



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

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|--------------------------------------------|-------------------------------------------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [109000] Chief Athletics Admr | Group 1 | \$472,781 | \$542,352 | \$661,894 | \$851,006 |
| | Group 2 | \$205,353 | \$242,156 | \$287,494 | \$369,635 |
| | Group 3 | \$119,603 | \$130,876 | \$167,444 | \$215,285 |
| | Group 4 | \$98,496 | \$130,386 | \$137,894 | \$177,293 |
| | Group 5 | \$93,572 | \$123,866 | \$131,000 | \$168,429 |
| | Group 6 | \$84,215 | \$111,480 | \$117,900 | \$151,586 |
| [111000] Chief Audit Officer | Group 1 | \$157,549 | \$181,650 | \$220,568 | \$283,588 |
| | Group 2 | \$95,541 | \$116,990 | \$133,757 | \$171,974 |
| | Group 3 | \$77,848 | \$102,645 | \$108,987 | \$140,126 |
| | Group 4 | \$64,101 | \$82,798 | \$89,741 | \$115,382 |
| | Group 5 | \$60,896 | \$78,658 | \$85,255 | \$109,613 |
| | Group 6 | \$54,807 | \$70,792 | \$76,729 | \$98,652 |
| [113000] Chief Devel/Advanc Officer | Group 2 | \$196,715 | \$242,695 | \$275,400 | \$354,086 |
| | Group 3 | \$136,931 | \$178,578 | \$191,703 | \$246,475 |
| | Group 4 | \$125,494 | \$145,551 | \$175,691 | \$225,889 |
| | Group 5 | \$119,219 | \$138,273 | \$166,907 | \$214,595 |
| | Group 6 | \$107,297 | \$124,446 | \$150,216 | \$193,135 |
| | [115000] Chief Enroll Mgmt Officer | Group 1 | \$160,105 | \$209,600 | \$224,147 |
| Group 2 | | \$143,855 | \$165,474 | \$201,396 | \$258,938 |
| Group 3 | | \$127,144 | \$148,873 | \$178,001 | \$228,859 |
| Group 4 | | \$99,167 | \$120,831 | \$138,833 | \$178,500 |
| Group 5 | | \$94,208 | \$114,789 | \$131,892 | \$169,575 |
| Group 6 | | \$84,788 | \$103,311 | \$118,702 | \$152,618 |

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) |
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| | | | 50th | 75th | |
| [117000] Chief Extension/Engage Officer | Group 1 | \$184,587 | \$232,847 | \$258,422 | \$332,257 |
| | Group 2 | \$167,415 | \$211,239 | \$234,381 | \$301,347 |
| | Group 3 | \$110,576 | \$148,658 | \$154,806 | \$199,036 |
| | Group 4 | \$99,518 | \$133,792 | \$139,325 | \$179,132 |
| | Group 5 | \$89,566 | \$120,413 | \$125,393 | \$161,219 |
| | Group 6 | \$80,610 | \$108,372 | \$112,853 | \$145,097 |
| [119000] Chief External Affrs Officer | Group 1 | \$204,922 | \$266,320 | \$286,890 | \$368,859 |
| | Group 2 | \$162,880 | \$209,475 | \$228,032 | \$293,184 |
| | Group 3 | \$132,682 | \$157,839 | \$185,754 | \$238,827 |
| [121000] Chief Facilities Officer | Group 1 | \$170,610 | \$215,250 | \$238,854 | \$307,098 |
| | Group 2 | \$122,486 | \$156,056 | \$171,481 | \$220,475 |
| | Group 3 | \$99,175 | \$127,300 | \$138,845 | \$178,515 |
| | Group 4 | \$82,001 | \$103,171 | \$114,801 | \$147,601 |
| | Group 5 | \$77,901 | \$98,013 | \$109,061 | \$140,222 |
| | Group 6 | \$70,111 | \$88,212 | \$98,155 | \$126,199 |
| [123000] Chief Financial Officer | Group 1 | \$244,712 | \$303,368 | \$342,597 | \$440,482 |
| | Group 2 | \$169,125 | \$185,001 | \$236,775 | \$304,425 |
| | Group 3 | \$133,344 | \$158,941 | \$186,682 | \$240,019 |
| | Group 4 | \$105,591 | \$129,922 | \$147,827 | \$190,064 |
| | Group 5 | \$100,312 | \$123,425 | \$140,436 | \$180,561 |
| | Group 6 | \$90,281 | \$111,083 | \$126,393 | \$162,505 |
| [125000] Chief Health Affrs Officer | Group 2 | \$439,567 | \$337,433 | \$615,393 | \$791,220 |

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| | | | 50th | 75th | |
| [127000] Chief HR Officer | Group 1 | \$188,528 | \$219,932 | \$263,938 | \$339,350 |
| | Group 2 | \$126,866 | \$153,454 | \$177,613 | \$228,359 |
| | Group 3 | \$97,500 | \$120,951 | \$136,500 | \$175,500 |
| | Group 4 | \$80,355 | \$101,066 | \$112,497 | \$144,639 |
| | Group 5 | \$76,337 | \$96,012 | \$106,872 | \$137,407 |
| | Group 6 | \$68,704 | \$86,411 | \$96,185 | \$123,667 |
| [129000] Chief Info/IT Officer | Group 1 | \$226,975 | \$286,335 | \$317,765 | \$408,555 |
| | Group 2 | \$157,594 | \$196,361 | \$220,631 | \$283,669 |
| | Group 3 | \$128,183 | \$161,994 | \$179,456 | \$230,729 |
| | Group 4 | \$106,621 | \$124,682 | \$149,269 | \$191,917 |
| | Group 5 | \$101,290 | \$118,448 | \$141,806 | \$182,322 |
| | Group 6 | \$91,161 | \$106,603 | \$127,625 | \$164,090 |
| [131000] Chief Instl Plan Officer | Group 1 | \$185,960 | \$212,914 | \$260,344 | \$334,728 |
| | Group 2 | \$151,768 | \$172,479 | \$212,475 | \$273,182 |
| | Group 3 | \$101,975 | \$127,607 | \$142,765 | \$183,555 |
| | Group 4 | \$78,797 | \$102,042 | \$110,316 | \$141,835 |
| | Group 5 | \$74,857 | \$96,940 | \$104,799 | \$134,742 |
| | Group 6 | \$67,371 | \$87,247 | \$94,319 | \$121,268 |
| [133000] Chief Instl Rsrch Officer | Group 1 | \$121,292 | \$135,595 | \$169,809 | \$218,326 |
| | Group 2 | \$97,364 | \$116,652 | \$136,310 | \$175,256 |
| | Group 3 | \$82,838 | \$99,199 | \$115,972 | \$149,108 |
| | Group 4 | \$69,471 | \$89,992 | \$97,259 | \$125,048 |
| | Group 5 | \$65,998 | \$85,493 | \$92,397 | \$118,796 |
| | Group 6 | \$59,398 | \$76,944 | \$83,157 | \$106,916 |

