

Administrative Salary Study

2014-15 Ranges

May 2014



The University of North Carolina

GENERAL ADMINISTRATION

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Technical State
University

North Carolina
Central University

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State University
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North Carolina
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North Carolina
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MEMORANDUM

DATE: December 8, 2010

TO: Erskine Bowles

FROM: Laurie Charest
Alan Mabe

SUBJECT: Method for Calculating Ranges for Administrative Salaries

We have previously discussed our proposal of a different methodology for calculating the salary ranges and the midpoint for administrative salaries. There was considerable dissatisfaction with the previous method which implied that the goal was to bring administrative salaries to the 80th percentile of peers, but upon analysis the actual salary level was closer to the midpoint of peers than to the 80th percentile of peers.

The proposed methodology ("the mid-point method") is described on the attached document. We have also included a comparison of the former method and the proposed new method in the next attachment. We have prepared detailed comparisons of the two methods in terms of the dollar ranges both generate. We also prepared the traditional charts for selective positions showing how positions fit in the ranges generated from the mid-point methodology. You will note that some appointments are out of the projected salary ranges (as some were in the previous methodology). We believe that the existing exception process is adequate for addressing these instances.

We have presented the attached material to both the Chief Academic Officers and the Human Resources Council. Both are supportive of the change and the Human Resources Council was particularly vocal that this is a far better method than the previous one.

We are now requesting your approval for implementing the new administrative salary range methodology. Once approved, this methodology will be used for calculating administrative salary ranges for the next fiscal year and following years.

Approved: _____
President Erskine Bowles

copy: Jeff Davies
Laura Luger
Lisa Adamson
Daphne Dow

LC/AM/la

\\ad.northcarolina.edu\filestore\users\adamson\SALARY DOCUMENTS\2011-2012 SALARY PROCEDURES\Memo - Admin Salary Ranges - new calculation.docx

One-Year Midpoint Method

Process:

- Peer groups are established using peers agreed to by each campus and General Administration and approved by the Board of Governors
- Salary data for each position is collected from CUPA
 - By individual Campus Peers
 - For the past year
 - No data is provided if there are fewer than 5 institutions reporting to CUPA
- After data collection is complete:
 - The mean is calculated
 - Salaries of positions within a given Group-Position combination exceeding the mean by plus or minus 2 standard deviations are deleted
 - A Midpoint is calculated by taking the Maximum Salary reported, subtracting the Minimum Salary reported, and dividing by 2
 - A Salary Range is constructed by:
 - Dividing the Midpoint by 1.25 to establish a Minimum
 - Multiplying the Midpoint by 1.25 to establish a Maximum
 - Grouped peer analyses are completed. Grouped peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions
 - Data are projected for the next year by multiplying the Midpoint, minimum, and maximum by the percentage of increase of administrators as reported by CUPA for the current year. 0% for 2010-11
 - Analysis is performed only if five or more institutions in the group reported data to CUPA for the position
- If no data is provided for a position, it is indicative of an insufficient number of peer institutions reporting data to CUPA for this position

UNC General Administration Administrative Salary Study 2010-11 Summary

3-Year Weighted Method

Process:

- Peer groups are established using peers agreed to by each campus and General Administration and approved by the Board of Governors
- Salary data for each position is collected from CUPA
 - By individual Campus Peers
 - For each of the past three years
 - No data is provided if there are fewer than 5 institutions reporting to CUPA
- After data collection is complete:
 - A weighted average, mean, 25th percentile, and 80th percentile is calculated
 - The weighting process consists of:
 - Three years of data provided:
 - Current year is multiplied by .5
 - Previous year is multiplied by .3
 - Third year (oldest) data is multiplied by .2
 - Two years of data provided:
 - Current year is multiplied by .6
 - Previous year is multiplied by .4
 - One year of data provided:
 - Current year is multiplied by 1
 - Salaries of positions within a given Group-Position-Year combination exceeding the mean by plus or minus 2 standard deviations are deleted
 - Grouped peer analyses are completed. Grouped peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions
 - A minimum is set by multiplying the 80th percentile by .7031
 - A range maximum is set by multiplying the 80th percentile by 1.125
 - Data are projected for the next year by multiplying the 80th, minimum, and maximum by the percentage of increase of administrators as reported by CUPA for the current year. 0% for 2010-11
 - Analysis is performed only if five or more institutions in the group reported data to CUPA for the position

- If no data is provided for a position, it is indicative of an insufficient number of peer institutions reporting data to CUPA for this position

1-Year Midpoint Method

Process:

- Peer groups are established using peers agreed to by each campus and General Administration and approved by the Board of Governors
- Salary data for each position is collected from CUPA
 - By individual Campus Peers
 - For the past year
 - No data is provided if there are fewer than 5 institutions reporting to CUPA
- After data collection is complete:
 - The mean is calculated
 - Salaries of positions within a given Group-Position combination exceeding the mean by plus or minus 2 standard deviations are deleted
 - A Midpoint is calculated by taking the Maximum Salary reported, subtracting the Minimum Salary reported, and dividing by 2
 - A Salary Range is constructed by:
 - Dividing the Midpoint by 1.25 to establish a Minimum
 - Multiplying the Midpoint by 1.25 to establish a Maximum
 - Grouped peer analyses are completed. Grouped peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions
 - Data are projected for the next year by multiplying the Midpoint, minimum, and maximum by the percentage of increase of administrators as reported by CUPA for the current year. 0% for 2010-11
 - Analysis is performed only if five or more institutions in the group reported data to CUPA for the position
- If no data is provided for a position, it is indicative of an insufficient number of peer institutions reporting data to CUPA for this position

Salary Ranges for Selected Administrative Positions 2013-14 Data

CUPA Position Number	CUPA Position Title	1-Yr Midpoint					
		2013-14 Data			2014-15 Ranges*		
		Number of Peers	Highest Salary	Lowest Salary	Midpoint Salary	Projected Minimum	Projected Maximum
GROUP 1 - (NCSU & UNC-CH)							
	Position						
101000	Chief Executive Officer, Single Institution or Campus within a System	11	\$624,350	\$425,000	\$524,675	\$419,740	\$655,844
102000	Executive Vice President/Vice Chancellor	No data					
105000	Chief Academic Affairs Officer / Provost	17	450,000	246,188	348,094	278,475	435,118
107000	Chief Business Officer	9	375,000	144,000	259,500	207,600	324,375
113000	Chief Development /Advancement Officer	14	520,000	190,000	355,000	284,000	443,750
127000	Chief Human Resources Officer	18	299,739	165,000	232,370	185,896	290,462
129000	Chief Information / IT Officer	16	320,000	205,990	262,995	210,396	328,744
137000	Chief Legal Affairs Officer	15	450,000	171,205	310,603	248,482	388,253
139000	Chief Library Officer	14	327,722	201,420	264,571	211,657	330,714
141000	Chief Public Relations Officer	17	289,224	125,145	207,185	165,748	258,981
143000	Chief Research Officer	16	388,534	250,000	319,267	255,414	399,084
145000	Chief Student Affairs/Student Life Officer	17	320,280	177,000	248,640	198,912	310,800
153010	Dean Agriculture	12	340,102	215,000	277,551	222,041	346,939
153020	Dean Architecture /Design	12	302,848	180,696	241,772	193,418	302,215
153040	Dean Arts and Sciences	10	391,454	200,000	295,727	236,582	369,659
153060	Dean Business	19	606,900	215,600	411,250	329,000	514,063
153100	Dean Dentistry	No data					
153120	Dean Education	13	271,566	215,400	243,483	194,786	304,354
153130	Dean Engineering	14	400,000	264,783	332,392	265,913	415,489
153170	Dean Forestry and Environmental Studies	No data					
153180	Dean Government / Public Affairs / Public Policy	6	315,220	235,236	275,228	220,182	344,035
153190	Dean Graduate School	14	363,822	181,400	272,611	218,089	340,764
153220	Dean Humanities	No data					
153240	Dean Journalism and Mass Communication	8	266,487	60,422	163,455	130,764	204,318
153250	Dean Law	10	450,000	294,682	372,341	297,873	465,426
153260	Dean Library Science	7	246,897	210,000	228,449	182,759	285,561
153280	Dean Medicine	6	1,200,000	302,243	751,122	600,897	938,902
153300	Dean Nursing	10	380,858	86,420	233,639	186,911	292,049
153330	Dean Pharmacy	7	326,964	247,280	287,122	229,698	358,903
153350	Dean Public Health	8	564,574	179,055	371,815	297,452	464,768
153360	Dean Sciences	7	337,620	226,500	282,060	225,648	352,575
153380	Dean Social Work	5	280,500	73,605	177,053	141,642	221,316
153390	Dean Special Programs	No data					
153410	Dean Veterinary Medicine	10	\$305,000	\$182,840	\$243,920	\$195,136	\$304,900

Salary Ranges for Selected Administrative Positions 2013-14 Data

CUPA Position Number	CUPA Position Title	1-Yr Midpoint					
		2013-14 Data			2014-15 Ranges*		
		Number of Peers	Highest Salary	Lowest Salary	Midpoint Salary	Projected Minimum	Projected Maximum
GROUP 2 - (ECU, NCA&T, UNCC, UNCG)							
Position							
101000	Chief Executive Officer, Single Institution or Campus within a System	40	\$502,578	\$245,869	\$374,224	\$299,379	\$467,779
105000	Chief Academic Affairs Officer / Provost	39	376,000	200,314	288,157	230,526	360,196
107000	Chief Business Officer	33	310,000	162,690	236,345	189,076	295,431
113000	Chief Development /Advancement Officer	33	325,513	173,406	249,460	199,568	311,824
127000	Chief Human Resources Officer	39	196,488	73,550	135,019	108,015	168,774
129000	Chief Information / IT Officer	33	277,500	123,670	200,585	160,468	250,731
137000	Chief Legal Affairs Officer	38	245,310	121,600	183,455	146,764	229,319
139000	Chief Library Officer	22	201,685	115,955	158,820	127,056	198,525
143000	Chief Research Officer	37	308,397	146,751	227,574	182,059	284,468
145000	Chief Student Affairs/Student Life Officer	41	234,180	117,299	175,740	140,592	219,674
153010	Dean Agriculture	13	265,539	94,937	180,238	144,190	225,298
153020	Dean Architecture /Design	11	229,283	153,192	191,238	152,990	239,047
153040	Dean Arts and Sciences	26	291,773	151,376	221,575	177,260	276,968
153060	Dean Business	39	382,500	171,258	276,879	221,503	346,099
153070	Dean Computer and Information Sciences	No data					
153080	Dean Continuing Education	8	204,358	95,275	149,817	119,853	187,271
153100	Dean Dentistry	7	354,937	238,702	296,820	237,456	371,024
153120	Dean Education	37	241,985	125,000	183,493	146,794	229,366
153130	Dean Engineering	33	305,000	175,812	240,406	192,325	300,508
153150	Dean Family and Consumer Sciences	No data					
153160	Dean Fine Arts	11	250,750	155,000	202,875	162,300	253,594
153190	Dean Graduate School	20	247,127	123,380	185,254	148,203	231,567
153200	Dean Health-Related Professions	20	232,300	137,935	185,118	148,094	231,397
153210	Dean Honors Program	21	210,000	55,283	132,642	106,113	165,802
153280	Dean Medicine	10	539,537	276,094	407,816	326,252	509,769
153290	Dean Music	No data					
153300	Dean Nursing	23	274,246	112,722	193,484	154,787	241,855
153310	Dean Occupational Studies/Vocational Ed/Technology	No data					
153400	Dean Undergraduate Programs	12	243,350	68,295	155,823	124,658	194,778
181000	Deputy Provost	24	237,202	102,758	169,980	135,984	212,475
187020	Chief of Staff to System or Institution CEO	13	\$200,000	\$92,065	\$146,033	\$116,826	\$182,541

Salary Ranges for Selected Administrative Positions 2013-14 Data

CUPA Position Number	CUPA Position Title	1-Yr Midpoint					
		2013-14 Data			2014-15 Ranges*		
		Number of Peers	Highest Salary	Lowest Salary	Midpoint Salary	Projected Minimum	Projected Maximum
GROUP 3 - (ASU, NCCU, UNCW, WCU)							
Position							
101000	Chief Executive Officer, Single Institution or Campus within a System	35	\$428,808	\$179,498	\$304,153	\$243,322	\$380,191
105000	Chief Academic Affairs Officer / Provost	36	325,694	153,520	239,607	191,686	299,509
107000	Chief Business Officer	33	261,100	140,103	200,602	160,481	250,752
109000	Chief Athletics Administrator	37	220,000	82,625	151,313	121,050	189,141
113000	Chief Development /Advancement Officer	35	261,400	124,171	192,786	154,228	240,982
129000	Chief Information Officer (CIO)	37	225,000	98,978	161,989	129,591	202,486
137000	Chief Legal Affairs Officer	23	207,000	85,630	146,315	117,052	182,894
139000	Chief Library Officer	25	147,504	87,701	117,603	94,082	147,003
143000	Chief Research Officer	6	298,000	64,260	181,130	144,904	226,413
145000	Chief Student Affairs/Student Life Officer	39	210,320	126,638	168,479	134,783	210,599
153040	Dean Arts and Sciences	16	244,700	114,460	179,580	143,664	224,475
153060	Dean Business	36	250,000	120,990	185,495	148,396	231,869
153120	Dean Education	33	192,468	114,460	153,464	122,771	191,830
153130	Dean Engineering	9	288,000	133,486	210,743	168,594	263,429
153160	Dean Fine Arts	11	175,008	115,000	145,004	116,003	181,255
153190	Dean Graduate School	18	175,000	112,200	143,600	114,880	179,500
153200	Dean Health-Related Professions	9	178,524	124,200	151,362	121,090	189,203
153210	Dean Honors Program	7	172,000	60,041	116,021	92,816	145,026
153220	Dean Humanities	11	177,554	130,296	153,925	123,140	192,406
153250	Dean Law	No data					
153290	Dean Music	No data					
153360	Dean Sciences	17	205,008	120,364	162,686	130,149	203,358
153370	Dean Social Sciences	No data					
153400	Dean Undergraduate Programs	No data					
181000	Deputy Provost	15	196,348	124,000	160,174	128,139	200,218
196030	Chief Campus Continuing Education Administrator	17	\$122,770	\$52,843	\$87,807	\$70,245	\$109,758

Salary Ranges for Selected Administrative Positions 2013-14 Data

CUPA Position Number	CUPA Position Title	1-Yr Midpoint					
		2013-14 Data			2014-15 Ranges*		
		Number of Peers	Highest Salary	Lowest Salary	Midpoint Salary	Projected Minimum	Projected Maximum
GROUP 4 - (FSU, UNCP, WSSU)							
101000	Chief Executive Officer, Single Institution or Campus within a System	22	\$315,384	\$165,000	\$240,192	\$192,154	\$300,240
102000	Executive Vice President/Vice Chancellor	No data					
105000	Chief Academic Affairs Officer / Provost	19	231,790	116,901	174,346	139,476	217,932
107000	Chief Business Officer	20	245,700	115,000	180,350	144,280	225,438
109000	Chief Athletics Administrator	20	160,680	78,951	119,816	95,852	149,769
111000	Chief Audit Officer	7	97,850	55,080	76,465	61,172	95,581
113000	Chief Development /Advancement Officer	18	220,000	71,400	145,700	116,560	182,125
129000	Chief Information Officer (CIO)	21	178,500	84,072	131,286	105,029	164,108
137000	Chief Legal Affairs Officer	7	186,700	85,630	136,165	108,932	170,206
139000	Chief Library Officer	14	125,741	68,400	97,071	77,656	121,338
145000	Chief Student Affairs/Student Life Officer	18	171,458	105,038	138,248	110,598	172,810
153040	Dean Arts and Sciences	12	155,723	121,500	138,612	110,889	173,264
153060	Dean Business	17	190,000	125,000	157,500	126,000	196,875
153120	Dean Education	15	143,712	110,244	126,978	101,582	158,723
153190	Dean Graduate School	6	134,500	101,422	117,961	94,369	147,451
153210	Dean Honors Program	No data					
153300	Dean Nursing	5	139,297	110,687	124,992	99,994	156,240
153390	Dean Special Programs	No data					
153400	Dean Undergraduate Programs	No data					
187020	Chief of Staff to System or Institution CEO	5	\$197,021	\$104,040	\$150,531	\$120,424	\$188,163

Salary Ranges for Selected Administrative Positions 2013-14 Data

CUPA Position Number	CUPA Position Title	1-Yr Midpoint					
		2013-14 Data			2014-15 Ranges*		
		Number of Peers	Highest Salary	Lowest Salary	Midpoint Salary	Projected Minimum	Projected Maximum
GROUP 5 - (UNCA, UNCSA)							
Position							
101000	Chief Executive Officer, Single Institution or Campus within a System	22	\$299,615	\$156,750	\$228,182	\$182,546	\$285,228
105000	Chief Academic Affairs Officer / Provost	19	220,201	111,056	165,628	132,503	207,035
107000	Chief Business Officer	20	233,415	109,250	171,333	137,066	214,166
113000	Chief Development /Advancement Officer	18	209,000	67,830	138,415	110,732	173,019
137000	Chief Legal Affairs Officer	7	177,365	81,349	129,357	103,485	161,696
145000	Chief Student Affairs/Student Life Officer	18	162,885	99,786	131,336	105,068	164,170
153220	Dean Humanities	No data					
153320	Dean Performing Arts	No data					
187020	Chief of Staff to System or Institution CEO	5	\$187,170	\$98,838	\$143,004	\$114,403	\$178,755

Salary Ranges for Selected Administrative Positions 2013-14 Data

CUPA Position Number	CUPA Position Title	1-Yr Midpoint					
		2013-14 Data			2014-15 Ranges*		
		Number of Peers	Highest Salary	Lowest Salary	Midpoint Salary	Projected Minimum	Projected Maximum
GROUP 6 - (ECSU, NCSSM)							
Position							
101000	Chief Executive Officer, Single Institution or Campus within a System	10	\$278,256	\$159,999	\$219,128	\$175,302	\$273,909
105000	Chief Academic Affairs Officer / Provost	9	209,100	108,000	158,550	126,840	198,188
107000	Chief Business Officer	5	203,675	124,426	164,051	131,240	205,063
113000	Chief Development /Advancement Officer	8	209,100	100,000	154,550	123,640	193,188
119000	Chief External Affairs Officer	No data					
123000	Chief Financial Officer	5	215,141	105,000	160,071	128,056	200,088
137000	Chief Legal Affairs Officer	6	166,375	100,000	133,188	106,550	166,484
145000	Chief Student Affairs/Student Life Officer	9	165,099	90,000	127,550	102,040	159,437
153060	Dean Business	6	194,400	110,000	152,200	121,760	190,250
153120	Dean Education	7	\$145,642	\$95,000	\$120,321	\$96,257	\$150,401
153360	Dean Sciences	No data					

105000 - Chief Academic Affairs Officer and Provost 2014-15 Salary Ranges

Midpoint Ranges

Group	Campus	Name	Current Salary	2014-15 Salary Ranges						PRTITLE
				1	2	3	4	5	6	
				Midpoint Data						
				Min.	\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.	
0	UNC-GA	Ortega, Suzanne	\$304,109	\$258,038	\$0	\$322,548	\$18,439	\$403,185	\$99,076	Senior Vice President - Academic Affairs
1	NCSU	Arden, Warwick A.	\$389,200	\$278,475	\$0	\$348,094	\$0	\$435,118	\$45,918	Prov and Exec Vice Chancellor
1	UNC-CH	Dean, James W Jr.	\$445,000	\$278,475	\$0	\$348,094	\$0	\$435,118	\$0	Executive Vice Chancellor and Provost
2	ECU	Sheerer, Marilyn	\$280,612	\$230,526	\$0	\$288,157	\$7,545	\$360,196	\$79,584	Provost and Vice Chancellor
2	NCA&T	Whitehead, Joe B Jr	\$250,000	\$230,526	\$0	\$288,157	\$38,157	\$360,196	\$110,196	Provost and VC For Acad Afr
2	UNCC	Lorden, Joan Frances	\$270,000	\$230,526	\$0	\$288,157	\$18,157	\$360,196	\$90,196	Vice Chancellor
2	UNCG	Perrin, David H.	\$281,336	\$230,526	\$0	\$288,157	\$6,821	\$360,196	\$78,860	Provost and Vice Chancellor
3	ASU	Gonzalez, Lori S.	\$236,900	\$191,686	\$0	\$239,607	\$2,707	\$299,509	\$62,609	Provost and Exec Vice Chancellor
3	NCCU	Akinleye, Johnson O	\$210,000	\$191,686	\$0	\$239,607	\$29,607	\$299,509	\$89,509	Provost/Vice Chancellor
3	UNCW	Battles, Denise A	\$225,000	\$191,686	\$0	\$239,607	\$14,607	\$299,509	\$74,509	Provost
3	WCU	Morrison-Shetlar, Alison	\$230,000	\$191,686	\$0	\$239,607	\$9,607	\$299,509	\$69,509	Provost/VCAA/Prof
4	FSU	Young, Jon M.	\$167,992	\$139,476	\$0	\$174,346	\$6,354	\$217,932	\$49,940	Provost and VC for Acad. Affairs
4	UNCP	Kitts, Kenneth Dale	\$177,100	\$139,476	\$0	\$174,346	\$0	\$217,932	\$40,832	Provost and VC Academic Affairs
4	WSSU	Allen, Brenda A	\$206,251	\$139,476	\$0	\$174,346	\$0	\$217,932	\$11,681	Provost and VC Academic Affairs
5	UNCA	Fernandes, Jane K.	\$194,744	\$132,503	\$0	\$165,628	\$0	\$207,035	\$12,291	Provost and VCAA
5	UNCSA	Nelson, David P	\$168,135	\$132,503	\$0	\$165,628	\$0	\$207,035	\$38,900	Provost
6	ECSU	Khan, Ali A.	\$169,725	\$126,840	\$0	\$158,550	\$0	\$198,188	\$28,463	Provost Vice Chan Acad Affairs
6	NCSSM	Warshaw, Stephen J.	\$125,799	\$126,840	\$1,041	\$158,550	\$32,751	\$198,188	\$72,389	Chief Academic Officer/Provost
Sum of Positives					\$1,041		\$184,752		\$1,054,462	

UNC-GA IRA/AdminSal.IT002(CAO)/5-9-14

107000 - Chief Business Officer 2014-15 Salary Ranges

Midpoint Ranges

Group	Campus	Name	Current Salary	2014-15 Salary Ranges						PRTITLE
				1	2	3	4	5	6	
				Midpoint Data						
				Min.	\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.	
0	UNC-GA	Perusse, Charles Edward	\$261,112	\$225,960	\$0	\$282,450	\$21,338	\$353,063	\$91,951	Chief Operating Officer
1	NCSU	Leffler, Charles D.	\$288,420	\$207,600	\$0	\$259,500	\$0	\$324,375	\$35,955	Vice Chancellor
1	UNC-CH	VACANT	\$0	\$207,600		\$259,500		\$324,375		Vice Chancellor Finance & Administration
2	ECU	Niswander, Frederick D	\$270,000	\$189,076	\$0	\$236,345	\$0	\$295,431	\$25,431	Vice Chancellor Admin Finance
2	NCA&T	Pompey, Robert Jr	\$192,067	\$189,076	\$0	\$236,345	\$44,278	\$295,431	\$103,364	Vice Chancellor Bus and Finance
2	UNCC	Hardin, Elizabeth A	\$230,000	\$189,076	\$0	\$236,345	\$6,345	\$295,431	\$65,431	Vice Chancellor
2	UNCG	Taylor, David R.	\$228,215	\$189,076	\$0	\$236,345	\$8,130	\$295,431	\$67,216	Vice Chancellor
3	ASU	Lovins, Gregory M.	\$200,000	\$160,481	\$0	\$200,602	\$602	\$250,752	\$50,752	Interim VC for Business Affs
3	NCCU	Davis, Wendell M	\$192,280	\$160,481	\$0	\$200,602	\$8,322	\$250,752	\$58,472	Vice Chancellor
3	UNCW	Maimone, Charles A	\$179,845	\$160,481	\$0	\$200,602	\$20,757	\$250,752	\$70,907	Vice Chancellor
3	WCU	Edwards, Robert T	\$157,502	\$160,481	\$2,979	\$200,602	\$43,100	\$250,752	\$93,250	VC Admin and Finance
4	FSU	VACANT	\$0	\$144,280		\$180,350		\$225,438		VC for Business and Finance
4	UNCP	Cosentino, Richard E	\$175,000	\$144,280	\$0	\$180,350	\$5,350	\$225,438	\$50,438	VC Finance and Administration
4	WSSU	VACANT	\$0	\$144,280		\$180,350		\$225,438		VC Business and Finance
5	UNCA	Pierce, John Givens	\$163,944	\$137,066	\$0	\$171,333	\$7,389	\$214,166	\$50,222	VC for Finance and Operations
5	UNCSA	Burnette, George M	\$209,832	\$137,066	\$0	\$171,333	\$0	\$214,166	\$4,334	Chief Operating Officer
6	ECSU	Durant, Benjamin Charles III	\$157,620	\$131,240	\$0	\$164,051	\$6,431	\$205,063	\$47,443	Vice Chan Business and Finance
Sum of Positives					\$2,979		\$172,042		\$815,166	

UNC-GA IRA/AdminSal.IT002(Bus)/5-9-14

113000 - Chief Development Officer 2014-15 Salary Ranges

Midpoint Ranges

Group	Campus	Name	Current Salary	2014-15 Salary Ranges						PRTITLE
				1	2	3	4	5	6	
				Midpoint Data						
				Min.	\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.	
1	NCSU	Sischo, Brian C	\$390,000	\$284,000	\$0	\$355,000	\$0	\$443,750	\$53,750	Vice Chancellor
1	UNC-CH	Routh, David Sheldon	\$395,000	\$284,000	\$0	\$355,000	\$0	\$443,750	\$48,750	Vice Chancellor for Development
2	ECU	Dyba, Christopher Michael	\$265,000	\$199,568	\$0	\$249,460	\$0	\$311,824	\$46,824	Vice Chancellor
2	UNCC	Sorensen, Niles Franklin	\$227,650	\$199,568	\$0	\$249,460	\$21,810	\$311,824	\$84,174	Vice Chancellor
2	UNCG	Zink, Janis I	\$273,000	\$199,568	\$0	\$249,460	\$0	\$311,824	\$38,824	Vice Chancellor
3	ASU	Pettyjohn, Susan Higgins	\$191,065	\$154,228	\$0	\$192,786	\$1,721	\$240,982	\$49,917	VC for University Advancement
3	NCCU	Davis, Harriet F	\$160,000	\$154,228	\$0	\$192,786	\$32,786	\$240,982	\$80,982	VC for Development Affairs
3	UNCW	Stuart, Edwin T	\$155,000	\$154,228	\$0	\$192,786	\$37,786	\$240,982	\$85,982	Vice Chancellor
4	FSU	Caldwell, Getchel L.	\$151,800	\$116,560	\$0	\$145,700	\$0	\$182,125	\$30,325	Vice Chancellor for Inst. Adv.
4	UNCP	Lowery, Wendy Ann	\$141,680	\$116,560	\$0	\$145,700	\$4,020	\$182,125	\$40,445	VC Advancement
4	WSSU	Cook, Michelle M	\$156,300	\$116,560	\$0	\$145,700	\$0	\$182,125	\$25,825	VC For University Advancement
5	UNCA	Bagwell, Elizabeth R	\$149,736	\$110,732	\$0	\$138,415	\$0	\$173,019	\$23,283	VC for University Advancement
6	ECSU	Smith, William G.	\$140,400	\$123,640	\$0	\$154,550	\$14,150	\$193,188	\$52,788	Vice Chan Institutional Advanc
6	NCSSM	Winslow, Brock	\$106,355	\$123,640	\$17,285	\$154,550	\$48,195	\$193,188	\$86,833	Vice Chan Institutional Advanc
Sum of Positives					\$17,285		\$160,468		\$748,702	

UNC-GA IRA/AdminSal.IT002(Dev)/5-9-14

129000 - Chief Information Officer 2014-15 Salary Ranges

Midpoint Ranges

Group	Campus	Name	Current Salary	2014-15 Salary Ranges						PRTITLE
				1	2	3	4	5	6	
				Midpoint Data						
				Min.	\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.	
0	UNC-GA	Leydon, John F	\$246,738	\$193,565	\$0	\$241,957	\$0	\$302,446	\$55,708	Vice President - Information Res. & CIO
1	NCSU	Hoit, Marc I	\$273,240	\$210,396	\$0	\$262,995	\$0	\$328,744	\$55,504	Vice Chancellor
1	UNC-CH	Kielt, Christopher L.	\$330,000	\$210,396	\$0	\$262,995	\$0	\$328,744	\$0	Vice Chancellor for IT & CIO
2	NCA&T	Ellis, Barbara J	\$184,320	\$160,468	\$0	\$200,585	\$16,265	\$250,731	\$66,411	VC Info Tec/Chief Inf Off
2	UNCC	Carlin, Michael Stephen	\$230,000	\$160,468	\$0	\$200,585	\$0	\$250,731	\$20,731	Vice Chancellor and CIO
2	UNCG	Clotfelter, James H. Jr	\$208,421	\$160,468	\$0	\$200,585	\$0	\$250,731	\$42,310	Vice Chancellor
3	NCCU	Kraus, Eva Leah	\$160,000	\$129,591	\$0	\$161,989	\$1,989	\$202,486	\$42,486	Vice Chancellor
3	WCU	Fowler, Craig A.	\$162,920	\$129,591	\$0	\$161,989	\$0	\$202,486	\$39,566	Chief Information Officer
4	FSU	Ganesan, Arasu T.	\$127,512	\$105,029	\$0	\$131,286	\$3,774	\$164,108	\$36,596	VC IT/Telecommunications
4	WSSU	McKenzie, Justin	\$153,592	\$105,029	\$0	\$131,286	\$0	\$164,108	\$10,516	Chief Information Officer
Sum of Positives					\$0		\$22,028		\$369,828	

UNC-GA IRA/AdminSal.IT002(CIO)/5-9-14

137000 - General Counsel 2014-15 Salary Ranges

Midpoint Ranges

Group	Campus	Name	Current Salary	2014-15 Salary Ranges						PRTITLE
				1	2	3	4	5	6	
				Midpoint Data						
				Min.	\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.	
0	UNC-GA	Shanahan, Thomas C	\$250,000	\$215,402	\$0	\$269,252	\$19,252	\$336,565	\$86,565	Vice President & General Counsel
1	NCSU	Goldgeier, Eileen S	\$262,748	\$248,482	\$0	\$310,603	\$47,855	\$388,253	\$125,505	Vice Chancellor and Gen Counsel
1	UNC-CH	Strohm, Leslie C.	\$325,000	\$248,482	\$0	\$310,603	\$0	\$388,253	\$63,253	Vice Chancellor and General Counsel
2	ECU	Payne, Donna Gooden	\$193,160	\$146,764	\$0	\$183,455	\$0	\$229,319	\$36,159	University Attorney
2	NCA&T	Waldrup, John Charles	\$179,200	\$146,764	\$0	\$183,455	\$4,255	\$229,319	\$50,119	General Counsel
2	UNCC	Broome, David E. Jr.	\$190,878	\$146,764	\$0	\$183,455	\$0	\$229,319	\$38,441	VC and General Counsel
2	UNCG	Cathey, Imogene L	\$170,000	\$146,764	\$0	\$183,455	\$13,455	\$229,319	\$59,319	General Counsel
3	ASU	Cole, Dayton T.	\$144,200	\$117,052	\$0	\$146,315	\$2,115	\$182,894	\$38,694	General Counsel
3	NCCU	Holloway, Melissa Jackson	\$147,157	\$117,052	\$0	\$146,315	\$0	\$182,894	\$35,737	Chief Legal Counsel
3	UNCW	Hoon, Robert R	\$143,875	\$117,052	\$0	\$146,315	\$2,440	\$182,894	\$39,019	General Counsel
3	WCU	Lochner, Mary Ann	\$136,500	\$117,052	\$0	\$146,315	\$9,815	\$182,894	\$46,394	General Counsel
4	FSU	Jenkins, Wanda L.	\$140,103	\$108,932	\$0	\$136,165	\$0	\$170,206	\$30,103	University Legal Counsel
4	UNCP	Malcolm, Joshua Dale	\$130,000	\$108,932	\$0	\$136,165	\$6,165	\$170,206	\$40,206	General Counsel
4	WSSU	Kluttz-Leach, Camille L	\$148,000	\$108,932	\$0	\$136,165	\$0	\$170,206	\$22,206	Special Asst To Chancellor
5	UNCA	Parlier, Heather Nicole	\$125,000	\$103,485	\$0	\$129,357	\$4,357	\$161,696	\$36,696	General Counsel
6	ECSU	Brown, Hermanda H.	\$130,554	\$106,550	\$0	\$133,188	\$2,634	\$166,484	\$35,930	General Counsel
Sum of Positives						\$0	\$112,343		\$784,346	

