

4. 2014-16 EPA Salary Ranges.....William Fleming

**Situation:** The 2014 EPA salary ranges have been completed for a July 1, 2014 effective date.

**Background:** Board policy 200.6 requires the President to complete salary ranges and report to the Board. Salary ranges for chancellors and salary ranges for EPA senior officer positions at General Administration are provided in draft and require Board approval.

**Assessment:** Longstanding policy requires the University to set salary ranges based on applicable peer information. National salary survey data is purchased each year and ranges are set according to the established statistical process.

**Action:** A vote is required for Chancellor salary ranges and EPA senior officer ranges used at General Administration.

Other EPA ranges have been determined by the President and are provided here for information only.

# Administrative Salary Study

2014-15 Ranges

May 2014



# The University of North Carolina

GENERAL ADMINISTRATION

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Appalachian State  
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University

Elizabeth City  
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University

North Carolina  
Agricultural and  
Technical State  
University

North Carolina  
Central University

North Carolina  
State University  
at Raleigh

University of  
North Carolina  
at Asheville

University of  
North Carolina  
at Chapel Hill

University of  
North Carolina  
at Charlotte

University of  
North Carolina  
at Greensboro

University of  
North Carolina  
at Pembroke

University of  
North Carolina  
at Wilmington

University of  
North Carolina  
School of the Arts

Western Carolina  
University

Winston-Salem  
State University

Constituent High School  
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School of Science  
and Mathematics

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## MEMORANDUM

DATE: December 8, 2010

TO: Erskine Bowles

FROM: Laurie Charest  
Alan Mabe

SUBJECT: Method for Calculating Ranges for Administrative Salaries

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

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

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

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

Approved: \_\_\_\_\_  
President Erskine Bowles

copy: Jeff Davies  
Laura Luger  
Lisa Adamson  
Daphne Dow

LC/AM/la

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PROCEDURES\Memo - Admin Salary Ranges - new calculation.docx

## One-Year Midpoint Method

### **Process:**

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

# UNC General Administration Administrative Salary Study 2010-11 Summary

## 3-Year Weighted Method

### Process:

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

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

## 1-Year Midpoint Method

### Process:

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

## 101000 - CEO 2014-15 Salary Ranges

### Midpoint Ranges

Group	Campus	Name	Current Salary	1	2	3	4	5	6	PRTITLE	
				2014-15 Salary Ranges							
				Midpoint Data							
				Min.	\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.		
0	UNC-GA	Ross, Thomas W	\$550,000	\$455,436	\$0	\$569,295	\$19,295	\$711,619	\$161,619	President	
1	NCSU	Woodson, William Randolph	\$520,000	\$419,740	\$0	\$524,675	\$4,675	\$655,844	\$135,844	Chancellor	
1	UNC-CH	Folt, Carol Lynn	\$520,000	\$419,740	\$0	\$524,675	\$4,675	\$655,844	\$135,844	Chancellor	
2	ECU	Ballard, Steven C	\$322,560	\$299,379	\$0	\$374,224	\$51,664	\$467,779	\$145,219	Chancellor	
2	NCA&T	Martin, Harold L Sr	\$307,200	\$299,379	\$0	\$374,224	\$67,024	\$467,779	\$160,579	Chancellor	
2	UNCC	Dubois, Philip L.	\$324,450	\$299,379	\$0	\$374,224	\$49,774	\$467,779	\$143,329	Chancellor	
2	UNCG	Brady, Linda Parrish	\$318,780	\$299,379	\$0	\$374,224	\$55,444	\$467,779	\$148,999	Chancellor	
3	ASU	Everts, Sheri N.	\$285,000	\$243,322	\$0	\$304,153	\$19,153	\$380,191	\$95,191	Chancellor	
3	NCCU	Saunders-White, Debra	\$285,000	\$243,322	\$0	\$304,153	\$19,153	\$380,191	\$95,191	Chancellor	
3	UNCW	Miller, Gary L	\$280,500	\$243,322	\$0	\$304,153	\$23,653	\$380,191	\$99,691	Chancellor	
3	WCU	Belcher, David Orr	\$280,500	\$243,322	\$0	\$304,153	\$23,653	\$380,191	\$99,691	Chancellor	
4	FSU	Anderson, James A	\$239,850	\$192,154	\$0	\$240,192	\$342	\$300,240	\$60,390	Chancellor	
4	UNCP	Carter, Kyle Roy	\$242,880	\$192,154	\$0	\$240,192	\$0	\$300,240	\$57,360	Chancellor	
4	WSSU	Reaves, Donald J	\$239,850	\$192,154	\$0	\$240,192	\$342	\$300,240	\$60,390	Retiring Chancellor	
5	UNCA	Ponder, Anne	\$240,785	\$182,546	\$0	\$228,182	\$0	\$285,228	\$44,443	Retiring Chancellor	
5	UNCSA	Bierman, M. Lindsay	\$255,000	\$182,546	\$0	\$228,182	\$0	\$285,228	\$30,228	Chancellor	
6	ECSU	Becton, Charles L.	\$290,000	\$175,302	\$0	\$219,128	\$0	\$273,909	\$0	Interim Chancellor	
6	NCSSM	Roberts, J. Todd	\$212,520	\$175,302	\$0	\$219,128	\$6,608	\$273,909	\$61,389	Chancellor	
Sum of Positives						\$0	\$345,455		\$1,735,397		

