



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[301010] Head-Campus Printing Services	Group 1	\$84,607	\$89,962	\$109,989	\$135,371
	Group 2	\$60,520	\$68,734	\$78,675	\$96,831
	Group 3	\$48,029	\$57,098	\$62,438	\$76,847
	Group 4	\$44,888	\$51,250	\$58,354	\$71,820
	Group 5	\$42,643	\$48,688	\$55,436	\$68,229
	Group 6	\$38,379	\$43,819	\$49,892	\$61,406
[301020] Head-Campus Mail Services	Group 1	\$69,648	\$83,777	\$90,543	\$111,437
	Group 2	\$44,413	\$50,635	\$57,736	\$71,060
	Group 3	\$44,258	\$45,726	\$57,535	\$70,813
	Group 4	\$44,103	\$44,915	\$57,334	\$70,565
	Group 5	\$39,903	\$42,409	\$51,874	\$63,845
	Group 6	\$35,913	\$41,300	\$46,687	\$57,460
[315020] Head-Campus Landscape and Grounds Keeping	Group 1	\$78,101	\$97,947	\$101,531	\$124,961
	Group 2	\$58,840	\$64,397	\$76,491	\$94,143
	Group 3	\$54,847	\$60,657	\$71,301	\$87,755
	Group 4	\$47,974	\$55,158	\$62,366	\$76,758
	Group 5	\$45,575	\$52,400	\$59,247	\$72,920
	Group 6	\$41,017	\$47,160	\$53,323	\$65,628
[315040] Head-Campus Construction	Group 1	\$119,569	\$137,505	\$155,440	\$191,311
	Group 2	\$94,058	\$98,224	\$122,276	\$150,493
	Group 3	\$85,201	\$94,188	\$110,761	\$136,321
	Group 4	\$76,344	\$90,152	\$99,247	\$122,150
	Group 5	\$68,709	\$81,137	\$89,322	\$109,935
	Group 6	\$61,838	\$73,023	\$80,390	\$98,941

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[315050] Head-Campus Skilled Trades	Group 1	\$73,378	\$93,023	\$95,391	\$117,405
	Group 2	\$67,963	\$76,433	\$88,352	\$108,741
	Group 3	\$64,628	\$73,296	\$84,016	\$103,404
	Group 4	\$55,465	\$64,367	\$72,105	\$88,744
	Group 5	\$52,691	\$61,149	\$68,499	\$84,306
	Group 6	\$47,422	\$55,034	\$61,649	\$75,876
[315060] Head-Campus-Custodial Services	Group 1	\$108,785	\$125,102	\$141,420	\$174,056
	Group 2	\$55,286	\$64,490	\$71,871	\$88,457
	Group 3	\$47,999	\$55,800	\$62,399	\$76,799
	Group 4	\$40,713	\$47,110	\$52,926	\$65,140
	Group 5	\$38,677	\$44,755	\$50,280	\$61,883
	Group 6	\$34,809	\$40,280	\$45,252	\$55,695
[320010] Executive Assistant to System or Institution CEO	Group 1	\$91,631	\$105,376	\$119,120	\$146,610
	Group 2	\$81,091	\$91,135	\$105,418	\$129,745
	Group 3	\$71,231	\$78,950	\$92,600	\$113,969
	Group 4	\$70,701	\$75,258	\$91,911	\$113,121
	Group 5	\$70,171	\$71,566	\$91,222	\$112,273
	Group 6	\$63,154	\$64,409	\$82,100	\$101,046
[325000] Administrative Specialist/Coordinator	Group 1	\$47,466	\$57,016	\$61,706	\$75,946
	Group 2	\$44,201	\$51,020	\$57,461	\$70,722
	Group 3	\$43,803	\$50,877	\$56,944	\$70,084
	Group 4	\$38,075	\$45,399	\$49,498	\$60,921
	Group 5	\$36,172	\$43,129	\$47,023	\$57,875
	Group 6	\$32,555	\$38,816	\$42,321	\$52,087

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

Group 1 (NCSU & UNC-CH) Group 4 (FSU, WSSU)
 Group 2 (ECU, NCA&T, UNCC, UNCG) Group 5 (ECSU, UNCSA, UNCA)
 Group 3 (ASU, NCCU, UNCP, UNCW, WCU) Group 6 (NCSSM)



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[400110] Study Abroad Advisor	Group 1	\$41,633	\$47,277	\$54,123	\$66,613
	Group 2	\$37,541	\$43,562	\$48,803	\$60,065
	Group 3	\$37,282	\$42,340	\$48,466	\$59,650
	Group 4	\$37,022	\$41,118	\$48,129	\$59,236
	Group 5	\$35,172	\$39,062	\$45,723	\$56,274
	Group 6	\$31,654	\$35,156	\$41,151	\$50,647
<hr/>					
[400120] Academic Support Center Coordinator	Group 1	\$45,984	\$55,234	\$59,780	\$73,575
	Group 2	\$45,825	\$53,881	\$59,572	\$73,320
	Group 3	\$45,665	\$52,528	\$59,365	\$73,064
	Group 4	\$44,741	\$47,297	\$58,163	\$71,585
	Group 5	\$42,503	\$44,933	\$55,254	\$68,005
	Group 6	\$38,253	\$40,439	\$49,729	\$61,205
<hr/>					
[400130] Head-Campus Learning Resources Center	Group 1	\$75,127	\$82,563	\$97,666	\$120,204
	Group 2	\$68,298	\$75,057	\$88,787	\$109,276
	Group 3	\$59,575	\$69,561	\$77,447	\$95,319
	Group 4	\$50,852	\$64,065	\$66,107	\$81,362
	Group 5	\$48,309	\$60,861	\$62,802	\$77,294
	Group 6	\$43,478	\$54,775	\$56,521	\$69,565
<hr/>					
[400135] Head-Campus Teaching Center	Group 1	\$98,970	\$113,816	\$128,661	\$158,352
	Group 2	\$87,095	\$97,941	\$113,224	\$139,353
	Group 3	\$77,380	\$93,738	\$100,594	\$123,808
	Group 4	\$69,642	\$84,364	\$90,535	\$111,427
	Group 5	\$62,678	\$75,928	\$81,481	\$100,285
	Group 6	\$56,410	\$68,335	\$73,333	\$90,256

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[400140] Credential Specialist	Group 1	\$49,457	\$57,982	\$64,294	\$79,131
	Group 2	\$44,961	\$52,711	\$58,449	\$71,938
	Group 3	\$40,088	\$46,868	\$52,115	\$64,141
	Group 4	\$35,215	\$41,025	\$45,780	\$56,345
	Group 5	\$33,455	\$38,973	\$43,491	\$53,527
	Group 6	\$30,109	\$35,076	\$39,142	\$48,175
<hr/>					
[400150] Academic Evaluator	Group 1	\$36,441	\$44,321	\$47,373	\$58,305
	Group 2	\$35,116	\$42,433	\$45,650	\$56,185
	Group 3	\$33,791	\$40,545	\$43,928	\$54,065
	Group 4	\$32,466	\$38,658	\$42,205	\$51,945
	Group 5	\$31,141	\$36,770	\$40,483	\$49,825
	Group 6	\$29,815	\$34,883	\$38,760	\$47,705
<hr/>					
[400160] Head-Foreign Student Services	Group 1	\$85,277	\$96,199	\$110,860	\$136,443
	Group 2	\$81,218	\$88,387	\$105,584	\$129,949
	Group 3	\$77,159	\$80,575	\$100,307	\$123,455
	Group 4	\$73,100	\$76,838	\$95,031	\$116,961
	Group 5	\$69,042	\$72,940	\$89,754	\$110,467
	Group 6	\$64,983	\$74,731	\$84,478	\$103,972
<hr/>					
[400170] Head-Athletics Academic Affairs	Group 1	\$89,507	\$102,933	\$116,359	\$143,211
	Group 2	\$65,140	\$72,379	\$84,681	\$104,223
	Group 3	\$59,243	\$63,754	\$77,016	\$94,789
	Group 4	\$53,319	\$57,379	\$69,315	\$85,311
	Group 5	\$47,987	\$51,641	\$62,383	\$76,779
	Group 6	\$43,188	\$46,477	\$56,145	\$69,102

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[401010] Head-Student Academic Counseling	Group 1	\$75,237	\$77,241	\$97,809	\$120,380
	Group 2	\$68,398	\$70,219	\$88,917	\$109,436
	Group 3	\$61,822	\$71,095	\$80,368	\$98,915
	Group 4	\$42,472	\$47,489	\$55,213	\$67,955
	Group 5	\$40,348	\$45,115	\$52,453	\$64,557
	Group 6	\$36,313	\$40,604	\$47,207	\$58,102
<hr/>					
[401130] Academic Advisor/Counselor	Group 1	\$43,951	\$50,437	\$57,136	\$70,321
	Group 2	\$41,513	\$47,548	\$53,967	\$66,421
	Group 3	\$39,076	\$44,659	\$50,799	\$62,521
	Group 4	\$36,638	\$41,770	\$47,630	\$58,621
	Group 5	\$34,201	\$38,881	\$44,461	\$54,722
	Group 6	\$31,764	\$35,992	\$41,293	\$50,822
<hr/>					
[402010] Librarian-Head of Acquisitions	Group 1	\$67,107	\$80,154	\$87,239	\$107,371
	Group 2	\$63,521	\$76,417	\$82,577	\$101,634
	Group 3	\$59,935	\$72,680	\$77,915	\$95,896
	Group 4	\$56,349	\$68,943	\$73,254	\$90,158
	Group 5	\$52,763	\$65,206	\$68,592	\$84,420
	Group 6	\$49,177	\$61,469	\$63,930	\$78,683
<hr/>					
[402020] Librarian-Head of Technical Services	Group 1	\$96,699	\$111,204	\$125,708	\$154,718
	Group 2	\$75,373	\$90,722	\$97,985	\$120,597
	Group 3	\$72,761	\$86,199	\$94,589	\$116,418
	Group 4	\$56,890	\$61,236	\$73,957	\$91,024
	Group 5	\$54,045	\$58,174	\$70,259	\$86,472
	Group 6	\$48,641	\$52,357	\$63,233	\$77,825

