

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
2501-Conference/Workshop Education Coordinator (Continuing Education)	ASU	7	\$56,539	\$30,177	\$43,358	\$34,686	\$54,198
	ECU	13	\$72,718	\$26,868	\$49,793	\$39,834	\$62,241
	NCAT	11	\$59,140	\$32,871	\$46,006	\$36,804	\$57,507
	NCSU	6	\$65,500	\$33,571	\$49,536	\$39,628	\$61,919
	UNC-CH	15	\$63,256	\$32,000	\$47,628	\$38,102	\$59,535
	UNCG	9	\$57,750	\$26,868	\$42,309	\$33,847	\$52,886
2502-Continuing Education Specialist	ASU	8	\$88,593	\$26,739	\$57,666	\$46,133	\$72,083
	ECU	12	\$80,000	\$17,222	\$48,611	\$38,889	\$60,764
	NCAT	9	\$80,000	\$33,010	\$56,505	\$45,204	\$70,631
	NCCU	6	\$53,615	\$39,373	\$46,494	\$37,195	\$58,118
	UNC-CH	15	\$90,480	\$36,192	\$63,336	\$50,669	\$79,170
	UNCC	16	\$80,000	\$31,500	\$55,750	\$44,600	\$69,688
	UNCG	12	\$80,000	\$17,222	\$48,611	\$38,889	\$60,764
	UNCP	7	\$60,665	\$32,004	\$46,335	\$37,068	\$57,918
UNCW	7	\$62,340	\$40,300	\$51,320	\$41,056	\$64,150	
2503-Museum Curator	ASU	8	\$65,638	\$44,138	\$54,888	\$43,910	\$68,610
	ECU	10	\$71,738	\$28,860	\$50,299	\$40,239	\$62,874
	NCAT	14	\$53,739	\$31,911	\$42,825	\$34,260	\$53,531
	NCSU	8	\$96,815	\$39,173	\$67,994	\$54,395	\$84,993
	UNC-CH	19	\$78,583	\$30,286	\$54,435	\$43,548	\$68,043
	UNCC	9	\$74,842	\$33,227	\$54,035	\$43,228	\$67,543
	UNCG	7	\$65,638	\$28,860	\$47,249	\$37,799	\$59,061
2550-Head of Reference & Instruction - Reference Level II (previously Reference and Instru	ASU	12	\$118,428	\$47,000	\$82,714	\$66,171	\$103,393
	ECSU	5	\$78,064	\$43,200	\$60,632	\$48,506	\$75,790
	ECU	20	\$88,299	\$37,185	\$62,742	\$50,194	\$78,428
	NCAT	13	\$78,641	\$40,900	\$59,771	\$47,816	\$74,713
	NCCU	7	\$58,669	\$39,468	\$49,069	\$39,255	\$61,336
	UNCA	7	\$52,725	\$43,649	\$48,187	\$38,550	\$60,234
	UNCC	16	\$80,640	\$32,732	\$56,686	\$45,349	\$70,858
	UNCG	14	\$80,640	\$44,566	\$62,603	\$50,082	\$78,254
	UNCP	7	\$58,633	\$31,675	\$45,154	\$36,123	\$56,443
	UNCW	16	\$114,792	\$39,468	\$77,130	\$61,704	\$96,413
	WCU	7	\$118,428	\$39,468	\$78,948	\$63,158	\$98,685
2551-Reference and Instruction Librarian - Reference Level I (previously Reference Special	ASU	15	\$96,274	\$42,624	\$69,449	\$55,559	\$86,811
	ECSU	6	\$81,300	\$32,883	\$57,092	\$45,673	\$71,364
	ECU	15	\$61,332	\$24,881	\$43,107	\$34,485	\$53,883
	NCAT	14	\$60,195	\$26,531	\$43,363	\$34,690	\$54,204
	NCCU	10	\$56,028	\$39,468	\$47,748	\$38,198	\$59,685

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	UNCA	7	\$96,274	\$34,647	\$65,461	\$52,368	\$81,826
	UNCC	17	\$94,076	\$26,000	\$60,038	\$48,030	\$75,048
	UNCG	13	\$58,000	\$18,944	\$38,472	\$30,778	\$48,090
	UNCP	7	\$66,141	\$18,720	\$42,431	\$33,944	\$53,038
	UNCW	15	\$81,159	\$36,400	\$58,780	\$47,024	\$73,474
	WCU	9	\$66,141	\$32,740	\$49,441	\$39,552	\$61,801
2552-Cataloger/Metadata Librarian - Cataloger Level II (previously Catalog Librarian)	ASU	7	\$103,681	\$52,479	\$78,080	\$62,464	\$97,600
	ECU	14	\$91,694	\$40,177	\$65,936	\$52,748	\$82,419
	NCAT	7	\$67,938	\$41,321	\$54,630	\$43,704	\$68,287
	NCCU	5	\$51,817	\$38,517	\$45,167	\$36,134	\$56,459
	UNCA	5	\$65,252	\$44,200	\$54,726	\$43,781	\$68,408
	UNCC	6	\$92,054	\$41,321	\$66,688	\$53,350	\$83,359
	UNCG	9	\$54,868	\$33,855	\$44,362	\$35,489	\$55,452
	UNCW	9	\$73,261	\$36,773	\$55,017	\$44,014	\$68,771
WCU	6	\$80,856	\$46,500	\$63,678	\$50,942	\$79,598	
2553-Cataloger Librarian - Cataloger Level I (previously Cataloging Specialist)	ASU	7	\$66,813	\$30,122	\$48,468	\$38,774	\$60,584
	ECU	10	\$56,254	\$23,999	\$40,127	\$32,101	\$50,158
	NCAT	10	\$49,385	\$26,000	\$37,693	\$30,154	\$47,116
	UNCC	10	\$63,432	\$23,999	\$43,716	\$34,972	\$54,644
	UNCG	12	\$56,254	\$13,699	\$34,977	\$27,981	\$43,721
2554-Coordinator of Library Services for Distance Education	ECU	5	\$80,204	\$46,748	\$63,476	\$50,781	\$79,345
	UNCG	5	\$78,062	\$49,545	\$63,804	\$51,043	\$79,754
2555-Government Documents/Publications Librarian	ASU	6	\$108,252	\$43,887	\$76,070	\$60,856	\$95,087
	ECU	6	\$97,800	\$44,000	\$70,900	\$56,720	\$88,625
	NCAT	6	\$66,497	\$44,013	\$55,255	\$44,204	\$69,069
	UNCG	5	\$103,176	\$44,000	\$73,588	\$58,870	\$91,985
2556-Serials Librarian	ASU	7	\$107,870	\$23,999	\$65,935	\$52,748	\$82,418
	ECU	7	\$91,614	\$47,470	\$69,542	\$55,634	\$86,928
	UNCC	5	\$82,913	\$48,592	\$65,753	\$52,602	\$82,191
	UNCW	6	\$93,019	\$23,999	\$58,509	\$46,807	\$73,136
2557-Systems Librarian (Digitization Collection Librarian)	ASU	6	\$108,336	\$32,920	\$70,628	\$56,502	\$88,285
	ECU	8	\$82,802	\$46,746	\$64,774	\$51,819	\$80,968
	NCAT	13	\$77,299	\$43,014	\$60,157	\$48,125	\$75,196
	NCSU	5	\$90,183	\$61,400	\$75,792	\$60,633	\$94,739
	UNCC	10	\$90,106	\$40,526	\$65,316	\$52,253	\$81,645
	UNCG	7	\$77,299	\$46,746	\$62,023	\$49,618	\$77,528
	UNCW	7	\$80,352	\$32,920	\$56,636	\$45,309	\$70,795
2576-Admissions Counselor	ASU	23	\$52,500	\$22,500	\$37,500	\$30,000	\$46,875

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>ECSU</i>	19	\$41,488	\$24,000	\$32,744	\$26,195	\$40,930
	<i>ECU</i>	30	\$51,778	\$25,184	\$38,481	\$30,785	\$48,101
	<i>FSU</i>	12	\$48,825	\$21,938	\$35,382	\$28,305	\$44,227
	<i>NCAT</i>	24	\$52,330	\$27,996	\$40,163	\$32,130	\$50,204
	<i>NCCU</i>	15	\$45,469	\$27,000	\$36,235	\$28,988	\$45,293
	<i>NCSU</i>	12	\$56,125	\$26,811	\$41,468	\$33,174	\$51,835
	<i>UNC-CH</i>	23	\$71,225	\$25,000	\$48,113	\$38,490	\$60,141
	<i>UNCA</i>	20	\$52,920	\$28,500	\$40,710	\$32,568	\$50,888
	<i>UNCC</i>	28	\$58,776	\$28,000	\$43,388	\$34,710	\$54,235
	<i>UNCG</i>	29	\$43,998	\$25,750	\$34,874	\$27,899	\$43,593
	<i>UNCP</i>	19	\$43,701	\$21,938	\$32,820	\$26,256	\$41,024
	<i>UNCSA</i>	7	\$45,956	\$31,520	\$38,738	\$30,990	\$48,423
	<i>UNCW</i>	21	\$52,500	\$27,040	\$39,770	\$31,816	\$49,713
	<i>WCU</i>	19	\$63,470	\$22,500	\$42,985	\$34,388	\$53,731
	<i>WSSU</i>	10	\$53,611	\$24,881	\$39,246	\$31,397	\$49,058
<i>2577-Financial Aid Counselor</i>	<i>ASU</i>	24	\$69,692	\$28,032	\$48,862	\$39,090	\$61,078
	<i>ECSU</i>	15	\$46,530	\$26,909	\$36,720	\$29,376	\$45,899
	<i>ECU</i>	28	\$59,659	\$24,001	\$41,830	\$33,464	\$52,288
	<i>FSU</i>	13	\$61,630	\$26,244	\$43,937	\$35,150	\$54,921
	<i>NCAT</i>	22	\$49,940	\$25,685	\$37,813	\$30,250	\$47,266
	<i>NCCU</i>	11	\$47,619	\$25,761	\$36,690	\$29,352	\$45,863
	<i>NCSU</i>	13	\$56,006	\$30,318	\$43,162	\$34,530	\$53,953
	<i>UNC-CH</i>	23	\$66,302	\$30,324	\$48,313	\$38,650	\$60,391
	<i>UNCA</i>	16	\$59,696	\$29,595	\$44,646	\$35,716	\$55,807
	<i>UNCC</i>	27	\$61,237	\$25,000	\$43,119	\$34,495	\$53,898
	<i>UNCG</i>	29	\$50,400	\$24,370	\$37,385	\$29,908	\$46,731
	<i>UNCP</i>	17	\$46,396	\$25,920	\$36,158	\$28,926	\$45,198
	<i>UNCSA</i>	8	\$59,556	\$30,324	\$44,940	\$35,952	\$56,175
	<i>UNCW</i>	21	\$66,066	\$28,008	\$47,037	\$37,630	\$58,796
	<i>WCU</i>	20	\$54,931	\$28,008	\$41,470	\$33,176	\$51,837
<i>WSSU</i>	11	\$42,003	\$29,990	\$35,997	\$28,797	\$44,996	
<i>2578-Academic Evaluator</i>	<i>ASU</i>	12	\$70,718	\$27,792	\$49,255	\$39,404	\$61,569
	<i>ECU</i>	16	\$45,000	\$21,472	\$33,236	\$26,589	\$41,545
	<i>NCAT</i>	15	\$51,224	\$19,552	\$35,388	\$28,310	\$44,235
	<i>NCCU</i>	7	\$43,731	\$25,709	\$34,720	\$27,776	\$43,400
	<i>NCSU</i>	8	\$48,214	\$19,817	\$34,016	\$27,212	\$42,519
	<i>UNC-CH</i>	8	\$53,937	\$25,200	\$39,569	\$31,655	\$49,461
	<i>UNCC</i>	16	\$58,087	\$20,796	\$39,442	\$31,553	\$49,302

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum	
	<i>UNCG</i>	18	\$43,779	\$20,796	\$32,288	\$25,830	\$40,359	
	<i>UNCP</i>	5	\$44,240	\$32,870	\$38,555	\$30,844	\$48,194	
	<i>UNCW</i>	13	\$65,606	\$30,000	\$47,803	\$38,242	\$59,754	
<i>3501-Administrative Specialist</i>	<i>ASU</i>	17	\$71,940	\$29,149	\$50,545	\$40,436	\$63,181	
	<i>ECSU</i>	8	\$51,698	\$28,228	\$39,963	\$31,970	\$49,954	
	<i>ECU</i>	23	\$78,764	\$29,024	\$53,894	\$43,115	\$67,368	
	<i>FSU</i>	9	\$69,268	\$33,483	\$51,376	\$41,100	\$64,219	
	<i>NCAT</i>	23	\$70,272	\$24,881	\$47,577	\$38,061	\$59,471	
	<i>NCCU</i>	9	\$68,500	\$34,000	\$51,250	\$41,000	\$64,063	
	<i>NCSU</i>	13	\$71,000	\$21,186	\$46,093	\$36,874	\$57,616	
	<i>UNC-CH</i>	20	\$78,140	\$19,722	\$48,931	\$39,145	\$61,164	
	<i>UNCA</i>	9	\$56,875	\$34,000	\$45,438	\$36,350	\$56,797	
	<i>UNCC</i>	20	\$82,500	\$26,784	\$54,642	\$43,714	\$68,303	
	<i>UNCG</i>	20	\$71,280	\$26,602	\$48,941	\$39,153	\$61,176	
	<i>UNCP</i>	16	\$63,110	\$22,884	\$42,997	\$34,398	\$53,746	
	<i>UNCW</i>	15	\$83,090	\$26,202	\$54,646	\$43,717	\$68,308	
	<i>WCU</i>	12	\$61,692	\$30,000	\$45,846	\$36,677	\$57,308	
	<i>3502-Staff Attorney</i>	<i>ECU</i>	20	\$173,521	\$56,815	\$115,168	\$92,134	\$143,960
		<i>NCAT</i>	15	\$123,080	\$50,780	\$86,930	\$69,544	\$108,663
<i>UNC-CH</i>		19	\$248,990	\$52,531	\$150,761	\$120,608	\$188,451	
<i>UNCC</i>		19	\$164,800	\$50,780	\$107,790	\$86,232	\$134,738	
<i>UNCG</i>		18	\$173,521	\$50,780	\$112,151	\$89,720	\$140,188	
<i>UNCW</i>		6	\$150,700	\$89,500	\$120,100	\$96,080	\$150,125	
<i>3503-Buyer</i>	<i>ASU</i>	10	\$56,100	\$32,928	\$44,514	\$35,611	\$55,643	
	<i>ECSU</i>	10	\$50,400	\$21,841	\$36,121	\$28,896	\$45,151	
	<i>ECU</i>	22	\$68,000	\$22,982	\$45,491	\$36,393	\$56,864	
	<i>NCAT</i>	19	\$48,937	\$27,290	\$38,114	\$30,491	\$47,642	
	<i>NCCU</i>	6	\$44,605	\$26,974	\$35,790	\$28,632	\$44,737	
	<i>NCSU</i>	11	\$50,000	\$35,547	\$42,774	\$34,219	\$53,467	
	<i>UNC-CH</i>	20	\$69,200	\$31,620	\$50,410	\$40,328	\$63,013	
	<i>UNCC</i>	18	\$59,933	\$35,320	\$47,627	\$38,101	\$59,533	
	<i>UNCG</i>	16	\$49,000	\$35,320	\$42,160	\$33,728	\$52,700	
	<i>UNCW</i>	8	\$59,736	\$30,098	\$44,917	\$35,934	\$56,146	
	<i>WCU</i>	7	\$46,050	\$32,928	\$39,489	\$31,591	\$49,361	
<i>3504-"Buyer, Senior"</i>	<i>ASU</i>	14	\$78,500	\$34,711	\$56,606	\$45,284	\$70,757	
	<i>ECU</i>	18	\$69,029	\$27,849	\$48,439	\$38,751	\$60,549	
	<i>NCAT</i>	12	\$63,600	\$37,856	\$50,728	\$40,582	\$63,410	
	<i>NCCU</i>	5	\$45,906	\$35,568	\$40,737	\$32,590	\$50,921	

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	NCSU	11	\$57,493	\$37,822	\$47,658	\$38,126	\$59,572
	UNC-CH	18	\$89,800	\$41,664	\$65,732	\$52,586	\$82,165
	UNCC	12	\$63,402	\$44,857	\$54,130	\$43,304	\$67,662
	UNCG	16	\$57,271	\$37,733	\$47,502	\$38,002	\$59,378
	UNCW	13	\$67,287	\$42,317	\$54,802	\$43,842	\$68,503
	WCU	12	\$54,378	\$35,075	\$44,727	\$35,781	\$55,908
3505-"Buyer, Supervisory"	ECU	8	\$77,000	\$35,534	\$56,267	\$45,014	\$70,334
	NCAT	5	\$86,000	\$50,575	\$68,288	\$54,630	\$85,359
	NCSU	8	\$82,000	\$50,600	\$66,300	\$53,040	\$82,875
	UNC-CH	9	\$100,363	\$65,430	\$82,897	\$66,317	\$103,621
	UNCC	8	\$91,152	\$58,332	\$74,742	\$59,794	\$93,428
	UNCG	6	\$91,152	\$52,718	\$71,935	\$57,548	\$89,919
3506-Contract and Grants Specialist	UNCW	5	\$68,714	\$50,400	\$59,557	\$47,646	\$74,446
	ASU	18	\$62,764	\$33,000	\$47,882	\$38,306	\$59,853
	ECU	26	\$73,674	\$21,877	\$47,776	\$38,220	\$59,719
	FSU	5	\$59,792	\$31,775	\$45,784	\$36,627	\$57,229
	NCAT	21	\$62,465	\$26,374	\$44,420	\$35,536	\$55,524
	NCCU	8	\$61,444	\$35,606	\$48,525	\$38,820	\$60,656
	NCSU	12	\$69,615	\$32,176	\$50,896	\$40,716	\$63,619
	UNC-CH	23	\$79,932	\$24,014	\$51,973	\$41,578	\$64,966
	UNCA	5	\$73,626	\$49,320	\$61,473	\$49,178	\$76,841
	UNCC	21	\$80,434	\$32,000	\$56,217	\$44,974	\$70,271
	UNCG	25	\$70,680	\$31,817	\$51,249	\$40,999	\$64,061
	UNCP	15	\$60,000	\$28,992	\$44,496	\$35,597	\$55,620
	UNCW	16	\$70,600	\$33,000	\$51,800	\$41,440	\$64,750
WCU	11	\$62,764	\$31,352	\$47,058	\$37,646	\$58,823	
3526-Accountant	ASU	24	\$62,386	\$28,728	\$45,557	\$36,446	\$56,946
	ECSU	14	\$54,958	\$27,075	\$41,017	\$32,813	\$51,271
	ECU	28	\$56,246	\$27,205	\$41,726	\$33,380	\$52,157
	FSU	10	\$78,332	\$26,657	\$52,495	\$41,996	\$65,618
	NCAT	27	\$55,689	\$26,374	\$41,032	\$32,825	\$51,289
	NCCU	13	\$67,737	\$25,500	\$46,619	\$37,295	\$58,273
	NCSU	13	\$67,292	\$32,489	\$49,891	\$39,912	\$62,363
	UNC-CH	23	\$65,004	\$29,886	\$47,445	\$37,956	\$59,306
	UNCA	8	\$51,000	\$35,000	\$43,000	\$34,400	\$53,750
	UNCC	25	\$64,656	\$28,433	\$46,545	\$37,236	\$58,181
	UNCG	28	\$56,246	\$28,433	\$42,340	\$33,872	\$52,924
	UNCP	18	\$48,153	\$26,031	\$37,092	\$29,674	\$46,365

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>UNCSA</i>	7	\$65,004	\$35,700	\$50,352	\$40,282	\$62,940
	<i>UNCW</i>	20	\$58,888	\$31,352	\$45,120	\$36,096	\$56,400
	<i>WCU</i>	21	\$50,574	\$28,728	\$39,651	\$31,721	\$49,564
	<i>WSSU</i>	9	\$81,547	\$26,657	\$54,102	\$43,282	\$67,628
<i>3527-"Accountant, Senior"</i>	<i>ASU</i>	19	\$67,067	\$37,536	\$52,302	\$41,841	\$65,377
	<i>ECSU</i>	9	\$60,862	\$35,359	\$48,111	\$38,488	\$60,138
	<i>ECU</i>	25	\$66,667	\$30,468	\$48,568	\$38,854	\$60,709
	<i>NCAT</i>	21	\$75,000	\$37,118	\$56,059	\$44,847	\$70,074
	<i>NCCU</i>	7	\$52,184	\$39,369	\$45,777	\$36,621	\$57,221
	<i>NCSU</i>	14	\$81,073	\$39,092	\$60,083	\$48,066	\$75,103
	<i>UNC-CH</i>	18	\$83,792	\$40,900	\$62,346	\$49,877	\$77,933
	<i>UNCA</i>	12	\$82,416	\$41,617	\$62,017	\$49,613	\$77,521
	<i>UNCC</i>	25	\$74,281	\$32,500	\$53,391	\$42,712	\$66,738
	<i>UNCG</i>	27	\$66,870	\$35,078	\$50,974	\$40,779	\$63,718
	<i>UNCP</i>	11	\$55,800	\$37,981	\$46,891	\$37,512	\$58,613
	<i>UNCSA</i>	7	\$83,200	\$39,825	\$61,513	\$49,210	\$76,891
	<i>UNCW</i>	16	\$75,000	\$37,390	\$56,195	\$44,956	\$70,244
	<i>WCU</i>	14	\$63,413	\$37,536	\$50,475	\$40,380	\$63,093
<i>3528-Accounting Unit Supervisor</i>	<i>ASU</i>	15	\$80,016	\$51,427	\$65,722	\$52,577	\$82,152
	<i>ECU</i>	19	\$89,019	\$28,800	\$58,910	\$47,128	\$73,637
	<i>NCAT</i>	19	\$82,810	\$43,740	\$63,275	\$50,620	\$79,094
	<i>NCSU</i>	8	\$91,332	\$40,544	\$65,938	\$52,750	\$82,423
	<i>UNC-CH</i>	17	\$94,593	\$38,736	\$66,665	\$53,332	\$83,331
	<i>UNCC</i>	19	\$92,802	\$51,975	\$72,389	\$57,911	\$90,486
	<i>UNCG</i>	14	\$78,750	\$48,054	\$63,402	\$50,722	\$79,253
	<i>UNCP</i>	6	\$66,159	\$45,558	\$55,859	\$44,687	\$69,823
	<i>UNCSA</i>	7	\$82,820	\$42,000	\$62,410	\$49,928	\$78,013
	<i>UNCW</i>	12	\$81,694	\$50,000	\$65,847	\$52,678	\$82,309
<i>WCU</i>	11	\$80,016	\$38,592	\$59,304	\$47,443	\$74,130	
<i>3529-Auditor</i>	<i>ASU</i>	7	\$63,517	\$42,000	\$52,759	\$42,207	\$65,948
	<i>ECU</i>	11	\$55,754	\$37,733	\$46,744	\$37,395	\$58,429
	<i>NCAT</i>	6	\$64,587	\$37,370	\$50,979	\$40,783	\$63,723
	<i>NCSU</i>	7	\$59,002	\$43,105	\$51,054	\$40,843	\$63,817
	<i>UNC-CH</i>	14	\$82,400	\$34,068	\$58,234	\$46,587	\$72,793
	<i>UNCC</i>	10	\$53,000	\$39,019	\$46,010	\$36,808	\$57,512
	<i>UNCG</i>	10	\$52,159	\$29,880	\$41,020	\$32,816	\$51,274
	<i>UNCW</i>	7	\$63,246	\$42,000	\$52,623	\$42,098	\$65,779
<i>3530-"Auditor, Senior"</i>	<i>ASU</i>	6	\$80,731	\$50,500	\$65,616	\$52,492	\$82,019

