



TO: UNC Faculty

FROM: Britney Kyle, Faculty Senate Chair

RE: Salary Equity Committee Report on Compensation Distribution

DATE: November 11, 2024

The following document contains details on the compensation distribution for 2023-2024 (FY24) and will be made available on the Faculty Senate website under Salary Reports. These data were provided to Salary Equity Committee by HR. The data were delayed due to turnover in HR and the need for data corrections.

The report contains five sections:

- Section One – FY24 Faculty Compensation Outcomes Summary
- Section Two – FY24 Faculty Compensation Outcomes Data
- Section Three – FY24 Staff Compensation Outcomes Summary
- Section Four – FY24 Classified Staff Compensation Outcomes Data
- Section Five – FY24 Professional Administrative Staff Compensation Outcomes Data

Please note: FY24 refers to July 1, 2023 – June 30, 2024. The data included in this report were captured on October 31, 2023.

**Faculty Outcomes Summary FY24: 11/01/2022-10/31/2023**

Median Percent of CUPA by Rank						
Rank	Count	% of Total Count	Median % of CUPA	Salary Increase (\$)	% of Total Salary Increase	Median % Increase
Professor	179	42.2%	90.9%	685,772	43.2%	3.2%
Associate Professor	113	26.7%	90.0%	435,256	27.4%	5.2%
Assistant professor	89	21.0%	91.8%	314,582	19.8%	3.7%
Instructor/Lecturer	43	10.1%	94.9%	153,005	9.6%	4.2%
<b>All</b>	<b>424</b>	<b>100%</b>	<b>90.9%</b>	<b>1,588,615</b>	<b>100%</b>	<b>3.9%</b>

Median Percent of CUPA by College						
College	Count	% of Total Count	Median % of CUPA	Salary Increase (\$)	% of Total Salary Increase	Median % Increase
EB	88	20.8%	90.8%	290,133	18.3%	3.8%
HS	100	23.6%	90.0%	318,252	20.0%	4.0%
MB	35	8.3%	93.6%	132,803	8.4%	1.7%
NH	117	27.6%	90.6%	572,436	36.0%	5.0%
LB	18	4.2%	98.7%	49,981	3.1%	3.1%
PV	66	15.6%	90.4%	225,010	14.2%	4.3%
<b>All</b>	<b>424</b>	<b>100%</b>	<b>90.9%</b>	<b>1,588,615</b>	<b>100%</b>	<b>3.9%</b>

Median Percent of CUPA by Rank and College								
College	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer	
	Count	Median % of CUPA	Count	Median % of CUPA	Count	Median % of CUPA	Count	Median % of CUPA
EB	35	91.7%	26	90.0%	24	92.8%	3	86.0%
HS	46	90.7%	27	90.0%	12	91.4%	15	97.3%
MB	14	93.9%	7	92.5%	11	92.7%	3	113.9%
NH	44	90.0%	35	90.0%	18	91.9%	20	94.1%
LB	3	106.0%	6	97.5%	8	98.0%	1	106.6%
PV	37	90.9%	12	90.0%	16	90.5%	1	107.0%
<b>All</b>	<b>179</b>	<b>90.9%</b>	<b>113</b>	<b>90.0%</b>	<b>89</b>	<b>91.8%</b>	<b>43</b>	<b>94.9%</b>

Count by CUPA Comparison Level by College					
College	<92.5%	92.5-95%	95-97.5%	97.5-100%	>100%
EB	51	18	12	3	4
HS	68	10	5	6	11
MB	14	6	5	1	9
NH	80	17	7	5	8
OT	0	0	0	0	0
PV	46	11	2	0	7
<b>All</b>	<b>259</b>	<b>62</b>	<b>31</b>	<b>15</b>	<b>39</b>

Count by CUPA Comparison Level by Rank					
College	<92.5%	92.5-95%	95-97.5%	97.5-100%	>100%
Professor	109	26	14	5	25
Associate Professor	90	12	5	3	3
Assistant Professor	47	19	10	7	6
Instructor/Lecturer	15	7	5	6	10
<b>All</b>	<b>261</b>	<b>64</b>	<b>34</b>	<b>21</b>	<b>44</b>

**Notes:**

UNC Salary Data 11/01/2022 - 10/31/2023

CUPA: FY22-23











College	CIP Code	CIP Desc	Rank	Years in Rank	Tenure	Starting FTE	Ending FTE	Starting Salary 11-1-22	FY YEAR Change Amount	Mid-Year Increase 1-1-23	Flat Increase 8-1-23	Parity 8-1-23	Promotion 8-1-23	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	CUPA Median Adj for YIR	Final % of Adj CUPA Median	Notes
PV	500901	Music, General	Assistant Professor	0	Tenured	1.00	1.00	59,108.00	.00	1,500.00	825.00	2,124.00		-11,608.00	-7,159.00	51,949.00	-12.1%	57,132	90.9%	
PV	500901	Music, General	Lecturer	1	Contract Renewable	1.00	1.00	43,428.00	.00	1,500.00				5,072.00	6,572.00	50,000.00	15.1%	46,748	107.0%	
PV	500901	Music, General	Professor	0	Contract Renewable	1.00	1.00	59,108.00	.00	1,500.00	875.00		6,200.00	.00	8,575.00	67,683.00	14.5%	77,828	87.0%	
PV	500901	Music, General	Professor	0	Tenured	1.00	1.00	59,108.00	.00	1,500.00	875.00		6,200.00	.00	8,575.00	67,683.00	14.5%	77,828	87.0%	
PV	500901	Music, General	Professor	0	Tenured	1.00	1.00	60,431.00	.00	1,500.00	875.00		6,200.00	.00	8,575.00	69,006.00	14.2%	77,828	88.7%	
PV	500901	Music, General	Professor	0	Tenured	1.00	1.00	60,431.00	.00	1,500.00	875.00		6,075.00	.00	8,450.00	68,881.00	14.0%	77,828	88.5%	
PV	500901	Music, General	Professor	1	Tenured	1.00	1.00	65,431.00	.00	1,500.00				.00	1,500.00	66,931.00	2.3%	78,693	85.1%	
PV	500901	Music, General	Professor	2	Tenured	1.00	.60	71,781.00	.00	1,500.00	875.00	.00		.00	-27,287.40	44,493.60	-38.0%	47,735	93.2%	Sabbatical
PV	500901	Music, General	Professor	2	Tenured	1.00	1.00	71,781.00	.00	1,500.00	875.00	.00		.00	2,375.00	74,156.00	3.3%	79,558	93.2%	
PV	500901	Music, General	Professor	4	Tenured	1.00	1.00	72,120.00	.00	1,500.00	875.00	.00		.00	2,375.00	74,495.00	3.3%	81,287	91.6%	
PV	500901	Music, General	Professor	5	Tenured	.60	1.00	43,396.80	.00	900.00	875.00	.00		29,531.20	31,306.20	74,703.00	72.1%	82,152	90.9%	Off Sabbatical
PV	500901	Music, General	Professor	5	Tenured	1.00	1.00	72,328.00	.00	1,500.00	875.00	.00		.00	2,375.00	74,703.00	3.3%	82,152	90.9%	
PV	500901	Music, General	Professor	6	Tenured	1.00	1.00	73,151.00	.00	1,500.00	875.00	.00		.00	2,375.00	75,526.00	3.2%	83,017	91.0%	
PV	500901	Music, General	Professor	7	Tenured	1.00	1.00	73,413.00	.00	1,500.00	875.00	.00		.00	2,375.00	75,788.00	3.2%	83,882	90.4%	
PV	500901	Music, General	Professor	8	Tenured	1.00	1.00	77,033.00	.00	1,500.00				.00	1,500.00	78,533.00	1.9%	84,746	92.7%	
PV	500901	Music, General	Professor	8	Tenured	1.00	1.00	77,033.00	.00	1,500.00	875.00	.00		.00	2,375.00	79,408.00	3.1%	84,746	93.7%	
PV	500901	Music, General	Professor	9	Tenured	1.00	1.00	79,906.00	.00	1,500.00	875.00	.00		.00	2,375.00	82,281.00	3.0%	85,611	96.1%	
PV	500901	Music, General	Professor	10	Tenured	1.00	1.00	78,459.00	.00	1,500.00	875.00	.00		.00	2,375.00	80,834.00	3.0%	86,476	93.5%	
PV	500901	Music, General	Professor	13	Tenured	1.00	1.00	79,421.00	.00	1,500.00	875.00	.00		.00	2,375.00	81,796.00	3.0%	89,070	91.8%	
PV	500901	Music, General	Professor	16	Tenured	1.00	1.00	90,825.00	.00	1,500.00	875.00	.00		.00	2,375.00	93,200.00	2.6%	91,665	101.7%	
PV	500901	Music, General	Professor	20	Tenured	1.00	1.00	85,162.00	.00	1,500.00	875.00	.00		.00	2,375.00	87,537.00	2.8%	95,124	92.0%	
PV	500901	Music, General	Associate Professor	0	Tenured	1.00	1.00	87,749.00	.00	.00				-25,749.00	-25,749.00	62,000.00	-29.3%	67,014	92.5%	
PV	500901	Music, General	Professor	21	Tenured	1.00	1.00	87,749.00	.00	1,500.00	875.00	.00		.00	2,375.00	90,124.00	2.7%	95,988	93.9%	
PV	500911	Violin Viola, Guitar & Other String	Professor	10	Tenured	1.00	1.00	137,957.00	.00	1,500.00	875.00	.00		.00	2,375.00	140,332.00	1.7%	86,476	162.3%	



