

SREB Classification (Study Group): Four-Year 1

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
101.00 CEO/SYSTEM	303,180	295,900	215,000	387,500	222,000	232,500	268,360	338,860	377,500	383,500	5	
101.10 Asst to CEO, System	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
102.00 CEO, Single Inst*	310,125	300,000	172,550	490,000	250,173	254,992	284,243	325,963	349,001	354,799	26	
102.10 Asst to CEO, Single*	117,294	120,831	80,000	167,175	82,024	90,502	100,000	125,000	139,008	151,930	14	
103.00 Exec Vice Pres*	243,546	248,050	180,000	325,000	187,000	198,500	211,500	253,864	288,250	316,500	9	
201.00 Chief Acad Off*	222,318	225,000	126,838	300,000	193,200	200,200	211,200	227,814	255,000	259,600	25	
201.10 Assc Chief Acad Off*	141,443	133,489	108,132	183,700	125,549	125,549	127,510	138,090	165,485	178,013	20	
202.00 Chf Hlth Prof Off	282,554	214,691	150,000	540,000	167,248	182,339	196,981	261,714	422,119	477,130	6	
203.00 Dir Library Serv*	143,857	137,335	91,375	239,004	118,480	118,810	133,880	147,290	159,501	160,320	28	
203.20 Acquistns Librarian	60,168	60,900	36,709	82,818	48,886	52,564	59,111	62,942	67,975	69,786	20	
203.30 Chf Tech Serv Librn	81,132	85,018	45,999	97,800	64,557	72,082	84,246	87,921	92,487	95,371	14	
203.40 Chf Public Serv Librn	83,582	85,000	48,000	122,639	57,045	64,524	74,557	91,809	102,129	108,170	17	
204.00 Dir Instit Research*	100,270	90,782	73,191	224,780	81,267	82,655	89,290	94,902	112,269	113,704	26	
204.10 Assc Dir Inst Res	69,363	71,577	53,737	83,365	60,694	62,934	67,319	72,315	74,436	76,967	22	
205.00 Dir Educ Media Serv	84,046	81,751	64,926	112,864	64,926	68,539	81,007	85,100	96,845	105,690	9	
206.00 Dir Learning Res Ctr	82,091	83,170	55,616	113,001	57,180	59,526	71,330	90,406	104,116	109,447	5	
207.00 Dir Internatl Educ	100,207	89,258	49,646	160,753	69,251	74,975	80,110	111,141	132,276	137,234	18	
207.10 Dir Internatl Std Ed	74,885	60,556	32,000	149,750	51,203	51,761	55,968	73,943	95,803	112,950	10	
208.00 Dir Academic Computing	108,047	106,004	76,000	136,306	90,031	95,842	103,781	115,040	121,237	126,530	12	
208.10 Assc Dir Academic Computing	85,130	98,921	55,000	98,921	62,744	65,199	86,055	98,921	98,921	98,921	8	
209.00 Dir, Spons Res & Prog	105,675	98,528	65,012	171,141	84,328	92,071	93,345	103,447	110,907	116,150	24	
210.00 Dean, Architecture*	144,906	143,564	83,353	178,500	130,333	134,613	141,942	149,806	164,750	168,244	16	
211.00 Dean, Agriculture*	177,030	171,000	130,402	241,000	155,794	160,457	162,283	177,374	192,238	201,298	13	
212.00 Dean, Arts & Letters*	178,612	175,270	151,910	212,000	151,910	156,683	171,000	179,539	203,885	212,000	4	
213.00 Dean, Arts & Sciences*	178,528	182,248	130,000	212,900	154,500	161,536	172,000	185,000	200,490	202,500	19	
214.00 Dean, Business*	223,605	205,000	149,583	400,000	175,839	182,168	201,805	221,818	250,920	263,030	27	
215.00 Dean, Communications*	156,456	150,000	130,518	184,376	134,626	135,000	138,443	173,041	180,250	180,540	11	
216.00 Dean, Continuing Ed*	137,340	128,710	83,687	183,995	106,913	116,457	128,616	140,000	169,070	175,396	9	
217.00 Dean, Dentistry	220,031	205,000	200,027	275,000	200,322	200,764	202,900	213,176	246,814	263,725	5	
218.00 Dean, Education*	153,825	147,804	124,036	210,000	134,760	136,287	141,490	157,800	171,100	177,240	25	
219.00 Dean, Engineering*	202,928	200,632	153,960	280,500	172,521	174,566	186,120	207,462	228,000	235,413	23	
221.00 Dean, External Deg Pgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
222.00 Dean, Fine Arts*	146,871	140,000	131,274	190,000	136,769	138,226	139,389	140,480	152,211	162,705	8	
223.00 Dean, Graduate Program*	148,402	144,690	104,600	225,000	122,264	125,244	131,222	154,582	166,137	168,909	21	
224.00 Dean, Hlth-Rltd Prof	160,208	153,500	138,570	184,063	139,056	139,785	146,000	171,745	183,986	184,032	5	
225.00 Dean, Home Economics*	149,231	146,502	126,192	179,125	130,540	134,345	144,600	149,216	164,781	171,475	6	
226.00 Dean, Humanities*	139,756	134,267	126,500	163,991	126,500	128,259	133,537	134,996	156,742	163,991	4	
228.00 Dean, Law	216,162	217,840	149,159	284,000	187,950	196,988	201,985	225,718	237,655	246,421	14	
229.00 Dean, Lib & Inf Sci*	139,466	143,857	94,750	170,000	106,783	117,312	135,366	151,671	162,123	165,799	6	
231.00 Dean, Medicine	350,815	297,901	223,247	500,000	235,598	254,124	290,160	387,915	473,963	489,585	5	
232.00 Dean, Music*	134,217	143,900	103,785	152,746	108,328	115,143	133,460	144,051	148,449	151,027	5	
233.00 Dean, Nursing	160,491	159,671	126,075	193,289	138,858	140,899	149,144	168,841	181,342	190,000	14	
234.00 Dean, Occ Std, Voc Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
235.00 Dean, Pharmacy	192,519	206,000	143,251	220,700	162,520	166,260	196,850	206,000	213,675	217,350	9	
236.00 Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
237.00 Dean, Sciences*	172,649	171,027	144,690	217,000	157,620	161,702	164,965	177,406	180,119	180,380	10	
238.00 Dean, Social Sciences*	158,253	157,733	132,546	185,000	132,546	135,875	145,860	169,606	181,152	185,000	4	
239.00 Dean, Social Work*	145,601	149,196	115,500	185,000	120,000	120,114	147,517	149,350	161,809	168,150	9	

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241.00 Dean,Undergrad Prog*	144,824	141,909	107,000	198,000	121,931	127,491	137,389	144,546	160,285	171,600	8	
242.00 Dean,Veterinary Med	175,346	167,097	133,488	216,740	154,940	156,150	165,220	179,649	199,388	207,170	10	
243.00 Dir Continuing Educ	97,294	91,888	58,899	142,666	74,380	75,539	86,818	104,000	120,149	129,605	9	
244.00 Chf Research Officer*	203,857	199,157	134,950	283,510	167,528	173,350	190,800	206,340	234,325	242,050	25	
245.00 Chief Tech Transf Off	124,613	120,770	75,000	219,013	96,089	106,602	119,818	122,708	137,466	144,000	12	
245.10 Sr Tech Licensing Off	89,867	84,435	45,419	150,000	59,398	68,717	80,887	87,029	112,819	127,691	7	
250.00 Dean,Honors Program	112,139	113,077	80,526	169,229	87,628	91,486	103,870	118,357	125,180	126,288	13	
251.00 Dean,Cooperative Ext	151,678	151,490	134,990	168,740	134,990	138,743	150,000	152,980	164,800	168,740	4	
260.00 Dir Distance Learning	91,224	84,933	58,804	142,225	69,441	72,584	79,000	93,547	111,420	122,137	13	
301.00 Chief Business Off*	185,741	182,825	124,000	237,981	149,042	155,693	170,784	191,938	222,500	229,240	17	
301.01 Chief Admin Off*	167,914	165,711	122,600	205,000	138,160	146,300	152,359	185,625	195,417	197,311	10	
301.02 Chief Financial Off*	165,713	151,950	117,600	250,000	133,170	135,852	143,350	160,764	205,000	208,280	15	
301.03 Chief Investment Off	160,168	150,000	107,340	251,500	110,272	114,670	133,200	162,000	210,750	235,200	5	
301.10 Dir Env Health-Safety	96,695	96,500	57,670	143,564	75,363	77,501	80,622	103,669	120,500	123,134	23	
301.20 Dir Telecommunications/Networking	93,188	93,553	65,541	132,046	79,495	81,443	84,062	96,480	103,500	108,320	17	
302.00 Chief Planning Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
303.00 Chief Budgeting Off*	100,727	97,317	61,008	153,600	80,560	82,100	93,722	102,552	115,090	116,618	20	
303.10 Assc Budget Dir	75,869	75,398	41,974	98,700	67,043	69,388	71,858	81,425	87,900	89,200	16	
304.00 Chief Plan-Budgt Off	118,116	124,633	88,500	134,700	88,500	97,275	123,600	125,665	132,441	134,700	4	
305.00 General Counsel	148,455	148,263	104,000	220,000	129,476	130,000	144,500	150,767	156,229	166,000	19	
306.00 Chf Personnel,HR Off*	119,335	114,216	91,520	169,260	100,824	102,165	109,600	122,959	130,518	132,725	26	
306.10 Assc Dir Pers,HR	79,007	81,925	63,315	97,344	66,159	66,159	73,004	84,218	88,750	89,750	30	
306.20 Manager Benefits	62,153	60,060	37,776	99,000	46,940	50,000	55,764	69,175	74,763	75,656	23	
306.30 Manager Training-Dev	62,957	61,623	42,876	101,089	50,500	50,870	55,968	66,625	70,383	73,196	24	
306.40 Manager Empl Relatns	60,978	57,275	43,108	88,000	47,484	50,804	52,767	65,520	70,335	71,340	14	
306.50 Manager Labor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
306.60 Manager Employment	56,298	56,500	37,248	80,000	46,200	48,634	52,805	59,902	63,998	64,207	17	
306.70 Mgr Wage-Sal,Mgr,Comp	62,855	60,000	42,025	86,145	49,667	50,960	57,825	66,830	74,762	74,984	19	
306.80 Mgr Personnel Inf Sys	65,269	65,000	48,729	86,959	54,485	56,000	62,129	69,920	73,001	73,996	15	
307.00 Dir AA,EEO	91,954	94,463	55,000	131,250	79,170	85,161	93,562	97,000	102,438	103,958	24	
307.10 Assc Dir AA,EEO	67,506	64,538	42,000	91,223	50,744	54,992	60,572	68,125	89,095	89,095	10	
308.00 Dir Pers-AA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
309.00 Chief Inform Sys Off*	161,837	158,300	113,122	262,200	125,825	134,271	147,900	175,100	180,300	180,404	24	
309.10 Assc Dir Information Systems	104,733	91,180	85,650	166,232	88,777	88,777	91,098	97,501	119,352	125,081	21	
309.20 Data Base Admin	69,547	67,106	55,264	95,437	60,724	60,724	62,891	68,883	72,473	80,175	26	
309.30 Sys Analyst I-Hi	55,907	60,701	43,893	70,902	44,203	50,127	50,127	60,909	61,639	61,639	179	
310.00 Dir Administrative Computing	104,910	104,900	82,839	140,122	85,059	85,500	98,345	112,903	119,588	120,355	19	
310.10 Assc Dir Administrative Computing	86,931	87,487	63,000	100,000	87,487	87,487	87,487	87,487	87,742	91,500	19	
312.00 Chf Phys Plnt,Fac	123,532	122,771	87,000	156,324	103,881	108,099	119,875	126,413	137,451	140,040	27	
312.10 Assc Dir Phys Plnt	90,997	89,219	63,805	130,000	75,831	76,025	81,848	98,180	102,000	102,800	22	
312.20 Mgr Landscape,Grnds	60,711	55,000	38,163	100,000	51,664	51,749	54,598	63,287	66,501	72,720	25	
312.30 Mgr Bldg Mnt Trades	62,057	61,351	37,213	122,091	48,300	50,557	57,810	62,700	67,550	79,542	25	
312.40 Mgr Tech Trades	66,739	65,133	49,270	87,720	52,867	52,867	58,060	68,912	87,500	87,530	11	
312.50 Mgr Custodial Srv	58,436	57,558	32,211	93,801	45,712	48,417	53,464	61,865	65,947	71,749	25	
312.60 Mgr Power Plant	71,262	64,845	45,515	126,000	52,564	54,158	58,008	78,002	81,816	84,070	17	
313.00 Comptroller*	116,539	112,500	85,773	153,600	94,492	96,702	105,624	123,258	136,206	142,122	18	
313.10 Manager Payroll	74,798	75,042	33,390	101,000	58,674	61,532	68,495	79,170	91,610	95,672	22	
313.20 Asst Comptroller	79,044	81,025	56,478	105,231	57,200	68,769	75,376	83,949	87,809	89,175	14	

