



ATTACHMENT C
FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier I Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16 Overall Salary Range Minimum	*** Market Range ***		2015-16 Overall Salary Range Maximum
			50th	75th	
[102000] Exec VP/Vice Chancellor {1005}	Group 1	\$287,037	\$374,920	\$430,555	\$574,073
	Group 2	\$201,555	\$231,138	\$302,332	\$403,109
[105000] Chief Acad Affairs Officer & Provost {1026}	Group 1	\$281,825	\$401,672	\$422,738	\$563,650
	Group 2	\$207,371	\$288,922	\$311,056	\$414,742
	Group 3	\$163,846	\$202,361	\$245,769	\$327,693
	Group 4	\$131,828	\$174,412	\$197,743	\$263,657
	Group 5	\$125,237	\$165,692	\$187,855	\$250,474
	Group 6	\$112,713	\$149,123	\$169,070	\$225,427
[107000] Chief Business Officer {1029}	Group 1	\$218,532	\$310,063	\$327,798	\$437,065
	Group 2	\$172,602	\$235,928	\$258,902	\$345,203
	Group 3	\$142,466	\$180,200	\$213,700	\$284,933
	Group 4	\$122,573	\$170,000	\$183,859	\$245,146
	Group 5	\$116,444	\$161,500	\$174,666	\$232,889
	Group 6	\$104,800	\$145,350	\$157,199	\$209,600
[113000] Chief Devel/Advance Officer {1047}	Group 1	\$272,431	\$361,200	\$408,647	\$544,863
	Group 2	\$174,858	\$231,138	\$262,286	\$349,715
	Group 3	\$121,716	\$170,074	\$182,574	\$243,432
	Group 4	\$111,550	\$138,620	\$167,325	\$223,100
	Group 5	\$105,973	\$131,689	\$158,959	\$211,945
	Group 6	\$95,376	\$120,236	\$150,348	\$190,563
[123000] Chief Financial Officer {1031}	Group 3	\$118,528	\$151,372	\$177,792	\$237,056
	Group 4	\$106,675	\$133,344	\$160,012	\$213,350
[125000] VC Health Affairs	Group 2	\$390,726	\$488,408	\$586,089	\$781,452
[127000] Chief Human Resources Officer {1037}	Group 2	\$112,770	\$146,147	\$169,155	\$225,540
[129000] Chief Information/IT Officer {1038}	Group 1	\$201,755	\$272,700	\$302,633	\$403,510
	Group 2	\$140,083	\$187,010	\$210,125	\$280,167
	Group 3	\$113,940	\$154,280	\$170,910	\$227,881
	Group 4	\$94,774	\$118,745	\$142,161	\$189,548

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

Group 1 (NCSU & UNC-CH)

Group 2 (ECU, NCA&T, UNC-C, UNC-G)

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[137000] Chief Legal Affairs Officer {1036}	Group 1	\$218,674	\$259,788	\$328,011	\$437,349
	Group 2	\$141,340	\$178,566	\$212,010	\$282,680
	Group 3	\$111,102	\$149,304	\$166,652	\$222,203
	Group 4	\$99,933	\$124,377	\$149,900	\$199,867
	Group 5	\$94,937	\$118,158	\$142,405	\$189,873
	Group 6	\$85,443	\$106,342	\$128,165	\$170,886
[139000] Chief Library Officer {2050}	Group 1	\$171,322	\$230,154	\$256,983	\$342,644
	Group 2	\$118,685	\$156,627	\$178,027	\$237,369
	Group 3	\$90,735	\$123,306	\$136,102	\$181,470
	Group 4	\$76,915	\$94,069	\$115,373	\$153,831
[141000] Chief Public Relations Officer {1048}	Group 1	\$171,026	\$206,368	\$256,539	\$342,052
[143000] Chief Research Officer {1027}	Group 1	\$220,832	\$311,825	\$331,247	\$441,663
	Group 2	\$170,187	\$213,978	\$255,280	\$340,373
	Group 3	\$164,620	\$192,925	\$246,930	\$329,240
[145000] Chief Student Affairs/Student Life Officer {1043}	Group 1	\$176,592	\$246,294	\$264,887	\$353,183
	Group 2	\$137,579	\$194,777	\$206,369	\$275,159
	Group 3	\$126,892	\$164,032	\$190,338	\$253,784
	Group 4	\$101,523	\$137,039	\$152,285	\$203,047
	Group 5	\$96,447	\$130,187	\$144,671	\$192,894
	Group 6	\$86,802	\$117,168	\$130,204	\$173,605
[999999] Vice Chancellor Innovation and Entrepreneurship	Group 1	\$231,152	\$321,700	\$346,727	\$462,303
[999999] Vice Chancellor Workforce Strategy, Equity, and Engagement	Group 1	\$217,854	\$261,936	\$326,781	\$435,708
[153010] Dean Agriculture {1201}	Group 1	\$201,731	\$262,656	\$302,596	\$403,461
	Group 2	\$153,296	\$202,313	\$229,944	\$306,592
[153020] Dean Architecture/Design {1202}	Group 1	\$182,949	\$248,649	\$274,424	\$365,899
	Group 2	\$144,157	\$194,472	\$216,236	\$288,314

