

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[320010/NEW] Executive Assistant to System or Institution CEO	Group 1 (NCSU & UNC-CH)	\$87,267	\$107,100	\$113,448	\$139,628
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$77,229	\$86,795	\$100,398	\$123,567
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$71,231	\$78,950	\$92,600	\$113,969
	Group 4 (FSU, UNC-P, WSSU)	\$73,864	\$75,333	\$96,023	\$118,183
	Group 5 (UNC-SA, UNC-A)	\$70,171	\$71,566	\$91,222	\$112,274
[325000/3501] Administrative Specialist/Coordinator	Group 1 (NCSU & UNC-CH)	\$45,206	\$54,301	\$58,768	\$72,330
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,096	\$48,590	\$54,725	\$67,354
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$41,717	\$48,454	\$54,232	\$66,747
	Group 4 (FSU, UNC-P, WSSU)	\$36,263	\$43,237	\$47,141	\$58,020
	Group 5 (UNC-SA, UNC-A)	\$34,449	\$41,075	\$44,784	\$55,119
	Group 6 (ECSU, NCSSM)	\$33,777	\$43,585	\$43,910	\$54,043
[400110/7553] Study Abroad Advisor	Group 1 (NCSU & UNC-CH)	\$39,651	\$45,026	\$51,546	\$63,441
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$35,753	\$41,488	\$46,479	\$57,205
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$36,555	\$43,057	\$47,522	\$58,488
	Group 4 (FSU, UNC-P, WSSU)	\$37,023	\$41,118	\$48,129	\$59,236
	Group 5 (UNC-SA, UNC-A)	\$35,171	\$39,062	\$45,723	\$56,274
[400120/7554] Academic Support Center Coordinator	Group 1 (NCSU & UNC-CH)	\$43,794	\$52,604	\$56,933	\$70,071
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$47,299	\$52,517	\$61,489	\$75,679
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$43,490	\$50,027	\$56,538	\$69,585
	Group 4 (FSU, UNC-P, WSSU)	\$42,610	\$45,045	\$55,393	\$68,176
	Group 5 (UNC-SA, UNC-A)	\$40,479	\$42,793	\$52,623	\$64,767
	Group 6 (ECSU, NCSSM)	\$39,476	\$50,558	\$51,318	\$63,161
[400130/2058] Head, Campus Learning Resources Center	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$68,298	\$75,057	\$88,787	\$109,277
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$68,695	\$75,983	\$89,303	\$109,912
	Group 4 (FSU, UNC-P, WSSU)	\$48,430	\$61,014	\$62,959	\$77,488
	Group 5 (UNC-SA, UNC-A)	\$46,009	\$57,963	\$59,811	\$73,614
[400135/2013] Head, Campus Teaching Center	Group 1 (NCSU & UNC-CH)	\$98,970	\$116,669	\$128,661	\$158,351
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$87,096	\$97,941	\$113,224	\$139,353
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$73,695	\$89,274	\$95,804	\$117,913
[400140/4509] Credential Specialist	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,820	\$50,201	\$55,666	\$68,512
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$48,574	\$44,391	\$63,147	\$77,719
	Group 4 (FSU, UNC-P, WSSU)	\$33,538	\$39,071	\$43,600	\$53,662
	Group 5 (UNC-SA, UNC-A)	\$31,862	\$37,117	\$41,420	\$50,978

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CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[400150/2578] Academic Evaluator	Group 1 (NCSU & UNC-CH)	\$34,706	\$42,210	\$45,117	\$55,529
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$34,633	\$35,067	\$45,023	\$55,413
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$36,415	\$40,192	\$47,340	\$58,265
	Group 4 (FSU, UNC-P, WSSU)	\$33,211	\$38,856	\$43,175	\$53,138
	Group 5 (UNCSA, UNC-A)	\$31,551	\$36,913	\$41,016	\$50,481
	Group 6 (ECSU, NCSSM)	\$27,043	\$34,526	\$35,156	\$43,269
[400160/7005] Head, Foreign Student Services	Group 1 (NCSU & UNC-CH)	\$81,216	\$91,618	\$105,581	\$129,946
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$63,113	\$71,522	\$82,047	\$100,980
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$59,946	\$63,273	\$77,929	\$95,913
	Group 4 (FSU, UNC-P, WSSU)	\$76,003	\$66,829	\$98,804	\$121,605
	Group 5 (UNCSA, UNC-A)	\$72,203	\$63,488	\$93,864	\$115,525
[400170/6010] Head, Athletics Academic Affairs	Group 1 (NCSU & UNC-CH)	\$85,245	\$95,479	\$110,818	\$136,392
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$62,037	\$68,932	\$80,649	\$99,260
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$56,422	\$60,718	\$73,349	\$90,275
[401010/7052] Head, Student Academic Counseling	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$68,398	\$70,219	\$88,917	\$109,436
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$58,877	\$58,400	\$76,541	\$94,204
	Group 4 (FSU, UNC-P, WSSU)	\$40,449	\$45,228	\$52,584	\$64,719
	Group 5 (UNCSA, UNC-A)	\$38,427	\$42,967	\$49,955	\$61,483
[401130/7550] Academic Advisor/Counselor	Group 1 (NCSU & UNC-CH)	\$41,858	\$48,035	\$54,415	\$66,973
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$34,784	\$42,072	\$45,219	\$55,654
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$38,609	\$43,736	\$50,191	\$61,774
	Group 4 (FSU, UNC-P, WSSU)	\$35,382	\$40,092	\$45,996	\$56,611
	Group 5 (UNCSA, UNC-A)	\$33,613	\$38,087	\$43,696	\$53,780
	Group 6 (ECSU, NCSSM)	\$35,724	\$42,163	\$46,442	\$57,159
[402010/2051] Librarian, Head of Acquisitions	Group 1 (NCSU & UNC-CH)	\$63,911	\$76,337	\$83,085	\$102,258
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$63,874	\$72,186	\$83,036	\$102,198
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$55,769	\$63,607	\$72,500	\$89,231
	Group 4 (FSU, UNC-P, WSSU)	\$57,517	\$71,894	\$74,772	\$92,027
	Group 5 (UNCSA, UNC-A)	\$54,641	\$68,299	\$71,033	\$87,426
[402020/2052] Librarian, Head of Technical Services	Group 1 (NCSU & UNC-CH)	\$92,094	\$112,764	\$119,722	\$147,350
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$71,784	\$86,402	\$93,319	\$114,854
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$69,296	\$82,094	\$90,085	\$110,873
	Group 4 (FSU, UNC-P, WSSU)	\$54,181	\$58,320	\$70,435	\$86,689
	Group 5 (UNCSA, UNC-A)	\$51,472	\$55,404	\$66,913	\$82,355