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313.30 Restr Funds Accountant	58,137	47,300	47,300	92,976	47,300	47,300	47,300	50,396	68,479	72,825	16	
314.00 Dir Accounting	84,076	83,000	41,975	123,580	68,224	72,750	77,600	84,700	97,925	106,000	21	
315.00 Bursar	77,799	78,602	49,351	100,907	62,449	69,000	77,467	80,867	88,534	92,250	16	
315.10 Assc Bursar	55,712	53,302	44,380	75,000	46,939	49,554	52,168	58,000	59,725	60,000	9	
316.00 Dir Purchasing	81,909	80,673	49,200	112,527	68,722	72,061	77,266	84,774	95,388	97,600	28	
316.10 Assc Dir Purchasing	63,218	58,457	48,300	102,297	53,185	53,792	57,824	62,419	70,902	71,261	16	
317.00 Dir Bookstore	74,319	71,683	62,870	102,700	64,757	66,091	70,483	74,472	78,637	78,637	10	
317.10 Assc Dir Bookstore	55,013	51,379	48,193	68,291	48,356	48,602	49,958	55,467	63,242	66,271	5	
318.00 Dir Internal Audit	95,106	94,283	72,917	129,183	82,380	88,209	89,981	96,848	101,725	104,460	20	
319.00 Dir Aux Services	104,060	98,530	62,137	155,150	83,918	87,125	95,980	102,052	123,000	129,800	15	
320.00 Dir Campus Security	91,307	91,000	56,000	119,136	77,401	82,000	85,471	97,140	105,000	105,201	27	
321.00 Dir Risk Mgt, Ins	76,094	69,574	41,533	105,000	66,586	67,922	68,962	78,714	85,650	91,853	17	
322.00 Admin Hosp Med Ctr	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
322.10 Dir Med Ctr Pub Rel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
322.20 Dir Med Ctr Pers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
401.00 Chief Developmnt Off*	171,705	163,887	109,292	235,750	145,330	147,140	154,000	172,250	204,546	216,012	24	
401.10 Dir Annual Giving	67,848	64,418	41,000	116,445	53,518	53,971	59,454	67,324	78,925	80,036	18	
401.20 Dir Corp, Fndtn Rel	87,237	90,941	60,335	109,345	68,467	72,257	88,998	91,829	96,306	101,300	12	
401.40 Dir Planned Giving	91,019	92,868	67,700	105,000	78,800	81,391	87,695	98,589	101,895	103,215	16	
402.00 Chf Public Rel Off*	116,151	109,505	81,913	192,000	99,930	100,415	105,552	117,223	125,380	128,230	17	
402.10 Dir Gov, Leg Rel*	124,010	114,735	85,161	175,595	95,835	96,643	109,151	124,088	155,339	159,551	20	
403.00 Chf Dev, Pub Rel Off*	206,734	211,979	110,066	300,000	151,630	179,340	194,396	218,396	235,750	261,450	7	
404.00 Dir Alumni Affairs	106,333	100,552	63,781	175,000	87,440	88,212	97,083	112,624	122,653	125,969	20	
406.00 Dir Major Gifts	103,868	99,810	65,000	147,081	71,700	82,689	96,937	101,933	128,250	133,390	13	
408.00 Dir Community Serv	71,567	65,316	51,700	95,801	56,236	60,204	64,313	70,447	90,125	92,774	6	
409.00 Dir Publications	60,286	64,199	35,795	70,000	51,649	54,245	60,072	67,212	68,600	68,600	15	
409.10 Assc Dir Publicatns	50,122	47,092	45,347	60,956	45,347	45,689	46,715	47,468	57,584	60,956	4	
409.20 Mgr Printing Srv	65,694	67,416	43,805	85,799	56,105	56,729	65,981	68,062	72,078	74,540	20	
410.00 Dir Info Office	94,705	90,654	63,873	134,200	70,310	78,287	82,634	102,007	114,060	115,020	15	
411.00 Dir News Bureau	62,903	64,180	43,200	98,500	46,255	49,512	56,157	68,188	68,610	72,690	11	
501.00 Chf Student Aff Off*	149,389	145,740	116,400	191,388	132,588	132,767	140,388	158,402	163,429	165,764	26	
501.10 Assc Chf Stud Aff Off	106,214	108,000	82,810	153,000	88,582	89,500	97,730	111,126	120,000	120,301	27	
501.50 Dean of Students*	94,443	96,328	70,955	110,248	80,116	84,982	94,987	97,978	105,250	106,000	14	
502.00 Chief Admissions Off*	93,077	87,000	55,952	160,000	70,800	72,050	81,569	96,141	106,854	113,331	21	
502.10 Assc Dir Admissions	63,204	62,250	38,467	103,602	53,954	54,590	57,763	62,931	73,500	73,811	23	
502.15 Dir, Academic Advising	77,936	72,500	56,000	100,450	59,564	61,696	68,563	93,318	93,601	93,602	9	
503.00 Dir Adm & Registrar*	85,575	91,670	65,560	96,993	68,284	72,370	84,176	93,351	95,732	96,489	5	
504.00 Registrar*	88,725	87,818	45,048	116,388	78,000	79,850	82,500	95,513	103,577	104,000	24	
504.10 Assc Registrar	64,270	66,349	32,448	95,680	47,649	54,671	60,774	67,536	77,338	79,775	21	
504.20 Asst Registrar	50,914	49,555	38,199	57,500	46,140	47,070	49,406	53,350	57,335	57,344	33	
505.00 Dir Adm, Fin Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
506.00 Dir Student Fin Aid*	85,977	81,500	66,224	124,236	68,842	71,563	76,768	88,750	95,181	98,985	25	
506.10 Assc Dir Std Fin Aid	59,034	60,378	40,823	93,500	44,216	48,120	54,590	60,810	66,250	70,359	34	
507.00 Dir Food Services	91,348	93,823	62,830	126,916	67,072	70,180	88,840	96,128	102,125	108,958	11	
507.10 Assc Dir Food Serv	67,583	73,551	33,359	93,482	46,704	46,704	65,128	81,000	81,250	81,800	10	
508.00 Dir Student Housing	81,803	81,876	57,084	120,272	70,070	70,087	81,035	87,824	89,817	90,080	23	
508.10 Assc Dir Std Housing	66,743	65,325	55,825	84,744	55,912	56,289	62,637	65,650	76,689	76,689	20	
508.20 Housing Off, Adm Opr	57,655	52,020	30,000	96,876	43,663	45,408	51,780	55,885	69,632	75,853	11	

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508.30 Housing Off,Res Life	41,224	30,000	30,000	69,914	30,000	30,000	30,000	43,680	51,805	58,656	19
509.00 Dir Union,Std Act	75,472	75,688	53,500	95,000	67,220	67,943	71,145	79,799	84,472	84,493	10
510.00 Dir Foreign Students	60,017	57,427	43,812	85,096	45,383	48,004	55,611	59,747	71,219	76,605	8
511.00 Dir Student Union	74,622	71,249	46,348	122,794	53,145	55,241	61,580	78,558	94,259	98,376	17
511.10 Assc Dir Std Union	59,215	58,201	36,957	87,840	45,625	48,000	54,811	61,186	65,258	70,047	18
512.00 Dir Std Activities	60,096	54,073	44,234	97,360	47,727	48,950	51,500	58,360	68,108	75,472	8
512.10 Asst Dir Student Activities	44,219	37,760	35,313	70,524	35,313	35,857	37,760	41,664	51,620	57,240	9
513.00 Dir Career Dev-Plcmt	79,830	78,549	50,000	129,475	65,231	68,000	73,000	82,814	91,200	92,044	23
514.00 Dir Std Counseling	84,837	78,113	59,856	132,081	67,583	67,937	71,573	86,824	101,584	106,110	20
514.10 Assc Dir Std Cnslg	70,020	66,700	52,500	85,000	56,086	61,464	65,245	77,609	83,000	83,000	11
515.00 Dir Std Hlth-Physicn	132,275	130,005	67,374	202,771	100,941	112,013	122,832	134,940	152,263	169,807	17
516.00 Dir Std Hlth-Nurse	67,638	64,773	41,719	99,208	53,364	54,598	60,711	66,420	83,356	84,912	9
516.10 Dir Std Health Svcs (Non Med Admin)	82,325	83,319	60,500	102,070	71,968	73,365	78,652	86,557	91,848	92,544	10
518.00 Dir Athletics	222,460	207,427	148,017	421,850	164,000	165,349	190,163	226,039	248,318	260,000	24
519.00 Dir Sports Info	64,188	64,680	46,800	97,345	50,627	55,000	59,773	66,648	70,476	73,020	27
520.00 Dir Athletics, Men	151,494	104,132	80,000	318,600	94,302	103,837	104,058	115,826	231,100	266,100	7
521.00 Dir Athletics, Women	104,982	95,714	61,762	225,000	79,178	88,000	92,482	98,111	103,837	117,735	11
522.00 Dir Campus Rec	72,323	70,888	42,701	127,200	54,066	60,110	69,316	73,476	82,215	85,212	23
522.10 Asst Dir Campus Rec/Intramurals	41,729	35,836	30,000	80,073	34,508	34,681	35,143	35,836	48,598	56,890	30
523.00 Chief Enrollment Mgmt	111,430	105,000	73,544	158,004	93,567	102,900	104,202	115,850	120,000	129,795	11
524.00 Dir Minority Affairs	87,656	83,532	51,575	170,995	56,114	58,000	72,200	86,525	106,103	119,562	11
525.00 Dir Conferences	82,386	78,084	71,550	102,594	71,750	71,840	72,694	84,693	95,136	98,728	8
526.00 Dir Woman's Center	48,308	41,851	25,000	98,936	30,202	37,128	39,452	52,400	54,625	60,850	11

\* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 2

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
101.00 CEO/SYSTEM	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
101.10 Asst to CEO, System	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
102.00 CEO, Single Inst*	264,674	266,435	200,287	368,412	215,140	219,106	240,864	273,061	298,500	313,163	18	
102.10 Asst to CEO, Single*	101,768	106,137	60,750	134,125	80,000	80,000	95,625	112,350	122,000	123,582	19	
103.00 Exec Vice Pres*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
201.00 Chief Acad Off*	200,056	196,250	111,558	300,000	165,551	174,489	193,920	199,400	227,450	231,200	18	
201.10 Assc Chief Acad Off*	128,885	126,600	105,017	185,000	111,576	111,576	126,480	127,037	132,068	132,162	21	
202.00 Chf Hlth Prof Off	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
203.00 Dir Library Serv*	119,572	119,514	81,519	161,460	105,700	106,765	108,839	122,653	128,877	129,859	14	
203.20 Acquistns Librarian	53,383	51,565	39,115	63,543	45,080	46,633	48,331	59,346	63,400	63,457	17	
203.30 Chf Tech Serv Librn	60,003	54,985	44,183	97,800	44,183	44,183	51,257	62,288	72,313	74,412	18	
203.40 Chf Public Serv Librn	71,612	68,578	48,175	109,000	60,906	65,000	65,520	72,095	79,525	81,767	12	
204.00 Dir Instit Research*	90,683	89,332	68,025	145,000	79,719	81,409	83,920	91,481	95,000	96,936	17	
204.10 Assc Dir Inst Res	63,430	62,490	45,000	80,340	56,160	56,400	62,039	66,260	69,500	71,000	11	
205.00 Dir Educ Media Serv	66,307	66,200	48,028	90,773	50,738	52,545	64,011	69,880	72,338	79,712	7	
206.00 Dir Learning Res Ctr	72,843	69,100	48,136	115,000	53,083	56,381	66,503	72,411	82,189	95,313	7	
207.00 Dir Internatl Educ	85,798	82,599	52,520	125,000	64,808	66,604	80,000	86,576	106,138	110,000	9	
207.10 Dir Internatl Std Ed	60,070	48,500	39,849	105,000	43,459	45,865	46,620	51,800	82,500	91,500	7	
208.00 Dir Academic Computing	96,111	91,600	71,565	129,790	72,066	74,803	82,975	102,000	119,625	125,558	8	
208.10 Assc Dir Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
209.00 Dir, Spons Res & Prog	82,218	82,198	51,005	144,200	57,461	66,452	79,012	87,373	91,510	91,960	16	
210.00 Dean, Architecture*	142,236	138,000	66,455	209,508	94,055	118,205	135,891	145,200	176,877	192,105	6	
211.00 Dean, Agriculture*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
212.00 Dean, Arts & Letters*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
213.00 Dean, Arts & Sciences*	142,669	142,410	66,293	210,000	108,014	118,750	137,126	151,650	174,000	182,555	16	
214.00 Dean, Business*	189,317	183,050	108,150	400,000	128,245	142,579	168,053	191,395	207,436	228,183	16	
215.00 Dean, Communications*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
216.00 Dean, Continuing Ed*	125,351	120,000	90,708	183,995	98,578	103,824	107,171	130,400	141,964	158,776	7	
217.00 Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
218.00 Dean, Education*	140,172	138,492	102,524	175,000	118,368	124,842	133,338	139,000	165,853	168,411	14	
219.00 Dean, Engineering*	189,406	179,550	127,764	285,000	148,850	158,200	170,712	182,508	225,000	225,840	15	
222.00 Dean, Fine Arts*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
223.00 Dean, Graduate Program*	131,340	130,000	104,000	170,000	119,693	121,625	128,240	130,800	139,420	139,838	12	
224.00 Dean, Hlth-Rltd Prof	149,355	143,750	95,472	220,000	110,189	120,000	135,995	158,513	170,000	190,000	7	
225.00 Dean, Home Economics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
226.00 Dean, Humanities*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
228.00 Dean, Law	231,448	261,938	141,833	288,925	156,367	162,488	218,505	277,000	283,750	284,985	8	
229.00 Dean, Lib & Inf Sci*	126,879	125,600	105,706	161,460	110,797	114,191	125,120	126,078	130,000	142,584	7	
230.00 Dean, Mathematics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
231.00 Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
232.00 Dean, Music*	103,008	124,233	57,227	128,900	60,968	66,580	95,252	126,943	128,825	128,870	5	
233.00 Dean, Nursing	141,952	134,499	96,480	215,000	114,402	115,088	125,949	142,201	159,925	184,180	10	
234.00 Dean, Occ Std, Voc Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
235.00 Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
236.00 Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
237.00 Dean, Sciences*	157,853	142,584	114,643	247,200	128,901	138,407	141,381	145,917	174,307	203,464	7	
238.00 Dean, Social Sciences*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
239.00 Dean, Social Work*	150,674	141,040	127,383	187,800	129,919	133,723	140,454	150,666	172,442	181,657	5	

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 2

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
240.00 Dean,Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
241.00 Dean,Undergrad Prog*	106,015	121,021	52,449	143,500	57,580	65,277	95,271	129,408	139,250	141,800	141,800	5
243.00 Dir Continuing Educ	69,624	68,088	52,530	97,754	53,412	54,000	57,534	69,618	90,100	93,162	93,162	7
244.00 Chf Research Officer*	167,188	162,600	109,263	265,000	124,640	127,689	160,708	171,360	195,188	210,463	210,463	17
245.00 Chief Tech Transf Off	97,975	90,001	77,203	127,892	81,422	85,113	88,990	95,562	118,223	122,735	122,735	6
245.10 Sr Tech Licensing Off	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
250.00 Dean,Honors Program	98,926	103,496	72,500	125,450	75,980	77,375	89,032	112,744	115,496	117,619	117,619	8
260.00 Dir Distance Learning	65,090	62,838	43,430	89,324	51,326	54,575	61,063	66,663	76,741	80,415	80,415	8
301.00 Chief Business Off*	175,931	162,750	128,125	286,344	144,359	154,996	158,489	178,825	187,300	209,460	209,460	15
301.01 Chief Admin Off*	147,234	151,500	82,500	205,000	104,500	115,000	140,800	158,440	178,730	188,018	188,018	8
301.02 Chief Financial Off*	121,666	110,000	85,150	205,000	99,595	101,440	109,140	112,000	143,134	152,520	152,520	16
301.03 Chief Investment Off	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
301.10 Dir Env Health-Safety	72,267	72,000	44,018	129,000	50,619	50,811	57,000	77,984	85,700	89,148	89,148	19
301.20 Dir Telecommunications/Networking	81,011	81,750	61,132	103,320	69,361	72,407	79,585	83,741	86,700	86,757	86,757	15
302.00 Chief Planning Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
303.00 Chief Budgeting Off*	93,191	88,800	70,750	130,248	76,370	79,800	84,232	91,400	110,000	114,670	114,670	11
303.10 Assc Budget Dir	82,158	82,238	51,780	108,980	62,249	62,253	68,357	89,760	108,980	108,980	108,980	10
304.00 Chief Plan-Budgt Off	113,757	106,296	80,500	172,800	87,656	93,918	104,026	109,378	131,896	150,984	150,984	6
305.00 General Counsel	126,931	129,738	88,300	160,000	113,130	114,533	125,876	131,000	140,888	146,250	146,250	14
306.00 Chf Personnel,HR Off*	100,445	94,798	80,000	154,764	84,169	85,724	89,136	100,315	108,608	110,200	110,200	18
306.10 Assc Dir Pers,HR	72,371	71,124	55,146	118,537	57,989	58,240	70,725	71,400	75,108	78,158	78,158	13
306.20 Manager Benefits	58,955	53,097	42,301	99,000	45,000	45,870	50,462	62,965	66,547	70,593	70,593	14
306.30 Manager Training-Dev	58,121	56,449	31,892	87,000	43,361	45,914	49,959	64,200	71,183	73,982	73,982	10
306.40 Manager Empl Relatns	60,375	55,429	40,563	88,000	45,801	48,658	53,757	58,318	77,078	83,657	83,657	8
306.60 Manager Employment	53,272	52,800	42,504	80,000	44,088	45,000	49,257	53,297	56,244	59,434	59,434	11
306.70 Mgr Wage-Sal,Mgr,Comp	58,824	52,625	44,000	86,145	46,271	47,036	49,982	59,368	69,063	74,898	74,898	12
306.80 Mgr Personnel Inf Sys	60,033	50,833	41,038	102,984	43,677	44,696	48,395	57,271	75,286	83,286	83,286	10
307.00 Dir AA,EEO	85,761	81,533	63,201	138,000	71,269	73,544	79,824	82,190	96,300	96,500	96,500	15
307.10 Assc Dir AA,EEO	53,474	58,352	30,045	74,025	33,105	37,695	50,547	59,102	66,814	71,140	71,140	5
309.00 Chief Inform Sys Off*	144,200	122,000	94,650	262,200	99,074	100,000	118,741	142,600	178,000	205,000	205,000	19
309.10 Assc Dir Information Systems	123,794	127,000	69,004	190,008	69,776	70,935	94,520	146,854	175,049	184,024	184,024	5
309.20 Data Base Admin	71,320	74,900	52,641	85,000	63,232	64,096	67,890	76,496	78,189	78,979	78,979	15
309.30 Sys Analyst I-Hi	67,056	71,243	46,241	85,700	55,456	60,298	63,981	73,631	74,000	74,000	74,000	54
310.00 Dir Administrative Computing	93,311	96,275	55,600	132,000	68,678	71,680	84,820	105,204	108,277	114,436	114,436	16
310.10 Assc Dir Administrative Computing	84,516	79,276	75,351	104,023	75,351	75,351	75,351	85,920	95,625	98,805	98,805	8
312.00 Chf Phys Plnt,Fac	105,645	103,337	65,433	153,108	92,340	94,477	102,140	106,354	109,995	118,800	118,800	20
312.10 Assc Dir Phys Plnt	76,901	72,700	58,184	121,536	64,018	66,955	68,906	75,934	82,750	87,600	87,600	18
312.20 Mgr Landscape,Grnds	48,544	44,904	31,168	75,500	40,910	42,000	42,986	49,515	53,300	59,841	59,841	15
312.30 Mgr Bldg Mnt Trades	57,339	53,000	43,719	82,000	48,238	48,445	51,083	56,784	65,914	69,568	69,568	11
312.40 Mgr Tech Trades	58,683	56,654	45,891	74,060	48,345	49,266	53,901	60,742	69,564	71,292	71,292	8
312.50 Mgr Custodial Srv	47,360	47,813	29,444	77,300	33,697	35,300	37,485	50,195	59,631	60,934	60,934	18
312.60 Mgr Power Plant	56,227	52,900	39,271	84,900	42,960	43,930	49,227	60,409	66,195	69,230	69,230	17
313.00 Comptroller*	94,726	89,125	73,124	131,220	76,430	76,900	86,020	99,000	107,348	115,278	115,278	15
313.10 Manager Payroll	62,331	57,680	45,000	99,000	49,825	52,000	54,612	61,272	63,693	68,253	68,253	19
313.20 Asst Comptroller	72,103	76,000	42,000	97,063	57,878	67,025	67,372	76,800	82,526	84,610	84,610	11
313.30 Restr Funds Accountant	53,266	50,000	50,000	71,196	50,000	50,000	50,000	50,435	53,156	57,315	57,315	8
314.00 Dir Accounting	74,853	71,887	60,000	92,040	66,905	67,013	69,974	73,996	84,700	86,012	86,012	13
315.00 Bursar	65,531	65,953	43,620	91,440	52,796	54,485	62,190	67,391	72,976	79,230	79,230	12