**Staff Outcomes Summary FY24: 11/01/2022-10/31/2023**

<b>Median Salary Increase by Area for Professional Administrative Staff</b>				
<b>Area</b>	<b>Count</b>	<b>Median Salary Increase (\$)</b>	<b>Median Salary Increase (%)</b>	<b>% of Total Salary Increase</b>
Central UNC Activities	1	4,372	4.6%	0.2%
Diversity Equity Inclusion Division	20	3,240	5.4%	2.2%
Finance and Administration Division	90	3,795	5.0%	15.9%
General Counsel Division	7	3,458	3.0%	1.1%
President's Division	91	3,978	5.9%	18.3%
Provost's Division	234	3,114	5.4%	31.0%
Student Affairs Division	133	3,795	5.7%	23.6%
University Advancement Division	39	3,640	5.0%	7.8%
<b>All</b>	<b>615</b>	<b>3,465</b>	<b>5.4%</b>	<b>100.0%</b>

<b>Median Salary Increase by Area for Classified Staff</b>					
<b>Area</b>	<b>Count</b>	<b>Median Salary Increase (\$)</b>	<b>Median Salary Increase (%)</b>	<b>% of Total Salary Increase</b>	<b>Median % of Range</b>
Central UNC Activities	0			0.0%	
Diversity Equity Inclusion Division	0			0.0%	
Finance and Administration Division	219	4,239	8.5%	76.4%	87.1%
General Counsel Division	0			0.0%	
President's Division	0			0.0%	
Provost's Division	36	3,917	7.9%	9.5%	91.1%
Student Affairs Division	46	4,239	8.1%	14.1%	83.4%
University Advancement Division	0			0.0%	
<b>All</b>	<b>301</b>	<b>4,239</b>	<b>8.3%</b>	<b>100.0%</b>	<b>87.1%</b>

<b>Median Salary Increase by Area for Professional Administrative and Classified Staff Combined</b>					
<b>Area</b>	<b>Count</b>	<b>Median Salary Increase (\$)</b>	<b>Median Salary Increase (%)</b>	<b>% of Total Salary Increase</b>	<b>% of Personnel</b>
Central UNC Activities	1	4,372	4.6%	0.1%	0.1%
Diversity Equity Inclusion Division	20	3,240	5.4%	1.5%	2.2%
Finance and Administration Division	310	4,150	7.7%	35.2%	33.8%
General Counsel Division	7	3,458	3.0%	0.7%	0.8%
President's Division	91	3,978	5.9%	12.4%	9.9%
Provost's Division	270	3,206	5.6%	24.1%	29.4%
Student Affairs Division	179	4,047	6.3%	20.5%	19.5%
University Advancement Division	39	3,640	5.0%	5.3%	4.3%
<b>All</b>	<b>917</b>	<b>3,809</b>	<b>6.0%</b>	<b>100.0%</b>	<b>100.0%</b>

<b>Employee Group</b>	<b>Count</b>	<b>Median Salary Increase (\$)</b>	<b>Median Salary Increase (%)</b>	<b>% of Total Staff Salary Increase</b>	<b>% of Personnel</b>	<b>Median % of CUPA</b>
Administrators	62	6,103	4.0%	11.3%	6.8%	96.7%
Professional Admin w/ CUPA data	69	5,895	4.1%	12.2%	7.5%	96.7%

<b>Employee Group</b>	<b>Count</b>	<b>Median Salary Increase (\$)</b>	<b>Median Salary Increase (%)</b>	<b>% of Total Staff Salary Increase</b>	<b>% of Personnel</b>	<b>Median % of Range</b>
Classified	301	4,239	8.3%	32.0%	32.8%	87.1%









Staff Type	VP Area	Title	Years in Position	Starting FTE	Ending FTE	Starting Salary	FLSA Change Amount	Mid-Year Increase	EQUIT Change Amount	ATB Increase	Other FY Increase	Compression/ Inversion Change Amount	GRADE Change Amount	GROSS Change Amount	PROMO Change Amount	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	Job Family	Pay Band	Band Min	Band Mid	Band Max	Compa - % of Band
Classified	Student Affairs Division	Student Services Spec III	12	1.00	1.00	57,851	-	1,500	-	2,893	(1,112)	-	-	-	-	1,187	4,468	62,319	7.7%	H3H3X	H12	56,028	72,840	89,652	85.6%
																	1,278,131								

**Notes:**

UNC Data: 11/01/2022 - 10/31/2023

Increase Type Overview:

ATB % increase applied to all staff

Promo Promotion - increase in responsibilities

Classified Other - The state mandated 5% annual increase on the July 1 salary. We applied a total fo a 5% increase and included the mid-year increase in the 5% , so an "other" adjustment was made for most classified staff

Compressio Adjustments for compression/ inversion as a result of annual increases

Equity Review of internal equity - increases for inequities identified

FLSA Increase due to federal increase for FLSA minimum salary for employees exempt from overtime earnings

Grade/Band The pay range assigned to a position

Gross Increase in base salary, used for a variety of pay changes

Mid-Year January base building increases applied to all faculty and staff actively working at the time of the increase

Other Miscellaneous increases - discretionary increases: counteroffers, market adjustments

Other FY Other increases applied at the start of the fiscal year

Staff Type	VP Area	Title	Years in Position	Starting FTE	Ending FTE	Starting Salary	FLSA Change Amount	Mid-Year Increase	EQUIT Change Amount	ATB Increase	Other FY Increase	Compression/Inversion Change Amount	GRADE Change Amount	GROSS Change Amount	PROMO Change Amount	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	CUPA Code	CUPA Description	CUPA Median	% of CUPA
Professional Admin	Central UNC Activities	Utility Systems Manager	0	1.00	1.00	94,245	-	1,500	-	2,872	(0)	-	-	-	-	-	4,372	98,617	4.6%	196200	Chief Campus Energy & Utilities Admr	115,291	85.5%
Professional Admin	Diversity Equity Inclusion Division	Assistant Director	8	1.00	1.00	57,936	-	1,500	-	1,783	(0)	-	-	-	-	-	3,283	61,219	5.7%				
Professional Admin	Diversity Equity Inclusion Division	Assistant to the VP of DEI	14	1.00	1.00	72,229	-	1,500	-	2,212	0	-	-	-	-	-	3,712	75,941	5.1%				
Professional Admin	Diversity Equity Inclusion Division	Associate Director	1	1.00	1.00	58,419	-	1,500	-	1,798	(1,798)	-	-	-	-	-	1,500	59,919	2.6%				
Professional Admin	Diversity Equity Inclusion Division	Associate Director	6	1.00	1.00	55,837	-	1,500	-	1,720	(0)	-	-	-	-	-	3,220	59,057	5.8%				
Professional Admin	Diversity Equity Inclusion Division	Coordinator - Stryker	1	1.00	1.00	48,047	-	-	-	1,441	(1,441)	-	-	-	-	-	-	48,047	0.0%				
Professional Admin	Diversity Equity Inclusion Division	Coordinator & Success Coach	2	1.00	1.00	49,955	-	1,500	-	1,544	0	-	-	-	-	-	3,044	52,999	6.1%				
Professional Admin	Diversity Equity Inclusion Division	COSI Coordinator	2	1.00	1.00	49,955	-	1,500	-	1,544	0	-	-	-	-	-	3,044	52,999	6.1%				
Professional Admin	Diversity Equity Inclusion Division	COSI Coordinator	2	.50	.50	24,205	-	1,500	-	771	24	-	(750)	796	-	-	2,295	26,500	9.5%				
Professional Admin	Diversity Equity Inclusion Division	COSI Coordinator/Success Coach	1	.50	.50	24,205	-	1,500	-	771	24	-	-	796	-	(750)	2,295	26,500	9.5%				
Professional Admin	Diversity Equity Inclusion Division	COSI Director	3	1.00	1.00	69,000	-	1,500	-	2,115	-	-	-	-	-	-	3,615	72,615	5.2%				
Professional Admin	Diversity Equity Inclusion Division	COSI Senior Coordinator	1	1.00	1.00	57,165	-	1,500	-	1,760	0	-	-	-	-	-	3,260	60,425	5.7%				
Professional Admin	Diversity Equity Inclusion Division	Dir Cesar Chavez Cultrl Cntr	1	1.00	1.00	75,000	-	1,500	-	2,295	-	-	-	-	-	-	3,795	78,795	5.1%				
Professional Admin	Diversity Equity Inclusion Division	Dir. Native American Cntr.	9	1.00	1.00	91,935	-	1,500	-	2,803	(0)	-	-	-	-	-	4,303	96,238	4.7%				
Professional Admin	Diversity Equity Inclusion Division	Director Marcus Garvey Center	2	1.00	1.00	64,639	-	1,500	-	1,984	(0)	-	-	-	-	-	3,484	68,123	5.4%				
Professional Admin	Diversity Equity Inclusion Division	Director of Veteran Services	1	1.00	1.00	64,244	-	1,500	-	1,972	(6,716)	-	-	-	-	(4,744)	(3,244)	61,000	-5.0%				
Professional Admin	Diversity Equity Inclusion Division	Director Women's Resource Ctr	11	1.00	1.00	66,376	-	1,500	-	2,036	(0)	-	-	-	-	(1,500)	3,536	69,912	5.3%				
Professional Admin	Diversity Equity Inclusion Division	Gender & Sexuality Director	7	1.00	1.00	78,340	-	1,500	-	2,395	(0)	-	-	-	-	-	3,895	82,235	5.0%				
Professional Admin	Diversity Equity Inclusion Division	Leadership Coordinator	1	1.00	1.00	49,488	-	1,500	-	1,530	0	-	-	-	-	-	3,030	52,518	6.1%				
Professional Admin	Diversity Equity Inclusion Division	Strategic Engagement Coord	10	1.00	1.00	54,812	-	1,500	-	1,689	(0)	-	-	-	-	-	3,189	58,001	5.8%				
Professional Admin	Diversity Equity Inclusion Division	Vice President of DEI	15	1.00	1.00	212,695	-	1,500	-	6,426	0	-	-	-	-	-	7,926	220,621	3.7%	194190	Deputy Chief Diversity Officer	105,000	210.1%
Professional Admin	Finance and Administration Division	Accountant	2	1.00	1.00	63,345	-	1,500	-	1,945	(2,790)	-	-	-	-	(845)	655	64,000	1.0%				
Professional Admin	Finance and Administration Division	Accountant	2	1.00	1.00	62,315	-	1,500	-	1,914	(0)	-	-	-	-	-	3,414	65,729	5.5%				
Professional Admin	Finance and Administration Division	Accountant	2	1.00	1.00	62,315	-	1,500	-	1,914	(0)	-	-	-	-	-	3,414	65,729	5.5%				
Professional Admin	Finance and Administration Division	Accounting Technician	1	1.00	1.00	49,440	-	1,500	-	1,528	(0)	-	-	-	-	-	3,028	52,468	6.1%				
Professional Admin	Finance and Administration Division	Administrative Aide	11	1.00	1.00	48,678	-	1,500	-	1,505	(0)	-	-	-	-	-	3,005	51,683	6.2%				
Professional Admin	Finance and Administration Division	Assistant Controller	2	1.00	1.00	100,585	-	1,500	-	3,063	0	-	-	-	-	-	4,563	105,148	4.5%				
Professional Admin	Finance and Administration Division	Assistant Director of Business Intelligence & Data Engineering	1	1.00	1.00	94,000	-	-	-	2,820	-	-	-	-	-	-	2,820	96,820	3.0%				
Professional Admin	Finance and Administration Division	Assistant Director of HR	4	1.00	1.00	83,901	-	1,500	-	2,562	(0)	-	-	-	-	-	4,062	87,963	4.8%	194030	Deputy Chief Human Resources Officer	119,090	73.9%
Professional Admin	Finance and Administration Division	Assistant Director of HR Ops & Analytics	5	1.00	1.00	77,000	-	1,500	-	2,355	-	-	-	-	-	-	3,855	80,855	5.0%				
Professional Admin	Finance and Administration Division	Assoc VP Administration	4	1.00	1.00	160,108	-	1,500	-	4,848	(0)	-	-	-	-	-	6,348	166,456	4.0%	131000	Chief Institutional Planning Officer	290,190	57.4%
Professional Admin	Finance and Administration Division	Asst Clery Compliance Officer	5	1.00	1.00	44,945	55	1,500	-	1,393	22,162	-	-	22,105	-	1,395	25,055	70,000	55.7%				
Professional Admin	Finance and Administration Division	Asst Dir Enterprise Svcs & Ap	7	1.00	1.00	90,000	-	-	-	2,700	-	-	-	-	-	2,700	2,700	92,700	3.0%				
Professional Admin	Finance and Administration Division	Asst Director of Support Svcs	8	1.00	1.00	103,515	-	1,500	-	3,150	(0)	-	-	-	-	-	4,650	108,165	4.5%				
Professional Admin	Finance and Administration Division	Asst Director Software Dev	8	1.00	1.00	104,167	-	1,500	-	3,170	(0)	-	-	-	-	-	4,670	108,837	4.5%				
Professional Admin	Finance and Administration Division	Asst Legal Counsel/Contract Sp	4	1.00	1.00	72,456	-	-	-	2,174	(6,032)	-	-	-	-	(5,856)	(3,856)	68,598	-5.3%				
Professional Admin	Finance and Administration Division	Asst VP Facilities Management	0	1.00	1.00	154,925	-	1,500	-	4,693	0	-	-	-	-	-	6,193	161,118	4.0%	121000	Chief Facilities Officer	161,514	99.8%
Professional Admin	Finance and Administration Division	Asst VP for Finance	2	1.00	1.00	165,000	-	-	-	4,950	(4,950)	-	-	-	-	-	-	165,000	0.0%	194010	Deputy Chief Financial Officer	143,589	114.9%
Professional Admin	Finance and Administration Division	Asst. Dir. Conference	1	1.00	1.00	61,800	-	1,500	-	1,899	-	-	-	-	-	-	3,399	65,199	5.5%				

