

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[109000] Chief Athletics Administrator	Group 1	\$472,781	\$542,352	\$661,894	\$851,007
	Group 2	\$209,926	\$247,549	\$293,896	\$377,866
	Group 3	\$119,603	\$130,876	\$167,444	\$215,285
	Group 4	\$98,496	\$130,386	\$137,894	\$177,293
	Group 5	\$93,571	\$123,867	\$130,999	\$168,428
	Group 6	\$88,892	\$117,673	\$124,449	\$160,006
[111000] Chief Audit Officer	Group 1	\$157,549	\$181,650	\$220,568	\$283,588
	Group 2	\$100,318	\$122,840	\$140,445	\$180,572
	Group 3	\$81,740	\$107,777	\$114,436	\$147,132
	Group 4	\$67,306	\$86,938	\$94,228	\$121,150
	Group 5	\$63,940	\$82,591	\$89,517	\$115,093
	Group 6	\$60,743	\$78,461	\$85,041	\$109,338
[113000] Chief Development/ Advancement Officer	Group 1	\$306,485	\$379,260	\$429,079	\$551,673
	Group 2	\$206,550	\$254,830	\$289,170	\$371,790
	Group 3	\$143,777	\$187,507	\$201,288	\$258,799
	Group 4	\$131,768	\$152,829	\$184,476	\$237,183
	Group 5	\$125,180	\$145,187	\$175,252	\$225,324
	Group 6	\$118,921	\$137,928	\$166,489	\$214,058
[115000] Chief Enrollment Management Officer	Group 1	\$160,105	\$209,600	\$224,147	\$288,189
	Group 2	\$151,047	\$173,748	\$211,466	\$271,885
	Group 3	\$127,144	\$148,873	\$178,001	\$228,859
	Group 4	\$104,125	\$126,873	\$145,775	\$187,425
	Group 5	\$98,919	\$120,529	\$138,486	\$178,053
	Group 6	\$93,973	\$114,502	\$131,562	\$169,151

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNCSA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[117000] Chief Extension/ Engagement Officer	Group 1	\$184,587	\$232,847	\$258,422	\$332,257
	Group 2	\$167,415	\$211,239	\$234,381	\$301,347
	Group 3	\$116,105	\$156,091	\$162,546	\$208,988
	Group 4	\$104,494	\$140,482	\$146,291	\$188,089
	Group 5	\$99,269	\$133,458	\$138,977	\$178,684
	Group 6	\$94,306	\$126,785	\$132,028	\$169,750
[119000] Chief External Affairs Officer	Group 1	\$204,921	\$266,320	\$286,890	\$368,859
	Group 2	\$168,693	\$216,950	\$236,170	\$303,647
	Group 3	\$139,316	\$165,731	\$195,042	\$250,768
	Group 4	\$125,384	\$149,158	\$175,538	\$225,692
	Group 5	\$119,115	\$141,700	\$166,761	\$214,407
	Group 6	\$113,159	\$134,615	\$158,423	\$203,687
[121000] Chief Facilities Officer	Group 1	\$170,610	\$215,250	\$238,854	\$307,098
	Group 2	\$128,611	\$163,859	\$180,055	\$231,499
	Group 3	\$99,175	\$127,300	\$138,845	\$178,515
	Group 4	\$86,101	\$108,330	\$120,541	\$154,981
	Group 5	\$81,796	\$102,913	\$114,514	\$147,232
	Group 6	\$77,706	\$97,767	\$108,788	\$139,871
[123000] Chief Financial Officer	Group 1	\$244,712	\$303,368	\$342,597	\$440,482
	Group 2	\$177,581	\$194,251	\$248,614	\$319,646
	Group 3	\$140,012	\$166,888	\$196,016	\$252,021
	Group 4	\$110,870	\$136,418	\$155,218	\$199,566
	Group 5	\$105,327	\$129,597	\$147,457	\$189,588
	Group 6	\$100,060	\$123,117	\$140,085	\$180,109

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[125000] Chief Health Affairs Officer	Group 1	\$640,476	\$807,534	\$896,667	\$1,152,858
	Group 2	\$439,566	\$527,480	\$615,393	\$791,220
	Group 3	\$395,610	\$474,732	\$553,854	\$712,098
	Group 4	\$356,049	\$427,259	\$498,469	\$640,889
	Group 5	\$338,247	\$405,896	\$473,546	\$608,844
	Group 6	\$321,334	\$385,601	\$449,868	\$578,402
[127000] Chief Human Resources Officer	Group 1	\$188,528	\$219,932	\$263,939	\$339,350
	Group 2	\$133,210	\$161,127	\$186,494	\$239,778
	Group 3	\$99,758	\$123,752	\$139,661	\$179,565
	Group 4	\$84,373	\$106,119	\$118,122	\$151,871
	Group 5	\$80,154	\$100,813	\$112,216	\$144,277
	Group 6	\$76,146	\$95,773	\$106,605	\$137,064
[129000] Chief Information/ IT Officer	Group 1	\$226,975	\$286,335	\$317,765	\$408,555
	Group 2	\$165,473	\$206,179	\$231,663	\$297,852
	Group 3	\$128,183	\$161,994	\$179,456	\$230,729
	Group 4	\$111,952	\$130,916	\$156,732	\$201,513
	Group 5	\$106,354	\$124,370	\$148,896	\$191,437
	Group 6	\$101,036	\$118,152	\$141,451	\$181,866
[131000] Chief Institutional Planning Officer	Group 1	\$185,960	\$212,914	\$260,344	\$334,728
	Group 2	\$151,768	\$172,479	\$212,475	\$273,182
	Group 3	\$107,074	\$133,987	\$149,903	\$192,733
	Group 4	\$82,737	\$107,144	\$115,832	\$148,927
	Group 5	\$78,600	\$101,787	\$110,040	\$141,480
	Group 6	\$74,670	\$96,698	\$104,538	\$134,406

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[133000] Chief Institutional Research Officer	Group 1	\$121,292	\$135,595	\$169,809	\$218,326
	Group 2	\$102,233	\$122,485	\$143,126	\$184,019
	Group 3	\$82,838	\$99,199	\$115,973	\$149,108
	Group 4	\$72,944	\$94,492	\$102,122	\$131,300
	Group 5	\$69,297	\$89,767	\$97,016	\$124,735
	Group 6	\$65,832	\$85,279	\$92,165	\$118,498
[135000] Chief Investment Officer	Group 1	\$114,249	\$144,907	\$159,945	\$205,649
	Group 2	\$103,860	\$131,733	\$145,404	\$186,948
	Group 3	\$93,474	\$118,560	\$130,864	\$168,254
	Group 4	\$84,126	\$106,704	\$117,777	\$151,428
	Group 5	\$79,920	\$101,369	\$111,888	\$143,856
	Group 6	\$75,924	\$96,300	\$106,294	\$136,663
[137000] Chief Legal Affairs Officer	Group 1	\$246,009	\$272,777	\$344,412	\$442,815
	Group 2	\$161,553	\$190,495	\$226,174	\$290,795
	Group 3	\$128,736	\$161,469	\$180,231	\$231,725
	Group 4	\$115,863	\$134,589	\$162,208	\$208,553
	Group 5	\$110,069	\$127,860	\$154,097	\$198,125
	Group 6	\$104,566	\$121,467	\$146,392	\$188,219
[139000] Chief Library Officer	Group 1	\$192,737	\$241,662	\$269,832	\$346,927
	Group 2	\$136,336	\$167,926	\$190,870	\$245,404
	Group 3	\$102,076	\$129,471	\$142,907	\$183,738
	Group 4	\$90,857	\$103,711	\$127,199	\$163,542
	Group 5	\$86,314	\$98,525	\$120,839	\$155,365
	Group 6	\$81,998	\$93,599	\$114,797	\$147,596

