

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
301010-"Head, Campus Printing Services"	Group 1 (NCSU & UNC-CH)	7	\$131,040	\$56,925	\$93,983	\$75,186	\$117,478
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$101,200	\$33,870	\$67,535	\$54,028	\$84,419
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$69,922	\$29,355	\$49,639	\$39,711	\$62,048
	Group 4 (FSU, UNC-P, WSSU)	6	\$65,370	\$40,923	\$53,147	\$42,517	\$66,433
	Group 5 (UNCSA, UNC-A)	6	\$62,102	\$38,877	\$50,489	\$40,391	\$63,111
301020-"Head, Campus Mail Services"	Group 1 (NCSU & UNC-CH)	11	\$101,367	\$58,000	\$79,684	\$63,747	\$99,604
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$75,000	\$32,900	\$53,950	\$43,160	\$67,438
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$62,204	\$28,500	\$45,352	\$36,282	\$56,690
	Group 4 (FSU, UNC-P, WSSU)	8	\$71,699	\$28,008	\$49,854	\$39,883	\$62,317
	Group 5 (UNCSA, UNC-A)	8	\$68,114	\$26,608	\$47,361	\$37,889	\$59,201
315020-"Head, Campus Landscape & Grounds Keeping"	Group 1 (NCSU & UNC-CH)	8	\$99,329	\$77,550	\$88,440	\$70,752	\$110,549
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$96,228	\$39,000	\$67,614	\$54,091	\$84,518
	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$75,079	\$37,512	\$56,296	\$45,036	\$70,369
	Group 4 (FSU, UNC-P, WSSU)	12	\$63,571	\$38,289	\$50,930	\$40,744	\$63,663
	Group 5 (UNCSA, UNC-A)	12	\$60,392	\$36,375	\$48,384	\$38,707	\$60,479
315040-"Head, Campus Construction"	Group 1 (NCSU & UNC-CH)	7	\$200,011	\$87,893	\$143,952	\$115,162	\$179,940
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	26	\$146,338	\$43,608	\$94,973	\$75,978	\$118,716
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$137,712	\$50,586	\$94,149	\$75,319	\$117,686
315050-"Head, Campus Skilled Trades"	Group 1 (NCSU & UNC-CH)	5	\$196,951	\$76,823	\$136,887	\$109,510	\$171,109
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$88,394	\$44,396	\$66,395	\$53,116	\$82,994
	Group 3 (ASU, NCCU, UNC-W, WCU)	18	\$92,868	\$47,944	\$70,406	\$56,325	\$88,008
	Group 4 (FSU, UNC-P, WSSU)	5	\$95,900	\$51,203	\$73,552	\$58,841	\$91,939
	Group 5 (UNCSA, UNC-A)	5	\$91,105	\$48,643	\$69,874	\$55,899	\$87,342
315060-"Head, Campus, Custodial Services"	Group 1 (NCSU & UNC-CH)	11	\$140,244	\$47,442	\$93,843	\$75,074	\$117,304
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	32	\$85,494	\$41,172	\$63,333	\$50,666	\$79,166
	Group 3 (ASU, NCCU, UNC-W, WCU)	29	\$81,412	\$42,420	\$61,916	\$49,533	\$77,395
	Group 4 (FSU, UNC-P, WSSU)	10	\$93,400	\$38,488	\$65,944	\$52,755	\$82,430
	Group 5 (UNCSA, UNC-A)	10	\$88,730	\$36,564	\$62,647	\$50,117	\$78,309
	Group 6 (ECSU)	5	\$81,216	\$30,999	\$56,108	\$44,886	\$70,134

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CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
320010-Executive Assistant to System or Institution CEO	Group 1 (NCSU & UNC-CH)	6	\$117,000	\$85,000	\$101,000	\$80,800	\$126,250
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$130,000	\$62,438	\$96,219	\$76,975	\$120,274
	Group 3 (ASU, NCCU, UNC-W, WCU)	19	\$125,000	\$34,591	\$79,796	\$63,836	\$99,744
	Group 4 (FSU, UNC-P, WSSU)	7	\$153,100	\$47,640	\$100,370	\$80,296	\$125,463
	Group 5 (UNC-SA, UNC-A)	7	\$145,445	\$45,258	\$95,352	\$76,281	\$119,189
325000-Administrative Specialist / Coordinator	Group 1 (NCSU & UNC-CH)	30	\$92,550	\$29,000	\$60,775	\$48,620	\$75,969
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	54	\$103,103	\$25,376	\$64,240	\$51,392	\$80,299
	Group 3 (ASU, NCCU, UNC-W, WCU)	41	\$89,114	\$25,300	\$57,207	\$45,766	\$71,509
	Group 4 (FSU, UNC-P, WSSU)	15	\$59,616	\$27,912	\$43,764	\$35,011	\$54,705
	Group 5 (UNC-SA, UNC-A)	15	\$56,635	\$26,516	\$41,576	\$33,261	\$51,970
	Group 6 (ECSU)	9	\$74,414	\$28,500	\$51,457	\$41,166	\$64,321
400110-Study Abroad Advisor	Group 1 (NCSU & UNC-CH)	20	\$58,272	\$30,903	\$44,588	\$35,670	\$55,734
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	34	\$58,937	\$27,000	\$42,969	\$34,375	\$53,711
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$58,215	\$32,357	\$45,286	\$36,229	\$56,608
	Group 4 (FSU, UNC-P, WSSU)	6	\$70,555	\$29,004	\$49,780	\$39,824	\$62,224
	Group 5 (UNC-SA, UNC-A)	6	\$67,027	\$27,554	\$47,291	\$37,832	\$59,113
400120-Academic Support Center Coordinator	Group 1 (NCSU & UNC-CH)	11	\$61,572	\$38,760	\$50,166	\$40,133	\$62,708
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$75,350	\$30,107	\$52,729	\$42,183	\$65,911
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$67,823	\$32,500	\$50,162	\$40,129	\$62,702
	Group 4 (FSU, UNC-P, WSSU)	14	\$85,817	\$31,745	\$58,781	\$47,025	\$73,476
	Group 5 (UNC-SA, UNC-A)	14	\$81,526	\$30,158	\$55,842	\$44,674	\$69,802
	Group 6 (ECSU)	12	\$70,783	\$32,449	\$51,616	\$41,293	\$64,520
400130-"Head, Campus Learning Resources Center"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$92,384	\$50,934	\$71,659	\$57,327	\$89,574
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$100,154	\$53,198	\$76,676	\$61,341	\$95,845
400135-"Head, Campus Teaching Center"	Group 1 (NCSU & UNC-CH)	5	\$171,677	\$92,997	\$132,337	\$105,870	\$165,421
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$129,972	\$58,353	\$94,163	\$75,330	\$117,703
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$103,434	\$62,221	\$82,828	\$66,262	\$103,534
400140-Credential Specialist	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$56,490	\$33,312	\$44,901	\$35,921	\$56,126
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$88,991	\$32,445	\$60,718	\$48,574	\$75,898

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CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
400150-Academic Evaluator	Group 4 (FSU, UNC-P, WSSU)	5	\$44,664	\$32,445	\$38,555	\$30,844	\$48,193
	Group 5 (UNCSA, UNC-A)	5	\$42,431	\$30,823	\$36,627	\$29,301	\$45,783
	Group 1 (NCSU & UNC-CH)	12	\$59,160	\$22,500	\$40,830	\$32,664	\$51,038
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$55,848	\$22,602	\$39,225	\$31,380	\$49,031
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$60,748	\$23,878	\$42,313	\$33,850	\$52,891
	Group 4 (FSU, UNC-P, WSSU)	12	\$46,298	\$27,641	\$36,970	\$29,576	\$46,212
	Group 5 (UNCSA, UNC-A)	12	\$43,983	\$26,259	\$35,121	\$28,097	\$43,901
400160-"Head, Foreign Student Services"	Group 6 (ECSU)	7	\$37,500	\$30,131	\$33,816	\$27,052	\$42,269
	Group 1 (NCSU & UNC-CH)	5	\$113,163	\$70,000	\$91,582	\$73,265	\$114,477
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$90,000	\$43,678	\$66,839	\$53,471	\$83,549
400170-"Head, Athletics Academic Affairs"	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$81,600	\$40,000	\$60,800	\$48,640	\$76,000
	Group 1 (NCSU & UNC-CH)	7	\$140,000	\$84,999	\$112,500	\$90,000	\$140,624
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$107,000	\$39,523	\$73,262	\$58,609	\$91,577
401010-"Head, Student Academic Counseling"	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$93,139	\$35,033	\$64,086	\$51,269	\$80,108
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$97,008	\$40,032	\$68,520	\$54,816	\$85,650
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$91,000	\$43,200	\$67,100	\$53,680	\$83,875
	Group 4 (FSU, UNC-P, WSSU)	5	\$103,720	\$38,110	\$70,915	\$56,732	\$88,644
401130-Academic Advisor/Counselor	Group 5 (UNCSA, UNC-A)	5	\$98,534	\$36,205	\$67,369	\$53,895	\$84,212
	Group 1 (NCSU & UNC-CH)	32	\$83,312	\$27,500	\$55,406	\$44,325	\$69,258
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	72	\$72,170	\$25,002	\$48,586	\$38,869	\$60,733
	Group 3 (ASU, NCCU, UNC-W, WCU)	62	\$88,044	\$24,192	\$56,118	\$44,894	\$70,148
	Group 4 (FSU, UNC-P, WSSU)	34	\$59,810	\$25,584	\$42,697	\$34,158	\$53,371
	Group 5 (UNCSA, UNC-A)	34	\$56,820	\$24,305	\$40,562	\$32,450	\$50,703
402010-"Librarian, Head of Acquisitions"	Group 6 (ECSU)	11	\$56,026	\$29,040	\$42,533	\$34,026	\$53,166
	Group 1 (NCSU & UNC-CH)	8	\$87,158	\$56,980	\$72,069	\$57,655	\$90,086
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$100,488	\$38,873	\$69,681	\$55,744	\$87,101
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$90,528	\$38,200	\$64,364	\$51,491	\$80,455
	Group 4 (FSU, UNC-P, WSSU)	6	\$127,829	\$51,033	\$89,431	\$71,545	\$111,789
	Group 5 (UNCSA, UNC-A)	6	\$121,438	\$48,481	\$84,959	\$67,968	\$106,199

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402020-"Librarian, Head of Technical Services - job description updated"	Group 1 (NCSU & UNC-CH)	8	\$133,483	\$65,325	\$99,404	\$79,523	\$124,255
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$110,000	\$45,457	\$77,729	\$62,183	\$97,161
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$104,873	\$46,000	\$75,437	\$60,349	\$94,296
	Group 4 (FSU, UNC-P, WSSU)	8	\$72,161	\$44,065	\$58,113	\$46,490	\$72,641
	Group 5 (UNCSA, UNC-A)	8	\$68,553	\$41,862	\$55,207	\$44,166	\$69,009
402030-"Librarian, Head of Public Services - title and job description updated "	Group 1 (NCSU & UNC-CH)	10	\$139,725	\$80,539	\$110,132	\$88,106	\$137,665
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$113,462	\$48,567	\$81,015	\$64,812	\$101,268
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$90,876	\$42,610	\$66,743	\$53,394	\$83,429
	Group 4 (FSU, UNC-P, WSSU)	5	\$127,829	\$50,000	\$88,915	\$71,132	\$111,143
	Group 5 (UNCSA, UNC-A)	5	\$121,438	\$47,500	\$84,469	\$67,575	\$105,586
402040-"Librarian, Head of Cataloging"	Group 1 (NCSU & UNC-CH)	6	\$93,663	\$69,543	\$81,603	\$65,282	\$102,004
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$89,184	\$48,000	\$68,592	\$54,874	\$85,740
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$106,020	\$40,676	\$73,348	\$58,678	\$91,685
	Group 4 (FSU, UNC-P, WSSU)	6	\$115,940	\$40,620	\$78,280	\$62,624	\$97,850
	Group 5 (UNCSA, UNC-A)	6	\$110,143	\$38,589	\$74,366	\$59,493	\$92,958
402050-"Librarian, Head of Collection Development"	Group 1 (NCSU & UNC-CH)	7	\$137,033	\$72,461	\$104,747	\$83,798	\$130,934
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$103,716	\$44,000	\$73,858	\$59,086	\$92,323
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$106,406	\$40,000	\$73,203	\$58,562	\$91,504
402060-"Librarian, Head of Special Collections and Archives - title and job description updated"	Group 1 (NCSU & UNC-CH)	6	\$97,912	\$75,981	\$86,947	\$69,557	\$108,683
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$89,138	\$49,725	\$69,432	\$55,545	\$86,789
	Group 3 (ASU, NCCU, UNC-W, WCU)	18	\$96,422	\$40,000	\$68,211	\$54,569	\$85,264
402065-"Librarian, Systems, Digital Resources - title updated"	Group 1 (NCSU & UNC-CH)	8	\$133,778	\$51,100	\$92,439	\$73,951	\$115,549
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$99,117	\$43,867	\$71,492	\$57,194	\$89,365
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$82,501	\$45,860	\$64,181	\$51,344	\$80,226
402170-"Librarian, Head of Reference & Instruction - job description updated"	Group 1 (NCSU & UNC-CH)	9	\$121,807	\$62,060	\$91,934	\$73,547	\$114,917
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$95,376	\$40,000	\$67,688	\$54,150	\$84,610
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$99,504	\$42,500	\$71,002	\$56,802	\$88,753
	Group 4 (FSU, UNC-P, WSSU)	14	\$98,377	\$33,499	\$65,938	\$52,750	\$82,423
	Group 5 (UNCSA, UNC-A)	14	\$93,458	\$31,824	\$62,641	\$50,113	\$78,301