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[402030/2053] Librarian, Head of Public/Access Services	Group 1 (NCSU & UNC-CH)	\$96,612	\$102,435	\$125,595	\$154,579
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$72,232	\$76,689	\$93,902	\$115,572
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$54,548	\$65,311	\$70,912	\$87,277
	Group 4 (FSU, UNC-P, WSSU)	\$60,636	\$59,917	\$78,827	\$97,018
	Group 5 (UNCSA, UNC-A)	\$57,605	\$56,922	\$74,886	\$92,167
	Group 6 (ECSU, NCSSM)	\$49,332	\$61,943	\$64,132	\$78,931
[402040/2054] Librarian, Head of Cataloging	Group 1 (NCSU & UNC-CH)	\$58,984	\$72,264	\$76,679	\$94,374
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$57,101	\$68,383	\$74,231	\$91,361
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$58,922	\$65,597	\$76,599	\$94,276
	Group 4 (FSU, UNC-P, WSSU)	\$64,552	\$62,023	\$83,917	\$103,283
	Group 5 (UNCSA, UNC-A)	\$61,324	\$58,922	\$79,722	\$98,119
[402050/2055] Librarian, Head of Collection Development	Group 1 (NCSU & UNC-CH)	\$82,203	\$96,105	\$106,864	\$131,525
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$65,786	\$75,761	\$85,522	\$105,258
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$72,554	\$81,271	\$94,320	\$116,086
[402060/2056] Librarian, Head of Archives/Records	Group 1 (NCSU & UNC-CH)	\$69,661	\$87,365	\$90,559	\$111,457
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$59,159	\$72,610	\$76,906	\$94,654
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$65,354	\$63,638	\$84,960	\$104,567
	Group 4 (FSU, UNC-P, WSSU)	\$66,103	\$68,228	\$85,934	\$105,765
	Group 5 (UNCSA, UNC-A)	\$62,798	\$64,816	\$81,637	\$100,476
[402170/2550] Librarian, Head of Reference & Instruction (Ref Level II)	Group 1 (NCSU & UNC-CH)	\$81,275	\$87,137	\$105,657	\$130,040
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$58,712	\$69,114	\$76,325	\$93,938
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$60,485	\$61,781	\$78,631	\$96,777
	Group 4 (FSU, UNC-P, WSSU)	\$51,509	\$55,415	\$66,961	\$82,414
	Group 5 (UNCSA, UNC-A)	\$48,933	\$52,644	\$63,613	\$78,293
	Group 6 (ECSU, NCSSM)	\$45,923	\$54,178	\$59,700	\$73,477
[402180/2551] Librarian, Reference and Instruction (Ref Level I)	Group 1 (NCSU & UNC-CH)	\$53,143	\$61,106	\$69,087	\$85,030
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$49,810	\$53,762	\$64,752	\$79,695
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$49,375	\$54,265	\$64,187	\$79,000
	Group 4 (FSU, UNC-P, WSSU)	\$39,235	\$42,025	\$51,005	\$62,775
	Group 5 (UNCSA, UNC-A)	\$37,273	\$39,924	\$48,455	\$59,637
	Group 6 (ECSU, NCSSM)	\$37,871	\$39,104	\$49,232	\$60,593

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CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[402210/5563] Librarian, Electronic Resources	Group 1 (NCSU & UNC-CH)	\$52,964	\$68,400	\$68,853	\$84,742
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$51,906	\$60,407	\$67,478	\$83,049
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$44,459	\$54,633	\$57,797	\$71,134
	Group 4 (FSU, UNC-P, WSSU)	\$59,095	\$59,252	\$76,824	\$94,553
	Group 5 (UNCSA, UNC-A)	\$56,141	\$56,289	\$72,983	\$89,825
[403050/2015] Head, Campus Museum	Group 1 (NCSU & UNC-CH)	\$163,657	\$170,997	\$212,755	\$261,852
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$81,212	\$86,033	\$105,575	\$129,938
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$60,436	\$75,000	\$78,567	\$96,698
[403100/2503] Archive/Museum/Gallery Curator	Group 1 (NCSU & UNC-CH)	\$54,364	\$59,653	\$70,673	\$86,982
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$41,587	\$49,103	\$54,063	\$66,539
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$47,522	\$49,294	\$61,778	\$76,035
[404110/2502] Continuing Education Specialist	Group 1 (NCSU & UNC-CH)	\$53,791	\$61,601	\$69,929	\$86,066
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$49,852	\$54,125	\$64,807	\$79,763
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$47,169	\$51,472	\$61,320	\$75,470
	Group 4 (FSU, UNC-P, WSSU)	\$39,970	\$45,562	\$51,961	\$63,952
	Group 5 (UNCSA, UNC-A)	\$37,972	\$43,284	\$49,363	\$60,755
[404120/2501] Continuing Education Conference/Workshop Coordinator	Group 1 (NCSU & UNC-CH)	\$39,725	\$47,393	\$51,643	\$63,561
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$45,107	\$48,558	\$58,639	\$72,171
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$41,832	\$50,887	\$54,382	\$66,931
[406050/5651] Instructional Technology, Faculty Support Manager	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$55,036	\$63,607	\$71,546	\$88,057
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$65,388	\$74,991	\$85,004	\$104,621
	Group 4 (FSU, UNC-P, WSSU)	\$61,312	\$68,136	\$79,705	\$98,099
	Group 5 (UNCSA, UNC-A)	\$58,246	\$64,729	\$75,720	\$93,194
[406100/5533] Web Content Developer	Group 1 (NCSU & UNC-CH)	\$49,676	\$58,949	\$64,579	\$79,482
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$49,975	\$53,312	\$64,968	\$79,960
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$43,386	\$48,188	\$56,402	\$69,418
	Group 4 (FSU, UNC-P, WSSU)	\$42,040	\$51,899	\$54,652	\$67,264
	Group 5 (UNCSA, UNC-A)	\$39,938	\$49,304	\$51,920	\$63,901
[406110/5565] Instructional Technology, Specialist	Group 1 (NCSU & UNC-CH)	\$46,791	\$55,272	\$60,829	\$74,866
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$44,441	\$52,104	\$57,774	\$71,106
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$42,463	\$50,382	\$55,202	\$67,941
	Group 4 (FSU, UNC-P, WSSU)	\$41,731	\$49,814	\$54,250	\$66,769
	Group 5 (UNCSA, UNC-A)	\$39,644	\$47,323	\$51,538	\$63,431

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CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[406120/5700] Online Instructional Designer, Entry	Group 1 (NCSU & UNC-CH)	\$45,274	\$55,379	\$58,856	\$72,438
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,023	\$49,331	\$54,630	\$67,237
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$43,077	\$52,209	\$56,000	\$68,923
[406130/5701] Online Instructional Designer, Senior	Group 1 (NCSU & UNC-CH)	\$68,680	\$64,988	\$89,284	\$109,888
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$51,587	\$59,216	\$67,063	\$82,539
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$50,501	\$56,125	\$65,651	\$80,802
	Group 4 (FSU, UNC-P, WSSU)	\$43,260	\$51,276	\$56,238	\$69,215
	Group 5 (UNCSA, UNC-A)	\$41,097	\$48,712	\$53,426	\$65,755
[406140/2057] Head, Campus Educational Media Services	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$66,956	\$79,319	\$87,043	\$107,129
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$55,162	\$66,799	\$71,710	\$88,259
	Group 4 (FSU, UNC-P, WSSU)	\$65,545	\$61,715	\$85,208	\$104,872
	Group 5 (UNCSA, UNC-A)	\$62,268	\$58,629	\$80,948	\$99,628
	Group 6 (ECSU, NCSSM)	\$50,874	\$58,987	\$66,137	\$81,399
[407100/2090] Head, Executive Education	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$113,144	\$131,328	\$147,088	\$181,031
[408200/2019] Head, Theater/Performing Arts Center	Group 1 (NCSU & UNC-CH)	\$170,945	\$197,658	\$222,228	\$273,512
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$76,356	\$73,860	\$99,263	\$122,170
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$62,972	\$69,268	\$81,863	\$100,755
	Group 4 (FSU, UNC-P, WSSU)	\$48,110	\$48,912	\$62,543	\$76,976
	Group 5 (UNCSA, UNC-A)	\$45,705	\$46,466	\$59,416	\$73,127
[410110/7007] Head, Minority/Multicultural Student Affairs	Group 1 (NCSU & UNC-CH)	\$76,565	\$95,453	\$99,534	\$122,504
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$65,121	\$74,169	\$84,657	\$104,193
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$62,745	\$72,698	\$81,569	\$100,393
	Group 4 (FSU, UNC-P, WSSU)	\$43,478	\$53,142	\$56,521	\$69,564
	Group 5 (UNCSA, UNC-A)	\$41,304	\$50,485	\$53,695	\$66,086
[410120/7552] Cooperative Education Program Coordinator	Group 1 (NCSU & UNC-CH)	\$53,267	\$47,117	\$69,247	\$85,228
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,348	\$52,089	\$55,052	\$67,756
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$38,198	\$45,263	\$49,657	\$61,116
	Group 4 (FSU, UNC-P, WSSU)	\$43,043	\$52,384	\$55,956	\$68,868
	Group 5 (UNCSA, UNC-A)	\$40,891	\$49,765	\$53,158	\$65,425
[410140/7009] Head, Women's Center	Group 1 (NCSU & UNC-CH)	\$76,728	\$79,850	\$99,746	\$122,764
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$56,375	\$64,313	\$73,288	\$90,200
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$58,343	\$70,691	\$75,846	\$93,349