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[402030] Librarian-Head of Public Services	Group 1	\$101,442	\$107,557	\$131,875	\$162,307
	Group 2	\$91,523	\$96,291	\$118,979	\$146,436
	Group 3	\$81,603	\$85,026	\$106,084	\$130,565
	Group 4	\$71,683	\$73,761	\$93,188	\$114,693
	Group 5	\$61,764	\$62,495	\$80,293	\$98,822
	Group 6	\$51,844	\$59,621	\$67,397	\$82,951
<hr/>					
[402040] Librarian-Head of Cataloging	Group 1	\$61,933	\$75,877	\$80,513	\$99,093
	Group 2	\$60,585	\$71,308	\$78,760	\$96,936
	Group 3	\$59,237	\$66,738	\$77,008	\$94,779
	Group 4	\$57,889	\$62,169	\$75,255	\$92,622
	Group 5	\$56,540	\$57,599	\$73,502	\$90,465
	Group 6	\$55,192	\$63,471	\$71,750	\$88,307
<hr/>					
[402050] Librarian-Head of Collection Development	Group 1	\$82,203	\$96,105	\$106,864	\$131,525
	Group 2	\$69,075	\$79,549	\$89,798	\$110,521
	Group 3	\$68,819	\$78,175	\$89,465	\$110,111
	Group 4	\$68,563	\$76,801	\$89,132	\$109,701
	Group 5	\$61,707	\$69,121	\$80,219	\$98,731
	Group 6	\$55,536	\$62,209	\$72,197	\$88,858
<hr/>					
[402060] Librarian-Head of Special Collections and Archives	Group 1	\$73,144	\$91,733	\$95,087	\$117,030
	Group 2	\$69,819	\$85,053	\$90,764	\$111,710
	Group 3	\$66,493	\$78,374	\$86,441	\$106,390
	Group 4	\$63,168	\$71,694	\$82,119	\$101,069
	Group 5	\$59,843	\$65,014	\$77,796	\$95,749
	Group 6	\$56,518	\$58,334	\$73,473	\$90,429

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[402065] Librarian-Systems/Digital Resources	Group 1	\$93,888	\$107,971	\$122,054	\$150,220
	Group 2	\$66,188	\$75,858	\$86,044	\$105,901
	Group 3	\$58,323	\$63,831	\$75,820	\$93,317
	Group 4	\$52,491	\$57,448	\$68,238	\$83,985
	Group 5	\$47,242	\$51,703	\$61,414	\$75,587
	Group 6	\$42,518	\$46,533	\$55,273	\$68,028
<hr/>					
[402170] Librarian-Head of Reference and Instruction (Ref	Group 1	\$85,338	\$91,494	\$110,940	\$136,541
	Group 2	\$61,647	\$72,570	\$80,141	\$98,635
	Group 3	\$57,866	\$65,378	\$75,225	\$92,585
	Group 4	\$54,084	\$58,186	\$70,309	\$86,534
	Group 5	\$51,380	\$55,276	\$66,794	\$82,208
	Group 6	\$46,242	\$49,749	\$60,114	\$73,987
<hr/>					
[402180] Librarian-Reference and Instruction (Ref Level I)	Group 1	\$55,801	\$64,161	\$72,541	\$89,282
	Group 2	\$52,300	\$56,450	\$67,990	\$83,680
	Group 3	\$46,748	\$50,288	\$60,772	\$74,797
	Group 4	\$41,196	\$44,126	\$53,555	\$65,914
	Group 5	\$39,137	\$41,920	\$50,878	\$62,619
	Group 6	\$35,223	\$37,728	\$45,790	\$56,357
<hr/>					
[402190] Librarian-Cataloger/Metadata (Level II)	Group 1	\$48,091	\$58,277	\$62,518	\$76,945
	Group 2	\$46,101	\$55,276	\$59,932	\$73,762
	Group 3	\$44,112	\$52,274	\$57,345	\$70,579
	Group 4	\$42,122	\$49,272	\$54,759	\$67,396
	Group 5	\$40,133	\$46,271	\$52,173	\$64,213
	Group 6	\$38,144	\$43,269	\$49,587	\$61,030

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

Group 1 (NCSU & UNC-CH) Group 4 (FSU, WSSU)
 Group 2 (ECU, NCA&T, UNCC, UNCG) Group 5 (ECSU, UNCSA, UNCA)
 Group 3 (ASU, NCCU, UNCP, UNCW, WCU) Group 6 (NCSSM)



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[402200] Librarian-Cataloger (Level I)	Group 1	\$49,357	\$55,848	\$64,164	\$78,971
	Group 2	\$44,870	\$50,771	\$58,331	\$71,792
	Group 3	\$41,741	\$45,781	\$54,263	\$66,785
	Group 4	\$37,567	\$41,203	\$48,837	\$60,107
	Group 5	\$33,810	\$37,083	\$43,953	\$54,096
	Group 6	\$30,429	\$33,374	\$39,558	\$48,686
<hr/>					
[402210] Librarian-Electronic Resources/Serials	Group 1	\$55,612	\$71,820	\$72,296	\$88,979
	Group 2	\$54,595	\$67,588	\$70,973	\$87,352
	Group 3	\$53,578	\$63,356	\$69,651	\$85,725
	Group 4	\$52,561	\$59,124	\$68,329	\$84,097
	Group 5	\$51,544	\$54,892	\$67,007	\$82,470
	Group 6	\$50,527	\$50,660	\$65,685	\$80,843
<hr/>					
[402220] Librarian-Media	Group 1	\$59,649	\$67,267	\$77,543	\$95,438
	Group 2	\$54,226	\$61,152	\$70,494	\$86,762
	Group 3	\$51,548	\$58,822	\$67,013	\$82,477
	Group 4	\$48,870	\$56,491	\$63,531	\$78,192
	Group 5	\$43,983	\$50,842	\$57,178	\$70,373
	Group 6	\$39,585	\$45,758	\$51,460	\$63,336
<hr/>					
[402230] Librarian-Distance Education	Group 1	\$71,499	\$73,709	\$92,949	\$114,399
	Group 2	\$64,999	\$67,008	\$84,499	\$103,999
	Group 3	\$64,783	\$74,500	\$84,217	\$103,652
	Group 4	\$58,304	\$67,050	\$75,796	\$93,287
	Group 5	\$52,474	\$60,345	\$68,216	\$83,958
	Group 6	\$47,226	\$54,310	\$61,394	\$75,562

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

Group 1 (NCSU & UNC-CH) Group 4 (FSU, WSSU)
 Group 2 (ECU, NCA&T, UNCC, UNCG) Group 5 (ECSU, UNCSA, UNCA)
 Group 3 (ASU, NCCU, UNCP, UNCW, WCU) Group 6 (NCSSM)



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[402240] Librarian-Government Documents/Publications	Group 1	\$58,727	\$75,288	\$76,344	\$93,962
	Group 2	\$52,493	\$60,717	\$68,241	\$83,988
	Group 3	\$44,360	\$52,451	\$57,668	\$70,976
	Group 4	\$36,227	\$44,184	\$47,096	\$57,964
	Group 5	\$34,417	\$41,975	\$44,742	\$55,067
	Group 6	\$30,975	\$37,777	\$40,267	\$49,560
<hr/>					
[402260] Librarian-Head of Branch Library	Group 1	\$94,438	\$108,604	\$122,769	\$151,100
	Group 2	\$79,544	\$91,476	\$103,407	\$127,270
	Group 3	\$64,650	\$69,344	\$84,045	\$103,440
	Group 4	\$58,185	\$62,410	\$75,640	\$93,096
	Group 5	\$52,367	\$56,169	\$68,076	\$83,786
	Group 6	\$47,130	\$50,552	\$61,269	\$75,408
<hr/>					
[402265] Librarian-Head of Access Services	Group 1	\$72,787	\$77,477	\$94,623	\$116,460
	Group 2	\$66,170	\$70,434	\$86,021	\$105,872
	Group 3	\$53,606	\$56,149	\$69,687	\$85,769
	Group 4	\$48,245	\$50,534	\$62,719	\$77,192
	Group 5	\$43,421	\$45,480	\$56,447	\$69,473
	Group 6	\$39,079	\$40,932	\$50,802	\$62,526
<hr/>					
[402267] Librarian-Access Services	Group 1	\$54,474	\$64,847	\$70,817	\$87,159
	Group 2	\$49,522	\$58,952	\$64,379	\$79,235
	Group 3	\$44,570	\$53,057	\$57,941	\$71,312
	Group 4	\$40,113	\$47,751	\$52,147	\$64,181
	Group 5	\$36,102	\$42,976	\$46,932	\$57,763
	Group 6	\$32,491	\$38,679	\$42,239	\$51,986

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[402270] Librarian-Special Collections and Archives	Group 1	\$54,726	\$67,150	\$71,144	\$87,562
	Group 2	\$52,944	\$65,864	\$68,828	\$84,711
	Group 3	\$42,696	\$46,826	\$55,505	\$68,314
	Group 4	\$38,427	\$42,143	\$49,955	\$61,483
	Group 5	\$34,584	\$37,929	\$44,959	\$55,334
	Group 6	\$31,126	\$34,136	\$40,463	\$49,801
<hr/>					
[402275] Librarian-Data and Geographical Information	Group 1	\$54,379	\$65,296	\$70,693	\$87,007
	Group 2	\$49,436	\$59,360	\$64,266	\$79,097
	Group 3	\$44,492	\$53,424	\$57,840	\$71,187
	Group 4	\$40,043	\$48,081	\$52,056	\$64,069
	Group 5	\$36,039	\$43,273	\$46,850	\$57,662
	Group 6	\$32,435	\$38,946	\$42,165	\$51,896
<hr/>					
[402280] Librarian-Emerging Technology	Group 1	\$66,946	\$76,988	\$87,029	\$107,113
	Group 2	\$60,860	\$69,989	\$79,118	\$97,375
	Group 3	\$54,774	\$62,990	\$71,206	\$87,638
	Group 4	\$49,296	\$56,691	\$64,085	\$78,874
	Group 5	\$44,367	\$51,022	\$57,677	\$70,987
	Group 6	\$39,930	\$45,920	\$51,909	\$63,888
<hr/>					
[402283] Librarian-User Experience/Assessment	Group 1	\$71,031	\$81,686	\$92,341	\$113,650
	Group 2	\$64,574	\$74,260	\$83,946	\$103,318
	Group 3	\$58,116	\$66,834	\$75,551	\$92,986
	Group 4	\$52,305	\$60,151	\$67,996	\$83,688
	Group 5	\$47,074	\$54,136	\$61,197	\$75,319
	Group 6	\$42,367	\$48,722	\$55,077	\$67,787