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>ECU</i>	20	\$81,001	\$49,203	\$65,102	\$52,082	\$81,378
	<i>NCAT</i>	10	\$74,381	\$54,600	\$64,491	\$51,592	\$80,613
	<i>NCSU</i>	10	\$79,500	\$46,425	\$62,963	\$50,370	\$78,703
	<i>UNC-CH</i>	21	\$93,713	\$47,936	\$70,825	\$56,660	\$88,531
	<i>UNCC</i>	13	\$80,000	\$50,400	\$65,200	\$52,160	\$81,500
	<i>UNCG</i>	13	\$83,602	\$50,400	\$67,001	\$53,601	\$83,751
	<i>UNCW</i>	8	\$80,731	\$50,500	\$65,616	\$52,492	\$82,019
<i>3531-Budget Analyst</i>	<i>ASU</i>	12	\$68,314	\$40,800	\$54,557	\$43,646	\$68,196
	<i>ECSU</i>	6	\$73,032	\$42,792	\$57,912	\$46,330	\$72,390
	<i>ECU</i>	20	\$67,076	\$29,761	\$48,419	\$38,735	\$60,523
	<i>NCAT</i>	15	\$60,812	\$34,944	\$47,878	\$38,302	\$59,848
	<i>NCCU</i>	9	\$63,539	\$37,404	\$50,472	\$40,377	\$63,089
	<i>NCSU</i>	9	\$62,830	\$42,540	\$52,685	\$42,148	\$65,856
	<i>UNC-CH</i>	13	\$68,782	\$33,800	\$51,291	\$41,033	\$64,114
	<i>UNCC</i>	18	\$67,076	\$34,944	\$51,010	\$40,808	\$63,763
	<i>UNCG</i>	20	\$67,076	\$34,944	\$51,010	\$40,808	\$63,763
	<i>UNCW</i>	12	\$68,314	\$40,704	\$54,509	\$43,607	\$68,136
<i>WCU</i>	8	\$54,709	\$44,518	\$49,614	\$39,691	\$62,017	
<i>3532-"Budget Analyst, Senior"</i>	<i>ASU</i>	9	\$72,403	\$43,728	\$58,066	\$46,452	\$72,582
	<i>ECU</i>	19	\$99,414	\$53,000	\$76,207	\$60,966	\$95,259
	<i>NCAT</i>	15	\$68,016	\$38,269	\$53,143	\$42,514	\$66,428
	<i>NCSU</i>	7	\$103,545	\$49,248	\$76,397	\$61,117	\$95,496
	<i>UNC-CH</i>	17	\$103,519	\$38,850	\$71,185	\$56,948	\$88,981
	<i>UNCC</i>	19	\$93,906	\$47,403	\$70,655	\$56,524	\$88,318
	<i>UNCG</i>	14	\$80,340	\$47,403	\$63,872	\$51,097	\$79,839
	<i>UNCW</i>	5	\$67,966	\$57,483	\$62,725	\$50,180	\$78,406
	<i>WCU</i>	6	\$68,257	\$43,728	\$55,993	\$44,794	\$69,991
<i>3533-Budget Unit Supervisor</i>	<i>NCAT</i>	6	\$88,000	\$66,090	\$77,045	\$61,636	\$96,306
	<i>UNC-CH</i>	14	\$100,839	\$56,870	\$78,855	\$63,084	\$98,568
	<i>UNCC</i>	5	\$79,000	\$57,598	\$68,299	\$54,639	\$85,374
	<i>UNCG</i>	6	\$89,052	\$57,598	\$73,325	\$58,660	\$91,656
<i>3534-Department Business Manager (Small Unit)</i>	<i>ASU</i>	6	\$63,189	\$33,310	\$48,250	\$38,600	\$60,312
	<i>ECU</i>	18	\$76,204	\$24,768	\$50,486	\$40,389	\$63,108
	<i>NCAT</i>	19	\$75,000	\$31,352	\$53,176	\$42,541	\$66,470
	<i>NCCU</i>	7	\$71,000	\$31,262	\$51,131	\$40,905	\$63,914
	<i>NCSU</i>	12	\$85,938	\$37,500	\$61,719	\$49,375	\$77,149
	<i>UNC-CH</i>	17	\$121,213	\$40,000	\$80,607	\$64,485	\$100,758
	<i>UNCC</i>	19	\$95,678	\$31,352	\$63,515	\$50,812	\$79,394

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	UNCG	15	\$71,765	\$31,352	\$51,559	\$41,247	\$64,448
	UNCW	14	\$68,000	\$33,310	\$50,655	\$40,524	\$63,319
3535-Department Business Manager (Large Unit)	ASU	8	\$90,297	\$50,622	\$70,460	\$56,368	\$88,074
	ECU	19	\$99,986	\$32,000	\$65,993	\$52,794	\$82,491
	NCAT	19	\$104,331	\$50,004	\$77,168	\$61,734	\$96,459
	NCCU	7	\$75,000	\$40,000	\$57,500	\$46,000	\$71,875
	NCSU	15	\$98,855	\$48,669	\$73,762	\$59,010	\$92,203
	UNC-CH	16	\$126,776	\$51,588	\$89,182	\$71,346	\$111,478
	UNCC	23	\$104,331	\$29,120	\$66,726	\$53,380	\$83,407
	UNCG	19	\$104,331	\$41,014	\$72,673	\$58,138	\$90,841
	UNCW	12	\$90,297	\$50,622	\$70,460	\$56,368	\$88,074
	3536-Head Cashier	ASU	6	\$60,000	\$33,356	\$46,678	\$37,342
ECU		7	\$52,054	\$20,007	\$36,031	\$28,824	\$45,038
NCAT		11	\$61,500	\$21,004	\$41,252	\$33,002	\$51,565
NCSU		5	\$52,474	\$32,136	\$42,305	\$33,844	\$52,881
UNC-CH		8	\$51,250	\$24,990	\$38,120	\$30,496	\$47,650
UNCC		10	\$62,110	\$21,004	\$41,557	\$33,246	\$51,946
UNCG		11	\$49,992	\$20,007	\$35,000	\$28,000	\$43,749
UNCP		6	\$37,003	\$23,962	\$30,483	\$24,386	\$38,103
UNCW		7	\$60,000	\$31,399	\$45,700	\$36,560	\$57,124
WCU		7	\$55,024	\$30,674	\$42,849	\$34,279	\$53,561
3537-Collections Supervisor	ASU	8	\$66,778	\$32,920	\$49,849	\$39,879	\$62,311
	ECU	12	\$65,000	\$27,104	\$46,052	\$36,842	\$57,565
	NCAT	8	\$61,350	\$34,125	\$47,738	\$38,190	\$59,672
	UNC-CH	7	\$72,000	\$36,156	\$54,078	\$43,262	\$67,598
	UNCC	6	\$65,000	\$27,104	\$46,052	\$36,842	\$57,565
	UNCG	9	\$47,004	\$27,104	\$37,054	\$29,643	\$46,318
	UNCW	9	\$75,073	\$31,684	\$53,379	\$42,703	\$66,723
	WCU	5	\$53,559	\$34,000	\$43,780	\$35,024	\$54,724
3538-"Auditor, IT"	UNC-CH	5	\$80,371	\$46,622	\$63,497	\$50,797	\$79,371
3539-"Auditor, Senior IT"	UNC-CH	5	\$121,605	\$60,000	\$90,803	\$72,642	\$113,503
	UNCG	5	\$80,000	\$44,500	\$62,250	\$49,800	\$77,813
3540-"Manager, Audit"	NCSU	6	\$91,768	\$48,073	\$69,921	\$55,936	\$87,401
	UNC-CH	6	\$143,506	\$80,000	\$111,753	\$89,402	\$139,691
	UNCC	6	\$112,350	\$66,539	\$89,445	\$71,556	\$111,806
3550-Shipping and Receiving Supervisor	ECU	10	\$55,702	\$26,286	\$40,994	\$32,795	\$51,243
	NCAT	11	\$51,000	\$30,077	\$40,539	\$32,431	\$50,673
	NCSU	10	\$49,806	\$28,883	\$39,345	\$31,476	\$49,181

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	UNC-CH	6	\$67,676	\$37,188	\$52,432	\$41,946	\$65,540
	UNCC	6	\$54,288	\$34,473	\$44,381	\$35,504	\$55,476
	UNCG	10	\$55,702	\$24,394	\$40,048	\$32,038	\$50,060
	UNCW	6	\$59,208	\$32,601	\$45,905	\$36,724	\$57,381
3551-Print Shop Supervisor	ASU	5	\$63,225	\$45,247	\$54,236	\$43,389	\$67,795
	ECU	8	\$58,343	\$35,575	\$46,959	\$37,567	\$58,699
	NCAT	6	\$47,921	\$32,538	\$40,230	\$32,184	\$50,287
	NCSU	6	\$52,194	\$39,129	\$45,662	\$36,529	\$57,077
	UNC-CH	5	\$88,587	\$24,004	\$56,296	\$45,036	\$70,369
	UNCW	5	\$49,755	\$26,668	\$38,212	\$30,569	\$47,764
3552-Mail Services Supervisor	ASU	7	\$53,100	\$35,186	\$44,143	\$35,314	\$55,179
	ECSU	5	\$42,792	\$23,592	\$33,192	\$26,554	\$41,490
	ECU	10	\$50,213	\$28,000	\$39,107	\$31,285	\$48,883
	NCAT	6	\$48,172	\$26,875	\$37,524	\$30,019	\$46,904
	NCSU	9	\$54,980	\$27,764	\$41,372	\$33,098	\$51,715
	UNC-CH	9	\$60,218	\$38,283	\$49,251	\$39,400	\$61,563
	UNCC	7	\$56,627	\$26,875	\$41,751	\$33,401	\$52,189
	UNCG	10	\$53,318	\$26,875	\$40,097	\$32,077	\$50,121
	UNCP	6	\$45,946	\$21,975	\$33,961	\$27,168	\$42,451
	UNCW	6	\$47,438	\$34,619	\$41,029	\$32,823	\$51,286
	WCU	8	\$49,879	\$36,171	\$43,025	\$34,420	\$53,781
3553-Child Care Center Teacher	ASU	15	\$57,358	\$21,108	\$39,233	\$31,386	\$49,041
	ECU	20	\$46,199	\$20,925	\$33,562	\$26,850	\$41,953
	NCAT	15	\$43,000	\$14,600	\$28,800	\$23,040	\$36,000
	NCCU	8	\$41,228	\$19,820	\$30,524	\$24,419	\$38,155
	NCSU	8	\$41,931	\$20,880	\$31,406	\$25,124	\$39,257
	UNC-CH	15	\$43,140	\$24,990	\$34,065	\$27,252	\$42,581
	UNCA	8	\$39,940	\$27,284	\$33,612	\$26,890	\$42,015
	UNCC	18	\$50,401	\$20,708	\$35,555	\$28,444	\$44,443
	UNCG	19	\$50,401	\$21,021	\$35,711	\$28,569	\$44,639
	UNCW	11	\$43,572	\$23,525	\$33,549	\$26,839	\$41,936
	WCU	7	\$47,542	\$21,108	\$34,325	\$27,460	\$42,906
3554-Child Care Site Director	ASU	6	\$68,335	\$38,588	\$53,462	\$42,769	\$66,827
	ECU	11	\$80,809	\$51,500	\$66,155	\$52,924	\$82,693
	NCAT	9	\$71,829	\$46,780	\$59,305	\$47,444	\$74,131
	NCCU	5	\$82,474	\$41,000	\$61,737	\$49,390	\$77,171
	NCSU	5	\$85,490	\$46,134	\$65,812	\$52,650	\$82,265
	UNC-CH	11	\$78,600	\$43,000	\$60,800	\$48,640	\$76,000

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	UNCA	5	\$56,210	\$40,000	\$48,105	\$38,484	\$60,131
	UNCC	9	\$80,809	\$44,784	\$62,797	\$50,237	\$78,496
	UNCG	11	\$80,809	\$41,980	\$61,395	\$49,116	\$76,743
	UNCW	6	\$68,335	\$46,780	\$57,558	\$46,046	\$71,947
3555-Textbook Manager	UNCG	6	\$56,108	\$21,021	\$38,565	\$30,852	\$48,206
	UNCW	5	\$60,136	\$30,098	\$45,117	\$36,094	\$56,396
	WCU	6	\$46,497	\$30,179	\$38,338	\$30,670	\$47,923
3556-Food Service Manager (Unit)	ASU	11	\$61,281	\$27,876	\$44,579	\$35,663	\$55,723
	ECU	11	\$66,022	\$23,088	\$44,555	\$35,644	\$55,694
	NCAT	6	\$78,300	\$29,677	\$53,989	\$43,191	\$67,486
	NCSU	10	\$64,764	\$29,483	\$47,124	\$37,699	\$58,904
	UNC-CH	8	\$80,000	\$39,400	\$59,700	\$47,760	\$74,625
	UNCC	8	\$77,094	\$35,744	\$56,419	\$45,135	\$70,524
	UNCG	11	\$65,200	\$23,088	\$44,144	\$35,315	\$55,180
	UNCW	8	\$61,281	\$27,876	\$44,579	\$35,663	\$55,723
	WCU	7	\$57,598	\$36,791	\$47,195	\$37,756	\$58,993
3576-Assistant Police Chief	ASU	10	\$95,558	\$68,072	\$81,815	\$65,452	\$102,269
	ECU	17	\$105,277	\$51,100	\$78,189	\$62,551	\$97,736
	NCAT	10	\$88,000	\$65,416	\$76,708	\$61,366	\$95,885
	NCSU	6	\$125,160	\$68,972	\$97,066	\$77,653	\$121,333
	UNC-CH	14	\$142,807	\$76,034	\$109,421	\$87,536	\$136,776
	UNCC	14	\$108,457	\$72,185	\$90,321	\$72,257	\$112,901
	UNCG	14	\$95,000	\$54,170	\$74,585	\$59,668	\$93,231
	UNCW	8	\$97,500	\$68,072	\$82,786	\$66,229	\$103,483
	WCU	5	\$82,980	\$48,023	\$65,502	\$52,401	\$81,877
	WSSU	6	\$72,566	\$43,467	\$58,017	\$46,413	\$72,521
3577-Police Lieutenant	ASU	10	\$90,317	\$48,947	\$69,632	\$55,706	\$87,040
	ECU	26	\$82,852	\$36,318	\$59,585	\$47,668	\$74,481
	NCAT	15	\$75,737	\$39,934	\$57,836	\$46,268	\$72,294
	NCCU	11	\$62,610	\$40,498	\$51,554	\$41,243	\$64,443
	NCSU	16	\$83,000	\$48,060	\$65,530	\$52,424	\$81,913
	UNC-CH	15	\$99,140	\$54,590	\$76,865	\$61,492	\$96,081
	UNCC	22	\$75,737	\$50,000	\$62,869	\$50,295	\$78,586
	UNCG	25	\$75,737	\$33,696	\$54,717	\$43,773	\$68,396
	UNCP	10	\$62,600	\$28,056	\$45,328	\$36,262	\$56,660
	UNCW	13	\$90,317	\$48,308	\$69,313	\$55,450	\$86,641
	WCU	11	\$74,712	\$40,082	\$57,397	\$45,918	\$71,746
3578-Police Sergeant	ASU	16	\$81,889	\$41,937	\$61,913	\$49,530	\$77,391

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

<i>CUPA Title</i>		<i>2011- 2012 Number of Peers</i>	<i>2011-12 Highest Salary</i>	<i>2011-12 Lowest Salary</i>	<i>2011-12 Midpoint Salary</i>	<i>2012-13 Projected Minimum</i>	<i>2012-13 Projected Maximum</i>
	<i>ECSU</i>	7	\$50,994	\$41,373	\$46,184	\$36,947	\$57,729
	<i>ECU</i>	20	\$67,512	\$30,274	\$48,893	\$39,114	\$61,116
	<i>FSU</i>	12	\$63,640	\$26,100	\$44,870	\$35,896	\$56,088
	<i>NCAT</i>	22	\$68,144	\$41,059	\$54,602	\$43,681	\$68,252
	<i>NCCU</i>	13	\$46,937	\$33,010	\$39,974	\$31,979	\$49,967
	<i>NCSU</i>	15	\$74,555	\$45,510	\$60,033	\$48,026	\$75,041
	<i>UNC-CH</i>	19	\$111,996	\$43,000	\$77,498	\$61,998	\$96,873
	<i>UNCC</i>	25	\$80,352	\$42,258	\$61,305	\$49,044	\$76,631
	<i>UNCG</i>	23	\$67,512	\$37,476	\$52,494	\$41,995	\$65,618
	<i>UNCP</i>	14	\$43,873	\$30,600	\$37,237	\$29,789	\$46,546
	<i>UNCW</i>	20	\$81,889	\$34,682	\$58,286	\$46,628	\$72,857
	<i>WCU</i>	15	\$63,217	\$34,170	\$48,694	\$38,955	\$60,867
	<i>WSSU</i>	7	\$55,543	\$35,517	\$45,530	\$36,424	\$56,913
<i>3579-Police Officer</i>	<i>ASU</i>	26	\$67,891	\$31,500	\$49,696	\$39,756	\$62,119
	<i>ECSU</i>	11	\$41,460	\$27,859	\$34,660	\$27,728	\$43,324
	<i>ECU</i>	30	\$62,835	\$24,825	\$43,830	\$35,064	\$54,788
	<i>FSU</i>	11	\$53,924	\$21,912	\$37,918	\$30,334	\$47,398
	<i>NCAT</i>	25	\$59,000	\$24,881	\$41,941	\$33,552	\$52,426
	<i>NCCU</i>	15	\$37,354	\$26,449	\$31,902	\$25,521	\$39,877
	<i>NCSU</i>	17	\$62,843	\$34,272	\$48,558	\$38,846	\$60,697
	<i>UNC-CH</i>	19	\$82,413	\$29,669	\$56,041	\$44,833	\$70,051
	<i>UNCA</i>	10	\$63,923	\$27,102	\$45,513	\$36,410	\$56,891
	<i>UNCC</i>	28	\$70,332	\$32,472	\$51,402	\$41,122	\$64,253
	<i>UNCG</i>	29	\$62,835	\$24,825	\$43,830	\$35,064	\$54,788
	<i>UNCP</i>	18	\$41,658	\$22,488	\$32,073	\$25,658	\$40,091
	<i>UNCW</i>	23	\$67,617	\$31,500	\$49,559	\$39,647	\$61,948
	<i>WCU</i>	19	\$54,400	\$29,120	\$41,760	\$33,408	\$52,200
<i>WSSU</i>	11	\$53,018	\$24,881	\$38,950	\$31,160	\$48,687	
<i>3580-Security Guard</i>	<i>ASU</i>	11	\$47,904	\$21,772	\$34,838	\$27,870	\$43,548
	<i>ECSU</i>	7	\$32,271	\$25,682	\$28,977	\$23,181	\$36,221
	<i>ECU</i>	20	\$37,700	\$17,297	\$27,499	\$21,999	\$34,373
	<i>NCAT</i>	17	\$34,529	\$17,139	\$25,834	\$20,667	\$32,293
	<i>NCSU</i>	7	\$28,238	\$22,240	\$25,239	\$20,191	\$31,549
	<i>UNC-CH</i>	13	\$45,760	\$22,884	\$34,322	\$27,458	\$42,903
	<i>UNCA</i>	12	\$49,735	\$23,338	\$36,537	\$29,229	\$45,671
	<i>UNCC</i>	25	\$39,738	\$17,297	\$28,518	\$22,814	\$35,647
	<i>UNCG</i>	17	\$37,700	\$17,297	\$27,499	\$21,999	\$34,373
	<i>UNCSA</i>	8	\$39,066	\$20,842	\$29,954	\$23,963	\$37,443