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CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[411100/2076] Deputy Head, Student Admissions	Group 1 (NCSU & UNC-CH)	\$76,411	\$85,631	\$99,335	\$122,258
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$55,014	\$65,302	\$71,518	\$88,022
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$53,117	\$62,787	\$69,052	\$84,987
	Group 4 (FSU, UNC-P, WSSU)	\$41,431	\$49,823	\$53,861	\$66,290
	Group 5 (UNCSA, UNC-A)	\$39,360	\$47,332	\$51,167	\$62,975
	Group 6 (ECSU, NCSSM)	\$41,095	\$50,850	\$53,424	\$65,753
[411110/2576] Student Admissions Counselor	Group 1 (NCSU & UNC-CH)	\$37,944	\$46,087	\$49,327	\$60,710
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$31,600	\$37,186	\$41,080	\$50,560
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$32,750	\$37,255	\$42,575	\$52,400
	Group 4 (FSU, UNC-P, WSSU)	\$30,418	\$35,218	\$39,543	\$48,668
	Group 5 (UNCSA, UNC-A)	\$28,897	\$33,457	\$37,566	\$46,235
	Group 6 (ECSU, NCSSM)	\$28,319	\$33,774	\$36,815	\$45,311
[411120/2018] Head, Campus Graduate Admissions	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$52,000	\$55,042	\$67,600	\$83,200
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$65,886	\$72,775	\$85,652	\$105,417
	Group 4 (FSU, UNC-P, WSSU)	\$57,170	\$48,438	\$74,321	\$91,473
	Group 5 (UNCSA, UNC-A)	\$54,312	\$46,016	\$70,605	\$86,899
[412100/7551] Student Career Counselor	Group 1 (NCSU & UNC-CH)	\$42,619	\$49,473	\$55,404	\$68,190
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$38,475	\$43,762	\$50,017	\$61,559
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$41,026	\$45,601	\$53,334	\$65,642
	Group 4 (FSU, UNC-P, WSSU)	\$36,596	\$41,805	\$47,574	\$58,553
	Group 5 (UNCSA, UNC-A)	\$34,766	\$39,715	\$45,196	\$55,625
	Group 6 (ECSU, NCSSM)	\$28,292	\$35,391	\$36,779	\$45,266
[413100/2083] Deputy Head, Student Financial Aid	Group 1 (NCSU & UNC-CH)	\$76,959	\$80,416	\$100,047	\$123,134
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$59,466	\$69,002	\$77,305	\$95,145
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$58,236	\$59,489	\$75,706	\$93,177
	Group 4 (FSU, UNC-P, WSSU)	\$48,185	\$50,877	\$62,641	\$77,096
	Group 5 (UNCSA, UNC-A)	\$45,776	\$48,333	\$59,509	\$73,241
	Group 6 (ECSU, NCSSM)	\$47,036	\$57,713	\$61,147	\$75,257
[413110/2577] Student Financial Aid Counselor	Group 1 (NCSU & UNC-CH)	\$39,426	\$46,251	\$51,254	\$63,081
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$33,129	\$37,982	\$43,068	\$53,007
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$34,271	\$40,551	\$44,553	\$54,834
	Group 4 (FSU, UNC-P, WSSU)	\$32,832	\$37,500	\$42,681	\$52,531
	Group 5 (UNCSA, UNC-A)	\$31,190	\$35,625	\$40,547	\$49,904
	Group 6 (ECSU, NCSSM)	\$29,631	\$35,632	\$38,520	\$47,409

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[414100/7077] Deputy Head, Student Housing	Group 1 (NCSU & UNC-CH)	\$69,717	\$74,301	\$90,632	\$111,547
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$63,950	\$76,306	\$83,135	\$102,321
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$57,760	\$59,901	\$75,088	\$92,415
	Group 4 (FSU, UNC-P, WSSU)	\$44,782	\$51,494	\$58,217	\$71,652
	Group 5 (UNCSA, UNC-A)	\$42,543	\$48,919	\$55,306	\$68,069
	Group 6 (ECSU, NCSSM)	\$40,090	\$45,921	\$52,117	\$64,144
[414110/7078] Student Housing, Administrative Operations Officer	Group 1 (NCSU & UNC-CH)	\$93,677	\$92,672	\$121,780	\$149,883
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$52,532	\$63,731	\$68,291	\$84,051
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$54,064	\$65,232	\$70,284	\$86,503
[414120/7079] Student Housing, Residence Life Officer	Group 1 (NCSU & UNC-CH)	\$85,508	\$76,567	\$111,160	\$136,813
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$41,367	\$46,295	\$53,777	\$66,187
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$50,015	\$53,240	\$65,020	\$80,025
	Group 4 (FSU, UNC-P, WSSU)	\$46,467	\$48,480	\$60,407	\$74,347
	Group 5 (UNCSA, UNC-A)	\$44,144	\$46,056	\$57,387	\$70,630
[414130/7576] Student Residence Hall Manager (R&B incl)	Group 1 (NCSU & UNC-CH)	\$29,182	\$36,523	\$37,937	\$46,692
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$28,141	\$33,772	\$36,583	\$45,026
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$28,757	\$35,046	\$37,385	\$46,012
	Group 4 (FSU, UNC-P, WSSU)	\$29,683	\$33,565	\$38,588	\$47,493
	Group 5 (UNCSA, UNC-A)	\$28,199	\$31,887	\$36,658	\$45,118
	Group 6 (ECSU, NCSSM)	\$24,241	\$28,912	\$31,513	\$38,785
[414140/7577] Student Residence Hall Manager (R&B not incl)	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$27,893	\$33,023	\$36,261	\$44,629
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$30,528	\$36,807	\$39,686	\$48,845
[415110/7027] Deputy Head, Student Activities	Group 1 (NCSU & UNC-CH)	\$64,654	\$64,798	\$84,050	\$103,446
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$46,066	\$53,556	\$59,886	\$73,705
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$44,925	\$51,880	\$58,402	\$71,880
	Group 4 (FSU, UNC-P, WSSU)	\$38,655	\$42,648	\$50,252	\$61,848
	Group 5 (UNCSA, UNC-A)	\$36,722	\$40,515	\$47,739	\$58,756
	Group 6 (ECSU, NCSSM)	\$36,894	\$43,935	\$47,962	\$59,030
[415120/7028] Head, Campus Recreation/Intramurals	Group 1 (NCSU & UNC-CH)	\$104,812	\$110,235	\$136,256	\$167,700
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$73,962	\$84,050	\$96,151	\$118,340
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$66,274	\$73,950	\$86,157	\$106,039
	Group 4 (FSU, UNC-P, WSSU)	\$49,874	\$60,240	\$64,836	\$79,798
	Group 5 (UNCSA, UNC-A)	\$47,380	\$57,228	\$61,594	\$75,808
	Group 6 (ECSU, NCSSM)	\$47,208	\$46,250	\$61,370	\$75,532