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

## Salary Ranges for Selected Administrative Positions 2013-14 Data

		1-Yr Midpoint					
		2013-14 Data			2014-15 Ranges*		
CUPA Position Number	CUPA Position Title	Number of Peers	Highest Salary	Lowest Salary	Midpoint Salary	Projected Minimum	Projected Maximum
<b>GROUP 0 - UNIVERSITY SYSTEMS</b>							
<b>Position</b>							
101000	President	14	\$950,000	\$188,590	\$569,295	\$455,436	\$711,619
105000	Senior Vice President for Academic Affairs	26	450,000	195,096	322,548	258,038	403,185
107000	Chief Operating Officer	15	420,900	144,000	282,450	225,960	353,063
127000	Vice President for Human Resources	28	329,508	106,362	217,935	174,348	272,419
129000	Vice President for Information Resources and Chief Information Officer	24	335,000	148,913	241,957	193,565	302,446
137000	Vice President and General Counsel	22	450,000	88,504	269,252	215,402	336,565
143000	Vice President for Research and Graduate Education	18	388,534	200,813	294,674	235,739	368,342
183000	Vice President for Academic & University Programs	14	236,000	136,460	186,230	148,984	232,788
185000	Associate Vice President, Academic Affairs	10	195,415	99,445	147,430	117,944	184,288
185000	Associate Vice President for Academic Affairs & Learning Strategies	10	195,415	99,445	147,430	117,944	184,288
194030	Associate Vice President for Human Resources	14	157,080	82,444	119,762	95,810	149,703
194030	Associate Vice President for Human Resources & University Benefits Officer	14	157,080	82,444	119,762	95,810	149,703
196444	Vice President for Federal Relations	17	280,900	69,188	175,044	140,035	218,805
196445	Vice President State Government Relations	16	250,187	84,668	167,428	133,942	209,284

UNC-GA IRA/AdminSal.IT011/5-9-14

\* Values from 2013-14 CUPA data projected for 2014-15 salary ranges.

