

APPENDIX R

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2002-2003 Salary Range Calculation Philosophy

A key responsibility of the Board of Governors is to set salary ranges for chancellors and vice chancellors as well as for senior staff in the Office of the President. The Board takes this responsibility seriously and has for the past three years sought ways to ensure that the salary ranges reflect the principles of equity among campuses, attention to peer institution salaries, opportunities for advancement as a result of performance, and broad ranges that reflect the different expectations of positions with similar titles.

The Board of Governors has established a targeted salary level at the 80th percentile of peer institutions. To that end, each year the Board establishes salary ranges for Chancellors and Vice Chancellors that place the 80th percentile well above the range minimum, allowing maximum opportunity for growth and development. In the process of setting ranges in the past, the Office of the President has used data from the previous year and extrapolated based on anticipated inflation or other growth factors.

This year, with the accumulation of three years of CUPA data, we have been able to refine the process to provide more stable data. Salary ranges for 2002-2003 are derived from three-year weighted averages adjusted for inflation and indexed to the chancellor's salary. Such a process leads to increased stability from year-to-year and minimizes the "highs" and "lows" that are sometimes the result of an aberrant salary in a pool of data. In preparing the ranges for 2002-03, we adhered to two key principles: no ranges for 2002-03 are below the 2001-02 ranges and no ranges have been increased beyond 15% over 2001-2002. This philosophy of setting salary ranges provides a smoother progression from year to year and yields more stable data each year.

The material enclosed with this report provides salary ranges set by the Board of Governors. In addition, we have provided each campus with a much broader set of information derived from CUPA data. Using the same methodology, Institutional Research in the Office of the President has calculated ranges for all the administrative positions in CUPA's data base. Where there is a blank space, there were fewer than five peer institutions reporting. In those cases, the campus can usually extrapolate from the data already provided.

The preparation of these data has been done in a uniform manner, using the same methodology for every position and using UNC peer institutions for each group. There may be cases where these data do not provide the level of detail necessary or campuses may have positions that do not fit into the CUPA-defined positions. In those cases, campuses may wish to consider alternate ways of determining salary ranges. Such cases should be rare, however, given the flexibility allowed by the broad ranges established through this methodology.

Codes and Descriptions of Positions
Included in Administrative Salary Study
2001-02

Institutions

102.00 (Chanc.) - CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR)

Principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

103.0A (CAO) - VICE CHANCELLOR, CHIEF ACADEMIC OFFICER - Includes:

103.00 EXECUTIVE VICE PRESIDENT

Principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

201.00 CHIEF ACADEMIC OFFICER (ALSO MAY BE TITLED PROVOST)

Senior administrative official responsible for the direction of the academic program of the institution. Responsible for teaching and research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

202.00 (Hlth.) - CHIEF HEALTH PROFESSIONS OFFICER

Senior administrative official responsible for administration of academic health programs, hospitals, clinics, and affiliated health care programs.

216.00 (Exten.) - VICE CHANCELLOR, EXTENSION & OUTREACH OFFICER

Serves as the principal administrator of the instructional division (e.g., Architecture, or Nursing) indicated. (In this case, Extension and Outreach).

244.00 (Res.) - CHIEF RESEARCH OFFICER

Senior administrative official responsible for overall institutional scientific research. Typically administers research policy, sponsored liaison, intellectual properties (patents), and grants and contracts.

301.0A (CFO) - VICE CHANCELLOR, CHIEF FINANCIAL OFFICER - Includes:

301.00 CHIEF BUSINESS OFFICER

Senior administrative official responsible for the combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, and accounting.

301.01 CHIEF ADMINISTRATION OFFICER

Senior administrative official responsible for administrative affairs. Typically supervises purchasing, physical plant management, property management, personnel services, administrative computing, and auxiliary enterprises.

301.02 CHIEF FINANCIAL OFFICER

Senior administrative official responsible for the direction of financial affairs. Typically supervises investments, accounting, and budgets.

305.00 (Legal) - GENERAL COUNSEL

Senior administrative official responsible for managing the institution's legal affairs. 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.

309.00 (CIO) - CHIEF INFORMATION SYSTEMS OFFICER

Directs the institution's major academic and administrative computing activities and voice and data communications.

401.0A (Dev/PR) - VICE CHANCELLOR, DEVELOPMENT/PUBLIC RELATIONS - Includes:

401.00 CHIEF DEVELOPMENT OFFICER

Senior administrative official responsible for institutional development programs. Incumbent typically leads institutional fundraising. Also leads public relations, alumni relations, and information office activities if no organizational co-equal is assigned to the function.

402.00 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER

Senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

501.00 (Stdnt.) - VICE CHANCELLOR, STUDENT AFFAIRS

Senior administrative official responsible for the direction of student services and student life programs. Typically supervises student counseling and testing, career development and placement, student union, campus/student activity, minority student support program, residence life, and related functions.

523.00 (EnrMgt) - VICE CHANCELLOR, ENROLLMENT MANAGEMENT

Administrative official 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.

Codes and Descriptions of Positions
Included in Administrative Salary Study
2001-02

System

102.00 (President) - CHIEF EXECUTIVE OFFICER (PRESIDENT/CHANCELLOR)

Principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

103.0A (Senior VP for Academic Affairs) - Includes:

103.00 EXECUTIVE VICE PRESIDENT

Principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

201.00 CHIEF ACADEMIC OFFICER (ALSO MAY BE TITLED PROVOST)

Senior administrative official responsible for the direction of the academic program of the institution. Responsible for teaching and research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

201.1A (VP, University-School Programs) - Used:

201.10 ASSOCIATE CHIEF ACADEMIC OFFICER

Second senior administrative official responsible for the direction of the academic programs of the institution. (In this case, University-School relations).

201.1A (VP, Academic Planning) - Used:

201.10 ASSOCIATE CHIEF ACADEMIC OFFICER

Second senior administrative official responsible for the direction of the academic programs of the institution. (In this case, Academic Planning).

244.00 (VP, Research) - CHIEF RESEARCH OFFICER

Senior administrative official responsible for overall institutional scientific research. Typically administers research policy, sponsored liaison, intellectual properties (patents), and grants and contracts.

301.0A (VP, Finance) - Includes:

301.00 CHIEF BUSINESS OFFICER

Senior administrative official responsible for the combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, and accounting.

301.01 CHIEF ADMINISTRATION OFFICER

Senior administrative official responsible for administrative affairs. Typically supervises purchasing, physical plant management, property management, personnel services, administrative computing, and auxiliary enterprises.

301.02 CHIEF FINANCIAL OFFICER

Senior administrative official responsible for the direction of financial affairs. Typically supervises investments, accounting, and budgets.

305.00 (VP, Legal) - GENERAL COUNSEL

Senior administrative official responsible for managing the institution's legal affairs. 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.

306.00 (VP, Human Resources) - CHIEF PERSONNEL/HUMAN RESOURCES OFFICER

Senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and (where applicable) labor relations.

309.00 (VP, Information Resources) - CHIEF INFORMATION SYSTEMS OFFICER

Directs the institution's major academic and administrative computing activities and voice and data communications.

401.0A (VP, Public Affairs & University Advancement) - Includes:

401.00 CHIEF DEVELOPMENT OFFICER

Senior administrative official responsible for institutional development programs. Incumbent typically leads institutional fundraising. Also leads public relations, alumni relations, and information office activities if no organizational co-equal is assigned to the function.

402.00 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER

Senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

Salary Ranges for Selected Administrative Positions
2001-02 vs. 2002-03

CUPA Position Number	CUPA Position Title	Number of Peers	2000-01 Data				2001-02* Ranges				Number of Peers	2001-02 Data				2002-03** Ranges			
			Mean	Highest Salary	Lowest Salary	80%ile	Min	Max	2001 Mean	Highest Salary		Lowest Salary	80%ile	Min	Max				
GROUP I - (NCSU & UNC-CH)																			
102.00	CEO, Single Inst	14	\$285,410	\$450,000	\$193,000	\$331,516	\$233,089	\$372,956	15	\$287,921	\$450,000	\$193,000	\$340,578	\$239,460	\$383,150				
103.0A	Exec Vice Pres/Chief Acad Off	25	226,692	327,097	150,000	275,600	193,774	310,050	25	234,071	350,000	192,000	285,324	200,612	320,990				
216.00	Chief Extension & Outreach Off	7	145,295	175,000	100,677	170,952	120,196	192,320	7	143,780	184,000	100,677	174,515	122,701	196,329				
244.00	Chief Research Officer	17	194,637	257,000	145,805	240,412	169,034	270,464	16	196,420	263,424	151,930	249,573	175,475	280,770				
301.0A	Chief Bus/Admin/Fin Off	30	170,203	234,200	100,744	206,700	145,331	232,538	31	180,577	278,000	142,500	234,903	165,160	264,266				
305.00	General Counsel	13	147,389	235,850	68,750	174,243	122,510	196,023	13	149,051	256,500	107,896	175,322	123,269	197,237				
309.00	Chief Inform Sys Off	11	175,487	241,200	111,641	206,700	145,331	232,538	15	183,390	252,000	153,156	228,782	160,857	257,380				
401.0A	Chief Dev Off/ Chief Dev, Pub Rel	24	179,289	278,250	92,874	221,430	155,687	249,108	25	184,951	300,000	95,400	233,667	164,291	262,876				
501.00	Chief Student Aff Off	20	\$153,336	\$183,750	\$131,250	\$171,826	\$120,811	\$193,304	19	\$157,439	\$200,000	\$136,500	\$184,326	\$129,600	\$207,367				

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* Values from 2000-01 CUPA data projected for 2001-02 salary ranges.

** Values from 2001-02 CUPA data projected for 2002-03 salary ranges.

**Salary Ranges for Selected Administrative Positions
2001-02 vs. 2002-03**

CUPA Position Number	CUPA Position Title	Number of Peers	2000-01 Data					2001-02 Data					2002-03** Ranges				
			Mean	Highest Salary	Lowest Salary	80%ile	Min	Max	2001 Mean	Highest Salary	Lowest Salary	80%ile	Min	Max			
GROUP II - (ECU, UNC-C, UNC-G)																	
Position																	
102.00	CEO, Single Inst	28	\$205,531	\$300,000	\$143,500	\$252,368	\$177,440	\$283,914	\$214,211	\$352,652	\$147,211	\$273,693	\$192,434	\$307,905			
103.0A	Exec Vice Pres/Chief Acad Off	32	166,942	224,000	104,000	206,812	145,409	232,663	175,466	235,000	116,000	225,681	158,676	253,891			
244.00	Chief Research Officer	21	140,468	187,000	95,325	174,530	122,712	196,347	143,996	200,000	100,231	182,895	128,594	205,757			
301.0A	Chief Bus/Admin/Fin Off	49	130,916	177,000	69,657	167,904	118,053	188,892	139,087	209,997	82,500	181,900	127,894	204,637			
305.00	General Counsel	20	103,990	139,138	61,600	129,362	90,955	145,533	110,219	145,000	68,864	138,716	97,531	156,056			
309.00	Chief Inform Sys Off	25	120,514	171,000	72,137	140,905	99,070	158,518	128,778	200,000	90,000	162,041	113,931	182,296			
401.0A	Chief Dev Off/Chief Dev, Pub Rel	31	117,926	170,799	77,625	147,340	103,595	165,758	124,758	207,000	58,383	155,821	109,558	175,298			
501.00	Chief Student Aff Off	30	\$124,030	\$155,500	\$95,891	\$145,760	\$102,484	\$163,979	\$127,691	\$173,500	\$102,719	\$154,157	\$108,388	\$173,427			

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* Values from 2000-01 CUPA data projected for 2001-02 salary ranges.

** Values from 2001-02 CUPA data projected for 2002-03 salary ranges.

**Salary Ranges for Selected Administrative Positions
2001-02 vs. 2002-03**

CUPA Position Number	CUPA Position Title	Number of Peers	2000-01 Data				2001-02* Ranges				Number of Peers	2001-02 Data				2002-03** Ranges			
			Mean	Highest Salary	Lowest Salary	80%ile	Min	Max	2001 Mean	Highest Salary		Lowest Salary	80%ile	Min	Max				
GROUP III - (ASU, NCA&T, NCCU, UNC-W)																			
Position																			
102.00	CEO, Single Inst	41	\$167,917	\$232,000	\$112,519	\$196,159	\$137,920	\$220,679			36	\$171,748	\$240,589	\$127,947	\$208,004	\$146,247	\$234,004		
103.0A	Exec Vice Pres/Chief Acad Off	41	127,641	172,000	98,200	152,640	107,321	171,720			36	130,038	200,000	100,000	161,169	113,318	181,315		
216.00	Chief Extension & Outreach Off	18	90,252	111,864	74,251	108,984	76,626	122,607			17	93,640	119,918	77,801	114,776	80,699	129,123		
244.00	Chief Research Officer	10	112,975	185,000	38,456	152,182	106,999	171,205			8	125,703	195,000	74,700	170,986	120,220	192,359		
301.0A	Chief Bus/Admin/Fin Off	67	109,903	160,000	72,960	136,922	96,270	154,038			54	111,794	164,138	78,633	142,805	100,406	160,655		
305.00	General Counsel	20	93,970	113,594	68,789	111,300	78,255	125,213			18	96,820	124,266	75,887	118,005	82,969	132,756		
309.00	Chief Inform Sys Off	34	95,282	117,500	63,905	113,947	80,116	128,191			32	95,478	145,000	66,461	117,721	82,770	132,436		
401.0A	Chief Dev Off/ Chief Dev, Pub Rel	42	99,464	130,000	63,600	136,059	95,663	153,067			37	101,337	140,000	61,868	136,059	95,663	153,067		
501.00	Chief Student Aff Off	41	\$105,526	\$142,000	\$71,232	\$124,480	\$87,522	\$140,040			36	\$106,703	\$146,370	\$74,000	\$128,929	\$90,650	\$145,045		

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UNC-OP ProgAssess/AdminSal.IT011/6-12-02

* Values from 2000-01 CUPA data projected for 2001-02 salary ranges.

** Values from 2001-02 CUPA data projected for 2002-03 salary ranges.

**Salary Ranges for Selected Administrative Positions
2001-02 vs. 2002-03**

CUPA Position Number	CUPA Position Title	Number of Peers	2000-01 Data				2001-02* Ranges				Number of Peers	2001-02 Data				2002-03** Ranges			
			Mean	Highest Salary	Lowest Salary	80%ile	Min	Max	2001 Mean	Highest Salary		Lowest Salary	80%ile	Min	Max				
GROUP IV - (FSU, UNC-P, WCU)																			
Position																			
102.00	CEO, Single Inst	24	\$159,155	\$198,300	\$120,000	\$187,998	\$132,181	\$211,498	19	\$157,975	\$197,620	\$120,000	\$196,382	\$138,076	\$220,930				
103.0A	Exec Vice Pres/Chief Acad Off	25	122,314	162,240	92,000	140,980	99,123	158,603	19	122,846	159,200	92,000	146,069	102,701	164,328				
301.0A	Chief Bus/Admin/Fin Off	40	103,456	141,816	65,160	125,080	87,944	140,715	37	104,334	150,000	65,985	130,187	91,534	146,460				
305.00	General Counsel	5	88,083	102,189	68,789	103,912	73,060	116,901	5	88,083	102,189	68,789	108,546	76,319	122,114				
309.00	Chief Inform Sys Off	16	92,926	112,350	72,224	111,687	78,527	125,648	16	93,317	120,215	66,950	117,036	82,288	131,666				
401.0A	Chief Dev Off/ Chief Dev, Pub Rel	22	105,616	140,000	65,970	124,779	87,732	140,377	19	103,058	149,700	70,550	124,779	87,732	140,377				
501.00	Chief Student Aff Off	24	\$102,275	\$129,000	\$74,000	\$118,422	\$83,263	\$133,225	21	\$102,651	\$136,500	\$76,220	\$123,366	\$86,738	\$138,786				
523.00	Chief, Enrollment Management	11	\$89,012	\$120,000	\$69,010	\$114,066	\$80,200	\$128,324	7	\$83,253	\$95,940	\$73,461	\$114,066	\$80,200	\$128,324				
Note: Projected 2002-03 ranges for position 305.00 based on 2000-01 data (insufficient data for 3 year weighted average).																			

la: Projected 2002-03 ranges for position 305.00 based on 2000-01 data (insufficient data for 3 year weighted average).

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* Values from 2000-01 CUPA data projected for 2001-02 salary ranges.

** Values from 2001-02 CUPA data projected for 2002-03 salary ranges.

**Salary Ranges for Selected Administrative Positions
2001-02 vs. 2002-03**

CUPA Position Number	CUPA Position Title	Number of Peers	2000-01 Data				2001-02* Ranges				Number of Peers	2001-02 Data				2002-03** Ranges			
			Mean	Highest Salary	Lowest Salary	80%ile	Min	Max	2001 Mean	Highest Salary		Lowest Salary	80%ile	Min	Max				

GROUP V - (ECSU, NCSA, UNC-A, WSSU)																		
Position																		
102.00	CEO, Single Inst	14	\$142,087	\$206,747	\$76,000	\$169,956	\$119,496	\$191,201	12	\$156,845	\$244,000	\$124,004	\$190,881	\$134,208	\$214,741			
103.0A	Exec Vice Pres/Chief Acad Off	14	105,593	124,700	57,797	124,656	87,646	140,238	17	112,022	150,000	93,000	136,688	96,105	153,773			
301.0A	Chief Bus/Admin/Fin Off	21	92,535	122,800	50,700	113,301	79,662	127,464	15	97,786	130,000	59,073	124,656	87,646	140,238			
309.00	Chief Inform Sys Off	12	83,408	98,744	65,563	96,891	68,124	109,002	9	81,618	104,715	65,563	98,715	69,407	111,055			
401.0A	Chief Dev Off/ Chief Dev, Pub Rel	11	92,509	125,920	64,556	117,897	82,893	132,634	9	92,219	110,000	64,564	119,379	83,935	134,301			
501.00	Chief Student Aff Off	12	\$91,456	\$126,000	\$52,980	\$112,870	\$79,359	\$126,979	10	\$90,939	\$116,486	\$66,950	\$112,870	\$79,359	\$126,979			
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* Values from 2000-01 CUPA data projected for 2001-02 salary ranges.

** Values from 2001-02 CUPA data projected for 2002-03 salary ranges.

**Salary Ranges for Selected Administrative Positions
2001-02 vs. 2002-03**

CUPA Position Number	CUPA Position Title	Number of Peers	2000-01 Data			2001-02* Ranges			Number of Peers	2001-02 Data			2002-03** Ranges		
			Mean	Highest Salary	Lowest Salary	80%ile	Min	Max		2001 Mean	Highest Salary	Lowest Salary	80%ile	Min	Max
CHIEF HEALTH OFFICER															
GROUP I 202.00	(UNC-CH) Chief Hlth Prof Off	5	\$336,295	\$556,973	\$199,500	\$344,500	\$242,218	\$387,563	5	\$341,264	\$556,973	\$210,000	\$377,302	\$265,281	\$424,465
GROUP II 202.00	(ECU) Chief Hlth Prof Off	6	\$281,210	\$340,500	\$228,063	\$334,182	\$234,963	\$375,955	6	\$286,956	\$353,500	\$242,964	\$346,487	\$243,615	\$389,798

UNC-OP ProgAssess/AdminSal.IT011/6-12-02

* Values from 2000-01 CUPA data projected for 2001-02 salary ranges.

** Values from 2001-02 CUPA data projected for 2002-03 salary ranges.

**Salary Ranges for Selected Administrative Positions
2001-02 vs. 2002-03**

CUPA Position Number	CUPA Position Title	Number of Peers	2000-01 Data					2001-02* Ranges					Number of Peers	2001-02 Data					2002-03** Ranges				
			Mean	Highest Salary	Lowest Salary	80%ile	Min	Max	2001 Mean	Highest Salary	Lowest Salary	80%ile		Min	Max								
GROUP VI - UNIVERSITY SYSTEMS																							
Position																							
102.00	President	14	\$336,784	\$531,000	\$227,740	\$391,189	\$275,045	\$440,087	15	\$339,747	\$531,000	\$227,740	\$401,882	\$282,563	\$452,117								
103.0A	Senior VP, Chief Academic Officer	25	\$267,497	385,974	177,000	\$325,208	228,654	365,859	25	\$276,204	\$413,000	\$226,560	\$336,683	\$236,722	\$378,768								
201.1A	VP, University-School Programs	13	171,589	199,420	151,512	187,620	131,916	211,073	10	176,784	209,450	162,840	204,002	143,434	229,503								
201.1A	VP, Academic Planning	13	171,589	199,420	151,512	187,620	131,916	211,073	10	176,784	209,450	162,840	204,002	143,434	229,503								
244.00	VP, Research	17	229,672	303,260	172,050	283,686	199,460	319,148	16	231,776	310,840	179,277	294,496	207,060	331,309								
301.0A	VP, Finance	30	200,840	276,356	118,878	243,906	171,491	274,395	31	213,081	328,040	168,150	277,186	194,889	311,834								
305.00	VP, Legal	13	173,919	278,303	81,125	205,607	144,562	231,307	13	175,880	302,670	127,317	206,880	145,457	232,740								
306.00	VP, Human Resources	18	158,596	254,880	100,300	185,369	130,332	208,540	18	158,964	267,624	102,808	198,252	139,391	223,033								
309.00	VP, Information Resources	11	207,075	284,616	131,736	243,906	171,491	274,395	15	216,400	297,360	180,724	269,963	189,811	303,708								
401.0A	VP, Public Affairs & University Advancement	24	\$211,561	\$328,335	\$109,591	\$261,287	\$183,711	\$293,947	25	\$218,242	\$354,000	\$112,572	\$275,727	\$193,864	\$310,193								

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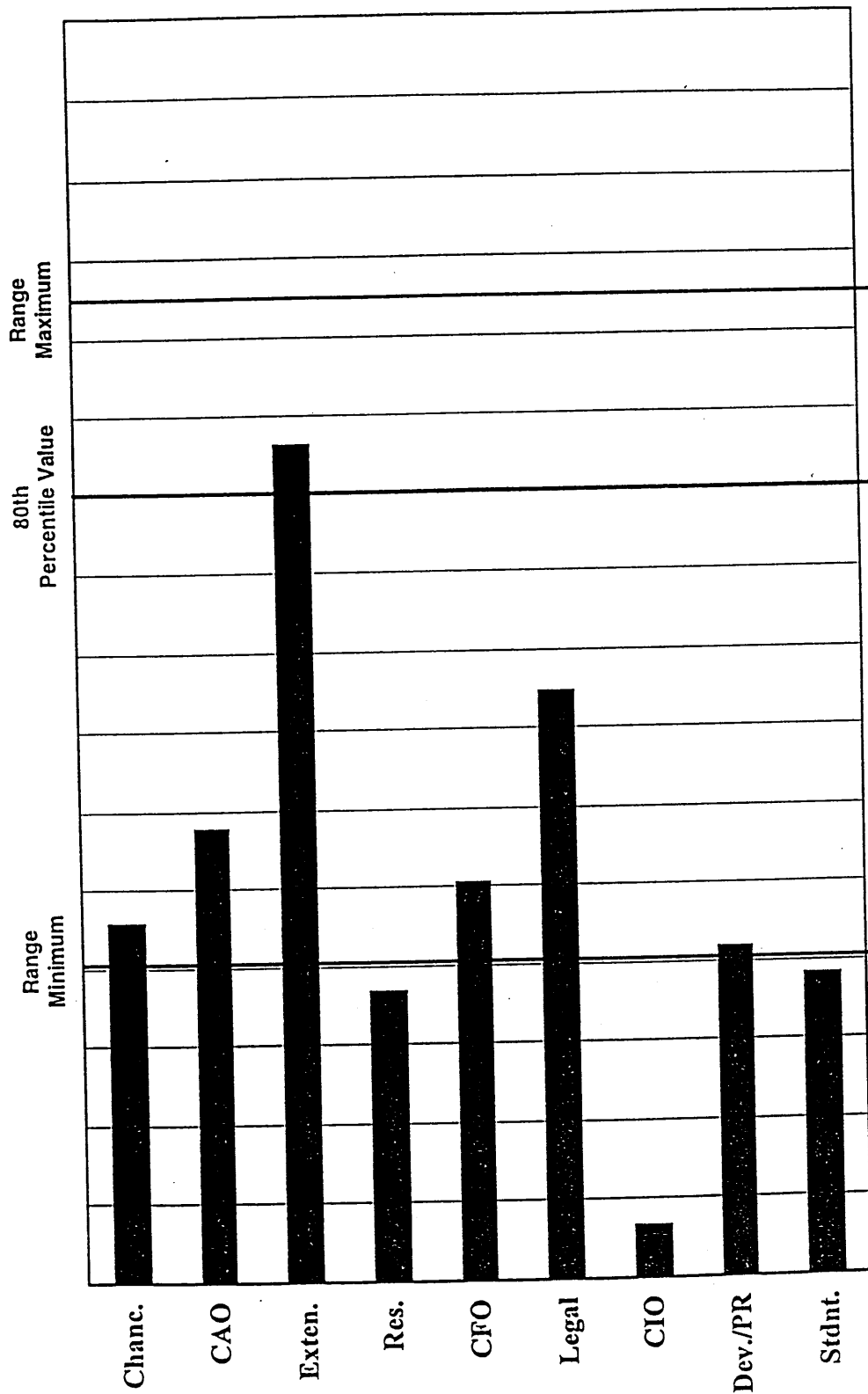
UNC-OP ProgAssess/AdminSal IT011/6-17-02

* Values from 2000-01 CUPA data projected for 2001-02 salary ranges.

** Values from 2001-02 CUPA data projected for 2002-03 salary ranges.

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: North Carolina State University (Group I)

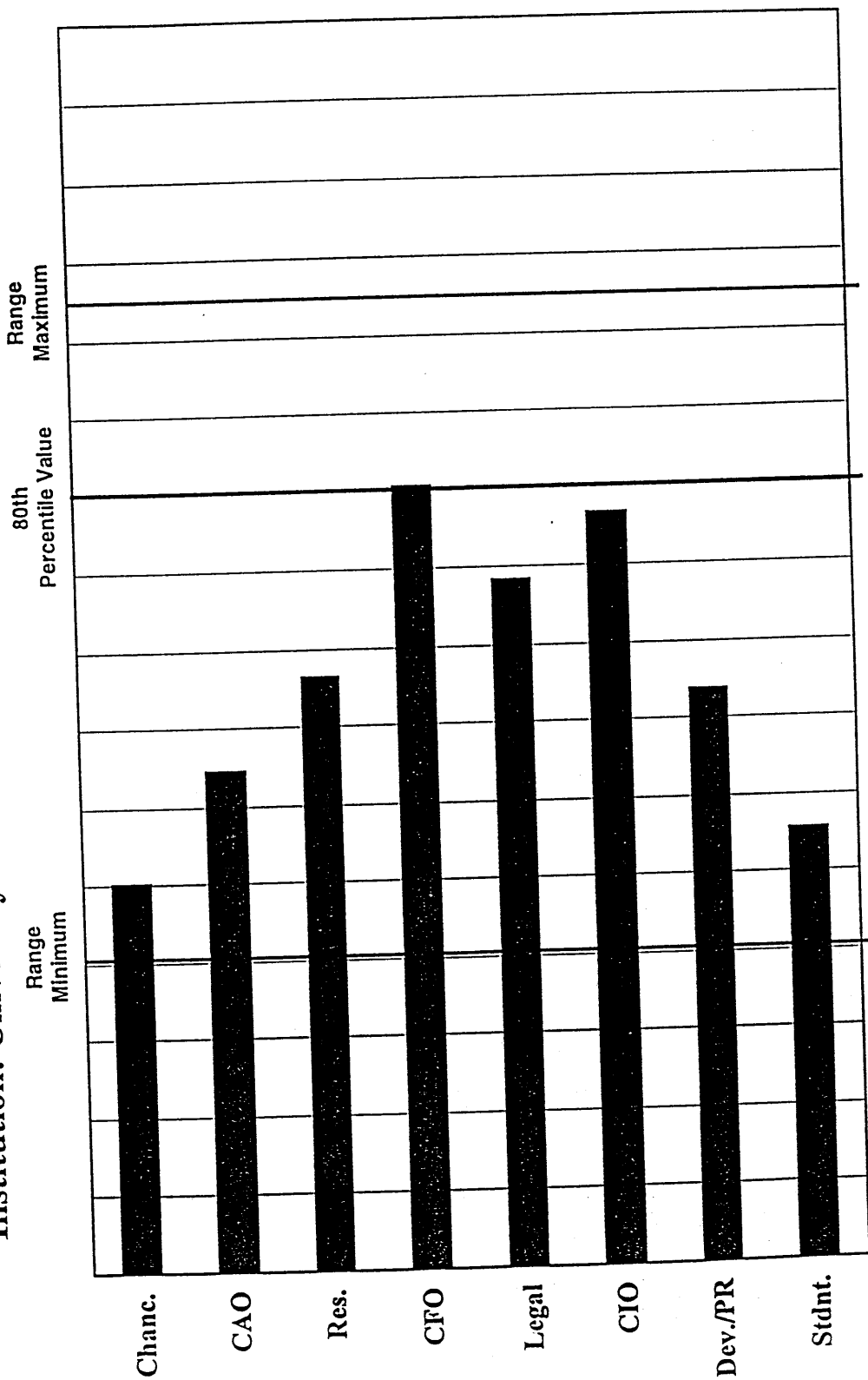


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG005A/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

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

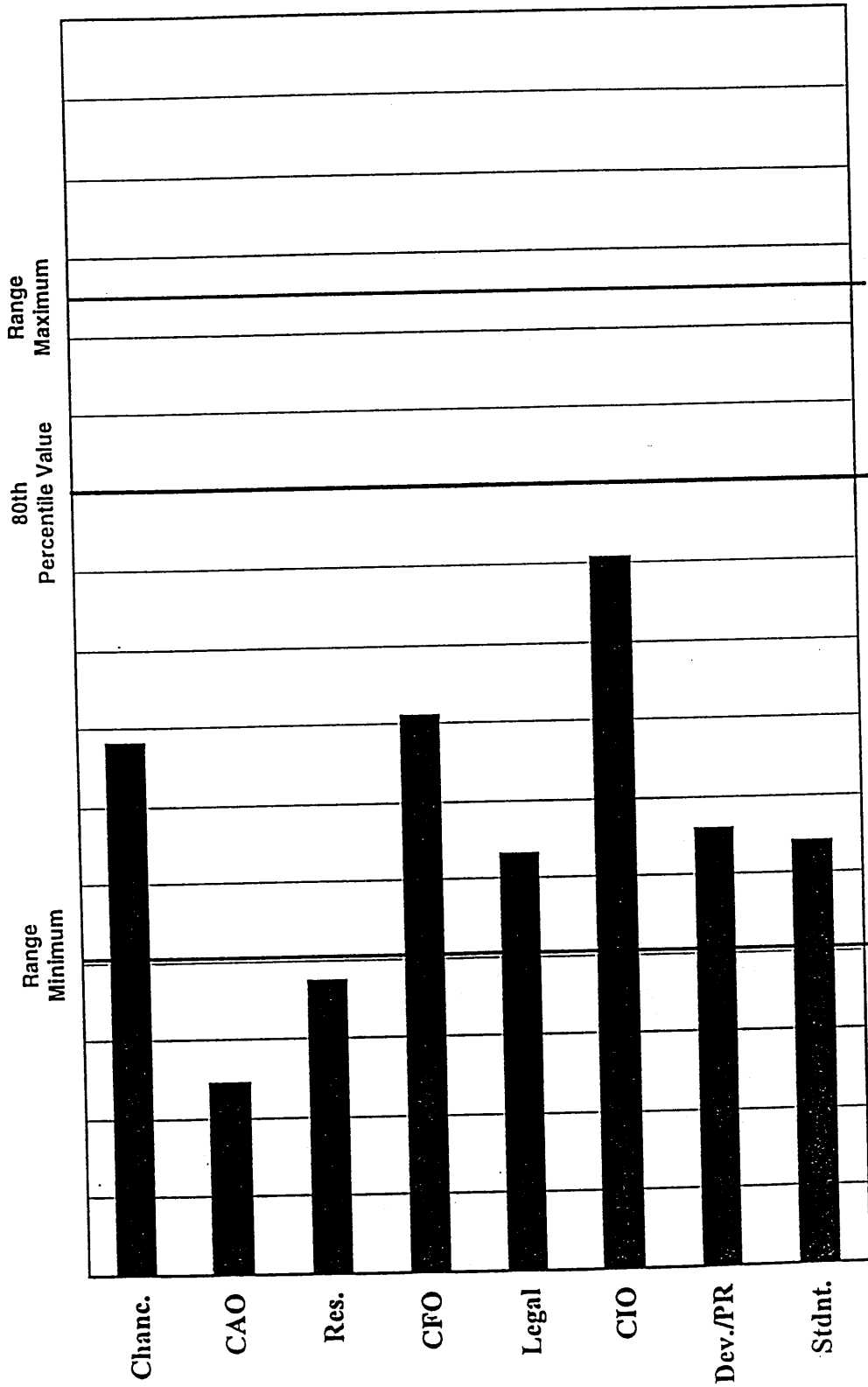


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG005B/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: East Carolina University (Group II)