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[415130/7527] Student Activities Officer	Group 1 (NCSU & UNC-CH)	\$38,847	\$44,126	\$50,501	\$62,156
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$39,276	\$46,036	\$51,058	\$62,841
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$37,984	\$42,575	\$49,379	\$60,775
	Group 4 (FSU, UNC-P, WSSU)	\$31,984	\$36,540	\$41,579	\$51,174
	Group 5 (UNCSA, UNC-A)	\$30,385	\$34,713	\$39,500	\$48,615
	Group 6 (ECSU, NCSSM)	\$28,005	\$34,235	\$36,406	\$44,807
[415140/7029] Deputy Head, Campus Recreation/Intramurals	Group 1 (NCSU & UNC-CH)	\$70,059	\$70,626	\$91,077	\$112,094
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$48,779	\$56,528	\$63,413	\$78,046
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$46,530	\$49,694	\$60,489	\$74,447
	Group 4 (FSU, UNC-P, WSSU)	\$36,775	\$45,279	\$47,807	\$58,839
	Group 5 (UNCSA, UNC-A)	\$34,936	\$43,015	\$45,417	\$55,897
[415150/7032] Deputy Head, Campus Student Union	Group 1 (NCSU & UNC-CH)	\$75,266	\$85,234	\$97,845	\$120,425
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$53,517	\$60,116	\$69,572	\$85,627
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$49,295	\$59,118	\$64,084	\$78,872
	Group 4 (FSU, UNC-P, WSSU)	\$39,020	\$44,102	\$50,726	\$62,432
	Group 5 (UNCSA, UNC-A)	\$37,069	\$41,897	\$48,189	\$59,310
[415160/7526] Campus Recreation/Intramural Coordinator	Group 1 (NCSU & UNC-CH)	\$38,500	\$44,418	\$50,049	\$61,599
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$39,027	\$44,457	\$50,735	\$62,443
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$38,842	\$43,672	\$50,495	\$62,147
	Group 4 (FSU, UNC-P, WSSU)	\$29,770	\$37,492	\$38,701	\$47,632
	Group 5 (UNCSA, UNC-A)	\$28,281	\$35,618	\$36,766	\$45,250
[416100/7053] Deputy Head, Student Counseling	Group 1 (NCSU & UNC-CH)	\$76,481	\$89,195	\$99,425	\$122,369
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$60,662	\$68,098	\$78,861	\$97,060
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$62,231	\$74,069	\$80,900	\$99,569
	Group 4 (FSU, UNC-P, WSSU)	\$50,054	\$51,254	\$65,071	\$80,087
	Group 5 (UNCSA, UNC-A)	\$47,552	\$48,691	\$61,817	\$76,082
[416110/7601] Student Counseling Psychologist	Group 1 (NCSU & UNC-CH)	\$54,309	\$66,217	\$70,602	\$86,895
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$53,819	\$60,100	\$69,965	\$86,111
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$52,476	\$59,377	\$68,218	\$83,961
	Group 4 (FSU, UNC-P, WSSU)	\$46,788	\$56,844	\$60,825	\$74,861
	Group 5 (UNCSA, UNC-A)	\$44,449	\$54,002	\$57,784	\$71,118

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[416120/7602] Student Counselor	Group 1 (NCSU & UNC-CH)	\$47,968	\$52,702	\$62,359	\$76,749
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,432	\$48,966	\$55,162	\$67,892
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$42,047	\$49,090	\$54,661	\$67,276
	Group 4 (FSU, UNC-P, WSSU)	\$40,727	\$47,972	\$52,945	\$65,164
	Group 5 (UNCSA, UNC-A)	\$38,691	\$45,574	\$50,298	\$61,905
	Group 6 (ECSU, NCSSM)	\$39,092	\$49,446	\$50,820	\$62,547
[418100/2079] Associate Registrar	Group 1 (NCSU & UNC-CH)	\$69,769	\$83,700	\$90,700	\$111,631
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$57,358	\$67,493	\$74,565	\$91,773
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$53,512	\$62,224	\$69,566	\$85,619
	Group 4 (FSU, UNC-P, WSSU)	\$46,627	\$53,908	\$60,615	\$74,603
	Group 5 (UNCSA, UNC-A)	\$44,296	\$51,212	\$57,585	\$70,873
	Group 6 (ECSU, NCSSM)	\$45,384	\$52,918	\$59,000	\$72,615
[418110/2080] Assistant Registrar	Group 1 (NCSU & UNC-CH)	\$50,792	\$60,831	\$66,030	\$81,268
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$43,400	\$51,687	\$56,420	\$69,440
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$42,635	\$47,162	\$55,426	\$68,216
	Group 4 (FSU, UNC-P, WSSU)	\$39,254	\$42,443	\$51,030	\$62,807
	Group 5 (UNCSA, UNC-A)	\$37,291	\$40,321	\$48,479	\$59,666
[420000/3502] Staff Attorney	Group 1 (NCSU & UNC-CH)	\$140,144	\$134,050	\$182,188	\$224,231
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$87,596	\$102,986	\$113,875	\$140,154
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$92,551	\$110,501	\$120,316	\$148,081
[422110/4508] HR Generalist, Senior	Group 1 (NCSU & UNC-CH)	\$58,858	\$69,288	\$76,515	\$94,172
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$48,617	\$56,553	\$63,202	\$77,787
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$46,496	\$52,498	\$60,445	\$74,393
[423100/4012] Head, Campus Disability Services	Group 1 (NCSU & UNC-CH)	\$77,588	\$94,679	\$100,864	\$124,140
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$60,956	\$69,003	\$79,243	\$97,530
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$53,857	\$66,716	\$70,015	\$86,172
	Group 4 (FSU, UNC-P, WSSU)	\$47,934	\$56,374	\$62,314	\$76,694
	Group 5 (UNCSA, UNC-A)	\$45,537	\$53,556	\$59,198	\$72,860
[423110/4501] Disability Services Coordinator	Group 1 (NCSU & UNC-CH)	\$49,982	\$61,931	\$64,977	\$79,971
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$47,571	\$51,168	\$61,842	\$76,114
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$47,542	\$49,869	\$61,805	\$76,067
	Group 4 (FSU, UNC-P, WSSU)	\$36,534	\$43,075	\$47,494	\$58,454
	Group 5 (UNCSA, UNC-A)	\$34,707	\$40,921	\$45,119	\$55,531
	Group 6 (ECSU, NCSSM)	\$42,043	\$43,076	\$54,656	\$67,268

