



2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier I Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximun
			50th	75th	
[105000] Chief Acad Affrs Officer/Provost	Group 1	\$295,917	\$421,756	\$443,875	\$591,833
	Group 2	\$217,739	\$303,368	\$326,609	\$435,478
	Group 3	\$172,038	\$212,479	\$258,057	\$344,077
	Group 4	\$138,420	\$183,133	\$207,630	\$276,840
	Group 5	\$131,499	\$173,977	\$197,248	\$262,997
	Group 6	\$118,349	\$156,579	\$177,524	\$236,698
[107000] Chief Business Officer	Group 1	\$229,459	\$325,566	\$344,188	\$458,917
	Group 2	\$181,231	\$247,724	\$271,847	\$362,463
	Group 3	\$149,590	\$189,210	\$224,385	\$299,180
	Group 4	\$128,701	\$178,500	\$193,052	\$257,403
	Group 5	\$122,266	\$169,575	\$183,399	\$244,532
	Group 6	\$110,039	\$152,618	\$165,059	\$220,079
[113000] Chief Devel/Advanc Officer	Group 1	\$286,053	\$379,260	\$429,079	\$572,106
	Group 2	\$183,600	\$242,695	\$275,400	\$367,200
	Group 3	\$127,802	\$178,578	\$191,703	\$255,604
	Group 4	\$117,128	\$145,551	\$175,691	\$234,255
	Group 5	\$111,271	\$138,273	\$166,907	\$222,543
	Group 6	\$105,244	\$126,248	\$157,865	\$210,487
[123000] Chief Financial Officer	Group 1	\$228,398	\$303,368	\$342,597	\$456,796
	Group 2	\$157,850	\$185,001	\$236,775	\$315,700
	Group 3	\$124,454	\$158,941	\$186,682	\$248,909
	Group 4	\$112,008	\$140,011	\$168,013	\$224,017
	Group 5	\$93,624	\$123,425	\$140,436	\$187,249
	Group 6	\$84,262	\$111,083	\$126,393	\$168,524

UNC Campuses by Peer Group.

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

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



2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier I Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximun
			50th	75th	
[125000] Chief Health Affrs Officer	Group 2	\$410,262	\$512,828	\$615,393	\$820,525
[127000] Chief HR Officer	Group 2	\$118,409	\$153,454	\$177,613	\$236,817
[129000] Chief Info/IT Officer	Group 1	\$211,843	\$286,335	\$317,765	\$423,686
	Group 2	\$147,088	\$196,361	\$220,631	\$294,175
	Group 3	\$119,637	\$161,994	\$179,456	\$239,274
	Group 4	\$99,513	\$124,682	\$149,269	\$199,025
	Group 5	\$94,537	\$118,448	\$141,806	\$189,074
	Group 6	\$85,083	\$106,604	\$127,625	\$170,167
[137000] Chief Legal Affrs Officer	Group 1	\$229,608	\$272,777	\$344,412	\$459,215
	Group 2	\$148,407	\$187,494	\$222,610	\$296,814
	Group 3	\$116,656	\$156,769	\$174,985	\$233,313
	Group 4	\$104,930	\$130,596	\$157,395	\$209,860
	Group 5	\$99,684	\$124,066	\$149,525	\$199,367
	Group 6	\$89,716	\$111,659	\$134,573	\$179,431
[139000] Chief Library Officer	Group 1	\$179,888	\$241,662	\$269,832	\$359,776
	Group 2	\$124,619	\$164,458	\$186,928	\$249,238
	Group 3	\$95,271	\$129,471	\$142,907	\$190,543
	Group 4	\$80,761	\$98,772	\$121,142	\$161,522
	Group 5	\$76,724	\$93,834	\$115,085	\$153,447
	Group 6	\$69,051	\$84,451	\$103,577	\$138,102

UNC Campuses by Peer Group.

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

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



2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier I Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximun
			50th	75th	
[141000] Chief Pub Rel Officer	Group 1	\$179,577	\$216,686	\$269,366	\$359,155
	Group 2	\$124,153	\$158,320	\$186,230	\$248,307
	Group 3	\$98,075	\$108,282	\$147,112	\$196,150
	Group 4	\$77,232	\$101,382	\$115,848	\$154,463
	Group 5	\$73,371	\$96,312	\$110,056	\$146,741
	Group 6	\$66,033	\$86,681	\$99,050	\$132,067
[143000] Chief Research Officer	Group 1	\$231,873	\$327,416	\$347,809	\$463,746
	Group 2	\$178,696	\$224,677	\$268,044	\$357,392
	Group 3	\$172,851	\$202,571	\$259,276	\$345,702
	Group 4	\$155,566	\$182,314	\$233,349	\$311,132
	Group 5	\$140,009	\$164,083	\$210,014	\$280,019
	Group 6	\$126,008	\$147,674	\$189,013	\$252,017
[145000] Chief Std Affrs/Std Life Officer	Group 1	\$185,421	\$258,609	\$278,131	\$370,842
	Group 2	\$144,458	\$204,516	\$216,687	\$288,917
	Group 3	\$133,237	\$172,234	\$199,855	\$266,473
	Group 4	\$106,600	\$143,891	\$159,899	\$213,199
	Group 5	\$101,270	\$136,696	\$151,905	\$202,539
	Group 6	\$91,143	\$123,026	\$136,714	\$182,286
[153010] Dean Agriculture	Group 1	\$211,817	\$275,789	\$317,726	\$423,634
	Group 2	\$160,961	\$212,429	\$241,441	\$321,922
[153020] Dean Arch/Design	Group 1	\$192,097	\$261,081	\$288,145	\$384,194
	Group 2	\$151,365	\$204,196	\$227,048	\$302,730