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[141000] Chief Public Relations/ Communications Officer	Group 1	\$192,404	\$216,686	\$269,366	\$346,328
	Group 2	\$133,021	\$158,320	\$186,230	\$239,439
	Group 3	\$105,080	\$108,282	\$147,112	\$189,144
	Group 4	\$86,886	\$106,451	\$121,640	\$156,395
	Group 5	\$82,542	\$101,129	\$115,558	\$148,575
	Group 6	\$78,415	\$96,072	\$109,780	\$141,146
[143000] Chief Research Officer	Group 1	\$248,435	\$327,416	\$347,809	\$447,183
	Group 2	\$201,033	\$235,911	\$281,446	\$361,859
	Group 3	\$190,538	\$208,412	\$266,753	\$342,968
	Group 4	\$171,484	\$187,571	\$240,077	\$308,671
	Group 5	\$162,910	\$178,192	\$228,073	\$293,237
	Group 6	\$154,764	\$169,283	\$216,670	\$278,575
[145000] Chief Student Affairs/ Student Life Officer	Group 1	\$198,665	\$258,609	\$278,131	\$357,597
	Group 2	\$162,515	\$214,742	\$227,521	\$292,527
	Group 3	\$147,419	\$177,863	\$206,387	\$265,355
	Group 4	\$119,924	\$151,086	\$167,894	\$215,864
	Group 5	\$113,928	\$143,531	\$159,499	\$205,070
	Group 6	\$108,232	\$136,355	\$151,524	\$194,817
[153190] Dean - Graduate School	Group 1	\$213,848	\$253,995	\$299,387	\$384,926
	Group 2	\$145,360	\$173,498	\$203,504	\$261,648
	Group 3	\$121,221	\$149,100	\$169,709	\$218,197
	Group 4	\$99,088	\$130,576	\$138,723	\$178,358
	Group 5	\$94,133	\$124,047	\$131,787	\$169,440
	Group 6	\$89,427	\$117,845	\$125,197	\$160,968

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[153210] Dean - Honors Program	Group 1	\$155,946	\$177,966	\$218,325	\$280,704
	Group 2	\$125,480	\$153,429	\$175,672	\$225,863
	Group 3	\$112,932	\$132,213	\$158,104	\$203,277
	Group 4	\$101,639	\$118,991	\$142,294	\$182,949
	Group 5	\$96,557	\$113,041	\$135,179	\$173,802
	Group 6	\$91,729	\$107,389	\$128,420	\$165,112
[153400] Dean - Undergraduate Programs	Group 1	\$175,716	\$228,915	\$246,003	\$316,290
	Group 2	\$134,868	\$162,169	\$188,815	\$242,762
	Group 3	\$126,017	\$151,220	\$176,423	\$226,830
	Group 4	\$113,415	\$136,098	\$158,781	\$204,147
	Group 5	\$107,744	\$129,293	\$150,842	\$193,940
	Group 6	\$102,357	\$122,828	\$143,300	\$184,243
[155010] Dean of Students (with or without faculty status)	Group 1	\$133,071	\$169,877	\$186,299	\$239,528
	Group 2	\$105,984	\$129,938	\$148,378	\$190,771
	Group 3	\$85,466	\$105,466	\$119,653	\$153,840
	Group 4	\$72,602	\$94,880	\$101,643	\$130,684
	Group 5	\$68,972	\$90,136	\$96,561	\$124,150
	Group 6	\$65,524	\$85,630	\$91,733	\$117,942
[161000] Chief Accounting Officer/ Controller	Group 1	\$154,753	\$195,840	\$216,654	\$278,555
	Group 2	\$116,238	\$145,326	\$162,733	\$209,228
	Group 3	\$93,296	\$118,381	\$130,614	\$167,932
	Group 4	\$83,960	\$106,365	\$117,543	\$151,127
	Group 5	\$79,762	\$101,047	\$111,666	\$143,571
	Group 6	\$75,773	\$95,994	\$106,083	\$136,392

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[162000] Chief Administration Officer	Group 1	\$227,337	\$310,017	\$318,272	\$409,207
	Group 2	\$183,774	\$186,593	\$257,284	\$330,794
	Group 3	\$158,668	\$181,957	\$222,135	\$285,602
	Group 4	\$105,468	\$133,187	\$147,655	\$189,842
	Group 5	\$100,194	\$126,528	\$140,272	\$180,350
	Group 6	\$95,185	\$120,201	\$133,259	\$171,333
[163000] Chief Architect for the Institution	Group 1	\$128,650	\$162,668	\$180,110	\$231,570
	Group 2	\$100,221	\$115,656	\$140,310	\$180,399
	Group 3	\$88,848	\$112,904	\$124,387	\$159,926
	Group 4	\$79,963	\$101,614	\$111,948	\$143,933
	Group 5	\$75,965	\$96,533	\$106,350	\$136,736
	Group 6	\$72,166	\$91,707	\$101,033	\$129,900
[164000] Chief Auxiliary Services Officer	Group 1	\$142,901	\$189,582	\$200,062	\$257,223
	Group 2	\$104,633	\$127,485	\$146,486	\$188,339
	Group 3	\$91,152	\$96,456	\$127,613	\$164,074
	Group 4	\$74,309	\$93,017	\$104,032	\$133,755
	Group 5	\$70,593	\$88,366	\$98,830	\$127,068
	Group 6	\$67,063	\$83,948	\$93,889	\$120,714
[165000] Chief Budget Officer	Group 1	\$138,558	\$174,464	\$193,981	\$249,404
	Group 2	\$105,364	\$127,139	\$147,509	\$189,655
	Group 3	\$92,917	\$112,627	\$130,084	\$167,251
	Group 4	\$79,587	\$98,937	\$111,422	\$143,257
	Group 5	\$75,608	\$93,990	\$105,851	\$136,094
	Group 6	\$71,827	\$89,291	\$100,558	\$129,289

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[166000] Chief Purchasing Officer	Group 1	\$125,841	\$150,862	\$176,177	\$226,514
	Group 2	\$85,310	\$109,813	\$119,434	\$153,558
	Group 3	\$74,934	\$94,357	\$104,908	\$134,882
	Group 4	\$64,750	\$80,825	\$90,650	\$116,550
	Group 5	\$61,512	\$76,784	\$86,117	\$110,722
	Group 6	\$58,437	\$72,944	\$81,811	\$105,186
[167000] Chief Equal Opportunity/ Affirmative Action Officer	Group 1	\$117,311	\$139,759	\$164,235	\$211,159
	Group 2	\$89,006	\$114,065	\$124,609	\$160,211
	Group 3	\$77,614	\$94,327	\$108,660	\$139,706
	Group 4	\$63,851	\$79,100	\$89,391	\$114,931
	Group 5	\$60,658	\$75,145	\$84,921	\$109,184
	Group 6	\$57,625	\$71,387	\$80,675	\$103,725
[168000] Chief Diversity Officer	Group 1	\$158,556	\$205,946	\$221,978	\$285,401
	Group 2	\$127,923	\$152,227	\$179,092	\$230,261
	Group 3	\$95,981	\$127,414	\$134,374	\$172,766
	Group 4	\$86,384	\$114,674	\$120,937	\$155,490
	Group 5	\$82,064	\$108,940	\$114,890	\$147,716
	Group 6	\$77,961	\$103,493	\$109,146	\$140,330
[169010] Chief Veterinary Hospital Administrator	Group 1	\$137,214	\$178,634	\$192,100	\$246,986
	Group 2	\$123,493	\$160,771	\$172,890	\$222,287
	Group 3	\$111,144	\$144,694	\$155,601	\$200,058
	Group 4	\$100,029	\$130,224	\$140,041	\$180,053
	Group 5	\$95,028	\$123,713	\$133,039	\$171,050
	Group 6	\$90,276	\$117,527	\$126,387	\$162,498