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402180-"Librarian, Reference and Instruction - job description updated"	Group 1 (NCSU & UNC-CH)	15	\$87,393	\$34,500	\$60,947	\$48,757	\$76,183
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$100,592	\$30,014	\$65,303	\$52,242	\$81,629
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$104,718	\$36,748	\$70,733	\$56,586	\$88,416
	Group 4 (FSU, UNC-P, WSSU)	13	\$71,964	\$31,028	\$51,496	\$41,197	\$64,370
	Group 5 (UNC-SA, UNC-A)	13	\$68,366	\$29,477	\$48,921	\$39,137	\$61,152
402190-"Librarian, Cataloger/ Metadata - job description updated"	Group 1 (NCSU & UNC-CH)	7	\$60,000	\$39,312	\$49,656	\$39,725	\$62,070
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$80,642	\$42,354	\$61,498	\$49,198	\$76,873
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$90,528	\$38,293	\$64,411	\$51,528	\$80,513
402200-"Librarian, Cataloger"	Group 1 (NCSU & UNC-CH)	8	\$67,930	\$34,341	\$51,136	\$40,908	\$63,919
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$78,137	\$26,300	\$52,219	\$41,775	\$65,273
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$54,889	\$32,920	\$43,905	\$35,124	\$54,881
402210-"Librarian, Electronic Resources / Serials - - retitled and job description updated"	Group 1 (NCSU & UNC-CH)	6	\$80,969	\$46,073	\$63,521	\$50,817	\$79,401
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$78,324	\$48,000	\$63,162	\$50,530	\$78,953
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$63,300	\$33,990	\$48,645	\$38,916	\$60,806
	Group 4 (FSU, UNC-P, WSSU)	5	\$100,978	\$44,975	\$72,977	\$58,381	\$91,221
	Group 5 (UNC-SA, UNC-A)	5	\$95,929	\$42,726	\$69,328	\$55,462	\$86,660
402220-"Librarian, Media - job description updated"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$65,976	\$44,000	\$54,988	\$43,990	\$68,735
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$80,805	\$41,200	\$61,003	\$48,802	\$76,253
402230-"Librarian, Distance Education - retitled and job description updated"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$84,059	\$32,740	\$58,400	\$46,720	\$72,999
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$104,718	\$40,270	\$72,494	\$57,995	\$90,618
402240-"Librarian, Government Documents/Publications"	Group 1 (NCSU & UNC-CH)	6	\$83,971	\$59,847	\$71,909	\$57,527	\$89,886
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$103,194	\$46,083	\$74,639	\$59,711	\$93,298
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$123,120	\$45,996	\$84,558	\$67,646	\$105,698
402260-"Librarian, Head of Branch Library"	Group 1 (NCSU & UNC-CH)	13	\$156,549	\$56,400	\$106,475	\$85,180	\$133,093
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$143,322	\$47,916	\$95,619	\$76,495	\$119,524
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$110,038	\$48,850	\$79,444	\$63,555	\$99,305
402265-"Librarian, Head of Access Services"	Group 1 (NCSU & UNC-CH)	5	\$84,166	\$65,431	\$74,799	\$59,839	\$93,498
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$91,075	\$44,000	\$67,538	\$54,030	\$84,422
402267-"Librarian, Access Services"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$100,340	\$41,750	\$71,045	\$56,836	\$88,806

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402270-"Librarian, Special Collections and Archives"	Group 1 (NCSU & UNC-CH)	9	\$82,206	\$43,750	\$62,978	\$50,382	\$78,723
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$92,884	\$49,725	\$71,305	\$57,044	\$89,131
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$53,040	\$27,600	\$40,320	\$32,256	\$50,400
402275-"Librarian, Data and Geographical Information"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$114,192	\$40,000	\$77,096	\$61,677	\$96,370
402280-"Librarian, Emerging Technology"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$87,803	\$41,750	\$64,777	\$51,821	\$80,971
402283-"Librarian, User Experience/Assessment"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$110,000	\$39,500	\$74,750	\$59,800	\$93,438
403050-"Head, Campus Museum"	Group 1 (NCSU & UNC-CH)	6	\$255,625	\$88,450	\$172,038	\$137,630	\$215,047
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$135,634	\$54,878	\$95,256	\$76,205	\$119,070
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$76,740	\$53,252	\$64,996	\$51,997	\$81,245
403100-Archive/Museum/Gallery Curator	Group 1 (NCSU & UNC-CH)	20	\$121,176	\$34,750	\$77,963	\$62,370	\$97,454
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$71,619	\$27,557	\$49,588	\$39,670	\$61,985
	Group 3 (ASU, NCCU, UNC-W, WCU)	21	\$90,610	\$31,848	\$61,229	\$48,983	\$76,536
404110-Continuing Education Specialist	Group 1 (NCSU & UNC-CH)	16	\$88,608	\$37,400	\$63,004	\$50,403	\$78,755
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	34	\$88,484	\$39,369	\$63,927	\$51,141	\$79,908
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$66,616	\$38,259	\$52,438	\$41,950	\$65,547
	Group 4 (FSU, UNC-P, WSSU)	9	\$61,272	\$36,413	\$48,843	\$39,074	\$61,053
	Group 5 (UNC-SA, UNC-A)	9	\$58,208	\$34,592	\$46,400	\$37,120	\$58,000
404120-Continuing Education Conference/Workshop Coordinator	Group 1 (NCSU & UNC-CH)	18	\$59,812	\$29,000	\$44,406	\$35,525	\$55,508
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$73,218	\$26,520	\$49,869	\$39,895	\$62,336
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$70,013	\$35,000	\$52,507	\$42,005	\$65,633
406050-"Instructional Technology, Faculty Support Manager"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$74,248	\$47,128	\$60,688	\$48,550	\$75,860
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$134,220	\$40,094	\$87,157	\$69,726	\$108,946
	Group 4 (FSU, UNC-P, WSSU)	7	\$105,163	\$37,032	\$71,098	\$56,878	\$88,872
	Group 5 (UNC-SA, UNC-A)	7	\$99,905	\$35,180	\$67,543	\$54,034	\$84,428
406100-Web Content Developer	Group 1 (NCSU & UNC-CH)	16	\$85,100	\$34,565	\$59,833	\$47,866	\$74,791
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	48	\$72,000	\$27,160	\$49,580	\$39,664	\$61,975
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$61,044	\$36,050	\$48,547	\$38,838	\$60,684
	Group 4 (FSU, UNC-P, WSSU)	9	\$59,635	\$35,525	\$47,580	\$38,064	\$59,475

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
406105-Web Graphics Designer	Group 5 (UNCSA, UNC-A)	9	\$56,653	\$33,749	\$45,201	\$36,161	\$56,501
	Group 1 (NCSU & UNC-CH)	20	\$76,182	\$38,911	\$57,547	\$46,037	\$71,933
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	26	\$70,000	\$33,968	\$51,984	\$41,587	\$64,980
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$48,504	\$35,912	\$42,208	\$33,766	\$52,760
	Group 4 (FSU, UNC-P, WSSU)	7	\$51,000	\$31,008	\$41,004	\$32,803	\$51,255
	Group 5 (UNCSA, UNC-A)	7	\$48,450	\$29,458	\$38,954	\$31,163	\$48,692
406110-"Instructional Technology, Specialist"	Group 1 (NCSU & UNC-CH)	8	\$101,986	\$40,500	\$71,243	\$56,994	\$89,054
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$75,461	\$31,848	\$53,655	\$42,924	\$67,068
	Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$69,217	\$31,214	\$50,216	\$40,172	\$62,769
	Group 4 (FSU, UNC-P, WSSU)	15	\$76,155	\$36,359	\$56,257	\$45,006	\$70,321
	Group 5 (UNCSA, UNC-A)	15	\$72,347	\$34,541	\$53,444	\$42,755	\$66,805
406120-"Online Instructional Designer, Entry"	Group 1 (NCSU & UNC-CH)	15	\$69,840	\$43,092	\$56,466	\$45,173	\$70,583
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$62,000	\$38,804	\$50,402	\$40,322	\$63,003
406130-"Online Instructional Designer, Senior"	Group 1 (NCSU & UNC-CH)	9	\$91,826	\$50,760	\$71,293	\$57,034	\$89,116
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	26	\$86,100	\$36,699	\$61,400	\$49,120	\$76,749
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$78,700	\$34,616	\$56,658	\$45,326	\$70,823
	Group 4 (FSU, UNC-P, WSSU)	9	\$55,000	\$34,616	\$44,808	\$35,846	\$56,010
	Group 5 (UNCSA, UNC-A)	9	\$52,250	\$32,885	\$42,568	\$34,054	\$53,210
406140-"Head, Campus Educational Media Services"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$107,902	\$43,661	\$75,782	\$60,625	\$94,727
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$83,403	\$42,060	\$62,732	\$50,185	\$78,414
	Group 4 (FSU, UNC-P, WSSU)	6	\$109,263	\$43,285	\$76,274	\$61,019	\$95,343
	Group 5 (UNCSA, UNC-A)	6	\$103,800	\$41,121	\$72,460	\$57,968	\$90,575
407100-"Head, Executive Education"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$167,667	\$79,435	\$123,551	\$98,841	\$154,439
408200-"Head, Theater/Performing Arts Center"	Group 1 (NCSU & UNC-CH)	8	\$247,248	\$91,500	\$169,374	\$135,499	\$211,718
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$119,773	\$30,666	\$75,220	\$60,176	\$94,024
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$95,254	\$34,008	\$64,631	\$51,705	\$80,789
410110-"Head, Minority / Multicultural Student Affairs"	Group 1 (NCSU & UNC-CH)	9	\$110,262	\$73,000	\$91,631	\$73,305	\$114,539
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	29	\$115,000	\$52,583	\$83,792	\$67,033	\$104,739
	Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$92,206	\$51,331	\$71,769	\$57,415	\$89,711

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
410120-Cooperative Education Program Coordinator	Group 4 (FSU, UNC-P, WSSU)	9	\$69,058	\$47,458	\$58,258	\$46,606	\$72,823
	Group 5 (UNCSA, UNC-A)	9	\$65,605	\$45,085	\$55,345	\$44,276	\$69,181
	Group 1 (NCSU & UNC-CH)	8	\$78,267	\$39,390	\$58,829	\$47,063	\$73,536
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$59,800	\$29,238	\$44,519	\$35,615	\$55,649
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$66,256	\$31,828	\$49,042	\$39,234	\$61,303
	Group 4 (FSU, UNC-P, WSSU)	5	\$67,626	\$32,949	\$50,288	\$40,230	\$62,859
410140-"Head, Women's Center"	Group 5 (UNCSA, UNC-A)	5	\$64,245	\$31,302	\$47,773	\$38,219	\$59,716
	Group 1 (NCSU & UNC-CH)	7	\$107,052	\$44,500	\$75,776	\$60,621	\$94,720
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$118,875	\$43,038	\$80,957	\$64,765	\$101,196
411100-"Deputy Head, Student Admissions"	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$83,220	\$44,557	\$63,889	\$51,111	\$79,861
	Group 1 (NCSU & UNC-CH)	19	\$120,600	\$58,770	\$89,685	\$71,748	\$112,106
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	49	\$94,000	\$42,627	\$68,314	\$54,651	\$85,392
	Group 3 (ASU, NCCU, UNC-W, WCU)	50	\$86,011	\$35,539	\$60,775	\$48,620	\$75,969
	Group 4 (FSU, UNC-P, WSSU)	22	\$86,814	\$36,984	\$61,899	\$49,519	\$77,374
	Group 5 (UNCSA, UNC-A)	22	\$82,473	\$35,135	\$58,804	\$47,043	\$73,505
411110-Student Admissions Counselor	Group 6 (ECSU)	10	\$66,927	\$39,000	\$52,964	\$42,371	\$66,204
	Group 1 (NCSU & UNC-CH)	29	\$71,910	\$27,664	\$49,787	\$39,830	\$62,234
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	76	\$63,143	\$25,000	\$44,072	\$35,257	\$55,089
	Group 3 (ASU, NCCU, UNC-W, WCU)	64	\$56,500	\$26,850	\$41,675	\$33,340	\$52,094
	Group 4 (FSU, UNC-P, WSSU)	37	\$55,975	\$23,824	\$39,900	\$31,920	\$49,874
	Group 5 (UNCSA, UNC-A)	37	\$53,176	\$22,633	\$37,905	\$30,324	\$47,381
411120-"Head, Campus Graduate Admissions"	Group 6 (ECSU)	16	\$41,608	\$24,000	\$32,804	\$26,243	\$41,005
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$91,800	\$39,523	\$65,662	\$52,529	\$82,077
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$104,819	\$41,097	\$72,958	\$58,366	\$91,198
	Group 4 (FSU, UNC-P, WSSU)	7	\$104,400	\$38,304	\$71,352	\$57,082	\$89,190
412100-Student Career Counselor	Group 5 (UNCSA, UNC-A)	7	\$99,180	\$36,389	\$67,784	\$54,228	\$84,731
	Group 1 (NCSU & UNC-CH)	24	\$62,076	\$35,547	\$48,812	\$39,049	\$61,014
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	60	\$72,484	\$31,746	\$52,115	\$41,692	\$65,144
	Group 3 (ASU, NCCU, UNC-W, WCU)	53	\$77,072	\$29,978	\$53,525	\$42,820	\$66,906

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 4 (FSU, UNC-P, WSSU)	21	\$57,613	\$29,352	\$43,483	\$34,786	\$54,353
	Group 5 (UNCSA, UNC-A)	21	\$54,732	\$27,884	\$41,308	\$33,047	\$51,635
	Group 6 (ECSU)	8	\$39,520	\$32,000	\$35,760	\$28,608	\$44,700
413100-"Deputy Head, Student Financial Aid"	Group 1 (NCSU & UNC-CH)	12	\$107,099	\$61,719	\$84,409	\$67,527	\$105,511
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	55	\$94,338	\$36,260	\$65,299	\$52,239	\$81,624
	Group 3 (ASU, NCCU, UNC-W, WCU)	39	\$91,003	\$39,270	\$65,137	\$52,109	\$81,421
	Group 4 (FSU, UNC-P, WSSU)	19	\$73,664	\$42,024	\$57,844	\$46,275	\$72,305
	Group 5 (UNCSA, UNC-A)	19	\$69,981	\$39,923	\$54,952	\$43,961	\$68,690
	Group 6 (ECSU)	10	\$75,755	\$41,075	\$58,415	\$46,732	\$73,019
413110-Student Financial Aid Counselor	Group 1 (NCSU & UNC-CH)	32	\$66,757	\$25,272	\$46,015	\$36,812	\$57,518
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	61	\$65,193	\$23,660	\$44,427	\$35,541	\$55,533
	Group 3 (ASU, NCCU, UNC-W, WCU)	60	\$64,255	\$26,208	\$45,232	\$36,185	\$56,539
	Group 4 (FSU, UNC-P, WSSU)	31	\$54,234	\$25,753	\$39,994	\$31,995	\$49,992
	Group 5 (UNCSA, UNC-A)	31	\$51,522	\$24,465	\$37,994	\$30,395	\$47,492
	Group 6 (ECSU)	10	\$40,800	\$29,280	\$35,040	\$28,032	\$43,800
414100-"Deputy Head, Student Housing"	Group 1 (NCSU & UNC-CH)	14	\$97,932	\$50,637	\$74,285	\$59,428	\$92,856
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	32	\$102,037	\$47,819	\$74,928	\$59,942	\$93,660
	Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$84,458	\$33,500	\$58,979	\$47,183	\$73,724
	Group 4 (FSU, UNC-P, WSSU)	17	\$75,372	\$36,000	\$55,686	\$44,549	\$69,608
	Group 5 (UNCSA, UNC-A)	17	\$71,603	\$34,200	\$52,902	\$42,321	\$66,127
	Group 6 (ECSU)	9	\$65,538	\$31,000	\$48,269	\$38,615	\$60,336
414110-"Student Housing, Administrative Operations Officer"	Group 1 (NCSU & UNC-CH)	5	\$124,800	\$87,550	\$106,175	\$84,940	\$132,719
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$86,250	\$26,750	\$56,500	\$45,200	\$70,625
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$81,461	\$42,148	\$61,805	\$49,444	\$77,256
414120-"Student Housing, Residence Life Officer"	Group 1 (NCSU & UNC-CH)	8	\$132,438	\$42,000	\$87,219	\$69,775	\$109,024
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$69,364	\$29,400	\$49,382	\$39,506	\$61,728
	Group 3 (ASU, NCCU, UNC-W, WCU)	21	\$80,694	\$38,380	\$59,537	\$47,630	\$74,421
	Group 4 (FSU, UNC-P, WSSU)	8	\$62,452	\$36,903	\$49,678	\$39,742	\$62,097
	Group 5 (UNCSA, UNC-A)	8	\$59,329	\$35,058	\$47,194	\$37,755	\$58,992