UNC-GA IRA/AdminSal.IT002(GenC)/5-9-14

143000 - Chief Research Officer 2014-15 Salary Ranges

Midpoint Ranges

Group	Campus	Name	Current Salary	2014-15 Salary Ranges						PRTITLE
				1	2	3	4	5	6	
				Midpoint Data						
				Min.	\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.	
0	UNC-GA	Brown, Christopher Scott	\$232,694	\$235,739	\$3,045	\$294,674	\$61,980	\$368,342	\$135,648	Vice President for Research & Graduate Education
1	NCSU	Lomax, Terri Lynn	\$242,032	\$255,414	\$13,382	\$319,267	\$77,235	\$399,084	\$157,052	Vice Chancellor
1	UNC-CH	Entwisle, Barbara	\$329,000	\$255,414	\$0	\$319,267	\$0	\$399,084	\$70,084	Vice Chancellor for Research
2	ECU	Mitchelson, Ronald L	\$154,614	\$182,059	\$27,445	\$227,574	\$72,960	\$284,468	\$129,854	Vice Chancellor
2	NCA&T	Burks, Barry Lee	\$205,000	\$182,059	\$0	\$227,574	\$22,574	\$284,468	\$79,468	Vice Chanc for Research
2	UNCC	Wilhelm, Robert G	\$209,090	\$182,059	\$0	\$227,574	\$18,484	\$284,468	\$75,378	Vice Chancellor
2	UNCG	Shelton, Terri Lizabeth	\$202,400	\$182,059	\$0	\$227,574	\$25,174	\$284,468	\$82,068	Vice Chancellor
3	NCCU	Reed, Hazell	\$182,160	\$144,904	\$0	\$181,130	\$0	\$226,413	\$44,253	VC for Graduate Ed and Research
Sum of Positives					\$43,872		\$278,407		\$773,805	

UNC-GA IRA/AdminSal.IT002(Res)/5-9-14

145000 - Chief Student Affairs Officer 2014-15 Salary Ranges

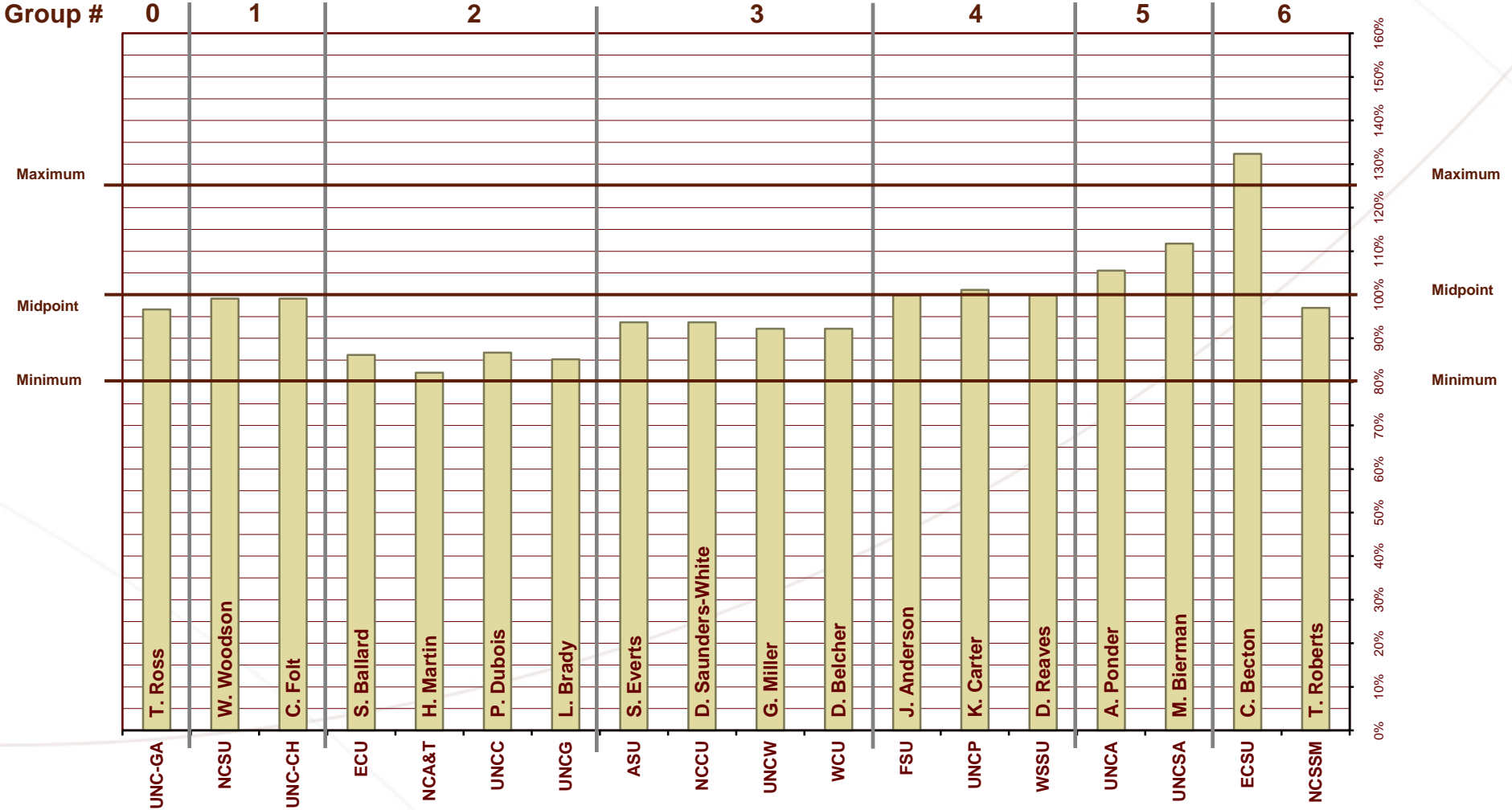
Midpoint Ranges

Group	Campus	Name	Current Salary	2014-15 Salary Ranges						PRTITLE
				1	2	3	4	5	6	
				Midpoint Data						
				\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.		
1	NCSU	Mullen, Michael David	\$245,000	\$198,912	\$0	\$248,640	\$3,640	\$310,800	\$65,800	Vice Chancellor
1	UNC-CH	Crisp, Winston B.	\$289,719	\$198,912	\$0	\$248,640	\$0	\$310,800	\$21,081	Vice Chancellor, Student Affairs
2	ECU	Hardy, Virginia Dare	\$203,400	\$140,592	\$0	\$175,740	\$0	\$219,674	\$16,274	Vice Provost
2	NCA&T	Pierce, Melody C	\$187,392	\$140,592	\$0	\$175,740	\$0	\$219,674	\$32,282	Vice Chanc Student Affairs
2	UNCC	Jackson, Arthur R.	\$189,275	\$140,592	\$0	\$175,740	\$0	\$219,674	\$30,399	Vice Chancellor Student Affairs
2	UNCG	Callahan, Cheryl M.	\$188,181	\$140,592	\$0	\$175,740	\$0	\$219,674	\$31,493	Vice Chancellor
3	ASU	Wallace, Cindy A.	\$180,000	\$134,783	\$0	\$168,479	\$0	\$210,599	\$30,599	Vice Chan for Student Dev
3	UNCW	Leonard, Patricia Lynn	\$165,618	\$134,783	\$0	\$168,479	\$2,861	\$210,599	\$44,981	Vice Chancellor
3	WCU	Miller, Hiram Samuel Jr.	\$170,523	\$134,783	\$0	\$168,479	\$0	\$210,599	\$40,076	VC For Stu Dev
4	FSU	Haynie, Janice J.	\$134,596	\$110,598	\$0	\$138,248	\$3,652	\$172,810	\$38,214	VC for Student Affairs
4	UNCP	Jones, John Raymond III	\$140,000	\$110,598	\$0	\$138,248	\$0	\$172,810	\$32,810	VC Student Affairs
4	WSSU	Cotton, Trae T	\$156,300	\$110,598	\$0	\$138,248	\$0	\$172,810	\$16,510	VC Student Affairs
5	UNCA	Haggard, William K	\$125,991	\$105,068	\$0	\$131,336	\$5,345	\$164,170	\$38,179	Vice Chanc Student Aff
5	UNCSA	Caldwell, Ward W	\$118,204	\$105,068	\$0	\$131,336	\$13,132	\$164,170	\$45,966	Vice Provost Dean of Students
6	ECSU	McCants, Gerald	\$115,000	\$102,040	\$0	\$127,550	\$12,550	\$159,437	\$44,437	Vice Chan Student Affairs
6	NCSSM	Barber, Joan D.	\$125,179	\$102,040	\$0	\$127,550	\$2,371	\$159,437	\$34,258	Chief Student Affairs Officer
Sum of Positives					\$0		\$43,551		\$563,359	

UNC-GA IRA/AdminSal.IT002(StAff)/5-9-14

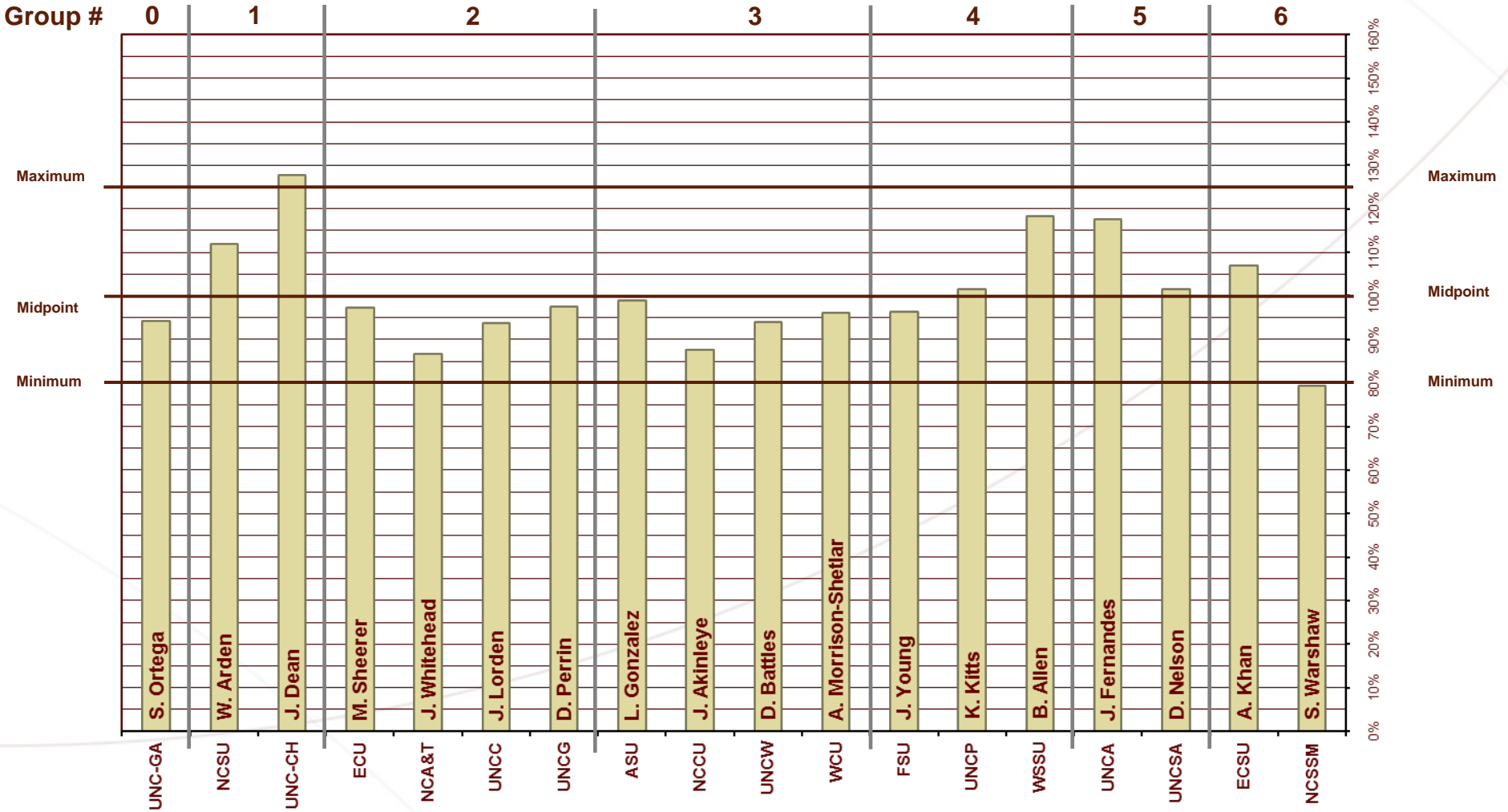
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Position: CEO (101000)



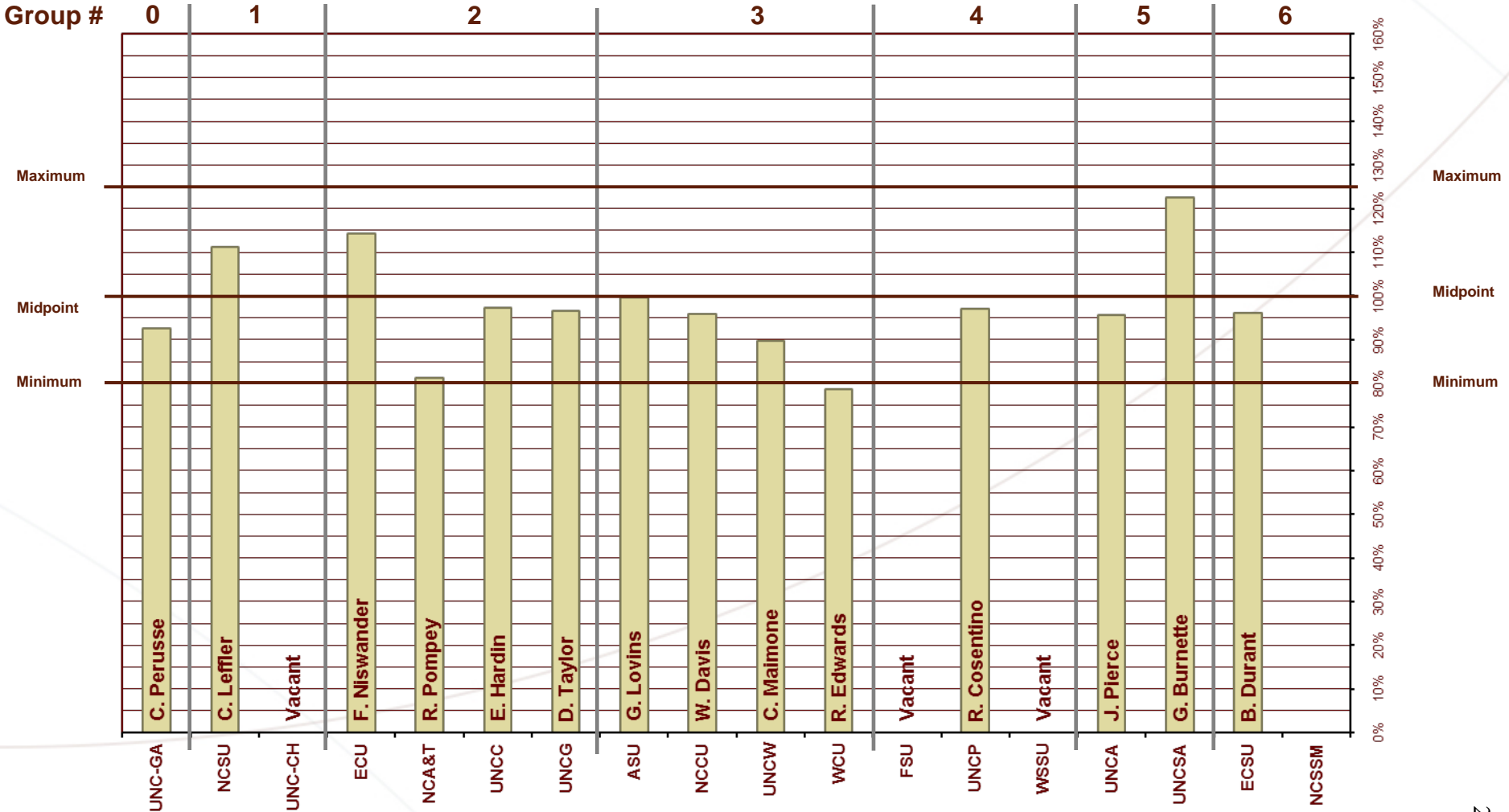
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Position: CAO (105000)



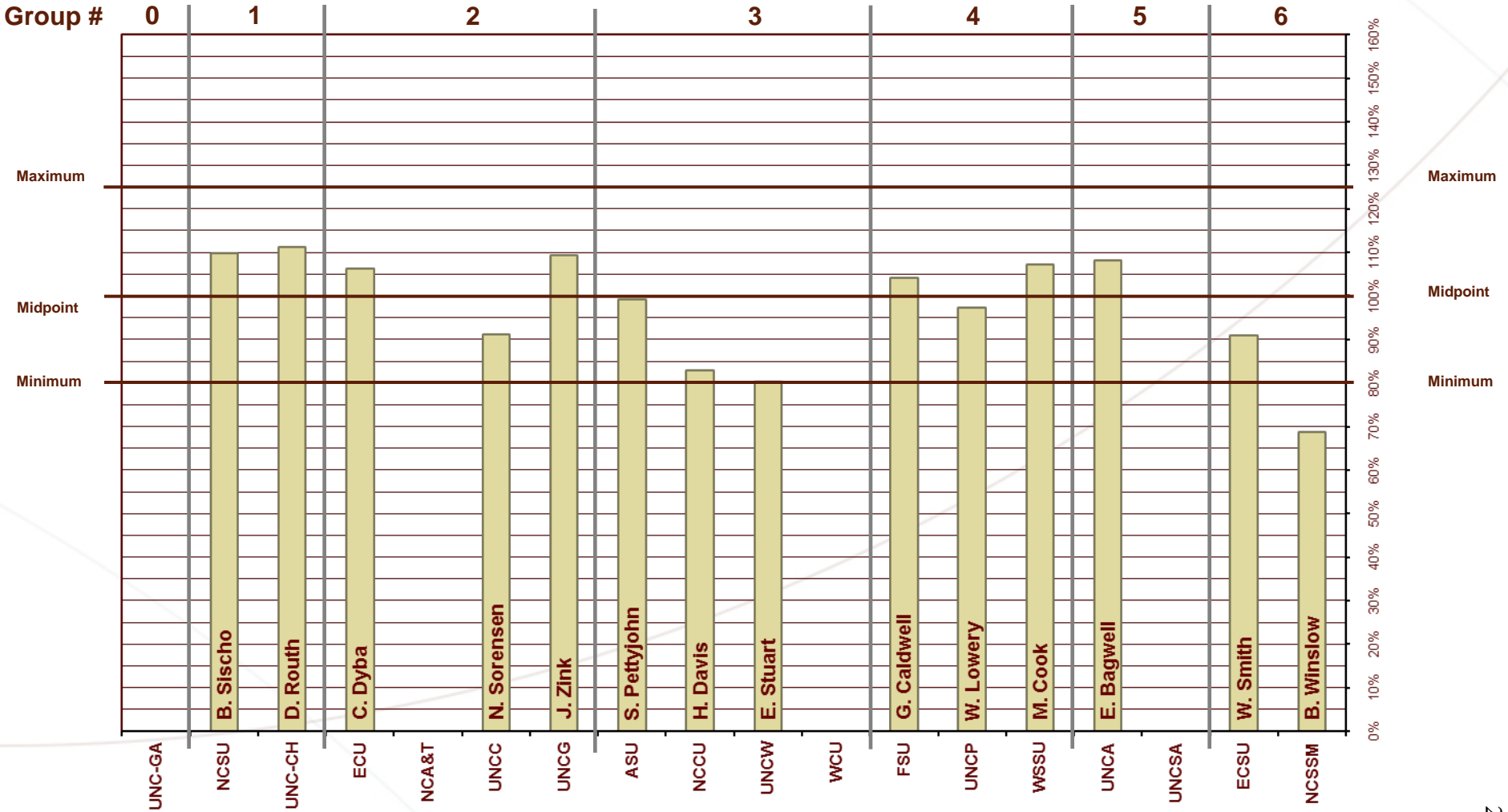
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Position: Chief Business Officer (107000)



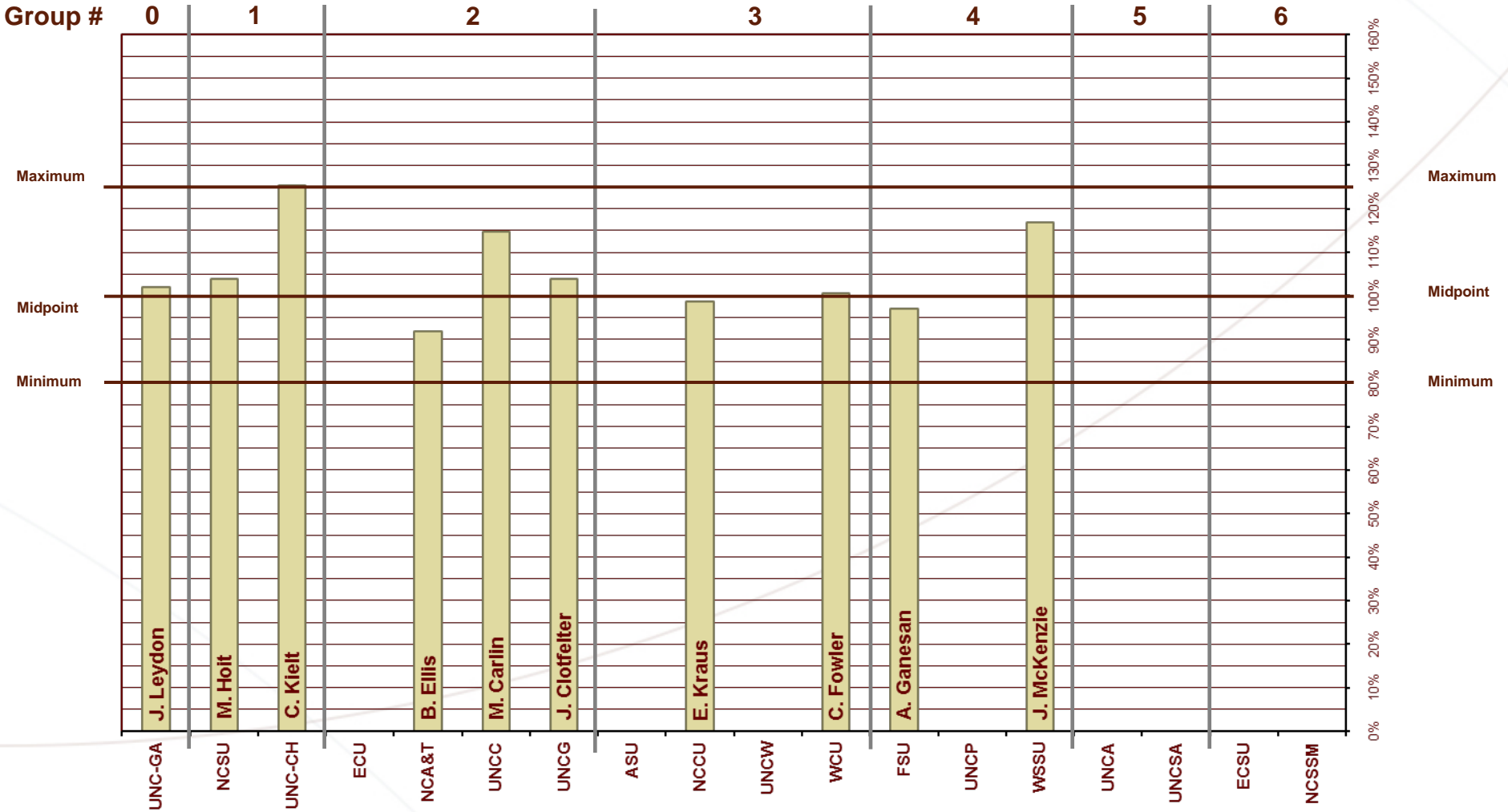
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Position: Chief Development Officer (113000)



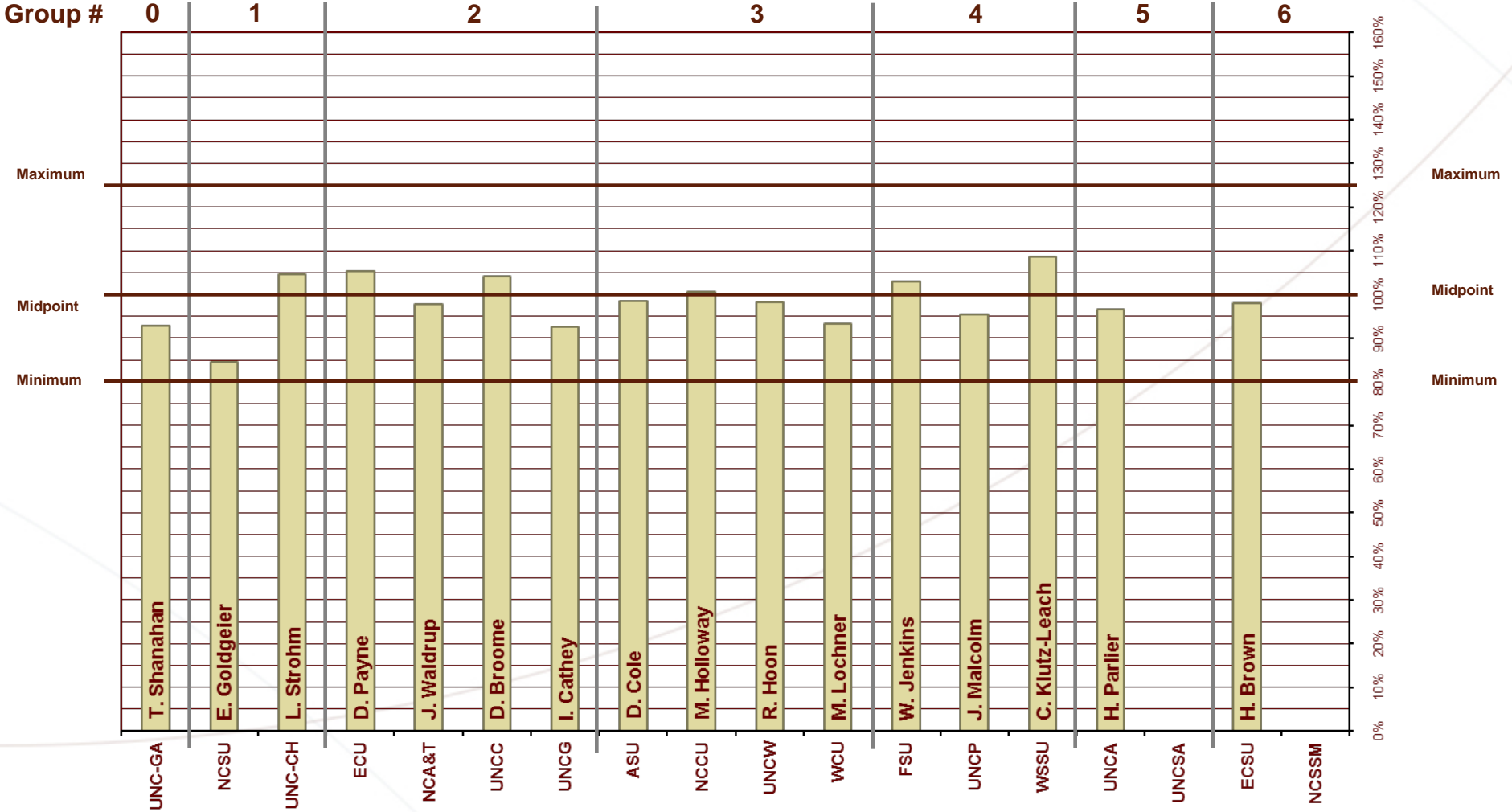
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Position: Chief Information Officer (129000)



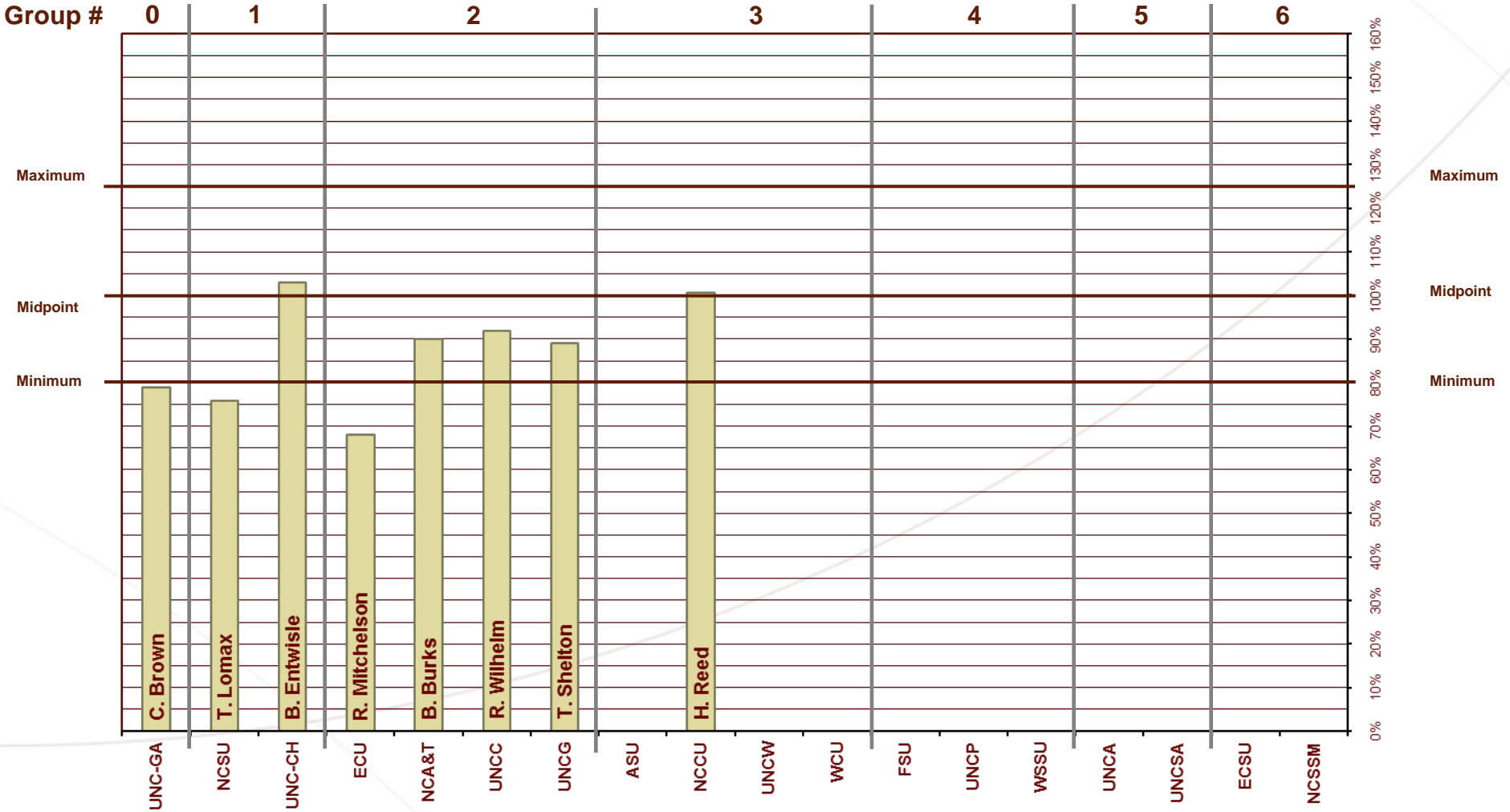
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Position: General Counsel (137000)