Staff Type	VP Area	Title	Years in Position	Starting FTE	Ending FTE	Starting Salary	FLSA Change Amount	Mid-Year Increase	EQUIT Change Amount	ATB Increase	Other FY Increase	Compression/Inversion Change Amount	GRADE Change Amount	GROSS Change Amount	PROMO Change Amount	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	CUPA Code	CUPA Description	CUPA Median	% of CUPA
Professional Admin	Finance and Administration Division	Asst. to the Vice President	17	1.00	1.00	82,176	-	1,500	-	2,510	(0)	-	-	-	-	-	4,010	86,186	4.9%				
Professional Admin	Finance and Administration Division	Asst. VP for IT	9	1.00	1.00	180,000	-	1,500	-	5,445	-	-	-	-	-	-	6,945	186,945	3.9%	129000	Chief Information/IT Officer	212,286	88.1%
Professional Admin	Finance and Administration Division	Athletic Ticketing Manager	2	1.00	1.00	43,260	3,240	-	-	1,298	3,337	-	-	-	-	-	4,635	47,895	10.7%				
Professional Admin	Finance and Administration Division	Benefit Coordinator	1	1.00	1.00	58,000	-	1,500	-	1,785	-	-	-	-	-	-	3,285	61,285	5.7%				
Professional Admin	Finance and Administration Division	BI Developer & Data Engineer	11	1.00	1.00	69,173	-	1,500	-	2,120	(0)	-	-	-	-	-	3,620	72,793	5.2%				
Professional Admin	Finance and Administration Division	BI Developer & Report Writer	10	1.00	1.00	77,298	-	1,500	-	2,364	(2,364)	-	-	-	-	-	1,500	78,798	1.9%				
Professional Admin	Finance and Administration Division	Budget Director	4	1.00	1.00	122,200	-	1,500	-	3,711	-	-	-	-	-	-	5,211	127,411	4.3%	165000	Chief Budget Officer	141,750	89.9%
Professional Admin	Finance and Administration Division	Building Trades Manager	13	1.00	1.00	78,325	-	1,500	-	2,395	0	-	-	-	-	-	3,895	82,220	5.0%				
Professional Admin	Finance and Administration Division	Business Manager	7	1.00	1.00	65,894	-	1,500	-	2,022	0	-	-	-	-	-	3,522	69,416	5.3%				
Professional Admin	Finance and Administration Division	Business Service Coordinator	2	1.00	1.00	42,000	3,000	1,500	-	1,305	3,090	-	-	-	-	-	5,895	47,895	14.0%				
Professional Admin	Finance and Administration Division	Business Services Coordinator	7	1.00	1.00	49,808	-	1,500	-	1,539	6,606	-	-	6,606	-	-	9,645	59,453	19.4%				
Professional Admin	Finance and Administration Division	Business Systems Analyst	8	1.00	1.00	103,000	-	1,500	-	3,135	-	-	-	-	-	-	4,635	107,635	4.5%				
Professional Admin	Finance and Administration Division	Chief Information Security Off	9	1.00	1.00	128,655	-	1,500	-	3,905	1,341	-	-	1,341	-	-	6,746	135,401	5.2%	196260	Chief Campus IT Security Admr	143,850	94.1%
Professional Admin	Finance and Administration Division	Chief of University Police	1	1.00	1.00	149,350	-	1,500	-	4,526	1	-	-	-	-	-	6,026	155,376	4.0%	196080	Chief Campus Security Admr/Police Chief	120,000	129.5%
Professional Admin	Finance and Administration Division	Chief Procurement Officer	3	1.00	1.00	116,608	-	1,500	-	3,543	(0)	-	-	-	-	-	5,043	121,651	4.3%	166000	Chief Purchasing Officer	114,404	106.3%
Professional Admin	Finance and Administration Division	College Dir. of Technology	1	1.00	1.00	78,795	-	1,500	-	2,409	0	-	-	-	-	-	3,909	82,704	5.0%				
Professional Admin	Finance and Administration Division	Conference & Event Coordinator	1	1.00	1.00	44,016	984	1,500	-	1,365	(3,136)	-	-	-	-	-	(271)	43,745	-0.6%				
Professional Admin	Finance and Administration Division	Conference & Event Coordinator	2	1.00	1.00	44,016	2,484	-	-	1,320	(1,591)	-	-	-	-	-	(271)	43,745	-0.6%				
Professional Admin	Finance and Administration Division	Conference & Event Coordinator	1	1.00	1.00	42,471	4,029	-	-	1,274	(0)	-	-	-	-	(4,029)	1,274	43,745	3.0%				
Professional Admin	Finance and Administration Division	Conference & Event Coordinator	1	1.00	1.00	42,471	-	-	-	1,274	(0)	-	-	-	-	-	1,274	43,745	3.0%				
Professional Admin	Finance and Administration Division	Conference Coordinator	2	1.00	1.00	44,016	2,484	-	-	1,320	(1,591)	-	-	-	-	(4,029)	(271)	43,745	-0.6%				
Professional Admin	Finance and Administration Division	Controller	2	1.00	1.00	141,625	-	1,500	-	4,294	(4,419)	-	-	-	-	(125)	1,375	143,000	1.0%	161000	Chief Accounting Officer/Controller	142,827	100.1%
Professional Admin	Finance and Administration Division	Database Administrator	11	1.00	1.00	97,850	-	1,500	-	2,981	1	-	-	-	-	-	4,481	102,331	4.6%				
Professional Admin	Finance and Administration Division	Database Administrator	4	1.00	1.00	77,811	-	1,500	-	2,379	(0)	-	-	-	-	-	3,879	81,690	5.0%				
Professional Admin	Finance and Administration Division	Desktop Support Manager	6	1.00	1.00	75,000	-	1,500	-	2,295	13,905	-	-	13,500	-	-	17,700	92,700	23.6%				
Professional Admin	Finance and Administration Division	Dir. Institutional Reporting	7	1.00	1.00	124,418	-	1,500	-	3,778	20,304	-	-	20,134	-	-	25,582	150,000	20.6%	133000	Chief Institutional Research Officer	128,910	116.4%
Professional Admin	Finance and Administration Division	Dir. of App. and Databases	8	1.00	1.00	124,000	-	1,500	-	3,765	-	-	-	-	-	-	5,265	129,265	4.2%	196220	Chief Campus Enterprise Applications Admr	138,781	93.1%
Professional Admin	Finance and Administration Division	Dir. of Core Services	9	1.00	1.00	132,610	-	1,500	-	4,023	4,098	-	-	3,978	-	-	9,621	142,231	7.3%	196230	Chief Campus Acad Computing/Instr Tech Admr	155,203	91.6%
Professional Admin	Finance and Administration Division	Dir. UNC Card Office	29	1.00	1.00	88,016	-	1,500	-	2,685	(2,685)	-	-	-	-	-	1,500	89,516	1.7%				
Professional Admin	Finance and Administration Division	Director - University Center	10	1.00	1.00	84,972	-	1,500	-	2,594	18,680	-	-	18,136	-	-	22,774	107,746	26.8%	196300	Chief Campus Student Center Admr	93,631	115.1%
Professional Admin	Finance and Administration Division	Director of Campus Ticketing	4	1.00	1.00	57,431	-	1,500	-	1,768	0	-	-	-	-	-	3,268	60,699	5.7%				
Professional Admin	Finance and Administration Division	Director of Environ. Health	19	1.00	1.00	101,327	-	1,500	-	3,085	0	-	-	-	-	-	4,585	105,912	4.5%	196060	Chief Environmental Health & Safety Admr	109,533	96.7%
Professional Admin	Finance and Administration Division	Employment & Benefits Spec.	2	1.00	1.00	57,165	-	1,500	-	1,760	0	-	-	-	-	-	3,260	60,425	5.7%				
Professional Admin	Finance and Administration Division	Enrollment Data Analyst	2	1.00	1.00	75,300	-	1,500	-	2,304	-	-	-	-	-	-	3,804	79,104	5.1%				
Professional Admin	Finance and Administration Division	Environ Health & Safety Spec	4	1.00	1.00	60,152	-	1,500	-	1,850	0	-	-	-	-	-	3,350	63,502	5.6%				
Professional Admin	Finance and Administration Division	Environ Hlth & Safety Spec	7	1.00	1.00	60,898	-	1,500	-	1,872	0	-	-	-	-	-	3,372	64,270	5.5%				
Professional Admin	Finance and Administration Division	Environ Hlth/Safety Specialist	3	1.00	1.00	60,152	-	1,500	-	1,850	0	-	-	-	-	-	3,350	63,502	5.6%				
Professional Admin	Finance and Administration Division	Finance & Budget Analyst	1	1.00	1.00	76,220	-	11,780	-	2,640	-	-	-	-	-	-	14,420	90,640	18.9%				
Professional Admin	Finance and Administration Division	Finance & Budget Analyst	7	1.00	1.00	73,130	-	1,500	-	2,239	0	-	-	-	-	-	3,739	76,869	5.1%				
Professional Admin	Finance and Administration Division	Finance & Budget Analyst	16	.60	.60	56,171	-	900	-	1,712	(1,712)	-	-	-	-	-	900	57,071	1.6%				