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
414130-"Student Residence Hall Manager (R&B incl)"	Group 1 (NCSU & UNC-CH)	13	\$63,667	\$30,696	\$47,182	\$37,745	\$58,977
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	43	\$50,000	\$27,001	\$38,501	\$30,800	\$48,126
	Group 3 (ASU, NCCU, UNC-W, WCU)	51	\$52,753	\$27,504	\$40,129	\$32,103	\$50,161
	Group 4 (FSU, UNC-P, WSSU)	25	\$47,924	\$23,123	\$35,524	\$28,419	\$44,404
	Group 5 (UNCSA, UNC-A)	25	\$45,528	\$21,967	\$33,747	\$26,998	\$42,184
	Group 6 (ECSU)	10	\$36,619	\$24,000	\$30,310	\$24,248	\$37,887
414140-"Student Residence Hall Manager (R&B not incl)"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$38,213	\$30,000	\$34,107	\$27,285	\$42,633
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$47,087	\$30,000	\$38,544	\$30,835	\$48,179
415110-"Deputy Head, Student Activities"	Group 1 (NCSU & UNC-CH)	6	\$96,900	\$55,640	\$76,270	\$61,016	\$95,338
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$73,961	\$40,980	\$57,471	\$45,976	\$71,838
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$61,044	\$36,164	\$48,604	\$38,883	\$60,755
	Group 4 (FSU, UNC-P, WSSU)	12	\$54,892	\$32,741	\$43,817	\$35,053	\$54,771
	Group 5 (UNCSA, UNC-A)	12	\$52,147	\$31,104	\$41,626	\$33,301	\$52,032
	Group 6 (ECSU)	6	\$52,668	\$38,000	\$45,334	\$36,267	\$56,668
415120-"Head, Campus Recreation/ Intramurals"	Group 1 (NCSU & UNC-CH)	13	\$148,500	\$79,809	\$114,155	\$91,324	\$142,693
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$108,000	\$56,430	\$82,215	\$65,772	\$102,769
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$102,990	\$35,775	\$69,383	\$55,506	\$86,728
	Group 4 (FSU, UNC-P, WSSU)	12	\$73,950	\$47,586	\$60,768	\$48,614	\$75,960
	Group 5 (UNCSA, UNC-A)	12	\$70,253	\$45,207	\$57,730	\$46,184	\$72,162
415130-Student Activities Officer	Group 1 (NCSU & UNC-CH)	16	\$67,092	\$33,000	\$50,046	\$40,037	\$62,558
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$64,469	\$33,482	\$48,976	\$39,180	\$61,219
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$70,925	\$31,500	\$51,213	\$40,970	\$64,016
	Group 4 (FSU, UNC-P, WSSU)	14	\$51,696	\$32,004	\$41,850	\$33,480	\$52,313
	Group 5 (UNCSA, UNC-A)	14	\$49,111	\$30,404	\$39,758	\$31,806	\$49,697
	Group 6 (ECSU)	7	\$40,950	\$25,750	\$33,350	\$26,680	\$41,688
415140-"Deputy Head, Campus Recreation / Intramurals"	Group 1 (NCSU & UNC-CH)	13	\$107,525	\$37,000	\$72,263	\$57,810	\$90,328
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	32	\$71,125	\$35,136	\$53,131	\$42,504	\$66,413
	Group 3 (ASU, NCCU, UNC-W, WCU)	32	\$71,125	\$32,149	\$51,637	\$41,310	\$64,546
	Group 4 (FSU, UNC-P, WSSU)	7	\$50,465	\$32,873	\$41,669	\$33,335	\$52,086

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 5 (UNC-SA, UNC-A)	7	\$47,942	\$31,229	\$39,586	\$31,668	\$49,482
415150-"Deputy Head, Campus Student Union"	Group 1 (NCSU & UNC-CH)	11	\$99,364	\$55,555	\$77,460	\$61,968	\$96,824
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$84,283	\$36,400	\$60,342	\$48,273	\$75,427
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$78,700	\$45,753	\$62,227	\$49,781	\$77,783
	Group 4 (FSU, UNC-P, WSSU)	6	\$56,826	\$41,052	\$48,939	\$39,151	\$61,174
	Group 5 (UNC-SA, UNC-A)	6	\$53,985	\$38,999	\$46,492	\$37,194	\$58,115
415160-Campus Recreation / Intramural Coordinator	Group 1 (NCSU & UNC-CH)	13	\$65,000	\$34,724	\$49,862	\$39,890	\$62,328
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	38	\$64,600	\$29,120	\$46,860	\$37,488	\$58,575
	Group 3 (ASU, NCCU, UNC-W, WCU)	22	\$59,908	\$32,000	\$45,954	\$36,763	\$57,443
	Group 4 (FSU, UNC-P, WSSU)	16	\$44,736	\$29,580	\$37,158	\$29,726	\$46,448
	Group 5 (UNC-SA, UNC-A)	16	\$42,499	\$28,101	\$35,300	\$28,240	\$44,125
	Group 6 (ECSU)	5	\$52,456	\$33,630	\$43,043	\$34,434	\$53,804
416100-"Deputy Head, Student Counseling"	Group 1 (NCSU & UNC-CH)	13	\$104,436	\$75,200	\$89,818	\$71,854	\$112,273
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$115,287	\$46,633	\$80,960	\$64,768	\$101,200
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$105,182	\$39,633	\$72,408	\$57,926	\$90,509
	Group 4 (FSU, UNC-P, WSSU)	7	\$74,418	\$40,000	\$57,209	\$45,767	\$71,511
	Group 5 (UNC-SA, UNC-A)	7	\$70,697	\$38,000	\$54,349	\$43,479	\$67,936
416110-Student Counseling Psychologist	Group 1 (NCSU & UNC-CH)	33	\$89,760	\$34,191	\$61,976	\$49,580	\$77,469
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	56	\$84,200	\$30,000	\$57,100	\$45,680	\$71,375
	Group 3 (ASU, NCCU, UNC-W, WCU)	45	\$105,163	\$34,464	\$69,814	\$55,851	\$87,267
	Group 4 (FSU, UNC-P, WSSU)	10	\$73,327	\$41,445	\$57,386	\$45,909	\$71,733
	Group 5 (UNC-SA, UNC-A)	10	\$69,661	\$39,373	\$54,517	\$43,613	\$68,146
416120-Student Counselor	Group 1 (NCSU & UNC-CH)	24	\$82,758	\$25,877	\$54,318	\$43,454	\$67,897
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$77,756	\$34,067	\$55,912	\$44,729	\$69,889
	Group 4 (FSU, UNC-P, WSSU)	20	\$59,085	\$38,500	\$48,793	\$39,034	\$60,991
	Group 5 (UNC-SA, UNC-A)	20	\$56,131	\$36,575	\$46,353	\$37,082	\$57,941
	Group 6 (ECSU)	11	\$64,714	\$34,500	\$49,607	\$39,686	\$62,009
418100-Associate Registrar	Group 1 (NCSU & UNC-CH)	22	\$98,800	\$54,000	\$76,400	\$61,120	\$95,500
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	43	\$92,253	\$43,250	\$67,752	\$54,201	\$84,689

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 3 (ASU, NCCU, UNC-W, WCU)	38	\$85,959	\$47,978	\$66,969	\$53,575	\$83,711
	Group 4 (FSU, UNC-P, WSSU)	13	\$105,163	\$39,636	\$72,400	\$57,920	\$90,499
	Group 5 (UNCSA, UNC-A)	13	\$99,905	\$37,654	\$68,780	\$55,024	\$85,974
	Group 6 (ECSU)	5	\$60,815	\$39,659	\$50,237	\$40,190	\$62,796
418110-Assistant Registrar	Group 1 (NCSU & UNC-CH)	20	\$77,221	\$41,237	\$59,229	\$47,383	\$74,036
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	40	\$72,397	\$35,190	\$53,794	\$43,035	\$67,242
	Group 3 (ASU, NCCU, UNC-W, WCU)	33	\$70,168	\$35,366	\$52,767	\$42,214	\$65,959
	Group 4 (FSU, UNC-P, WSSU)	15	\$65,165	\$34,000	\$49,583	\$39,666	\$61,978
	Group 5 (UNCSA, UNC-A)	15	\$61,907	\$32,300	\$47,103	\$37,683	\$58,879
420000-Staff Attorney	Group 1 (NCSU & UNC-CH)	18	\$216,895	\$53,040	\$134,968	\$107,974	\$168,709
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	46	\$151,000	\$48,293	\$99,647	\$79,717	\$124,558
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$125,630	\$75,000	\$100,315	\$80,252	\$125,394
422100-HR Generalist	Group 1 (NCSU & UNC-CH)	22	\$75,887	\$33,638	\$54,763	\$43,810	\$68,453
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	31	\$60,000	\$23,166	\$41,583	\$33,266	\$51,979
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$55,177	\$31,281	\$43,229	\$34,583	\$54,036
	Group 4 (FSU, UNC-P, WSSU)	6	\$55,177	\$37,233	\$46,205	\$36,964	\$57,756
	Group 5 (UNCSA, UNC-A)	6	\$52,418	\$35,371	\$43,895	\$35,116	\$54,868
422110-"HR Generalist, Senior"	Group 1 (NCSU & UNC-CH)	17	\$110,812	\$37,400	\$74,106	\$59,285	\$92,633
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$80,004	\$31,816	\$55,910	\$44,728	\$69,888
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$68,418	\$35,011	\$51,715	\$41,372	\$64,643
422120-HR Classification & Compensation Specialist	Group 1 (NCSU & UNC-CH)	18	\$62,000	\$40,883	\$51,442	\$41,153	\$64,302
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$55,811	\$39,515	\$47,663	\$38,130	\$59,579
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$71,160	\$35,247	\$53,204	\$42,563	\$66,504
422130-"HR Classification & Compensation Specialist, Senior"	Group 1 (NCSU & UNC-CH)	15	\$88,882	\$48,312	\$68,597	\$54,878	\$85,746
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$71,225	\$42,000	\$56,613	\$45,290	\$70,766
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$71,674	\$41,200	\$56,437	\$45,150	\$70,546
422140-HR Classification & Compensation Unit Supervisor	Group 1 (NCSU & UNC-CH)	9	\$109,071	\$50,750	\$79,911	\$63,928	\$99,888
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$85,008	\$58,680	\$71,844	\$57,475	\$89,805
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$82,362	\$58,680	\$70,521	\$56,417	\$88,151

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
422150-HR Benefits Specialist	Group 1 (NCSU & UNC-CH)	23	\$66,612	\$34,596	\$50,604	\$40,483	\$63,255
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	31	\$48,360	\$32,724	\$40,542	\$32,434	\$50,678
	Group 3 (ASU, NCCU, UNC-W, WCU)	19	\$58,407	\$29,141	\$43,774	\$35,019	\$54,718
	Group 4 (FSU, UNC-P, WSSU)	7	\$51,000	\$34,116	\$42,558	\$34,046	\$53,198
	Group 5 (UNCSA, UNC-A)	7	\$48,450	\$32,410	\$40,430	\$32,344	\$50,538
422160-"HR Benefits Specialist, Senior"	Group 1 (NCSU & UNC-CH)	21	\$79,536	\$40,000	\$59,768	\$47,814	\$74,710
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$67,295	\$36,359	\$51,827	\$41,462	\$64,784
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$56,766	\$37,716	\$47,241	\$37,793	\$59,051
422170-HR Benefits Unit Supervisor	Group 1 (NCSU & UNC-CH)	10	\$99,515	\$51,398	\$75,457	\$60,365	\$94,321
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$71,153	\$48,341	\$59,747	\$47,798	\$74,684
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$79,000	\$46,483	\$62,742	\$50,193	\$78,427
422180-HR Employment Specialist	Group 1 (NCSU & UNC-CH)	25	\$66,612	\$32,090	\$49,351	\$39,481	\$61,689
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$53,001	\$31,050	\$42,026	\$33,620	\$52,532
	Group 3 (ASU, NCCU, UNC-W, WCU)	18	\$58,407	\$26,291	\$42,349	\$33,879	\$52,936
	Group 4 (FSU, UNC-P, WSSU)	6	\$68,464	\$33,619	\$51,042	\$40,833	\$63,802
	Group 5 (UNCSA, UNC-A)	6	\$65,041	\$31,938	\$48,489	\$38,792	\$60,612
	Group 6 (ECSU)	7	\$48,935	\$31,352	\$40,144	\$32,115	\$50,179
422190-"HR Employment Specialist, Senior"	Group 1 (NCSU & UNC-CH)	18	\$79,583	\$38,018	\$58,801	\$47,040	\$73,501
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$84,048	\$40,788	\$62,418	\$49,934	\$78,023
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$70,344	\$37,812	\$54,078	\$43,262	\$67,598
422200-HR Employment Unit Supervisor	Group 1 (NCSU & UNC-CH)	5	\$86,031	\$71,608	\$78,820	\$63,056	\$98,524
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$87,203	\$44,013	\$65,608	\$52,486	\$82,010
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$82,362	\$40,758	\$61,560	\$49,248	\$76,950
422210-HR Employee Relations Specialist	Group 1 (NCSU & UNC-CH)	19	\$74,460	\$33,405	\$53,933	\$43,146	\$67,416
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$76,882	\$28,500	\$52,691	\$42,153	\$65,864
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$51,611	\$37,140	\$44,376	\$35,500	\$55,469
422220-"HR Employee Relations Specialist, Senior"	Group 1 (NCSU & UNC-CH)	18	\$96,291	\$40,843	\$68,567	\$54,854	\$85,709
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$59,882	\$40,000	\$49,941	\$39,953	\$62,426
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$60,001	\$36,953	\$48,477	\$38,782	\$60,596

