

A21 Reason Codes

Overload

- O1 - On Campus Teaching (Full time Faculty teaching during 9 month academic year)
- O2 - Off Campus Teaching (Full time Faculty teaching during 9 month academic year)
- SP1 – Summer School Pay (Full time Faculty)
- SP2 – Summer Research Pay (Full time Faculty)
- SP3 – Additional Miscellaneous Assignment during summer months (Full time Faculty)
- SP4 - Additional Miscellaneous Assignment during 9 month Academic Year (Full time Faculty)
- SP5 – Additional Job Assignment (Classified and Faculty Administrators/Professional Faculty)

Salary Increase

- S1 – Role Change
- S2 – Position Progression
- S3 – Temporary Pay
- S4 – Competitive Salary Offer
- S5 – Acquired New Knowledge, Skills, and Abilities
- S6 - Retention

Bonus

- B1 – In-Band Bonus
- B2 – Recognition Bonus
- B3 – Sign On Bonus
- B4 – Retention Bonus
- B5 - Referral Bonus
- B6 – Academic Contribution (Faculty Only)

Position Action (The Position Activity Request Form (PARF) must accompany the A21)

- PA1 - Establish New Position
- PA2 - Abolish Position
- PA3 - Reallocate Position
- PA4 - Redefine Position Duties
- PA5 - Change Position Funding
- PA6 - Change Position Department Discipline
- PA7 - Transfer with no change in classification (Position transfer)
- PA8 - Other (Explain)

Effective Date: September 1, 2009