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|------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [135000] Chief Investment Officer | Group 1 | \$453,082 | \$334,471 | \$634,314 | \$815,547 |
| | Group 2 | \$103,860 | \$131,733 | \$145,404 | \$186,948 |
| | Group 3 | \$93,474 | \$118,560 | \$130,864 | \$168,253 |
| | Group 4 | \$84,127 | \$106,704 | \$117,777 | \$151,428 |
| | Group 5 | \$75,714 | \$96,033 | \$106,000 | \$136,285 |
| | Group 6 | \$68,143 | \$86,430 | \$95,400 | \$122,657 |
| [139000] Chief Library Officer | Group 1 | \$192,737 | \$241,662 | \$269,832 | \$346,927 |
| | Group 2 | \$133,520 | \$164,458 | \$186,928 | \$240,336 |
| | Group 3 | \$102,077 | \$129,471 | \$142,907 | \$183,738 |
| | Group 4 | \$86,530 | \$98,772 | \$121,142 | \$155,754 |
| | Group 5 | \$82,204 | \$93,834 | \$115,085 | \$147,967 |
| | Group 6 | \$73,984 | \$84,450 | \$103,577 | \$133,171 |
| [141000] Chief Pub Rel Officer | Group 1 | \$192,404 | \$216,686 | \$269,366 | \$346,328 |
| | Group 2 | \$133,022 | \$158,320 | \$186,230 | \$239,439 |
| | Group 3 | \$105,080 | \$108,282 | \$147,112 | \$189,144 |
| | Group 4 | \$82,748 | \$101,382 | \$115,848 | \$148,947 |
| | Group 5 | \$78,611 | \$96,312 | \$110,056 | \$141,500 |
| | Group 6 | \$70,751 | \$86,681 | \$99,051 | \$127,351 |
| [143000] Chief Research Officer | Group 3 | \$185,198 | \$202,571 | \$259,276 | \$333,356 |
| | Group 4 | \$166,678 | \$182,314 | \$233,349 | \$300,020 |
| [153190] Dean Graduate School | Group 5 | \$89,651 | \$118,140 | \$125,512 | \$161,372 |

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|---------------------------------------------------------|---------|--------------|----------------------|-----------|--------------|
| | | Minimum | 50th | 75th | Maximun |
| [153210] Dean Honors Prgm | Group 2 | \$120,758 | \$147,655 | \$169,060 | \$217,364 |
| | Group 3 | \$107,625 | \$126,000 | \$150,675 | \$193,725 |
| <hr/> | | | | | |
| [153400] Dean Undergrad Prgms | Group 3 | \$120,016 | \$144,019 | \$168,022 | \$216,028 |
| <hr/> | | | | | |
| [155010] Dean Students (with/without fac status) | Group 1 | \$133,071 | \$169,877 | \$186,299 | \$239,528 |
| | Group 2 | \$100,937 | \$123,750 | \$141,312 | \$181,687 |
| | Group 3 | \$85,466 | \$105,466 | \$119,653 | \$153,840 |
| | Group 4 | \$70,490 | \$92,120 | \$98,686 | \$126,882 |
| | Group 5 | \$66,966 | \$87,513 | \$93,752 | \$120,539 |
| | Group 6 | \$60,269 | \$78,762 | \$84,377 | \$108,485 |
| <hr/> | | | | | |
| [161000] Chief Acctg Officer/Controller | Group 1 | \$154,753 | \$195,840 | \$216,654 | \$278,555 |
| | Group 2 | \$110,703 | \$138,406 | \$154,984 | \$199,265 |
| | Group 3 | \$93,296 | \$118,381 | \$130,614 | \$167,932 |
| | Group 4 | \$79,961 | \$101,300 | \$111,946 | \$143,930 |
| | Group 5 | \$75,964 | \$96,235 | \$106,349 | \$136,735 |
| | Group 6 | \$68,368 | \$86,611 | \$95,715 | \$123,062 |
| <hr/> | | | | | |
| [162000] Chief Adm Officer | Group 1 | \$227,337 | \$310,017 | \$318,272 | \$409,207 |
| | Group 2 | \$183,774 | \$186,593 | \$257,284 | \$330,793 |
| | Group 3 | \$158,668 | \$181,957 | \$222,135 | \$285,602 |
| | Group 4 | \$105,468 | \$133,187 | \$147,655 | \$189,842 |
| | Group 5 | \$100,195 | \$126,527 | \$140,273 | \$180,351 |
| | Group 6 | \$90,175 | \$113,874 | \$126,245 | \$162,315 |

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| | | | 50th | 75th | |
| [163000] Chief Architect for the Inst | Group 1 | \$128,650 | \$162,668 | \$180,110 | \$231,570 |
| | Group 2 | \$100,222 | \$115,656 | \$140,310 | \$180,399 |
| | Group 3 | \$85,788 | \$109,016 | \$120,103 | \$154,418 |
| | Group 4 | \$77,209 | \$98,115 | \$108,093 | \$138,977 |
| | Group 5 | \$69,488 | \$88,303 | \$97,284 | \$125,079 |
| | Group 6 | \$62,539 | \$79,473 | \$87,555 | \$112,571 |
| [164000] Chief Aux Servs Officer | Group 1 | \$142,901 | \$189,582 | \$200,062 | \$257,222 |
| | Group 2 | \$101,400 | \$123,546 | \$141,960 | \$182,520 |
| | Group 3 | \$91,152 | \$96,456 | \$127,613 | \$164,074 |
| | Group 4 | \$74,309 | \$93,017 | \$104,032 | \$133,755 |
| | Group 5 | \$70,593 | \$88,367 | \$98,830 | \$127,067 |
| | Group 6 | \$63,534 | \$79,530 | \$88,947 | \$114,361 |
| [165000] Chief Budget Officer | Group 1 | \$138,558 | \$174,464 | \$193,981 | \$249,404 |
| | Group 2 | \$104,006 | \$125,500 | \$145,608 | \$187,210 |
| | Group 3 | \$89,529 | \$108,520 | \$125,341 | \$161,152 |
| | Group 4 | \$75,797 | \$94,226 | \$106,116 | \$136,435 |
| | Group 5 | \$72,008 | \$89,515 | \$100,810 | \$129,614 |
| | Group 6 | \$64,807 | \$80,563 | \$90,729 | \$116,652 |
| [166000] Chief Purchasing Officer | Group 1 | \$125,841 | \$150,862 | \$176,177 | \$226,514 |
| | Group 2 | \$81,248 | \$104,584 | \$113,746 | \$146,246 |
| | Group 3 | \$74,934 | \$94,357 | \$104,908 | \$134,881 |
| | Group 4 | \$61,667 | \$76,976 | \$86,333 | \$111,000 |
| | Group 5 | \$58,583 | \$73,127 | \$82,017 | \$105,450 |
| | Group 6 | \$52,725 | \$65,815 | \$73,815 | \$94,905 |

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| | | | 50th | 75th | |
| [167000] Chief Equal Opportunity/AA Officer | Group 1 | \$114,449 | \$136,350 | \$160,229 | \$206,009 |
| | Group 2 | \$84,768 | \$108,633 | \$118,675 | \$152,582 |
| | Group 3 | \$77,614 | \$94,327 | \$108,660 | \$139,706 |
| | Group 4 | \$60,810 | \$75,333 | \$85,134 | \$109,458 |
| | Group 5 | \$57,770 | \$71,567 | \$80,877 | \$103,985 |
| | Group 6 | \$51,992 | \$64,409 | \$72,789 | \$93,586 |
| [168000] Chief Diversity Officer | Group 1 | \$158,556 | \$205,946 | \$221,978 | \$285,401 |
| | Group 2 | \$126,404 | \$150,419 | \$176,965 | \$227,526 |
| | Group 3 | \$91,411 | \$121,347 | \$127,975 | \$164,539 |
| | Group 4 | \$82,270 | \$109,213 | \$115,178 | \$148,085 |
| | Group 5 | \$74,043 | \$98,291 | \$103,660 | \$133,277 |
| | Group 6 | \$66,638 | \$88,462 | \$93,294 | \$119,949 |
| [169010] Chief Vet Hospital Admr | Group 1 | \$137,214 | \$178,634 | \$192,100 | \$246,985 |
| [171000] Chief Std Admsns Officer | Group 1 | \$150,148 | \$176,513 | \$210,207 | \$270,266 |
| | Group 2 | \$91,076 | \$110,787 | \$127,507 | \$163,937 |
| | Group 3 | \$84,192 | \$101,490 | \$117,869 | \$151,546 |
| | Group 4 | \$61,333 | \$80,133 | \$85,866 | \$110,399 |
| | Group 5 | \$58,266 | \$76,126 | \$81,572 | \$104,879 |
| | Group 6 | \$52,439 | \$68,514 | \$73,415 | \$94,391 |