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>UNCW</i>	13	\$56,444	\$21,772	\$39,108	\$31,286	\$48,885
	<i>WCU</i>	7	\$54,559	\$20,960	\$37,760	\$30,208	\$47,199
<i>3581-Environmental Health and Safety Specialist</i>	<i>ASU</i>	10	\$81,990	\$43,000	\$62,495	\$49,996	\$78,119
	<i>ECU</i>	24	\$91,891	\$28,008	\$59,950	\$47,960	\$74,937
	<i>NCAT</i>	20	\$60,420	\$28,092	\$44,256	\$35,405	\$55,320
	<i>NCCU</i>	6	\$50,823	\$37,629	\$44,226	\$35,381	\$55,283
	<i>NCSU</i>	11	\$79,790	\$32,260	\$56,025	\$44,820	\$70,031
	<i>UNC-CH</i>	17	\$103,500	\$40,800	\$72,150	\$57,720	\$90,188
	<i>UNCC</i>	18	\$71,307	\$28,008	\$49,658	\$39,726	\$62,072
	<i>UNCG</i>	18	\$64,461	\$36,212	\$50,337	\$40,269	\$62,921
	<i>UNCW</i>	10	\$81,990	\$36,225	\$59,108	\$47,286	\$73,884
	<i>3582-Safety Officer</i>	<i>ASU</i>	9	\$69,075	\$47,264	\$58,170	\$46,536
<i>ECU</i>		18	\$82,930	\$33,777	\$58,354	\$46,683	\$72,942
<i>NCAT</i>		15	\$61,896	\$32,698	\$47,297	\$37,838	\$59,121
<i>NCSU</i>		11	\$88,619	\$44,500	\$66,560	\$53,248	\$83,199
<i>UNC-CH</i>		14	\$113,581	\$49,171	\$81,376	\$65,101	\$101,720
<i>UNCA</i>		5	\$69,841	\$54,122	\$61,982	\$49,585	\$77,477
<i>UNCC</i>		11	\$70,176	\$35,150	\$52,663	\$42,130	\$65,829
<i>UNCG</i>		13	\$69,072	\$35,150	\$52,111	\$41,689	\$65,139
<i>UNCW</i>		11	\$69,075	\$44,800	\$56,938	\$45,550	\$71,172
<i>3601-Skilled Crafts Supervisor</i>	<i>ASU</i>	13	\$66,300	\$27,604	\$46,952	\$37,562	\$58,690
	<i>ECU</i>	26	\$76,640	\$30,774	\$53,707	\$42,966	\$67,134
	<i>NCAT</i>	17	\$70,232	\$35,550	\$52,891	\$42,313	\$66,114
	<i>NCSU</i>	10	\$76,208	\$42,344	\$59,276	\$47,421	\$74,095
	<i>UNC-CH</i>	13	\$92,283	\$54,000	\$73,142	\$58,513	\$91,427
	<i>UNCA</i>	8	\$59,717	\$36,203	\$47,960	\$38,368	\$59,950
	<i>UNCC</i>	17	\$82,415	\$33,120	\$57,768	\$46,214	\$72,209
	<i>UNCG</i>	13	\$76,640	\$31,903	\$54,272	\$43,417	\$67,839
	<i>UNCP</i>	9	\$56,499	\$32,323	\$44,411	\$35,529	\$55,514
	<i>UNCSA</i>	7	\$80,006	\$46,968	\$63,487	\$50,790	\$79,359
	<i>UNCW</i>	15	\$82,601	\$48,286	\$65,444	\$52,355	\$81,804
	<i>WCU</i>	9	\$63,225	\$27,792	\$45,509	\$36,407	\$56,886
	<i>3602-Coordinator Construction Projects</i>	<i>ASU</i>	18	\$80,892	\$50,492	\$65,692	\$52,554
<i>ECU</i>		21	\$104,324	\$40,068	\$72,196	\$57,757	\$90,245
<i>FSU</i>		5	\$81,971	\$44,852	\$63,412	\$50,729	\$79,264
<i>NCAT</i>		21	\$83,140	\$42,760	\$62,950	\$50,360	\$78,688
<i>NCCU</i>		9	\$62,257	\$31,075	\$46,666	\$37,333	\$58,333
<i>NCSU</i>		12	\$82,738	\$43,717	\$63,228	\$50,582	\$79,034

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>UNC-CH</i>	16	\$100,520	\$42,756	\$71,638	\$57,310	\$89,548
	<i>UNCC</i>	16	\$83,140	\$48,165	\$65,653	\$52,522	\$82,066
	<i>UNCG</i>	18	\$83,140	\$48,165	\$65,653	\$52,522	\$82,066
	<i>UNCP</i>	6	\$72,262	\$47,779	\$60,021	\$48,016	\$75,026
	<i>UNCW</i>	17	\$84,727	\$38,495	\$61,611	\$49,289	\$77,014
	<i>WCU</i>	9	\$76,236	\$47,779	\$62,008	\$49,606	\$77,509
<i>3603-Architect</i>	<i>ASU</i>	12	\$87,360	\$61,632	\$74,496	\$59,597	\$93,120
	<i>ECU</i>	11	\$120,000	\$51,554	\$85,777	\$68,622	\$107,221
	<i>NCAT</i>	9	\$84,893	\$48,000	\$66,447	\$53,157	\$83,058
	<i>NCSU</i>	11	\$78,400	\$61,800	\$70,100	\$56,080	\$87,625
	<i>UNC-CH</i>	13	\$168,767	\$55,032	\$111,900	\$89,520	\$139,874
	<i>UNCC</i>	8	\$120,000	\$58,890	\$89,445	\$71,556	\$111,806
	<i>UNCG</i>	10	\$120,000	\$58,890	\$89,445	\$71,556	\$111,806
	<i>UNCW</i>	10	\$103,036	\$50,000	\$76,518	\$61,214	\$95,648
	<i>WCU</i>	6	\$77,772	\$62,000	\$69,886	\$55,909	\$87,358
<i>3604-Facilities Utilization Planner</i>	<i>ASU</i>	7	\$88,003	\$32,015	\$60,009	\$48,007	\$75,011
	<i>ECU</i>	17	\$107,427	\$32,000	\$69,714	\$55,771	\$87,142
	<i>NCAT</i>	9	\$94,572	\$39,556	\$67,064	\$53,651	\$83,830
	<i>NCSU</i>	7	\$138,500	\$35,000	\$86,750	\$69,400	\$108,438
	<i>UNC-CH</i>	10	\$86,607	\$45,863	\$66,235	\$52,988	\$82,794
	<i>UNCC</i>	11	\$107,427	\$48,249	\$77,838	\$62,270	\$97,298
	<i>UNCG</i>	16	\$107,427	\$32,015	\$69,721	\$55,777	\$87,151
	<i>UNCW</i>	6	\$82,900	\$39,556	\$61,228	\$48,982	\$76,535
<i>3605-Facilities Engineer</i>	<i>ASU</i>	8	\$84,623	\$50,718	\$67,671	\$54,136	\$84,588
	<i>ECU</i>	7	\$79,323	\$43,171	\$61,247	\$48,998	\$76,559
	<i>NCAT</i>	7	\$86,544	\$40,167	\$63,356	\$50,684	\$79,194
	<i>NCSU</i>	7	\$80,700	\$42,648	\$61,674	\$49,339	\$77,093
	<i>UNC-CH</i>	10	\$96,968	\$62,100	\$79,534	\$63,627	\$99,418
	<i>UNCC</i>	13	\$99,144	\$47,000	\$73,072	\$58,458	\$91,340
	<i>UNCG</i>	6	\$92,520	\$47,000	\$69,760	\$55,808	\$87,200
	<i>UNCW</i>	10	\$89,500	\$61,632	\$75,566	\$60,453	\$94,458
<i>3606-Manager of Inventory</i>	<i>ECU</i>	8	\$52,505	\$35,203	\$43,854	\$35,083	\$54,818
	<i>NCAT</i>	7	\$44,096	\$30,014	\$37,055	\$29,644	\$46,319
	<i>NCCU</i>	5	\$61,000	\$30,204	\$45,602	\$36,482	\$57,003
	<i>UNCC</i>	7	\$45,680	\$35,203	\$40,442	\$32,353	\$50,552
	<i>UNCG</i>	9	\$52,505	\$35,203	\$43,854	\$35,083	\$54,818
	<i>UNCW</i>	5	\$64,744	\$30,204	\$47,474	\$37,979	\$59,343
<i>4501-"Coordinator, Disability Services"</i>	<i>ASU</i>	10	\$65,159	\$38,760	\$51,960	\$41,568	\$64,949

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>ECSU</i>	6	\$57,326	\$32,000	\$44,663	\$35,730	\$55,829
	<i>ECU</i>	13	\$85,028	\$40,685	\$62,857	\$50,285	\$78,571
	<i>NCAT</i>	6	\$61,464	\$40,300	\$50,882	\$40,706	\$63,603
	<i>UNC-CH</i>	5	\$95,900	\$53,808	\$74,854	\$59,883	\$93,568
	<i>UNCC</i>	12	\$86,840	\$24,163	\$55,502	\$44,401	\$69,377
	<i>UNCG</i>	10	\$70,980	\$39,000	\$54,990	\$43,992	\$68,738
	<i>UNCW</i>	8	\$65,159	\$38,760	\$51,960	\$41,568	\$64,949
	<i>WCU</i>	5	\$64,356	\$41,100	\$52,728	\$42,182	\$65,910
<i>4502-Training Specialist</i>	<i>ASU</i>	8	\$53,846	\$43,007	\$48,427	\$38,741	\$60,533
	<i>ECU</i>	18	\$83,128	\$36,000	\$59,564	\$47,651	\$74,455
	<i>NCAT</i>	12	\$58,000	\$30,676	\$44,338	\$35,470	\$55,423
	<i>NCSU</i>	6	\$54,951	\$34,794	\$44,873	\$35,898	\$56,091
	<i>UNC-CH</i>	15	\$90,000	\$39,998	\$64,999	\$51,999	\$81,249
	<i>UNCC</i>	11	\$71,365	\$36,000	\$53,683	\$42,946	\$67,103
	<i>UNCG</i>	16	\$60,606	\$33,750	\$47,178	\$37,742	\$58,973
	<i>UNCW</i>	6	\$53,846	\$33,232	\$43,539	\$34,831	\$54,424
<i>4503-EEO/Affirmative Action Specialist</i>	<i>ASU</i>	6	\$67,600	\$40,608	\$54,104	\$43,283	\$67,630
	<i>ECU</i>	6	\$80,000	\$39,688	\$59,844	\$47,875	\$74,805
	<i>NCAT</i>	6	\$65,550	\$26,957	\$46,254	\$37,003	\$57,817
	<i>NCSU</i>	6	\$68,609	\$50,000	\$59,305	\$47,444	\$74,131
	<i>UNC-CH</i>	14	\$82,000	\$38,284	\$60,142	\$48,114	\$75,178
	<i>UNCC</i>	8	\$74,520	\$41,000	\$57,760	\$46,208	\$72,200
	<i>UNCG</i>	5	\$64,000	\$46,578	\$55,289	\$44,231	\$69,111
<i>4504-Employee Relations Specialist</i>	<i>ECU</i>	6	\$64,634	\$33,860	\$49,247	\$39,398	\$61,559
	<i>NCAT</i>	6	\$42,088	\$29,968	\$36,028	\$28,822	\$45,035
	<i>UNCC</i>	8	\$73,824	\$42,000	\$57,912	\$46,330	\$72,390
	<i>UNCG</i>	6	\$64,634	\$42,000	\$53,317	\$42,654	\$66,646
<i>4505-"Employee Relations Specialist, Senior"</i>	<i>ECU</i>	7	\$65,650	\$42,184	\$53,917	\$43,134	\$67,396
	<i>UNC-CH</i>	13	\$92,552	\$37,671	\$65,112	\$52,089	\$81,389
	<i>UNCC</i>	10	\$70,008	\$40,423	\$55,216	\$44,172	\$69,019
	<i>UNCG</i>	8	\$70,008	\$37,000	\$53,504	\$42,803	\$66,880
<i>4507-HR Generalist</i>	<i>ASU</i>	7	\$45,204	\$36,648	\$40,926	\$32,741	\$51,158
	<i>ECSU</i>	6	\$40,802	\$29,956	\$35,379	\$28,303	\$44,224
	<i>ECU</i>	13	\$66,675	\$25,389	\$46,032	\$36,826	\$57,540
	<i>NCAT</i>	10	\$57,827	\$30,330	\$44,079	\$35,263	\$55,098
	<i>NCSU</i>	9	\$61,657	\$29,566	\$45,612	\$36,489	\$57,014
	<i>UNC-CH</i>	13	\$82,953	\$40,802	\$61,878	\$49,502	\$77,347
	<i>UNCC</i>	10	\$55,994	\$31,697	\$43,846	\$35,076	\$54,807

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>UNCG</i>	7	\$55,994	\$25,389	\$40,692	\$32,553	\$50,864
	<i>UNCP</i>	5	\$56,015	\$36,171	\$46,093	\$36,874	\$57,616
	<i>WCU</i>	8	\$45,204	\$33,492	\$39,348	\$31,478	\$49,185
4508-"HR Generalist, Senior"	<i>ECU</i>	11	\$66,675	\$46,100	\$56,388	\$45,110	\$70,484
	<i>NCAT</i>	9	\$68,111	\$40,560	\$54,336	\$43,468	\$67,919
	<i>UNC-CH</i>	9	\$90,000	\$45,547	\$67,774	\$54,219	\$84,717
	<i>UNCC</i>	12	\$69,376	\$36,000	\$52,688	\$42,150	\$65,860
4510-Compensation Specialist	<i>ASU</i>	6	\$55,728	\$33,995	\$44,862	\$35,889	\$56,077
	<i>ECU</i>	6	\$51,415	\$24,881	\$38,148	\$30,518	\$47,685
	<i>NCSU</i>	6	\$62,163	\$36,000	\$49,082	\$39,265	\$61,352
	<i>UNC-CH</i>	8	\$90,038	\$37,925	\$63,982	\$51,185	\$79,977
	<i>UNCC</i>	7	\$60,000	\$34,670	\$47,335	\$37,868	\$59,169
	<i>UNCG</i>	8	\$49,819	\$26,000	\$37,910	\$30,328	\$47,387
4511-"Compensation Specialist, Senior"	<i>ECU</i>	6	\$57,680	\$46,856	\$52,268	\$41,814	\$65,335
	<i>UNC-CH</i>	15	\$90,000	\$56,333	\$73,167	\$58,533	\$91,458
	<i>UNCC</i>	8	\$69,000	\$37,000	\$53,000	\$42,400	\$66,250
	<i>UNCG</i>	8	\$58,179	\$46,831	\$52,505	\$42,004	\$65,631
4512-Compensation/Classification Unit Supervisor	<i>UNC-CH</i>	6	\$97,075	\$67,000	\$82,038	\$65,630	\$102,547
4513-Benefits Specialist	<i>ASU</i>	8	\$50,474	\$32,920	\$41,697	\$33,358	\$52,121
	<i>ECU</i>	18	\$44,300	\$28,613	\$36,457	\$29,165	\$45,571
	<i>NCAT</i>	14	\$45,574	\$31,000	\$38,287	\$30,630	\$47,859
	<i>NCCU</i>	5	\$39,223	\$24,769	\$31,996	\$25,597	\$39,995
	<i>NCSU</i>	12	\$61,475	\$33,846	\$47,661	\$38,128	\$59,576
	<i>UNC-CH</i>	20	\$60,000	\$36,307	\$48,154	\$38,523	\$60,192
	<i>UNCC</i>	13	\$49,694	\$32,094	\$40,894	\$32,715	\$51,118
	<i>UNCG</i>	18	\$47,999	\$31,025	\$39,512	\$31,610	\$49,390
	<i>UNCW</i>	11	\$49,754	\$24,769	\$37,262	\$29,809	\$46,577
4514-"Benefits Specialist, Senior"	<i>ASU</i>	8	\$49,755	\$35,556	\$42,656	\$34,124	\$53,319
	<i>ECU</i>	6	\$53,190	\$42,635	\$47,913	\$38,330	\$59,891
	<i>NCAT</i>	8	\$54,837	\$37,401	\$46,119	\$36,895	\$57,649
	<i>UNC-CH</i>	13	\$79,043	\$41,100	\$60,072	\$48,057	\$75,089
	<i>UNCC</i>	9	\$65,000	\$35,004	\$50,002	\$40,002	\$62,503
	<i>UNCG</i>	7	\$53,190	\$35,004	\$44,097	\$35,278	\$55,121
4515-Benefits Unit Supervisor	<i>ECU</i>	5	\$65,000	\$52,000	\$58,500	\$46,800	\$73,125
	<i>NCAT</i>	6	\$69,372	\$47,008	\$58,190	\$46,552	\$72,738
	<i>UNC-CH</i>	5	\$94,500	\$53,040	\$73,770	\$59,016	\$92,213
	<i>UNCC</i>	7	\$86,700	\$54,798	\$70,749	\$56,599	\$88,436
	<i>UNCG</i>	7	\$80,772	\$54,798	\$67,785	\$54,228	\$84,731

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
4517-"Labor Relations Specialist, Senior"	UNC-CH	7	\$105,786	\$91,488	\$98,637	\$78,910	\$123,296
4519-Employment Specialist	ECU	9	\$48,300	\$21,996	\$35,148	\$28,118	\$43,935
	NCAT	9	\$54,545	\$31,000	\$42,773	\$34,218	\$53,466
	NCSU	9	\$57,393	\$33,975	\$45,684	\$36,547	\$57,105
	UNC-CH	14	\$55,189	\$33,231	\$44,210	\$35,368	\$55,263
	UNCC	9	\$62,556	\$31,364	\$46,960	\$37,568	\$58,700
	UNCG	13	\$48,300	\$29,562	\$38,931	\$31,145	\$48,664
	UNCW	6	\$46,000	\$24,475	\$35,238	\$28,190	\$44,047
4520-"Employment Specialist, Senior"	ASU	5	\$62,385	\$35,700	\$49,043	\$39,234	\$61,303
	ECU	8	\$69,036	\$41,000	\$55,018	\$44,014	\$68,773
	NCAT	5	\$45,000	\$33,000	\$39,000	\$31,200	\$48,750
	UNC-CH	12	\$72,500	\$35,000	\$53,750	\$43,000	\$67,188
	UNCC	8	\$65,000	\$33,000	\$49,000	\$39,200	\$61,250
	UNCG	7	\$57,000	\$33,000	\$45,000	\$36,000	\$56,250
	UNCW	5	\$68,964	\$35,700	\$52,332	\$41,866	\$65,415
4521-Employment Unit Supervisor	UNCC	5	\$86,700	\$42,000	\$64,350	\$51,480	\$80,438
	UNCG	5	\$81,336	\$42,000	\$61,668	\$49,334	\$77,085
4522-Advisor Disability Services	ASU	6	\$64,000	\$35,358	\$49,679	\$39,743	\$62,099
	ECU	9	\$57,692	\$31,000	\$44,346	\$35,477	\$55,433
	NCSU	7	\$59,952	\$35,100	\$47,526	\$38,021	\$59,408
	UNCG	5	\$50,989	\$31,000	\$40,995	\$32,796	\$51,243
5501-Programmer Analyst	ASU	19	\$72,369	\$34,152	\$53,261	\$42,608	\$66,576
	ECSU	8	\$73,092	\$36,576	\$54,834	\$43,867	\$68,543
	ECU	26	\$74,707	\$31,530	\$53,119	\$42,495	\$66,398
	NCAT	22	\$73,720	\$30,274	\$51,997	\$41,598	\$64,996
	NCCU	12	\$61,623	\$36,744	\$49,184	\$39,347	\$61,479
	NCSU	11	\$73,505	\$35,911	\$54,708	\$43,766	\$68,385
	UNC-CH	15	\$96,912	\$37,000	\$66,956	\$53,565	\$83,695
	UNCA	10	\$72,951	\$44,270	\$58,611	\$46,888	\$73,263
	UNCC	22	\$85,826	\$33,919	\$59,873	\$47,898	\$74,841
	UNCG	25	\$74,707	\$33,919	\$54,313	\$43,450	\$67,891
	UNCP	9	\$46,972	\$30,000	\$38,486	\$30,789	\$48,108
	UNCSA	7	\$84,680	\$38,328	\$61,504	\$49,203	\$76,880
	UNCW	17	\$72,369	\$38,500	\$55,435	\$44,348	\$69,293
	WCU	13	\$58,819	\$34,152	\$46,486	\$37,188	\$58,107
5502-"Programmer Analyst, Senior"	ASU	15	\$82,170	\$42,576	\$62,373	\$49,898	\$77,966
	ECSU	8	\$74,856	\$43,976	\$59,416	\$47,533	\$74,270
	ECU	28	\$100,848	\$34,500	\$67,674	\$54,139	\$84,593

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>FSU</i>	6	\$89,770	\$54,000	\$71,885	\$57,508	\$89,856
	<i>NCAT</i>	21	\$82,930	\$42,848	\$62,889	\$50,311	\$78,611
	<i>NCCU</i>	9	\$78,651	\$36,050	\$57,351	\$45,880	\$71,688
	<i>NCSU</i>	10	\$125,000	\$45,214	\$85,107	\$68,086	\$106,384
	<i>UNC-CH</i>	17	\$119,731	\$46,600	\$83,166	\$66,532	\$103,957
	<i>UNCA</i>	10	\$103,040	\$52,020	\$77,530	\$62,024	\$96,913
	<i>UNCC</i>	21	\$92,376	\$36,057	\$64,217	\$51,373	\$80,271
	<i>UNCG</i>	24	\$89,232	\$36,057	\$62,645	\$50,116	\$78,306
	<i>UNCP</i>	18	\$68,160	\$38,004	\$53,082	\$42,466	\$66,353
	<i>UNCW</i>	21	\$103,039	\$43,652	\$73,346	\$58,676	\$91,682
	<i>WCU</i>	20	\$73,470	\$42,576	\$58,023	\$46,418	\$72,529
5503-"Programmer Analyst, Supervisor"	<i>ASU</i>	13	\$86,532	\$61,704	\$74,118	\$59,294	\$92,648
	<i>ECU</i>	15	\$98,323	\$40,000	\$69,162	\$55,329	\$86,452
	<i>NCAT</i>	11	\$87,110	\$55,516	\$71,313	\$57,050	\$89,141
	<i>UNCC</i>	14	\$98,323	\$51,931	\$75,127	\$60,102	\$93,909
	<i>UNCG</i>	12	\$100,450	\$51,931	\$76,191	\$60,952	\$95,238
	<i>UNCW</i>	6	\$109,200	\$67,492	\$88,346	\$70,677	\$110,433
	<i>WCU</i>	12	\$86,532	\$56,186	\$71,359	\$57,087	\$89,199
5504-Systems Programmer	<i>ASU</i>	9	\$65,146	\$48,888	\$57,017	\$45,614	\$71,271
	<i>ECU</i>	13	\$75,358	\$35,500	\$55,429	\$44,343	\$69,286
	<i>NCAT</i>	18	\$73,666	\$40,000	\$56,833	\$45,466	\$71,041
	<i>NCCU</i>	7	\$93,819	\$37,556	\$65,688	\$52,550	\$82,109
	<i>NCSU</i>	8	\$75,583	\$42,903	\$59,243	\$47,394	\$74,054
	<i>UNC-CH</i>	10	\$99,259	\$52,000	\$75,630	\$60,504	\$94,537
	<i>UNCC</i>	18	\$73,666	\$35,500	\$54,583	\$43,666	\$68,229
	<i>UNCG</i>	19	\$73,911	\$35,500	\$54,706	\$43,764	\$68,382
	<i>UNCP</i>	6	\$55,361	\$30,000	\$42,681	\$34,144	\$53,351
	<i>UNCW</i>	12	\$73,969	\$47,268	\$60,619	\$48,495	\$75,773
	<i>WCU</i>	9	\$65,105	\$36,050	\$50,578	\$40,462	\$63,222
5505-"Systems Programmer, Senior"	<i>ASU</i>	14	\$94,043	\$45,096	\$69,570	\$55,656	\$86,962
	<i>ECU</i>	15	\$98,548	\$35,000	\$66,774	\$53,419	\$83,468
	<i>NCAT</i>	19	\$98,302	\$52,042	\$75,172	\$60,138	\$93,965
	<i>NCSU</i>	8	\$89,897	\$44,165	\$67,031	\$53,625	\$83,789
	<i>UNC-CH</i>	13	\$112,455	\$50,605	\$81,530	\$65,224	\$101,913
	<i>UNCC</i>	18	\$98,302	\$35,000	\$66,651	\$53,321	\$83,314
	<i>UNCG</i>	15	\$98,302	\$35,000	\$66,651	\$53,321	\$83,314
	<i>UNCP</i>	9	\$68,080	\$43,913	\$55,997	\$44,797	\$69,996
	<i>UNCW</i>	13	\$99,555	\$51,262	\$75,409	\$60,327	\$94,261