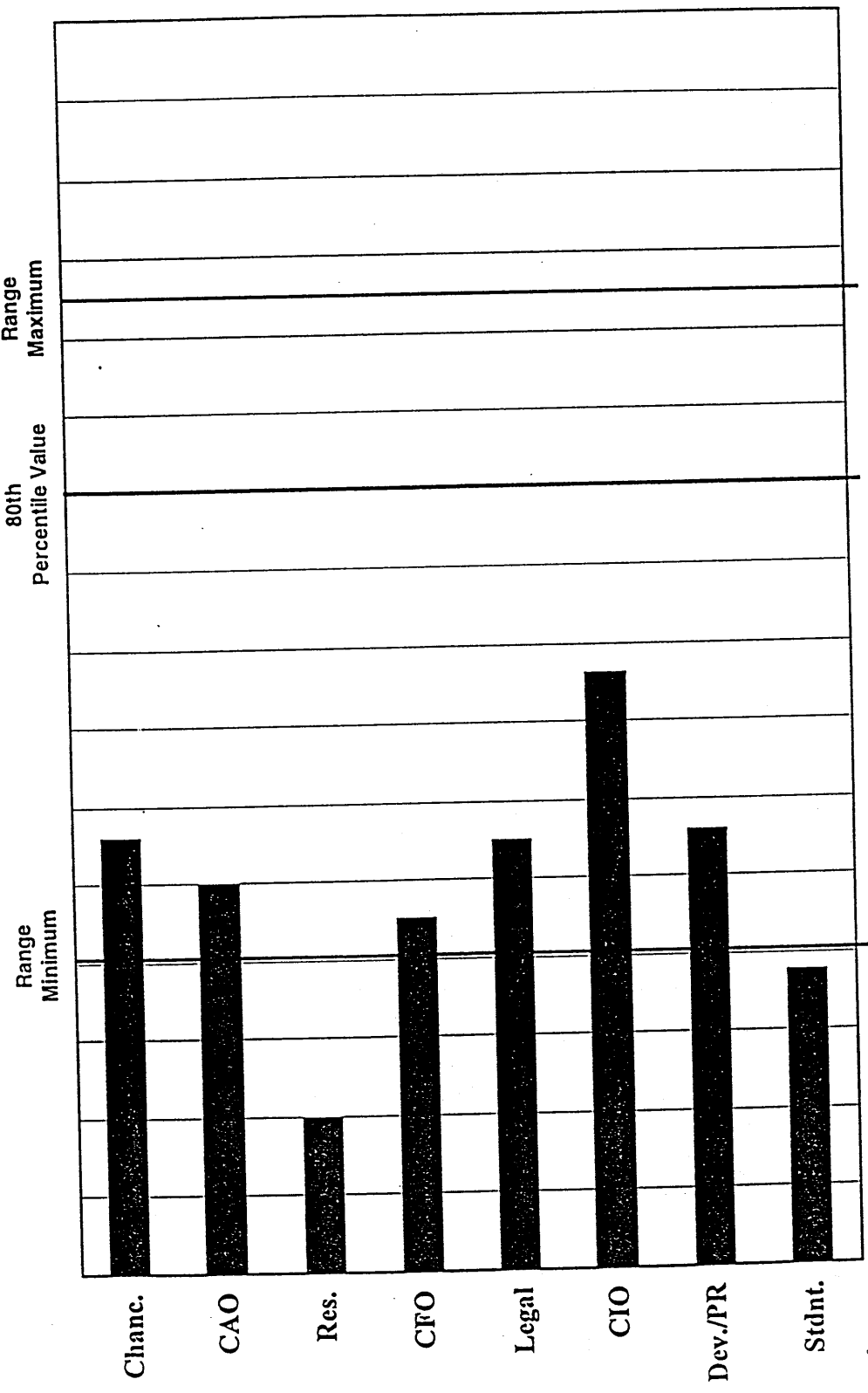


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG005C/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

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

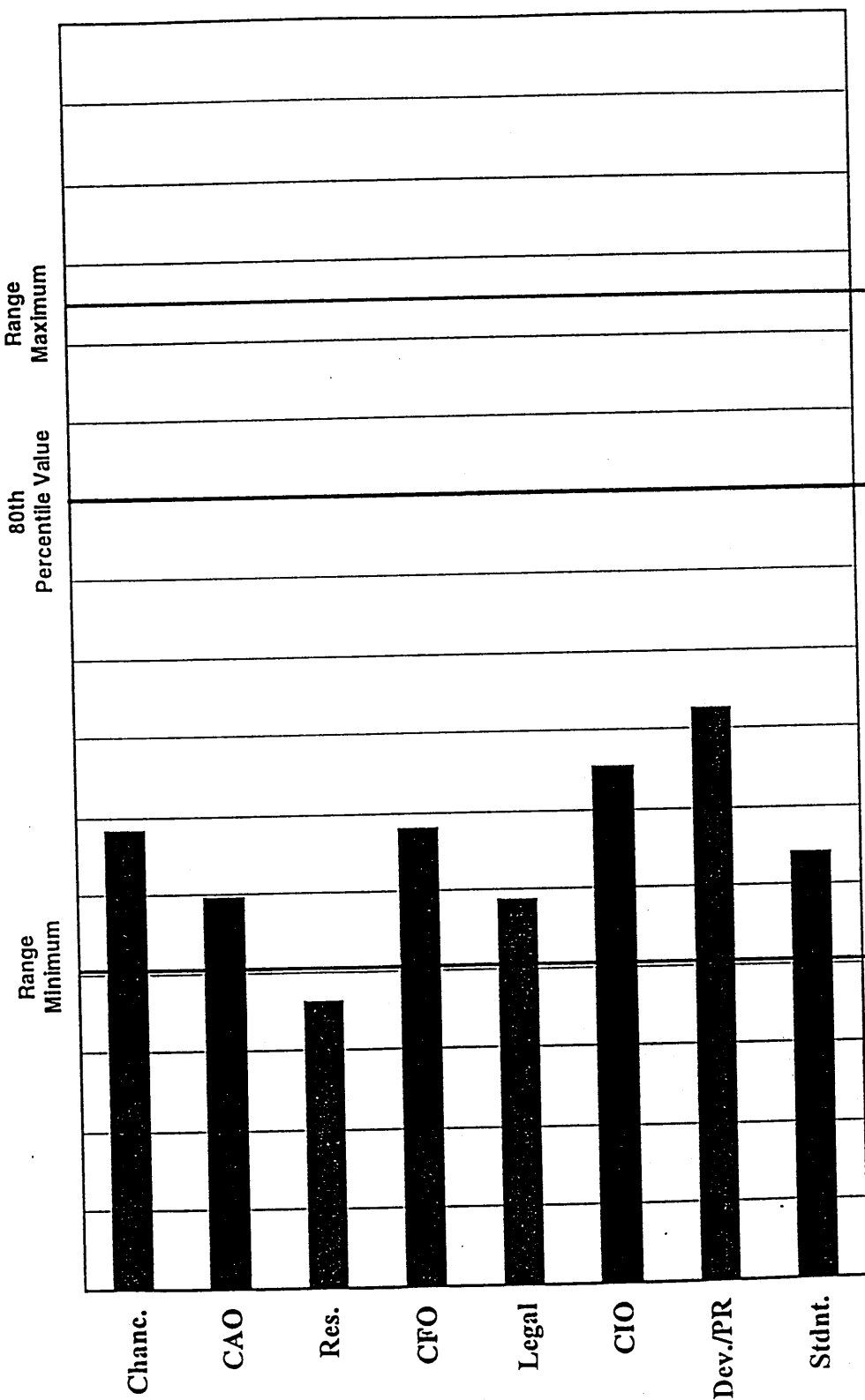


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004D/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

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

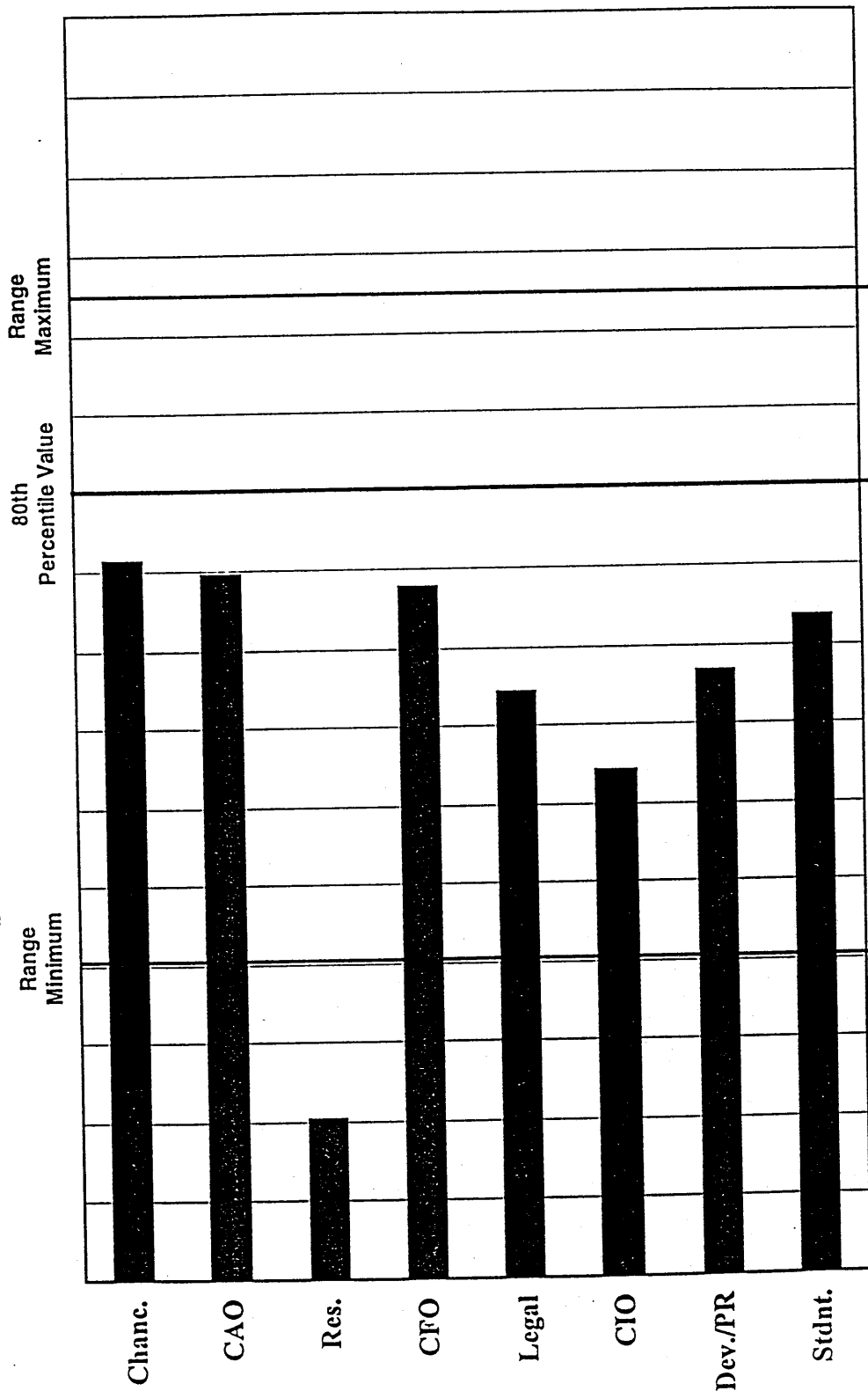


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004E/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: Appalachian State University (Group III)

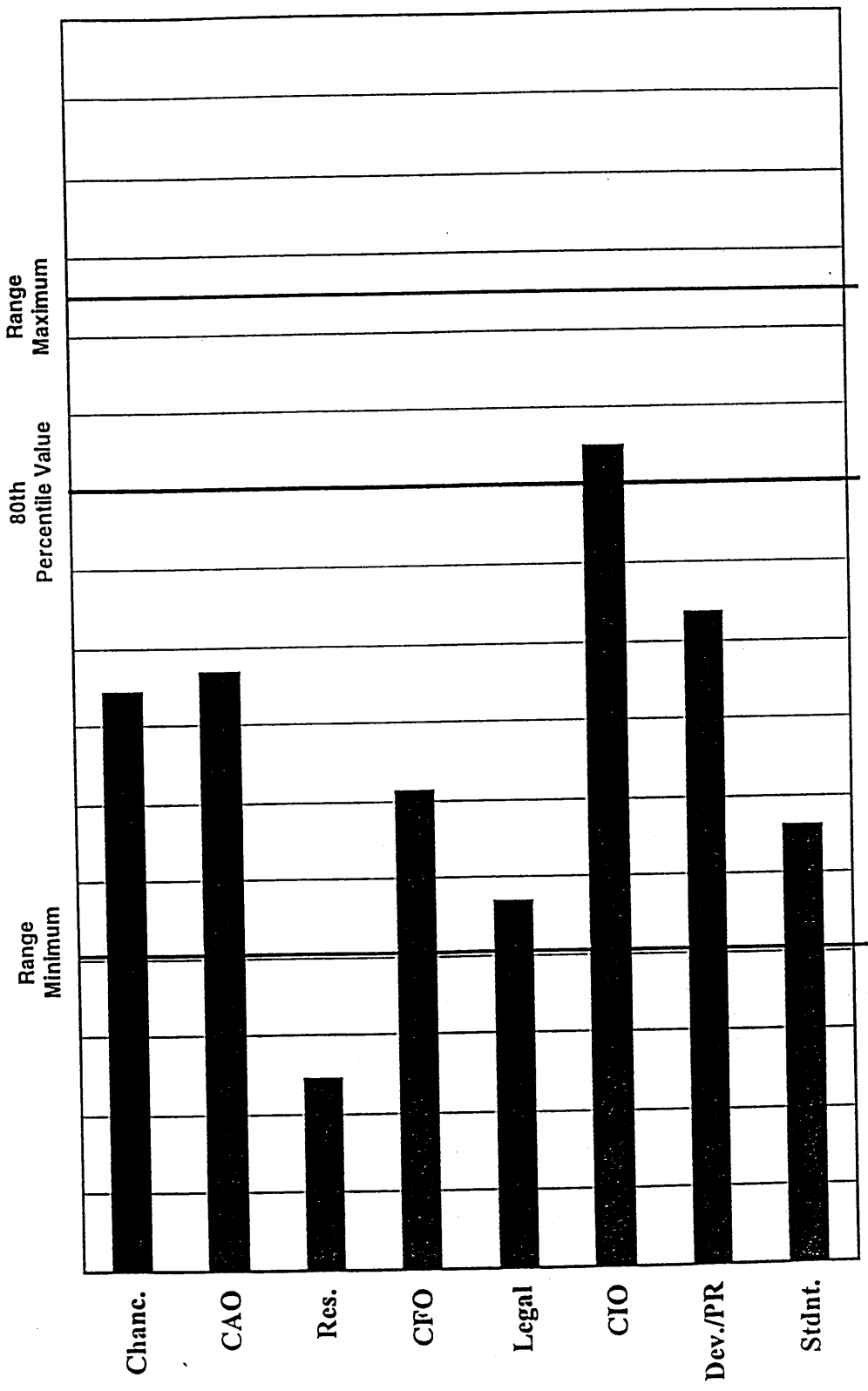


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004F16-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

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

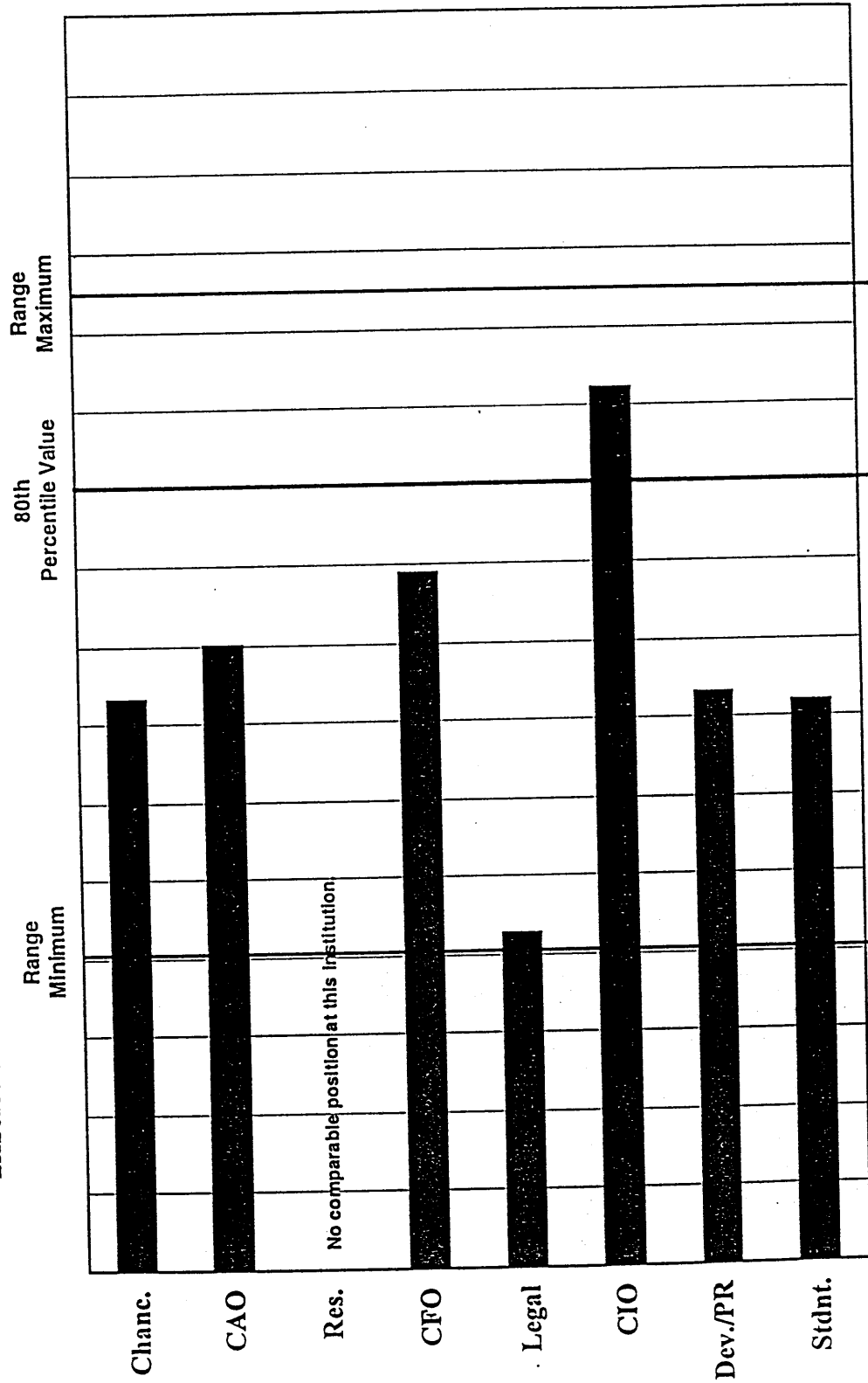


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004G/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: North Carolina Central University (Group III)

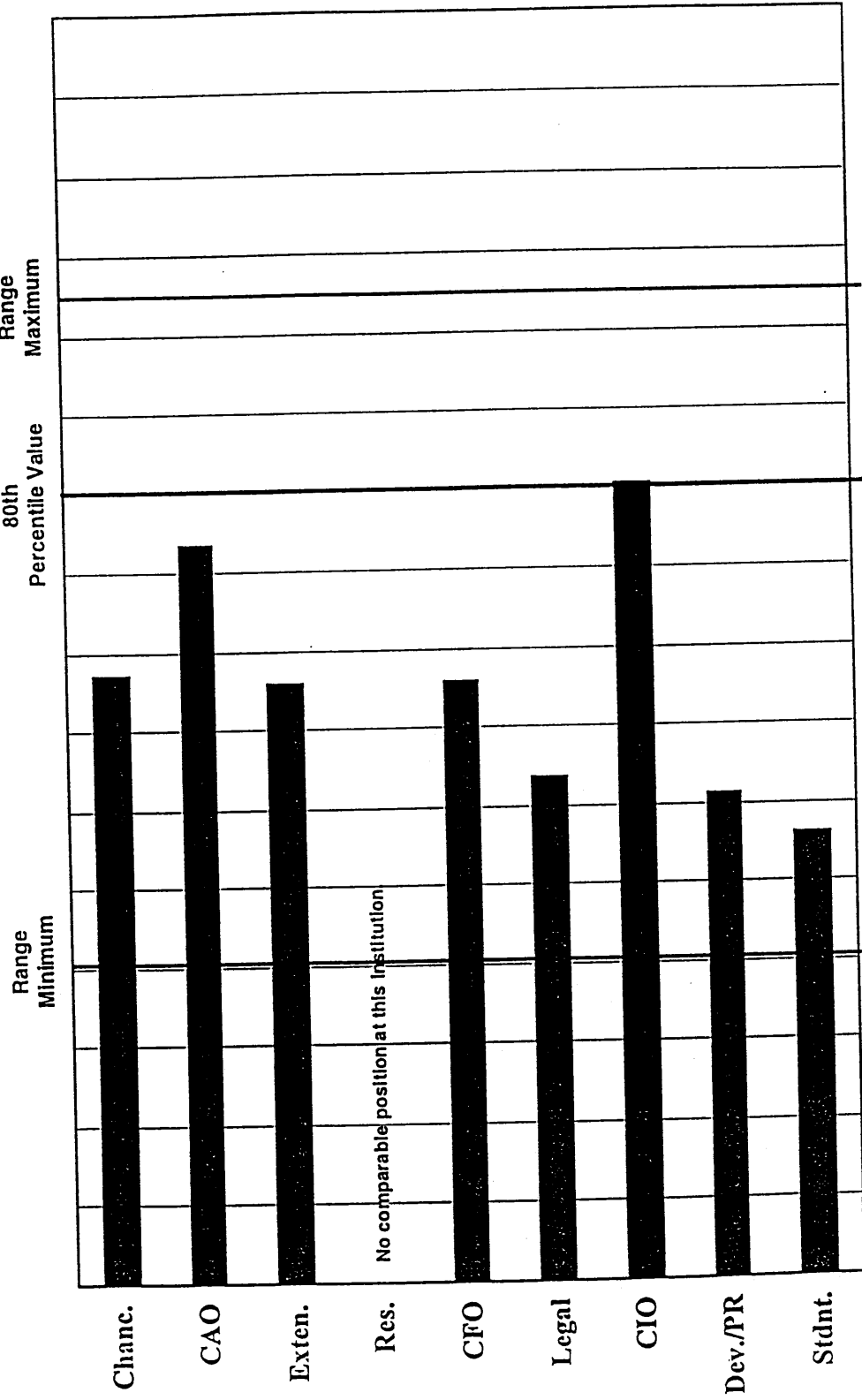


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004H/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

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

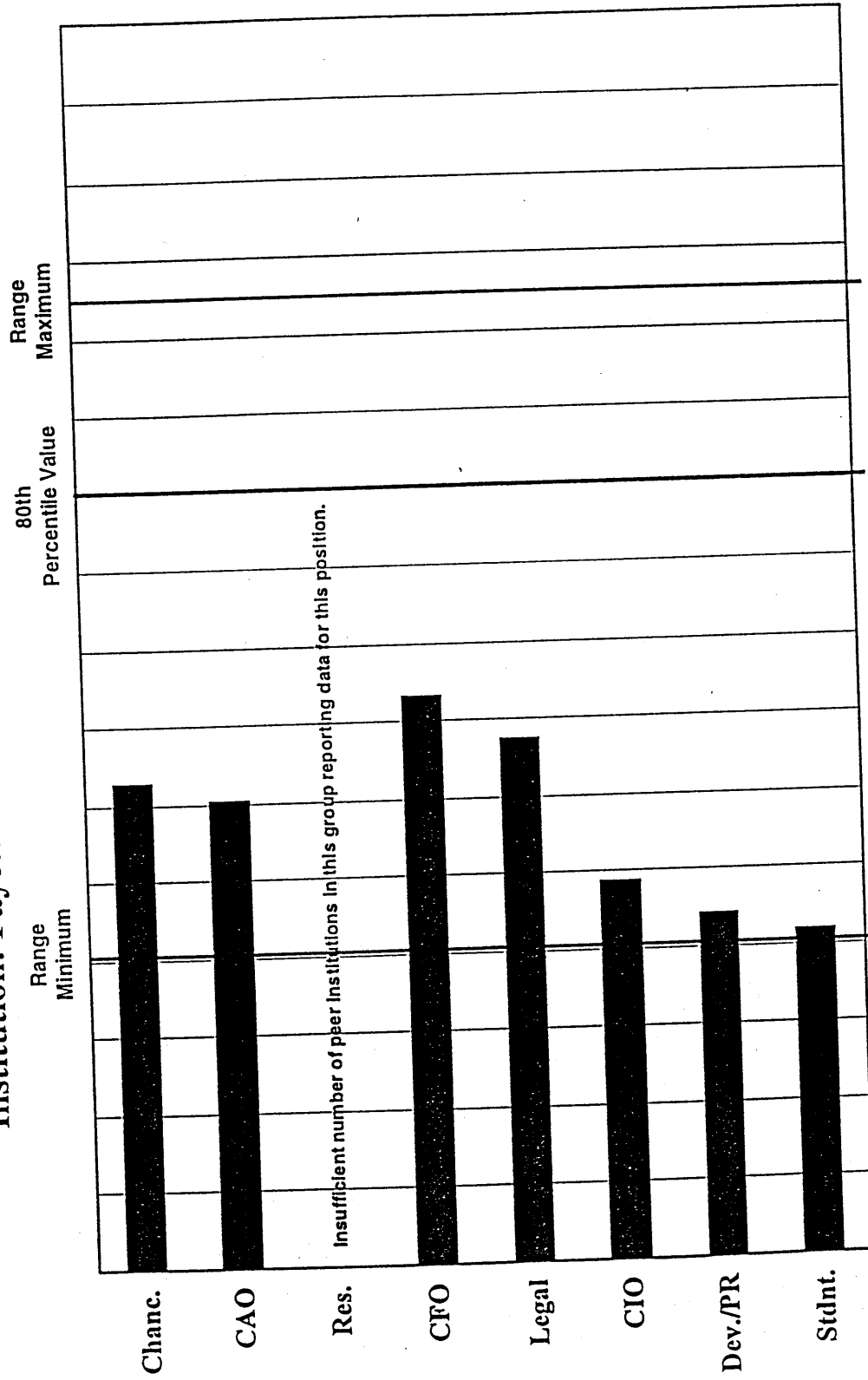


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG005D/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: Fayetteville State University (Group IV)

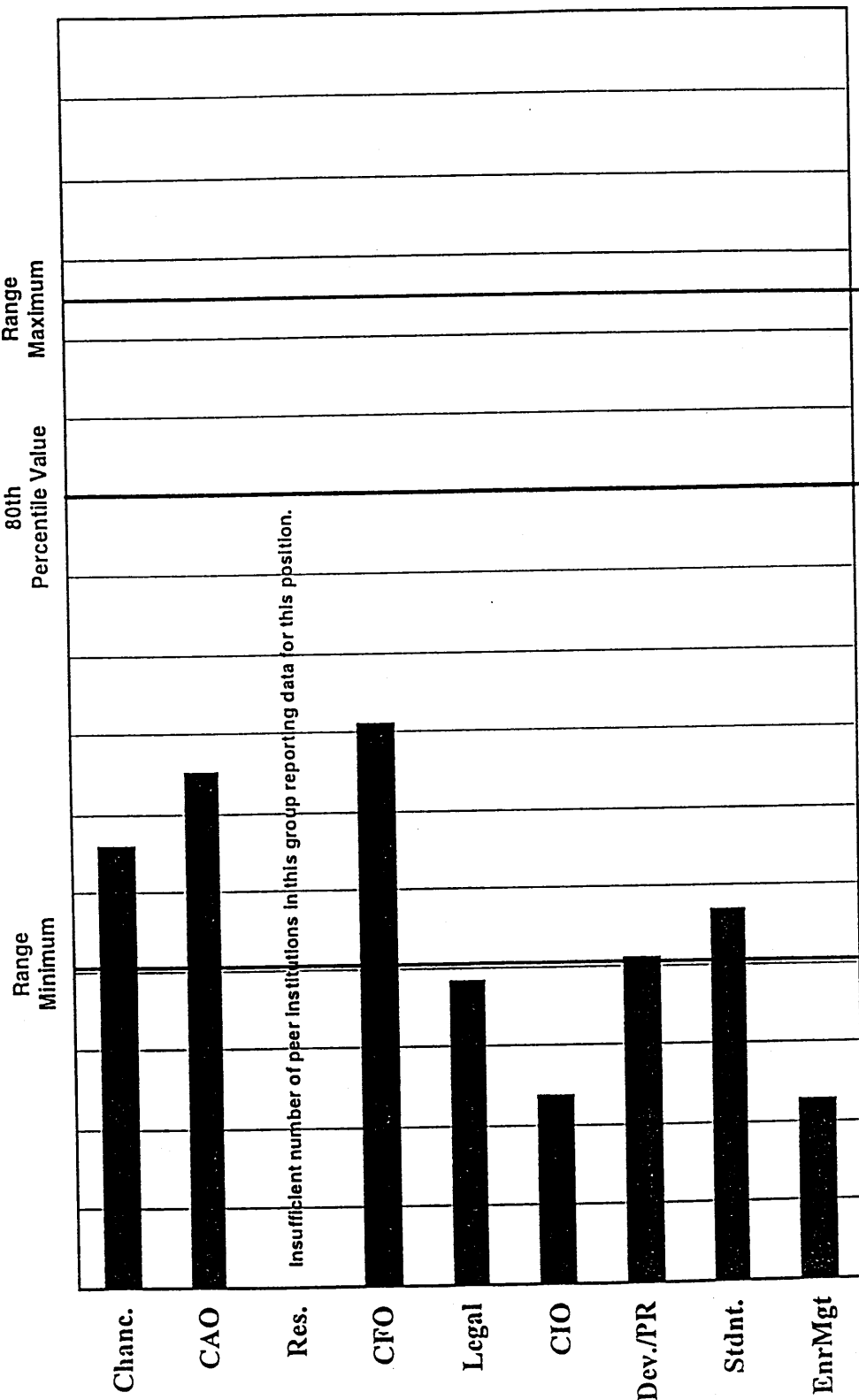


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004J/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