Staff Type	VP Area	Title	Years in Position	Starting FTE	Ending FTE	Starting Salary	FLSA Change Amount	Mid-Year Increase	EQUIT Change Amount	ATB Increase	Other FY Increase	Compression/Inversion Change Amount	GRADE Change Amount	GROSS Change Amount	PROMO Change Amount	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	CUPA Code	CUPA Description	CUPA Median	% of CUPA
Professional Admin	Finance and Administration Division	Financial Analyst for IM&T	3	1.00	1.00	74,675	-	1,500	-	2,285	(0)	-	-	-	-	-	3,785	78,460	5.1%				
Professional Admin	Finance and Administration Division	HR Coordinator	2	1.00	1.00	50,000	-	1,500	-	1,545	(5,545)	-	-	-	-	(5,545)	(2,500)	47,500	-5.0%				
Professional Admin	Finance and Administration Division	HR Generalist	8	1.00	1.00	66,000	-	1,500	-	2,025	-	-	-	-	-	-	3,525	69,525	5.3%				
Professional Admin	Finance and Administration Division	Immunization Coordinator	12	1.00	1.00	48,734	-	1,500	-	1,507	6,468	-	-	6,468	-	-	9,475	58,209	19.4%				
Professional Admin	Finance and Administration Division	Insurance Coordinator	6	1.00	1.00	43,915	1,085	1,500	-	1,362	1,118	-	-	-	-	-	3,980	47,895	9.1%				
Professional Admin	Finance and Administration Division	Manager Custodial Services	15	1.00	1.00	66,592	-	1,500	-	2,043	0	-	-	-	-	-	3,543	70,135	5.3%				
Professional Admin	Finance and Administration Division	Manager Data Center & Soft Dev	5	1.00	1.00	92,700	-	-	-	2,781	(2,781)	-	-	-	-	-	-	92,700	0.0%				
Professional Admin	Finance and Administration Division	Manager, Energy & Sustainab	1	1.00	1.00	87,550	-	1,500	-	2,672	1	-	-	-	-	-	4,172	91,722	4.8%				
Professional Admin	Finance and Administration Division	Mgr Infrastructure & Acad Tech	1	1.00	1.00	90,000	-	-	-	2,700	-	-	-	-	-	-	2,700	92,700	3.0%				
Professional Admin	Finance and Administration Division	Mgr of Payroll	16	1.00	1.00	69,010	-	1,500	-	2,115	4,831	-	-	4,690	-	-	8,446	77,456	12.2%				
Professional Admin	Finance and Administration Division	Mgr. Landscaping and Grounds	3	1.00	1.00	86,112	-	1,500	-	2,628	(0)	-	-	-	-	-	4,128	90,240	4.8%				
Professional Admin	Finance and Administration Division	Network Engineer	1	1.00	1.00	80,340	-	1,500	-	2,455	(2,455)	-	-	-	-	-	1,500	81,840	1.9%				
Professional Admin	Finance and Administration Division	Networking & Security Engineer	2	1.00	1.00	80,000	-	1,500	-	2,445	-	-	-	-	-	-	3,945	83,945	4.9%				
Professional Admin	Finance and Administration Division	Organizational Developmt Spec.	1	1.00	1.00	61,923	-	1,500	-	1,903	(1,903)	-	-	-	-	-	1,500	63,423	2.4%				
Professional Admin	Finance and Administration Division	Police Captain	4	1.00	1.00	128,750	-	1,500	-	3,908	1	-	-	-	-	-	5,408	134,158	4.2%	801000	Police/Public Safety Supervisor	84,683	158.4%
Professional Admin	Finance and Administration Division	Police Communication Tech Spec	6	1.00	1.00	50,848	-	1,500	-	1,570	7,710	7,710	-	-	-	-	10,780	61,628	21.2%				
Professional Admin	Finance and Administration Division	Procurement Card Manager	3	1.00	1.00	58,886	-	1,500	-	1,812	0	-	-	-	-	-	3,312	62,198	5.6%				
Professional Admin	Finance and Administration Division	Project Coordinator	6	1.00	1.00	72,515	-	1,500	-	2,220	(0)	-	-	-	-	-	3,720	76,235	5.1%				
Professional Admin	Finance and Administration Division	Project Coordinator	0	1.00	1.00	71,585	-	1,500	-	2,193	0	-	-	-	-	-	3,693	75,278	5.2%				
Professional Admin	Finance and Administration Division	Project Coordinator	1	1.00	1.00	71,585	-	1,500	-	2,193	0	-	-	-	-	-	3,693	75,278	5.2%				
Professional Admin	Finance and Administration Division	Project Coordinator Fac Mngt	16	1.00	1.00	79,324	-	1,500	-	2,425	0	-	-	-	-	-	3,925	83,249	4.9%				
Professional Admin	Finance and Administration Division	Project Coordinator for Finance and Admin	0	.75	.75	103,761	-	1,125	-	3,147	(3,147)	-	-	-	-	-	1,125	104,886	1.1%				
Professional Admin	Finance and Administration Division	Purch & Contracts Specialist	3	1.00	1.00	65,100	-	1,500	-	1,998	-	-	-	-	-	-	3,498	68,598	5.4%				
Professional Admin	Finance and Administration Division	PVA Ticketing Manager	25	1.00	1.00	43,260	3,240	-	-	1,298	3,337	-	-	-	-	-	4,635	47,895	10.7%				
Professional Admin	Finance and Administration Division	Senior Accountant	2	1.00	1.00	80,989	-	1,500	-	2,475	0	-	-	-	-	-	3,975	84,964	4.9%				
Professional Admin	Finance and Administration Division	Senior BI Analyst	0	1.00	1.00	87,764	-	-	-	2,633	(2,633)	-	-	-	-	-	-	87,764	0.0%				
Professional Admin	Finance and Administration Division	Sr Network & Voice Engineer	7	1.00	1.00	97,850	-	1,500	-	2,981	1	-	-	-	-	-	4,481	102,331	4.6%				
Professional Admin	Finance and Administration Division	Sr. Finance and Budget Analyst	8	1.00	1.00	94,759	-	1,500	-	2,888	0	-	-	-	-	-	4,388	99,147	4.6%				
Professional Admin	Finance and Administration Division	Sr. VP for Fin & Admin and CFO	24	1.00	1.00	247,000	-	1,500	-	7,455	-	-	-	-	-	-	8,955	255,955	3.6%	107000	Chief Business Officer	283,794	90.2%
Professional Admin	Finance and Administration Division	Strategic Sourcing Specialist	5	1.00	1.00	67,219	-	1,500	-	2,062	0	-	-	-	-	-	3,562	70,781	5.3%				
Professional Admin	Finance and Administration Division	Technical Support Manager	1	1.00	1.00	77,811	-	1,500	-	2,379	11,010	-	-	10,689	-	-	14,889	92,700	19.1%				
Professional Admin	Finance and Administration Division	University Ombudsperson	1	1.00	1.00	70,000	-	1,500	-	2,145	-	-	-	-	-	-	3,645	73,645	5.2%				
Professional Admin	General Counsel Division	Associate General Counsel	0	1.00	1.00	230,248	-	-	-	6,907	0	-	-	-	-	-	6,908	237,155	3.0%	420000	Staff Attorney	128,253	184.9%
Professional Admin	General Counsel Division	Chief Conduct Officer	7	1.00	1.00	115,250	-	-	-	3,458	1	-	-	-	-	-	3,458	118,708	3.0%	167000	Chief AA/EO Officer	108,820	109.1%
Professional Admin	General Counsel Division	Executive Assistant	5	1.00	1.00	59,199	-	1,500	-	1,821	0	-	-	-	-	-	3,321	62,520	5.6%				
Professional Admin	General Counsel Division	Investigative Coordinator	2	1.00	1.00	74,500	-	-	-	2,235	-	-	-	-	-	-	2,235	76,735	3.0%				
Professional Admin	General Counsel Division	Investigative Coordinator & ADA Spc	4	1.00	1.00	75,118	-	1,500	-	2,299	(2,299)	-	-	-	-	-	1,500	76,618	2.0%				
Professional Admin	General Counsel Division	Investigator-Title IX & other	0	1.00	1.00	75,118	-	1,500	-	2,299	0	-	-	-	-	-	3,799	78,917	5.1%				
Professional Admin	General Counsel Division	VP General Counsel	0	1.00	1.00	205,000	-	1,500	-	6,195	-	-	-	-	-	-	7,695	212,695	3.8%	137000	Chief Legal Affairs Officer	221,929	95.8%
Professional Admin	President's Division	Academic Dean	1	1.00	1.00	375,000	-	1,500	-	11,295	-	-	-	-	-	-	12,795	387,795	3.4%	153280	Dean, Medicine	568,874	68.2%
Professional Admin	President's Division	Admin Other Full Benf	1	1.00	1.00	50,000	-	-	-	1,500	-	-	-	-	-	-	1,500	51,500	3.0%				
Professional Admin	President's Division	Admin Other Full Benf	1	1.00	1.00	40,500	8,000	1,500	-	1,260	8,240	-	-	-	-	-	11,000	51,500	27.2%				
Professional Admin	President's Division	Assist Diving Coach	7	.50	.50	22,256	-	1,500	-	713	1,281	-	-	244	-	-	3,494	25,750	15.7%				
Professional Admin	President's Division	Assist Football Coach	1	1.00	1.00	75,000	-	1,500	-	2,295	-	-	-	-	-	-	3,795	78,795	5.1%				
Professional Admin	President's Division	Assist Football Coach	1	1.00	1.00	72,337	-	-	-	2,170	(0)	-	-	-	-	-	2,170	74,507	3.0%				