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>WCU</i>	8	\$73,470	\$45,096	\$59,283	\$47,426	\$74,104
<i>5506-"Systems Programmer, Supervisor"</i>	<i>ECU</i>	5	\$111,727	\$67,642	\$89,685	\$71,748	\$112,106
	<i>NCAT</i>	13	\$111,727	\$52,856	\$82,292	\$65,833	\$102,864
	<i>UNCC</i>	12	\$97,425	\$53,170	\$75,298	\$60,238	\$94,122
	<i>UNCG</i>	12	\$95,792	\$52,856	\$74,324	\$59,459	\$92,905
	<i>UNCW</i>	6	\$111,481	\$79,757	\$95,619	\$76,495	\$119,524
	<i>WCU</i>	5	\$97,071	\$61,156	\$79,114	\$63,291	\$98,892
<i>5513-IT Security Analyst/Engineer</i>	<i>ASU</i>	12	\$83,980	\$47,308	\$65,644	\$52,515	\$82,055
	<i>ECSU</i>	5	\$81,000	\$53,747	\$67,374	\$53,899	\$84,217
	<i>ECU</i>	14	\$101,780	\$34,808	\$68,294	\$54,635	\$85,368
	<i>NCAT</i>	9	\$81,142	\$36,561	\$58,852	\$47,081	\$73,564
	<i>NCSU</i>	6	\$72,000	\$44,000	\$58,000	\$46,400	\$72,500
	<i>UNC-CH</i>	10	\$95,222	\$55,016	\$75,119	\$60,095	\$93,899
	<i>UNCC</i>	10	\$96,599	\$52,396	\$74,498	\$59,598	\$93,122
	<i>UNCG</i>	12	\$71,353	\$52,141	\$61,747	\$49,398	\$77,184
	<i>UNCW</i>	6	\$101,046	\$47,308	\$74,177	\$59,342	\$92,721
<i>5514-Telecommunications Manager</i>	<i>ASU</i>	7	\$78,542	\$41,008	\$59,775	\$47,820	\$74,719
	<i>ECU</i>	13	\$105,761	\$69,633	\$87,697	\$70,158	\$109,621
	<i>NCAT</i>	8	\$92,779	\$50,111	\$71,445	\$57,156	\$89,306
	<i>NCCU</i>	6	\$62,499	\$34,575	\$48,537	\$38,830	\$60,671
	<i>UNCC</i>	11	\$109,788	\$56,914	\$83,351	\$66,681	\$104,189
	<i>UNCG</i>	9	\$104,562	\$58,505	\$81,534	\$65,227	\$101,917
	<i>UNCP</i>	6	\$74,982	\$46,319	\$60,651	\$48,520	\$75,813
	<i>UNCW</i>	9	\$79,895	\$58,616	\$69,256	\$55,404	\$86,569
	<i>WCU</i>	6	\$74,982	\$40,240	\$57,611	\$46,089	\$72,014
<i>5515-Network Engineer</i>	<i>ASU</i>	12	\$78,053	\$51,000	\$64,527	\$51,621	\$80,658
	<i>ECU</i>	19	\$102,990	\$41,491	\$72,241	\$57,792	\$90,301
	<i>NCAT</i>	15	\$70,013	\$42,904	\$56,459	\$45,167	\$70,573
	<i>NCCU</i>	11	\$81,546	\$28,737	\$55,142	\$44,113	\$68,927
	<i>UNC-CH</i>	11	\$95,376	\$50,111	\$72,744	\$58,195	\$90,929
	<i>UNCC</i>	15	\$104,562	\$43,007	\$73,785	\$59,028	\$92,231
	<i>UNCG</i>	12	\$91,409	\$43,007	\$67,208	\$53,766	\$84,010
	<i>UNCW</i>	16	\$81,742	\$32,000	\$56,871	\$45,497	\$71,089
	<i>WCU</i>	6	\$84,376	\$44,148	\$64,262	\$51,410	\$80,328
<i>5516-Email Administrator</i>	<i>ECU</i>	6	\$101,970	\$33,044	\$67,507	\$54,006	\$84,384
	<i>NCAT</i>	9	\$74,872	\$38,000	\$56,436	\$45,149	\$70,545
	<i>UNCC</i>	6	\$101,970	\$45,836	\$73,903	\$59,122	\$92,379
	<i>UNCG</i>	5	\$101,970	\$37,535	\$69,753	\$55,802	\$87,191

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
5517-Network Administrator	UNCW	6	\$90,715	\$38,000	\$64,358	\$51,486	\$80,447
	ASU	15	\$104,122	\$45,636	\$74,879	\$59,903	\$93,599
	ECSU	10	\$79,996	\$42,000	\$60,998	\$48,798	\$76,248
	ECU	13	\$84,000	\$50,337	\$67,169	\$53,735	\$83,961
	NCAT	12	\$91,000	\$43,992	\$67,496	\$53,997	\$84,370
	NCCU	8	\$93,891	\$45,000	\$69,446	\$55,556	\$86,807
	UNC-CH	8	\$69,193	\$38,872	\$54,033	\$43,226	\$67,541
	UNCA	6	\$68,832	\$42,000	\$55,416	\$44,333	\$69,270
	UNCC	12	\$95,904	\$48,894	\$72,399	\$57,919	\$90,499
	UNCG	7	\$110,741	\$54,392	\$82,567	\$66,053	\$103,208
	UNCP	6	\$56,244	\$38,004	\$47,124	\$37,699	\$58,905
	UNCW	10	\$114,792	\$63,974	\$89,383	\$71,506	\$111,729
	WCU	10	\$68,616	\$45,636	\$57,126	\$45,701	\$71,408
5518-System Administrator	ASU	12	\$79,000	\$36,444	\$57,722	\$46,178	\$72,153
	ECSU	7	\$62,475	\$38,000	\$50,238	\$40,190	\$62,797
	ECU	16	\$81,541	\$41,003	\$61,272	\$49,018	\$76,590
	NCAT	16	\$84,150	\$43,976	\$64,063	\$51,250	\$80,079
	NCCU	9	\$59,400	\$34,200	\$46,800	\$37,440	\$58,500
	NCSU	9	\$73,300	\$39,066	\$56,183	\$44,946	\$70,229
	UNC-CH	8	\$95,874	\$46,632	\$71,253	\$57,002	\$89,066
	UNCA	9	\$69,824	\$38,000	\$53,912	\$43,130	\$67,390
	UNCC	16	\$85,000	\$45,551	\$65,276	\$52,220	\$81,594
	UNCG	15	\$81,541	\$47,028	\$64,285	\$51,428	\$80,356
	UNCW	11	\$71,000	\$48,188	\$59,594	\$47,675	\$74,493
	WCU	8	\$81,599	\$36,444	\$59,022	\$47,217	\$73,777
5526-Database Administrator	ASU	14	\$82,409	\$51,468	\$66,939	\$53,551	\$83,673
	ECU	26	\$111,955	\$43,260	\$77,608	\$62,086	\$97,009
	FSU	5	\$90,009	\$33,082	\$61,546	\$49,236	\$76,932
	NCAT	17	\$90,408	\$47,008	\$68,708	\$54,966	\$85,885
	NCCU	7	\$75,258	\$60,676	\$67,967	\$54,374	\$84,959
	NCSU	10	\$92,000	\$43,000	\$67,500	\$54,000	\$84,375
	UNC-CH	8	\$107,341	\$43,470	\$75,406	\$60,324	\$94,257
	UNCA	5	\$85,372	\$43,000	\$64,186	\$51,349	\$80,233
	UNCC	20	\$95,883	\$39,007	\$67,445	\$53,956	\$84,306
	UNCG	19	\$111,955	\$47,998	\$79,977	\$63,981	\$99,971
	UNCP	9	\$76,440	\$33,082	\$54,761	\$43,809	\$68,451
	UNCW	15	\$103,039	\$56,186	\$79,613	\$63,690	\$99,516
	WCU	9	\$77,467	\$51,468	\$64,468	\$51,574	\$80,584

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
5527-Data Administrator	NCAT	10	\$108,727	\$24,881	\$66,804	\$53,443	\$83,505
	UNCC	7	\$86,836	\$63,960	\$75,398	\$60,318	\$94,248
5531-"Manager, Web Services/Web Master"	ASU	11	\$78,404	\$43,728	\$61,066	\$48,853	\$76,333
	ECSU	7	\$60,727	\$41,600	\$51,164	\$40,931	\$63,954
	ECU	12	\$82,000	\$36,200	\$59,100	\$47,280	\$73,875
	NCAT	13	\$75,005	\$44,520	\$59,763	\$47,810	\$74,703
	NCCU	5	\$58,198	\$44,000	\$51,099	\$40,879	\$63,874
	UNCA	7	\$93,237	\$54,539	\$73,888	\$59,110	\$92,360
	UNCC	17	\$90,001	\$36,200	\$63,101	\$50,480	\$78,876
	UNCG	11	\$88,608	\$45,864	\$67,236	\$53,789	\$84,045
	UNCP	5	\$60,727	\$36,000	\$48,364	\$38,691	\$60,454
	UNCW	11	\$89,000	\$45,000	\$67,000	\$53,600	\$83,750
	WCU	7	\$71,934	\$43,728	\$57,831	\$46,265	\$72,289
5532-Web Graphics Designer	ECU	13	\$61,000	\$35,844	\$48,422	\$38,738	\$60,528
	NCAT	9	\$62,316	\$33,368	\$47,842	\$38,274	\$59,803
	NCCU	5	\$52,901	\$23,591	\$38,246	\$30,597	\$47,808
	NCSU	9	\$61,383	\$35,425	\$48,404	\$38,723	\$60,505
	UNCC	12	\$82,996	\$29,182	\$56,089	\$44,871	\$70,111
	UNCG	8	\$60,000	\$33,368	\$46,684	\$37,347	\$58,355
5533-Web Content Developer	ASU	10	\$69,501	\$36,211	\$52,856	\$42,285	\$66,070
	ECU	16	\$68,464	\$27,160	\$47,812	\$38,250	\$59,765
	NCAT	18	\$61,672	\$30,388	\$46,030	\$36,824	\$57,538
	NCCU	9	\$93,819	\$37,050	\$65,435	\$52,348	\$81,793
	UNC-CH	12	\$100,124	\$39,780	\$69,952	\$55,962	\$87,440
	UNCA	8	\$72,517	\$35,000	\$53,759	\$43,007	\$67,198
	UNCC	15	\$72,800	\$37,370	\$55,085	\$44,068	\$68,856
	UNCG	19	\$60,136	\$27,160	\$43,648	\$34,918	\$54,560
	UNCP	6	\$54,018	\$29,257	\$41,638	\$33,310	\$52,047
	UNCW	8	\$61,632	\$36,211	\$48,922	\$39,137	\$61,152
WCU	8	\$54,873	\$29,257	\$42,065	\$33,652	\$52,581	
5542-"Computer Operator, Entry"	ECU	8	\$41,700	\$22,494	\$32,097	\$25,678	\$40,121
	NCAT	11	\$44,000	\$27,000	\$35,500	\$28,400	\$44,375
	NCCU	6	\$51,834	\$27,000	\$39,417	\$31,534	\$49,271
	UNC-CH	9	\$48,246	\$27,997	\$38,122	\$30,497	\$47,652
	UNCC	6	\$41,700	\$24,469	\$33,085	\$26,468	\$41,356
	UNCG	6	\$41,700	\$24,469	\$33,085	\$26,468	\$41,356
5543-"Computer Operator, Senior"	ASU	7	\$54,600	\$30,552	\$42,576	\$34,061	\$53,220
	ECU	10	\$50,502	\$24,881	\$37,692	\$30,153	\$47,114

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	NCAT	13	\$56,077	\$28,475	\$42,276	\$33,821	\$52,845
	UNC-CH	9	\$62,204	\$34,692	\$48,448	\$38,758	\$60,560
	UNCC	8	\$44,060	\$33,358	\$38,709	\$30,967	\$48,386
	UNCG	11	\$44,060	\$28,098	\$36,079	\$28,863	\$45,099
	UNCW	5	\$62,534	\$32,899	\$47,717	\$38,173	\$59,646
5544-Computer Operations Supervisor	ECU	6	\$77,304	\$35,142	\$56,223	\$44,978	\$70,279
	NCAT	7	\$69,472	\$39,998	\$54,735	\$43,788	\$68,419
	UNC-CH	9	\$67,710	\$47,000	\$57,355	\$45,884	\$71,694
	UNCG	6	\$78,174	\$47,250	\$62,712	\$50,170	\$78,390
5550-IT Support Specialist (Specific title will vary)	ASU	19	\$78,404	\$34,000	\$56,202	\$44,962	\$70,253
	ECSU	15	\$55,617	\$31,000	\$43,309	\$34,647	\$54,136
	ECU	17	\$84,803	\$23,088	\$53,946	\$43,156	\$67,432
	NCAT	22	\$69,326	\$30,274	\$49,800	\$39,840	\$62,250
	NCCU	7	\$60,000	\$34,004	\$47,002	\$37,602	\$58,753
	NCSU	12	\$71,388	\$29,016	\$50,202	\$40,162	\$62,753
	UNC-CH	8	\$74,614	\$33,492	\$54,053	\$43,242	\$67,566
	UNCA	14	\$62,238	\$31,000	\$46,619	\$37,295	\$58,274
	UNCC	19	\$84,848	\$26,179	\$55,514	\$44,411	\$69,392
	UNCG	16	\$81,480	\$23,088	\$52,284	\$41,827	\$65,355
	UNCP	11	\$56,994	\$29,786	\$43,390	\$34,712	\$54,238
	UNCW	15	\$75,193	\$32,585	\$53,889	\$43,111	\$67,361
	WCU	7	\$63,183	\$35,152	\$49,168	\$39,334	\$61,459
	5551-Help Desk Specialist/Technician	ASU	13	\$59,401	\$31,584	\$45,493	\$36,394
ECSU		6	\$40,272	\$33,519	\$36,896	\$29,516	\$46,119
ECU		20	\$61,838	\$24,308	\$43,073	\$34,458	\$53,841
FSU		7	\$56,210	\$32,000	\$44,105	\$35,284	\$55,131
NCAT		14	\$64,584	\$29,252	\$46,918	\$37,534	\$58,648
NCCU		7	\$68,672	\$24,769	\$46,721	\$37,376	\$58,401
NCSU		8	\$65,643	\$31,320	\$48,482	\$38,785	\$60,602
UNC-CH		12	\$58,489	\$33,863	\$46,176	\$36,941	\$57,720
UNCC		20	\$59,052	\$25,566	\$42,309	\$33,847	\$52,886
UNCG		19	\$48,792	\$24,308	\$36,550	\$29,240	\$45,688
UNCP		8	\$49,671	\$31,352	\$40,512	\$32,409	\$50,639
UNCSA		6	\$58,461	\$39,240	\$48,851	\$39,080	\$61,063
UNCW		15	\$75,358	\$24,769	\$50,064	\$40,051	\$62,579
WCU		7	\$65,480	\$24,769	\$45,125	\$36,100	\$56,406
WSSU	8	\$50,988	\$31,787	\$41,388	\$33,110	\$51,734	
5552-Help Desk Manager	ASU	10	\$74,648	\$41,268	\$57,958	\$46,366	\$72,448

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>ECU</i>	15	\$87,006	\$28,008	\$57,507	\$46,006	\$71,884
	<i>NCAT</i>	7	\$74,976	\$44,574	\$59,775	\$47,820	\$74,719
	<i>NCCU</i>	5	\$93,819	\$44,200	\$69,010	\$55,208	\$86,262
	<i>NCSU</i>	5	\$77,821	\$56,006	\$66,914	\$53,531	\$83,642
	<i>UNC-CH</i>	7	\$93,336	\$62,011	\$77,674	\$62,139	\$97,092
	<i>UNCC</i>	14	\$83,858	\$50,136	\$66,997	\$53,598	\$83,746
	<i>UNCG</i>	10	\$62,656	\$28,008	\$45,332	\$36,266	\$56,665
	<i>UNCP</i>	5	\$54,396	\$38,896	\$46,646	\$37,317	\$58,308
	<i>UNCW</i>	8	\$74,648	\$46,842	\$60,745	\$48,596	\$75,931
	<i>WCU</i>	7	\$93,229	\$38,896	\$66,063	\$52,850	\$82,578
	<i>WSSU</i>	6	\$78,316	\$41,575	\$59,946	\$47,956	\$74,932
<i>5554-IT Project Manager</i>	<i>ASU</i>	10	\$97,034	\$47,436	\$72,235	\$57,788	\$90,294
	<i>ECU</i>	9	\$121,470	\$47,356	\$84,413	\$67,530	\$105,516
	<i>NCAT</i>	8	\$89,569	\$32,000	\$60,785	\$48,628	\$75,981
	<i>NCSU</i>	8	\$114,342	\$47,000	\$80,671	\$64,537	\$100,839
	<i>UNC-CH</i>	10	\$124,191	\$49,775	\$86,983	\$69,586	\$108,729
	<i>UNCC</i>	14	\$93,506	\$50,632	\$72,069	\$57,655	\$90,086
	<i>UNCG</i>	11	\$107,097	\$49,380	\$78,239	\$62,591	\$97,798
	<i>UNCW</i>	5	\$97,034	\$32,000	\$64,517	\$51,614	\$80,646
	<i>WCU</i>	5	\$89,856	\$47,436	\$68,646	\$54,917	\$85,808
<i>5563-Electronic Resources Librarian</i>	<i>ECU</i>	5	\$61,896	\$30,104	\$46,000	\$36,800	\$57,500
	<i>NCAT</i>	5	\$80,253	\$34,875	\$57,564	\$46,051	\$71,955
	<i>UNCC</i>	5	\$82,123	\$35,000	\$58,562	\$46,849	\$73,202
<i>5564-Media Librarian (previously Digital Resources Manager)</i>	<i>ECU</i>	6	\$87,078	\$30,104	\$58,591	\$46,873	\$73,239
	<i>UNCC</i>	5	\$71,411	\$46,842	\$59,127	\$47,301	\$73,908
<i>5565-Instructional Technology Specialist</i>	<i>ASU</i>	15	\$75,732	\$40,500	\$58,116	\$46,493	\$72,645
	<i>ECU</i>	13	\$78,313	\$25,448	\$51,881	\$41,504	\$64,851
	<i>NCAT</i>	14	\$69,864	\$35,916	\$52,890	\$42,312	\$66,113
	<i>NCCU</i>	8	\$60,014	\$36,050	\$48,032	\$38,426	\$60,040
	<i>UNCA</i>	5	\$68,200	\$38,064	\$53,132	\$42,506	\$66,415
	<i>UNCC</i>	15	\$82,658	\$35,000	\$58,829	\$47,063	\$73,536
	<i>UNCG</i>	12	\$54,959	\$35,000	\$44,980	\$35,984	\$56,224
	<i>UNCP</i>	8	\$63,306	\$34,616	\$48,961	\$39,169	\$61,201
	<i>UNCW</i>	13	\$73,786	\$36,000	\$54,893	\$43,914	\$68,616
	<i>WCU</i>	8	\$67,881	\$32,779	\$50,330	\$40,264	\$62,913
<i>5566-Multi-media Specialist/Technician</i>	<i>ASU</i>	12	\$63,189	\$37,128	\$50,159	\$40,127	\$62,698
	<i>ECSU</i>	5	\$47,584	\$31,500	\$39,542	\$31,634	\$49,428
	<i>ECU</i>	19	\$77,324	\$28,683	\$53,004	\$42,403	\$66,254