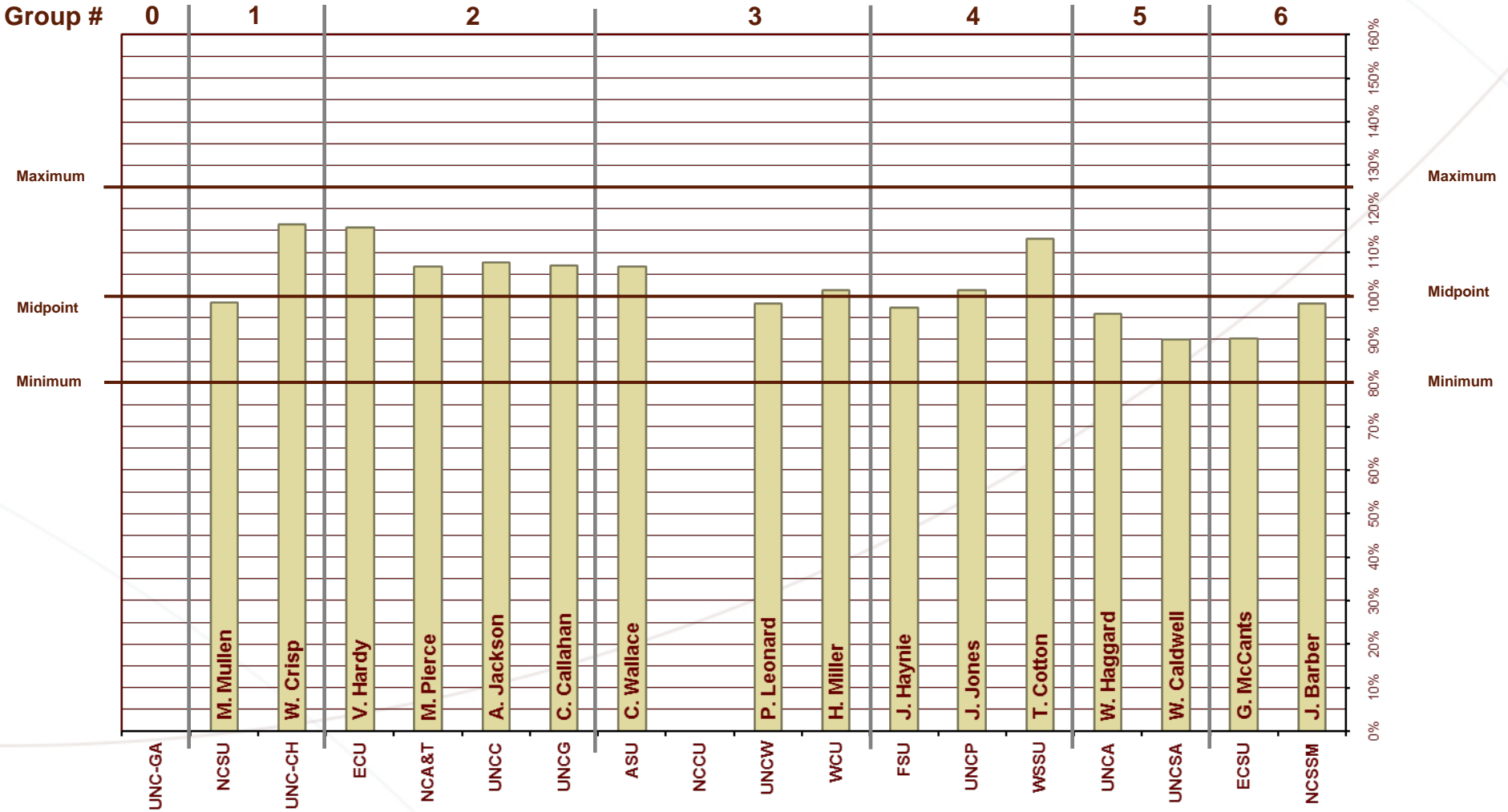
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Position: Chief Research Officer (143000)



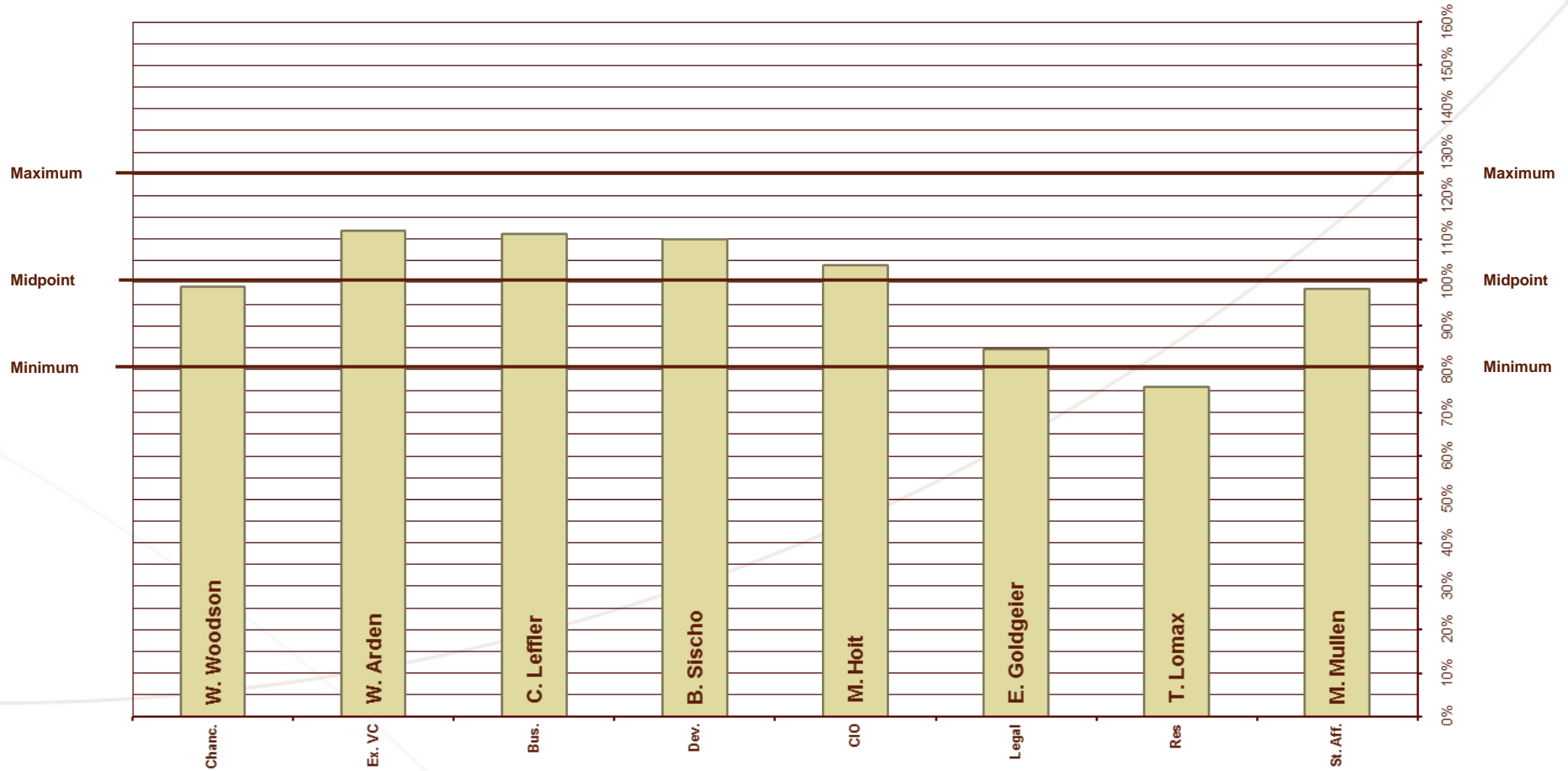
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Position: Chief Student Affairs Officer (145000)



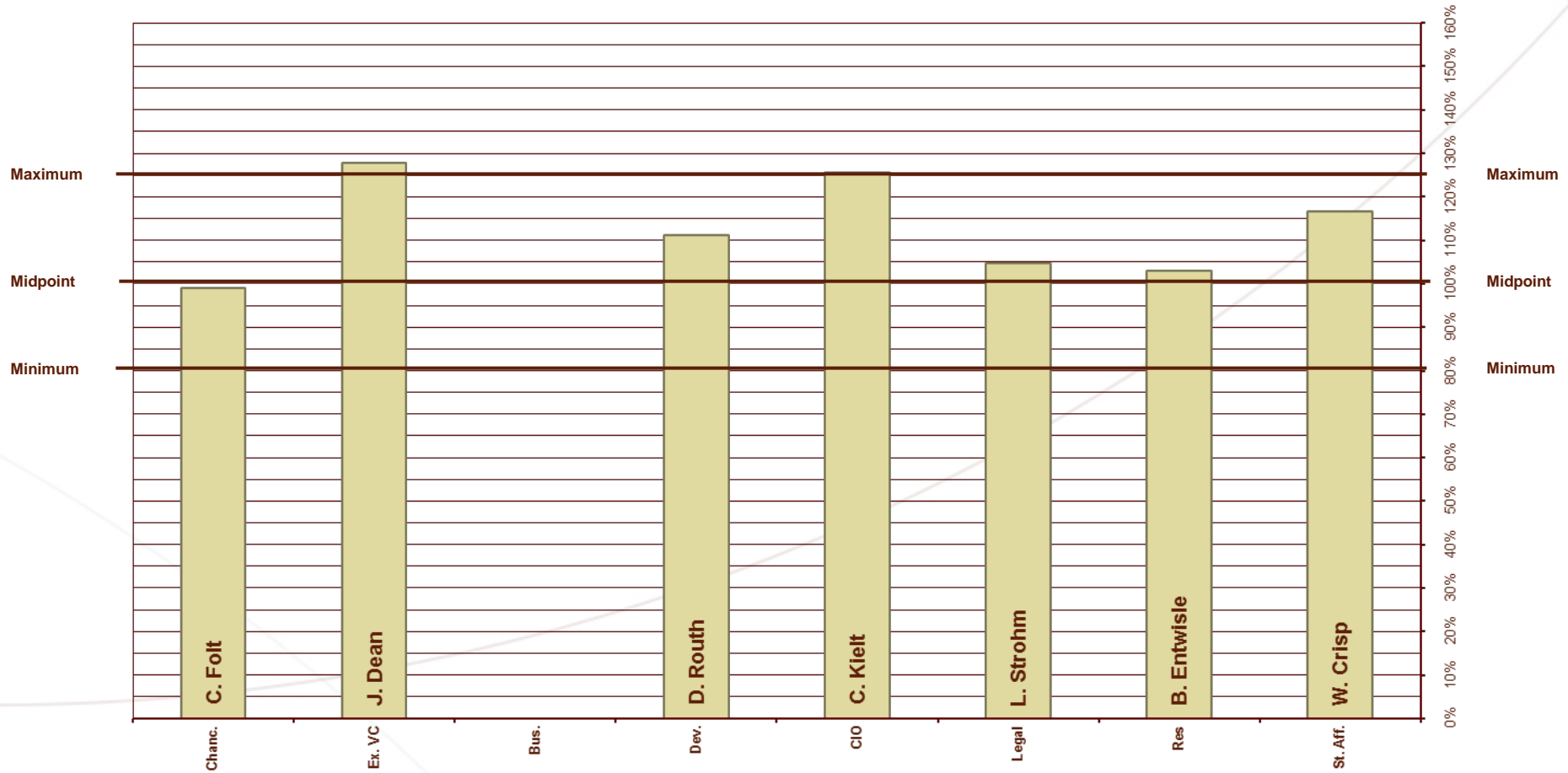
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: North Carolina State University (Group 1)



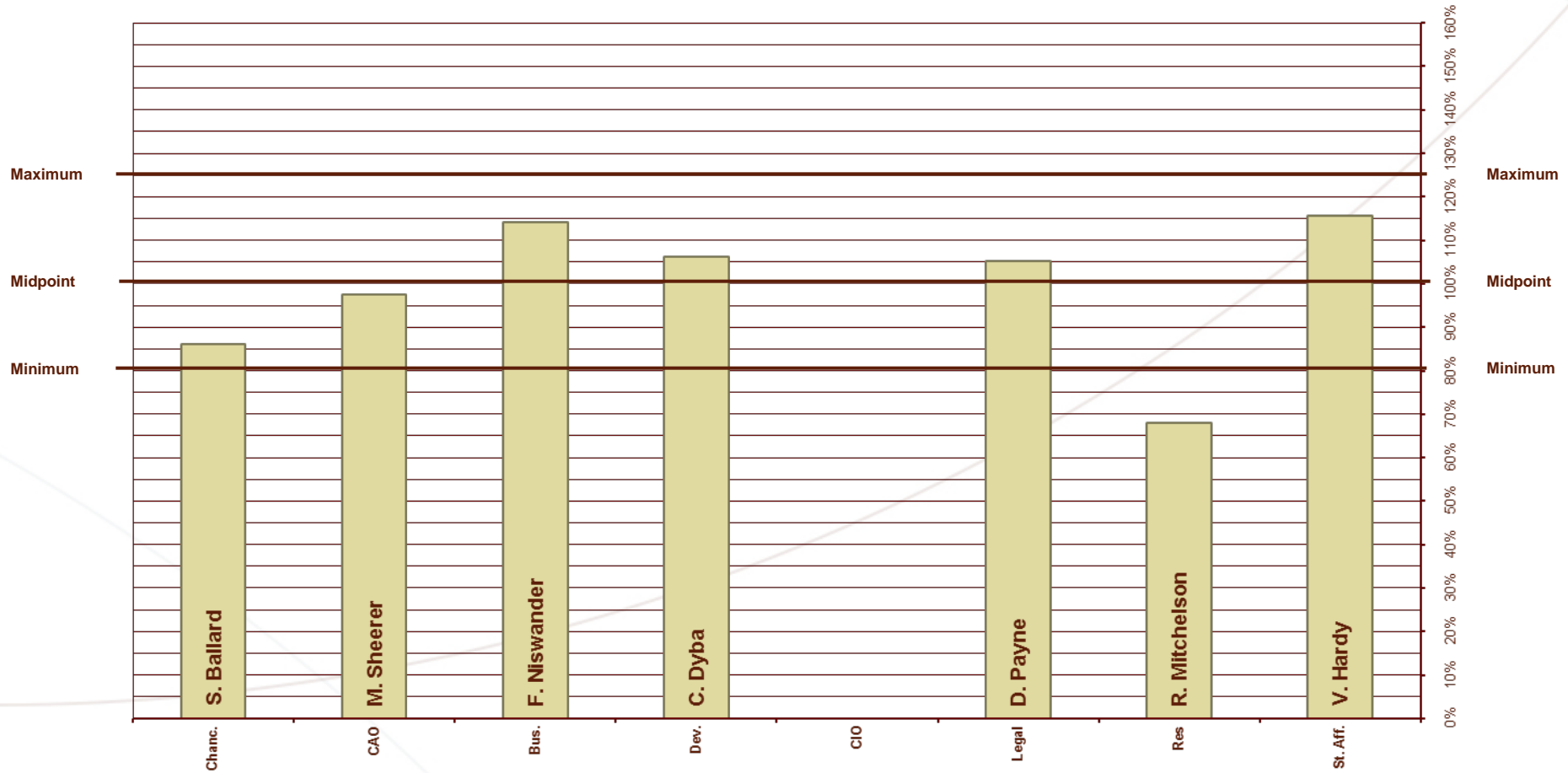
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: University of North Carolina at Chapel Hill (Group 1)



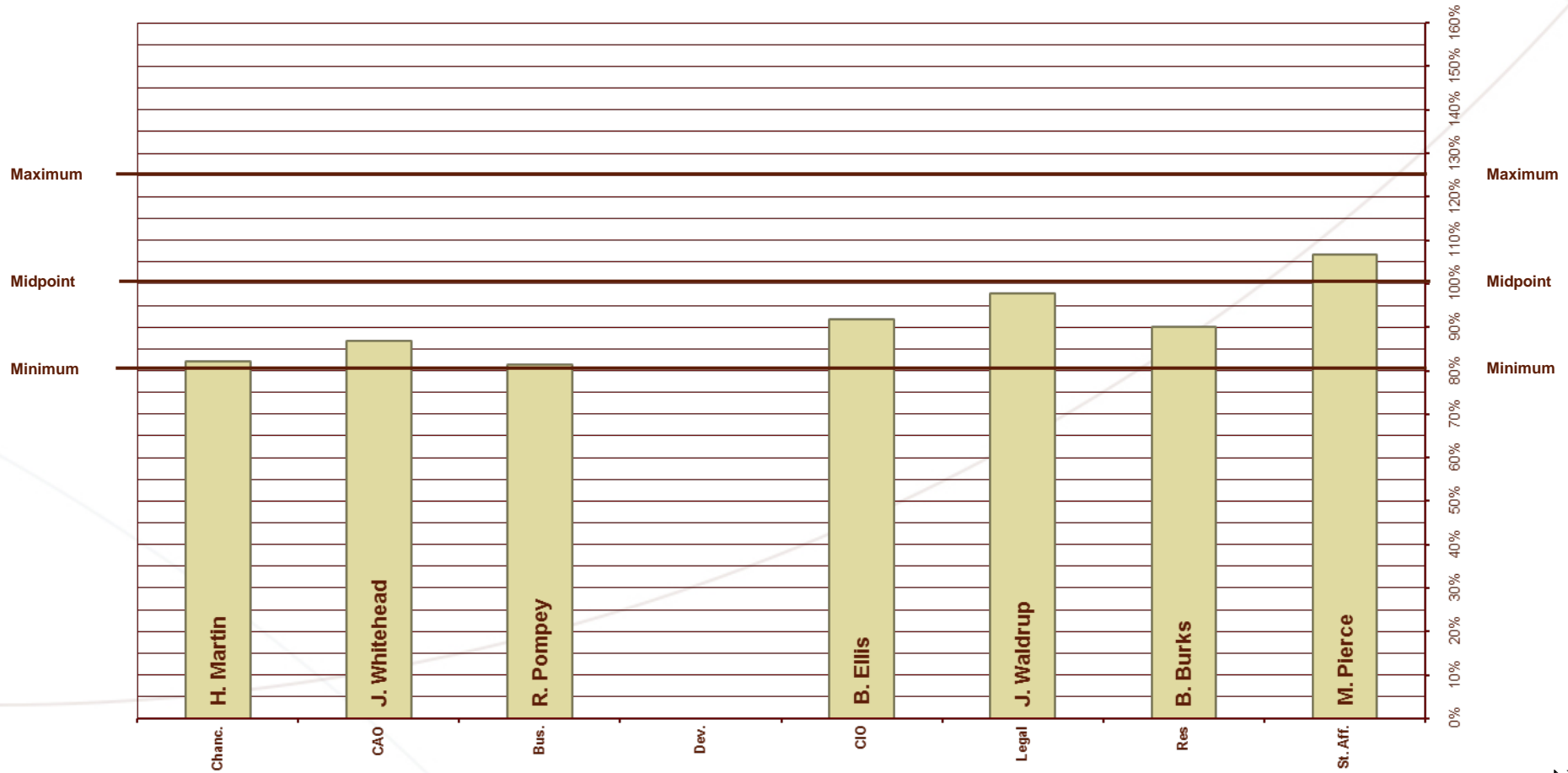
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: East Carolina University (Group 2)



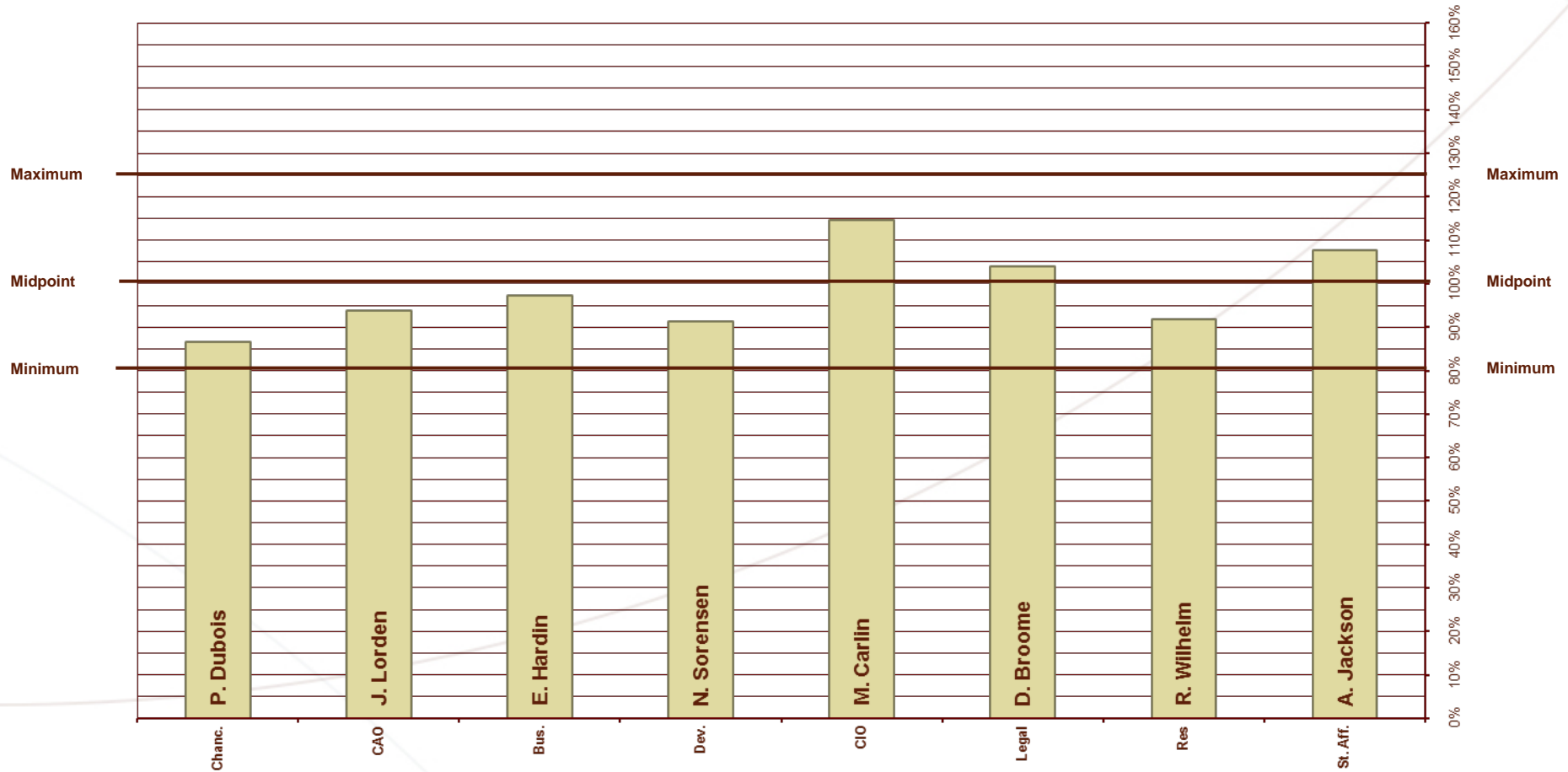
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: North Carolina A & T State University (Group 2)



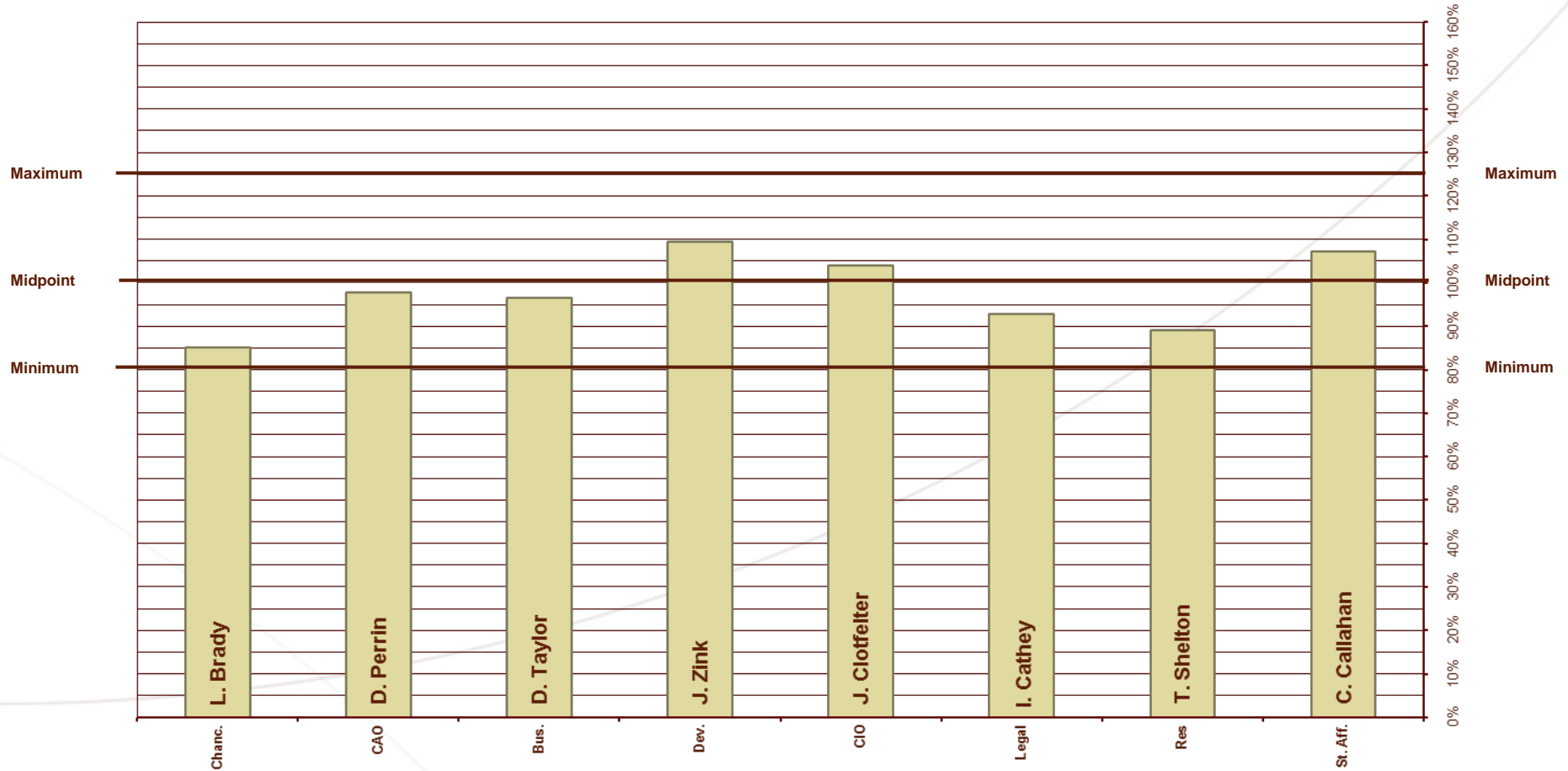
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: University of North Carolina at Charlotte (Group 2)



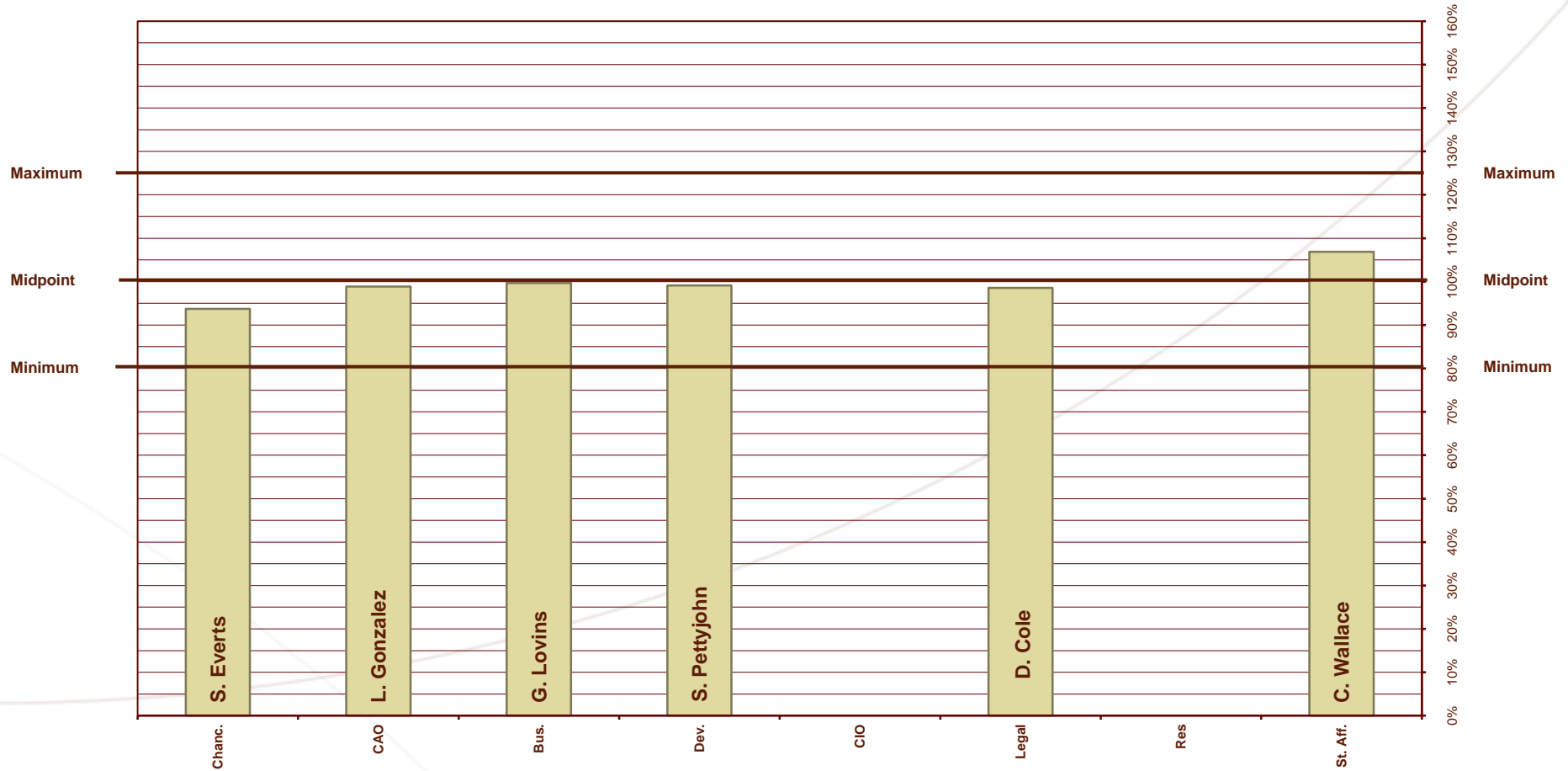
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: University of North Carolina at Greensboro (Group 2)