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| [172000] Chief Std Financial Aid Officer | Group 1 | \$118,825 | \$147,823 | \$166,355 | \$213,885 |
| | Group 2 | \$83,606 | \$104,696 | \$117,049 | \$150,491 |
| | Group 3 | \$78,205 | \$97,734 | \$109,487 | \$140,769 |
| | Group 4 | \$61,606 | \$81,526 | \$86,248 | \$110,890 |
| | Group 5 | \$58,526 | \$77,450 | \$81,936 | \$105,346 |
| | Group 6 | \$52,673 | \$69,705 | \$73,743 | \$94,812 |
| [173000] Chief Std Registr/Records Officer | Group 1 | \$113,024 | \$148,071 | \$158,234 | \$203,444 |
| | Group 2 | \$89,024 | \$109,942 | \$124,633 | \$160,242 |
| | Group 3 | \$76,700 | \$94,500 | \$107,379 | \$138,059 |
| | Group 4 | \$63,901 | \$78,366 | \$89,461 | \$115,021 |
| | Group 5 | \$60,706 | \$74,447 | \$84,988 | \$109,270 |
| | Group 6 | \$54,635 | \$67,003 | \$76,489 | \$98,343 |
| [175000] Chief Techngy Transfer Officer | Group 1 | \$201,653 | \$264,758 | \$282,314 | \$362,975 |
| | Group 2 | \$120,380 | \$147,331 | \$168,532 | \$216,684 |
| [176000] Chief Spnsd Rsrch/Prgms Admr | Group 1 | \$171,109 | \$193,246 | \$239,552 | \$307,996 |
| | Group 2 | \$98,438 | \$110,385 | \$137,812 | \$177,188 |
| | Group 3 | \$75,395 | \$100,580 | \$105,552 | \$135,710 |
| | Group 4 | \$74,058 | \$93,539 | \$103,681 | \$133,304 |
| | Group 5 | \$70,355 | \$88,863 | \$98,497 | \$126,639 |
| | Group 6 | \$63,320 | \$79,976 | \$88,647 | \$113,975 |

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| [177000] Chief Contracts and Grants Admr | Group 1 | \$124,968 | \$148,562 | \$174,955 | \$224,942 |
| | Group 2 | \$80,719 | \$102,782 | \$113,006 | \$145,294 |
| | Group 3 | \$61,234 | \$76,141 | \$85,727 | \$110,220 |
| | Group 4 | \$55,110 | \$68,527 | \$77,154 | \$99,198 |
| | Group 5 | \$49,599 | \$61,674 | \$69,439 | \$89,279 |
| | Group 6 | \$44,639 | \$55,507 | \$62,495 | \$80,351 |
| [181000] Dep Provost | Group 1 | \$185,594 | \$241,500 | \$259,831 | \$334,068 |
| | Group 2 | \$162,001 | \$194,357 | \$226,801 | \$291,601 |
| | Group 3 | \$133,041 | \$170,625 | \$186,257 | \$239,474 |
| | Group 4 | \$118,772 | \$149,289 | \$166,281 | \$213,790 |
| | Group 5 | \$107,461 | \$135,071 | \$150,445 | \$193,429 |
| | Group 6 | \$96,715 | \$121,564 | \$135,400 | \$174,086 |
| [183000] Assoc Provost | Group 1 | \$168,475 | \$205,866 | \$235,865 | \$303,255 |
| | Group 2 | \$129,343 | \$159,619 | \$181,080 | \$232,817 |
| | Group 3 | \$113,817 | \$138,236 | \$159,344 | \$204,871 |
| | Group 4 | \$97,607 | \$126,439 | \$136,649 | \$175,692 |
| | Group 5 | \$92,726 | \$120,117 | \$129,817 | \$166,907 |
| | Group 6 | \$83,454 | \$108,105 | \$116,836 | \$150,217 |
| [185000] Asst Provost | Group 1 | \$113,445 | \$153,574 | \$158,823 | \$204,201 |
| | Group 2 | \$110,316 | \$145,936 | \$154,442 | \$198,569 |
| | Group 3 | \$91,935 | \$118,271 | \$128,709 | \$165,483 |
| | Group 4 | \$78,302 | \$100,518 | \$109,623 | \$140,944 |
| | Group 5 | \$74,387 | \$95,492 | \$104,142 | \$133,897 |
| | Group 6 | \$66,949 | \$85,944 | \$93,728 | \$120,508 |

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| [187020] Chief of Staff to Sys or Inst CEO | Group 1 | \$183,751 | \$218,084 | \$257,251 | \$330,751 |
| | Group 2 | \$138,200 | \$166,819 | \$193,480 | \$248,760 |
| | Group 3 | \$109,109 | \$134,269 | \$152,753 | \$196,397 |
| | Group 4 | \$117,216 | \$153,464 | \$164,103 | \$210,990 |
| | Group 5 | \$111,355 | \$145,791 | \$155,897 | \$200,439 |
| | Group 6 | \$100,220 | \$131,212 | \$140,307 | \$180,395 |
| [194010] Dep Chief Financial Officer | Group 1 | \$121,363 | \$148,891 | \$169,909 | \$218,454 |
| | Group 2 | \$110,330 | \$135,356 | \$154,462 | \$198,594 |
| | Group 3 | \$82,688 | \$112,975 | \$115,762 | \$148,838 |
| | Group 4 | \$74,419 | \$101,677 | \$104,186 | \$133,954 |
| | Group 5 | \$66,977 | \$91,510 | \$93,768 | \$120,558 |
| | Group 6 | \$60,279 | \$82,359 | \$84,391 | \$108,503 |
| [194020] Dep Chief Facil Officer | Group 1 | \$114,754 | \$149,483 | \$160,655 | \$206,557 |
| | Group 2 | \$89,476 | \$102,654 | \$125,267 | \$161,058 |
| | Group 3 | \$79,754 | \$99,475 | \$111,655 | \$143,556 |
| | Group 4 | \$62,774 | \$77,120 | \$87,883 | \$112,992 |
| | Group 5 | \$59,636 | \$73,265 | \$83,490 | \$107,344 |
| | Group 6 | \$53,672 | \$65,938 | \$75,141 | \$96,610 |
| [194030] Dep Chief HR Officer | Group 1 | \$115,990 | \$145,523 | \$162,386 | \$208,782 |
| | Group 2 | \$92,028 | \$106,618 | \$128,839 | \$165,650 |
| | Group 3 | \$72,486 | \$89,854 | \$101,480 | \$130,475 |
| | Group 4 | \$61,220 | \$69,984 | \$85,707 | \$110,195 |
| | Group 5 | \$58,159 | \$66,484 | \$81,422 | \$104,686 |
| | Group 6 | \$52,343 | \$59,836 | \$73,280 | \$94,217 |