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
422230-HR Employee Relations Unit Supervisor	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$95,004	\$46,008	\$70,506	\$56,405	\$88,133
422240-"Head, Campus Labor Relations"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$121,453	\$67,880	\$94,667	\$75,733	\$118,333
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$104,000	\$70,000	\$87,000	\$69,600	\$108,750
423100-"Head, Campus Disability Services"	Group 1 (NCSU & UNC-CH)	8	\$104,000	\$85,524	\$94,762	\$75,810	\$118,453
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$92,005	\$46,357	\$69,181	\$55,345	\$86,476
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$78,195	\$50,723	\$64,459	\$51,567	\$80,574
	Group 4 (FSU, UNC-P, WSSU)	5	\$80,700	\$43,645	\$62,173	\$49,738	\$77,716
	Group 5 (UNCSA, UNC-A)	5	\$76,665	\$41,463	\$59,064	\$47,251	\$73,830
423110-Disability Services Coordinator	Group 1 (NCSU & UNC-CH)	13	\$75,000	\$38,821	\$56,911	\$45,528	\$71,138
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$74,043	\$35,000	\$54,522	\$43,617	\$68,152
	Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$71,634	\$34,020	\$52,827	\$42,262	\$66,034
	Group 4 (FSU, UNC-P, WSSU)	7	\$56,026	\$39,575	\$47,801	\$38,240	\$59,751
	Group 5 (UNCSA, UNC-A)	7	\$53,225	\$37,596	\$45,410	\$36,328	\$56,763
	Group 6 (ECSU)	5	\$59,635	\$38,427	\$49,031	\$39,225	\$61,289
423115-Disability Services Advisor	Group 1 (NCSU & UNC-CH)	8	\$63,135	\$33,000	\$48,068	\$38,454	\$60,084
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$53,300	\$32,500	\$42,900	\$34,320	\$53,625
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$56,100	\$41,403	\$48,752	\$39,001	\$60,939
423120-"Deputy Head, Campus AA/EEO Office"	Group 1 (NCSU & UNC-CH)	8	\$123,085	\$67,000	\$95,043	\$76,034	\$118,803
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$110,000	\$48,000	\$79,000	\$63,200	\$98,750
423130-Affirmative Action/EEO Specialist	Group 1 (NCSU & UNC-CH)	18	\$83,945	\$48,312	\$66,129	\$52,903	\$82,661
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$81,151	\$35,939	\$58,545	\$46,836	\$73,181
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$81,151	\$46,983	\$64,067	\$51,254	\$80,084
423140-"Head, Title III Program"	Group 4 (FSU, UNC-P, WSSU)	5	\$107,100	\$52,008	\$79,554	\$63,643	\$99,443
	Group 5 (UNCSA, UNC-A)	5	\$101,745	\$49,408	\$75,576	\$60,461	\$94,470
424100-Training / Organizational Development Specialist	Group 1 (NCSU & UNC-CH)	18	\$79,872	\$40,789	\$60,331	\$48,264	\$75,413
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	34	\$83,962	\$35,006	\$59,484	\$47,587	\$74,355
	Group 3 (ASU, NCCU, UNC-W, WCU)	18	\$66,641	\$38,000	\$52,321	\$41,856	\$65,401
427100-"Head, Athletics Compliance"	Group 1 (NCSU & UNC-CH)	12	\$148,387	\$42,444	\$95,416	\$76,332	\$119,269
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$106,000	\$32,004	\$69,002	\$55,202	\$86,253

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$90,355	\$30,756	\$60,556	\$48,444	\$75,694
	Group 4 (FSU, UNC-P, WSSU)	11	\$64,086	\$43,285	\$53,686	\$42,948	\$67,107
	Group 5 (UNCSA, UNC-A)	11	\$60,882	\$41,121	\$51,001	\$40,801	\$63,752
428100-"Deputy Head, Institutional Research"	Group 1 (NCSU & UNC-CH)	10	\$119,500	\$83,640	\$101,570	\$81,256	\$126,963
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$127,053	\$48,254	\$87,654	\$70,123	\$109,567
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$92,372	\$46,938	\$69,655	\$55,724	\$87,069
	Group 4 (FSU, UNC-P, WSSU)	7	\$82,500	\$50,000	\$66,250	\$53,000	\$82,813
	Group 5 (UNCSA, UNC-A)	7	\$78,375	\$47,500	\$62,938	\$50,350	\$78,672
430100-Deputy Controller	Group 1 (NCSU & UNC-CH)	10	\$187,545	\$77,515	\$132,530	\$106,024	\$165,663
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$127,148	\$55,109	\$91,129	\$72,903	\$113,911
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$113,526	\$50,439	\$81,983	\$65,586	\$102,478
	Group 4 (FSU, UNC-P, WSSU)	9	\$112,800	\$50,439	\$81,620	\$65,296	\$102,024
	Group 5 (UNCSA, UNC-A)	9	\$107,160	\$47,917	\$77,539	\$62,031	\$96,923
430110-Deputy Bursar	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$91,500	\$43,295	\$67,398	\$53,918	\$84,247
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$85,085	\$38,472	\$61,779	\$49,423	\$77,223
	Group 4 (FSU, UNC-P, WSSU)	5	\$86,600	\$36,771	\$61,686	\$49,348	\$77,107
	Group 5 (UNCSA, UNC-A)	5	\$82,270	\$34,932	\$58,601	\$46,881	\$73,252
430120-Accountant	Group 1 (NCSU & UNC-CH)	34	\$68,002	\$28,836	\$48,419	\$38,735	\$60,524
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	61	\$63,066	\$27,976	\$45,521	\$36,417	\$56,901
	Group 3 (ASU, NCCU, UNC-W, WCU)	50	\$66,185	\$28,000	\$47,093	\$37,674	\$58,866
	Group 4 (FSU, UNC-P, WSSU)	23	\$70,687	\$27,660	\$49,174	\$39,339	\$61,467
	Group 5 (UNCSA, UNC-A)	23	\$67,153	\$26,277	\$46,715	\$37,372	\$58,394
	Group 6 (ECSU)	11	\$56,057	\$30,900	\$43,479	\$34,783	\$54,348
430130-"Accountant, Senior"	Group 1 (NCSU & UNC-CH)	31	\$86,117	\$37,000	\$61,559	\$49,247	\$76,948
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	68	\$75,947	\$31,664	\$53,806	\$43,044	\$67,257
	Group 3 (ASU, NCCU, UNC-W, WCU)	42	\$71,636	\$36,492	\$54,064	\$43,251	\$67,580
	Group 4 (FSU, UNC-P, WSSU)	16	\$62,500	\$36,050	\$49,275	\$39,420	\$61,594
	Group 5 (UNCSA, UNC-A)	16	\$59,375	\$34,248	\$46,811	\$37,449	\$58,514
430135-"Head, Accounting (if not Chief	Group 1 (NCSU & UNC-CH)	9	\$145,000	\$50,000	\$97,500	\$78,000	\$121,875

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
Accounting Officer)"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$114,523	\$63,482	\$89,003	\$71,202	\$111,253
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$105,113	\$58,622	\$81,868	\$65,494	\$102,334
	Group 4 (FSU, UNC-P, WSSU)	7	\$97,200	\$53,544	\$75,372	\$60,298	\$94,215
	Group 5 (UNCSA, UNC-A)	7	\$92,340	\$50,867	\$71,603	\$57,283	\$89,504
430150-Collections Supervisor	Group 1 (NCSU & UNC-CH)	11	\$76,128	\$38,000	\$57,064	\$45,651	\$71,330
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$67,963	\$28,158	\$48,061	\$38,448	\$60,076
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$82,362	\$40,176	\$61,269	\$49,015	\$76,586
430160-Accounting Unit Supervisor	Group 1 (NCSU & UNC-CH)	22	\$99,874	\$41,890	\$70,882	\$56,706	\$88,603
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	46	\$96,000	\$36,173	\$66,087	\$52,869	\$82,608
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$93,799	\$38,705	\$66,252	\$53,002	\$82,815
	Group 4 (FSU, UNC-P, WSSU)	7	\$63,268	\$41,892	\$52,580	\$42,064	\$65,725
	Group 5 (UNCSA, UNC-A)	7	\$60,105	\$39,797	\$49,951	\$39,961	\$62,439
430170-Head Cashier	Group 1 (NCSU & UNC-CH)	9	\$58,365	\$24,000	\$41,183	\$32,946	\$51,478
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$64,345	\$20,007	\$42,176	\$33,741	\$52,720
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$64,345	\$29,895	\$47,120	\$37,696	\$58,900
431100-Auditor	Group 1 (NCSU & UNC-CH)	16	\$81,900	\$38,875	\$60,388	\$48,310	\$75,484
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$68,813	\$36,225	\$52,519	\$42,015	\$65,649
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$65,000	\$39,789	\$52,395	\$41,916	\$65,493
	Group 4 (FSU, UNC-P, WSSU)	6	\$126,400	\$46,452	\$86,426	\$69,141	\$108,033
	Group 5 (UNCSA, UNC-A)	6	\$120,080	\$44,129	\$82,105	\$65,684	\$102,631
431110-"Auditor, Senior"	Group 1 (NCSU & UNC-CH)	25	\$95,856	\$51,672	\$73,764	\$59,011	\$92,205
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	40	\$95,004	\$45,000	\$70,002	\$56,002	\$87,503
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$85,010	\$55,800	\$70,405	\$56,324	\$88,006
432100-Budget Analyst	Group 1 (NCSU & UNC-CH)	23	\$78,752	\$36,329	\$57,541	\$46,032	\$71,926
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$74,360	\$31,599	\$52,980	\$42,384	\$66,224
	Group 4 (FSU, UNC-P, WSSU)	11	\$81,699	\$38,873	\$60,286	\$48,229	\$75,358
	Group 5 (UNCSA, UNC-A)	11	\$77,614	\$36,929	\$57,272	\$45,817	\$71,590
	Group 6 (ECSU)	5	\$74,496	\$46,125	\$60,311	\$48,248	\$75,388
432110-"Budget Analyst, Senior"	Group 1 (NCSU & UNC-CH)	27	\$100,645	\$46,390	\$73,518	\$58,814	\$91,897

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
432120-Budget Unit Supervisor / Manager	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	45	\$97,512	\$39,800	\$68,656	\$54,925	\$85,820
	Group 1 (NCSU & UNC-CH)	16	\$129,550	\$70,301	\$99,926	\$79,940	\$124,907
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$101,184	\$40,600	\$70,892	\$56,714	\$88,615
432130-"Deputy Head, Budget"	Group 1 (NCSU & UNC-CH)	5	\$173,124	\$101,000	\$137,062	\$109,650	\$171,328
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$115,299	\$66,000	\$90,650	\$72,520	\$113,312
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$101,400	\$55,188	\$78,294	\$62,635	\$97,868
	Group 4 (FSU, UNC-P, WSSU)	6	\$71,400	\$55,188	\$63,294	\$50,635	\$79,118
	Group 5 (UNCSA, UNC-A)	6	\$67,830	\$52,429	\$60,129	\$48,103	\$75,162
432150-"Head, Athletics Finance & Business"	Group 1 (NCSU & UNC-CH)	9	\$230,625	\$52,349	\$141,487	\$113,190	\$176,859
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$140,000	\$51,545	\$95,773	\$76,618	\$119,716
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$108,093	\$36,183	\$72,138	\$57,710	\$90,173
433110-Contract and Grants Specialist	Group 1 (NCSU & UNC-CH)	28	\$84,366	\$31,714	\$58,040	\$46,432	\$72,550
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	66	\$82,130	\$31,817	\$56,974	\$45,579	\$71,217
	Group 3 (ASU, NCCU, UNC-W, WCU)	46	\$73,364	\$31,979	\$52,672	\$42,137	\$65,839
	Group 4 (FSU, UNC-P, WSSU)	16	\$76,947	\$35,175	\$56,061	\$44,849	\$70,076
	Group 5 (UNCSA, UNC-A)	16	\$73,100	\$33,416	\$53,258	\$42,606	\$66,572
433120-Restricted Funds Accountant	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$70,830	\$33,271	\$52,051	\$41,640	\$65,063
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$68,829	\$42,010	\$55,420	\$44,336	\$69,274
	Group 4 (FSU, UNC-P, WSSU)	7	\$64,297	\$25,056	\$44,677	\$35,741	\$55,846
	Group 5 (UNCSA, UNC-A)	7	\$61,082	\$23,803	\$42,443	\$33,954	\$53,053
434100-"Deputy Head, Purchasing/Materials Management"	Group 1 (NCSU & UNC-CH)	13	\$130,924	\$52,000	\$91,462	\$73,170	\$114,328
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$91,744	\$53,026	\$72,385	\$57,908	\$90,481
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$84,936	\$37,208	\$61,072	\$48,858	\$76,340
434110-Materials Management Buyer	Group 1 (NCSU & UNC-CH)	29	\$66,667	\$32,016	\$49,342	\$39,473	\$61,677
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$66,768	\$24,336	\$45,552	\$36,442	\$56,940
	Group 3 (ASU, NCCU, UNC-W, WCU)	22	\$62,341	\$30,000	\$46,171	\$36,936	\$57,713
	Group 4 (FSU, UNC-P, WSSU)	8	\$46,107	\$29,764	\$37,936	\$30,348	\$47,419
	Group 5 (UNCSA, UNC-A)	8	\$43,802	\$28,276	\$36,039	\$28,831	\$45,048
	Group 6 (ECSU)	6	\$52,123	\$28,000	\$40,062	\$32,049	\$50,077

