



ATTACHMENT D

FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16	*** Market Range ***		2015-16
		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[107000] Chief Business Officer {1029}	Group 3	\$152,643	\$180,200	\$213,700	\$274,757
[109000] Chief Athletics Administrator {6001}	Group 1	\$450,268	\$516,526	\$630,375	\$810,482
	Group 2	\$195,574	\$230,625	\$273,804	\$352,033
	Group 3	\$119,603	\$130,876	\$167,444	\$215,285
	Group 4	\$93,806	\$124,177	\$131,328	\$168,850
	Group 5	\$89,116	\$117,968	\$124,762	\$160,408
	Group 6	\$80,204	\$106,171	\$112,286	\$144,367
[111000] Chief Audit Officer {1050}	Group 1	\$150,046	\$173,000	\$210,065	\$270,083
	Group 2	\$90,992	\$111,419	\$127,388	\$163,785
	Group 3	\$74,140	\$97,757	\$103,797	\$133,453
	Group 4	\$61,049	\$78,855	\$85,468	\$109,887
	Group 5	\$57,996	\$74,912	\$81,195	\$104,393
[113000] Chief Devel/Advance Officer {1047}	Group 2	\$187,347	\$231,138	\$262,286	\$337,225
	Group 3	\$130,410	\$170,074	\$182,574	\$234,738
	Group 5	\$113,542	\$131,689	\$158,959	\$204,376
	Group 6	\$102,188	\$118,520	\$143,063	\$183,938
[115000] Chief, Enrollment Mgt Officer {1045}	Group 1	\$152,481	\$199,619	\$213,473	\$274,465
	Group 2	\$137,004	\$157,594	\$191,806	\$246,608
	Group 3	\$121,089	\$141,784	\$169,525	\$217,961
	Group 4	\$94,445	\$115,077	\$132,222	\$170,000
	Group 5	\$89,722	\$109,323	\$125,611	\$161,500
	Group 6	\$80,750	\$98,391	\$113,050	\$145,350
[117000] Chief Extension/Engagement Officer {NEW}	Group 1	\$175,797	\$221,759	\$246,116	\$316,435
	Group 2	\$159,443	\$201,180	\$223,220	\$286,998
	Group 3	\$105,310	\$141,579	\$147,434	\$189,558

UNC Campuses by Peer Group.

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

Group 1 (NCSU & UNC-CH)

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CUPA Title		2015-16 Overall Salary Range Minimum	*** Market Range ***		2015-16 Overall Salary Range Maximum
			50th	75th	
[119000] Chief External Affairs Officer {1046}	Group 1	\$195,163	\$253,638	\$273,229	\$351,294
	Group 2	\$155,124	\$199,500	\$217,173	\$279,223
	Group 3	\$126,363	\$150,323	\$176,909	\$227,454
[121000] Chief Facilities Officer {1039}	Group 1	\$162,486	\$205,000	\$227,480	\$292,474
	Group 2	\$116,653	\$148,625	\$163,315	\$209,976
	Group 3	\$94,452	\$121,238	\$132,233	\$170,013
	Group 4	\$78,096	\$98,258	\$109,334	\$140,573
	Group 5	\$74,191	\$93,346	\$103,868	\$133,544
	Group 6	\$66,754	\$84,011	\$93,481	\$120,198
[123000] Chief Financial Officer {1031}	Group 1	\$233,059	\$288,922	\$326,283	\$419,507
	Group 2	\$161,071	\$176,191	\$225,500	\$289,929
	Group 3	\$126,994	\$151,372	\$177,792	\$228,590
	Group 4	\$100,563	\$123,735	\$140,788	\$181,013
	Group 5	\$95,535	\$117,548	\$133,749	\$171,963
	Group 6	\$85,982	\$105,793	\$120,374	\$154,767
[125000] Chief Health Affairs Officer {1041}	Group 1	\$609,978	\$769,080	\$853,969	\$1,097,960
	Group 2	\$418,635	\$321,365	\$586,089	\$753,542
[127000] Chief Human Resources Officer {1037}	Group 1	\$179,550	\$209,459	\$251,370	\$323,190
	Group 2	\$120,825	\$146,147	\$169,155	\$217,485
	Group 3	\$92,857	\$115,191	\$130,000	\$167,143
	Group 4	\$76,528	\$96,253	\$107,140	\$137,751
	Group 5	\$72,702	\$91,440	\$101,783	\$130,864
	Group 6	\$65,432	\$82,296	\$91,605	\$117,778

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CUPA Title		2015-16	*** Market Range ***		2015-16
		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[129000] Chief Information/IT Officer {1038}	Group 2	\$150,089	\$187,010	\$210,125	\$270,161
	Group 3	\$122,079	\$154,280	\$170,910	\$219,742
	Group 4	\$101,544	\$118,745	\$142,161	\$182,779
	Group 5	\$96,466	\$112,808	\$135,053	\$173,640
	Group 6	\$86,819	\$101,527	\$121,548	\$156,276
[131000] Chief Institutional Planning Officer {1033}	Group 1	\$185,960	\$212,914	\$260,344	\$334,728
	Group 2	\$144,540	\$164,266	\$202,357	\$260,173
	Group 3	\$97,119	\$121,530	\$135,967	\$174,815
	Group 4	\$75,045	\$97,183	\$105,063	\$135,080
	Group 5	\$71,292	\$92,324	\$99,809	\$128,326
	Group 6	\$64,163	\$83,092	\$89,828	\$115,493
[133000] Chief Institutional Research Officer {2004}	Group 1	\$121,292	\$135,595	\$169,809	\$218,325
	Group 2	\$92,728	\$111,097	\$129,819	\$166,910
	Group 3	\$78,893	\$94,475	\$110,450	\$142,007
	Group 4	\$66,163	\$85,707	\$92,628	\$119,094
	Group 5	\$62,855	\$81,422	\$87,997	\$113,139
	Group 6	\$56,570	\$73,280	\$79,197	\$101,825
[135000] Chief Investment Officer {1032}	Group 1	\$431,507	\$318,544	\$604,109	\$776,712
	Group 2	\$98,914	\$125,460	\$138,480	\$178,046
[139000] Chief Library Officer {2050}	Group 2	\$127,162	\$156,627	\$178,027	\$228,892
	Group 4	\$82,409	\$94,069	\$115,373	\$148,337
	Group 5	\$78,289	\$89,366	\$109,605	\$140,920
	Group 6	\$70,460	\$80,429	\$98,645	\$126,828

