

6. Fiscal Year 2015-16 Salary Ranges for Tier I and II Senior Academic and Administrative Officers (SAAOs) for the Constituent Institutions.Matthew S. Brody

Situation: The fiscal year 2015-16 salary ranges for Tier I and Tier II SAAOs for the UNC System Constituent Institutions have been prepared by the UNC General Administration Division of Human Resources and approved by the President. These are reported to the Board of Governors for informational purposes.

Background: University of North Carolina Policy 200.6 requires the President to prepare salary ranges for all Senior and Academic and Administrative Officers (SAAOs) of The University of North Carolina, and report this information to the Board of Governors (BOG). These salary ranges are necessary to conduct UNC GA's annual raise process (ARP) for the covered individuals and to provide ongoing salary administration during the fiscal year. The salary ranges for the President, the Chancellor, and the Tier I SAAOs of the General Administration are separately prepared by the President for the approval of the BOG.

Assessment: Longstanding policy requires the University to set SAAO salary ranges based on applicable market data from peer institutions. National salary survey data is purchased each year from the College and University Personnel Association (CUPA), and ranges are set according to an established statistical methodology. UNC GA has revised this methodology for this fiscal year to assure it meets current compensation best practices and better positions the University to compete for talent, not just in higher education, but also in the broader not-for-profit and private sectors, as necessary. In revising UNC GA's methodology, we sought to more closely align to the approach used by Buck Consultants in preparing the recent executive compensation study, to assure that lessons learned regarding market pay practices could be applied at all levels of executive talent within the University. With increased attention to recruiting and retaining the most talented senior executive leadership, it is important that our compensation program is sufficiently flexible and market competitive. Previously, UNC GA utilized only one prior year of salary market data to construct its salary ranges for the new fiscal year, and the midpoint of the range was used as a salary target with a range spread of a little over 50%. This approach caused our salary ranges to be unduly impacted by the turnover of one or more highly compensated individuals in a single year at peer institutions, which could significantly skew the market data. Also, the use of the midpoint to set the target salary, as well as a relatively narrow range spread did not assure our salary ranges were sufficiently competitive in the markets for which the constituent institutions and UNC GA recruit for talent. UNC GA has now adopted a methodology that draws on salary market data over the three previous years, in order to limit the impact of single-year turnover at peer institutions. This revised approach also utilizes the 75th percentile and a range spread not to exceed one-hundred-percent (100%), based on the level of executive position. This revised methodology aligns well with the recommendations of Buck Consultants during our recent executive compensation initiative and also assures that salary ranges will be more competitive at

multiple levels of executive leadership. This will afford the President and the Chancellors the necessary flexibility to attract and retain the most effective executive talent possible.

Action: The attached salary ranges have been approved by the President and will be implemented for use by the Constituent Institutions in August 2015.

UNC General Administration ~ Division of Human Resources
Fiscal Year 2015 – 2016 Salary Ranges for UNC Constituent Institution
Tier I and II Senior Academic and Administrative Officer (SAAO) Job Titles

Overview and Purpose

The University's salary ranges for Senior Academic and Administrative Officer (SAAO) positions Exempt from the State Human Resources Act (EHRA) are market-based to support attraction and retention of highly qualified executive talent at the constituent institutions. The established salary ranges are also designed to inform sound and equitable salary setting decisions, which promotes good stewardship of State and University budgetary resources.

Compensation Rates

For each unique senior officer job title and peer group, there are a series of compensation rates intended to inform individual compensation decisions. These rates are as follows:

- The "**Minimum**" defines the start of the assigned salary range and the minimum compensation level for a position. There may be situations where an individual is paid below this minimum, but that is typically not the case absent extenuating circumstances. Individuals paid below the minimum may be brought to the salary range minimum all at once or in an incremental manner, as deemed appropriate and as resources permit.
- The "**50th Percentile**" represents the salary amount at which 50% of the individuals in like positions at surveyed peer institutions make equal to or less than this amount, and 50% make greater than this amount. This is a representation of the "middle of the market" for compensation of the subject position.
- The "**75th percentile**" represents the salary amount at which 75% of the individuals in like positions at surveyed peer institutions make equal to or less than this amount, and 25% make greater than this amount. This is a representation of the upper quartile of the market, which may be utilized to recognize high performing, highly experienced, specialized, or hard to recruit or retain talent.
- The "**Maximum**" defines the end of the assigned salary range and the maximum compensation level suitable for a position. Exceeding this amount is generally not expected, and requires extenuating circumstances, supporting market data, and approval from the President and/or the Board of Governors, as applicable.

Methodology

- The salary ranges are based on annual survey data from the College and University Personnel Association (CUPA).
- The University uses the prior three (3) years of CUPA survey data in developing its salary ranges and "ages" this data to account for inflation of salaries over the multi-year period.
- Whenever possible, individual position salary ranges are constructed directly from equivalent positions identified in the CUPA salary survey. However, if a position does not have a precise equivalent and/or lacks sufficient peer data in the CUPA survey, an "equity range" is assigned based on a benchmark position that has similar attributes or a defined subordinate relationship. In this instance, the salary range minimum, 50th and 75th percentile, and salary range maximum are derived and are a best faith estimate of market utilizing available CUPA salary survey data.

- The salary ranges are developed around the 75th percentile of the CUPA market data to assure that the University has the ability to match and, when necessary, lead market in compensating hard to recruit or retain executive talent.
- The salary ranges are constructed using intentionally broad salary range spreads, so that salary range minimums can accommodate less experienced, developmental talent and salary range maximums can stretch to accommodate highly experienced, hard to recruit executive talent. The range spread represents the percentage difference between the salary range minimum and maximum.
- Tier I SAAO positions feature a salary range spread of 100%, with the next-level Tier II SAAO positions featuring an 80% salary range spread. The President, the President's direct reports, and the Chancellor salary ranges feature 150% salary range spreads, as was recommended by the University's external compensation consultant (Buck).

Using Salary Ranges in Individual Salary Setting

A specific salary amount for any individual employee is based on a variety of factors, which must be considered in totality by management. For illustrative purposes, these factors may include, but are not limited to:

- Available budgetary resources
- Demonstrated employee knowledge, skills and experience
- Employee performance and demonstrated accomplishments
- Possession of an advanced degree or professional credentials that enhance the employee's ability to perform required or essential duties of the position
- Scarcity and uniqueness of employee skills and abilities in the context of the relevant local, regional, national, or international labor market(s)
- Equity and salary relationships to substantially equivalent incumbents within the employee's work unit, School/Division, or the employing unit as a whole
- The cost, impact, and/or time necessary of having to replace a key employee as opposed to retention
- The employee's current positioning with respect to the 50th and/or 75th percentiles, given their skills, abilities, knowledge, and performance

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FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions Tier I Senior Academic and Administrative Officers (SAAOs) Revised as of August 5, 2015

CUPA Title	Peers for 2014-15	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	50th Percentile	75th Percentile	2015-16 Maximum
[102000] Exec VP/Vice Chancellor {1005}	Group 1 (NCSU & UNC-CH)	6	\$287,037	\$374,920	\$430,555	\$574,073	\$574,073	\$574,073
[105000] Chief Acad Affairs Officer & Provost {1026}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	*	\$201,555	\$231,138	\$302,332	\$403,109	\$403,109	\$403,109
Group 1 (NCSU & UNC-CH)	17	\$278,475	\$435,113	18	\$281,825	\$401,672	\$422,738	\$563,650
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$230,526	\$360,196	43	\$207,371	\$288,922	\$311,056	\$414,742
Group 3 (ASU, NCCU, UNC-W, WCU)	36	\$191,686	\$299,509	36	\$163,846	\$202,361	\$245,769	\$327,693
Group 4 (FSU, UNC-P, WSSU)	19	\$139,476	\$217,932	20	\$131,828	\$174,412	\$197,743	\$263,657
Group 5 (UNCSA, UNC-A)	19	\$132,503	\$207,035	20	\$125,237	\$165,692	\$187,855	\$250,474
Group 6 (ECSU, NCSSM)	9	\$126,840	\$198,188	*	\$112,713	\$149,123	\$169,070	\$225,427
[107000] Chief Business Officer {1029}	Group 1 (NCSU & UNC-CH)	9	\$207,600	\$324,375	8	\$218,532	\$310,063	\$327,798
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$189,076	\$295,431	36	\$172,602	\$235,928	\$258,902	\$345,203
Group 3 (ASU, UNC-W, WCU)	33	\$160,481	\$250,752	31	\$142,466	\$180,200	\$213,700	\$284,933
Group 4 (FSU, UNC-P, WSSU)	20	\$144,280	\$225,438	19	\$122,573	\$170,000	\$183,859	\$245,146
Group 5 (UNCSA, UNC-A)	20	\$137,066	\$214,166	19	\$116,444	\$161,500	\$174,666	\$232,889
Group 6 (ECSU, NCSSM)	5	\$131,240	\$205,063	*	\$104,800	\$145,350	\$157,199	\$209,600
[113000] Chief Dev/Advance Officer {1047}	Group 1 (NCSU & UNC-CH)	14	\$284,000	\$443,750	16	\$272,431	\$361,200	\$408,647
Group 2 (ECU, UNC-C, UNC-G)	33	\$199,568	\$311,824	31	\$174,858	\$231,138	\$262,286	\$349,715
Group 3 (ASU, NCCU, UNC-W)	35	\$154,228	\$240,982	32	\$121,716	\$170,074	\$182,574	\$243,432
Group 4 (FSU, UNC-P, WSSU)	18	\$116,560	\$182,125	18	\$111,550	\$138,620	\$167,325	\$223,100
Group 5 (UNCSA, UNC-A)	18	\$110,732	\$173,019	18	\$105,973	\$131,689	\$158,959	\$211,945
Group 6 (ECSU)	8	\$123,640	\$193,188	*	\$95,376	\$120,236	\$150,348	\$190,563
Group 3 (NCCU)	19	\$134,115	\$209,554	17	\$118,528	\$151,372	\$177,792	\$237,056
Group 2 (ECU)				9	\$321,365	\$390,726	\$586,089	\$781,451
[127000] Chief Human Resources Officer {1037}	Group 2 (NCA&T)	39	\$108,015	\$168,774	43	\$112,770	\$146,147	\$169,155
[129000] Chief Information/IT Officer {1038}	Group 1 (NCSU & UNC-CH)	16	\$210,396	\$328,744	18	\$201,755	\$272,700	\$302,633
Group 2 (NCA&T, UNC-C, UNC-G)	33	\$160,468	\$250,731	36	\$140,083	\$187,010	\$210,125	\$280,167
Group 3 (NCCU, UNC-W, WCU)	37	\$129,591	\$202,486	31	\$113,940	\$154,280	\$170,910	\$227,881
Group 4 (FSU, WSSU)	21	\$105,029	\$164,108	19	\$94,774	\$118,745	\$142,161	\$189,548
Group 1 (NCSU & UNC-CH)	15	\$248,482	\$388,253	18	\$218,674	\$259,788	\$328,011	\$437,349
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	38	\$146,764	\$229,319	38	\$141,340	\$178,566	\$212,010	\$282,680
Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$117,052	\$182,894	22	\$111,102	\$149,304	\$166,652	\$222,203
Group 4 (FSU, UNC-P, WSSU)	7	\$108,932	\$170,206	7	\$99,933	\$124,377	\$149,900	\$199,867
Group 5 (UNCSA, UNC-A)	7	\$103,485	\$161,696	7	\$94,937	\$118,158	\$142,405	\$189,873
Group 6 (ECSU, NCSSM)	6	\$106,550	\$166,484	*	\$85,443	\$106,342	\$128,165	\$170,886
[139000] Chief Library Officer {2050}	Group 1 (NCSU & UNC-CH)	14	\$211,657	\$330,714	16	\$171,322	\$230,154	\$256,983
Group 2 (NCA&T, UNC-C, UNC-G)	22	\$127,056	\$198,525	26	\$118,685	\$156,627	\$178,027	\$237,369
Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$94,082	\$147,003	27	\$90,735	\$123,306	\$136,102	\$181,470
Group 4 (WSSU)	14	\$77,656	\$121,338	14	\$76,915	\$94,069	\$115,373	\$153,831
[141000] Chief Public Relations Officer {2051}	Group 1 (UNC-CH)	17	\$165,748	\$258,981	18	\$171,026	\$206,368	\$256,539
Group 1 (NCSU & UNC-CH)	16	\$255,414	\$399,084	20	\$220,832	\$311,825	\$331,247	\$441,663
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$182,059	\$284,468	37	\$170,187	\$213,978	\$255,280	\$340,373
Group 3 (NCCU)	6	\$144,904	\$226,413	8	\$164,620	\$192,925	\$246,930	\$329,240