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

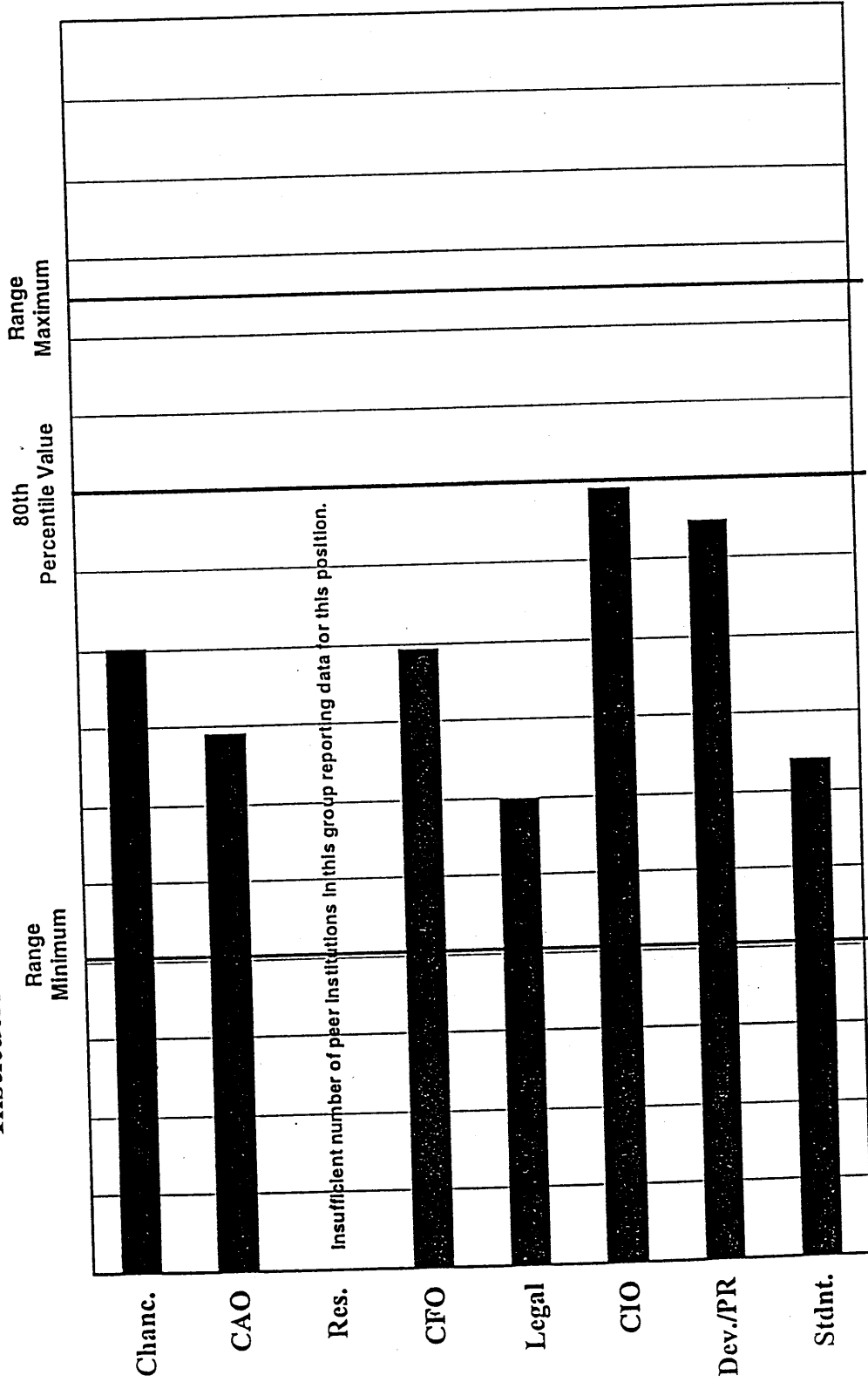


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004K/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: Western Carolina University (Group IV)

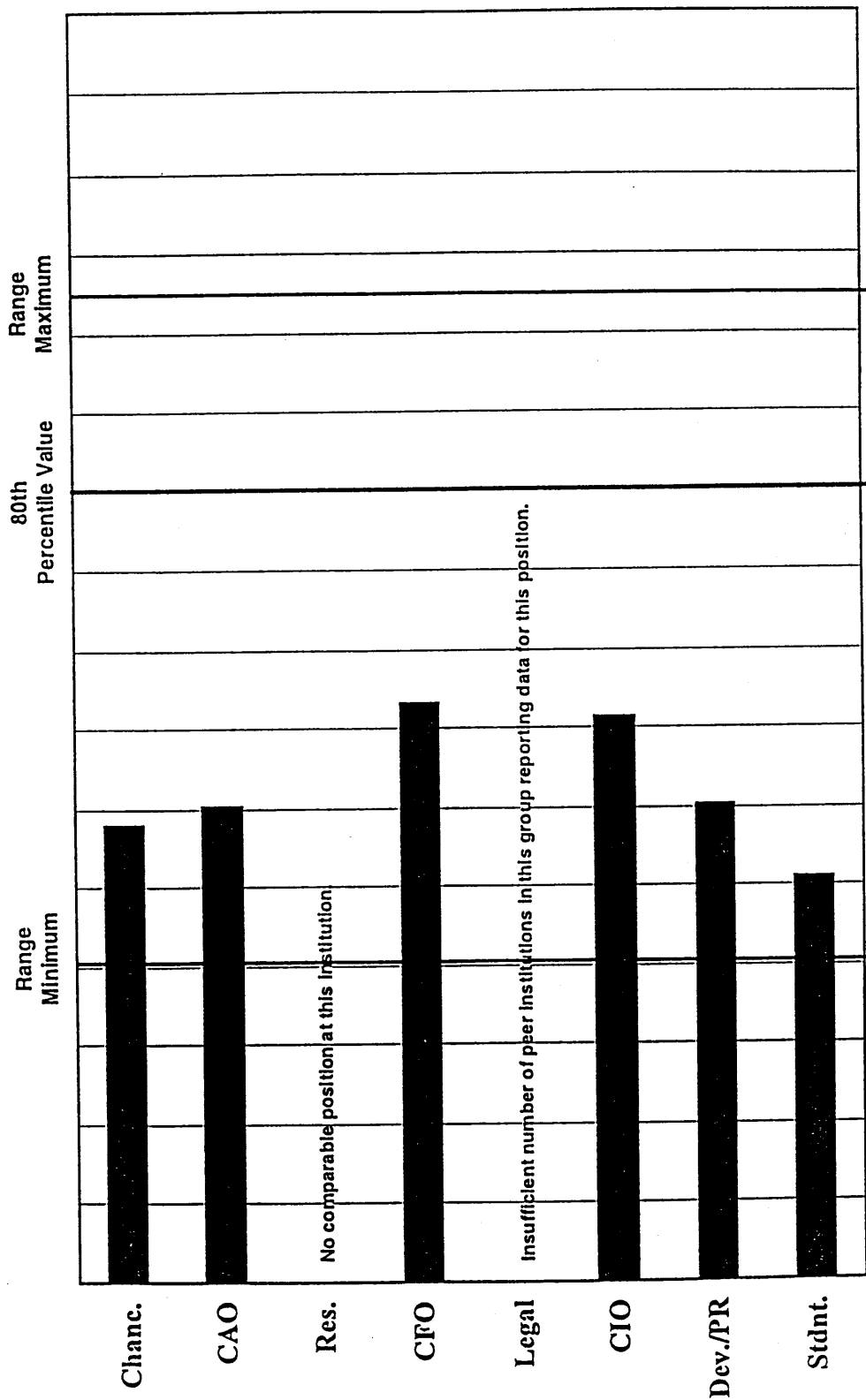


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004L/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: Elizabeth City State University (Group V)

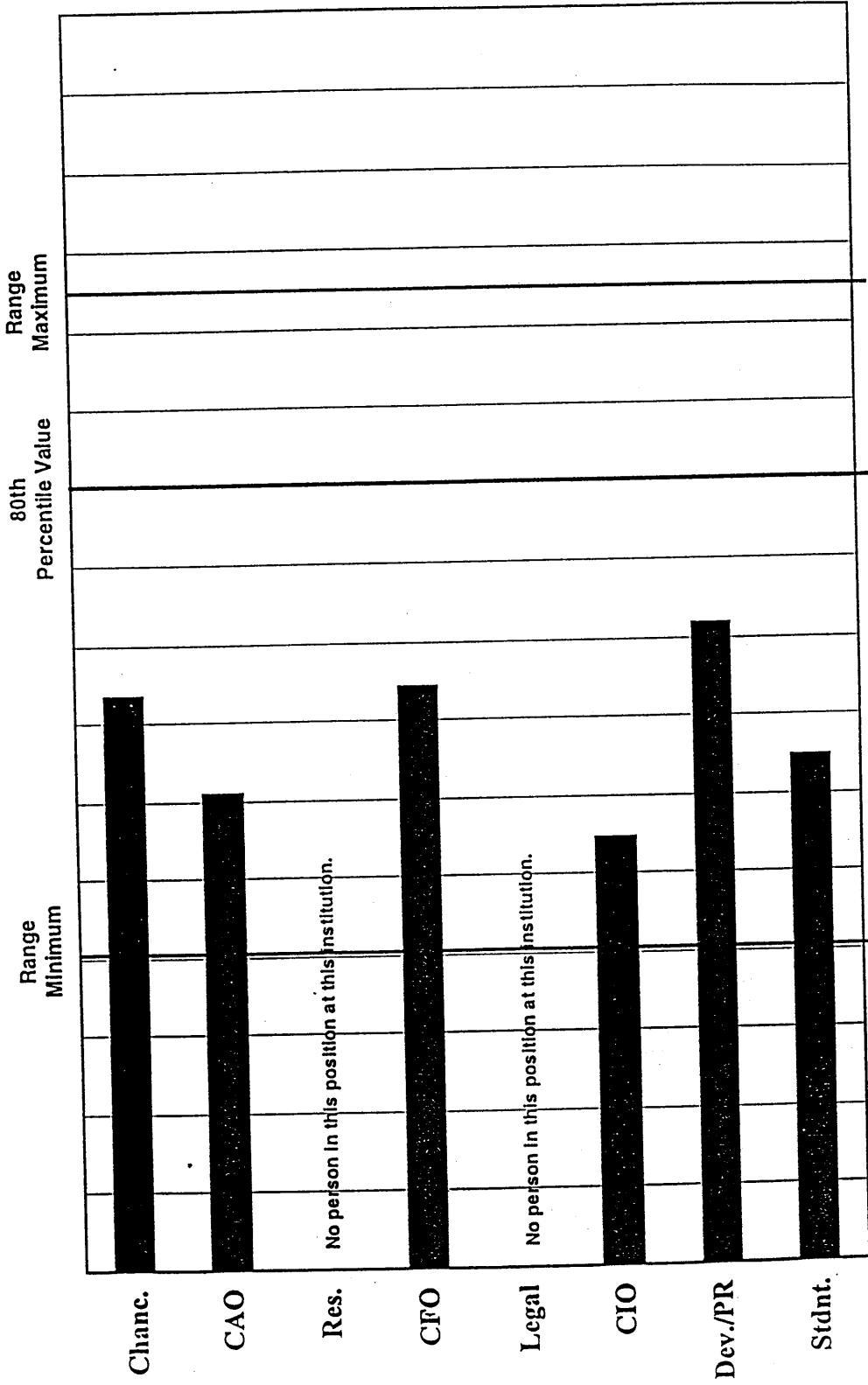


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004M/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: North Carolina School of the Arts (Group V)

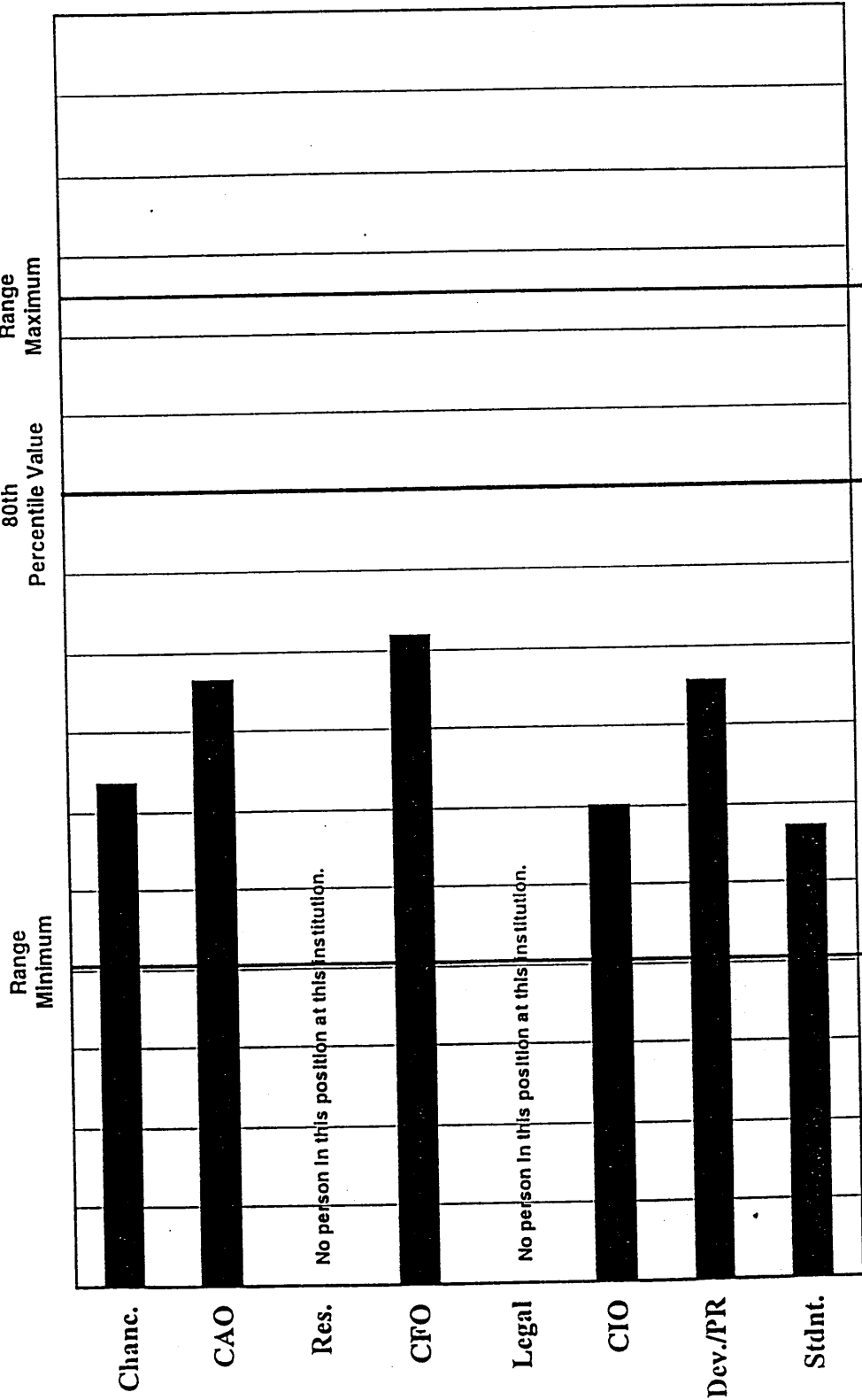


The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG004N/6-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

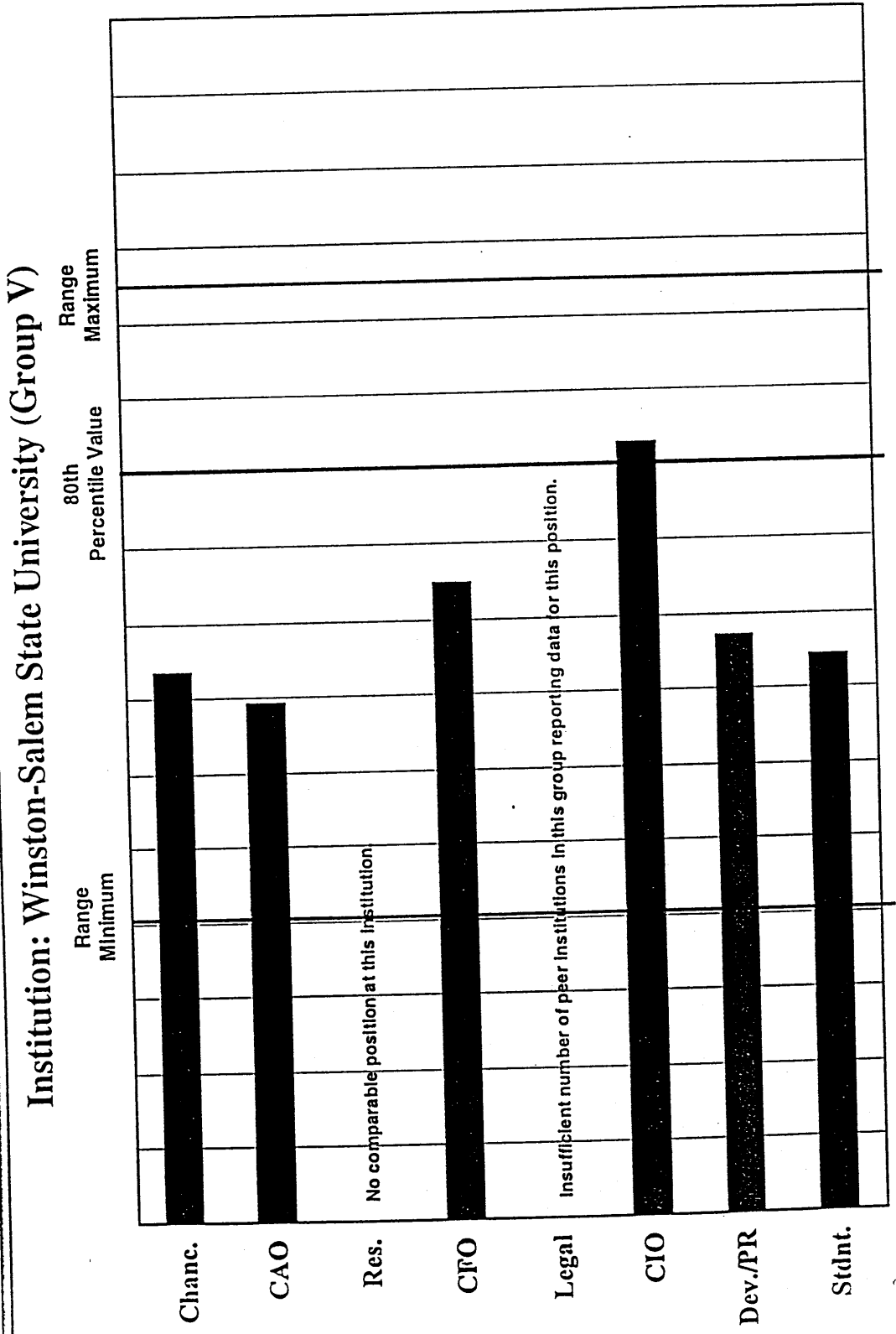
Institution: University of North Carolina at Asheville (Group V)



The University of North Carolina

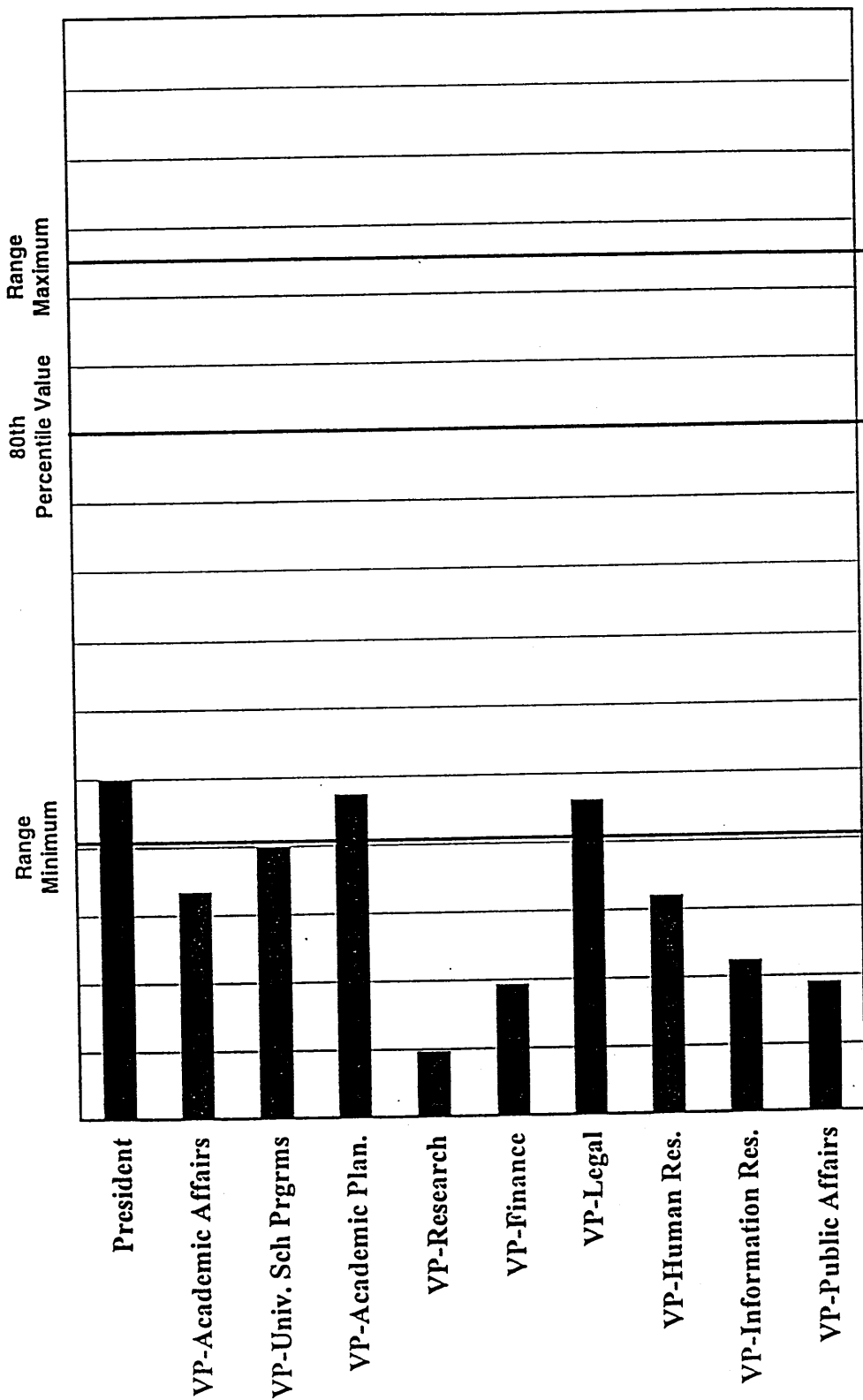
UNC-GA ProgAssess/AdminSal.TG004016-12-02

Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03



Relative Position of Selected UNC Administrators' Fall 2001 Salaries to Peer Institution Benchmarks, 2002-03

Institution: University of North Carolina System (Group VI)



The University of North Carolina

UNC-GA ProgAssess/AdminSal.TG006/6-12-02

Administrative Compensation Survey

001-02 Summary Position Descriptions

Before entering compensation figures, please review these summary position descriptions to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or the description does not apply, no data should be reported. PLEASE NOTE: For purposes of this survey, "Associate" is used to denote second in command. "Assistant" is used to denote positions with program responsibility. If you have comments or suggestions on the positions, please send them to the Administrative Compensation Survey Committee in care of the CUPA-HR National Office.

EXECUTIVE

SYSTEM

101.00 CHIEF EXECUTIVE OFFICER OF A SYSTEM OR DISTRICT (PRESIDENT OR CHANCELLOR)

Principal administrative official responsible for the direction of all operations of a system or district structure. Each subordinate campus has its own President or Provost, administrative offices, and independent programs.

101.10 ASSISTANT TO THE PRESIDENT OF A SYSTEM OR DISTRICT

Senior professional staff assistant to the President/Chancellor. Manages the administrative, operational, and/or financial affairs of the Office of the President. Represents the president to senior vice presidents and campus officials. Advises the president on policy and procedural and operational issues of the institution. NOT a professional secretarial position.

SINGLE-UNIT INSTITUTION OR SINGLE CAMPUS

102.00 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR)

Principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

102.10 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION

Senior professional staff assistant to the President/Chancellor. Manages the administrative, operational, and/or financial affairs of the Office of the President. Represents the president to senior vice presidents and campus officials. Advises the president on policy and procedural and operational issues of the institution. NOT a professional secretarial position.

ALL STRUCTURES

103.00 EXECUTIVE VICE PRESIDENT

Principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

ACADEMIC

201.00 CHIEF ACADEMIC OFFICER (ALSO MAY BE TITLED PROVOST)

Senior administrative official responsible for the direction of the academic program of the institution. Responsible for teaching and research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

201.10 ASSOCIATE CHIEF ACADEMIC OFFICER

Second senior administrative official responsible for the direction of the academic program of the institution.

202.00 CHIEF HEALTH PROFESSIONS OFFICER

Senior administrative official responsible for administration of academic health programs, hospitals, clinics, and affiliated health care programs.

203.00 DIRECTOR, LIBRARY SERVICES

Directs all activities of the institution's libraries. Typically directs personnel, public service, collection development, acquisition, technical service, and special collection functions.

203.20 ACQUISITIONS LIBRARIAN

Senior person responsible for managing the ordering and receipt of library materials in all formats.

203.30 CHIEF TECHNICAL SERVICES LIBRARIAN

Senior person responsible for planning and management of library services involving acquisitions, processing, bibliographic control, cataloging, and preservation.

203.40 CHIEF PUBLIC SERVICES LIBRARIAN

Senior person responsible for planning and management of library services involving patron interaction (reference, interlibrary loan, circulation, bibliographic instruction).

204.00 DIRECTOR, INSTITUTIONAL RESEARCH

Senior administrative staff official responsible for the conduct of research and studies on the institution itself. Typically performs or supervises data collection, analysis, reporting, and related staff work in support of decision making.

204.10 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH

Second senior administrative official responsible for the conduct of research and studies on the institution itself.

205.00 DIRECTOR, EDUCATIONAL MEDIA SERVICES

Directs the support of audio-visual services, which include the purchase of hardware, generation of software, and encouragement of use of multimedia learning devices.

206.00 DIRECTOR, LEARNING RESOURCES CENTER

Administrative official with principal responsibility for audio-visual services.

207.00 DIRECTOR, INTERNATIONAL EDUCATION

Senior administrative official who directs all activities of the institution's international education programs. Typically directs international study, English study, international visitor, visa certification, education abroad, and international student admission functions.

207.10 DIRECTOR, INTERNATIONAL STUDIES EDUCATION

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.

208.00 DIRECTOR, ACADEMIC COMPUTING

Directs the institution's academic/research computing activities.

208.10 ASSOCIATE DIRECTOR, ACADEMIC COMPUTING

Second senior administrative official responsible for the institution's academic computing activities.

244.00 CHIEF RESEARCH OFFICER

Senior administrative official responsible for overall institutional scientific research. Typically administers research policy, sponsored liaison, intellectual properties (patents), and grants and contracts.

245.00 CHIEF TECHNOLOGY TRANSFER OFFICER

Senior administrative official responsible for managing technology transfer activities relating to scientific discoveries and inventions. Participates in setting and interpretation of policy pertaining to these activities and supervises the licensing and administrative staff engaged in them. Has budgetary authority for the activities. Communicates information about the activities to the institution's senior administration or governing board.

245.10 SENIOR TECHNOLOGY LICENSING OFFICER

Senior administrative official responsible for managing licensing projects and cases, including identifying and evaluating technologies with commercial potential and licensees for the technologies. Prepares invention summaries for marketing purposes and develops and implements marketing strategies for each technology. Drafts and negotiates licenses and other types of agreements, including material transfer, collaboration, and nondisclosure agreements.

209.00 DIRECTOR, SPONSORED RESEARCH AND PROGRAMS

Directs the administrative activities for externally funded grants and contracts, including funding source identification, institutional review, and sign-off of proposals; negotiates contracts; and develops research policy.

210.00-242.00, 250.00, 251.00

DEAN OR EQUIVALENT ADMINISTRATIVE TITLE (e.g., Directors of Academic Divisions in Community Colleges)

Serves as the principal administrator of the instructional division (e.g., Architecture, Agriculture, or Nursing) indicated.

243.00 DIRECTOR, CONTINUING EDUCATION

Directs all activities of the institution's continuing education operation, including both on- and off-campus programs.

260.00 DIRECTOR, DISTANCE LEARNING

Develops and promotes distance learning initiatives. Plans, schedules, and coordinates compressed video programs. Plans and develops Internet courses and provides faculty and staff training for distance teaching.

ADMINISTRATIVE

301.00 CHIEF BUSINESS OFFICER

Senior administrative official responsible for the combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, and accounting.

301.01 CHIEF ADMINISTRATION OFFICER

Senior administrative official responsible for administrative affairs. Typically supervises purchasing, physical plant management, property management, personnel services, administrative computing, and auxiliary enterprises.

301.02 CHIEF FINANCIAL OFFICER

Senior administrative official responsible for the direction of financial affairs. Typically supervises investments, accounting, and budgets.

301.03 CHIEF INVESTMENT OFFICER

Senior administrative official responsible for the direction and management of the institution's investment activities.

301.10 DIRECTOR, ENVIRONMENTAL HEALTH AND SAFETY

Senior administrative official responsible for the campus environment and/or occupational health and safety program.

301.20 DIRECTOR, TELECOMMUNICATIONS/ NETWORKING

Administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation, and operating procedures.

302.00 CHIEF PLANNING OFFICER

Senior administrative official responsible for the direction of long-range planning and resource allocation. Functions typically include budget planning, institutional research, and facilities planning. May be responsible for planning and budgeting and for compliance with state and federal regulations.

303.00 CHIEF BUDGETING OFFICER

Senior administrative officer responsible for current budgetary operations. May be responsible for long-range planning in the absence of a planning officer.

303.10 ASSOCIATE BUDGET DIRECTOR

Second senior administrative official responsible for current budgetary operations.

304.00 CHIEF PLANNING AND BUDGET OFFICER

This position combines the major duties and responsibilities as defined in 302.00 and 303.00.

305.00 GENERAL COUNSEL

Senior administrative official responsible for managing the institution's legal affairs. 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. (Do Not report unless on institution's payroll).

306.00 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER

Senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and (where applicable) labor relations.

306.10 ASSOCIATE DIRECTOR, PERSONNEL/ HUMAN RESOURCES

Second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

306.20 MANAGER, BENEFITS

Responsible for implementing staff and/or faculty benefits, such as medical, dental, long-term disability, retirement, and accidental death benefits.

306.30 MANAGER, TRAINING AND DEVELOPMENT

Directs and coordinates employee training, which may include in-house training for management and faculty as well as staff.

306.40 MANAGER, EMPLOYEE RELATIONS

Advises and assists staff and/or faculty with respect to general personnel policies and procedures regarding grievances, employee relations, affirmative action, and equal opportunity in a nonunion setting.

306.50 MANAGER, LABOR RELATIONS

Advises management, faculty, and staff on administration of labor union contracts. Negotiates and interprets union contracts, resolves grievances, and recommends policies.

306.60 MANAGER, EMPLOYMENT

Responsible for recruiting, interviewing, placement, and other personnel office functions.

306.70 MANAGER, WAGE AND SALARY/ MANAGER, COMPENSATION

Responsible for maintaining classification and pay schedules for the institution. Conducts job audits and salary surveys and monitors the pay plan.

306.80 MANAGER, PERSONNEL INFORMATION SYSTEMS

Responsible for the payroll/personnel database, including preparation of specifications for database improvements/enhancements; establishment and monitoring of production schedules; and coordination of report generation, modifications, and development.

**307.00 DIRECTOR, AFFIRMATIVE ACTION/
EQUAL EMPLOYMENT**

Major administrative official responsible for the university-wide program designed to ensure equality of opportunity on an individual basis without preferential treatment of any group.

**307.10 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/
EQUAL EMPLOYMENT**

Second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

**308.00 DIRECTOR OF PERSONNEL AND
AFFIRMATIVE ACTION**

Position combines the major duties and responsibilities defined in 306.00 and 307.00.

309.00 CHIEF INFORMATION SYSTEMS OFFICER

Directs the institution's major academic and administrative computing activities and voice and data communications.

309.10 ASSOCIATE DIRECTOR, INFORMATION SYSTEMS

Second senior administrative official responsible for directing the institution's major computing activities.

309.20 DATABASE ADMINISTRATOR

Senior person responsible for developing and implementing standards, procedures, and controls that ensure the security, reliability, and availability of databases.

309.30 SYSTEMS ANALYST (HIGHEST LEVEL)

Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment. Position involves no programming responsibility.

310.00 DIRECTOR, ADMINISTRATIVE COMPUTING

Directs the institution's administrative computing activities.

**310.10 ASSOCIATE DIRECTOR, ADMINISTRATIVE
COMPUTING**

Second senior administrative official responsible for the institution's administrative computing activities.