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	NCAT	15	\$59,117	\$28,428	\$43,773	\$35,018	\$54,716
	NCCU	7	\$57,980	\$28,737	\$43,359	\$34,687	\$54,198
	UNC-CH	12	\$50,012	\$30,600	\$40,306	\$32,245	\$50,383
	UNCA	5	\$56,950	\$41,654	\$49,302	\$39,442	\$61,628
	UNCC	16	\$67,600	\$28,683	\$48,142	\$38,513	\$60,177
	UNCG	16	\$59,117	\$28,683	\$43,900	\$35,120	\$54,875
	UNCP	7	\$42,806	\$24,960	\$33,883	\$27,106	\$42,354
	UNCW	14	\$71,822	\$37,128	\$54,475	\$43,580	\$68,094
	WCU	7	\$63,183	\$34,696	\$48,940	\$39,152	\$61,174
5650-Distance Education Network Operations Manager	NCAT	7	\$68,557	\$46,232	\$57,395	\$45,916	\$71,743
	UNCC	6	\$90,000	\$48,175	\$69,088	\$55,270	\$86,359
	UNCG	5	\$90,000	\$43,598	\$66,799	\$53,439	\$83,499
5701-"Online Instructional Designer, Senior "	ECU	10	\$79,858	\$29,870	\$54,864	\$43,891	\$68,580
	NCAT	7	\$64,896	\$35,040	\$49,968	\$39,974	\$62,460
	UNCC	8	\$72,450	\$51,700	\$62,075	\$49,660	\$77,594
	UNCG	8	\$63,910	\$35,040	\$49,475	\$39,580	\$61,844
6501-Assistant Athletic Trainer/Physical Therapist	ASU	18	\$60,000	\$30,000	\$45,000	\$36,000	\$56,250
	ECSU	9	\$41,536	\$28,000	\$34,768	\$27,814	\$43,460
	ECU	24	\$60,535	\$30,000	\$45,268	\$36,214	\$56,584
	FSU	6	\$83,272	\$25,750	\$54,511	\$43,609	\$68,139
	NCAT	22	\$55,549	\$29,232	\$42,391	\$33,912	\$52,988
	NCCU	9	\$45,515	\$29,588	\$37,552	\$30,041	\$46,939
	NCSU	9	\$65,361	\$39,235	\$52,298	\$41,838	\$65,373
	UNC-CH	17	\$63,525	\$31,320	\$47,423	\$37,938	\$59,278
	UNCA	11	\$44,318	\$28,840	\$36,579	\$29,263	\$45,724
	UNCC	19	\$53,040	\$31,000	\$42,020	\$33,616	\$52,525
	UNCG	24	\$53,040	\$30,000	\$41,520	\$33,216	\$51,900
	UNCP	9	\$41,536	\$25,750	\$33,643	\$26,914	\$42,054
	UNCW	16	\$60,000	\$29,232	\$44,616	\$35,693	\$55,770
	WCU	15	\$45,515	\$29,588	\$37,552	\$30,041	\$46,939
	WSSU	5	\$67,093	\$32,149	\$49,621	\$39,697	\$62,026
6502-Head Athletic Trainer	ASU	10	\$89,915	\$44,044	\$66,980	\$53,584	\$83,724
	ECSU	10	\$57,127	\$40,000	\$48,564	\$38,851	\$60,704
	ECU	15	\$90,000	\$36,250	\$63,125	\$50,500	\$78,906
	FSU	7	\$76,776	\$41,500	\$59,138	\$47,310	\$73,923
	NCAT	14	\$84,273	\$51,178	\$67,726	\$54,180	\$84,657
	NCCU	6	\$61,812	\$34,222	\$48,017	\$38,414	\$60,021
	NCSU	5	\$91,861	\$86,005	\$88,933	\$71,146	\$111,166

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>UNC-CH</i>	6	\$137,500	\$80,875	\$109,188	\$87,350	\$136,484
	<i>UNCA</i>	10	\$63,729	\$45,050	\$54,390	\$43,512	\$67,987
	<i>UNCC</i>	10	\$89,000	\$36,250	\$62,625	\$50,100	\$78,281
	<i>UNCG</i>	16	\$90,000	\$35,000	\$62,500	\$50,000	\$78,125
	<i>UNCP</i>	10	\$67,471	\$43,000	\$55,236	\$44,188	\$69,044
	<i>UNCW</i>	10	\$89,915	\$50,674	\$70,295	\$56,236	\$87,868
	<i>WCU</i>	9	\$64,992	\$44,044	\$54,518	\$43,614	\$68,148
	<i>WSSU</i>	6	\$81,216	\$40,573	\$60,895	\$48,716	\$76,118
<i>6503-Ticket Manager (Athletic Event)</i>	<i>ASU</i>	6	\$57,528	\$30,816	\$44,172	\$35,338	\$55,215
	<i>ECU</i>	13	\$69,500	\$32,216	\$50,858	\$40,686	\$63,573
	<i>NCAT</i>	11	\$54,836	\$27,600	\$41,218	\$32,974	\$51,523
	<i>NCCU</i>	5	\$48,094	\$26,312	\$37,203	\$29,762	\$46,504
	<i>NCSU</i>	9	\$94,272	\$39,533	\$66,903	\$53,522	\$83,628
	<i>UNC-CH</i>	10	\$100,600	\$40,443	\$70,522	\$56,417	\$88,152
	<i>UNCC</i>	11	\$63,690	\$27,600	\$45,645	\$36,516	\$57,056
	<i>UNCG</i>	12	\$65,623	\$27,600	\$46,612	\$37,289	\$58,264
	<i>UNCW</i>	7	\$57,528	\$29,149	\$43,339	\$34,671	\$54,173
	<i>WCU</i>	5	\$48,094	\$34,924	\$41,509	\$33,207	\$51,886
<i>6504-Strength and Conditioning Coach</i>	<i>ASU</i>	6	\$63,574	\$28,560	\$46,067	\$36,854	\$57,584
	<i>ECU</i>	9	\$64,260	\$32,500	\$48,380	\$38,704	\$60,475
	<i>NCAT</i>	9	\$60,450	\$26,203	\$43,327	\$34,661	\$54,158
	<i>UNCG</i>	6	\$71,050	\$30,000	\$50,525	\$40,420	\$63,156
	<i>UNCW</i>	7	\$63,574	\$26,203	\$44,889	\$35,911	\$56,111
<i>6526-Head Coach-Football</i>	<i>ASU</i>	12	\$268,120	\$72,112	\$170,116	\$136,093	\$212,645
	<i>ECSU</i>	8	\$85,000	\$60,300	\$72,650	\$58,120	\$90,813
	<i>ECU</i>	10	\$479,004	\$111,274	\$295,139	\$236,111	\$368,924
	<i>FSU</i>	5	\$225,000	\$79,440	\$152,220	\$121,776	\$190,275
	<i>NCAT</i>	12	\$363,000	\$125,751	\$244,376	\$195,500	\$305,469
	<i>NCCU</i>	7	\$226,000	\$91,569	\$158,785	\$127,028	\$198,481
	<i>NCSU</i>	6	\$1,250,000	\$233,118	\$741,559	\$593,247	\$926,949
	<i>UNC-CH</i>	7	\$2,000,000	\$225,000	\$1,112,500	\$890,000	\$1,390,625
	<i>UNCA</i>	5	\$219,300	\$53,370	\$136,335	\$109,068	\$170,419
	<i>UNCC</i>	8	\$479,004	\$147,000	\$313,002	\$250,402	\$391,253
	<i>UNCG</i>	11	\$650,000	\$147,000	\$398,500	\$318,800	\$498,125
	<i>UNCP</i>	6	\$116,500	\$70,586	\$93,543	\$74,834	\$116,929
	<i>UNCW</i>	10	\$267,412	\$68,380	\$167,896	\$134,317	\$209,870
	<i>WCU</i>	9	\$162,504	\$65,980	\$114,242	\$91,394	\$142,803
<i>6527-Offensive Coordinator-Football</i>	<i>ASU</i>	5	\$123,120	\$71,376	\$97,248	\$77,798	\$121,560

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>ECU</i>	9	\$200,000	\$46,410	\$123,205	\$98,564	\$154,006
	<i>NCAT</i>	12	\$163,461	\$46,818	\$105,140	\$84,112	\$131,424
	<i>NCSU</i>	6	\$350,000	\$230,000	\$290,000	\$232,000	\$362,500
	<i>UNC-CH</i>	7	\$450,000	\$85,230	\$267,615	\$214,092	\$334,519
	<i>UNCC</i>	7	\$148,600	\$42,630	\$95,615	\$76,492	\$119,519
	<i>UNCG</i>	10	\$213,623	\$42,630	\$128,127	\$102,501	\$160,158
	<i>UNCW</i>	5	\$89,865	\$46,818	\$68,342	\$54,673	\$85,427
	<i>WCU</i>	5	\$84,681	\$40,371	\$62,526	\$50,021	\$78,158
<i>6528-Defensive Coordinator-Football</i>	<i>ASU</i>	7	\$98,620	\$41,500	\$70,060	\$56,048	\$87,575
	<i>ECU</i>	11	\$200,000	\$53,087	\$126,544	\$101,235	\$158,179
	<i>NCAT</i>	11	\$150,000	\$36,000	\$93,000	\$74,400	\$116,250
	<i>NCCU</i>	6	\$71,000	\$42,000	\$56,500	\$45,200	\$70,625
	<i>NCSU</i>	6	\$436,817	\$205,000	\$320,909	\$256,727	\$401,136
	<i>UNC-CH</i>	7	\$575,000	\$123,000	\$349,000	\$279,200	\$436,250
	<i>UNCC</i>	6	\$137,100	\$100,000	\$118,550	\$94,840	\$148,188
	<i>UNCG</i>	9	\$192,044	\$54,000	\$123,022	\$98,418	\$153,778
	<i>UNCW</i>	6	\$85,000	\$36,000	\$60,500	\$48,400	\$75,625
	<i>WCU</i>	5	\$82,215	\$35,023	\$58,619	\$46,895	\$73,274
<i>6529-Assistant Coach-Football</i>	<i>ASU</i>	18	\$80,120	\$17,500	\$48,810	\$39,048	\$61,013
	<i>ECSU</i>	10	\$47,000	\$25,000	\$36,000	\$28,800	\$45,000
	<i>ECU</i>	19	\$170,000	\$30,000	\$100,000	\$80,000	\$125,000
	<i>NCAT</i>	18	\$140,000	\$30,000	\$85,000	\$68,000	\$106,250
	<i>NCCU</i>	12	\$67,600	\$24,000	\$45,800	\$36,640	\$57,250
	<i>NCSU</i>	11	\$245,213	\$121,699	\$183,456	\$146,765	\$229,320
	<i>UNC-CH</i>	10	\$225,000	\$46,515	\$135,758	\$108,606	\$169,697
	<i>UNCA</i>	7	\$73,000	\$25,000	\$49,000	\$39,200	\$61,250
	<i>UNCC</i>	13	\$148,600	\$30,000	\$89,300	\$71,440	\$111,625
	<i>UNCG</i>	23	\$202,756	\$26,000	\$114,378	\$91,502	\$142,973
	<i>UNCP</i>	11	\$51,500	\$31,500	\$41,500	\$33,200	\$51,875
	<i>UNCW</i>	12	\$79,500	\$25,750	\$52,625	\$42,100	\$65,781
	<i>WCU</i>	12	\$67,600	\$17,500	\$42,550	\$34,040	\$53,188
<i>6530-Head Coach-Baseball</i>	<i>ASU</i>	10	\$90,000	\$44,151	\$67,076	\$53,660	\$83,844
	<i>ECSU</i>	5	\$202,584	\$32,895	\$117,740	\$94,192	\$147,174
	<i>ECU</i>	13	\$210,000	\$43,423	\$126,712	\$101,369	\$158,389
	<i>FSU</i>	5	\$107,345	\$48,000	\$77,673	\$62,138	\$97,091
	<i>NCAT</i>	8	\$150,000	\$56,471	\$103,236	\$82,588	\$129,044
	<i>NCCU</i>	7	\$65,000	\$49,500	\$57,250	\$45,800	\$71,563
	<i>NCSU</i>	5	\$275,001	\$98,000	\$186,501	\$149,200	\$233,126

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	UNC-CH	7	\$190,000	\$75,324	\$132,662	\$106,130	\$165,828
	UNCA	8	\$64,929	\$32,895	\$48,912	\$39,130	\$61,140
	UNCC	10	\$150,000	\$59,422	\$104,711	\$83,769	\$130,889
	UNCG	12	\$155,000	\$62,500	\$108,750	\$87,000	\$135,938
	UNCP	8	\$82,400	\$48,000	\$65,200	\$52,160	\$81,500
	UNCW	8	\$87,105	\$40,327	\$63,716	\$50,973	\$79,645
	WCU	9	\$100,000	\$47,922	\$73,961	\$59,169	\$92,451
6531-Assistant Coach-Baseball	ASU	8	\$54,144	\$30,698	\$42,421	\$33,937	\$53,026
	ECU	17	\$80,000	\$24,094	\$52,047	\$41,638	\$65,059
	NCAT	11	\$110,000	\$29,893	\$69,947	\$55,957	\$87,433
	NCSU	7	\$133,101	\$43,306	\$88,204	\$70,563	\$110,254
	UNC-CH	8	\$75,000	\$29,830	\$52,415	\$41,932	\$65,519
	UNCC	11	\$60,000	\$31,744	\$45,872	\$36,698	\$57,340
	UNCG	17	\$75,000	\$24,252	\$49,626	\$39,701	\$62,033
	UNCP	8	\$55,000	\$30,900	\$42,950	\$34,360	\$53,688
	UNCW	7	\$38,415	\$30,327	\$34,371	\$27,497	\$42,964
WCU	6	\$55,000	\$32,700	\$43,850	\$35,080	\$54,813	
6532-Head Coach-Men's Basketball	ASU	13	\$290,000	\$63,814	\$176,907	\$141,526	\$221,134
	ECSU	7	\$87,000	\$49,440	\$68,220	\$54,576	\$85,275
	ECU	14	\$300,000	\$83,849	\$191,925	\$153,540	\$239,906
	FSU	7	\$87,000	\$71,004	\$79,002	\$63,202	\$98,753
	NCAT	14	\$293,502	\$100,000	\$196,751	\$157,401	\$245,939
	NCCU	7	\$195,000	\$64,071	\$129,536	\$103,628	\$161,919
	NCSU	6	\$1,600,000	\$240,183	\$920,092	\$736,073	\$1,150,114
	UNC-CH	6	\$2,400,000	\$194,750	\$1,297,375	\$1,037,900	\$1,621,719
	UNCA	9	\$94,720	\$35,250	\$64,985	\$51,988	\$81,231
	UNCC	12	\$450,000	\$86,167	\$268,084	\$214,467	\$335,104
	UNCG	13	\$300,000	\$115,000	\$207,500	\$166,000	\$259,375
	UNCP	7	\$90,000	\$52,000	\$71,000	\$56,800	\$88,750
	UNCW	9	\$290,000	\$60,966	\$175,483	\$140,386	\$219,354
	WCU	8	\$195,000	\$58,000	\$126,500	\$101,200	\$158,125
WSSU	5	\$123,600	\$69,503	\$96,552	\$77,241	\$120,689	
6533-Assistant Coach-Men's Basketball	ASU	18	\$90,000	\$38,485	\$64,243	\$51,394	\$80,303
	ECSU	6	\$43,724	\$25,000	\$34,362	\$27,490	\$42,953
	ECU	24	\$150,000	\$36,000	\$93,000	\$74,400	\$116,250
	FSU	5	\$45,000	\$35,020	\$40,010	\$32,008	\$50,013
	NCAT	24	\$137,150	\$23,660	\$80,405	\$64,324	\$100,506
	NCCU	9	\$61,000	\$32,544	\$46,772	\$37,418	\$58,465

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	NCSU	9	\$225,000	\$100,000	\$162,500	\$130,000	\$203,125
	UNC-CH	12	\$205,999	\$76,875	\$141,437	\$113,150	\$176,796
	UNCC	19	\$150,000	\$28,000	\$89,000	\$71,200	\$111,250
	UNCG	25	\$150,000	\$33,000	\$91,500	\$73,200	\$114,375
	UNCP	9	\$48,000	\$33,456	\$40,728	\$32,582	\$50,910
	UNCW	13	\$100,000	\$23,660	\$61,830	\$49,464	\$77,288
	WCU	11	\$65,000	\$40,000	\$52,500	\$42,000	\$65,625
	WSSU	7	\$66,950	\$34,857	\$50,904	\$40,723	\$63,629
6534-Head Coach-Women's Basketball [560]	ASU	13	\$165,013	\$64,760	\$114,887	\$91,909	\$143,608
	ECSU	8	\$67,621	\$42,000	\$54,811	\$43,848	\$68,513
	ECU	14	\$250,000	\$110,000	\$180,000	\$144,000	\$225,000
	FSU	7	\$96,000	\$56,844	\$76,422	\$61,138	\$95,528
	NCAT	14	\$181,500	\$90,002	\$135,751	\$108,601	\$169,689
	NCCU	7	\$105,000	\$54,616	\$79,808	\$63,846	\$99,760
	NCSU	5	\$550,000	\$210,000	\$380,000	\$304,000	\$475,000
	UNC-CH	6	\$394,059	\$120,910	\$257,485	\$205,988	\$321,856
	UNCA	10	\$73,290	\$36,194	\$54,742	\$43,794	\$68,428
	UNCC	12	\$214,755	\$84,868	\$149,812	\$119,849	\$187,264
	UNCG	14	\$214,755	\$97,238	\$155,997	\$124,797	\$194,996
	UNCP	9	\$105,000	\$55,157	\$80,079	\$64,063	\$100,098
	UNCW	10	\$135,000	\$53,150	\$94,075	\$75,260	\$117,594
	WCU	9	\$106,056	\$49,000	\$77,528	\$62,022	\$96,910
	WSSU	5	\$106,060	\$60,968	\$83,514	\$66,811	\$104,393
6535-Assistant Coach-Women's Basketball	ASU	18	\$65,000	\$30,375	\$47,688	\$38,150	\$59,609
	ECU	26	\$105,000	\$28,000	\$66,500	\$53,200	\$83,125
	NCAT	23	\$93,000	\$25,022	\$59,011	\$47,209	\$73,764
	NCCU	7	\$55,000	\$41,565	\$48,283	\$38,626	\$60,353
	NCSU	9	\$121,000	\$75,000	\$98,000	\$78,400	\$122,500
	UNC-CH	13	\$152,000	\$52,788	\$102,394	\$81,915	\$127,993
	UNCC	17	\$85,000	\$25,008	\$55,004	\$44,003	\$68,755
	UNCG	25	\$96,000	\$25,008	\$60,504	\$48,403	\$75,630
	UNCP	9	\$50,000	\$30,900	\$40,450	\$32,360	\$50,563
	UNCW	13	\$65,000	\$26,614	\$45,807	\$36,646	\$57,259
	WCU	10	\$50,508	\$30,375	\$40,442	\$32,353	\$50,552
	WSSU	6	\$48,925	\$24,369	\$36,647	\$29,318	\$45,809
6550-Head Coach - Cross Country	ASU	5	\$64,383	\$40,262	\$52,323	\$41,858	\$65,403
6551-Head Coach - Track and Field	ASU	6	\$52,786	\$37,500	\$45,143	\$36,114	\$56,429
	ECU	7	\$235,000	\$52,840	\$143,920	\$115,136	\$179,900

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	NCAT	6	\$71,000	\$41,535	\$56,268	\$45,014	\$70,334
	UNCG	7	\$72,229	\$35,000	\$53,615	\$42,892	\$67,018
6552-Head Coach - Cross Country and Track & Field	ASU	10	\$90,310	\$38,049	\$64,180	\$51,344	\$80,224
	ECU	7	\$77,800	\$41,135	\$59,468	\$47,574	\$74,334
	NCAT	8	\$76,500	\$45,720	\$61,110	\$48,888	\$76,388
	NCSU	5	\$287,247	\$83,514	\$185,381	\$148,304	\$231,726
	UNCC	7	\$62,000	\$50,706	\$56,353	\$45,082	\$70,441
	UNCG	8	\$101,000	\$51,700	\$76,350	\$61,080	\$95,438
	UNCW	7	\$89,915	\$38,049	\$63,982	\$51,186	\$79,978
6554-Head Coach - Swimming & Diving	ASU	8	\$69,176	\$34,102	\$51,639	\$41,311	\$64,549
	ECU	10	\$90,000	\$25,834	\$57,917	\$46,334	\$72,396
	NCAT	9	\$83,560	\$24,133	\$53,847	\$43,077	\$67,308
	NCSU	8	\$120,000	\$62,415	\$91,208	\$72,966	\$114,009
	UNC-CH	8	\$177,053	\$26,000	\$101,527	\$81,221	\$126,908
	UNCC	6	\$113,724	\$43,000	\$78,362	\$62,690	\$97,953
	UNCW	8	\$105,000	\$34,102	\$69,551	\$55,641	\$86,939
6555-Head Coach - Men's Golf	ASU	7	\$51,000	\$28,000	\$39,500	\$31,600	\$49,375
	ECU	8	\$135,000	\$42,621	\$88,811	\$71,048	\$111,013
	NCAT	6	\$75,000	\$36,005	\$55,503	\$44,402	\$69,378
	NCCU	6	\$53,739	\$25,827	\$39,783	\$31,826	\$49,729
	NCSU	6	\$175,101	\$33,156	\$104,129	\$83,303	\$130,161
	UNC-CH	6	\$133,830	\$72,500	\$103,165	\$82,532	\$128,956
	UNCG	8	\$107,000	\$42,072	\$74,536	\$59,629	\$93,170
	UNCP	7	\$48,289	\$25,441	\$36,865	\$29,492	\$46,081
	UNCW	5	\$52,581	\$25,827	\$39,204	\$31,363	\$49,005
WCU	5	\$44,554	\$25,827	\$35,191	\$28,152	\$43,988	
6558-Head Coach - Men's Lacrosse	UNCA	6	\$65,288	\$39,600	\$52,444	\$41,955	\$65,555
6560-Head Coach - Men's Soccer	ASU	8	\$55,680	\$41,116	\$48,398	\$38,718	\$60,498
	ECU	8	\$100,000	\$46,540	\$73,270	\$58,616	\$91,588
	UNC-CH	5	\$127,500	\$74,259	\$100,880	\$80,704	\$126,099
	UNCA	8	\$70,628	\$34,963	\$52,796	\$42,236	\$65,994
	UNCC	6	\$75,000	\$46,588	\$60,794	\$48,635	\$75,993
	UNCG	8	\$130,000	\$40,000	\$85,000	\$68,000	\$106,250
	UNCP	5	\$53,845	\$30,000	\$41,923	\$33,538	\$52,403
UNCW	7	\$90,045	\$49,158	\$69,602	\$55,681	\$87,002	
6561-Head Coach - Men's Tennis	ASU	5	\$48,648	\$40,294	\$44,471	\$35,577	\$55,589
	ECU	7	\$81,600	\$43,050	\$62,325	\$49,860	\$77,906
	NCAT	7	\$75,000	\$32,004	\$53,502	\$42,802	\$66,878