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 II Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [194040] Dep Chief Info/IT Officer | Group 1 | \$135,699 | \$179,454 | \$189,979 | \$244,258 |
| | Group 2 | \$112,220 | \$141,248 | \$157,108 | \$201,996 |
| | Group 3 | \$102,479 | \$113,449 | \$143,470 | \$184,461 |
| | Group 4 | \$96,743 | \$100,975 | \$135,440 | \$174,137 |
| | Group 5 | \$91,906 | \$95,926 | \$128,668 | \$165,430 |
| | Group 6 | \$82,715 | \$86,333 | \$115,801 | \$148,887 |
| [194050] Dep Chief Athl Officer | Group 1 | \$131,222 | \$151,671 | \$183,710 | \$236,199 |
| | Group 2 | \$90,183 | \$111,370 | \$126,256 | \$162,329 |
| | Group 3 | \$78,530 | \$96,719 | \$109,942 | \$141,354 |
| | Group 4 | \$55,682 | \$73,890 | \$77,955 | \$100,228 |
| | Group 5 | \$52,898 | \$70,196 | \$74,058 | \$95,217 |
| | Group 6 | \$47,609 | \$63,176 | \$66,652 | \$85,695 |
| [194060] Dep Chief Advanc/Devel Officer | Group 1 | \$193,168 | \$213,880 | \$270,435 | \$347,702 |
| | Group 2 | \$123,882 | \$153,061 | \$173,435 | \$222,988 |
| | Group 3 | \$103,462 | \$125,287 | \$144,847 | \$186,232 |
| | Group 4 | \$88,654 | \$106,576 | \$124,115 | \$159,577 |
| | Group 5 | \$84,221 | \$101,247 | \$117,910 | \$151,598 |
| | Group 6 | \$75,799 | \$91,123 | \$106,119 | \$136,438 |
| [194150] Dep Chief Budget Officer | Group 1 | \$105,634 | \$123,489 | \$147,888 | \$190,142 |
| | Group 2 | \$79,555 | \$100,198 | \$111,377 | \$143,199 |
| | Group 3 | \$67,934 | \$88,980 | \$95,107 | \$122,280 |
| | Group 4 | \$61,140 | \$80,082 | \$85,596 | \$110,052 |
| | Group 5 | \$55,026 | \$72,074 | \$77,037 | \$99,047 |
| | Group 6 | \$49,524 | \$64,867 | \$69,333 | \$89,142 |

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

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|-----------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196010] Bursar | Group 1 | \$103,651 | \$126,519 | \$145,111 | \$186,571 |
| | Group 2 | \$81,037 | \$93,704 | \$113,451 | \$145,866 |
| | Group 3 | \$63,869 | \$76,606 | \$89,416 | \$114,963 |
| | Group 4 | \$57,222 | \$73,185 | \$80,111 | \$103,000 |
| | Group 5 | \$54,361 | \$69,526 | \$76,105 | \$97,849 |
| | Group 6 | \$48,925 | \$62,574 | \$68,495 | \$88,065 |
| [196020] Chief Camp Bookstore Admr | Group 1 | \$89,582 | \$109,018 | \$125,414 | \$161,247 |
| | Group 2 | \$69,349 | \$85,050 | \$97,088 | \$124,828 |
| | Group 3 | \$66,814 | \$80,450 | \$93,539 | \$120,265 |
| | Group 4 | \$49,565 | \$58,893 | \$69,390 | \$89,216 |
| | Group 5 | \$47,087 | \$55,948 | \$65,921 | \$84,756 |
| | Group 6 | \$42,378 | \$50,354 | \$59,329 | \$76,280 |
| [196030] Chief Camp Continuing Ed Admr | Group 1 | \$99,545 | \$112,126 | \$139,362 | \$179,180 |
| | Group 2 | \$85,186 | \$107,154 | \$119,260 | \$153,334 |
| | Group 3 | \$75,897 | \$93,685 | \$106,256 | \$136,615 |
| | Group 4 | \$56,874 | \$75,341 | \$79,624 | \$102,373 |
| | Group 5 | \$54,030 | \$71,573 | \$75,642 | \$97,254 |
| | Group 6 | \$48,627 | \$64,416 | \$68,078 | \$87,529 |
| [196040] Chief Online Education Admr | Group 3 | \$80,578 | \$90,170 | \$112,809 | \$145,040 |
| | Group 4 | \$55,361 | \$75,611 | \$77,506 | \$99,650 |

UNC Campuses by Peer Group.

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

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|---------------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196050] Chief Camp Intl Ed Admr | Group 1 | \$162,276 | \$146,187 | \$227,186 | \$292,097 |
| | Group 2 | \$99,217 | \$100,401 | \$138,903 | \$178,590 |
| | Group 3 | \$76,301 | \$99,060 | \$106,821 | \$137,341 |
| | Group 4 | \$75,000 | \$77,772 | \$105,000 | \$135,000 |
| | Group 5 | \$71,250 | \$73,884 | \$99,750 | \$128,250 |
| | Group 6 | \$64,125 | \$66,496 | \$89,775 | \$115,425 |
| [196060] Chief Envrml Hlth and Safety Admr | Group 1 | \$130,015 | \$161,403 | \$182,021 | \$234,027 |
| | Group 2 | \$87,618 | \$108,701 | \$122,665 | \$157,712 |
| | Group 3 | \$80,459 | \$102,278 | \$112,643 | \$144,827 |
| | Group 4 | \$53,829 | \$68,250 | \$75,361 | \$96,892 |
| | Group 5 | \$51,137 | \$64,838 | \$71,592 | \$92,047 |
| | Group 6 | \$46,024 | \$58,354 | \$64,433 | \$82,842 |
| [196070] Chief Camp Risk Mgmt and Insurance Admr | Group 1 | \$107,885 | \$138,510 | \$151,038 | \$194,192 |
| | Group 2 | \$77,473 | \$97,663 | \$108,462 | \$139,451 |
| | Group 3 | \$61,401 | \$74,774 | \$85,961 | \$110,522 |
| | Group 4 | \$55,261 | \$67,296 | \$77,365 | \$99,470 |
| | Group 5 | \$49,735 | \$60,567 | \$69,629 | \$89,523 |
| | Group 6 | \$44,761 | \$54,510 | \$62,666 | \$80,570 |
| [196085] Dep Chief Camp Sec Admr/Asst Pol Chief | Group 1 | \$92,395 | \$102,968 | \$129,353 | \$166,311 |
| | Group 2 | \$74,327 | \$94,062 | \$104,057 | \$133,788 |
| | Group 3 | \$69,188 | \$82,733 | \$96,862 | \$124,538 |
| | Group 4 | \$58,589 | \$69,923 | \$82,024 | \$105,459 |
| | Group 5 | \$55,659 | \$66,427 | \$77,923 | \$100,186 |
| | Group 6 | \$50,093 | \$59,784 | \$70,130 | \$90,168 |

UNC Campuses by Peer Group.

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- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
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| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|---------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196090] Chief Camp Parking/Transport Admr | Group 1 | \$116,814 | \$140,044 | \$163,540 | \$210,265 |
| | Group 2 | \$71,905 | \$81,693 | \$100,667 | \$129,429 |
| | Group 3 | \$58,128 | \$69,129 | \$81,379 | \$104,630 |
| | Group 4 | \$52,315 | \$62,216 | \$73,241 | \$94,167 |
| | Group 5 | \$47,084 | \$55,994 | \$65,917 | \$84,751 |
| | Group 6 | \$42,375 | \$50,395 | \$59,325 | \$76,276 |
| [196100] Chief Camp Empl Admr | Group 1 | \$87,959 | \$96,363 | \$123,143 | \$158,327 |
| | Group 2 | \$67,172 | \$77,719 | \$94,041 | \$120,910 |
| | Group 3 | \$55,694 | \$70,358 | \$77,972 | \$100,250 |
| | Group 4 | \$59,164 | \$69,712 | \$82,830 | \$106,496 |
| | Group 5 | \$56,206 | \$66,226 | \$78,688 | \$101,170 |
| | Group 6 | \$50,585 | \$59,603 | \$70,819 | \$91,053 |
| [196110] Chief Camp Payroll Admr | Group 1 | \$96,021 | \$122,411 | \$134,429 | \$172,838 |
| | Group 2 | \$67,968 | \$80,766 | \$95,155 | \$122,342 |
| | Group 3 | \$58,239 | \$68,800 | \$81,535 | \$104,830 |
| | Group 4 | \$49,725 | \$61,095 | \$69,615 | \$89,505 |
| | Group 5 | \$47,239 | \$58,041 | \$66,134 | \$85,030 |
| | Group 6 | \$42,515 | \$52,237 | \$59,521 | \$76,527 |
| [196120] Chief Camp Benefits Admr | Group 1 | \$121,465 | \$138,830 | \$170,051 | \$218,637 |
| | Group 2 | \$68,665 | \$88,289 | \$96,131 | \$123,597 |
| | Group 3 | \$58,946 | \$67,712 | \$82,525 | \$106,103 |
| | Group 4 | \$42,677 | \$55,368 | \$59,748 | \$76,819 |
| | Group 5 | \$40,544 | \$52,599 | \$56,761 | \$72,978 |
| | Group 6 | \$36,489 | \$47,339 | \$51,085 | \$65,680 |

UNC Campuses by Peer Group.