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[171000] Chief Student Admissions Officer	Group 1	\$150,148	\$176,513	\$210,207	\$270,266
	Group 2	\$94,603	\$115,077	\$132,444	\$170,285
	Group 3	\$84,192	\$101,490	\$117,869	\$151,546
	Group 4	\$64,400	\$84,140	\$90,159	\$115,919
	Group 5	\$61,180	\$79,933	\$85,651	\$110,123
	Group 6	\$58,121	\$75,936	\$81,369	\$104,617
[172000] Chief Student Financial Aid Officer	Group 1	\$118,825	\$147,823	\$166,355	\$213,885
	Group 2	\$87,787	\$109,931	\$122,901	\$158,016
	Group 3	\$78,205	\$97,734	\$109,487	\$140,769
	Group 4	\$64,686	\$85,602	\$90,560	\$116,435
	Group 5	\$61,452	\$81,322	\$86,032	\$110,613
	Group 6	\$58,379	\$77,256	\$81,731	\$105,082
[173000] Chief Student Registration/ Records Officer	Group 1	\$113,024	\$148,071	\$158,234	\$203,444
	Group 2	\$90,439	\$111,690	\$126,615	\$162,790
	Group 3	\$76,699	\$94,500	\$107,379	\$138,059
	Group 4	\$67,096	\$82,284	\$93,934	\$120,772
	Group 5	\$63,741	\$78,170	\$89,237	\$114,734
	Group 6	\$60,554	\$74,262	\$84,775	\$108,997
[175000] Chief Technology Transfer Officer	Group 1	\$201,653	\$264,758	\$282,314	\$362,975
	Group 2	\$120,380	\$147,331	\$168,532	\$216,684
	Group 3	\$108,342	\$132,598	\$151,679	\$195,016
	Group 4	\$97,508	\$119,338	\$136,511	\$175,514
	Group 5	\$92,632	\$113,371	\$129,685	\$166,738
	Group 6	\$88,001	\$107,703	\$123,201	\$158,402

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNCSA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[176000] Chief Sponsored Research/ Programs Administrator	Group 1	\$171,109	\$193,246	\$239,552	\$307,995
	Group 2	\$98,438	\$110,385	\$137,813	\$177,188
	Group 3	\$79,164	\$105,609	\$110,830	\$142,495
	Group 4	\$77,761	\$98,216	\$108,865	\$139,969
	Group 5	\$73,873	\$93,305	\$103,422	\$132,971
	Group 6	\$70,179	\$88,640	\$98,251	\$126,322
[177000] Chief Contracts and Grants Administrator	Group 1	\$124,968	\$148,562	\$174,955	\$224,942
	Group 2	\$80,719	\$102,782	\$113,006	\$145,294
	Group 3	\$64,295	\$79,948	\$90,013	\$115,731
	Group 4	\$57,866	\$71,953	\$81,012	\$104,158
	Group 5	\$54,972	\$68,356	\$76,961	\$98,950
	Group 6	\$52,224	\$64,938	\$73,113	\$94,003
[181000] Deputy 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	\$112,834	\$141,825	\$157,967	\$203,100
	Group 6	\$107,192	\$134,733	\$150,069	\$192,945
[183000] Associate Provost	Group 1	\$168,475	\$205,866	\$235,865	\$303,255
	Group 2	\$135,810	\$167,600	\$190,134	\$244,458
	Group 3	\$113,817	\$138,236	\$159,344	\$204,871
	Group 4	\$97,606	\$126,439	\$136,649	\$175,692
	Group 5	\$92,726	\$120,117	\$129,817	\$166,907
	Group 6	\$88,090	\$114,111	\$123,326	\$158,562

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[185000] Assistant Provost	Group 1	\$113,445	\$153,574	\$158,823	\$204,201
	Group 2	\$110,316	\$145,936	\$154,442	\$198,569
	Group 3	\$92,487	\$118,981	\$129,482	\$166,476
	Group 4	\$82,217	\$105,544	\$115,104	\$147,991
	Group 5	\$78,106	\$100,267	\$109,349	\$140,591
	Group 6	\$74,201	\$95,253	\$103,881	\$133,562
[187020] Chief of Staff to System or Institution CEO	Group 1	\$183,751	\$218,084	\$257,251	\$330,751
	Group 2	\$140,276	\$169,325	\$196,386	\$252,497
	Group 3	\$133,262	\$160,859	\$186,567	\$239,872
	Group 4	\$117,216	\$153,464	\$164,103	\$210,990
	Group 5	\$111,356	\$145,791	\$155,898	\$200,440
	Group 6	\$105,788	\$138,501	\$148,103	\$190,418
[194010] Deputy Chief Financial Officer	Group 1	\$121,364	\$148,891	\$169,909	\$218,454
	Group 2	\$115,847	\$142,124	\$162,185	\$208,524
	Group 3	\$86,822	\$118,624	\$121,551	\$156,280
	Group 4	\$78,140	\$106,761	\$109,395	\$140,651
	Group 5	\$74,233	\$101,423	\$103,926	\$133,619
	Group 6	\$70,521	\$96,352	\$98,729	\$126,938
[194020] Deputy Chief Facilities 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	\$65,912	\$80,976	\$92,277	\$118,642
	Group 5	\$62,617	\$76,927	\$87,663	\$112,710
	Group 6	\$59,486	\$73,081	\$83,280	\$107,074

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[194030] Deputy Chief HR Officer	Group 1	\$115,990	\$145,523	\$162,386	\$208,782
	Group 2	\$96,629	\$111,949	\$135,281	\$173,933
	Group 3	\$72,486	\$89,854	\$101,480	\$130,475
	Group 4	\$61,438	\$70,234	\$86,014	\$110,589
	Group 5	\$58,366	\$66,723	\$81,713	\$105,060
	Group 6	\$55,448	\$63,387	\$77,627	\$99,807
[194040] Deputy Chief Information/ IT Officer	Group 1	\$135,699	\$179,454	\$189,979	\$244,259
	Group 2	\$114,774	\$144,462	\$160,683	\$206,592
	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	\$87,310	\$91,130	\$122,235	\$157,159
[194050] Deputy Chief Athletics Officer	Group 1	\$131,221	\$151,671	\$183,710	\$236,199
	Group 2	\$92,672	\$114,444	\$129,740	\$166,809
	Group 3	\$78,530	\$96,719	\$109,942	\$141,354
	Group 4	\$58,466	\$77,585	\$81,853	\$105,239
	Group 5	\$55,543	\$73,705	\$77,760	\$99,977
	Group 6	\$52,766	\$70,020	\$73,872	\$94,978
[194060] Deputy Chief Advancement/ Development Officer	Group 1	\$193,168	\$213,880	\$270,435	\$347,702
	Group 2	\$124,640	\$153,997	\$174,495	\$224,351
	Group 3	\$103,462	\$125,287	\$144,847	\$186,232
	Group 4	\$91,127	\$109,549	\$127,577	\$164,028
	Group 5	\$86,570	\$104,071	\$121,198	\$155,826
	Group 6	\$82,242	\$98,868	\$115,138	\$148,035

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[194150] Deputy Chief Budget Officer	Group 1	\$105,634	\$123,489	\$147,888	\$190,142
	Group 2	\$82,766	\$104,242	\$115,872	\$148,978
	Group 3	\$71,330	\$93,429	\$99,862	\$128,394
	Group 4	\$64,197	\$84,086	\$89,876	\$115,555
	Group 5	\$60,987	\$79,882	\$85,382	\$109,777
	Group 6	\$57,938	\$75,888	\$81,113	\$104,288
[196010] Bursar	Group 1	\$103,651	\$126,519	\$145,111	\$186,571
	Group 2	\$82,683	\$95,608	\$115,757	\$148,830
	Group 3	\$67,062	\$80,436	\$93,887	\$120,712
	Group 4	\$60,083	\$76,844	\$84,117	\$108,150
	Group 5	\$57,079	\$73,002	\$79,911	\$102,742
	Group 6	\$54,225	\$69,352	\$75,915	\$97,605
[196020] Chief Campus Bookstore Administrator	Group 1	\$89,581	\$109,018	\$125,414	\$161,247
	Group 2	\$71,411	\$87,580	\$99,976	\$128,540
	Group 3	\$66,814	\$80,450	\$93,539	\$120,265
	Group 4	\$52,043	\$61,838	\$72,860	\$93,677
	Group 5	\$49,440	\$58,746	\$69,217	\$88,993
	Group 6	\$46,968	\$55,808	\$65,756	\$84,543
[196030] Chief Campus Continuing Education Administrator	Group 1	\$102,531	\$115,490	\$143,543	\$184,555
	Group 2	\$89,445	\$112,512	\$125,223	\$161,001
	Group 3	\$75,897	\$93,685	\$106,256	\$136,615
	Group 4	\$59,718	\$79,108	\$83,605	\$107,492
	Group 5	\$56,732	\$75,153	\$79,425	\$102,118
	Group 6	\$53,895	\$71,395	\$75,454	\$97,012