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	NCSU	5	\$118,450	\$60,000	\$89,225	\$71,380	\$111,531
	UNC-CH	8	\$149,958	\$65,000	\$107,479	\$85,983	\$134,349
	UNCG	7	\$54,100	\$33,000	\$43,550	\$34,840	\$54,438
	UNCW	5	\$72,114	\$34,804	\$53,459	\$42,767	\$66,824
	WCU	5	\$48,648	\$34,804	\$41,726	\$33,381	\$52,158
6563-Head Coach - Men's Wrestling	ECU	5	\$104,449	\$52,500	\$78,475	\$62,780	\$98,093
	NCAT	5	\$91,911	\$51,383	\$71,647	\$57,318	\$89,559
	UNC-CH	5	\$136,000	\$45,099	\$90,550	\$72,440	\$113,187
6564-Head Coach - Women's Field Hockey	ASU	5	\$97,402	\$46,114	\$71,758	\$57,406	\$89,698
	UNCA	6	\$61,047	\$42,337	\$51,692	\$41,354	\$64,615
	UNCW	6	\$97,402	\$46,114	\$71,758	\$57,406	\$89,698
6565-Head Coach - Women's Golf	ECU	10	\$87,500	\$30,900	\$59,200	\$47,360	\$74,000
	NCAT	7	\$75,000	\$40,000	\$57,500	\$46,000	\$71,875
	NCSU	5	\$114,777	\$66,950	\$90,864	\$72,691	\$113,579
	UNC-CH	6	\$150,761	\$62,000	\$106,381	\$85,104	\$132,976
	UNCG	10	\$76,008	\$35,953	\$55,981	\$44,784	\$69,976
6566-Head Coach - Women's Gymnastics	UNC-CH	5	\$166,000	\$55,215	\$110,608	\$88,486	\$138,259
6568-Head Coach - Women's Lacrosse	ASU	5	\$79,800	\$40,488	\$60,144	\$48,115	\$75,180
	UNCW	6	\$79,800	\$54,000	\$66,900	\$53,520	\$83,625
6569-Head Coach - Women's Rowing	UNC-CH	6	\$120,000	\$76,471	\$98,236	\$78,588	\$122,794
6570-Head Coach - Women's Soccer	ASU	8	\$82,920	\$42,808	\$62,864	\$50,291	\$78,580
	ECU	14	\$100,000	\$40,000	\$70,000	\$56,000	\$87,500
	NCAT	11	\$76,500	\$37,690	\$57,095	\$45,676	\$71,369
	NCCU	5	\$51,544	\$42,000	\$46,772	\$37,418	\$58,465
	NCSU	5	\$185,400	\$64,295	\$124,848	\$99,878	\$156,059
	UNC-CH	8	\$152,000	\$77,520	\$114,760	\$91,808	\$143,450
	UNCA	9	\$64,110	\$40,640	\$52,375	\$41,900	\$65,469
	UNCC	9	\$70,000	\$54,000	\$62,000	\$49,600	\$77,500
	UNCG	11	\$87,000	\$40,000	\$63,500	\$50,800	\$79,375
	UNCP	9	\$52,020	\$34,000	\$43,010	\$34,408	\$53,763
	UNCW	10	\$82,920	\$45,458	\$64,189	\$51,351	\$80,236
	WCU	5	\$58,103	\$43,500	\$50,802	\$40,641	\$63,502
6571-Head Coach - Women's Softball	ASU	14	\$77,700	\$40,792	\$59,246	\$47,397	\$74,058
	ECU	13	\$115,000	\$36,050	\$75,525	\$60,420	\$94,406
	FSU	5	\$81,066	\$36,500	\$58,783	\$47,026	\$73,479
	NCAT	8	\$58,170	\$46,353	\$52,262	\$41,809	\$65,327
	NCCU	7	\$58,170	\$42,093	\$50,132	\$40,105	\$62,664
	NCSU	6	\$175,101	\$75,000	\$125,051	\$100,040	\$156,313

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	UNC-CH	7	\$200,000	\$70,958	\$135,479	\$108,383	\$169,349
	UNCC	7	\$108,276	\$52,541	\$80,409	\$64,327	\$100,511
	UNCG	10	\$86,276	\$52,000	\$69,138	\$55,310	\$86,423
	UNCP	9	\$56,647	\$38,430	\$47,539	\$38,031	\$59,423
	UNCW	10	\$78,814	\$40,431	\$59,623	\$47,698	\$74,528
	WCU	9	\$73,500	\$42,093	\$57,797	\$46,237	\$72,246
6572-Head Coach - Women's Tennis	ECU	9	\$116,500	\$38,881	\$77,691	\$62,152	\$97,113
	NCAT	6	\$103,000	\$39,868	\$71,434	\$57,147	\$89,293
	NCSU	5	\$100,001	\$57,220	\$78,611	\$62,888	\$98,263
	UNC-CH	7	\$145,648	\$57,435	\$101,542	\$81,233	\$126,927
	UNCC	6	\$105,000	\$30,612	\$67,806	\$54,245	\$84,758
	UNCG	8	\$75,000	\$39,831	\$57,416	\$45,932	\$71,769
6573-Head Coach - Women's Volleyball	ASU	13	\$80,000	\$42,297	\$61,149	\$48,919	\$76,436
	ECSU	6	\$51,200	\$38,000	\$44,600	\$35,680	\$55,750
	ECU	13	\$115,000	\$42,000	\$78,500	\$62,800	\$98,125
	NCAT	12	\$100,008	\$47,150	\$73,579	\$58,863	\$91,974
	NCCU	6	\$75,000	\$43,260	\$59,130	\$47,304	\$73,913
	NCSU	6	\$150,000	\$73,150	\$111,575	\$89,260	\$139,469
	UNC-CH	5	\$217,020	\$78,660	\$147,840	\$118,272	\$184,800
	UNCA	9	\$58,907	\$34,963	\$46,935	\$37,548	\$58,669
	UNCC	10	\$90,000	\$53,500	\$71,750	\$57,400	\$89,688
	UNCG	11	\$82,014	\$53,500	\$67,757	\$54,206	\$84,696
	UNCP	7	\$57,120	\$42,000	\$49,560	\$39,648	\$61,950
	UNCW	7	\$62,685	\$43,240	\$52,963	\$42,370	\$66,203
	WCU	8	\$61,344	\$46,246	\$53,795	\$43,036	\$67,244
7526-Intramural/Recreation Coordinator	ASU	8	\$57,581	\$34,000	\$45,791	\$36,632	\$57,238
	ECSU	8	\$56,125	\$30,900	\$43,513	\$34,810	\$54,391
	ECU	15	\$87,865	\$32,116	\$59,991	\$47,992	\$74,988
	NCAT	15	\$55,283	\$31,000	\$43,142	\$34,513	\$53,927
	NCSU	7	\$61,000	\$34,450	\$47,725	\$38,180	\$59,656
	UNC-CH	8	\$57,424	\$34,557	\$45,991	\$36,792	\$57,488
	UNCC	16	\$59,615	\$34,000	\$46,808	\$37,446	\$58,509
	UNCG	18	\$59,615	\$33,750	\$46,683	\$37,346	\$58,353
	UNCP	11	\$43,863	\$28,464	\$36,164	\$28,931	\$45,204
	UNCW	9	\$84,073	\$31,200	\$57,637	\$46,109	\$72,046
	WCU	6	\$42,811	\$33,500	\$38,156	\$30,524	\$47,694
7527-Student Activities Officer	ASU	12	\$66,853	\$32,670	\$49,762	\$39,809	\$62,202
	ECSU	6	\$40,000	\$30,000	\$35,000	\$28,000	\$43,750

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>ECU</i>	16	\$56,019	\$31,000	\$43,510	\$34,808	\$54,387
	<i>FSU</i>	5	\$48,035	\$26,500	\$37,268	\$29,814	\$46,584
	<i>NCAT</i>	16	\$61,020	\$33,000	\$47,010	\$37,608	\$58,763
	<i>NCCU</i>	6	\$46,115	\$28,919	\$37,517	\$30,014	\$46,896
	<i>NCSU</i>	6	\$77,778	\$33,600	\$55,689	\$44,551	\$69,611
	<i>UNC-CH</i>	12	\$68,540	\$35,004	\$51,772	\$41,418	\$64,715
	<i>UNCA</i>	9	\$40,950	\$31,500	\$36,225	\$28,980	\$45,281
	<i>UNCC</i>	11	\$73,704	\$35,000	\$54,352	\$43,482	\$67,940
	<i>UNCG</i>	11	\$53,840	\$35,000	\$44,420	\$35,536	\$55,525
	<i>UNCP</i>	8	\$43,416	\$32,004	\$37,710	\$30,168	\$47,138
	<i>UNCSA</i>	7	\$68,540	\$35,004	\$51,772	\$41,418	\$64,715
	<i>UNCW</i>	9	\$58,494	\$32,670	\$45,582	\$36,466	\$56,978
	<i>WCU</i>	7	\$48,843	\$33,000	\$40,922	\$32,737	\$51,152
<i>7529-Sign Language Interpreter</i>	<i>ECU</i>	6	\$52,553	\$32,500	\$42,527	\$34,021	\$53,158
	<i>UNC-CH</i>	7	\$64,397	\$38,459	\$51,428	\$41,142	\$64,285
	<i>UNCC</i>	7	\$79,601	\$35,444	\$57,523	\$46,018	\$71,903
	<i>UNCG</i>	7	\$58,724	\$38,958	\$48,841	\$39,073	\$61,051
<i>7530-Events Coordinator</i>	<i>ASU</i>	6	\$51,230	\$34,000	\$42,615	\$34,092	\$53,269
	<i>ECU</i>	10	\$79,620	\$32,000	\$55,810	\$44,648	\$69,763
	<i>NCAT</i>	9	\$48,205	\$31,616	\$39,911	\$31,928	\$49,888
	<i>NCCU</i>	6	\$56,859	\$32,045	\$44,452	\$35,562	\$55,565
	<i>NCSU</i>	7	\$68,037	\$32,000	\$50,019	\$40,015	\$62,523
	<i>UNCC</i>	17	\$56,490	\$28,956	\$42,723	\$34,178	\$53,404
	<i>UNCG</i>	14	\$46,173	\$30,000	\$38,087	\$30,469	\$47,608
	<i>UNCW</i>	7	\$54,927	\$33,100	\$44,014	\$35,211	\$55,017
<i>7531-Events Technical Services Coordinator</i>	<i>ASU</i>	7	\$68,790	\$39,300	\$54,045	\$43,236	\$67,556
	<i>ECSU</i>	5	\$49,204	\$34,000	\$41,602	\$33,282	\$52,003
	<i>ECU</i>	7	\$77,367	\$30,644	\$54,006	\$43,204	\$67,507
	<i>NCAT</i>	9	\$72,271	\$29,515	\$50,893	\$40,714	\$63,616
	<i>NCCU</i>	5	\$37,133	\$28,312	\$32,723	\$26,178	\$40,903
	<i>UNC-CH</i>	8	\$66,096	\$35,088	\$50,592	\$40,474	\$63,240
	<i>UNCA</i>	6	\$60,940	\$27,158	\$44,049	\$35,239	\$55,061
	<i>UNCG</i>	6	\$54,836	\$32,933	\$43,885	\$35,108	\$54,856
	<i>UNCP</i>	9	\$45,000	\$30,000	\$37,500	\$30,000	\$46,875
	<i>UNCW</i>	6	\$56,433	\$39,300	\$47,867	\$38,293	\$59,833
<i>7550-Academic Advisor/Counselor</i>	<i>ASU</i>	24	\$81,960	\$23,316	\$52,638	\$42,110	\$65,798
	<i>ECSU</i>	11	\$54,927	\$28,840	\$41,884	\$33,507	\$52,354
	<i>ECU</i>	30	\$76,773	\$25,520	\$51,147	\$40,917	\$63,933

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>FSU</i>	10	\$54,927	\$31,263	\$43,095	\$34,476	\$53,869
	<i>NCAT</i>	27	\$67,471	\$23,664	\$45,568	\$36,454	\$56,959
	<i>NCCU</i>	13	\$68,492	\$30,604	\$49,548	\$39,638	\$61,935
	<i>NCSU</i>	14	\$72,948	\$31,547	\$52,248	\$41,798	\$65,309
	<i>UNC-CH</i>	21	\$73,092	\$33,000	\$53,046	\$42,437	\$66,308
	<i>UNCA</i>	10	\$89,915	\$32,400	\$61,158	\$48,926	\$76,447
	<i>UNCC</i>	26	\$62,688	\$23,664	\$43,176	\$34,541	\$53,970
	<i>UNCG</i>	31	\$65,004	\$23,664	\$44,334	\$35,467	\$55,418
	<i>UNCP</i>	16	\$54,000	\$28,008	\$41,004	\$32,803	\$51,255
	<i>UNCW</i>	18	\$67,471	\$28,193	\$47,832	\$38,266	\$59,790
	<i>WCU</i>	16	\$63,470	\$23,316	\$43,393	\$34,714	\$54,241
	<i>WSSU</i>	5	\$45,880	\$27,369	\$36,625	\$29,300	\$45,781
<i>7551-Student Career Counselor</i>	<i>ASU</i>	17	\$69,692	\$32,886	\$51,289	\$41,031	\$64,111
	<i>ECSU</i>	6	\$44,596	\$26,250	\$35,423	\$28,338	\$44,279
	<i>ECU</i>	20	\$67,222	\$22,656	\$44,939	\$35,951	\$56,174
	<i>FSU</i>	5	\$56,216	\$32,621	\$44,419	\$35,535	\$55,523
	<i>NCAT</i>	19	\$51,266	\$25,872	\$38,569	\$30,855	\$48,211
	<i>NCCU</i>	11	\$44,200	\$30,970	\$37,585	\$30,068	\$46,981
	<i>NCSU</i>	11	\$63,851	\$37,008	\$50,430	\$40,344	\$63,037
	<i>UNC-CH</i>	17	\$81,200	\$37,000	\$59,100	\$47,280	\$73,875
	<i>UNCA</i>	13	\$48,510	\$37,740	\$43,125	\$34,500	\$53,906
	<i>UNCC</i>	18	\$61,064	\$25,872	\$43,468	\$34,774	\$54,335
	<i>UNCG</i>	23	\$53,893	\$22,656	\$38,275	\$30,620	\$47,843
	<i>UNCP</i>	11	\$50,400	\$26,340	\$38,370	\$30,696	\$47,963
	<i>UNCW</i>	20	\$68,500	\$30,970	\$49,735	\$39,788	\$62,169
	<i>WCU</i>	12	\$55,849	\$30,970	\$43,410	\$34,728	\$54,262
<i>7552-Cooperative Program Coordinator</i>	<i>ASU</i>	5	\$48,305	\$42,911	\$45,608	\$36,486	\$57,010
	<i>ECU</i>	5	\$55,162	\$29,238	\$42,200	\$33,760	\$52,750
	<i>NCAT</i>	10	\$70,000	\$29,245	\$49,623	\$39,698	\$62,028
	<i>UNCA</i>	5	\$75,792	\$38,255	\$57,024	\$45,619	\$71,279
	<i>UNCG</i>	5	\$90,933	\$29,238	\$60,086	\$48,068	\$75,107
	<i>UNCW</i>	8	\$49,875	\$36,046	\$42,961	\$34,368	\$53,701
<i>7553-Study Abroad Advisor</i>	<i>ASU</i>	10	\$52,500	\$31,608	\$42,054	\$33,643	\$52,568
	<i>ECU</i>	16	\$69,200	\$29,500	\$49,350	\$39,480	\$61,688
	<i>NCAT</i>	12	\$43,656	\$26,856	\$35,256	\$28,205	\$44,070
	<i>NCCU</i>	5	\$47,222	\$31,668	\$39,445	\$31,556	\$49,306
	<i>NCSU</i>	13	\$48,000	\$28,840	\$38,420	\$30,736	\$48,025
	<i>UNC-CH</i>	12	\$59,053	\$40,500	\$49,777	\$39,821	\$62,221

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum	
	UNCC	11	\$69,200	\$27,000	\$48,100	\$38,480	\$60,125	
	UNCG	10	\$69,200	\$27,000	\$48,100	\$38,480	\$60,125	
	UNCW	12	\$55,419	\$31,668	\$43,544	\$34,835	\$54,429	
7554-Academic Support Center Coordinator	ASU	9	\$63,147	\$34,380	\$48,764	\$39,011	\$60,954	
	ECSU	6	\$69,395	\$32,000	\$50,698	\$40,558	\$63,372	
	ECU	12	\$63,028	\$28,594	\$45,811	\$36,649	\$57,264	
	NCAT	10	\$66,500	\$36,407	\$51,454	\$41,163	\$64,317	
	NCCU	6	\$50,000	\$34,705	\$42,353	\$33,882	\$52,941	
	UNC-CH	8	\$66,120	\$35,155	\$50,638	\$40,510	\$63,297	
	UNCC	7	\$82,500	\$35,568	\$59,034	\$47,227	\$73,793	
	UNCG	9	\$55,884	\$35,568	\$45,726	\$36,581	\$57,158	
	UNCP	6	\$46,500	\$32,000	\$39,250	\$31,400	\$49,063	
	UNCW	10	\$66,500	\$38,000	\$52,250	\$41,800	\$65,313	
	7576-Residence Hall Manager-Room and Board Included	ASU	21	\$49,369	\$23,395	\$36,382	\$29,106	\$45,478
		ECSU	12	\$31,761	\$24,000	\$27,881	\$22,304	\$34,851
ECU		17	\$43,403	\$24,370	\$33,887	\$27,109	\$42,358	
FSU		7	\$36,333	\$20,884	\$28,609	\$22,887	\$35,761	
NCAT		17	\$36,520	\$24,531	\$30,526	\$24,420	\$38,157	
NCCU		10	\$31,200	\$16,860	\$24,030	\$19,224	\$30,038	
NCSU		8	\$65,912	\$30,000	\$47,956	\$38,365	\$59,945	
UNC-CH		15	\$51,850	\$26,524	\$39,187	\$31,350	\$48,984	
UNCA		14	\$46,300	\$26,495	\$36,398	\$29,118	\$45,497	
UNCC		12	\$37,454	\$24,531	\$30,993	\$24,794	\$38,741	
UNCG		15	\$40,143	\$28,363	\$34,253	\$27,402	\$42,816	
UNCP		8	\$34,377	\$20,884	\$27,631	\$22,104	\$34,538	
UNCW		17	\$53,000	\$23,395	\$38,198	\$30,558	\$47,747	
WCU		13	\$46,270	\$29,149	\$37,710	\$30,168	\$47,137	
7577-Residence Hall Manager-Room and Board Not Included		NCAT	7	\$56,337	\$31,000	\$43,669	\$34,935	\$54,586
	UNCG	6	\$55,015	\$30,000	\$42,508	\$34,006	\$53,134	
7601-Counseling Psychologist	ASU	16	\$74,293	\$42,754	\$58,524	\$46,819	\$73,154	
	ECU	17	\$76,710	\$45,000	\$60,855	\$48,684	\$76,069	
	NCAT	20	\$82,070	\$32,518	\$57,294	\$45,835	\$71,618	
	NCCU	9	\$117,588	\$38,021	\$77,805	\$62,244	\$97,256	
	NCSU	16	\$84,782	\$46,356	\$65,569	\$52,455	\$81,961	
	UNC-CH	23	\$95,715	\$45,900	\$70,808	\$56,646	\$88,509	
	UNCA	7	\$76,000	\$42,000	\$59,000	\$47,200	\$73,750	
	UNCC	16	\$75,000	\$48,812	\$61,906	\$49,525	\$77,383	
	UNCG	20	\$78,000	\$45,000	\$61,500	\$49,200	\$76,875	

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
7602-Counselor	UNCW	15	\$76,721	\$48,000	\$62,361	\$49,888	\$77,951
	WCU	8	\$68,257	\$42,754	\$55,506	\$44,404	\$69,382
	ASU	9	\$77,700	\$33,996	\$55,848	\$44,678	\$69,810
	ECSU	10	\$63,445	\$36,000	\$49,723	\$39,778	\$62,153
	ECU	18	\$70,095	\$34,627	\$52,361	\$41,889	\$65,451
	FSU	7	\$55,572	\$37,000	\$46,286	\$37,029	\$57,858
	NCAT	20	\$66,798	\$32,001	\$49,400	\$39,520	\$61,749
	NCCU	10	\$60,063	\$33,836	\$46,950	\$37,560	\$58,687
	NCSU	11	\$78,521	\$35,000	\$56,761	\$45,408	\$70,951
	UNC-CH	10	\$74,341	\$34,500	\$54,421	\$43,536	\$68,026
	UNCA	14	\$80,604	\$39,000	\$59,802	\$47,842	\$74,753
	UNCC	13	\$62,000	\$38,000	\$50,000	\$40,000	\$62,500
	UNCG	14	\$62,000	\$37,595	\$49,798	\$39,838	\$62,247
	UNCP	12	\$63,445	\$36,860	\$50,153	\$40,122	\$62,691
	UNCW	13	\$89,915	\$32,518	\$61,217	\$48,973	\$76,521
	WCU	8	\$60,063	\$33,836	\$46,950	\$37,560	\$58,687
	WSSU	6	\$55,572	\$41,627	\$48,600	\$38,880	\$60,749
	7603-Nurse Practitioner	ASU	20	\$101,894	\$45,306	\$73,600	\$58,880
ECSU		5	\$72,100	\$51,359	\$61,730	\$49,384	\$77,162
ECU		19	\$91,824	\$43,000	\$67,412	\$53,930	\$84,265
FSU		5	\$65,226	\$50,000	\$57,613	\$46,090	\$72,016
NCAT		17	\$95,000	\$62,000	\$78,500	\$62,800	\$98,125
NCCU		11	\$82,000	\$55,000	\$68,500	\$54,800	\$85,625
NCSU		14	\$90,000	\$53,703	\$71,852	\$57,481	\$89,814
UNC-CH		19	\$124,259	\$59,714	\$91,987	\$73,589	\$114,983
UNCA		7	\$80,590	\$40,139	\$60,365	\$48,292	\$75,456
UNCC		15	\$95,000	\$58,425	\$76,713	\$61,370	\$95,891
UNCG		18	\$95,000	\$43,000	\$69,000	\$55,200	\$86,250
UNCP		10	\$82,500	\$51,973	\$67,237	\$53,789	\$84,046
UNCW		16	\$101,894	\$51,281	\$76,588	\$61,270	\$95,734
WCU		13	\$93,730	\$61,656	\$77,693	\$62,154	\$97,116
7604-Staff Nurse	ASU	20	\$76,609	\$31,808	\$54,209	\$43,367	\$67,761
	ECSU	7	\$63,500	\$35,272	\$49,386	\$39,509	\$61,733
	ECU	23	\$65,544	\$32,530	\$49,037	\$39,230	\$61,296
	NCAT	15	\$54,079	\$37,710	\$45,895	\$36,716	\$57,368
	NCCU	10	\$45,000	\$27,919	\$36,460	\$29,168	\$45,574
	NCSU	16	\$62,172	\$34,534	\$48,353	\$38,682	\$60,441
	UNC-CH	12	\$99,480	\$43,200	\$71,340	\$57,072	\$89,175