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		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[141000] Chief Public Relations Officer {1048}	Group 1	\$183,242	\$206,368	\$256,539	\$329,836
	Group 2	\$126,687	\$150,781	\$177,362	\$228,037
	Group 3	\$100,077	\$103,126	\$140,107	\$180,138
	Group 4	\$78,808	\$96,554	\$110,331	\$141,855
	Group 5	\$74,868	\$91,726	\$104,815	\$134,762
	Group 6	\$67,381	\$82,553	\$94,334	\$121,285
[143000] Chief Research Officer {1027}	Group 3	\$176,378	\$192,925	\$246,930	\$317,481
[153210] Dean Honors Program {1221}	Group 1	\$148,521	\$169,491	\$207,929	\$267,337
	Group 2	\$115,007	\$140,624	\$161,010	\$207,013
	Group 3	\$102,500	\$120,000	\$143,500	\$184,500
[153400] Dean Undergraduate Programs {1240}	Group 3	\$114,301	\$137,161	\$160,021	\$205,741
[155010] Dean of Students {7003}	Group 1	\$126,734	\$161,788	\$177,428	\$228,121
	Group 2	\$96,131	\$117,857	\$134,583	\$173,035
	Group 3	\$85,467	\$105,466	\$119,653	\$153,840
	Group 4	\$67,134	\$87,733	\$93,987	\$120,841
	Group 5	\$63,777	\$83,346	\$89,288	\$114,799
	Group 6	\$57,399	\$75,011	\$80,359	\$103,319
[161000] Chief Accounting Officer/Controller {1040}	Group 1	\$147,383	\$186,514	\$206,337	\$265,290
	Group 2	\$105,431	\$131,815	\$147,604	\$189,776
	Group 3	\$88,853	\$112,744	\$124,394	\$159,935
	Group 4	\$76,154	\$96,476	\$106,615	\$137,077
	Group 5	\$72,346	\$91,652	\$101,285	\$130,223
	Group 6	\$65,000	\$82,487	\$91,157	\$117,201

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			50th	75th	
[162000] Chief Administration Officer {1030}	Group 1	\$216,511	\$295,254	\$303,116	\$389,720
	Group 2	\$175,023	\$177,708	\$245,032	\$315,042
	Group 3	\$158,668	\$181,957	\$222,135	\$285,602
	Group 4	\$100,446	\$126,845	\$140,624	\$180,802
	Group 5	\$95,423	\$120,502	\$133,593	\$171,762
[163000] Chief Architect for the Institution {3102}	Group 1	\$122,524	\$154,922	\$171,533	\$220,542
	Group 2	\$95,449	\$110,149	\$133,629	\$171,809
	Group 3	\$81,703	\$103,825	\$114,384	\$147,065
[164000] Chief Auxiliary Services Officer {3050}	Group 1	\$136,096	\$180,554	\$190,535	\$244,973
	Group 2	\$96,572	\$117,663	\$135,200	\$173,829
	Group 3	\$91,152	\$96,456	\$127,613	\$164,073
	Group 4	\$70,770	\$88,588	\$99,078	\$127,386
	Group 5	\$67,232	\$84,159	\$94,124	\$121,017
[165000] Chief Budget Officer {1034}	Group 1	\$131,960	\$166,156	\$184,744	\$237,528
	Group 2	\$99,053	\$119,524	\$138,674	\$178,295
	Group 3	\$85,266	\$103,352	\$119,372	\$153,478
	Group 4	\$72,188	\$89,739	\$101,063	\$129,938
	Group 5	\$68,578	\$85,252	\$96,010	\$123,441
	Group 6	\$61,720	\$76,727	\$86,409	\$111,097
[166000] Chief Purchasing Officer {3033}	Group 1	\$119,849	\$143,678	\$167,788	\$215,727
	Group 2	\$77,378	\$99,604	\$108,330	\$139,281
	Group 3	\$71,365	\$89,864	\$99,912	\$128,458
	Group 4	\$58,730	\$73,310	\$82,222	\$105,714
	Group 5	\$55,793	\$69,645	\$78,111	\$100,428
	Group 6	\$50,214	\$62,681	\$70,300	\$90,385

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[167000] Chief Equal Opportunity/AA Officer {4009}	Group 1	\$108,999	\$129,857	\$152,599	\$196,199
	Group 2	\$80,732	\$103,460	\$113,024	\$145,317
	Group 3	\$77,614	\$94,327	\$108,660	\$139,706
	Group 4	\$57,914	\$71,746	\$81,080	\$104,246
	Group 5	\$55,018	\$68,159	\$77,026	\$99,033
	Group 6	\$49,516	\$61,342	\$69,323	\$89,130
[168000] Chief Diversity Officer {1051}	Group 1	\$151,005	\$196,139	\$211,408	\$271,810
	Group 2	\$120,384	\$143,256	\$168,538	\$216,691
	Group 3	\$87,058	\$115,569	\$121,881	\$156,704
[169010] Chief Veterinary Hospital Administrator {NEW}	Group 1	\$130,680	\$170,128	\$182,952	\$235,224
[171000] Chief Student Admissions Officer {1044}	Group 1	\$142,998	\$168,108	\$200,197	\$257,396
	Group 2	\$86,739	\$105,511	\$121,435	\$156,130
	Group 3	\$80,183	\$96,657	\$112,256	\$144,329
	Group 4	\$58,412	\$76,317	\$81,777	\$105,142
	Group 5	\$55,492	\$72,501	\$77,688	\$99,885
	Group 6	\$49,943	\$65,251	\$69,919	\$89,897
[172000] Chief Student Financial Aid Officer {2082}	Group 1	\$113,167	\$140,784	\$158,433	\$203,700
	Group 2	\$79,625	\$99,710	\$111,475	\$143,325
	Group 3	\$74,481	\$93,080	\$104,273	\$134,066
	Group 4	\$58,672	\$77,644	\$82,141	\$105,610
	Group 5	\$55,739	\$73,762	\$78,034	\$100,330
	Group 6	\$50,165	\$66,386	\$70,231	\$90,297