## Salary Ranges for Selected Administrative Positions 2013-14 Data

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

## Salary Ranges for Selected Administrative Positions 2013-14 Data

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

## Salary Ranges for Selected Administrative Positions 2013-14 Data

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

## Salary Ranges for Selected Administrative Positions 2013-14 Data

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

## Salary Ranges for Selected Administrative Positions 2013-14 Data

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

## Salary Ranges for Selected Administrative Positions 2013-14 Data

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

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

### Midpoint Ranges

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

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

## 107000 - Chief Business Officer 2014-15 Salary Ranges

### Midpoint Ranges

Group	Campus	Name	Current Salary	1	2	3	4	5	6	PRTITLE	
				2014-15 Salary Ranges							
				Midpoint Data							
				Min.	\$ to Min.	Midpoint	\$ to Midpoint	Max.	\$ to Max.		
0	UNC-GA	Perusse, Charles Edward	\$261,112	\$225,960	\$0	\$282,450	\$21,338	\$353,063	\$91,951	Chief Operating Officer	
1	NCSU	Leffler, Charles D.	\$288,420	\$207,600	\$0	\$259,500	\$0	\$324,375	\$35,955	Vice Chancellor	
1	UNC-CH	VACANT	\$0	\$207,600		\$259,500		\$324,375		Vice Chancellor Finance & Administration	
2	ECU	Niswander, Frederick D	\$270,000	\$189,076	\$0	\$236,345	\$0	\$295,431	\$25,431	Vice Chancellor Admin Finance	
2	NCA&T	Pompey, Robert Jr	\$192,067	\$189,076	\$0	\$236,345	\$44,278	\$295,431	\$103,364	Vice Chancellor Bus and Finance	
2	UNCC	Hardin, Elizabeth A	\$230,000	\$189,076	\$0	\$236,345	\$6,345	\$295,431	\$65,431	Vice Chancellor	
2	UNCG	Taylor, David R.	\$228,215	\$189,076	\$0	\$236,345	\$8,130	\$295,431	\$67,216	Vice Chancellor	
3	ASU	Lovins, Gregory M.	\$200,000	\$160,481	\$0	\$200,602	\$602	\$250,752	\$50,752	Interim VC for Business Affs	
3	NCCU	Davis, Wendell M	\$192,280	\$160,481	\$0	\$200,602	\$8,322	\$250,752	\$58,472	Vice Chancellor	
3	UNCW	Maimone, Charles A	\$179,845	\$160,481	\$0	\$200,602	\$20,757	\$250,752	\$70,907	Vice Chancellor	
3	WCU	Edwards, Robert T	\$157,502	\$160,481	\$2,979	\$200,602	\$43,100	\$250,752	\$93,250	VC Admin and Finance	
4	FSU	VACANT	\$0	\$144,280		\$180,350		\$225,438		VC for Business and Finance	
4	UNCP	Cosentino, Richard E	\$175,000	\$144,280	\$0	\$180,350	\$5,350	\$225,438	\$50,438	VC Finance and Administration	
4	WSSU	VACANT	\$0	\$144,280		\$180,350		\$225,438		VC Business and Finance	
5	UNCA	Pierce, John Givens	\$163,944	\$137,066	\$0	\$171,333	\$7,389	\$214,166	\$50,222	VC for Finance and Operations	
5	UNCSA	Burnette, George M	\$209,832	\$137,066	\$0	\$171,333	\$0	\$214,166	\$4,334	Chief Operating Officer	
6	ECSU	Durant, Benjamin Charles III	\$157,620	\$131,240	\$0	\$164,051	\$6,431	\$205,063	\$47,443	Vice Chan Business and Finance	
Sum of Positives						\$2,979	\$172,042		\$815,166		
UNC-GA IRA/AdminSal.IT002(Bus)/5-9-14											

## 113000 - Chief Development Officer 2014-15 Salary Ranges

### Midpoint Ranges

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

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

## 129000 - Chief Information Officer 2014-15 Salary Ranges

### Midpoint Ranges

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

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

## 137000 - General Counsel 2014-15 Salary Ranges

### Midpoint Ranges

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

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

## 143000 - Chief Research Officer 2014-15 Salary Ranges

### Midpoint Ranges

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

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

## 145000 - Chief Student Affairs Officer 2014-15 Salary Ranges

### Midpoint Ranges

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

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

**Tier I Ranges at General Administration for BOG approval**  
**June P&T Meeting**

POSITION TITLE	INCUMBENT	Salary as of 6/30/14	Salary Range MIN	Midpoint	Salary Range MAX	DEPARTMENT NAME
President	Ross, Thomas	550,000	455,436	583,528	711,619	President's Office
Senior Vice President for Academic Affairs	Ortega, Suzanne	304,109	258,038	330,612	403,185	Academic Affairs
Vice President for Research and Graduate Education	Brown, Christopher	232,694	235,739	302,041	368,342	Research & Graduate Education
Chief Operating Officer	Perusse, Charlie	261,112	225,960	289,512	353,063	Chief Operating Officer
Chief of Staff	Fitzgerald, Kevin	302,946	220,000	282,500	345,000	Chief of Staff
Vice President and General Counsel	Shanahan, Tom	250,000	215,402	275,984	336,565	Legal Affairs
Vice President for Information Resources and Chief Information Officer	Leydon, John	246,738	193,565	248,006	302,446	Information Technology
Senior Associate Vice President for Legal Affairs	Cleveland, Joanna Carey	180,000	178,400	228,800	279,200	Legal Affairs
Vice President for Human Resources	Fleming, William	196,341	174,348	223,384	272,419	Human Resources
Director and General Manager, UNCTV	Howe, Tom (vacant)	237,250	158,400	204,200	250,000	UNCTV
Vice President for Technology Based Learning and Innovation	Rascoff, Matthew	220,000	190,000	220,000	250,000	President's Office
Vice President for Academic & University Programs	Chapman, Alisa	154,454	148,984	190,886	232,788	Academic & University Programs
Executive Director, North Carolina State Education Assistance Authority	Brooks, Steve (to be vacant)	216,232	144,000	184,500	225,000	NCSEAA
Vice President for International, Community and Economic Engagement	Boney, Leslie	153,367	140,000	180,000	220,000	International, Community and Economic Engagement
Vice President for Federal Relations	Rhinehardt, Kimrey	146,500	140,035	179,420	218,805	Federal Government Relations
Executive Director, North Carolina Arboretum	Briggs, George	188,683	140,000	179,000	218,000	President's Office
Vice President for State Government Relations	Moretz, Andrew	135,000	133,942	171,613	209,284	State Government Relations
Senior Associate Vice President for Academic and Student Affairs	Dixon, Karrie	147,825	128,000	164,000	200,000	Academic & Student Affairs