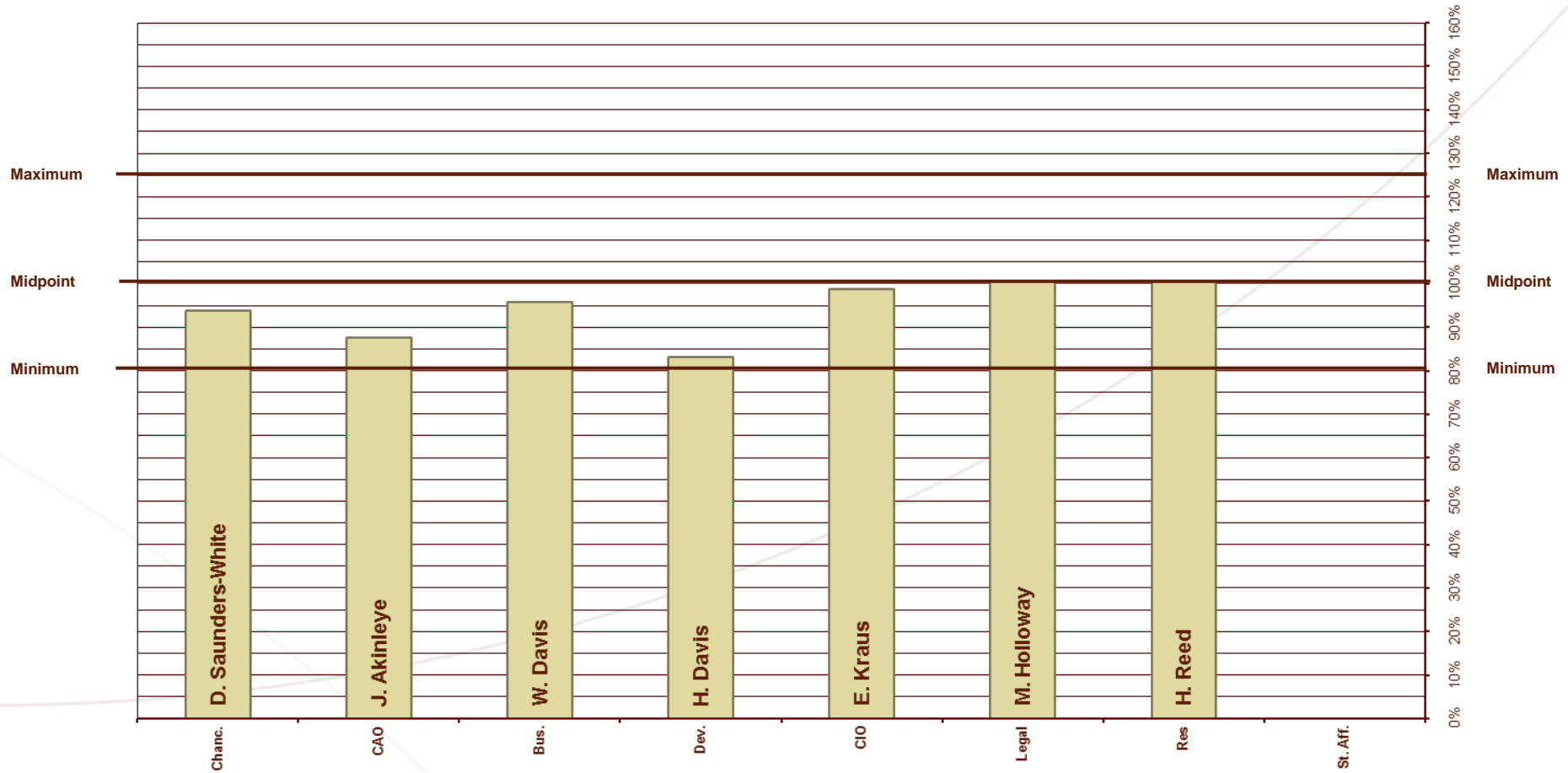
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: Appalachian State University (Group 3)



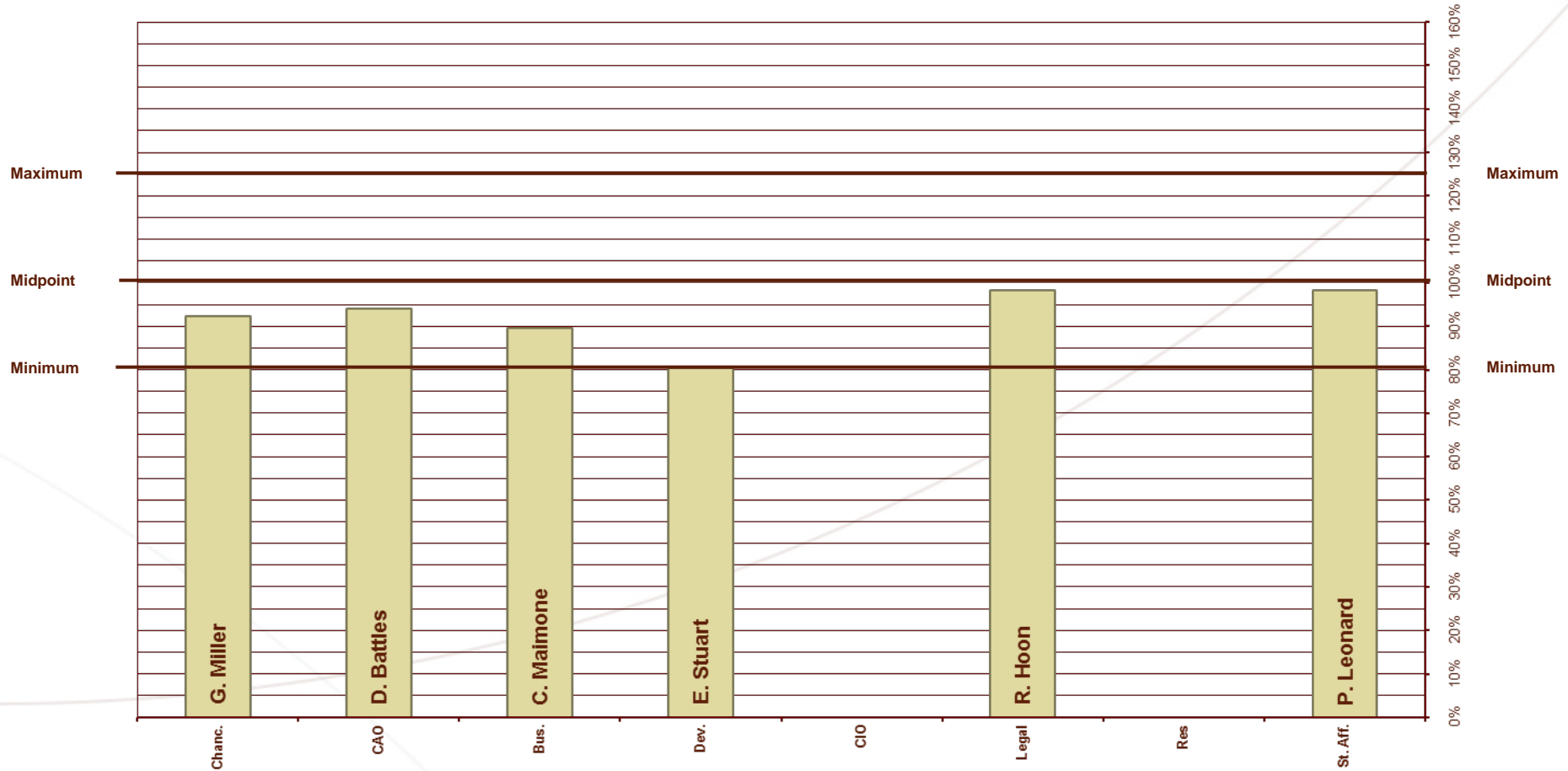
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: North Carolina Central University (Group 3)



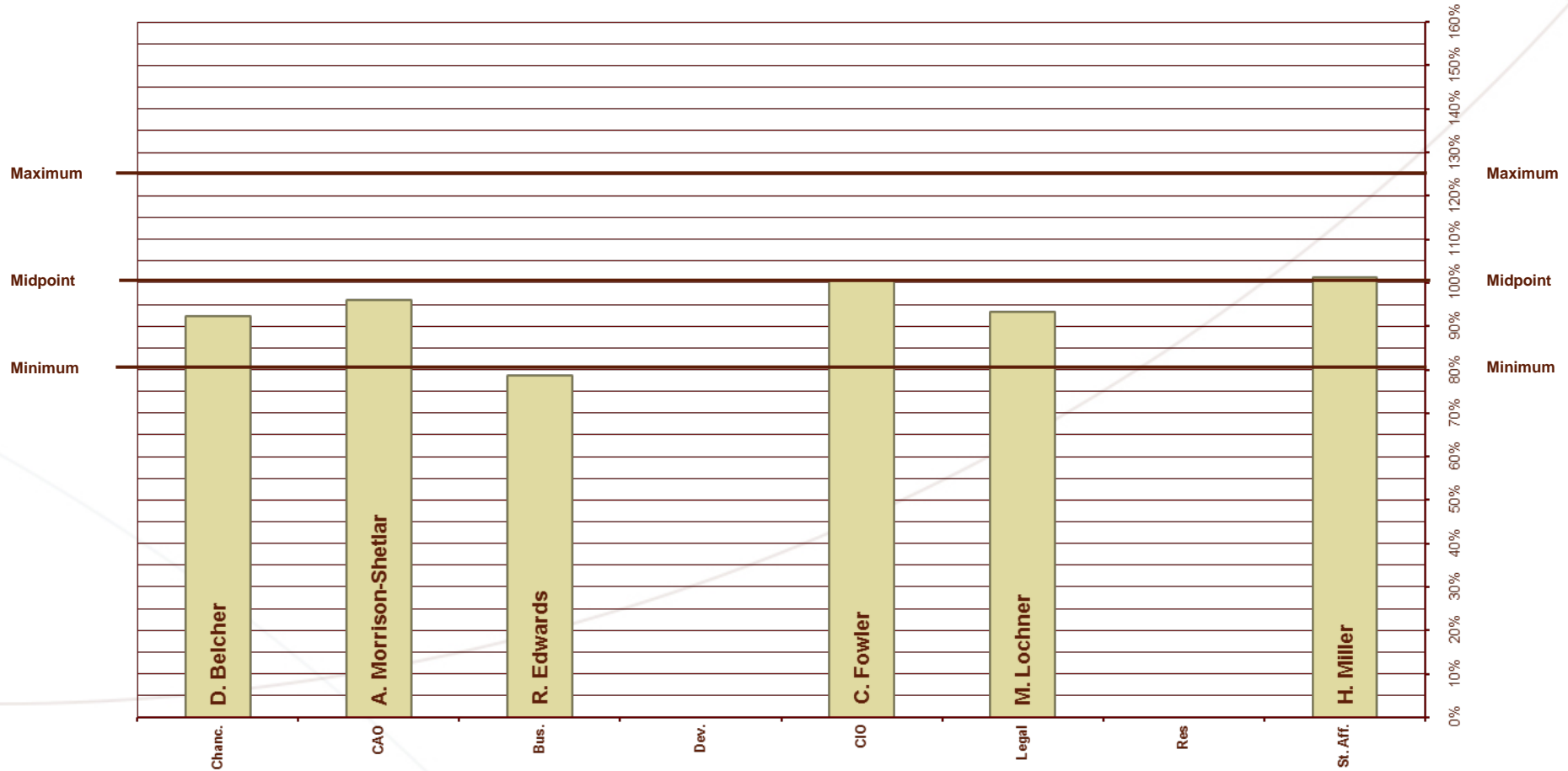
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: University of North Carolina at Wilmington (Group 3)



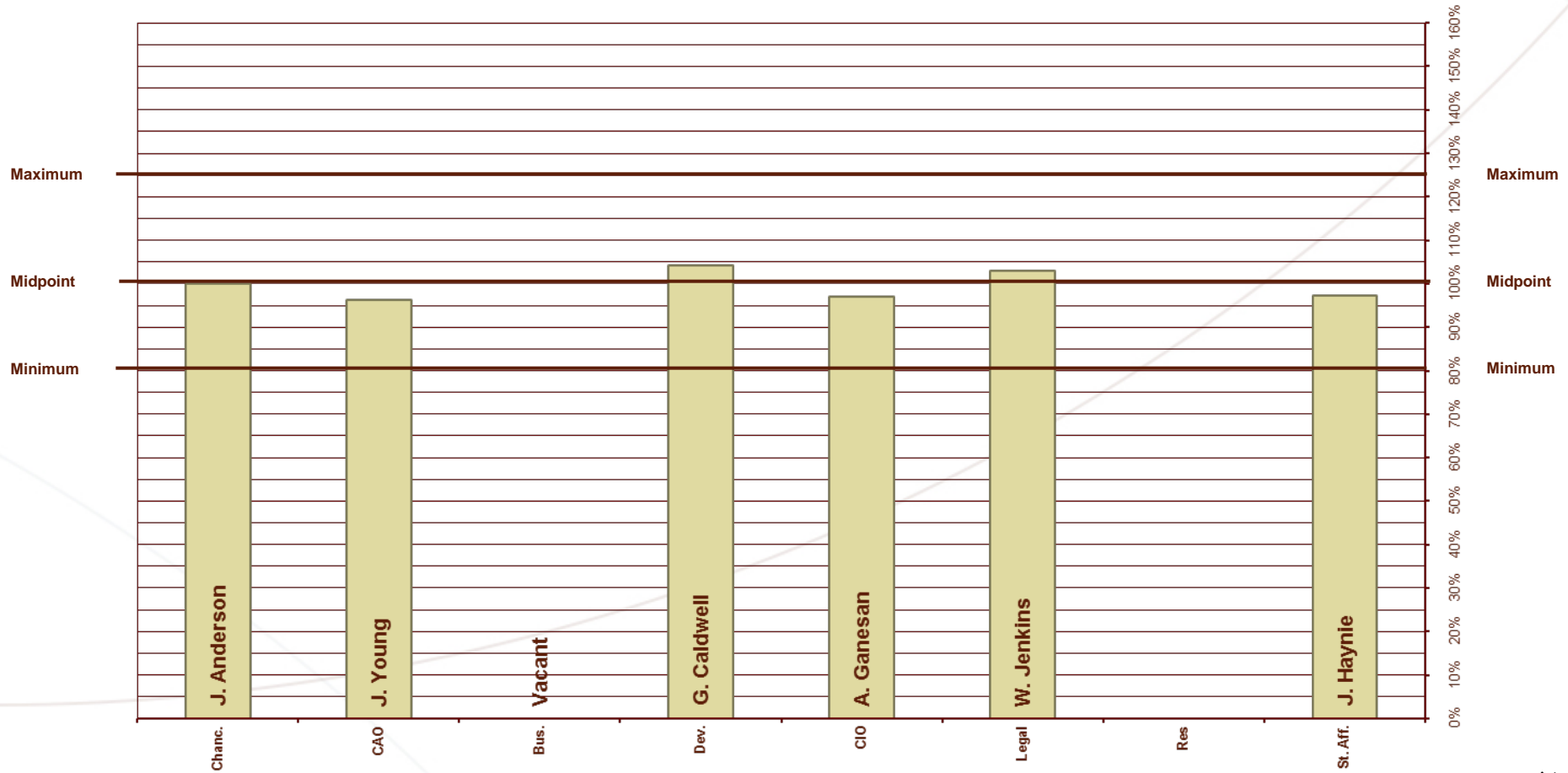
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: Western Carolina University (Group 3)



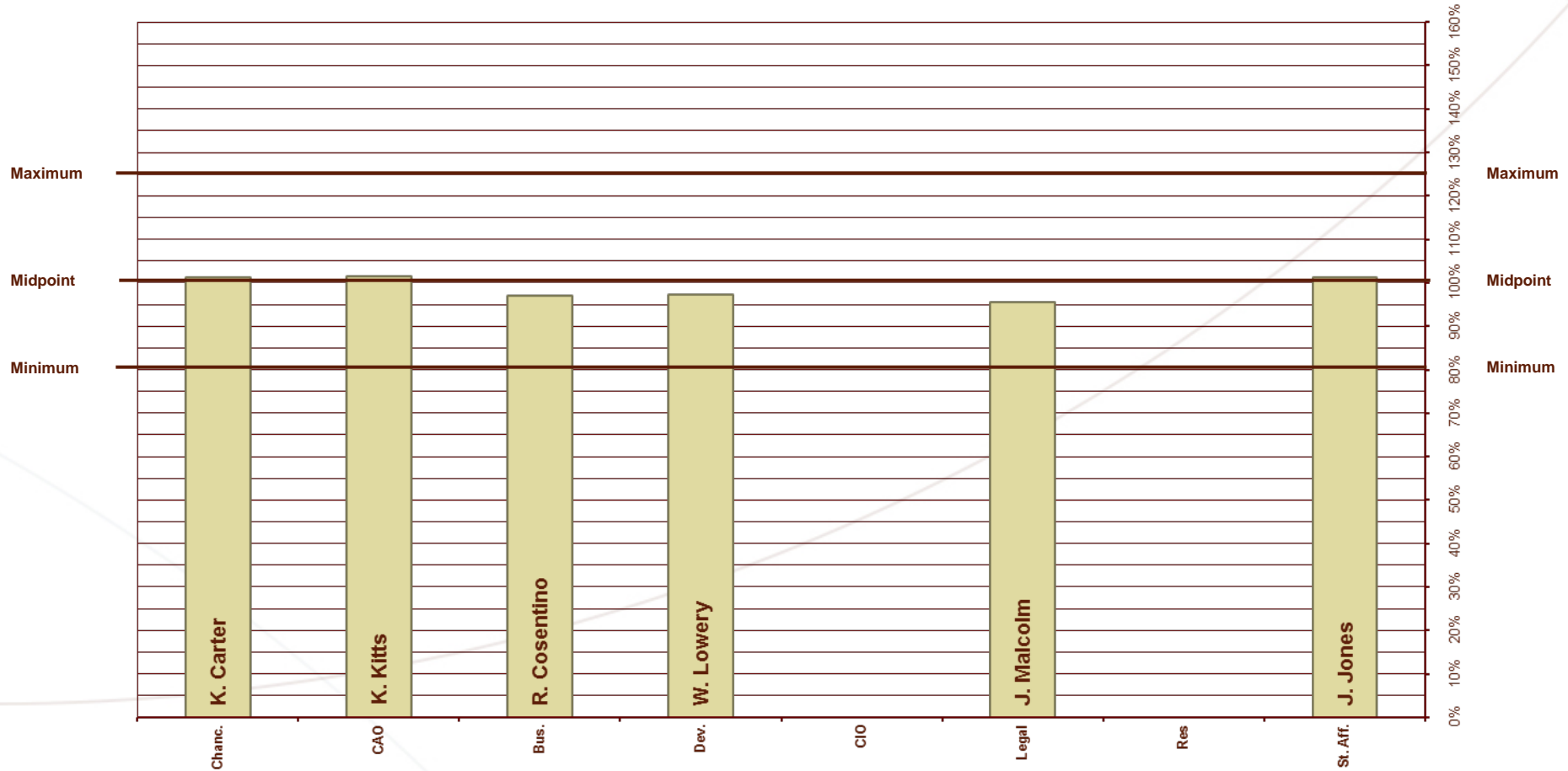
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: Fayetteville State University (Group 4)



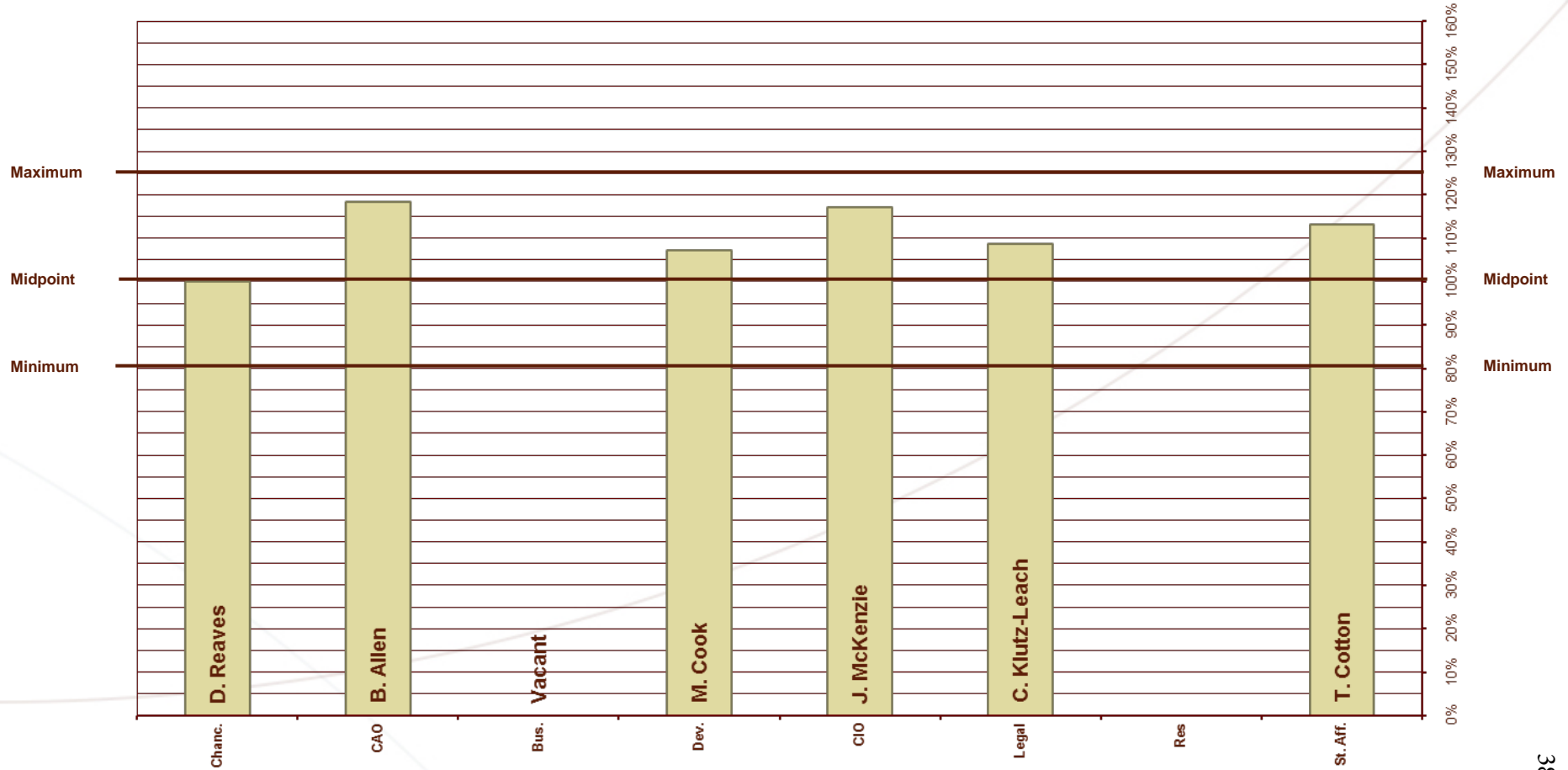
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: University of North Carolina at Pembroke (Group 4)



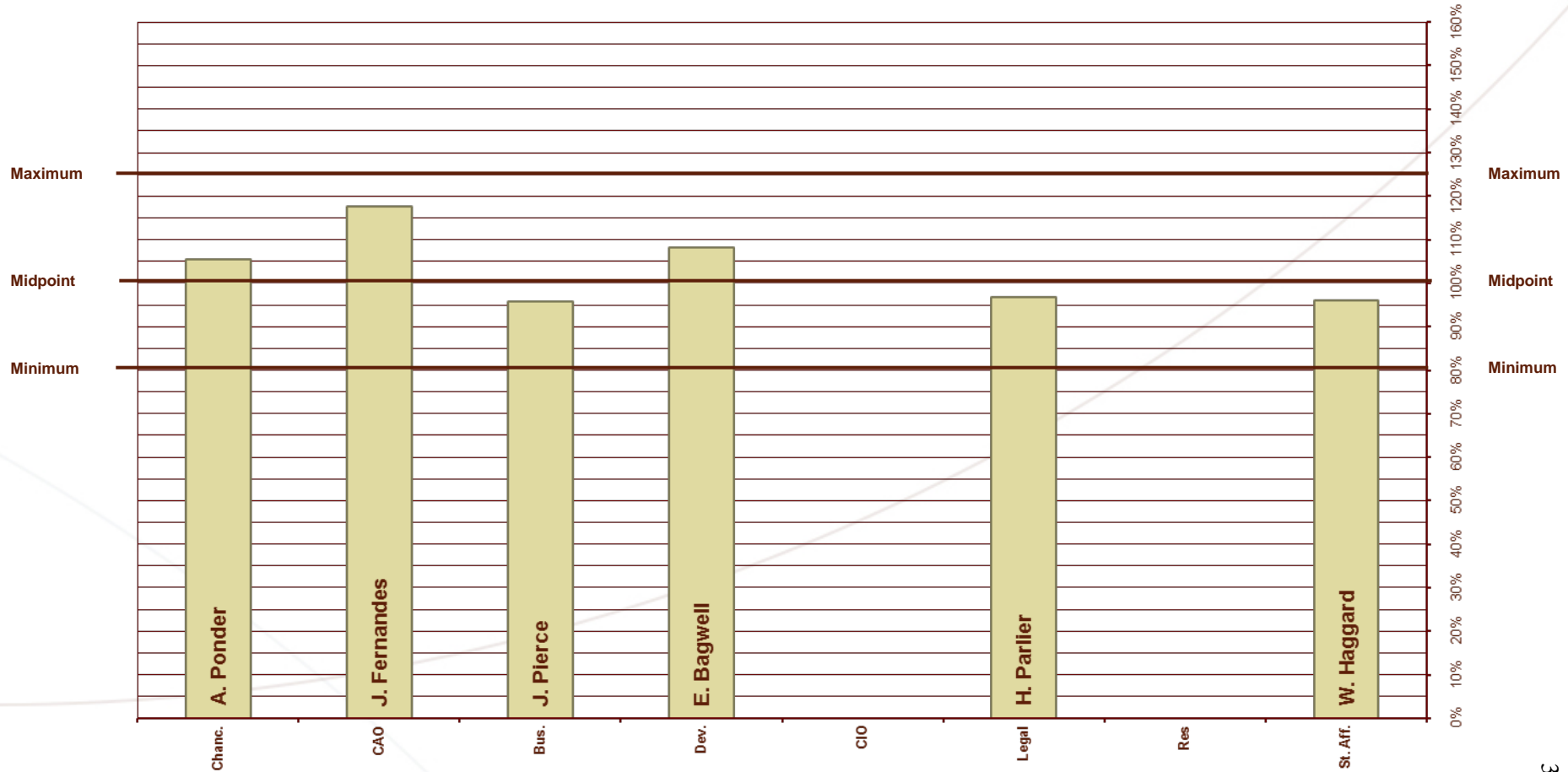
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: Winston-Salem State University (Group 4)



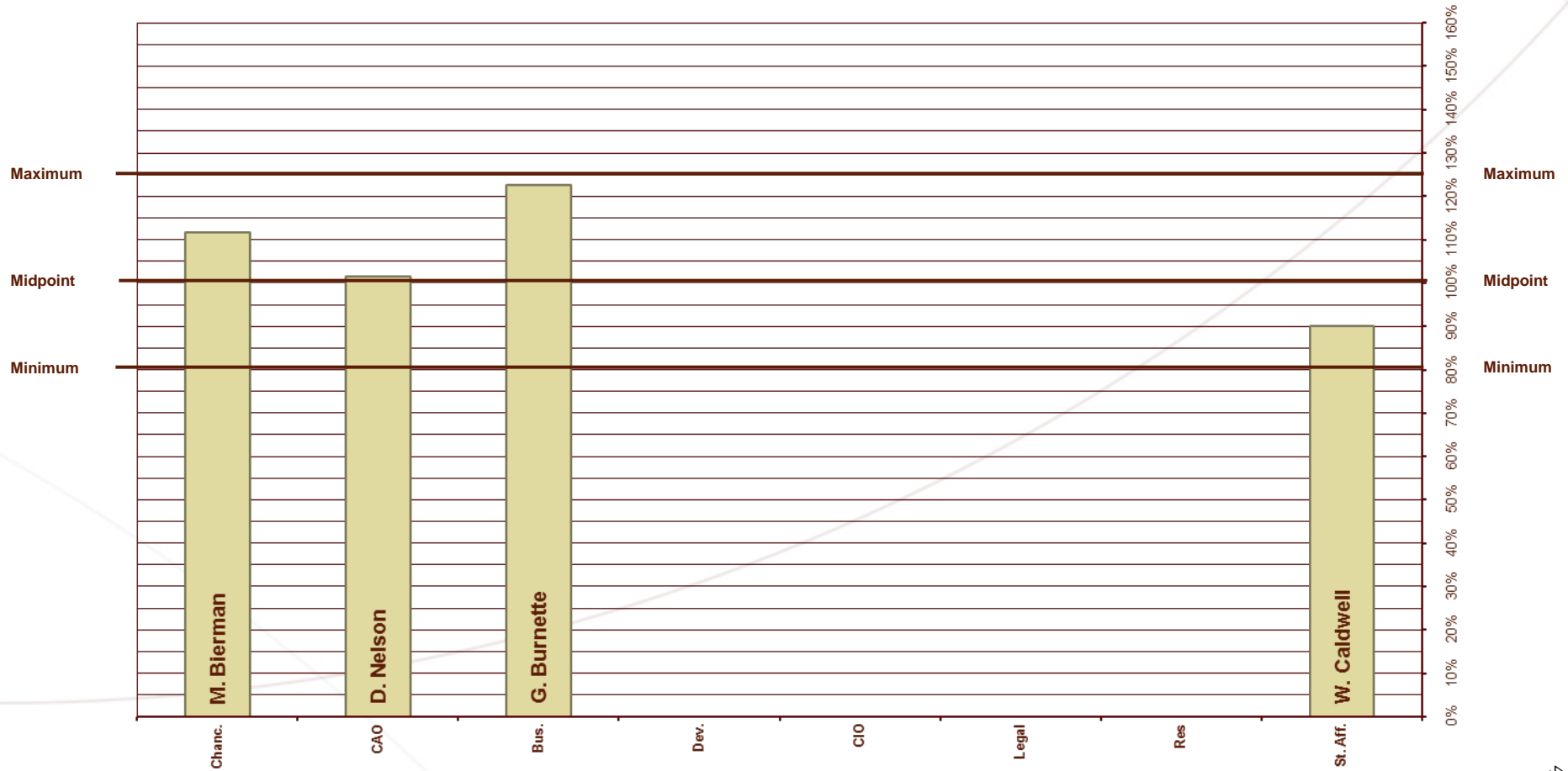
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: University of North Carolina at Asheville (Group 5)