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	2015-16 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[145000] Chief Student Affairs/Student Life Officer {1043}	Group 1 (NCSU & UNC-CH)	17	\$198,912	\$310,800	21	\$176,592	\$246,294	\$264,887	\$353,183
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	41	\$140,592	\$219,674	41	\$137,579	\$194,777	\$206,369	\$275,159
	Group 3 (ASU, NCCU, UNC-W, WCU)	39	\$134,783	\$210,599	38	\$126,892	\$164,032	\$190,338	\$253,784
	Group 4 (FSU, UNC-P, VSSU)	18	\$110,598	\$172,810	19	\$101,523	\$137,039	\$152,285	\$203,047
	Group 5 (UNCSA, UNC-A)	18	\$105,068	\$164,170	19	\$96,447	\$130,187	\$144,671	\$192,894
	Group 6 (ECSU, NCSSM)	9	\$102,040	\$159,437	*	\$86,802	\$117,168	\$130,204	\$173,605
[99999] Vice Chancellor Workforce Strategy, Equity, and Engagement	Group 1 (UNC-CH)				*	\$201,096	\$251,351	\$301,644	\$426,192
[153010] Dean Agriculture {1201}	Group 1 (NCSU & UNC-CH)	12	\$222,041	\$346,939	13	\$201,731	\$262,656	\$302,596	\$403,461
[153020] Dean Architecture/Design {1202}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$144,190	\$225,298	13	\$153,296	\$202,313	\$229,944	\$306,592
[153040] Dean Arts and Sciences {1204}	Group 1 (NCSU & UNC-CH)	12	\$193,418	\$302,215	13	\$182,949	\$248,649	\$274,424	\$365,899
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$152,990	\$239,047	12	\$144,157	\$194,472	\$216,236	\$288,314
	Group 1 (NCSU & UNC-CH)	10	\$236,582	\$369,659	10	\$216,060	\$278,852	\$324,090	\$432,120
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	26	\$177,260	\$276,988	26	\$146,895	\$198,165	\$220,342	\$293,789
	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$143,664	\$224,475	20	\$121,421	\$159,648	\$182,131	\$242,842
	Group 4 (FSU, UNC-P, VSSU)	12	\$110,889	\$173,264	13	\$103,799	\$134,847	\$155,698	\$207,597
	Group 6 (ECSU, NCSSM)	5	\$116,592	\$182,175	*	\$93,419	\$121,363	\$140,128	\$186,837
[153060] Dean Business {1206}	Group 1 (NCSU & UNC-CH)	19	\$329,000	\$514,063	19	\$324,313	\$420,250	\$486,469	\$648,625
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$221,503	\$346,099	40	\$197,333	\$248,958	\$296,000	\$394,667
	Group 3 (ASU, NCCU, UNC-W, WCU)	36	\$148,396	\$231,869	36	\$131,785	\$177,964	\$197,677	\$263,569
	Group 4 (FSU, UNC-P, VSSU)	17	\$126,000	\$196,875	17	\$106,642	\$148,662	\$159,963	\$213,283
	Group 6 (ECSU, NCSSM)	6	\$121,760	\$190,260	*	\$95,978	\$127,364	\$150,332	\$200,442
[153080] Dean Continuing Education {1208}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$119,853	\$187,271	6	\$113,689	\$152,000	\$170,534	\$227,379
[153100] Dean Dentistry {1210}	Group 1 (NCSU & UNC-CH)				6	\$273,067	\$341,016	\$409,600	\$546,133
[153120] Dean Education {1212}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$237,456	\$371,024	6	\$216,934	\$300,513	\$325,401	\$433,868
	Group 1 (NCSU & UNC-CH)	13	\$194,786	\$304,354	17	\$178,918	\$251,387	\$268,376	\$357,835
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$146,794	\$229,366	37	\$139,039	\$183,288	\$208,558	\$278,077
	Group 3 (ASU, NCCU, UNC-W, WCU)	33	\$122,771	\$191,830	31	\$108,937	\$147,384	\$163,405	\$217,873
	Group 4 (FSU, UNC-P, VSSU)	15	\$101,582	\$158,723	16	\$92,777	\$130,688	\$139,166	\$185,555
	Group 6 (ECSU, NCSSM)	7	\$96,257	\$150,401	7	\$83,499	\$117,619	\$125,249	\$167,000
[153130] Dean Engineering {1213}	Group 1 (NCSU & UNC-CH)	14	\$265,913	\$415,489	18	\$234,648	\$328,500	\$351,972	\$469,296
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$192,325	\$300,508	37	\$175,964	\$249,440	\$263,946	\$351,928
	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$168,594	\$263,429	11	\$170,792	\$223,878	\$256,188	\$341,583
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$162,300	\$253,594	11	\$132,105	\$189,141	\$198,158	\$264,211
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$116,003	\$181,255	9	\$111,043	\$160,694	\$166,564	\$222,085
[153170] Dean Forestry and Environ Studies	Group 1 (NCSU & UNC-CH)				*	\$188,058	\$237,502	\$282,087	\$376,116
{1217}	Group 1 (NCSU & UNC-CH)	6	\$220,182	\$344,035	8	\$213,988	\$304,938	\$320,982	\$427,976
[153180] Dean Gov/Pub Affairs/Pub Policy	Group 1 (NCSU & UNC-CH)								
{1218}									



FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions Tier I Senior Academic and Administrative Officers (SAAOs) Revised as of August 5, 2015

CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	2015-16 Maximum	75th Percentile
[153190] Dean Graduate School {1219}	Group 1 (NCSU & UNC-CH)	14	\$218,089	\$340,764	14	\$190,087	\$285,130
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$148,203	\$231,567	24	\$129,209	\$193,813
	Group 3 (ASU, NCCU, UNC-W, WCU)	18	\$114,880	\$179,500	16	\$107,752	\$161,628
	Group 4 (FSU, UNC-P, WSSU)	6	\$94,369	\$147,451	7	\$83,884	\$118,436
[153200] Dean Health-Related Professions	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$148,094	\$231,397	20	\$137,007	\$192,959
{1220}	Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$121,090	\$189,203	7	\$113,195	\$163,353
[153210] Dean Honors Program {1221}	Group 1 (NCSU & UNC-CH)				8	\$138,619	\$169,491
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)				25	\$107,340	\$140,624
[153220] Dean Humanities {1222}	Group 3 (ASU, NCCU, UNC-W, WCU)				8	\$95,667	\$120,000
	Group 1 (NCSU & UNC-CH)				*	\$169,337	\$225,884
	Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$123,140	\$192,406	10	\$111,609	\$147,088
[153240] Dean Journalism & Mass Comm	Group 1 (NCSU & UNC-CH)	8	\$130,764	\$204,318	6	\$181,220	\$252,705
{1224}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$297,873	\$465,426	13	\$278,984	\$356,630
[153250] Dean Law {1225}	Group 1 (NCSU & UNC-CH)	7	\$182,759	\$285,561	10	\$170,822	\$236,836
[153260] Dean Library Science {1226}	Group 1 (NCSU & UNC-CH)	6	\$600,897	\$938,902	7	\$430,136	\$645,876
[153280] Dean Medicine {1228}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$326,252	\$509,769	12	\$342,008	\$463,726
[153300] Dean Nursing {1230}	Group 1 (NCSU & UNC-CH)	10	\$186,911	\$292,049	13	\$221,887	\$275,565
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$154,787	\$241,855	24	\$159,145	\$215,314
	Group 4 (FSU, UNC-P, WSSU)	5	\$99,994	\$156,240	5	\$90,650	\$128,321
[153320] Dean Performing Arts {1232}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)			*	\$116,182	\$172,805	\$174,273
	Group 3 (ASU, NCCU, UNC-W, WCU)			*	\$101,896	\$143,365	\$152,843
	Group 1 (NCSU & UNC-CH)	7	\$229,698	\$358,903	7	\$200,793	\$289,239
[153330] Dean Pharmacy {1233}	Group 1 (NCSU & UNC-CH)	8	\$297,452	\$464,768	10	\$243,550	\$346,706
[153350] Dean Public Health {1235}	Group 1 (NCSU & UNC-CH)	7	\$225,848	\$352,575	8	\$208,024	\$284,791
[153360] Dean Sciences {1236}	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$130,149	\$203,358	16	\$116,167	\$156,554
[153380] Dean Social Work {1238}	Group 1 (NCSU & UNC-CH)	5	\$141,642	\$221,316	6	\$191,675	\$253,380
[153400] Dean Undergraduate Programs	Group 1 (NCSU & UNC-CH)	7	\$176,124	\$275,194	7	\$156,193	\$218,014
{1240}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$124,658	\$194,778	10	\$114,174	\$147,092
[153410] Dean Veterinary Medicine {1241}	Group 1 (NCSU & UNC-CH)	10	\$195,136	\$304,900	11	\$192,571	\$263,080
[999998] VC for Distance Education & Extended Programs	Group 6 (NCSM)	*		*	\$96,714	\$121,564	\$135,401
UNC-GA IRA/CUPA001/23JUN15							\$174,086

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

Analysis is performed only if five or more institutions in the group reported data for the position. (*) Indicates no peer data or insufficient peer data.

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

Calculations are based on the average of 3 years of aged data (compounded to achieve 2014-15 equivalent data).

Projected 75th and 50th Percentile, Minimum, and Maximum are increased for 2015-16 by 2.5% - Median Increase for Public institutions for 2014-15.

FY 2015-16 Salary Ranges
102000: Executive Vice President/Vice Chancellor
105000: Chief Acad Affairs Officer & Provost

3-Year Aged Ranges

Group	Campus	Job Title	Current Salary	2015-16 Salary Ranges							
				1	2	3	4	5	6	\$ to Market	\$ to Range
3-Year Aged Data								\$ to Market	\$ to Range	Maximum	Maximum
				50th Percentile	Minimum	Range	75th Percentile				
1	NCSU	Prov and Exec Vice Chancellor	\$401,000	\$287,037	\$314,920	\$314,920	\$430,555	\$29,555	\$29,555	\$574,073	\$574,073
1	UNC-CH	Executive Vice Chancellor & Provost	\$445,000	\$287,037	\$374,920	\$374,920	\$430,555	\$0	\$0	\$574,073	\$574,073
2	ECU	Provost and Vice Chancellor	\$297,000	\$207,371	\$288,922	\$288,922	\$311,056	\$14,056	\$14,056	\$414,742	\$414,742
2	NCA&T	Provost and VC For Acad Aff	\$282,500	\$207,371	\$288,922	\$288,922	\$311,056	\$48,556	\$48,556	\$414,742	\$414,742
2	UNCC	Vice Chancellor	\$296,730	\$207,371	\$288,922	\$288,922	\$311,056	\$14,326	\$14,326	\$414,742	\$414,742
2	UNCG	Provost and Vice Chancellor	\$318,780	\$207,371	\$288,922	\$288,922	\$311,056	\$0	\$0	\$414,742	\$414,742
3	ASU	Interim Provost	\$240,000	\$163,846	\$202,361	\$202,361	\$245,769	\$5,769	\$5,769	\$327,693	\$327,693
3	NCCU	Provost/Vice Chancellor	\$210,000	\$163,846	\$202,361	\$202,361	\$245,769	\$35,769	\$35,769	\$327,693	\$327,693
3	UNCW	Provost	\$226,000	\$163,846	\$202,361	\$202,361	\$245,769	\$19,769	\$19,769	\$327,693	\$327,693
3	UNCW	Provost	\$233,715	\$163,846	\$202,361	\$202,361	\$245,769	\$12,054	\$12,054	\$327,693	\$327,693
3	WCU	Provost/WCAA/Prof	\$232,150	\$163,846	\$202,361	\$202,361	\$245,769	\$13,619	\$13,619	\$327,693	\$327,693
4	FSU	Provost and VC for Acad. Affairs	\$184,054	\$131,828	\$174,412	\$174,412	\$197,743	\$13,689	\$13,689	\$263,657	\$263,657
4	UNCP	Provost and VC Academic Affairs	\$175,000	\$131,828	\$174,412	\$174,412	\$197,743	\$22,743	\$22,743	\$223,657	\$223,657
4	WSSU	Provost and VC Academic Affairs	\$206,251	\$131,828	\$174,412	\$174,412	\$197,743	\$0	\$0	\$263,657	\$263,657
5	UNCA	Provost and VCAA	\$203,000	\$125,237	\$165,692	\$165,692	\$187,855	\$0	\$0	\$250,474	\$250,474
5	UNCSA	Provost	\$201,265	\$125,237	\$165,692	\$165,692	\$187,855	\$0	\$0	\$250,474	\$250,474
6	ECSU	Provost Vice Chan Acad Affairs	\$115,000	\$112,713	\$149,123	\$149,123	\$169,070	\$54,070	\$54,070	\$225,427	\$225,427
6	NCSSM	Vice Chancellor for Academic Programs	\$130,000	\$112,713	\$149,123	\$149,123	\$169,070	\$39,070	\$39,070	\$225,427	\$225,427
UNC-GA IRA/AdminSal.IT00277-24-15											