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[403100] Archive/Museum/Gallery Curator	Group 1	\$57,082	\$62,636	\$74,207	\$91,331
	Group 2	\$52,941	\$57,655	\$68,823	\$84,705
	Group 3	\$48,799	\$52,674	\$63,439	\$78,079
	Group 4	\$44,658	\$47,694	\$58,055	\$71,453
	Group 5	\$40,517	\$42,713	\$52,672	\$64,827
	Group 6	\$36,375	\$37,732	\$47,288	\$58,201
[404110] Continuing Education Specialist	Group 1	\$53,792	\$61,601	\$69,929	\$86,066
	Group 2	\$52,344	\$56,831	\$68,047	\$83,751
	Group 3	\$49,528	\$54,046	\$64,386	\$79,244
	Group 4	\$41,969	\$47,840	\$54,559	\$67,150
	Group 5	\$39,870	\$45,448	\$51,831	\$63,792
	Group 6	\$35,883	\$40,903	\$46,648	\$57,413
[404120] Continuing Ed. Conference/Workshop Coordinator	Group 1	\$41,712	\$49,763	\$54,225	\$66,739
	Group 2	\$39,773	\$47,600	\$51,705	\$63,637
	Group 3	\$37,835	\$45,438	\$49,186	\$60,536
	Group 4	\$35,897	\$43,276	\$46,666	\$57,435
	Group 5	\$33,959	\$41,114	\$44,146	\$54,334
	Group 6	\$32,021	\$38,951	\$41,627	\$51,233
[406050] Instructional Technology-Faculty Support Manager	Group 1	\$63,566	\$73,466	\$82,636	\$101,705
	Group 2	\$61,337	\$70,424	\$79,738	\$98,139
	Group 3	\$59,108	\$67,382	\$76,841	\$94,573
	Group 4	\$56,879	\$64,340	\$73,943	\$91,007
	Group 5	\$54,650	\$61,298	\$71,046	\$87,441
	Group 6	\$52,422	\$58,256	\$68,148	\$83,874

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[406100] Web Content Developer	Group 1	\$52,160	\$61,896	\$67,808	\$83,456
	Group 2	\$49,276	\$58,836	\$64,059	\$78,842
	Group 3	\$46,393	\$55,775	\$60,311	\$74,228
	Group 4	\$43,509	\$52,714	\$56,562	\$69,615
	Group 5	\$40,625	\$49,653	\$52,813	\$65,001
	Group 6	\$37,742	\$46,592	\$49,064	\$60,387
<hr/>					
[406105] Web Graphics Designer	Group 1	\$50,457	\$57,600	\$65,595	\$80,732
	Group 2	\$45,812	\$50,764	\$59,556	\$73,300
	Group 3	\$38,538	\$45,864	\$50,100	\$61,661
	Group 4	\$34,201	\$43,084	\$44,461	\$54,721
	Group 5	\$32,490	\$40,929	\$42,237	\$51,984
	Group 6	\$29,241	\$36,836	\$38,014	\$46,786
<hr/>					
[406110] Instructional Technology-Specialist	Group 1	\$49,131	\$58,036	\$63,870	\$78,610
	Group 2	\$46,664	\$54,709	\$60,663	\$74,662
	Group 3	\$44,586	\$52,901	\$57,962	\$71,338
	Group 4	\$43,817	\$52,305	\$56,962	\$70,108
	Group 5	\$41,627	\$49,689	\$54,115	\$66,603
	Group 6	\$37,464	\$44,720	\$48,703	\$59,943
<hr/>					
[406120] Online Instructional Designer-Entry	Group 1	\$47,538	\$58,148	\$61,799	\$76,060
	Group 2	\$44,124	\$51,798	\$57,362	\$70,599
	Group 3	\$41,447	\$49,393	\$53,881	\$66,315
	Group 4	\$38,769	\$46,988	\$50,400	\$62,031
	Group 5	\$34,892	\$42,289	\$45,360	\$55,828
	Group 6	\$31,403	\$38,060	\$40,824	\$50,245

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[406130] Online Instructional Designer-Senior	Group 1	\$68,680	\$78,982	\$89,284	\$109,888
	Group 2	\$54,166	\$62,177	\$70,416	\$86,666
	Group 3	\$53,026	\$58,931	\$68,934	\$84,841
	Group 4	\$45,423	\$53,840	\$59,050	\$72,677
	Group 5	\$43,152	\$51,148	\$56,097	\$69,043
	Group 6	\$38,837	\$46,033	\$50,488	\$62,139
<hr/>					
[406140] Head-Campus Educational Media Services	Group 1	\$73,652	\$87,251	\$95,747	\$117,843
	Group 2	\$70,130	\$80,354	\$91,168	\$112,207
	Group 3	\$66,607	\$73,457	\$86,590	\$106,572
	Group 4	\$63,085	\$66,560	\$82,011	\$100,936
	Group 5	\$59,563	\$59,663	\$77,432	\$95,301
	Group 6	\$56,041	\$64,447	\$72,853	\$89,665
<hr/>					
[407100] Head-Executive Education	Group 1	\$130,682	\$151,684	\$169,887	\$209,091
	Group 2	\$118,802	\$137,894	\$154,442	\$190,083
	Group 3	\$106,922	\$124,105	\$138,998	\$171,075
	Group 4	\$96,229	\$110,664	\$125,098	\$153,967
	Group 5	\$86,607	\$99,598	\$112,589	\$138,570
	Group 6	\$77,946	\$90,473	\$101,330	\$124,713
<hr/>					
[408200] Head-Theater/Performing Arts Center	Group 1	\$179,492	\$207,541	\$233,339	\$287,187
	Group 2	\$80,174	\$92,200	\$104,226	\$128,278
	Group 3	\$66,120	\$72,731	\$85,956	\$105,792
	Group 4	\$50,516	\$51,358	\$65,670	\$80,825
	Group 5	\$47,990	\$48,789	\$62,387	\$76,784
	Group 6	\$43,191	\$43,910	\$56,148	\$69,105

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[410110] Head-Minority/Multicultural Student Affairs	Group 1	\$80,393	\$92,452	\$104,511	\$128,629
	Group 2	\$68,377	\$77,877	\$88,890	\$109,403
	Group 3	\$65,883	\$76,333	\$85,647	\$105,412
	Group 4	\$45,652	\$55,799	\$59,347	\$73,043
	Group 5	\$43,369	\$53,009	\$56,380	\$69,390
	Group 6	\$39,032	\$47,708	\$50,742	\$62,451
<hr/>					
[410120] Head, Cooperative Education	Group 1	\$53,267	\$61,257	\$69,247	\$85,227
	Group 2	\$49,974	\$57,470	\$64,966	\$79,958
	Group 3	\$46,681	\$53,683	\$60,685	\$74,689
	Group 4	\$43,388	\$45,720	\$56,404	\$69,420
	Group 5	\$40,095	\$45,254	\$52,123	\$64,152
	Group 6	\$36,802	\$44,789	\$47,842	\$58,883
<hr/>					
[410140] Head-Women's Center	Group 1	\$76,728	\$79,850	\$99,746	\$122,764
	Group 2	\$59,194	\$67,529	\$76,952	\$94,711
	Group 3	\$57,164	\$67,166	\$74,313	\$91,463
	Group 4	\$55,134	\$66,803	\$71,674	\$88,215
	Group 5	\$49,621	\$60,123	\$64,507	\$79,393
	Group 6	\$44,659	\$54,110	\$58,056	\$71,454
<hr/>					
[411100] Deputy Head-Student Admissions	Group 1	\$80,232	\$89,913	\$104,302	\$128,371
	Group 2	\$57,765	\$68,567	\$75,094	\$92,423
	Group 3	\$55,773	\$65,926	\$72,505	\$89,236
	Group 4	\$43,503	\$52,314	\$56,554	\$69,605
	Group 5	\$41,327	\$49,699	\$53,725	\$66,124
	Group 6	\$37,194	\$44,729	\$48,353	\$59,511

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[411110] Student Admissions Counselor	Group 1	\$39,841	\$48,391	\$51,793	\$63,746
	Group 2	\$33,180	\$39,045	\$43,134	\$53,088
	Group 3	\$32,559	\$38,012	\$42,327	\$52,095
	Group 4	\$31,939	\$36,979	\$41,520	\$51,102
	Group 5	\$30,342	\$35,130	\$39,444	\$48,547
	Group 6	\$27,308	\$31,617	\$35,500	\$43,692
<hr/>					
[411120] Head-Campus Graduate Admissions	Group 1	\$60,060	\$63,574	\$78,078	\$96,096
	Group 2	\$58,313	\$59,556	\$75,807	\$93,301
	Group 3	\$56,566	\$65,051	\$73,535	\$90,505
	Group 4	\$54,819	\$63,042	\$71,264	\$87,710
	Group 5	\$53,072	\$61,033	\$68,993	\$84,914
	Group 6	\$51,324	\$59,023	\$66,722	\$82,119
<hr/>					
[412100] Student Career Counselor	Group 1	\$44,749	\$51,947	\$58,174	\$71,599
	Group 2	\$40,398	\$45,950	\$52,518	\$64,637
	Group 3	\$39,412	\$44,923	\$51,235	\$63,059
	Group 4	\$38,425	\$43,895	\$49,953	\$61,480
	Group 5	\$36,504	\$41,701	\$47,456	\$58,407
	Group 6	\$32,854	\$37,531	\$42,710	\$52,566
<hr/>					
[413100] Deputy Head-Student Financial Aid	Group 1	\$80,807	\$84,437	\$105,049	\$129,292
	Group 2	\$62,439	\$72,452	\$81,170	\$99,902
	Group 3	\$61,147	\$62,463	\$79,491	\$97,835
	Group 4	\$50,595	\$53,421	\$65,773	\$80,951
	Group 5	\$48,065	\$50,750	\$62,484	\$76,904
	Group 6	\$43,258	\$45,675	\$56,236	\$69,214