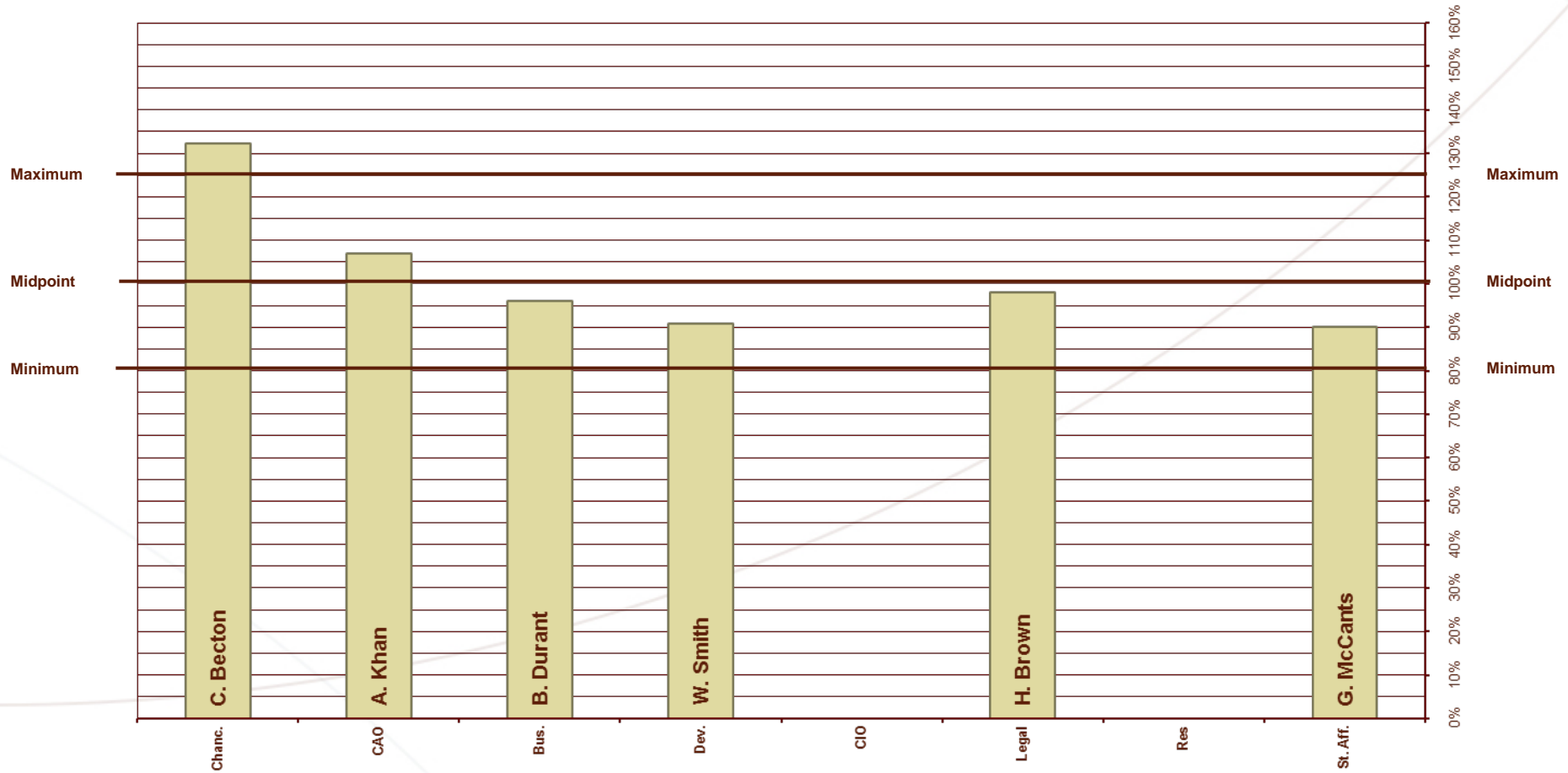
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: University of North Carolina School of the Arts (Group 5)



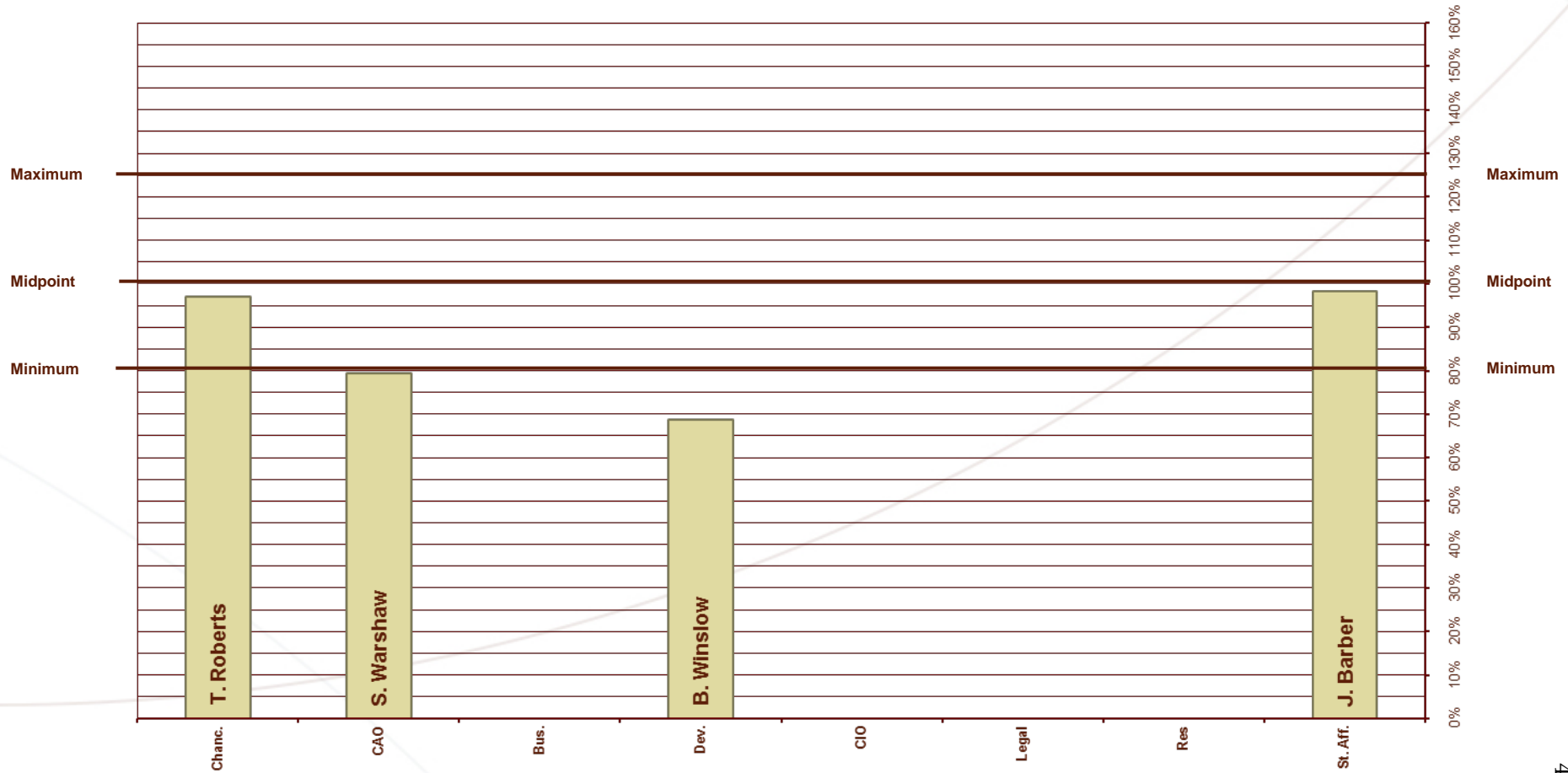
Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: Elizabeth City State University (Group 6)



Relative Position of Selected UNC Administrators' Current Salaries to Peer Institution Midpoint, 2014-15

Institution: North Carolina School of Science and Math (Group 6)



CUPA-HR ADMINISTRATORS IN HIGHER EDUCATION SALARY SURVEY (AHSS) 2013-14

The Administrators Survey collects salary data this year for 191 positions with primary assignments requiring management of the institution or of a customarily recognized division within it. All positions are FLSA Exempt. This survey replaced the Administrative Compensation Survey in 2012-13. All survey positions are matched to BLS Standard Occupational Classification (SOC) codes to facilitate completion of IPEDS reporting, but SOC codes are not used in this survey.

New positions are in red and marked as "New in 2014"

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
			Top Executive Officers							
100000	1001	Chief Executive Officer, System	President. Directs all affairs and operations of a higher education system or district. Each subordinate campus has its own President, Chancellor or Provost, administrative offices and independent programs.	Ex	110000	Management	11-1011	Chief Executives	0010	Exec/Sr Level Officials
101000	1003	Chief Executive Officer, Single Institution or Campus within a System	President or Chancellor. Directs all affairs and operations of a higher education institution or of a campus within a system.	Ex	110000	Management	11-1011	Chief Executives	0010	Exec/Sr Level Officials
102000	1005	Executive Vice President/Vice Chancellor	Responsible for all or most functions and operations of an institution under the direction of the Chief Executive Officer. If the incumbent is also the Chief Academic Affairs Officer/Provost, report in 105000 and not here.	Ex	110000	Management	11-9033	Ed Administrators, Postsecondary	0230	Exec/Sr Level Officials
			Senior Institutional Officers: Positions 105000 - 145000 Persons in these positions direct a major functional area with institution-wide scope/impact and also the work of other professional employees. Reports to a top executive officer or to another senior institutional officer.							
105000	1026	Chief Academic Affairs Officer / Provost	Directs the academic program of the institution. Overall responsibilities typically include academic planning, teaching, research, extensions and coordination of interdepartmental affairs (e.g. Admissions, Registrar, and library activities).	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
107000	1029	Chief Business Officer	Responsible for the combined functions of administrative and financial affairs. Overall responsibilities typically include accounting, purchasing, physical plant and property management, human resources, food services, auxiliary enterprises, investments and related business matters.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
109000	6001	Chief Athletics Administrator	Provides administrative direction and oversight for all intercollegiate, intramural and recreational athletics staff, programs, facilities and activities. Responsible for ensuring compliance with all federal, divisional and university athletics regulations and administering departmental funds and accounts. Develops short-term goals and long term strategic plan and vision for the department. Oversees departmental fund-raising, public relations and community outreach activities. Top athletics administrative position. Typically requires: Bachelors degree in an appropriate area of specialization; 5 - 8 or more years of relevant administrative/supervisory experience in intercollegiate or professional athletics. Previous job title: Director of Athletics.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
111000	1050	Chief Audit Officer	Plans, develops, and directs the institutional internal audit function which serves as an independent assurance and advisory activity of the institution's risk, governance and control processes. Designs, develops, and implements internal auditing policy and procedure within the institution to ensure compliance with identified objectives, standards and laws. Leads and directs the work of others. Interviews, advises and negotiates with mid to executive level of management, which may include the governing board, as to results of the work performed. For smaller institutions, may perform individual audit, investigative or advisory engagements encompassing all the duties identified at the subordinate audit levels. Requires an advanced level of knowledge of auditing concepts, practices and procedures, as well as excellent verbal and written communication skills and diplomacy. Typically reports to governing board and/or to executive management. Requires bachelor degree in area of specialty or related field and at least 8 years of experience; may also require professional certification. Positions may be associated with titles such as vp/assoc vp/chancellor, executive director or director.	Ex	130000	Business & Financial Operations	13-2011	Accountants and Auditors	0800	Exec/Sr Level Officials
113000	1047	Chief Development /Advancement Officer	Responsible for institutional development programs. Overall responsibilities typically include institutional fundraising, public relations and alumni relations. Previous job title: Chief Development Officer.	Ex	110000	Management	11-2031	Public Relations & Fundraising Manager	0060	Exec/Sr Level Officials
	1049	Chief Development & Public Relations Officer	Position Deleted - Report in 113000 above.							
	8006	Director, Development & Alumni Affairs	Position Deleted - Report in 113000 above.							
115000	1045	Chief Enrollment Management Officer	Responsible for development of marketing plans for recruitment and retention of students. Also coordinates institutional efforts in admissions, financial aid, records and registration and advising.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
117000	New 2013	Chief Extension / Engagement Officer	Found most typically in land-grant institutions, position leads the institution's outreach, extension, and engagement efforts with external communities to extend and apply the organization's knowledge, expertise, and resource capabilities to improve local, state, and regional economic interests and quality of life. Leads collaborations with business, industry, government, other universities, individuals, and groups to address a wide range of issues and challenges facing the larger community.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
119000	1046	Chief External Affairs Officer	Responsible for such functions as communications, public relations, alumni relations and government affairs.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
121000	1039	Chief Facilities Officer	Responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Overall responsibilities typically include new construction and remodeling, grounds and building maintenance, power plant operation and parking. Previous job title: Chief Physical Plant / Facilities Officer.	Ex	110000	Management	11-9141	Property, RE, Comm Assoc Mgrs	0410	Exec/Sr Level Officials
123000	1031	Chief Financial Officer	Responsible for the direction of financial affairs. Overall responsibilities typically include investments, accounting and budgets. Report Controller in 1610000, not here.	Ex	110000	Management	11-3031	Financial Managers	0120	Exec/Sr Level Officials
125000	1041	Chief Health Affairs Officer	Provides overall leadership and direction for an institution's academic and affiliated human healthcare programs, including establishing and facilitating the accomplishment of strategic goals and objectives. <u>In institutions with hospitals and medical schools, typically has responsibility for both.</u> Report the Director of Student Health Services in Student Affairs. Previous job title: Chief Health Professions Officer.	Ex	110000	Management	11-9111	Med and Health Services Mgrs	0350	Exec/Sr Level Officials
127000	1037	Chief Human Resources Officer	Responsible for administering institutional human resource policies and practices for staff and/or faculty. Overall responsibilities typically include personnel records, benefits, staff employment, wage and salary administration and (where applicable) labor relations.	Ex	110000	Management	11-3121	Human Resources Managers	0136	Exec/Sr Level Officials
	4011	Director, Human Resources & Affirmative Action	Position Deleted - Report in 127000 above.							
129000	1038	Chief Information / IT Officer	Directs the institution's major academic and administrative computing activities, as well as voice and data communications. May also be called the Chief Technology Officer. Previous job title: Chief Information Officer.	Ex	110000	Management	11-3021	Computer and Info Systems Mgrs	0110	Exec/Sr Level Officials
131000	1033	Chief Institutional Planning Officer	Responsible for the direction of long-range planning and resource allocation. Overall responsibilities typically include strategic resources allocation/budgeting, institutional research and facilities planning. May also be responsible for planning and budgeting and for compliance with state and federal regulations. Previous job title: Chief Planning Officer.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
	1035	Chief Planning & Budget Officer	Position Deleted - Report in 131000 above.							

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133000	2004	Chief Institutional Research Officer	Conducts research and studies on the institution, including design of studies, data collection, analysis and reporting. Also responsible for accomplishing the institution's Federal reporting requirements, e.g. IPEDS, as well as those of the State. Previous job title: Director, Institutional Research.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
135000	1032	Chief Investment Officer	Responsible for the direction and management of the institution's investment activities.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
137000	1036	Chief Legal Affairs Officer	Responsible for managing the institution's legal affairs, including advising on legal rights, obligations and related matters. Typically provides legal advice to the corporate board and President/Chancellor, manages matters in litigation, and supervises both inside and outside counsel. Often serves as liaison to regulatory and legislative bodies, courts and attorneys general. This individual is an employee of the institution; do not report if not on the institution's payroll.	Ex	230000	Legal	23-1011	Lawyers	2100	Exec/Sr Level Officials
139000	2050	Chief Library Officer	Provides strategic leadership for all functions of the library in collaboration with other academic units and in support of the mission of the College/University; serves as primary advocate for the library. At some institutions, position may be referred to as Chief Librarian. Degree requirement: ALA Accredited Masters. Previous job title: Director, Library Services.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
141000	1048	Chief Public Relations Officer	Responsible for communications/public relations programs. Overall responsibilities typically include public relations, news media relations, legislative relations, alumni relations and information office services.	Ex	110000	Management	11-2031	Public Relations & Fundraising Managers	0060	Exec/Sr Level Officials
143000	1027	Chief Research Officer	Oversees the institution's scientific research. Responsibilities typically include research policy, sponsored-research administration (Grants and contracts), compliance with regulations pertaining to research, technology transfer and commercialization of intellectual property (patents) and research communications.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
145000	1043	Chief Student Affairs/Student Life Officer	Responsible for the direction of student services and student life programs. Overall responsibilities typically include student conduct, counseling and testing, career development and placement, student housing, student union, campus/student activity, minority student support program, residence life and related functions.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
			ACADEMIC DEANS: Positions: 153010 - 155010 Persons with faculty status who serve as the principal administrator/ head of an academic program, which may be a school, college or department. Only report those whose administrative, non-teaching, non-research responsibilities represent at least 50% of their fulltime responsibilities. Do not report persons without faculty rank here.							

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153010	1201	Dean Agriculture		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153020	1202	Dean Architecture /Design		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153030	1203	Dean Arts and Letters		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153040	1204	Dean Arts and Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153050	1205	Dean Biological and Life Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153060	1206	Dean Business		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153070	1207	Dean Computer and Information Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153080	1208	Dean Continuing Education		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153090	1209	Dean Cooperative Extension		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153100	1210	Dean Dentistry		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153110	1211	Dean Divinity / Religion		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153120	1212	Dean Education		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153130	1213	Dean Engineering		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153140	1214	Dean External Degree Programs		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153150	1215	Dean Family and Consumer Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153160	1216	Dean Fine Arts		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153170	1217	Dean Forestry and Environmental Studies		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153180	1218	Dean Government / Public Affairs / Public Policy		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153190	1219	Dean Graduate School		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153200	1220	Dean Health-Related Professions		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153210	1221	Dean Honors Program		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153220	1222	Dean Humanities		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153230	1223	Dean Instruction		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153240	1224	Dean Journalism and Mass Communication		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials

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153250	1225	Dean Law		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153260	1226	Dean Library Science		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153270	1227	Dean Mathematics		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153280	1228	Dean Medicine		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153290	1229	Dean Music		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153300	1230	Dean Nursing		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153310	1231	Dean Occupational Studies/ Vocational Ed/Technology		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153320	1232	Dean Performing Arts		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153330	1233	Dean Pharmacy		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153340	1234	Dean Public Administration		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153350	1235	Dean Public Health		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153360	1236	Dean Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153370	1237	Dean Social Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153380	1238	Dean Social Work		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153390	1239	Dean Special Programs		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153400	1240	Dean Undergraduate Programs		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
153410	1241	Dean Veterinary Medicine		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	Exec/Sr Level Officials
			Institutional Administrators: Positions 155010 - 187020 Persons in these positions direct a major functional area with institution-wide scope/impact and the work of other professional employees. Also serve as the senior content expert in a recognized professional realm. Report to a top executive officer, senior institutional officer or other institutional administrator.							
155010	7003	Dean of Students	Responsible for functions such as student activities, housing, conduct and orientation. Reports to the Chief Student Affairs Officer.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
161000	1040	Chief Accounting Officer/Controller	Directs accounting, payroll, cashiering and related functions. May also be responsible for office services, such as mail and telephone services.	Ex	110000	Management	11-3031	Financial Managers	0120	First/Mid Level Officials

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162000	1030	Chief Administration Officer	Responsible for administrative affairs. Overall responsibilities typically include purchasing, physical plant management, property management, human resources, administrative computing and auxiliary enterprises. Does not generally include budget and accounting.	Ex	110000	Management	11-3011	Administrative Services Managers	0100	First/Mid Level Officials
163000	3102	Chief Architect for the Institution	Responsible for the long-range development of the campus. Makes continuous studies of the physical needs of the institution and coordinates the planning and construction of physical facilities. Previous job title: Architect for the Institution.	Ex	170000	Computer, Engineering and Science	17-1010	Architects, Except Naval	1300	First/Mid Level Officials
164000	3050	Chief Auxiliary Services Officer	Responsible for the management and operation of college support and auxiliary services, which typically include food service, bookstore, housing, vending, student union, and printing services and which may include a variety of other services and operations.	Ex	110000	Management	11-3011	Administrative Services Managers	0100	First/Mid Level Officials
165000	1034	Chief Budget Officer	Responsible for current budgetary operations. May also be responsible for long-range planning in the absence of a planning officer.	Ex	110000	Management	11-3031	Financial Managers	0120	First/Mid Level Officials
166000	3033	Chief Purchasing Officer	Directs central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, and approval of invoices. Previous job title: Director, Purchasing/Materials Management.	Ex	110000	Management	11-3061	Purchasing Managers	0150	First/Mid Level Officials
167000	4009	Chief Equal Opportunity / Affirmative Action Officer	Responsible for the university-wide programs designed to ensure equality of employment opportunity on an individual basis without preferential treatment of any group. Previous job title: Director, Affirmative Action/Equal Opportunity.	Ex	130000	Business & Financial Operations	13-1041	Compliance Officers	0565	Prof
168000	1051	Chief Diversity Officer	Manages and oversees diversity programs and services at the institution. Responsibilities typically include helping to build diverse student, faculty and staff populations, creating opportunities to engage diverse ideas inside and outside the classroom and providing programs and services that emphasize the importance of a diverse and inclusive campus environment.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
169000	1042	Chief Hospital Administrator	Immediate Administrative head of institution's hospital or medical center. Typically reports to the CEO of the institution or to the Chief Health Professions Officer. Report the Director of Student Health Services in Student Affairs. Previous job title: Chief Administrator Hospital/ Medical Center.	Ex	110000	Management	11-9111	Med and Health Services Mgrs	0350	First/Mid Level Officials
169010	New in 2013	Chief Veterinary Hospital Administrator	Immediate Administrative head of institution's veterinary hospital or medical center. Typically reports to the Dean of the Veterinary School or to the chief campus administrative/business officer.	Ex	110000	Management	11-9111	Med and Health Services Mgrs	0350	First/Mid Level Officials

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171000	1044	Chief Student Admissions Officer	Responsible for the admission of undergraduates. May also be responsible for recruitment and selection for the admission of graduate and professional students or for scholarship administration or similar functions. Previous job title: Chief Admissions Officer.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
	2077	Director, Admissions & Registrar	Position Deleted - Report in 171000 above.							
	2081	Director, Admissions & Financial Aid	Position Deleted - Report in 171000 above.							
172000	2082	Chief Student Financial Aid Officer	Directs the administration of all forms of student aid. Responsibilities typically include assistance in the application for loans or scholarships, administration of private, state, or federal loan programs, award of scholarships and fellowships and maintenance of appropriate records. Previous job title: Director, Student Financial Aid	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
173000	2078	Chief Student Registration / Records Officer	Also referred to as the Registrar . Responsible for student registrations and records. Specific responsibilities typically include registration, classroom scheduling, maintenance of student records, graduation clearance, and related matters. Previous job title: Registrar.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
175000	1028	Chief Technology Transfer Officer	Responsible for managing technology transfer activities relating to scientific discoveries and inventions. Participates in setting and interpreting policy pertaining to technology transfer activities, supervises the licensing and administrative staff engaged in them and has budgetary authority. Also keeps the institution's senior administration or governing board informed about these activities.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
176000	2009	Chief Sponsored Research/Programs Administrator	Pre-award , Directs administrative activities for externally funded grants and contracts, including funding source identification, institutional review, and sign-off of proposals. Also negotiates contracts; and develops research policy. Note: If you institution has only one position with both pre- and post-reward responsibilities, report here. Previous job title: Director, Sponsored Research and Programs.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
177000	3005	Chief Contracts and Grants Administrator	Post-award , responsible for advising the institution on matters relating to laws, rules, regulations and policies pertaining to fiscal management of contracts and grants; for insuring that the business interest of the institution are protected; for monitoring compliance with all provisions of contracts, grants and agreements and for maintaining auditable records of charges to contracts and grants. Previous job title: Director, Contracts and Grants.	Ex	110000	Management	11-3031	Financial Managers	0120	First/Mid Level Officials
177100	NEW in 2014	Deputy Chief Library Officer	Responsible for the coordination of administrative functions within the Library. May be in charge of the Library in the absence of the Chief Librarian. Common job titles include: Associate or Assistant Dean, Assistant or Associate Director, Assistant or Associate Chief Library, Assistant or Associate University Librarian. Degree requirement: ALA Accredited Masters.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials

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179010	7001	Deputy Chief, Student Affairs	Generally second-in-command to Chief Student Affairs Officer. Responsible for one or several broad-based areas within Student Affairs.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	Exec/Sr Level Officials
179030	New in 2013	Deputy Chief Research Officer	Responsible for one or several specific areas related to the institution's scientific research activities under the direction of the Chief Research Officer. Data no longer collected for Assistant VP/VC of Research.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
181000	2001	Deputy Provost	Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO. Only report individuals that do not serve as a Chief Functional Officer. Previous title: Vice Provost.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
183000	2002	Assoc Provost	Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO or another Provost.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
185000	2003	Asst Provost	Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO or another Provost.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
187020	New in 2013	Chief of Staff to System or Institution CEO	Advises the CEO on policy, procedural and operational issues of the system or district, and may be charged with leading the operationalization of strategic initiatives for the CEO. Represents the CEO to senior vice presidents, campus officials, and critical external constituents. Serves a visible top-level leadership role for the institution on behalf of the CEO; the position is considered a peer of the institution's other senior / executive officers. See Professionals Survey for Executive Assistant to CEO (position 320010).	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
	1002	Exec Assistant / Chief of Staff for the CEO of a System or District	Position Deleted - Report Chief of Staff in 187020 above and Executive Assistant in 320010 of Professionals Survey.							
	1004	Exec Assistant / Chief of Staff to the CEO of a Single Institution	Position Deleted - Report Chief of Staff in 187020 above and Executive Assistant in 320010 of Professionals Survey.							
			Heads of Divisions, Departments & Centers: Positions 194010 - 196500; 301030, 301040. Persons in these positions direct an institutionally recognized division, department or center and the work of other professional employees. Generally report to a top executive officer, senior institutional officer or institutional administrator.							
194010	New in 2013	Deputy Chief Financial Officer	Generally second-in-command to the chief financial officer; typically responsible for the direction of financial affairs, including investments, accounting and budgets.	Ex	110000	Management	11-3031	Financial Managers	0120	First/Mid Level Officials
194020	3103	Deputy Chief Facilities Officer	Generally second-in-command to the chief facilities officer. Responsible for one or several areas of facilities maintenance and operation. Reports to the Chief Physical Plant/Facilities Officer. Previous job title: Assoc Dir, Physical Plant/Facilities Maint	Ex	110000	Management	11-9141	Property, RE, Comm Assoc Mgrs	0410	First/Mid Level Officials

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194030	4001	Deputy Chief HR Officer	Generally second-in-command to the chief HR officer. Responsible for one or several areas of human resources. Reports to the CHRO. Previous job title: Associate Director, Human Resources.	Ex	110000	Management	11-3121	Human Resources Managers	0136	First/Mid Level Officials
194040	5001	Deputy Chief Information / IT Officer	Generally second-in-command to the chief information/IT officer, often with responsibilities for day-to-day management of technical operations (e.g. COO). Previously called Associate Director, Information Systems.	Ex	110000	Management	11-3021	Computer and Info Systems Mgrs	0110	First/Mid Level Officials
194050	6002	Deputy Chief Athletics Officer	Supervises operations of selected sports programs and special projects as assigned by the Athletic Director (AD). Responsible for administration, personnel, budgets, team support functions and compliance with governing rules, as well as staff motivation. Keeps the AD informed and aware as to the condition of each program. Typically requires: Bachelor's degree; 5 or more years of management experience in intercollegiate or professional athletics. Previous job title: Associate Athletic Director	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
194060	8001	Deputy Chief Advancement/Development Officer	Generally second-in-command to the chief advancement/development officer. Responsible for one or several areas of fund raising within Development, which may be defined in the position title. Typically reports to the Chief Development Officer. Only report individuals that do not serve as a Chief Functional Officer. Previous job title: Associate/Assistant VP/VC for Development.	Ex	110000	Management	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
194150	New in 2013	Deputy Chief Budget Officer	Generally second-in-command to the chief budget officer. Responsible for current budgetary operations. May also be responsible for long-range planning in the absence of a planning officer.	Ex	110000	Management	11-3031	Financial Managers	0120	First/Mid Level Officials
196010	3030	Bursar	Custodian of institutional funds. Oversees tuition and fees, bill payment, and tax credits. For students, responsible for the assessment of student tuition, financial aid disbursement, and billing. For faculty and staff, responsible for accounts receivable, petty cash, and payments.	Ex	110000	Management	11-3031	Financial Managers	0120	First/Mid Level Officials
196020	3053	Chief Campus Bookstore Administrator	For operations managed in-house, rather than outsourced: Directs the operation of the campus bookstore. Responsibilities typically include purchase and sale of new and used books, supplies, and equipment; advertising; employment and supervision of sales staff; and maintenance of sales and inventory records. Previous job title: Director, Bookstore	Ex	110000	General and Operations Managers	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196030	2010	Chief Campus Continuing Education Administrator	Directs all activities of the institution's continuing education operation, including both on- and off-campus programs. Report Dean, Continuing Education in 153080. Previous job title: Director, Continuing Education.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
196040	2012	Chief Campus Distance Education Administrator	Develops and promotes distance learning initiatives. Plans, schedules, and coordinates compressed video programs. Plans and develops Internet courses and provides training for faculty and staff on distance teaching. Previous job title: Director, Distance Learning.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
196050	2007	Chief Campus International Education Administrator	Directs all activities of the institution's international education programs. Responsibilities typically include international study, English study, international visitors, visa certification, and international student admission functions. Previous job title: Director, International Education.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
196051	2008	Chief Camps International Studies Education Administrator	Coordinates academic studies conducted outside the United States, advises students and faculty on international study and travel and promotes campus activities of an international nature. Previous job title: Director, International Studies Education.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
196060	3076	Chief Environmental Health and Safety Administrator	Responsible for the campus environment and/or occupational health and safety program. Previous job title: Director, Environmental Health & Safety	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196070	3001	Chief Campus Risk Management & Insurance Administrator	Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and on how to best reduce or eliminate loss. Represents the institution to the insurance market. Previous job title: Director, Risk Management & Insurance.	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196080	3077	Chief Campus Security Administrator / Police Chief	Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed. Previous job title: Director, Campus Security/Safety.	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196085	3576	Deputy Chief Campus Security Administrator / Assistant Police Chief	Assists the Chief of Campus Security in planning and directing activities relating to campus security. Plans, develops and oversees a variety of campus security programs, including crime prevention, police personnel training, and criminal investigations. Requires P.O.S.T. certification plus 5-8 years' related experience. This is the highest-level uniformed officer.	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196090	3078	Chief Campus Parking / Transportation Administrator	For operations managed in-house, rather than outsourced: Responsible for campus parking and transportation functions. Must effectively manage daily operations and solve short-term problems while consistently planning for program modifications as a result of campus growth, construction and change. Previous job title: Director, Parking & Transportation.	Ex	110000	Management	11-3071	Trans, Storage, and Dist Mgrs	0160	First/Mid Level Officials
196100	4006	Chief Campus Employment Administrator	Responsible for recruiting, interviewing, placement, and other human resources office functions. Previous job title: Director/Manager, Employment.	Ex	110000	Management	11-3121	Human Resource Mgrs, All Other	0136	First/Mid Level Officials
196110	3032	Chief Campus Payroll Administrator	Supervises operation of the institution's payroll system. Previous job title: Director/Manager, Payroll.	Ex	110000	Management	11-3031	Financial Managers	0120	First/Mid Level Officials
196120	4002	Chief Campus Benefits Administrator	Responsible for implementing staff and/or faculty benefits, such as medical, dental, long-term disability, retirement, and accidental death benefits. Previous job title: Director/Manager, Employee Benefits.	Ex	110000	Management	11-3111	Compensation and Benefits Mgrs	0135	First/Mid Level Officials

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
196130	4004	Chief Campus Employee Relations Administrator	Advises and assists staff and/or faculty with respect to general human resource policies and procedures regarding grievances, employee relations, affirmative action, and equal opportunity in a nonunion setting. Previous job title: Director/Manager, Employee Relations.	Ex	110000	Management	11-3121	Human Resource Mgrs, All Other	0136	First/Mid Level Officials
196140	4007	Chief Campus Classification & Compensation Administrator	(Previously, Wage and Salary/ Compensation). Responsible for maintaining classification and pay schedules for the institution. Conducts job audits and salary surveys and monitors the pay plan. Previous job title: Director/Manager, Compensation & Classification.	Ex	110000	Management	11-3111	Compensation and Benefits Mgrs	0135	First/Mid Level Officials
196150	4008	Chief Campus HR Information Systems Administrator	(Previously, Manager Personnel Information Systems). Responsible for developing, implementing and maintaining systems to support key human resources initiatives, for ensuring the integrity of employee demographic and employment data and for maintaining all personnel, benefits and payroll information. Previous job title: Director/Manager, HRIS.	Ex	110000	Management	11-3121	Human Resource Mgrs, All Other	0136	First/Mid Level Officials
196160	4003	Chief Campus Training & Development Administrator	Directs and coordinates employee training, which may include in-house training for management and faculty as well as staff. Previous job title: Director/ Manager, Training & Development.	Ex	110000	Management	11-3131	Training and Development Mgrs	0137	First/Mid Level Officials
196170	3055	Chief Campus Food / Dining Services Administrator	For operations managed in-house, rather than outsourced: Administers all institutional food/dining services, whether directly managed and operated or catered. Previous job title: Director, Food/ Dining Services.	Ex	110000	Management	11-9051	Food Service Managers	0310	First/Mid Level Officials
196175	3056	Deputy Chief Campus Food / Dining Services Administrator	For operations managed in-house, rather than outsourced: Generally second-in-command to the chief campus food/dining services administrator. Responsible for one or several areas of institutional food/dining services or facilities. Administers all institutional food/dining services, whether directly managed and operated or catered. Previous job title: Associate Director, Food/ Dining Services.	Ex	110000	Management	11-9051	Food Service Managers	0310	First/Mid Level Officials
196180	3004	Chief Campus Research Park Administrator	Responsible for overseeing a property-based venture which commonly has master-planned property and buildings designed primarily for private/public research and development facilities, high technology, sciences based companies and support services, a contractual, formal or operational relationship with one or more science/research institutions of higher education, a role in promoting the institution's research and development through industry partnerships, a role in aiding the transfer of technology and business skills between institution and industry teams and a role in promoting technology-led economic development for the community or region. Previous job title: Director, University Research Park.	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196190	3101	Chief Campus Real Estate Administrator	Oversees all real estate transactions of the institution and manages space allocation decisions on campus. Previous job title: Director, Real Estate & Space Management.	Ex	110000	Management	11-9141	Property, RE, Comm Assoc Mgrs	0410	First/Mid Level Officials

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
196200	3104	Chief Campus Energy and Utilities Administrator	Responsible for managing the institution's complex utility infrastructure, managing the purchase and operation of energy resources, and providing specialized engineering and technical services for the institution, including oversight of utility infrastructure projects. Previous job title: Director, Energy & Utilities.	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196210	5006	Chief Campus Telecommunications / Networking Administrator	Administrative official responsible for the institution's telecommunication system and physical cable plant, including planning and coordinating voice and data system modifications, equipment installation, maintenance, monitoring, network management, and operating procedures. Responsible for networking policy. Previous job title: Director, Telecommunications/Networking.	Ex	110000	Management	11-3021	Computer and Info Systems Mgrs	0110	First/Mid Level Officials
196220	5007	Chief Campus Enterprise Applications Administrator	Directs the development and maintenance of the institution's enterprise applications. This would include tradition "administrative" applications like HR-payroll, finance, etc. but also includes academic information systems, notably course management systems. Previous job title: Director, Enterprise Information Systems.	Ex	110000	Management	11-3021	Computer and Info Systems Mgrs	0110	First/Mid Level Officials
196230	5002	Chief Campus Academic Computing/Instructional Technology Administrator	Directs the institution's academic/research computing activities and labs for faculty, staff and students. Liaises with faculty and helps set agendas for faculty development and promotes the effective integration of IT into teaching and learning related activities. Often responsible for instructional/education media as well as for campus computer laboratories.	Ex	110000	Management	11-3021	Computer and Info Systems Mgrs	0110	First/Mid Level Officials
	5011	Instructional Technology Administrator	Position Deleted - Report in 196230 above.							
196240	5004	Chief Campus Administrative Computing Administrator	Directs the institution's administrative computing activities. Previous job title: Director Administrative Computing.	Ex	110000	Management	11-3021	Computer and Info Systems Mgrs	0110	First/Mid Level Officials
196250	5008	Chief Campus Research Computing Administrator	Directs the provision and support of high performance computing, scientific visualization, large scale data management, visualization, mass storage, and other specialized functions associated with the application of IT to research. Previous job title: Director, Research Computing.	Ex	110000	Management	11-3021	Computer and Info Systems Mgrs	0110	First/Mid Level Officials
196260	5010	Chief Campus IT Security Administrator	Directs the institution's IT security policy, operations, and frequently oversees compliance with the institution's IT security policies, including IT security training. Previous job title: Director, IT Security.	Ex	110000	Management	11-3021	Computer and Info Systems Mgrs	0110	First/Mid Level Officials
196280	7026	Chief Campus Student Activities Administrator	Responsible for coordinating all campus student activities, including special events, student organizations, publications, and student government activities. Previous job title: Director, Student Activities.	Ex	110000	Management	11-1021	General and Operations Manager	0110	First/Mid Level Officials
	7030	Director of Student Union & Student Activities	Position Deleted - Report in 196280 above.							