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 2

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
315.10 Assc Bursar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
316.00 Dir Purchasing	80,592	76,590	46,000	111,334	69,428	71,408	74,700	77,881	94,000	98,880	98,880	22
316.10 Assc Dir Purchasing	52,384	51,337	38,725	61,698	45,124	46,545	50,789	55,748	58,469	59,334	59,334	13
317.00 Dir Bookstore	69,577	62,421	51,966	102,700	51,973	51,983	56,168	72,248	90,750	97,920	97,920	5
317.10 Assc Dir Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
318.00 Dir Internal Audit	84,339	78,903	57,375	136,950	65,206	66,495	75,185	86,248	98,859	103,000	103,000	16
319.00 Dir Aux Services	93,569	87,557	68,456	137,500	77,320	78,542	82,886	98,100	105,310	108,749	108,749	10
320.00 Dir Campus Security	79,991	77,597	49,440	121,008	64,733	69,325	74,611	82,682	85,516	97,078	97,078	20
321.00 Dir Risk Mgt,Ins	68,969	68,676	34,400	91,600	46,462	54,503	62,617	82,455	86,600	88,600	88,600	7
401.00 Chief Developmnt Off*	162,660	170,363	69,525	214,248	130,759	135,533	160,160	173,750	188,500	202,760	202,760	16
401.10 Dir Annual Giving	61,515	61,184	46,400	82,703	49,710	49,913	58,049	63,934	69,125	73,180	73,180	13
401.20 Dir Corp,Fndtn Rel	76,567	78,875	50,000	107,000	56,000	63,000	74,166	82,714	86,695	89,540	89,540	12
401.40 Dir Planned Giving	90,766	92,344	62,831	104,300	83,753	85,000	87,525	94,882	102,500	102,500	102,500	11
402.00 Chf Public Rel Off*	114,709	112,200	66,500	200,000	79,017	81,465	103,053	123,000	139,925	154,700	154,700	14
402.10 Dir Gov,Leg Rel*	110,653	113,659	54,400	157,755	66,000	68,750	108,027	125,430	143,282	152,023	152,023	10
403.00 Chf Dev,Pub Rel Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
404.00 Dir Alumni Affairs	82,178	73,200	45,500	166,000	56,854	63,379	70,710	78,990	95,000	101,092	101,092	16
405.00 Dir Dev,Alumni Aff	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
406.00 Dir Major Gifts	85,607	87,550	70,000	93,600	77,200	82,000	84,710	89,510	92,100	92,700	92,700	7
408.00 Dir Community Serv	71,436	73,750	53,245	85,000	53,245	56,434	66,000	81,500	84,125	85,000	85,000	4
409.00 Dir Publications	61,971	57,925	53,000	85,000	53,120	53,200	56,563	58,225	70,151	76,091	76,091	7
409.10 Assc Dir Publicatns	45,661	51,290	30,617	53,300	32,855	36,213	45,601	51,290	52,295	52,898	52,898	5
409.20 Mgr Printing Srv	53,438	50,487	24,753	75,372	39,954	44,394	49,917	59,392	68,096	70,812	70,812	12
410.00 Dir Info Office	65,273	61,303	40,000	107,120	47,375	53,302	56,020	62,852	70,392	89,357	89,357	11
411.00 Dir News Bureau	81,542	69,694	50,956	131,600	56,098	60,597	66,492	78,480	110,525	120,360	120,360	6
501.00 Chf Student Aff Off*	135,950	143,000	72,306	161,246	116,000	120,504	130,000	146,500	155,000	160,000	160,000	19
501.10 Assc Chf Stud Aff Off	91,485	98,500	61,806	108,183	68,643	72,427	88,650	103,010	106,875	107,500	107,500	12
501.50 Dean of Students*	94,639	92,340	70,000	138,600	76,679	81,849	83,317	94,878	106,000	115,324	115,324	11
502.00 Chief Admissions Off*	79,358	78,114	57,061	115,400	65,286	66,233	71,279	84,400	90,700	93,580	93,580	17
502.10 Assc Dir Admissions	50,653	49,440	28,600	75,000	44,535	44,535	48,879	50,700	54,125	55,000	55,000	24
502.15 Dir, Academic Advising	71,108	75,000	46,350	92,168	48,287	49,578	66,504	79,062	90,200	90,987	90,987	7
503.00 Dir Adm & Registrar*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
504.00 Registrar*	77,985	81,984	54,000	108,000	63,679	66,849	72,459	83,034	87,050	87,527	87,527	18
504.10 Assc Registrar	50,060	48,552	40,500	73,632	42,598	44,250	47,278	50,000	51,500	51,710	51,710	19
504.20 Asst Registrar	42,077	39,745	31,498	56,000	34,000	34,000	35,000	41,300	52,220	53,827	53,827	22
506.00 Dir Student Fin Aid*	75,675	72,190	53,377	97,060	68,000	68,920	72,152	78,500	84,500	85,944	85,944	19
506.10 Assc Dir Std Fin Aid	51,840	54,000	34,000	70,561	43,280	45,800	52,420	55,397	56,650	57,660	57,660	23
507.00 Dir Food Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
507.10 Assc Dir Food Serv	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
508.00 Dir Student Housing	72,434	72,836	48,148	98,912	59,349	60,651	70,946	78,144	80,975	82,446	82,446	16
508.10 Assc Dir Std Housing	53,588	49,545	43,289	80,000	46,400	46,400	48,999	52,061	54,686	60,150	60,150	14
508.20 Housing Off,Adm Opr	46,396	41,276	30,755	74,315	34,635	35,006	39,911	45,353	58,817	60,967	60,967	10
508.30 Housing Off,Res Life	50,543	50,714	32,275	74,700	35,428	37,544	44,261	53,485	61,844	65,645	65,645	12
509.00 Dir Union,Std Act	73,004	68,797	61,819	95,900	61,929	62,095	64,941	73,198	86,016	91,946	91,946	5
510.00 Dir Foreign Students	50,662	49,440	42,292	61,500	42,677	42,933	46,734	51,817	60,000	60,600	60,600	7
511.00 Dir Student Union	69,257	69,216	53,081	98,000	55,073	56,148	64,117	73,271	79,174	80,400	80,400	12
511.10 Assc Dir Std Union	52,185	50,700	27,194	74,586	35,918	41,091	50,446	51,041	68,828	74,586	74,586	8
512.00 Dir Std Activities	50,903	54,769	28,751	66,000	42,268	42,893	45,752	55,000	58,835	61,759	61,759	12

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 2

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
512.10 Asst Dir Student Activities	46,981	44,346	35,611	57,948	36,889	38,805	42,938	50,738	56,474	57,358	5
513.00 Dir Career Dev-Plcmt	70,289	65,536	47,339	115,988	56,676	58,100	63,865	68,675	77,474	87,720	20
514.00 Dir Std Counseling	68,272	71,472	51,500	86,048	55,372	59,302	64,758	73,436	77,606	79,160	16
514.10 Asst Dir Std Cnslg	56,148	53,170	44,370	85,000	47,002	48,204	49,214	57,218	61,374	63,814	11
515.00 Dir Std Hlth-Physicn	114,616	108,338	68,161	191,100	86,122	90,527	105,829	123,000	127,033	129,634	9
516.00 Dir Std Hlth-Nurse	62,544	63,118	41,719	80,996	47,525	49,714	54,551	71,960	75,375	76,599	8
516.10 Dir Std Health Svcs (Non Med Admin)	86,672	84,389	79,300	98,610	79,300	80,082	82,428	86,350	95,545	98,610	4
518.00 Dir Athletics	151,370	140,595	77,500	251,500	95,736	104,190	128,060	168,000	187,800	207,000	17
519.00 Dir Sports Info	51,564	46,550	33,600	77,500	38,200	38,875	42,616	52,369	67,500	71,620	16
520.00 Dir Athletics, Men	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
521.00 Dir Athletics, Women	85,593	85,000	47,265	130,000	51,352	57,483	74,620	92,800	114,000	123,600	5
522.00 Dir Campus Rec	56,329	55,460	38,123	82,170	49,241	49,727	53,797	58,240	62,276	62,681	16
522.10 Asst Dir Campus Rec/Intramurals	42,779	42,500	29,801	59,000	30,865	30,865	42,288	43,620	48,585	52,194	11
523.00 Chief Enrollment Mgmt	105,394	109,000	58,823	145,000	80,768	84,500	95,320	118,120	125,000	129,308	11
524.00 Dir Minority Affairs	61,685	60,000	46,790	84,666	52,193	52,966	58,093	60,886	65,500	71,798	15
525.00 Dir Conferences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
526.00 Dir Woman's Center	60,687	55,849	44,026	86,485	50,508	52,413	55,301	57,294	71,200	77,400	9

\* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 3

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
101.00 CEO/SYSTEM	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
101.10 Asst to CEO, System	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
102.00 CEO, Single Inst*	202,394	197,000	127,947	325,000	174,206	178,830	187,792	201,464	215,656	218,691	218,691	37
102.10 Asst to CEO, Single*	79,833	74,535	44,580	126,000	64,400	68,587	72,686	80,100	96,781	99,125	99,125	26
103.00 Exec Vice Pres*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
201.00 Chief Acad Off*	142,489	138,838	108,150	198,722	122,400	128,679	136,100	142,689	150,500	153,000	153,000	39
201.10 Assc Chief Acad Off*	102,799	101,900	83,000	135,000	94,050	94,606	96,728	105,000	110,463	110,617	110,617	30
202.00 Chf Hlth Prof Off	215,652	234,360	105,662	308,438	109,490	115,231	168,624	276,744	306,719	307,750	307,750	5
203.00 Dir Library Serv*	89,716	87,096	64,300	122,430	79,542	84,761	86,331	89,939	97,641	100,322	100,322	32
203.20 Acquistns Librarian	47,866	47,511	30,900	69,434	40,979	41,441	44,910	49,806	53,094	53,733	53,733	21
203.30 Chf Tech Serv Librn	55,441	54,071	37,834	81,872	47,600	49,000	53,202	57,851	60,282	62,964	62,964	23
203.40 Chf Public Serv Librn	55,516	58,263	35,134	75,000	44,037	48,090	51,926	59,407	62,252	64,094	64,094	18
204.00 Dir Instit Research*	71,782	68,919	44,980	117,000	59,077	60,279	62,693	75,413	79,969	87,539	87,539	30
204.10 Assc Dir Inst Res	51,027	53,000	39,349	65,217	40,729	41,906	51,740	54,310	55,000	57,200	57,200	12
205.00 Dir Educ Media Serv	64,069	61,743	36,998	131,329	45,000	50,822	60,420	62,700	69,150	75,600	75,600	14
206.00 Dir Learning Res Ctr	63,213	60,110	43,900	89,739	48,173	51,043	57,359	63,446	79,221	82,592	82,592	11
207.00 Dir Internatl Educ	75,553	75,070	47,380	110,207	60,000	63,461	73,090	76,625	87,466	94,625	94,625	14
207.10 Dir Internatl Std Ed	68,854	70,169	47,075	87,136	49,277	54,494	66,975	74,416	82,217	85,760	85,760	10
208.00 Dir Academic Computing	78,192	75,993	43,260	133,000	59,316	61,742	68,206	77,750	85,022	97,284	97,284	20
208.10 Assc Dir Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
209.00 Dir, Spons Res & Prog	78,711	68,255	44,000	145,000	61,486	64,400	66,404	75,035	92,875	106,628	106,628	30
210.00 Dean, Architecture*	117,691	114,450	98,676	143,188	98,676	100,757	107,000	121,899	137,866	143,188	143,188	4
211.00 Dean, Agriculture*	110,283	111,751	87,094	135,000	96,753	102,232	111,450	111,929	116,178	118,483	118,483	10
212.00 Dean, Arts & Letters*	115,176	108,567	94,156	140,000	102,650	104,717	107,120	116,304	130,500	136,000	136,000	9
213.00 Dean, Arts & Sciences*	115,247	110,155	94,630	165,425	99,786	101,136	107,824	113,705	126,482	131,688	131,688	26
214.00 Dean, Business*	126,139	124,305	101,680	188,487	108,369	111,359	120,000	130,000	134,684	136,380	136,380	38
215.00 Dean, Communications*	108,672	111,297	87,245	124,848	87,245	91,441	104,028	118,566	123,278	124,848	124,848	4
216.00 Dean, Continuing Ed*	90,769	90,011	57,888	129,551	76,686	77,575	87,550	96,572	99,273	106,090	106,090	14
218.00 Dean, Education*	109,017	109,029	87,515	140,940	98,000	99,000	105,090	111,565	118,000	119,016	119,016	39
219.00 Dean, Engineering*	128,548	123,915	98,000	178,065	108,491	116,168	121,186	126,301	136,932	151,545	151,545	12
222.00 Dean, Fine Arts*	104,232	104,710	60,100	133,500	90,157	96,126	101,008	112,076	117,722	120,200	120,200	13
223.00 Dean, Graduate Program*	103,947	103,000	93,003	124,675	96,043	96,476	101,640	105,000	106,564	110,544	110,544	29
224.00 Dean, Hlth-Rltd Prof	112,112	110,000	88,200	136,000	99,542	100,419	107,728	117,398	123,430	124,384	124,384	15
225.00 Dean, Home Economics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
226.00 Dean, Humanities*	108,083	108,301	95,004	126,402	96,145	97,856	103,745	109,320	118,201	123,122	123,122	5
228.00 Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
229.00 Dean, Lib & Inf Sci*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
230.00 Dean, Mathematics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
231.00 Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
232.00 Dean, Music*	86,616	94,375	48,714	109,000	48,714	57,786	85,000	103,750	107,688	109,000	109,000	4
233.00 Dean, Nursing	110,524	107,350	81,460	164,640	85,959	89,425	101,529	114,298	123,040	129,726	129,726	10
234.00 Dean, Occ Std, Voc Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
235.00 Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
236.00 Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
237.00 Dean, Sciences*	119,112	120,000	90,000	143,541	104,459	105,781	116,574	123,036	134,500	134,500	134,500	15
238.00 Dean, Social Sciences*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
239.00 Dean, Social Work*	102,740	106,807	70,946	126,402	70,946	79,710	106,000	107,613	121,705	126,402	126,402	4
241.00 Dean, Undergrad Prog*	95,778	98,341	83,431	103,000	83,431	86,145	94,287	102,395	102,849	103,000	103,000	4