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[413110] Student Financial Aid Counselor	Group 1	\$41,397	\$48,564	\$53,817	\$66,236
	Group 2	\$34,786	\$39,881	\$45,221	\$55,657
	Group 3	\$34,629	\$39,628	\$45,018	\$55,407
	Group 4	\$34,473	\$39,375	\$44,815	\$55,157
	Group 5	\$32,750	\$37,406	\$42,574	\$52,399
	Group 6	\$29,475	\$33,666	\$38,317	\$47,159
<hr/>					
[414100] Deputy Head-Student Housing	Group 1	\$69,717	\$74,301	\$90,632	\$111,547
	Group 2	\$63,738	\$67,101	\$82,860	\$101,982
	Group 3	\$57,760	\$59,901	\$75,088	\$92,416
	Group 4	\$47,021	\$54,069	\$61,128	\$75,234
	Group 5	\$44,670	\$51,365	\$58,071	\$71,472
	Group 6	\$40,203	\$46,228	\$52,264	\$64,325
<hr/>					
[414110] Student Housing-Administrative Operations Officer	Group 1	\$98,361	\$113,115	\$127,869	\$157,377
	Group 2	\$55,158	\$66,918	\$71,706	\$88,253
	Group 3	\$53,125	\$64,281	\$69,062	\$84,999
	Group 4	\$51,091	\$61,644	\$66,418	\$81,746
	Group 5	\$45,982	\$55,480	\$59,777	\$73,571
	Group 6	\$41,384	\$49,932	\$53,799	\$66,214
<hr/>					
[414120] Student Housing-Residence Life Officer	Group 1	\$89,783	\$103,251	\$116,718	\$143,653
	Group 2	\$80,170	\$92,196	\$104,221	\$128,271
	Group 3	\$70,556	\$81,140	\$91,723	\$112,890
	Group 4	\$60,943	\$70,085	\$79,226	\$97,508
	Group 5	\$51,329	\$59,029	\$66,728	\$82,127
	Group 6	\$41,716	\$43,523	\$54,231	\$66,745

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[414130] Student Residence Hall Manager (R+B included)	Group 1	\$30,641	\$38,349	\$39,834	\$49,026
	Group 2	\$29,843	\$36,706	\$38,795	\$47,748
	Group 3	\$29,044	\$35,063	\$37,757	\$46,470
	Group 4	\$28,245	\$33,420	\$36,719	\$45,192
	Group 5	\$27,446	\$31,776	\$35,680	\$43,914
	Group 6	\$26,648	\$30,133	\$34,642	\$42,636
<hr/>					
[414140] Student Residence Hall Manager (R+B not included)	Group 1	\$32,217	\$38,142	\$41,881	\$51,546
	Group 2	\$30,224	\$35,880	\$39,291	\$48,359
	Group 3	\$28,232	\$33,618	\$36,701	\$45,171
	Group 4	\$26,239	\$31,356	\$34,111	\$41,983
	Group 5	\$24,247	\$29,094	\$31,521	\$38,795
	Group 6	\$22,255	\$26,832	\$28,931	\$35,608
<hr/>					
[415110] Deputy Head-Student Activities	Group 1	\$67,887	\$68,038	\$88,252	\$108,618
	Group 2	\$48,369	\$56,234	\$62,880	\$77,391
	Group 3	\$47,171	\$54,474	\$61,322	\$75,473
	Group 4	\$40,588	\$44,780	\$52,765	\$64,941
	Group 5	\$38,558	\$42,541	\$50,126	\$61,693
	Group 6	\$34,703	\$38,287	\$45,113	\$55,524
<hr/>					
[415120] Head-Campus Recreation/Intramurals	Group 1	\$110,053	\$115,747	\$143,069	\$176,085
	Group 2	\$77,660	\$88,253	\$100,959	\$124,257
	Group 3	\$66,275	\$73,950	\$86,157	\$106,039
	Group 4	\$52,368	\$63,252	\$68,078	\$83,788
	Group 5	\$49,749	\$60,089	\$64,674	\$79,598
	Group 6	\$44,774	\$54,080	\$58,206	\$71,639

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

Group 1 (NCSU & UNC-CH) Group 4 (FSU, WSSU)
 Group 2 (ECU, NCA&T, UNCC, UNCG) Group 5 (ECSU, UNCSA, UNCA)
 Group 3 (ASU, NCCU, UNCP, UNCW, WCU) Group 6 (NCSSM)



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[415130] Student Activities Officer	Group 1	\$40,789	\$46,332	\$53,026	\$65,263
	Group 2	\$39,387	\$44,454	\$51,203	\$63,018
	Group 3	\$37,984	\$42,575	\$49,379	\$60,774
	Group 4	\$33,583	\$38,367	\$43,658	\$53,733
	Group 5	\$31,904	\$36,449	\$41,475	\$51,046
	Group 6	\$28,713	\$32,804	\$37,328	\$45,942
<hr/>					
[415140] Deputy Head-Campus Recreation/Intramurals	Group 1	\$70,059	\$70,626	\$91,077	\$112,095
	Group 2	\$51,218	\$59,354	\$66,584	\$81,949
	Group 3	\$46,530	\$49,694	\$60,489	\$74,448
	Group 4	\$38,613	\$47,543	\$50,197	\$61,781
	Group 5	\$36,683	\$45,166	\$47,688	\$58,693
	Group 6	\$33,015	\$40,649	\$42,919	\$52,823
<hr/>					
[415150] Deputy Head-Campus Student Union	Group 1	\$79,029	\$89,496	\$102,737	\$126,446
	Group 2	\$56,193	\$63,122	\$73,051	\$89,908
	Group 3	\$49,295	\$59,118	\$64,084	\$78,873
	Group 4	\$40,971	\$46,307	\$53,262	\$65,554
	Group 5	\$38,922	\$43,992	\$50,598	\$62,275
	Group 6	\$35,030	\$39,593	\$45,539	\$56,048
<hr/>					
[415160] Campus Recreation/Intramural Coordinator	Group 1	\$40,424	\$46,639	\$52,551	\$64,679
	Group 2	\$39,027	\$44,457	\$50,735	\$62,443
	Group 3	\$38,842	\$43,672	\$50,495	\$62,148
	Group 4	\$31,259	\$39,367	\$40,636	\$50,014
	Group 5	\$29,696	\$37,399	\$38,604	\$47,513
	Group 6	\$26,726	\$33,659	\$34,744	\$42,762

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[416100] Deputy Head-Student Counseling	Group 1	\$80,305	\$93,655	\$104,396	\$128,488
	Group 2	\$63,695	\$71,503	\$82,804	\$101,913
	Group 3	\$58,126	\$62,660	\$75,564	\$93,002
	Group 4	\$52,557	\$53,817	\$68,325	\$84,092
	Group 5	\$49,929	\$51,126	\$64,908	\$79,887
	Group 6	\$44,936	\$46,013	\$58,417	\$71,898
[416110] Student Counseling Psychologist	Group 1	\$57,025	\$69,528	\$74,132	\$91,240
	Group 2	\$56,510	\$63,105	\$73,463	\$90,416
	Group 3	\$55,099	\$62,346	\$71,629	\$88,159
	Group 4	\$49,128	\$59,686	\$63,866	\$78,605
	Group 5	\$44,449	\$54,002	\$57,784	\$71,119
	Group 6	\$40,004	\$48,602	\$52,006	\$64,007
[416120] Student Counselor	Group 1	\$50,367	\$55,337	\$65,477	\$80,587
	Group 2	\$44,554	\$51,414	\$57,920	\$71,286
	Group 3	\$42,640	\$49,693	\$55,433	\$68,225
	Group 4	\$40,727	\$47,972	\$52,945	\$65,163
	Group 5	\$38,691	\$45,574	\$50,298	\$61,905
	Group 6	\$34,822	\$41,017	\$45,268	\$55,715
[418100] Associate Registrar	Group 1	\$73,258	\$87,885	\$95,235	\$117,212
	Group 2	\$60,226	\$70,868	\$78,293	\$96,361
	Group 3	\$56,188	\$65,335	\$73,044	\$89,901
	Group 4	\$48,958	\$56,603	\$63,646	\$78,333
	Group 5	\$46,511	\$53,773	\$60,464	\$74,418
	Group 6	\$41,860	\$48,395	\$54,418	\$66,976