FY 2015-16 Salary Ranges
137000: Chief Legal Affairs Officer

3-Year Aged Ranges

Group	Campus	Job Title	2015-16 Salary Ranges					
			3-Year Aged Data			\$ to Market		
			1	2	3	4	5	6
1	NCSU	Vice Chancellor and Gen Counsel	Current Salary	Minimum	50th Percentile	75th Range	\$ to Market Range	Maximum
1	UNC-CH	Vice Chancellor and Gen Counsel	\$274,000	\$218,674	\$259,788	\$0	\$328,011	\$34,011
2	ECU	University Attorney	Vacant	\$218,674	\$259,788	\$0	\$328,011	\$0
2	NCA&T	General Counsel	\$193,160	\$141,340	\$178,566	\$0	\$212,010	\$18,850
2	UNCC	VC and General Counsel	\$188,160	\$141,340	\$178,566	\$0	\$212,010	\$282,680
3	ASU	General Counsel	\$209,774	\$141,340	\$178,566	\$0	\$212,010	\$282,680
3	NCCU	Chief Legal Counsel	\$148,526	\$111,102	\$149,304	\$778	\$166,652	\$18,126
3	WCU	General Counsel	\$147,157	\$111,102	\$149,304	\$2,147	\$166,652	\$19,495
3	FSU	University Legal Counsel	\$189,141	\$111,102	\$149,304	\$0	\$166,652	\$0
4	UNCP	General Counsel	\$150,099	\$99,933	\$124,377	\$0	\$149,900	\$199,867
4	WSSU	Special Asst To Chancellor	\$131,200	\$99,933	\$124,377	\$0	\$149,900	\$18,700
5	UNCA	General Counsel	\$148,000	\$99,933	\$124,377	\$0	\$149,900	\$199,867
6	ECSU	General Counsel	\$126,000	\$94,937	\$118,158	\$0	\$142,405	\$16,405
6	NCSSM	Legal Counsel	\$100,000	\$85,443	\$106,342	\$6,342	\$128,165	\$28,165
			\$108,139	\$85,443	\$106,342	\$0	\$128,165	\$20,026

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**FY 2015-16 Salary Ranges
143000: Chief Research Officer**

3-Year Aged Ranges

Group	Campus	Job Title	3-Year Aged Data					
			1	2	3	4	5	6
1	NCSU	Current Salary	\$250,646	\$220,832	\$311,825	\$61,179	\$331,247	\$80,601
1	UNC-CH	Vice Chancellor	\$338,270	\$220,832	\$311,825	\$0	\$331,247	\$0
1	Kenan Professor & Vice Chancellor for Research							\$441,663
2	NCA&T	Vice Chancellor for Research	\$211,150	\$170,187	\$213,978	\$2,828	\$255,280	\$44,130
2	UNCC	Vice Chancellor	\$229,790	\$170,187	\$213,978	\$0	\$255,280	\$25,490
2	UNCG	Vice Chancellor	\$202,400	\$170,187	\$213,978	\$11,578	\$255,280	\$52,880
3	NCCU	Vice Chancellor	\$182,160	\$164,620	\$192,925	\$10,765	\$246,930	\$64,770
UNC-GA	IRA/AdminSal.IT0027-24-15							\$329,240

FY 2015-16 Salary Ranges
129000: Chief Information/IT Officer

3-Year Aged Ranges

Group	Campus	Job Title	2015-16 Salary Ranges					
			\$ to Market			\$ to Market		
			50th Percentile	Range Minimum	75th Percentile	Range Maximum	75th Percentile	Range Maximum
1	NCSU	Vice Chancellor	\$281,000	\$201,755	\$272,700	\$0	\$302,633	\$21,633
1	UNC-CH	Vice Chancellor for IT & CIO	\$330,000	\$201,755	\$272,700	\$0	\$302,633	\$0
2	NCA&T	VC Info Tec/Chief Inf Off	\$190,000	\$140,083	\$187,010	\$0	\$210,125	\$20,125
2	UNCC	Vice Chancellor and CIO	\$231,000	\$140,083	\$187,010	\$0	\$210,125	\$0
2	UNCG	Vice Chancellor	\$208,421	\$140,083	\$187,010	\$0	\$210,125	\$1,704
3	NCCU	Chief Information Officer	\$160,000	\$113,940	\$154,280	\$0	\$170,910	\$227,881
3	WCU	Chief Information Officer	\$164,736	\$113,840	\$154,280	\$0	\$170,910	\$6,175
4	FSU	VC IT/Telecommunications	\$140,198	\$94,774	\$118,745	\$0	\$142,161	\$189,548
4	WSU	Assoc Provost-Info Resources	\$153,592	\$94,774	\$118,745	\$0	\$142,161	\$0
6	ECSU	Chief Information Officer	\$150,000	\$85,287	\$106,871	\$0	\$127,945	\$170,593
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FY 2015-16 Salary Ranges
113000: Chief Development/Advancement Officer

3-Year Aged Ranges

Group	Campus	Job Title	Current Salary	FY 2015-16 Salary Ranges					
				3-Year Aged Data			\$ to Market		
				50th Percentile	Minimum	Range	75th Percentile	Range	Maximum
1	NCSU	Vice Chancellor	\$390,000	\$272,431	\$361,200	\$0	\$408,647	\$18,647	\$544,863
1	UNC-CH	Vice Chancellor for Developm	\$395,000	\$272,431	\$361,200	\$0	\$408,647	\$13,647	\$544,863
2	ECU	Vice Chancellor	\$285,000	\$174,858	\$231,138	\$0	\$262,286	\$0	\$349,715
2	NCA&T	VC Dev. and Univ Relations	\$250,000	\$174,858	\$231,138	\$0	\$262,286	\$12,286	\$349,715
2	UNCC	Vice Chancellor	\$250,187	\$174,858	\$231,138	\$0	\$262,286	\$12,099	\$349,715
2	UNCG	Vice Chancellor	\$273,000	\$174,858	\$231,138	\$0	\$262,286	\$0	\$349,715
3	ASU	VC for University Advancem	\$196,797	\$121,716	\$170,074	\$0	\$182,574	\$0	\$243,432
3	NCCU	VC for Development Affairs	\$160,000	\$121,716	\$170,074	\$10,074	\$182,574	\$22,574	\$243,432
3	UNCW	Vice Chancellor	\$156,000	\$121,716	\$170,074	\$14,074	\$182,574	\$26,574	\$243,432
4	FSU	Vice Chancellor for Inst. Adv.	\$161,114	\$111,550	\$138,620	\$0	\$167,325	\$6,211	\$223,100
4	UNCP	VC Advancement	\$142,780	\$111,550	\$138,620	\$0	\$167,325	\$24,545	\$223,100
4	WSSU	VC For University Advancem	\$156,300	\$111,550	\$138,620	\$0	\$167,325	\$11,025	\$223,100
5	UNCA	VC for University Advancem	\$150,736	\$105,973	\$131,689	\$0	\$158,959	\$8,223	\$211,945
5	UNCSA	Chief Advancement Officer	\$190,000	\$105,973	\$131,689	\$0	\$158,959	\$0	\$211,945
6	ECSU	Vice Chan Institutional Advai	\$78,000	\$95,376	\$118,520	\$40,520	\$143,063	\$65,063	\$200,463
6	NCSSM	Vice Chancellor for Inst. Adv.	\$108,355	\$95,376	\$118,520	\$12,165	\$143,063	\$36,708	\$200,463

UNC-GA IRA/AdminSal.IT002/7-24-15



FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions Tier II Senior Academic and Administrative Officers (SAAOs) Revised as of August 5, 2015

CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	2014-15 Peers for 2015-2016	2015-16 Minimum	2015-16 Percentile	50th Percentile	75th Percentile	2015-16 Maximum
[107000] Chief Business Officer {1029}	Group 3 (NCCU)	\$160,481	\$250,752	31	\$152,643	\$180,200	\$213,700	\$213,700	\$274,757
[109000] Chief Athletics Administrator {6001}	Group 1 (NCSU & UNC-CH)	16	\$444,000	\$693,750	18	\$450,268	\$516,526	\$630,375	\$810,482
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	41	\$213,482	\$333,566	44	\$195,574	\$230,625	\$273,804	\$352,033
	Group 3 (ASU, NCCU, UNC-W, WCU)	37	\$121,050	\$189,141	34	\$119,603	\$130,876	\$167,444	\$215,285
	Group 4 (FSU, UNC-P, WSSU)	20	\$95,852	\$149,769	18	\$93,806	\$124,177	\$131,328	\$168,850
	Group 5 (UNCSA, UNC-A)	20	\$91,060	\$142,281	18	\$89,116	\$117,968	\$124,762	\$160,408
	Group 6 (ECSU, NCSSM)	10	\$82,322	\$128,628	*	\$80,204	\$106,171	\$112,286	\$144,367
[111000] Chief Audit Officer {1050}	Group 1 (NCSU & UNC-CH)	11	\$144,469	\$225,733	14	\$150,046	\$173,000	\$210,065	\$270,083
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$96,120	\$150,188	32	\$90,992	\$111,419	\$127,388	\$163,785
	Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$78,032	\$121,925	17	\$74,140	\$97,757	\$103,797	\$133,453
	Group 4 (FSU, UNC-P, WSSU)	7	\$61,172	\$95,581	7	\$61,049	\$78,855	\$85,468	\$109,887
	Group 5 (UNCSA, UNC-A)	7	\$58,113	\$90,802	7	\$57,996	\$74,912	\$81,195	\$104,393
[113000] Chief Devel/Advance Officer {1047}	Group 2 (NCA&T)	33	\$199,568	\$311,824	31	\$187,347	\$231,138	\$262,286	\$337,225
	Group 3 (WCU)	35	\$154,228	\$240,982	32	\$130,410	\$170,074	\$182,574	\$234,738
	Group 5 (UNC-A)	18	\$110,732	\$173,019	18	\$113,542	\$131,689	\$158,959	\$204,376
	Group 6 (NCSSM)	8	\$123,640	\$193,188	*	\$102,188	\$118,520	\$143,063	\$183,938
[115000] Chief Enrollment Mat Officer {1045}	Group 1 (NCSU & UNC-CH)	7	\$149,903	\$234,224	8	\$152,481	\$199,619	\$213,473	\$274,465
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$139,446	\$217,885	28	\$137,004	\$157,594	\$191,806	\$246,608
	Group 3 (ASU, NCCU, UNC-W, WCU)	26	\$117,458	\$183,529	26	\$121,089	\$141,784	\$169,525	\$217,961
	Group 4 (FSU, UNC-P, WSSU)	15	\$100,988	\$157,794	15	\$94,445	\$115,077	\$132,222	\$170,000
	Group 5 (UNCSA, UNC-A)	15	\$95,939	\$149,905	15	\$89,722	\$109,323	\$125,611	\$161,500
	Group 6 (ECSU, NCSSM)				*	\$80,750	\$98,391	\$113,050	\$145,350
[117000] Chief Extension/Engagement Officer {NEW}	Group 1 (NCSU & UNC-CH)	6	\$181,860	\$284,157	7	\$175,797	\$221,759	\$246,116	\$316,435
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$173,425	\$270,977	10	\$159,443	\$201,180	\$223,220	\$286,998
	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$122,055	\$190,711	5	\$105,310	\$141,579	\$147,434	\$189,558
	Group 4 (NCSU & UNC-CH)	6	\$208,880	\$326,375	8	\$195,163	\$253,638	\$273,229	\$351,294
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$152,941	\$238,971	18	\$155,124	\$199,500	\$217,173	\$279,223
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$128,792	\$201,238	9	\$126,363	\$150,323	\$176,909	\$227,454
	Group 1 (NCSU & UNC-CH)	15	\$192,588	\$300,918	18	\$162,486	\$205,000	\$227,480	\$292,474
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	40	\$113,855	\$177,899	41	\$116,653	\$148,625	\$163,315	\$209,976
	Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$104,854	\$163,835	33	\$94,452	\$121,238	\$132,233	\$170,013
	Group 4 (FSU, UNC-P, WSSU)	18	\$85,677	\$133,870	17	\$78,096	\$98,258	\$109,334	\$140,573
	Group 5 (UNCSA, UNC-A)	18	\$81,393	\$127,177	17	\$74,191	\$93,346	\$103,868	\$133,544
	Group 6 (ECSU, NCSSM)	8	\$83,657	\$130,714	*	\$66,754	\$84,011	\$93,481	\$120,198
[119000] Chief External Affairs Officer {1046}	Group 1 (NCSU & UNC-CH)	12	\$243,490	\$380,453	13	\$233,059	\$288,922	\$326,283	\$419,507
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	19	\$158,400	\$247,500	22	\$161,071	\$176,191	\$225,500	\$289,929
	Group 3 (ASU, UNC-W, WCU)	19	\$134,115	\$209,554	17	\$126,994	\$151,372	\$177,792	\$228,590
	Group 4 (FSU, UNC-P, WSSU)	9	\$111,554	\$174,304	7	\$100,563	\$123,735	\$140,788	\$181,013
	Group 5 (UNCSA, UNC-A)	9	\$105,977	\$165,589	7	\$95,535	\$117,548	\$133,749	\$171,963
	Group 6 (ECSU, NCSSM)	5	\$128,056	\$200,088	*	\$85,982	\$105,793	\$120,374	\$154,767
[123000] Chief Financial Officer {1031}	Group 1 (NCSU & UNC-CH)	6	\$396,510	\$619,547	8	\$609,978	\$759,080	\$853,969	\$1,097,960
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$329,174	\$514,334	9	\$418,635	\$521,365	\$586,089	\$753,542



FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions Tier II Senior Academic and Administrative Officers (SAAOs) Revised as of August 5, 2015

CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	2015-16 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[127000] Chief Human Resources Officer {1037}	Group 1 (NCSU & UNC-CH)	18	\$185,896	\$290,462	21	\$179,550	\$209,459	\$251,370	\$323,190
	Group 2 (ECU, NCCU, UNC-C, UNC-G)	39	\$108,015	\$168,774	43	\$120,825	\$146,147	\$169,155	\$217,485
	Group 3 (ASU, NCCU, UNC-W, WCU)	38	\$98,505	\$153,914	37	\$92,857	\$115,191	\$130,000	\$167,143
	Group 4 (FSU, UNC-P, WSSU)	20	\$77,852	\$121,644	21	\$76,528	\$96,253	\$107,140	\$137,751
	Group 5 (UNCSA, UNC-A)	20	\$73,959	\$115,562	21	\$72,702	\$91,440	\$101,783	\$130,864
	Group 6 (ECSU, NCSSM)	10	\$77,462	\$121,034	*	\$65,432	\$82,296	\$91,605	\$117,778
[129000] Chief Information/IT Officer {1038}	Group 2 (ECU)	33	\$160,468	\$250,731	36	\$150,089	\$187,010	\$210,125	\$270,161
	Group 3 (ASU)	37	\$129,591	\$202,486	31	\$122,079	\$154,280	\$170,910	\$219,742
	Group 4 (UNC-P)	21	\$105,029	\$164,108	19	\$101,544	\$118,745	\$142,161	\$182,779
	Group 5 (UNCSA, UNC-A)	21	\$99,777	\$155,902	19	\$96,466	\$112,808	\$135,053	\$173,840
	Group 6 (ECSU, NCSSM)	7	\$105,984	\$165,601	*	\$86,819	\$101,527	\$121,548	\$156,276
[131000] Chief Institutional Planning Officer {1033}	Group 1 (NCSU & UNC-CH)	9	\$177,250	\$276,953	8	\$185,960	\$212,914	\$260,344	\$334,728
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$128,122	\$200,191	9	\$144,540	\$164,266	\$202,357	\$260,173
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$104,387	\$163,105	7	\$97,119	\$121,530	\$135,967	\$174,815
	Group 4 (FSU, UNC-P, WSSU)	7	\$82,210	\$128,454	*	\$75,045	\$97,183	\$105,063	\$135,080
	Group 5 (UNCSA, UNC-A)	7	\$78,100	\$122,031	*	\$71,292	\$92,324	\$99,809	\$128,326
[133000] Chief Institutional Research Officer {2004}	Group 1 (NCSU & UNC-CH)	17	\$122,800	\$191,875	18	\$121,292	\$135,595	\$169,809	\$218,325
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	37	\$94,876	\$148,243	37	\$92,728	\$111,097	\$129,819	\$166,910
	Group 3 (ASU, NCCU, UNC-W, WCU)	28	\$80,000	\$125,000	26	\$78,893	\$94,475	\$110,450	\$142,007
	Group 4 (FSU, UNC-P, WSSU)	16	\$74,200	\$115,938	17	\$66,163	\$85,707	\$92,628	\$119,094
	Group 5 (UNCSA, UNC-A)	16	\$70,490	\$110,141	17	\$62,855	\$81,422	\$87,997	\$113,139
	Group 6 (ECSU, NCSSM)	8	\$69,574	\$108,709	*	\$56,570	\$73,280	\$79,197	\$101,825
	Group 1 (NCSU & UNC-CH)	9	\$348,148	\$543,981	9	\$431,507	\$318,544	\$604,109	\$776,712
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$110,346	\$172,416	7	\$98,914	\$125,460	\$138,480	\$178,046
	Group 3 (ASU, NCCU, UNC-W, WCU)	22	\$127,056	\$198,525	26	\$127,162	\$156,627	\$178,027	\$228,892
	Group 4 (FSU, UNC-P)	14	\$77,656	\$121,338	14	\$82,409	\$94,069	\$115,373	\$148,337
	Group 5 (UNCSA, UNC-A)	14	\$73,774	\$115,271	14	\$78,289	\$89,366	\$109,605	\$140,920
	Group 6 (ECSU, NCSSM)	9	\$75,798	\$118,434	*	\$70,460	\$80,429	\$98,645	\$126,828
[141000] Chief Public Relations Officer {1048}	Group 1 (NCSU)	17	\$165,748	\$258,981	18	\$183,242	\$206,368	\$256,539	\$329,836
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$120,672	\$188,550	29	\$126,687	\$150,781	\$177,362	\$228,037
	Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$100,700	\$157,344	23	\$100,077	\$103,126	\$140,107	\$180,138
	Group 4 (FSU, UNC-P, WSSU)	12	\$89,116	\$139,243	13	\$78,808	\$96,554	\$110,331	\$141,855
	Group 5 (UNCSA, UNC-A)	12	\$84,660	\$132,281	13	\$74,868	\$91,726	\$104,815	\$134,762
	Group 6 (ECSU, NCSSM)	5	\$61,400	\$95,938	*	\$67,381	\$82,553	\$94,334	\$121,285
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$144,904	\$226,413	8	\$176,378	\$192,925	\$246,930	\$317,481
	Group 1 (NCSU & UNC-C, UNC-G)	6	\$143,200	\$223,750	8	\$148,521	\$169,491	\$207,929	\$267,337
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$106,113	\$165,802	25	\$115,007	\$140,624	\$161,010	\$207,013
	Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$92,816	\$145,026	8	\$102,500	\$120,000	\$143,500	\$184,500



FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions Tier II Senior Academic and Administrative Officers (SAAOs) Revised as of August 5, 2015

CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	2015-16 Percentile	50th Percentile	75th Percentile	2015-16 Maximum
[155010] Dean of Students {7003}	Group 1 (NCSU & UNC-CH)	9	\$131,173	\$204,958	10	\$126,734	\$161,788	\$177,428	\$228,121
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$91,151	\$142,423	24	\$96,131	\$117,857	\$134,583	\$173,035
	Group 3 (ASU, NCCU, UNC-W, WVCU)	17	\$82,782	\$129,346	17	\$85,467	\$105,466	\$119,653	\$153,840
	Group 4 (FSU, UNC-P, WSSU)	10	\$73,538	\$114,903	10	\$67,134	\$87,733	\$93,987	\$120,841
	Group 5 (UNCSA, UNC-A)	10	\$69,861	\$109,157	10	\$63,777	\$83,346	\$89,288	\$114,799
	Group 6 (ECSU, NCSSM)	5	\$80,826	\$126,290	*	\$57,399	\$75,011	\$80,359	\$103,319
	Group 1 (NCSU & UNC-C, CH)	15	\$154,392	\$241,238	17	\$147,383	\$186,514	\$206,337	\$265,290
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$108,514	\$169,553	34	\$105,431	\$131,815	\$147,604	\$189,776
	Group 3 (ASU, NCCU, UNC-W, WVCU)	28	\$88,606	\$138,446	27	\$88,853	\$112,744	\$124,394	\$159,935
	Group 4 (FSU, UNC-P, WSSU)	16	\$70,400	\$110,000	15	\$76,154	\$96,476	\$106,615	\$137,077
	Group 5 (UNCSA, UNC-A)	16	\$66,880	\$104,500	15	\$72,346	\$91,652	\$101,285	\$130,223
	Group 6 (ECSU, NCSSM)	7	\$74,088	\$115,762	*	\$65,000	\$82,487	\$91,157	\$117,201
[162000] Chief Administration Officer {1030}	Group 1 (NCSU & UNC-CH)	5	\$220,400	\$344,375	7	\$216,511	\$295,254	\$303,116	\$389,720
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$163,305	\$255,164	10	\$175,023	\$177,708	\$245,032	\$315,042
	Group 3 (ASU, NCCU, UNC-W, WVCU)	7	\$140,512	\$219,550	6	\$158,668	\$181,957	\$222,135	\$285,602
	Group 4 (FSU, UNC-P, WSSU)				*	\$100,446	\$126,845	\$140,624	\$180,802
	Group 5 (UNCSA, UNC-A)				*	\$95,423	\$120,502	\$133,593	\$171,762
	Group 1 (NCSU & UNC-CH)	12	\$113,013	\$176,583	15	\$122,524	\$154,922	\$171,533	\$220,542
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$90,839	\$141,936	20	\$95,449	\$110,149	\$133,629	\$171,809
	Group 3 (ASU, NCCU, UNC-W, WVCU)	16	\$75,782	\$118,410	13	\$81,703	\$103,825	\$114,384	\$147,065
	Group 4 (FSU, UNC-P, WSSU)	6	\$130,960	\$204,625	7	\$136,096	\$180,554	\$190,535	\$244,973
	Group 5 (UNCSA, UNC-GH)	25	\$96,690	\$151,078	30	\$96,572	\$117,663	\$135,200	\$173,829
	Group 1 (ASU, NCCU, UNC-W, WVCU)	16	\$90,704	\$141,725	15	\$91,152	\$96,456	\$127,613	\$164,073
	Group 2 (ECU, NCA&T, UNC-P, WSSU)	8	\$70,840	\$110,688	10	\$70,770	\$88,588	\$99,078	\$127,386
	Group 3 (ASU, NCCU, UNC-W, WVCU)	30	\$82,258	\$128,529	29	\$85,266	\$103,352	\$119,372	\$153,478
	Group 4 (FSU, UNC-P, WSSU)	10	\$74,074	\$115,741	11	\$72,188	\$89,739	\$101,063	\$121,017
	Group 5 (UNCSA, UNC-A)	10	\$70,371	\$109,954	11	\$68,578	\$85,252	\$96,010	\$123,441
	Group 6 (ECSU, NCSSM)	5	\$97,572	\$152,456	*	\$61,720	\$76,727	\$86,409	\$111,097
[166000] Chief Purchasing Officer {3033}	Group 1 (NCSU & UNC-CH)	17	\$113,844	\$177,882	20	\$119,849	\$143,678	\$167,788	\$215,727
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$82,801	\$129,377	39	\$77,378	\$99,604	\$108,330	\$139,281
	Group 3 (ASU, NCCU, UNC-W, WVCU)	30	\$66,894	\$104,521	28	\$71,365	\$89,864	\$99,912	\$128,458
	Group 4 (FSU, UNC-P, WSSU)	13	\$60,499	\$94,530	14	\$58,730	\$73,310	\$82,222	\$105,714
	Group 5 (UNCSA, UNC-A)	13	\$57,474	\$89,804	14	\$55,793	\$69,645	\$78,111	\$100,428
	Group 6 (ECSU, NCSSM)	7	\$60,754	\$94,929	*	\$50,214	\$62,681	\$70,300	\$90,385
	Group 1 (NCSU & UNC-CH)	13	\$115,157	\$179,933	13	\$108,999	\$129,857	\$152,599	\$196,199
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$87,187	\$136,229	28	\$80,732	\$103,460	\$113,024	\$145,317
	Group 3 (ASU, NCCU, UNC-W, WVCU)	23	\$75,357	\$117,745	25	\$77,614	\$94,327	\$108,660	\$139,706
	Group 4 (FSU, UNC-P, WSSU)	7	\$73,517	\$114,870	7	\$57,914	\$71,746	\$81,080	\$104,246
	Group 5 (UNCSA, UNC-A)	7	\$69,841	\$109,127	7	\$55,018	\$68,159	\$77,026	\$99,033
	Group 6 (ECSU, NCSSM)				*	\$49,516	\$61,342	\$69,323	\$89,130



**FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions Tier II Senior Academic and
Administrative Officers (SAAOs) Revised as of August 5, 2015**

CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	2014-16 Peers for 2015-2016	2015-16 Minimum	2015-16 50th Percentile	2015-16 75th Percentile	2015-16 Maximum
[168000] Chief Diversity Officer {1051}	12	\$128,000	\$200,000	16	\$151,005	\$196,139	\$211,408	\$271,810
Group 1 (NCSU & UNC-CH)								
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$109,704	\$171,413	31	\$120,384	\$143,256	\$168,538	\$216,691
Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$87,210	\$136,266	15	\$87,058	\$115,569	\$121,881	\$156,704
[169010] Chief Veterinary Hospital Administrator {NEW}	5	\$119,589	\$186,858	8	\$130,680	\$170,128	\$182,952	\$235,224
Group 1 (NCSU & UNC-CH)								
Group 1 (NCSU & UNC-CH)	16	\$133,600	\$208,750	18	\$142,998	\$168,108	\$200,197	\$257,396
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$86,002	\$134,378	37	\$86,739	\$105,511	\$121,435	\$156,130
Group 3 (ASU, NCCU, UNC-W, WCU)	31	\$75,395	\$117,804	31	\$80,183	\$96,657	\$112,256	\$144,329
Group 4 (FSU, UNC-P, WSSU)	18	\$52,559	\$82,123	16	\$58,412	\$76,317	\$81,777	\$105,142
Group 5 (UNCSA, UNC-A)	18	\$49,931	\$78,017	16	\$55,492	\$72,501	\$77,688	\$99,885
Group 6 (ECSU, NCSSM)	7	\$68,969	\$107,764	*	\$49,943	\$65,251	\$69,919	\$89,897
Group 1 (NCSU & UNC-CH)	19	\$114,506	\$178,916	19	\$113,167	\$140,784	\$158,433	\$203,700
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	39	\$81,503	\$127,349	41	\$79,625	\$99,710	\$111,475	\$143,325
Group 3 (ASU, NCCU, UNC-W, WCU)	37	\$70,487	\$110,136	34	\$74,481	\$93,080	\$104,273	\$134,066
Group 4 (FSU, UNC-P, WSSU)	21	\$61,840	\$96,625	18	\$58,672	\$77,644	\$82,141	\$105,610
Group 5 (UNCSA, UNC-A)	21	\$58,748	\$91,794	18	\$55,739	\$73,762	\$78,034	\$100,330
Group 6 (ECSU, NCSSM)	7	\$57,232	\$89,426	*	\$50,165	\$66,386	\$70,231	\$90,297
Group 1 (NCSU & UNC-CH)	18	\$107,936	\$168,649	22	\$107,642	\$141,020	\$150,699	\$193,756
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	36	\$83,364	\$130,256	38	\$84,784	\$104,707	\$118,698	\$152,612
Group 3 (ASU, NCCU, UNC-W, WCU)	34	\$76,960	\$120,249	32	\$73,047	\$90,000	\$102,266	\$131,485
Group 4 (FSU, UNC-P, WSSU)	19	\$63,716	\$99,557	19	\$60,858	\$74,634	\$85,201	\$109,545
Group 5 (UNCSA, UNC-A)	19	\$60,531	\$94,579	19	\$57,815	\$70,902	\$80,941	\$104,068
Group 6 (ECSU, NCSSM)	7	\$57,005	\$89,070	7	\$52,034	\$63,812	\$72,847	\$93,661
Group 1 (NCSU & UNC-CH)	10	\$157,108	\$245,482	13	\$192,050	\$252,150	\$268,870	\$345,690
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$100,436	\$156,932	20	\$114,648	\$140,315	\$160,507	\$206,366
Group 1 (NCSU & UNC-CH)	12	\$167,982	\$262,473	14	\$162,960	\$184,044	\$228,145	\$293,329
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	38	\$92,451	\$144,454	33	\$93,750	\$105,129	\$131,250	\$168,750
Group 3 (ASU, NCCU, UNC-W, WCU)	20	\$79,284	\$123,881	19	\$71,804	\$95,790	\$100,526	\$129,247
Group 4 (FSU, UNC-P, WSSU)	13	\$67,080	\$104,813	13	\$70,531	\$89,085	\$98,744	\$126,957
Group 5 (UNCSA, UNC-A)	13	\$63,726	\$99,572	13	\$67,005	\$84,631	\$93,807	\$120,609
Group 6 (ECSU, NCSSM)	6	\$62,528	\$97,700	*	\$60,305	\$76,168	\$84,426	\$108,548
Group 1 (NCSU & UNC-CH)	7	\$106,664	\$166,663	10	\$119,017	\$141,488	\$166,624	\$214,231
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	23	\$72,037	\$112,558	25	\$76,875	\$97,888	\$107,825	\$138,375
Group 3 (ASU, NCCU, UNC-W, WCU)	9	\$67,743	\$105,848	9	\$61,234	\$76,141	\$85,727	\$110,220
Group 1 (NCSU & UNC-CH)								
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$78,406	\$122,509	12	\$78,169	\$105,039	\$109,437	\$140,704
Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$73,826	\$115,353	7	\$73,197	\$87,651	\$102,475	\$131,754
Group 1 (NCSU & UNC-CH)	10	\$142,521	\$222,689	13	\$136,161	\$173,353	\$190,626	\$245,090
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	30	\$98,419	\$153,779	29	\$102,797	\$125,459	\$143,916	\$185,035
Group 3 (ASU, NCCU, UNC-W, WCU)	19	\$93,220	\$145,656	21	\$91,483	\$113,926	\$128,076	\$164,670
Group 4 (FSU, UNC-P, WSSU)	5	\$101,788	\$159,044	6	\$77,719	\$104,152	\$108,806	\$139,894
Group 5 (UNCSA, UNC-A)	5	\$96,699	\$151,092	6	\$73,833	\$98,944	\$103,366	\$132,899



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	2014-15 Peers for 2015-2016	2015-16 Minimum	2015-16 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[179030] Associate VP/VIC for Research {NEW}	Group 1 (NCSU & UNC-CH)	6	\$211,491	\$330,454	12	\$180,607	\$234,743	\$252,850	\$325,092
[181000] Deputy Provost [2001]	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$130,275	\$203,555	15	\$130,260	\$162,415	\$182,364	\$234,468
[183000] Assoc Provost [2002]	Group 1 (NCSU & UNC-CH)	13	\$190,729	\$298,014	13	\$176,755	\$230,000	\$247,458	\$318,160
[185000] Asst Provost [2003]	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$135,984	\$212,475	23	\$154,286	\$185,102	\$216,001	\$277,716
[194010] Deputy Chief Financial Officer {NEW}	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$128,139	\$200,218	11	\$126,705	\$162,500	\$177,388	\$228,070
[194020] Deputy Chief Facilities Officer {4001} {3103}	Group 4 (FSU, UNC-P, WSSU)	5	\$127,344	\$198,974	5	\$113,116	\$142,180	\$158,363	\$203,609
[194030] Deputy Chief HR Officer [4001]	Group 5 (UNCSA, UNC-A)	5	\$120,976	\$189,026	5	\$107,460	\$135,071	\$150,445	\$193,429
[194040] Deputy Chief Information/IT Officer {5001}	Group 1 (NCSU & UNC-CH)	11	\$158,051	\$246,955	13	\$160,452	\$196,063	\$224,633	\$288,814
[194050] Executive Director, Office of Budget & Finance	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$126,903	\$198,286	23	\$123,184	\$152,018	\$172,457	\$221,731
[194060] Executive Vice Chancellor	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$110,790	\$173,109	28	\$108,397	\$131,653	\$151,756	\$195,114
[194070] General Counsel	Group 4 (FSU, UNC-P, WSSU)	9	\$98,782	\$154,346	8	\$92,959	\$120,418	\$130,142	\$167,326
[194080] Interim President	Group 5 (UNCSA, UNC-A)	9	\$93,843	\$146,629	8	\$88,311	\$114,397	\$123,635	\$158,959
[194090] Provost [2004]	Group 6 (ECSU, NCSSM)	7	\$75,379	\$117,780	*	\$79,480	\$102,957	\$111,272	\$143,063
[194100] Deputy Provost [2005]	Group 1 (NCSU & UNC-CH)	8	\$120,002	\$187,504	7	\$108,043	\$146,261	\$151,260	\$194,477
[194110] Executive Vice Chancellor for Student Affairs	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$94,474	\$147,616	13	\$105,063	\$138,987	\$147,088	\$189,113
[194120] Executive Vice Chancellor for Research	Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$89,798	\$140,309	14	\$87,557	\$112,639	\$122,580	\$157,603
[194130] Executive Vice Chancellor for Administration	Group 4 (FSU, UNC-P, WSSU)			*	\$74,573	\$95,731	\$104,403	\$134,232	
[194140] Executive Vice Chancellor for Finance	Group 5 (UNCSA, UNC-A)			*	\$70,845	\$90,945	\$99,183	\$127,520	
[194150] Executive Vice Chancellor for Academic Affairs	Group 1 (NCSU & UNC-CH)	14	\$167,935	\$262,398	18	\$175,001	\$207,699	\$245,001	\$315,002
[194160] Executive Vice Chancellor for Health Sciences	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$116,826	\$182,541	14	\$131,619	\$158,875	\$184,267	\$236,915
[194170] Executive Vice Chancellor for Global Initiatives	Group 3 (ASU, NCCU, UNC-W, WCU)	14	\$105,226	\$164,415	18	\$103,913	\$127,875	\$145,479	\$187,044
[194180] Executive Vice Chancellor for Research	Group 4 (FSU, UNC-P, WSSU)	5	\$120,424	\$188,163	6	\$117,216	\$153,464	\$164,103	\$210,989
[194190] Executive Vice Chancellor for Student Affairs	Group 5 (UNCSA, UNC-A)	5	\$114,403	\$178,755	6	\$111,355	\$145,791	\$155,897	\$200,440
[194200] Executive Vice Chancellor for Academic Affairs	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$99,338	\$155,216	12	\$105,077	\$128,910	\$147,107	\$189,138
[194210] Executive Vice Chancellor for Finance	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$85,920	\$134,250	7	\$78,750	\$107,595	\$110,250	\$141,750
[194220] Executive Vice Chancellor for Health Sciences	Group 4 (FSU, UNC-P, WSSU)	9	\$103,328	\$161,450	10	\$109,290	\$142,365	\$153,005	\$196,721
[194230] Executive Vice Chancellor for Global Initiatives	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$82,916	\$129,556	25	\$89,476	\$102,654	\$125,267	\$161,058
[194240] Executive Vice Chancellor for Research	Group 3 (ASU, NCCU, UNC-W, WCU)	27	\$72,460	\$113,219	24	\$75,956	\$94,738	\$106,338	\$136,720
[194250] Executive Vice Chancellor for Student Affairs	Group 4 (FSU, UNC-P, WSSU)	12	\$63,106	\$98,603	10	\$59,785	\$73,448	\$83,698	\$107,612
[194260] Executive Vice Chancellor for Academic Affairs	Group 5 (UNCSA, UNC-A)	12	\$59,950	\$93,672	10	\$56,795	\$69,776	\$79,514	\$102,232
[194270] Executive Vice Chancellor for Finance	Group 1 (NCSU & UNC-CH)	10	\$102,352	\$159,925	15	\$110,466	\$138,593	\$154,653	\$198,839
[194280] Executive Vice Chancellor for Health Sciences	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$86,594	\$135,303	20	\$87,645	\$101,541	\$122,704	\$157,762
[194290] Executive Vice Chancellor for Global Initiatives	Group 3 (ASU, NCCU, UNC-W, WCU)	24	\$65,901	\$102,970	21	\$69,034	\$85,575	\$96,648	\$124,262
[194300] Executive Vice Chancellor for Research	Group 4 (FSU, UNC-P, WSSU)	8	\$56,148	\$87,732	10	\$58,304	\$66,651	\$81,626	\$104,948
[194310] Executive Vice Chancellor for Student Affairs	Group 5 (UNCSA, UNC-A)	8	\$53,341	\$83,345	10	\$55,389	\$63,318	\$77,545	\$99,700
[194320] Executive Vice Chancellor for Academic Affairs	Group 1 (NCSU & UNC-CH)	9	\$125,354	\$195,886	9	\$129,237	\$170,909	\$180,932	\$232,626
[194330] Executive Vice Chancellor for Finance	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$112,930	\$176,454	17	\$106,876	\$134,522	\$149,627	\$192,377
[194340] Executive Vice Chancellor for Health Sciences	Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$107,008	\$167,199	13	\$102,479	\$113,449	\$143,470	\$184,462
[194350] Executive Vice Chancellor for Global Initiatives	Group 4 (FSU, UNC-P, WSSU)	9	\$86,016	\$134,400	8	\$92,136	\$96,167	\$128,990	\$165,844
[194360] Executive Vice Chancellor for Research	Group 5 (UNCSA, UNC-A)	9	\$81,715	\$127,680	8	\$87,529	\$91,358	\$122,541	\$157,552