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 3

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
243.00 Dir Continuing Educ	71,851	72,000	46,726	103,484	53,613	55,907	66,606	73,777	83,281	92,443	15	
244.00 Chf Research Officer*	111,462	111,500	96,305	133,250	98,882	100,600	109,220	113,953	115,360	122,516	7	
245.00 Chief Tech Transf Off	109,243	110,837	65,449	148,620	74,221	87,380	109,921	111,535	130,310	141,296	5	
250.00 Dean,Honors Program	74,536	78,359	43,026	82,625	68,655	73,736	76,506	79,998	81,754	82,046	10	
251.00 Dean,Cooperative Ext	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
260.00 Dir Distance Learning	63,022	59,801	40,134	110,000	42,327	43,877	51,786	65,360	75,915	82,373	18	
301.00 Chief Business Off*	130,647	126,937	87,300	220,497	115,325	117,196	125,134	128,768	134,677	142,905	35	
301.01 Chief Admin Off*	102,722	95,542	90,000	120,000	90,000	90,375	91,284	111,800	117,563	117,930	9	
301.02 Chief Financial Off*	102,749	96,093	69,482	182,000	82,900	84,555	89,220	101,853	108,450	120,800	18	
301.10 Dir Env Health-Safety	61,707	57,965	44,826	80,000	53,583	54,967	56,354	62,229	70,464	75,442	18	
301.20 Dir Telecommunications/Networking	67,248	64,751	48,480	91,937	56,744	58,038	62,073	69,264	78,370	78,612	22	
302.00 Chief Planning Off*	91,192	86,463	50,000	128,000	71,852	76,884	82,400	87,000	116,550	126,000	9	
303.00 Chief Budgeting Off*	74,957	73,068	50,000	125,012	61,594	64,691	70,427	74,341	81,972	82,780	24	
303.10 Assc Budget Dir	62,480	53,858	49,040	97,482	50,304	51,410	53,432	56,869	75,703	85,866	6	
304.00 Chief Plan-Budgt Off	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
305.00 General Counsel	101,067	101,163	83,201	130,000	90,000	91,451	96,732	102,184	107,073	109,390	18	
306.00 Chf Personnel,HR Off*	76,502	74,000	48,500	114,167	64,162	66,247	70,879	77,000	85,529	88,040	33	
306.10 Assc Dir Pers,HR	55,548	56,628	37,395	73,813	46,806	47,896	52,252	60,000	61,581	62,200	14	
306.20 Manager Benefits	45,528	44,601	34,000	64,890	39,738	39,962	43,043	45,844	49,926	50,192	18	
306.30 Manager Training-Dev	37,276	37,031	31,130	43,680	33,142	34,071	36,624	38,000	40,440	42,264	9	
306.40 Manager Empl Relatns	53,160	53,939	31,733	70,357	36,679	41,008	50,248	57,852	66,257	68,170	6	
306.50 Manager Labor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
306.60 Manager Employment	43,374	45,000	32,524	55,000	34,682	34,800	41,843	45,235	48,696	51,578	15	
306.70 Mgr Wage-Sal,Mgr,Comp	48,509	46,201	34,000	73,427	41,908	42,691	45,093	46,830	52,760	54,000	14	
306.80 Mgr Personnel Inf Sys	52,008	50,549	42,023	64,911	42,023	43,717	48,800	52,298	61,758	64,911	4	
307.00 Dir AA,EEO	70,642	67,985	51,575	100,880	61,521	62,055	66,227	71,151	75,000	82,200	15	
307.10 Assc Dir AA,EEO	44,223	41,112	39,049	55,617	39,049	39,407	40,481	41,743	52,149	55,617	4	
308.00 Dir Pers-AA	69,309	72,700	56,800	75,037	56,800	60,700	72,400	73,000	74,528	75,037	4	
309.00 Chief Inform Sys Off*	100,418	92,551	59,730	167,000	85,179	87,156	91,680	101,259	109,247	115,860	30	
309.10 Assc Dir Information Systems	74,972	74,500	48,400	110,000	64,085	64,085	71,650	76,081	84,321	87,682	14	
309.20 Data Base Admin	57,987	56,000	43,419	73,982	45,801	46,539	55,499	63,144	66,029	67,196	25	
309.30 Sys Analyst I-Hi	56,394	55,191	43,650	73,613	45,799	45,799	53,956	61,077	62,250	64,890	44	
310.00 Dir Administrative Computing	82,472	85,691	60,374	100,000	69,296	72,174	79,441	87,772	90,633	92,660	18	
310.10 Assc Dir Administrative Computing	70,410	69,174	65,000	76,707	66,738	67,897	69,174	71,548	72,775	74,348	7	
312.00 Chf Phys Plnt,Fac	83,771	82,134	55,000	136,897	71,002	74,980	79,692	87,053	89,545	90,940	38	
312.10 Assc Dir Phys Plnt	63,474	62,601	48,942	95,172	52,892	54,963	59,823	65,800	67,843	68,070	27	
312.20 Mgr Landscape,Grnds	45,358	44,544	28,908	64,574	36,534	37,348	42,348	46,903	52,600	53,890	27	
312.30 Mgr Bldg Mnt Trades	50,996	54,301	30,000	65,133	39,519	42,271	50,217	56,774	58,713	59,125	23	
312.40 Mgr Tech Trades	53,244	57,050	36,416	66,531	40,367	41,514	48,744	58,584	63,721	64,680	17	
312.50 Mgr Custodial Srv	41,667	41,180	26,263	57,881	32,778	35,775	40,300	43,557	47,354	48,925	27	
312.60 Mgr Power Plant	55,848	52,745	33,069	89,768	38,322	40,290	49,552	63,338	68,324	68,801	16	
313.00 Comptroller*	80,367	80,400	63,860	119,612	69,067	70,156	75,887	81,412	85,411	86,844	28	
313.10 Manager Payroll	44,807	43,720	29,328	67,491	36,513	39,175	42,296	47,555	49,610	50,408	30	
313.20 Asst Comptroller	59,261	59,740	35,881	98,590	35,881	35,941	51,810	62,200	76,625	79,349	9	
313.30 Restr Funds Accountant	46,772	42,988	31,533	67,112	42,988	42,988	42,988	46,232	50,937	52,364	13	
314.00 Dir Accounting	63,667	60,434	48,000	106,740	52,500	53,475	57,903	64,360	70,689	72,754	22	
315.00 Bursar	54,176	50,409	37,250	88,009	47,340	47,863	49,821	55,660	61,113	61,944	21	
315.10 Assc Bursar	37,110	38,344	26,000	44,251	30,041	33,577	36,876	39,618	40,776	42,398	6	

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 3

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
316.00 Dir Purchasing	60,694	63,000	42,140	79,950	51,575	52,000	58,644	63,454	67,308	68,718	35	
316.10 Assc Dir Purchasing	44,220	45,595	30,431	59,968	36,791	38,164	43,125	47,191	48,699	48,746	15	
317.00 Dir Bookstore	58,518	59,488	42,500	69,668	48,976	50,163	58,774	60,846	67,539	67,842	12	
317.10 Assc Dir Bookstore	42,133	42,915	33,836	54,742	35,923	37,274	40,012	43,389	44,878	46,350	9	
318.00 Dir Internal Audit	64,649	64,000	47,440	84,050	53,953	55,000	60,482	66,238	72,732	76,218	31	
319.00 Dir Aux Services	71,370	71,154	41,000	97,515	56,810	59,733	66,218	73,589	83,875	88,700	22	
320.00 Dir Campus Security	64,310	61,866	41,300	87,728	53,000	53,814	60,468	69,478	72,319	74,484	34	
321.00 Dir Risk Mgt,Ins	63,260	60,038	44,222	86,771	44,595	47,146	56,752	66,221	80,450	83,754	8	
322.00 Admin Hosp Med Ctr	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
322.20 Dir Med Ctr Pers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
401.00 Chief Developmnt Off*	108,672	100,000	60,000	205,000	85,760	90,197	95,231	115,054	122,475	126,060	28	
401.10 Dir Annual Giving	53,345	51,335	35,000	97,060	38,085	40,320	46,511	54,099	57,500	63,194	13	
401.20 Dir Corp,Fndtn Rel	64,484	58,711	44,800	97,060	47,434	52,408	56,800	68,768	76,935	77,364	10	
401.40 Dir Planned Giving	69,725	65,000	33,920	111,525	53,698	58,700	61,072	68,446	89,234	91,147	15	
402.00 Chf Public Rel Off*	73,316	75,625	51,912	96,876	60,000	62,600	72,100	78,200	80,853	81,200	24	
402.10 Dir Gov,Leg Rel*	101,311	98,038	60,000	155,250	66,642	73,711	95,446	104,454	123,000	129,925	13	
403.00 Chf Dev, Pub Rel Off*	111,416	114,318	37,099	170,000	91,264	105,530	110,217	117,993	128,828	132,780	12	
404.00 Dir Alumni Affairs	61,296	59,506	39,768	101,138	45,000	47,764	51,735	64,992	70,907	72,100	34	
405.00 Dir Dev,Alumni Aff	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
406.00 Dir Major Gifts	69,210	67,500	38,392	100,000	44,079	54,370	60,500	75,000	90,451	97,060	14	
408.00 Dir Community Serv	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
409.00 Dir Publications	55,290	51,481	41,000	86,046	44,127	45,205	49,799	55,000	60,603	61,800	19	
409.10 Assc Dir Publicatns	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
409.20 Mgr Printing Srv	44,525	43,372	26,162	64,080	34,471	37,633	42,199	47,165	51,230	53,772	26	
410.00 Dir Info Office	57,229	54,131	36,772	103,000	46,479	46,542	53,740	56,647	62,824	65,586	15	
411.00 Dir News Bureau	46,249	47,652	34,479	56,499	37,028	39,067	45,768	48,666	52,745	53,275	12	
501.00 Chf Student Aff Off*	113,073	111,729	77,555	165,000	97,510	100,526	108,495	115,669	125,352	128,360	37	
501.10 Assc Chf Stud Aff Off	75,475	75,000	48,960	101,496	60,848	64,885	73,080	81,603	85,503	88,350	21	
501.50 Dean of Students*	72,202	75,000	43,600	91,111	56,699	61,088	72,479	79,163	85,000	86,200	21	
502.00 Chief Admissions Off*	67,307	63,744	43,260	103,000	51,729	55,502	61,657	71,336	76,565	77,515	37	
502.10 Assc Dir Admissions	44,852	44,625	35,587	69,596	39,220	39,631	42,001	45,106	47,355	48,657	33	
502.15 Dir, Academic Advising	56,090	52,350	36,399	78,700	45,000	45,613	48,880	59,766	69,409	70,000	17	
503.00 Dir Adm & Registrar*	77,758	69,547	56,480	115,458	56,480	58,860	66,000	73,093	104,867	115,458	4	
504.00 Registrar*	63,074	60,675	46,932	99,636	52,673	54,470	59,328	63,248	69,783	72,200	38	
504.10 Assc Registrar	46,262	45,670	36,761	62,356	39,265	41,060	42,337	48,645	50,926	51,100	24	
504.20 Asst Registrar	36,484	36,260	26,780	58,315	33,523	33,613	35,560	36,274	36,428	37,446	29	
506.00 Dir Student Fin Aid*	64,937	62,020	49,740	85,174	57,668	59,432	60,573	66,981	72,324	73,153	38	
506.10 Assc Dir Std Fin Aid	45,786	45,276	34,054	58,486	40,252	41,563	42,730	46,333	49,664	55,430	35	
507.00 Dir Food Services	64,425	64,285	40,550	91,524	43,474	45,423	63,798	67,529	77,179	82,917	7	
508.00 Dir Student Housing	57,025	56,148	38,000	79,425	43,860	45,750	51,516	58,320	66,259	71,600	34	
508.10 Assc Dir Std Housing	42,629	45,133	28,500	60,966	33,000	34,625	41,883	47,090	49,733	49,995	24	
508.20 Housing Off,Adm Opr	40,755	39,914	27,216	63,031	29,900	29,900	37,684	43,720	47,252	48,039	10	
508.30 Housing Off,Res Life	34,934	30,005	25,931	63,031	27,398	27,721	30,004	31,532	40,981	44,365	31	
509.00 Dir Union,Std Act	63,976	60,862	30,000	119,480	44,216	49,658	58,178	66,832	75,834	76,487	11	
510.00 Dir Foreign Students	48,853	42,363	30,000	91,207	31,873	36,618	40,316	45,993	58,133	69,184	10	
511.00 Dir Student Union	58,923	56,978	43,472	77,757	50,390	51,126	52,375	60,888	67,480	68,900	16	
511.10 Assc Dir Std Union	42,238	39,630	31,379	58,111	31,956	33,200	38,378	40,878	54,038	57,862	8	
512.00 Dir Std Activities	49,207	46,947	35,352	85,000	39,176	40,259	43,089	48,362	56,781	59,400	20	