UNC Campuses by Peer Group.

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

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



2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier I Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximun
			50th	75th	
[153040] Dean Arts and Sciences	Group 1	\$226,863	\$292,795	\$340,294	\$453,726
	Group 2	\$154,239	\$208,073	\$231,359	\$308,479
	Group 3	\$121,421	\$159,648	\$182,131	\$242,841
	Group 4	\$108,989	\$141,589	\$163,483	\$217,977
	Group 5	\$103,539	\$134,510	\$155,309	\$207,078
	Group 6	\$93,419	\$121,363	\$140,128	\$186,837
[153060] Dean Business	Group 1	\$340,528	\$441,263	\$510,792	\$681,057
	Group 2	\$207,200	\$261,406	\$310,800	\$414,400
	Group 3	\$138,374	\$186,862	\$207,561	\$276,748
	Group 4	\$111,974	\$156,095	\$167,961	\$223,948
	Group 5	\$106,375	\$148,290	\$159,562	\$212,750
	Group 6	\$105,232	\$133,732	\$157,849	\$210,465
[153080] Dean Continuing Ed	Group 1	\$158,910	\$220,626	\$238,365	\$317,820
	Group 2	\$119,374	\$159,600	\$179,061	\$238,748
[153100] Dean Dentistry	Group 1	\$286,720	\$358,067	\$430,080	\$573,440
	Group 2	\$227,781	\$315,539	\$341,671	\$455,561
[153120] Dean Education	Group 1	\$187,863	\$263,956	\$281,795	\$375,726
	Group 2	\$145,991	\$192,452	\$218,986	\$291,981
	Group 3	\$114,384	\$154,753	\$171,575	\$228,767
	Group 4	\$97,416	\$137,222	\$146,124	\$194,832
	Group 5	\$92,546	\$130,361	\$138,818	\$185,091
	Group 6	\$87,674	\$123,500	\$131,511	\$175,349

UNC Campuses by Peer Group.

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

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



2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier I Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximun
			50th	75th	
[153130] Dean Engineering	Group 1	\$246,380	\$344,925	\$369,571	\$492,761
	Group 2	\$184,762	\$261,912	\$277,143	\$369,524
	Group 3	\$179,332	\$235,072	\$268,997	\$358,663
	Group 4	\$104,935	\$151,856	\$157,403	\$209,871
	Group 5	\$94,442	\$136,670	\$141,663	\$188,884
	Group 6	\$84,998	\$123,003	\$127,496	\$169,995
[153160] Dean Fine Arts	Group 1	\$184,174	\$266,315	\$276,260	\$368,347
	Group 2	\$138,711	\$198,598	\$208,066	\$277,421
	Group 3	\$116,595	\$168,729	\$174,892	\$233,190
	Group 4	\$104,935	\$151,856	\$157,403	\$209,871
	Group 5	\$94,442	\$136,670	\$141,663	\$188,884
	Group 6	\$84,998	\$123,003	\$127,496	\$169,995
[153170] Dean Forestry and Envrml Studies	Group 1	\$188,058	\$237,502	\$282,087	\$376,116
[153180] Dean Govt/Pub Affrs/Pub Policy	Group 1	\$224,687	\$320,185	\$337,031	\$449,375
[153190] Dean Graduate School	Group 1	\$199,591	\$253,995	\$299,386	\$399,182
	Group 2	\$135,669	\$173,498	\$203,504	\$271,338
	Group 3	\$113,140	\$149,100	\$169,709	\$226,279
	Group 4	\$88,078	\$124,358	\$132,117	\$176,156
	Group 5	\$83,675	\$118,140	\$125,512	\$167,349
	Group 6	\$75,307	\$106,326	\$112,961	\$150,614
[153200] Dean Health-Related Profs	Group 1	\$158,243	\$222,868	\$237,364	\$316,485
	Group 2	\$143,857	\$202,607	\$215,786	\$287,714

UNC Campuses by Peer Group.