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[418110] Assistant Registrar	Group 1	\$53,332	\$63,873	\$69,332	\$85,331
	Group 2	\$45,570	\$54,271	\$59,241	\$72,912
	Group 3	\$44,767	\$49,520	\$58,197	\$71,627
	Group 4	\$41,217	\$44,565	\$53,582	\$65,946
	Group 5	\$39,156	\$42,337	\$50,903	\$62,650
	Group 6	\$35,241	\$38,103	\$45,813	\$56,385
<hr/>					
[423100] Head-Campus Disability Services	Group 1	\$81,467	\$99,413	\$105,907	\$130,347
	Group 2	\$64,004	\$72,453	\$83,205	\$102,406
	Group 3	\$56,551	\$70,052	\$73,516	\$90,481
	Group 4	\$50,331	\$59,193	\$65,430	\$80,529
	Group 5	\$47,814	\$56,234	\$62,158	\$76,502
	Group 6	\$43,032	\$50,610	\$55,942	\$68,852
<hr/>					
[423110] Disability Services Coordinator	Group 1	\$52,481	\$65,028	\$68,226	\$83,970
	Group 2	\$47,571	\$51,168	\$61,842	\$76,113
	Group 3	\$47,542	\$49,869	\$61,805	\$76,068
	Group 4	\$38,361	\$45,229	\$49,869	\$61,377
	Group 5	\$36,442	\$42,967	\$47,375	\$58,308
	Group 6	\$32,798	\$38,670	\$42,637	\$52,477
<hr/>					
[423115] Disability Services Advisor	Group 1	\$48,758	\$56,072	\$63,385	\$78,012
	Group 2	\$39,038	\$45,563	\$50,749	\$62,460
	Group 3	\$38,515	\$44,568	\$50,070	\$61,624
	Group 4	\$37,993	\$43,573	\$49,390	\$60,788
	Group 5	\$34,193	\$39,216	\$44,451	\$54,709
	Group 6	\$30,774	\$35,294	\$40,006	\$49,238

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[423120] Deputy Head-Campus AA/EEO Office	Group 1	\$87,252	\$94,500	\$113,427	\$139,603
	Group 2	\$63,142	\$77,721	\$82,085	\$101,027
	Group 3	\$60,496	\$72,605	\$78,645	\$96,794
	Group 4	\$54,447	\$65,345	\$70,780	\$87,114
	Group 5	\$49,002	\$58,810	\$63,702	\$78,403
	Group 6	\$44,102	\$52,929	\$57,332	\$70,563
[423130] Affirmative Action/EEO Specialist	Group 1	\$61,388	\$71,446	\$79,804	\$98,221
	Group 2	\$54,491	\$61,889	\$70,838	\$87,186
	Group 3	\$53,564	\$59,450	\$69,633	\$85,702
	Group 4	\$48,207	\$53,505	\$62,670	\$77,132
	Group 5	\$43,387	\$48,155	\$56,403	\$69,419
	Group 6	\$39,048	\$43,339	\$50,762	\$62,477
[428100] Deputy Head-Institutional Research	Group 1	\$87,072	\$100,133	\$113,194	\$139,316
	Group 2	\$74,995	\$81,198	\$97,494	\$119,992
	Group 3	\$63,841	\$72,279	\$82,993	\$102,145
	Group 4	\$60,724	\$69,005	\$78,941	\$97,158
	Group 5	\$57,688	\$65,555	\$74,994	\$92,300
	Group 6	\$51,919	\$58,999	\$67,495	\$83,070
[430135] Head-Accounting (if not Chief Accounting Officer)	Group 1	\$111,857	\$119,202	\$145,414	\$178,972
	Group 2	\$101,481	\$110,173	\$131,925	\$162,370
	Group 3	\$91,105	\$104,771	\$118,436	\$145,767
	Group 4	\$80,728	\$92,114	\$104,947	\$129,165
	Group 5	\$70,352	\$83,085	\$91,457	\$112,563
	Group 6	\$59,976	\$74,056	\$77,968	\$95,961

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[432130] Deputy Head-Budget	Group 1	\$123,739	\$157,594	\$160,861	\$197,983
	Group 2	\$79,800	\$92,342	\$103,740	\$127,680
	Group 3	\$70,962	\$78,413	\$92,250	\$113,538
	Group 4	\$60,589	\$72,458	\$78,766	\$96,942
	Group 5	\$57,559	\$68,836	\$74,827	\$92,095
	Group 6	\$51,803	\$61,952	\$67,344	\$82,886
<hr/>					
[432150] Head-Athletics Finance and Business	Group 1	\$159,664	\$183,614	\$207,563	\$255,462
	Group 2	\$84,620	\$88,675	\$110,005	\$135,391
	Group 3	\$64,181	\$68,683	\$83,435	\$102,689
	Group 4	\$57,763	\$61,815	\$75,092	\$92,420
	Group 5	\$51,986	\$55,633	\$67,582	\$83,178
	Group 6	\$46,788	\$50,070	\$60,824	\$74,860
<hr/>					
[433110] Contract and Grants Specialist	Group 1	\$45,530	\$55,143	\$59,190	\$72,849
	Group 2	\$44,944	\$53,518	\$58,427	\$71,911
	Group 3	\$44,358	\$51,894	\$57,665	\$70,973
	Group 4	\$43,772	\$50,269	\$56,903	\$70,035
	Group 5	\$43,185	\$48,644	\$56,141	\$69,097
	Group 6	\$42,599	\$47,020	\$55,379	\$68,159
<hr/>					
[434100] Deputy Head-Purchasing/Materials Management	Group 1	\$91,789	\$105,558	\$119,326	\$146,863
	Group 2	\$66,984	\$75,963	\$87,079	\$107,174
	Group 3	\$62,678	\$66,113	\$81,481	\$100,284
	Group 4	\$56,410	\$59,502	\$73,333	\$90,256
	Group 5	\$50,769	\$53,552	\$66,000	\$81,230
	Group 6	\$45,692	\$48,196	\$59,400	\$73,107

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[435100] Deputy Head-Bookstore	Group 1	\$56,009	\$63,297	\$72,811	\$89,614
	Group 2	\$50,917	\$57,543	\$66,192	\$81,467
	Group 3	\$47,726	\$54,853	\$62,044	\$76,361
	Group 4	\$44,535	\$52,162	\$57,895	\$71,256
	Group 5	\$40,081	\$46,946	\$52,106	\$64,130
	Group 6	\$36,073	\$42,251	\$46,895	\$57,717
<hr/>					
[435110] Department Business Manager (Small Unit)	Group 1	\$58,917	\$67,555	\$76,592	\$94,267
	Group 2	\$52,359	\$59,232	\$68,066	\$83,774
	Group 3	\$47,654	\$50,995	\$61,950	\$76,246
	Group 4	\$42,888	\$45,896	\$55,755	\$68,622
	Group 5	\$38,600	\$41,306	\$50,180	\$61,759
	Group 6	\$34,740	\$37,176	\$45,162	\$55,583
<hr/>					
[435120] Department Business Manager (Large Unit)	Group 1	\$74,564	\$85,180	\$96,933	\$119,302
	Group 2	\$62,070	\$73,327	\$80,690	\$99,311
	Group 3	\$61,110	\$68,841	\$79,443	\$97,776
	Group 4	\$54,999	\$61,957	\$71,499	\$87,998
	Group 5	\$49,499	\$55,761	\$64,349	\$79,199
	Group 6	\$44,549	\$50,185	\$57,914	\$71,279
<hr/>					
[435140] Ticket Manager	Group 1	\$71,118	\$78,810	\$92,454	\$113,789
	Group 2	\$44,534	\$49,209	\$57,894	\$71,254
	Group 3	\$38,698	\$40,683	\$50,307	\$61,916
	Group 4	\$32,047	\$38,089	\$41,661	\$51,275
	Group 5	\$30,444	\$36,184	\$39,578	\$48,711
	Group 6	\$27,400	\$32,566	\$35,620	\$43,840

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[437100] Head of Development-College/Division	Group 1	\$94,529	\$108,709	\$122,888	\$151,247
	Group 2	\$73,408	\$89,068	\$95,430	\$117,453
	Group 3	\$61,597	\$75,919	\$80,076	\$98,555
	Group 4	\$55,437	\$68,327	\$72,069	\$88,700
	Group 5	\$49,894	\$61,495	\$64,862	\$79,830
	Group 6	\$44,904	\$55,345	\$58,376	\$71,847
<hr/>					
[437110] Annual Giving Officer-Entry	Group 1	\$48,020	\$56,055	\$62,426	\$76,832
	Group 2	\$43,821	\$46,669	\$56,968	\$70,114
	Group 3	\$39,564	\$45,438	\$51,433	\$63,302
	Group 4	\$35,895	\$38,379	\$46,663	\$57,431
	Group 5	\$32,476	\$34,723	\$42,219	\$51,962
	Group 6	\$29,229	\$31,251	\$37,997	\$46,766
<hr/>					
[437115] Annual Giving Officer-Senior	Group 1	\$69,371	\$79,777	\$90,182	\$110,994
	Group 2	\$67,484	\$77,607	\$87,730	\$107,975
	Group 3	\$65,598	\$75,438	\$85,277	\$104,957
	Group 4	\$63,711	\$73,268	\$82,825	\$101,938
	Group 5	\$61,825	\$71,099	\$80,372	\$98,919
	Group 6	\$59,938	\$68,929	\$77,919	\$95,901
<hr/>					
[437120] Major Gift Officer-Entry	Group 1	\$58,333	\$68,030	\$75,833	\$93,333
	Group 2	\$58,209	\$64,027	\$75,672	\$93,135
	Group 3	\$51,995	\$59,378	\$67,594	\$83,192
	Group 4	\$46,796	\$53,440	\$60,834	\$74,873
	Group 5	\$42,116	\$48,096	\$54,751	\$67,386
	Group 6	\$37,904	\$43,286	\$49,276	\$60,647