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	UNCA	10	\$59,668	\$34,907	\$47,288	\$37,830	\$59,109
	UNCC	22	\$68,796	\$39,520	\$54,158	\$43,326	\$67,698
	UNCG	24	\$68,796	\$32,702	\$50,749	\$40,599	\$63,436
	UNCP	7	\$55,162	\$30,376	\$42,769	\$34,215	\$53,461
	UNCW	14	\$76,392	\$31,350	\$53,871	\$43,097	\$67,339
	WCU	11	\$56,288	\$30,376	\$43,332	\$34,666	\$54,165
7605-Staff Physician	ASU	14	\$160,356	\$110,158	\$135,257	\$108,206	\$169,071
	ECU	18	\$200,917	\$65,000	\$132,959	\$106,367	\$166,198
	NCAT	11	\$145,647	\$101,130	\$123,389	\$98,711	\$154,236
	NCSU	14	\$182,263	\$93,000	\$137,632	\$110,105	\$172,039
	UNC-CH	14	\$204,000	\$112,462	\$158,231	\$126,585	\$197,789
	UNCC	14	\$163,969	\$120,764	\$142,367	\$113,893	\$177,958
	UNCG	19	\$163,969	\$102,500	\$133,235	\$106,588	\$166,543
	UNCW	11	\$158,629	\$110,158	\$134,394	\$107,515	\$167,992
7606-Clinical Research Nurse	ECU	11	\$70,543	\$46,800	\$58,672	\$46,937	\$73,339
	UNC-CH	10	\$95,579	\$44,182	\$69,881	\$55,904	\$87,351
7607-Pharmacist	ASU	7	\$103,020	\$64,538	\$83,779	\$67,023	\$104,724
	ECU	9	\$121,669	\$74,952	\$98,311	\$78,648	\$122,888
	NCAT	7	\$104,000	\$85,000	\$94,500	\$75,600	\$118,125
	NCSU	12	\$104,124	\$80,000	\$92,062	\$73,650	\$115,078
	UNC-CH	13	\$131,201	\$73,668	\$102,435	\$81,948	\$128,043
	UNCC	8	\$103,036	\$81,004	\$92,020	\$73,616	\$115,025
	UNCG	12	\$100,960	\$78,926	\$89,943	\$71,954	\$112,429
8501-Annual Giving Officer □ Entry Level	ECU	9	\$57,283	\$30,800	\$44,042	\$35,233	\$55,052
	NCAT	6	\$86,577	\$33,509	\$60,043	\$48,034	\$75,054
	UNCA	6	\$51,000	\$30,000	\$40,500	\$32,400	\$50,625
	UNCC	10	\$103,000	\$30,800	\$66,900	\$53,520	\$83,625
	UNCG	5	\$57,283	\$30,800	\$44,042	\$35,233	\$55,052
8502-Annual Giving Officer □ Senior Level	ASU	7	\$57,000	\$38,000	\$47,500	\$38,000	\$59,375
	ECU	12	\$74,000	\$32,399	\$53,200	\$42,560	\$66,499
	NCAT	6	\$74,986	\$37,731	\$56,359	\$45,087	\$70,448
	UNC-CH	15	\$97,657	\$37,000	\$67,329	\$53,863	\$84,161
	UNCA	8	\$70,000	\$39,923	\$54,962	\$43,969	\$68,702
	UNCC	13	\$80,000	\$40,000	\$60,000	\$48,000	\$75,000
	UNCG	15	\$74,000	\$32,399	\$53,200	\$42,560	\$66,499
	UNCSA	6	\$104,760	\$56,367	\$80,564	\$64,451	\$100,704
	UNCW	9	\$74,986	\$31,668	\$53,327	\$42,662	\$66,659
8503-Alumni Relations Officer □ Entry Level	ECU	14	\$56,375	\$29,317	\$42,846	\$34,277	\$53,558

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	NCAT	11	\$57,873	\$30,796	\$44,335	\$35,468	\$55,418
	UNC-CH	10	\$58,285	\$39,763	\$49,024	\$39,219	\$61,280
	UNCC	11	\$63,300	\$31,752	\$47,526	\$38,021	\$59,408
	UNCG	11	\$56,375	\$30,000	\$43,188	\$34,550	\$53,984
	UNCW	5	\$59,111	\$33,280	\$46,196	\$36,956	\$57,744
	WCU	5	\$52,500	\$30,179	\$41,340	\$33,072	\$51,674
8504-Alumni Relations Officer □ Senior Level	ASU	10	\$72,800	\$40,000	\$56,400	\$45,120	\$70,500
	ECU	17	\$80,369	\$33,372	\$56,871	\$45,496	\$71,088
	NCAT	9	\$79,767	\$37,255	\$58,511	\$46,809	\$73,139
	NCSU	8	\$126,362	\$52,379	\$89,371	\$71,496	\$111,713
	UNC-CH	10	\$92,000	\$45,864	\$68,932	\$55,146	\$86,165
	UNCA	6	\$63,403	\$36,225	\$49,814	\$39,851	\$62,268
	UNCC	12	\$59,740	\$37,255	\$48,498	\$38,798	\$60,622
	UNCG	17	\$59,740	\$33,372	\$46,556	\$37,245	\$58,195
8505-Major Gift Officer □ Entry Level	UNCW	6	\$49,757	\$40,000	\$44,879	\$35,903	\$56,098
	NCAT	5	\$87,900	\$59,196	\$73,548	\$58,838	\$91,935
	UNC-CH	9	\$80,556	\$39,960	\$60,258	\$48,206	\$75,323
	UNCC	7	\$100,205	\$23,518	\$61,862	\$49,489	\$77,327
8506-Major Gift Officer □ Senior Level	UNCSA	6	\$80,556	\$43,879	\$62,218	\$49,774	\$77,772
	ASU	8	\$73,963	\$36,674	\$55,319	\$44,255	\$69,148
	ECU	11	\$100,495	\$48,347	\$74,421	\$59,537	\$93,026
	NCAT	10	\$101,847	\$55,000	\$78,424	\$62,739	\$98,029
	UNC-CH	18	\$165,000	\$53,944	\$109,472	\$87,578	\$136,840
	UNCC	11	\$101,458	\$33,500	\$67,479	\$53,983	\$84,349
	UNCG	11	\$123,000	\$48,347	\$85,674	\$68,539	\$107,092
	UNCW	7	\$84,100	\$47,500	\$65,800	\$52,640	\$82,250
8508-Planned Giving Officer □ Senior Level	WCU	7	\$81,668	\$36,674	\$59,171	\$47,337	\$73,964
	ECU	8	\$107,638	\$63,654	\$85,646	\$68,517	\$107,058
	UNC-CH	10	\$124,722	\$76,688	\$100,705	\$80,564	\$125,881
	UNCC	5	\$103,000	\$85,000	\$94,000	\$75,200	\$117,500
8509-"Coordinator, Resource Development"	UNCG	6	\$144,000	\$63,654	\$103,827	\$83,062	\$129,784
	ECSU	5	\$52,115	\$39,390	\$45,753	\$36,602	\$57,191
	ECU	9	\$70,243	\$38,000	\$54,122	\$43,297	\$67,652
	NCAT	6	\$55,152	\$42,000	\$48,576	\$38,861	\$60,720
	NCSU	6	\$50,122	\$42,841	\$46,482	\$37,185	\$58,102
	UNC-CH	6	\$90,184	\$42,000	\$66,092	\$52,874	\$82,615
	UNCA	8	\$65,595	\$36,078	\$50,837	\$40,669	\$63,546
UNCC	5	\$74,000	\$38,000	\$56,000	\$44,800	\$70,000	

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>UNCP</i>	5	\$54,280	\$34,754	\$44,517	\$35,614	\$55,646
	<i>UNCW</i>	5	\$75,920	\$32,044	\$53,982	\$43,186	\$67,478
	<i>WCU</i>	6	\$54,280	\$32,044	\$43,162	\$34,530	\$53,953
<i>8510-Government Relations Specialist</i>	<i>UNC-CH</i>	5	\$100,861	\$63,344	\$82,103	\$65,682	\$102,628
<i>8550-Public Information Specialist</i>	<i>ASU</i>	15	\$68,092	\$35,892	\$51,992	\$41,594	\$64,990
	<i>ECSU</i>	8	\$58,416	\$30,706	\$44,561	\$35,649	\$55,701
	<i>ECU</i>	20	\$64,730	\$28,392	\$46,561	\$37,249	\$58,201
	<i>NCAT</i>	14	\$58,740	\$38,172	\$48,456	\$38,765	\$60,570
	<i>NCCU</i>	7	\$99,162	\$34,004	\$66,583	\$53,266	\$83,229
	<i>NCSU</i>	13	\$69,432	\$24,743	\$47,088	\$37,670	\$58,859
	<i>UNC-CH</i>	17	\$76,500	\$33,384	\$54,942	\$43,954	\$68,678
	<i>UNCA</i>	7	\$58,416	\$35,000	\$46,708	\$37,366	\$58,385
	<i>UNCC</i>	13	\$90,000	\$32,500	\$61,250	\$49,000	\$76,563
	<i>UNCG</i>	15	\$68,092	\$29,458	\$48,775	\$39,020	\$60,969
	<i>UNCP</i>	9	\$56,015	\$35,765	\$45,890	\$36,712	\$57,363
	<i>UNCSA</i>	5	\$70,000	\$33,384	\$51,692	\$41,354	\$64,615
	<i>UNCW</i>	11	\$69,000	\$39,480	\$54,240	\$43,392	\$67,800
	<i>WCU</i>	10	\$45,192	\$35,765	\$40,479	\$32,383	\$50,598
	<i>8551-Assistant Editor</i>	<i>ECU</i>	5	\$38,418	\$22,372	\$30,395	\$24,316
<i>NCAT</i>		5	\$48,301	\$33,911	\$41,106	\$32,885	\$51,383
<i>NCSU</i>		11	\$55,390	\$25,708	\$40,549	\$32,439	\$50,686
<i>UNC-CH</i>		16	\$54,629	\$25,214	\$39,922	\$31,937	\$49,902
<i>UNCG</i>		5	\$48,660	\$22,372	\$35,516	\$28,413	\$44,395
<i>8552-Editor</i>	<i>ASU</i>	8	\$53,148	\$38,436	\$45,792	\$36,634	\$57,240
	<i>ECU</i>	18	\$76,547	\$25,307	\$50,927	\$40,742	\$63,659
	<i>NCAT</i>	11	\$66,686	\$36,000	\$51,343	\$41,074	\$64,179
	<i>NCSU</i>	12	\$58,468	\$32,554	\$45,511	\$36,409	\$56,889
	<i>UNC-CH</i>	16	\$68,760	\$34,611	\$51,686	\$41,348	\$64,607
	<i>UNCA</i>	5	\$62,500	\$43,067	\$52,784	\$42,227	\$65,979
	<i>UNCC</i>	10	\$88,384	\$35,000	\$61,692	\$49,354	\$77,115
	<i>UNCG</i>	8	\$65,405	\$25,307	\$45,356	\$36,285	\$56,695
	<i>UNCW</i>	9	\$80,000	\$40,000	\$60,000	\$48,000	\$75,000
	<i>WCU</i>	5	\$62,354	\$42,060	\$52,207	\$41,766	\$65,259
<i>8553-Graphic Designer</i>	<i>ASU</i>	20	\$63,995	\$32,700	\$48,348	\$38,678	\$60,434
	<i>ECSU</i>	8	\$48,834	\$31,490	\$40,162	\$32,130	\$50,203
	<i>ECU</i>	25	\$62,637	\$23,175	\$42,906	\$34,325	\$53,633
	<i>FSU</i>	5	\$71,618	\$34,217	\$52,918	\$42,334	\$66,147
	<i>NCAT</i>	17	\$63,662	\$28,930	\$46,296	\$37,037	\$57,870

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>NCCU</i>	7	\$45,359	\$28,933	\$37,146	\$29,717	\$46,433
	<i>NCSU</i>	11	\$61,000	\$36,055	\$48,528	\$38,822	\$60,659
	<i>UNC-CH</i>	20	\$69,597	\$31,200	\$50,399	\$40,319	\$62,998
	<i>UNCA</i>	11	\$75,048	\$28,665	\$51,857	\$41,485	\$64,821
	<i>UNCC</i>	19	\$72,814	\$32,320	\$52,567	\$42,054	\$65,709
	<i>UNCG</i>	19	\$61,203	\$23,175	\$42,189	\$33,751	\$52,736
	<i>UNCP</i>	12	\$48,167	\$28,600	\$38,384	\$30,707	\$47,979
	<i>UNCSA</i>	9	\$62,888	\$30,186	\$46,537	\$37,230	\$58,171
	<i>UNCW</i>	19	\$70,000	\$30,553	\$50,277	\$40,221	\$62,846
	<i>WCU</i>	18	\$59,952	\$28,600	\$44,276	\$35,421	\$55,345
<i>8554-Writer</i>	<i>ECU</i>	17	\$75,762	\$27,893	\$51,828	\$41,462	\$64,784
	<i>NCAT</i>	14	\$66,156	\$30,014	\$48,085	\$38,468	\$60,106
	<i>NCSU</i>	6	\$58,635	\$41,200	\$49,918	\$39,934	\$62,397
	<i>UNC-CH</i>	13	\$83,200	\$20,800	\$52,000	\$41,600	\$65,000
	<i>UNCC</i>	9	\$63,693	\$28,167	\$45,930	\$36,744	\$57,413
	<i>UNCG</i>	11	\$75,762	\$28,167	\$51,965	\$41,572	\$64,956
<i>8556-Photographer</i>	<i>ASU</i>	7	\$52,429	\$32,714	\$42,572	\$34,057	\$53,214
	<i>ECU</i>	16	\$67,096	\$20,527	\$43,812	\$35,049	\$54,764
	<i>NCAT</i>	11	\$49,790	\$29,532	\$39,661	\$31,729	\$49,576
	<i>NCSU</i>	10	\$53,622	\$29,357	\$41,490	\$33,192	\$51,862
	<i>UNC-CH</i>	11	\$53,762	\$28,081	\$40,922	\$32,737	\$51,152
	<i>UNCC</i>	8	\$55,120	\$30,908	\$43,014	\$34,411	\$53,768
	<i>UNCG</i>	14	\$48,789	\$24,000	\$36,395	\$29,116	\$45,493
	<i>UNCP</i>	9	\$45,032	\$28,500	\$36,766	\$29,413	\$45,958
	<i>UNCW</i>	6	\$79,059	\$32,714	\$55,887	\$44,709	\$69,858
<i>WCU</i>	7	\$52,429	\$34,445	\$43,437	\$34,750	\$54,296	
<i>8557-Producer/Director (Television)</i>	<i>ASU</i>	5	\$65,796	\$33,061	\$49,429	\$39,543	\$61,786
	<i>ECU</i>	10	\$56,015	\$30,000	\$43,008	\$34,406	\$53,759
	<i>NCSU</i>	10	\$76,385	\$35,721	\$56,053	\$44,842	\$70,066
	<i>UNCC</i>	6	\$58,836	\$31,352	\$45,094	\$36,075	\$56,368
	<i>UNCG</i>	5	\$57,202	\$31,352	\$44,277	\$35,422	\$55,346
<i>8558-Program Manager (Television)</i>	<i>ECU</i>	7	\$68,382	\$36,976	\$52,679	\$42,143	\$65,849
<i>8559-"Television Engineer, Senior"</i>	<i>ASU</i>	6	\$114,792	\$37,000	\$75,896	\$60,717	\$94,870
	<i>ECU</i>	12	\$74,422	\$39,148	\$56,785	\$45,428	\$70,981
	<i>NCAT</i>	7	\$74,775	\$39,062	\$56,919	\$45,535	\$71,148
	<i>NCSU</i>	8	\$61,131	\$37,225	\$49,178	\$39,342	\$61,473
	<i>UNCC</i>	9	\$84,176	\$35,623	\$59,900	\$47,920	\$74,874
	<i>UNCG</i>	9	\$67,567	\$39,148	\$53,358	\$42,686	\$66,697

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
8560-Manager Fm Radio Station	WCU	5	\$74,418	\$52,387	\$63,403	\$50,722	\$79,253
	ASU	5	\$79,980	\$45,194	\$62,587	\$50,070	\$78,234
	ECU	7	\$105,612	\$36,762	\$71,187	\$56,950	\$88,984
	UNCG	6	\$111,633	\$36,762	\$74,198	\$59,358	\$92,747
	WCU	6	\$79,980	\$59,181	\$69,581	\$55,664	\$86,976
9501-Electrical/Electronic Engineer	ECU	8	\$99,777	\$33,055	\$66,416	\$53,133	\$83,020
	NCSU	9	\$80,340	\$42,520	\$61,430	\$49,144	\$76,788
	UNC-CH	9	\$88,248	\$55,260	\$71,754	\$57,403	\$89,693
9502-"Electrical/Electronic Engineer, Senior"	ECU	5	\$190,000	\$40,638	\$115,319	\$92,255	\$144,149
	NCAT	8	\$84,556	\$51,183	\$67,870	\$54,296	\$84,837
	NCSU	9	\$116,563	\$46,324	\$81,444	\$65,155	\$101,804
	UNC-CH	8	\$128,124	\$55,500	\$91,812	\$73,450	\$114,765
9503-Mechanical Engineer	NCAT	8	\$67,704	\$40,019	\$53,862	\$43,089	\$67,327
9504-"Mechanical Engineer, Senior"	NCSU	7	\$99,939	\$67,200	\$83,570	\$66,856	\$104,462
9505-Research Assistant - Natural/Physical Sciences (Intermediate Level)	ECU	9	\$55,127	\$26,378	\$40,753	\$32,602	\$50,941
	NCAT	15	\$63,342	\$27,971	\$45,657	\$36,525	\$57,071
	NCSU	10	\$77,546	\$27,979	\$52,763	\$42,210	\$65,953
	UNC-CH	14	\$80,006	\$30,000	\$55,003	\$44,002	\$68,754
	UNCC	10	\$51,310	\$29,024	\$40,167	\$32,134	\$50,209
	UNCW	8	\$69,933	\$29,149	\$49,541	\$39,633	\$61,926
9506-Research Assistant - Natural/Physical Sciences (Senior Level)	ECU	12	\$68,300	\$26,378	\$47,339	\$37,871	\$59,174
	NCAT	16	\$79,476	\$28,800	\$54,138	\$43,310	\$67,673
	NCSU	12	\$91,088	\$33,578	\$62,333	\$49,866	\$77,916
	UNC-CH	16	\$93,407	\$36,643	\$65,025	\$52,020	\$81,281
	UNCC	11	\$83,382	\$33,843	\$58,613	\$46,890	\$73,266
	UNCG	8	\$55,000	\$33,843	\$44,422	\$35,537	\$55,527
	UNCW	8	\$80,500	\$36,255	\$58,378	\$46,702	\$72,972
9507-Research Assistant-Social/Behavioral Sciences (Intermediate Level)	NCAT	9	\$58,111	\$32,500	\$45,306	\$36,244	\$56,632
	UNC-CH	12	\$75,504	\$22,884	\$49,194	\$39,355	\$61,493
	UNCC	8	\$56,099	\$15,000	\$35,550	\$28,440	\$44,437
9508-Research Assistant - Social/Behavioral Sciences (Senior Level)	NCAT	9	\$79,679	\$18,375	\$49,027	\$39,222	\$61,284
	UNC-CH	8	\$96,432	\$25,733	\$61,083	\$48,866	\$76,353
	UNCC	6	\$66,888	\$32,500	\$49,694	\$39,755	\$62,118
	UNCG	6	\$66,888	\$32,500	\$49,694	\$39,755	\$62,118
9509-Lab Coordinator	ASU	11	\$67,100	\$34,000	\$50,550	\$40,440	\$63,188
	ECU	21	\$79,513	\$28,500	\$54,007	\$43,205	\$67,508
	NCAT	17	\$72,862	\$30,170	\$51,516	\$41,213	\$64,395
	NCSU	10	\$80,250	\$28,816	\$54,533	\$43,626	\$68,166

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	UNC-CH	18	\$62,730	\$21,250	\$41,990	\$33,592	\$52,488
	UNCA	8	\$58,001	\$34,611	\$46,306	\$37,045	\$57,883
	UNCC	20	\$80,508	\$24,313	\$52,411	\$41,928	\$65,513
	UNCG	20	\$68,874	\$31,572	\$50,223	\$40,178	\$62,779
	UNCW	13	\$78,888	\$30,170	\$54,529	\$43,623	\$68,161
9510-Laboratory Technician II	ASU	7	\$77,700	\$36,005	\$56,853	\$45,482	\$71,066
	ECU	17	\$46,200	\$22,909	\$34,555	\$27,644	\$43,193
	NCAT	20	\$51,007	\$20,800	\$35,904	\$28,723	\$44,879
	NCSU	13	\$56,064	\$21,840	\$38,952	\$31,162	\$48,690
	UNC-CH	20	\$52,312	\$13,322	\$32,817	\$26,254	\$41,021
	UNCC	18	\$55,207	\$17,448	\$36,328	\$29,062	\$45,409
	UNCG	12	\$36,778	\$20,800	\$28,789	\$23,031	\$35,986
	UNCW	8	\$49,368	\$24,000	\$36,684	\$29,347	\$45,855
9511-Laboratory Technician IV	ECU	13	\$66,002	\$29,000	\$47,501	\$38,001	\$59,376
	NCAT	12	\$49,275	\$30,576	\$39,926	\$31,940	\$49,907
	UNC-CH	18	\$72,862	\$22,950	\$47,906	\$38,325	\$59,883
	UNCC	13	\$66,406	\$20,200	\$43,303	\$34,642	\$54,129
	UNCG	11	\$42,218	\$29,000	\$35,609	\$28,487	\$44,511
	UNCW	8	\$75,193	\$41,508	\$58,351	\$46,680	\$72,938
9512-Research Field Technician	ECU	9	\$72,659	\$22,784	\$47,722	\$38,177	\$59,652
	NCAT	9	\$60,000	\$25,603	\$42,802	\$34,241	\$53,502
	NCSU	8	\$46,891	\$20,800	\$33,846	\$27,076	\$42,307
	UNCC	11	\$54,810	\$25,199	\$40,005	\$32,004	\$50,006
9513-Research Computer Specialist	ECU	8	\$78,440	\$35,776	\$57,108	\$45,686	\$71,385
	UNC-CH	12	\$98,862	\$43,093	\$70,978	\$56,782	\$88,722
9514-Electronic Technician Supervisor	NCAT	7	\$72,891	\$46,030	\$59,461	\$47,568	\$74,326
	NCSU	7	\$71,864	\$38,563	\$55,214	\$44,171	\$69,017
9515-Research Project Engineer	NCAT	8	\$70,719	\$43,057	\$56,888	\$45,510	\$71,110
	UNCC	7	\$62,868	\$42,644	\$52,756	\$42,205	\$65,945
9516-Research Assistant - Natural /Physical Sciences (Entry Level)	UNC-CH	8	\$61,800	\$30,000	\$45,900	\$36,720	\$57,375
9517-Research Assistant-Social/Behavioral Sciences (Entry Level)	UNCC	6	\$63,219	\$20,800	\$42,010	\$33,608	\$52,512
9520-Assistant Research Scientist (non-Faculty)	NCAT	7	\$78,705	\$31,554	\$55,130	\$44,104	\$68,912
9521-Associate Research Scientist (non-Faculty)	UNCC	6	\$82,400	\$22,000	\$52,200	\$41,760	\$65,250
9522-Research Scientist (non-Faculty)	NCAT	10	\$120,323	\$40,000	\$80,162	\$64,129	\$100,202
	UNCC	7	\$146,667	\$38,700	\$92,684	\$74,147	\$115,854
9551-Veterinarian	ECU	5	\$180,000	\$80,000	\$130,000	\$104,000	\$162,500