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| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|----------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196130] Chief Camp Employee Rel Admr | Group 1 | \$118,505 | \$139,706 | \$165,907 | \$213,309 |
| | Group 2 | \$73,708 | \$92,154 | \$103,191 | \$132,674 |
| | Group 3 | \$67,056 | \$83,855 | \$93,879 | \$120,702 |
| | Group 4 | \$60,351 | \$75,470 | \$84,491 | \$108,631 |
| | Group 5 | \$54,316 | \$67,923 | \$76,042 | \$97,768 |
| | Group 6 | \$48,884 | \$61,130 | \$68,438 | \$87,991 |
| [196140] Chief Camp Class and Comp Admr | Group 1 | \$120,479 | \$117,388 | \$168,671 | \$216,863 |
| | Group 2 | \$67,969 | \$86,252 | \$95,156 | \$122,344 |
| | Group 3 | \$58,156 | \$68,882 | \$81,418 | \$104,680 |
| | Group 4 | \$52,340 | \$61,994 | \$73,276 | \$94,212 |
| | Group 5 | \$47,106 | \$55,795 | \$65,949 | \$84,791 |
| | Group 6 | \$42,396 | \$50,215 | \$59,354 | \$76,312 |
| [196150] Chief Camp HR Info Sys Admr | Group 1 | \$114,191 | \$143,639 | \$159,868 | \$205,544 |
| | Group 2 | \$66,623 | \$81,818 | \$93,272 | \$119,921 |
| [196160] Chief Camp Training and Devel Admr | Group 1 | \$102,856 | \$120,830 | \$143,999 | \$185,142 |
| | Group 2 | \$67,775 | \$78,083 | \$94,885 | \$121,995 |
| | Group 3 | \$65,201 | \$84,904 | \$91,281 | \$117,361 |
| | Group 4 | \$58,680 | \$76,414 | \$82,153 | \$105,625 |
| | Group 5 | \$52,812 | \$68,772 | \$73,937 | \$95,062 |
| | Group 6 | \$47,531 | \$61,895 | \$66,544 | \$85,556 |
| [196170] Chief Camp Food/Dining Servs Admr | Group 1 | \$104,281 | \$132,379 | \$145,993 | \$187,705 |
| | Group 2 | \$86,725 | \$102,041 | \$121,415 | \$156,105 |

UNC Campuses by Peer Group.

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- | | |
|--------------------------------------|-----------------------------|
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Tier II Senior Academic and Administrative Officers (SAOs)
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|------------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196180] Chief Camp Rsrch Park Admr | Group 2 | \$131,000 | \$167,239 | \$183,399 | \$235,799 |
| [196190] Chief Camp Real Estate Admr | Group 1 | \$124,425 | \$143,468 | \$174,195 | \$223,965 |
| | Group 2 | \$89,003 | \$108,605 | \$124,605 | \$160,206 |
| | Group 3 | \$80,103 | \$97,744 | \$112,144 | \$144,185 |
| | Group 4 | \$72,093 | \$87,970 | \$100,930 | \$129,767 |
| | Group 5 | \$64,883 | \$79,173 | \$90,837 | \$116,790 |
| | Group 6 | \$58,395 | \$71,256 | \$81,753 | \$105,111 |
| [196200] Chief Camp Energy and Utilities Admr | Group 1 | \$132,396 | \$141,855 | \$185,354 | \$238,313 |
| | Group 2 | \$74,519 | \$92,195 | \$104,327 | \$134,135 |
| | Group 3 | \$76,904 | \$83,826 | \$107,665 | \$138,426 |
| [196210] Chief Camp Telecom/Netwkg Admr | Group 1 | \$118,340 | \$151,774 | \$165,675 | \$213,011 |
| | Group 2 | \$95,750 | \$118,697 | \$134,049 | \$172,349 |
| | Group 3 | \$86,169 | \$99,216 | \$120,637 | \$155,104 |
| | Group 4 | \$85,581 | \$90,456 | \$119,813 | \$154,046 |
| | Group 5 | \$81,302 | \$85,934 | \$113,823 | \$146,344 |
| | Group 6 | \$73,172 | \$77,341 | \$102,441 | \$131,710 |
| [196220] Chief Camp Enterprise Apps Admr | Group 1 | \$141,115 | \$188,736 | \$197,561 | \$254,007 |
| | Group 2 | \$99,934 | \$122,168 | \$139,907 | \$179,881 |
| | Group 3 | \$83,111 | \$107,753 | \$116,355 | \$149,599 |
| | Group 4 | \$77,060 | \$93,086 | \$107,884 | \$138,708 |
| | Group 5 | \$69,721 | \$84,221 | \$97,610 | \$125,499 |
| | Group 6 | \$62,749 | \$75,799 | \$87,849 | \$112,949 |

UNC Campuses by Peer Group.

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- | | |
|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
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|----------------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196230] Chief Camp Acad Comput/Instrl Techn Admr | Group 1 | \$131,105 | \$152,385 | \$183,546 | \$235,988 |
| | Group 2 | \$82,626 | \$106,446 | \$115,676 | \$148,727 |
| | Group 3 | \$83,559 | \$97,611 | \$116,983 | \$150,406 |
| | 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 | \$112,677 |
| [196240] Chief Camp Admin Comput Admr | Group 1 | \$139,751 | \$173,734 | \$195,651 | \$251,551 |
| | Group 2 | \$103,296 | \$118,166 | \$144,614 | \$185,933 |
| | Group 3 | \$92,982 | \$113,873 | \$130,175 | \$167,368 |
| | Group 4 | \$68,675 | \$94,761 | \$96,144 | \$123,614 |
| | Group 5 | \$65,241 | \$90,023 | \$91,337 | \$117,434 |
| | Group 6 | \$58,717 | \$81,021 | \$82,204 | \$105,690 |
| [196250] Chief Camp Rsrch Comput Admr | Group 1 | \$121,777 | \$133,798 | \$170,487 | \$219,198 |
| [196260] Chief Camp IT Sec Admr | Group 1 | \$127,500 | \$159,191 | \$178,500 | \$229,500 |
| | Group 2 | \$83,294 | \$104,900 | \$116,612 | \$149,930 |
| | Group 3 | \$80,205 | \$97,199 | \$112,287 | \$144,369 |
| | Group 4 | \$72,185 | \$87,479 | \$101,058 | \$129,932 |
| | Group 5 | \$64,966 | \$78,731 | \$90,952 | \$116,939 |
| | Group 6 | \$58,469 | \$70,858 | \$81,857 | \$105,245 |
| [196280] Chief Camp Std Activities Admr | Group 2 | \$63,892 | \$76,922 | \$89,448 | \$115,005 |