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
434120-"Materials Management Buyer, Senior"	Group 1 (NCSU & UNC-CH)	28	\$85,544	\$35,145	\$60,345	\$48,276	\$75,431
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$73,151	\$30,303	\$51,727	\$41,382	\$64,659
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$75,000	\$34,487	\$54,744	\$43,795	\$68,429
	Group 4 (FSU, UNC-P, WSSU)	5	\$60,564	\$44,672	\$52,618	\$42,094	\$65,773
	Group 5 (UNCSA, UNC-A)	5	\$57,536	\$42,438	\$49,987	\$39,990	\$62,484
434140-Print Shop Supervisor	Group 1 (NCSU & UNC-CH)	7	\$92,892	\$42,376	\$67,634	\$54,107	\$84,543
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$72,647	\$34,286	\$53,467	\$42,773	\$66,833
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$80,688	\$33,613	\$57,151	\$45,720	\$71,438
434150-Inventory Manager	Group 1 (NCSU & UNC-CH)	9	\$81,600	\$49,470	\$65,535	\$52,428	\$81,919
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$65,591	\$35,939	\$50,765	\$40,612	\$63,456
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$70,352	\$33,554	\$51,953	\$41,562	\$64,941
435100-"Deputy Head, Bookstore"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$54,226	\$33,552	\$43,889	\$35,111	\$54,861
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$65,532	\$36,940	\$51,236	\$40,989	\$64,045
	Group 6 (ECSU)	6	\$52,669	\$15,480	\$34,075	\$27,260	\$42,593
435110-"Department Business Manager (Small Unit)"	Group 1 (NCSU & UNC-CH)	25	\$105,000	\$34,680	\$69,840	\$55,872	\$87,300
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	48	\$101,132	\$30,800	\$65,966	\$52,773	\$82,458
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$68,730	\$30,000	\$49,365	\$39,492	\$61,706
	Group 4 (FSU, UNC-P, WSSU)	6	\$58,585	\$31,256	\$44,921	\$35,936	\$56,151
	Group 5 (UNCSA, UNC-A)	6	\$55,656	\$29,693	\$42,674	\$34,140	\$53,343
435120-"Department Business Manager (Large Unit)"	Group 1 (NCSU & UNC-CH)	24	\$153,000	\$41,000	\$97,000	\$77,600	\$121,250
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	54	\$124,920	\$33,000	\$78,960	\$63,168	\$98,700
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$98,000	\$48,270	\$73,135	\$58,508	\$91,419
435140-Ticket Manager	Group 1 (NCSU & UNC-CH)	14	\$105,087	\$39,591	\$72,339	\$57,871	\$90,424
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	31	\$65,776	\$28,751	\$47,264	\$37,811	\$59,079
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$61,380	\$27,934	\$44,657	\$35,726	\$55,821
	Group 4 (FSU, UNC-P, WSSU)	6	\$39,992	\$26,916	\$33,454	\$26,763	\$41,818
	Group 5 (UNCSA, UNC-A)	6	\$37,992	\$25,570	\$31,781	\$25,425	\$39,727
437100-"Head of Development, College/Division"	Group 1 (NCSU & UNC-CH)	10	\$155,250	\$42,281	\$98,766	\$79,012	\$123,457
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	32	\$119,500	\$54,125	\$86,813	\$69,450	\$108,516

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$100,300	\$47,069	\$73,685	\$58,948	\$92,106
437110-"Annual Giving Officer, Entry"	Group 1 (NCSU & UNC-CH)	9	\$69,982	\$24,500	\$47,241	\$37,793	\$59,051
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$77,000	\$31,505	\$54,253	\$43,402	\$67,816
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$57,500	\$33,757	\$45,629	\$36,503	\$57,036
	Group 4 (FSU, UNC-P, WSSU)	5	\$62,761	\$30,840	\$46,801	\$37,440	\$58,501
	Group 5 (UNCSA, UNC-A)	5	\$59,623	\$29,298	\$44,460	\$35,568	\$55,576
437115-Annual Giving Officer (Senior)	Group 1 (NCSU & UNC-CH)	14	\$100,008	\$45,320	\$72,664	\$58,131	\$90,830
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$82,335	\$42,000	\$62,168	\$49,734	\$77,709
	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$90,000	\$35,000	\$62,500	\$50,000	\$78,125
	Group 4 (FSU, UNC-P, WSSU)	8	\$90,376	\$40,576	\$65,476	\$52,381	\$81,845
	Group 5 (UNCSA, UNC-A)	8	\$85,857	\$38,547	\$62,202	\$49,762	\$77,753
437120-"Major Gift Officer, Entry"	Group 1 (NCSU & UNC-CH)	11	\$95,000	\$36,000	\$65,500	\$52,400	\$81,875
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$99,861	\$29,000	\$64,431	\$51,544	\$80,538
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$82,117	\$26,780	\$54,449	\$43,559	\$68,061
437130-"Major Gift Officer, Senior"	Group 1 (NCSU & UNC-CH)	22	\$153,300	\$46,536	\$99,918	\$79,934	\$124,898
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$118,000	\$49,054	\$83,527	\$66,822	\$104,409
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$89,612	\$41,000	\$65,306	\$52,245	\$81,633
437140-"Planned Giving Officer, Senior"	Group 1 (NCSU & UNC-CH)	7	\$138,909	\$85,000	\$111,955	\$89,564	\$139,943
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$121,349	\$53,315	\$87,332	\$69,866	\$109,165
437150-"Head, Athletics Development"	Group 1 (NCSU & UNC-CH)	7	\$245,000	\$86,025	\$165,513	\$132,410	\$206,891
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$155,004	\$31,211	\$93,108	\$74,486	\$116,384
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$89,550	\$43,872	\$66,711	\$53,369	\$83,389
438100-"Alumni Relations Officer, Entry Level"	Group 1 (NCSU & UNC-CH)	13	\$80,740	\$35,000	\$57,870	\$46,296	\$72,338
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$55,000	\$27,996	\$41,498	\$33,198	\$51,873
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$52,020	\$30,179	\$41,100	\$32,880	\$51,374
438110-"Alumni Relations Officer, Senior Level"	Group 1 (NCSU & UNC-CH)	13	\$94,757	\$32,960	\$63,859	\$51,087	\$79,823
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$84,849	\$33,372	\$59,111	\$47,288	\$73,888
	Group 3 (ASU, NCCU, UNC-W, WCU)	24	\$89,755	\$32,000	\$60,878	\$48,702	\$76,097
	Group 4 (FSU, UNC-P, WSSU)	11	\$68,191	\$35,000	\$51,596	\$41,276	\$64,494

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 5 (UNCSA, UNC-A)	11	\$64,781	\$33,250	\$49,016	\$39,213	\$61,270
442120-"Advancement Services, Prospect Researcher"	Group 1 (NCSU & UNC-CH)	9	\$79,560	\$39,000	\$59,280	\$47,424	\$74,100
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$70,243	\$33,000	\$51,622	\$41,297	\$64,527
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$59,301	\$36,240	\$47,771	\$38,216	\$59,713
	Group 4 (FSU, UNC-P, WSSU)	6	\$60,000	\$41,196	\$50,598	\$40,478	\$63,248
	Group 5 (UNCSA, UNC-A)	6	\$57,000	\$39,136	\$48,068	\$38,454	\$60,085
443100-Public Information Specialist	Group 1 (NCSU & UNC-CH)	27	\$80,000	\$25,831	\$52,916	\$42,332	\$66,144
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	48	\$81,120	\$30,409	\$55,765	\$44,612	\$69,706
	Group 3 (ASU, NCCU, UNC-W, WCU)	32	\$70,843	\$34,000	\$52,422	\$41,937	\$65,527
	Group 4 (FSU, UNC-P, WSSU)	16	\$53,000	\$25,627	\$39,314	\$31,451	\$49,142
	Group 5 (UNCSA, UNC-A)	16	\$50,350	\$24,346	\$37,348	\$29,878	\$46,685
	Group 6 (ECSU)	6	\$60,125	\$35,500	\$47,813	\$38,250	\$59,766
443125-"Head, College/University Press"	Group 1 (NCSU & UNC-CH)	8	\$184,226	\$102,163	\$143,195	\$114,556	\$178,993
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$141,400	\$52,620	\$97,010	\$77,608	\$121,263
443130-"Deputy Head, Campus Publications"	Group 1 (NCSU & UNC-CH)	5	\$132,412	\$50,360	\$91,386	\$73,109	\$114,233
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$95,000	\$51,309	\$73,155	\$58,524	\$91,443
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$79,730	\$37,272	\$58,501	\$46,801	\$73,126
	Group 4 (FSU, UNC-P, WSSU)	7	\$77,376	\$40,008	\$58,692	\$46,954	\$73,365
	Group 5 (UNCSA, UNC-A)	7	\$73,507	\$38,008	\$55,757	\$44,606	\$69,697
443140-"Head, Campus Information Office"	Group 1 (NCSU & UNC-CH)	8	\$159,249	\$68,000	\$113,625	\$90,900	\$142,031
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$115,340	\$53,040	\$84,190	\$67,352	\$105,238
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$110,000	\$40,500	\$75,250	\$60,200	\$94,063
	Group 4 (FSU, UNC-P, WSSU)	6	\$67,830	\$46,602	\$57,216	\$45,773	\$71,520
	Group 5 (UNCSA, UNC-A)	6	\$64,439	\$44,272	\$54,355	\$43,484	\$67,944
444110-"Head, Campus News Bureau/Service"	Group 1 (NCSU & UNC-CH)	6	\$194,307	\$76,000	\$135,154	\$108,123	\$168,942
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$104,894	\$63,544	\$84,219	\$67,375	\$105,274
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$70,700	\$50,510	\$60,605	\$48,484	\$75,756
444120-Television Producer/Director	Group 1 (NCSU & UNC-CH)	9	\$67,360	\$36,257	\$51,809	\$41,447	\$64,761
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$73,562	\$29,000	\$51,281	\$41,025	\$64,101

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title	2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$62,472	\$37,379	\$49,926	\$62,407
444130-Television Program Manager	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$73,252	\$36,976	\$55,114	\$68,893
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$101,770	\$39,760	\$70,765	\$88,456
444140-"Television Engineer, Senior"	Group 1 (NCSU & UNC-CH)	6	\$71,820	\$43,547	\$57,684	\$72,104
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$79,722	\$29,684	\$54,703	\$68,379
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$75,914	\$37,740	\$56,827	\$71,034
444150-FM Radio Station Manager	Group 1 (NCSU & UNC-CH)	7	\$275,004	\$76,765	\$175,885	\$219,856
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$110,004	\$36,762	\$73,383	\$91,729
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$72,781	\$58,731	\$65,756	\$82,195
	Group 4 (FSU, UNC-P, WSSU)	7	\$64,047	\$46,678	\$55,363	\$69,203
	Group 5 (UNCSA, UNC-A)	7	\$60,845	\$44,344	\$52,594	\$65,743
444160-TV Station Manager	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$135,000	\$54,224	\$94,612	\$118,265
449100-"Head, Campus Conferences"	Group 1 (NCSU & UNC-CH)	5	\$119,340	\$65,723	\$92,532	\$115,664
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$84,676	\$34,668	\$59,672	\$74,590
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$82,380	\$56,512	\$69,446	\$86,808
	Group 4 (FSU, UNC-P, WSSU)	5	\$58,363	\$45,000	\$51,682	\$64,602
	Group 5 (UNCSA, UNC-A)	5	\$55,445	\$42,750	\$49,097	\$61,372
449110-Event Coordinator	Group 1 (NCSU & UNC-CH)	17	\$76,235	\$31,490	\$53,863	\$67,328
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	47	\$77,367	\$32,293	\$54,830	\$68,538
	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$59,195	\$33,966	\$46,581	\$58,226
	Group 4 (FSU, UNC-P, WSSU)	12	\$68,000	\$30,000	\$49,000	\$61,250
	Group 5 (UNCSA, UNC-A)	12	\$64,600	\$28,500	\$46,550	\$58,188
	Group 6 (ECSU)	6	\$51,928	\$33,660	\$42,794	\$53,493
450100-"Head, Campus Power Plant"	Group 1 (NCSU & UNC-CH)	7	\$115,500	\$58,371	\$86,936	\$108,669
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$91,438	\$51,500	\$71,469	\$89,336
	Group 3 (ASU, NCCU, UNC-W, WCU)	19	\$94,757	\$45,531	\$70,144	\$87,680
450110-"Head, Building Maintenance Trades"	Group 1 (NCSU & UNC-CH)	13	\$167,008	\$67,793	\$117,401	\$146,751
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$92,200	\$47,366	\$69,783	\$87,229
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$93,324	\$41,421	\$67,373	\$84,216

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
451100-Facilities Utilization Planner	Group 4 (FSU, UNC-P, WSSU)	6	\$93,200	\$51,325	\$72,263	\$57,810	\$90,328
	Group 5 (UNC-SA, UNC-A)	6	\$88,540	\$48,759	\$68,649	\$54,920	\$85,812
	Group 1 (NCSU & UNC-CH)	12	\$96,593	\$45,307	\$70,950	\$56,760	\$88,688
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$94,996	\$29,367	\$62,182	\$49,745	\$77,727
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$90,430	\$37,370	\$63,900	\$51,120	\$79,875
452000-Architect	Group 1 (NCSU & UNC-CH)	22	\$107,179	\$52,500	\$79,840	\$63,872	\$99,799
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	29	\$95,130	\$38,482	\$66,806	\$53,445	\$83,508
	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$107,826	\$50,476	\$79,151	\$63,321	\$98,939
452100-Landscape Architect	Group 1 (NCSU & UNC-CH)	5	\$99,329	\$55,224	\$77,277	\$61,821	\$96,596
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$65,446	\$45,491	\$55,469	\$44,375	\$69,336
453100-"Engineer, Construction Projects Coordinator"	Group 1 (NCSU & UNC-CH)	23	\$109,201	\$42,756	\$75,979	\$60,783	\$94,973
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	40	\$105,000	\$40,900	\$72,950	\$58,360	\$91,188
	Group 3 (ASU, NCCU, UNC-W, WCU)	35	\$90,270	\$46,692	\$68,481	\$54,785	\$85,601
	Group 4 (FSU, UNC-P, WSSU)	6	\$72,261	\$50,980	\$61,621	\$49,296	\$77,026
	Group 5 (UNC-SA, UNC-A)	6	\$68,648	\$48,431	\$58,539	\$46,832	\$73,174
453110-"Engineer, Facilities Mechanical Systems"	Group 1 (NCSU & UNC-CH)	11	\$89,627	\$43,000	\$66,314	\$53,051	\$82,892
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$101,872	\$47,270	\$74,571	\$59,657	\$93,214
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$91,290	\$68,871	\$80,081	\$64,064	\$100,101
453120-"Engineer, Electrical/Electronic"	Group 1 (NCSU & UNC-CH)	18	\$99,536	\$44,221	\$71,879	\$57,503	\$89,848
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$75,938	\$55,000	\$65,469	\$52,375	\$81,836
453130-"Engineer, Mechanical"	Group 1 (NCSU & UNC-CH)	14	\$89,627	\$42,000	\$65,814	\$52,651	\$82,267
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$80,338	\$46,013	\$63,176	\$50,540	\$78,969
453140-"Engineer, Research Projects Instrumentation"	Group 1 (NCSU & UNC-CH)	11	\$119,198	\$36,978	\$78,088	\$62,470	\$97,610
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$70,704	\$43,918	\$57,311	\$45,849	\$71,639
453150-"Engineer, Electrical/Electronic, Senior"	Group 1 (NCSU & UNC-CH)	13	\$119,198	\$51,834	\$85,516	\$68,413	\$106,895
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$115,030	\$43,637	\$79,334	\$63,467	\$99,167
453160-"Engineer, Mechanical, Senior"	Group 1 (NCSU & UNC-CH)	9	\$103,058	\$61,506	\$82,282	\$65,826	\$102,853
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$95,574	\$57,000	\$76,287	\$61,030	\$95,359
455100-Environmental Health and Safety	Group 1 (NCSU & UNC-CH)	21	\$102,668	\$35,857	\$69,263	\$55,410	\$86,578