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
	<i>NCAT</i>	6	\$149,950	\$62,938	\$106,444	\$85,155	\$133,055
	<i>UNC-CH</i>	10	\$159,595	\$79,992	\$119,794	\$95,835	\$149,742
<i>9552-Animal Care Manager</i>	<i>ECU</i>	8	\$94,271	\$38,804	\$66,538	\$53,230	\$83,172
	<i>NCAT</i>	7	\$46,818	\$35,734	\$41,276	\$33,021	\$51,595
	<i>NCSU</i>	8	\$78,349	\$28,819	\$53,584	\$42,867	\$66,980
	<i>UNC-CH</i>	8	\$73,510	\$50,793	\$62,152	\$49,721	\$77,689
	<i>UNCC</i>	6	\$94,271	\$54,734	\$74,503	\$59,602	\$93,128
	<i>UNCG</i>	5	\$94,271	\$40,940	\$67,606	\$54,084	\$84,507
<i>9553-Farm Manager</i>	<i>NCAT</i>	11	\$59,140	\$40,184	\$49,662	\$39,730	\$62,078
	<i>NCSU</i>	9	\$88,130	\$34,118	\$61,124	\$48,899	\$76,405

UNC-GA IRA/PDF.PR004A/31JUL12

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

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

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
2501-Conference/Workshop Education Coordinator (Continuing Education)	System	21	\$77,290	\$37,760	\$57,525	\$46,020	\$71,906
2502-Continuing Education Specialist	System	15	\$106,766	\$42,707	\$74,736	\$59,789	\$93,421
2503-Museum Curator	System	27	\$114,242	\$35,737	\$74,990	\$59,992	\$93,737
2557-Systems Librarian (Digitization Collection Librarian)	System	5	\$106,416	\$72,452	\$89,434	\$71,547	\$111,792
2576-Admissions Counselor	System	33	\$80,877	\$29,500	\$55,189	\$44,151	\$68,986
2577-Financial Aid Counselor	System	37	\$78,236	\$29,184	\$53,710	\$42,968	\$67,138
2578-Academic Evaluator	System	16	\$63,646	\$23,384	\$43,515	\$34,812	\$54,394
3501-Administrative Specialist	System	34	\$108,508	\$23,272	\$65,890	\$52,712	\$82,363
3502-Staff Attorney	System	19	\$293,808	\$61,987	\$177,897	\$142,318	\$222,372
3503-Buyer	System	30	\$76,700	\$37,312	\$57,006	\$45,605	\$71,257
3504-"Buyer, Senior"	System	29	\$94,754	\$44,630	\$69,692	\$55,754	\$87,115
3505-"Buyer, Supervisory"	System	17	\$118,428	\$59,708	\$89,068	\$71,255	\$111,335
3506-Contract and Grants Specialist	System	35	\$94,320	\$28,337	\$61,328	\$49,063	\$76,660
3526-Accountant	System	37	\$89,437	\$35,265	\$62,351	\$49,881	\$77,939
3527-"Accountant, Senior"	System	32	\$98,875	\$46,129	\$72,502	\$58,001	\$90,627
3528-Accounting Unit Supervisor	System	25	\$111,620	\$45,708	\$78,664	\$62,931	\$98,330
3529-Auditor	System	20	\$92,040	\$40,200	\$66,120	\$52,896	\$82,650
3530-"Auditor, Senior"	System	31	\$110,581	\$54,782	\$82,681	\$66,145	\$103,352
3531-Budget Analyst	System	21	\$81,163	\$48,592	\$64,878	\$51,902	\$81,097
3532-"Budget Analyst, Senior"	System	24	\$122,183	\$45,843	\$84,013	\$67,210	\$105,016
3533-Budget Unit Supervisor	System	14	\$118,990	\$67,107	\$93,048	\$74,439	\$116,310
3534-Department Business Manager (Small Unit)	System	29	\$132,325	\$44,250	\$88,288	\$70,630	\$110,360
3535-Department Business Manager (Large Unit)	System	30	\$120,124	\$57,429	\$88,777	\$71,021	\$110,971
3536-Head Cashier	System	13	\$61,919	\$29,488	\$45,704	\$36,563	\$57,130
3537-Collections Supervisor	System	11	\$84,960	\$42,664	\$63,812	\$51,050	\$79,765
3538-"Auditor, IT"	System	5	\$94,838	\$55,014	\$74,926	\$59,941	\$93,657
3539-"Auditor, Senior IT"	System	5	\$143,494	\$70,800	\$107,147	\$85,718	\$133,934
3540-"Manager, Audit"	System	12	\$169,337	\$56,726	\$113,032	\$90,425	\$141,290
3550-Shipping and Receiving Supervisor	System	16	\$79,858	\$34,082	\$56,970	\$45,576	\$71,212
3551-Print Shop Supervisor	System	10	\$61,589	\$28,325	\$44,957	\$35,965	\$56,196
3552-Mail Services Supervisor	System	18	\$71,057	\$32,762	\$51,909	\$41,528	\$64,887
3553-Child Care Center Teacher	System	23	\$50,905	\$24,638	\$37,772	\$30,217	\$47,215
3554-Child Care Site Director	System	16	\$100,878	\$50,740	\$75,809	\$60,647	\$94,761
3556-Food Service Manager (Unit)	System	17	\$84,487	\$34,790	\$59,638	\$47,711	\$74,548
3576-Assistant Police Chief	System	20	\$168,512	\$81,387	\$124,950	\$99,960	\$156,187
3577-Police Lieutenant	System	31	\$116,985	\$56,711	\$86,848	\$69,478	\$108,560

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
3578-Police Sergeant	System	32	\$107,670	\$45,875	\$76,773	\$61,418	\$95,966
3579-Police Officer	System	36	\$84,224	\$35,009	\$59,617	\$47,693	\$74,521
3580-Security Guard	System	20	\$48,260	\$26,243	\$37,251	\$29,801	\$46,564
3581-Environmental Health and Safety Specialist	System	28	\$114,172	\$38,067	\$76,119	\$60,896	\$95,149
3582-Safety Officer	System	24	\$106,200	\$52,510	\$79,355	\$63,484	\$99,194
3601-Skilled Crafts Supervisor	System	24	\$108,894	\$49,966	\$79,430	\$63,544	\$99,287
3602-Coordinator Construction Projects	System	29	\$121,398	\$50,452	\$85,925	\$68,740	\$107,407
3603-Architect	System	24	\$147,972	\$64,729	\$106,350	\$85,080	\$132,938
3604-Facilities Utilization Planner	System	17	\$129,800	\$41,300	\$85,550	\$68,440	\$106,938
3605-Facilities Engineer	System	16	\$114,422	\$61,207	\$87,814	\$70,252	\$109,768
4501-"Coordinator, Disability Services"	System	5	\$113,162	\$63,493	\$88,328	\$70,662	\$110,410
4502-Training Specialist	System	22	\$106,200	\$41,057	\$73,628	\$58,903	\$92,036
4503-EEO/Affirmative Action Specialist	System	20	\$96,760	\$45,175	\$70,968	\$56,774	\$88,709
4505-"Employee Relations Specialist, Senior "	System	13	\$109,211	\$44,452	\$76,832	\$61,465	\$96,039
4507-HR Generalist	System	22	\$97,885	\$34,888	\$66,386	\$53,109	\$82,983
4508-"HR Generalist, Senior"	System	9	\$106,200	\$53,745	\$79,973	\$63,978	\$99,966
4510-Compensation Specialist	System	13	\$92,399	\$42,480	\$67,439	\$53,951	\$84,299
4511-"Compensation Specialist, Senior"	System	15	\$106,200	\$66,473	\$86,336	\$69,069	\$107,921
4512-Compensation/Classification Unit Supervisor	System	6	\$114,549	\$79,060	\$96,804	\$77,443	\$121,005
4513-Benefits Specialist	System	32	\$72,541	\$39,938	\$56,239	\$44,992	\$70,299
4514-"Benefits Specialist, Senior"	System	13	\$93,271	\$48,498	\$70,884	\$56,707	\$88,605
4515-Benefits Unit Supervisor	System	5	\$111,510	\$62,587	\$87,049	\$69,639	\$108,811
4517-"Labor Relations Specialist, Senior"	System	7	\$124,827	\$107,956	\$116,392	\$93,113	\$145,490
4519-Employment Specialist	System	23	\$67,724	\$39,213	\$53,468	\$42,775	\$66,835
4520-"Employment Specialist, Senior"	System	12	\$85,550	\$41,300	\$63,425	\$50,740	\$79,281
4522-Advisor Disability Services	System	7	\$70,743	\$41,418	\$56,081	\$44,865	\$70,101
5501-Programmer Analyst	System	27	\$115,358	\$42,375	\$78,866	\$63,093	\$98,583
5502-"Programmer Analyst, Senior"	System	27	\$147,500	\$53,353	\$100,426	\$80,341	\$125,533
5504-Systems Programmer	System	18	\$117,126	\$50,626	\$83,876	\$67,100	\$104,844
5505-"Systems Programmer, Senior"	System	21	\$132,697	\$52,115	\$92,406	\$73,925	\$115,507
5513-IT Security Analyst/Engineer	System	16	\$112,362	\$51,920	\$82,141	\$65,713	\$102,676
5515-Network Engineer	System	11	\$112,544	\$59,131	\$85,837	\$68,670	\$107,297
5517-Network Administrator	System	8	\$81,648	\$45,869	\$63,758	\$51,007	\$79,698
5518-System Administrator	System	18	\$113,247	\$46,098	\$79,672	\$63,738	\$99,591
5526-Database Administrator	System	18	\$126,662	\$50,740	\$88,701	\$70,961	\$110,876
5532-Web Graphics Designer	System	9	\$72,432	\$41,802	\$57,117	\$45,693	\$71,396

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
5533-Web Content Developer	System	12	\$118,146	\$46,940	\$82,543	\$66,035	\$103,179
5542-"Computer Operator, Entry"	System	9	\$56,930	\$33,036	\$44,983	\$35,987	\$56,229
5543-"Computer Operator, Senior"	System	9	\$73,401	\$40,937	\$57,169	\$45,735	\$71,461
5544-Computer Operations Supervisor	System	9	\$79,898	\$55,460	\$67,679	\$54,143	\$84,599
5550-IT Support Specialist (Specific title will vary)	System	20	\$88,045	\$34,239	\$61,142	\$48,913	\$76,427
5551-Help Desk Specialist/Technician	System	19	\$69,017	\$36,958	\$52,987	\$42,390	\$66,234
5552-Help Desk Manager	System	12	\$110,136	\$66,087	\$88,112	\$70,489	\$110,140
5554-IT Project Manager	System	18	\$146,545	\$55,460	\$101,003	\$80,802	\$126,253
5566-Multi-media Specialist/Technician	System	12	\$59,014	\$36,108	\$47,561	\$38,049	\$59,451
6501-Assistant Athletic Trainer/Physical Therapist	System	26	\$77,126	\$36,958	\$57,042	\$45,633	\$71,302
6502-Head Athletic Trainer	System	10	\$136,290	\$95,433	\$115,861	\$92,689	\$144,827
6503-Ticket Manager (Athletic Event)	System	19	\$118,708	\$46,649	\$82,678	\$66,143	\$103,348
6526-Head Coach-Football	System	13	\$2,360,000	\$265,500	\$1,312,750	\$1,050,200	\$1,640,938
6527-Offensive Coordinator-Football	System	12	\$531,000	\$198,240	\$364,620	\$291,696	\$455,775
6528-Defensive Coordinator-Football	System	12	\$515,444	\$145,140	\$330,292	\$264,234	\$412,865
6529-Assistant Coach-Football	System	21	\$289,351	\$54,888	\$172,120	\$137,696	\$215,149
6530-Head Coach-Baseball	System	12	\$324,501	\$88,882	\$206,692	\$165,353	\$258,365
6531-Assistant Coach-Baseball	System	15	\$157,059	\$35,199	\$96,129	\$76,903	\$120,162
6532-Head Coach-Men's Basketball	System	11	\$1,888,000	\$229,805	\$1,058,903	\$847,122	\$1,323,628
6533-Assistant Coach-Men's Basketball	System	22	\$324,500	\$90,713	\$207,606	\$166,085	\$259,508
6534-Head Coach-Women's Basketball [560]	System	11	\$649,000	\$142,674	\$395,837	\$316,670	\$494,796
6535-Assistant Coach-Women's Basketball	System	23	\$214,170	\$62,290	\$138,230	\$110,584	\$172,787
6552-Head Coach - Cross Country and Track & Field	System	5	\$338,951	\$98,547	\$218,749	\$174,999	\$273,436
6554-Head Coach - Swimming & Diving	System	16	\$208,923	\$30,680	\$119,801	\$95,841	\$149,752
6555-Head Coach - Men's Golf	System	11	\$157,919	\$39,124	\$98,522	\$78,817	\$123,152
6560-Head Coach - Men's Soccer	System	5	\$150,450	\$87,626	\$119,038	\$95,230	\$148,797
6561-Head Coach - Men's Tennis	System	12	\$149,742	\$70,800	\$110,271	\$88,217	\$137,839
6563-Head Coach - Men's Wrestling	System	5	\$160,480	\$53,217	\$106,848	\$85,479	\$133,561
6565-Head Coach - Women's Golf	System	10	\$135,437	\$73,160	\$104,298	\$83,439	\$130,373
6566-Head Coach - Women's Gymnastics	System	5	\$195,880	\$65,154	\$130,517	\$104,413	\$163,146
6569-Head Coach - Women's Rowing	System	6	\$141,600	\$90,236	\$115,918	\$92,734	\$144,897
6570-Head Coach - Women's Soccer	System	12	\$179,360	\$75,868	\$127,614	\$102,091	\$159,518
6571-Head Coach - Women's Softball	System	13	\$236,000	\$83,730	\$159,865	\$127,892	\$199,832
6572-Head Coach - Women's Tennis	System	12	\$171,865	\$67,520	\$119,692	\$95,754	\$149,615

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
6573-Head Coach - Women's Volleyball	System	10	\$177,000	\$86,317	\$131,659	\$105,327	\$164,573
7526-Intramural/Recreation Coordinator	System	15	\$71,980	\$40,651	\$56,316	\$45,052	\$70,394
7527-Student Activities Officer	System	17	\$80,877	\$39,648	\$60,263	\$48,210	\$75,328
7529-Sign Language Interpreter	System	7	\$75,988	\$45,382	\$60,685	\$48,548	\$75,856
7530-Events Coordinator	System	7	\$80,284	\$37,760	\$59,022	\$47,217	\$73,777
7531-Events Technical Services Coordinator	System	8	\$77,993	\$41,404	\$59,699	\$47,759	\$74,623
7550-Academic Advisor/Counselor	System	35	\$86,249	\$37,225	\$61,737	\$49,390	\$77,171
7551-Student Career Counselor	System	29	\$95,816	\$43,660	\$69,738	\$55,790	\$87,173
7553-Study Abroad Advisor	System	25	\$69,683	\$34,031	\$51,857	\$41,485	\$64,821
7554-Academic Support Center Coordinator	System	8	\$78,022	\$41,483	\$59,752	\$47,802	\$74,690
7576-Residence Hall Manager-Room and Board Included	System	21	\$61,183	\$31,298	\$46,241	\$36,993	\$57,801
7601-Counseling Psychologist	System	39	\$112,944	\$54,162	\$83,553	\$66,842	\$104,441
7602-Counselor	System	21	\$92,655	\$40,710	\$66,682	\$53,346	\$83,353
7603-Nurse Practitioner	System	33	\$146,626	\$63,370	\$104,998	\$83,998	\$131,247
7604-Staff Nurse	System	27	\$106,041	\$40,750	\$73,395	\$58,716	\$91,744
7605-Staff Physician	System	28	\$224,200	\$109,740	\$166,970	\$133,576	\$208,713
7606-Clinical Research Nurse	System	10	\$112,783	\$52,135	\$82,459	\$65,967	\$103,074
7607-Pharmacist	System	24	\$147,961	\$86,928	\$117,445	\$93,956	\$146,806
8502-Annual Giving Officer □ Senior Level	System	15	\$115,235	\$43,660	\$79,448	\$63,558	\$99,310
8503-Alumni Relations Officer □ Entry Level	System	10	\$68,776	\$46,920	\$57,848	\$46,279	\$72,310
8504-Alumni Relations Officer □ Senior Level	System	17	\$114,973	\$54,120	\$84,546	\$67,637	\$105,683
8505-Major Gift Officer □ Entry Level	System	9	\$95,056	\$47,153	\$71,104	\$56,884	\$88,881
8506-Major Gift Officer □ Senior Level	System	18	\$194,700	\$63,654	\$129,177	\$103,342	\$161,471
8508-Planned Giving Officer □ Senior Level	System	10	\$147,172	\$90,492	\$118,832	\$95,066	\$148,540
8509-"Coordinator, Resource Development"	System	13	\$106,417	\$49,560	\$77,989	\$62,391	\$97,486
8510-Government Relations Specialist	System	5	\$119,016	\$74,746	\$96,881	\$77,505	\$121,101
8550-Public Information Specialist	System	30	\$90,270	\$29,197	\$59,733	\$47,787	\$74,667
8551-Assistant Editor	System	27	\$65,360	\$29,753	\$47,556	\$38,045	\$59,445
8552-Editor	System	28	\$81,137	\$38,414	\$59,775	\$47,820	\$74,719
8553-Graphic Designer	System	30	\$78,094	\$36,816	\$57,455	\$45,964	\$71,818
8554-Writer	System	19	\$98,176	\$24,544	\$61,360	\$49,088	\$76,700
8556-Photographer	System	21	\$63,439	\$33,136	\$48,287	\$38,630	\$60,359
8557-Producer/Director (Television)	System	10	\$90,134	\$42,151	\$66,143	\$52,914	\$82,678

Suggested Salary Ranges for CUPA-defined Mid-Level Positions by UNC Peers

CUPA Title		2011- 2012 Number of Peers	2011-12 Highest Salary	2011-12 Lowest Salary	2011-12 Midpoint Salary	2012-13 Projected Minimum	2012-13 Projected Maximum
8559-"Television Engineer, Senior"	System	8	\$72,135	\$43,926	\$58,030	\$46,424	\$72,538
8560-Manager Fm Radio Station	System	8	\$247,800	\$63,316	\$155,558	\$124,447	\$194,448
9501-Electrical/Electronic Engineer	System	19	\$113,243	\$50,174	\$81,709	\$65,367	\$102,136
9502-"Electrical/Electronic Engineer, Senior"	System	17	\$151,186	\$54,662	\$102,924	\$82,339	\$128,655
9504-"Mechanical Engineer, Senior"	System	7	\$117,928	\$79,296	\$98,612	\$78,890	\$123,265
9505-Research Assistant - Natural/Physical Sciences (Intermediate Level)	System	24	\$94,407	\$33,015	\$63,711	\$50,969	\$79,639
9506-Research Assistant - Natural/Physical Sciences (Senior Level)	System	28	\$110,220	\$39,622	\$74,921	\$59,937	\$93,651
9507-Research Assistant-Social/Behavioral Sciences (Intermediate Level)	System	12	\$89,095	\$27,003	\$58,049	\$46,439	\$72,561
9508-Research Assistant - Social/Behavioral Sciences (Senior Level)	System	8	\$113,790	\$30,365	\$72,077	\$57,662	\$90,097
9509-Lab Coordinator	System	30	\$94,695	\$25,075	\$59,885	\$47,908	\$74,856
9510-Laboratory Technician II	System	33	\$66,156	\$15,720	\$40,938	\$32,750	\$51,172
9511-Laboratory Technician IV	System	18	\$85,977	\$27,081	\$56,529	\$45,223	\$70,661
9512-Research Field Technician	System	8	\$55,331	\$24,544	\$39,938	\$31,950	\$49,922
9513-Research Computer Specialist	System	12	\$116,657	\$50,850	\$83,753	\$67,003	\$104,692
9514-Electronic Technician Supervisor	System	7	\$84,800	\$45,504	\$65,152	\$52,122	\$81,440
9516-Research Assistant - Natural /Physical Sciences (Entry Level)	System	8	\$72,924	\$35,400	\$54,162	\$43,330	\$67,703
9551-Veterinarian	System	10	\$188,322	\$94,391	\$141,356	\$113,085	\$176,695
9552-Animal Care Manager	System	16	\$92,452	\$42,290	\$67,371	\$53,897	\$84,214
9553-Farm Manager	System	9	\$103,993	\$40,259	\$72,126	\$57,701	\$90,158

UNC-GA IRA/PDF.PR004A/31JUL12

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

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