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 3

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
512.10 Asst Dir Student Activities	43,581	40,868	30,125	65,920	31,275	32,281	38,529	43,600	54,507	59,833	6
513.00 Dir Career Dev-Plcmt	53,943	53,493	31,980	75,186	45,388	46,963	51,897	55,857	58,411	61,442	36
514.00 Dir Std Counseling	60,602	56,792	35,000	96,550	47,666	50,766	53,628	65,107	69,318	72,824	30
514.10 Asst Dir Std Cnslg	50,847	50,000	40,823	68,454	43,170	43,274	46,000	50,293	57,755	61,000	9
515.00 Dir Std Hlth-Physicn	96,641	98,899	57,407	144,006	61,323	66,800	95,509	104,450	119,664	119,866	11
516.00 Dir Std Hlth-Nurse	55,761	54,880	34,066	82,591	45,305	50,038	52,621	59,450	61,839	62,723	20
516.10 Dir Std Health Svcs (Non Med Admin)	70,757	70,362	58,000	83,001	60,400	62,500	65,779	75,363	79,862	81,327	6
517.00 Dir Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
518.00 Dir Athletics	107,406	98,188	52,000	178,500	83,854	86,358	95,000	111,640	125,452	127,878	37
519.00 Dir Sports Info	41,474	40,410	24,000	58,496	34,163	35,250	38,980	42,131	46,736	49,339	30
520.00 Dir Athletics, Men	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
521.00 Dir Athletics, Women	140,665	71,000	45,000	454,321	47,686	51,714	63,457	73,145	264,448	378,372	5
522.00 Dir Campus Rec	51,963	52,020	31,169	71,947	42,539	43,485	47,380	55,850	60,048	62,520	29
522.10 Asst Dir Campus Rec/Intramurals	36,365	33,560	27,500	50,000	30,305	30,305	30,431	38,282	42,996	43,906	20
523.00 Chief Enrollment Mgmt	93,131	90,198	74,036	128,512	81,268	83,243	89,868	93,977	101,713	103,997	16
524.00 Dir Minority Affairs	54,189	49,398	37,000	80,000	43,200	44,221	47,667	53,410	63,883	66,914	17
525.00 Dir Conferences	48,155	46,747	39,625	60,508	40,267	40,828	42,678	51,178	55,683	57,935	6
526.00 Dir Woman's Center	57,781	54,757	29,577	125,000	35,899	39,610	51,108	55,880	57,405	70,979	8

\* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 4

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
101.00 CEO/SYSTEM	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
102.00 CEO,Single Inst*	173,083	166,500	111,137	300,000	144,650	147,725	164,850	171,690	189,250	192,000	192,000	29
102.10 Asst to CEO,Single*	80,078	78,056	38,310	120,000	60,320	61,600	72,338	86,878	103,185	109,545	109,545	15
103.00 Exec Vice Pres*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
201.00 Chief Acad Off*	129,238	130,000	95,172	155,792	115,310	120,223	125,713	134,979	142,723	145,000	145,000	28
201.10 Assc Chief Acad Off*	99,747	99,738	84,324	115,644	90,456	91,439	95,475	104,500	107,170	107,741	107,741	27
203.00 Dir Library Serv*	75,352	74,223	52,800	102,826	64,830	65,565	70,351	77,096	85,783	89,364	89,364	26
203.20 Acquistns Librarian	47,288	48,670	34,963	60,419	41,400	42,225	42,619	49,970	52,565	54,813	54,813	14
203.30 Chf Tech Serv Librn	55,551	56,091	36,000	76,969	43,311	44,578	52,705	57,761	66,488	67,216	67,216	14
203.40 Chf Public Serv Librn	53,460	54,154	41,000	67,810	43,852	43,971	50,735	56,104	61,560	62,356	62,356	15
204.00 Dir Instit Research*	64,512	60,043	41,808	124,997	47,923	48,673	55,000	67,510	75,567	77,066	77,066	24
204.10 Assc Dir Inst Res	53,866	53,223	33,000	77,269	38,200	42,750	50,356	56,097	64,680	70,555	70,555	6
205.00 Dir Educ Media Serv	60,335	55,675	37,343	105,000	38,354	39,872	47,710	59,025	83,130	96,252	96,252	5
206.00 Dir Learning Res Ctr	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
207.00 Dir Internatl Educ	80,996	74,560	66,040	98,763	66,432	67,020	70,624	88,395	98,191	98,534	98,534	5
207.10 Dir Internatl Std Ed	58,928	64,029	39,940	68,655	43,731	47,049	59,764	66,066	67,789	68,193	68,193	6
208.00 Dir Academic Computing	67,321	67,996	44,404	83,477	49,383	53,740	62,023	74,781	83,269	83,366	83,366	6
208.10 Assc Dir Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
209.00 Dir, Spons Res & Prog	68,746	71,219	41,462	83,017	63,488	63,704	67,194	73,070	77,209	79,453	79,453	16
211.00 Dean,Agriculture*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
212.00 Dean,Arts & Letters*	93,629	95,562	76,560	110,000	80,545	82,773	91,461	96,750	103,390	104,400	104,400	9
213.00 Dean,Arts & Sciences*	104,244	99,437	75,160	134,778	95,791	97,107	98,000	105,046	108,577	113,877	113,877	18
214.00 Dean,Business*	114,333	111,612	75,672	145,000	99,036	99,960	107,499	120,500	128,883	134,213	134,213	26
215.00 Dean,Communications*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
216.00 Dean,Continuing Ed*	87,873	83,083	67,556	113,464	72,593	75,297	80,828	93,780	100,775	107,500	107,500	9
218.00 Dean,Education*	97,981	99,960	76,680	117,865	86,610	90,484	96,270	103,456	105,902	107,100	107,100	28
219.00 Dean,Engineering*	117,232	112,200	91,743	144,550	93,194	95,371	104,279	128,082	141,610	143,374	143,374	5
221.00 Dean,External Deg Pgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
222.00 Dean,Fine Arts*	89,725	92,750	69,000	104,400	69,000	72,625	83,500	102,000	103,800	104,400	104,400	4
223.00 Dean,Graduate Program*	87,446	87,998	47,904	113,859	75,074	76,320	81,010	94,643	100,858	102,886	102,886	13
224.00 Dean,Hlth-Rltd Prof	104,077	99,954	90,000	132,480	91,590	93,975	98,752	99,982	116,240	125,984	125,984	5
225.00 Dean,Home Economics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
226.00 Dean,Humanities*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
228.00 Dean,Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
229.00 Dean,Lib & Inf Sci*	83,354	79,086	76,434	98,809	76,434	77,024	78,792	79,380	93,952	98,809	98,809	4
230.00 Dean,Mathematics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
231.00 Dean,Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
232.00 Dean,Music*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
233.00 Dean,Nursing	97,374	95,953	82,400	127,145	84,954	85,735	91,842	97,082	105,198	111,429	111,429	8
234.00 Dean,Occ Std,Voc Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
236.00 Dean,Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
237.00 Dean,Sciences*	99,676	98,957	76,560	125,000	77,552	79,042	84,655	114,074	119,432	121,144	121,144	8
238.00 Dean,Social Sciences*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
239.00 Dean,Social Work*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
240.00 Dean,Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
241.00 Dean,Undergrad Prog*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
243.00 Dir Continuing Educ	60,305	61,481	40,877	79,624	48,909	49,795	57,035	65,400	69,200	70,125	70,125	11
244.00 Chf Research Officer*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 4

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases	
					20th	25th	40th	60th	75th	80th		
250.00 Dean,Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
251.00 Dean,Cooperative Ext	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
260.00 Dir Distance Learning	62,409	61,320	40,677	78,500	44,231	49,562	59,596	68,388	75,800	77,420	5	
301.00 Chief Business Off*	118,679	119,120	80,000	154,500	106,376	107,720	112,656	121,984	128,500	129,700	25	
301.01 Chief Admin Off*	89,640	89,000	68,296	130,766	69,659	71,750	83,600	90,316	99,400	107,968	8	
301.02 Chief Financial Off*	85,134	81,549	62,000	131,090	68,158	74,298	78,305	86,632	97,223	99,000	14	
301.03 Chief Investment Off	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
301.10 Dir Env Health-Safety	45,047	43,442	38,163	53,969	40,137	41,864	43,227	44,534	49,619	51,649	6	
301.20 Dir Telecommunications/Networking	60,247	62,163	42,128	68,959	50,025	54,089	60,887	64,599	67,219	67,661	8	
302.00 Chief Planning Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
303.00 Chief Budgeting Off*	65,473	58,110	43,641	123,487	48,160	50,590	56,468	66,559	74,500	78,087	16	
303.10 Assc Budget Dir	51,571	51,545	40,000	63,922	43,325	46,235	50,602	52,353	56,555	59,993	6	
304.00 Chief Plan-Budgt Off	86,381	79,680	75,000	107,000	75,745	76,863	79,107	86,772	99,250	103,900	5	
305.00 General Counsel	90,013	93,175	48,000	120,000	73,404	74,118	81,138	98,739	108,750	110,096	12	
306.00 Chf Personnel,HR Off*	71,427	73,000	40,685	94,644	60,592	65,042	67,094	75,514	84,649	85,424	23	
306.10 Assc Dir Pers,HR	51,919	54,831	34,020	65,259	41,095	42,050	51,126	55,065	59,000	62,755	11	
306.20 Manager Benefits	42,175	43,158	27,261	52,585	33,785	34,824	41,126	45,566	50,068	50,805	11	
306.30 Manager Training-Dev	42,307	41,600	32,388	53,632	33,824	34,781	37,530	46,553	49,445	51,120	7	
306.40 Manager Empl Relatns	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
306.60 Manager Employment	44,086	41,449	36,297	54,080	39,801	40,789	41,247	43,046	50,577	52,695	8	
306.70 Mgr Wage-Sal,Mgr,Comp	42,481	42,524	28,800	56,076	28,800	29,707	32,427	52,620	55,212	56,076	4	
306.80 Mgr Personnel Inf Sys	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
307.00 Dir AA,EEO	62,609	60,975	51,732	86,320	54,329	55,171	59,230	62,052	66,416	66,896	9	
308.00 Dir Pers-AA	74,353	68,077	59,106	107,500	60,808	62,297	64,968	72,626	86,875	96,500	6	
309.00 Chief Inform Sys Off*	90,285	90,805	51,912	130,747	70,600	75,420	82,228	93,219	105,285	111,611	24	
309.10 Assc Dir Information Systems	78,053	81,780	52,655	112,000	59,465	60,682	71,220	85,556	89,125	92,520	12	
309.20 Data Base Admin	66,862	66,950	50,373	90,507	54,247	56,830	61,390	69,848	72,800	79,883	7	
309.30 Sys Analyst I-Hi	57,072	53,411	40,020	89,900	48,334	48,479	50,965	55,904	69,029	69,656	18	
310.00 Dir Administrative Computing	75,271	76,451	54,198	91,210	66,480	66,722	69,674	81,040	85,192	86,880	10	
310.10 Assc Dir Administrative Computing	56,951	60,297	45,000	62,209	45,000	48,597	59,386	61,207	61,959	62,209	4	
312.00 Chf Phys Plnt,Fac	76,133	73,295	51,616	98,572	64,480	66,560	70,335	82,394	88,239	90,366	28	
312.10 Assc Dir Phys Plnt	62,012	61,405	45,211	88,400	50,000	51,725	56,500	65,341	71,000	71,599	19	
312.20 Mgr Landscape,Grnds	44,657	44,068	28,610	67,592	33,533	36,007	42,451	47,772	51,606	53,003	16	
312.30 Mgr Bldg Mnt Trades	48,368	50,000	30,661	61,553	40,140	42,540	44,625	53,468	54,570	55,312	15	
312.40 Mgr Tech Trades	45,354	43,984	33,613	57,500	37,673	38,728	41,063	47,744	54,055	55,500	8	
312.50 Mgr Custodial Srv	41,140	39,831	22,670	66,638	34,898	36,081	37,103	42,951	45,325	47,100	18	
312.60 Mgr Power Plant	43,828	43,500	38,864	49,381	39,404	40,214	42,338	44,897	47,605	48,671	5	
313.00 Comptroller*	73,818	75,000	57,165	87,550	63,497	63,724	72,800	76,440	85,000	85,160	15	
313.10 Manager Payroll	42,133	43,134	29,484	60,461	35,341	35,350	40,594	44,494	44,967	45,678	15	
313.20 Asst Comptroller	51,089	49,481	35,000	72,260	38,714	40,232	44,679	54,698	61,635	64,729	8	
313.30 Restr Funds Accountant	41,649	42,341	30,844	51,069	30,844	32,238	36,421	48,260	50,367	51,069	4	
314.00 Dir Accounting	59,365	58,213	48,000	73,792	52,064	52,637	57,249	58,958	66,264	69,762	12	
315.00 Bursar	50,554	49,689	34,870	75,000	42,221	43,107	47,143	51,614	55,080	59,822	15	
315.10 Assc Bursar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
316.00 Dir Purchasing	55,985	55,069	40,625	73,816	46,549	48,264	53,938	58,798	62,459	65,370	22	
316.10 Assc Dir Purchasing	39,500	40,362	35,300	43,620	35,440	35,650	37,745	41,476	42,920	43,340	5	
317.00 Dir Bookstore	47,595	43,441	36,575	72,179	38,795	40,040	41,741	45,985	54,787	58,635	10	
317.10 Assc Dir Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 4

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
318.00 Dir Internal Audit	62,425	63,152	42,995	84,590	44,873	46,909	58,930	66,554	72,630	78,923	16
319.00 Dir Aux Services	65,443	63,267	40,707	94,500	51,000	52,500	60,000	71,500	74,673	78,165	14
320.00 Dir Campus Security	56,939	54,680	35,520	82,680	49,358	51,168	53,388	56,860	65,423	65,987	28
321.00 Dir Risk Mgt,Ins	56,181	55,064	43,631	70,967	43,631	45,799	52,303	57,824	67,681	70,967	4
401.00 Chief Developmnt Off*	95,093	92,200	52,297	147,571	75,321	78,358	89,649	102,238	109,700	113,000	17
401.10 Dir Annual Giving	46,204	41,125	30,206	85,030	32,002	34,174	37,816	44,436	51,900	58,929	13
401.20 Dir Corp,Fndtn Rel	58,767	60,839	49,620	62,802	52,388	54,811	59,851	61,192	62,171	62,466	6
401.40 Dir Planned Giving	60,033	61,057	50,820	67,200	50,820	52,093	55,913	66,200	66,950	67,200	4
402.00 Chf Public Rel Off*	62,842	62,083	40,830	109,500	49,670	51,718	56,190	63,176	69,905	71,874	17
402.10 Dir Gov,Leg Rel*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
403.00 Chf Dev,Pub Rel Off*	82,874	89,152	52,996	104,092	53,407	53,681	88,566	92,122	98,910	100,983	7
404.00 Dir Alumni Affairs	53,696	53,593	36,050	72,800	46,628	47,958	50,204	54,311	61,799	62,691	20
405.00 Dir Dev,Alumni Aff	60,706	60,000	53,170	67,020	54,204	55,756	59,005	63,000	66,010	66,616	5
406.00 Dir Major Gifts	54,854	53,090	40,000	86,000	42,927	44,879	46,521	54,178	60,678	70,807	7
408.00 Dir Community Serv	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
409.00 Dir Publications	50,832	46,640	37,920	81,795	43,813	43,846	46,079	50,472	54,652	56,181	11
409.10 Assc Dir Publicatns	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
409.20 Mgr Printing Srv	41,971	41,760	30,900	55,702	34,726	37,882	41,102	44,266	45,945	46,890	13
410.00 Dir Info Office	53,576	55,600	40,170	67,760	43,396	45,547	49,288	56,115	62,000	64,304	7
411.00 Dir News Bureau	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
501.00 Chf Student Aff Off*	102,631	99,503	77,700	135,000	89,471	92,917	97,500	102,989	113,013	115,500	24
501.10 Assc Chf Stud Aff Off	77,111	76,740	44,822	90,575	68,987	71,311	75,219	84,699	86,118	87,176	13
501.50 Dean of Students*	72,492	70,929	56,321	92,000	62,134	64,722	68,634	74,758	82,133	82,601	13
502.00 Chief Admissions Off*	58,329	57,620	32,520	86,970	47,763	48,540	54,417	59,093	67,610	72,108	20
502.10 Assc Dir Admissions	43,003	44,902	29,796	52,864	33,963	37,761	42,111	46,692	49,460	50,152	22
502.15 Dir, Academic Advising	56,897	59,261	39,360	72,953	42,718	44,705	52,611	65,391	67,454	68,211	11
503.00 Dir Adm & Registrar*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
504.00 Registrar*	59,115	58,975	39,347	82,000	46,068	47,463	56,001	62,463	68,753	70,000	24
504.10 Assc Registrar	42,503	42,570	31,500	55,233	35,134	36,688	39,162	44,237	49,828	50,837	16
504.20 Asst Registrar	37,193	35,000	25,631	47,500	31,831	31,831	34,113	38,915	43,911	44,901	15
505.00 Dir Adm,Fin Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
506.00 Dir Student Fin Aid*	57,715	57,522	39,140	73,065	49,843	50,221	53,946	61,910	63,636	64,869	28
506.10 Assc Dir Std Fin Aid	40,529	39,242	32,640	54,078	34,293	34,370	37,693	42,556	46,049	47,746	20
507.00 Dir Food Services	63,305	64,079	55,000	70,064	55,000	56,419	60,677	67,480	69,418	70,064	4
507.10 Assc Dir Food Serv	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	5
508.00 Dir Student Housing	56,555	56,479	44,000	72,268	48,690	49,912	54,513	57,735	60,829	63,990	22
508.10 Assc Dir Std Housing	40,919	41,994	30,605	52,000	32,610	34,753	40,002	42,894	44,423	46,156	13
508.20 Housing Off,Adm Opr	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
508.30 Housing Off,Res Life	32,652	30,406	28,000	45,000	29,287	30,136	30,406	30,604	34,828	36,420	18
509.00 Dir Union,Std Act	49,603	51,228	38,388	61,700	41,674	43,865	45,892	51,288	56,180	58,388	7
510.00 Dir Foreign Students	42,478	44,702	28,840	51,667	28,840	32,128	41,990	47,413	50,604	51,667	4
511.00 Dir Student Union	50,464	50,044	36,548	60,419	44,235	49,360	49,561	51,609	55,436	57,429	7
511.10 Assc Dir Std Union	40,417	43,030	33,130	44,941	33,713	34,587	38,838	44,177	44,941	44,941	5
512.00 Dir Std Activities	48,874	45,190	40,270	65,968	41,600	41,600	43,808	53,158	54,725	54,945	15
512.10 Asst Dir Student Activities	39,201	43,237	28,000	48,000	30,280	31,800	37,488	43,575	43,660	45,396	7
513.00 Dir Career Dev-Plcmt	50,193	49,455	28,500	69,493	41,839	42,155	45,943	50,730	58,814	59,635	25
514.00 Dir Std Counseling	57,463	58,181	33,978	77,583	46,340	50,059	54,148	61,999	64,418	66,316	20
514.10 Assc Dir Std Cnslg	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 4