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			50th	75th	
[173000] Chief Student Registr/Records Officer {2078}	Group 1	\$107,642	\$141,020	\$150,699	\$193,756
	Group 2	\$84,784	\$104,707	\$118,698	\$152,612
	Group 3	\$73,047	\$90,000	\$102,266	\$131,485
	Group 4	\$60,858	\$74,634	\$85,201	\$109,545
	Group 5	\$57,815	\$70,902	\$80,941	\$104,068
	Group 6	\$52,034	\$63,812	\$72,847	\$93,661
[175000] Chief Technology Transfer Officer {1028}	Group 1	\$192,050	\$252,150	\$268,870	\$345,690
	Group 2	\$114,648	\$140,315	\$160,507	\$206,366
[176000] Chief Sponsored Rsrch/Prgms Administrator {2009}	Group 1	\$162,960	\$184,044	\$228,145	\$293,329
	Group 2	\$93,750	\$105,129	\$131,250	\$168,750
	Group 3	\$71,804	\$95,790	\$100,526	\$129,247
	Group 4	\$70,531	\$89,085	\$98,744	\$126,957
	Group 5	\$67,005	\$84,631	\$93,807	\$120,609
	Group 6	\$60,305	\$76,168	\$84,426	\$108,548
[177000] Chief Contracts and Grants Administrator {3005}	Group 1	\$119,017	\$141,488	\$166,624	\$214,231
	Group 2	\$76,875	\$97,888	\$107,625	\$138,375
	Group 3	\$61,234	\$76,141	\$85,727	\$110,220
[177100] Deputy Chief Library Officer	Group 1	\$102,414	\$135,353	\$143,379	\$184,344
	Group 2	\$78,169	\$105,039	\$109,437	\$140,704
	Group 3	\$73,197	\$87,651	\$102,475	\$131,754
[179010] Deputy Chief, Student Affairs {7001}	Group 1	\$136,161	\$173,353	\$190,626	\$245,090
	Group 2	\$102,797	\$125,459	\$143,916	\$185,035
	Group 3	\$91,483	\$113,926	\$128,076	\$164,670
	Group 4	\$77,719	\$104,152	\$108,806	\$139,894
	Group 5	\$73,833	\$98,944	\$103,366	\$132,899
	Group 6	\$66,450	\$89,050	\$93,029	\$119,609

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[179030] Associate VP/VC for Research {NEW}	Group 1	\$180,607	\$234,743	\$252,850	\$325,092
	Group 2	\$130,260	\$162,415	\$182,364	\$234,468
[181000] Deputy Provost {2001}	Group 1	\$176,755	\$230,000	\$247,458	\$318,160
	Group 2	\$154,286	\$185,102	\$216,001	\$277,716
	Group 3	\$126,705	\$162,500	\$177,388	\$228,070
	Group 4	\$113,116	\$142,180	\$158,363	\$203,609
	Group 5	\$107,460	\$135,071	\$150,445	\$193,429
[183000] Assoc Provost {2002}	Group 1	\$160,452	\$196,063	\$224,633	\$288,814
	Group 2	\$123,184	\$152,018	\$172,457	\$221,731
	Group 3	\$108,397	\$131,653	\$151,756	\$195,114
	Group 4	\$92,959	\$120,418	\$130,142	\$167,326
	Group 5	\$88,311	\$114,397	\$123,635	\$158,959
	Group 6	\$79,480	\$102,957	\$111,272	\$143,063
[185000] Asst Provost {2003}	Group 1	\$108,043	\$146,261	\$151,260	\$194,477
	Group 2	\$105,063	\$138,987	\$147,088	\$189,113
	Group 3	\$87,557	\$112,639	\$122,580	\$157,603
	Group 4	\$74,573	\$95,731	\$104,403	\$134,232
	Group 5	\$70,845	\$90,945	\$99,183	\$127,520
	Group 6	\$63,761	\$81,851	\$89,265	\$114,768
[187020] Chief of Staff to System or Institution CEO {NEW}	Group 1	\$175,001	\$207,699	\$245,001	\$315,002
	Group 2	\$131,619	\$158,875	\$184,267	\$236,915
	Group 3	\$103,913	\$127,875	\$145,479	\$187,044
	Group 4	\$117,216	\$153,464	\$164,103	\$210,989
	Group 5	\$111,355	\$145,791	\$155,897	\$200,440

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			50th	75th	
[194010] Deputy Chief Financial Officer {NEW}	Group 2	\$105,077	\$128,910	\$147,107	\$189,138
	Group 3	\$78,750	\$107,595	\$110,250	\$141,750
[194020] Deputy Chief Facilities Officer {3103}	Group 1	\$109,290	\$142,365	\$153,005	\$196,721
	Group 2	\$89,476	\$102,654	\$125,267	\$161,058
	Group 3	\$75,956	\$94,738	\$106,338	\$136,720
	Group 4	\$59,785	\$73,448	\$83,698	\$107,612
	Group 5	\$56,795	\$69,776	\$79,514	\$102,232
[194030] Deputy Chief HR Officer {4001}	Group 1	\$110,466	\$138,593	\$154,653	\$198,839
	Group 2	\$87,645	\$101,541	\$122,704	\$157,762
	Group 3	\$69,034	\$85,575	\$96,648	\$124,262
	Group 4	\$58,304	\$66,651	\$81,626	\$104,948
	Group 5	\$55,389	\$63,318	\$77,545	\$99,700
[194040] Deputy Chief Information/IT Officer {5001}	Group 1	\$129,237	\$170,909	\$180,932	\$232,626
	Group 2	\$106,876	\$134,522	\$149,627	\$192,377
	Group 3	\$102,479	\$113,449	\$143,470	\$184,462
	Group 4	\$92,136	\$96,167	\$128,990	\$165,844
	Group 5	\$87,529	\$91,358	\$122,541	\$157,552
[194050] Deputy Chief Athletics Officer {6002}	Group 1	\$124,973	\$144,449	\$174,962	\$224,952
	Group 2	\$85,888	\$106,067	\$120,244	\$154,599
	Group 3	\$74,790	\$92,113	\$104,707	\$134,623
	Group 4	\$53,031	\$70,371	\$74,243	\$95,456
	Group 5	\$50,379	\$66,853	\$70,531	\$90,683
	Group 6	\$45,341	\$60,168	\$63,478	\$81,615