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|-----------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196300] Chief Camp Std Ctr Admr | Group 1 | \$105,551 | \$140,100 | \$147,772 | \$189,992 |
| | Group 2 | \$75,479 | \$93,051 | \$105,671 | \$135,863 |
| | Group 3 | \$68,423 | \$80,730 | \$95,792 | \$123,161 |
| | Group 4 | \$54,383 | \$69,665 | \$76,136 | \$97,889 |
| | Group 5 | \$51,663 | \$66,183 | \$72,328 | \$92,993 |
| | Group 6 | \$46,497 | \$59,564 | \$65,096 | \$83,695 |
| [196310] Chief Camp Greek Life Admr | Group 1 | \$57,140 | \$68,250 | \$79,995 | \$102,851 |
| | Group 2 | \$42,655 | \$49,140 | \$59,717 | \$76,779 |
| | Group 3 | \$51,219 | \$60,936 | \$71,707 | \$92,194 |
| | Group 4 | \$46,097 | \$54,842 | \$64,536 | \$82,975 |
| | Group 5 | \$41,487 | \$49,358 | \$58,082 | \$74,677 |
| | Group 6 | \$37,339 | \$44,422 | \$52,274 | \$67,210 |
| [196320] Chief Camp Acad Advising Admr | Group 1 | \$81,770 | \$101,252 | \$114,477 | \$147,185 |
| | Group 2 | \$70,775 | \$79,040 | \$99,085 | \$127,395 |
| | Group 3 | \$73,538 | \$89,269 | \$102,952 | \$132,368 |
| | Group 4 | \$66,161 | \$73,963 | \$92,625 | \$119,089 |
| | Group 5 | \$62,852 | \$70,265 | \$87,993 | \$113,134 |
| | Group 6 | \$56,567 | \$63,238 | \$79,194 | \$101,821 |
| [196330] Chief Camp Career Servs Admr | Group 1 | \$102,934 | \$133,241 | \$144,107 | \$185,281 |
| | Group 2 | \$71,062 | \$90,015 | \$99,486 | \$127,911 |
| | Group 3 | \$67,055 | \$84,591 | \$93,877 | \$120,699 |
| | Group 4 | \$54,556 | \$65,666 | \$76,378 | \$98,200 |
| | Group 5 | \$51,828 | \$62,383 | \$72,559 | \$93,290 |
| | Group 6 | \$46,646 | \$56,145 | \$65,304 | \$83,962 |

UNC Campuses by Peer Group.

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- | | |
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|----------------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196340] Chief Camp Std Counseling Ctr Admr | Group 1 | \$105,239 | \$131,482 | \$147,334 | \$189,429 |
| | Group 2 | \$85,589 | \$108,717 | \$119,824 | \$154,059 |
| | Group 3 | \$78,126 | \$98,327 | \$109,376 | \$140,627 |
| | Group 4 | \$64,507 | \$80,531 | \$90,309 | \$116,112 |
| | Group 5 | \$61,282 | \$76,504 | \$85,794 | \$110,307 |
| | Group 6 | \$55,154 | \$68,854 | \$77,215 | \$99,276 |
| [196350] Chief Camp Std Hlth Ctr - Non-Med Admr | Group 1 | \$127,573 | \$143,422 | \$178,602 | \$229,631 |
| | Group 2 | \$110,906 | \$110,250 | \$155,268 | \$199,630 |
| | Group 3 | \$71,285 | \$95,479 | \$99,798 | \$128,312 |
| | Group 4 | \$64,156 | \$85,931 | \$89,818 | \$115,481 |
| | Group 5 | \$57,740 | \$77,338 | \$80,837 | \$103,933 |
| | Group 6 | \$51,966 | \$69,604 | \$72,753 | \$93,540 |
| [196354] Chief Camp Std Hlth Ctr - Physician Admr | Group 2 | \$140,048 | \$173,019 | \$196,066 | \$252,086 |
| | Group 3 | \$123,320 | \$161,136 | \$172,648 | \$221,976 |
| [196355] Chief Camp Std Hlth Ctr - Nurse/NP Admr | Group 1 | \$102,472 | \$97,351 | \$143,460 | \$184,449 |
| | Group 2 | \$73,066 | \$96,703 | \$102,292 | \$131,518 |
| | Group 3 | \$64,746 | \$80,883 | \$90,644 | \$116,542 |
| | Group 4 | \$62,654 | \$80,119 | \$87,715 | \$112,776 |
| | Group 5 | \$59,521 | \$76,113 | \$83,329 | \$107,137 |
| | Group 6 | \$53,569 | \$68,502 | \$74,996 | \$96,424 |

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 II Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2017

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196360] Chief Camp Std Housing Admr | Group 1 | \$112,356 | \$148,926 | \$157,298 | \$202,241 |
| | Group 2 | \$87,289 | \$102,239 | \$122,204 | \$157,120 |
| | Group 3 | \$73,331 | \$87,386 | \$102,663 | \$131,995 |
| | Group 4 | \$57,443 | \$73,185 | \$80,420 | \$103,397 |
| | Group 5 | \$54,570 | \$69,526 | \$76,398 | \$98,226 |
| | Group 6 | \$49,113 | \$62,574 | \$68,758 | \$88,403 |
| [196370] Chief Camp Annual Giving Admr | Group 1 | \$111,976 | \$138,562 | \$156,766 | \$201,556 |
| | Group 2 | \$63,038 | \$74,628 | \$88,252 | \$113,468 |
| | Group 3 | \$55,223 | \$69,201 | \$77,312 | \$99,401 |
| | Group 4 | \$55,158 | \$62,806 | \$77,221 | \$99,284 |
| | Group 5 | \$52,400 | \$59,665 | \$73,360 | \$94,320 |
| | Group 6 | \$47,160 | \$53,699 | \$66,024 | \$84,888 |
| [196380] Chief Camp Corp/Found Rel Admr | Group 1 | \$134,157 | \$172,074 | \$187,820 | \$241,483 |
| | Group 2 | \$84,876 | \$98,913 | \$118,826 | \$152,776 |
| | Group 3 | \$76,872 | \$87,150 | \$107,621 | \$138,370 |
| | Group 4 | \$68,772 | \$82,146 | \$96,281 | \$123,790 |
| | Group 5 | \$65,334 | \$78,039 | \$91,467 | \$117,600 |
| | Group 6 | \$58,800 | \$70,235 | \$82,320 | \$105,840 |
| [196390] Chief Camp Planned Giving Admr | Group 1 | \$136,350 | \$160,006 | \$190,890 | \$245,430 |
| | Group 2 | \$91,845 | \$113,625 | \$128,583 | \$165,321 |
| | Group 3 | \$82,467 | \$88,253 | \$115,454 | \$148,441 |
| | Group 4 | \$74,220 | \$79,427 | \$103,908 | \$133,597 |
| | Group 5 | \$66,798 | \$71,485 | \$93,518 | \$120,237 |
| | Group 6 | \$60,118 | \$64,336 | \$84,166 | \$108,213 |

UNC Campuses by Peer Group.

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

Group 1 (NCSU & UNC-CH) Group 4 (FSU, WSSU)
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2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier II Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|----------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196400] Chief Camp Alumni Affrs Admr | Group 1 | \$158,183 | \$202,032 | \$221,456 | \$284,729 |
| | Group 2 | \$89,793 | \$111,601 | \$125,710 | \$161,627 |
| | Group 3 | \$75,068 | \$82,874 | \$105,094 | \$135,122 |
| | Group 4 | \$69,130 | \$77,213 | \$96,782 | \$124,434 |
| | Group 5 | \$65,674 | \$73,352 | \$91,943 | \$118,213 |
| | Group 6 | \$59,107 | \$66,017 | \$82,749 | \$106,392 |
| [196410] Chief Camp Major Gifts Admr | Group 1 | \$128,947 | \$173,792 | \$180,525 | \$232,104 |
| | Group 2 | \$96,640 | \$105,063 | \$135,296 | \$173,952 |
| | Group 3 | \$69,968 | \$87,733 | \$97,956 | \$125,943 |
| | Group 4 | \$58,034 | \$67,215 | \$81,248 | \$104,462 |
| | Group 5 | \$55,133 | \$63,854 | \$77,186 | \$99,239 |
| | Group 6 | \$49,619 | \$57,468 | \$69,467 | \$89,315 |
| [196420] Chief Camp Donor Rel Admr | Group 1 | \$76,660 | \$100,800 | \$107,324 | \$137,988 |
| | Group 2 | \$67,535 | \$77,168 | \$94,548 | \$121,562 |
| | Group 3 | \$55,391 | \$60,151 | \$77,547 | \$99,703 |
| | Group 4 | \$49,851 | \$54,136 | \$69,792 | \$89,733 |
| | Group 5 | \$44,866 | \$48,723 | \$62,813 | \$80,759 |
| | Group 6 | \$40,380 | \$43,850 | \$56,532 | \$72,683 |
| [196430] Chief Camp Advanc Servs Admr | Group 1 | \$88,500 | \$101,488 | \$123,900 | \$159,300 |
| | Group 2 | \$64,868 | \$77,940 | \$90,814 | \$116,762 |
| | Group 3 | \$72,971 | \$87,207 | \$102,159 | \$131,347 |
| | Group 4 | \$65,673 | \$78,486 | \$91,943 | \$118,212 |
| | Group 5 | \$59,106 | \$70,637 | \$82,749 | \$106,391 |
| | Group 6 | \$53,195 | \$63,574 | \$74,474 | \$95,752 |

UNC Campuses by Peer Group.