**312.00 CHIEF PHYSICAL PLANT/FACILITIES
MANAGEMENT OFFICER**

Senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Typically supervises new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

**312.10 ASSOCIATE DIRECTOR, PHYSICAL PLANT/
FACILITIES MANAGEMENT**

Second senior administrative official responsible for maintenance and operation of all facilities.

312.20 MANAGER, LANDSCAPE AND GROUNDS

Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping.

312.30 MANAGER, BUILDING MAINTENANCE TRADES

Manages operation of building craft areas, which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

312.40 MANAGER, TECHNICAL TRADES

Manages operation of the technical trade areas, which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant functions.

312.50 MANAGER, CUSTODIAL SERVICES

Responsible for the management of institutional custodial services.

312.60 MANAGER, POWER PLANT

Directs operation and maintenance of high-pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

313.00 COMPTROLLER

Directs accounting, payroll, cashing, and related functions. Also may be responsible for office services, such as mail and telephone services.

313.10 MANAGER, PAYROLL

Supervises operation of the institution's payroll system.

314.00 DIRECTOR, ACCOUNTING

Responsible for the daily operation of the institution's budgetary accounting system.

315.00 BURSAR

Custodian of institutional funds.

315.10 ASSOCIATE BURSAR

Second senior administrative official serving as custodian of institutional funds.

**316.00 DIRECTOR, PURCHASING/MATERIALS
MANAGEMENT**

Directs central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, and approval of invoices.

**316.10 ASSOCIATE DIRECTOR, PURCHASING/
MATERIALS MANAGEMENT**

Second senior administrative official responsible for the institution's central purchasing operations.

317.00 DIRECTOR, BOOKSTORE

Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions 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.

317.10 ASSOCIATE DIRECTOR, BOOKSTORE

Second senior administrative official responsible for bookstore operations.

318.00 DIRECTOR, INTERNAL AUDIT

Directs the advisory function for internal auditing and systems accounting, which serves as an independent appraisal/review of the physical and administrative operations of the institution's financial areas.

319.00 DIRECTOR, AUXILIARY SERVICES

Responsible for 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.

320.00 DIRECTOR, CAMPUS SECURITY

Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

**321.00 DIRECTOR, RISK MANAGEMENT AND
INSURANCE**

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.

322.00 ADMINISTRATOR, HOSPITAL MEDICAL CENTER

If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 322.00 is the same official as 202.00, Chief Health Professions Officer, please ignore 322.00.)

**322.10 DIRECTOR, MEDICAL CENTER PUBLIC
RELATIONS/AFFAIRS**

Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

322.20 DIRECTOR, MEDICAL CENTER PERSONNEL

Senior administrative official responsible for personnel programs and staff in a medical center facility.

INTERNAL AFFAIRS

1.00 CHIEF DEVELOPMENT OFFICER

Senior administrative official responsible for institutional development programs. Incumbent typically leads institutional fundraising. Also leads public relations, alumni relations, and information office activities if no organizational co-equal is assigned to the function.

401.10 DIRECTOR, ANNUAL GIVING

Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

401.20 DIRECTOR, CORPORATE/FOUNDATION RELATIONS

Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

401.40 DIRECTOR, PLANNED GIVING

Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

402.00 CHIEF PUBLIC RELATIONS OFFICER

Senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

402.10 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS

Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

403.00 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER

Position combines the major duties and responsibilities defined in 401.00 and 402.00.

404.00 DIRECTOR, ALUMNI AFFAIRS

Coordinates contacts and services to alumni, develops and maintains alumni mailing lists and mailings, organizes receptions and other special alumni activities.

405.00 DIRECTOR, DEVELOPMENT AND ALUMNI AFFAIRS

Position combines the major duties and responsibilities defined in 403.00 and 404.00.

406.00 DIRECTOR, MAJOR GIFTS

Directs institutional fundraising in the areas of special and deferred gifts.

407.00 DIRECTOR, CHURCH RELATIONS

Senior administrative official responsible for relationships between the institution and the ministers and laypersons of support church(es). (Does not include Chaplain.)

408.00 DIRECTOR, COMMUNITY SERVICES

Directs or coordinates the conduct of special (usually noncredit) educational, cultural, and recreational services to the community.

409.00 DIRECTOR, PUBLICATIONS

Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

409.10 ASSOCIATE DIRECTOR, PUBLICATIONS

Second senior administrative official responsible for institutional publications.

409.20 MANAGER, PRINTING SERVICES

Responsible for operation of campus printing services, including offset printing and bulk xerographic reproduction.

410.00 DIRECTOR, INFORMATION OFFICE

Directs the provision of information about the institution to students, faculty,

and the public. Functions typically include news media relations; preparation or review of news releases and photographs; and preparation and distribution of newsletters, magazines, and other publications.

411.00 DIRECTOR, NEWS BUREAU

Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

STUDENT SERVICES

501.00 CHIEF STUDENT AFFAIRS OFFICER

Senior administrative official responsible for the direction of student services and student life programs. Typically supervises student counseling and testing, career development and placement, student union, campus/student activity, minority student support program, residence life, and related functions.

501.10 ASSOCIATE CHIEF STUDENT AFFAIRS OFFICER

Second senior official responsible for the direction of student services and student life programs.

501.50 DEAN OF STUDENTS

Reports to the Chief Student Affairs Officer and is responsible for functions such as student activities, housing, discipline, and orientation.

502.00 CHIEF ADMISSIONS OFFICER

Administrative official with primary responsibility for the admission of undergraduates. Also may be responsible for the admission of graduate and professional students or for scholarship administration or similar functions.

502.10 ASSOCIATE DIRECTOR, ADMISSIONS

Second senior administrative official responsible for student admissions.

502.15 DIRECTOR, ACADEMIC ADVISING

Administrative official with primary responsibility for ensuring that all undergraduate students receive accurate and timely advising services.

503.00 DIRECTOR, ADMISSIONS AND REGISTRAR

Position combines the major duties and responsibilities defined in 502.00 and 504.00.

504.00 REGISTRAR

Administrative official with principal responsibility for student registrations and records. Functions typically include registration, classroom scheduling, maintenance of student records, graduation clearance, and related matters.

504.10 ASSOCIATE REGISTRAR

Second senior administrative official with principal responsibility for the performance of the Registrar's duties.

504.20 ASSISTANT REGISTRAR

Subordinate to the Associate Registrar with responsibility for one substantively related area (e.g., military/VA registration or international registration).

505.00 DIRECTOR, ADMISSIONS AND FINANCIAL AID

Position combines the major duties and responsibilities defined in 502.00 and 506.00.

506.00 DIRECTOR, STUDENT FINANCIAL AID

Directs the administration of all forms of student aid. Functions 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.

506.10 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID

Second senior administrative official responsible for student financial aid activity.

507.00 DIRECTOR, FOOD SERVICES

Administers all institutional food services, whether directly managed and operated or catered.

507.10 ASSOCIATE DIRECTOR, FOOD SERVICES

Second senior administrative official responsible for administering all institutional food services.

508.00 DIRECTOR, STUDENT HOUSING

Senior official responsible for the direction of all residence hall operations for students. Also may administer off-campus housing programs.

508.10 ASSOCIATE DIRECTOR, STUDENT HOUSING

Second senior official responsible for all residence hall operations for students.

508.20 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS

Responsible for all administrative and fiscal functions in student housing.

508.30 HOUSING OFFICER/RESIDENCE LIFE

Responsible for the supervision and direction of residence life, staff, and student housing.

509.00 DIRECTOR OF UNION AND STUDENT ACTIVITIES

Directs the total operation of a student union building and student activities program. Functions typically include supervision of food facilities, guest rooms, information desk, and recreational facilities; arrangement of special functions; coordination of student activities; and supervision of student organizations.

510.00 DIRECTOR, FOREIGN STUDENTS

Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

511.00 DIRECTOR, STUDENT UNION

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.

511.10 ASSOCIATE DIRECTOR, STUDENT UNION

Second senior official responsible for operation of the student union building and related student activities.

512.00 DIRECTOR, STUDENT ACTIVITIES

Responsible for coordinating all campus student activities, including special events, student organizations, publications, and student government activities.

513.00 DIRECTOR, CAREER DEVELOPMENT AND PLACEMENT

Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. Also may be responsible for placement of students in part-time jobs or jobs outside the institution.

514.00 DIRECTOR, STUDENT COUNSELING

Directs the provision of counseling and testing services for students.

514.10 ASSOCIATE DIRECTOR, STUDENT COUNSELING

Second senior administrative official responsible for student counseling services.

515.00 DIRECTOR, STUDENT HEALTH SERVICES
(Physician Administrator)

Physician who directs the clinics, medical staff, and programs that provide institutionally based health services for the student body.

516.00 DIRECTOR, STUDENT HEALTH SERVICES
(Nurse Administrator)

Nurse who directs the clinics, medical staff, and programs that provide institutionally based health services for the student body.

517.00 DIRECTOR, CAMPUS MINISTRIES

Plans, coordinates, and directs the pastoral ministry and religious activities of the campus; advises on policies and issues affecting the well-being of the campus community.

518.00 DIRECTOR, ATHLETICS

Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling of and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

519.00 DIRECTOR, SPORTS INFORMATION

Institutional representative to the media for all athletic activities.

520.00 DIRECTOR, MEN'S ATHLETIC PROGRAMS

Directs intramural and intercollegiate athletic programs for men only. Functions typically include scheduling of and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

521.00 DIRECTOR, WOMEN'S ATHLETIC PROGRAMS

Directs intramural and intercollegiate athletic programs for women only. Functions typically include scheduling of and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

522.00 DIRECTOR, CAMPUS RECREATION/ INTRAMURALS

Directs all nonvarsity and club sports and has responsibility for some facilities, including recreational facilities.

523.00 CHIEF, ENROLLMENT MANAGEMENT

Administrative official 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.

524.00 DIRECTOR, MINORITY AFFAIRS

Responsible for direction of counseling programs, cultural affairs, and remedial and support programs. Also invites minority speakers to campus. In addition, may be responsible for minority housing and intercultural centers.

525.00 DIRECTOR, CONFERENCES

Responsible for development, promotion, and implementation of institutional (on- and off-campus) noncredit conferences and seminars.

Complete and return the survey by October 1, 2001.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000-01 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
102.00-CEO, Single Inst Group I (NCSU & UNC-CH)	14	\$285,410	\$450,000	\$193,000	\$331,516	\$233,089	\$372,956	15	\$287,921	\$450,000	\$193,000	\$340,578	\$239,460	\$383,150
Group II (ECU, UNC-C, UNC-G)	28	\$205,531	\$300,000	\$143,500	\$252,368	\$177,440	\$283,914	26	\$214,211	\$352,652	\$147,211	\$273,693	\$192,434	\$307,905
Group III (ASU, NCA&T, NCCU, UNC-W)	41	\$167,917	\$232,000	\$112,519	\$196,159	\$137,920	\$220,679	36	\$171,748	\$240,589	\$127,947	\$208,004	\$146,247	\$234,004
Group IV (FSU, UNC-P, WCU)	24	\$158,155	\$198,300	\$120,000	\$187,998	\$132,181	\$211,498	19	\$157,975	\$197,620	\$120,000	\$196,382	\$138,076	\$220,930
Group V (ECSU, NCSA, UNC-A, WSSU)	14	\$142,087	\$206,747	\$76,000	\$169,956	\$119,496	\$191,201	12	\$156,845	\$244,000	\$124,004	\$190,881	\$134,208	\$214,741
102.10-Asst to CEO, Single Group I (NCSU & UNC-CH)	13	\$109,376	\$153,700	\$65,000	\$137,037	\$96,351	\$154,166	15	\$109,732	\$157,500	\$71,000	\$140,683	\$98,915	\$158,269
Group II (ECU, UNC-C, UNC-G)	20	\$85,726	\$130,000	\$45,000	\$104,986	\$73,815	\$118,109	20	\$86,900	\$135,000	\$55,000	\$109,735	\$77,155	\$123,452
Group III (ASU, NCA&T, NCCU, UNC-W)	25	\$81,749	\$125,640	\$53,628	\$103,880	\$73,038	\$116,865	21	\$79,843	\$116,000	\$55,889	\$104,006	\$73,126	\$117,006
Group IV (FSU, UNC-P, WCU)	11	\$75,764	\$88,691	\$63,464	\$86,649	\$60,923	\$97,480	12	\$76,565	\$103,185	\$50,000	\$93,627	\$65,829	\$105,331
Group V (ECSU, NCSA, UNC-A, WSSU)	11	\$68,698	\$89,041	\$42,862	\$79,842	\$56,137	\$89,822	8	\$69,526	\$90,000	\$46,000	\$89,688	\$63,060	\$100,899
103.00-Exec Vice Pres Group I (NCSU & UNC-CH)	5	\$271,680	\$436,400	\$193,000	\$336,550	\$236,628	\$378,619	5	\$279,577	\$454,000	\$212,400	\$357,983	\$251,698	\$402,731
Group II (ECU, UNC-C, UNC-G)	.	.	.	.	.	.	.	5	\$176,623	\$265,000	\$86,205	\$191,358	\$134,544	\$215,277
Group V (ECSU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	5	\$112,749	\$130,000	\$93,000	\$144,720	\$101,752	\$162,809
201.00-Chief Acad Off Group I (NCSU & UNC-CH)	19	\$215,826	\$263,670	\$150,000	\$251,305	\$176,692	\$282,718	20	\$226,649	\$302,747	\$192,000	\$272,717	\$191,748	\$306,807
Group II (ECU, UNC-C, UNC-G)	29	\$166,998	\$224,000	\$104,000	\$212,212	\$149,206	\$238,719	26	\$175,849	\$235,000	\$116,000	\$228,835	\$160,894	\$257,439
Group III (ASU, NCA&T, NCCU, UNC-W)	41	\$127,641	\$172,000	\$98,200	\$152,640	\$107,321	\$171,720	36	\$130,038	\$200,000	\$100,000	\$161,169	\$113,318	\$181,315
Group IV (FSU, UNC-P, WCU)	25	\$122,314	\$162,240	\$92,000	\$140,980	\$99,123	\$158,603	19	\$122,846	\$159,200	\$92,000	\$146,069	\$102,701	\$164,328
Group V (ECSU, NCSA, UNC-A, WSSU)	14	\$105,593	\$124,700	\$57,797	\$124,656	\$87,646	\$140,238	12	\$112,346	\$150,000	\$102,500	\$133,581	\$93,921	\$150,279
201.10-Assc Chief Acad Off Group I (NCSU & UNC-CH)	13	\$145,414	\$169,000	\$128,400	\$159,000	\$111,793	\$178,875	10	\$149,817	\$177,500	\$138,000	\$172,883	\$121,554	\$194,494
Group II (ECU, UNC-C, UNC-G)	25	\$114,671	\$160,744	\$70,000	\$137,800	\$96,887	\$155,025	22	\$119,868	\$168,781	\$95,000	\$147,392	\$103,632	\$165,816
Group III (ASU, NCA&T, NCCU, UNC-W)	33	\$96,942	\$128,846	\$74,144	\$115,486	\$81,198	\$129,922	30	\$97,505	\$132,887	\$77,000	\$120,510	\$84,731	\$135,574
Group IV (FSU, UNC-P, WCU)	19	\$94,730	\$118,985	\$69,280	\$114,656	\$80,614	\$128,987	18	\$93,742	\$121,667	\$69,280	\$116,559	\$81,952	\$131,129
Group V (ECSU, NCSA, UNC-A, WSSU)	7	\$89,180	\$96,000	\$83,000	\$98,337	\$69,141	\$110,629	9	\$84,053	\$115,000	\$71,508	\$98,337	\$69,141	\$110,629
202.00-Chf Hlth Prof Off Group I (NCSU & UNC-CH)	5	\$336,295	\$556,973	\$199,500	\$344,500	\$242,218	\$387,563	5	\$341,263	\$556,973	\$210,000	\$377,302	\$265,281	\$424,455
Group II (ECU, UNC-C, UNC-G)	6	\$281,210	\$340,500	\$228,063	\$334,182	\$234,963	\$375,955	6	\$286,955	\$353,500	\$242,964	\$346,487	\$243,615	\$389,798
203.00-Dir Library Serv Group I (NCSU & UNC-CH)	19	\$146,543	\$170,100	\$124,342	\$166,123	\$116,801	\$186,889	19	\$148,805	\$185,000	\$127,451	\$173,525	\$122,006	\$195,216
Group II (ECU, UNC-C, UNC-G)	28	\$107,556	\$146,000	\$73,856	\$123,914	\$87,124	\$139,403	22	\$109,561	\$133,000	\$84,914	\$129,504	\$91,054	\$145,692
Group III (ASU, NCA&T, NCCU, UNC-W)	41	\$87,732	\$105,200	\$66,136	\$102,843	\$72,309	\$115,698	35	\$86,917	\$107,459	\$66,024	\$105,019	\$73,839	\$118,146
Group IV (FSU, UNC-P, WCU)	19	\$82,601	\$101,269	\$63,650	\$97,548	\$68,586	\$109,741	18	\$80,554	\$101,124	\$61,000	\$99,054	\$69,645	\$111,435
Group V (ECSU, NCSA, UNC-A, WSSU)	13	\$71,710	\$91,777	\$53,544	\$84,011	\$59,068	\$94,512	12	\$70,300	\$98,145	\$57,586	\$84,011	\$59,068	\$94,512
203.20-Acquisitns Librarian Group I (NCSU & UNC-CH)	15	\$56,350	\$80,400	\$40,000	\$69,862	\$49,120	\$78,595	16	\$56,648	\$76,632	\$42,500	\$72,581	\$51,032	\$81,654
Group II (ECU, UNC-C, UNC-G)	19	\$49,730	\$66,259	\$30,000	\$59,983	\$42,174	\$67,481	19	\$50,859	\$68,502	\$33,086	\$63,069	\$44,344	\$70,952
Group III (ASU, NCA&T, NCCU, UNC-W)	19	\$44,170	\$61,823	\$35,244	\$51,643	\$36,310	\$58,099	19	\$45,965	\$74,460	\$31,883	\$59,390	\$41,757	\$66,813

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

CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.

CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data

(1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
By Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
203.20-Acquistns Librarian	10	\$43,373	\$55,060	\$36,650	\$49,588	\$34,855	\$55,786	9	\$45,369	\$57,030	\$36,650	\$56,214	\$39,524	\$63,241
Group IV (FSU, UNC-P, WCU)								7	\$43,407	\$82,184	\$25,292	\$51,472	\$36,190	\$57,906
Group V (ECU, NCSA, UNC-A, WSSU)														
203.30-Chf Tech Serv Librn	14	\$78,646	\$103,600	\$55,049	\$96,256	\$67,678	\$108,289	13	\$82,134	\$108,158	\$64,557	\$101,730	\$71,526	\$114,446
Group I (NCSU & UNC-CH)	20	\$62,982	\$75,290	\$46,650	\$78,384	\$55,112	\$88,182	17	\$53,556	\$82,219	\$48,516	\$80,963	\$56,925	\$91,083
Group II (ECU, UNC-C, UNC-G)	23	\$55,210	\$76,431	\$36,000	\$66,677	\$46,880	\$75,011	18	\$56,085	\$79,488	\$40,677	\$69,569	\$48,914	\$78,265
Group III (ASU, NCA&T, NCCU, UNC-W)	11	\$50,607	\$56,763	\$35,573	\$58,568	\$41,179	\$65,889	9	\$50,728	\$59,888	\$35,573	\$61,985	\$43,582	\$69,733
Group IV (FSU, UNC-P, WCU)	8	\$45,763	\$66,603	\$34,666	\$53,103	\$37,336	\$59,740	7	\$43,666	\$44,529	\$34,755	\$53,103	\$37,336	\$59,740
Group V (ECU, NCSA, UNC-A, WSSU)														
203.40-Chf Public Serv Librn	12	\$84,070	\$104,490	\$52,430	\$104,637	\$73,570	\$117,716	12	\$82,717	\$107,700	\$51,032	\$108,186	\$76,066	\$121,709
Group I (NCSU & UNC-CH)	17	\$61,359	\$78,000	\$44,726	\$76,843	\$54,028	\$86,448	14	\$63,735	\$80,000	\$51,681	\$79,332	\$55,778	\$89,248
Group II (ECU, UNC-C, UNC-G)	25	\$57,015	\$75,798	\$41,543	\$68,900	\$48,444	\$77,513	17	\$56,650	\$75,000	\$42,478	\$70,134	\$49,312	\$78,901
Group III (ASU, NCA&T, NCCU, UNC-W)	8	\$55,464	\$67,322	\$43,806	\$62,325	\$43,821	\$70,116	8	\$55,438	\$67,235	\$46,925	\$66,021	\$46,419	\$74,273
Group IV (FSU, UNC-P, WCU)	7	\$37,339	\$44,216	\$29,856	\$41,116	\$28,909	\$46,256	7	\$42,423	\$53,872	\$34,726	\$47,284	\$33,245	\$53,194
Group V (ECU, NCSA, UNC-A, WSSU)														
203.50-Reference Librarian														
Group I (NCSU & UNC-CH)														
Group II (ECU, UNC-C, UNC-G)														
Group III (ASU, NCA&T, NCCU, UNC-W)														
Group IV (FSU, UNC-P, WCU)														
Group V (ECU, NCSA, UNC-A, WSSU)														
203.60-Catalog Librarians														
Group I (NCSU & UNC-CH)														
Group II (ECU, UNC-C, UNC-G)														
Group III (ASU, NCA&T, NCCU, UNC-W)														
Group IV (FSU, UNC-P, WCU)														
Group V (ECU, NCSA, UNC-A, WSSU)														
204.00-Dir Instit Research														
Group I (NCSU & UNC-CH)	10	\$93,386	\$104,978	\$81,900	\$104,508	\$73,479	\$117,571	13	\$93,397	\$130,000	\$62,500	\$109,399	\$76,918	\$123,073
Group II (ECU, UNC-C, UNC-G)	27	\$75,766	\$106,000	\$50,000	\$91,163	\$64,097	\$102,559	23	\$76,841	\$110,000	\$50,000	\$92,984	\$65,377	\$104,607
Group III (ASU, NCA&T, NCCU, UNC-W)	36	\$64,713	\$85,000	\$43,074	\$78,386	\$55,113	\$88,184	32	\$66,242	\$86,409	\$50,577	\$82,067	\$57,701	\$92,325
Group IV (FSU, UNC-P, WCU)	19	\$64,044	\$101,448	\$36,050	\$81,885	\$57,573	\$92,120	19	\$63,845	\$86,150	\$40,800	\$81,885	\$57,573	\$92,120
Group V (ECU, NCSA, UNC-A, WSSU)	13	\$59,400	\$75,320	\$45,000	\$67,521	\$47,474	\$75,962	10	\$58,575	\$77,579	\$46,444	\$70,424	\$49,515	\$79,226
204.10-Assc Dir Inst Res														
Group I (NCSU & UNC-CH)	7	\$70,751	\$84,336	\$56,000	\$87,302	\$61,382	\$98,214	7	\$70,529	\$87,710	\$54,842	\$90,069	\$63,327	\$101,327
Group II (ECU, UNC-C, UNC-G)	10	\$55,989	\$75,230	\$40,000	\$64,140	\$45,097	\$72,157	8	\$57,481	\$78,030	\$41,600	\$67,127	\$47,197	\$75,518
Group III (ASU, NCA&T, NCCU, UNC-W)	14	\$48,387	\$61,819	\$33,449	\$62,857	\$44,195	\$70,714	12	\$49,609	\$68,886	\$34,786	\$65,023	\$45,718	\$73,151
Group IV (FSU, UNC-P, WCU)	5	\$47,397	\$60,638	\$33,198	\$57,159	\$40,189	\$64,304	5	\$48,836	\$60,638	\$35,897	\$60,348	\$42,431	\$67,891
205.00-Dir Educ Media Serv														
Group I (ECU & UNC-CH)	12	\$77,266	\$98,388	\$49,500	\$94,224	\$66,249	\$106,003	11	\$75,804	\$105,120	\$52,268	\$95,751	\$67,322	\$107,720
Group II (ECU, UNC-C, UNC-G)	14	\$75,395	\$94,200	\$53,000	\$90,733	\$63,794	\$102,074	11	\$74,864	\$97,730	\$55,700	\$92,144	\$64,786	\$103,662

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Note: CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.

CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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 for 2002-03 are based on three-year weighted data

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data

(1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
205.00-Dir Educ Media Serv Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	17 12 6	\$62,279 \$65,276 \$49,707	\$81,923 \$78,170 \$79,114	\$39,690 \$48,046 \$24,977	\$76,278 \$77,553 \$68,331	\$53,631 \$54,528 \$48,044	\$85,813 \$87,247 \$76,872	15 10 8	\$63,023 \$64,460 \$47,866	\$88,576 \$97,465 \$66,331	\$39,690 \$48,039 \$25,726	\$77,426 \$79,871 \$68,331	\$54,438 \$56,157 \$48,044	\$87,104 \$89,855 \$76,872
206.00-Dir Learning Res Ctr Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU)	9 9 13 8	\$81,195 \$59,746 \$59,899 \$48,241	\$125,870 \$78,000 \$78,785 \$57,706	\$51,370 \$48,610 \$42,914 \$28,392	\$96,426 \$69,247 \$70,388 \$56,512	\$67,797 \$48,688 \$49,490 \$39,734	\$108,479 \$77,903 \$79,187 \$63,576	9 7 8 6	\$82,094 \$58,883 \$57,387 \$50,022	\$129,200 \$69,753 \$69,753 \$59,581	\$53,140 \$42,727 \$46,039 \$46,039	\$103,444 \$71,530 \$70,388 \$59,630	\$72,732 \$50,293 \$49,490 \$41,926	\$116,375 \$80,472 \$79,187 \$67,083
207.00-Dir Internatl Educ Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU)	8 19 19 7	\$111,471 \$78,225 \$83,925 \$65,464	\$154,350 \$117,000 \$116,000 \$87,614	\$58,150 \$35,772 \$46,400 \$53,841	\$146,216 \$104,501 \$106,681 \$76,924	\$102,805 \$73,475 \$75,007 \$54,085	\$164,493 \$117,564 \$120,016 \$86,540	9 14 17 8	\$106,632 \$80,805 \$81,915 \$64,656	\$162,350 \$125,000 \$125,000 \$75,490	\$43,338 \$35,772 \$49,174 \$57,220	\$147,705 \$110,184 \$113,861 \$79,060	\$103,852 \$77,471 \$80,056 \$55,587	\$166,169 \$123,957 \$128,094 \$88,942
207.10-Dir Internatl Std Ed Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU)	7 8 7 5	\$104,453 \$62,410 \$49,956 \$60,779	\$178,812 \$90,331 \$65,000 \$82,725	\$44,589 \$34,133 \$39,724 \$43,705	\$169,960 \$84,919 \$58,948 \$68,900	\$119,499 \$59,707 \$41,447 \$48,444	\$191,205 \$95,534 \$66,317 \$77,513	9 8 9 .	\$100,210 \$63,658 \$52,123 \$60,779	\$203,600 \$93,944 \$68,250 .	\$46,000 \$35,105 \$39,724 .	\$169,960 \$86,279 \$63,141 \$71,973	\$119,499 \$60,663 \$44,394 \$50,604	\$191,205 \$97,064 \$71,033 \$80,969
208.00-Dir Academic Computing Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	12 13 19 10 6	\$140,441 \$94,217 \$71,758 \$71,321 \$56,491	\$198,000 \$127,111 \$99,707 \$96,962 \$70,313	\$85,661 \$74,624 \$52,000 \$42,341 \$42,000	\$179,059 \$112,784 \$82,679 \$82,858 \$70,421	\$125,897 \$79,298 \$58,132 \$58,258 \$49,513	\$201,442 \$126,882 \$93,014 \$93,215 \$79,224	10 11 13 8 .	\$140,138 \$96,331 \$70,365 \$67,748 \$60,911	\$185,700 \$130,085 \$86,355 \$80,261 .	\$92,514 \$67,392 \$55,600 \$42,342 .	\$179,894 \$122,103 \$85,728 \$84,442 \$75,664	\$126,484 \$85,850 \$60,275 \$59,371 \$53,199	\$202,381 \$137,366 \$96,444 \$94,997 \$85,122
208.10-Asst Dir Academic Computing Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W)	7 7 9	\$106,656 \$71,724 \$61,629	\$122,000 \$78,615 \$78,615	\$89,413 \$62,895 \$46,199	\$125,207 \$78,522 \$78,479	\$88,033 \$55,209 \$55,178	\$140,858 \$88,338 \$88,289	5 5 5	\$103,055 \$71,724 \$64,190	\$133,992 .	\$61,563 .	\$125,207 \$85,158 \$79,688	\$88,033 \$59,874 \$56,028	\$140,858 \$95,802 \$89,649
209.00-Dir, Spons Res & Prog Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	17 24 26 13 5	\$101,370 \$84,738 \$64,740 \$63,729 \$54,579	\$148,000 \$105,898 \$91,923 \$93,960 \$74,000	\$68,500 \$66,625 \$41,811 \$35,556 \$32,148	\$127,127 \$97,892 \$79,966 \$80,768 \$63,005	\$89,383 \$68,828 \$56,224 \$56,788 \$44,299	\$143,018 \$110,129 \$89,961 \$90,864 \$70,881	14 18 23 14 6	\$104,481 \$84,823 \$64,232 \$63,402 \$57,070	\$175,000 \$105,898 \$103,412 \$103,000 \$76,000	\$70,000 \$51,231 \$43,483 \$35,556 \$44,134	\$132,393 \$103,319 \$79,966 \$81,587 \$70,641	\$93,086 \$72,644 \$56,224 \$57,364 \$49,668	\$148,943 \$116,234 \$89,961 \$91,785 \$79,472
210.00-Dean, Architecture Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W)	10 8 9	\$153,498 \$112,216 \$170,820	\$194,000 \$167,500 \$188,760	\$107,675 \$54,000 \$149,942	\$174,794 \$154,912 \$191,224	\$122,898 \$108,919 \$134,450	\$196,643 \$174,276 \$215,127	10 6 9	\$155,855 \$121,546 \$171,999	\$203,400 \$172,860 \$196,681	\$110,910 \$95,000 \$154,740	\$182,520 \$156,303 \$199,784	\$128,330 \$109,896 \$140,468	\$205,335 \$175,840 \$224,757
211.00-Dean, Agriculture Group I (NCSU & UNC-CH) Group III (ASU, NCA&T, NCCU, UNC-W)	5 5	\$96,971 \$119,224	\$119,224 \$86,775	\$86,775 \$86,775	\$105,968 \$105,968	\$74,506 \$74,506	\$119,214 \$119,214	5 5	\$101,005 \$122,205	\$122,205 \$90,240	\$90,240 \$90,240	\$111,380 \$111,380	\$78,312 \$78,312	\$125,303 \$125,303