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[194060] Deputy Chief Advance/Devel Officer {8001}	Group 1	\$183,969	\$203,695	\$257,557	\$331,144
	Group 2	\$117,983	\$145,772	\$165,176	\$212,369
	Group 3	\$103,462	\$125,287	\$144,847	\$186,232
	Group 4	\$84,432	\$101,501	\$118,205	\$151,978
	Group 5	\$80,210	\$96,426	\$112,295	\$144,379
[194150] Deputy Chief Budget Officer {NEW}	Group 1	\$105,634	\$123,489	\$147,888	\$190,142
	Group 2	\$75,767	\$95,427	\$106,073	\$136,380
	Group 3	\$64,699	\$84,743	\$90,578	\$116,458
[196010] Bursar {3030}	Group 1	\$98,715	\$120,494	\$138,201	\$177,687
	Group 2	\$77,178	\$89,242	\$108,049	\$138,920
	Group 3	\$63,869	\$76,606	\$89,416	\$114,964
	Group 4	\$54,497	\$69,700	\$76,296	\$98,095
	Group 5	\$51,772	\$66,215	\$72,481	\$93,190
	Group 6	\$46,595	\$59,594	\$65,233	\$83,871
[196020] Chief Campus Bookstore Administrator {3053}	Group 1	\$85,316	\$103,827	\$119,442	\$153,569
	Group 2	\$66,046	\$81,000	\$92,465	\$118,883
	Group 3	\$63,632	\$76,619	\$89,085	\$114,538
	Group 4	\$47,204	\$56,089	\$66,086	\$84,968
	Group 5	\$44,844	\$53,284	\$62,782	\$80,720
	Group 6	\$40,360	\$47,956	\$56,504	\$72,648
[196030] Chief Campus Continuing Ed Administrator {2010}	Group 1	\$94,804	\$106,787	\$132,726	\$170,648
	Group 2	\$81,129	\$102,051	\$113,581	\$146,032
	Group 3	\$72,283	\$89,224	\$101,196	\$130,109
	Group 4	\$54,166	\$71,753	\$75,832	\$97,498
	Group 5	\$51,457	\$68,165	\$72,040	\$92,623

UNC Campuses by Peer Group.

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

Group 1 (NCSU & UNC-CH)

Group 2 (ECU, NCA&T, UNC-C, UNC-G)

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ATTACHMENT D

**FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015**

CUPA Title		2015-16 Overall Salary Range Minimum	*** Market Range ***		2015-16 Overall Salary Range Maximum
			50th	75th	
[196040] Chief Campus Distance Ed Administrator {2012}	Group 1	\$86,673	\$98,501	\$121,342	\$156,011
	Group 2	\$92,411	\$99,074	\$129,376	\$166,340
	Group 3	\$76,741	\$85,876	\$107,437	\$138,133
	Group 4	\$52,725	\$72,010	\$73,815	\$94,904
	Group 5	\$50,088	\$68,410	\$70,124	\$90,159
[196050] Chief Campus International Ed Administrator {2007}	Group 1	\$154,548	\$139,226	\$216,368	\$278,187
	Group 2	\$94,492	\$95,620	\$132,289	\$170,086
	Group 3	\$72,667	\$94,343	\$101,734	\$130,801
	Group 4	\$71,429	\$74,069	\$100,000	\$128,571
	Group 5	\$67,857	\$70,366	\$95,000	\$122,143
[196051] Chief Camps International Studies Ed Administrator {2008}	Group 1	\$85,337	\$109,158	\$119,471	\$153,606
	Group 2	\$69,638	\$86,993	\$97,494	\$125,349
	Group 3	\$64,268	\$81,474	\$89,975	\$115,682
[196060] Chief Environ Health & Safety Administrator {3076}	Group 1	\$123,824	\$153,717	\$173,353	\$222,883
	Group 2	\$83,446	\$103,525	\$116,824	\$150,203
	Group 3	\$76,628	\$97,408	\$107,279	\$137,930
	Group 4	\$51,266	\$65,000	\$71,772	\$92,278
	Group 5	\$48,702	\$61,750	\$68,183	\$87,664
[196070] Chief Campus Risk Mgt & Insurance Administrator {3001}	Group 1	\$102,747	\$131,914	\$143,846	\$184,945
	Group 2	\$73,784	\$93,012	\$103,297	\$132,811
	Group 3	\$58,477	\$71,213	\$81,868	\$105,259
[196080] Chief Campus Security Administrator/Police Chief {3077}	Group 1	\$136,694	\$169,336	\$191,371	\$246,049
	Group 2	\$93,841	\$112,754	\$131,378	\$168,914
	Group 3	\$80,536	\$96,214	\$112,750	\$144,964
	Group 4	\$61,125	\$78,042	\$85,575	\$110,026
	Group 5	\$58,069	\$74,140	\$81,297	\$104,524
	Group 6	\$52,262	\$66,726	\$73,167	\$94,072

UNC Campuses by Peer Group.

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

Group 1 (NCSU & UNC-CH)

Group 2 (ECU, NCA&T, UNC-C, UNC-G)