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196040] Chief Online Education Administrator	Group 1	\$91,006	\$103,426	\$127,409	\$163,812
	Group 2	\$83,953	\$95,410	\$117,535	\$151,116
	Group 3	\$80,578	\$90,170	\$112,809	\$145,040
	Group 4	\$58,130	\$79,392	\$81,381	\$104,633
	Group 5	\$55,223	\$75,422	\$77,312	\$99,401
	Group 6	\$52,462	\$71,651	\$73,447	\$94,431
[196050] Chief Campus International Education Administrator	Group 1	\$162,276	\$199,599	\$227,186	\$292,097
	Group 2	\$104,177	\$105,421	\$145,848	\$187,519
	Group 3	\$80,116	\$104,013	\$112,162	\$144,208
	Group 4	\$78,750	\$81,661	\$110,250	\$141,750
	Group 5	\$74,813	\$77,578	\$104,738	\$134,663
	Group 6	\$71,072	\$73,699	\$99,501	\$127,929
[196051] Chief Campus International Studies Education Administrator	Group 1	\$89,604	\$114,616	\$125,445	\$161,286
	Group 2	\$76,777	\$95,910	\$107,487	\$138,198
	Group 3	\$67,481	\$85,548	\$94,474	\$121,466
	Group 4	\$60,734	\$76,993	\$85,027	\$109,320
	Group 5	\$57,697	\$73,144	\$80,776	\$103,854
	Group 6	\$54,812	\$69,486	\$76,737	\$98,662
[196060] Chief Environmental Health and Safety Administrator	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	\$56,521	\$71,663	\$79,129	\$101,737
	Group 5	\$53,695	\$68,079	\$75,173	\$96,650
	Group 6	\$51,010	\$64,675	\$71,414	\$91,818

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196070] Chief Campus Risk Management & Insurance Administrator	Group 1	\$107,884	\$138,510	\$151,038	\$194,192
	Group 2	\$81,347	\$102,546	\$113,885	\$146,424
	Group 3	\$64,471	\$78,513	\$90,259	\$116,047
	Group 4	\$58,024	\$70,661	\$81,233	\$104,443
	Group 5	\$55,123	\$67,128	\$77,172	\$99,221
	Group 6	\$52,366	\$63,771	\$73,313	\$94,260
[196080] Chief Campus Security Administrator/ Police Chief	Group 1	\$143,529	\$177,803	\$200,940	\$258,351
	Group 2	\$103,303	\$124,123	\$144,624	\$185,945
	Group 3	\$84,563	\$101,025	\$118,388	\$152,213
	Group 4	\$67,391	\$86,041	\$94,347	\$121,303
	Group 5	\$64,021	\$81,739	\$89,629	\$115,238
	Group 6	\$60,820	\$77,652	\$85,148	\$109,476
[196085] Deputy Chief Campus Security Administrator/ Assistant Police Chief	Group 1	\$92,395	\$102,968	\$129,353	\$166,311
	Group 2	\$77,527	\$98,113	\$108,538	\$139,549
	Group 3	\$69,188	\$82,733	\$96,863	\$124,538
	Group 4	\$58,589	\$69,923	\$82,024	\$105,459
	Group 5	\$55,659	\$66,427	\$77,923	\$100,186
	Group 6	\$52,876	\$63,106	\$74,027	\$95,177
[196090] Chief Campus Parking/ Transportation Administrator	Group 1	\$116,814	\$140,044	\$163,540	\$210,266
	Group 2	\$75,500	\$85,778	\$105,700	\$135,900
	Group 3	\$61,034	\$72,585	\$85,448	\$109,862
	Group 4	\$54,931	\$65,327	\$76,903	\$98,875
	Group 5	\$52,184	\$62,060	\$73,058	\$93,932
	Group 6	\$49,575	\$58,957	\$69,405	\$89,235

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196100] Chief Campus Employment Administrator	Group 1	\$87,959	\$96,363	\$123,143	\$158,327
	Group 2	\$70,531	\$81,605	\$98,743	\$126,955
	Group 3	\$63,478	\$73,876	\$88,869	\$114,260
	Group 4	\$59,164	\$69,712	\$82,830	\$106,496
	Group 5	\$56,206	\$66,226	\$78,688	\$101,171
	Group 6	\$53,396	\$62,915	\$74,754	\$96,112
[196110] Chief Campus Payroll Administrator	Group 1	\$96,021	\$122,411	\$134,429	\$172,838
	Group 2	\$71,366	\$84,804	\$99,913	\$128,459
	Group 3	\$58,239	\$68,800	\$81,535	\$104,831
	Group 4	\$49,989	\$61,420	\$69,985	\$89,981
	Group 5	\$47,490	\$58,349	\$66,486	\$85,482
	Group 6	\$45,116	\$55,432	\$63,162	\$81,208
[196120] Chief Campus Benefits Administrator	Group 1	\$121,465	\$138,830	\$170,051	\$218,637
	Group 2	\$71,536	\$91,980	\$100,150	\$128,765
	Group 3	\$61,894	\$71,098	\$86,651	\$111,409
	Group 4	\$44,811	\$58,136	\$62,735	\$80,660
	Group 5	\$42,570	\$55,230	\$59,599	\$76,627
	Group 6	\$40,442	\$52,468	\$56,619	\$72,795
[196130] Chief Campus Employee Relations Administrator	Group 1	\$118,505	\$139,706	\$165,907	\$213,309
	Group 2	\$77,393	\$96,762	\$108,351	\$139,308
	Group 3	\$70,409	\$88,048	\$98,573	\$126,737
	Group 4	\$63,368	\$79,244	\$88,716	\$114,063
	Group 5	\$60,200	\$75,281	\$84,280	\$108,360
	Group 6	\$57,190	\$71,517	\$80,066	\$102,942

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196140] Chief Campus Classification & Compensation Administrator	Group 1	\$120,479	\$144,575	\$168,671	\$216,863
	Group 2	\$71,367	\$90,565	\$99,914	\$128,461
	Group 3	\$61,064	\$72,326	\$85,489	\$109,914
	Group 4	\$54,957	\$65,094	\$76,940	\$98,923
	Group 5	\$52,209	\$61,839	\$73,093	\$93,976
	Group 6	\$49,599	\$58,747	\$69,438	\$89,278
[196150] Chief Campus HR Information Systems Administrator	Group 1	\$114,191	\$143,639	\$159,868	\$205,545
	Group 2	\$69,089	\$84,847	\$96,725	\$124,360
	Group 3	\$62,646	\$75,338	\$87,705	\$112,764
	Group 4	\$56,382	\$67,804	\$78,935	\$101,488
	Group 5	\$53,563	\$64,414	\$74,988	\$96,413
	Group 6	\$50,885	\$61,193	\$71,239	\$91,593
[196160] Chief Campus Training & Development Administrator	Group 1	\$102,856	\$120,830	\$143,999	\$185,142
	Group 2	\$69,808	\$85,753	\$97,732	\$125,655
	Group 3	\$65,201	\$84,904	\$91,281	\$117,361
	Group 4	\$58,681	\$76,414	\$82,153	\$105,625
	Group 5	\$55,747	\$72,593	\$78,045	\$100,344
	Group 6	\$52,959	\$68,964	\$74,143	\$95,327
[196170] Chief Campus Food/ Dining Services Administrator	Group 1	\$104,281	\$132,379	\$145,993	\$187,705
	Group 2	\$88,436	\$104,055	\$123,811	\$159,185
	Group 3	\$83,830	\$94,652	\$117,362	\$150,894
	Group 4	\$75,447	\$85,187	\$105,626	\$135,805
	Group 5	\$71,675	\$80,928	\$100,345	\$129,015
	Group 6	\$68,091	\$76,881	\$95,327	\$122,564