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions. CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions. CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted. Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary. Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000-01 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
212.00-Dean, Arts & Letters Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU)	5 8 6	\$121,366 \$104,248 \$88,361	\$159,101 \$132,000 \$102,000	\$85,000 \$88,000 \$71,000	\$134,967 \$118,043 \$105,124	\$94,895 \$82,996 \$73,913	\$151,837 \$132,798 \$118,265	6 11 7	\$127,987 \$106,090 \$92,756	\$165,305 \$136,000 \$118,612	\$96,300 \$94,500 \$80,019	\$152,836 \$122,904 \$108,801	\$107,459 \$86,414 \$76,498	\$171,941 \$138,267 \$122,401
213.00-Dean, Arts & Sciences Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU)	13 23 28 16	\$182,436 \$137,876 \$109,333 \$107,663	\$219,400 \$181,000 \$148,755 \$129,200	\$141,627 \$83,480 \$76,000 \$89,405	\$216,823 \$163,479 \$128,784 \$122,112	\$152,448 \$114,942 \$90,548 \$85,857	\$243,926 \$183,914 \$144,882 \$137,376	14 19 23 7	\$191,113 \$140,958 \$110,001 \$93,513	\$270,000 \$186,200 \$153,000 \$125,000	\$156,000 \$92,913 \$80,906 \$74,986	\$231,212 \$172,933 \$138,202 \$114,288	\$162,565 \$121,590 \$97,170 \$80,356	\$260,114 \$194,550 \$155,477 \$128,574
214.00-Dean, Business Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	16 30 39 22 10	\$209,813 \$154,232 \$116,698 \$107,600 \$92,160	\$272,569 \$220,000 \$169,169 \$150,535 \$110,000	\$147,500 \$102,000 \$73,470 \$81,504 \$71,794	\$240,343 \$190,800 \$143,120 \$120,704 \$106,457	\$168,985 \$134,151 \$100,628 \$84,867 \$74,850	\$270,386 \$214,650 \$161,010 \$135,792 \$119,764	18 25 35 19 8	\$219,195 \$158,076 \$116,760 \$109,468 \$88,460	\$325,000 \$223,600 \$165,932 \$159,500 \$101,300	\$152,663 \$112,740 \$96,169 \$88,000 \$71,617	\$175,082 \$123,100	\$183,564 \$138,930 \$100,628 \$90,216 \$74,850	\$293,713 \$222,296 \$161,010 \$144,351 \$119,764
215.00-Dean, Communications Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	6 7 18 5 6	\$143,358 \$145,295 \$90,252 \$200,516 \$176,019	\$165,000 \$175,000 \$111,864 \$221,244 \$220,500	\$99,564 \$100,677 \$74,251 \$172,800 \$142,000	\$166,633 \$170,952 \$108,984 \$231,118 \$201,188	\$117,160 \$120,196 \$76,626 \$162,499 \$141,455	\$187,463 \$192,321 \$122,607 \$260,008 \$226,337	6 7 17 5 14	\$148,358 \$143,779 \$93,640 \$195,345 \$176,019	\$175,000 \$184,000 \$119,918 \$230,094 \$230,094	\$104,664 \$100,677 \$77,801 \$96,000 \$96,000	\$175,082 \$123,100	\$183,564 \$138,930 \$100,628 \$90,216 \$74,850	\$196,967 \$196,329 \$129,122 \$263,413 \$245,462
216.00-Chf Extension & Outreach Off Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	15 23 13 7 12	\$207,364 \$145,454 \$140,769 \$161,841 \$116,747	\$231,600 \$210,000 \$177,650 \$198,500 \$139,493	\$173,700 \$100,000 \$97,400 \$130,609 \$87,500	\$242,740 \$168,809 \$173,714 \$186,693 \$136,931	\$170,670 \$118,689 \$122,139 \$131,263 \$96,276	\$273,083 \$189,910 \$195,429 \$210,029 \$154,047	16 21 10 25 35	\$212,165 \$155,830 \$140,949 \$162,141 \$121,712	\$251,900 \$227,006 \$182,980 \$206,250 \$160,000	\$189,991 \$105,500 \$108,373 \$122,600 \$90,736	\$254,103 \$189,962 \$179,568 \$196,914 \$145,252	\$178,660 \$133,562 \$126,254 \$138,450 \$102,127	\$285,866 \$213,707 \$202,014 \$221,528 \$163,409
217.00-Dean, Dentistry Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	28 37 19 7 15	\$161,841 \$102,911 \$100,510 \$79,060 \$207,364	\$198,500 \$127,874 \$117,518 \$97,901 \$231,600	\$130,609 \$84,000 \$81,576 \$58,396 \$173,700	\$186,693 \$116,495 \$116,178 \$94,097 \$242,740	\$131,263 \$81,908 \$81,685 \$66,160 \$170,670	\$210,029 \$154,047 \$130,700 \$105,860 \$273,083	14 25 35 5 16	\$162,141 \$121,712 \$104,299 \$80,961 \$212,165	\$206,250 \$160,000 \$135,913 \$96,107 \$251,900	\$122,600 \$90,736 \$79,000 \$72,280 \$189,991	\$196,914 \$145,252 \$121,124 \$96,790 \$254,103	\$138,450 \$102,127 \$85,162 \$83,329 \$178,660	\$221,528 \$163,409 \$136,264 \$133,311 \$285,866
218.00-Dean, Engineering Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	15 23 13 7 12	\$207,364 \$145,454 \$140,769 \$161,841 \$116,747	\$231,600 \$210,000 \$177,650 \$198,500 \$139,493	\$173,700 \$100,000 \$97,400 \$130,609 \$87,500	\$242,740 \$168,809 \$173,714 \$186,693 \$136,931	\$170,670 \$118,689 \$122,139 \$131,263 \$96,276	\$273,083 \$189,910 \$195,429 \$210,029 \$154,047	16 21 10 25 35	\$212,165 \$155,830 \$140,949 \$162,141 \$121,712	\$251,900 \$227,006 \$182,980 \$206,250 \$160,000	\$189,991 \$105,500 \$108,373 \$122,600 \$90,736	\$254,103 \$189,962 \$179,568 \$196,914 \$145,252	\$178,660 \$133,562 \$126,254 \$138,450 \$102,127	\$285,866 \$213,707 \$202,014 \$221,528 \$163,409
219.00-Dean, Fine Arts Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	7 12 16 7 15	\$161,298 \$111,939 \$103,125 \$101,497 \$207,364	\$197,000 \$125,187 \$126,322 \$109,510 \$231,600	\$84,312 \$93,281 \$88,000 \$89,600 \$173,700	\$198,484 \$129,519 \$115,581 \$113,659 \$242,740	\$139,554 \$91,065 \$81,265 \$79,914 \$170,670	\$223,294 \$145,709 \$130,029 \$127,867 \$273,083	7 11 12 6 14	\$158,479 \$114,108 \$103,606 \$100,399 \$158,151	\$203,232 \$135,000 \$127,999 \$114,840 \$211,980	\$94,668 \$77,690 \$89,760 \$77,500 \$100,078	\$202,416 \$137,927 \$118,968 \$118,290 \$194,192	\$142,319 \$96,976 \$83,647 \$83,170 \$136,536	\$227,718 \$155,167 \$133,839 \$133,076 \$218,466

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CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.

CUPA data for some Group-Position combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data

(1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
223.00-Dean, Graduate Program	24	\$109,787	\$142,000	\$78,765	\$128,471	\$90,328	\$144,530	20	\$114,654	\$160,000	\$94,500	\$136,285	\$95,822	\$153,320
Group II (ECU, UNC-C, UNC-G)	30	\$96,758	\$128,000	\$67,595	\$117,596	\$82,682	\$132,296	24	\$98,194	\$132,020	\$72,537	\$121,202	\$85,217	\$136,352
Group III (ASU, NCA&T, NCCU, UNC-W)	13	\$90,138	\$104,600	\$65,944	\$107,137	\$75,328	\$120,529	10	\$92,028	\$108,500	\$71,659	\$112,891	\$79,374	\$127,002
Group IV (FSU, UNC-P, WCU)														
224.00-Dean, Hltch-Rltd Prof	12	\$123,409	\$157,480	\$98,138	\$139,072	\$97,782	\$156,456	14	\$125,957	\$162,204	\$85,000	\$148,184	\$104,188	\$166,707
Group II (ECU, UNC-C, UNC-G)	13	\$107,816	\$135,349	\$90,410	\$127,624	\$89,732	\$143,577	12	\$109,361	\$139,553	\$94,014	\$132,911	\$93,450	\$149,535
Group III (ASU, NCA&T, NCCU, UNC-W)														
225.00-Dean, Home Economics	5	\$143,676	\$166,425	\$100,000	\$164,300	\$115,519	\$184,838	5	\$149,691	\$173,900	\$147,000	\$171,908	\$120,868	\$193,396
Group I (NCSU & UNC-CH)														
226.00-Dean, Humanities	5	\$81,673	\$104,269	\$47,844	\$95,879	\$67,413	\$107,864		\$81,673			\$107,684	\$75,712	\$121,144
Group V (ECU, NCSA, UNC-A, WSSU)														
228.00-Dean, Law	13	\$208,905	\$264,477	\$151,200	\$245,920	\$172,906	\$276,660	12	\$209,556	\$271,312	\$190,200	\$248,997	\$175,070	\$280,121
Group I (NCSU & UNC-CH)	10	\$173,614	\$224,934	\$116,813	\$199,004	\$139,920	\$223,880	9	\$188,076	\$273,700	\$125,528	\$228,855	\$160,908	\$257,462
Group II (ECU, UNC-C, UNC-G)														
229.00-Dean, Lib & Inf Sci	6	\$167,493	\$210,000	\$143,450	\$183,090	\$128,731	\$205,976	6	\$161,657	\$218,400	\$102,800	\$188,583	\$132,593	\$212,156
Group I (NCSU & UNC-CH)	5	\$125,325	\$156,200	\$100,000	\$131,640	\$92,556	\$148,095	5	\$126,663	\$136,430	\$106,000	\$140,055	\$98,473	\$157,562
Group II (ECU, UNC-C, UNC-G)	5	\$101,566	\$115,440	\$82,860	\$109,790	\$77,193	\$123,513		\$101,566			\$116,419	\$81,854	\$130,971
Group III (ASU, NCA&T, NCCU, UNC-W)														
231.00-Dean, Medicine	8	\$359,833	\$625,000	\$199,500	\$464,718	\$326,743	\$522,808	8	\$357,274	\$550,000	\$210,000	\$489,929	\$344,469	\$551,171
Group I (NCSU & UNC-CH)														
232.00-Dean, Music	5	\$161,703	\$225,000	\$98,568	\$198,220	\$139,368	\$222,998	5	\$165,990	\$234,000	\$98,944	\$214,620	\$150,899	\$241,418
Group I (NCSU & UNC-CH)	5	\$100,495	\$125,000	\$63,973	\$116,600	\$81,981	\$131,175		\$100,495			\$126,453	\$88,909	\$142,259
Group II (ECU, UNC-C, UNC-G)														
233.00-Dean, Nursing	10	\$176,997	\$210,000	\$126,500	\$213,670	\$150,231	\$240,378	9	\$181,614	\$235,000	\$154,831	\$222,626	\$156,529	\$250,455
Group I (NCSU & UNC-CH)	19	\$131,083	\$187,200	\$76,000	\$161,820	\$113,776	\$182,048	14	\$133,889	\$196,560	\$98,048	\$170,505	\$119,882	\$191,818
Group II (ECU, UNC-C, UNC-G)	10	\$102,307	\$132,351	\$80,004	\$116,494	\$81,907	\$131,056	11	\$106,658	\$145,586	\$87,720	\$124,154	\$87,293	\$139,673
Group III (ASU, NCA&T, NCCU, UNC-W)														
235.00-Dean, Pharmacy	7	\$176,579	\$234,561	\$123,900	\$198,432	\$139,518	\$223,236	7	\$181,694	\$243,943	\$132,000	\$209,796	\$147,507	\$236,020
Group I (NCSU & UNC-CH)														
236.00-Dean, Public Health	6	\$214,955	\$320,000	\$162,900	\$256,874	\$180,608	\$288,983	6	\$219,291	\$350,000	\$162,900	\$275,074	\$193,405	\$309,458
Group I (NCSU & UNC-CH)														
237.00-Dean, Sciences	6	\$179,347	\$201,000	\$140,939	\$207,082	\$145,599	\$232,967	7	\$195,084	\$240,000	\$159,018	\$236,433	\$166,236	\$265,987
Group I (NCSU & UNC-CH)	9	\$129,779	\$185,299	\$85,000	\$151,394	\$106,445	\$170,319	7	\$127,895	\$150,000	\$104,687	\$153,001	\$107,575	\$172,126
Group II (ECU, UNC-C, UNC-G)	12	\$115,159	\$150,000	\$84,000	\$141,934	\$99,794	\$159,676	13	\$111,860	\$150,000	\$92,310	\$141,934	\$99,794	\$159,676
Group III (ASU, NCA&T, NCCU, UNC-W)	5	\$93,496	\$105,151	\$69,510	\$105,680	\$74,304	\$118,890		\$93,496			\$110,393	\$77,617	\$124,192
Group IV (FSU, UNC-P, WCU)	6	\$91,617	\$106,746	\$74,644	\$106,580	\$74,937	\$119,903		\$91,617			\$119,702	\$84,163	\$134,665
Group V (ECU, NCSA, UNC-A, WSSU)														
238.00-Dean, Social Sciences	6	\$74,490	\$90,452	\$54,693	\$94,066	\$66,138	\$105,824		\$74,490			\$105,647	\$74,281	\$118,853
Group V (ECU, NCSA, UNC-A, WSSU)														
239.00-Dean, Social Work	7	\$160,567	\$213,859	\$136,500	\$179,776	\$126,401	\$202,248	7	\$164,587	\$222,413	\$146,400	\$189,666	\$133,354	\$213,374
Group I (NCSU & UNC-CH)														

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CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	Jyr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
239.00-Dean, Social Work Group II (ECU, UNC-C, UNC-G)	9	\$125,676	\$173,400	\$83,334	\$143,982	\$101,234	\$161,980	7	\$133,107	\$182,070	\$119,000	\$155,635	\$109,427	\$175,090
241.00-Dean, Undergrad Prog Group II (ECU, UNC-C, UNC-G)	5	\$100,637	\$124,176	\$43,563	\$125,858	\$88,491	\$141,590	.	\$100,637	.	.	\$136,493	\$95,968	\$153,555
242.00-Dean, Veterinary Med Group I (NCSU & UNC-CH)	7	\$171,393	\$181,950	\$161,000	\$190,899	\$134,221	\$214,762	8	\$176,179	\$207,306	\$169,740	\$202,840	\$142,617	\$228,195
243.00-Dir Continuing Educ Group I (NCSU & UNC-CH)	5	\$116,834	\$135,000	\$94,000	\$133,422	\$93,809	\$150,100	6	\$121,892	\$188,524	\$98,203	\$143,246	\$100,716	\$161,152
Group I (NCSU & UNC-CH)	17	\$80,880	\$134,550	\$28,400	\$103,880	\$73,038	\$116,865	13	\$82,298	\$117,528	\$53,812	\$104,846	\$73,718	\$117,952
Group II (ECU, UNC-C, UNC-G)	16	\$72,159	\$100,640	\$50,169	\$89,039	\$62,603	\$100,169	17	\$73,180	\$100,640	\$52,306	\$92,673	\$65,158	\$104,257
Group III (ASU, NCA&T, NCCU, UNC-W)	9	\$71,295	\$115,000	\$40,096	\$85,461	\$60,088	\$96,144	9	\$68,805	\$93,425	\$43,158	\$87,888	\$61,794	\$98,874
Group IV (FSU, UNC-P, WCU)	8	\$55,138	\$68,082	\$44,310	\$68,182	\$47,938	\$76,704	.	\$52,623	.	.	\$68,182	\$47,938	\$76,704
Group V (ECSU, NCSA, UNC-A, WSSU)	17	\$194,637	\$257,000	\$145,805	\$240,412	\$169,034	\$270,464	16	\$196,420	\$263,424	\$151,930	\$249,573	\$175,475	\$280,770
244.00-Chf Research Officer Group I (NCSU & UNC-CH)	21	\$140,468	\$187,000	\$95,325	\$174,530	\$122,712	\$196,347	19	\$143,996	\$200,000	\$100,231	\$182,895	\$128,594	\$205,575
Group II (ECU, UNC-C, UNC-G)	10	\$112,975	\$185,000	\$38,456	\$152,182	\$106,999	\$171,205	8	\$125,703	\$195,000	\$74,700	\$170,986	\$120,220	\$192,360
Group III (ASU, NCA&T, NCCU, UNC-W)	11	\$124,646	\$150,288	\$84,342	\$143,734	\$101,059	\$161,701	12	\$126,773	\$152,000	\$87,716	\$157,235	\$110,552	\$176,889
245.00-Chief Tech Transf Off Group I (NCSU & UNC-CH)	5	\$92,648	\$123,806	\$59,994	\$116,868	\$82,170	\$131,477	.	\$92,648	.	.	\$126,744	\$89,113	\$142,587
Group II (ECU, UNC-C, UNC-G)	10	\$81,748	\$115,000	\$57,500	\$96,399	\$67,778	\$108,448	9	\$80,019	\$107,100	\$60,649	\$96,399	\$67,778	\$108,448
245.10-Sr Tech Licensing Off Group I (NCSU & UNC-CH)	5	\$131,228	\$165,000	\$100,000	\$158,311	\$111,308	\$178,100	6	\$131,684	\$170,800	\$69,213	\$165,528	\$116,382	\$186,219
Group I (NCSU & UNC-CH)	12	\$90,620	\$132,989	\$64,324	\$112,787	\$79,301	\$126,885	12	\$94,001	\$114,000	\$66,000	\$114,436	\$80,460	\$128,740
Group II (ECU, UNC-C, UNC-G)	7	\$82,985	\$115,650	\$44,545	\$105,759	\$74,359	\$118,979	7	\$80,470	\$111,240	\$46,064	\$105,759	\$74,359	\$118,979
Group III (ASU, NCA&T, NCCU, UNC-W)	13	\$65,223	\$81,180	\$40,008	\$81,033	\$56,974	\$91,162	10	\$65,685	\$85,000	\$36,200	\$86,105	\$60,540	\$96,868
260.00-Dir Distance Learning Group II (ECU, UNC-C, UNC-G)	9	\$64,731	\$81,180	\$54,750	\$75,530	\$53,105	\$84,971	9	\$64,917	\$85,000	\$41,625	\$82,960	\$58,329	\$93,329
Group III (ASU, NCA&T, NCCU, UNC-W)	.	.	.	.	.	.	.	6	\$55,308	\$67,083	\$35,700	\$66,729	\$46,917	\$75,070
Group IV (FSU, UNC-P, WCU)	14	\$183,210	\$234,200	\$135,000	\$224,686	\$157,977	\$252,772	14	\$194,701	\$278,000	\$142,590	\$246,343	\$173,204	\$277,135
301.00-Chief Business Off Group I (NCSU & UNC-CH)	24	\$143,589	\$177,000	\$104,000	\$170,872	\$120,140	\$192,231	19	\$149,333	\$209,997	\$104,000	\$186,215	\$130,928	\$209,492
Group II (ECU, UNC-C, UNC-G)	40	\$119,100	\$160,000	\$92,144	\$140,980	\$99,123	\$158,603	35	\$121,488	\$164,138	\$94,240	\$148,301	\$104,271	\$166,839
Group III (ASU, NCA&T, NCCU, UNC-W)	21	\$114,810	\$133,500	\$99,384	\$130,994	\$92,102	\$147,368	19	\$117,009	\$150,000	\$99,960	\$137,593	\$96,742	\$154,792
Group IV (FSU, UNC-P, WCU)	12	\$104,520	\$122,800	\$89,010	\$118,167	\$83,083	\$132,938	10	\$105,148	\$130,000	\$76,580	\$127,856	\$89,896	\$143,838
Group V (ECSU, NCSA, UNC-A, WSSU)	7	\$155,258	\$175,000	\$136,000	\$172,780	\$121,482	\$194,378	8	\$162,158	\$187,001	\$142,500	\$191,357	\$134,543	\$215,277
301.01-Chief Admin Off Group I (NCSU & UNC-CH)	14	\$128,359	\$170,000	\$90,810	\$160,060	\$112,538	\$180,068	11	\$139,265	\$190,000	\$109,575	\$174,892	\$122,967	\$196,754
Group II (ECU, UNC-C, UNC-G)	10	\$108,000	\$150,431	\$72,960	\$137,800	\$96,887	\$155,025	5	\$111,529	\$154,192	\$91,794	\$137,800	\$96,887	\$155,025
Group III (ASU, NCA&T, NCCU, UNC-W)	8	\$89,412	\$111,250	\$62,500	\$108,413	\$76,225	\$121,965	7	\$92,156	\$116,000	\$65,985	\$112,992	\$79,445	\$127,116
Group IV (FSU, UNC-P, WCU)	.	.	.	.	.	.	.	.	.	.	.	.	.	.

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Note: Group peers are all unduplicated reporting institutions in 1999-00 (not shown) data may contain duplicated reporting institutions.
CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.
Analysis is performed only if five or more institutions in the group exceeding the mean by plus or minus 2 standard deviations are deleted.
Salaries of positions within a given Group-Position-Year combination for 2002-03 are based on three-year weighted data
Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data
(1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.
Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

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

2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
301.02-Chief Financial Off Group I (NCSU & UNC-CH)	9	\$161,595	\$197,500	\$100,744	\$196,101	\$137,879	\$220,613	9	\$175,495	\$250,000	\$145,000	\$215,453	\$151,485	\$242,385
Group II (ECU, UNC-C, UNC-G)	12	\$103,303	\$165,000	\$67,910	\$126,857	\$89,191	\$142,714	9	\$114,711	\$197,300	\$82,500	\$145,885	\$102,572	\$164,121
Group III (ASU, NCA&T, NCCU, UNC-W)	18	\$84,373	\$108,500	\$52,629	\$100,820	\$70,886	\$113,422	15	\$86,376	\$108,500	\$62,370	\$105,155	\$73,934	\$118,299
Group IV (FSU, UNC-P, WCU)	11	\$84,784	\$108,500	\$65,160	\$99,757	\$70,139	\$112,226	10	\$85,545	\$108,500	\$69,690	\$105,502	\$74,179	\$118,690
Group V (ECU, NCSA, UNC-A, WSSU)	9	\$75,898	\$95,115	\$44,784	\$90,306	\$63,494	\$101,594	5	\$77,650	\$102,866	\$59,073	\$97,887	\$68,824	\$110,123
301.03-Chief Investment Off Group I (NCSU & UNC-CH)	7	\$174,787	\$300,000	\$90,725	\$242,343	\$170,391	\$272,635	6	\$181,048	\$312,000	\$65,750	\$256,921	\$180,641	\$289,036
301.10-Dir Env Health-Safety Group I (NCSU & UNC-CH)	16	\$99,326	\$139,008	\$60,000	\$121,200	\$85,216	\$136,350	18	\$101,110	\$145,721	\$65,000	\$127,151	\$89,400	\$143,045
Group II (ECU, UNC-C, UNC-G)	26	\$66,036	\$95,000	\$39,922	\$81,866	\$57,560	\$92,099	24	\$68,452	\$103,300	\$43,360	\$88,265	\$62,059	\$99,298
Group III (ASU, NCA&T, NCCU, UNC-W)	21	\$54,464	\$76,184	\$35,202	\$67,849	\$47,705	\$76,330	16	\$54,519	\$75,181	\$38,302	\$69,866	\$49,123	\$78,599
Group IV (FSU, UNC-P, WCU)	11	\$58,031	\$88,716	\$38,000	\$73,060	\$51,368	\$82,192	8	\$55,985	\$72,875	\$42,000	\$73,060	\$51,368	\$82,192
Group V (ECU, NCSA, UNC-A, WSSU)	-	-	-	-	-	-	-	-	\$46,913	-	-	\$45,208	\$31,785	\$50,858
301.20-Dir Telecommunications/Network Group I (NCSU & UNC-CH)	15	\$112,941	\$160,000	\$78,300	\$150,255	\$105,644	\$169,037	13	\$114,097	\$179,976	\$80,700	\$150,255	\$105,644	\$169,037
Group II (ECU, UNC-C, UNC-G)	20	\$71,314	\$90,792	\$48,020	\$86,914	\$61,109	\$97,778	17	\$73,761	\$97,598	\$48,027	\$93,341	\$65,628	\$105,009
Group III (ASU, NCA&T, NCCU, UNC-W)	23	\$59,030	\$76,017	\$44,710	\$71,413	\$50,211	\$80,340	21	\$59,981	\$86,355	\$42,297	\$75,313	\$52,952	\$84,727
Group IV (FSU, UNC-P, WCU)	12	\$61,567	\$78,225	\$43,249	\$75,103	\$52,805	\$84,491	10	\$60,645	\$79,997	\$45,000	\$76,227	\$53,595	\$85,755
Group V (ECU, NCSA, UNC-A, WSSU)	-	-	-	-	-	-	-	-	\$51,722	-	-	\$56,742	\$39,895	\$63,834
302.00-Chief Planning Off Group I (NCSU & UNC-CH)	5	\$114,169	\$139,944	\$84,000	\$126,882	\$89,211	\$142,742	5	\$121,123	\$153,750	\$87,000	\$145,914	\$102,592	\$164,154
Group II (ECU, UNC-C, UNC-G)	5	\$104,734	\$134,783	\$63,753	\$134,415	\$94,507	\$151,217	5	\$110,449	\$125,880	\$101,500	\$135,440	\$95,228	\$152,170
Group III (ASU, NCA&T, NCCU, UNC-W)	9	\$88,374	\$113,000	\$63,753	\$104,940	\$73,783	\$118,058	9	\$90,045	\$113,000	\$83,664	\$108,406	\$76,220	\$121,957
Group IV (FSU, UNC-P, WCU)	5	\$78,291	\$94,500	\$48,000	\$95,400	\$67,076	\$107,325	5	\$80,164	\$99,000	\$49,400	\$100,432	\$70,614	\$112,986
Group V (ECU, NCSA, UNC-A, WSSU)	5	\$78,127	\$122,817	\$44,403	\$86,760	\$61,001	\$97,605	-	\$78,127	-	-	\$97,442	\$68,511	\$109,622
303.00-Chief Budgeting Off Group I (NCSU & UNC-CH)	13	\$115,897	\$150,000	\$93,500	\$137,834	\$96,911	\$155,063	13	\$114,206	\$138,912	\$80,500	\$142,607	\$100,267	\$160,433
Group II (ECU, UNC-C, UNC-G)	18	\$82,727	\$114,290	\$46,320	\$110,116	\$77,422	\$123,880	17	\$85,085	\$117,719	\$49,467	\$115,400	\$81,138	\$129,825
Group III (ASU, NCA&T, NCCU, UNC-W)	25	\$73,379	\$95,100	\$49,606	\$81,991	\$57,648	\$92,240	21	\$74,900	\$100,116	\$51,590	\$90,244	\$63,450	\$101,524
Group IV (FSU, UNC-P, WCU)	12	\$72,398	\$90,852	\$54,000	\$81,487	\$57,293	\$91,673	11	\$70,424	\$100,116	\$46,350	\$82,317	\$57,877	\$92,607
Group V (ECU, NCSA, UNC-A, WSSU)	8	\$62,897	\$73,656	\$55,124	\$76,111	\$53,514	\$85,625	7	\$65,065	\$77,106	\$49,856	\$79,375	\$55,809	\$89,297
303.10-Assc Budget Dir Group I (NCSU & UNC-CH)	11	\$86,303	\$117,600	\$71,000	\$107,383	\$75,501	\$120,806	8	\$85,854	\$109,716	\$65,500	\$108,868	\$76,545	\$122,477
Group II (ECU, UNC-C, UNC-G)	11	\$59,263	\$76,000	\$43,974	\$70,816	\$49,791	\$79,668	12	\$61,081	\$85,280	\$47,112	\$75,121	\$52,817	\$84,511
Group III (ASU, NCA&T, NCCU, UNC-W)	13	\$56,004	\$69,093	\$39,333	\$65,866	\$46,310	\$74,099	11	\$56,178	\$66,786	\$49,800	\$67,162	\$47,222	\$75,557
Group IV (FSU, UNC-P, WCU)	7	\$53,283	\$59,662	\$41,708	\$61,795	\$43,448	\$69,519	8	\$56,821	\$81,551	\$45,711	\$64,765	\$45,536	\$72,861
304.00-Chief Plan-Budget Off Group I (NCSU & UNC-CH)	8	\$153,489	\$175,000	\$129,590	\$183,719	\$129,173	\$206,684	8	\$152,409	\$190,000	\$115,000	\$184,484	\$129,710	\$207,544
Group II (ECU, UNC-C, UNC-G)	8	\$101,902	\$117,968	\$81,970	\$117,278	\$82,458	\$131,938	-	\$99,682	-	-	\$125,222	\$88,043	\$140,874
Group III (ASU, NCA&T, NCCU, UNC-W)	5	\$84,618	\$105,669	\$71,359	\$96,460	\$67,821	\$108,518	-	\$84,618	-	-	\$102,284	\$71,916	\$115,070

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions. CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.

CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

16:04 Tuesday, June 11, 2002

CUPA Title	2000-01 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
305.00-General Counsel Group I (NCSU & UNC-CH)	13	\$147,389	\$235,850	\$68,750	\$174,243	\$122,510	\$196,023	13	\$149,051	\$256,500	\$107,896	\$175,322	\$123,269	\$197,237
Group II (ECU, UNC-C, UNC-G)	20	\$103,990	\$139,138	\$61,600	\$129,362	\$90,955	\$145,533	17	\$110,219	\$145,000	\$68,864	\$138,717	\$97,532	\$156,056
Group III (ASU, NCA&T, NCCU, UNC-W)	20	\$93,970	\$113,594	\$68,789	\$111,300	\$78,255	\$125,213	18	\$96,820	\$124,266	\$57,887	\$118,005	\$82,969	\$132,755
Group IV (FSU, UNC-P, WCU)	5	\$88,083	\$102,189	\$68,789	\$103,912	\$73,060	\$116,901	5	\$88,083	\$102,189	\$68,789	\$108,546	\$76,319	\$122,114
305.10-Staff Attorneys Group I (NCSU & UNC-CH)	.	.	.	.	.	.	.	.	\$95,642	.	.	\$146,656	\$103,114	\$164,988
Group II (ECU, UNC-C, UNC-G)	.	.	.	.	.	.	.	.	\$78,167	.	.	\$104,757	\$73,654	\$117,851
Group III (ASU, NCA&T, NCCU, UNC-W)	.	.	.	.	.	.	.	.	\$70,437	.	.	\$100,503	\$70,663	\$113,065
306.00-Chief Personnel, HR Off Group I (NCSU & UNC-CH)	18	\$134,403	\$216,000	\$85,000	\$157,092	\$110,451	\$176,729	18	\$134,715	\$226,800	\$87,125	\$168,010	\$118,128	\$189,011
306.10-Assoc Dir Pers, HR Group I (NCSU & UNC-CH)	12	\$93,372	\$130,286	\$66,000	\$119,284	\$83,869	\$134,194	11	\$96,813	\$130,286	\$80,463	\$125,953	\$88,557	\$141,697
Group II (ECU, UNC-C, UNC-G)	23	\$63,042	\$80,340	\$43,755	\$76,780	\$53,984	\$86,378	17	\$63,320	\$91,248	\$43,924	\$79,316	\$55,767	\$89,231
Group III (ASU, NCA&T, NCCU, UNC-W)	22	\$54,074	\$72,936	\$34,452	\$64,211	\$45,147	\$72,237	18	\$53,959	\$70,034	\$35,077	\$67,551	\$47,495	\$75,995
Group IV (FSU, UNC-P, WCU)	13	\$53,027	\$70,008	\$34,000	\$69,380	\$48,781	\$78,052	11	\$52,108	\$71,218	\$35,020	\$69,380	\$48,781	\$78,052
Group V (ECU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	\$53,390	.	.	\$62,803	\$44,157	\$70,654
306.20-Manager Benefits Group I (NCSU & UNC-CH)	16	\$70,329	\$100,000	\$51,400	\$81,304	\$57,165	\$91,467	18	\$72,962	\$105,000	\$52,685	\$87,545	\$61,553	\$98,488
Group II (ECU, UNC-C, UNC-G)	21	\$48,542	\$62,267	\$33,060	\$59,380	\$41,750	\$66,803	20	\$49,168	\$69,000	\$34,528	\$62,856	\$44,194	\$70,713
Group III (ASU, NCA&T, NCCU, UNC-W)	25	\$41,753	\$55,492	\$27,126	\$50,089	\$35,218	\$56,350	22	\$42,568	\$60,008	\$28,243	\$52,491	\$36,907	\$59,053
Group IV (FSU, UNC-P, WCU)	10	\$43,099	\$52,400	\$30,000	\$50,919	\$35,801	\$57,284	11	\$44,758	\$58,920	\$40,396	\$53,161	\$37,377	\$59,806
Group V (ECU, NCSA, UNC-A, WSSU)	8	\$44,187	\$57,720	\$28,273	\$56,472	\$39,705	\$63,531	6	\$38,692	\$47,000	\$27,972	\$56,472	\$39,705	\$63,531
306.30-Manager Training-Dev Group I (NCSU & UNC-CH)	18	\$68,673	\$98,220	\$48,825	\$83,433	\$58,661	\$93,862	18	\$71,348	\$102,961	\$47,380	\$91,014	\$63,992	\$102,390
Group II (ECU, UNC-C, UNC-G)	13	\$50,449	\$67,545	\$37,600	\$59,483	\$41,822	\$66,918	11	\$51,998	\$69,910	\$32,604	\$65,741	\$46,223	\$73,959
Group III (ASU, NCA&T, NCCU, UNC-W)	18	\$47,581	\$67,545	\$28,000	\$57,236	\$40,243	\$64,391	15	\$48,613	\$69,910	\$28,359	\$65,007	\$45,706	\$73,133
Group IV (FSU, UNC-P, WCU)	7	\$50,468	\$69,745	\$34,654	\$64,249	\$45,173	\$72,280	5	\$51,158	\$73,500	\$38,590	\$64,249	\$45,173	\$72,280
306.40-Manager Empl Relations Group I (NCSU & UNC-CH)	10	\$62,799	\$91,000	\$38,650	\$71,156	\$50,030	\$80,050	12	\$66,008	\$95,490	\$50,000	\$81,829	\$57,534	\$92,058
Group II (ECU, UNC-C, UNC-G)	9	\$52,427	\$71,232	\$34,689	\$62,225	\$43,750	\$70,003	8	\$54,974	\$77,268	\$40,563	\$64,666	\$45,467	\$72,750
Group III (ASU, NCA&T, NCCU, UNC-W)	6	\$42,787	\$63,546	\$34,689	\$46,115	\$32,423	\$51,879	5	\$45,769	\$67,651	\$40,510	\$50,522	\$35,522	\$56,837
306.50-Manager Labor Relations Group I (NCSU & UNC-CH)	8	\$90,036	\$117,960	\$65,199	\$118,569	\$83,366	\$133,391	7	\$92,184	\$124,855	\$69,528	\$123,615	\$86,914	\$139,067
Group II (ECU, UNC-C, UNC-G)	5	\$64,881	\$92,220	\$51,852	\$66,397	\$46,684	\$74,697	5	\$66,971	\$96,000	\$59,049	\$69,674	\$48,988	\$78,383
306.60-Manager Employment Group I (NCSU & UNC-CH)	18	\$68,970	\$104,325	\$41,382	\$94,640	\$66,541	\$106,470	18	\$71,914	\$110,000	\$47,341	\$99,868	\$70,217	\$112,351
Group II (ECU, UNC-C, UNC-G)	12	\$45,829	\$65,404	\$26,792	\$56,316	\$39,596	\$63,356	11	\$45,658	\$66,995	\$27,992	\$57,649	\$40,533	\$64,855
Group III (ASU, NCA&T, NCCU, UNC-W)	14	\$41,345	\$56,846	\$27,575	\$53,147	\$37,368	\$59,791	15	\$40,803	\$55,226	\$28,740	\$54,495	\$38,315	\$61,307
Group IV (FSU, UNC-P, WCU)	7	\$45,582	\$60,000	\$33,000	\$57,418	\$40,370	\$64,595	8	\$43,541	\$62,500	\$30,600	\$57,418	\$40,370	\$64,595

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC instituting institutions.
CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.
CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.
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 standard deviations are deleted.
Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.
Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000-2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-2002 Number of Peers	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
306.70-Mgr Wage-Sal.Mgr,Comp Group I (NCSU & UNC-CH)	15	\$72,033	\$95,220	\$52,000	\$81,965	\$57,629	\$92,210	16	\$72,470	\$53,739	\$89,605	\$63,001	\$100,805
Group II (ECU, UNC-C, UNC-G)	17	\$49,122	\$67,438	\$30,000	\$63,054	\$44,333	\$70,936	10	\$50,521	\$31,200	\$66,935	\$47,062	\$75,102
Group III (ASU, NCA&T, NCCU, UNC-W)	15	\$48,410	\$67,438	\$34,572	\$62,575	\$43,996	\$70,397	14	\$48,355	\$31,127	\$62,613	\$44,024	\$70,440
306.80-Mgr Personnel Inf Sys Group I (NCSU & UNC-CH)	13	\$72,579	\$95,200	\$45,999	\$91,099	\$64,052	\$102,487	11	\$75,393	\$50,500	\$95,877	\$67,411	\$107,861
Group II (ECU, UNC-C, UNC-G)	15	\$54,565	\$81,564	\$38,653	\$64,660	\$45,462	\$72,743	13	\$57,155	\$35,510	\$72,421	\$50,919	\$81,473
Group III (ASU, NCA&T, NCCU, UNC-W)	12	\$45,841	\$56,548	\$34,589	\$53,363	\$37,519	\$60,033	11	\$46,850	\$35,972	\$55,529	\$39,043	\$62,470
307.00-Dir AA,EEO	17	\$86,524	\$117,900	\$60,000	\$100,272	\$70,501	\$112,806	15	\$89,251	\$70,656	\$107,342	\$75,472	\$120,760
Group I (NCSU & UNC-CH)	26	\$75,754	\$104,000	\$53,907	\$91,214	\$64,132	\$102,616	24	\$76,956	\$57,341	\$96,041	\$67,526	\$108,046
Group II (ECU, UNC-C, UNC-G)	29	\$67,043	\$93,737	\$50,350	\$83,249	\$58,533	\$93,656	25	\$65,205	\$37,000	\$83,249	\$58,533	\$93,656
Group III (ASU, NCA&T, NCCU, UNC-W)	15	\$66,242	\$88,375	\$44,430	\$84,117	\$59,143	\$94,632	12	\$66,360	\$53,858	\$84,117	\$59,143	\$94,632
Group IV (FSU, UNC-P, WCU)	7	\$56,250	\$86,687	\$24,000	\$75,765	\$53,270	\$85,235	.	\$56,250	.	\$85,093	\$59,829	\$95,729
307.10-Assoc Dir AA,EEO	7	\$58,256	\$83,148	\$40,000	\$70,844	\$49,811	\$79,700	6	\$63,381	\$40,000	\$81,471	\$57,282	\$91,655
Group I (NCSU & UNC-CH)	12	\$50,002	\$70,000	\$35,700	\$60,479	\$42,523	\$68,039	11	\$54,814	\$43,260	\$69,551	\$48,901	\$78,245
Group II (ECU, UNC-C, UNC-G)	6	\$54,446	\$81,511	\$43,600	\$59,678	\$41,960	\$67,138	5	\$52,995	\$45,344	\$59,678	\$41,960	\$67,138
308.00-Dir Pers-AA	.	.	.	.	.	.	.	5	\$63,197	\$52,000	\$84,244	\$59,232	\$94,775
Group V (ECSU, NCSA, UNC-A, WSSU)	11	\$175,487	\$241,200	\$111,641	\$206,700	\$145,331	\$232,538	15	\$183,390	\$153,156	\$228,782	\$160,857	\$257,380
309.00-Chief Inform Sys Off	25	\$120,514	\$171,000	\$72,137	\$140,905	\$99,070	\$158,518	20	\$128,778	\$90,000	\$162,040	\$113,931	\$182,296
Group I (NCSU & UNC-CH)	34	\$95,282	\$117,500	\$63,905	\$113,947	\$80,116	\$128,191	32	\$95,478	\$66,461	\$117,721	\$82,770	\$132,437
Group II (ECU, UNC-C, UNC-G)	16	\$92,926	\$112,350	\$72,224	\$111,687	\$78,527	\$125,648	9	\$93,317	\$66,950	\$117,036	\$82,288	\$131,666
Group III (ASU, NCA&T, NCCU, UNC-W)	12	\$83,408	\$98,744	\$65,563	\$96,891	\$68,124	\$109,002	6	\$81,618	\$65,563	\$98,716	\$69,407	\$111,055
309.10-Assoc Dir Information Systems	8	\$138,713	\$195,000	\$77,100	\$164,512	\$115,668	\$185,076	6	\$148,430	\$120,000	\$173,493	\$121,983	\$195,179
Group I (NCSU & UNC-CH)	12	\$84,976	\$124,700	\$57,000	\$103,501	\$72,772	\$116,439	6	\$97,334	\$89,000	\$118,455	\$83,286	\$133,262
Group II (ECU, UNC-C, UNC-G)	12	\$72,647	\$95,864	\$61,325	\$82,971	\$58,337	\$93,342	12	\$79,550	\$68,496	\$95,174	\$66,917	\$107,070
Group III (ASU, NCA&T, NCCU, UNC-W)	7	\$69,741	\$90,276	\$52,575	\$82,000	\$57,654	\$92,250	6	\$71,962	\$59,090	\$86,670	\$60,938	\$97,504
Group IV (FSU, UNC-P, WCU)	5	\$62,712	\$88,812	\$39,960	\$76,320	\$53,661	\$85,860	.	\$62,712	.	\$85,716	\$60,267	\$96,431
309.20-Data Base Admin	6	\$83,777	\$91,900	\$73,400	\$92,982	\$65,376	\$104,605	8	\$82,043	\$71,313	\$93,920	\$66,035	\$105,660
Group I (NCSU & UNC-CH)	20	\$65,431	\$87,570	\$47,500	\$79,910	\$56,185	\$89,899	17	\$67,322	\$55,653	\$83,055	\$58,396	\$93,436
Group II (ECU, UNC-C, UNC-G)	18	\$59,868	\$75,387	\$41,724	\$73,137	\$51,422	\$82,279	18	\$60,512	\$47,763	\$74,066	\$52,076	\$83,324
Group III (ASU, NCA&T, NCCU, UNC-W)	9	\$56,992	\$67,733	\$45,000	\$64,316	\$45,220	\$72,355	10	\$60,001	\$54,600	\$68,114	\$47,891	\$76,628
309.30-Sys Analyst I-Hi	.	.	.	.	.	.	.	.	\$54,144	.	\$56,920	\$40,020	\$64,035
Group V (ECSU, NCSA, UNC-A, WSSU)	9	\$61,646	\$73,044	\$45,730	\$69,898	\$49,145	\$78,635	12	\$62,319	\$42,056	\$75,676	\$53,208	\$85,136
309.40-Sys Analyst I-Low	14	\$57,460	\$75,260	\$43,322	\$68,100	\$47,881	\$76,613	11	\$60,955	\$43,500	\$75,153	\$52,840	\$84,548

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions.
CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.

CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.
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 standard deviations are deleted.
Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.
Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
309.30-Sys Analyst I-Hi	23	\$53,658	\$70,739	\$43,322	\$61,247	\$43,063	\$68,903	20	\$55,677	\$75,710	\$45,731	\$65,057	\$45,741	\$73,189
Group III (ASU, NCA&T, NCCU, UNC-W)	9	\$54,741	\$78,639	\$43,977	\$60,178	\$42,311	\$67,701	10	\$54,804	\$72,919	\$46,651	\$62,857	\$44,195	\$70,715
Group IV (FSU, UNC-P, WCU)	6	\$54,418	\$67,109	\$29,827	\$67,796	\$47,667	\$76,270	.	\$54,418	.	\$46,651	\$76,143	\$53,536	\$85,661
Group V (ECSU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	\$50,559	.	\$45,731	\$73,422	\$51,623	\$82,600
309.50-Prod Analyst I-Hi	.	.	.	.	.	.	.	.	\$45,842	.	\$45,842	\$63,839	\$44,885	\$71,818
Group I (NCSU & UNC-CH)	.	.	.	.	.	.	.	.	\$43,195	.	\$43,195	\$55,361	\$38,924	\$62,281
Group II (ECU, UNC-C, UNC-G)	.	.	.	.	.	.	.	.	\$40,542	.	\$40,542	\$57,444	\$40,389	\$64,625
Group III (ASU, NCA&T, NCCU, UNC-W)	.	.	.	.	.	.	.	.	\$49,991	.	\$49,991	\$54,767	\$38,507	\$61,613
Group IV (FSU, UNC-P, WCU)	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Group V (ECSU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	.	.	.	.	.	.
310.00-Dir Administrative Computing	14	\$119,498	\$150,000	\$87,000	\$141,014	\$99,147	\$158,640	16	\$125,383	\$194,004	\$85,500	\$150,897	\$106,096	\$169,759
Group I (NCSU & UNC-CH)	16	\$88,593	\$123,500	\$60,000	\$110,252	\$77,518	\$124,033	15	\$93,249	\$127,830	\$63,138	\$117,395	\$82,540	\$132,069
Group II (ECU, UNC-C, UNC-G)	22	\$71,842	\$95,935	\$50,000	\$82,959	\$58,328	\$93,328	20	\$73,087	\$99,180	\$43,605	\$90,483	\$63,619	\$101,794
Group III (ASU, NCA&T, NCCU, UNC-W)	12	\$77,563	\$96,922	\$60,610	\$93,386	\$65,660	\$105,059	13	\$77,424	\$107,000	\$63,036	\$98,463	\$69,230	\$110,771
Group IV (FSU, UNC-P, WCU)	.	.	.	.	.	.	.	.	\$62,994	.	\$63,036	\$63,907	\$44,933	\$71,896
Group V (ECSU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	.	.	.	.	.	.
310.10-Assoc Dir Administrative Comput	10	\$88,301	\$97,975	\$77,800	\$99,648	\$70,063	\$112,105	11	\$92,106	\$125,653	\$81,000	\$106,870	\$75,140	\$120,229
Group I (NCSU & UNC-CH)	7	\$61,265	\$75,213	\$50,628	\$75,905	\$53,369	\$85,393	7	\$81,428	\$87,610	\$70,373	\$88,667	\$62,342	\$99,750
Group II (ECU, UNC-C, UNC-G)	8	\$62,495	\$73,464	\$50,628	\$74,179	\$52,155	\$83,451	8	\$64,182	\$85,920	\$53,612	\$79,580	\$55,953	\$89,528
Group III (ASU, NCA&T, NCCU, UNC-W)	22	\$131,534	\$178,000	\$88,053	\$156,866	\$110,292	\$176,474	22	\$135,377	\$187,000	\$93,337	\$166,227	\$116,874	\$187,005
Group IV (FSU, UNC-P, WCU)	28	\$92,900	\$111,192	\$66,920	\$111,905	\$78,681	\$125,894	24	\$96,276	\$130,000	\$71,520	\$118,377	\$83,231	\$133,175
Group V (ECSU, NCSA, UNC-A, WSSU)	40	\$81,842	\$106,382	\$64,649	\$95,400	\$67,076	\$107,325	35	\$81,644	\$100,286	\$58,355	\$99,474	\$69,940	\$111,908
312.00-Chf Phys Plant, Fac	23	\$77,474	\$92,580	\$60,000	\$91,021	\$63,997	\$102,399	20	\$77,935	\$103,000	\$56,650	\$93,094	\$65,455	\$104,731
Group I (NCSU & UNC-CH)	14	\$70,046	\$84,137	\$49,920	\$82,309	\$57,871	\$92,597	12	\$69,574	\$78,878	\$52,298	\$85,296	\$59,972	\$95,958
Group II (ECU, UNC-C, UNC-G)	14	\$101,124	\$117,000	\$76,956	\$114,389	\$80,427	\$128,688	15	\$102,754	\$136,950	\$73,128	\$121,642	\$85,526	\$136,847
Group III (ASU, NCA&T, NCCU, UNC-W)	21	\$71,382	\$96,404	\$48,329	\$86,479	\$60,803	\$97,289	21	\$70,752	\$98,412	\$53,282	\$88,123	\$61,959	\$99,138
Group IV (FSU, UNC-P, WCU)	24	\$61,838	\$80,000	\$40,200	\$75,316	\$52,955	\$84,730	21	\$63,033	\$79,684	\$50,913	\$76,762	\$53,971	\$86,357
Group V (ECSU, NCSA, UNC-A, WSSU)	16	\$57,522	\$71,832	\$47,000	\$67,000	\$47,108	\$75,376	13	\$58,762	\$73,800	\$48,410	\$71,045	\$49,952	\$79,926
312.20-Mgr Landscape, Grnds	6	\$51,581	\$64,461	\$26,400	\$64,779	\$45,546	\$72,876	5	\$50,276	\$56,477	\$31,526	\$64,779	\$45,546	\$72,876
Group I (NCSU & UNC-CH)	15	\$62,379	\$95,300	\$46,488	\$67,416	\$47,400	\$75,843	15	\$63,406	\$98,986	\$47,609	\$76,210	\$53,583	\$85,736
Group II (ECU, UNC-C, UNC-G)	23	\$47,828	\$67,154	\$29,873	\$58,898	\$41,411	\$66,260	19	\$47,924	\$59,820	\$31,129	\$61,111	\$42,967	\$68,750
Group III (ASU, NCA&T, NCCU, UNC-W)	33	\$42,471	\$56,151	\$25,980	\$50,685	\$35,637	\$57,021	30	\$43,209	\$60,458	\$29,207	\$54,114	\$38,048	\$60,878
Group IV (FSU, UNC-P, WCU)	18	\$41,162	\$54,008	\$30,092	\$50,561	\$35,550	\$56,881	14	\$42,448	\$56,240	\$32,000	\$54,203	\$38,110	\$60,978
Group V (ECSU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	\$42,543	.	.	\$46,363	\$32,598	\$52,158
312.30-Mgr Bldg Mnt Trades	13	\$75,392	\$106,260	\$48,081	\$99,947	\$70,273	\$112,440	9	\$73,569	\$106,008	\$49,283	\$99,947	\$70,273	\$112,440
Group I (NCSU & UNC-CH)	.	.	.	.	.	.	.	.	.	.	.	.	.	.

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions. CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.

CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data.

(1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

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

2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
312.30-Mgr Bldg Mnt Trades														
Group I (ECU, UNC-C, UNC-G)	14	\$55,920	\$77,172	\$40,406	\$66,180	\$46,531	\$74,453	13	\$57,944	\$87,720	\$43,719	\$68,992	\$48,508	\$77,616
Group II (ECU, NCA&T, NCCU, UNC-W)	20	\$51,462	\$66,216	\$31,724	\$63,842	\$44,887	\$71,822	20	\$51,738	\$73,632	\$34,786	\$65,790	\$46,257	\$74,014
Group III (ASU, NCA&T, NCCU, UNC-W)	13	\$49,661	\$66,167	\$35,310	\$65,052	\$45,738	\$73,184	9	\$51,489	\$66,372	\$37,788	\$68,857	\$48,413	\$77,464
Group IV (FSU, UNC-P, WCU)	6	\$47,098	\$57,975	\$29,765	\$56,890	\$39,999	\$64,001	6	\$44,631	\$56,934	\$32,312	\$57,906	\$40,714	\$65,144
Group V (ECSU, NCSA, UNC-A, WSSU)														
312.40-Mgr Tech Trades														
Group I (NCSU & UNC-CH)	8	\$75,956	\$102,888	\$54,385	\$95,723	\$67,303	\$107,688	9	\$78,671	\$102,888	\$55,745	\$102,155	\$71,825	\$114,924
Group II (ECU, UNC-C, UNC-G)	6	\$56,307	\$76,491	\$40,406	\$60,115	\$42,267	\$67,629	6	\$56,833	\$79,070	\$45,891	\$64,161	\$45,111	\$72,181
Group III (ASU, NCA&T, NCCU, UNC-W)	18	\$51,738	\$67,800	\$36,200	\$60,543	\$42,568	\$68,111	16	\$52,614	\$69,540	\$42,091	\$62,907	\$44,230	\$70,770
Group IV (FSU, UNC-P, WCU)	6	\$47,917	\$56,464	\$33,241	\$58,845	\$41,374	\$66,201	5	\$47,917	\$58,241	\$37,011	\$52,245	\$36,734	\$58,776
Group V (ECSU, NCSA, UNC-A, WSSU)														
312.50-Mgr Custodial Sv														
Group I (NCSU & UNC-CH)	16	\$62,861	\$89,030	\$40,910	\$78,457	\$55,163	\$88,264	16	\$64,539	\$93,480	\$42,620	\$82,758	\$58,187	\$93,103
Group II (ECU, UNC-C, UNC-G)	22	\$46,548	\$60,701	\$26,502	\$57,834	\$40,663	\$65,063	18	\$47,409	\$65,100	\$27,408	\$60,342	\$42,427	\$67,885
Group III (ASU, NCA&T, NCCU, UNC-W)	34	\$42,135	\$60,701	\$25,600	\$53,395	\$37,542	\$60,069	29	\$43,016	\$62,000	\$26,000	\$55,381	\$38,938	\$62,303
Group IV (FSU, UNC-P, WCU)	18	\$44,315	\$59,045	\$22,117	\$55,749	\$39,197	\$62,717	16	\$44,423	\$61,629	\$34,932	\$58,441	\$41,050	\$65,747
Group V (ECSU, NCSA, UNC-A, WSSU)	8	\$41,154	\$57,595	\$25,311	\$48,715	\$34,252	\$54,804	6	\$39,055	\$60,133	\$26,134	\$48,715	\$34,252	\$54,804
312.60-Mgr Power Plant														
Group I (NCSU & UNC-CH)	16	\$77,819	\$106,260	\$53,976	\$101,025	\$71,030	\$113,653	15	\$77,077	\$111,392	\$55,730	\$101,025	\$71,030	\$113,653
Group II (ECU, UNC-C, UNC-G)	13	\$50,799	\$61,860	\$38,294	\$61,427	\$43,189	\$69,105	12	\$50,603	\$61,860	\$39,896	\$63,657	\$44,757	\$71,614
Group III (ASU, NCA&T, NCCU, UNC-W)	20	\$48,024	\$66,430	\$25,704	\$62,570	\$43,993	\$70,391	19	\$47,955	\$68,233	\$29,848	\$63,889	\$44,920	\$71,875
Group IV (FSU, UNC-P, WCU)	13	\$49,705	\$65,835	\$36,147	\$58,199	\$40,919	\$65,473	12	\$49,888	\$68,798	\$37,322	\$62,357	\$43,843	\$70,151
313.00-Comptroller														
Group I (NCSU & UNC-CH)	18	\$122,691	\$154,927	\$85,000	\$141,544	\$99,520	\$159,237	17	\$123,666	\$153,302	\$86,000	\$149,891	\$105,388	\$168,627
Group II (ECU, UNC-C, UNC-G)	20	\$92,648	\$107,386	\$68,560	\$106,485	\$74,870	\$119,796	20	\$93,995	\$119,231	\$70,310	\$113,292	\$79,656	\$127,454
Group III (ASU, NCA&T, NCCU, UNC-W)	24	\$75,950	\$98,517	\$55,961	\$91,312	\$64,202	\$102,726	26	\$77,252	\$109,441	\$57,641	\$96,226	\$67,657	\$108,254
Group IV (FSU, UNC-P, WCU)	11	\$71,667	\$83,800	\$59,462	\$83,201	\$58,499	\$93,601	11	\$74,291	\$95,126	\$62,830	\$87,855	\$61,771	\$98,837
Group V (ECSU, NCSA, UNC-A, WSSU)	7	\$71,667	\$87,684	\$54,819	\$83,375	\$58,621	\$93,797	6	\$71,025	\$98,229	\$57,615	\$85,885	\$60,386	\$96,621
313.10-Manager Payroll														
Group I (NCSU & UNC-CH)	21	\$73,005	\$100,000	\$39,101	\$95,152	\$66,901	\$107,045	21	\$76,366	\$115,856	\$51,180	\$100,180	\$70,437	\$112,702
Group II (ECU, UNC-C, UNC-G)	28	\$53,451	\$71,111	\$37,041	\$63,926	\$44,946	\$71,916	25	\$54,184	\$74,600	\$37,412	\$67,122	\$47,193	\$75,512
Group III (ASU, NCA&T, NCCU, UNC-W)	30	\$43,843	\$61,688	\$27,306	\$53,516	\$37,627	\$60,206	26	\$43,983	\$67,511	\$23,000	\$56,026	\$39,392	\$63,030
Group IV (FSU, UNC-P, WCU)	18	\$41,165	\$60,000	\$27,436	\$52,499	\$36,912	\$59,062	14	\$40,102	\$58,000	\$27,436	\$52,499	\$36,912	\$59,062
Group V (ECSU, NCSA, UNC-A, WSSU)	5	\$41,578	\$55,000	\$27,290	\$53,844	\$37,858	\$60,574	5	\$40,933	\$65,695	\$28,101	\$53,844	\$37,858	\$60,574
314.00-Dir Accounting														
Group I (NCSU & UNC-CH)	14	\$88,185	\$107,066	\$63,561	\$103,822	\$72,997	\$116,800	15	\$88,564	\$117,066	\$61,900	\$107,275	\$75,425	\$120,684
Group II (ECU, UNC-C, UNC-G)	17	\$64,143	\$95,000	\$41,500	\$78,587	\$55,255	\$88,411	12	\$67,060	\$86,420	\$54,179	\$82,917	\$58,299	\$93,281
Group III (ASU, NCA&T, NCCU, UNC-W)	23	\$61,011	\$83,779	\$44,251	\$74,340	\$52,269	\$83,633	19	\$60,912	\$80,000	\$45,363	\$77,642	\$54,590	\$87,347
Group IV (FSU, UNC-P, WCU)	15	\$59,765	\$84,050	\$40,600	\$69,271	\$48,704	\$77,930	12	\$58,452	\$80,000	\$41,615	\$71,143	\$50,020	\$80,036
Group V (ECSU, NCSA, UNC-A, WSSU)	5	\$62,292	\$76,368	\$46,183	\$71,362	\$50,175	\$80,283	5	\$56,787	\$68,000	\$35,000	\$71,362	\$50,175	\$80,283

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

CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.

CUPA data for some Group-Position combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wtd Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
314.10-Staff Accountant-Hi Group I (NCSU & UNC-CH)	.	.	.	.	.	.	.	.	\$41,844	.	.	\$56,256	\$39,554	\$63,288
Group II (ECU, UNC-C, UNC-G)	.	.	.	.	.	.	.	.	\$38,817	.	.	\$49,894	\$35,080	\$56,130
Group III (ASU, NCA&T, NCCU, UNC-W)	.	.	.	.	.	.	.	.	\$42,371	.	.	\$57,705	\$40,572	\$64,918
Group IV (FSU, UNC-P, WCU)	.	.	.	.	.	.	.	.	\$41,595	.	.	\$59,388	\$41,756	\$66,812
Group V (ECU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	\$37,159	.	.	\$37,477	\$26,350	\$42,161
315.00-Bursar Group I (NCSU & UNC-CH)	12	\$88,841	\$120,000	\$66,000	\$104,945	\$73,787	\$118,063	10	\$86,916	\$107,508	\$69,500	\$107,207	\$75,377	\$120,608
Group II (ECU, UNC-C, UNC-G)	20	\$62,192	\$84,280	\$40,270	\$73,867	\$51,936	\$83,101	19	\$62,558	\$86,082	\$47,424	\$78,245	\$55,014	\$88,026
Group III (ASU, NCA&T, NCCU, UNC-W)	21	\$51,999	\$78,677	\$30,785	\$63,495	\$44,644	\$71,432	19	\$51,263	\$73,550	\$32,016	\$63,495	\$44,644	\$71,432
Group IV (FSU, UNC-P, WCU)	9	\$50,920	\$69,120	\$29,000	\$63,520	\$44,661	\$71,460	12	\$50,676	\$72,000	\$29,000	\$63,520	\$44,661	\$71,460
Group V (ECU, NCSA, UNC-A, WSSU)	5	\$50,947	\$80,277	\$29,281	\$68,482	\$48,150	\$77,043	5	\$45,097	\$52,334	\$34,386	\$68,482	\$48,150	\$77,043
315.10-Assc Bursar Group II (ECU, UNC-C, UNC-G)	11	\$45,011	\$59,824	\$31,918	\$53,081	\$37,321	\$59,716	9	\$45,087	\$61,918	\$33,280	\$53,254	\$37,443	\$59,911
316.00-Dir Purchasing Group I (NCSU & UNC-CH)	21	\$88,368	\$107,848	\$63,835	\$104,124	\$73,210	\$117,140	21	\$91,559	\$120,000	\$68,303	\$109,399	\$76,919	\$123,074
Group II (ECU, UNC-C, UNC-G)	27	\$66,390	\$80,247	\$42,459	\$79,198	\$55,684	\$89,098	22	\$69,900	\$86,500	\$54,656	\$83,042	\$58,387	\$93,423
Group III (ASU, NCA&T, NCCU, UNC-W)	33	\$58,079	\$72,100	\$41,645	\$69,892	\$49,141	\$78,628	30	\$58,180	\$75,241	\$40,319	\$72,329	\$50,855	\$81,370
Group IV (FSU, UNC-P, WCU)	21	\$55,105	\$71,657	\$36,443	\$65,811	\$46,272	\$74,037	17	\$56,475	\$75,241	\$46,060	\$68,444	\$48,123	\$76,999
Group V (ECU, NCSA, UNC-A, WSSU)	10	\$59,148	\$79,269	\$43,506	\$66,807	\$46,972	\$75,157	11	\$53,523	\$62,131	\$39,166	\$66,807	\$46,972	\$75,157
316.10-Assc Dir Purchasing Group I (NCSU & UNC-CH)	10	\$62,241	\$73,920	\$51,959	\$75,194	\$52,869	\$84,594	9	\$63,400	\$74,548	\$52,799	\$78,045	\$54,873	\$87,801
Group II (ECU, UNC-C, UNC-G)	14	\$49,504	\$63,931	\$34,406	\$61,692	\$43,376	\$69,404	13	\$50,761	\$68,528	\$36,501	\$62,786	\$44,145	\$70,634
Group III (ASU, NCA&T, NCCU, UNC-W)	19	\$43,254	\$59,000	\$27,788	\$52,609	\$36,989	\$59,185	17	\$44,322	\$60,918	\$29,544	\$55,162	\$38,784	\$62,057
Group IV (FSU, UNC-P, WCU)	8	\$47,131	\$59,520	\$36,862	\$52,232	\$36,724	\$58,761	8	\$44,781	\$54,468	\$34,205	\$53,012	\$37,273	\$59,639
317.00-Dir Bookstore Group I (NCSU & UNC-CH)	6	\$81,314	\$108,507	\$70,964	\$89,908	\$63,214	\$101,146	6	\$87,563	\$156,000	\$73,554	\$103,394	\$72,696	\$116,318
Group II (ECU, UNC-C, UNC-G)	13	\$59,098	\$72,715	\$46,680	\$72,769	\$51,164	\$81,865	10	\$60,533	\$76,668	\$50,942	\$75,754	\$53,263	\$85,223
Group III (ASU, NCA&T, NCCU, UNC-W)	20	\$51,388	\$71,945	\$34,488	\$65,525	\$46,071	\$73,716	18	\$51,022	\$71,945	\$36,241	\$68,255	\$47,990	\$76,787
Group IV (FSU, UNC-P, WCU)	11	\$53,768	\$71,945	\$39,708	\$67,425	\$47,407	\$75,853	8	\$54,532	\$71,945	\$44,697	\$68,727	\$48,322	\$77,318
Group V (ECU, NCSA, UNC-A, WSSU)	6	\$42,312	\$61,726	\$32,500	\$48,117	\$33,831	\$54,132	7	\$43,095	\$48,103	\$34,141	\$52,883	\$37,182	\$59,494
317.10-Assc Dir Bookstore Group III (ASU, NCA&T, NCCU, UNC-W)	6	\$40,302	\$60,632	\$28,200	\$49,658	\$34,914	\$55,865	9	\$42,608	\$64,999	\$29,160	\$54,960	\$38,643	\$61,830
Group V (ECU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	\$34,454	.	.	\$33,676	\$23,678	\$37,885
318.00-Dir Internal Audit Group I (NCSU & UNC-CH)	17	\$98,820	\$124,600	\$60,200	\$126,165	\$88,706	\$141,935	19	\$100,970	\$165,000	\$70,000	\$129,066	\$90,746	\$145,199
Group II (ECU, UNC-C, UNC-G)	24	\$69,840	\$89,500	\$49,440	\$86,270	\$60,657	\$97,054	22	\$72,135	\$91,738	\$50,419	\$90,552	\$63,667	\$101,871
Group III (ASU, NCA&T, NCCU, UNC-W)	30	\$60,798	\$89,500	\$33,190	\$73,140	\$51,425	\$92,283	26	\$61,768	\$83,760	\$43,000	\$77,529	\$54,511	\$87,220
Group IV (FSU, UNC-P, WCU)	11	\$51,435	\$65,897	\$36,290	\$61,364	\$43,145	\$69,035	12	\$52,865	\$70,000	\$38,000	\$68,347	\$48,055	\$76,890
319.00-Dir Aux Services Group I (NCSU & UNC-CH)	8	\$109,295	\$150,000	\$76,900	\$145,296	\$102,158	\$163,458	8	\$112,051	\$155,660	\$89,278	\$151,946	\$106,833	\$170,940