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

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



2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier I Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximun
			50th	75th	
[153210] Dean Honors Prgm	Group 1	\$145,550	\$177,966	\$218,325	\$291,101
	Group 2	\$112,707	\$147,655	\$169,060	\$225,414
	Group 3	\$100,450	\$126,000	\$150,675	\$200,900
	Group 4	\$90,405	\$113,400	\$135,608	\$180,810
	Group 5	\$81,365	\$102,060	\$122,047	\$162,729
	Group 6	\$73,228	\$91,854	\$109,842	\$146,456
[153220] Dean Humanities	Group 1	\$169,337	\$225,884	\$254,005	\$338,673
	Group 2	\$152,403	\$203,296	\$228,604	\$304,806
	Group 3	\$117,189	\$154,442	\$175,784	\$234,378
	Group 4	\$105,470	\$138,998	\$158,205	\$210,940
	Group 5	\$94,923	\$125,098	\$142,385	\$189,846
	Group 6	\$85,431	\$112,589	\$128,146	\$170,862
[153240] Dean Communication/ Journalism/ Media	Group 1	\$190,281	\$265,340	\$285,422	\$380,562
[153250] Dean Law	Group 1	\$292,933	\$374,462	\$439,400	\$585,866
	Group 3	\$186,944	\$261,518	\$280,416	\$373,887
[153260] Dean Library Science	Group 1	\$179,363	\$248,678	\$269,045	\$358,726
[153280] Dean Medicine	Group 1	\$451,644	\$556,370	\$677,465	\$903,287
	Group 2	\$359,109	\$486,912	\$538,664	\$718,218

UNC Campuses by Peer Group.

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

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



2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier I Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximun
			50th	75th	
[153300] Dean Nursing	Group 1	\$232,981	\$289,343	\$349,472	\$465,962
	Group 2	\$167,102	\$226,080	\$250,653	\$334,204
	Group 3	\$98,280	\$137,974	\$147,420	\$196,560
	Group 4	\$95,183	\$134,737	\$142,775	\$190,366
	Group 5	\$86,118	\$121,905	\$129,177	\$172,236
	Group 6	\$77,506	\$109,715	\$116,259	\$155,012
[153320] Dean Performing Arts	Group 2	\$116,182	\$172,805	\$174,273	\$232,364
	Group 3	\$101,895	\$143,365	\$152,843	\$203,791
	Group 5	\$82,535	\$116,126	\$123,803	\$165,070
[153330] Dean Pharmacy	Group 1	\$210,832	\$303,701	\$316,248	\$421,665
[153350] Dean Pub Health	Group 1	\$255,728	\$364,041	\$383,591	\$511,455
[153360] Dean Sciences	Group 1	\$218,425	\$299,031	\$327,638	\$436,850
	Group 3	\$116,167	\$156,554	\$174,250	\$232,333
[153370] Dean Social Sciences	Group 3	\$157,365	\$216,828	\$236,048	\$314,730
[153380] Dean Social Work	Group 1	\$201,259	\$266,049	\$301,889	\$402,518
[153400] Dean Undergrad Prgms	Group 1	\$164,002	\$228,915	\$246,003	\$328,005
	Group 2	\$119,883	\$154,447	\$179,824	\$239,765
	Group 3	\$107,894	\$139,002	\$161,842	\$215,789
	Group 4	\$97,105	\$125,102	\$145,657	\$194,210
	Group 5	\$87,394	\$112,592	\$131,092	\$174,789
	Group 6	\$78,655	\$101,332	\$117,983	\$157,310

UNC Campuses by Peer Group.

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

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



2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier I Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

CUPA Title		Salary Range Minimum	*** Market Range ***		Salary Range Maximun
			50th	75th	
[153410] Dean Vet Medicine	Group 1	\$202,200	\$276,234	\$303,300	\$404,400
[187020] Chief of Staff to Inst CEO	Group 1	\$171,501	\$218,084	\$257,251	\$343,001
	Group 2	\$128,987	\$166,819	\$193,480	\$257,974
	Group 3	\$101,835	\$134,269	\$152,753	\$203,671
	Group 4	\$109,402	\$153,464	\$164,103	\$218,804
	Group 5	\$103,931	\$145,791	\$155,897	\$207,863
	Group 6	\$93,538	\$131,212	\$140,307	\$187,076
[999999] VC Innovation and Entrepreneurship	Group 1	\$231,151	\$321,700	\$346,727	\$462,303
[999999] VC Workforce Strategy, Equity, and Engagement	Group 1	\$217,854	\$261,936	\$326,781	\$435,708
[999999] Dean Humanities and Social Sciences	Group 1	\$199,375	\$239,250	\$299,063	\$398,751
[999999] Dean Textiles	Group 1	\$201,731	\$262,656	\$302,596	\$403,461
[999999] Senior VC and Chief Operating Officer	Group 4	\$131,829	\$174,412	\$197,743	\$263,657
[999999] VC for Distance Education & Extended Programs	Group 5	\$90,267	\$121,564	\$135,401	\$180,535

UNC Campuses by Peer Group.

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

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