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[437130] Major Gift Officer-Senior	Group 1	\$80,739	\$91,471	\$104,960	\$129,182
	Group 2	\$73,054	\$86,809	\$94,970	\$116,887
	Group 3	\$60,831	\$72,625	\$79,081	\$97,330
	Group 4	\$54,748	\$65,363	\$71,173	\$87,597
	Group 5	\$49,273	\$58,827	\$64,055	\$78,837
	Group 6	\$44,346	\$52,944	\$57,650	\$70,954
<hr/>					
[437135] Planned Giving Officer-Entry	Group 1	\$55,825	\$68,543	\$72,573	\$89,321
	Group 2	\$50,243	\$61,689	\$65,316	\$80,389
	Group 3	\$45,219	\$55,520	\$58,784	\$72,350
	Group 4	\$40,697	\$49,968	\$52,906	\$65,115
	Group 5	\$36,627	\$44,971	\$47,615	\$58,603
	Group 6	\$32,964	\$40,474	\$42,854	\$52,743
<hr/>					
[437140] Planned Giving Officer-Senior	Group 1	\$91,105	\$104,771	\$118,437	\$145,769
	Group 2	\$85,167	\$95,643	\$110,717	\$136,267
	Group 3	\$64,703	\$73,551	\$84,113	\$103,524
	Group 4	\$58,232	\$66,196	\$75,702	\$93,172
	Group 5	\$52,409	\$59,577	\$68,132	\$83,855
	Group 6	\$47,168	\$53,619	\$61,319	\$75,469
<hr/>					
[437150] Head-Athletics Development	Group 1	\$138,216	\$162,539	\$179,681	\$221,146
	Group 2	\$90,588	\$96,375	\$117,765	\$144,941
	Group 3	\$59,119	\$63,630	\$76,855	\$94,590
	Group 4	\$53,207	\$57,267	\$69,169	\$85,131
	Group 5	\$47,886	\$51,540	\$62,252	\$76,618
	Group 6	\$43,098	\$46,386	\$56,027	\$68,956

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[438100] Alumni Relations Officer-Entry Level	Group 1	\$43,629	\$54,420	\$56,718	\$69,807
	Group 2	\$38,747	\$45,766	\$50,371	\$61,995
	Group 3	\$38,002	\$41,513	\$49,402	\$60,802
	Group 4	\$36,555	\$40,621	\$47,522	\$58,489
	Group 5	\$35,109	\$39,729	\$45,642	\$56,175
	Group 6	\$31,598	\$35,756	\$41,078	\$50,557
<hr/>					
[438110] Alumni Relations Officer-Senior Level	Group 1	\$60,665	\$66,305	\$78,865	\$97,065
	Group 2	\$49,943	\$57,084	\$64,926	\$79,909
	Group 3	\$47,665	\$55,550	\$61,965	\$76,264
	Group 4	\$44,785	\$51,653	\$58,221	\$71,657
	Group 5	\$42,546	\$49,070	\$55,310	\$68,074
	Group 6	\$38,292	\$44,163	\$49,779	\$61,266
<hr/>					
[442120] Advancement Services-Prospect Researcher	Group 1	\$62,807	\$72,228	\$81,649	\$100,491
	Group 2	\$46,715	\$53,628	\$60,730	\$74,744
	Group 3	\$42,849	\$48,926	\$55,704	\$68,558
	Group 4	\$42,647	\$46,244	\$55,441	\$68,235
	Group 5	\$42,445	\$43,562	\$55,179	\$67,913
	Group 6	\$38,201	\$39,206	\$49,661	\$61,121
<hr/>					
[443140] Head-Campus Information Office	Group 1	\$111,168	\$118,388	\$144,518	\$177,868
	Group 2	\$73,917	\$87,608	\$96,092	\$118,267
	Group 3	\$65,911	\$75,936	\$85,684	\$105,457
	Group 4	\$53,487	\$63,788	\$69,533	\$85,579
	Group 5	\$50,813	\$60,599	\$66,057	\$81,300
	Group 6	\$45,731	\$54,539	\$59,451	\$73,170

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[444110] Head-Campus News Bureau/Service	Group 1	\$108,304	\$124,550	\$140,795	\$173,286
	Group 2	\$78,360	\$82,807	\$101,868	\$125,376
	Group 3	\$57,149	\$70,187	\$74,294	\$91,439
	Group 4	\$51,434	\$63,169	\$66,864	\$82,295
	Group 5	\$46,291	\$56,852	\$60,178	\$74,065
	Group 6	\$41,662	\$51,167	\$54,160	\$66,659
<hr/>					
[444150] FM Radio Station Manager	Group 1	\$141,983	\$163,280	\$184,577	\$227,172
	Group 2	\$66,369	\$71,706	\$86,280	\$106,190
	Group 3	\$57,279	\$68,105	\$74,463	\$91,647
	Group 4	\$52,561	\$65,813	\$68,329	\$84,097
	Group 5	\$47,555	\$59,545	\$61,822	\$76,089
	Group 6	\$42,800	\$53,591	\$55,640	\$68,480
<hr/>					
[449100] Head-Campus Conferences	Group 1	\$93,468	\$107,489	\$121,509	\$149,550
	Group 2	\$60,777	\$63,555	\$79,010	\$97,244
	Group 3	\$58,905	\$60,872	\$76,576	\$94,248
	Group 4	\$57,032	\$58,190	\$74,142	\$91,252
	Group 5	\$51,329	\$52,371	\$66,728	\$82,127
	Group 6	\$46,196	\$47,133	\$60,055	\$73,914
<hr/>					
[449110] Event Coordinator	Group 1	\$45,393	\$49,069	\$59,011	\$72,629
	Group 2	\$43,518	\$47,435	\$56,574	\$69,630
	Group 3	\$41,731	\$45,103	\$54,250	\$66,769
	Group 4	\$36,028	\$44,078	\$46,836	\$57,645
	Group 5	\$34,227	\$41,874	\$44,495	\$54,763
	Group 6	\$30,804	\$37,687	\$40,045	\$49,287

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[457110] Head-Athletics Operations	Group 1	\$118,206	\$128,495	\$153,668	\$189,129
	Group 2	\$69,579	\$69,880	\$90,452	\$111,326
	Group 3	\$62,754	\$68,656	\$81,580	\$100,406
	Group 4	\$55,929	\$67,431	\$72,708	\$89,487
	Group 5	\$50,337	\$60,688	\$65,437	\$80,538
	Group 6	\$45,303	\$54,619	\$58,894	\$72,485
<hr/>					
[457120] Head-Campus Child Care Site	Group 1	\$62,457	\$73,666	\$81,194	\$99,932
	Group 2	\$60,576	\$64,535	\$78,749	\$96,922
	Group 3	\$55,540	\$57,449	\$72,202	\$88,864
	Group 4	\$53,470	\$61,491	\$69,511	\$85,552
	Group 5	\$50,796	\$58,416	\$66,035	\$81,274
	Group 6	\$45,717	\$52,575	\$59,432	\$73,146
<hr/>					
[460120] Deputy Head-IT Academic Computing	Group 1	\$87,420	\$98,485	\$113,646	\$139,872
	Group 2	\$79,473	\$89,531	\$103,315	\$127,157
	Group 3	\$75,714	\$86,325	\$98,428	\$121,142
	Group 4	\$71,955	\$83,118	\$93,542	\$115,128
	Group 5	\$64,760	\$74,806	\$84,187	\$103,615
	Group 6	\$58,284	\$67,325	\$75,769	\$93,254
<hr/>					
[460130] Deputy Head-IT Administrative Computing	Group 1	\$105,808	\$121,679	\$137,550	\$169,292
	Group 2	\$96,189	\$110,618	\$125,046	\$153,902
	Group 3	\$86,125	\$94,202	\$111,962	\$137,799
	Group 4	\$77,512	\$84,782	\$100,766	\$124,019
	Group 5	\$69,761	\$76,304	\$90,689	\$111,618
	Group 6	\$62,785	\$68,673	\$81,620	\$100,456

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[460140] Head-IT Enterprise Data Center	Group 1	\$114,935	\$123,336	\$149,416	\$183,897
	Group 2	\$87,145	\$99,386	\$113,289	\$139,432
	Group 3	\$82,710	\$96,626	\$107,523	\$132,336
	Group 4	\$60,187	\$67,452	\$78,243	\$96,299
	Group 5	\$57,177	\$64,079	\$74,331	\$91,484
	Group 6	\$51,460	\$57,671	\$66,897	\$82,335
<hr/>					
[460150] Head-IT User Services Director	Group 1	\$82,556	\$94,940	\$107,323	\$132,089
	Group 2	\$75,051	\$93,192	\$97,566	\$120,081
	Group 3	\$69,923	\$76,590	\$90,900	\$111,877
	Group 4	\$62,931	\$68,931	\$81,810	\$100,689
	Group 5	\$56,638	\$62,038	\$73,629	\$90,620
	Group 6	\$50,974	\$55,834	\$66,266	\$81,558
<hr/>					
[460160] Head-IT Information Management	Group 1	\$113,433	\$142,713	\$147,463	\$181,493
	Group 2	\$83,856	\$92,698	\$109,013	\$134,170
	Group 3	\$80,668	\$90,563	\$104,868	\$129,068
	Group 4	\$77,479	\$88,427	\$100,723	\$123,966
	Group 5	\$69,731	\$79,584	\$90,650	\$111,570
	Group 6	\$62,758	\$71,626	\$81,585	\$100,413
<hr/>					
[460180] IT Principal Systems Analyst	Group 1	\$88,554	\$97,585	\$115,120	\$141,686
	Group 2	\$82,848	\$91,567	\$107,702	\$132,556
	Group 3	\$77,142	\$85,548	\$100,284	\$123,426
	Group 4	\$56,257	\$66,728	\$73,135	\$90,012
	Group 5	\$53,444	\$63,392	\$69,477	\$85,511
	Group 6	\$48,100	\$57,052	\$62,530	\$76,960