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	2015-16 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[194050] Deputy Chief Athletics Officer {6002}	30	\$78,160	\$122,125	31	\$85,888	\$106,067	\$120,244	\$154,599	\$224,952
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$71,912	\$112,363	27	\$74,790	\$92,113	\$104,707	\$134,623	
Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$59,447	\$92,886	9	\$53,031	\$70,371	\$74,243	\$95,456	
Group 4 (FSU, UNC-P, WSSU)	8	\$56,475	\$88,242	9	\$50,379	\$66,853	\$70,531	\$90,683	
Group 5 (UNCSA, UNC-A)	5	\$61,388	\$95,919	*	\$45,341	\$60,168	\$63,478	\$81,615	
Group 6 (ECSU, NCSSM)	8	\$211,172	\$329,956	12	\$183,969	\$203,695	\$257,557	\$331,144	
Group 1 (NCSU & UNC-CH)	24	\$115,200	\$180,000	20	\$117,983	\$145,772	\$165,176	\$212,369	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$92,201	\$144,064	21	\$103,462	\$125,287	\$144,847	\$186,232	
Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$79,539	\$124,280	7	\$84,432	\$101,501	\$118,205	\$151,978	
Group 4 (FSU, UNC-P, WSSU)	6	\$75,562	\$118,066	7	\$80,210	\$96,426	\$112,295	\$144,379	
Group 5 (UNCSA, UNC-A)	6	\$97,549	\$152,421	6	\$105,634	\$123,489	\$147,888	\$190,142	
Group 1 (NCSU & UNC-CH)	13	\$81,078	\$126,685	12	\$75,767	\$95,427	\$106,073	\$136,380	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$80,787	\$94,979	6	\$64,699	\$84,743	\$90,578	\$116,458	
Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$96,842	\$151,315	10	\$98,715	\$120,494	\$138,201	\$177,687	
Group 1 (NCSU & UNC-CH)	33	\$66,544	\$103,975	31	\$77,178	\$89,242	\$108,049	\$138,920	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$65,726	\$102,697	26	\$63,869	\$76,606	\$89,416	\$114,964	
Group 3 (ASU, NCCU, UNC-W, WCU)	17	\$56,666	\$88,541	17	\$54,497	\$69,700	\$76,296	\$98,095	
Group 4 (FSU, UNC-P, WSSU)	17	\$53,833	\$84,114	17	\$51,772	\$66,215	\$72,481	\$93,190	
Group 5 (UNCSA, UNC-A)				*	\$46,595	\$59,594	\$65,233	\$83,871	
Group 6 (ECSU, NCSSM)									
Group 1 (NCSU & UNC-CH)	6	\$82,229	\$128,483	6	\$85,316	\$103,827	\$119,442	\$153,569	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	11	\$65,499	\$102,342	13	\$66,046	\$81,000	\$92,465	\$118,883	
Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$62,690	\$97,953	12	\$63,632	\$76,619	\$89,085	\$114,538	
Group 4 (FSU, UNC-P, WSSU)				*	\$47,204	\$56,089	\$66,086	\$84,968	
Group 5 (UNCSA, UNC-A)	5	\$41,444	\$64,756	*	\$44,844	\$53,284	\$62,782	\$80,720	
Group 6 (ECSU, NCSSM)	8	\$109,184	\$170,599	9	\$94,804	\$106,787	\$122,504	\$172,648	
Group 1 (NCSU & UNC-CH)	18	\$74,434	\$116,304	14	\$81,129	\$102,051	\$113,581	\$146,032	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$70,245	\$109,758	15	\$72,283	\$89,224	\$101,196	\$130,109	
Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$57,390	\$89,671	8	\$54,166	\$71,753	\$75,832	\$97,498	
Group 4 (FSU, UNC-P, WSSU)	7	\$54,520	\$85,188	8	\$51,457	\$68,165	\$72,040	\$92,623	
Group 5 (UNCSA, UNC-A)	5	\$49,786	\$77,790	5	\$86,673	\$98,501	\$121,342	\$156,011	
Group 1 (NCSU & UNC-CH)	23	\$90,612	\$141,581	31	\$92,411	\$99,074	\$129,376	\$166,340	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$80,756	\$126,181	9	\$76,741	\$85,876	\$107,437	\$138,133	
Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$52,406	\$81,884	*	\$52,725	\$72,010	\$73,815	\$94,904	
Group 4 (FSU, UNC-P, WSSU)	9	\$72,400	\$113,125	8	\$71,429	\$74,069	\$100,000	\$128,571	
Group 5 (UNCSA, UNC-A)	9	\$68,780	\$107,469	8	\$67,857	\$70,366	\$95,000	\$122,143	

[196030] Chief Campus Continuing Ed Administrator [3053]

[196030] Chief Campus Distance Ed Administrator [2012]

[196040] Chief Campus Distance Ed Administrator [2012]

[196050] Chief Campus International Ed Administrator [2007]



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	2015-2016 Peers for	2015-2016 Minimum	2015-16 Percentile	50th Percentile	75th Percentile	2015-16 Maximum
[196051] Chief Camps International Studies Ed Administrator {2008}	6	\$82,766	\$129,323	9	\$85,337	\$109,158	\$119,471	\$153,606	
[196060] Chief Environ Health & Safety Administrator {3076}	13	\$71,932	\$112,393	8	\$69,638	\$86,993	\$97,494	\$125,349	
Group 1 (NCSU & UNC-C, UNC-G)	7	\$60,074	\$93,866	7	\$64,268	\$81,474	\$89,975	\$115,682	
Group 2 (ECU, NCCU, UNC-W, WCU)	18	\$129,633	\$202,551	17	\$123,824	\$153,717	\$173,353	\$222,883	
Group 1 (NCSU & UNC-CH)	33	\$80,471	\$125,736	34	\$83,446	\$103,525	\$116,824	\$150,203	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$74,038	\$115,681	22	\$76,628	\$97,408	\$107,279	\$137,930	
Group 3 (ASU, NCCU, UNC-W, WCU)				5	\$51,266	\$65,000	\$71,772	\$92,278	
Group 4 (FSU, UNC-P, WSSU)				5	\$48,702	\$61,750	\$68,183	\$87,664	
Group 5 (UNCSA, UNC-A)				10	\$102,775	\$160,586	\$131,914	\$143,846	\$184,945
Group 1 (NCSU & UNC-CH)	17	\$71,936	\$112,400	16	\$73,784	\$93,012	\$103,297	\$132,811	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$67,617	\$105,651	8	\$58,477	\$71,213	\$81,868	\$105,259	
Group 3 (ASU, NCCU, UNC-W, WCU)	19	\$134,927	\$210,824	23	\$136,694	\$169,336	\$191,371	\$246,049	
Group 1 (NCSU & UNC-CH)	42	\$94,782	\$148,096	44	\$93,841	\$112,754	\$131,378	\$168,914	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	33	\$79,576	\$124,337	32	\$80,536	\$96,214	\$112,750	\$144,964	
Group 3 (ASU, NCCU, UNC-W, WCU)	21	\$57,152	\$89,301	20	\$61,125	\$78,042	\$85,575	\$110,026	
Group 4 (FSU, UNC-P, WSSU)				21	\$54,295	\$84,836	\$20	\$74,140	\$81,297
Group 5 (UNCSA, UNC-A)				7	\$62,000	\$96,875	*	\$52,262	\$66,726
Group 6 (ECSU, NCSSM)	11	\$94,054	\$146,960	12	\$92,395	\$102,968	\$129,353	\$166,312	
Group 1 (NCSU & UNC-CH)	28	\$70,810	\$110,641	30	\$70,787	\$89,583	\$99,102	\$127,417	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$60,596	\$94,681	21	\$65,893	\$78,793	\$92,250	\$118,607	
Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$51,220	\$80,031	8	\$55,799	\$66,593	\$78,118	\$100,438	
Group 4 (FSU, UNC-P, WSSU)	6	\$48,659	\$76,029	8	\$53,009	\$63,264	\$74,212	\$95,416	
Group 5 (UNCSA, UNC-A)	14	\$102,894	\$160,773	18	\$111,251	\$133,375	\$155,752	\$200,252	
Group 1 (NCSU & UNC-CH)	30	\$69,602	\$108,753	29	\$68,481	\$77,803	\$95,873	\$123,266	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$52,395	\$81,868	14	\$55,360	\$65,837	\$77,504	\$99,648	
Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$86,886	\$135,759	10	\$83,771	\$91,774	\$117,279	\$150,788	
Group 4 (FSU, UNC-P, WSSU)	22	\$59,135	\$92,398	20	\$63,974	\$74,018	\$89,563	\$115,153	
Group 5 (ASU, NCCU, UNC-W, WCU)	8	\$55,070	\$86,046	6	\$53,042	\$67,008	\$74,259	\$95,476	
Group 4 (FSU, UNC-P, WSSU)				5	\$59,164	\$69,712	\$82,830	\$106,495	
Group 5 (UNCSA, UNC-A)				5	\$56,206	\$66,226	\$78,688	\$101,170	
Group 1 (NCSU & UNC-CH)	11	\$85,857	\$134,151	12	\$91,448	\$116,582	\$128,028	\$164,607	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	34	\$62,413	\$97,520	33	\$64,731	\$76,920	\$90,624	\$116,517	
Group 3 (ASU, NCCU, UNC-W, WCU)	25	\$57,783	\$90,286	21	\$55,465	\$65,524	\$77,652	\$99,838	
Group 4 (FSU, UNC-P, WSSU)	14	\$53,342	\$83,348	12	\$47,357	\$58,186	\$66,300	\$85,243	
Group 5 (UNCSA, UNC-A)	14	\$50,675	\$79,180	12	\$44,989	\$55,277	\$62,985	\$80,981	
Group 1 (NCSU & UNC-CH)	12	\$112,204	\$175,318	15	\$115,681	\$132,219	\$161,953	\$208,225	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$63,662	\$99,471	24	\$65,395	\$84,085	\$91,553	\$117,711	
Group 3 (ASU, NCCU, UNC-W, WCU)	15	\$53,562	\$83,691	16	\$56,139	\$64,488	\$78,595	\$101,051	
Group 4 (FSU, UNC-P, WSSU)	8	\$43,102	\$67,347	7	\$40,645	\$52,731	\$56,903	\$73,161	
Group 5 (UNCSA, UNC-A)	8	\$40,947	\$63,980	7	\$38,613	\$50,094	\$54,058	\$69,503	
Group 1 (NCSU & UNC-CH)	7	\$94,000	\$146,875	10	\$112,862	\$133,053	\$158,007	\$203,152	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	22	\$71,458	\$111,654	19	\$70,198	\$87,766	\$98,277	\$126,356	
Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$55,092	\$86,081	7	\$67,056	\$83,855	\$93,879	\$120,702	



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	2015-2016 Peers for	2015-2016 Minimum	2015-2016 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[196140] Chief Campus Classification & Comp Administrator {4007}	Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9 22	\$104,869 \$66,462	\$163,858 \$103,846	13 21	\$114,742 \$64,732	\$111,798 \$82,145	\$160,639 \$90,625	\$206,536 \$116,518
[196150] Chief Campus HR IS Administrator {4008}	Group 3 (ASU, NCCU, UNC-W, WCU) Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12 6 18	\$53,532 \$97,517 \$61,200	\$83,643 \$152,371 \$95,625	10 7 21	\$55,387 \$108,754 \$63,450	\$65,602 \$136,799 \$77,922	\$77,541 \$152,255 \$88,830	\$99,696 \$195,757 \$114,210
[196160] Chief Campus Training & Development Administrator {4003}	Group 3 (ASU, NCCU, UNC-W, WCU) Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9 13 21	\$56,860 \$103,573 \$58,216	\$88,844 \$161,833 \$90,963	10 13 21	\$59,663 \$102,856 \$64,548	\$71,750 \$120,830 \$74,365	\$83,529 \$143,998 \$90,367	\$107,394 \$185,141 \$116,186
[196170] Chief Campus Food/Dining Services Administrator {3055}	Group 3 (ASU, NCCU, UNC-W, WCU) Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10 9 11	\$64,552 \$102,694 \$77,437	\$100,863 \$160,459 \$120,995	10 10 11	\$62,096 \$80,861 \$82,595	\$86,934 \$126,075 \$97,182	\$126,075 \$139,041 \$115,633	\$111,773 \$178,767 \$148,671
[196175] Deputy Chief Campus Food/Dining Administrator {3056}	Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6 9	\$66,574 \$71,170	\$104,022 \$111,204	9 8	\$71,853 \$71,353	\$91,534 \$86,639	\$100,595 \$99,894	\$129,336 \$128,435
[196180] Chief Campus Research Park Administrator {3004}	Group 3 (ASU, NCCU, UNC-W, WCU)			*	\$55,304	\$72,809	\$77,426	\$99,547	
[196190] Chief Campus Real Estate Administrator {3101}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7	\$151,260	\$236,343	8	\$124,761	\$159,275	\$174,666	\$224,571
[196200] Chief Campus Energy and Utilities Administrator {3104}	Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9 12	\$147,232 \$95,999	\$230,049 \$149,999	12 10	\$118,500 \$84,765	\$136,636 \$103,433	\$165,900 \$118,671	\$213,300 \$152,577
[196210] Chief Campus Telecomm/Networking Administrator {5006}	Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G) Group 3 (ASU, NCCU, UNC-W, WCU) Group 4 (FSU, UNC-P, WSSU)	8 10 10 11	\$112,350 \$175,548 \$105,266 \$127,100	\$175,548 \$104,131 \$73,241 \$198,593	10 10 11 9	\$126,091 \$70,971 \$135,100 \$112,704	\$135,100 \$87,806 \$176,528 \$144,547	\$135,100 \$87,806 \$176,528 \$157,786	\$226,964 \$226,964 \$226,964 \$202,868
[196220] Chief Campus Enterprise Applications Administrator {5007}	Group 5 (UNCSCA, UNC-A) Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10 10 21	\$118,152 \$136,544 \$86,250	\$118,988 \$213,350 \$134,766	11 9 23	\$81,506 \$77,431 \$123,271	\$86,149 \$81,842 \$79,153	\$127,666 \$114,892 \$116,350	\$164,142 \$147,719 \$133,245
[196230] Chief Campus Acad Computing/Instr Tech Administrator {5002}	Group 3 (ASU, NCCU, UNC-W, WCU) Group 4 (FSU, UNC-P, WSSU)	5 5	\$77,181 \$73,322	\$120,596 \$114,586	6 6	\$81,506 \$69,721	\$88,653 \$84,221	\$114,108 \$97,610	\$146,711 \$139,375
[196240] Chief Campus Admin Computing Administrator {5004}	Group 5 (UNCSCA, UNC-A) Group 1 (NCSU & UNC-CH) Group 2 (ECU, NCA&T, UNC-C, UNC-G)	7 7 19	\$104,474 \$104,474 \$80,935	\$163,241 \$123,271 \$126,461	8 15 18	\$124,862 \$79,153 \$78,692	\$145,129 \$101,377 \$101,377	\$174,806 \$110,814 \$87,638	\$224,751 \$142,475 \$141,645
[196250] Chief Campus Admin Computing/Instr Tech Administrator {5002}	Group 3 (ASU, NCCU, UNC-W, WCU) Group 4 (FSU, UNC-P, WSSU)	17 15	\$88,074 \$85,527	\$137,615 \$133,636	15 10	\$79,580 \$92,963	\$98,377 \$112,539	\$111,412 \$132,104	\$143,243 \$132,104
[196260] Chief Campus Admin Computing/Instr Tech Administrator {5002}	Group 5 (UNCSCA, UNC-A)			*	\$65,405	\$90,249	\$65,405	\$91,566	\$117,728
[196270] Chief Campus Admin Computing/Instr Tech Administrator {5002}	Group 5 (UNCSCA, UNC-A)			*	\$62,134	\$85,736	\$86,988	\$111,842	