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196180] Chief Campus Research Park Administrator	Group 1	\$144,099	\$183,963	\$201,739	\$259,379
	Group 2	\$130,999	\$167,239	\$183,399	\$235,799
	Group 3	\$117,899	\$150,515	\$165,059	\$212,219
	Group 4	\$106,109	\$135,463	\$148,553	\$190,997
	Group 5	\$100,804	\$128,690	\$141,125	\$181,447
	Group 6	\$95,764	\$122,255	\$134,069	\$172,375
[196190] Chief Campus Real Estate Administrator	Group 1	\$124,425	\$143,468	\$174,195	\$223,965
	Group 2	\$93,454	\$114,035	\$130,835	\$168,217
	Group 3	\$84,108	\$102,631	\$117,751	\$151,394
	Group 4	\$75,698	\$92,369	\$105,976	\$136,256
	Group 5	\$71,913	\$87,750	\$100,678	\$129,443
	Group 6	\$68,317	\$83,363	\$95,644	\$122,971
[196200] Chief Campus Energy and Utilities Administrator	Group 1	\$132,396	\$141,855	\$185,354	\$238,313
	Group 2	\$78,245	\$96,805	\$109,543	\$140,841
	Group 3	\$76,904	\$83,826	\$107,665	\$138,426
	Group 4	\$69,213	\$75,443	\$96,898	\$124,583
	Group 5	\$65,752	\$71,671	\$92,053	\$118,354
	Group 6	\$62,465	\$68,087	\$87,450	\$112,436
[196210] Chief Campus Telecommunications/ Networking Administrator	Group 1	\$121,298	\$155,568	\$169,817	\$218,336
	Group 2	\$99,566	\$123,428	\$139,392	\$179,218
	Group 3	\$86,169	\$99,216	\$120,637	\$155,105
	Group 4	\$85,581	\$90,456	\$119,813	\$154,046
	Group 5	\$81,302	\$85,933	\$113,822	\$146,343
	Group 6	\$77,237	\$81,637	\$108,131	\$139,026

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196220] Chief Campus Enterprise Applications Administrator	Group 1	\$141,115	\$188,736	\$197,561	\$254,007
	Group 2	\$104,930	\$128,276	\$146,902	\$188,874
	Group 3	\$87,266	\$113,141	\$122,173	\$157,079
	Group 4	\$80,913	\$97,740	\$113,278	\$145,643
	Group 5	\$76,867	\$92,853	\$107,614	\$138,361
	Group 6	\$73,024	\$88,211	\$102,234	\$131,443
[196230] Chief Campus Academic Computing/ Instructional Technology Administrator	Group 1	\$131,104	\$152,385	\$183,546	\$235,988
	Group 2	\$86,757	\$111,768	\$121,460	\$156,163
	Group 3	\$83,559	\$97,611	\$116,983	\$150,407
	Group 4	\$73,214	\$92,053	\$102,500	\$131,786
	Group 5	\$69,554	\$87,450	\$97,375	\$125,196
	Group 6	\$66,076	\$83,078	\$92,506	\$118,937
[196240] Chief Campus Administrative Computing Administrator	Group 1	\$139,751	\$173,734	\$195,651	\$251,551
	Group 2	\$108,461	\$124,074	\$151,845	\$195,229
	Group 3	\$97,631	\$119,567	\$136,684	\$175,736
	Group 4	\$72,108	\$99,499	\$100,951	\$129,794
	Group 5	\$68,503	\$94,524	\$95,904	\$123,305
	Group 6	\$65,077	\$89,798	\$91,108	\$117,139
[196250] Chief Campus Research Computing Administrator	Group 1	\$121,776	\$133,798	\$170,487	\$219,198
	Group 2	\$110,706	\$121,634	\$154,988	\$199,270
	Group 3	\$99,636	\$109,471	\$139,490	\$179,344
	Group 4	\$89,672	\$98,524	\$125,541	\$161,410
	Group 5	\$85,189	\$93,598	\$119,264	\$153,339
	Group 6	\$80,929	\$88,918	\$113,301	\$145,672

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196260] Chief Campus IT Security Administrator	Group 1	\$127,500	\$159,191	\$178,500	\$229,500
	Group 2	\$87,459	\$110,145	\$122,443	\$157,426
	Group 3	\$83,482	\$101,170	\$116,874	\$150,267
	Group 4	\$75,134	\$91,053	\$105,187	\$135,240
	Group 5	\$71,377	\$86,500	\$99,928	\$128,478
	Group 6	\$67,808	\$82,175	\$94,931	\$122,054
[196280] Chief Campus Student Activities Administrator	Group 1	\$83,084	\$88,197	\$116,318	\$149,552
	Group 2	\$66,332	\$79,860	\$92,865	\$119,398
	Group 3	\$59,927	\$71,443	\$83,898	\$107,869
	Group 4	\$53,175	\$62,922	\$74,445	\$95,715
	Group 5	\$50,516	\$59,776	\$70,723	\$90,929
	Group 6	\$47,990	\$56,787	\$67,187	\$86,383
[196300] Chief Campus Student Center Administrator	Group 1	\$108,190	\$143,603	\$151,466	\$194,742
	Group 2	\$79,253	\$97,704	\$110,955	\$142,656
	Group 3	\$70,847	\$83,590	\$99,186	\$127,525
	Group 4	\$57,102	\$73,148	\$79,943	\$102,784
	Group 5	\$54,247	\$69,491	\$75,946	\$97,644
	Group 6	\$51,535	\$66,016	\$72,148	\$92,762
[196310] Chief Campus Greek Life Administrator	Group 1	\$57,139	\$68,250	\$79,995	\$102,851
	Group 2	\$52,711	\$62,961	\$73,795	\$94,879
	Group 3	\$51,219	\$60,936	\$71,707	\$92,195
	Group 4	\$46,097	\$54,842	\$64,536	\$82,975
	Group 5	\$43,792	\$52,100	\$61,309	\$78,826
	Group 6	\$41,603	\$49,495	\$58,244	\$74,885

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196320] Chief Campus Academic Advising Administrator	Group 1	\$81,769	\$101,252	\$114,477	\$147,185
	Group 2	\$77,681	\$96,189	\$108,753	\$139,825
	Group 3	\$73,538	\$89,269	\$102,953	\$132,368
	Group 4	\$66,161	\$73,963	\$92,625	\$119,089
	Group 5	\$62,853	\$70,265	\$87,994	\$113,135
	Group 6	\$59,710	\$66,752	\$83,594	\$107,478
[196330] Chief Campus Career Services Administrator	Group 1	\$102,934	\$133,241	\$144,107	\$185,281
	Group 2	\$71,061	\$90,015	\$99,486	\$127,911
	Group 3	\$67,055	\$84,591	\$93,877	\$120,699
	Group 4	\$57,284	\$68,949	\$80,197	\$103,110
	Group 5	\$54,419	\$65,502	\$76,187	\$97,955
	Group 6	\$51,698	\$62,227	\$72,378	\$93,057
[196340] Chief Campus Student Counseling Center Administrator	Group 1	\$105,239	\$131,482	\$147,334	\$189,429
	Group 2	\$87,686	\$111,382	\$122,761	\$157,835
	Group 3	\$78,126	\$98,327	\$109,376	\$140,627
	Group 4	\$65,980	\$82,370	\$92,371	\$118,763
	Group 5	\$62,681	\$78,252	\$87,753	\$112,825
	Group 6	\$59,547	\$74,339	\$83,365	\$107,184
[196350] Chief Campus Student Health Center - Non-Medical Administrator	Group 1	\$127,573	\$143,422	\$178,602	\$229,631
	Group 2	\$110,906	\$133,087	\$155,268	\$199,630
	Group 3	\$74,849	\$100,253	\$104,788	\$134,727
	Group 4	\$67,364	\$90,228	\$94,309	\$121,254
	Group 5	\$63,995	\$85,716	\$89,593	\$115,192
	Group 6	\$60,796	\$81,430	\$85,114	\$109,432