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[423130/4503] Affirmative Action/EEO Specialist	Group 1 (NCSU & UNC-CH)	\$58,464	\$68,044	\$76,004	\$93,543
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$51,896	\$58,942	\$67,465	\$83,034
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$53,564	\$59,450	\$69,633	\$85,702
[424100/4502] Training/Organizational Development Specialist	Group 1 (NCSU & UNC-CH)	\$50,657	\$58,900	\$65,854	\$81,051
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$49,354	\$53,890	\$64,160	\$78,966
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$42,903	\$51,970	\$55,774	\$68,645
[427100/6011] Head, Athletics Compliance	Group 1 (NCSU & UNC-CH)	\$94,453	\$99,809	\$122,789	\$151,125
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$59,534	\$64,427	\$77,394	\$95,254
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$51,637	\$56,488	\$67,128	\$82,619
	Group 4 (FSU, UNC-P, WSSU)	\$43,482	\$51,510	\$56,527	\$69,571
	Group 5 (UNCSA, UNC-A)	\$41,308	\$48,935	\$53,700	\$66,093
[428100/2005] Deputy Head, Institutional Research	Group 1 (NCSU & UNC-CH)	\$82,926	\$101,974	\$107,804	\$132,681
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$71,424	\$77,331	\$92,851	\$114,278
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$60,800	\$68,837	\$79,041	\$97,281
	Group 4 (FSU, UNC-P, WSSU)	\$57,832	\$65,719	\$75,182	\$92,532
	Group 5 (UNCSA, UNC-A)	\$54,941	\$62,433	\$71,423	\$87,905
[430100/3027] Deputy Controller	Group 1 (NCSU & UNC-CH)	\$122,615	\$124,178	\$159,399	\$196,184
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$78,348	\$88,773	\$101,853	\$125,357
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$68,167	\$82,425	\$88,617	\$109,067
	Group 4 (FSU, UNC-P, WSSU)	\$69,765	\$74,901	\$90,695	\$111,625
	Group 5 (UNCSA, UNC-A)	\$66,277	\$71,156	\$86,160	\$106,043
[430120/3526] Accountant	Group 1 (NCSU & UNC-CH)	\$39,636	\$48,634	\$51,526	\$63,417
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$37,749	\$45,162	\$49,073	\$60,398
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$38,815	\$44,677	\$50,459	\$62,104
	Group 4 (FSU, UNC-P, WSSU)	\$34,965	\$43,624	\$45,455	\$55,944
	Group 5 (UNCSA, UNC-A)	\$33,217	\$41,443	\$43,182	\$53,147
	Group 6 (ECSU, NCSSM)	\$41,012	\$44,075	\$53,315	\$65,618
[430160/3528] Accounting Unit Supervisor	Group 1 (NCSU & UNC-CH)	\$59,826	\$71,031	\$77,774	\$95,722
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$56,727	\$63,783	\$73,745	\$90,763
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$55,192	\$64,883	\$71,750	\$88,308
	Group 4 (FSU, UNC-P, WSSU)	\$44,092	\$53,596	\$57,319	\$70,547
	Group 5 (UNCSA, UNC-A)	\$41,887	\$50,916	\$54,453	\$67,019

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[431100/3529] Auditor	Group 1 (NCSU & UNC-CH)	\$51,459	\$51,913	\$66,896	\$82,334
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$46,421	\$50,786	\$60,348	\$74,274
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$48,654	\$52,751	\$63,250	\$77,846
	Group 4 (FSU, UNC-P, WSSU)	\$68,650	\$50,273	\$89,245	\$109,840
	Group 5 (UNCSA, UNC-A)	\$65,217	\$47,760	\$84,783	\$104,348
[432100/3531] Budget Analyst	Group 1 (NCSU & UNC-CH)	\$49,446	\$57,455	\$64,280	\$79,113
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$45,462	\$55,173	\$59,100	\$72,739
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$41,831	\$48,617	\$54,381	\$66,930
	Group 4 (FSU, UNC-P, WSSU)	\$42,453	\$47,431	\$55,189	\$67,925
	Group 5 (UNCSA, UNC-A)	\$40,330	\$45,059	\$52,430	\$64,529
[432120/3533] Budget Unit Supervisor/Manager	Group 1 (NCSU & UNC-CH)	\$72,538	\$90,605	\$94,300	\$116,062
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$68,005	\$82,430	\$88,406	\$108,808
[432150/6006] Head, Athletics Finance & Business	Group 1 (NCSU & UNC-CH)	\$159,663	\$146,268	\$207,563	\$255,462
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$80,590	\$84,452	\$104,767	\$128,944
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$64,181	\$68,683	\$83,435	\$102,689
[433110/3506] Contract and Grants Specialist	Group 1 (NCSU & UNC-CH)	\$43,362	\$52,517	\$56,371	\$69,380
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$41,732	\$50,607	\$54,252	\$66,771
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$43,961	\$52,452	\$57,149	\$70,338
	Group 4 (FSU, UNC-P, WSSU)	\$49,823	\$54,994	\$64,770	\$79,717
	Group 5 (UNCSA, UNC-A)	\$47,332	\$52,244	\$61,532	\$75,731
[433120/3028] Restricted Funds Accountant	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$47,400	\$53,343	\$61,620	\$75,840
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$53,109	\$57,432	\$69,042	\$84,974
	Group 4 (FSU, UNC-P, WSSU)	\$40,169	\$50,092	\$52,220	\$64,270
	Group 5 (UNCSA, UNC-A)	\$38,161	\$47,588	\$49,609	\$61,057
[435110/3534] Department Business Manager (Small Unit)	Group 1 (NCSU & UNC-CH)	\$56,112	\$64,338	\$72,945	\$89,779
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$49,865	\$56,411	\$64,825	\$79,784
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$45,385	\$48,567	\$59,000	\$72,615
[435120/3535] Department Business Manager (Large Unit)	Group 1 (NCSU & UNC-CH)	\$71,013	\$81,124	\$92,317	\$113,620
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$59,114	\$69,835	\$76,848	\$94,582
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$58,200	\$65,563	\$75,660	\$93,120
[435140/6503] Ticket Manager	Group 1 (NCSU & UNC-CH)	\$67,731	\$75,057	\$88,051	\$108,370
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,413	\$46,866	\$55,137	\$67,860
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$38,698	\$40,683	\$50,307	\$61,917
	Group 4 (FSU, UNC-P, WSSU)	\$30,521	\$36,275	\$39,677	\$48,833
	Group 5 (UNCSA, UNC-A)	\$28,995	\$34,461	\$37,693	\$46,391

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[437100/8008] Head of Development, College/Division	Group 1 (NCSU & UNC-CH)	\$90,028	\$109,615	\$117,036	\$144,045
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$69,913	\$84,827	\$90,886	\$111,860
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$58,664	\$72,304	\$76,263	\$93,862
[437110/8501] Annual Giving Officer, Entry	Group 1 (NCSU & UNC-CH)	\$45,733	\$53,386	\$59,453	\$73,173
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$41,735	\$44,447	\$54,255	\$66,775
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$37,680	\$43,274	\$48,984	\$60,288
	Group 4 (FSU, UNC-P, WSSU)	\$34,186	\$36,551	\$44,441	\$54,697
	Group 5 (UNCSA, UNC-A)	\$32,476	\$34,723	\$42,219	\$51,962
[437120/8505] Major Gift Officer, Entry	Group 1 (NCSU & UNC-CH)	\$55,556	\$64,790	\$72,222	\$88,889
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$58,209	\$64,027	\$75,672	\$93,134
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$49,519	\$56,550	\$64,375	\$79,231
[437130/8506] Major Gift Officer, Senior	Group 1 (NCSU & UNC-CH)	\$76,894	\$87,115	\$99,962	\$123,030
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$69,575	\$82,675	\$90,448	\$111,321
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$57,935	\$69,167	\$75,315	\$92,695
[437140/8508] Planned Giving Officer, Senior	Group 1 (NCSU & UNC-CH)	\$91,105	\$100,608	\$118,437	\$145,769
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$81,111	\$91,089	\$105,445	\$129,778
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$61,621	\$70,049	\$80,108	\$98,594
[437150/6009] Head, Athletics Development	Group 1 (NCSU & UNC-CH)	\$131,635	\$154,799	\$171,125	\$210,615
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$86,275	\$91,786	\$112,157	\$138,040
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$56,304	\$60,600	\$73,195	\$90,086
[438100/8503] Alumni Relations Officer, Entry Level	Group 1 (NCSU & UNC-CH)	\$41,551	\$51,829	\$54,017	\$66,482
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$36,901	\$43,587	\$47,972	\$59,042
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$38,002	\$41,513	\$49,402	\$60,802
	Group 4 (FSU, UNC-P, WSSU)	\$36,957	\$41,820	\$48,044	\$59,131
	Group 5 (UNCSA, UNC-A)	\$35,109	\$39,729	\$45,642	\$56,175
	Group 6 (ECSU, NCSSM)	\$26,298	\$33,013	\$34,187	\$42,076
[438110/8504] Alumni Relations Officer, Senior Level	Group 1 (NCSU & UNC-CH)	\$60,666	\$66,305	\$78,865	\$97,065
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$47,564	\$54,366	\$61,834	\$76,103
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$45,395	\$52,905	\$59,014	\$72,632
	Group 4 (FSU, UNC-P, WSSU)	\$44,786	\$51,653	\$58,221	\$71,657
	Group 5 (UNCSA, UNC-A)	\$42,546	\$49,070	\$55,310	\$68,074