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
196300	7031	Chief Campus Student Center Administrator	Directs the total operation of a student union building and its personnel. May coordinate related student activities or make arrangements for special activities or functions. Previous title: Director, Student Union.	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196310	7004	Chief Campus Greek Life Administrator	Responsible for assisting fraternities and sororities in upholding their founding principles of scholarship, community service, campus involvement and sisterhood/brotherhood. Previous job title: Director, Greek Life.	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196320	7050	Chief Campus Academic Advising Administrator	Responsible for ensuring that all undergraduate students receive accurate and timely advising services. Previous job title: Director, Academic Advising.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
196330	7051	Chief Campus Career Services Administrator	Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or jobs outside the institution. Previous job title: Director, Career Development & Placement.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
196340	7104	Chief Campus Student Counseling Center Administrator	Oversees the provision of brief counseling/ therapy services for students with troubles ranging from development issues to problems with family and friends to serious psychological concerns. Staff typically includes psychologists, clinical social workers, and psychiatrists experienced in working with college-age adults. Previous job title: Director, Counseling & Psychological Services.	Ex	110000	Management	11-9111	Med and Health Services Mgrs	0350	First/Mid Level Officials
196350	7103	Chief Campus Student Health Center - Non-Medical Administrator	Senior administrator (who is neither a physician nor nurse) with overall responsibility for medical/counseling unit of an institution. Previous job title: Director Student Health Services (non-medical administrator).	Ex	110000	Management	11-9111	Med and Health Services Mgrs	0350	First/Mid Level Officials
196354	7101	Chief Campus Student Health Center - Physician Administrator	Senior administrator (who is a physician) with overall responsibility for medical/counseling unit of an institution. Previous job title: Director Student Health Services (physician administrator).	Ex	110000	Management	11-9111	Med and Health Services Mgrs	0350	First/Mid Level Officials
196355	7102	Chief Campus Student Health Center - Nurse / Nurse Practitioner Administrator	Senior administrator (who is a nurse) with overall responsibility for medical/counseling unit of an institution. Previous job title: Director Student Health Services (nurse administrator).	Ex	110000	Management	11-9111	Med and Health Services Mgrs	0350	First/Mid Level Officials
196360	7076	Chief Campus Student Housing Administrator	Manages student housing operations. Responsible for the direction of all residence hall operations for students. Also may administer off-campus housing programs. If housing (room and board) is provided and is reported as taxable income, add its value to the reported salary data for this position. Report 12-month, fulltime equivalent salary. Previous job title: Director, Student Housing.	Ex	110000	Management	11-1021	General and Operations Manager	0020	First/Mid Level Officials
196370	8002	Chief Campus Annual Giving Administrator	Plans and executes the institution's campaign for annual gift support from all constituents, including alumni. Previous job title: Director Annual Giving.	Ex	110000	Business & Financial Operations	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials

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196380	8003	Chief Campus Corporate/Foundation Relations Administrator	Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations. Previous job title: Director, Corporate/ Foundation Relations.	Ex	110000	Business & Financial Operations	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
196390	8004	Chief Campus Planned Giving Administrator	Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university. Previous job title: Director, Planned Giving.	Ex	110000	Business & Financial Operations	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
196400	8005	Chief Campus Alumni Affairs Administrator	Coordinates contacts and services to alumni, develops and maintains alumni mailing lists and mailings, organizes receptions and other special alumni activities. Previous job title: Director, Alumni Affairs.	Ex	110000	Management	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
196410	8007	Chief Campus Major Gifts Administrator	Directs institutional fundraising in the areas of special and deferred gifts. Previous job title: Director, Major Gifts.	Ex	110000	Business & Financial Operations	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
196420	8009	Chief Campus Donor Relations Administrator	Responsible for "stewarding" the institution's philanthropic constituencies. Selected responsibilities include preparation of special gift acknowledgements and memory/in honor of condolences, preparation of pledge reminders and endowment reports, etc. Previous job title: Director, Donor Relations.	Ex	110000	Business & Financial Operations	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
196430	8010	Chief Campus Advancement Services Administrator	Responsible for conducting research using public information to identify potential funding sources for projects at the institution. Includes funds management and institution performance management, as well as functional management of advancement information systems. May also coordinate/facilitate relationships with those funding sources. Previous job title: Director, Adv Research / Prospect Management.	Ex	110000	Business & Financial Operations	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
196444	8027	Chief Campus Federal Government / Legislative Liaison	Responsible for developing and maintaining effective relations with the federal government and for coordinating the organization's federal-level communications/policy-influencing/ lobbying efforts. Previous job title: Director, Federal Relations.	Ex	110000	Management	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
196445	8028	Chief Campus State & Local Government / Legislative Liaison	Responsible for developing and maintaining effective relations with state and local government and for coordinating the organization's state/local level communications / policy-influencing /lobbying efforts. Previous job title: Director, State Government Relations.	Ex	110000	Management	11-2031	Public Relations & Fundraising Managers	0060	First/Mid Level Officials
196460	8054	Chief Campus Marketing Administrator	Provides marketing leadership to the university community. Advises and assists the President, Vice Presidents, and the heads of academic and administrative units in establishing goals, developing suitable strategies and tactics, implementing programs, and evaluating results. Designs, coordinates and evaluates the effectiveness of university-wide marketing programs and projects. Previous job title: Director of Marketing.	Ex	110000	Management	11-2021	Marketing Managers	0050	First/Mid Level Officials
196470	8050	Chief Campus Publications Administrator	Directs the planning, budgeting, writing, design, production, and distribution of institutional publications. Previous job title: Director, Publications.	Ex	110000	Management	11-2021	Marketing Managers	0050	First/Mid Level Officials

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
196490	2016	Chief Campus Study-Abroad Administrator	Directs all activities of the institution's education abroad programs. Responsibilities typically include developing, managing and marketing programs, advising and orienting students to facilitate their learning and preparing them for living overseas, and collaborating with faculty to insure the academic quality of programs. Previous job title: Education Abroad Director.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
196500	2017	Chief Campus Workforce/Career Development Administrator	Responsible for leadership, vision and oversight for the institution's workforce and career development, employment services, upward bound and community engagement and outreach initiatives. Tasks include directing the daily operations of training and employment programs, staff development, operational and strategic planning, financial resource assistance, compliance with federal and state policies, funds management and delivery of outstanding services for students, families and community members at various locations. A broad knowledge of academic courses and programs, financial procedures, student services and community engagement functions is essential for the success of the position and the departments that it oversees. Previous job title: Director / Dean, Workforce & Career Development.	Ex	130000	Business & Financial Operations	13-1150	Training & Development Specialists	0650	First/Mid Level Officials
301030	3007	Chief Business Affairs Officer, College/Division	Manages overall business and administrative affairs for a college or major administrative division of a University. Reports directly to a Dean or chief functional officer at the University level and is part of the college/divisional senior leadership team. Directs and oversees college- or division-wide activities related to budgeting and financial management, operations and programs and personnel administration. Oversees budgetary controls, provides complex budget/financial analysis and planning, and is involved in the strategic for the college/division. (Typically a non-faculty professional; requires a bachelor's degree in business management or possibly a CPA or MBA, plus 8-10 years of experience.)	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
301040	New in 2013	Chief HR Officer, College/Division	Responsible for administering institutional human resource policies and practices for a college or major administrative division of a university.	Ex	110000	Management	11-9033	Education Administrators, Postsecondary	0230	First/Mid Level Officials
			ACADEMIC ASSOC/ASST DEANS: Positions 304010 - 304410 Persons with faculty status who report to and support the Dean in administration of an institutional program, which may be a school, college or department. Only report those whose administrative, non-teaching, non-research responsibilities represent at least 50% of their fulltime responsibilities. Do not report persons without faculty rank here.	Ex						
304010	1401	Assoc/Asst Dean, Agriculture		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304020	1402	Assoc/Asst Dean, Architecture/Design		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304030	1403	Assoc/Asst Dean, Arts and Letters		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
304040	1404	Assoc/Asst Dean, Arts and Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304050	1405	Assoc/Asst Dean, Biological & Life Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304060	1406	Assoc/Asst Dean, Business		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304070	1407	Assoc/Asst Dean, Computer & Info Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304080	1408	Assoc/Asst Dean, Continuing Education		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304090	1409	Assoc/Asst Dean, Cooperative Extension		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304100	1410	Assoc/Asst Dean, Dentistry		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304110	1411	Assoc/Asst Dean, Divinity / Religion		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304120	1412	Assoc/Asst Dean, Education		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304130	1413	Assoc/Asst Dean, Engineering		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304140	1414	Assoc/Asst Dean, External Degree Programs		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304150	1415	Assoc/Asst Dean, Family/ Consumer Sci/Human Science		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304160	1416	Assoc/Asst Dean, Fine Arts		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304170	1417	Assoc/Asst Dean, Forestry & Environmental Studies		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304180	1418	Assoc/Asst Dean, Govt/Public Affairs/Public Policy		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304190	1419	Assoc/Asst Dean, Graduate Programs		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304200	1420	Assoc/Asst Dean, Health-Related Professions		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304210	1421	Assoc/Asst Dean, Honors Program		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304220	1422	Assoc/Asst Dean, Humanities		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304230	1423	Assoc/Asst Dean, Instruction		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304240	1424	Assoc/Asst Dean, Journalism & Mass Communications		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304250	1425	Assoc/Asst Dean, Law		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304260	1426	Assoc/Asst Dean Library Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304270	1427	Assoc/Asst Dean, Mathematics		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials

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304280	1428	Assoc/Asst Dean, Medicine		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304290	1429	Assoc/Asst Dean, Music		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304300	1430	Assoc/Asst Dean, Nursing		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304310	1431	Assoc/Asst Dean, Occupational/Vocational Ed/Tech		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304320	1432	Assoc/Asst Dean, Performing Arts		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304330	1433	Assoc/Asst Dean, Pharmacy		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304340	1434	Assoc/Asst Dean, Public Administration		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304350	1435	Assoc/Asst Dean, Public Health		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304360	1436	Assoc/Asst Dean, Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304370	1437	Assoc/Asst Dean, Social Sciences		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304380	1438	Assoc/Asst Dean, Social Work		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304390	1439	Assoc/Asst Dean, Special Programs		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304400	1440	Assoc/Asst Dean, Undergraduate Programs		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials
304410	1441	Assoc/Asst Dean, Veterinary Medicine		Ex	110000	Management	11-9033	Education Admin, Postsec	0230	First/Mid Level Officials

NEW ADMINISTRATOR POSITIONS IN 2012-13

Pos #	Job Title
117000	Chief Extension/Engagement Officer
169010	Chief Veterinary Hospital Administrator
179030	Deputy Chief Research Officer
187020	Chief of Staff to System or Institution CEO
194010	Deputy Chief Financial Officer
194150	Deputy Chief Budget Officer
301040	Chief HR Officer, College/ Division

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
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ADCOMP SURVEY POSITIONS DELETED IN 2012-13

Old #	Job Title	Comment
1002	Executive Assistant/Chief of Staff for the CEO of a System or District	Deleted. Two new positions created. Report Chief of Staff to System or Instit CEO in 187010 and Executive Assistant to System or Instit CEO in 320010 of the Professionals Survey.
1004	Executive Assistant/Chief of Staff for the CEO of a Single Institution	
1006	Secretary of the Institution	Deleted - low participation; also at some institutions role fulfilled by the Chief of Staff to the President, a new position in the survey
1035	Chief Planning & Budget Officer	Report under 131000: Chief Institutional Planning Officer
1049	Chief Development & Public Rel Officer	Report under 113000: Chief Development/Advancement Officer
1242	Dean, Multiple Academic Disciplines	Deleted - low participation
1442	Assoc/Asst Dean Multiple Academic Disciplin	Deleted - low participation
2014	Associate/Assistant VP for Research	Deleted - data no longer collected for assistant level VP
2026	Chief Oper Officer (non-fac), Med School	Deleted - low participation
2027	Chief Financial Officer, Medical School	Deleted - low participation
2028	Chief Admissions Officer, Medical School	Deleted - low participation
2029	Chief Financial Aid Officer, Medical School	Deleted - low participation
2030	Chief Student Affairs Officer, Med School	Deleted - low participation
2031	Chief Development Officer, Medical School	Deleted - low participation
2032	Chief IT Officer, Medical School	Deleted - low participation
2033	Chief Research Officer, Medical School	Deleted - low participation
2034	Chief Librarian, Medical School	Deleted - low participation
2035	Chief HR Officer, Medical School	Deleted - low participation
2077	Director, Admissions & Registrar	Report under 171000: Chief Student Admissions Officer
2081	Director, Admissions and Financial Aid	Report under 171000: Chief Student Admissions Officer
2091	Director of Business Development, Executive Education	Deleted - low participation

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2092		Program Director, Executive Education	Deleted - low participation							
3002		Director, Med Center Pub Rel/Extrnl Affairs	Deleted - low participation							
3003		Director, Medical Center Human Resources	Deleted - low participation							
3010		Associate VP for Administrative Services	Deleted - low participation							
3035		Director, Internal Audit	Deleted - low participation							
4011		Director, HR and Affirmative Action	Report under 127000: Chief Human Resources Officer							
5011		Instructional Technology Administrator	Report under 196200: Chief Academic Computing							
7002		Assistant VP, Student Affairs	Deleted - data no longer collected for assistant level VP							
7010		Assoc/Asst Director, Women's Center	Deleted - low participation							
7029		Assistant Director, Student Activities	Deleted - data no longer collected for assistant director							
7030		Director, Student Union & Student Activities	Report under 196280 Chief Campus Student Activities Administrator							
8006		Director, Development and Alumni Affairs	Report under 113000: Chief Development/Advancement Officer							
8026		Director, Governmental/Legislative Relations	Deleted							

ADCOMP POSITIONS MOVED TO PROFESSIONALS SURVEY IN 2012-13


Old Pos #	Old Job Title	New Job Title	New Pos #
2005	Associate Director, Institutional Research	Deputy Head, Institutional Research	428100
2011	Senior Technology Licensing Officer	Senior Technology Licensing Officer	476110
2013	Director, Teaching Center	Head, Campus Teaching Center	400135
2015	Director of Museums	Head, Campus Museum	403050
2018	Director, Graduate Admissions	Head, Campus Graduate Admissions	411120
2019	Director, Theater / Performing Arts Center	Head, Theater / Performing Arts Center	408200
2051	Head Librarian, Acquisitions	Librarian, Head of Acquisitions	402010
2052	Head Librarian, Technical Services	Librarian, Head of Technical Services	402020

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
2053		Head Librarian, Public/Access Services	Librarian, Head of Public/Access Services	402030						
2054		Head Librarian, Cataloging	Librarian, Head of Cataloging	402040						
2055		Head Librarian, Collection Development	Librarian, Head of Collection Development	402050						
2056		Special Collect Libr/Archivist (Conservation)	Librarian, Head of Archives / Records	402060						
2057		Director, Educational Media Services	Head, Campus Educational Media Services	406140						
2058		Director, Learning Resources Center	Head, Campus Learning Resources Center	400130						
2076		Associate Director, Admissions	Deputy Head, Student Admissions	411100						
2079		Associate Registrar	Associate Registrar	418100						
2080		Assistant Registrar	Assistant Registrar	418110						
2083		Associate Director, Student Financial Aid	Deputy Head, Student Financial Aid	413100						
2090		Executive Director, Executive Education	Head, Executive Education	407100						
3006		Director, College/University Press	Head, College/University Press	443125						
3008		Director/Head of Title III Program	Head, Title III Program	423140						
3009		Director/Head of Sustainability	Head, Environmental Sustainability	495100						
3026		Associate Budget Director	Deputy Head Budget Director	432130						
3027		Assistant Comptroller	Deputy Controller	430100						
3028		Restricted Funds Accountant	Restricted Funds Accountant	433120						
3029		Director, Accounting	Head, Accounting	430135						
3031		Associate/Assistant Bursar	Deputy Bursar	430110						
3034		Associate Director, Purch/Materials Mgmt	Deputy Head, Purchasing/Materials Management	434100						
3051		Director/Manager, Printing Services	Head, Campus Printing Services	301010						
3052		Director/Manager, Mail Services	Head, Campus Mail Services	301020						
3054		Associate Director, Bookstore	Deputy Head, Bookstore	435100						
3105		Manager, Landscape & Grounds	Head, Campus Landscape & Groundskeeping	315020						
3106		Manager, Building Maintenance Trades	Head, Building Maintenance Trades	450110						


New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
3107		Manager, Technical Trades	Head, Campus Skilled Trades	315050						
3108		Manager, Custodial Services	Head, Campus Custodial Services	315060						
3109		Manager, Power Plant	Head, Campus Power Plant	450100						
4005		Director/Mgr Labor Relations	Head, Campus Labor Relations	422240						
4010		Assoc Director, AA/EEO	Deput Head, Affirmative Action/EEO	423120						
4012		Director, Disability Services	Head, Campus Disability Services	423100						
4013		Title IX Coordinator	Title IX Coordinator	423150						
5003		Associate Director, Academic Computing	Deputy Head, IT Academic Computing	460120						
5005		Associate Director, Admin Computing	Deputy Head, IT Administrative Computing	460130						
5009		Director, Enterprise Data Center	Head, IT Enterprise Data Center	460140						
5012		Director, User Services	Head, IT User Services	460150						
5013		Director, Information Management	Head, IT Information Management	460160						
5014		Principal Database Administrator	IT Principal Database Administrator	462120						
5015		Principal Systems Analyst	IT Principal Systems Analyst	460180						
6003		Assoc/Asst Athletic Dir, Sports Info/Comm	Head, Sports Information/Communications	468110						
6004		Assoc/Asst Athletic Dir, Men's Athl Pgrms	Head, Men's Athletic Programs	468120						
6005		Assoc/Asst Athl Dir, Senior Women's Admin	Head, Women's Athletic Programs	468130						
6006		Assoc/Asst Athletic Dir, Finance & Bus	Head, Athletics Finance & Business	432150						
6007		Assoc/Asst Athletic Director for Operations	Head, Athletics Operations	457110						
6008		Assoc/Asst Athletic Dir, External Affairs	Head, Athletics External Affairs	468100						
6009		Assoc/Asst Athletic Director, Development	Head, Athletics Development	437150						
6010		Assoc/Asst Athletic Dir, Academic Affairs	Head, Athletics Academic Affairs	400170						
6011		Assoc/Asst Athletic Director, Compliance	Head, Athletics Compliance	427100						
7005		Director, Foreign Students	Head, Foreign Student Services	400160						
7006		Director, Campus Ministries	Head, Campus Ministries	410130						

New Position #	Old Position #	Job Role	Job Description	FLSA Status	SOC for IPEDS	2012 IPEDS Occupation	BLS SOC #	BLS Standard Occupational Code (SOC) Category Name	US Census Code #	VETS 100 Category
7007		Director, Minority Affairs	Head, Minority / Multicultural Student Affairs	410110						
7008		Director, Conferences	Head, Campus Conferences	449100						
7009		Director, Womans Center	Head, Womans Center	410140						
7027		Assistant Director, Student Activities	Deputy Head, Student Activities	415110						
7028		Director, Campus Recreation/Intramurals	Head, Campus Recreation/Intramurals	415120						
7029		Assistant Dir, Campus Rec/ Intramurals	Deputy Head, Campus Recreation/Intramurals	415140						
7032		Assoc/Asst Director, Student Union	Deputy Head, Campus Student Union	415150						
7052		Director, Student Academic Counseling	Head, Student Academic Counseling	401010						
7053		Associate Director, Student Counseling	Deputy Head, Student Counseling	416100						
7077		Associate Director, Student Housing	Deputy Head, Student Housing	414100						
7078		Housing Officer/Administrative Operations	Student Housing, Administrative Operations Officer	414110						
7079		Housing Officer/Residence Life	Student Housing, Residence Life Officer	414120						
8008		Director of Devel, Institutional College	Head of Development, College/Division	437100						
8029		Director, Church Relations	Head, Church Relations	439100						
8030		Director, Community Services	Head, Community Services	472100						
8051		Associate Director, Publications	Deputy Head, Campus Publications	443130						
8052		Director, Information Office	Head, Campus Information Office	443140						
8053		Director, News Bureau/Service	Head, Campus News Bureau/Service	444110						


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

 CUPA Title		2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
101000-<i>Chief Executive Officer, Single Institution or Campus within a System</i>	<i>Group 1 (NCSU & UNC-CH)</i>	11	\$624,350	\$425,000	\$524,675	\$419,740	\$655,844
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	40	\$502,578	\$245,869	\$374,224	\$299,379	\$467,779
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	35	\$428,808	\$179,498	\$304,153	\$243,322	\$380,191
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	22	\$315,384	\$165,000	\$240,192	\$192,154	\$300,240
	<i>Group 5 (UNCSA, UNC-A)</i>	22	\$299,615	\$156,750	\$228,182	\$182,546	\$285,228
	<i>Group 6 (ECSU, NCSSM))</i>	10	\$278,256	\$159,999	\$219,128	\$175,302	\$273,909
105000-<i>Chief Academic Affairs Officer / Provost</i>	<i>Group 1 (NCSU & UNC-CH)</i>	17	\$450,000	\$246,188	\$348,094	\$278,475	\$435,118
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	39	\$376,000	\$200,314	\$288,157	\$230,526	\$360,196
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	36	\$325,694	\$153,520	\$239,607	\$191,686	\$299,509
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	19	\$231,790	\$116,901	\$174,346	\$139,476	\$217,932
	<i>Group 5 (UNCSA, UNC-A)</i>	19	\$220,201	\$111,056	\$165,628	\$132,503	\$207,035
	<i>Group 6 (ECSU, NCSSM))</i>	9	\$209,100	\$108,000	\$158,550	\$126,840	\$198,188
107000-<i>Chief Business Officer</i>	<i>Group 1 (NCSU & UNC-CH)</i>	9	\$375,000	\$144,000	\$259,500	\$207,600	\$324,375
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	33	\$310,000	\$162,690	\$236,345	\$189,076	\$295,431
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	33	\$261,100	\$140,103	\$200,602	\$160,481	\$250,752
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	20	\$245,700	\$115,000	\$180,350	\$144,280	\$225,438
	<i>Group 5 (UNCSA, UNC-A)</i>	20	\$233,415	\$109,250	\$171,333	\$137,066	\$214,166
	<i>Group 6 (ECSU, NCSSM))</i>	5	\$203,675	\$124,426	\$164,051	\$131,240	\$205,063
109000-<i>Chief Athletics Administrator</i>	<i>Group 1 (NCSU & UNC-CH)</i>	16	\$850,000	\$260,000	\$555,000	\$444,000	\$693,750
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	41	\$416,150	\$117,556	\$266,853	\$213,482	\$333,566
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	37	\$220,000	\$82,625	\$151,313	\$121,050	\$189,141
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	20	\$160,680	\$78,951	\$119,816	\$95,852	\$149,769
	<i>Group 5 (UNCSA, UNC-A)</i>	20	\$152,646	\$75,003	\$113,825	\$91,060	\$142,281
	<i>Group 6 (ECSU, NCSSM))</i>	10	\$132,600	\$73,205	\$102,903	\$82,322	\$128,628
111000-<i>Chief Audit Officer</i>	<i>Group 1 (NCSU & UNC-CH)</i>	11	\$241,463	\$119,710	\$180,587	\$144,469	\$225,733
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	30	\$176,000	\$64,301	\$120,151	\$96,120	\$150,188
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	17	\$140,000	\$55,080	\$97,540	\$78,032	\$121,925
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	7	\$97,850	\$55,080	\$76,465	\$61,172	\$95,581
	<i>Group 5 (UNCSA, UNC-A)</i>	7	\$92,958	\$52,326	\$72,642	\$58,113	\$90,802
113000-<i>Chief Development /Advancement Officer</i>	<i>Group 1 (NCSU & UNC-CH)</i>	14	\$520,000	\$190,000	\$355,000	\$284,000	\$443,750
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	33	\$325,513	\$173,406	\$249,460	\$199,568	\$311,824
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	35	\$261,400	\$124,171	\$192,786	\$154,228	\$240,982
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	18	\$220,000	\$71,400	\$145,700	\$116,560	\$182,125
	<i>Group 5 (UNCSA, UNC-A)</i>	18	\$209,000	\$67,830	\$138,415	\$110,732	\$173,019


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

 UNIVERSITY OF NORTH CAROLINA A SYSTEM OF HIGHER LEARNING	CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
	Group 6 (ECSU, NCSSM))	8	\$209,100	\$100,000	\$154,550	\$123,640	\$193,188
115000-Chief Enrollment Management Officer	Group 1 (NCSU & UNC-CH)	7	\$206,758	\$168,000	\$187,379	\$149,903	\$234,224
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$245,000	\$103,616	\$174,308	\$139,446	\$217,885
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$200,000	\$93,646	\$146,823	\$117,458	\$183,529
	Group 4 (FSU, UNC-P, WSSU)	15	\$180,471	\$72,000	\$126,236	\$100,988	\$157,794
	Group 5 (UNC-SA, UNC-A)	15	\$171,447	\$68,400	\$119,924	\$95,939	\$149,905
117000-Chief Extension / Engagement Officer	Group 1 (NCSU & UNC-CH)	6	\$252,151	\$202,500	\$227,326	\$181,860	\$284,157
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$266,612	\$166,951	\$216,782	\$173,425	\$270,977
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$200,138	\$105,000	\$152,569	\$122,055	\$190,711
119000-Chief External Affairs Officer	Group 1 (NCSU & UNC-CH)	6	\$300,000	\$222,200	\$261,100	\$208,880	\$326,375
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$230,973	\$151,380	\$191,177	\$152,941	\$238,971
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$198,900	\$123,080	\$160,990	\$128,792	\$201,238
121000-Chief Facilities Officer	Group 1 (NCSU & UNC-CH)	15	\$322,334	\$159,135	\$240,735	\$192,588	\$300,918
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	40	\$187,007	\$97,631	\$142,319	\$113,855	\$177,899
	Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$166,298	\$95,838	\$131,068	\$104,854	\$163,835
	Group 4 (FSU, UNC-P, WSSU)	18	\$134,212	\$79,980	\$107,096	\$85,677	\$133,870
	Group 5 (UNC-SA, UNC-A)	18	\$127,501	\$75,981	\$101,741	\$81,393	\$127,177
	Group 6 (ECSU, NCSSM))	8	\$124,142	\$85,000	\$104,571	\$83,657	\$130,714
123000-Chief Financial Officer	Group 1 (NCSU & UNC-CH)	12	\$431,023	\$177,701	\$304,362	\$243,490	\$380,453
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$266,000	\$130,000	\$198,000	\$158,400	\$247,500
	Group 3 (ASU, NCCU, UNC-W, WCU)	19	\$230,796	\$104,491	\$167,644	\$134,115	\$209,554
	Group 4 (FSU, UNC-P, WSSU)	9	\$194,886	\$84,000	\$139,443	\$111,554	\$174,304
	Group 5 (UNC-SA, UNC-A)	9	\$185,142	\$79,800	\$132,471	\$105,977	\$165,589
	Group 6 (ECSU, NCSSM))	5	\$215,141	\$105,000	\$160,071	\$128,056	\$200,088
125000-Chief Health Affairs Officer	Group 1 (NCSU & UNC-CH)	6	\$870,000	\$121,275	\$495,638	\$396,510	\$619,547
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$640,800	\$182,134	\$411,467	\$329,174	\$514,334
127000-Chief Human Resources Officer	Group 1 (NCSU & UNC-CH)	18	\$299,739	\$165,000	\$232,370	\$185,896	\$290,462
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$196,488	\$73,550	\$135,019	\$108,015	\$168,774
	Group 3 (ASU, NCCU, UNC-W, WCU)	38	\$169,950	\$76,313	\$123,132	\$98,505	\$153,914
	Group 4 (FSU, UNC-P, WSSU)	20	\$134,010	\$60,620	\$97,315	\$77,852	\$121,644
	Group 5 (UNC-SA, UNC-A)	20	\$127,310	\$57,589	\$92,449	\$73,959	\$115,562
	Group 6 (ECSU, NCSSM))	10	\$134,945	\$58,710	\$96,828	\$77,462	\$121,034
129000-Chief Information / IT Officer	Group 1 (NCSU & UNC-CH)	16	\$320,000	\$205,990	\$262,995	\$210,396	\$328,744