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	2015-16 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[196250] Chief Campus Research Computing Administrator [5008]	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$109,010	\$170,329	8	\$105,434	\$115,842	\$147,608	\$189,782
[196260] Chief Campus IT Security Administrator [5010]	Group 1 (NCSU & UNC-CH)	10	\$128,081	\$200,127	11	\$121,429	\$151,610	\$170,000	\$218,571
[196270] Chief Campus Student Activities Administrator [7026]	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	31	\$75,013	\$117,208	33	\$79,328	\$99,905	\$111,059	\$142,790
[196280] Chief Campus Student Center Administrator [7031]	Group 3 (ASU, NCCU, UNC-W, WVCU)	15	\$72,360	\$113,062	13	\$76,386	\$92,570	\$106,940	\$137,494
[196300] Chief Campus Greek Life Administrator [7004]	Group 1 (NCSU & UNC-CH)	10	\$72,278	\$112,934	11	\$77,198	\$81,949	\$108,077	\$138,956
[196320] Chief Campus Academic Advising Administrator [7050]	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	27	\$59,258	\$92,591	27	\$60,849	\$73,259	\$85,189	\$109,529
[196330] Chief Campus Career Services Administrator [7051]	Group 3 (ASU, NCCU, UNC-W, WVCU)	19	\$57,388	\$89,669	19	\$59,927	\$71,443	\$83,898	\$107,868
[196340] Chief Campus Student Counseling Cntr Adminstrator [7104]	Group 4 (FSU, UNC-P, WSSU)	12	\$48,557	\$75,871	12	\$48,231	\$57,072	\$67,524	\$86,817
[196350] Chief Campus Std Health Cntr - Non-Med Administrator [7103]	Group 5 (UNCSA, UNC-A)	12	\$46,129	\$72,077	12	\$45,820	\$54,218	\$64,148	\$82,476
	Group 6 (ECSU, NCSSM)	5	\$47,665	\$74,476	*	\$41,238	\$48,796	\$57,733	\$74,228
	Group 1 (NCSU & UNC-C,CH)	11	\$104,950	\$163,984	13	\$100,525	\$133,429	\$140,735	\$180,944
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$67,849	\$106,014	21	\$71,885	\$88,620	\$100,639	\$129,392
	Group 3 (ASU, NCCU, UNC-W, WVCU)	21	\$61,866	\$96,666	21	\$65,164	\$76,886	\$91,230	\$117,296
	Group 4 (FSU, UNC-P, WSSU)	9	\$50,663	\$79,161	9	\$51,793	\$66,348	\$72,510	\$93,227
	Group 5 (UNCSA, UNC-A)	9	\$48,130	\$75,203	9	\$49,203	\$63,031	\$68,884	\$88,566
	Group 6 (ECSU, NCSSM)	5	\$45,841	\$71,627	*	\$44,283	\$56,728	\$61,996	\$79,710
	Group 1 (NCSU & UNC-CH)	10	\$51,175	\$79,961	11	\$54,419	\$65,000	\$76,186	\$97,954
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$42,445	\$66,320	14	\$40,624	\$46,800	\$56,873	\$73,123
	Group 3 (ASU, NCCU, UNC-W, WVCU)	8	\$46,022	\$71,909	6	\$48,780	\$58,034	\$68,292	\$87,803
	Group 1 (NCSU & UNC-CH)	7	\$75,896	\$118,588	9	\$77,876	\$96,430	\$109,026	\$140,176
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	20	\$63,342	\$98,971	25	\$67,405	\$75,276	\$94,367	\$121,329
	Group 3 (ASU, NCCU, UNC-W, WVCU)	22	\$66,926	\$104,573	17	\$70,036	\$85,018	\$98,050	\$126,064
	Group 4 (FSU, UNC-P, WSSU)	8	\$58,430	\$91,296	8	\$63,010	\$70,441	\$88,214	\$113,417
	Group 5 (UNCSA, UNC-A)	8	\$55,508	\$86,731	8	\$59,859	\$66,919	\$83,803	\$107,746
	Group 1 (NCSU & UNC-CH)	14	\$93,137	\$145,527	20	\$98,032	\$126,896	\$137,245	\$176,457
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	32	\$64,034	\$100,053	34	\$67,678	\$85,729	\$94,749	\$121,820
	Group 3 (ASU, NCCU, UNC-W, WVCU)	28	\$67,153	\$104,926	28	\$63,862	\$80,563	\$89,407	\$114,952
	Group 4 (FSU, UNC-P, WSSU)	19	\$48,129	\$75,202	16	\$51,958	\$62,539	\$72,741	\$93,524
	Group 5 (UNCSA, UNC-A)	19	\$45,723	\$71,442	16	\$49,360	\$59,412	\$69,104	\$88,848
	Group 6 (ECSU, NCSSM)	6	\$49,406	\$77,197	*	\$44,424	\$53,471	\$62,194	\$79,963
	Group 1 (NCSU & UNC-CH)	16	\$100,416	\$156,901	18	\$100,227	\$125,221	\$140,318	\$180,409
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$79,691	\$124,517	34	\$81,513	\$103,540	\$114,118	\$146,723
	Group 3 (ASU, NCCU, UNC-W, WVCU)	27	\$71,518	\$111,747	25	\$74,405	\$93,645	\$104,168	\$133,930
	Group 4 (FSU, UNC-P, WSSU)	14	\$62,758	\$98,059	14	\$61,435	\$76,696	\$86,009	\$110,583
	Group 5 (UNCSA, UNC-A)	14	\$59,620	\$93,156	14	\$58,363	\$72,861	\$81,709	\$105,054
	Group 6 (ECSU, NCSSM)				*	\$52,527	\$65,575	\$73,538	\$94,549
	Group 1 (NCSU & UNC-CH)	6	\$104,813	\$163,771	7	\$121,498	\$136,592	\$170,097	\$218,696
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$100,844	\$157,569	17	\$105,624	\$105,000	\$147,874	\$190,124
	Group 3 (ASU, NCCU, UNC-W, WVCU)	12	\$68,727	\$107,386	10	\$67,890	\$90,932	\$95,046	\$122,203



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	2014-15 Peers for	2015-2016 Minimum	2015-16 Percentile	50th Percentile	75th Percentile	2015-16 Maximum
[196354] Chief Campus Std Health Cntr - Physician Administrator {7101}	12	\$155,689	\$243,284	14	\$158,040	\$202,119	\$221,256	\$284,473	
Group 1 (NCSU & UNC-CH)				15	\$133,378	\$164,780	\$186,730	\$240,081	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	16	\$125,664	\$196,350	9	\$117,448	\$153,463	\$164,427	\$211,407	
Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$122,538	\$191,466	5	\$109,518	\$136,581	\$153,326	\$197,133	
Group 4 (FSU, UNC-P, WSSU)				5	\$104,042	\$129,752	\$145,659	\$187,276	
Group 5 (UNCSA, UNC-A)				5	\$97,592	\$92,715	\$136,629	\$175,665	
[196355] Chief Campus Std Health Cntr-Nurse/Nurse Practitioner Adm {7102}	11	\$65,506	\$102,353	15	\$69,586	\$92,098	\$97,421	\$125,256	
Group 1 (NCSU, NCA&T, UNC-C, UNC-G)	11	\$61,052	\$95,394	13	\$64,746	\$80,883	\$90,644	\$116,542	
Group 2 (ECU, NCCU, UNC-W, WCU)				6	\$59,670	\$76,304	\$83,538	\$107,405	
Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$60,860	\$95,093						
Group 4 (FSU, UNC-P, WSSU)				8	\$57,817	\$90,338	6	\$56,686	\$72,489
Group 5 (UNCSA, UNC-A)				13	\$107,777	\$168,401	14	\$107,006	\$141,834
Group 1 (NCSU & UNC-CH)				36	\$78,157	\$122,120	40	\$83,132	\$97,370
Group 2 (ECU, NCA&T, UNC-C, UNC-G)				29	\$66,349	\$103,671	33	\$69,838	\$83,225
Group 3 (ASU, NCCU, UNC-W, WCU)				18	\$63,130	\$98,640	18	\$54,707	\$69,700
Group 4 (FSU, UNC-P, WSSU)				18	\$59,973	\$93,708	18	\$51,971	\$66,215
Group 5 (UNCSA, UNC-A)				8	\$51,393	\$80,302	*	\$46,774	\$59,594
Group 6 (ECSU, NCSSM)				9	\$97,289	\$152,014	11	\$106,643	\$131,964
Group 1 (NCSU & UNC-CH)				22	\$56,343	\$88,036	22	\$60,036	\$71,074
Group 2 (ECU, NCA&T, UNC-C, UNC-G)				20	\$61,227	\$95,668	18	\$52,593	\$65,906
Group 3 (ASU, NCCU, UNC-W, WCU)				7	\$49,068	\$76,669	7	\$52,531	\$59,815
Group 4 (FSU, UNC-P, WSSU)				7	\$46,615	\$72,835	7	\$49,905	\$56,824
Group 5 (UNCSA, UNC-A)				5	\$47,434	\$74,116	*	\$44,915	\$51,142
Group 6 (ECSU, NCSSM)				12	\$117,918	\$184,246	14	\$127,769	\$163,880
Group 1 (NCSU & UNC-CH)				13	\$88,842	\$138,815	14	\$84,876	\$98,913
Group 2 (ECU, NCA&T, UNC-C, UNC-G)				15	\$74,653	\$116,645	14	\$73,211	\$83,000
Group 3 (ASU, NCCU, UNC-W, WCU)						*		\$68,772	\$82,146
Group 4 (FSU, UNC-P, WSSU)						*		\$65,334	\$78,039
Group 5 (UNCSA, UNC-A)				5	\$65,805	\$102,821	*	\$58,801	\$70,235
Group 6 (ECSU, NCSSM)				9	\$132,183	\$206,536	9	\$129,857	\$152,387
Group 1 (NCSU & UNC-CH)				17	\$81,250	\$126,953	18	\$87,471	\$108,214
Group 2 (ECU, NCA&T, UNC-C, UNC-G)				14	\$80,417	\$125,651	13	\$78,540	\$84,050
Group 3 (ASU, NCCU, UNC-W, WCU)				10	\$149,384	\$233,413	13	\$150,650	\$192,411
Group 1 (NCSU & UNC-CH)				35	\$84,188	\$131,543	31	\$85,517	\$106,287
Group 2 (ECU, NCA&T, UNC-C, UNC-G)				29	\$72,063	\$112,598	24	\$71,493	\$78,928
Group 3 (ASU, NCCU, UNC-W, WCU)				15	\$58,886	\$91,978	14	\$65,838	\$73,536
Group 4 (FSU, UNC-P, WSSU)				15	\$55,923	\$87,379	14	\$62,546	\$69,859
Group 5 (UNCSA, UNC-A)				8	\$55,799	\$87,186	*	\$56,291	\$62,873
Group 6 (ECSU, NCSSM)				8	\$127,700	\$199,531	8	\$122,806	\$165,516
Group 1 (NCSU & UNC-CH)				14	\$88,482	\$138,253	16	\$96,640	\$105,063
Group 2 (ECU, NCA&T, UNC-C, UNC-G)				10	\$70,105	\$109,539	9	\$66,636	\$83,555
Group 3 (ASU, NCCU, UNC-W, WCU)						*		\$55,271	\$64,014
Group 4 (FSU, UNC-P, WSSU)						*		\$52,507	\$60,813
Group 5 (UNCSA, UNC-A)						*		\$73,510	\$94,513



FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions Tier II Senior Academic and Administrative Officers (SAAOs) Revised as of August 5, 2015

CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	2015-16 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[196420] Chief Campus Donor Relations Administrator {8009}	5	\$73,224	\$114,413	8	\$73,009	\$96,000	\$102,213	\$131,416	
Group 1 (NCSU & UNC-CH)									
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$64,589	\$100,921	16	\$64,319	\$73,493	\$90,046	\$115,774	
Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$46,773	\$73,083	8	\$52,753	\$57,287	\$73,854	\$94,955	
Group 1 (NCSU & UNC-CH)									
Group 1 (NCSU & UNC-C, UNC-G)	19	\$74,483	\$116,380	16	\$84,286	\$96,655	\$118,000	\$151,714	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$66,000	\$103,125	13	\$69,496	\$83,054	\$97,294	\$125,093	
Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$167,706	\$262,041	11	\$151,326	\$171,260	\$211,856	\$272,387	
Group 1 (NCSU & UNC-CH)									
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	14	\$99,330	\$155,203	13	\$111,125	\$135,205	\$155,575	\$200,025	
Group 3 (ASU, NCCU, UNC-W, WCU)		*							
Group 1 (NCSU & UNC-CH)	9	\$117,016	\$182,837	13	\$127,097	\$164,684	\$177,936	\$228,775	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	17	\$100,906	\$157,666	16	\$101,907	\$127,511	\$142,670	\$183,433	
Group 3 (ASU, NCCU, UNC-W, WCU)	16	\$86,852	\$135,706	16	\$86,160	\$105,379	\$120,623	\$155,087	
Group 4 (FSU, UNC-P, WSSU)									
Group 5 (UNCSA, UNCA)				5	\$76,133	\$87,478	\$106,586	\$137,039	
Group 1 (NCSU & UNC-CH)	7	\$113,964	\$178,069	7	\$72,326	\$83,104	\$101,256	\$130,187	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	25	\$81,148	\$126,794	24	\$73,654	\$88,309	\$103,116	\$132,577	
Group 3 (ASU, NCCU, UNC-W, WCU)	13	\$76,644	\$119,756	17	\$72,678	\$91,666	\$101,749	\$130,820	
Group 4 (FSU, UNC-P, WSSU)	5	\$53,526	\$83,634	5	\$58,128	\$77,842	\$81,380	\$104,631	
Group 5 (UNCSA, UNCA)	5	\$50,850	\$79,453	5	\$55,222	\$73,949	\$77,311	\$99,399	
Group 1 (NCSU & UNC-CH)	9	\$94,518	\$147,684	9	\$82,160	\$107,529	\$115,024	\$147,888	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$67,330	\$105,203	15	\$74,662	\$87,331	\$104,527	\$134,391	
Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$63,761	\$99,626	12	\$66,318	\$71,791	\$92,846	\$119,373	
Group 4 (FSU, UNC-P, WSSU)				*	\$57,671	\$63,339	\$80,739	\$103,808	
Group 5 (UNCSA, UNCA)				*	\$54,788	\$60,172	\$76,703	\$98,618	
Group 1 (NCSU & UNC-CH)	11	\$76,389	\$119,358	12	\$76,875	\$90,000	\$107,625	\$138,375	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$51,397	\$80,308	17	\$53,549	\$63,826	\$74,968	\$96,388	
Group 3 (ASU, NCCU, UNC-W, WCU)	7	\$51,960	\$81,187	7	\$50,414	\$67,445	\$70,579	\$90,744	
Group 1 (NCSU & UNC-CH)	7	\$104,495	\$163,274	6	\$104,376	\$135,805	\$146,126	\$187,877	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$77,077	\$120,433	23	\$75,140	\$91,866	\$105,197	\$135,253	
Group 3 (ASU, NCCU, UNC-W, WCU)									
Group 1 (NCSU & UNC-CH)	7	\$78,506	\$122,666	7	\$81,752	\$99,231	\$114,453	\$147,154	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)									
[304010] Assoc/Asst Dean, Agriculture {1401}	9	\$78,197	\$122,183	9	\$73,396	\$82,365	\$102,754	\$132,113	
Group 1 (NCSU & UNC-CH)	10	\$140,687	\$219,824	10	\$138,690	\$182,007	\$194,166	\$249,641	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$106,562	\$166,503	8	\$118,705	\$146,151	\$166,188	\$213,670	
Group 1 (NCSU & UNC-CH)	7	\$112,011	\$175,018	8	\$105,701	\$139,959	\$147,982	\$190,262	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$91,144	\$142,413	6	\$89,661	\$103,930	\$125,525	\$161,389	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$87,576	\$136,838	9	\$82,542	\$110,000	\$115,558	\$148,575	
Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$89,331	\$139,579	*	\$88,246	\$120,503	\$123,544	\$158,842	



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-2016 Minimum	2015-2016 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[304040] Assoc/Asst Dean, Arts and Sciences {1404}	Group 1 (NCSU & UNC-CH)	7	\$128,149	\$200,233	7	\$132,470	\$160,428	\$185,457	\$238,445
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	21	\$100,494	\$157,022	24	\$96,513	\$123,009	\$135,118	\$173,723
	Group 3 (ASU, NCCU, UNC-W, WCU)	8	\$82,298	\$128,591	10	\$82,671	\$105,073	\$115,739	\$148,807
	Group 4 (FSU, UNC-P, WSSU)	5	\$98,996	\$154,681	5	\$88,286	\$117,352	\$123,600	\$158,914
	Group 5 (UNCSA, UNC-A)	5	\$94,046	\$146,947	5	\$83,871	\$111,484	\$117,420	\$150,969
[304060] Assoc/Asst Dean, Business {1406}	Group 1 (NCSU & UNC-CH)	9	\$190,492	\$297,644	9	\$187,561	\$243,319	\$262,586	\$337,610
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	34	\$122,766	\$191,822	38	\$129,816	\$158,932	\$181,743	\$233,669
	Group 3 (ASU, NCCU, UNC-W, WCU)	24	\$97,142	\$151,785	22	\$101,309	\$123,195	\$141,833	\$182,356
	Group 4 (FSU, UNC-P, WSSU)	6	\$96,418	\$150,653	7	\$96,172	\$125,768	\$134,640	\$173,109
	Group 5 (UNCSA, UNC-A)	6	\$91,597	\$143,120	7	\$91,363	\$119,479	\$127,908	\$164,453
[304080] Assoc/Asst Dean, Continuing Education {1408}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)			*	\$88,359	\$94,013	\$123,703	\$159,047	
[304090] Assoc/Asst Dean, Cooperative Extension {1409}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)			6	\$106,717	\$139,050	\$149,404	\$192,090	
[304100] Assoc/Asst Dean, Dentistry {1410}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$129,618	\$202,528	6	\$118,155	\$158,759	\$165,418	\$212,680
[304120] Assoc/Asst Dean, Education {1412}	Group 1 (NCSU & UNC-CH)	8	\$125,047	\$195,386	9	\$119,229	\$153,473	\$166,920	\$214,612
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	35	\$89,342	\$139,596	35	\$95,283	\$120,205	\$133,396	\$171,509
	Group 3 (ASU, NCCU, UNC-W, WCU)	23	\$82,302	\$128,597	22	\$84,354	\$105,903	\$118,096	\$151,838
	Group 4 (FSU, UNC-P, WSSU)	6	\$79,694	\$124,522	7	\$78,069	\$105,063	\$109,297	\$140,524
	Group 5 (UNCSA, UNC-A)	6	\$75,709	\$118,296	7	\$74,165	\$99,809	\$103,832	\$133,498
[304130] Assoc/Asst Dean, Engineering {1413}	Group 1 (NCSU & UNC-CH)	12	\$161,581	\$252,471	13	\$168,334	\$197,624	\$235,668	\$303,002
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	28	\$128,325	\$200,508	31	\$124,061	\$152,369	\$173,685	\$223,309
	Group 3 (ASU, NCCU, UNC-W, WCU)	6	\$95,629	\$149,420	8	\$102,358	\$131,719	\$143,302	\$184,245
	Group 4 (ECU, NCA&T, UNC-C, UNC-G)	9	\$81,466	\$127,291	8	\$90,696	\$111,485	\$126,975	\$163,254
	Group 5 (ASU, NCCU, UNC-W, WCU)	9	\$84,628	\$132,231	9	\$69,107	\$88,376	\$96,750	\$124,393
[304160] Assoc/Asst Dean, Fine Arts {1416}	Group 1 (NCSU & UNC-CH)	10	\$119,916	\$187,368	9	\$118,466	\$147,961	\$165,852	\$213,238
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	24	\$83,848	\$131,013	23	\$89,949	\$119,916	\$125,929	\$161,908
	Group 3 (ASU, NCCU, UNC-W, WCU)	10	\$78,390	\$122,484	8	\$76,059	\$94,032	\$106,483	\$136,907
	Group 4 (FSU, UNC-P, WSSU)	16	\$108,534	\$169,585	17	\$107,310	\$139,839	\$150,233	\$193,157
	Group 5 (UNCSA, UNC-A)	5	\$87,039	\$135,999	5	\$93,566	\$108,881	\$130,992	\$168,418
[304200] Assoc/Asst Dean, Honors Program	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	10	\$83,146	\$129,916	10	\$85,820	\$102,669	\$120,147	\$154,475
[304210] Assoc/Asst Dean, Humanities	Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$78,434	\$122,553	*	\$78,320	\$97,375	\$109,647	\$140,975
[304220]									
[304240] Assoc/Asst Dean, Journalism & Mass Commun {1424}	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	8	\$104,012	\$162,519	7	\$94,748	\$118,069	\$132,647	\$170,547
[304250] Assoc/Asst Dean, Law {1425}	Group 1 (NCSU & UNC-CH)	8	\$125,200	\$195,625	7	\$148,571	\$160,308	\$208,000	\$267,429
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$106,382	\$166,221	14	\$123,412	\$152,491	\$172,776	\$222,141



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CUPA Title	Peers for 2014-2015	2014-15 Min	2014-15 Max	Peers for 2015-2016	2015-16 Minimum	2015-16 Maximum	50th Percentile	75th Percentile	2015-16 Maximum
[304260] Assoc/Asst Dean Library Sciences {1426}	Group 1 (NCSU & UNC-CH)	7	\$113,986	\$178,104	8	\$99,532	\$124,989	\$139,345	\$179,158
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	12	\$83,062	\$129,784	11	\$75,705	\$97,347	\$105,988	\$136,270	
Group 3 (ASU, NCCU, UNC-W, WCU)	5	\$69,829	\$109,108	5	\$72,199	\$94,994	\$101,078	\$129,958	
Group 1 (NCSU & UNC-CH)	5	\$183,239	\$286,311	7	\$198,071	\$225,531	\$277,299	\$356,528	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$159,678	\$249,498	14	\$162,186	\$207,345	\$227,061	\$291,935	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$78,848	\$123,201	5	\$85,894	\$119,028	\$120,251	\$154,609	
Group 1 (NCSU & UNC-CH)	5	\$133,681	\$208,876	6	\$127,396	\$161,042	\$178,354	\$229,313	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	13	\$97,843	\$152,879	20	\$98,866	\$126,348	\$138,413	\$177,960	
Group 1 (NCSU & UNC-CH)	7	\$141,234	\$220,678	6	\$143,525	\$189,112	\$200,935	\$258,345	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	9	\$108,137	\$168,964	7	\$122,701	\$145,024	\$171,781	\$220,861	
Group 1 (NCSU & UNC-CH)	5	\$186,812	\$291,894	6	\$136,736	\$164,982	\$191,430	\$246,125	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$113,371	\$177,142	9	\$113,354	\$145,145	\$158,695	\$204,037	
Group 1 (NCSU & UNC-CH)	6	\$133,580	\$208,719	6	\$132,229	\$159,546	\$185,120	\$238,012	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	15	\$97,636	\$152,556	16	\$100,560	\$119,800	\$140,784	\$181,008	
Group 3 (ASU, NCCU, UNC-W, WCU)	11	\$92,700	\$144,843	7	\$93,184	\$121,178	\$130,458	\$167,732	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	5	\$80,300	\$125,469	*	\$90,992	\$111,798	\$127,389	\$163,785	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$96,798	\$151,248	5	\$96,403	\$120,927	\$134,965	\$173,526	
Group 2 (ECU, NCA&T, UNC-C, UNC-G)	6	\$78,191	\$122,173	7	\$85,496	\$101,017	\$119,695	\$153,893	
Group 1 (NCSU & UNC-CH)	9	\$135,323	\$211,442	7	\$135,928	\$180,524	\$190,299	\$244,670	
UNC-GA IRA/CUPA*CUPA00126JUN15									
Note: Grouped peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions*									
Analysis is performed only if five or more institutions in the group reported data for the position.* (*) Indicates no peer data or insufficient peer data. Denotes equity ranges.									
Salaries of positions within a given Group-Position-Year combination exceeding the mean by plus or minus 2% standard deviations are deleted*									
Calculations are based on the average of 3 years of aged data (compounded to achieve 2014-15 equivalent data)*									
Projected 75th and 50th Percentile, Minimum, and Maximum are increased for 2015-16 by 2.5% - Median Increase for Public Institutions for 2014-15*									