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[442120/8509] Advancement Services, Prospect Researcher	Group 1 (NCSU & UNC-CH)	\$62,807	\$53,809	\$81,649	\$100,491
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$44,491	\$51,074	\$57,838	\$71,186
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$40,809	\$46,596	\$53,051	\$65,294
	Group 4 (FSU, UNC-P, WSSU)	\$44,679	\$45,854	\$58,083	\$71,486
	Group 5 (UNCSA, UNC-A)	\$42,445	\$43,562	\$55,179	\$67,912
[443100/8550] Public Information Specialist	Group 1 (NCSU & UNC-CH)	\$42,584	\$49,695	\$55,360	\$68,135
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$43,638	\$50,245	\$56,729	\$69,820
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$39,595	\$47,474	\$51,474	\$63,353
	Group 4 (FSU, UNC-P, WSSU)	\$36,352	\$43,874	\$47,258	\$58,164
	Group 5 (UNCSA, UNC-A)	\$34,535	\$41,681	\$44,895	\$55,255
	Group 6 (ECSU, NCSSM)	\$35,969	\$39,560	\$46,759	\$57,550
[443130/8051] Deputy Head, Campus Publications	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$57,959	\$67,748	\$75,347	\$92,734
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$49,292	\$51,950	\$64,080	\$78,868
	Group 4 (FSU, UNC-P, WSSU)	\$52,035	\$56,457	\$67,645	\$83,256
	Group 5 (UNCSA, UNC-A)	\$49,433	\$53,634	\$64,263	\$79,093
[443140/8052] Head, Campus Information Office	Group 1 (NCSU & UNC-CH)	\$105,874	\$112,750	\$137,636	\$169,398
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$70,397	\$83,436	\$91,516	\$112,634
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$65,911	\$75,936	\$85,684	\$105,457
	Group 4 (FSU, UNC-P, WSSU)	\$50,940	\$60,750	\$66,222	\$81,505
	Group 5 (UNCSA, UNC-A)	\$48,393	\$57,713	\$62,911	\$77,429
[444110/8053] Head, Campus News Bureau/Service	Group 1 (NCSU & UNC-CH)	\$108,303	\$106,331	\$140,795	\$173,286
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$78,360	\$82,807	\$101,868	\$125,376
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$54,428	\$66,845	\$70,756	\$87,085
[444120/8557] Television Producer/Director	Group 1 (NCSU & UNC-CH)	\$40,869	\$50,246	\$53,130	\$65,391
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$45,441	\$50,255	\$59,074	\$72,706
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$45,362	\$48,517	\$58,971	\$72,579
[444150/8560] FM Radio Station Manager	Group 1 (NCSU & UNC-CH)	\$135,221	\$92,342	\$175,788	\$216,354
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$63,209	\$68,291	\$82,171	\$101,134
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$54,552	\$64,862	\$70,917	\$87,283
	Group 4 (FSU, UNC-P, WSSU)	\$50,058	\$62,679	\$65,075	\$80,093
	Group 5 (UNCSA, UNC-A)	\$47,555	\$59,545	\$61,822	\$76,088
[444160/8561] TV Station Manager	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$74,892	\$70,746	\$97,359	\$119,827
[449100/7008] Head, Campus Conferences	Group 1 (NCSU & UNC-CH)	\$93,468	\$79,986	\$121,509	\$149,549
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$57,883	\$60,529	\$75,248	\$92,613
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$63,369	\$64,655	\$82,380	\$101,391

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[449110/7530] Event Coordinator	Group 1 (NCSU & UNC-CH)	\$43,231	\$46,732	\$56,201	\$69,170
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$41,446	\$45,176	\$53,880	\$66,314
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$41,731	\$45,103	\$54,250	\$66,769
	Group 4 (FSU, UNC-P, WSSU)	\$34,313	\$41,979	\$44,606	\$54,900
	Group 5 (UNC-SA, UNC-A)	\$32,597	\$39,880	\$42,376	\$52,155
	Group 6 (ECSU, NCSSM)	\$33,455	\$39,308	\$43,492	\$53,528
[451100/3604] Facilities Utilization Planner	Group 1 (NCSU & UNC-CH)	\$61,378	\$72,776	\$79,791	\$98,205
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$55,182	\$63,283	\$71,737	\$88,292
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$58,673	\$67,929	\$76,275	\$93,877
[452000/3603] Architect	Group 1 (NCSU & UNC-CH)	\$65,914	\$74,950	\$85,688	\$105,462
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$66,674	\$75,852	\$86,677	\$106,679
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$64,435	\$75,982	\$83,765	\$103,096
[453120/9501] Engineer, Electrical/Electronic	Group 1 (NCSU & UNC-CH)	\$61,791	\$67,278	\$80,329	\$98,866
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$50,344	\$62,174	\$65,447	\$80,550
[453140/9515] Engineer, Research Projects Instrumentation	Group 1 (NCSU & UNC-CH)	\$59,647	\$52,400	\$77,541	\$95,435
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$51,629	\$61,921	\$67,117	\$82,606
[455100/3581] Environmental Health and Safety Specialist	Group 1 (NCSU & UNC-CH)	\$53,127	\$61,846	\$69,065	\$85,003
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$49,092	\$53,366	\$63,819	\$78,547
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$49,181	\$56,964	\$63,935	\$78,689
	Group 4 (FSU, UNC-P, WSSU)	\$48,740	\$44,761	\$63,362	\$77,984
	Group 5 (UNC-SA, UNC-A)	\$46,303	\$42,523	\$60,194	\$74,085
[455110/3582] Safety Officer	Group 1 (NCSU & UNC-CH)	\$56,082	\$64,522	\$72,906	\$89,731
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$49,088	\$54,212	\$63,814	\$78,541
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$49,167	\$55,739	\$63,917	\$78,667
	Group 4 (FSU, UNC-P, WSSU)	\$46,979	\$56,111	\$61,073	\$75,167
	Group 5 (UNC-SA, UNC-A)	\$44,631	\$53,305	\$58,020	\$71,409
[457110/6007] Head, Athletics Operations	Group 1 (NCSU & UNC-CH)	\$112,577	\$122,376	\$146,350	\$180,123
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$66,265	\$66,552	\$86,145	\$106,025
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$59,185	\$71,356	\$76,940	\$94,696
[457120/3554] Head, Child Care Site	Group 1 (NCSU & UNC-CH)	\$59,483	\$70,158	\$77,328	\$95,173
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$57,692	\$61,462	\$74,999	\$92,307
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$55,540	\$57,449	\$72,202	\$88,864
	Group 4 (FSU, UNC-P, WSSU)	\$53,470	\$47,521	\$69,511	\$85,552
	Group 5 (UNC-SA, UNC-A)	\$50,796	\$45,145	\$66,035	\$81,274