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196354] Chief Campus Student Health Center - Physician Administrator	Group 1	\$170,091	\$217,531	\$238,127	\$306,163
	Group 2	\$143,311	\$177,051	\$200,636	\$257,960
	Group 3	\$125,108	\$163,472	\$175,150	\$225,194
	Group 4	\$114,994	\$143,410	\$160,992	\$206,990
	Group 5	\$109,245	\$136,240	\$152,942	\$196,640
	Group 6	\$103,782	\$129,428	\$145,295	\$186,808
[196355] Chief Campus Student Health Center - Nurse/ Nurse Practitioner Administrator	Group 1	\$102,471	\$122,966	\$143,460	\$184,449
	Group 2	\$76,719	\$101,538	\$107,407	\$138,094
	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	\$107,138
	Group 6	\$56,545	\$72,307	\$79,163	\$101,781
[196360] Chief Campus Student Housing Administrator	Group 1	\$112,356	\$148,926	\$157,298	\$202,241
	Group 2	\$88,177	\$103,279	\$123,448	\$158,718
	Group 3	\$73,597	\$87,703	\$103,036	\$132,475
	Group 4	\$60,315	\$76,844	\$84,441	\$108,567
	Group 5	\$57,299	\$73,002	\$80,219	\$103,139
	Group 6	\$54,434	\$69,352	\$76,208	\$97,982
[196370] Chief Campus Annual Giving Administrator	Group 1	\$114,775	\$142,026	\$160,685	\$206,595
	Group 2	\$66,190	\$78,359	\$92,666	\$119,142
	Group 3	\$57,984	\$72,661	\$81,178	\$104,371
	Group 4	\$57,916	\$65,946	\$81,082	\$104,248
	Group 5	\$55,020	\$62,649	\$77,028	\$99,036
	Group 6	\$52,269	\$59,517	\$73,177	\$94,084

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196380] Chief Campus Corporate/ Foundation Relations Administrator	Group 1	\$137,511	\$176,376	\$192,516	\$247,520
	Group 2	\$87,666	\$102,165	\$122,732	\$157,799
	Group 3	\$78,899	\$89,448	\$110,459	\$142,019
	Group 4	\$71,009	\$84,818	\$99,413	\$127,817
	Group 5	\$67,459	\$80,577	\$94,443	\$121,426
	Group 6	\$64,086	\$76,549	\$89,720	\$115,355
[196390] Chief Campus Planned Giving Administrator	Group 1	\$136,350	\$160,006	\$190,890	\$245,430
	Group 2	\$96,437	\$119,306	\$135,012	\$173,587
	Group 3	\$86,591	\$92,666	\$121,227	\$155,863
	Group 4	\$77,931	\$83,398	\$109,103	\$140,276
	Group 5	\$74,034	\$79,228	\$103,648	\$133,262
	Group 6	\$70,333	\$75,267	\$98,466	\$126,599
[196400] Chief Campus Alumni Affairs Administrator	Group 1	\$158,183	\$202,032	\$221,456	\$284,729
	Group 2	\$94,283	\$117,181	\$131,996	\$169,709
	Group 3	\$75,068	\$82,874	\$105,095	\$135,122
	Group 4	\$69,130	\$77,213	\$96,782	\$124,434
	Group 5	\$65,674	\$73,352	\$91,943	\$118,213
	Group 6	\$62,390	\$69,685	\$87,346	\$112,302
[196410] Chief Campus Major Gifts Administrator	Group 1	\$128,946	\$173,792	\$180,525	\$232,104
	Group 2	\$96,640	\$105,063	\$135,296	\$173,952
	Group 3	\$73,467	\$92,120	\$102,854	\$132,241
	Group 4	\$60,936	\$70,576	\$85,310	\$109,685
	Group 5	\$57,889	\$67,047	\$81,045	\$104,201
	Group 6	\$54,995	\$63,695	\$76,993	\$98,991

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196420] Chief Campus Donor Relations Administrator	Group 1	\$76,660	\$100,800	\$107,324	\$137,988
	Group 2	\$70,911	\$81,026	\$99,275	\$127,640
	Group 3	\$58,160	\$63,159	\$81,424	\$104,688
	Group 4	\$52,344	\$56,843	\$73,282	\$94,219
	Group 5	\$49,727	\$54,001	\$69,618	\$89,508
	Group 6	\$47,240	\$51,301	\$66,137	\$85,033
[196430] Chief Campus Advancement Services Administrator	Group 1	\$88,500	\$101,488	\$123,900	\$159,300
	Group 2	\$81,641	\$93,623	\$114,298	\$146,955
	Group 3	\$72,971	\$87,207	\$102,159	\$131,347
	Group 4	\$65,674	\$78,486	\$91,943	\$118,212
	Group 5	\$62,390	\$74,562	\$87,346	\$112,302
	Group 6	\$59,270	\$70,834	\$82,979	\$106,687
[196444] Chief Campus Federal Government/ Legislative Liaison	Group 1	\$158,892	\$179,823	\$222,449	\$286,006
	Group 2	\$116,681	\$141,965	\$163,354	\$210,027
	Group 3	\$97,346	\$115,841	\$136,285	\$175,223
	Group 4	\$87,611	\$104,257	\$122,656	\$157,700
	Group 5	\$83,231	\$99,044	\$116,523	\$149,815
	Group 6	\$79,069	\$94,092	\$110,697	\$142,324
[196445] Chief Campus State & Local Government/ Legislative Liaison	Group 1	\$133,452	\$172,918	\$186,833	\$240,214
	Group 2	\$112,353	\$140,581	\$157,294	\$202,235
	Group 3	\$90,467	\$110,648	\$126,654	\$162,841
	Group 4	\$79,939	\$91,852	\$111,915	\$143,891
	Group 5	\$75,942	\$87,259	\$106,319	\$136,696
	Group 6	\$72,145	\$82,896	\$101,003	\$129,861

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[196460] Chief Campus Marketing Administrator	Group 1	\$132,710	\$159,252	\$185,794	\$238,878
	Group 2	\$81,204	\$97,360	\$113,686	\$146,167
	Group 3	\$76,311	\$96,249	\$106,836	\$137,361
	Group 4	\$64,087	\$85,821	\$89,721	\$115,356
	Group 5	\$60,882	\$81,530	\$85,235	\$109,588
	Group 6	\$57,838	\$77,453	\$80,974	\$104,109
[196470] Chief Campus Publications Administrator	Group 1	\$86,268	\$112,905	\$120,775	\$155,282
	Group 2	\$80,128	\$93,725	\$112,179	\$144,230
	Group 3	\$69,634	\$75,381	\$97,488	\$125,342
	Group 4	\$60,554	\$66,506	\$84,776	\$108,998
	Group 5	\$57,527	\$63,181	\$80,537	\$103,548
	Group 6	\$54,650	\$60,022	\$76,510	\$98,370
[196490] Chief Campus Study-Abroad Administrator	Group 1	\$76,875	\$90,000	\$107,625	\$138,375
	Group 2	\$70,917	\$83,025	\$99,284	\$127,651
	Group 3	\$52,934	\$70,817	\$74,108	\$95,282
	Group 4	\$47,641	\$63,736	\$66,697	\$85,753
	Group 5	\$45,259	\$60,549	\$63,362	\$81,466
	Group 6	\$42,996	\$57,522	\$60,194	\$77,392
[301030] Chief Business Affairs Officer - College/ Division	Group 1	\$109,594	\$142,595	\$153,432	\$197,270
	Group 2	\$94,424	\$114,612	\$132,194	\$169,964
	Group 3	\$85,840	\$104,193	\$120,176	\$154,512
	Group 4	\$77,256	\$93,773	\$108,158	\$139,060
	Group 5	\$73,393	\$89,084	\$102,750	\$132,107
	Group 6	\$69,723	\$84,630	\$97,613	\$125,502