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
Specialist	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	51	\$99,853	\$29,717	\$64,785	\$51,828	\$80,981
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$77,112	\$36,936	\$57,024	\$45,619	\$71,280
	Group 4 (FSU, UNC-P, WSSU)	11	\$72,870	\$32,868	\$52,869	\$42,295	\$66,086
	Group 5 (UNCSA, UNC-A)	11	\$69,227	\$31,225	\$50,226	\$40,180	\$62,782
455110-Safety Officer	Group 1 (NCSU & UNC-CH)	17	\$110,734	\$47,000	\$78,867	\$63,094	\$98,584
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	29	\$109,737	\$36,372	\$73,055	\$58,444	\$91,318
	Group 3 (ASU, NCCU, UNC-W, WCU)	24	\$75,601	\$41,800	\$58,701	\$46,960	\$73,376
	Group 4 (FSU, UNC-P, WSSU)	5	\$65,000	\$32,160	\$48,580	\$38,864	\$60,725
	Group 5 (UNCSA, UNC-A)	5	\$61,750	\$30,552	\$46,151	\$36,921	\$57,689
457110-"Head, Athletics Operations"	Group 1 (NCSU & UNC-CH)	10	\$197,064	\$75,525	\$136,295	\$109,036	\$170,368
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$128,000	\$32,640	\$80,320	\$64,256	\$100,400
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$101,975	\$39,257	\$70,616	\$56,493	\$88,270
457120-"Head, Campus Child Care Site"	Group 1 (NCSU & UNC-CH)	13	\$105,024	\$43,262	\$74,143	\$59,314	\$92,679
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$84,250	\$42,350	\$63,300	\$50,640	\$79,125
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$84,124	\$34,670	\$59,397	\$47,518	\$74,246
	Group 4 (FSU, UNC-P, WSSU)	5	\$84,900	\$40,556	\$62,728	\$50,182	\$78,410
	Group 5 (UNCSA, UNC-A)	5	\$80,655	\$38,528	\$59,592	\$47,673	\$74,490
457130-Farm Manager	Group 1 (NCSU & UNC-CH)	8	\$68,531	\$36,792	\$52,662	\$42,129	\$65,827
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$77,108	\$30,511	\$53,810	\$43,048	\$67,262
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$63,696	\$38,000	\$50,848	\$40,678	\$63,560
458100-Textbook Manager	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$53,384	\$44,000	\$48,692	\$38,954	\$60,865
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$55,951	\$30,179	\$43,065	\$34,452	\$53,831
460120-"Deputy Head, IT Academic Computing"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$114,400	\$69,863	\$92,132	\$73,705	\$115,164
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$116,280	\$53,675	\$84,978	\$67,982	\$106,222
460130-"Deputy Head, IT Administrative Computing"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$174,720	\$73,378	\$124,049	\$99,239	\$155,061
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$111,500	\$75,300	\$93,400	\$74,720	\$116,750
460140-"Head, IT Enterprise Data Center"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$107,572	\$59,763	\$83,668	\$66,934	\$104,584
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$117,235	\$73,887	\$95,561	\$76,449	\$119,451
	Group 4 (FSU, UNC-P, WSSU)	5	\$129,600	\$62,772	\$96,186	\$76,949	\$120,233

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 5 (UNCSA, UNC-A)	5	\$123,120	\$59,633	\$91,377	\$73,101	\$114,221
460150-"Head, IT User Services"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$100,863	\$61,827	\$81,345	\$65,076	\$101,681
	Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$119,752	\$40,220	\$79,986	\$63,989	\$99,983
460160-"Head, IT Information Management"	Group 1 (NCSU & UNC-CH)	6	\$166,008	\$102,012	\$134,010	\$107,208	\$167,513
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$125,000	\$59,316	\$92,158	\$73,726	\$115,198
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$117,929	\$52,530	\$85,230	\$68,184	\$106,537
460180-IT Principal Systems Analyst	Group 1 (NCSU & UNC-CH)	10	\$157,260	\$50,000	\$103,630	\$82,904	\$129,538
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$134,952	\$38,570	\$86,761	\$69,409	\$108,451
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$104,000	\$41,375	\$72,688	\$58,150	\$90,859
	Group 4 (FSU, UNC-P, WSSU)	9	\$76,500	\$47,197	\$61,849	\$49,479	\$77,311
	Group 5 (UNCSA, UNC-A)	9	\$72,675	\$44,837	\$58,756	\$47,005	\$73,445
461100-IT Auditor	Group 1 (NCSU & UNC-CH)	6	\$60,900	\$49,920	\$55,410	\$44,328	\$69,263
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$90,900	\$48,865	\$69,883	\$55,906	\$87,353
461105-"IT Auditor, Senior"	Group 1 (NCSU & UNC-CH)	10	\$101,066	\$55,215	\$78,141	\$62,512	\$97,676
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$87,157	\$62,149	\$74,653	\$59,722	\$93,316
461120-IT Programmer Analyst	Group 1 (NCSU & UNC-CH)	28	\$95,000	\$37,821	\$66,411	\$53,128	\$83,013
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	52	\$80,004	\$33,398	\$56,701	\$45,361	\$70,876
	Group 3 (ASU, NCCU, UNC-W, WCU)	32	\$87,886	\$33,600	\$60,743	\$48,594	\$75,929
	Group 4 (FSU, UNC-P, WSSU)	11	\$94,757	\$35,362	\$65,060	\$52,048	\$81,324
	Group 5 (UNCSA, UNC-A)	11	\$90,019	\$33,594	\$61,807	\$49,445	\$77,258
461130-"IT Programmer Analyst, Senior"	Group 1 (NCSU & UNC-CH)	27	\$128,775	\$46,000	\$87,388	\$69,910	\$109,234
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	59	\$95,348	\$40,000	\$67,674	\$54,139	\$84,593
	Group 3 (ASU, NCCU, UNC-W, WCU)	42	\$94,860	\$42,640	\$68,750	\$55,000	\$85,938
	Group 4 (FSU, UNC-P, WSSU)	19	\$98,190	\$39,840	\$69,015	\$55,212	\$86,269
	Group 5 (UNCSA, UNC-A)	19	\$93,281	\$37,848	\$65,564	\$52,451	\$81,955
	Group 6 (ECSU)	8	\$76,356	\$45,701	\$61,029	\$48,823	\$76,286
461140-"IT Programmer Analyst, Supervisor"	Group 1 (NCSU & UNC-CH)	17	\$117,761	\$57,616	\$87,689	\$70,151	\$109,611
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$117,654	\$42,848	\$80,251	\$64,201	\$100,314
	Group 3 (ASU, NCCU, UNC-W, WCU)	22	\$94,566	\$59,000	\$76,783	\$61,426	\$95,979

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
461150-IT Campus Web Master	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	29	\$117,029	\$37,648	\$77,339	\$61,871	\$96,673
	Group 4 (FSU, UNC-P, WSSU)	9	\$82,500	\$46,226	\$64,363	\$51,490	\$80,454
	Group 5 (UNCSA, UNC-A)	9	\$78,375	\$43,915	\$61,145	\$48,916	\$76,431
461160-IT Web Designer /Developer	Group 1 (NCSU & UNC-CH)	12	\$102,742	\$40,348	\$71,545	\$57,236	\$89,431
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$86,217	\$35,997	\$61,107	\$48,886	\$76,384
	Group 4 (FSU, UNC-P, WSSU)	8	\$75,952	\$30,660	\$53,306	\$42,645	\$66,633
	Group 5 (UNCSA, UNC-A)	8	\$72,154	\$29,127	\$50,641	\$40,513	\$63,301
461170-IT Project Manager	Group 1 (NCSU & UNC-CH)	23	\$128,575	\$48,410	\$88,493	\$70,794	\$110,616
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	34	\$110,739	\$48,936	\$79,838	\$63,870	\$99,797
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$120,360	\$44,392	\$82,376	\$65,901	\$102,970
	Group 4 (FSU, UNC-P, WSSU)	5	\$94,207	\$49,552	\$71,880	\$57,504	\$89,849
	Group 5 (UNCSA, UNC-A)	5	\$89,497	\$47,074	\$68,286	\$54,628	\$85,357
462100-IT Database Administrator	Group 1 (NCSU & UNC-CH)	18	\$92,827	\$43,000	\$67,914	\$54,331	\$84,892
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	49	\$109,244	\$39,083	\$74,164	\$59,331	\$92,704
	Group 3 (ASU, NCCU, UNC-W, WCU)	36	\$107,273	\$49,300	\$78,287	\$62,629	\$97,858
	Group 4 (FSU, UNC-P, WSSU)	9	\$92,709	\$42,396	\$67,553	\$54,042	\$84,441
	Group 5 (UNCSA, UNC-A)	9	\$88,074	\$40,276	\$64,175	\$51,340	\$80,219
462110-IT Data Administrator	Group 1 (NCSU & UNC-CH)	11	\$99,132	\$45,000	\$72,066	\$57,653	\$90,083
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$98,211	\$48,000	\$73,106	\$58,484	\$91,382
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$92,540	\$53,296	\$72,918	\$58,334	\$91,148
462120-IT Principal Database Administrator	Group 1 (NCSU & UNC-CH)	8	\$90,820	\$72,182	\$81,501	\$65,201	\$101,876
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$113,025	\$66,220	\$89,623	\$71,698	\$112,028
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$121,390	\$50,321	\$85,856	\$68,684	\$107,319
463110-IT Client Support Specialist	Group 1 (NCSU & UNC-CH)	18	\$75,705	\$27,024	\$51,365	\$41,092	\$64,206
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	44	\$76,886	\$22,074	\$49,480	\$39,584	\$61,850
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$78,478	\$32,960	\$55,719	\$44,575	\$69,649
	Group 4 (FSU, UNC-P, WSSU)	15	\$59,884	\$31,256	\$45,570	\$36,456	\$56,963
	Group 5 (UNCSA, UNC-A)	15	\$56,890	\$29,693	\$43,292	\$34,633	\$54,114
	Group 6 (ECSU)	7	\$59,884	\$37,000	\$48,442	\$38,754	\$60,553

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
463120-IT Help Desk Specialist/Technician	Group 1 (NCSU & UNC-CH)	17	\$73,192	\$30,300	\$51,746	\$41,397	\$64,683
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$69,326	\$24,308	\$46,817	\$37,454	\$58,521
	Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$71,699	\$25,152	\$48,426	\$38,740	\$60,532
	Group 4 (FSU, UNC-P, WSSU)	12	\$61,872	\$32,741	\$47,307	\$37,845	\$59,133
	Group 5 (UNCSA, UNC-A)	12	\$58,778	\$31,104	\$44,941	\$35,953	\$56,176
	Group 6 (ECSU)	5	\$57,548	\$34,662	\$46,105	\$36,884	\$57,631
463130-IT Help Desk Manager	Group 1 (NCSU & UNC-CH)	18	\$101,223	\$36,900	\$69,062	\$55,249	\$86,327
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	32	\$91,412	\$47,757	\$69,585	\$55,668	\$86,981
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$85,490	\$43,601	\$64,546	\$51,636	\$80,682
	Group 4 (FSU, UNC-P, WSSU)	9	\$70,000	\$47,612	\$58,806	\$47,045	\$73,508
	Group 5 (UNCSA, UNC-A)	9	\$66,500	\$45,231	\$55,866	\$44,693	\$69,832
463140-IT Email Administrator	Group 1 (NCSU & UNC-CH)	5	\$91,800	\$52,014	\$71,907	\$57,526	\$89,884
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$106,050	\$39,642	\$72,846	\$58,277	\$91,058
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$94,757	\$49,136	\$71,947	\$57,557	\$89,933
	Group 4 (FSU, UNC-P, WSSU)	5	\$92,709	\$57,000	\$74,855	\$59,884	\$93,568
	Group 5 (UNCSA, UNC-A)	5	\$88,074	\$54,150	\$71,112	\$56,889	\$88,890
464100-IT Network Engineer	Group 1 (NCSU & UNC-CH)	15	\$113,464	\$42,840	\$78,152	\$62,522	\$97,690
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	46	\$102,990	\$43,287	\$73,139	\$58,511	\$91,423
	Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$85,206	\$34,850	\$60,028	\$48,022	\$75,035
	Group 4 (FSU, UNC-P, WSSU)	9	\$85,000	\$45,061	\$65,031	\$52,024	\$81,288
	Group 5 (UNCSA, UNC-A)	9	\$80,750	\$42,808	\$61,779	\$49,423	\$77,224
464110-IT Network Administrator	Group 1 (NCSU & UNC-CH)	12	\$82,092	\$33,782	\$57,937	\$46,350	\$72,421
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	38	\$99,848	\$45,000	\$72,424	\$57,939	\$90,530
	Group 3 (ASU, NCCU, UNC-W, WCU)	30	\$105,163	\$38,345	\$71,754	\$57,403	\$89,693
	Group 4 (FSU, UNC-P, WSSU)	13	\$67,623	\$36,000	\$51,812	\$41,449	\$64,764
	Group 5 (UNCSA, UNC-A)	13	\$64,242	\$34,200	\$49,221	\$39,377	\$61,526
	Group 6 (ECSU)	8	\$78,789	\$53,877	\$66,333	\$53,066	\$82,916
464120-IT Network Operations Manager	Group 1 (NCSU & UNC-CH)	7	\$121,094	\$58,349	\$89,722	\$71,777	\$112,152
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$92,000	\$50,401	\$71,201	\$56,960	\$89,001