Staff Type	VP Area	Title	Years in Position	Starting FTE	Ending FTE	Starting Salary	FLSA Change Amount	Mid-Year Increase	EQUIT Change Amount	ATB Increase	Other FY Increase	Compression/Inversion Change Amount	GRADE Change Amount	GROSS Change Amount	PROMO Change Amount	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	CUPA Code	CUPA Description	CUPA Median	% of CUPA
Professional Admin	Provost's Division	Dean of PVA	2	1.00	1.00	181,795	-	1,500	-	5,499	0	-	-	-	-	-	6,999	188,794	3.8%	153320	Dean, Performing Arts	213,333	88.5%
Professional Admin	Provost's Division	Dean of the College of Busines	3	1.00	1.00	250,000	-	-	-	7,500	(7,500)	-	-	-	-	-	-	250,000	0.0%	153060	Dean, Business	279,132	89.6%
Professional Admin	Provost's Division	Dean of University Libraries	3	1.00	1.00	101,455	-	1,500	-	3,089	0	-	-	-	-	-	4,589	106,044	4.5%	139000	Chief Library Officer	161,697	65.6%
Professional Admin	Provost's Division	Dean/Fac/Student Support Spec.	1	1.00	1.00	45,596	-	1,500	-	1,413	0	-	-	-	-	-	2,913	48,509	6.4%				
Professional Admin	Provost's Division	Digital Comm & Mrkt Specialist	8	1.00	1.00	56,752	-	1,500	-	1,748	0	-	-	-	-	-	3,248	60,000	5.7%				
Professional Admin	Provost's Division	Dir Colorado Cntr for Rural Ed	7	.25	.25	19,516	-	1,500	-	630	(1,158)	-	-	-	-	(528)	972	20,488	5.0%				
Professional Admin	Provost's Division	Dir of Instructional Design	7	1.00	1.00	73,291	-	1,500	-	2,244	0	-	-	-	-	-	3,744	77,035	5.1%				
Professional Admin	Provost's Division	Dir Small Business Dev Ctr	6	1.00	1.00	110,000	-	1,500	-	3,345	-	-	-	-	-	-	4,845	114,845	4.4%				
Professional Admin	Provost's Division	Dir. Academic Success	17	1.00	1.00	66,678	-	1,500	-	2,045	(0)	-	-	-	-	-	3,545	70,223	5.3%				
Professional Admin	Provost's Division	Dir. CUE	1	1.00	.75	103,579	-	1,500	-	3,152	(27,058)	-	-	-	-	(23,906)	(22,406)	81,173	-21.6%				
Professional Admin	Provost's Division	Dir. DO IT CENTER	0	.40	.20	35,750	-	1,500	-	1,118	(19,647)	-	-	-	-	(18,721)	(17,030)	18,720	-47.6%				
Professional Admin	Provost's Division	Dir. McNair Scholars	12	1.00	1.00	65,199	-	1,500	-	2,001	0	-	-	-	-	-	3,501	68,700	5.4%				
Professional Admin	Provost's Division	Dir. of Cumbres	9	1.00	1.00	94,400	-	1,500	-	2,877	-	-	-	-	-	-	4,377	98,777	4.6%				
Professional Admin	Provost's Division	Dir. of the Tointon Institute	22	.83	.83	111,415	-	1,500	-	3,387	(282)	-	-	-	-	-	4,625	116,040	4.2%				
Professional Admin	Provost's Division	Dir. Res & Sponsored Prog	1	1.00	1.00	110,818	-	1,500	-	3,370	(3,370)	-	-	-	-	-	1,500	112,318	1.4%	176000	Chief Sponsored Research/Programs Admr	125,636	89.4%
Professional Admin	Provost's Division	Director	5	1.00	1.00	61,000	-	-	-	1,830	-	-	-	-	-	-	1,830	62,830	3.0%				
Professional Admin	Provost's Division	Director - CETL	3	1.00	1.00	84,737	-	1,500	-	2,587	(2,587)	-	-	-	-	-	1,500	86,237	1.8%				
Professional Admin	Provost's Division	Director - EBS Advising	2	1.00	1.00	63,345	-	1,500	-	1,945	(0)	-	-	-	-	-	3,445	66,790	5.4%				
Professional Admin	Provost's Division	Director - School	1	1.00	1.00	149,468	-	1,500	-	4,529	(0)	-	-	-	-	-	6,029	155,497	4.0%				
Professional Admin	Provost's Division	Director - School	0	1.00	1.00	130,596	-	1,500	-	3,963	0	-	-	-	-	-	5,463	136,059	4.2%				
Professional Admin	Provost's Division	Director - School	1	1.00	1.00	120,382	-	1,500	-	3,656	(0)	-	-	-	-	-	5,156	125,538	4.3%				
Professional Admin	Provost's Division	Director - School	1	1.00	1.00	109,587	-	1,500	-	3,333	0	-	-	-	-	-	4,833	114,420	4.4%				
Professional Admin	Provost's Division	Director - School	1	1.00	1.00	87,121	-	1,500	-	2,659	16,427	-	-	-	-	16,427	20,586	107,707	23.6%				
Professional Admin	Provost's Division	Director - School	1	1.00	1.00	82,101	-	1,500	-	2,508	(0)	-	-	-	-	-	4,008	86,109	4.9%				
Professional Admin	Provost's Division	Director MCB Advising	8	1.00	1.00	67,671	-	1,500	-	2,075	(0)	-	-	-	-	-	3,575	71,246	5.3%				
Professional Admin	Provost's Division	Director of Academic Advising	4	1.00	1.00	73,022	-	1,500	-	2,236	0	-	-	-	-	-	3,736	76,758	5.1%				
Professional Admin	Provost's Division	Director of Advising	7	1.00	1.00	58,419	-	1,500	-	1,798	0	-	-	-	-	-	3,298	61,717	5.6%				
Professional Admin	Provost's Division	Director of Assessment	1	1.00	1.00	77,000	-	1,500	-	2,355	-	-	-	-	-	-	3,855	80,855	5.0%				
Professional Admin	Provost's Division	Director of Galleries	2	1.00	1.00	53,689	-	-	-	1,611	0	-	-	-	-	-	1,611	55,300	3.0%				
Professional Admin	Provost's Division	Director of Institutional Research	3	1.00	1.00	118,244	-	1,500	-	3,592	(0)	-	-	-	-	-	5,092	123,336	4.3%				
Professional Admin	Provost's Division	Director of Program Operations	4	1.00	1.00	67,962	-	1,500	-	2,084	8,454	-	-	8,454	-	-	12,038	80,000	17.7%				
Professional Admin	Provost's Division	Director of Tutorial Services	15	1.00	1.00	66,678	-	1,500	-	2,045	(0)	-	-	-	-	-	3,545	70,223	5.3%				
Professional Admin	Provost's Division	Director Study Abroad	2	1.00	1.00	62,315	-	1,500	-	1,914	(1,914)	-	-	-	-	-	1,500	63,815	2.4%				
Professional Admin	Provost's Division	Director-Intensive English	5	1.00	1.00	64,818	-	1,500	-	1,990	0	-	-	-	-	-	3,490	68,308	5.4%				
Professional Admin	Provost's Division	Director-Social Research Lab	2	.75	.75	39,321	-	1,500	-	1,225	(387)	-	-	-	-	-	2,338	41,659	5.9%				
Professional Admin	Provost's Division	EBS Academic Advisor	2	1.00	1.00	49,873	-	1,500	-	1,541	(0)	-	-	-	-	-	3,041	52,914	6.1%				
Professional Admin	Provost's Division	Edu Prep Quality Assur & Sch P	7	1.00	1.00	44,615	1,885	-	-	1,338	2,047	-	-	-	-	1,500	3,385	48,000	7.6%				
Professional Admin	Provost's Division	Educator Prep Field Placement	1	1.00	.90	52,629	-	1,500	-	1,624	(5,575)	-	-	-	-	(5,575)	(2,451)	50,178	-4.7%				
Professional Admin	Provost's Division	Exec Dir Center for Int'l Educ	5	1.00	1.00	86,417	-	1,500	-	2,638	20,644	-	-	20,043	-	-	24,782	111,199	28.7%	196050	Chief Campus International Ed Admr	123,397	90.1%
Professional Admin	Provost's Division	Executive Dir Extended Campus	2	1.00	1.00	159,908	-	1,500	-	4,842	(0)	-	-	-	-	-	6,342	166,250	4.0%	196040	Chief Campus Distance Education Admr	124,115	133.9%
Professional Admin	Provost's Division	Executive Director	13	1.00	1.00	69,188	-	1,500	-	2,121	0	-	-	-	-	-	3,621	72,809	5.2%				
Professional Admin	Provost's Division	Executive Director GOAL	4	1.00	1.00	65,199	-	1,500	-	2,001	0	-	-	-	-	-	3,501	68,700	5.4%				
Professional Admin	Provost's Division	Fiscal Manager	2	1.00	1.00	47,376	-	1,500	-	1,466	(0)	-	-	-	-	-	2,966	50,342	6.3%				
Professional Admin	Provost's Division	GOAL Academic Coordinator	3	1.00	1.00	44,084	5,916	-	-	1,323	6,093	-	-	-	-	-	7,416	51,500	16.8%				
Professional Admin	Provost's Division	GOAL Director Campus Inclusion	7	1.00	1.00	57,320	-	1,500	-	1,765	0	-	-	-	-	-	3,265	60,585	5.7%				
Professional Admin	Provost's Division	GOAL Outreach Ambassador	1	.49	.49	16,577	-	-	-	497	(497)	-	-	-	-	-	-	16,577	0.0%				
Professional Admin	Provost's Division	GOAL Outreach Ambassador	1	.49	.49	16,577	-	-	-	497	(497)	-	-	-	-	-	-	16,577	0.0%				
Professional Admin	Provost's Division	Grad Student & Faculty Support	2	1.00	1.00	48,808	-	1,500	-	1,509	(0)	-	-	-	-	-	3,009	51,817	6.2%				
Professional Admin	Provost's Division	Graduate Clinical Compliance and Program Management Specialist	13	1.00	1.00	50,034	-	1,500	-	1,546	(0)	-	-	-	-	-	3,046	53,080	6.1%				
Professional Admin	Provost's Division	Grant Accounting Specialist	1	1.00	1.00	66,950	-	1,500	-	2,054	1	-	-	-	-	-	3,554	70,504	5.3%				
Professional Admin	Provost's Division	Grants & Contracts Admin	4	1.00	1.00	62,016	-	1,500	-	1,905	11,829	-	-	11,484	-	-	15,234	77,250	24.6%				
Professional Admin	Provost's Division	Grants & Contracts Admin	1	1.00	1.00	56,650	-	1,500	-	1,745	12,206	-	-	11,850	-	-	15,450	72,100	27.3%				
Professional Admin	Provost's Division	Grants & Contracts Administr	3	1.00	1.00	59,000	-	-	-	1,770	-	-	-	-	-	-	1,770	60,770	3.0%				





