maximum of 96 hours.

B. Use of Accumulated Earned Time

Accumulated earned time can be used by an employee to account for work time missed due to illness, vacation, etc. The work requirements of the University shall take priority over the scheduling of time off for an employee. Nevertheless, the University shall give consideration to any specific request for time off by an employee. Except in the case of illness or an emergency, time off is to be charged to the earned time accumulation only when such absence has been scheduled and approved by the supervisor in advance.

C. Transfer and Payoff Of Accumulated Earned Time

Provided there is no break in service, a regular employee who terminates her/his regular position to accept an offer of nonregular employment consisting of at least 750 hours of work each year, shall have the option to transfer any or all (up to a maximum of 96 hours) of her/his vacation accumulation to earned time.

A nonregular employee who terminates her/his nonregular position to accept a nonbargaining unit regular position shall transfer all of the earned time balance to vacation accumulation, provided there is no break in service. A nonregular employee who terminates his/her nonregular position to accept a position included in a bargaining unit shall receive the cash value of unused earned time.

When a nonregular employee terminates employment, such employee shall receive the cash value of unused earned time, computed up to and including the last day worked, provided the employee has given at least two weeks advance notice.

Also, see NOTE below.

11. **Holiday Time** - When a nonacademic employee has completed two years of continuous University service, working at least 750 hours each year, such employee shall receive

her/his regular pay for the University holidays that occur on a day that the employee is normally scheduled to work. See [HR34](#) for the official closedown and holiday periods.

Such employee required to work on a University holiday, shall be paid at the rate of time and one-half the hourly rate for all hours worked on the holiday.

An employee is granted only those University holidays that occur on a day that the employee is normally scheduled to work.

Also, see NOTE below.

NOTE: An employee who has qualified for items 9, 10, and 11 above who works less than 375 hours OR less than eight pay periods at half-time (40 hours/pay period) during any consecutive six month period, will no longer be eligible to participate in the above referenced programs unless the decrease in hours is directly related to an absence covered by the Family and Medical Leave outlined in No. 8 above. Such employee may requalify for eligibility during the subsequent two year period if in any consecutive six month period she or he works at least 375 hours AND at least eight pay periods at half-time (40 hours/pay period) or more. If reinstated, an employee will again be disqualified if the conditions described above recur.

CROSS REFERENCES:

[HR06](#) - Types Of Appointments

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

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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.gradsch.psu.edu/postdocaffairs/benefits.html> 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.gradsch.psu.edu/current/documents/newparentaccomodationsguideline>

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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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.

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 19,095 faculty and staff members participating in one of the four programs. A breakdown of participation is as follows:

As of November 2014:	
SERS	6,235
TIAA-CREF	12,580
Federal Retirement	3
PSERS	277

The employee contribution rate for SERS is 6.25% and TIAA-CREF is 5.00% of gross salary. EFFECTIVE JULY 1, 2014, the University contributes 19.92% 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

PENNSTATE

General University Reference Utility
POLICY MANUALPenn 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

Contents:

- [Purpose](#)
- [Employee Eligibility](#)
- [Service Requirement](#)
- [Where Courses are Offered](#)
- [Limitations](#)
- [Required Approval](#)
- [Credit Limits - 12-Month Employees](#)
- [Credit Limits - Two-Semester Employees](#)
- [Graduate Degree Limitation](#)
- [County Agents, Home Economics Extension Personnel, Certain Continuing Education Personnel](#)
- [Amount of Fee Reduction](#)
- [Other Limitations](#)
- [Cross References](#)

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: May 3, 2011

Contents:

- [Purpose](#)
- [A Dependent Defined](#)
- [Eligible Faculty and Staff Members](#)
- [Length of Service Requirement](#)
- [Applying for Grant-in-Aid](#)
- [Where Courses are Offered](#)
- [Limitations](#)
- [Amount of University Grant-in-Aid](#)
- [Dependent of a Deceased Faculty or Staff Member](#)
- [Cross References](#)

PURPOSE:

To provide dependents of faculty, staff, and retirees, the opportunity to take University courses at reduced fees.

A DEPENDENT DEFINED:

The following dependents of eligible faculty, staff, and retirees are entitled to a University grant-in-aid:

- a. A spouse (unless appointed as a graduate assistant, graduate fellow, or non-stipend scholar);
- b. An unmarried son or daughter, including adopted son or daughter and stepson or stepdaughter, only until such dependent child receives the first bachelor's degree from the University or any other college or university. (See also [LIMITATIONS](#) section below.)

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 categories are eligible for a University grant-in-aid:

- 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 (see [HR54](#)).

LENGTH OF SERVICE REQUIREMENT:

The grant-in-aid for a spouse is available for any semester or summer session in which classes begin two years or later from the faculty or staff member's date of full-time, regular employment. The grant-in-aid for a dependent child 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.