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ATTACHMENT D

**FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015**

CUPA Title		2015-16 Overall Salary Range Minimum	*** Market Range ***		2015-16 Overall Salary Range Maximum
			50th	75th	
[196085] Deputy Chief Security Admin/Assistant Police Chief {3576}	Group 1	\$92,395	\$102,968	\$129,353	\$166,312
	Group 2	\$70,787	\$89,583	\$99,102	\$127,417
	Group 3	\$65,893	\$78,793	\$92,250	\$118,607
	Group 4	\$55,799	\$66,593	\$78,118	\$100,438
	Group 5	\$53,009	\$63,264	\$74,212	\$95,416
[196090] Chief Campus Parking/Transport Administrator {3078}	Group 1	\$111,251	\$133,375	\$155,752	\$200,252
	Group 2	\$68,481	\$77,803	\$95,873	\$123,266
	Group 3	\$55,360	\$65,837	\$77,504	\$99,648
[196100] Chief Campus Employment Administrator {4006}	Group 1	\$83,771	\$91,774	\$117,279	\$150,788
	Group 2	\$63,974	\$74,018	\$89,563	\$115,153
	Group 3	\$53,042	\$67,008	\$74,259	\$95,476
	Group 4	\$59,164	\$69,712	\$82,830	\$106,495
	Group 5	\$56,206	\$66,226	\$78,688	\$101,170
[196110] Chief Campus Payroll Administrator {3032}	Group 1	\$91,448	\$116,582	\$128,028	\$164,607
	Group 2	\$64,731	\$76,920	\$90,624	\$116,517
	Group 3	\$55,465	\$65,524	\$77,652	\$99,838
	Group 4	\$47,357	\$58,186	\$66,300	\$85,243
	Group 5	\$44,989	\$55,277	\$62,985	\$80,981
[196120] Chief Campus Benefits Administrator {4002}	Group 1	\$115,681	\$132,219	\$161,953	\$208,225
	Group 2	\$65,395	\$84,085	\$91,553	\$117,711
	Group 3	\$56,139	\$64,488	\$78,595	\$101,051
	Group 4	\$40,645	\$52,731	\$56,903	\$73,161
	Group 5	\$38,613	\$50,094	\$54,058	\$69,503
[196130] Chief Campus Employee Relations Administrator {4004}	Group 1	\$112,862	\$133,053	\$158,007	\$203,152
	Group 2	\$70,198	\$87,766	\$98,277	\$126,356
	Group 3	\$67,056	\$83,855	\$93,879	\$120,702

UNC Campuses by Peer Group.

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

Group 1 (NCSU & UNC-CH)

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Group 6 (ECSU, NCSSM)



ATTACHMENT D
FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16	*** Market Range ***		2015-16
		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[196140] Chief Campus Classification & Comp Administrator {4007}	Group 1	\$114,742	\$111,798	\$160,639	\$206,536
	Group 2	\$64,732	\$82,145	\$90,625	\$116,518
	Group 3	\$55,387	\$65,602	\$77,541	\$99,696
[196150] Chief Campus HR IS Administrator {4008}	Group 1	\$108,754	\$136,799	\$152,255	\$195,757
	Group 2	\$63,450	\$77,922	\$88,830	\$114,210
	Group 3	\$59,663	\$71,750	\$83,529	\$107,394
[196160] Chief Campus Training & Devel Administrator {4003}	Group 1	\$102,856	\$120,830	\$143,999	\$185,141
	Group 2	\$64,548	\$74,365	\$90,367	\$116,186
	Group 3	\$62,096	\$80,861	\$86,934	\$111,773
[196170] Chief Campus Food/Dining Services Administrator {3055}	Group 1	\$99,315	\$126,075	\$139,041	\$178,767
	Group 2	\$82,595	\$97,182	\$115,633	\$148,671
	Group 3	\$83,830	\$94,652	\$117,362	\$150,895
[196175] Deputy Chief Campus Food/Dining Administrator {3056}	Group 1	\$71,853	\$91,534	\$100,595	\$129,336
	Group 2	\$71,353	\$86,639	\$99,894	\$128,435
	Group 3	\$55,304	\$72,809	\$77,426	\$99,547
[196180] Chief Campus Research Park Administrator {3004}	Group 2	\$124,761	\$159,275	\$174,666	\$224,571
[196190] Chief Campus Real Estate Administrator {3101}	Group 1	\$118,500	\$136,636	\$165,900	\$213,300
	Group 2	\$84,765	\$103,433	\$118,671	\$152,577
[196200] Chief Campus Energy and Utilities Administrator {3104}	Group 1	\$126,091	\$135,100	\$176,528	\$226,964
	Group 2	\$70,971	\$87,805	\$99,359	\$127,747
	Group 3	\$73,241	\$79,834	\$102,538	\$131,834
[196210] Chief Campus Telecomm/Networking Administrator {5006}	Group 1	\$112,704	\$144,547	\$157,786	\$202,868
	Group 2	\$91,190	\$113,045	\$127,666	\$164,142
	Group 3	\$82,066	\$94,491	\$114,892	\$147,719
	Group 4	\$81,506	\$86,149	\$114,108	\$146,711
	Group 5	\$77,431	\$81,842	\$108,403	\$139,375

UNC Campuses by Peer Group.

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

Group 1 (NCSU & UNC-CH)

Group 2 (ECU, NCA&T, UNC-C, UNC-G)

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Group 6 (ECSU, NCSSM)



ATTACHMENT D
FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16	*** Market Range ***		2015-16
		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[196220] Chief Campus Enterprise Applications Administrator {5007}	Group 1	\$134,395	\$179,749	\$188,153	\$241,911
	Group 2	\$95,175	\$116,350	\$133,245	\$171,316
	Group 3	\$79,153	\$102,622	\$110,814	\$142,475
	Group 4	\$73,391	\$88,653	\$102,747	\$132,104
	Group 5	\$69,721	\$84,221	\$97,610	\$125,498
[196230] Chief Campus Acad Computing/Instr Tech Administrator {5002}	Group 1	\$124,862	\$145,129	\$174,806	\$224,751
	Group 2	\$78,692	\$101,377	\$110,168	\$141,645
	Group 3	\$79,580	\$92,963	\$111,412	\$143,243
	Group 4	\$73,214	\$92,053	\$102,500	\$131,786
	Group 5	\$69,554	\$87,451	\$97,375	\$125,196
	Group 6	\$62,599	\$78,706	\$87,638	\$112,676
[196240] Chief Campus Admin Computing Administrator {5004}	Group 1	\$133,095	\$165,461	\$186,334	\$239,572
	Group 2	\$98,377	\$112,539	\$137,728	\$177,079
	Group 3	\$92,982	\$113,873	\$130,175	\$167,368
	Group 4	\$65,405	\$90,249	\$91,566	\$117,728
	Group 5	\$62,134	\$85,736	\$86,988	\$111,842
[196250] Chief Campus Research Computing Administrator {5008}	Group 2	\$105,434	\$115,842	\$147,608	\$189,782
[196260] Chief Campus IT Security Administrator {5010}	Group 1	\$121,429	\$151,610	\$170,000	\$218,571
	Group 2	\$79,328	\$99,905	\$111,059	\$142,790
	Group 3	\$76,386	\$92,570	\$106,940	\$137,494
	Group 4	\$68,747	\$83,313	\$96,246	\$123,745
[196280] Chief Campus Student Activities Administrator {7026}	Group 1	\$77,198	\$81,949	\$108,077	\$138,956
	Group 2	\$60,849	\$73,259	\$85,189	\$109,529
	Group 3	\$59,927	\$71,443	\$83,898	\$107,868
	Group 4	\$48,231	\$57,072	\$67,524	\$86,817
	Group 5	\$45,820	\$54,218	\$64,148	\$82,476
	Group 6	\$41,238	\$48,796	\$57,733	\$74,228

UNC Campuses by Peer Group.