**Suggested Salary Ranges for CUPA-defined Administrative Positions
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 UNIVERSITY OF NORTH CAROLINA <small>A SYSTEM OF HIGHER LEARNING</small>	CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	33	\$277,500	\$123,670	\$200,585	\$160,468	\$250,731
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	37	\$225,000	\$98,978	\$161,989	\$129,591	\$202,486
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	21	\$178,500	\$84,072	\$131,286	\$105,029	\$164,108
	<i>Group 5 (UNCSA, UNC-A)</i>	21	\$169,575	\$79,868	\$124,722	\$99,777	\$155,902
	<i>Group 6 (ECSU, NCSSM)</i>	7	\$178,500	\$86,461	\$132,481	\$105,984	\$165,601
	131000-Chief Institutional Planning Officer						
	<i>Group 1 (NCSU & UNC-CH)</i>	9	\$315,000	\$128,125	\$221,563	\$177,250	\$276,953
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	12	\$230,000	\$90,306	\$160,153	\$128,122	\$200,191
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	6	\$169,168	\$91,800	\$130,484	\$104,387	\$163,105
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	7	\$113,856	\$91,670	\$102,763	\$82,210	\$128,454
	<i>Group 5 (UNCSA, UNC-A)</i>	7	\$108,163	\$87,087	\$97,625	\$78,100	\$122,031
	133000-Chief Institutional Research Officer						
	<i>Group 1 (NCSU & UNC-CH)</i>	17	\$203,000	\$104,000	\$153,500	\$122,800	\$191,875
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	37	\$180,180	\$57,009	\$118,595	\$94,876	\$148,243
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	28	\$150,000	\$50,000	\$100,000	\$80,000	\$125,000
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	16	\$123,000	\$62,500	\$92,750	\$74,200	\$115,938
	<i>Group 5 (UNCSA, UNC-A)</i>	16	\$116,850	\$59,375	\$88,113	\$70,490	\$110,141
	<i>Group 6 (ECSU, NCSSM)</i>	8	\$103,934	\$70,000	\$86,967	\$69,574	\$108,709
	135000-Chief Investment Officer						
	<i>Group 1 (NCSU & UNC-CH)</i>	9	\$758,430	\$111,940	\$435,185	\$348,148	\$543,981
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	8	\$201,125	\$74,740	\$137,933	\$110,346	\$172,416
	137000-Chief Legal Affairs Officer						
	<i>Group 1 (NCSU & UNC-CH)</i>	15	\$450,000	\$171,205	\$310,603	\$248,482	\$388,253
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	38	\$245,310	\$121,600	\$183,455	\$146,764	\$229,319
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	23	\$207,000	\$85,630	\$146,315	\$117,052	\$182,894
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	7	\$186,700	\$85,630	\$136,165	\$108,932	\$170,206
	<i>Group 5 (UNCSA, UNC-A)</i>	7	\$177,365	\$81,349	\$129,357	\$103,485	\$161,696
	<i>Group 6 (ECSU, NCSSM)</i>	6	\$166,375	\$100,000	\$133,188	\$106,550	\$166,484
	139000-Chief Library Officer						
	<i>Group 1 (NCSU & UNC-CH)</i>	14	\$327,722	\$201,420	\$264,571	\$211,657	\$330,714
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	22	\$201,685	\$115,955	\$158,820	\$127,056	\$198,525
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	25	\$147,504	\$87,701	\$117,603	\$94,082	\$147,003
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	14	\$125,741	\$68,400	\$97,071	\$77,656	\$121,338
	<i>Group 5 (UNCSA, UNC-A)</i>	14	\$119,454	\$64,980	\$92,217	\$73,774	\$115,271
	<i>Group 6 (ECSU, NCSSM)</i>	9	\$128,750	\$60,745	\$94,748	\$75,798	\$118,434
	141000-Chief Public Relations Officer						
	<i>Group 1 (NCSU & UNC-CH)</i>	17	\$289,224	\$125,145	\$207,185	\$165,748	\$258,981
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	25	\$215,986	\$85,694	\$150,840	\$120,672	\$188,550
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	25	\$194,750	\$57,000	\$125,875	\$100,700	\$157,344


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

 CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum	
	Group 4 (FSU, UNC-P, WSSU)	12	\$154,500	\$68,289	\$111,395	\$89,116	\$139,243
	Group 5 (UNCSA, UNC-A)	12	\$146,775	\$64,875	\$105,825	\$84,660	\$132,281
	Group 6 (ECSU, NCSSM))	5	\$102,000	\$51,500	\$76,750	\$61,400	\$95,938
143000-Chief Research Officer	Group 1 (NCSU & UNC-CH)	16	\$388,534	\$250,000	\$319,267	\$255,414	\$399,084
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$308,397	\$146,751	\$227,574	\$182,059	\$284,468
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$298,000	\$64,260	\$181,130	\$144,904	\$226,413
145000-Chief Student Affairs/Student Life Officer	Group 1 (NCSU & UNC-CH)	17	\$320,280	\$177,000	\$248,640	\$198,912	\$310,800
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	41	\$234,180	\$117,299	\$175,740	\$140,592	\$219,674
	Group 3 (ASU, NCCU, UNC-W, WCU)	39	\$210,320	\$126,638	\$168,479	\$134,783	\$210,599
	Group 4 (FSU, UNC-P, WSSU)	18	\$171,458	\$105,038	\$138,248	\$110,598	\$172,810
	Group 5 (UNCSA, UNC-A)	18	\$162,885	\$99,786	\$131,336	\$105,068	\$164,170
	Group 6 (ECSU, NCSSM))	9	\$165,099	\$90,000	\$127,550	\$102,040	\$159,437
153010-Dean Agriculture	Group 1 (NCSU & UNC-CH)	12	\$340,102	\$215,000	\$277,551	\$222,041	\$346,939
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$265,539	\$94,937	\$180,238	\$144,190	\$225,298
153020-Dean Architecture /Design	Group 1 (NCSU & UNC-CH)	12	\$302,848	\$180,696	\$241,772	\$193,418	\$302,215
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$229,283	\$153,192	\$191,238	\$152,990	\$239,047
153030-Dean Arts and Letters	Group 1 (NCSU & UNC-CH)	5	\$271,000	\$214,581	\$242,791	\$194,232	\$303,488
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$216,280	\$151,500	\$183,890	\$147,112	\$229,863
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$205,000	\$113,588	\$159,294	\$127,435	\$199,118
	Group 4 (FSU, UNC-P, WSSU)	5	\$144,200	\$94,449	\$119,325	\$95,460	\$149,156
	Group 5 (UNCSA, UNC-A)	5	\$136,990	\$89,727	\$113,358	\$90,687	\$141,698
153040-Dean Arts and Sciences	Group 1 (NCSU & UNC-CH)	10	\$391,454	\$200,000	\$295,727	\$236,582	\$369,659
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	26	\$291,773	\$151,376	\$221,575	\$177,260	\$276,968
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$244,700	\$114,460	\$179,580	\$143,664	\$224,475
	Group 4 (FSU, UNC-P, WSSU)	12	\$155,723	\$121,500	\$138,612	\$110,889	\$173,264
	Group 5 (UNCSA, UNC-A)	12	\$147,937	\$115,425	\$131,681	\$105,345	\$164,601
	Group 6 (ECSU, NCSSM))	5	\$181,480	\$110,000	\$145,740	\$116,592	\$182,175
153050-Dean Biological and Life Sciences	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$260,573	\$110,000	\$185,287	\$148,229	\$231,608
153060-Dean Business	Group 1 (NCSU & UNC-CH)	19	\$606,900	\$215,600	\$411,250	\$329,000	\$514,063
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$382,500	\$171,258	\$276,879	\$221,503	\$346,099
	Group 3 (ASU, NCCU, UNC-W, WCU)	36	\$250,000	\$120,990	\$185,495	\$148,396	\$231,869
	Group 4 (FSU, UNC-P, WSSU)	17	\$190,000	\$125,000	\$157,500	\$126,000	\$196,875
	Group 5 (UNCSA, UNC-A)	17	\$180,500	\$118,750	\$149,625	\$119,700	\$187,031


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

 UNIVERSITY OF NORTH CAROLINA <small>A SYSTEM OF HIGHER LEARNING</small>	CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
	Group 6 (ECU, NCSSM))	6	\$194,400	\$110,000	\$152,200	\$121,760	\$190,250
153080-Dean Continuing Education	Group 1 (NCSU & UNC-CH)	5	\$224,220	\$173,955	\$199,088	\$159,270	\$248,859
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$204,358	\$95,275	\$149,817	\$119,853	\$187,271
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$152,000	\$97,530	\$124,765	\$99,812	\$155,956
153100-Dean Dentistry	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$354,937	\$238,702	\$296,820	\$237,456	\$371,024
153120-Dean Education	Group 1 (NCSU & UNC-CH)	13	\$271,566	\$215,400	\$243,483	\$194,786	\$304,354
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$241,985	\$125,000	\$183,493	\$146,794	\$229,366
	Group 3 (ASU, NCCU, UNC-W, WCU)	33	\$192,468	\$114,460	\$153,464	\$122,771	\$191,830
	Group 4 (FSU, UNC-P, WSSU)	15	\$143,712	\$110,244	\$126,978	\$101,582	\$158,723
	Group 5 (UNC-SA, UNC-A)	15	\$136,526	\$104,732	\$120,629	\$96,503	\$150,786
	Group 6 (ECU, NCSSM))	7	\$145,642	\$95,000	\$120,321	\$96,257	\$150,401
153130-Dean Engineering	Group 1 (NCSU & UNC-CH)	14	\$400,000	\$264,783	\$332,392	\$265,913	\$415,489
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$305,000	\$175,812	\$240,406	\$192,325	\$300,508
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$288,000	\$133,486	\$210,743	\$168,594	\$263,429
153160-Dean Fine Arts	Group 1 (NCSU & UNC-CH)	5	\$262,013	\$210,000	\$236,007	\$188,805	\$295,008
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$250,750	\$155,000	\$202,875	\$162,300	\$253,594
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$175,008	\$115,000	\$145,004	\$116,003	\$181,255
153180-Dean Government / Public Affairs / Public Policy	Group 1 (NCSU & UNC-CH)	6	\$315,220	\$235,236	\$275,228	\$220,182	\$344,035
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$226,535	\$184,500	\$205,518	\$164,414	\$256,897
153190-Dean Graduate School	Group 1 (NCSU & UNC-CH)	14	\$363,822	\$181,400	\$272,611	\$218,089	\$340,764
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$247,127	\$123,380	\$185,254	\$148,203	\$231,567
	Group 3 (ASU, NCCU, UNC-W, WCU)	18	\$175,000	\$112,200	\$143,600	\$114,880	\$179,500
	Group 4 (FSU, UNC-P, WSSU)	6	\$134,500	\$101,422	\$117,961	\$94,369	\$147,451
	Group 5 (UNC-SA, UNC-A)	6	\$127,775	\$96,351	\$112,063	\$89,650	\$140,079
153200-Dean Health-Related Professions	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$232,300	\$137,935	\$185,118	\$148,094	\$231,397
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$178,524	\$124,200	\$151,362	\$121,090	\$189,203
153210-Dean Honors Program	Group 1 (NCSU & UNC-CH)	6	\$205,000	\$153,000	\$179,000	\$143,200	\$223,750
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$210,000	\$55,283	\$132,642	\$106,113	\$165,802
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$172,000	\$60,041	\$116,021	\$92,816	\$145,026
153220-Dean Humanities	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$177,554	\$130,296	\$153,925	\$123,140	\$192,406
153240-Dean Journalism and Mass Communication	Group 1 (NCSU & UNC-CH)	8	\$266,487	\$60,422	\$163,455	\$130,764	\$204,318
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$216,165	\$151,000	\$183,583	\$146,866	\$229,478
153250-Dean Law	Group 1 (NCSU & UNC-CH)	10	\$450,000	\$294,682	\$372,341	\$297,873	\$465,426


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

			2013-14	2013-14	2013-14	2014-15	2014-15	2014-15
CUPA Title			Number	Highest	Lowest	Midpoint	Projected	Projected
			of Peers	Salary	Salary	Salary	Minimum	Maximum
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	17	\$315,914	\$200,004	\$257,959	\$206,367	\$322,449	
<i>153260-Dean Library Science</i>	<i>Group 1 (NCSU & UNC-CH)</i>	7	\$246,897	\$210,000	\$228,449	\$182,759	\$285,561	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	20	\$201,630	\$113,574	\$157,602	\$126,082	\$197,003	
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	12	\$169,129	\$76,557	\$122,843	\$98,274	\$153,554	
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	5	\$157,500	\$90,000	\$123,750	\$99,000	\$154,688	
	<i>Group 5 (UNC-SA, UNC-A)</i>	5	\$149,625	\$85,500	\$117,563	\$94,050	\$146,953	
<i>153280-Dean Medicine</i>	<i>Group 1 (NCSU & UNC-CH)</i>	6	\$1,200,000	\$302,243	\$751,122	\$600,897	\$938,902	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	10	\$539,537	\$276,094	\$407,816	\$326,252	\$509,769	
<i>153300-Dean Nursing</i>	<i>Group 1 (NCSU & UNC-CH)</i>	10	\$380,858	\$86,420	\$233,639	\$186,911	\$292,049	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	23	\$274,246	\$112,722	\$193,484	\$154,787	\$241,855	
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	8	\$139,000	\$114,413	\$126,707	\$101,365	\$158,383	
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	5	\$139,297	\$110,687	\$124,992	\$99,994	\$156,240	
	<i>Group 5 (UNC-SA, UNC-A)</i>	5	\$132,332	\$105,153	\$118,742	\$94,994	\$148,428	
<i>153330-Dean Pharmacy</i>	<i>Group 1 (NCSU & UNC-CH)</i>	7	\$326,964	\$247,280	\$287,122	\$229,698	\$358,903	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	10	\$275,872	\$176,000	\$225,936	\$180,749	\$282,420	
<i>153350-Dean Public Health</i>	<i>Group 1 (NCSU & UNC-CH)</i>	8	\$564,574	\$179,055	\$371,815	\$297,452	\$464,768	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	11	\$310,459	\$196,738	\$253,599	\$202,879	\$316,998	
<i>153360-Dean Sciences</i>	<i>Group 1 (NCSU & UNC-CH)</i>	7	\$337,620	\$226,500	\$282,060	\$225,648	\$352,575	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	15	\$288,500	\$117,176	\$202,838	\$162,270	\$253,548	
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	17	\$205,008	\$120,364	\$162,686	\$130,149	\$203,358	
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	6	\$184,100	\$101,273	\$142,687	\$114,149	\$178,358	
	<i>Group 5 (UNC-SA, UNC-A)</i>	6	\$174,895	\$96,209	\$135,552	\$108,442	\$169,440	
<i>153380-Dean Social Work</i>	<i>Group 1 (NCSU & UNC-CH)</i>	5	\$280,500	\$73,605	\$177,053	\$141,642	\$221,316	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	9	\$244,515	\$171,035	\$207,775	\$166,220	\$259,719	
<i>153400-Dean Undergraduate Programs</i>	<i>Group 1 (NCSU & UNC-CH)</i>	7	\$270,000	\$170,310	\$220,155	\$176,124	\$275,194	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	12	\$243,350	\$68,295	\$155,823	\$124,658	\$194,778	
<i>153410-Dean Veterinary Medicine</i>	<i>Group 1 (NCSU & UNC-CH)</i>	10	\$305,000	\$182,840	\$243,920	\$195,136	\$304,900	
<i>155010-Dean of Students</i>	<i>Group 1 (NCSU & UNC-CH)</i>	9	\$202,933	\$125,000	\$163,967	\$131,173	\$204,958	
	<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	27	\$161,666	\$66,211	\$113,939	\$91,151	\$142,423	
	<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	17	\$139,766	\$67,188	\$103,477	\$82,782	\$129,346	
	<i>Group 4 (FSU, UNC-P, WSSU)</i>	10	\$137,333	\$46,511	\$91,922	\$73,538	\$114,903	
	<i>Group 5 (UNC-SA, UNC-A)</i>	10	\$130,466	\$44,185	\$87,326	\$69,861	\$109,157	
	<i>Group 6 (ECSU, NCSSM)</i>	5	\$122,884	\$79,180	\$101,032	\$80,826	\$126,290	


**Suggested Salary Ranges for CUPA-defined Administrative Positions
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 UNIVERSITY OF NORTH CAROLINA <small>A SYSTEM OF HIGHER LEARNING</small>		CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
161000-Chief Accounting Officer/Controller	Group 1 (NCSU & UNC-CH)	15	\$248,731	\$137,250	\$192,991	\$154,392	\$241,238	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$181,285	\$90,000	\$135,643	\$108,514	\$169,553	
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$144,960	\$76,554	\$110,757	\$88,606	\$138,446	
	Group 4 (FSU, UNC-P, WSSU)	16	\$110,000	\$66,000	\$88,000	\$70,400	\$110,000	
	Group 5 (UNCSA, UNC-A)	16	\$104,500	\$62,700	\$83,600	\$66,880	\$104,500	
	Group 6 (ECSU, NCSSM))	7	\$119,699	\$65,520	\$92,610	\$74,088	\$115,762	
162000-Chief Administration Officer	Group 1 (NCSU & UNC-CH)	5	\$305,000	\$246,000	\$275,500	\$220,400	\$344,375	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$248,255	\$160,008	\$204,132	\$163,305	\$255,164	
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$221,200	\$130,080	\$175,640	\$140,512	\$219,550	
163000-Chief Architect for the Institution	Group 1 (NCSU & UNC-CH)	12	\$183,416	\$99,117	\$141,267	\$113,013	\$176,583	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$154,500	\$72,597	\$113,549	\$90,839	\$141,936	
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$127,008	\$62,448	\$94,728	\$75,782	\$118,410	
164000-Chief Auxiliary Services Officer	Group 1 (NCSU & UNC-CH)	6	\$206,200	\$121,200	\$163,700	\$130,960	\$204,625	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$165,800	\$75,925	\$120,863	\$96,690	\$151,078	
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$150,000	\$76,760	\$113,380	\$90,704	\$141,725	
	Group 4 (FSU, UNC-P, WSSU)	8	\$105,000	\$72,100	\$88,550	\$70,840	\$110,688	
	Group 5 (UNCSA, UNC-A)	8	\$99,750	\$68,495	\$84,123	\$67,298	\$105,153	
165000-Chief Budget Officer	Group 1 (NCSU & UNC-CH)	13	\$242,822	\$114,672	\$178,747	\$142,998	\$223,434	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	29	\$168,136	\$80,000	\$124,068	\$99,254	\$155,085	
	Group 3 (ASU, NCCU, UNC-W, WCU)	30	\$135,000	\$70,646	\$102,823	\$82,258	\$128,529	
	Group 4 (FSU, UNC-P, WSSU)	10	\$113,990	\$71,196	\$92,593	\$74,074	\$115,741	
	Group 5 (UNCSA, UNC-A)	10	\$108,291	\$67,636	\$87,963	\$70,371	\$109,954	
	Group 6 (ECSU, NCSSM))	5	\$177,719	\$66,210	\$121,965	\$97,572	\$152,456	
166000-Chief Purchasing Officer	Group 1 (NCSU & UNC-CH)	17	\$180,763	\$103,848	\$142,306	\$113,844	\$177,882	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$135,963	\$71,040	\$103,502	\$82,801	\$129,377	
	Group 3 (ASU, NCCU, UNC-W, WCU)	30	\$112,000	\$55,234	\$83,617	\$66,894	\$104,521	
	Group 4 (FSU, UNC-P, WSSU)	13	\$92,796	\$58,452	\$75,624	\$60,499	\$94,530	
	Group 5 (UNCSA, UNC-A)	13	\$88,156	\$55,529	\$71,843	\$57,474	\$89,804	
	Group 6 (ECSU, NCSSM))	7	\$93,434	\$58,452	\$75,943	\$60,754	\$94,929	
167000-Chief Equal Opportunity / Affirmative Action Officer	Group 1 (NCSU & UNC-CH)	13	\$202,212	\$85,680	\$143,946	\$115,157	\$179,933	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$143,150	\$74,817	\$108,984	\$87,187	\$136,229	
	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$135,862	\$52,530	\$94,196	\$75,357	\$117,745	
	Group 4 (FSU, UNC-P, WSSU)	7	\$131,262	\$52,530	\$91,896	\$73,517	\$114,870	


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

 CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum	
	Group 5 (UNCSA, UNC-A)	7	\$124,699	\$49,904	\$87,301	\$69,841	\$109,127
168000-Chief Diversity Officer	Group 1 (NCSU & UNC-CH)	12	\$225,000	\$95,000	\$160,000	\$128,000	\$200,000
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$200,000	\$74,260	\$137,130	\$109,704	\$171,413
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$132,000	\$86,026	\$109,013	\$87,210	\$136,266
169010-Chief Veterinary Hospital Administrator	Group 1 (NCSU & UNC-CH)	5	\$196,500	\$102,473	\$149,487	\$119,589	\$186,858
171000-Chief Student Admissions Officer	Group 1 (NCSU & UNC-CH)	16	\$240,000	\$94,000	\$167,000	\$133,600	\$208,750
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$145,000	\$70,005	\$107,503	\$86,002	\$134,378
	Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$124,968	\$63,519	\$94,244	\$75,395	\$117,804
	Group 4 (FSU, UNC-P, WSSU)	18	\$83,179	\$48,218	\$65,699	\$52,559	\$82,123
	Group 5 (UNCSA, UNC-A)	18	\$79,020	\$45,807	\$62,414	\$49,931	\$78,017
	Group 6 (ECSU, NCSSM))	7	\$113,300	\$59,123	\$86,212	\$68,969	\$107,764
172000-Chief Student Financial Aid Officer	Group 1 (NCSU & UNC-CH)	19	\$191,265	\$95,000	\$143,133	\$114,506	\$178,916
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$143,958	\$59,800	\$101,879	\$81,503	\$127,349
	Group 3 (ASU, NCCU, UNC-W, WCU)	37	\$120,805	\$55,412	\$88,109	\$70,487	\$110,136
	Group 4 (FSU, UNC-P, WSSU)	21	\$99,600	\$55,000	\$77,300	\$61,840	\$96,625
	Group 5 (UNCSA, UNC-A)	21	\$94,620	\$52,250	\$73,435	\$58,748	\$91,794
	Group 6 (ECSU, NCSSM))	7	\$81,581	\$61,500	\$71,541	\$57,232	\$89,426
173000-Chief Student Registration / Records Officer	Group 1 (NCSU & UNC-CH)	18	\$179,220	\$90,619	\$134,920	\$107,936	\$168,649
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$137,921	\$70,488	\$104,205	\$83,364	\$130,256
	Group 3 (ASU, NCCU, UNC-W, WCU)	34	\$128,623	\$63,776	\$96,200	\$76,960	\$120,249
	Group 4 (FSU, UNC-P, WSSU)	19	\$101,151	\$58,140	\$79,646	\$63,716	\$99,557
	Group 5 (UNCSA, UNC-A)	19	\$96,093	\$55,233	\$75,663	\$60,531	\$94,579
	Group 6 (ECSU, NCSSM))	7	\$85,417	\$57,095	\$71,256	\$57,005	\$89,070
175000-Chief Technology Transfer Officer	Group 1 (NCSU & UNC-CH)	10	\$267,278	\$125,493	\$196,386	\$157,108	\$245,482
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$182,800	\$68,291	\$125,546	\$100,436	\$156,932
176000-Chief Sponsored Research/Programs Administrator	Group 1 (NCSU & UNC-CH)	12	\$291,204	\$128,752	\$209,978	\$167,982	\$262,473
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	38	\$175,350	\$55,777	\$115,564	\$92,451	\$144,454
	Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$140,795	\$57,414	\$99,105	\$79,284	\$123,881
	Group 4 (FSU, UNC-P, WSSU)	13	\$112,700	\$55,000	\$83,850	\$67,080	\$104,813
	Group 5 (UNCSA, UNC-A)	13	\$107,065	\$52,250	\$79,658	\$63,726	\$99,572
	Group 6 (ECSU, NCSSM))	6	\$101,144	\$55,176	\$78,160	\$62,528	\$97,700
177000-Chief Contracts and Grants Administrator	Group 1 (NCSU & UNC-CH)	7	\$162,600	\$104,060	\$133,330	\$106,664	\$166,663
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$125,904	\$54,189	\$90,047	\$72,037	\$112,558


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

 CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum	
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$114,173	\$55,184	\$84,679	\$67,743	\$105,848
177100-Deputy Chief Library Officer	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$112,000	\$84,015	\$98,008	\$78,406	\$122,509
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$127,829	\$56,736	\$92,283	\$73,826	\$115,353
179010-"Deputy Chief, Student Affairs"	Group 1 (NCSU & UNC-CH)	10	\$223,000	\$133,302	\$178,151	\$142,521	\$222,689
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$167,054	\$78,993	\$123,024	\$98,419	\$153,779
	Group 3 (ASU, NCCU, UNC-W, WCU)	19	\$147,900	\$85,150	\$116,525	\$93,220	\$145,656
	Group 4 (FSU, UNC-P, WSSU)	5	\$157,600	\$96,870	\$127,235	\$101,788	\$159,044
	Group 5 (UNCSA, UNC-A)	5	\$149,720	\$92,027	\$120,873	\$96,699	\$151,092
179030-Deputy Chief Research Officer	Group 1 (NCSU & UNC-CH)	6	\$358,750	\$169,977	\$264,364	\$211,491	\$330,454
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$214,248	\$111,440	\$162,844	\$130,275	\$203,555
181000-Deputy Provost	Group 1 (NCSU & UNC-CH)	13	\$323,535	\$153,288	\$238,412	\$190,729	\$298,014
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$237,202	\$102,758	\$169,980	\$135,984	\$212,475
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$196,348	\$124,000	\$160,174	\$128,139	\$200,218
	Group 4 (FSU, UNC-P, WSSU)	5	\$199,600	\$118,759	\$159,180	\$127,344	\$198,974
	Group 5 (UNCSA, UNC-A)	5	\$189,620	\$112,821	\$151,221	\$120,976	\$189,026
183000-Assoc Provost	Group 1 (NCSU & UNC-CH)	11	\$236,000	\$159,128	\$197,564	\$158,051	\$246,955
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$200,000	\$117,258	\$158,629	\$126,903	\$198,286
	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$183,924	\$93,050	\$138,487	\$110,790	\$173,109
	Group 4 (FSU, UNC-P, WSSU)	9	\$151,954	\$95,000	\$123,477	\$98,782	\$154,346
	Group 5 (UNCSA, UNC-A)	9	\$144,356	\$90,250	\$117,303	\$93,843	\$146,629
	Group 6 (ECSU, NCSSM))	7	\$105,804	\$82,644	\$94,224	\$75,379	\$117,780
185000-Asst Provost	Group 1 (NCSU & UNC-CH)	8	\$195,415	\$104,591	\$150,003	\$120,002	\$187,504
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$164,435	\$71,750	\$118,093	\$94,474	\$147,616
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$133,294	\$91,200	\$112,247	\$89,798	\$140,309
187020-Chief of Staff to System or Institution CEO	Group 1 (NCSU & UNC-CH)	14	\$318,840	\$100,997	\$209,919	\$167,935	\$262,398
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$200,000	\$92,065	\$146,033	\$116,826	\$182,541
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$175,000	\$88,064	\$131,532	\$105,226	\$164,415
	Group 4 (FSU, UNC-P, WSSU)	5	\$197,021	\$104,040	\$150,531	\$120,424	\$188,163
	Group 5 (UNCSA, UNC-A)	5	\$187,170	\$98,838	\$143,004	\$114,403	\$178,755
194010-Deputy Chief Financial Officer	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$176,134	\$72,212	\$124,173	\$99,338	\$155,216
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$121,800	\$93,000	\$107,400	\$85,920	\$134,250
194020-Deputy Chief Facilities Officer	Group 1 (NCSU & UNC-CH)	9	\$156,750	\$101,570	\$129,160	\$103,328	\$161,450
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$141,000	\$66,289	\$103,645	\$82,916	\$129,556


**Suggested Salary Ranges for CUPA-defined Administrative Positions
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 CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum	
	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$126,270	\$54,880	\$90,575	\$72,460	\$113,219
	Group 4 (FSU, UNC-P, WSSU)	12	\$94,550	\$63,214	\$78,882	\$63,106	\$98,603
	Group 5 (UNC-SA, UNC-A)	12	\$89,823	\$60,053	\$74,938	\$59,950	\$93,672
194030-Deputy Chief HR Officer	Group 1 (NCSU & UNC-CH)	10	\$157,080	\$98,800	\$127,940	\$102,352	\$159,925
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$145,082	\$71,403	\$108,243	\$86,594	\$135,303
	Group 3 (ASU, NCCU, UNC-W, WCU)	24	\$117,080	\$47,672	\$82,376	\$65,901	\$102,970
	Group 4 (FSU, UNC-P, WSSU)	8	\$91,271	\$49,100	\$70,186	\$56,148	\$87,732
	Group 5 (UNC-SA, UNC-A)	8	\$86,707	\$46,645	\$66,676	\$53,341	\$83,345
194040-Deputy Chief Information / IT Officer	Group 1 (NCSU & UNC-CH)	9	\$182,936	\$130,449	\$156,693	\$125,354	\$195,866
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$180,566	\$101,760	\$141,163	\$112,930	\$176,454
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$171,846	\$95,673	\$133,760	\$107,008	\$167,199
	Group 4 (FSU, UNC-P, WSSU)	9	\$153,480	\$61,560	\$107,520	\$86,016	\$134,400
	Group 5 (UNC-SA, UNC-A)	9	\$145,806	\$58,482	\$102,144	\$81,715	\$127,680
194050-Deputy Chief Athletics Officer	Group 1 (NCSU & UNC-CH)	14	\$238,700	\$96,468	\$167,584	\$134,067	\$209,480
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$141,050	\$54,350	\$97,700	\$78,160	\$122,125
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$129,780	\$50,000	\$89,890	\$71,912	\$112,363
	Group 4 (FSU, UNC-P, WSSU)	8	\$107,500	\$41,118	\$74,309	\$59,447	\$92,886
	Group 5 (UNC-SA, UNC-A)	8	\$102,125	\$39,062	\$70,594	\$56,475	\$88,242
	Group 6 (ECU, NCSSM))	5	\$97,850	\$55,620	\$76,735	\$61,388	\$95,919
194060-Deputy Chief Advancement/Development Officer	Group 1 (NCSU & UNC-CH)	8	\$350,000	\$177,929	\$263,965	\$211,172	\$329,956
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$191,000	\$97,000	\$144,000	\$115,200	\$180,000
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$171,500	\$59,003	\$115,252	\$92,201	\$144,064
	Group 4 (FSU, UNC-P, WSSU)	6	\$123,600	\$75,248	\$99,424	\$79,539	\$124,280
	Group 5 (UNC-SA, UNC-A)	6	\$117,420	\$71,486	\$94,453	\$75,562	\$118,066
194150-Deputy Chief Budget Officer	Group 1 (NCSU & UNC-CH)	6	\$155,000	\$88,873	\$121,937	\$97,549	\$152,421
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$132,613	\$70,083	\$101,348	\$81,078	\$126,685
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$90,000	\$61,967	\$75,984	\$60,787	\$94,979
196010-Bursar	Group 1 (NCSU & UNC-CH)	8	\$151,874	\$90,230	\$121,052	\$96,842	\$151,315
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$115,360	\$51,000	\$83,180	\$66,544	\$103,975
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$119,884	\$44,431	\$82,158	\$65,726	\$102,697
	Group 4 (FSU, UNC-P, WSSU)	17	\$97,842	\$43,824	\$70,833	\$56,666	\$88,541
	Group 5 (UNC-SA, UNC-A)	17	\$92,950	\$41,633	\$67,291	\$53,833	\$84,114
196020-Chief Campus Bookstore Administrator	Group 1 (NCSU & UNC-CH)	6	\$139,989	\$65,584	\$102,787	\$82,229	\$128,483