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Note: CUPA data for all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions. CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting 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 standard deviations are deleted. Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
319.00-Dir Aux Services Group II (ECU, NCA&T, NCCU, UNC-W) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	21 22 8 5	\$85,741 \$71,498 \$69,953 \$61,799	\$115,000 \$97,708 \$91,000 \$77,720	\$52,123 \$47,634 \$39,589 \$33,811	\$104,666 \$86,581 \$85,072 \$78,175	\$73,591 \$60,875 \$59,814 \$54,965	\$117,749 \$97,403 \$95,706 \$87,947	16 20 8 -	\$89,178 \$72,118 \$68,597 \$63,722	\$121,000 \$100,639 \$96,410 .	\$67,107 \$50,131 \$51,784 .	\$108,821 \$89,646 \$85,072 \$82,017	\$76,512 \$63,030 \$59,814 \$57,666	\$122,424 \$100,851 \$95,706 \$92,269
319.10-Mgr Mail Services Group I (NCSU & UNC-CH) Group II (ECU, NCA&T, NCCU, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	22 30 40 22 12	\$96,415 \$75,080 \$63,077 \$58,887 \$52,614	\$132,000 \$105,513 \$83,989 \$82,779 \$72,735	\$56,435 \$45,722 \$43,610 \$41,200 \$33,900	\$123,193 \$93,777 \$75,991 \$71,103 \$65,270	\$86,617 \$65,935 \$53,430 \$49,993 \$45,891	\$138,592 \$105,499 \$85,490 \$79,991 \$73,428	22 26 36 22 11	\$98,100 \$77,662 \$63,313 \$60,477 \$51,072	\$139,920 \$110,206 \$90,688 \$87,092 \$72,244	\$67,500 \$48,378 \$43,610 \$42,000 \$36,895	\$125,898 \$98,118 \$79,853 \$76,958 \$65,270	\$88,519 \$68,987 \$56,145 \$54,109 \$45,891	\$141,635 \$110,383 \$89,834 \$86,578 \$73,428
321.00-Dir Risk Mgt. Ins Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU)	15 12 10 5	\$81,983 \$68,788 \$62,457 \$55,851	\$125,000 \$99,354 \$84,900 \$72,313	\$50,868 \$42,348 \$42,859 \$30,000	\$110,452 \$87,588 \$76,652 \$71,245	\$77,659 \$61,583 \$53,894 \$50,092	\$124,259 \$98,536 \$86,233 \$80,150	13 11 9 -	\$83,375 \$71,703 \$68,173 \$55,851	\$131,250 \$101,838 \$101,838 .	\$51,225 \$44,000 \$54,503 .	\$113,662 \$92,109 \$83,686 \$74,422	\$79,916 \$64,762 \$58,840 \$52,326	\$127,870 \$103,623 \$94,147 \$83,725
322.00-Admin Hosp Med Ctr Group I (NCSU & UNC-CH) 322.10-Dir Med Ctr Pub Rel Group I (NCSU & UNC-CH) 322.20-Dir Med Ctr Pers Group I (NCSU & UNC-CH)	7 6 6 6	\$298,059 \$103,365 \$134,871	\$440,000 \$110,100 \$164,576	\$118,900 \$92,000 \$95,900	\$406,775 \$113,946 \$171,077	\$286,004 \$80,115 \$120,284	\$457,622 \$128,189 \$192,462	1 6 5	\$298,059 \$103,493 \$132,225	\$108,922 \$118,140 \$171,018	.\$ \$95,861 \$101,017	\$417,894 \$118,250 \$178,456	\$293,821 \$83,141 \$125,472	\$470,130 \$133,031 \$200,763
401.00-Chief Development Off Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, NCA&T, NCCU, UNC-W) Group V (ECSU, NCSA, UNC-A, WSSU)	17 23 32 17 11	\$174,326 \$119,732 \$100,425 \$107,877 \$92,509	\$245,040 \$166,000 \$130,000 \$140,000 \$125,920	\$92,874 \$77,625 \$68,434 \$68,975 \$64,556	\$212,986 \$148,400 \$119,652 \$128,595 \$117,897	\$149,750 \$104,340 \$84,127 \$90,415 \$82,893	\$239,609 \$166,950 \$134,608 \$144,670 \$132,634	15 20 27 15 9	\$178,400 \$124,960 \$100,124 \$105,586 \$92,219	\$242,943 \$190,000 \$136,500 \$149,700 \$110,000	\$99,750 \$90,000 \$61,868 \$74,575 \$64,564	\$227,936 \$156,434 \$125,156 \$128,595 \$119,379	\$160,262 \$109,989 \$87,997 \$90,415 \$83,935	\$256,428 \$175,988 \$140,801 \$144,670 \$134,301
401.10-Dir Annual Giving Group I (NCSU & UNC-CH) Group II (ECU, UNC-C, UNC-G) Group III (ASU, NCA&T, NCCU, UNC-W) Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	17 19 27 16	\$80,986 \$51,982 \$44,387 \$45,825	\$111,442 \$83,538 \$66,834 \$60,000	\$60,000 \$27,187 \$28,000 \$33,330	\$97,586 \$66,064 \$52,176 \$56,231	\$68,613 \$46,450 \$36,685 \$39,536	\$109,785 \$74,322 \$58,698 \$63,260	15 25 14 -	\$80,905 \$54,962 \$45,940 \$45,776	\$108,922 \$70,272 \$68,999 \$68,999	\$61,500 \$46,973 \$33,719 \$29,475	\$101,359 \$68,962 \$56,066 \$57,075	\$71,265 \$48,487 \$39,420 \$40,129	\$114,029 \$77,582 \$63,074 \$64,209

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions.
CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions.

CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000-2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
401.20-Dir Corp.Fndtn Rel Group I (NCSU & UNC-CH)	16	\$86,343	\$95,004	\$68,557	\$96,910	\$68,137	\$109,024	15	\$88,943	\$128,750	\$66,000	\$104,682	\$73,602	\$117,768
Group II (ECU, UNC-C, UNC-G)	13	\$67,298	\$80,000	\$51,003	\$81,018	\$56,964	\$91,145	9	\$68,427	\$92,496	\$51,003	\$84,121	\$59,146	\$94,636
Group III (ASU, NCA&T, NCCU, UNC-W)	12	\$63,576	\$76,985	\$43,284	\$76,320	\$53,661	\$85,860	15	\$61,777	\$94,500	\$30,743	\$78,234	\$55,006	\$88,014
Group IV (FSU, UNC-P, WCU)	8	\$60,344	\$81,925	\$33,330	\$75,578	\$53,139	\$85,025	8	\$61,027	\$88,000	\$35,169	\$78,687	\$55,326	\$88,523
Group V (ECSU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	\$56,282	.	.	\$65,447	\$46,016	\$73,628
401.30-Coord Res Dev Group I (NCSU & UNC-CH)	.	.	.	.	.	.	.	.	\$59,044	.	.	\$77,942	\$54,801	\$87,684
Group II (ECU, UNC-C, UNC-G)	.	.	.	.	.	.	.	.	\$45,011	.	.	\$62,413	\$43,882	\$70,214
Group III (ASU, NCA&T, NCCU, UNC-W)	.	.	.	.	.	.	.	.	\$36,459	.	.	\$53,182	\$37,392	\$59,829
Group IV (FSU, UNC-P, WCU)	.	.	.	.	.	.	.	.	\$32,808	.	.	\$42,446	\$29,844	\$47,752
Group V (ECSU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	\$45,829	.	.	\$44,430	\$31,239	\$49,984
401.40-Dir Planned Giving Group I (NCSU & UNC-CH)	17	\$100,404	\$139,050	\$71,020	\$118,831	\$83,550	\$133,684	16	\$103,789	\$158,250	\$73,151	\$127,309	\$89,511	\$143,222
Group II (ECU, UNC-C, UNC-G)	11	\$71,687	\$94,550	\$56,767	\$80,752	\$56,777	\$90,847	12	\$73,176	\$98,408	\$56,767	\$88,863	\$62,479	\$99,970
Group III (ASU, NCA&T, NCCU, UNC-W)	18	\$59,017	\$77,000	\$43,263	\$72,391	\$50,898	\$81,440	18	\$57,817	\$78,925	\$37,656	\$72,391	\$50,898	\$81,440
Group IV (FSU, UNC-P, WCU)	7	\$62,704	\$75,447	\$50,014	\$77,332	\$54,372	\$86,998	8	\$67,875	\$110,243	\$50,014	\$82,699	\$58,146	\$93,036
Group V (ECSU, NCSA, UNC-A, WSSU)	.	.	.	.	.	.	.	.	\$69,225	.	.	\$73,810	\$51,896	\$83,037
402.00-Chf Public Rel Off Group I (NCSU & UNC-CH)	14	\$133,609	\$175,100	\$100,000	\$162,816	\$114,476	\$183,168	15	\$133,422	\$185,000	\$96,084	\$169,077	\$118,878	\$190,211
Group II (ECU, UNC-C, UNC-G)	21	\$97,060	\$127,000	\$55,709	\$126,133	\$88,684	\$141,899	15	\$104,196	\$139,495	\$80,000	\$133,247	\$93,686	\$149,903
Group III (ASU, NCA&T, NCCU, UNC-W)	23	\$67,628	\$94,644	\$46,996	\$84,260	\$59,243	\$94,793	18	\$67,797	\$91,492	\$47,200	\$86,973	\$61,151	\$97,845
Group IV (FSU, UNC-P, WCU)	14	\$63,192	\$80,002	\$48,890	\$76,717	\$53,940	\$86,306	13	\$63,193	\$87,000	\$36,297	\$80,299	\$56,459	\$90,137
Group V (ECSU, NCSA, UNC-A, WSSU)	11	\$63,038	\$88,400	\$42,000	\$79,041	\$55,573	\$88,921	7	\$64,156	\$88,400	\$45,000	\$83,392	\$58,633	\$93,815
402.10-Dir Gov. Leg Rel Group I (NCSU & UNC-CH)	18	\$108,564	\$165,000	\$50,649	\$139,477	\$98,067	\$156,912	16	\$113,322	\$186,300	\$52,600	\$146,069	\$102,701	\$164,328
Group II (ECU, UNC-C, UNC-G)	18	\$86,139	\$137,376	\$34,157	\$117,516	\$82,626	\$132,206	18	\$91,655	\$140,436	\$54,080	\$122,185	\$85,908	\$137,458
Group III (ASU, NCA&T, NCCU, UNC-W)	12	\$79,117	\$108,774	\$51,000	\$100,750	\$70,837	\$113,344	15	\$78,695	\$111,492	\$52,020	\$102,050	\$71,752	\$114,807
Group IV (FSU, UNC-P, WCU)	9	\$76,267	\$82,439	\$39,237	\$84,194	\$59,197	\$94,718	8	\$67,627	\$86,149	\$39,237	\$88,702	\$62,366	\$99,790
403.00-Chf Dev. Pub Rel Off Group I (NCSU & UNC-CH)	7	\$192,582	\$286,926	\$106,249	\$220,785	\$155,234	\$248,383	9	\$194,476	\$300,000	\$95,400	\$236,659	\$166,395	\$266,241
Group II (ECU, UNC-C, UNC-G)	9	\$106,141	\$170,799	\$53,392	\$128,895	\$90,619	\$144,995	8	\$118,304	\$229,999	\$45,500	\$145,942	\$102,612	\$164,185
Group III (ASU, NCA&T, NCCU, UNC-W)	10	\$96,389	\$120,000	\$63,600	\$113,567	\$79,849	\$127,763	10	\$103,237	\$140,000	\$66,000	\$128,253	\$90,175	\$144,285
Group IV (FSU, UNC-P, WCU)	5	\$97,926	\$118,000	\$65,970	\$113,070	\$79,500	\$127,204	.	\$97,926	.	.	\$118,113	\$83,045	\$132,877
404.00-Dir Alumni Affairs Group I (NCSU & UNC-CH)	16	\$103,490	\$154,500	\$60,625	\$125,344	\$88,130	\$141,012	15	\$109,799	\$200,000	\$83,061	\$136,132	\$95,714	\$153,149
Group II (ECU, UNC-C, UNC-G)	24	\$66,631	\$85,160	\$42,000	\$83,672	\$58,830	\$94,131	19	\$68,898	\$100,154	\$45,260	\$87,093	\$61,235	\$97,979
Group III (ASU, NCA&T, NCCU, UNC-W)	38	\$59,904	\$89,940	\$31,924	\$76,501	\$53,788	\$86,064	35	\$59,143	\$90,951	\$37,000	\$78,093	\$54,907	\$87,855
Group IV (FSU, UNC-P, WCU)	19	\$52,467	\$71,790	\$38,890	\$62,523	\$43,960	\$70,338	19	\$52,033	\$70,399	\$31,518	\$63,268	\$44,484	\$71,177
Group V (ECSU, NCSA, UNC-A, WSSU)	6	\$42,627	\$62,400	\$28,980	\$54,057	\$38,007	\$60,814	8	\$47,485	\$65,096	\$33,000	\$61,576	\$43,294	\$69,273

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Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000-01 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
406.00-Dir Major Gifts	8	\$92,993	\$107,834	\$82,244	\$104,018	\$73,135	\$117,021	7	\$93,343	\$112,000	\$76,606	\$110,088	\$77,403	\$123,849
Group I (NCSU & UNC-CH)	11	\$67,639	\$91,492	\$49,144	\$77,168	\$54,257	\$86,814	10	\$70,526	\$99,840	\$49,144	\$88,206	\$62,017	\$99,231
Group II (ECU, UNC-C, UNC-G)	13	\$67,752	\$91,492	\$49,740	\$83,528	\$58,729	\$93,969	14	\$69,562	\$93,779	\$51,040	\$87,626	\$61,610	\$98,579
Group III (ASU, NCA&T, NCCU, UNC-W)	9	\$54,703	\$76,056	\$41,708	\$61,178	\$43,014	\$68,825	6	\$62,492	\$107,774	\$43,000	\$70,355	\$49,466	\$79,149
Group IV (FSU, UNC-P, WCU)									\$72,477			\$75,490	\$53,077	\$84,927
Group V (ECSU, NCSA, UNC-A, WSSU)														
408.00-Dir Community Serv	6	\$76,192	\$102,200	\$49,599	\$87,939	\$61,830	\$98,932	5	\$76,369	\$90,660	\$51,500	\$93,474	\$65,722	\$105,158
Group I (NCSU & UNC-CH)	5	\$73,460	\$90,000	\$54,270	\$93,280	\$65,585	\$104,940		\$73,460			\$101,162	\$71,127	\$113,808
Group II (ECU, UNC-C, UNC-G)														
409.00-Dir Publications	13	\$73,235	\$101,700	\$45,000	\$86,357	\$60,718	\$97,152	13	\$73,567	\$106,868	\$45,000	\$89,068	\$62,624	\$100,202
Group I (NCSU & UNC-CH)	17	\$55,690	\$70,110	\$40,098	\$66,343	\$46,646	\$74,636	14	\$58,227	\$84,387	\$42,302	\$72,542	\$51,004	\$81,609
Group II (ECU, UNC-C, UNC-G)	16	\$48,349	\$72,399	\$35,000	\$55,478	\$39,006	\$62,413	15	\$48,021	\$76,500	\$35,000	\$56,505	\$39,728	\$63,568
Group III (ASU, NCA&T, NCCU, UNC-W)	13	\$48,930	\$60,000	\$37,805	\$55,827	\$39,252	\$62,805	9	\$47,917	\$62,387	\$38,751	\$56,502	\$39,727	\$63,565
Group IV (FSU, UNC-P, WCU)									\$44,930			\$45,456	\$31,960	\$51,139
Group V (ECSU, NCSA, UNC-A, WSSU)														
409.10-Assoc Dir Publicatns	7	\$50,158	\$65,004	\$34,250	\$61,433	\$43,193	\$69,112	7	\$51,217	\$67,644	\$41,745	\$61,433	\$43,193	\$69,112
Group I (NCSU & UNC-CH)									\$39,741			\$38,769	\$27,258	\$43,615
Group V (ECSU, NCSA, UNC-A, WSSU)														
409.20-Mgr Printing Serv	16	\$65,459	\$101,726	\$37,362	\$82,852	\$58,253	\$93,208	17	\$65,612	\$106,649	\$38,272	\$87,435	\$61,475	\$98,364
Group I (NCSU & UNC-CH)	22	\$50,707	\$67,416	\$31,510	\$64,899	\$45,631	\$73,012	17	\$51,604	\$71,328	\$30,542	\$67,157	\$47,218	\$75,552
Group II (ECU, UNC-C, UNC-G)	21	\$38,616	\$45,034	\$31,034	\$43,049	\$30,268	\$48,431	19	\$39,382	\$47,284	\$30,542	\$46,317	\$32,566	\$52,107
Group III (ASU, NCA&T, NCCU, UNC-W)	14	\$37,766	\$46,693	\$27,874	\$44,411	\$31,225	\$49,962	11	\$38,915	\$47,627	\$34,234	\$46,032	\$32,365	\$51,786
Group IV (FSU, UNC-P, WCU)									\$45,227			\$48,963	\$34,426	\$55,083
Group V (ECSU, NCSA, UNC-A, WSSU)														
410.00-Dir Info Office	10	\$85,936	\$107,000	\$54,482	\$106,000	\$74,529	\$119,250	7	\$89,090	\$127,875	\$60,000	\$114,107	\$80,229	\$128,371
Group I (NCSU & UNC-CH)	15	\$70,972	\$102,000	\$34,938	\$92,415	\$64,977	\$103,967	14	\$70,316	\$108,000	\$37,709	\$92,640	\$65,135	\$104,220
Group II (ECU, UNC-C, UNC-G)	13	\$59,352	\$78,700	\$42,225	\$73,712	\$51,827	\$82,926	3	\$57,106	\$83,256	\$40,000	\$73,712	\$51,827	\$82,926
Group III (ASU, NCA&T, NCCU, UNC-W)	8	\$62,925	\$86,172	\$46,155	\$75,730	\$53,246	\$85,197	6	\$62,143	\$83,256	\$35,000	\$76,384	\$53,705	\$85,932
Group IV (FSU, UNC-P, WCU)	5	\$47,753	\$57,915	\$42,230	\$52,470	\$36,892	\$59,029		\$47,907			\$53,816	\$37,838	\$60,543
Group V (ECSU, NCSA, UNC-A, WSSU)														
411.00-Dir News Bureau	13	\$66,210	\$108,160	\$39,215	\$79,871	\$56,157	\$89,855	12	\$67,137	\$113,000	\$39,215	\$83,649	\$58,813	\$94,105
Group I (NCSU & UNC-CH)	11	\$56,138	\$83,613	\$28,910	\$69,606	\$48,940	\$78,307	10	\$58,402	\$86,288	\$44,392	\$74,260	\$52,212	\$83,542
Group II (ECU, UNC-C, UNC-G)	16	\$41,580	\$60,000	\$28,910	\$50,782	\$35,705	\$57,130	15	\$41,909	\$62,610	\$30,270	\$52,710	\$37,061	\$59,299
Group III (ASU, NCA&T, NCCU, UNC-W)	9	\$42,226	\$60,670	\$30,846	\$51,398	\$36,138	\$57,823	8	\$41,770	\$56,387	\$32,235	\$51,398	\$36,138	\$57,823
Group IV (FSU, UNC-P, WCU)									\$41,722			\$40,810	\$28,694	\$45,911
Group V (ECSU, NCSA, UNC-A, WSSU)														
501.00-Chf Student Aff Off	20	\$153,336	\$183,750	\$131,250	\$171,826	\$120,811	\$193,304	19	\$157,439	\$200,000	\$136,500	\$184,326	\$129,600	\$207,367
Group I (NCSU & UNC-CH)	30	\$124,030	\$155,500	\$95,891	\$145,760	\$102,484	\$163,979	26	\$127,691	\$173,500	\$102,719	\$154,157	\$108,388	\$173,426
Group II (ECU, UNC-C, UNC-G)	41	\$105,526	\$142,000	\$71,232	\$124,480	\$87,522	\$140,040	36	\$106,703	\$146,370	\$74,000	\$128,929	\$90,650	\$145,045
Group III (ASU, NCA&T, NCCU, UNC-W)	24	\$102,275	\$129,000	\$74,000	\$118,422	\$83,263	\$133,225	21	\$102,650	\$136,500	\$76,220	\$123,366	\$86,739	\$138,787
Group IV (FSU, UNC-P, WCU)														

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Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data.

(1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
501.00-Chf Student Aff Off	12	\$91,456	\$126,000	\$52,980	\$112,870	\$79,359	\$126,979	10	\$90,939	\$116,486	\$66,950	\$112,870	\$79,359	\$136,979
Group V (ECSU, NCSA, UNC-A, WSSU)														
501.10-Assc Chf Stud Aff Off	13	\$106,150	\$126,000	\$85,000	\$121,741	\$85,596	\$136,959	13	\$107,171	\$140,001	\$87,000	\$128,778	\$90,544	\$144,875
Group I (ECSU & UNC-CH)														
Group I (ECSU & UNC-CH)	17	\$97,928	\$127,560	\$77,750	\$112,190	\$78,881	\$126,214	18	\$91,973	\$125,000	\$60,000	\$112,190	\$78,881	\$126,214
Group II (ECSU, UNC-C, UNC-G)	30	\$79,611	\$106,025	\$51,690	\$94,847	\$66,887	\$106,703	24	\$80,337	\$110,250	\$57,500	\$97,456	\$68,521	\$109,638
Group III (ASU, NCA&T, NCCU, UNC-W)	17	\$77,799	\$101,064	\$48,801	\$97,761	\$68,736	\$109,981	13	\$76,419	\$95,144	\$51,000	\$100,437	\$70,617	\$112,991
Group IV (FSU, UNC-P, WCU)	6	\$74,546	\$88,944	\$65,004	\$82,455	\$57,974	\$92,762	6	\$67,952	\$85,000	\$46,350	\$83,084	\$58,416	\$93,469
Group V (ECSU, NCSA, UNC-A, WSSU)														
501.50-Dean of Students	13	\$92,544	\$108,000	\$76,017	\$108,413	\$76,225	\$121,965	16	\$99,443	\$146,260	\$75,792	\$122,196	\$85,916	\$137,471
Group I (NCSU & UNC-CH)														
Group I (NCSU & UNC-CH)	13	\$76,415	\$88,000	\$67,044	\$86,602	\$60,890	\$97,427	11	\$78,617	\$107,322	\$67,044	\$89,820	\$63,152	\$101,047
Group II (ECSU, UNC-C, UNC-G)	15	\$74,978	\$90,525	\$62,267	\$87,437	\$61,477	\$98,367	16	\$72,007	\$86,611	\$50,700	\$87,752	\$61,698	\$98,721
Group III (ASU, NCA&T, NCCU, UNC-W)	9	\$72,189	\$90,000	\$61,438	\$83,457	\$58,678	\$93,889	9	\$74,206	\$84,021	\$63,667	\$85,544	\$60,146	\$96,237
Group IV (FSU, UNC-P, WCU)	6	\$88,187	\$122,700	\$65,507	\$105,494	\$74,173	\$118,680	-	\$88,187	-	-	\$118,482	\$83,304	\$133,292
Group V (ECSU, NCSA, UNC-A, WSSU)														
502.00-Chief Admissions Off	18	\$101,000	\$129,375	\$69,800	\$118,851	\$83,564	\$133,707	19	\$103,060	\$135,844	\$81,100	\$123,836	\$87,069	\$139,316
Group I (NCSU & UNC-CH)														
Group I (NCSU & UNC-CH)	25	\$76,172	\$96,775	\$54,895	\$91,160	\$64,095	\$102,555	22	\$77,875	\$100,650	\$52,756	\$95,961	\$67,470	\$107,956
Group II (ECSU, UNC-C, UNC-G)	33	\$66,968	\$86,984	\$47,276	\$78,809	\$55,411	\$88,660	33	\$66,984	\$83,625	\$44,000	\$82,473	\$57,987	\$92,782
Group III (ASU, NCA&T, NCCU, UNC-W)	18	\$63,416	\$78,902	\$44,400	\$76,071	\$53,486	\$85,580	18	\$64,402	\$80,770	\$45,510	\$79,330	\$55,777	\$89,246
Group IV (FSU, UNC-P, WCU)	9	\$71,493	\$98,811	\$29,400	\$95,353	\$67,043	\$107,272	8	\$69,556	\$85,400	\$54,693	\$95,353	\$67,043	\$107,272
Group V (ECSU, NCSA, UNC-A, WSSU)														
502.10-Assc Dir Admissions	18	\$65,212	\$94,980	\$46,000	\$80,632	\$56,693	\$90,711	20	\$67,754	\$103,282	\$46,880	\$87,513	\$61,530	\$98,452
Group I (NCSU & UNC-CH)														
Group I (NCSU & UNC-CH)	24	\$49,482	\$60,596	\$36,237	\$57,274	\$40,269	\$64,433	22	\$50,326	\$69,850	\$33,438	\$60,972	\$42,870	\$68,594
Group II (ECSU, UNC-C, UNC-G)	28	\$47,591	\$66,250	\$31,073	\$57,813	\$40,648	\$65,040	25	\$47,250	\$59,447	\$35,576	\$58,154	\$40,888	\$65,423
Group III (ASU, NCA&T, NCCU, UNC-W)	20	\$47,848	\$65,157	\$34,000	\$56,688	\$39,857	\$63,774	18	\$46,568	\$67,625	\$32,800	\$58,265	\$40,966	\$65,548
Group IV (FSU, UNC-P, WCU)	9	\$48,781	\$63,748	\$36,900	\$57,679	\$40,554	\$64,889	8	\$44,173	\$51,983	\$35,252	\$57,679	\$40,554	\$64,889
Group V (ECSU, NCSA, UNC-A, WSSU)														
502.15-Dir Academic Advising	12	\$53,475	\$86,457	\$24,032	\$63,088	\$44,357	\$70,974	10	\$54,960	\$86,457	\$24,032	\$65,846	\$46,296	\$74,077
Group II (ECSU, UNC-C, UNC-G)														
Group II (ECSU, UNC-C, UNC-G)	13	\$61,496	\$96,480	\$40,497	\$73,345	\$51,569	\$82,513	17	\$60,529	\$93,086	\$42,318	\$74,928	\$52,682	\$84,294
Group III (ASU, NCA&T, NCCU, UNC-W)	6	\$57,061	\$67,322	\$46,414	\$65,771	\$46,244	\$73,992	8	\$59,014	\$71,089	\$40,821	\$68,584	\$48,221	\$77,157
Group IV (FSU, UNC-P, WCU)	-	-	-	-	-	-	-	6	\$56,267	\$64,500	\$48,000	\$69,691	\$49,000	\$78,402
Group V (ECSU, NCSA, UNC-A, WSSU)														
502.20-Admissions Counselor	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group I (NCSU & UNC-CH)														
Group I (NCSU & UNC-CH)	-	-	-	-	-	-	-	-	\$33,512	-	-	\$45,506	\$31,995	\$51,195
Group II (ECSU, UNC-C, UNC-G)	-	-	-	-	-	-	-	-	\$27,786	-	-	\$35,443	\$24,920	\$39,873
Group III (ASU, NCA&T, NCCU, UNC-W)	-	-	-	-	-	-	-	-	\$29,700	-	-	\$41,166	\$28,944	\$46,311
Group IV (FSU, UNC-P, WCU)	-	-	-	-	-	-	-	-	\$29,991	-	-	\$44,905	\$31,573	\$50,518
Group V (ECSU, NCSA, UNC-A, WSSU)	-	-	-	-	-	-	-	-	\$27,244	-	-	\$26,895	\$18,910	\$30,257
502.30-Academic Advisor	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group I (NCSU & UNC-CH)														
Group I (NCSU & UNC-CH)	-	-	-	-	-	-	-	-	\$33,978	-	-	\$44,963	\$31,614	\$50,584
Group II (ECSU, UNC-C, UNC-G)	-	-	-	-	-	-	-	-	\$33,533	-	-	\$43,073	\$30,284	\$48,457
Group III (ASU, NCA&T, NCCU, UNC-W)	-	-	-	-	-	-	-	-	\$32,455	-	-	\$41,502	\$29,180	\$46,689

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Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000-01 Number of Peers	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
502.30-Academic Advisor Group IV (FSU, UNC-P, WCU) Group V (ECSU, NCSA, UNC-A, WSSU)	5	\$84,309	\$95,601	\$67,182	\$69,684	\$111,499	17	\$34,434 \$46,180			\$43,053 \$47,026	\$30,270 \$33,064	\$48,434 \$52,905
503.00-Dir Adm & Registrar Group II (ECU, UNC-C, UNC-G)	18	\$95,237	\$106,503	\$75,000	\$76,414	\$122,267	25	\$76,168	\$109,075	\$77,800	\$111,731	\$78,558	\$125,697
504.00-Registrar Group I (NCSU & UNC-CH)	26	\$74,025	\$93,051	\$54,481	\$57,754	\$92,409	34	\$67,166	\$97,002	\$58,812	\$90,443	\$63,590	\$101,748
Group II (ECU, UNC-C, UNC-G)	37	\$66,185	\$85,000	\$47,931	\$56,192	\$89,911	18	\$64,972	\$81,615	\$48,270	\$80,645	\$56,702	\$90,726
Group III (ASU, NCA&T, NCCU, UNC-W)	22	\$63,204	\$85,000	\$44,320	\$53,906	\$86,253	10	\$58,080	\$66,500	\$43,260	\$86,573	\$60,870	\$97,395
Group IV (FSU, UNC-P, WCU)	11	\$84,379	\$89,793	\$35,196	\$60,870	\$97,395	20	\$69,581	\$96,512	\$48,187	\$86,889	\$61,092	\$97,750
Group V (ECSU, NCSA, UNC-A, WSSU)	20	\$68,892	\$93,420	\$45,459	\$59,738	\$95,584	19	\$50,827	\$63,425	\$40,000	\$63,362	\$44,550	\$71,282
504.10-Assc Registrar Group I (NCSU & UNC-CH)	21	\$50,782	\$65,605	\$38,538	\$42,851	\$68,565	27	\$46,478	\$63,710	\$33,195	\$57,303	\$40,290	\$64,466
Group II (ECU, UNC-C, UNC-G)	26	\$46,339	\$57,475	\$32,543	\$38,739	\$61,984	15	\$45,213	\$57,619	\$32,800	\$57,919	\$40,723	\$65,159
Group III (ASU, NCA&T, NCCU, UNC-W)	18	\$46,165	\$62,115	\$32,543	\$39,385	\$63,018	6	\$36,669			\$35,743	\$25,131	\$40,211
Group IV (FSU, UNC-P, WCU)	12	\$48,050	\$57,157	\$39,780	\$37,402	\$59,845	10	\$49,071	\$58,856	\$38,517	\$59,610	\$41,912	\$67,061
Group V (ECSU, NCSA, UNC-A, WSSU)	17	\$37,557	\$51,984	\$24,770	\$31,762	\$50,821	15	\$38,236	\$50,736	\$24,770	\$49,228	\$34,612	\$55,382
504.20-Assc Registrar Group I (NCSU & UNC-CH)	16	\$34,911	\$48,543	\$22,719	\$27,803	\$44,486	17	\$35,395	\$49,960	\$23,401	\$43,144	\$30,334	\$48,537
Group II (ECU, UNC-C, UNC-G)	7	\$37,939	\$47,927	\$30,800	\$32,649	\$52,241	10	\$40,137	\$58,910	\$32,290	\$49,727	\$34,963	\$55,942
Group III (ASU, NCA&T, NCCU, UNC-W)	7	\$43,025	\$60,937	\$26,512	\$38,262	\$61,222	6	\$36,823	\$40,607	\$27,300	\$54,419	\$38,262	\$61,222
Group IV (FSU, UNC-P, WCU)	22	\$91,585	\$107,120	\$73,750	\$75,101	\$120,165	21	\$93,874	\$119,436	\$77,921	\$112,722	\$79,255	\$126,813
Group V (ECSU, NCSA, UNC-A, WSSU)	29	\$70,680	\$86,567	\$54,108	\$61,851	\$90,420	24	\$71,626	\$90,902	\$50,000	\$85,933	\$60,419	\$96,674
506.00-Dir Student Fin Aid Group I (NCSU & UNC-CH)	42	\$67,367	\$87,240	\$50,802	\$56,123	\$89,800	38	\$67,260	\$89,421	\$52,326	\$83,013	\$58,366	\$93,389
Group II (ECU, UNC-C, UNC-G)	26	\$62,926	\$77,382	\$45,000	\$54,154	\$86,650	21	\$63,015	\$81,144	\$46,350	\$78,150	\$54,947	\$87,918
Group III (ASU, NCA&T, NCCU, UNC-W)	12	\$59,546	\$81,435	\$48,023	\$46,010	\$73,619	11	\$58,229	\$65,600	\$47,758	\$69,232	\$48,677	\$77,886
Group IV (FSU, UNC-P, WCU)	18	\$66,331	\$80,556	\$44,926	\$56,408	\$90,256	22	\$67,035	\$86,559	\$47,150	\$85,051	\$59,799	\$95,681
Group V (ECSU, NCSA, UNC-A, WSSU)	21	\$50,213	\$66,000	\$35,000	\$43,487	\$69,582	18	\$50,643	\$65,388	\$35,000	\$64,646	\$45,453	\$72,727
506.10-Assc Dir Std Fin Aid Group I (NCSU & UNC-CH)	30	\$44,708	\$62,296	\$29,819	\$38,832	\$62,134	30	\$46,105	\$64,157	\$31,029	\$58,661	\$41,245	\$65,994
Group II (ECU, UNC-C, UNC-G)	19	\$44,568	\$65,157	\$27,105	\$39,272	\$62,837	18	\$43,627	\$64,157	\$27,105	\$56,028	\$39,393	\$63,031
Group III (ASU, NCA&T, NCCU, UNC-W)	8	\$41,982	\$60,108	\$27,720	\$35,517	\$56,829	6	\$41,628	\$50,182	\$32,960	\$51,213	\$36,008	\$57,614
Group IV (FSU, UNC-P, WCU)	13	\$92,042	\$115,560	\$78,232	\$72,501	\$116,006	14	\$92,210	\$121,916	\$81,637	\$108,230	\$76,096	\$121,758
Group V (ECSU, NCSA, UNC-A, WSSU)	10	\$65,741	\$81,000	\$56,431	\$51,786	\$82,861	8	\$68,826	\$76,311	\$61,500	\$79,943	\$56,208	\$89,936
507.00-Dir Food Services Group I (NCSU & UNC-CH)	10	\$56,539	\$67,480	\$46,000	\$43,665	\$69,866	11	\$58,287	\$71,085	\$46,925	\$68,965	\$48,489	\$77,586
Group II (ECU, UNC-C, UNC-G)	7	\$61,385	\$74,306	\$53,508	\$48,911	\$78,260	6	\$60,261	\$70,063	\$46,925	\$72,011	\$50,631	\$81,012
Group III (ASU, NCA&T, NCCU, UNC-W)								\$66,766			\$64,353	\$45,247	\$72,398
Group IV (FSU, UNC-P, WCU)													
Group V (ECSU, NCSA, UNC-A, WSSU)													