Staff Type	VP Area	Title	Years in Position	Starting FTE	Ending FTE	Starting Salary	FLSA Change Amount	Mid-Year Increase	EQUIT Change Amount	ATB Increase	Other FY Increase	Compression/Inversion Change Amount	GRADE Change Amount	GROSS Change Amount	PROMO Change Amount	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	CUPA Code	CUPA Description	CUPA Median	% of CUPA
Professional Admin	Student Affairs Division	Admission Counselor	1	1.00	1.00	42,500	6,000	1,500	-	1,320	6,180	-	-	-	-	-	9,000	51,500	21.2%				
Professional Admin	Student Affairs Division	Admission Counselor	1	1.00	1.00	42,500	6,000	1,500	-	1,320	6,180	-	-	-	-	-	9,000	51,500	21.2%				
Professional Admin	Student Affairs Division	Admission Counselor	2	1.00	1.00	42,500	6,000	1,500	-	1,320	6,180	-	-	-	-	-	9,000	51,500	21.2%				
Professional Admin	Student Affairs Division	Assist Reg/OES & Compliance	8	1.00	1.00	75,000	-	1,500	-	2,295	-	-	-	-	-	-	3,795	78,795	5.1%				
Professional Admin	Student Affairs Division	Assistant Dean of Student Development	4	1.00	1.00	80,000	-	1,500	-	2,445	-	-	-	-	-	-	3,945	83,945	4.9%				
Professional Admin	Student Affairs Division	Assistant Dir Advocacy Svcs	4	1.00	1.00	57,920	-	1,500	-	1,783	0	-	-	-	-	-	3,283	61,203	5.7%				
Professional Admin	Student Affairs Division	Assistant Director	1	1.00	1.00	58,195	-	1,500	-	1,791	(1,791)	-	-	-	-	-	1,500	59,695	2.6%				
Professional Admin	Student Affairs Division	Assistant Director DRC	3	1.00	1.00	64,929	-	-	-	1,948	(1,948)	-	-	-	-	-	-	64,929	0.0%				
Professional Admin	Student Affairs Division	Assistant Director of Undergrad Operations	1	1.00	1.00	61,000	-	1,500	-	1,875	-	-	-	-	-	-	3,375	64,375	5.5%				
Professional Admin	Student Affairs Division	Assistant Registrar	2	1.00	1.00	75,000	-	1,500	-	2,295	-	-	-	-	-	-	3,795	78,795	5.1%				
Professional Admin	Student Affairs Division	Assoc Dir Employer Engagement	5	1.00	1.00	64,240	-	-	-	1,927	(1,927)	-	-	-	-	-	-	64,240	0.0%				
Professional Admin	Student Affairs Division	Assoc Dir Events & Orient.	0	1.00	1.00	66,950	-	1,500	-	2,054	1	-	-	-	-	-	3,554	70,504	5.3%				
Professional Admin	Student Affairs Division	Assoc Dir of Admissions	2	1.00	1.00	74,000	-	1,500	-	2,265	-	-	-	-	-	-	3,765	77,765	5.1%				
Professional Admin	Student Affairs Division	Assoc Dir of Recruit Outreach	5	1.00	1.00	70,000	-	1,500	-	2,145	-	-	-	-	-	-	3,645	73,645	5.2%				
Professional Admin	Student Affairs Division	Assoc. Dir. Financial Aid	6	1.00	1.00	89,250	-	1,500	-	2,723	1	-	-	-	-	-	4,223	93,473	4.7%				
Professional Admin	Student Affairs Division	Associate Director Campus Recr	11	1.00	1.00	70,155	-	1,500	-	2,150	(4,795)	-	-	2,462	-	(7,117)	(1,145)	69,010	-1.6%				
Professional Admin	Student Affairs Division	Associate Director for Residential Education	6	1.00	1.00	68,495	-	1,500	-	2,100	0	-	-	-	-	-	3,600	72,095	5.3%				
Professional Admin	Student Affairs Division	Associate Director of Operations Training and Compliance	2	1.00	1.00	75,000	-	1,500	-	2,295	-	-	-	-	-	-	3,795	78,795	5.1%				
Professional Admin	Student Affairs Division	Associate Registrar	2	1.00	1.00	82,000	-	1,500	-	2,505	-	-	-	-	-	-	4,005	86,005	4.9%				
Professional Admin	Student Affairs Division	Associate VP of Enrollment	1	1.00	1.00	171,495	-	1,500	-	5,190	0	-	-	-	-	-	6,690	178,185	3.9%	115000	Chief Enrollment Management Officer	218,174	81.7%
Professional Admin	Student Affairs Division	Asst Dean of Student Life	15	1.00	1.00	84,803	-	1,500	-	2,589	12,048	-	-	-	-	11,697	16,137	100,940	19.0%				
Professional Admin	Student Affairs Division	Asst Dir - Competitive Sports	1	1.00	1.00	54,075	-	1,500	-	1,667	(0)	-	-	-	-	-	3,167	57,242	5.9%				
Professional Admin	Student Affairs Division	Asst Dir - Outdoor Pursuits	2	1.00	1.00	54,075	-	-	-	1,622	(0)	-	-	-	-	-	1,622	55,697	3.0%				
Professional Admin	Student Affairs Division	Asst Dir Fin Aid & Schlrshps	8	1.00	1.00	70,396	-	1,500	-	2,157	0	-	-	-	-	-	3,657	74,053	5.2%				
Professional Admin	Student Affairs Division	Asst Dir of Facilities/Oper.	7	1.00	1.00	54,075	-	1,500	-	1,667	(1,545)	-	-	-	-	(1,500)	1,622	55,697	3.0%				
Professional Admin	Student Affairs Division	Asst Dir of Financial Aid for Customer Service & Outreach for Campus & Community Relations	2	1.00	1.00	65,000	8,500	1,500	-	1,995	8,755	-	-	-	-	-	12,250	77,250	18.8%				
Professional Admin	Student Affairs Division	Asst Dir Regional Recruitment	3	1.00	1.00	60,500	500	1,500	-	1,860	515	-	-	-	-	-	3,875	64,375	6.4%				
Professional Admin	Student Affairs Division	Asst Director - Prevention	5	1.00	1.00	55,105	-	1,500	-	1,698	5,042	-	-	4,895	-	-	8,240	63,345	15.0%				
Professional Admin	Student Affairs Division	Asst VP for Wellness & Support	1	1.00	1.00	125,000	-	1,500	-	3,795	-	-	-	-	-	-	5,295	130,295	4.2%	415120	Head, Campus Recreation/Intramurals	99,152	131.4%
Professional Admin	Student Affairs Division	Asst. Dir Housing & Dining ASC	10	1.00	1.00	67,000	-	-	-	2,010	-	-	-	-	-	-	2,010	69,010	3.0%				
Professional Admin	Student Affairs Division	AVP - Student Engagement & DOS	1	1.00	1.00	172,000	-	1,500	-	5,205	-	-	-	-	-	-	6,705	178,705	3.9%	194170	Deputy Chief Student Affairs	141,856	126.0%
Professional Admin	Student Affairs Division	Bear Central Specialist	1	1.00	1.00	50,000	-	-	-	1,500	-	-	-	-	-	-	1,500	51,500	3.0%				
Professional Admin	Student Affairs Division	Bursar	24	1.00	1.00	91,606	-	1,500	-	2,793	(0)	-	-	-	-	-	4,293	95,899	4.7%				
Professional Admin	Student Affairs Division	Career Counselor	1	1.00	1.00	51,096	-	1,500	-	1,578	(1,578)	-	-	-	-	-	1,500	52,596	2.9%				
Professional Admin	Student Affairs Division	Career Counselor	2	1.00	1.00	51,096	-	1,500	-	1,578	0	-	-	-	-	-	3,078	54,174	6.0%				
Professional Admin	Student Affairs Division	Case Manager/Staff Counselor	3	1.00	1.00	58,419	-	1,500	-	1,798	0	-	-	-	-	-	3,298	61,717	5.6%				
Professional Admin	Student Affairs Division	Communications Coordinator	10	1.00	1.00	49,116	2,500	1,500	-	1,518	2,575	-	-	-	-	-	5,593	54,709	11.4%				
Professional Admin	Student Affairs Division	Communications Strategist	1	1.00	1.00	58,195	-	-	-	1,746	0	-	-	-	-	-	1,746	59,941	3.0%				
Professional Admin	Student Affairs Division	Community Director	1	1.00	1.00	50,000	-	-	-	1,500	(1,500)	-	-	-	-	-	-	50,000	0.0%				
Professional Admin	Student Affairs Division	Community Director	1	1.00	1.00	45,835	-	1,500	-	1,420	2,745	-	-	-	-	-	5,665	51,500	12.4%				
Professional Admin	Student Affairs Division	Community Director	1	1.00	1.00	44,500	4,000	1,500	-	1,380	2,620	-	-	-	-	(1,500)	5,500	50,000	12.4%				
Professional Admin	Student Affairs Division	Contracts & Operations Coord	1	1.00	1.00	49,765	-	1,500	-	1,538	0	-	-	-	-	-	3,038	52,803	6.1%				
Professional Admin	Student Affairs Division	Coord Competitive Sports	1	1.00	1.00	43,199	5,000	1,500	-	1,341	9,657	-	-	4,376	-	-	12,498	55,697	28.9%				
Professional Admin	Student Affairs Division	Coord of Campus Visits	1	1.00	1.00	46,350	2,150	1,500	-	1,436	2,215	-	-	-	-	-	5,150	51,500	11.1%				
Professional Admin	Student Affairs Division	Coord of Fitness & Wellness	0	1.00	1.00	41,941	5,000	1,500	-	1,303	6,756	-	-	1,559	-	-	9,559	51,500	22.8%				
Professional Admin	Student Affairs Division	Coordinator - Outdoor Pursuits	1	1.00	1.00	43,199	3,500	1,500	-	1,341	5,460	-	-	1,801	-	-	8,301	51,500	19.2%				
Professional Admin	Student Affairs Division	Coordinator for Conduct and Wellbeing	1	1.00	1.00	57,000	-	1,500	-	1,755	-	-	-	-	-	-	3,255	60,255	5.7%				
Professional Admin	Student Affairs Division	Coordinator for Curriculum, Assessment, and Communications	1	1.00	1.00	56,500	-	-	-	1,695	-	-	-	-	-	-	1,695	58,195	3.0%				
Professional Admin	Student Affairs Division	Coordinator of Facilities	2	1.00	1.00	43,199	5,000	1,500	-	1,341	3,960	-	-	301	-	-	6,801	50,000	15.7%				