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[457130/9553] Farm Manager	Group 1 (NCSU & UNC-CH)	\$47,588	\$55,471	\$61,864	\$76,140
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$45,722	\$53,847	\$59,439	\$73,156
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$47,373	\$47,353	\$61,586	\$75,798
[460120/5003] Deputy Head, IT Academic Computing	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$75,689	\$85,268	\$98,395	\$121,102
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$79,950	\$92,353	\$103,935	\$127,920
[460140/5009] Head, IT Enterprise Data Center	Group 1 (NCSU & UNC-CH)	\$109,462	\$117,463	\$142,301	\$175,140
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$82,995	\$94,653	\$107,894	\$132,793
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$82,710	\$96,626	\$107,523	\$132,336
	Group 4 (FSU, UNC-P, WSSU)	\$57,321	\$64,240	\$74,517	\$91,713
	Group 5 (UNCSA, UNC-A)	\$54,455	\$61,028	\$70,791	\$87,127
[460150/5012] Head, IT User Services Director	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$71,477	\$88,754	\$92,920	\$114,363
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$69,923	\$76,590	\$90,900	\$111,877
[460160/5013] Head, IT Information Management	Group 1 (NCSU & UNC-CH)	\$108,032	\$135,917	\$140,441	\$172,851
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$79,863	\$88,284	\$103,822	\$127,780
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$86,088	\$98,252	\$111,914	\$137,740
[460180/5015] IT Principal Systems Analyst	Group 1 (NCSU & UNC-CH)	\$88,554	\$97,585	\$115,120	\$141,686
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$89,881	\$92,944	\$116,846	\$143,810
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$77,141	\$85,548	\$100,284	\$123,426
	Group 4 (FSU, UNC-P, WSSU)	\$53,578	\$63,550	\$69,652	\$85,726
	Group 5 (UNCSA, UNC-A)	\$50,900	\$60,373	\$66,169	\$81,439
[461120/5501] IT Programmer Analyst	Group 1 (NCSU & UNC-CH)	\$50,236	\$60,167	\$65,307	\$80,378
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$50,236	\$58,273	\$65,307	\$80,378
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$46,454	\$56,506	\$60,390	\$74,326
	Group 4 (FSU, UNC-P, WSSU)	\$40,000	\$47,301	\$52,000	\$64,000
	Group 5 (UNCSA, UNC-A)	\$38,000	\$44,936	\$49,400	\$60,800
	Group 6 (ECSU, NCSSM)	\$42,347	\$49,653	\$55,051	\$67,756
[461140/5503] IT Programmer Analyst, Supervisor	Group 1 (NCSU & UNC-CH)	\$72,889	\$87,563	\$94,756	\$116,623
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$66,862	\$80,833	\$86,920	\$106,978
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$65,969	\$74,736	\$85,760	\$105,551
[461170/5554] IT Project Manager	Group 1 (NCSU & UNC-CH)	\$70,743	\$85,862	\$91,966	\$113,189
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$69,244	\$78,078	\$90,017	\$110,791
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$64,874	\$73,283	\$84,336	\$103,798
	Group 4 (FSU, UNC-P, WSSU)	\$56,510	\$63,362	\$73,463	\$90,416
	Group 5 (UNCSA, UNC-A)	\$53,685	\$60,194	\$69,790	\$85,895

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[462100/5526] IT Database Administrator	Group 1 (NCSU & UNC-CH)	\$59,463	\$68,367	\$77,302	\$95,140
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$63,592	\$73,721	\$82,669	\$101,747
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$64,584	\$74,775	\$83,959	\$103,334
	Group 4 (FSU, UNC-P, WSSU)	\$60,667	\$65,975	\$78,867	\$97,067
	Group 5 (UNC-SA, UNC-A)	\$57,634	\$62,676	\$74,924	\$92,214
[462110/5527] IT Data Administrator	Group 1 (NCSU & UNC-CH)	\$58,026	\$63,451	\$75,434	\$92,842
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$64,912	\$72,263	\$84,386	\$103,860
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$62,348	\$63,380	\$81,053	\$99,757
[462120/5014] IT Principal Database Administrator	Group 1 (NCSU & UNC-CH)	\$74,399	\$87,533	\$96,719	\$119,039
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$79,212	\$92,468	\$102,976	\$126,740
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$69,027	\$80,835	\$89,735	\$110,443
[463110/5550] IT Client Support Specialist	Group 1 (NCSU & UNC-CH)	\$40,729	\$50,222	\$52,948	\$65,166
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$44,995	\$51,145	\$58,493	\$71,991
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$44,049	\$51,360	\$57,264	\$70,479
	Group 4 (FSU, UNC-P, WSSU)	\$42,050	\$48,445	\$54,665	\$67,279
	Group 5 (UNC-SA, UNC-A)	\$39,947	\$46,023	\$51,931	\$63,915
	Group 6 (ECSU, NCSSM)	\$37,820	\$44,572	\$49,166	\$60,512
[464100/5515] IT Network Engineer	Group 1 (NCSU & UNC-CH)	\$63,297	\$70,054	\$82,286	\$101,275
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$59,990	\$68,650	\$77,987	\$95,983
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$52,931	\$62,407	\$68,810	\$84,689
	Group 4 (FSU, UNC-P, WSSU)	\$60,123	\$63,260	\$78,160	\$96,197
	Group 5 (UNC-SA, UNC-A)	\$57,117	\$60,097	\$74,252	\$91,387
[464110/5517] IT Network Administrator	Group 1 (NCSU & UNC-CH)	\$53,292	\$57,789	\$69,280	\$85,267
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$62,296	\$68,492	\$80,985	\$99,674
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$66,493	\$66,318	\$86,441	\$106,389
	Group 4 (FSU, UNC-P, WSSU)	\$44,969	\$52,501	\$58,459	\$71,950
	Group 5 (UNC-SA, UNC-A)	\$42,720	\$49,876	\$55,536	\$68,352
	Group 6 (ECSU, NCSSM)	\$60,186	\$63,618	\$78,242	\$96,298
[465140/5505] IT Systems Programmer, Senior	Group 1 (NCSU & UNC-CH)	\$69,875	\$84,549	\$90,837	\$111,799
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$59,727	\$73,532	\$77,645	\$95,563
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$61,745	\$73,628	\$80,269	\$98,792
	Group 4 (FSU, UNC-P, WSSU)	\$51,895	\$60,263	\$67,463	\$83,032
	Group 5 (UNC-SA, UNC-A)	\$49,300	\$57,250	\$64,090	\$78,880

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[465150/5506] IT Systems Programmer, Supervisor	Group 1 (NCSU & UNC-CH)	\$82,326	\$89,430	\$107,023	\$131,721
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$69,141	\$82,687	\$89,883	\$110,625
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$73,871	\$87,651	\$96,032	\$118,193
[465200/9513] IT Research Computer Specialist	Group 1 (NCSU & UNC-CH)	\$56,840	\$68,281	\$73,892	\$90,943
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$62,033	\$64,776	\$80,643	\$99,253
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$67,647	\$76,279	\$87,941	\$108,235
[466100/5513] IT Security Analyst/Engineer	Group 1 (NCSU & UNC-CH)	\$67,988	\$74,331	\$88,384	\$108,780
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$58,012	\$66,196	\$75,416	\$92,819
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$57,838	\$66,011	\$75,190	\$92,542
	Group 4 (FSU, UNC-P, WSSU)	\$59,348	\$57,306	\$77,153	\$94,958
	Group 5 (UNCSA, UNC-A)	\$56,381	\$54,441	\$73,295	\$90,210
[468100/6008] Head, Athletics External Affairs	Group 1 (NCSU & UNC-CH)	\$124,418	\$138,392	\$161,743	\$199,068
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$82,107	\$86,773	\$106,738	\$131,370
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$64,286	\$60,003	\$83,572	\$102,857
	Group 4 (FSU, UNC-P, WSSU)	\$42,612	\$48,854	\$55,396	\$68,180
	Group 5 (UNCSA, UNC-A)	\$40,482	\$46,411	\$52,626	\$64,771
[468110/6003] Head, Sports Information/Athletics Communications	Group 1 (NCSU & UNC-CH)	\$77,521	\$96,443	\$100,777	\$124,033
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$55,009	\$57,734	\$71,512	\$88,015
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$47,040	\$53,410	\$61,152	\$75,265
	Group 4 (FSU, UNC-P, WSSU)	\$43,221	\$49,247	\$56,188	\$69,154
	Group 5 (UNCSA, UNC-A)	\$41,060	\$46,785	\$53,378	\$65,696
	Group 6 (ECSU, NCSSM)	\$40,159	\$44,957	\$52,207	\$64,254
[469100/6502] Head, Athletics Training Programs	Group 1 (NCSU & UNC-CH)	\$82,019	\$98,498	\$106,625	\$131,231
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$57,692	\$69,174	\$75,000	\$92,308
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$53,965	\$60,590	\$70,155	\$86,344
	Group 4 (FSU, UNC-P, WSSU)	\$49,790	\$53,538	\$64,727	\$79,664
	Group 5 (UNCSA, UNC-A)	\$47,300	\$50,861	\$61,491	\$75,681
	Group 6 (ECSU, NCSSM)	\$38,793	\$50,184	\$50,431	\$62,069
[469110/6501] Athletics Trainer/Physical Therapist	Group 1 (NCSU & UNC-CH)	\$45,072	\$52,343	\$58,593	\$72,115
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$35,787	\$42,476	\$46,522	\$57,258
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$34,199	\$39,679	\$44,459	\$54,719
	Group 4 (FSU, UNC-P, WSSU)	\$32,084	\$35,021	\$41,709	\$51,334
	Group 5 (UNCSA, UNC-A)	\$30,480	\$33,270	\$39,624	\$48,767
	Group 6 (ECSU, NCSSM)	\$32,214	\$39,887	\$41,879	\$51,543