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Group 1 (NCSU & UNC-CH)

Group 2 (ECU, NCA&T, UNC-C, UNC-G)

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ATTACHMENT D
FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16	*** Market Range ***		2015-16
		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[196300] Chief Campus Student Center Administrator {7031}	Group 1	\$100,525	\$133,429	\$140,735	\$180,944
	Group 2	\$71,885	\$88,620	\$100,639	\$129,392
	Group 3	\$65,164	\$76,886	\$91,230	\$117,296
	Group 4	\$51,793	\$66,348	\$72,510	\$93,227
	Group 5	\$49,203	\$63,031	\$68,884	\$88,566
	Group 6	\$44,283	\$56,728	\$61,996	\$79,710
[196310] Chief Campus Greek Life Administrator {7004}	Group 1	\$54,419	\$65,000	\$76,186	\$97,954
	Group 2	\$40,624	\$46,800	\$56,873	\$73,123
	Group 3	\$48,780	\$58,034	\$68,292	\$87,803
[196320] Chief Campus Academic Advising Administrator {7050}	Group 1	\$77,876	\$96,430	\$109,026	\$140,176
	Group 2	\$67,405	\$75,276	\$94,367	\$121,329
	Group 3	\$70,036	\$85,018	\$98,050	\$126,064
	Group 4	\$63,010	\$70,441	\$88,214	\$113,417
	Group 5	\$59,859	\$66,919	\$83,803	\$107,746
[196330] Chief Campus Career Services Administrator {7051}	Group 1	\$98,032	\$126,896	\$137,245	\$176,457
	Group 2	\$67,678	\$85,729	\$94,749	\$121,820
	Group 3	\$63,862	\$80,563	\$89,407	\$114,952
	Group 4	\$51,958	\$62,539	\$72,741	\$93,524
	Group 5	\$49,360	\$59,412	\$69,104	\$88,848
	Group 6	\$44,424	\$53,471	\$62,194	\$79,963
[196340] Chief Campus Student Counseling Cntr Administrator {7104}	Group 1	\$100,227	\$125,221	\$140,318	\$180,409
	Group 2	\$81,513	\$103,540	\$114,118	\$146,723
	Group 3	\$74,405	\$93,645	\$104,168	\$133,930
	Group 4	\$61,435	\$76,696	\$86,009	\$110,583
	Group 5	\$58,363	\$72,861	\$81,709	\$105,054
	Group 6	\$52,527	\$65,575	\$73,538	\$94,549

UNC Campuses by Peer Group.

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Group 1 (NCSSU & UNC-CH)

Group 2 (ECU, NCA&T, UNC-C, UNC-G)

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ATTACHMENT D

FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16	*** Market Range ***		2015-16
		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[196350] Chief Campus Std Health Cntr - Non-Med Administrator {7103}	Group 1	\$121,498	\$136,592	\$170,097	\$218,696
	Group 2	\$105,624	\$105,000	\$147,874	\$190,124
	Group 3	\$67,890	\$90,932	\$95,046	\$122,203
[196354] Chief Campus Std Health Cntr - Physician Administrator {7101}	Group 1	\$158,040	\$202,119	\$221,256	\$284,473
	Group 2	\$133,378	\$164,780	\$186,730	\$240,081
	Group 3	\$117,448	\$153,463	\$164,427	\$211,407
	Group 4	\$109,518	\$136,581	\$153,326	\$197,133
	Group 5	\$104,042	\$129,752	\$145,659	\$187,276
[196355] Chief Campus Std Health Cntr-Nurse/Nurse Practitioner Adm {7102}	Group 1	\$97,592	\$92,715	\$136,629	\$175,665
	Group 2	\$69,586	\$92,098	\$97,421	\$125,256
	Group 3	\$64,746	\$80,883	\$90,644	\$116,542
	Group 4	\$59,670	\$76,304	\$83,538	\$107,405
	Group 5	\$56,686	\$72,489	\$79,361	\$102,035
[196360] Chief Campus Student Housing Administrator {7076}	Group 1	\$107,006	\$141,834	\$149,808	\$192,610
	Group 2	\$83,132	\$97,370	\$116,385	\$149,638
	Group 3	\$69,838	\$83,225	\$97,774	\$125,709
	Group 4	\$54,707	\$69,700	\$76,590	\$98,472
	Group 5	\$51,971	\$66,215	\$72,760	\$93,549
	Group 6	\$46,774	\$59,594	\$65,484	\$84,194
[196370] Chief Campus Annual Giving Administrator {8002}	Group 1	\$106,643	\$131,964	\$149,301	\$191,958
	Group 2	\$60,036	\$71,074	\$84,050	\$108,064
	Group 3	\$52,593	\$65,906	\$73,630	\$94,667
	Group 4	\$52,531	\$59,815	\$73,544	\$94,556
	Group 5	\$49,905	\$56,824	\$69,867	\$89,828
	Group 6	\$44,915	\$51,142	\$62,880	\$80,845

UNC Campuses by Peer Group.