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[461100] IT Auditor	Group 1	\$47,733	\$56,546	\$62,053	\$76,373
	Group 2	\$46,369	\$54,567	\$60,280	\$74,191
	Group 3	\$45,005	\$52,589	\$58,507	\$72,008
	Group 4	\$43,641	\$50,611	\$56,734	\$69,826
	Group 5	\$42,277	\$48,633	\$54,961	\$67,644
	Group 6	\$40,914	\$46,655	\$53,188	\$65,462
<hr/>					
[461105] IT Auditor-Senior	Group 1	\$67,812	\$72,548	\$88,156	\$108,500
	Group 2	\$63,668	\$69,819	\$82,769	\$101,870
	Group 3	\$59,525	\$67,089	\$77,382	\$95,240
	Group 4	\$55,381	\$64,360	\$71,995	\$88,610
	Group 5	\$51,237	\$61,631	\$66,608	\$81,980
	Group 6	\$47,094	\$58,902	\$61,222	\$75,350
<hr/>					
[461120] IT Programmer Analyst	Group 1	\$52,748	\$63,175	\$68,572	\$84,397
	Group 2	\$52,748	\$61,187	\$68,572	\$84,397
	Group 3	\$48,777	\$59,331	\$63,410	\$78,042
	Group 4	\$42,000	\$49,666	\$54,600	\$67,200
	Group 5	\$39,900	\$47,183	\$51,870	\$63,840
	Group 6	\$35,910	\$42,465	\$46,683	\$57,456
<hr/>					
[461130] IT Programmer Analyst-Senior	Group 1	\$69,268	\$76,381	\$90,048	\$110,828
	Group 2	\$64,013	\$70,398	\$83,217	\$102,421
	Group 3	\$60,469	\$67,547	\$78,609	\$96,750
	Group 4	\$47,223	\$58,907	\$61,390	\$75,557
	Group 5	\$44,862	\$55,962	\$58,321	\$71,780
	Group 6	\$40,376	\$50,366	\$52,489	\$64,602

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[461140] IT Programmer Analyst-Supervisor	Group 1	\$76,534	\$91,941	\$99,494	\$122,454
	Group 2	\$70,205	\$84,875	\$91,266	\$112,327
	Group 3	\$65,969	\$74,736	\$85,760	\$105,551
	Group 4	\$59,372	\$67,262	\$77,184	\$94,996
	Group 5	\$53,435	\$60,536	\$69,466	\$85,496
	Group 6	\$48,092	\$54,483	\$62,519	\$76,947
<hr/>					
[461150] IT Campus Web Master	Group 1	\$74,227	\$83,160	\$96,494	\$118,762
	Group 2	\$67,479	\$75,600	\$87,722	\$107,966
	Group 3	\$61,457	\$69,899	\$79,894	\$98,332
	Group 4	\$52,836	\$56,485	\$68,687	\$84,538
	Group 5	\$50,194	\$53,660	\$65,252	\$80,310
	Group 6	\$45,175	\$48,294	\$58,727	\$72,279
<hr/>					
[461170] IT Project Manager	Group 1	\$70,743	\$85,862	\$91,966	\$113,189
	Group 2	\$69,244	\$78,078	\$90,017	\$110,790
	Group 3	\$68,118	\$76,947	\$88,553	\$108,988
	Group 4	\$59,336	\$66,530	\$77,136	\$94,937
	Group 5	\$56,369	\$63,204	\$73,280	\$90,190
	Group 6	\$50,732	\$56,883	\$65,952	\$81,171
<hr/>					
[462100] IT Database Administrator	Group 1	\$62,436	\$71,785	\$81,167	\$99,898
	Group 2	\$60,323	\$68,710	\$78,420	\$96,517
	Group 3	\$58,210	\$65,635	\$75,673	\$93,136
	Group 4	\$56,097	\$62,559	\$72,926	\$89,755
	Group 5	\$53,984	\$59,484	\$70,179	\$86,374
	Group 6	\$51,870	\$56,408	\$67,432	\$82,993

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[462110] IT Data Administrator	Group 1	\$60,927	\$66,624	\$79,206	\$97,484
	Group 2	\$57,832	\$62,540	\$75,182	\$92,532
	Group 3	\$54,737	\$58,456	\$71,158	\$87,580
	Group 4	\$51,642	\$54,372	\$67,135	\$82,628
	Group 5	\$48,547	\$50,288	\$63,111	\$77,675
	Group 6	\$45,452	\$46,204	\$59,088	\$72,723
[462120] IT Principal Database Administrator	Group 1	\$78,119	\$91,910	\$101,555	\$124,991
	Group 2	\$75,299	\$88,393	\$97,888	\$120,478
	Group 3	\$72,478	\$84,877	\$94,222	\$115,965
	Group 4	\$65,230	\$76,389	\$84,800	\$104,369
	Group 5	\$58,707	\$68,750	\$76,320	\$93,932
	Group 6	\$52,837	\$61,875	\$68,688	\$84,539
[463110] IT Client Support Specialist	Group 1	\$42,766	\$52,733	\$55,595	\$68,425
	Group 2	\$41,403	\$50,471	\$53,824	\$66,245
	Group 3	\$40,040	\$48,208	\$52,052	\$64,064
	Group 4	\$38,678	\$45,946	\$50,281	\$61,884
	Group 5	\$37,315	\$43,683	\$48,509	\$59,704
	Group 6	\$35,952	\$41,421	\$46,738	\$57,524
[463120] IT Help Desk Specialist/Technician	Group 1	\$41,880	\$48,516	\$54,445	\$67,009
	Group 2	\$40,178	\$46,175	\$52,232	\$64,285
	Group 3	\$38,476	\$43,833	\$50,019	\$61,562
	Group 4	\$36,774	\$41,491	\$47,806	\$58,839
	Group 5	\$35,072	\$39,150	\$45,594	\$56,115
	Group 6	\$33,370	\$36,808	\$43,381	\$53,392

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[463130] IT Help Desk Manager	Group 1	\$70,635	\$79,353	\$91,826	\$113,016
	Group 2	\$60,335	\$67,673	\$78,435	\$96,535
	Group 3	\$54,648	\$60,673	\$71,042	\$87,436
	Group 4	\$48,991	\$55,856	\$63,688	\$78,385
	Group 5	\$46,541	\$53,064	\$60,503	\$74,465
	Group 6	\$41,887	\$47,757	\$54,453	\$67,019
<hr/>					
[463140] IT Email Administrator	Group 1	\$73,906	\$83,507	\$96,078	\$118,249
	Group 2	\$67,187	\$75,915	\$87,343	\$107,499
	Group 3	\$61,613	\$70,895	\$80,097	\$98,580
	Group 4	\$56,039	\$65,875	\$72,850	\$89,662
	Group 5	\$53,237	\$62,581	\$69,208	\$85,179
	Group 6	\$47,913	\$56,323	\$62,287	\$76,661
<hr/>					
[464100] IT Network Engineer	Group 1	\$66,462	\$73,557	\$86,400	\$106,339
	Group 2	\$63,450	\$69,663	\$82,486	\$101,521
	Group 3	\$60,439	\$65,769	\$78,571	\$96,703
	Group 4	\$57,428	\$61,875	\$74,656	\$91,885
	Group 5	\$54,417	\$57,981	\$70,742	\$87,066
	Group 6	\$51,405	\$54,087	\$66,827	\$82,248
<hr/>					
[464110] IT Network Administrator	Group 1	\$55,957	\$60,678	\$72,744	\$89,531
	Group 2	\$52,840	\$57,969	\$68,692	\$84,543
	Group 3	\$49,722	\$55,260	\$64,639	\$79,556
	Group 4	\$46,605	\$52,551	\$60,587	\$74,568
	Group 5	\$43,488	\$49,842	\$56,534	\$69,580
	Group 6	\$40,370	\$47,133	\$52,482	\$64,593

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[464120] IT Network Operations Manager	Group 1	\$84,682	\$91,794	\$110,086	\$135,491
	Group 2	\$72,154	\$77,252	\$93,800	\$115,446
	Group 3	\$63,012	\$71,710	\$81,915	\$100,819
	Group 4	\$53,870	\$66,169	\$70,031	\$86,192
	Group 5	\$51,176	\$62,860	\$66,529	\$81,882
	Group 6	\$46,059	\$56,574	\$59,876	\$73,694
<hr/>					
[465130] IT Systems Programmer	Group 1	\$56,769	\$67,687	\$73,799	\$90,830
	Group 2	\$55,730	\$65,191	\$72,449	\$89,168
	Group 3	\$54,691	\$62,694	\$71,098	\$87,505
	Group 4	\$53,652	\$60,197	\$69,748	\$85,843
	Group 5	\$52,613	\$57,701	\$68,397	\$84,181
	Group 6	\$51,574	\$55,204	\$67,046	\$82,519
<hr/>					
[465140] IT Systems Programmer-Senior	Group 1	\$73,368	\$88,776	\$95,379	\$117,389
	Group 2	\$62,713	\$77,209	\$81,527	\$100,341
	Group 3	\$58,601	\$70,242	\$76,182	\$93,762
	Group 4	\$54,489	\$63,276	\$70,836	\$87,183
	Group 5	\$51,765	\$60,113	\$67,294	\$82,824
	Group 6	\$46,589	\$54,101	\$60,565	\$74,542
<hr/>					
[465150] IT Systems Programmer-Supervisor	Group 1	\$86,442	\$93,902	\$112,374	\$138,307
	Group 2	\$72,598	\$86,821	\$94,377	\$116,156
	Group 3	\$71,203	\$84,826	\$92,564	\$113,925
	Group 4	\$69,808	\$82,830	\$90,750	\$111,693
	Group 5	\$62,827	\$74,547	\$81,675	\$100,523
	Group 6	\$56,544	\$67,092	\$73,508	\$90,471

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[465160] IT Systems Administrator	Group 1	\$54,571	\$68,604	\$70,942	\$87,313
	Group 2	\$54,255	\$67,035	\$70,531	\$86,808
	Group 3	\$53,939	\$65,465	\$70,120	\$86,302
	Group 4	\$52,405	\$59,956	\$68,126	\$83,848
	Group 5	\$49,785	\$56,958	\$64,720	\$79,655
	Group 6	\$44,806	\$51,262	\$58,248	\$71,690
<hr/>					
[465200] IT Research Computer Specialist	Group 1	\$59,682	\$71,695	\$77,587	\$95,491
	Group 2	\$57,609	\$68,478	\$74,891	\$92,174
	Group 3	\$55,535	\$65,260	\$72,196	\$88,856
	Group 4	\$53,462	\$62,042	\$69,500	\$85,539
	Group 5	\$51,388	\$58,825	\$66,805	\$82,221
	Group 6	\$49,315	\$55,607	\$64,109	\$78,903
<hr/>					
[466100] IT Security Analyst/Engineer	Group 1	\$71,387	\$78,048	\$92,803	\$114,219
	Group 2	\$60,913	\$69,506	\$79,187	\$97,461
	Group 3	\$60,730	\$69,312	\$78,950	\$97,169
	Group 4	\$59,348	\$68,251	\$77,153	\$94,958
	Group 5	\$56,381	\$64,838	\$73,295	\$90,209
	Group 6	\$50,743	\$58,355	\$65,966	\$81,188
<hr/>					
[467100] IT Telecommunications Manager	Group 1	\$86,202	\$98,222	\$112,063	\$137,923
	Group 2	\$78,366	\$89,293	\$101,875	\$125,385
	Group 3	\$63,367	\$64,809	\$82,377	\$101,387
	Group 4	\$47,162	\$56,910	\$61,311	\$75,459
	Group 5	\$44,804	\$54,065	\$58,246	\$71,687
	Group 6	\$40,324	\$48,658	\$52,421	\$64,518