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Group 1 (NCSU & UNC-CH) Group 4 (FSU, WSSU)
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2017-2019 Salary Ranges for UNC System Constituent Institutions
Tier II Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2017

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|-----------------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [196444] Chief Camp Federal Govt/Legis Liaison | Group 1 | \$158,892 | \$179,823 | \$222,449 | \$286,006 |
| | Group 2 | \$116,681 | \$141,965 | \$163,354 | \$210,026 |
| | Group 3 | \$92,711 | \$110,325 | \$129,795 | \$166,879 |
| | Group 4 | \$83,439 | \$99,292 | \$116,815 | \$150,191 |
| | Group 5 | \$75,096 | \$89,363 | \$105,134 | \$135,172 |
| | Group 6 | \$67,586 | \$80,427 | \$94,620 | \$121,655 |
| [196445] Chief Camp State/Local Govt/Legis Liaison | Group 1 | \$133,452 | \$172,918 | \$186,833 | \$240,214 |
| | Group 2 | \$107,003 | \$133,887 | \$149,804 | \$192,605 |
| | Group 3 | \$90,467 | \$110,648 | \$126,654 | \$162,841 |
| | Group 4 | \$79,940 | \$91,852 | \$111,915 | \$143,891 |
| | Group 5 | \$72,326 | \$83,104 | \$101,256 | \$130,186 |
| | Group 6 | \$65,093 | \$74,794 | \$91,130 | \$117,168 |
| [196460] Chief Camp Marketing Admr | Group 1 | \$132,710 | \$131,368 | \$185,794 | \$238,878 |
| | Group 2 | \$77,337 | \$92,724 | \$108,272 | \$139,207 |
| | Group 3 | \$76,312 | \$96,249 | \$106,836 | \$137,361 |
| | Group 4 | \$61,035 | \$81,734 | \$85,449 | \$109,863 |
| | Group 5 | \$57,983 | \$77,646 | \$81,177 | \$104,370 |
| | Group 6 | \$52,185 | \$69,882 | \$73,059 | \$93,933 |
| [196470] Chief Camp Pubs Admr | Group 1 | \$86,268 | \$112,905 | \$120,775 | \$155,282 |
| | Group 2 | \$78,395 | \$91,698 | \$109,753 | \$141,111 |
| | Group 3 | \$69,635 | \$75,381 | \$97,488 | \$125,342 |
| | Group 4 | \$60,554 | \$66,506 | \$84,776 | \$108,998 |
| | Group 5 | \$57,527 | \$63,181 | \$80,538 | \$103,549 |
| | Group 6 | \$51,775 | \$56,863 | \$72,484 | \$93,194 |

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

| CUPA Title | | Salary Range | *** Market Range *** | | Salary Range |
|-------------------------------------------------|---------|--------------|----------------------|-----------|--------------|
| | | Minimum | 50th | 75th | Maximun |
| [196490] Chief Camp Study-Abroad Admr | Group 1 | \$76,875 | \$90,000 | \$107,625 | \$138,375 |
| | Group 2 | \$56,226 | \$67,017 | \$78,716 | \$101,207 |
| [301030] Chief Bus Affrs Officer-Col/Div | Group 1 | \$109,595 | \$142,595 | \$153,432 | \$197,270 |
| | Group 2 | \$78,898 | \$96,459 | \$110,457 | \$142,016 |
| | Group 3 | \$85,840 | \$104,193 | \$120,176 | \$154,512 |
| | Group 4 | \$77,256 | \$93,773 | \$108,158 | \$139,060 |
| | Group 5 | \$69,530 | \$84,396 | \$97,342 | \$125,154 |
| | Group 6 | \$62,577 | \$75,956 | \$87,608 | \$112,639 |
| [301040] Chief HR Officer-Col/Div | Group 1 | \$79,934 | \$88,096 | \$111,908 | \$143,882 |
| [304010] A/A Dean Agriculture | Group 1 | \$145,625 | \$191,107 | \$203,874 | \$262,124 |
| | Group 2 | \$124,641 | \$153,459 | \$174,497 | \$224,354 |
| [304020] A/A Dean Arch/Design | Group 1 | \$110,987 | \$146,957 | \$155,381 | \$199,776 |
| | Group 2 | \$94,144 | \$109,127 | \$131,801 | \$169,459 |
| [304030] A/A Dean Arts and Letters | Group 1 | \$95,335 | \$127,050 | \$133,469 | \$171,604 |
| | Group 2 | \$86,669 | \$115,500 | \$121,336 | \$156,003 |
| | Group 3 | \$88,246 | \$120,503 | \$123,544 | \$158,842 |
| | Group 4 | \$79,421 | \$108,453 | \$111,190 | \$142,958 |
| | Group 5 | \$71,479 | \$97,607 | \$100,071 | \$128,662 |
| | Group 6 | \$64,331 | \$87,847 | \$90,064 | \$115,796 |

UNC Campuses by Peer Group.

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Group 1 (NCSU & UNC-CH) Group 4 (FSU, WSSU)
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2017-2019 Salary Ranges for UNC System Constituent Institutions
 Tier II Senior Academic and Administrative Officers (SAAOs)
 Effective July 1, 2017

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|--------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [304040] A/A Dean Arts and Sciences | Group 1 | \$139,093 | \$168,449 | \$194,730 | \$250,367 |
| | Group 2 | \$101,339 | \$129,159 | \$141,874 | \$182,409 |
| | Group 3 | \$86,804 | \$110,327 | \$121,526 | \$156,248 |
| | Group 4 | \$88,286 | \$117,352 | \$123,600 | \$158,914 |
| | Group 5 | \$83,871 | \$111,484 | \$117,420 | \$150,969 |
| | Group 6 | \$75,484 | \$100,336 | \$105,678 | \$135,872 |
| [304060] A/A Dean Business | Group 1 | \$196,940 | \$255,485 | \$275,715 | \$354,491 |
| | Group 2 | \$136,307 | \$166,879 | \$190,830 | \$245,353 |
| | Group 3 | \$106,375 | \$129,355 | \$148,925 | \$191,475 |
| | Group 4 | \$100,980 | \$132,056 | \$141,372 | \$181,764 |
| | Group 5 | \$91,363 | \$119,479 | \$127,908 | \$164,453 |
| | Group 6 | \$82,227 | \$107,531 | \$115,117 | \$148,008 |
| [304080] A/A Dean Continuing Ed | Group 1 | \$97,195 | \$103,414 | \$136,073 | \$174,951 |
| | Group 2 | \$88,359 | \$94,013 | \$123,703 | \$159,047 |
| [304090] A/A Dean Coop Extension | Group 1 | \$123,258 | \$160,603 | \$172,562 | \$221,865 |
| [304100] A/A Dean Dentistry | Group 1 | \$136,470 | \$183,367 | \$191,058 | \$245,646 |
| | Group 2 | \$124,064 | \$166,697 | \$173,689 | \$223,314 |
| [304120] A/A Dean Education | Group 1 | \$125,190 | \$161,147 | \$175,266 | \$225,342 |
| | Group 2 | \$100,047 | \$126,215 | \$140,066 | \$180,085 |
| | Group 3 | \$88,572 | \$111,198 | \$124,001 | \$159,430 |
| | Group 4 | \$81,973 | \$110,316 | \$114,762 | \$147,551 |
| | Group 5 | \$74,166 | \$99,809 | \$103,832 | \$133,498 |
| | Group 6 | \$66,749 | \$89,828 | \$93,449 | \$120,148 |

UNC Campuses by Peer Group.