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[301040] Chief HR Officer - College/ Division	Group 1	\$79,934	\$88,096	\$111,908	\$143,882
	Group 2	\$77,066	\$86,483	\$107,892	\$138,718
	Group 3	\$69,359	\$77,835	\$97,103	\$124,847
	Group 4	\$62,423	\$70,051	\$87,392	\$112,361
	Group 5	\$59,302	\$66,548	\$83,022	\$106,743
	Group 6	\$56,337	\$63,221	\$78,871	\$101,406
[304010] Associate/Assistant Dean - Agriculture	Group 1	\$145,624	\$191,107	\$203,874	\$262,124
	Group 2	\$129,500	\$159,442	\$181,300	\$233,100
	Group 3	\$116,550	\$143,497	\$163,170	\$209,790
	Group 4	\$104,895	\$129,147	\$146,853	\$188,811
	Group 5	\$99,650	\$122,689	\$139,510	\$179,370
	Group 6	\$94,668	\$116,555	\$132,535	\$170,402
[304020] Associate/Assistant Dean - Architecture/ Design	Group 1	\$110,986	\$146,957	\$155,381	\$199,776
	Group 2	\$94,144	\$109,127	\$131,801	\$169,459
	Group 3	\$84,729	\$98,214	\$118,621	\$152,513
	Group 4	\$76,256	\$88,392	\$106,759	\$137,262
	Group 5	\$72,444	\$83,972	\$101,421	\$130,398
	Group 6	\$68,821	\$79,774	\$96,350	\$123,879
[304030] Associate/Assistant Dean - Liberal Arts	Group 1	\$95,335	\$127,050	\$133,469	\$171,604
	Group 2	\$91,002	\$121,275	\$127,403	\$163,804
	Group 3	\$88,246	\$120,503	\$123,544	\$158,842
	Group 4	\$79,421	\$108,453	\$111,190	\$142,959
	Group 5	\$75,450	\$103,030	\$105,630	\$135,811
	Group 6	\$71,678	\$97,879	\$100,349	\$129,020

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[304040] Associate/Assistant 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	\$96,271	\$122,701	\$134,780	\$173,289
	Group 4	\$88,286	\$117,352	\$123,600	\$158,914
	Group 5	\$83,871	\$111,484	\$117,420	\$150,969
	Group 6	\$79,678	\$105,910	\$111,549	\$143,420
[304060] Associate/Assistant Dean - Business	Group 1	\$196,939	\$255,485	\$275,715	\$354,491
	Group 2	\$141,003	\$172,628	\$197,404	\$253,805
	Group 3	\$109,242	\$132,841	\$152,939	\$196,635
	Group 4	\$100,980	\$132,056	\$141,372	\$181,764
	Group 5	\$95,931	\$125,453	\$134,303	\$172,676
	Group 6	\$91,134	\$119,181	\$127,588	\$164,042
[304080] Associate/Assistant Dean - Continuing Education	Group 1	\$97,195	\$103,414	\$136,073	\$174,951
	Group 2	\$88,359	\$94,013	\$123,703	\$159,047
	Group 3	\$79,524	\$84,612	\$111,333	\$143,142
	Group 4	\$71,571	\$76,151	\$100,199	\$128,827
	Group 5	\$67,992	\$72,343	\$95,189	\$122,386
	Group 6	\$64,593	\$68,726	\$90,430	\$116,267
[304090] Associate/Assistant Dean - Cooperative Extension	Group 1	\$123,259	\$160,603	\$172,562	\$221,865
	Group 2	\$112,053	\$146,003	\$156,874	\$201,695
	Group 3	\$100,848	\$131,402	\$141,187	\$181,526
	Group 4	\$90,763	\$118,262	\$127,068	\$163,373
	Group 5	\$86,225	\$112,349	\$120,715	\$155,204
	Group 6	\$81,913	\$106,731	\$114,679	\$147,444

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[304100] Associate/Assistant Dean - Dentistry	Group 1	\$136,470	\$183,367	\$191,058	\$245,646
	Group 2	\$124,064	\$166,697	\$173,689	\$223,314
	Group 3	\$111,657	\$150,027	\$156,320	\$200,983
	Group 4	\$100,491	\$135,025	\$140,688	\$180,885
	Group 5	\$95,467	\$128,274	\$133,654	\$171,840
	Group 6	\$90,694	\$121,860	\$126,971	\$163,248
[304120] Associate/Assistant Dean - Education	Group 1	\$125,190	\$161,147	\$175,266	\$225,342
	Group 2	\$100,119	\$126,305	\$140,166	\$180,214
	Group 3	\$91,834	\$115,293	\$128,568	\$165,301
	Group 4	\$82,651	\$111,228	\$115,711	\$148,771
	Group 5	\$78,518	\$105,667	\$109,925	\$141,333
	Group 6	\$74,592	\$100,383	\$104,429	\$134,266
[304130] Associate/Assistant Dean - Engineering	Group 1	\$176,751	\$207,505	\$247,451	\$318,152
	Group 2	\$136,777	\$167,986	\$191,487	\$246,198
	Group 3	\$112,850	\$145,220	\$157,990	\$203,130
	Group 4	\$101,565	\$130,698	\$142,191	\$182,817
	Group 5	\$96,487	\$124,163	\$135,081	\$173,676
	Group 6	\$91,662	\$117,955	\$128,327	\$164,992
[304160] Associate/Assistant Dean - Fine Arts	Group 1	\$107,373	\$131,984	\$150,322	\$193,272
	Group 2	\$99,423	\$122,212	\$139,193	\$178,962
	Group 3	\$76,191	\$97,435	\$106,667	\$137,144
	Group 4	\$68,572	\$87,691	\$96,000	\$123,429
	Group 5	\$65,143	\$83,306	\$91,200	\$117,258
	Group 6	\$61,886	\$79,141	\$86,640	\$111,395

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[304180] Associate/Assistant Dean - Government/ Public Affairs/ Public Policy	Group 1	\$121,146	\$132,456	\$169,604	\$218,062
	Group 2	\$110,132	\$120,496	\$154,185	\$198,238
	Group 3	\$99,119	\$108,446	\$138,767	\$178,415
	Group 4	\$89,207	\$97,602	\$124,890	\$160,573
	Group 5	\$84,747	\$92,722	\$118,646	\$152,544
	Group 6	\$80,509	\$88,086	\$112,713	\$144,917
[304190] Associate/Assistant Dean - Graduate Programs	Group 1	\$124,389	\$155,359	\$174,145	\$223,901
	Group 2	\$96,094	\$128,108	\$134,532	\$172,969
	Group 3	\$83,855	\$103,671	\$117,397	\$150,939
	Group 4	\$75,470	\$93,303	\$105,657	\$135,845
	Group 5	\$71,696	\$88,638	\$100,374	\$129,053
	Group 6	\$68,111	\$84,206	\$95,356	\$122,600
[304200] Associate/Assistant Dean - Health-Related Professions	Group 1	\$123,942	\$161,514	\$173,519	\$223,096
	Group 2	\$118,309	\$154,173	\$165,632	\$212,956
	Group 3	\$98,244	\$114,325	\$137,542	\$176,839
	Group 4	\$88,420	\$102,893	\$123,788	\$159,156
	Group 5	\$83,999	\$97,748	\$117,598	\$151,198
	Group 6	\$79,799	\$92,861	\$111,718	\$143,638
[304210] Associate/Assistant Dean - Honors Program	Group 1	\$99,121	\$118,583	\$138,770	\$178,419
	Group 2	\$90,110	\$107,802	\$126,154	\$162,198
	Group 3	\$78,683	\$92,728	\$110,156	\$141,629
	Group 4	\$70,814	\$83,455	\$99,140	\$127,466
	Group 5	\$67,274	\$79,282	\$94,183	\$121,092
	Group 6	\$63,910	\$75,318	\$89,474	\$115,038