Staff Type	VP Area	Title	Years in Position	Starting FTE	Ending FTE	Starting Salary	FLSA Change Amount	Mid-Year Increase	EQUIT Change Amount	ATB Increase	Other FY Increase	Compression/Inversion Change Amount	GRADE Change Amount	GROSS Change Amount	PROMO Change Amount	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	CUPA Code	CUPA Description	CUPA Median	% of CUPA
Professional Admin	Student Affairs Division	Senior Business Manager	18	.50	.75	39,277	-	1,500	-	1,223	19,842	-	-	-	-	19,264	22,565	61,842	57.5%				
Professional Admin	Student Affairs Division	Senior Case Manager	3	1.00	1.00	58,558	-	1,500	-	1,802	0	-	-	-	-	-	3,302	61,860	5.6%				
Professional Admin	Student Affairs Division	Slate CRM Support	3	1.00	1.00	44,859	6,141	-	-	1,346	6,325	-	-	-	-	-	7,671	52,530	17.1%				
Professional Admin	Student Affairs Division	Sr. Financial Aid Counselor	16	1.00	1.00	46,708	4,292	-	-	1,401	4,421	-	-	-	-	-	5,822	52,530	12.5%				
Professional Admin	Student Affairs Division	Staff Psychologist	2	.75	.50	39,784	-	1,500	-	1,239	13,658	-	-	-	-	13,261	16,397	56,181	41.2%				
Professional Admin	Student Affairs Division	Staff Psychologist	2	.55	1.00	38,409	-	-	-	1,152	13,999	-	-	-	-	13,591	15,151	53,560	39.4%				
Professional Admin	Student Affairs Division	Staff Psychologist	4	.50	.50	33,475	-	1,500	-	1,049	(772)	-	-	-	-	-	1,777	35,252	5.3%				
Professional Admin	Student Affairs Division	Staff Psychologist-LPC	17	.75	.75	56,087	-	1,500	-	1,728	(387)	-	-	-	-	-	2,841	58,928	5.1%				
Professional Admin	Student Affairs Division	Student Services Manager	3	1.00	1.00	58,000	-	1,500	3,000	1,785	3,090	-	-	-	-	-	6,375	64,375	11.0%				
Professional Admin	Student Affairs Division	Student Support Specialist	2	1.00	1.00	48,291	-	1,500	-	1,494	0	-	-	-	-	-	2,994	51,285	6.2%				
Professional Admin	Student Affairs Division	Student Systems Administrator	1	1.00	1.00	70,555	-	1,500	-	2,162	0	-	-	-	-	-	3,662	74,217	5.2%				
Professional Admin	Student Affairs Division	Training and Outreach Specialist	1	1.00	1.00	49,031	-	1,500	-	1,516	0	-	-	-	-	-	3,016	52,047	6.2%				
Professional Admin	Student Affairs Division	Transfer Admission Counselor	1	1.00	1.00	47,000	1,500	1,500	-	1,455	1,545	-	-	-	-	-	4,500	51,500	9.6%				
Professional Admin	Student Affairs Division	Transfer Admissions Counselor	1	1.00	1.00	43,775	4,725	1,500	-	1,358	4,867	-	-	-	-	1,500	7,725	51,500	17.6%				
Professional Admin	Student Affairs Division	Transfer Evaluator	3	1.00	1.00	48,997	2,003	1,500	-	1,515	2,063	-	-	-	-	-	5,078	54,075	10.4%				
Professional Admin	Student Affairs Division	VP for Student Affairs	1	1.00	1.00	238,445	-	1,500	-	7,198	(0)	-	-	-	-	-	8,698	247,143	3.6%	145000	Chief Student Affairs/Student Life Officer	221,450	111.6%
Professional Admin	University Advancement Division	Assist Dir Alumni Relations	1	1.00	1.00	54,590	-	-	-	1,638	422	-	-	-	-	410	2,060	56,650	3.8%				
Professional Admin	University Advancement Division	Assist Vice Pres Development	2	1.00	1.00	165,985	-	1,500	-	5,025	0	-	-	-	-	-	6,525	172,510	3.9%	194060	Deputy Chief Advancement/Develop Officer	154,876	111.4%
Professional Admin	University Advancement Division	Assoc Dir of Development	2	1.00	1.00	65,000	-	1,500	-	1,995	(1,545)	-	-	-	-	(1,500)	1,950	66,950	3.0%				
Professional Admin	University Advancement Division	Assoc Dir Records Administ	2	1.00	1.00	59,534	-	1,500	-	1,831	(0)	-	-	-	-	-	3,331	62,865	5.6%				
Professional Admin	University Advancement Division	Assoc Director Alumni Relation	3	1.00	1.00	63,077	-	1,500	-	1,937	(0)	-	-	-	-	-	3,437	66,514	5.4%				
Professional Admin	University Advancement Division	Assoc Director of Gift Admin	4	1.00	1.00	58,419	-	-	-	1,753	1,628	-	-	-	-	-	3,381	61,800	5.8%				
Professional Admin	University Advancement Division	Associate Director of Digital Marketing	7	1.00	1.00	64,000	-	-	-	1,920	-	-	-	-	-	-	1,920	65,920	3.0%				
Professional Admin	University Advancement Division	Asst Director Annual Giving	4	1.00	1.00	55,000	-	-	-	1,650	-	-	-	-	-	-	1,650	56,650	3.0%				
Professional Admin	University Advancement Division	Asst to the Vice President	6	1.00	1.00	75,808	-	1,500	-	2,319	(0)	-	-	-	-	-	3,819	79,627	5.0%				
Professional Admin	University Advancement Division	Asst VP for Marketing	1	1.00	1.00	154,500	-	1,500	-	4,680	-	-	-	-	-	-	6,180	160,680	4.0%	141000	Chief Public Relations Officer	154,582	103.9%
Professional Admin	University Advancement Division	AVP- Alumni Relations	9	1.00	1.00	135,445	-	1,500	-	4,108	(0)	-	-	-	-	-	5,608	141,053	4.1%	196400	Chief Campus Alumni Affairs Admr	112,000	125.9%
Professional Admin	University Advancement Division	Bilingual Communication Strat.	1	1.00	1.00	55,000	-	1,500	-	1,695	-	-	-	-	-	-	3,195	58,195	5.8%				
Professional Admin	University Advancement Division	Dev & Alumni Communications Mg	2	1.00	1.00	58,330	-	1,500	-	1,795	(4,975)	-	-	-	-	-	(1,680)	56,650	-2.9%				
Professional Admin	University Advancement Division	Dir - Univ News and Public Rel	2	1.00	1.00	86,417	-	1,500	-	2,638	21,715	-	-	21,083	-	3,270	25,853	112,270	29.9%				
Professional Admin	University Advancement Division	Dir Corporate & Foundation Rel	4	1.00	1.00	92,000	-	1,500	-	2,805	-	-	-	-	-	-	4,305	96,305	4.7%	196380	Chief Campus Corp/Foundation Relations Admr	100,540	95.8%
Professional Admin	University Advancement Division	Director Advancement Services	3	1.00	1.00	77,250	-	1,500	-	2,363	1	-	-	-	-	-	3,863	81,113	5.0%				
Professional Admin	University Advancement Division	Director of Development	4	1.00	1.00	103,309	-	1,500	-	3,144	(15,953)	-	-	-	-	(12,809)	(11,309)	92,000	-10.9%				
Professional Admin	University Advancement Division	Director of Development	2	1.00	1.00	95,000	-	1,500	-	2,895	-	-	-	-	-	-	4,395	99,395	4.6%				
Professional Admin	University Advancement Division	Director of University Events	10	1.00	1.00	80,000	-	1,500	-	2,445	(2,445)	-	-	-	-	(2,445)	1,500	81,500	1.9%				
Professional Admin	University Advancement Division	Director of Web Strategy & Design	1	1.00	1.00	100,000	-	1,500	-	3,045	-	-	-	-	-	3,045	4,545	104,545	4.5%				
Professional Admin	University Advancement Division	Donor Relations Coordinator	1	1.00	1.00	51,500	-	1,500	-	1,590	4,635	-	-	-	-	4,500	7,725	59,225	15.0%				
Professional Admin	University Advancement Division	Events Coordinator	2	1.00	1.00	49,000	-	1,500	-	1,515	(515)	-	-	-	-	(500)	2,500	51,500	5.1%				
Professional Admin	University Advancement Division	Exec Dir Creative Services	1	1.00	1.00	108,150	-	1,500	-	3,290	1	-	-	-	-	3,290	4,790	112,940	4.4%				
Professional Admin	University Advancement Division	Executive Director of Marketing	1	1.00	1.00	105,000	-	1,500	-	3,195	-	-	-	-	-	-	4,695	109,695	4.5%				
Professional Admin	University Advancement Division	Graphic/Web Designer	12	1.00	1.00	58,000	-	-	-	1,740	-	-	-	-	-	1,740	1,740	59,740	3.0%				
Professional Admin	University Advancement Division	Market Development Manager	9	.60	1.00	45,060	-	1,500	-	1,397	41,138	-	-	-	-	39,940	44,035	89,095	97.7%				
Professional Admin	University Advancement Division	Photographer/Graphic Designer	16	1.00	1.00	63,773	-	1,500	-	1,958	(0)	-	-	-	-	1,958	3,458	67,231	5.4%				
Professional Admin	University Advancement Division	Project Coordinator	1	1.00	1.00	47,895	1,500	-	-	1,437	2,168	-	-	-	-	-	3,605	51,500	7.5%				
Professional Admin	University Advancement Division	Project Coordinator	1	1.00	1.00	47,000	1,500	-	-	1,410	1,545	-	-	-	-	-	2,955	49,955	6.3%				