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases	
					20th	25th	40th	60th	75th	80th		
515.00 Dir Std Hlth-Physicn	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
516.00 Dir Std Hlth-Nurse	56,446	55,366	38,277	77,570	46,619	52,454	55,029	57,278	62,868	64,508		18
516.10 Dir Std Health Svcs (Non Med Admin)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
517.00 Dir Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
518.00 Dir Athletics	83,495	80,000	32,171	130,650	71,024	72,801	78,878	85,114	90,000	92,738		27
519.00 Dir Sports Info	38,907	40,000	17,000	65,022	28,672	29,411	37,903	41,642	46,249	47,824		20
522.00 Dir Campus Rec	45,969	43,550	27,918	67,500	34,105	35,825	40,963	47,580	51,690	60,456		11
522.10 Asst Dir Campus Rec/Intramurals	31,273	30,600	24,480	39,078	26,292	27,500	30,135	31,908	35,000	36,631		7
523.00 Chief Enrollment Mgmt	79,419	82,347	46,000	107,250	63,761	66,159	77,340	84,149	90,623	93,896		16
524.00 Dir Minority Affairs	47,712	48,478	35,790	59,542	35,958	36,800	40,791	55,312	57,844	58,776		8
525.00 Dir Conferences	45,390	45,652	31,930	54,981	36,350	40,217	43,212	48,656	52,107	53,448		6
526.00 Dir Woman's Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1

\* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 5

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
101.00 CEO/SYSTEM	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
102.00 CEO,Single Inst*	155,091	149,000	103,000	240,000	124,107	131,468	135,962	163,618	175,625	186,542	186,542	18
102.10 Asst to CEO,Single*	65,143	61,808	45,855	95,607	48,107	48,107	53,025	70,222	83,385	83,792	83,792	10
103.00 Exec Vice Pres*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
201.00 Chief Acad Off*	108,899	104,280	86,525	155,237	96,714	98,989	100,013	107,582	117,501	126,280	126,280	18
201.10 Assc Chief Acad Off*	83,583	83,921	70,000	96,740	73,622	75,500	78,938	88,911	90,000	92,993	92,993	11
203.00 Dir Library Serv*	68,320	66,222	52,800	88,450	54,654	58,045	62,808	70,596	81,500	84,119	84,119	20
203.20 Acquistns Librarian	40,948	41,003	32,864	49,617	35,306	36,866	40,050	41,988	44,414	45,999	45,999	8
203.30 Chf Tech Serv Librn	45,541	42,228	36,848	66,343	37,650	38,065	40,117	44,417	52,121	56,613	56,613	8
203.40 Chf Public Serv Librn	42,944	42,300	31,050	54,000	35,810	37,345	39,352	45,486	50,485	52,166	52,166	8
204.00 Dir Instit Research*	61,409	59,264	36,923	100,000	42,925	47,363	51,676	67,604	73,111	80,074	80,074	16
204.10 Assc Dir Inst Res	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
205.00 Dir Educ Media Serv	58,315	47,477	35,416	99,400	36,965	39,290	44,889	58,662	82,759	92,744	92,744	5
206.00 Dir Learning Res Ctr	43,991	45,171	33,619	50,975	36,296	38,638	41,375	48,700	49,269	50,065	50,065	6
207.00 Dir Internatl Educ	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
208.00 Dir Academic Computing	67,724	70,500	48,500	80,580	51,008	54,771	64,825	74,998	79,289	80,063	80,063	5
208.10 Assc Dir Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
209.00 Dir, Spons Res & Prog	63,546	62,574	37,595	89,303	53,836	56,136	61,448	63,612	69,205	80,011	80,011	10
211.00 Dean,Agriculture*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
212.00 Dean,Arts & Letters*	93,562	90,621	78,500	114,506	78,500	80,714	87,355	93,886	109,351	114,506	114,506	4
213.00 Dean,Arts & Sciences*	90,374	88,704	75,160	113,878	77,980	82,000	87,773	90,200	100,000	102,766	102,766	11
214.00 Dean,Business*	98,935	98,549	75,672	124,230	85,942	88,988	95,921	100,806	105,617	108,321	108,321	16
216.00 Dean,Continuing Ed*	86,726	79,155	70,000	118,594	70,000	71,375	75,500	82,809	109,648	118,594	118,594	4
218.00 Dean,Education*	88,361	88,246	72,400	104,000	79,600	80,641	85,794	92,994	94,750	97,580	97,580	18
219.00 Dean,Engineering*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
221.00 Dean,External Deg Pgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
223.00 Dean,Graduate Program*	79,998	87,262	55,746	93,886	63,902	69,340	79,252	87,452	89,000	90,954	90,954	7
224.00 Dean,Hlth-Rltd Prof	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
225.00 Dean,Home Economics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
226.00 Dean,Humanities*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
230.00 Dean,Mathematics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
233.00 Dean,Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
235.00 Dean,Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
237.00 Dean,Sciences*	86,104	86,068	70,000	103,602	72,800	75,250	83,224	88,661	96,315	99,716	99,716	6
238.00 Dean,Social Sciences*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
239.00 Dean,Social Work*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
241.00 Dean,Undergrad Prog*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
243.00 Dir Continuing Educ	46,878	45,445	30,810	61,200	35,697	36,742	44,144	47,671	56,813	59,187	59,187	11
250.00 Dean,Honors Program	73,596	73,551	60,000	87,281	60,000	62,202	68,806	78,295	85,035	87,281	87,281	4
260.00 Dir Distance Learning	53,541	56,177	36,565	68,204	37,939	39,141	48,626	62,081	65,143	66,572	66,572	6
301.00 Chief Business Off*	95,594	95,000	41,702	140,000	80,000	85,184	91,100	96,471	108,364	112,001	112,001	19
301.01 Chief Admin Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
301.02 Chief Financial Off*	72,786	71,005	56,200	92,934	56,200	58,793	66,570	75,440	88,561	92,934	92,934	4
301.10 Dir Env Health-Safety	50,988	52,825	32,000	66,300	32,000	36,500	50,000	55,650	63,638	66,300	66,300	4
301.20 Dir Telecommunications/Networking	57,182	55,500	42,024	75,972	43,522	44,521	50,074	57,623	75,382	75,618	75,618	7
302.00 Chief Planning Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
303.00 Chief Budgeting Off*	58,315	59,398	40,000	74,151	43,641	44,821	51,865	63,710	73,037	73,922	73,922	9
303.10 Assc Budget Dir	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 5

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
305.00 General Counsel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
306.00 Chf Personnel,HR Off*	57,460	55,000	32,175	88,003	39,569	40,685	54,425	59,027	70,000	72,126	11	
306.10 Assc Dir Pers,HR	49,082	48,872	35,483	63,101	35,483	36,548	39,743	58,000	61,826	63,101	4	
306.20 Manager Benefits	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
306.50 Manager Labor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
306.60 Manager Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
307.00 Dir AA,EEO	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
307.10 Assc Dir AA,EEO	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
308.00 Dir Pers-AA	54,847	52,570	49,500	66,541	49,525	49,547	51,592	54,100	60,392	63,261	6	
309.00 Chief Inform Sys Off*	79,786	77,997	51,912	132,640	65,782	69,350	75,482	80,530	85,000	85,279	15	
309.10 Assc Dir Information Systems	50,711	47,821	30,000	71,419	33,564	38,911	47,821	53,026	63,958	68,434	5	
309.20 Data Base Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
309.30 Sys Analyst I-Hi	48,791	49,305	42,189	56,208	44,165	45,483	49,305	49,305	49,740	52,327	7	
310.00 Dir Administrative Computing	59,507	61,864	49,500	68,515	49,707	50,099	56,053	64,600	67,617	68,515	8	
310.10 Assc Dir Administrative Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
312.00 Chf Phys Plnt,Fac	69,915	68,528	53,440	83,527	59,520	60,209	67,602	71,540	80,435	81,216	16	
312.10 Assc Dir Phys Plnt	47,151	43,975	35,180	68,007	37,422	38,984	41,152	45,000	58,712	63,471	12	
312.20 Mgr Landscape,Grnds	37,675	36,990	22,131	51,553	33,128	34,306	36,184	39,468	42,068	43,336	9	
312.30 Mgr Bldg Mnt Trades	41,780	41,441	34,105	52,992	34,903	35,601	38,325	44,120	46,700	49,636	6	
312.40 Mgr Tech Trades	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
312.50 Mgr Custodial Srv	36,068	38,897	26,042	41,006	27,861	30,590	36,642	39,112	40,131	40,656	5	
312.60 Mgr Power Plant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
313.00 Comptroller*	67,057	66,421	47,148	84,698	53,748	55,480	65,600	70,251	77,800	78,310	11	
313.10 Manager Payroll	34,315	32,256	30,852	41,365	30,852	30,852	31,317	35,890	37,000	38,746	7	
313.20 Asst Comptroller	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	5	
313.30 Restr Funds Accountant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
314.00 Dir Accounting	53,161	50,086	36,940	72,388	38,314	39,516	47,761	54,270	69,915	71,069	6	
315.00 Bursar	42,882	41,355	32,196	58,406	34,973	36,825	41,289	42,975	46,740	51,406	7	
316.00 Dir Purchasing	51,704	52,771	36,000	63,409	42,500	43,923	46,247	57,500	60,784	61,987	9	
316.10 Assc Dir Purchasing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
317.00 Dir Bookstore	36,597	31,922	28,130	55,424	28,835	29,452	31,516	33,996	45,574	50,170	6	
317.10 Assc Dir Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
318.00 Dir Internal Audit	61,314	55,000	50,400	80,000	51,006	51,916	54,059	62,642	73,869	77,547	5	
319.00 Dir Aux Services	49,919	52,000	37,187	62,039	39,299	40,707	44,800	56,000	57,500	59,316	7	
320.00 Dir Campus Security	49,077	48,758	35,676	73,544	39,022	40,100	45,584	49,832	54,685	55,160	17	
321.00 Dir Risk Mgt,Ins	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
401.00 Chief Developmnt Off*	89,399	89,886	55,000	135,200	67,670	70,852	80,323	95,735	101,634	103,785	16	
401.10 Dir Annual Giving	43,818	42,042	32,000	63,519	33,000	34,500	39,017	43,535	54,025	59,721	5	
401.20 Dir Corp,Fndtn Rel	50,117	52,271	40,924	55,000	40,924	43,329	50,542	54,000	54,750	55,000	4	
401.40 Dir Planned Giving	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
402.00 Chf Public Rel Off*	49,087	46,146	35,000	72,540	39,205	39,205	43,573	49,517	59,258	59,802	10	
402.10 Dir Gov,Leg Rel*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
404.00 Dir Alumni Affairs	43,079	39,675	32,000	61,000	35,000	35,457	36,050	42,710	52,021	52,312	14	
405.00 Dir Dev,Alumni Aff	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
406.00 Dir Major Gifts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
408.00 Dir Community Serv	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
409.00 Dir Publications	38,064	37,335	34,920	42,666	34,920	35,455	37,059	37,611	41,402	42,666	4	
409.10 Assc Dir Publicatns	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 5