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

| CUPA Title | | Salary Range Minimum | *** Market Range *** | | Salary Range Maximun |
|----------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [304130] A/A Dean Engineering | Group 1 | \$176,751 | \$207,505 | \$247,451 | \$318,152 |
| | Group 2 | \$130,264 | \$159,987 | \$182,369 | \$234,475 |
| | Group 3 | \$107,477 | \$138,305 | \$150,467 | \$193,458 |
| | Group 4 | \$96,729 | \$124,474 | \$135,420 | \$174,112 |
| | Group 5 | \$87,056 | \$112,027 | \$121,878 | \$156,701 |
| | Group 6 | \$78,350 | \$100,824 | \$109,691 | \$141,031 |
| [304160] A/A Dean Fine Arts | Group 1 | \$104,754 | \$128,765 | \$146,656 | \$188,558 |
| | Group 2 | \$95,231 | \$117,059 | \$133,324 | \$171,416 |
| | Group 3 | \$72,563 | \$92,795 | \$101,588 | \$130,613 |
| | Group 4 | \$65,306 | \$83,515 | \$91,429 | \$117,551 |
| | Group 5 | \$58,776 | \$75,164 | \$82,286 | \$105,796 |
| | Group 6 | \$52,898 | \$67,647 | \$74,057 | \$95,217 |
| [304180] A/A Dean Govt/Pub Affrs/Pub Policy | Group 1 | \$107,188 | \$146,895 | \$150,063 | \$192,938 |
| [304190] A/A Dean Graduate Prgms | Group 1 | \$124,389 | \$155,359 | \$174,145 | \$223,900 |
| | Group 2 | \$94,447 | \$125,912 | \$132,225 | \$170,004 |
| | Group 3 | \$79,862 | \$98,734 | \$111,807 | \$143,752 |
| | Group 4 | \$71,876 | \$88,860 | \$100,626 | \$129,377 |
| | Group 5 | \$64,688 | \$79,974 | \$90,564 | \$116,439 |
| | Group 6 | \$58,220 | \$71,977 | \$81,507 | \$104,795 |

UNC Campuses by Peer Group.

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|--------------------------------------|-----------------------------|
| Group 1 (NCSU & UNC-CH) | Group 4 (FSU, WSSU) |
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 Tier II Senior Academic and Administrative Officers (SAOs)
 Effective July 1, 2017

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|-----------------------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [304200] A/A Dean Health-Related Profs | Group 1 | \$123,942 | \$161,514 | \$173,519 | \$223,096 |
| | Group 2 | \$112,675 | \$146,831 | \$157,745 | \$202,815 |
| | Group 3 | \$93,566 | \$108,881 | \$130,992 | \$168,418 |
| | Group 4 | \$84,209 | \$97,993 | \$117,893 | \$151,576 |
| | Group 5 | \$75,788 | \$88,194 | \$106,104 | \$136,419 |
| | Group 6 | \$68,209 | \$79,374 | \$95,493 | \$122,777 |
| [304210] A/A Dean Honors Prgm | Group 1 | \$99,121 | \$118,583 | \$138,770 | \$178,418 |
| | Group 2 | \$90,110 | \$107,802 | \$126,154 | \$162,198 |
| | Group 3 | \$74,936 | \$88,312 | \$104,910 | \$134,884 |
| | Group 4 | \$67,442 | \$79,481 | \$94,419 | \$121,396 |
| | Group 5 | \$60,698 | \$71,533 | \$84,977 | \$109,256 |
| | Group 6 | \$54,628 | \$64,380 | \$76,479 | \$98,330 |
| [304220] A/A Dean Humanities | Group 1 | \$99,505 | \$123,715 | \$139,307 | \$179,108 |
| [304240] A/A Dean Communication/ Journalism/ Media | Group 1 | \$109,434 | \$136,370 | \$153,207 | \$196,981 |
| [304250] A/A Dean Law | Group 1 | \$148,571 | \$160,308 | \$208,000 | \$267,429 |
| | Group 3 | \$116,624 | \$144,104 | \$163,273 | \$209,923 |
| [304260] A/A Dean Library Sciences | Group 1 | \$104,509 | \$131,238 | \$146,312 | \$188,116 |
| | Group 2 | \$79,491 | \$102,214 | \$111,287 | \$143,084 |
| | Group 3 | \$72,199 | \$94,994 | \$101,078 | \$129,957 |
| | Group 4 | \$64,979 | \$85,495 | \$90,970 | \$116,962 |
| | Group 5 | \$58,481 | \$76,945 | \$81,873 | \$105,266 |
| | Group 6 | \$52,633 | \$69,251 | \$73,686 | \$94,739 |

UNC Campuses by Peer Group.

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- | | |
|--------------------------------------|-----------------------------|
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|------------------------------------------|---------|-------------------------|----------------------|-----------|-------------------------|
| | | | 50th | 75th | |
| [304280] A/A Dean Medicine | Group 1 | \$207,974 | \$236,808 | \$291,164 | \$374,354 |
| | Group 2 | \$170,296 | \$217,712 | \$238,414 | \$306,532 |
| [304290] A/A Dean Music | Group 3 | \$81,169 | \$112,481 | \$113,637 | \$146,105 |
| [304300] A/A Dean Nursing | Group 1 | \$133,766 | \$169,094 | \$187,272 | \$240,778 |
| | Group 2 | \$103,810 | \$132,665 | \$145,334 | \$186,858 |
| | Group 3 | \$93,429 | \$119,399 | \$130,800 | \$168,172 |
| | Group 4 | \$84,086 | \$107,459 | \$117,720 | \$151,355 |
| | Group 5 | \$75,677 | \$96,713 | \$105,948 | \$136,219 |
| | Group 6 | \$68,110 | \$87,042 | \$95,353 | \$122,597 |
| [304330] A/A Dean Pharmacy | Group 1 | \$150,701 | \$198,568 | \$210,982 | \$271,262 |
| [304350] A/A Dean Public Health | Group 1 | \$143,573 | \$173,231 | \$201,002 | \$258,431 |
| | Group 2 | \$119,021 | \$152,402 | \$166,630 | \$214,238 |
| [304360] A/A Dean Sciences | Group 1 | \$138,840 | \$167,523 | \$194,376 | \$249,912 |
| [304370] A/A Dean Social Sci | Group 1 | \$100,091 | \$122,978 | \$140,128 | \$180,164 |
| [304400] A/A Dean Undergrad Prgms | Group 1 | \$98,748 | \$116,675 | \$138,248 | \$177,747 |
| | Group 2 | \$89,771 | \$106,068 | \$125,680 | \$161,588 |
| | Group 3 | \$80,794 | \$95,461 | \$113,112 | \$145,429 |
| | Group 4 | \$72,715 | \$85,915 | \$101,801 | \$130,886 |
| | Group 5 | \$65,443 | \$77,323 | \$91,621 | \$117,798 |
| | Group 6 | \$58,899 | \$69,591 | \$82,458 | \$106,018 |
| [304410] A/A Dean Vet Medicine | Group 1 | \$142,724 | \$189,550 | \$199,814 | \$256,904 |

UNC Campuses by Peer Group.

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|--------------------------------------|-----------------------------|
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