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

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ATTACHMENT D

FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16	*** Market Range ***		2015-16
		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[196380] Chief Campus Corp/Fnd Rel Administrator {8003}	Group 1	\$127,769	\$163,880	\$178,876	\$229,984
	Group 2	\$84,876	\$98,913	\$118,826	\$152,776
	Group 3	\$73,211	\$83,000	\$102,496	\$131,780
	Group 4	\$68,772	\$82,146	\$96,281	\$123,790
	Group 5	\$65,334	\$78,039	\$91,467	\$117,601
	Group 6	\$58,801	\$70,235	\$82,320	\$105,841
[196390] Chief Campus Planned Giving Administrator {8004}	Group 1	\$129,857	\$152,387	\$181,800	\$233,743
	Group 2	\$87,471	\$108,214	\$122,460	\$157,448
	Group 3	\$78,540	\$84,050	\$109,956	\$141,372
[196400] Chief Campus Alumni Affairs Administrator {8005}	Group 1	\$150,650	\$192,411	\$210,910	\$271,169
	Group 2	\$85,517	\$106,287	\$119,724	\$153,931
	Group 3	\$71,493	\$78,928	\$100,090	\$128,687
	Group 4	\$65,838	\$73,536	\$92,173	\$118,509
	Group 5	\$62,546	\$69,859	\$87,565	\$112,583
	Group 6	\$56,291	\$62,873	\$78,809	\$101,325
[196410] Chief Campus Major Gifts Administrator {8007}	Group 1	\$122,806	\$165,516	\$171,929	\$221,052
	Group 2	\$96,640	\$105,063	\$135,296	\$173,952
	Group 3	\$66,636	\$83,555	\$93,291	\$119,946
	Group 4	\$55,271	\$64,014	\$77,379	\$99,488
	Group 5	\$52,507	\$60,813	\$73,510	\$94,513
[196420] Chief Campus Donor Relations Administrator {8009}	Group 1	\$73,009	\$96,000	\$102,213	\$131,416
	Group 2	\$64,319	\$73,493	\$90,046	\$115,774
	Group 3	\$52,753	\$57,287	\$73,854	\$94,955
[196430] Chief Campus Advancement Services Administrator {8010}	Group 1	\$84,286	\$96,655	\$118,000	\$151,714
	Group 2	\$61,778	\$74,229	\$86,490	\$111,201
	Group 3	\$69,496	\$83,054	\$97,294	\$125,093

UNC Campuses by Peer Group.

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Group 1 (NCSU & UNC-CH)

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ATTACHMENT D

FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16 Overall Salary Range Minimum	*** Market Range ***		2015-16 Overall Salary Range Maximum
			50th	75th	
[196444] Chief Campus Fed Gov/Legislative Liaison {8027}	Group 1	\$151,326	\$171,260	\$211,856	\$272,387
	Group 2	\$111,125	\$135,205	\$155,575	\$200,025
	Group 3	\$88,296	\$105,071	\$123,614	\$158,933
[196445] Chief Campus State & Local Gov/Legislative Liaison {8028}	Group 1	\$127,097	\$164,684	\$177,936	\$228,775
	Group 2	\$101,907	\$127,511	\$142,670	\$183,433
	Group 3	\$86,160	\$105,379	\$120,623	\$155,087
	Group 4	\$76,133	\$87,478	\$106,586	\$137,039
	Group 5	\$72,326	\$83,104	\$101,256	\$130,187
[196460] Chief Campus Marketing Administrator {8054}	Group 1	\$126,390	\$125,112	\$176,947	\$227,503
	Group 2	\$73,654	\$88,309	\$103,116	\$132,577
	Group 3	\$72,678	\$91,666	\$101,749	\$130,820
	Group 4	\$58,128	\$77,842	\$81,380	\$104,631
	Group 5	\$55,222	\$73,949	\$77,311	\$99,399
[196470] Chief Campus Publications Administrator {8050}	Group 1	\$82,160	\$107,529	\$115,024	\$147,888
	Group 2	\$74,662	\$87,331	\$104,527	\$134,391
	Group 3	\$66,318	\$71,791	\$92,846	\$119,373
	Group 4	\$57,671	\$63,339	\$80,739	\$103,808
	Group 5	\$54,788	\$60,172	\$76,703	\$98,618
[196490] Chief Campus Study-Abroad Administrator {2016}	Group 1	\$76,875	\$90,000	\$107,625	\$138,375
	Group 2	\$53,549	\$63,826	\$74,968	\$96,388
	Group 3	\$50,414	\$67,445	\$70,579	\$90,744
[301030] Chief Business Affairs Officer, College/Division {3007}	Group 1	\$104,376	\$135,805	\$146,126	\$187,877
	Group 2	\$75,140	\$91,866	\$105,197	\$135,253
	Group 3	\$81,752	\$99,231	\$114,453	\$147,154
[301040] Chief HR Officer, College/Division {NEW}	Group 1	\$76,128	\$83,901	\$106,579	\$137,030
	Group 2	\$73,396	\$82,365	\$102,754	\$132,113

UNC Campuses by Peer Group.

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

Group 1 (NCSU & UNC-CH)

Group 2 (ECU, NCA&T, UNC-C, UNC-G)

Group 3 (ASU, NCCU, UNC-W, WCU)

Group 4 (FSU, UNC-P, WSSU)

Group 5 (UNCSA, UNC-A)

Group 6 (ECSU, NCSSM)



ATTACHMENT D
FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAOs)
Revised as of August 18, 2015

CUPA Title		2015-16 Overall Salary Range Minimum	*** Market Range ***		2015-16 Overall Salary Range Maximum
			50th	75th	
[304010] Assoc/Asst Dean, Agriculture {1401}	Group 1	\$138,690	\$182,007	\$194,166	\$249,641
	Group 2	\$118,705	\$146,151	\$166,188	\$213,670
[304020] Assoc/Asst Dean, Architecture/Design {1402}	Group 1	\$105,701	\$139,959	\$147,982	\$190,262
	Group 2	\$89,661	\$103,930	\$125,525	\$161,389
[304030] Assoc/Asst Dean, Arts and Letters {1403}	Group 2	\$82,542	\$110,000	\$115,558	\$148,575
	Group 3	\$88,246	\$120,503	\$123,544	\$158,842
[304040] Assoc/Asst Dean, Arts and Sciences {1404}	Group 1	\$132,470	\$160,428	\$185,457	\$238,445
	Group 2	\$96,513	\$123,009	\$135,118	\$173,723
	Group 3	\$82,671	\$105,073	\$115,739	\$148,807
	Group 4	\$88,286	\$117,352	\$123,600	\$158,914
	Group 5	\$83,871	\$111,484	\$117,420	\$150,969
[304060] Assoc/Asst Dean, Business {1406}	Group 1	\$187,561	\$243,319	\$262,586	\$337,610
	Group 2	\$129,816	\$158,932	\$181,743	\$233,669
	Group 3	\$101,309	\$123,195	\$141,833	\$182,356
	Group 4	\$96,172	\$125,768	\$134,640	\$173,109
	Group 5	\$91,363	\$119,479	\$127,908	\$164,453
[304080] Assoc/Asst Dean, Continuing Education {1408}	Group 2	\$88,359	\$94,013	\$123,703	\$159,047
[304090] Assoc/Asst Dean, Cooperative Extension {1409}	Group 2	\$106,717	\$139,050	\$149,404	\$192,090
[304100] Assoc/Asst Dean, Dentistry {1410}	Group 2	\$118,155	\$158,759	\$165,418	\$212,680
[304120] Assoc/Asst Dean, Education {1412}	Group 1	\$119,229	\$153,473	\$166,920	\$214,612
	Group 2	\$95,283	\$120,205	\$133,396	\$171,509
	Group 3	\$84,354	\$105,903	\$118,096	\$151,838
	Group 4	\$78,069	\$105,063	\$109,297	\$140,524
	Group 5	\$74,165	\$99,809	\$103,832	\$133,498
[304130] Assoc/Asst Dean, Engineering {1413}	Group 1	\$168,334	\$197,624	\$235,668	\$303,002
	Group 2	\$124,061	\$152,369	\$173,685	\$223,309
	Group 3	\$102,358	\$131,719	\$143,302	\$184,245