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions.
CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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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 standard deviations are deleted.
Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.
Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
507.10-Asst Dir Food Serv Group I (NCSU & UNC-CH)	9	\$70,880	\$88,988	\$53,825	\$89,768	\$63,116	\$100,989	9	\$70,469	\$93,442	\$55,417	\$91,583	\$64,392	\$103,031
Group II (ECU, UNC-C, UNC-G)	6	\$47,041	\$53,590	\$38,000	\$53,827	\$37,846	\$60,556	7	\$48,610	\$56,431	\$41,000	\$56,961	\$40,050	\$64,082
Group III (ASU, NCA&T, NCCU, UNC-W)	5	\$48,943	\$67,500	\$41,040	\$50,857	\$35,757	\$57,214	-	\$48,943	-	-	\$53,125	\$37,916	\$60,568
Group IV (FSU, UNC-P, WCU)	5	\$47,610	\$58,400	\$41,316	\$50,857	\$35,757	\$57,214	-	\$47,610	-	-	\$53,125	\$37,916	\$60,568
508.00-Dir Student Housing Group I (NCSU & UNC-CH)	21	\$93,453	\$128,004	\$65,000	\$115,962	\$81,533	\$130,457	20	\$94,930	\$128,800	\$70,040	\$120,630	\$84,815	\$135,708
Group II (ECU, UNC-C, UNC-G)	24	\$61,656	\$88,935	\$40,000	\$77,543	\$54,520	\$87,235	21	\$65,071	\$92,492	\$40,000	\$81,653	\$57,410	\$91,860
Group III (ASU, NCA&T, NCCU, UNC-W)	38	\$62,929	\$86,400	\$43,001	\$78,069	\$54,890	\$87,827	34	\$62,064	\$84,469	\$43,862	\$80,880	\$56,867	\$90,990
Group IV (FSU, UNC-P, WCU)	21	\$58,743	\$76,945	\$42,436	\$77,072	\$54,189	\$86,706	19	\$58,400	\$80,904	\$42,346	\$79,036	\$55,570	\$88,915
Group V (ECU, NCSA, UNC-A, WSSU)	11	\$48,233	\$65,257	\$29,000	\$57,836	\$40,665	\$85,066	9	\$47,995	\$59,380	\$33,218	\$59,497	\$41,833	\$66,935
508.10-Asst Dir Std Housing Group I (NCSU & UNC-CH)	11	\$73,108	\$91,091	\$55,343	\$92,049	\$64,719	\$103,555	10	\$74,106	\$97,406	\$61,932	\$86,949	\$68,165	\$109,068
Group II (ECU, UNC-C, UNC-G)	16	\$51,206	\$67,255	\$40,411	\$61,977	\$43,576	\$89,724	14	\$51,298	\$69,914	\$38,439	\$63,528	\$44,667	\$71,470
Group III (ASU, NCA&T, NCCU, UNC-W)	22	\$46,458	\$64,200	\$27,559	\$61,056	\$42,928	\$88,688	22	\$45,650	\$63,875	\$28,972	\$61,559	\$43,282	\$69,254
Group IV (FSU, UNC-P, WCU)	13	\$44,492	\$59,551	\$31,055	\$55,158	\$38,781	\$62,052	12	\$44,784	\$65,835	\$30,582	\$57,373	\$40,339	\$64,545
Group V (ECU, NCSA, UNC-A, WSSU)	-	-	-	-	-	-	-	-	\$32,900	-	-	\$36,238	\$25,479	\$40,768
508.20-Housing Off, Adm Opr Group I (NCSU & UNC-CH)	8	\$68,604	\$100,300	\$33,145	\$82,377	\$57,919	\$92,674	9	\$70,760	\$103,898	\$54,200	\$85,468	\$60,093	\$96,152
Group II (ECU, UNC-C, UNC-G)	11	\$42,953	\$57,644	\$26,292	\$54,075	\$38,020	\$60,835	12	\$45,281	\$59,950	\$28,711	\$57,809	\$40,645	\$65,035
Group III (ASU, NCA&T, NCCU, UNC-W)	16	\$46,480	\$64,735	\$24,093	\$59,979	\$42,171	\$67,476	14	\$46,005	\$67,992	\$24,500	\$61,187	\$43,021	\$68,835
Group IV (FSU, UNC-P, WCU)	6	\$54,906	\$65,350	\$40,240	\$66,505	\$46,760	\$74,818	5	\$54,501	\$67,992	\$41,729	\$68,482	\$48,150	\$77,042
508.30-Housing Off, Res Life Group I (NCSU & UNC-CH)	11	\$64,037	\$95,052	\$36,269	\$75,965	\$53,411	\$85,460	14	\$65,117	\$99,768	\$32,330	\$84,533	\$59,435	\$95,099
Group II (ECU, UNC-C, UNC-G)	16	\$43,240	\$66,288	\$23,173	\$56,496	\$39,722	\$63,558	17	\$43,856	\$58,236	\$24,170	\$59,293	\$41,689	\$66,705
Group III (ASU, NCA&T, NCCU, UNC-W)	23	\$41,155	\$56,613	\$24,616	\$52,820	\$37,138	\$59,423	20	\$39,744	\$58,028	\$26,050	\$52,820	\$37,138	\$59,423
Group IV (FSU, UNC-P, WCU)	10	\$41,529	\$65,350	\$27,500	\$53,000	\$37,264	\$59,625	8	\$42,218	\$67,992	\$27,500	\$58,371	\$41,041	\$65,667
Group V (ECU, NCSA, UNC-A, WSSU)	-	-	-	-	-	-	-	-	\$23,739	-	-	\$21,603	\$15,189	\$24,303
509.00-Dir Union, Std Act Group I (NCSU & UNC-CH)	9	\$85,867	\$117,000	\$54,500	\$101,367	\$71,271	\$114,038	7	\$88,613	\$121,262	\$73,210	\$110,250	\$77,517	\$124,031
Group II (ECU, UNC-C, UNC-G)	10	\$66,307	\$86,952	\$52,680	\$76,055	\$53,474	\$85,562	10	\$66,853	\$90,402	\$43,430	\$81,273	\$57,143	\$91,432
Group III (ASU, NCA&T, NCCU, UNC-W)	19	\$62,512	\$75,700	\$48,500	\$74,826	\$52,610	\$84,179	15	\$64,105	\$77,793	\$48,500	\$78,547	\$55,226	\$88,365
Group IV (FSU, UNC-P, WCU)	10	\$65,856	\$85,130	\$42,000	\$77,889	\$54,764	\$87,625	6	\$64,498	\$85,130	\$43,260	\$80,300	\$56,459	\$90,337
Group V (ECU, NCSA, UNC-A, WSSU)	-	-	-	-	-	-	-	-	\$41,795	-	-	\$42,340	\$29,770	\$47,633
510.00-Dir Foreign Students Group I (NCSU & UNC-CH)	10	\$64,202	\$85,776	\$42,536	\$72,497	\$50,972	\$81,559	9	\$67,218	\$89,063	\$64,008	\$77,550	\$54,526	\$87,244
Group II (ECU, UNC-C, UNC-G)	14	\$49,820	\$69,095	\$33,756	\$59,983	\$42,174	\$67,481	13	\$53,575	\$71,859	\$35,772	\$65,542	\$46,083	\$73,735
Group III (ASU, NCA&T, NCCU, UNC-W)	11	\$44,181	\$56,431	\$28,700	\$51,784	\$36,409	\$58,257	11	\$50,216	\$60,000	\$28,500	\$59,552	\$41,871	\$66,996
Group IV (FSU, UNC-P, WCU)	6	\$43,098	\$55,041	\$32,300	\$55,276	\$38,865	\$62,186	5	\$45,792	\$56,487	\$36,418	\$56,981	\$40,063	\$64,104
Group V (ECU, NCSA, UNC-A, WSSU)	-	-	-	-	-	-	-	-	\$44,651	-	-	\$49,032	\$34,475	\$55,161

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

CUPA data for some Group-Position combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data

(1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000-2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
511.00-Dir Student Union	10	\$81,636	\$106,466	\$49,428	\$106,496	\$74,877	\$119,808	\$84,319	\$110,285	\$51,528	\$112,245	\$78,920	\$126,276
Group I (NCSU & UNC-CH)													
Group II (ECU, UNC-C, UNC-G)	18	\$65,637	\$95,000	\$44,832	\$82,248	\$57,828	\$92,528	\$69,066	\$98,575	\$46,570	\$87,669	\$61,640	\$98,627
Group III (ASU, NCA&T, NCCU, UNC-W)	20	\$56,232	\$75,396	\$41,800	\$70,829	\$49,800	\$79,683	\$54,851	\$71,435	\$41,544	\$71,791	\$50,476	\$80,765
Group IV (FSU, UNC-P, WCU)	11	\$58,859	\$75,396	\$42,436	\$76,522	\$53,802	\$86,087	\$55,233	\$72,616	\$41,544	\$76,522	\$53,802	\$86,087
511.10-Assoc Dir Std Union													
Group I (NCSU & UNC-CH)	11	\$54,341	\$73,116	\$43,560	\$65,767	\$46,241	\$73,988	\$55,944	\$76,044	\$43,560	\$68,125	\$47,899	\$76,641
Group II (ECU, UNC-C, UNC-G)	13	\$46,134	\$59,004	\$32,569	\$55,124	\$38,758	\$62,015	\$47,819	\$60,848	\$35,565	\$58,719	\$41,286	\$66,059
Group III (ASU, NCA&T, NCCU, UNC-W)	12	\$46,428	\$54,231	\$31,944	\$54,916	\$38,612	\$61,781	\$47,845	\$60,000	\$28,700	\$59,069	\$41,531	\$66,452
Group IV (FSU, UNC-P, WCU)	5	\$50,985	\$68,506	\$39,980	\$57,141	\$40,176	\$64,284	\$50,985			\$59,690	\$41,968	\$67,151
512.00-Dir Std Activities													
Group I (NCSU & UNC-CH)	7	\$70,154	\$90,165	\$42,724	\$93,372	\$65,650	\$105,044	\$68,649	\$93,922	\$44,219	\$95,131	\$66,886	\$107,022
Group II (ECU, UNC-C, UNC-G)	16	\$52,242	\$65,871	\$37,374	\$65,345	\$45,944	\$73,513	\$51,899	\$68,364	\$37,301	\$67,799	\$47,669	\$76,274
Group III (ASU, NCA&T, NCCU, UNC-W)	17	\$47,350	\$70,000	\$26,413	\$58,816	\$41,354	\$66,168	\$48,110	\$69,290	\$32,784	\$60,661	\$42,651	\$68,244
Group IV (FSU, UNC-P, WCU)	14	\$43,605	\$56,228	\$30,040	\$53,627	\$37,705	\$60,330	\$45,139	\$61,500	\$31,930	\$56,210	\$39,522	\$63,217
Group V (ECU, NCSA, UNC-A, WSSU)	8	\$49,509	\$77,518	\$28,309	\$60,999	\$42,889	\$68,624	\$42,753	\$49,698	\$29,100	\$60,999	\$42,889	\$68,624
513.00-Dir Career Dev-Plcmt													
Group I (NCSU & UNC-CH)	20	\$79,342	\$96,444	\$56,000	\$98,436	\$69,210	\$110,740	\$82,373	\$100,614	\$66,512	\$103,409	\$72,707	\$116,335
Group II (ECU, UNC-C, UNC-G)	26	\$63,560	\$80,456	\$49,590	\$74,181	\$52,156	\$83,453	\$66,300	\$90,000	\$43,350	\$81,519	\$57,316	\$91,709
Group III (ASU, NCA&T, NCCU, UNC-W)	40	\$58,277	\$81,250	\$35,529	\$74,104	\$52,102	\$83,366	\$57,798	\$81,250	\$39,421	\$74,104	\$52,102	\$83,366
Group IV (FSU, UNC-P, WCU)	24	\$58,606	\$76,344	\$38,110	\$69,328	\$48,745	\$77,994	\$57,299	\$75,060	\$38,872	\$69,556	\$48,905	\$78,251
Group V (ECU, NCSA, UNC-A, WSSU)	10	\$50,251	\$64,043	\$33,468	\$59,789	\$42,038	\$67,263	\$49,915	\$58,241	\$36,225	\$60,981	\$42,876	\$68,604
514.00-Dir Std Counseling													
Group I (NCSU & UNC-CH)	18	\$84,620	\$100,227	\$63,000	\$99,439	\$69,916	\$111,869	\$85,881	\$103,977	\$65,004	\$104,350	\$73,369	\$117,394
Group II (ECU, UNC-C, UNC-G)	27	\$69,527	\$98,553	\$46,797	\$83,441	\$58,667	\$93,871	\$70,488	\$98,613	\$50,508	\$87,557	\$61,561	\$98,502
Group III (ASU, NCA&T, NCCU, UNC-W)	34	\$63,986	\$83,500	\$39,148	\$76,460	\$53,759	\$86,018	\$64,386	\$94,154	\$39,148	\$78,642	\$55,293	\$88,472
Group IV (FSU, UNC-P, WCU)	19	\$59,382	\$73,324	\$39,330	\$69,501	\$48,866	\$78,189	\$60,206	\$74,405	\$46,100	\$73,574	\$51,730	\$82,771
Group V (ECU, NCSA, UNC-A, WSSU)	9	\$57,576	\$72,426	\$47,232	\$64,540	\$45,378	\$72,608	\$58,826	\$81,941	\$51,401	\$69,963	\$49,191	\$78,708
514.10-Assoc Dir Std Cnslg													
Group I (NCSU & UNC-CH)	9	\$63,640	\$78,100	\$52,798	\$73,775	\$51,871	\$82,997	\$64,723	\$75,576	\$53,396	\$77,170	\$54,258	\$86,816
Group II (ECU, UNC-C, UNC-G)	8	\$57,571	\$73,185	\$45,000	\$65,574	\$46,105	\$73,770	\$57,331	\$75,940	\$46,800	\$66,818	\$46,980	\$75,171
Group III (ASU, NCA&T, NCCU, UNC-W)	13	\$52,443	\$73,932	\$36,100	\$66,072	\$46,455	\$74,331	\$52,937	\$87,540	\$37,000	\$66,377	\$46,670	\$74,675
Group IV (FSU, UNC-P, WCU)	7	\$45,886	\$55,959	\$39,886	\$51,774	\$36,402	\$58,245	\$45,886			\$54,083	\$38,025	\$60,843
Group V (ECU, NCSA, UNC-A, WSSU)								\$47,453			\$52,546	\$36,945	\$59,114
515.00-Dir Std Hlth-Physicn													
Group I (NCSU & UNC-CH)	16	\$138,256	\$189,446	\$94,700	\$170,992	\$120,224	\$192,366	\$137,181	\$189,446	\$94,700	\$171,983	\$120,921	\$193,480
Group II (ECU, UNC-C, UNC-G)	12	\$109,132	\$130,000	\$80,373	\$129,456	\$91,020	\$145,638	\$110,801	\$143,244	\$83,270	\$135,579	\$95,326	\$152,527
Group III (ASU, NCA&T, NCCU, UNC-W)	16	\$99,281	\$137,067	\$69,776	\$116,578	\$81,966	\$131,150	\$97,640	\$143,244	\$51,400	\$122,367	\$86,036	\$137,663
Group IV (FSU, UNC-P, WCU)	7	\$98,940	\$130,000	\$69,776	\$116,859	\$82,164	\$131,467	\$97,975	\$119,434	\$69,776	\$117,102	\$82,334	\$131,739
516.00-Dir Std Hlth-Nurse													
Group I (NCSU & UNC-CH)	8	\$75,978	\$102,016	\$41,530	\$93,606	\$65,814	\$105,307	\$74,978	\$101,752	\$42,750	\$93,903	\$66,023	\$105,641

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Note: CUPA data for some Group-Position combinations in 1999-00 (not shown) data may contain duplicated reporting institutions. CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3Yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
516.00-Dir Std Hlth-Nurse														
Group II (ECU, UNC-C, UNC-G)	12	\$62,961	\$102,353	\$45,232	\$76,503	\$53,789	\$86,066	9	\$61,173	\$79,758	\$45,000	\$76,698	\$53,926	\$86,285
Group III (ASU, NCA&T, NCCU, UNC-W)	19	\$53,475	\$73,251	\$39,966	\$63,388	\$44,568	\$71,312	19	\$54,674	\$73,876	\$40,421	\$67,805	\$47,674	\$76,281
Group IV (FSU, UNC-P, WCU)	10	\$48,579	\$58,810	\$35,077	\$58,157	\$40,890	\$65,427	7	\$50,924	\$60,000	\$38,533	\$64,446	\$45,312	\$72,501
Group V (ECU, NCSA, UNC-A, WSSU)									\$49,366			\$52,022	\$36,577	\$58,525
517.00-Dir Campus Ministries														
Group V (ECU, NCSA, UNC-A, WSSU)									\$58,142			\$55,592	\$39,087	\$62,541
518.00-Dir Athletics														
Group I (NCSU & UNC-CH)	18	\$179,341	\$270,000	\$77,500	\$239,984	\$168,733	\$269,982	19	\$183,997	\$310,000	\$77,500	\$251,262	\$176,663	\$282,670
Group II (ECU, UNC-C, UNC-G)	28	\$117,190	\$168,000	\$71,366	\$144,054	\$101,284	\$162,061	24	\$123,655	\$175,000	\$82,500	\$155,120	\$109,065	\$174,510
Group III (ASU, NCA&T, NCCU, UNC-W)	40	\$93,553	\$142,725	\$65,125	\$116,600	\$81,981	\$131,175	36	\$94,619	\$148,800	\$66,560	\$123,218	\$86,634	\$138,620
Group IV (FSU, UNC-P, WCU)	24	\$76,056	\$94,206	\$57,639	\$87,112	\$61,248	\$98,001	20	\$77,220	\$94,315	\$65,810	\$91,302	\$64,195	\$102,715
Group V (ECU, NCSA, UNC-A, WSSU)	11	\$74,490	\$102,836	\$55,386	\$88,641	\$62,324	\$99,721	11	\$76,776	\$117,781	\$41,632	\$92,034	\$64,709	\$103,538
519.00-Dir Sports Info														
Group I (NCSU & UNC-CH)	14	\$62,809	\$99,475	\$33,300	\$76,073	\$53,487	\$85,582	16	\$65,336	\$113,964	\$37,465	\$86,704	\$60,962	\$97,542
Group II (ECU, UNC-C, UNC-G)	22	\$42,008	\$64,777	\$26,650	\$49,606	\$34,878	\$55,807	20	\$41,767	\$58,017	\$27,000	\$51,997	\$36,559	\$58,496
Group III (ASU, NCA&T, NCCU, UNC-W)	37	\$39,645	\$58,177	\$25,587	\$47,970	\$33,727	\$53,966	33	\$40,314	\$61,056	\$24,600	\$50,026	\$35,173	\$56,279
Group IV (FSU, UNC-P, WCU)	21	\$37,938	\$52,629	\$27,000	\$46,523	\$32,710	\$52,338	18	\$38,112	\$55,242	\$24,600	\$48,080	\$33,805	\$54,090
Group V (ECU, NCSA, UNC-A, WSSU)	9	\$34,036	\$43,258	\$28,756	\$37,928	\$26,667	\$42,669	8	\$34,739	\$44,556	\$25,827	\$41,817	\$29,402	\$47,044
521.00-Dir Athletics, Women														
Group I (NCSU & UNC-CH)	6	\$113,555	\$260,000	\$54,305	\$124,846	\$87,779	\$140,452	5	\$120,921	\$260,000	\$55,934	\$133,264	\$93,698	\$149,922
Group II (ECU, UNC-C, UNC-G)	6	\$57,502	\$88,500	\$42,247	\$71,334	\$50,155	\$80,251	5	\$62,471	\$106,600	\$42,400	\$77,334	\$54,374	\$87,001
Group III (ASU, NCA&T, NCCU, UNC-W)	8	\$54,690	\$81,077	\$31,494	\$64,191	\$45,133	\$72,215	6	\$58,096	\$84,205	\$42,745	\$71,285	\$50,121	\$80,196
522.00-Dir Campus Rec														
Group I (NCSU & UNC-CH)	15	\$79,669	\$100,872	\$56,207	\$102,474	\$72,050	\$115,284	16	\$78,003	\$120,000	\$42,861	\$105,387	\$74,098	\$118,560
Group II (ECU, UNC-C, UNC-G)	23	\$54,698	\$72,500	\$35,242	\$68,861	\$48,416	\$77,469	19	\$55,467	\$72,500	\$36,475	\$72,010	\$50,630	\$81,012
Group III (ASU, NCA&T, NCCU, UNC-W)	27	\$48,914	\$68,089	\$27,679	\$61,727	\$43,400	\$69,443	26	\$49,058	\$70,276	\$26,000	\$64,697	\$45,489	\$72,784
Group IV (FSU, UNC-P, WCU)	15	\$49,196	\$75,744	\$27,895	\$60,619	\$42,621	\$68,197	14	\$46,665	\$70,276	\$26,316	\$60,619	\$42,621	\$68,197
Group V (ECU, NCSA, UNC-A, WSSU)	6	\$38,441	\$43,047	\$31,000	\$43,290	\$30,437	\$48,701	6	\$38,170	\$44,381	\$17,595	\$45,964	\$32,317	\$51,710
523.00-Chief Enrollment Mgmt														
Group I (NCSU & UNC-CH)														
Group II (ECU, UNC-C, UNC-G)	14	\$92,964	\$153,733	\$47,273	\$114,988	\$80,848	\$129,361	13	\$96,029	\$160,000	\$64,323	\$120,146	\$84,474	\$135,164
Group III (ASU, NCA&T, NCCU, UNC-W)	18	\$88,040	\$120,629	\$53,260	\$114,986	\$80,847	\$129,360	16	\$87,360	\$124,800	\$57,500	\$115,846	\$81,451	\$130,327
Group IV (FSU, UNC-P, WCU)	11	\$89,012	\$120,000	\$69,010	\$114,066	\$80,200	\$128,324	7	\$83,253	\$95,940	\$73,461	\$114,066	\$80,200	\$128,324
Group V (ECU, NCSA, UNC-A, WSSU)									\$84,720			\$90,764	\$63,816	\$102,109
524.00-Dir Minority Affairs														
Group I (NCSU & UNC-CH)	11	\$67,944	\$84,000	\$36,000	\$82,917	\$58,299	\$93,282	9	\$66,936	\$87,440	\$43,680	\$85,398	\$60,044	\$96,073
Group II (ECU, UNC-C, UNC-G)	13	\$59,991	\$78,839	\$50,000	\$69,710	\$49,013	\$78,424	10	\$59,844	\$78,844	\$37,696	\$72,120	\$50,707	\$81,135
Group III (ASU, NCA&T, NCCU, UNC-W)	27	\$49,834	\$76,906	\$32,160	\$64,851	\$45,597	\$72,957	23	\$50,482	\$80,000	\$31,360	\$67,324	\$47,335	\$75,739
Group IV (FSU, UNC-P, WCU)	15	\$47,456	\$66,275	\$33,500	\$58,889	\$41,405	\$66,251	12	\$50,025	\$76,500	\$38,000	\$65,089	\$45,764	\$73,225
Group V (ECU, NCSA, UNC-A, WSSU)									\$45,746			\$50,404	\$35,439	\$56,705

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Note: Group peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions. CUPA data for some Group-Position combinations may contain UNC institutions as selected peers.

CUPA data for some Group-Year combinations may contain UNC institutions as selected peers.

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 standard deviations are deleted.

Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

CUPA Title	2000-01 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001-02 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
525.00-Dir Conferences	10	\$64,885	\$102,576	\$40,000	\$84,079	\$59,116	\$94,589	9	\$68,661	\$107,400	\$41,729	\$89,436	\$62,883	\$100,616
Group I (NCSU & UNC-CH)	12	\$57,867	\$70,505	\$28,305	\$70,254	\$49,395	\$79,036	9	\$60,183	\$85,787	\$56,760	\$72,064	\$50,668	\$81,072
Group II (ECU, UNC-C, UNC-G)	16	\$46,601	\$63,818	\$33,080	\$58,194	\$40,916	\$65,468	13	\$45,591	\$57,217	\$36,792	\$58,194	\$40,916	\$65,468
Group III (ASU, NCA&T, NCCU, UNC-W)	7	\$52,943	\$71,843	\$38,958	\$66,108	\$46,481	\$74,371	5	\$51,598	\$67,000	\$41,326	\$66,108	\$46,481	\$74,371
Group IV (FSU, UNC-P, WCU)														
Group V (ECSU, NCSA, UNC-A, WSSU)														

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Salaries of positions within a given Group-Position-Year combination exceeding the mean by plus or minus 2 standard deviations are deleted.
Projections for 2001-02 are based on 2000-01 data alone. Projections for 2002-03 are based on three-year weighted data (1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.
Projections for 2001-02 include a 6% increase. For 2002-03 a 4% increase is projected.

Suggested Salary Ranges for CUPA-defined Administrative Positions
by Grouped UNC Peers
2000-01 Data Projected for 2001-02 vs. 2001-02 Data Projected for 2002-03

Combined Positions

CUPA Title	2000- 2001 Number of Peers	2000-01 Mean Salary	2000-01 Highest Salary	2000-01 Lowest Salary	2001-02 Projected 80%ile	2001-02 Projected Minimum	2001-02 Projected Maximum	2001- 2002 Number of Peers	3yr Wgted Mean Salary	2001-02 Highest Salary	2001-02 Lowest Salary	2002-03 Projected 80%ile	2002-03 Projected Minimum	2002-03 Projected Maximum
103.0A-Exec Vice Pres/Chief Acad Off														
Group I (NCSU & UNC-CH)	25	\$226,692	\$327,097	\$150,000	\$275,600	\$193,774	\$310,050	25	\$234,071	\$350,000	\$192,000	\$285,325	\$200,612	\$320,990
Group II (ECU, UNC-C, UNC-G)	32	\$166,942	\$224,000	\$104,000	\$206,812	\$145,409	\$232,663	29	\$175,465	\$235,000	\$116,000	\$225,681	\$158,676	\$253,891
Group III (ASU, NCA&T, NCCU, UNC-W)	41	\$127,641	\$172,000	\$98,200	\$132,640	\$107,321	\$171,720	36	\$130,038	\$200,000	\$100,000	\$161,169	\$113,318	\$181,315
Group IV (FSU, UNC-P, WCU)	25	\$122,314	\$162,240	\$92,000	\$140,980	\$99,123	\$158,603	19	\$122,846	\$159,200	\$92,000	\$146,069	\$102,701	\$164,328
Group V (ECSU, NCSA, UNC-A, WSSU)	14	\$105,593	\$124,700	\$57,797	\$124,656	\$87,646	\$140,238	17	\$112,022	\$150,000	\$93,000	\$136,687	\$96,105	\$153,773
301.0A-Chief Bus/Admin/Fin Off														
Group I (NCSU & UNC-CH)	30	\$170,203	\$234,200	\$100,744	\$206,700	\$145,331	\$232,538	31	\$180,577	\$278,000	\$142,500	\$234,903	\$165,160	\$264,266
Group II (ECU, UNC-C, UNC-G)	49	\$130,916	\$177,000	\$69,657	\$167,904	\$118,053	\$188,892	39	\$139,087	\$209,997	\$82,500	\$181,900	\$127,894	\$204,637
Group III (ASU, NCA&T, NCCU, UNC-W)	67	\$109,903	\$160,000	\$72,960	\$136,922	\$96,270	\$154,038	54	\$111,793	\$164,138	\$78,633	\$142,805	\$100,406	\$160,655
Group IV (FSU, UNC-P, WCU)	40	\$103,456	\$141,816	\$65,160	\$125,080	\$87,944	\$140,715	37	\$104,334	\$150,000	\$65,985	\$130,187	\$91,534	\$146,460
Group V (ECSU, NCSA, UNC-A, WSSU)	21	\$92,535	\$122,800	\$50,700	\$113,301	\$79,662	\$127,464	15	\$97,786	\$130,000	\$59,073	\$124,656	\$87,646	\$140,238
401.0A-Chief Dev Off/Chf Dev, Pub Rel														
Group I (NCSU & UNC-CH)	24	\$179,289	\$278,250	\$92,874	\$221,430	\$155,687	\$249,108	25	\$184,951	\$300,000	\$95,400	\$233,667	\$164,291	\$262,876
Group II (ECU, UNC-C, UNC-G)	31	\$117,926	\$170,799	\$77,625	\$147,340	\$103,595	\$165,758	27	\$124,758	\$207,000	\$58,383	\$155,821	\$109,558	\$175,298
Group III (ASU, NCA&T, NCCU, UNC-W)	42	\$99,464	\$130,000	\$63,600	\$136,059	\$95,663	\$153,067	37	\$101,337	\$140,000	\$61,868	\$136,059	\$95,663	\$153,067
Group IV (FSU, UNC-P, WCU)	22	\$105,616	\$140,000	\$65,970	\$124,779	\$87,732	\$140,377	19	\$103,058	\$149,700	\$70,550	\$124,779	\$87,732	\$140,377
Group V (ECSU, NCSA, UNC-A, WSSU)	11	\$92,509	\$125,920	\$64,556	\$117,897	\$82,893	\$132,634	9	\$92,219	\$110,000	\$64,564	\$119,379	\$83,935	\$134,301

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(1999-00--not shown; 2000-01; 2001-02) indexed to the weighted group CEO salary.

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