**Suggested Salary Ranges for CUPA-defined Administrative Positions
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 UNIVERSITY OF NORTH CAROLINA <small>A SYSTEM OF HIGHER LEARNING</small>		CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$97,567	\$66,180	\$81,874	\$65,499	\$102,342	
	Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$98,580	\$58,144	\$78,362	\$62,690	\$97,953	
	Group 6 (ECSU, NCSSM))	5	\$67,559	\$36,050	\$51,805	\$41,444	\$64,756	
196030-Chief Campus Continuing Education Administrator	Group 1 (NCSU & UNC-CH)	8	\$191,514	\$81,445	\$136,480	\$109,184	\$170,599	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$125,490	\$60,596	\$93,043	\$74,434	\$116,304	
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$122,770	\$52,843	\$87,807	\$70,245	\$109,758	
	Group 4 (FSU, UNC-P, WSSU)	7	\$88,904	\$54,570	\$71,737	\$57,390	\$89,671	
	Group 5 (UNCSA, UNC-A)	7	\$84,459	\$51,842	\$68,150	\$54,520	\$85,188	
196040-Chief Campus Distance Education Administrator	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$171,600	\$54,930	\$113,265	\$90,612	\$141,581	
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$150,000	\$51,890	\$100,945	\$80,756	\$126,181	
	Group 4 (FSU, UNC-P, WSSU)	5	\$76,666	\$54,349	\$65,508	\$52,406	\$81,884	
	Group 5 (UNCSA, UNC-A)	5	\$72,833	\$51,632	\$62,232	\$49,786	\$77,790	
196050-Chief Campus International Education Administrator	Group 1 (NCSU & UNC-CH)	11	\$235,620	\$94,205	\$164,913	\$131,930	\$206,141	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$146,707	\$59,295	\$103,001	\$82,401	\$128,751	
	Group 3 (ASU, NCCU, UNC-W, WCU)	24	\$119,657	\$68,000	\$93,829	\$75,063	\$117,286	
	Group 4 (FSU, UNC-P, WSSU)	9	\$136,000	\$45,000	\$90,500	\$72,400	\$113,125	
	Group 5 (UNCSA, UNC-A)	9	\$129,200	\$42,750	\$85,975	\$68,780	\$107,469	
196051-Chief Camps International Studies Education Administrator	Group 1 (NCSU & UNC-CH)	6	\$122,400	\$84,516	\$103,458	\$82,766	\$129,323	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$124,000	\$55,829	\$89,915	\$71,932	\$112,393	
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$87,565	\$62,620	\$75,093	\$60,074	\$93,866	
196060-Chief Environmental Health and Safety Administrator	Group 1 (NCSU & UNC-CH)	18	\$211,700	\$112,382	\$162,041	\$129,633	\$202,551	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$139,590	\$61,588	\$100,589	\$80,471	\$125,736	
	Group 3 (ASU, NCCU, UNC-W, WCU)	21	\$132,239	\$52,850	\$92,545	\$74,036	\$115,681	
196070-Chief Campus Risk Management & Insurance Administrator	Group 1 (NCSU & UNC-CH)	10	\$184,068	\$72,870	\$128,469	\$102,775	\$160,586	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$132,000	\$47,840	\$89,920	\$71,936	\$112,400	
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$117,417	\$51,625	\$84,521	\$67,617	\$105,651	
196080-Chief Campus Security Administrator / Police Chief	Group 1 (NCSU & UNC-CH)	19	\$236,218	\$101,100	\$168,659	\$134,927	\$210,824	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	42	\$167,200	\$69,754	\$118,477	\$94,782	\$148,096	
	Group 3 (ASU, NCCU, UNC-W, WCU)	33	\$131,040	\$67,899	\$99,470	\$79,576	\$124,337	
	Group 4 (FSU, UNC-P, WSSU)	21	\$96,200	\$46,681	\$71,441	\$57,152	\$89,301	
	Group 5 (UNCSA, UNC-A)	21	\$91,390	\$44,347	\$67,868	\$54,295	\$84,836	
	Group 6 (ECSU, NCSSM))	7	\$105,000	\$50,000	\$77,500	\$62,000	\$96,875	


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

 UNIVERSITY OF NORTH CAROLINA A SYSTEM OF HIGHER LEARNING		CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
196085-Deputy Chief Campus Security Administrator / Assistant Police Chief	Group 1 (NCSU & UNC-CH)	11	\$146,853	\$88,283	\$117,568	\$94,054	\$146,960	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$120,000	\$57,026	\$88,513	\$70,810	\$110,641	
	Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$103,600	\$47,890	\$75,745	\$60,596	\$94,681	
	Group 4 (FSU, UNC-P, WSSU)	6	\$80,100	\$47,949	\$64,025	\$51,220	\$80,031	
	Group 5 (UNCSA, UNC-A)	6	\$76,095	\$45,552	\$60,823	\$48,659	\$76,029	
196090-Chief Campus Parking / Transportation Administrator	Group 1 (NCSU & UNC-CH)	14	\$165,714	\$91,522	\$128,618	\$102,894	\$160,773	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$124,884	\$49,121	\$87,003	\$69,602	\$108,753	
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$93,800	\$37,188	\$65,494	\$52,395	\$81,868	
196100-Chief Campus Employment Administrator	Group 1 (NCSU & UNC-CH)	7	\$144,228	\$72,987	\$108,608	\$86,886	\$135,759	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$96,141	\$51,696	\$73,919	\$59,135	\$92,398	
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$94,500	\$43,174	\$68,837	\$55,070	\$86,046	
196110-Chief Campus Payroll Administrator	Group 1 (NCSU & UNC-CH)	11	\$150,000	\$64,642	\$107,321	\$85,857	\$134,151	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	34	\$107,072	\$48,960	\$78,016	\$62,413	\$97,520	
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$103,576	\$40,881	\$72,229	\$57,783	\$90,286	
	Group 4 (FSU, UNC-P, WSSU)	14	\$90,867	\$42,489	\$66,678	\$53,342	\$83,348	
	Group 5 (UNCSA, UNC-A)	14	\$86,324	\$40,365	\$63,344	\$50,675	\$79,180	
196120-Chief Campus Benefits Administrator	Group 1 (NCSU & UNC-CH)	12	\$202,625	\$77,884	\$140,255	\$112,204	\$175,318	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$106,186	\$52,968	\$79,577	\$63,662	\$99,471	
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$92,604	\$41,302	\$66,953	\$53,562	\$83,691	
	Group 4 (FSU, UNC-P, WSSU)	8	\$72,000	\$35,755	\$53,878	\$43,102	\$67,347	
	Group 5 (UNCSA, UNC-A)	8	\$68,400	\$33,967	\$51,184	\$40,947	\$63,980	
196130-Chief Campus Employee Relations Administrator	Group 1 (NCSU & UNC-CH)	7	\$160,000	\$75,000	\$117,500	\$94,000	\$146,875	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$122,508	\$56,138	\$89,323	\$71,458	\$111,654	
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$94,500	\$43,230	\$68,865	\$55,092	\$86,081	
196140-Chief Campus Classification & Compensation Administrator	Group 1 (NCSU & UNC-CH)	9	\$197,172	\$65,000	\$131,086	\$104,869	\$163,858	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$112,100	\$54,054	\$83,077	\$66,462	\$103,846	
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$92,429	\$41,400	\$66,915	\$53,532	\$83,643	
196150-Chief Campus HR Information Systems Administrator	Group 1 (NCSU & UNC-CH)	6	\$163,680	\$80,113	\$121,897	\$97,517	\$152,371	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	18	\$101,000	\$52,000	\$76,500	\$61,200	\$95,625	
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$90,000	\$52,150	\$71,075	\$56,860	\$88,844	
196160-Chief Campus Training & Development Administrator	Group 1 (NCSU & UNC-CH)	13	\$171,068	\$87,865	\$129,467	\$103,573	\$161,833	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$101,860	\$43,680	\$72,770	\$58,216	\$90,963	
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$106,607	\$54,774	\$80,691	\$64,552	\$100,863	


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 CUPA Title		2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
196170-Chief Campus Food / Dining Services Administrator	Group 1 (NCSU & UNC-CH)	9	\$165,344	\$91,390	\$128,367	\$102,694	\$160,459
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$121,892	\$71,700	\$96,796	\$77,437	\$120,995
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$121,000	\$85,850	\$103,425	\$82,740	\$129,281
196175-Deputy Chief Campus Food / Dining Services Administrator	Group 1 (NCSU & UNC-CH)	6	\$90,950	\$75,485	\$83,218	\$66,574	\$104,022
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$105,000	\$72,926	\$88,963	\$71,170	\$111,204
196180-Chief Campus Research Park Administrator	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$309,300	\$68,849	\$189,075	\$151,260	\$236,343
196190-Chief Campus Real Estate Administrator	Group 1 (NCSU & UNC-CH)	9	\$269,566	\$98,513	\$184,040	\$147,232	\$230,049
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$170,609	\$69,389	\$119,999	\$95,999	\$149,999
196200-Chief Campus Energy and Utilities Administrator	Group 1 (NCSU & UNC-CH)	8	\$187,138	\$93,738	\$140,438	\$112,350	\$175,548
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$107,625	\$58,984	\$83,305	\$66,644	\$104,131
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$108,619	\$59,807	\$84,213	\$67,370	\$105,266
196210-Chief Campus Telecommunications / Networking Administrator	Group 1 (NCSU & UNC-CH)	10	\$187,716	\$130,033	\$158,875	\$127,100	\$198,593
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	29	\$149,106	\$67,018	\$108,062	\$86,450	\$135,078
	Group 3 (ASU, NCCU, UNC-W, WCU)	22	\$132,000	\$56,886	\$94,443	\$75,554	\$118,054
	Group 4 (FSU, UNC-P, WSSU)	11	\$138,900	\$61,500	\$100,200	\$80,160	\$125,250
	Group 5 (UNCSA, UNC-A)	11	\$131,955	\$58,425	\$95,190	\$76,152	\$118,988
196220-Chief Campus Enterprise Applications Administrator	Group 1 (NCSU & UNC-CH)	10	\$204,000	\$137,360	\$170,680	\$136,544	\$213,350
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$139,000	\$76,625	\$107,813	\$86,250	\$134,766
	Group 3 (ASU, NCCU, UNC-W, WCU)	18	\$130,072	\$67,161	\$98,617	\$78,893	\$123,271
	Group 4 (FSU, UNC-P, WSSU)	5	\$115,000	\$77,953	\$96,477	\$77,181	\$120,596
	Group 5 (UNCSA, UNC-A)	5	\$109,250	\$74,055	\$91,653	\$73,322	\$114,566
196230-Chief Campus Academic Computing/Instructional Technology Administrator	Group 1 (NCSU & UNC-CH)	7	\$178,785	\$82,400	\$130,593	\$104,474	\$163,241
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$126,546	\$75,792	\$101,169	\$80,935	\$126,461
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$151,000	\$69,184	\$110,092	\$88,074	\$137,615
	Group 4 (FSU, UNC-P, WSSU)	6	\$135,900	\$78,043	\$106,972	\$85,577	\$133,714
	Group 5 (UNCSA, UNC-A)	6	\$129,105	\$74,141	\$101,623	\$81,298	\$127,029
196240-Chief Campus Administrative Computing Administrator	Group 1 (NCSU & UNC-CH)	5	\$182,711	\$115,880	\$149,296	\$119,436	\$186,619
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$145,502	\$76,109	\$110,806	\$88,644	\$138,507
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$140,977	\$72,840	\$106,909	\$85,527	\$133,636
196250-Chief Campus Research Computing Administrator	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$194,862	\$77,664	\$136,263	\$109,010	\$170,329
196260-Chief Campus IT Security Administrator	Group 1 (NCSU & UNC-CH)	10	\$202,755	\$117,448	\$160,102	\$128,081	\$200,127
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	31	\$128,000	\$59,533	\$93,767	\$75,013	\$117,208


**Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers**

			2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
	CUPA Title							
		<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	15	\$117,267	\$63,632	\$90,450	\$72,360	\$113,062
196280-Chief Campus Student Activities Administrator		<i>Group 1 (NCSU & UNC-CH)</i>	10	\$118,800	\$61,894	\$90,347	\$72,278	\$112,934
		<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	27	\$103,122	\$45,024	\$74,073	\$59,258	\$92,591
		<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	19	\$100,120	\$43,350	\$71,735	\$57,388	\$89,669
		<i>Group 4 (FSU, UNC-P, WSSU)</i>	12	\$78,043	\$43,350	\$60,697	\$48,557	\$75,871
		<i>Group 5 (UNCSA, UNC-A)</i>	12	\$74,141	\$41,183	\$57,662	\$46,129	\$72,077
		<i>Group 6 (ECSU, NCSSM))</i>	5	\$66,632	\$52,530	\$59,581	\$47,665	\$74,476
196300-Chief Campus Student Center Administrator		<i>Group 1 (NCSU & UNC-CH)</i>	11	\$172,121	\$90,254	\$131,188	\$104,950	\$163,984
		<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	21	\$114,338	\$55,285	\$84,812	\$67,849	\$106,014
		<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	21	\$103,123	\$51,543	\$77,333	\$61,866	\$96,666
		<i>Group 4 (FSU, UNC-P, WSSU)</i>	9	\$71,658	\$55,000	\$63,329	\$50,663	\$79,161
		<i>Group 5 (UNCSA, UNC-A)</i>	9	\$68,075	\$52,250	\$60,163	\$48,130	\$75,203
		<i>Group 6 (ECSU, NCSSM))</i>	5	\$71,658	\$42,945	\$57,302	\$45,841	\$71,627
196310-Chief Campus Greek Life Administrator		<i>Group 1 (NCSU & UNC-CH)</i>	10	\$82,555	\$45,382	\$63,969	\$51,175	\$79,961
		<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	14	\$74,000	\$32,112	\$53,056	\$42,445	\$66,320
		<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	8	\$76,782	\$38,273	\$57,528	\$46,022	\$71,909
196320-Chief Campus Academic Advising Administrator		<i>Group 1 (NCSU & UNC-CH)</i>	7	\$110,980	\$78,761	\$94,871	\$75,896	\$118,588
		<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	20	\$110,292	\$48,062	\$79,177	\$63,342	\$98,971
		<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	22	\$120,000	\$47,316	\$83,658	\$66,926	\$104,573
		<i>Group 4 (FSU, UNC-P, WSSU)</i>	8	\$102,789	\$43,285	\$73,037	\$58,430	\$91,296
		<i>Group 5 (UNCSA, UNC-A)</i>	8	\$97,650	\$41,121	\$69,385	\$55,508	\$86,731
196330-Chief Campus Career Services Administrator		<i>Group 1 (NCSU & UNC-CH)</i>	14	\$150,000	\$82,843	\$116,422	\$93,137	\$145,527
		<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	32	\$104,085	\$56,000	\$80,043	\$64,034	\$100,053
		<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	28	\$102,672	\$65,210	\$83,941	\$67,153	\$104,926
		<i>Group 4 (FSU, UNC-P, WSSU)</i>	19	\$82,931	\$37,392	\$60,162	\$48,129	\$75,202
		<i>Group 5 (UNCSA, UNC-A)</i>	19	\$78,784	\$35,522	\$57,153	\$45,723	\$71,442
		<i>Group 6 (ECSU, NCSSM))</i>	6	\$73,515	\$50,000	\$61,758	\$49,406	\$77,197
196340-Chief Campus Student Counseling Center Administrator		<i>Group 1 (NCSU & UNC-CH)</i>	16	\$158,839	\$92,202	\$125,521	\$100,416	\$156,901
		<i>Group 2 (ECU, NCA&T, UNC-C, UNC-G)</i>	35	\$133,016	\$66,211	\$99,614	\$79,691	\$124,517
		<i>Group 3 (ASU, NCCU, UNC-W, WCU)</i>	27	\$122,001	\$56,794	\$89,398	\$71,518	\$111,747
		<i>Group 4 (FSU, UNC-P, WSSU)</i>	14	\$102,789	\$54,106	\$78,448	\$62,758	\$98,059
		<i>Group 5 (UNCSA, UNC-A)</i>	14	\$97,650	\$51,401	\$74,525	\$59,620	\$93,156


**Suggested Salary Ranges for CUPA-defined Administrative Positions
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 UNIVERSITY OF NORTH CAROLINA <small>A SYSTEM OF HIGHER LEARNING</small>		CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
196350-Chief Campus Student Health Center - Non-Medical Administrator	Group 1 (NCSU & UNC-CH)	6	\$176,420	\$85,613	\$131,017	\$104,813	\$163,771	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$171,700	\$80,410	\$126,055	\$100,844	\$157,569	
	Group 3 (ASU, NCCU, UNC-W, WCU)	12	\$101,000	\$70,818	\$85,909	\$68,727	\$107,386	
196354-Chief Campus Student Health Center - Physician Administrator	Group 1 (NCSU & UNC-CH)	12	\$244,800	\$144,422	\$194,611	\$155,689	\$243,264	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$207,050	\$107,110	\$157,080	\$125,664	\$196,350	
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$200,000	\$106,346	\$153,173	\$122,538	\$191,466	
196355-Chief Campus Student Health Center - Nurse / Nurse Practitioner Administrator	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$108,200	\$55,564	\$81,882	\$65,506	\$102,353	
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$93,416	\$59,214	\$76,315	\$61,052	\$95,394	
	Group 4 (FSU, UNC-P, WSSU)	8	\$93,416	\$58,733	\$76,075	\$60,860	\$95,093	
	Group 5 (UNCSA, UNC-A)	8	\$88,745	\$55,796	\$72,271	\$57,817	\$90,338	
196360-Chief Campus Student Housing Administrator	Group 1 (NCSU & UNC-CH)	13	\$160,200	\$109,242	\$134,721	\$107,777	\$168,401	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$133,448	\$61,944	\$97,696	\$78,157	\$122,120	
	Group 3 (ASU, NCCU, UNC-W, WCU)	29	\$109,416	\$56,457	\$82,937	\$66,349	\$103,671	
	Group 4 (FSU, UNC-P, WSSU)	18	\$99,209	\$58,615	\$78,912	\$63,130	\$98,640	
	Group 5 (UNCSA, UNC-A)	18	\$94,249	\$55,684	\$74,966	\$59,973	\$93,708	
	Group 6 (ECSU, NCSSM))	8	\$91,077	\$37,406	\$64,242	\$51,393	\$80,302	
196370-Chief Campus Annual Giving Administrator	Group 1 (NCSU & UNC-CH)	9	\$164,836	\$78,386	\$121,611	\$97,289	\$152,014	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$95,835	\$45,023	\$70,429	\$56,343	\$88,036	
	Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$103,668	\$49,400	\$76,534	\$61,227	\$95,668	
	Group 4 (FSU, UNC-P, WSSU)	7	\$80,880	\$41,790	\$61,335	\$49,068	\$76,669	
	Group 5 (UNCSA, UNC-A)	7	\$76,836	\$39,701	\$58,268	\$46,615	\$72,835	
	Group 6 (ECSU, NCSSM))	5	\$71,400	\$47,186	\$59,293	\$47,434	\$74,116	
196380-Chief Campus Corporate/Foundation Relations Administrator	Group 1 (NCSU & UNC-CH)	12	\$200,004	\$94,790	\$147,397	\$117,918	\$184,246	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$147,104	\$75,000	\$111,052	\$88,842	\$138,815	
	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$130,493	\$56,139	\$93,316	\$74,653	\$116,645	
	Group 6 (ECSU, NCSSM))	5	\$94,860	\$69,653	\$82,257	\$65,805	\$102,821	
196390-Chief Campus Planned Giving Administrator	Group 1 (NCSU & UNC-CH)	9	\$193,370	\$137,088	\$165,229	\$132,183	\$206,536	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$137,235	\$65,890	\$101,563	\$81,250	\$126,953	
	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$144,942	\$56,100	\$100,521	\$80,417	\$125,651	
196400-Chief Campus Alumni Affairs Administrator	Group 1 (NCSU & UNC-CH)	10	\$239,861	\$133,600	\$186,731	\$149,384	\$233,413	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$158,000	\$52,469	\$105,235	\$84,188	\$131,543	
	Group 3 (ASU, NCCU, UNC-W, WCU)	29	\$128,657	\$51,500	\$90,079	\$72,063	\$112,598	
	Group 4 (FSU, UNC-P, WSSU)	15	\$97,165	\$50,000	\$73,583	\$58,866	\$91,978	


**Suggested Salary Ranges for CUPA-defined Administrative Positions
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 UNIVERSITY OF NORTH CAROLINA <small>A SYSTEM OF HIGHER LEARNING</small>		CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
		Group 5 (UNCSA, UNC-A)	15	\$92,307	\$47,500	\$69,903	\$55,923	\$87,379
		Group 6 (ECSU, NCSSM))	8	\$92,257	\$47,240	\$69,749	\$55,799	\$87,186
196410-Chief Campus Major Gifts Administrator		Group 1 (NCSU & UNC-CH)	8	\$192,249	\$127,000	\$159,625	\$127,700	\$199,531
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$146,000	\$75,205	\$110,603	\$88,482	\$138,253
		Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$109,262	\$66,000	\$87,631	\$70,105	\$109,539
196420-Chief Campus Donor Relations Administrator		Group 1 (NCSU & UNC-CH)	5	\$115,000	\$68,060	\$91,530	\$73,224	\$114,413
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$115,819	\$45,654	\$80,737	\$64,589	\$100,921
		Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$80,508	\$36,425	\$58,467	\$46,773	\$73,083
196430-Chief Campus Advancement Services Administrator		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$130,000	\$56,208	\$93,104	\$74,483	\$116,380
		Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$115,000	\$50,000	\$82,500	\$66,000	\$103,125
196444-Chief Campus Federal Government / Legislative Liaison		Group 1 (NCSU & UNC-CH)	11	\$276,384	\$142,881	\$209,633	\$167,706	\$262,041
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$158,301	\$90,024	\$124,163	\$99,330	\$155,203
196445-Chief Campus State & Local Government / Legislative Liaison		Group 1 (NCSU & UNC-CH)	9	\$200,500	\$92,039	\$146,270	\$117,016	\$182,837
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$175,000	\$77,265	\$126,133	\$100,906	\$157,666
		Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$150,130	\$67,000	\$108,565	\$86,852	\$135,706
196460-Chief Campus Marketing Administrator		Group 1 (NCSU & UNC-CH)	7	\$183,600	\$101,311	\$142,456	\$113,964	\$178,069
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$140,810	\$62,060	\$101,435	\$81,148	\$126,794
		Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$110,026	\$81,584	\$95,805	\$76,644	\$119,756
		Group 4 (FSU, UNC-P, WSSU)	5	\$80,035	\$53,780	\$66,908	\$53,526	\$83,634
		Group 5 (UNCSA, UNC-A)	5	\$76,033	\$51,091	\$63,562	\$50,850	\$79,453
196470-Chief Campus Publications Administrator		Group 1 (NCSU & UNC-CH)	9	\$161,670	\$74,624	\$118,147	\$94,518	\$147,684
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$124,250	\$44,074	\$84,162	\$67,330	\$105,203
		Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$101,672	\$57,730	\$79,701	\$63,761	\$99,626
196490-Chief Campus Study-Abroad Administrator		Group 1 (NCSU & UNC-CH)	11	\$118,473	\$72,500	\$95,487	\$76,389	\$119,358
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$85,000	\$43,492	\$64,246	\$51,397	\$80,308
		Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$94,399	\$35,500	\$64,950	\$51,960	\$81,187
301030-"Chief Business Affairs Officer, College/Division"		Group 1 (NCSU & UNC-CH)	7	\$177,373	\$83,865	\$130,619	\$104,495	\$163,274
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$127,594	\$65,099	\$96,347	\$77,077	\$120,433
		Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$118,610	\$77,655	\$98,133	\$78,506	\$122,666
301040-"Chief HR Officer, College/ Division"		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$136,986	\$58,507	\$97,747	\$78,197	\$122,183
304010-"Assoc/Asst Dean, Agriculture"		Group 1 (NCSU & UNC-CH)	10	\$205,323	\$146,395	\$175,859	\$140,687	\$219,824
		Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$164,465	\$101,940	\$133,203	\$106,562	\$166,503
304020-"Assoc/Asst Dean, Architecture/Design"		Group 1 (NCSU & UNC-CH)	7	\$170,445	\$109,583	\$140,014	\$112,011	\$175,018

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 CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum	
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$146,983	\$80,878	\$113,931	\$91,144	\$142,413
304030-"Assoc/Asst Dean, Arts and Letters"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$136,566	\$82,374	\$109,470	\$87,576	\$136,838
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$130,027	\$93,300	\$111,664	\$89,331	\$139,579
304040-"Assoc/Asst Dean, Arts and Sciences"	Group 1 (NCSU & UNC-CH)	7	\$199,444	\$120,929	\$160,187	\$128,149	\$200,233
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$160,000	\$91,235	\$125,618	\$100,494	\$157,022
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$121,830	\$83,916	\$102,873	\$82,298	\$128,591
	Group 4 (FSU, UNC-P, WSSU)	5	\$147,800	\$99,690	\$123,745	\$98,996	\$154,681
	Group 5 (UNCSA, UNC-A)	5	\$140,410	\$94,706	\$117,558	\$94,046	\$146,947
304060-"Assoc/Asst Dean, Business"	Group 1 (NCSU & UNC-CH)	9	\$287,473	\$188,757	\$238,115	\$190,492	\$297,644
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	34	\$241,225	\$65,690	\$153,458	\$122,766	\$191,822
	Group 3 (ASU, NCCU, UNC-W, WCU)	24	\$150,147	\$92,709	\$121,428	\$97,142	\$151,785
	Group 4 (FSU, UNC-P, WSSU)	6	\$134,353	\$106,692	\$120,523	\$96,418	\$150,653
	Group 5 (UNCSA, UNC-A)	6	\$127,635	\$101,357	\$114,496	\$91,597	\$143,120
304100-"Assoc/Asst Dean, Dentistry"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$184,141	\$139,904	\$162,023	\$129,618	\$202,528
304120-"Assoc/Asst Dean, Education"	Group 1 (NCSU & UNC-CH)	8	\$177,600	\$135,017	\$156,309	\$125,047	\$195,386
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$148,354	\$75,000	\$111,677	\$89,342	\$139,596
	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$125,565	\$80,190	\$102,878	\$82,302	\$128,597
	Group 4 (FSU, UNC-P, WSSU)	6	\$112,419	\$86,816	\$99,618	\$79,694	\$124,522
	Group 5 (UNCSA, UNC-A)	6	\$106,798	\$82,475	\$94,637	\$75,709	\$118,296
304130-"Assoc/Asst Dean, Engineering"	Group 1 (NCSU & UNC-CH)	12	\$260,878	\$143,075	\$201,977	\$161,581	\$252,471
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$211,888	\$108,925	\$160,407	\$128,325	\$200,508
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$148,866	\$90,206	\$119,536	\$95,629	\$149,420
304160-"Assoc/Asst Dean, Fine Arts"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$131,611	\$72,054	\$101,833	\$81,466	\$127,291
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$145,980	\$65,589	\$105,785	\$84,628	\$132,231
304190-"Assoc/Asst Dean, Graduate Programs"	Group 1 (NCSU & UNC-CH)	10	\$182,429	\$117,360	\$149,895	\$119,916	\$187,368
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$149,060	\$60,560	\$104,810	\$83,848	\$131,013
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$120,894	\$75,080	\$97,987	\$78,390	\$122,484
304200-"Assoc/Asst Dean, Health-Related Professions"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$163,225	\$108,111	\$135,668	\$108,534	\$169,585
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$136,000	\$81,598	\$108,799	\$87,039	\$135,999
304210-"Assoc/Asst Dean, Honors Program"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$142,216	\$65,650	\$103,933	\$83,146	\$129,916
304220-"Assoc/Asst Dean, Humanities"	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$111,736	\$84,349	\$98,043	\$78,434	\$122,553
304240-"Assoc/Asst Dean, Journalism & Mass Communications"	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$170,936	\$89,094	\$130,015	\$104,012	\$162,519
304250-"Assoc/Asst Dean, Law"	Group 1 (NCSU & UNC-CH)	8	\$208,000	\$105,000	\$156,500	\$125,200	\$195,625

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 UNIVERSITY OF NORTH CAROLINA A SYSTEM OF HIGHER LEARNING	CUPA Title	2013-14 Number of Peers	2013-14 Highest Salary	2013-14 Lowest Salary	2014-15 Midpoint Salary	2014-15 Projected Minimum	2014-15 Projected Maximum
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$178,594	\$87,360	\$132,977	\$106,382	\$166,221
304260- <i>Assoc/Asst Dean Library Sciences</i>	Group 1 (NCSU & UNC-CH)	7	\$175,205	\$109,761	\$142,483	\$113,986	\$178,104
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$122,771	\$84,884	\$103,828	\$83,062	\$129,784
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$104,445	\$70,128	\$87,287	\$69,829	\$109,108
304280- <i>"Assoc/Asst Dean, Medicine"</i>	Group 1 (NCSU & UNC-CH)	5	\$292,126	\$165,972	\$229,049	\$183,239	\$286,311
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$271,222	\$127,974	\$199,598	\$159,678	\$249,498
304290- <i>"Assoc/Asst Dean, Music"</i>	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$119,580	\$77,541	\$98,561	\$78,848	\$123,201
304300- <i>"Assoc/Asst Dean, Nursing"</i>	Group 1 (NCSU & UNC-CH)	5	\$192,524	\$141,678	\$167,101	\$133,681	\$208,876
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$138,903	\$105,704	\$122,304	\$97,843	\$152,879
304330- <i>"Assoc/Asst Dean, Pharmacy"</i>	Group 1 (NCSU & UNC-CH)	7	\$212,761	\$140,324	\$176,543	\$141,234	\$220,678
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$184,080	\$86,262	\$135,171	\$108,137	\$168,964
304350- <i>"Assoc/Asst Dean, Public Health"</i>	Group 1 (NCSU & UNC-CH)	5	\$317,466	\$149,564	\$233,515	\$186,812	\$291,894
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$161,504	\$121,923	\$141,714	\$113,371	\$177,142
304360- <i>"Assoc/Asst Dean, Sciences"</i>	Group 1 (NCSU & UNC-CH)	6	\$195,000	\$138,950	\$166,975	\$133,580	\$208,719
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$151,194	\$92,895	\$122,045	\$97,636	\$152,556
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$144,200	\$87,549	\$115,875	\$92,700	\$144,843
304370- <i>"Assoc/Asst Dean, Social Sciences"</i>	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$138,250	\$62,500	\$100,375	\$80,300	\$125,469
304380- <i>"Assoc/Asst Dean, Social Work"</i>	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$145,000	\$96,996	\$120,998	\$96,798	\$151,248
304400- <i>"Assoc/Asst Dean, Undergraduate Programs"</i>	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$125,189	\$70,288	\$97,739	\$78,191	\$122,173
304410- <i>"Assoc/Asst Dean, Veterinary Medicine"</i>	Group 1 (NCSU & UNC-CH)	9	\$193,438	\$144,869	\$169,154	\$135,323	\$211,442

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions.

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

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