**Tier I Ranges at General Administration for BOG approval  
June P&T Meeting**

POSITION TITLE	INCUMBENT	Salary as of 6/30/14	Salary Range MIN	Midpoint	Salary Range MAX	DEPARTMENT NAME
Senior Associate Vice President for Finance	Pruitt, Jonathan	141,700	128,000	164,000	200,000	Finance
Associate Vice President for Advancement	Minor, Tim	150,000	115,000	155,000	195,000	Advancement
Associate Vice President for Finance & University Property Officer	Vacant		120,000	155,000	190,000	Finance
Associate Vice President for Research and Graduate Education	Thornton, Courtney	117,371	117,000	153,500	190,000	Research & Graduate Education
Associate Vice President for Academic Affairs	Prochaska, Frank	145,562	117,944	151,116	184,288	Academic & University Programs
Associate Vice President for Academic Affairs & Learning Strategies	Stewart, Katharine	152,000	117,944	151,116	184,288	Academic Affairs
Vice President for Communications	Worthington, Joni	158,853	116,609	149,405	182,201	Communications
Associate Vice President for Finance & Economic Analysis	Womer, Jonathan	128,000	115,940	148,548	181,156	Finance
Associate Vice President, Compliance & Operational Efficiency	Craig, Ken	148,061	115,940	148,548	181,156	Compliance and Operational Efficiency
Associate Vice President for Legal Affairs	Harrison, David	128,633	107,478	137,706	167,934	Legal Affairs
Associate Vice President for Legal Affairs	Skinner, Brooks	128,446	107,478	137,706	167,934	Legal Affairs
Associate Vice President for Safety & Emergency Operations	Herron, Brent	146,370	107,000	137,000	167,000	Chief of Staff
Secretary of the University	Lemmon, Ann	137,665	107,000	137,000	167,000	Office of the Secretary
Associate Vice President for University Financial & Compliance Operations	Sanders, Lynn	126,000	107,000	137,000	167,000	Finance
Assistant Vice President for Audit and Financial Reporting	Henderson, Jeff	101,800	90,000	120,000	150,000	Compliance and Operational Efficiency
Assistant Vice President, ERP Systems Integration Officer	Beach, David	122,160	90,000	120,000	150,000	Information Technology
Associate Vice President & Services Officer	Fields, Marsha	122,121	100,000	125,000	150,000	Finance
Associate Vice President for Human Resources	Farrell, Glenda	120,000	95,810	122,757	149,703	Human Resources

**Tier I Ranges at General Administration for BOG approval  
June P&T Meeting**

POSITION TITLE	INCUMBENT	Salary as of 6/30/14	Salary Range MIN	Midpoint	Salary Range MAX	DEPARTMENT NAME
Associate Vice President for Human Resources & University Benefits Officer	Usischon, Brian	139,803	95,810	122,757	149,703	Human Resources
Assistant Vice President for Federal Relations	Dickens, Emily	102,000	85,000	110,000	135,000	Federal Government Relations
Assistant Vice President for Academic & Student Affairs	Ford, Tracey	111,280	85,000	105,000	125,000	Academic & Student Affairs
Assistant Vice President Finance	Vollmer, Michael	105,094	80,000	100,000	120,000	Finance
Assistant Vice President for Finance	Poole, Andrea	109,500	80,000	100,000	120,000	Finance
Assistant Vice President for University Advancement	Langston, Erin	104,000	80,000	100,000	120,000	University Advancement