Dependents are not eligible for a grant-in-aid, 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 grant-in-aid. These limits do not apply to an eligible retiree as indicated in "d" in the section above.

APPLYING FOR GRANT-IN-AID:

To apply for a dependent grant-in-aid, the faculty or staff member must complete the [Dependent Grant-In-Aid request form](#), an online application. The online form must be completed before the end of the semester or summer session in which the grant-in-aid is to begin. A hard copy of the application form can also be obtained from the Employee Benefits Division.

WHERE COURSES ARE OFFERED:

Eligibility for a University grant-in-aid applies at all University locations.

LIMITATIONS:

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 a son or daughter applies only until the bachelor's degree is received. If a son or daughter chooses to pursue an additional bachelor's degree from Penn State, the

grant-in-aid will not apply. Furthermore, if a son or daughter has obtained a bachelor's degree prior to attending Penn State, he/she is not eligible for the grant-in-aid because he/she has already obtained his/her first bachelor's degree.

When both parents are employed by the University, the grant-in-aid for a son or daughter is available to only one parent.

AMOUNT OF UNIVERSITY GRANT-IN-AID:

Regular tuition will be assessed for each dependent. A dependent is eligible for a University grant-in-aid provided application is made by a faculty or staff member, or in 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 percent 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.

DEPENDENT OF A DECEASED FACULTY OR STAFF MEMBER:

The grant-in-aid for the dependent of a deceased faculty or staff member is provided subject to the limits of the following schedule.

LENGTH OF SERVICE BEFORE DEATH:	SEMESTERS GRANTED FOLLOWING DEATH:	TIME LIMIT FOR USAGE:
If an employee had the following length of full-time, regular active employment prior to death...	Each deceased employee's eligible dependent is entitled to the following number of semesters with grant-in aid...	The dependent must be enrolled within a time limit from the employee's death equal to the length of regular employment of the employee prior to death. (Exclude time spent by the dependent for required military duty.)
At least	but less than	
0 years	2 years	1 semester*
2	3	2 semesters
3	5	3 semesters
5	6	4 semesters
6	8	5 semesters
8	9	6 semesters
9	11	7 semesters
11 years and over		8 semesters

***Note: For this policy, two summer sessions shall equate to one semester**

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:

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

2013-14 Travel Expenditures

**The Pennsylvania State University
2013-2014 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 *	\$2,077,313,881	\$30,053,938	1.45%

* Excludes Pennsylvania College of Technology

**2013-2014 Actual Travel Expenditures
Total University**

General Funds

University Park Colleges	
Agricultural Sciences	1,531,403
Arts & Architecture	793,259
Business - Smeal College	996,053
Communications	290,008
Earth & Mineral Sciences	636,346
Education	547,903
Engineering	1,179,076
Health & Human Development	841,212
Information Sciences & Technology	247,706
Liberal Arts	2,263,263
Nursing	102,786
Science - Eberly College	1,520,924
Total University Park Colleges	10,949,939
Support Units	
Global Programs - Univ Office	204,189
Graduate School	85,659
Information Technology Services	887,420
International Affairs - School	73,874
Research	620,418
Schreyer Honors College	32,768
Undergraduate Education	805,897
University Libraries	354,789
University Outreach	1,732,325
Athletics Rec Services & Support	235,176
Development & Alumni Relations	1,384,016
Educational Equity	65,197
Finance & Business	2,206,408
Finance & Business - Housing & Foods	
Finance & Business - Physical Plant	305,079
General & Academic Administration	775,431
Intercollegiate Athletics	
Student Affairs	234,931
Strategic Communications	90,941
Total Support Units	10,094,518

**2013-2014 Actual Travel Expenditures
Total University**

General Funds

Commonwealth Campuses	
Abington	664,334
Altoona	1,037,127
Beaver	160,911
Berks	433,056
Brandywine	239,636
DuBois	143,138
Erie - Behrend	1,055,761
Fayette - Eberly	137,221
Greater Allegheny	229,556
Harrisburg	700,780
Hazleton	276,680
Lehigh Valley	222,777
Mont Alto	241,883
New Kensington	139,181
Schuylkill	196,944
Shenango	83,305
Wilkes-Barre	77,845
Worthington Scranton	180,832
York	120,370
VP for Commonwealth Campuses	93,378
Total Commonwealth Campuses	6,434,715
Great Valley	129,797
Total Great Valley	129,797
Dickinson School of Law	753,046
Total Dickinson School of Law	753,046
Total Univ. Less HY & Penn College	28,362,015
College of Medicine	
College of Medicine	1,691,923
Total University Less Penn College	30,053,938