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[470290/NEW] Physical Sciences, Research Assistant	Group 1 (NCSU & UNC-CH)	\$35,218	\$41,932	\$45,784	\$56,349
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,314	\$45,645	\$55,009	\$67,703
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$34,998	\$40,640	\$45,497	\$55,997
[470300/NEW] Physical Sciences, Research Associate	Group 1 (NCSU & UNC-CH)	\$45,384	\$53,536	\$59,000	\$72,615
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$45,623	\$52,123	\$59,310	\$72,997
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$49,568	\$51,929	\$64,438	\$79,308
[470390/NEW] Physical Sciences, Research Scholar	Group 1 (NCSU & UNC-CH)	\$58,219	\$70,870	\$75,685	\$93,151
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$53,211	\$59,181	\$69,174	\$85,138
[470395/NEW] Physical Sciences, Senior Research Scholar	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$64,979	\$79,782	\$84,473	\$103,967
[470396/NEW] Physical Sciences, Principal Research Scholar	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$97,104	\$98,270	\$126,235	\$155,366
[470425/NEW] Social Sciences, Research Assistant	Group 1 (NCSU & UNC-CH)	\$33,904	\$39,498	\$44,075	\$54,246
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$39,885	\$44,139	\$51,850	\$63,816
[470430/NEW] Social Sciences, Research Associate	Group 1 (NCSU & UNC-CH)	\$45,766	\$52,566	\$59,496	\$73,226
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$44,917	\$50,861	\$58,392	\$71,867
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$42,488	\$43,650	\$55,235	\$67,981
[470440/NEW] Social Sciences, Research Scholar	Group 1 (NCSU & UNC-CH)	\$54,002	\$51,710	\$70,203	\$86,403
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$52,395	\$56,730	\$68,113	\$83,832
[470445/NEW] Social Sciences, Senior Research Scholar	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$68,845	\$71,756	\$89,498	\$110,152
[470650/NEW] Medical Sciences, Research Assistant	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$39,661	\$42,430	\$51,559	\$63,458
[470660/NEW] Medical Sciences, Research Associate	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$39,343	\$44,075	\$51,147	\$62,950
[470670/NEW] Medical Sciences, Research Scholar	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$58,074	\$56,522	\$75,497	\$92,919
[470700/NEW] Life Sciences, Research Assistant	Group 1 (NCSU & UNC-CH)	\$34,505	\$41,329	\$44,856	\$55,208
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$35,168	\$40,000	\$45,719	\$56,270
[470710/NEW] Life Sciences, Research Associate	Group 1 (NCSU & UNC-CH)	\$40,746	\$47,049	\$52,970	\$65,193
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$38,417	\$46,933	\$49,942	\$61,467
[470720/NEW] Life Sciences, Research Scholar	Group 1 (NCSU & UNC-CH)	\$46,800	\$55,445	\$60,841	\$74,881
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$50,259	\$55,768	\$65,337	\$80,414
[470730/NEW] Life Sciences, Senior Research Scholar	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$58,162	\$57,697	\$75,611	\$93,059
[471450/NEW] Lab Coordinator-physical sciences	Group 1 (NCSU & UNC-CH)	\$42,586	\$48,322	\$55,362	\$68,138
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,938	\$46,163	\$55,820	\$68,701
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$36,187	\$45,754	\$47,043	\$57,899
	Group 4 (FSU, UNC-P, WSSU)	\$36,230	\$45,251	\$47,100	\$57,969
	Group 5 (UNC-SA, UNC-A)	\$34,419	\$42,988	\$44,745	\$55,070

Suggested Salary Range Guidance for CUPA-defined Professional Positions and UNC Instructional, Research and Public Service Roles

CUPA Title		2015-16 Minimum	2015-16 50th %ile Salary	2015-16 75th %ile Salary	2015-16 Maximum
[471460/NEW] Lab Coordinator-life sciences	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$42,217	\$49,396	\$54,883	\$67,548
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$46,720	\$47,344	\$60,736	\$74,752
[472100/8030] Head, Community Services	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$75,887	\$91,886	\$98,654	\$121,420
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$52,080	\$65,899	\$67,704	\$83,328
	Group 4 (FSU, UNC-P, WSSU)	\$73,455	\$70,012	\$95,492	\$117,529
	Group 5 (UNC-SA, UNC-A)	\$69,783	\$66,511	\$90,717	\$111,652
[476110/2011] Senior Technology Licensing Officer	Group 1 (NCSU & UNC-CH)	\$122,546	\$119,889	\$159,310	\$196,074
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$86,100	\$76,012	\$111,930	\$137,760
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$86,477	\$80,012	\$112,420	\$138,362
[479100/7605] Staff Physician	Group 1 (NCSU & UNC-CH)	\$121,291	\$150,583	\$157,678	\$194,066
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$123,963	\$140,546	\$161,152	\$198,342
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$110,640	\$130,865	\$143,832	\$177,024
[481100/7603] Nurse Practitioner	Group 1 (NCSU & UNC-CH)	\$68,480	\$84,622	\$89,024	\$109,568
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$66,034	\$78,989	\$85,844	\$105,654
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$65,443	\$77,981	\$85,075	\$104,708
	Group 4 (FSU, UNC-P, WSSU)	\$60,323	\$73,359	\$78,420	\$96,517
	Group 5 (UNC-SA, UNC-A)	\$57,307	\$69,691	\$74,499	\$91,692
[484100/7607] Pharmacist, Student Health	Group 1 (NCSU & UNC-CH)	\$84,781	\$105,767	\$110,215	\$135,649
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$81,635	\$99,935	\$106,125	\$130,616
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$73,754	\$92,472	\$95,880	\$118,006
[491000/9551] Veterinarian	Group 1 (NCSU & UNC-CH)	\$101,061	\$111,170	\$131,379	\$161,697
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$108,933	\$97,960	\$141,613	\$174,292
[492100/9552] Animal Care Manager	Group 1 (NCSU & UNC-CH)	\$56,624	\$66,003	\$73,611	\$90,599
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$52,531	\$53,451	\$68,291	\$84,050
	Group 3 (ASU, NCCU, UNC-W, WCU)	\$64,082	\$55,126	\$83,307	\$102,531
[493000/NEW] Dietetic/Nutrition Professional	Group 1 (NCSU & UNC-CH)	\$43,264	\$52,610	\$56,243	\$69,222
	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	\$43,578	\$52,500	\$56,652	\$69,725

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

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

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

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

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