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[153040] Dean Arts and Sciences {1204}	Group 1	\$216,060	\$278,852	\$324,090	\$432,120
	Group 2	\$146,895	\$198,165	\$220,342	\$293,789
	Group 3	\$121,421	\$159,648	\$182,131	\$242,842
	Group 4	\$103,799	\$134,847	\$155,698	\$207,597
	Group 6	\$93,419	\$121,363	\$140,128	\$186,837
	[153060] Dean Business {1206}	Group 1	\$324,313	\$420,250	\$486,469
Group 2		\$197,333	\$248,958	\$296,000	\$394,667
Group 3		\$131,785	\$177,964	\$197,677	\$263,569
Group 4		\$106,642	\$148,662	\$159,963	\$213,283
Group 6		\$95,978	\$127,364	\$150,332	\$200,442
[153080] Dean Continuing Education {1208}		Group 2	\$113,689	\$152,000	\$170,534
[153100] Dean Dentistry {1210}	Group 1	\$273,067	\$341,016	\$409,600	\$546,133
	Group 2	\$216,934	\$300,513	\$325,401	\$433,868
[153120] Dean Education {1212}	Group 1	\$178,918	\$251,387	\$268,376	\$357,835
	Group 2	\$139,039	\$183,288	\$208,558	\$278,077
	Group 3	\$108,937	\$147,384	\$163,405	\$217,873
	Group 4	\$92,777	\$130,688	\$139,166	\$185,555
	Group 6	\$83,499	\$117,619	\$125,249	\$167,000
	[153130] Dean Engineering {1213}	Group 1	\$234,648	\$328,500	\$351,972
Group 2		\$175,964	\$249,440	\$263,946	\$351,928
Group 3		\$170,792	\$223,878	\$256,188	\$341,583
[153160] Dean Fine Arts {1216}	Group 2	\$132,105	\$189,141	\$198,158	\$264,211
	Group 3	\$111,043	\$160,694	\$166,564	\$222,085
[153170] Dean Forestry and Environ Studies {1217}	Group 1	\$188,058	\$237,502	\$282,087	\$376,116
[153180] Dean Gov/Pub Affairs/Pub Policy {1218}	Group 1	\$213,988	\$304,938	\$320,982	\$427,976
[153190] Dean Graduate School {1219}	Group 1	\$190,087	\$241,900	\$285,130	\$380,174
	Group 2	\$129,209	\$165,236	\$193,813	\$258,417
	Group 3	\$107,752	\$142,000	\$161,628	\$215,504
	Group 4	\$83,884	\$118,436	\$125,826	\$167,768

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[153200] Dean Health-Related Professions {1220}	Group 2	\$137,007	\$192,959	\$205,510	\$274,013
	Group 3	\$113,195	\$163,353	\$169,793	\$226,391
[153210] Dean Honors Program {1221}	Group 1	\$138,619	\$169,491	\$207,929	\$277,238
	Group 2	\$107,340	\$140,624	\$161,010	\$214,681
	Group 3	\$95,667	\$120,000	\$143,500	\$191,333
[999999] Dean Humanities and Social Sciences	Group 1	\$190,781	\$239,250	\$299,063	\$358,876
[153220] Dean Humanities {1222}	Group 3	\$111,609	\$147,088	\$167,413	\$223,218
[153240] Dean Journalism & Mass Comm {1224}	Group 1	\$181,220	\$252,705	\$271,830	\$362,440
[153250] Dean Law {1225}	Group 1	\$278,984	\$356,630	\$418,476	\$557,968
[153260] Dean Library Science {1226}	Group 1	\$170,822	\$236,836	\$256,233	\$341,644
[153280] Dean Medicine {1228}	Group 1	\$430,136	\$529,876	\$645,205	\$860,273
	Group 2	\$342,008	\$463,726	\$513,013	\$684,017
[153300] Dean Nursing {1230}	Group 1	\$221,887	\$275,565	\$332,830	\$443,773
	Group 2	\$159,145	\$215,314	\$238,717	\$318,290
	Group 4	\$90,650	\$128,321	\$135,976	\$181,301
[153320] Dean Performing Arts {1232}	Group 2	\$116,182	\$172,805	\$174,273	\$232,364
	Group 3	\$101,896	\$143,365	\$152,843	\$203,791
[153330] Dean Pharmacy {1233}	Group 1	\$200,793	\$289,239	\$301,189	\$401,586
[153350] Dean Public Health {1235}	Group 1	\$243,550	\$346,706	\$365,325	\$487,100
[153360] Dean Sciences {1236}	Group 1	\$208,024	\$284,791	\$312,036	\$416,048
	Group 3	\$116,167	\$156,554	\$174,250	\$232,333
[153380] Dean Social Work {1238}	Group 1	\$191,675	\$253,380	\$287,513	\$383,350
[999999] Dean Textiles	Group 1	\$201,731	\$262,656	\$302,596	\$403,461
[153400] Dean Undergraduate Programs {1240}	Group 1	\$156,193	\$218,014	\$234,289	\$312,386
	Group 2	\$114,174	\$147,092	\$171,261	\$228,348
[153410] Dean Veterinary Medicine {1241}	Group 1	\$192,571	\$263,080	\$288,857	\$385,142

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[187020] Chief of Staff to System or Institution CEO {NEW}	Group 2	\$122,845	\$158,875	\$184,267	\$245,689
	Group 3	\$96,986	\$127,875	\$145,479	\$193,972
	Group 4	\$109,402	\$153,464	\$164,103	\$218,804
[999999] VC for Distance Education & Extended Programs	Group 6	\$96,714	\$121,564	\$135,401	\$174,086
[999999] Senior VC and Chief Operating Officer	Group 4	\$131,828	\$174,412	\$197,743	\$263,657
Note: Grouped peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions.					
Analysis is performed only if five or more institutions in the group reported data for the position. (*) Indicates no peer data or insufficient peer data. Denotes equity ranges.					
Salaries of positions within a given Group-Position-Year combination exceeding the mean by plus or minus 2.00 standard deviations are deleted.					
Calculations are based on the average of 3 years of aged data (compounded to achieve 2014-15 equivalent data).					
Projected 75th and 50th Percentile, Minimum, and Maximum are increased for 2015-16 by 2.5% - Median Increase for Public institutions for 2014-15.					

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