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[304220] Associate/Assistant Dean - Humanities	Group 1	\$99,505	\$123,715	\$139,307	\$179,109
	Group 2	\$90,459	\$112,468	\$126,642	\$162,825
	Group 3	\$82,235	\$102,244	\$115,129	\$148,023
	Group 4	\$74,011	\$92,019	\$103,616	\$133,221
	Group 5	\$70,311	\$87,418	\$98,435	\$126,560
	Group 6	\$66,795	\$83,047	\$93,513	\$120,232
[304240] Associate/Assistant Dean - Communications/ Journalism/Media	Group 1	\$109,434	\$136,370	\$153,207	\$196,981
	Group 2	\$99,485	\$123,972	\$139,279	\$179,073
	Group 3	\$89,536	\$111,575	\$125,351	\$161,166
	Group 4	\$80,583	\$100,418	\$112,816	\$145,049
	Group 5	\$76,554	\$95,397	\$107,175	\$137,797
	Group 6	\$72,726	\$90,627	\$101,816	\$130,907
[304250] Associate/Assistant Dean - Law	Group 1	\$148,571	\$160,308	\$208,000	\$267,429
	Group 2	\$129,582	\$160,116	\$181,415	\$233,248
	Group 3	\$116,624	\$144,104	\$163,273	\$209,923
	Group 4	\$104,961	\$129,694	\$146,946	\$188,931
	Group 5	\$99,713	\$123,209	\$139,599	\$179,484
	Group 6	\$94,728	\$117,049	\$132,619	\$170,510
[304260] Associate/Assistant 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	\$61,730	\$81,220	\$86,422	\$111,113
	Group 6	\$58,643	\$77,159	\$82,100	\$105,558

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[304280] Associate/Assistant Dean - Medicine	Group 1	\$213,174	\$242,728	\$298,443	\$383,713
	Group 2	\$178,811	\$228,598	\$250,335	\$321,859
	Group 3	\$160,930	\$205,738	\$225,302	\$289,674
	Group 4	\$144,836	\$185,164	\$202,771	\$260,705
	Group 5	\$137,594	\$175,906	\$192,632	\$247,670
	Group 6	\$130,715	\$167,111	\$183,001	\$235,286
[304290] Associate/Assistant Dean - Music	Group 1	\$99,207	\$137,477	\$138,890	\$178,573
	Group 2	\$90,189	\$124,979	\$126,264	\$162,339
	Group 3	\$81,169	\$112,481	\$113,637	\$146,105
	Group 4	\$73,052	\$101,233	\$102,273	\$131,494
	Group 5	\$69,400	\$96,171	\$97,159	\$124,919
	Group 6	\$65,930	\$91,363	\$92,301	\$118,673
[304300] Associate/Assistant Dean - Nursing	Group 1	\$133,766	\$169,094	\$187,272	\$240,778
	Group 2	\$109,001	\$139,298	\$152,601	\$196,201
	Group 3	\$98,100	\$125,369	\$137,340	\$176,580
	Group 4	\$88,290	\$112,832	\$123,606	\$158,922
	Group 5	\$83,876	\$107,190	\$117,426	\$150,976
	Group 6	\$79,682	\$101,831	\$111,554	\$143,427
[304330] Associate/Assistant Dean - Pharmacy	Group 1	\$150,701	\$198,568	\$210,982	\$271,263
	Group 2	\$122,701	\$145,024	\$171,781	\$220,861
	Group 3	\$110,431	\$130,522	\$154,603	\$198,775
	Group 4	\$99,388	\$117,469	\$139,143	\$178,898
	Group 5	\$94,418	\$111,596	\$132,186	\$169,953
	Group 6	\$89,698	\$106,016	\$125,577	\$161,456

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

**FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019**

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[304350] Associate/Assistant Dean - Public Health	Group 1	\$143,573	\$173,231	\$201,002	\$258,431
	Group 2	\$119,021	\$152,402	\$166,630	\$214,239
	Group 3	\$107,119	\$137,162	\$149,967	\$192,815
	Group 4	\$96,407	\$123,446	\$134,970	\$173,533
	Group 5	\$91,587	\$117,274	\$128,222	\$164,856
	Group 6	\$87,007	\$111,410	\$121,810	\$156,613
[304360] Associate/Assistant Dean - Sciences	Group 1	\$138,840	\$167,523	\$194,376	\$249,912
	Group 2	\$107,661	\$128,259	\$150,725	\$193,789
	Group 3	\$97,844	\$127,237	\$136,981	\$176,118
	Group 4	\$88,059	\$114,513	\$123,283	\$158,507
	Group 5	\$83,656	\$108,787	\$117,119	\$150,581
	Group 6	\$79,474	\$103,348	\$111,263	\$143,052
[304370] Associate/Assistant Dean - Social Sciences	Group 1	\$100,091	\$122,978	\$140,128	\$180,165
	Group 2	\$90,992	\$111,798	\$127,389	\$163,786
	Group 3	\$81,893	\$100,618	\$114,650	\$147,407
	Group 4	\$73,704	\$90,556	\$103,185	\$132,666
	Group 5	\$70,018	\$86,028	\$98,026	\$126,033
	Group 6	\$66,517	\$81,727	\$93,124	\$119,731
[304380] Associate/Assistant Dean - Social Work	Group 1	\$111,346	\$139,671	\$155,885	\$200,424
	Group 2	\$101,224	\$126,973	\$141,713	\$182,202
	Group 3	\$91,101	\$114,276	\$127,542	\$163,983
	Group 4	\$81,991	\$102,848	\$114,788	\$147,585
	Group 5	\$77,892	\$97,706	\$109,049	\$140,205
	Group 6	\$73,997	\$92,820	\$103,596	\$133,195

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)

FY 2020 Salary Ranges for UNC System Constituent Institutions
Tier 2 Senior Academic and Administrative Officers (SAOs)
Effective July 1, 2019

CUPA Title		Salary Range Minimum	*** Market Range ***		Range Maximum
			50th	75th	
[304400] Associate/Assistant Dean - Undergraduate Programs	Group 1	\$98,749	\$116,675	\$138,248	\$177,747
	Group 2	\$89,771	\$106,068	\$125,680	\$161,589
	Group 3	\$80,794	\$95,461	\$113,112	\$145,430
	Group 4	\$72,715	\$85,915	\$101,801	\$130,887
	Group 5	\$69,079	\$81,619	\$96,711	\$124,343
	Group 6	\$65,625	\$77,538	\$91,875	\$118,126
[304410] Associate/Assistant Dean - Veterinary Medicine	Group 1	\$142,724	\$189,550	\$199,814	\$256,904
	Group 2	\$128,452	\$170,595	\$179,833	\$231,214
	Group 3	\$115,606	\$153,536	\$161,849	\$208,092
	Group 4	\$104,046	\$138,182	\$145,664	\$187,282
	Group 5	\$98,843	\$131,273	\$138,381	\$177,918
	Group 6	\$93,901	\$124,709	\$131,462	\$169,022

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, UNC-C, UNC-G, UNC-W)

Group 5 (ECSU, UNC-A, UNC-SA)

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

Group 6 (NCSSM)