Staff Type	VP Area	Title	Years in Position	Starting FTE	Ending FTE	Starting Salary	FLSA Change Amount	Mid-Year Increase	EQUIT Change Amount	ATB Increase	Other FY Increase	Compression/Inversion Change Amount	GRADE Change Amount	GROSS Change Amount	PROMO Change Amount	OTHER Change Amount	Total Salary Increase	Ending Salary	Percent Increase	CUPA Code	CUPA Description	CUPA Median	% of CUPA
Professional Admin	University Advancement Division	Public Relations Strategist	2	1.00	1.00	58,195	-	1,500	-	1,791	0	-	-	-	-	-	3,291	61,486	5.7%				
Professional Admin	University Advancement Division	Research & Prospect Manager	3	1.00	1.00	69,834	-	1,500	-	2,140	(0)	-	-	-	-	-	3,640	73,474	5.2%				
Professional Admin	University Advancement Division	Senior Dir of Annual Giving	5	1.00	1.00	112,940	-	1,500	-	3,433	(0)	-	-	-	-	-	4,933	117,873	4.4%	196370	Chief Campus Annual Giving Admr	119,962	98.3%
Professional Admin	University Advancement Division	Senior Director of Development	1	1.00	1.00	115,000	-	1,500	-	3,495	-	-	-	-	-	-	4,995	119,995	4.3%	437100	Head of Development, College/Division		
Professional Admin	University Advancement Division	Senior Graphic Designer	13	1.00	1.00	70,000	-	1,500	-	2,145	-	-	-	-	-	2,145	3,645	73,645	5.2%				
Professional Admin	University Advancement Division	Senior Videographer & Producer	10	1.00	1.00	77,250	-	1,500	-	2,363	1	-	-	-	-	2,363	3,863	81,113	5.0%				
Professional Admin	University Advancement Division	Sr Director of Development	4	1.00	1.00	95,000	-	-	-	2,850	-	-	-	-	-	-	2,850	97,850	3.0%				
Professional Admin	University Advancement Division	Univ Advancement Assistant	1	1.00	1.00	46,350	-	-	-	1,391	1,700	-	-	-	-	1,650	3,090	49,440	6.7%				
Professional Admin	University Advancement Division	VP for University Advancement	6	1.00	1.00	223,356	-	1,500	-	6,746	20,600	-	-	20,000	-	-	28,846	252,202	12.9%	113000	Chief Development/Advancement Officer	247,046	102.1%
Professional Admin	University Advancement Division	Web Developer	1	1.00	1.00	75,000	-	1,500	-	2,295	-	-	-	-	-	2,295	3,795	78,795	5.1%				
																		2,713,318					97.5%

**Notes:**  
 UNC Data: 11/01/2022 - 10/31/2023  
 The CUPA Median is the full median, unadjusted for Years in Position. There is no data available for median years in position to adjust the overall median.  
 The CUPA comparison data is only available for roles that have direct comparisons at our peer institutions and is missing for the majority of the PA roles due to exact matches not being currently available.

**Increase Type Overview:**  
 Classified Other - The state mandated 5% annual increase on the July 1 salary. We applied a total fo a 5% increase and included the mid-year increase in the 5% , so an "other" adjustment was made for most classified staff  
 Other FY Other increases applied at the start of the fiscal year  
 Other Miscellaneous increases - discretionary increases: counteroffers, market adjustments  
 Mid-Year January base building increases applied to all faculty and staff actively working at the time of the increase  
 Gross Increase in base salary, used for a variety of pay changes  
 FLSA Increase due to federal increase for FLSA minimum salary for employees exempt from overtime earnings  
 Compression/Inversion Adjustments for compression/ inversion as a result of annual increases  
 ATB % increase applied to all staff  
 Promo Promotion - increase in responsibilities  
 Equity Review of internal equity - increases for inequities identified  
 Grade/Band The pay range assigned to a position 1