UNC Campuses by Peer Group.

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Group 1 (NCSSU & UNC-CH)

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Group 6 (ECSU, NCSSM)



ATTACHMENT D
FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16	*** Market Range ***		2015-16
		Overall Salary Range Minimum	50th	75th	Overall Salary Range Maximum
[304160] Assoc/Asst Dean, Fine Arts {1416}	Group 2	\$90,696	\$111,485	\$126,975	\$163,254
	Group 3	\$69,107	\$88,376	\$96,750	\$124,393
[304180] Assoc/Asst Dean, Govt/Public Affairs/Public Policy {1418}	Group 1	\$102,084	\$139,900	\$142,917	\$183,751
	Group 2	\$104,888	\$114,758	\$146,843	\$188,798
[304190] Assoc/Asst Dean, Graduate Programs {1419}	Group 1	\$118,466	\$147,961	\$165,852	\$213,238
	Group 2	\$89,949	\$119,916	\$125,929	\$161,908
	Group 3	\$76,059	\$94,032	\$106,483	\$136,907
[304200] Assoc/Asst Dean, Health-Related Professions {1420}	Group 2	\$107,310	\$139,839	\$150,233	\$193,157
	Group 3	\$93,566	\$108,881	\$130,992	\$168,418
[304210] Assoc/Asst Dean, Honors Program {1421}	Group 2	\$85,820	\$102,669	\$120,147	\$154,475
	Group 3	\$71,367	\$84,107	\$99,914	\$128,462
[304220] Assoc/Asst Dean, Humanities {1422}	Group 3	\$78,320	\$97,375	\$109,647	\$140,975
[304240] Assoc/Asst Dean, Journalism & Mass Commun {1424}	Group 2	\$94,748	\$118,069	\$132,647	\$170,547
[304250] Assoc/Asst Dean, Law {1425}	Group 1	\$148,571	\$160,308	\$208,000	\$267,429
	Group 2	\$123,412	\$152,491	\$172,776	\$222,141
[304260] Assoc/Asst Dean Library Sciences {1426}	Group 1	\$99,532	\$124,989	\$139,345	\$179,158
	Group 2	\$75,705	\$97,347	\$105,988	\$136,270
	Group 3	\$72,199	\$94,994	\$101,078	\$129,958
[304280] Assoc/Asst Dean, Medicine {1428}	Group 1	\$198,071	\$225,531	\$277,299	\$356,528
	Group 2	\$162,186	\$207,345	\$227,061	\$291,935
[304290] Assoc/Asst Dean, Music {1429}	Group 2	\$85,894	\$119,028	\$120,251	\$154,609
[304300] Assoc/Asst Dean, Nursing {1430}	Group 1	\$127,396	\$161,042	\$178,354	\$229,313
	Group 2	\$98,866	\$126,348	\$138,413	\$177,960
[304330] Assoc/Asst Dean, Pharmacy {1433}	Group 1	\$143,525	\$189,112	\$200,935	\$258,345
	Group 2	\$122,701	\$145,024	\$171,781	\$220,861

UNC Campuses by Peer Group.

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Group 1 (NCSSU & UNC-CH)

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Group 5 (UNCSA, UNC-A)

Group 6 (ECSU, NCSSM)



ATTACHMENT D
FY 2015 - 16 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAAOs)
Revised as of August 18, 2015

CUPA Title		2015-16 Overall Salary Range Minimum	*** Market Range ***		2015-16 Overall Salary Range Maximum
			50th	75th	
[304350] Assoc/Asst Dean, Public Health {1435}	Group 1	\$136,736	\$164,982	\$191,430	\$246,125
	Group 2	\$113,354	\$145,145	\$158,695	\$204,037
[304360] Assoc/Asst Dean, Sciences {1436}	Group 1	\$132,229	\$159,546	\$185,120	\$238,012
	Group 2	\$100,560	\$119,800	\$140,784	\$181,008
	Group 3	\$93,184	\$121,178	\$130,458	\$167,732
[304370] Assoc/Asst Dean, Social Sciences {1437}	Group 2	\$90,992	\$111,798	\$127,389	\$163,785
[304380] Assoc/Asst Dean, Social Work {1438}	Group 2	\$96,403	\$120,927	\$134,965	\$173,526
[304400] Assoc/Asst Dean, Undergraduate Programs {1440}	Group 2	\$85,496	\$101,017	\$119,695	\$153,893
[304410] Assoc/Asst Dean, Veterinary Medicine {1441}	Group 1	\$135,928	\$180,524	\$190,299	\$244,670

Note: Grouped peers are all unduplicated reporting institutions of the combined peer lists of applicable UNC institutions*
 Analysis is performed only if five or more institutions in the group reported data for the position* (*) Indicates no peer data or insufficient peer data. Denotes equity ranges.
 Salaries of positions within a given Group-Position-Year combination exceeding the mean by plus or minus 2*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*

UNC Campuses by Peer Group.

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

- | | |
|------------------------------------|----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, UNC-P, WSSU) |
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