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[468100] Head-Athletics External Affairs	Group 1	\$130,639	\$145,312	\$169,830	\$209,022
	Group 2	\$86,211	\$91,112	\$112,075	\$137,938
	Group 3	\$64,286	\$73,929	\$83,572	\$102,858
	Group 4	\$44,743	\$51,297	\$58,166	\$71,589
	Group 5	\$42,506	\$48,732	\$55,257	\$68,009
	Group 6	\$38,255	\$43,858	\$49,732	\$61,208
<hr/>					
[468110] Head-Sports Information/Athletics Communications	Group 1	\$81,397	\$93,607	\$105,816	\$130,235
	Group 2	\$55,009	\$57,734	\$71,512	\$88,015
	Group 3	\$49,392	\$56,081	\$64,210	\$79,027
	Group 4	\$45,383	\$51,709	\$58,997	\$72,612
	Group 5	\$43,113	\$49,124	\$56,047	\$68,981
	Group 6	\$38,802	\$44,212	\$50,442	\$62,083
<hr/>					
[469100] Head-Athletics Training Programs	Group 1	\$86,120	\$99,038	\$111,956	\$137,792
	Group 2	\$60,577	\$72,633	\$78,750	\$96,923
	Group 3	\$56,664	\$63,620	\$73,663	\$90,662
	Group 4	\$52,280	\$56,215	\$67,963	\$83,647
	Group 5	\$49,666	\$53,404	\$64,566	\$79,465
	Group 6	\$44,699	\$48,064	\$58,109	\$71,519
<hr/>					
[469110] Athletics Trainer/Physical Therapist	Group 1	\$47,325	\$54,960	\$61,523	\$75,720
	Group 2	\$37,575	\$44,600	\$48,848	\$60,121
	Group 3	\$35,909	\$41,663	\$46,682	\$57,455
	Group 4	\$33,688	\$36,772	\$43,794	\$53,901
	Group 5	\$32,004	\$34,934	\$41,605	\$51,206
	Group 6	\$28,804	\$31,440	\$37,445	\$46,086

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[470290] Physical Sciences-Research Assistant	Group 1	\$36,979	\$44,029	\$48,073	\$59,167
	Group 2	\$36,863	\$43,350	\$47,923	\$58,982
	Group 3	\$36,748	\$42,672	\$47,772	\$58,796
	Group 4	\$33,073	\$38,405	\$42,995	\$52,917
	Group 5	\$29,766	\$34,564	\$38,695	\$47,625
	Group 6	\$26,789	\$31,108	\$34,826	\$42,862
[470300] Physical Sciences-Research Associate	Group 1	\$45,385	\$53,536	\$59,000	\$72,615
	Group 2	\$43,896	\$50,779	\$57,065	\$70,234
	Group 3	\$42,407	\$48,021	\$55,130	\$67,852
	Group 4	\$40,919	\$45,264	\$53,194	\$65,470
	Group 5	\$39,430	\$42,506	\$51,259	\$63,088
	Group 6	\$37,942	\$39,749	\$49,324	\$60,707
[470390] Physical Sciences-Research Scholar	Group 1	\$61,130	\$74,414	\$79,469	\$97,808
	Group 2	\$55,871	\$62,140	\$72,633	\$89,394
	Group 3	\$50,284	\$55,926	\$65,369	\$80,455
	Group 4	\$45,256	\$50,333	\$58,832	\$72,409
	Group 5	\$40,730	\$45,300	\$52,949	\$65,168
	Group 6	\$36,657	\$40,770	\$47,654	\$58,651
[470395] Physical Sciences-Senior Research Scholar	Group 1	\$75,051	\$92,148	\$97,566	\$120,082
	Group 2	\$64,979	\$79,782	\$84,473	\$103,967
	Group 3	\$58,481	\$71,804	\$76,026	\$93,570
	Group 4	\$52,633	\$64,623	\$68,423	\$84,213
	Group 5	\$47,370	\$58,161	\$61,581	\$75,792
	Group 6	\$42,633	\$52,345	\$55,423	\$68,213

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

Group 1 (NCSU & UNC-CH) Group 4 (FSU, WSSU)
 Group 2 (ECU, NCA&T, UNCC, UNCG) Group 5 (ECSU, UNCSA, UNCA)
 Group 3 (ASU, NCCU, UNCP, UNCW, WCU) Group 6 (NCSSM)



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[470396] Physical Sciences-Principal Research Scholar	Group 1	\$112,155	\$113,502	\$145,801	\$179,448
	Group 2	\$101,959	\$103,184	\$132,547	\$163,134
	Group 3	\$91,763	\$92,865	\$119,292	\$146,821
	Group 4	\$82,587	\$83,579	\$107,363	\$132,139
	Group 5	\$74,328	\$75,221	\$96,627	\$118,925
	Group 6	\$66,895	\$67,699	\$86,964	\$107,033
<hr/>					
[470440] Social Sciences-Research Scholar	Group 1	\$56,702	\$65,208	\$73,713	\$90,724
	Group 2	\$53,108	\$53,953	\$69,040	\$84,972
	Group 3	\$49,513	\$53,610	\$64,367	\$79,221
	Group 4	\$44,562	\$48,249	\$57,930	\$71,299
	Group 5	\$40,105	\$43,424	\$52,137	\$64,169
	Group 6	\$36,095	\$39,082	\$46,923	\$57,752
<hr/>					
[470445] Social Sciences-Senior Research Scholar	Group 1	\$75,729	\$78,932	\$98,448	\$121,167
	Group 2	\$68,845	\$71,756	\$89,498	\$110,151
	Group 3	\$61,960	\$64,580	\$80,548	\$99,136
	Group 4	\$55,764	\$58,122	\$72,493	\$89,223
	Group 5	\$50,188	\$52,310	\$65,244	\$80,300
	Group 6	\$45,169	\$47,079	\$58,720	\$72,270
<hr/>					
[470670] Medical Sciences-Research Scholar	Group 1	\$63,882	\$73,465	\$83,047	\$102,211
	Group 2	\$60,978	\$70,125	\$79,272	\$97,565
	Group 3	\$54,881	\$63,113	\$71,345	\$87,809
	Group 4	\$49,392	\$56,801	\$64,210	\$79,028
	Group 5	\$44,453	\$51,121	\$57,789	\$71,125
	Group 6	\$40,008	\$46,009	\$52,010	\$64,013

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[470720] Life Sciences-Research Scholar	Group 1	\$49,141	\$58,217	\$63,883	\$78,625
	Group 2	\$48,318	\$55,459	\$62,813	\$77,309
	Group 3	\$47,495	\$52,701	\$61,743	\$75,992
	Group 4	\$42,745	\$47,431	\$55,569	\$68,393
	Group 5	\$38,471	\$42,688	\$50,012	\$61,553
	Group 6	\$34,624	\$38,419	\$45,011	\$55,398
[470730] Life Sciences-Senior Research Scholar	Group 1	\$67,177	\$77,254	87331	\$107,484
	Group 2	\$61,070	\$70,231	\$79,392	\$97,713
	Group 3	\$54,963	\$63,208	\$71,452	\$87,941
	Group 4	\$49,467	\$56,887	\$64,307	\$79,147
	Group 5	\$44,520	\$51,198	\$57,876	\$71,233
	Group 6	\$40,068	\$46,079	\$52,089	\$64,109
[472100] Head-Community Services	Group 1	\$83,476	\$101,075	\$108,519	\$133,562
	Group 2	\$79,342	\$92,832	\$103,145	\$126,947
	Group 3	\$75,208	\$84,589	\$97,770	\$120,332
	Group 4	\$71,073	\$76,346	\$92,395	\$113,717
	Group 5	\$66,939	\$68,103	\$87,020	\$107,102
	Group 6	\$62,804	\$65,454	\$81,645	\$100,487
[476110] Senior Technology Licensing Officer	Group 1	\$122,546	\$140,928	\$159,310	\$196,074
	Group 2	\$90,405	\$103,966	\$117,526	\$144,648
	Group 3	\$86,063	\$98,973	\$111,882	\$137,701
	Group 4	\$81,721	\$93,979	\$106,237	\$130,753
	Group 5	\$73,549	\$84,581	\$95,613	\$117,678
	Group 6	\$66,194	\$76,123	\$86,052	\$105,910

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |



2017-2019 Salary Ranges for UNC System Constituent Institutions
Professional and IRPS CUPA Salary Ranges
Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximum
			50th	75th	
[495100] Head-Environmental Sustainability	Group 1	\$108,207	\$124,438	\$140,669	\$173,131
	Group 2	\$63,808	\$67,337	\$82,950	\$102,092
	Group 3	\$61,016	\$64,491	\$79,320	\$97,625
	Group 4	\$58,224	\$61,645	\$75,691	\$93,158
	Group 5	\$52,401	\$55,480	\$68,122	\$83,842
	Group 6	\$47,161	\$49,932	\$61,310	\$75,458

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
| Group 2 (ECU, NCA&T, UNCC, UNCG) | Group 5 (ECSU, UNCSA, UNCA) |
| Group 3 (ASU, NCCU, UNCP, UNCW, WCU) | Group 6 (NCSSM) |