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$100,000	\$52,445	\$76,223	\$60,978	\$95,278
465130-IT Systems Programmer	Group 1 (NCSU & UNC-CH)	20	\$85,836	\$46,125	\$65,981	\$52,784	\$82,476
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$85,000	\$38,900	\$61,950	\$49,560	\$77,438
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$82,372	\$38,370	\$60,371	\$48,297	\$75,464
	Group 4 (FSU, UNC-P, WSSU)	10	\$86,819	\$52,198	\$69,509	\$55,607	\$86,886
	Group 5 (UNCSA, UNC-A)	10	\$82,478	\$49,588	\$66,033	\$52,826	\$82,541
465140-"IT Systems Programmer, Senior"	Group 1 (NCSU & UNC-CH)	21	\$117,876	\$58,388	\$88,132	\$70,506	\$110,165
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	38	\$98,815	\$51,000	\$74,908	\$59,926	\$93,634
	Group 3 (ASU, NCCU, UNC-W, WCU)	32	\$100,300	\$49,330	\$74,815	\$59,852	\$93,519
	Group 4 (FSU, UNC-P, WSSU)	6	\$66,521	\$50,000	\$58,261	\$46,608	\$72,826
	Group 5 (UNCSA, UNC-A)	6	\$63,195	\$47,500	\$55,347	\$44,278	\$69,184
465150-"IT Systems Programmer, Supervisor"	Group 1 (NCSU & UNC-CH)	8	\$109,650	\$63,809	\$86,730	\$69,384	\$108,412
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$117,029	\$62,812	\$89,921	\$71,936	\$112,401
	Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$112,414	\$63,769	\$88,092	\$70,473	\$110,114
465160-IT Systems Administrator	Group 1 (NCSU & UNC-CH)	20	\$104,030	\$38,109	\$71,070	\$56,856	\$88,837
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	51	\$98,808	\$40,500	\$69,654	\$55,723	\$87,068
	Group 3 (ASU, NCCU, UNC-W, WCU)	33	\$86,700	\$41,828	\$64,264	\$51,411	\$80,330
	Group 4 (FSU, UNC-P, WSSU)	10	\$74,410	\$35,412	\$54,911	\$43,929	\$68,639
	Group 5 (UNCSA, UNC-A)	10	\$70,690	\$33,641	\$52,165	\$41,732	\$65,207
	Group 6 (ECSU)	6	\$66,300	\$50,000	\$58,150	\$46,520	\$72,688
465200-IT Research Computer Specialist	Group 1 (NCSU & UNC-CH)	10	\$99,910	\$48,786	\$74,348	\$59,478	\$92,935
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$96,559	\$37,827	\$67,193	\$53,754	\$83,991
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$90,000	\$48,043	\$69,022	\$55,217	\$86,277
466100-IT Security Analyst/Engineer	Group 1 (NCSU & UNC-CH)	16	\$100,000	\$45,360	\$72,680	\$58,144	\$90,850
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	42	\$96,599	\$36,561	\$66,580	\$53,264	\$83,225
	Group 3 (ASU, NCCU, UNC-W, WCU)	22	\$94,680	\$41,310	\$67,995	\$54,396	\$84,994
	Group 4 (FSU, UNC-P, WSSU)	6	\$97,312	\$42,000	\$69,656	\$55,725	\$87,070
	Group 5 (UNCSA, UNC-A)	6	\$92,446	\$39,900	\$66,173	\$52,939	\$82,717
467100-IT Telecommunications Manager	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$99,278	\$34,642	\$66,960	\$53,568	\$83,700

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
468100-"Head, Athletics External Affairs"	Group 4 (FSU, UNC-P, WSSU)	9	\$68,610	\$41,709	\$55,160	\$44,128	\$68,949
	Group 5 (UNC-SA, UNC-A)	9	\$65,180	\$39,624	\$52,402	\$41,921	\$65,502
	Group 1 (NCSU & UNC-CH)	6	\$156,818	\$107,138	\$131,978	\$105,582	\$164,973
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$140,000	\$45,115	\$92,558	\$74,046	\$115,697
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$102,500	\$34,000	\$68,250	\$54,600	\$85,313
	Group 4 (FSU, UNC-P, WSSU)	7	\$70,000	\$34,000	\$52,000	\$41,600	\$65,000
	Group 5 (UNC-SA, UNC-A)	7	\$66,500	\$32,300	\$49,400	\$39,520	\$61,750
468110-"Head, Sports Information / Athletics Communications"	Group 1 (NCSU & UNC-CH)	6	\$134,029	\$80,000	\$107,015	\$85,612	\$133,768
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$90,000	\$31,973	\$60,987	\$48,789	\$76,233
	Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$71,457	\$25,300	\$48,379	\$38,703	\$60,473
	Group 4 (FSU, UNC-P, WSSU)	15	\$64,517	\$32,196	\$48,357	\$38,685	\$60,446
	Group 5 (UNC-SA, UNC-A)	15	\$61,291	\$30,586	\$45,939	\$36,751	\$57,423
	Group 6 (ECSU)	6	\$64,517	\$38,110	\$51,314	\$41,051	\$64,142
468120-"Head, Mens Athletics Programs"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$155,000	\$45,000	\$100,000	\$80,000	\$125,000
468130-"Head, Women's Athletics Programs"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$128,923	\$58,008	\$93,466	\$74,772	\$116,832
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$94,110	\$61,206	\$77,658	\$62,126	\$97,073
469100-Head Athletics Training Programs	Group 1 (NCSU & UNC-CH)	10	\$125,000	\$75,375	\$100,188	\$80,150	\$125,234
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$94,555	\$45,000	\$69,778	\$55,822	\$87,222
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$84,957	\$38,898	\$61,928	\$49,542	\$77,409
	Group 4 (FSU, UNC-P, WSSU)	16	\$88,443	\$38,898	\$63,671	\$50,936	\$79,588
	Group 5 (UNC-SA, UNC-A)	16	\$84,021	\$36,953	\$60,487	\$48,390	\$75,609
	Group 6 (ECSU)	6	\$49,201	\$46,350	\$47,776	\$38,220	\$59,719
469110-Athletics Trainer/Physical Therapist	Group 1 (NCSU & UNC-CH)	24	\$92,310	\$23,664	\$57,987	\$46,390	\$72,484
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	62	\$62,000	\$31,085	\$46,543	\$37,234	\$58,178
	Group 3 (ASU, NCCU, UNC-W, WCU)	48	\$60,748	\$31,600	\$46,174	\$36,939	\$57,718
	Group 4 (FSU, UNC-P, WSSU)	15	\$51,331	\$25,750	\$38,541	\$30,832	\$48,176
	Group 5 (UNC-SA, UNC-A)	15	\$48,764	\$24,463	\$36,613	\$29,291	\$45,767
	Group 6 (ECSU)	6	\$41,200	\$31,920	\$36,560	\$29,248	\$45,700
470290-"Physical Sciences, Research	Group 1 (NCSU & UNC-CH)	11	\$68,952	\$25,056	\$47,004	\$37,603	\$58,755

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
Assistant"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$61,860	\$30,800	\$46,330	\$37,064	\$57,913
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$45,300	\$27,830	\$36,565	\$29,252	\$45,706
470300-"Physical Sciences, Research Associate"	Group 1 (NCSU & UNC-CH)	11	\$89,304	\$33,408	\$61,356	\$49,085	\$76,695
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$87,608	\$30,824	\$59,216	\$47,373	\$74,020
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$79,299	\$33,334	\$56,317	\$45,053	\$70,396
470390-"Physical Sciences, Research Scholar"	Group 1 (NCSU & UNC-CH)	7	\$102,837	\$45,000	\$73,919	\$59,135	\$92,398
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$78,852	\$30,000	\$54,426	\$43,541	\$68,033
470395-"Physical Sciences, Senior Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$97,600	\$25,000	\$61,300	\$49,040	\$76,625
470396-"Physical Sciences, Principal Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$131,040	\$59,650	\$95,345	\$76,276	\$119,181
470425-"Social Sciences, Research Assistant"	Group 1 (NCSU & UNC-CH)	8	\$57,691	\$22,884	\$40,288	\$32,230	\$50,359
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$64,008	\$30,800	\$47,404	\$37,923	\$59,255
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$55,473	\$28,110	\$41,792	\$33,433	\$52,239
470430-"Social Sciences, Research Associate"	Group 1 (NCSU & UNC-CH)	10	\$85,943	\$31,200	\$58,572	\$46,857	\$73,214
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$78,948	\$18,720	\$48,834	\$39,067	\$61,043
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$66,299	\$26,667	\$46,483	\$37,186	\$58,104
470440-"Social Sciences, Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$81,778	\$30,663	\$56,221	\$44,976	\$70,276
470445-"Social Sciences, Senior Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$101,316	\$39,500	\$70,408	\$56,326	\$88,010
470446-"Social Sciences, Principal Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$112,510	\$51,510	\$82,010	\$65,608	\$102,513
470650-"Medical Sciences, Research Assistant"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$74,880	\$17,000	\$45,940	\$36,752	\$57,425
470660-"Medical Sciences, Research Associate"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$60,247	\$29,781	\$45,014	\$36,011	\$56,268
470670-"Medical Sciences, Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$104,447	\$33,699	\$69,073	\$55,258	\$86,341
470700-"Life Sciences, Research Assistant"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$51,510	\$25,000	\$38,255	\$30,604	\$47,819
470710-"Life Sciences, Research Associate"	Group 1 (NCSU & UNC-CH)	7	\$65,968	\$31,125	\$48,547	\$38,837	\$60,683

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$74,088	\$19,152	\$46,620	\$37,296	\$58,275
470720-"Life Sciences, Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$85,611	\$25,742	\$55,677	\$44,541	\$69,596
470730-"Life Sciences, Senior Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$97,270	\$24,800	\$61,035	\$48,828	\$76,294
470740-"Life Sciences, Principal Research Scholar"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$200,004	\$61,888	\$130,946	\$104,757	\$163,683
471450-Lab Coordinator - Physical Sciences	Group 1 (NCSU & UNC-CH)	11	\$75,000	\$22,149	\$48,575	\$38,860	\$60,718
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	26	\$80,000	\$31,822	\$55,911	\$44,729	\$69,889
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$73,972	\$30,000	\$51,986	\$41,589	\$64,983
	Group 4 (FSU, UNC-P, WSSU)	9	\$48,332	\$30,000	\$39,166	\$31,333	\$48,958
	Group 5 (UNCSA, UNC-A)	9	\$45,915	\$28,500	\$37,208	\$29,766	\$46,510
471460-Lab Coordinator - Life Sciences	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$66,227	\$29,645	\$47,936	\$38,349	\$59,920
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$77,289	\$30,000	\$53,645	\$42,916	\$67,056
472100-"Head, Community Services"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$109,962	\$32,640	\$71,301	\$57,041	\$89,126
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$75,272	\$56,007	\$65,640	\$52,512	\$82,049
476110-Senior Technology Licensing Officer	Group 1 (NCSU & UNC-CH)	10	\$171,670	\$83,076	\$127,373	\$101,898	\$159,216
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$152,271	\$55,000	\$103,636	\$82,908	\$129,544
479100-Staff Physician	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$196,136	\$86,913	\$141,525	\$113,220	\$176,906
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$185,652	\$88,500	\$137,076	\$109,661	\$171,345
481100-Nurse Practitioner	Group 1 (NCSU & UNC-CH)	28	\$107,304	\$58,846	\$83,075	\$66,460	\$103,844
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	47	\$96,427	\$56,993	\$76,710	\$61,368	\$95,888
	Group 3 (ASU, NCCU, UNC-W, WCU)	44	\$103,419	\$54,600	\$79,010	\$63,208	\$98,762
	Group 4 (FSU, UNC-P, WSSU)	15	\$90,256	\$52,255	\$71,256	\$57,004	\$89,069
	Group 5 (UNCSA, UNC-A)	15	\$85,743	\$49,642	\$67,693	\$54,154	\$84,616
	Group 6 (ECSU)	7	\$77,109	\$40,190	\$58,650	\$46,920	\$73,312
481110-Staff Nurse	Group 1 (NCSU & UNC-CH)	23	\$86,628	\$38,072	\$62,350	\$49,880	\$77,938
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	44	\$77,928	\$31,200	\$54,564	\$43,651	\$68,205
	Group 3 (ASU, NCCU, UNC-W, WCU)	39	\$78,642	\$30,376	\$54,509	\$43,607	\$68,136
	Group 4 (FSU, UNC-P, WSSU)	12	\$59,028	\$30,376	\$44,702	\$35,762	\$55,878

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 5 (UNCSA, UNC-A)	12	\$56,077	\$28,857	\$42,467	\$33,974	\$53,084
481120-Clinical Research Nurse	Group 1 (NCSU & UNC-CH)	18	\$95,320	\$34,000	\$64,660	\$51,728	\$80,825
484100-"Pharmacist, Student Health"	Group 1 (NCSU & UNC-CH)	18	\$122,184	\$75,877	\$99,031	\$79,224	\$123,788
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	26	\$124,272	\$84,592	\$104,432	\$83,546	\$130,540
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$126,656	\$73,342	\$99,999	\$79,999	\$124,999
491000-Veterinarian	Group 1 (NCSU & UNC-CH)	18	\$185,531	\$56,898	\$121,215	\$96,972	\$151,518
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$187,200	\$48,299	\$117,750	\$94,200	\$147,187
492100-Animal Care Manager	Group 1 (NCSU & UNC-CH)	16	\$80,423	\$30,000	\$55,212	\$44,169	\$69,014
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$97,587	\$28,995	\$63,291	\$50,633	\$79,114
493000-Dietetic / Nutrition Professional	Group 1 (NCSU & UNC-CH)	10	\$71,218	\$36,865	\$54,042	\$43,233	\$67,552
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$59,616	\$42,825	\$51,221	\$40,976	\$64,026
495100-"Head, Environmental Sustainability"	Group 1 (NCSU & UNC-CH)	9	\$198,000	\$44,799	\$121,400	\$97,120	\$151,749
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$141,000	\$47,150	\$94,075	\$75,260	\$117,594
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$126,080	\$36,768	\$81,424	\$65,139	\$101,780
497100-	Group 1 (NCSU & UNC-CH)	24	\$187,127	\$98,200	\$142,664	\$114,131	\$178,329
498260-Head Coach-Football	Group 1 (NCSU & UNC-CH)	13	\$2,500,008	\$250,000	\$1,375,004	\$1,100,003	\$1,718,755
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	31	\$621,704	\$150,000	\$385,852	\$308,682	\$482,315
	Group 3 (ASU, NCCU, UNC-W, WCU)	24	\$294,822	\$55,964	\$175,393	\$140,314	\$219,241
	Group 4 (FSU, UNC-P, WSSU)	12	\$178,500	\$71,998	\$125,249	\$100,199	\$156,561
	Group 5 (UNCSA, UNC-A)	12	\$169,575	\$68,398	\$118,987	\$95,189	\$148,733
	Group 6 (ECSU)	6	\$90,640	\$62,109	\$76,375	\$61,100	\$95,468
498300-Head Coach-Baseball	Group 1 (NCSU & UNC-CH)	10	\$282,095	\$78,600	\$180,348	\$144,278	\$225,434
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	29	\$229,473	\$46,515	\$137,994	\$110,395	\$172,493
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$103,000	\$43,438	\$73,219	\$58,575	\$91,524
	Group 4 (FSU, UNC-P, WSSU)	15	\$103,000	\$46,920	\$74,960	\$59,968	\$93,700
	Group 5 (UNCSA, UNC-A)	15	\$97,850	\$44,574	\$71,212	\$56,970	\$89,015
	Group 6 (ECSU)	6	\$232,348	\$36,842	\$134,595	\$107,676	\$168,244
498320-Head Coach-Men's Basketball	Group 1 (NCSU & UNC-CH)	10	\$1,900,000	\$250,000	\$1,075,000	\$860,000	\$1,343,750
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$400,000	\$100,000	\$250,000	\$200,000	\$312,500

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 3 (ASU, NCCU, UNC-W, WCU)	30	\$314,330	\$58,580	\$186,455	\$149,164	\$233,069
	Group 4 (FSU, UNC-P, WSSU)	17	\$175,000	\$52,000	\$113,500	\$90,800	\$141,875
	Group 5 (UNCSA, UNC-A)	17	\$166,250	\$49,400	\$107,825	\$86,260	\$134,781
	Group 6 (ECSU)	8	\$88,740	\$38,000	\$63,370	\$50,696	\$79,213
498340-Head Coach-Women's Basketball	Group 1 (NCSU & UNC-CH)	13	\$655,000	\$160,000	\$407,500	\$326,000	\$509,375
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$250,000	\$91,811	\$170,906	\$136,724	\$213,632
	Group 3 (ASU, NCCU, UNC-W, WCU)	30	\$170,000	\$49,980	\$109,990	\$87,992	\$137,488
	Group 4 (FSU, UNC-P, WSSU)	18	\$111,426	\$52,000	\$81,713	\$65,370	\$102,141
	Group 5 (UNCSA, UNC-A)	18	\$105,855	\$49,400	\$77,627	\$62,102	\$97,034
	Group 6 (ECSU)	7	\$72,100	\$43,260	\$57,680	\$46,144	\$72,100
498500-Head Coach - Cross Country	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$59,379	\$27,413	\$43,396	\$34,717	\$54,245
498510-Head Coach - Track and Field	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$86,004	\$37,505	\$61,755	\$49,404	\$77,193
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$68,980	\$41,624	\$55,302	\$44,242	\$69,128
498520-Head Coach - Cross Country/Track & Field	Group 1 (NCSU & UNC-CH)	8	\$225,000	\$101,020	\$163,010	\$130,408	\$203,763
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$130,000	\$47,340	\$88,670	\$70,936	\$110,838
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$90,814	\$38,810	\$64,812	\$51,850	\$81,015
	Group 4 (FSU, UNC-P, WSSU)	5	\$74,177	\$40,400	\$57,289	\$45,831	\$71,611
	Group 5 (UNCSA, UNC-A)	5	\$70,468	\$38,380	\$54,424	\$43,539	\$68,030
498540-Head Coach - Swimming & Diving	Group 1 (NCSU & UNC-CH)	17	\$155,080	\$42,025	\$98,553	\$78,842	\$123,191
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$108,500	\$30,000	\$69,250	\$55,400	\$86,563
	Group 3 (ASU, NCCU, UNC-W, WCU)	19	\$71,176	\$33,717	\$52,447	\$41,957	\$65,558
498550-Head Coach - Men's Golf	Group 1 (NCSU & UNC-CH)	10	\$206,975	\$75,798	\$141,387	\$113,109	\$176,733
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$154,500	\$36,733	\$95,617	\$76,493	\$119,521
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$65,000	\$36,771	\$50,886	\$40,708	\$63,607
	Group 4 (FSU, UNC-P, WSSU)	8	\$77,190	\$23,675	\$50,433	\$40,346	\$63,041
	Group 5 (UNCSA, UNC-A)	8	\$73,331	\$22,491	\$47,911	\$38,329	\$59,889
498600-Head Coach - Men's Soccer	Group 1 (NCSU & UNC-CH)	6	\$170,400	\$67,600	\$119,000	\$95,200	\$148,750
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$120,510	\$45,675	\$83,093	\$66,474	\$103,866
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$92,820	\$38,000	\$65,410	\$52,328	\$81,763

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
498610-Head Coach - Men's Tennis	Group 4 (FSU, UNC-P, WSSU)	9	\$67,764	\$40,000	\$53,882	\$43,106	\$67,353
	Group 5 (UNC-SA, UNC-A)	9	\$64,376	\$38,000	\$51,188	\$40,950	\$63,985
	Group 1 (NCSU & UNC-CH)	11	\$142,101	\$67,000	\$104,551	\$83,640	\$130,688
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$85,000	\$32,004	\$58,502	\$46,802	\$73,128
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$82,388	\$40,000	\$61,194	\$48,955	\$76,493
	Group 4 (FSU, UNC-P, WSSU)	7	\$54,696	\$33,000	\$43,848	\$35,078	\$54,810
498630-Head Coach - Men's Wrestling	Group 5 (UNC-SA, UNC-A)	7	\$51,961	\$31,350	\$41,656	\$33,324	\$52,070
	Group 1 (NCSU & UNC-CH)	6	\$140,077	\$76,190	\$108,134	\$86,507	\$135,167
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$125,004	\$52,415	\$88,710	\$70,968	\$110,887
498640-Head Coach - Women's Field Hockey	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$109,200	\$67,330	\$88,265	\$70,612	\$110,331
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$90,814	\$44,965	\$67,890	\$54,312	\$84,862
498650-Head Coach - Women's Golf	Group 1 (NCSU & UNC-CH)	9	\$118,267	\$71,028	\$94,648	\$75,718	\$118,309
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$92,500	\$38,232	\$65,366	\$52,293	\$81,708
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$57,783	\$24,000	\$40,892	\$32,713	\$51,114
498660-Head Coach - Women's Gymnastics	Group 1 (NCSU & UNC-CH)	8	\$182,000	\$66,305	\$124,153	\$99,322	\$155,191
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$126,000	\$49,200	\$87,600	\$70,080	\$109,500
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$66,523	\$24,667	\$45,595	\$36,476	\$56,994
498680-Head Coach - Women's Lacrosse	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$83,292	\$44,614	\$63,953	\$51,162	\$79,941
498690-Head Coach - Women's Rowing	Group 1 (NCSU & UNC-CH)	6	\$135,000	\$79,690	\$107,345	\$85,876	\$134,181
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$85,884	\$60,000	\$72,942	\$58,354	\$91,178
498700-Head Coach - Women's Soccer	Group 1 (NCSU & UNC-CH)	12	\$188,181	\$80,000	\$134,091	\$107,272	\$167,613
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	31	\$124,845	\$40,000	\$82,423	\$65,938	\$103,028
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$82,388	\$32,000	\$57,194	\$45,755	\$71,493
	Group 4 (FSU, UNC-P, WSSU)	12	\$67,764	\$39,440	\$53,602	\$42,882	\$67,003
	Group 5 (UNC-SA, UNC-A)	12	\$64,376	\$37,468	\$50,922	\$40,738	\$63,652
498710-Head Coach - Women's Softball	Group 1 (NCSU & UNC-CH)	13	\$220,376	\$85,000	\$152,688	\$122,150	\$190,860
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	29	\$90,204	\$31,211	\$60,708	\$48,566	\$75,884
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$78,478	\$43,860	\$61,169	\$48,935	\$76,461
	Group 4 (FSU, UNC-P, WSSU)	13	\$57,204	\$36,500	\$46,852	\$37,482	\$58,565

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 5 (UNCSA, UNC-A)	13	\$54,344	\$34,675	\$44,509	\$35,608	\$55,637
498720-Head Coach - Women's Tennis	Group 1 (NCSU & UNC-CH)	12	\$145,000	\$60,120	\$102,560	\$82,048	\$128,200
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$103,000	\$40,000	\$71,500	\$57,200	\$89,375
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$65,000	\$36,764	\$50,882	\$40,706	\$63,603
	Group 4 (FSU, UNC-P, WSSU)	13	\$66,528	\$41,200	\$53,864	\$43,091	\$67,330
498730-Head Coach - Women's Volleyball	Group 1 (NCSU & UNC-CH)	11	\$237,036	\$83,684	\$160,360	\$128,288	\$200,450
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$115,000	\$42,000	\$78,500	\$62,800	\$98,125
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$83,640	\$37,500	\$60,570	\$48,456	\$75,713
	Group 4 (FSU, UNC-P, WSSU)	13	\$66,528	\$41,200	\$53,864	\$43,091	\$67,330
	Group 5 (UNCSA, UNC-A)	13	\$63,202	\$39,140	\$51,171	\$40,937	\$63,964
	Group 6 (ECSU)	5	\$54,467	\$39,140	\$46,804	\$37,443	\$58,504
498800-"Head Coach, Cheerleading"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$45,804	\$25,562	\$35,683	\$28,546	\$44,604
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$42,320	\$20,814	\$31,567	\$25,254	\$39,459
498810-"Head Coach, Strength & Conditioning"	Group 1 (NCSU & UNC-CH)	8	\$239,260	\$81,600	\$160,430	\$128,344	\$200,538
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$152,337	\$30,000	\$91,169	\$72,935	\$113,961
	Group 3 (ASU, NCCU, UNC-W, WCU)	18	\$67,384	\$26,508	\$46,946	\$37,557	\$58,683
	Group 4 (FSU, UNC-P, WSSU)	6	\$55,992	\$26,508	\$41,250	\$33,000	\$51,563
	Group 5 (UNCSA, UNC-A)	6	\$53,192	\$25,183	\$39,188	\$31,350	\$48,984
499270-Offensive Coordinator-Football	Group 1 (NCSU & UNC-CH)	11	\$542,600	\$101,010	\$321,805	\$257,444	\$402,256
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$250,000	\$65,000	\$157,500	\$126,000	\$196,875
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$133,000	\$45,432	\$89,216	\$71,373	\$111,520
	Group 4 (FSU, UNC-P, WSSU)	8	\$86,700	\$29,000	\$57,850	\$46,280	\$72,313
	Group 5 (UNCSA, UNC-A)	8	\$82,365	\$27,550	\$54,958	\$43,966	\$68,697
499280-Defensive Coordinator-Football	Group 1 (NCSU & UNC-CH)	10	\$700,000	\$134,680	\$417,340	\$333,872	\$521,675
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	26	\$250,000	\$31,000	\$140,500	\$112,400	\$175,625
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$125,000	\$47,666	\$86,333	\$69,066	\$107,916
	Group 4 (FSU, UNC-P, WSSU)	6	\$81,962	\$49,500	\$65,731	\$52,585	\$82,164
	Group 5 (UNCSA, UNC-A)	6	\$77,864	\$47,025	\$62,444	\$49,956	\$78,056
499290-Assistant Coach-Football	Group 1 (NCSU & UNC-CH)	21	\$400,000	\$48,915	\$224,458	\$179,566	\$280,572
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	54	\$244,488	\$30,019	\$137,254	\$109,803	\$171,567

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 3 (ASU, NCCU, UNC-W, WCU)	38	\$85,776	\$24,133	\$54,955	\$43,964	\$68,693
	Group 4 (FSU, UNC-P, WSSU)	18	\$61,200	\$30,000	\$45,600	\$36,480	\$57,000
	Group 5 (UNCSA, UNC-A)	18	\$58,140	\$28,500	\$43,320	\$34,656	\$54,150
	Group 6 (ECSU)	8	\$49,440	\$28,000	\$38,720	\$30,976	\$48,400
499310-Assistant Coach-Baseball	Group 1 (NCSU & UNC-CH)	18	\$145,600	\$31,430	\$88,515	\$70,812	\$110,644
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	40	\$95,000	\$20,531	\$57,766	\$46,212	\$72,207
	Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$56,904	\$26,400	\$41,652	\$33,322	\$52,065
	Group 4 (FSU, UNC-P, WSSU)	11	\$50,750	\$30,900	\$40,825	\$32,660	\$51,031
	Group 5 (UNCSA, UNC-A)	11	\$48,213	\$29,355	\$38,784	\$31,027	\$48,480
499330-Assistant Coach-Men's Basketball	Group 1 (NCSU & UNC-CH)	21	\$300,000	\$77,908	\$188,954	\$151,163	\$236,193
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	62	\$185,000	\$30,014	\$107,507	\$86,006	\$134,384
	Group 3 (ASU, NCCU, UNC-W, WCU)	32	\$86,268	\$30,600	\$58,434	\$46,747	\$73,043
	Group 4 (FSU, UNC-P, WSSU)	18	\$66,950	\$26,285	\$46,618	\$37,294	\$58,272
	Group 5 (UNCSA, UNC-A)	18	\$63,603	\$24,971	\$44,287	\$35,429	\$55,358
	Group 6 (ECSU)	5	\$44,598	\$30,975	\$37,787	\$30,229	\$47,233
499350-Assistant Coach-Women's Basketball	Group 1 (NCSU & UNC-CH)	21	\$144,942	\$58,405	\$101,674	\$81,339	\$127,092
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	62	\$113,333	\$25,522	\$69,428	\$55,542	\$86,784
	Group 3 (ASU, NCCU, UNC-W, WCU)	34	\$74,220	\$27,200	\$50,710	\$40,568	\$63,388
	Group 4 (FSU, UNC-P, WSSU)	17	\$58,038	\$27,500	\$42,769	\$34,215	\$53,461
	Group 5 (UNCSA, UNC-A)	17	\$55,136	\$26,125	\$40,631	\$32,504	\$50,788
	Group 6 (ECSU)	5	\$41,899	\$25,000	\$33,450	\$26,760	\$41,812
500000-Office / Admin Support / Clerical Manager	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$69,630	\$19,683	\$44,657	\$35,725	\$55,821
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$86,691	\$27,500	\$57,096	\$45,676	\$71,369
700000-Skilled Craft / Trades Supervisor	Group 1 (NCSU & UNC-CH)	8	\$92,993	\$46,968	\$69,981	\$55,984	\$87,476
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$74,792	\$31,117	\$52,955	\$42,364	\$66,193
800000-Service / Maintenance Supervisor	Group 1 (NCSU & UNC-CH)	9	\$61,963	\$23,270	\$42,617	\$34,093	\$53,271
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$68,257	\$30,930	\$49,594	\$39,675	\$61,992
801000-Police / Public Safety Supervisor	Group 1 (NCSU & UNC-CH)	9	\$110,428	\$52,020	\$81,224	\$64,979	\$101,530
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$82,835	\$46,014	\$64,425	\$51,540	\$80,531

**Suggested Salary Ranges for CUPA-defined Professional Level Positions
by UNC Peers**

CUPA Title		2013-2014 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2013-14 Midpoint	2013-14 Projected Minimum	2013-14 Projected Maximum
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$91,563	\$42,515	\$67,039	\$53,631	\$83,799
802000-Police / Public Safety Professional	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$87,519	\$34,696	\$61,108	\$48,886	\$76,384
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$80,330	\$40,950	\$60,640	\$48,512	\$75,800
807000-Fire Safety / Prevention Professional	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$52,530	\$30,000	\$41,265	\$33,012	\$51,581
808000-Client Care Supervisor	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$76,483	\$37,331	\$56,907	\$45,526	\$71,134

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Analysis is performed only if five or more institutions in the reported data for the position.

Salaries of positions within a given Year combination exceeding the mean by plus or minus 2.00 standard deviations are deleted.