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
409.20 Mgr Printing Srv	36,802	37,127	33,862	40,000	34,186	34,671	36,139	37,374	38,770	39,508	5
410.00 Dir Info Office	56,524	49,005	34,912	93,173	34,912	36,318	40,534	57,475	84,249	93,173	4
411.00 Dir News Bureau	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
501.00 Chf Student Aff Off*	96,322	95,000	80,748	132,300	83,423	83,970	90,052	96,030	102,129	109,327	15
501.10 Assc Chf Stud Aff Off	65,753	65,582	49,366	82,482	49,366	52,057	60,131	71,032	79,620	82,482	4
501.50 Dean of Students*	61,788	60,659	35,000	91,845	50,399	54,246	57,197	64,996	68,963	73,390	10
502.00 Chief Admissions Off*	55,594	56,210	40,000	80,192	41,094	43,797	52,249	58,138	63,506	65,600	13
502.10 Assc Dir Admissions	39,319	45,262	18,485	54,000	25,394	30,000	36,034	46,333	47,160	49,896	7
502.15 Dir, Academic Advising	42,001	39,198	36,852	50,369	36,976	37,085	37,432	42,562	49,512	49,912	6
503.00 Dir Adm & Registrar*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
504.00 Registrar*	53,875	55,000	41,247	72,254	43,672	47,000	51,494	55,741	60,510	62,269	15
504.10 Assc Registrar	37,373	38,030	30,355	43,076	30,355	31,766	36,000	40,059	42,322	43,076	4
504.20 Asst Registrar	38,145	39,412	28,000	45,808	29,387	31,180	34,754	42,659	45,808	45,808	10
506.00 Dir Student Fin Aid*	51,545	51,281	38,293	68,500	44,788	45,169	49,135	52,760	56,818	59,916	20
506.10 Assc Dir Std Fin Aid	36,774	34,000	30,600	46,641	32,134	32,271	32,556	38,850	41,890	42,362	9
507.00 Dir Food Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
508.00 Dir Student Housing	43,760	40,950	27,923	65,000	35,600	36,044	40,180	45,064	49,652	53,087	12
508.10 Assc Dir Std Housing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
508.20 Housing Off,Adm Opr	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
508.30 Housing Off,Res Life	25,239	25,000	14,000	40,000	14,000	14,000	25,000	25,000	33,675	36,205	7
509.00 Dir Union,Std Act	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
510.00 Dir Foreign Students	42,707	43,643	26,809	56,731	26,809	29,357	37,000	50,286	55,120	56,731	4
511.00 Dir Student Union	43,543	45,342	30,000	53,488	30,000	32,750	41,000	49,684	52,537	53,488	4
511.10 Assc Dir Std Union	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
512.00 Dir Std Activities	40,962	37,283	32,391	53,798	36,415	36,423	37,162	40,301	47,439	47,878	9
512.10 Asst Dir Student Activities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
513.00 Dir Career Dev-Plcmt	43,727	40,380	28,500	70,000	37,388	38,209	39,836	41,146	49,972	53,882	17
514.00 Dir Std Counseling	52,130	51,332	40,658	64,300	46,416	48,155	49,448	54,820	57,404	58,065	12
514.10 Assc Dir Std Cnslg	40,356	39,854	37,673	44,045	37,673	37,908	38,613	41,094	43,307	44,045	4
516.00 Dir Std Hlth-Nurse	45,268	40,160	34,980	61,340	35,377	36,336	39,200	43,735	59,312	60,342	10
518.00 Dir Athletics	78,840	77,700	40,000	123,274	67,902	69,785	76,878	80,052	88,500	92,263	17
519.00 Dir Sports Info	32,079	32,106	18,000	49,967	25,357	25,539	28,050	32,726	37,393	38,195	14
522.00 Dir Campus Rec	36,790	38,250	25,358	42,730	29,275	32,702	37,030	39,400	41,433	42,038	6
522.10 Asst Dir Campus Rec/Intramurals	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
523.00 Chief Enrollment Mgmt	68,748	69,575	45,870	93,705	46,900	49,377	63,600	73,060	86,813	90,800	10
524.00 Dir Minority Affairs	49,705	42,676	39,236	74,231	39,236	39,697	41,080	44,271	66,741	74,231	4
525.00 Dir Conferences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
526.00 Dir Woman's Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1

\* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 6

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
102.00 CEO,Single Inst*	169,106	150,625	125,000	256,000	126,755	128,576	135,707	163,341	215,550	246,368	13	
102.10 Asst to CEO,Single*	77,412	80,000	60,500	90,000	62,072	63,120	74,880	84,000	89,666	89,800	7	
103.00 Exec Vice Pres*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
201.00 Chief Acad Off*	118,892	120,359	85,008	150,000	107,986	109,167	116,560	123,620	127,500	130,000	13	
201.10 Assc Chief Acad Off*	93,485	91,321	54,100	112,087	86,343	87,287	90,257	100,400	108,150	108,150	10	
203.00 Dir Library Serv*	68,307	67,615	46,368	98,145	60,408	60,888	66,728	68,580	74,677	75,069	13	
203.20 Acquistns Librarian	43,421	47,561	27,663	52,834	30,562	33,098	44,913	48,166	50,708	51,700	6	
203.30 Chf Tech Serv Librn	44,723	45,000	31,576	59,488	33,192	34,269	42,920	45,123	55,171	56,898	7	
203.40 Chf Public Serv Librn	44,006	45,000	35,351	53,872	35,588	35,746	41,320	45,000	52,674	53,153	7	
204.00 Dir Instit Research*	60,924	55,433	37,569	109,710	50,000	50,000	50,766	59,920	69,224	75,379	12	
204.10 Assc Dir Inst Res	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
205.00 Dir Educ Media Serv	52,822	49,285	41,400	72,560	43,400	45,150	46,775	52,960	61,640	66,736	6	
206.00 Dir Learning Res Ctr	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
207.00 Dir Internatl Educ	53,338	51,352	40,000	70,648	40,000	40,176	40,703	62,000	68,486	70,648	4	
207.10 Dir Internatl Std Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
208.00 Dir Academic Computing	60,143	57,600	53,371	72,000	53,371	54,328	57,200	58,000	68,500	72,000	4	
208.10 Assc Dir Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
209.00 Dir, Spons Res & Prog	60,029	64,560	36,000	74,088	43,919	47,424	57,299	68,972	72,342	73,315	8	
211.00 Dean,Agriculture*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
212.00 Dean,Arts & Letters*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
213.00 Dean,Arts & Sciences*	88,776	95,599	53,392	108,000	69,567	80,350	83,754	100,160	102,000	104,400	7	
214.00 Dean,Business*	97,292	101,300	55,448	123,720	70,847	81,113	92,260	107,460	120,460	121,764	7	
216.00 Dean,Continuing Ed*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
218.00 Dean,Education*	88,025	90,000	76,259	103,000	76,331	76,438	81,970	92,549	98,624	101,250	5	
219.00 Dean,Engineering*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
222.00 Dean,Fine Arts*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
223.00 Dean,Graduate Program*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
224.00 Dean,Hlth-Rltd Prof	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
226.00 Dean,Humanities*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
230.00 Dean,Mathematics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
233.00 Dean,Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
234.00 Dean,Occ Std,Voc Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
237.00 Dean,Sciences*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
238.00 Dean,Social Sciences*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
239.00 Dean,Social Work*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
243.00 Dir Continuing Educ	67,306	70,000	33,637	89,894	40,510	50,819	68,800	73,000	82,447	86,915	5	
250.00 Dean,Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
251.00 Dean,Cooperative Ext	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
260.00 Dir Distance Learning	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
301.00 Chief Business Off*	110,965	107,792	78,039	147,000	85,254	88,517	95,730	123,354	135,885	137,832	10	
301.01 Chief Admin Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
301.02 Chief Financial Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
301.10 Dir Env Health-Safety	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
301.20 Dir Telecommunications/Networking	66,797	71,000	49,543	84,000	50,634	52,272	61,400	73,066	79,222	82,089	5	
302.00 Chief Planning Off*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
303.00 Chief Budgeting Off*	66,740	68,740	40,148	79,000	53,769	62,849	64,500	73,748	78,000	78,400	7	
304.00 Chief Plan-Budgt Off	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
305.00 General Counsel	93,401	95,000	65,625	116,650	70,626	75,002	91,626	98,000	111,663	113,990	6	

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 6

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
306.00 Chf Personnel,HR Off*	71,676	74,500	39,090	96,450	53,200	57,875	63,800	84,600	85,880	86,934	10
306.10 Assc Dir Pers,HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
306.20 Manager Benefits	41,259	44,080	33,000	47,591	33,083	33,139	40,016	45,616	46,000	46,636	7
306.30 Manager Training-Dev	39,628	38,506	35,000	46,500	35,000	35,503	37,012	40,000	44,875	46,500	4
306.40 Manager Empl Relatns	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
306.60 Manager Employment	45,326	45,258	36,729	54,060	36,729	38,297	43,000	47,516	52,424	54,060	4
306.70 Mgr Wage-Sal,Mgr,Comp	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
306.80 Mgr Personnel Inf Sys	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
307.00 Dir AA,EEO	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
308.00 Dir Pers-AA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
309.00 Chief Inform Sys Off*	86,543	84,764	57,800	115,000	65,234	70,348	82,160	93,961	101,904	104,908	10
309.10 Assc Dir Information Systems	66,324	68,437	50,973	77,450	50,973	55,230	68,000	68,874	75,306	77,450	4
309.20 Data Base Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
309.30 Sys Analyst I-Hi	58,592	60,000	47,000	66,312	49,530	53,325	59,790	60,000	63,156	65,050	5
310.00 Dir Administrative Computing	62,639	63,648	47,000	74,900	50,704	53,174	58,835	68,730	72,120	73,232	7
312.00 Chf Phys Plnt,Fac	69,715	67,313	51,192	90,000	55,824	60,000	66,338	71,506	81,120	85,488	11
312.10 Assc Dir Phys Plnt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
312.20 Mgr Landscape,Grnds	40,777	44,665	29,225	49,533	29,643	30,008	41,735	45,043	47,112	48,242	6
312.30 Mgr Bldg Mnt Trades	46,397	45,513	36,722	63,682	39,720	41,719	43,194	45,684	48,804	54,755	7
312.40 Mgr Tech Trades	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
312.50 Mgr Custodial Srv	36,293	36,930	27,939	46,000	27,948	27,956	34,143	38,938	43,000	44,400	6
312.60 Mgr Power Plant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
313.00 Comptroller*	68,425	69,313	53,200	78,000	60,054	61,667	66,786	73,000	75,500	76,600	10
313.10 Manager Payroll	37,630	39,559	25,104	45,000	31,466	33,543	37,470	40,705	41,941	42,600	8
313.20 Asst Comptroller	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
313.30 Restr Funds Accountant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
314.00 Dir Accounting	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
315.00 Bursar	41,358	40,355	30,730	57,304	31,790	32,496	36,080	44,871	47,610	51,488	7
316.00 Dir Purchasing	55,291	53,251	44,160	75,000	48,885	52,253	52,932	53,803	58,000	62,127	11
316.10 Assc Dir Purchasing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
317.00 Dir Bookstore	39,999	38,668	34,141	48,767	34,216	34,301	36,000	41,808	46,254	47,353	8
317.10 Assc Dir Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
318.00 Dir Internal Audit	67,157	64,239	51,465	90,000	52,079	52,616	54,742	74,640	82,499	86,000	6
319.00 Dir Aux Services	57,848	61,408	36,000	78,000	39,600	42,750	57,738	62,569	68,455	72,909	6
320.00 Dir Campus Security	50,414	51,136	36,896	67,465	39,791	40,749	45,901	53,209	59,228	61,240	13
321.00 Dir Risk Mgt,Ins	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
401.00 Chief Developmnt Off*	104,086	95,625	72,030	153,400	79,550	81,178	94,675	107,000	122,500	132,680	13
401.10 Dir Annual Giving	45,823	47,273	27,226	60,313	35,445	38,375	43,728	49,400	54,499	56,862	8
401.20 Dir Corp,Fndtn Rel	54,303	55,000	40,000	65,313	42,000	45,000	52,000	58,720	63,257	64,490	5
401.40 Dir Planned Giving	62,905	66,674	38,273	80,000	38,273	44,667	63,850	69,498	77,375	80,000	4
402.00 Chf Public Rel Off*	57,598	59,140	35,613	99,200	37,780	39,925	46,315	66,012	68,158	68,506	10
402.10 Dir Gov,Leg Rel*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
404.00 Dir Alumni Affairs	46,919	46,647	34,352	60,000	36,870	37,509	39,191	54,200	56,503	57,337	8
405.00 Dir Dev,Alumni Aff	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
406.00 Dir Major Gifts	54,000	50,000	45,000	65,000	45,000	45,000	47,000	59,000	65,000	65,000	5
408.00 Dir Community Serv	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
409.00 Dir Publications	44,952	41,161	34,320	63,166	34,320	35,740	40,000	42,321	57,955	63,166	4
409.10 Assc Dir Publicatns	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 6

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases	
					20th	25th	40th	60th	75th	80th		
409.20 Mgr Printing Srv	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
410.00 Dir Info Office	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
411.00 Dir News Bureau	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
501.00 Chf Student Aff Off*	97,280	102,900	67,683	130,064	80,000	80,000	90,481	103,300	109,372	114,589	n/a	10
501.10 Assc Chf Stud Aff Off	57,659	54,892	46,128	74,726	46,128	47,042	49,783	60,000	71,045	74,726	n/a	4
501.50 Dean of Students*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
502.00 Chief Admissions Off*	63,744	62,500	40,443	94,500	45,000	49,847	55,000	63,180	79,190	85,400	n/a	9
502.10 Assc Dir Admissions	49,044	45,576	41,000	60,000	41,744	42,394	43,093	50,250	59,438	59,700	n/a	6
502.15 Dir, Academic Advising	58,565	62,130	37,813	73,318	43,288	48,078	58,300	64,308	66,705	69,791	n/a	6
503.00 Dir Adm & Registrar*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
504.00 Registrar*	56,351	56,513	45,336	71,600	48,259	48,576	51,753	60,000	62,067	64,727	n/a	11
504.10 Assc Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
504.20 Asst Registrar	36,716	34,201	30,000	46,781	30,700	31,750	33,780	37,140	42,941	45,245	n/a	5
506.00 Dir Student Fin Aid*	54,954	55,241	38,304	66,000	47,056	48,695	50,993	58,712	63,329	64,046	n/a	13
506.10 Assc Dir Std Fin Aid	40,392	41,009	32,461	45,000	36,033	38,414	40,202	41,802	43,860	44,316	n/a	7
507.00 Dir Food Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
508.00 Dir Student Housing	47,250	46,675	39,400	60,000	39,881	39,963	42,502	48,907	53,219	56,896	n/a	10
508.10 Assc Dir Std Housing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
508.30 Housing Off,Res Life	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
509.00 Dir Union,Std Act	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
510.00 Dir Foreign Students	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
511.00 Dir Student Union	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
512.00 Dir Std Activities	43,582	43,895	34,555	53,112	36,991	38,018	41,248	45,274	49,574	51,408	n/a	8
512.10 Asst Dir Student Activities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
513.00 Dir Career Dev-Plcmt	47,738	48,027	30,200	68,167	37,482	39,025	44,104	50,545	53,989	57,011	n/a	12
514.00 Dir Std Counseling	53,526	53,251	40,900	81,947	41,108	41,370	46,801	56,700	58,277	63,352	n/a	8
514.10 Assc Dir Std Cnslg	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
515.00 Dir Std Hlth-Physicn	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
516.00 Dir Std Hlth-Nurse	51,325	51,651	41,733	63,000	43,520	45,083	49,240	53,384	56,036	59,286	n/a	6
517.00 Dir Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
518.00 Dir Athletics	84,471	85,000	51,216	117,781	69,390	80,775	81,600	88,323	94,640	95,456	n/a	11
519.00 Dir Sports Info	33,831	32,902	28,000	43,500	28,400	29,500	31,123	33,600	39,255	39,801	n/a	10
520.00 Dir Athletics,Men	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
521.00 Dir Athletics,Women	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
522.00 Dir Campus Rec	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
522.10 Asst Dir Campus Rec/Intramurals	37,475	37,450	30,000	45,000	30,000	30,475	31,900	43,000	44,500	45,000	n/a	4
523.00 Chief Enrollment Mgmt	82,819	86,900	63,180	105,783	69,394	73,536	77,646	86,980	88,000	95,113	n/a	7
524.00 Dir Minority Affairs	45,803	49,200	34,380	50,016	36,637	40,024	47,080	49,532	49,885	49,964	n/a	5
525.00 Dir Conferences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2

\* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Two-Year 7

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
101.00 CEO/SYSTEM	191,361	175,116	168,033	271,766	169,920	169,975	170,805	183,432	211,142	216,075	10	
101.10 Asst to CEO,System	79,684	77,343	40,743	121,826	47,159	52,774	61,050	94,868	108,503	114,720	6	
102.00 CEO,Single Inst*	129,333	122,632	94,188	195,994	115,480	117,084	120,972	125,430	138,548	142,714	100	
102.10 Asst to CEO,Single*	68,813	71,909	39,000	116,600	44,023	44,957	53,034	80,514	81,609	88,821	22	
103.00 Exec Vice Pres*	113,206	99,124	81,735	163,335	91,179	95,217	99,067	113,130	136,334	149,157	28	
201.00 Chief Acad Off*	95,598	94,490	68,784	136,843	85,348	86,820	92,631	96,370	101,023	107,468	93	
201.10 Assc Chief Acad Off*	83,705	79,296	46,420	126,519	76,060	76,060	78,645	83,134	91,667	92,000	36	
202.00 Chf Hlth Prof Off	78,644	80,896	69,768	83,056	71,214	73,384	78,558	81,858	82,778	82,945	5	
203.00 Dir Library Serv*	61,143	63,051	33,000	95,763	51,996	54,028	58,151	64,758	67,415	71,104	77	
203.20 Acquistns Librarian	50,982	49,550	37,500	73,910	40,459	42,813	46,978	54,570	58,393	59,019	12	
203.30 Chf Tech Serv Librn	56,252	52,185	34,017	86,653	40,664	41,474	46,260	57,152	77,518	77,518	23	
203.40 Chf Public Serv Librn	48,352	45,540	31,461	68,556	42,384	42,384	42,744	50,304	53,730	54,433	35	
204.00 Dir Instit Research*	62,255	61,047	23,196	110,225	46,892	48,534	57,889	68,054	71,699	74,724	67	
204.10 Assc Dir Inst Res	48,889	50,257	32,720	60,602	38,152	40,827	49,021	51,326	56,493	56,620	12	
205.00 Dir Educ Media Serv	57,398	55,259	35,000	76,814	43,003	47,914	55,200	62,238	70,450	71,341	15	
206.00 Dir Learning Res Ctr	57,172	59,767	30,000	78,568	46,976	49,218	56,042	63,354	65,963	66,956	24	
207.00 Dir Internatl Educ	59,319	63,825	43,000	71,263	44,493	44,493	58,633	66,875	69,083	69,137	10	
207.10 Dir Internatl Std Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
208.00 Dir Academic Computing	46,370	32,700	24,600	91,995	30,180	31,238	32,499	38,786	68,321	78,140	48	
208.10 Assc Dir Academic Computing	57,554	53,000	43,535	85,530	43,535	43,535	47,321	58,502	73,850	80,858	5	
209.00 Dir, Spons Res & Prog	65,433	65,265	49,260	90,758	51,894	54,764	61,142	66,058	73,322	78,843	11	
212.00 Dean,Arts & Letters*	71,877	72,611	53,652	89,544	53,652	61,823	68,368	75,017	83,495	84,979	14	
213.00 Dean,Arts & Sciences*	75,720	73,968	46,282	101,739	65,004	68,731	70,313	80,757	89,082	89,082	37	
214.00 Dean,Business*	72,980	69,330	56,857	105,869	60,182	64,711	67,186	75,357	83,597	84,076	46	
215.00 Dean,Communications*	72,047	73,352	44,194	85,579	61,976	61,976	70,565	79,907	82,873	82,873	17	
216.00 Dean,Continuing Ed*	76,092	77,455	46,425	116,896	64,373	66,412	75,017	77,868	81,881	85,104	49	
217.00 Dean,Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
218.00 Dean,Education*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
219.00 Dean,Engineering*	66,368	63,025	48,304	97,366	53,545	53,805	54,180	64,260	81,286	81,842	9	
221.00 Dean,External Deg Pgm	66,839	68,782	58,176	75,084	58,737	59,578	64,101	70,218	73,130	74,302	5	
222.00 Dean,Fine Arts*	75,974	77,937	59,160	90,427	63,634	69,086	72,670	82,873	82,873	82,873	10	
224.00 Dean,Hlth-Rltd Prof	71,885	70,182	47,368	109,741	54,348	60,621	64,592	77,011	77,985	84,413	31	
225.00 Dean,Home Economics*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
226.00 Dean,Humanities*	65,401	64,525	38,462	92,394	55,380	60,000	62,101	65,256	68,803	76,073	19	
227.00 Dean,Instruction	78,229	80,000	60,794	93,774	67,970	67,970	69,157	84,220	84,220	93,774	19	
228.00 Dean,Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
229.00 Dean,Lib & Inf Sci*	68,891	70,438	49,340	82,713	53,990	58,060	67,002	73,782	80,266	81,408	6	
230.00 Dean,Mathematics*	71,630	69,626	38,713	122,595	61,299	62,752	68,427	73,542	86,134	86,134	26	
232.00 Dean,Music*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	
233.00 Dean,Nursing	70,368	70,040	48,500	93,641	59,705	61,020	67,698	72,924	78,069	78,069	19	
234.00 Dean,Occ Std,Voc Ed	74,147	77,483	44,686	94,450	63,637	64,980	72,184	77,590	81,545	84,144	39	
237.00 Dean,Sciences*	68,509	69,493	46,448	82,661	55,223	60,481	67,749	71,629	78,069	78,069	26	
238.00 Dean,Social Sciences*	70,132	71,563	32,180	93,102	57,837	61,953	69,083	78,925	79,453	81,194	21	
240.00 Dean,Special Programs	72,074	76,464	51,411	88,784	56,482	59,558	71,438	77,606	81,435	83,757	8	
241.00 Dean,Undergrad Prog*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	
242.00 Dean,Veterinary Med	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
243.00 Dir Continuing Educ	57,708	54,029	28,247	142,792	46,872	47,103	51,492	56,090	64,485	67,046	57	
244.00 Chf Research Officer*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	

Source: Special Study for BoR

SREB Classification (Study Group): Two-Year 7

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
250.00 Dean,Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
251.00 Dean,Cooperative Ext	56,404	56,164	46,000	67,287	46,000	48,335	55,340	56,988	64,712	67,287	67,287	4
260.00 Dir Distance Learning	63,168	61,000	34,588	98,992	52,000	53,692	56,075	64,238	72,976	75,695	75,695	25
301.00 Chief Business Off*	90,767	86,379	62,623	142,640	74,347	76,925	84,801	90,014	97,148	107,295	107,295	72
301.01 Chief Admin Off*	82,458	92,396	60,000	99,110	61,898	62,604	85,389	93,497	93,497	93,497	93,497	12
301.02 Chief Financial Off*	82,175	80,629	46,817	128,769	68,274	70,898	77,238	83,371	91,843	93,872	93,872	32
301.03 Chief Investment Off	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
301.10 Dir Env Health-Safety	56,065	57,000	35,868	77,792	44,000	45,735	50,000	58,175	67,140	70,839	70,839	9
301.20 Dir Telecommunications/Networking	60,766	58,023	34,068	89,000	45,604	46,818	49,277	63,648	81,846	84,804	84,804	14
302.00 Chief Planning Off*	105,515	98,682	85,478	145,032	88,081	90,358	93,957	104,977	121,183	132,312	132,312	6
303.00 Chief Budgeting Off*	68,709	65,395	36,000	106,226	50,140	57,402	60,217	73,272	84,207	88,265	88,265	16
303.10 Assc Budget Dir	60,407	49,975	47,250	81,337	47,560	48,026	49,271	64,794	78,005	80,004	80,004	5
304.00 Chief Plan-Budgt Off	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
305.00 General Counsel	108,857	112,072	92,697	124,992	93,413	94,198	105,089	114,839	120,768	122,459	122,459	8
306.00 Chf Personnel,HR Off*	70,162	67,005	31,500	121,826	50,826	52,389	60,565	71,138	81,280	88,421	88,421	51
306.10 Assc Dir Pers,HR	62,122	62,187	28,680	106,434	34,498	37,645	57,204	65,291	78,121	98,285	98,285	18
306.20 Manager Benefits	48,142	45,450	31,345	73,550	36,362	36,815	43,181	49,783	54,138	59,081	59,081	17
306.30 Manager Training-Dev	62,490	64,018	41,890	86,731	44,908	46,909	50,791	70,586	77,772	79,028	79,028	13
306.40 Manager Empl Relatns	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
306.50 Manager Labor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
306.60 Manager Employment	50,232	48,560	35,000	80,242	40,290	42,798	47,991	49,428	54,386	60,196	60,196	16
306.70 Mgr Wage-Sal,Mgr,Comp	52,734	51,980	45,696	60,762	47,402	48,896	50,526	53,838	57,209	58,867	58,867	6
306.80 Mgr Personnel Inf Sys	61,485	62,007	44,645	77,250	47,055	49,164	52,260	71,551	73,561	75,282	75,282	6
307.00 Dir AA,EEO	67,321	65,239	36,968	98,622	50,379	54,142	62,721	68,378	78,606	88,112	88,112	11
307.10 Assc Dir AA,EEO	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
308.00 Dir Pers-AA	54,280	53,650	38,748	85,410	44,446	46,350	48,793	55,498	63,504	63,901	63,901	23
309.00 Chief Inform Sys Off*	75,560	69,311	40,000	125,532	60,405	62,470	67,499	76,268	85,916	92,755	92,755	49
309.10 Assc Dir Information Systems	68,759	71,573	42,172	99,622	48,856	49,785	59,079	74,500	81,267	88,337	88,337	22
309.20 Data Base Admin	58,741	65,010	32,583	76,518	46,510	49,258	56,635	66,182	68,717	71,004	71,004	18
309.30 Sys Analyst I-Hi	56,008	59,150	29,088	88,500	41,275	44,497	52,678	59,150	63,673	69,048	69,048	47
310.00 Dir Administrative Computing	63,535	60,857	36,100	98,399	50,922	50,959	56,057	70,260	71,313	71,313	71,313	34
310.10 Assc Dir Administrative Computing	57,759	60,589	43,452	66,032	46,016	48,260	54,089	66,032	66,032	66,032	66,032	6
312.00 Chf Phys Plnt,Fac	62,635	59,699	32,958	117,235	46,202	48,896	51,722	64,377	74,699	79,876	79,876	72
312.10 Assc Dir Phys Plnt	58,077	57,654	29,687	87,953	45,458	45,458	52,210	60,041	74,098	74,984	74,984	34
312.20 Mgr Landscape,Grnds	36,368	32,371	20,253	67,069	30,124	30,124	30,199	37,211	41,790	46,771	46,771	20
312.30 Mgr Bldg Mnt Trades	46,265	42,841	36,374	67,754	39,477	40,296	42,841	46,127	47,340	50,100	50,100	19
312.40 Mgr Tech Trades	44,261	40,122	38,342	64,784	38,342	38,342	38,342	41,903	49,514	53,376	53,376	14
312.50 Mgr Custodial Srv	39,429	41,200	16,309	64,112	24,106	31,714	35,740	43,156	46,643	49,126	49,126	31
312.60 Mgr Power Plant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	7
313.00 Comptroller*	64,018	61,800	30,500	89,478	52,552	55,010	56,404	68,786	74,730	80,362	80,362	27
313.10 Manager Payroll	45,899	43,050	20,254	74,685	34,844	36,973	40,659	49,336	54,104	54,888	54,888	33
313.20 Asst Comptroller	58,443	56,100	39,149	76,168	42,898	43,449	50,336	65,000	76,168	76,168	76,168	9
313.30 Restr Funds Accountant	40,336	39,044	32,610	50,956	33,566	34,403	38,006	40,537	46,759	48,718	48,718	6
314.00 Dir Accounting	52,015	49,596	32,028	76,865	44,104	44,616	48,464	54,400	58,730	59,000	59,000	28
315.00 Bursar	50,425	47,889	28,119	76,637	35,291	36,717	40,090	50,855	70,962	76,409	76,409	20
315.10 Assc Bursar	40,278	43,877	33,208	45,320	33,208	33,208	39,077	44,764	44,764	44,875	44,875	8
316.00 Dir Purchasing	56,418	54,144	30,000	96,075	40,713	41,140	49,397	60,589	70,388	72,897	72,897	42
316.10 Assc Dir Purchasing	37,583	37,408	23,880	48,768	24,192	26,855	35,732	41,729	47,331	47,754	47,754	8

Source: Special Study for BoR

SREB Classification (Study Group): Two-Year 7

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
317.00 Dir Bookstore	42,462	39,906	24,713	72,010	33,348	35,141	38,757	42,366	47,498	49,606	42
317.10 Assc Dir Bookstore	26,266	23,177	16,647	49,275	20,781	21,000	21,829	24,240	28,911	32,039	21
318.00 Dir Internal Audit	57,276	52,884	37,578	91,575	45,630	47,755	48,578	58,233	67,751	70,538	17
319.00 Dir Aux Services	59,637	56,268	43,188	88,629	43,680	49,412	54,270	58,839	67,693	78,482	14
320.00 Dir Campus Security	46,513	46,059	24,047	72,252	36,996	39,093	44,358	47,983	53,739	55,214	46
321.00 Dir Risk Mgt, Ins	66,834	68,268	42,244	82,082	48,832	54,597	59,743	77,513	81,591	81,820	6
322.20 Dir Med Ctr Pers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
401.00 Chief Developmnt Off*	67,612	63,691	37,732	131,569	51,292	52,659	58,637	66,300	81,545	82,284	34
401.10 Dir Annual Giving	60,486	63,264	35,432	81,910	37,518	38,908	60,734	63,821	79,825	80,659	7
401.20 Dir Corp, Fndtn Rel	70,518	72,677	36,600	96,066	53,554	64,076	71,816	74,605	80,746	83,474	20
401.40 Dir Planned Giving	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
402.00 Chf Public Rel Off*	57,131	50,143	32,000	104,007	43,055	46,119	48,794	55,582	65,898	72,984	42
402.10 Dir Gov, Leg Rel*	103,642	93,450	76,938	142,614	81,523	85,535	90,286	102,314	130,904	136,368	6
403.00 Chf Dev, Pub Rel Off*	75,252	71,653	39,987	127,026	54,599	57,747	64,044	77,770	87,619	98,517	11
404.00 Dir Alumni Affairs	54,924	54,560	29,120	93,591	31,269	32,701	37,604	56,855	83,699	87,656	7
405.00 Dir Dev, Alumni Aff	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
406.00 Dir Major Gifts	53,375	53,842	42,342	71,080	45,012	46,506	50,000	56,100	57,000	57,000	9
408.00 Dir Community Serv	45,106	45,987	33,341	54,518	40,126	43,236	43,822	47,152	49,980	49,996	15
409.00 Dir Publications	52,554	49,992	35,735	80,829	40,866	43,323	47,922	50,032	60,722	70,419	13
409.10 Assc Dir Publicatns	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
409.20 Mgr Printing Srv	42,903	41,470	22,080	81,427	27,662	31,000	38,827	42,510	49,018	55,836	15
410.00 Dir Info Office	55,712	53,928	29,758	90,979	48,406	49,761	53,491	56,400	64,924	66,960	30
411.00 Dir News Bureau	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
501.00 Chf Student Aff Off*	83,063	82,586	46,269	115,000	72,237	74,086	78,941	84,667	93,056	96,125	83
501.10 Assc Chf Stud Aff Off	64,030	57,804	46,198	93,056	49,178	49,709	53,161	59,558	84,454	87,882	17
501.50 Dean of Students*	65,742	70,731	37,849	87,665	55,653	61,132	62,815	71,731	73,808	76,226	41
502.00 Chief Admissions Off*	58,587	59,194	34,005	88,527	42,859	47,574	54,853	60,562	70,340	70,884	25
502.10 Assc Dir Admissions	50,210	47,947	26,616	65,728	37,987	41,589	45,864	54,341	64,373	64,373	20
502.15 Dir, Academic Advising	58,642	55,895	40,867	81,668	46,668	46,822	52,380	63,852	68,070	70,680	34
503.00 Dir Adm & Registrar*	59,017	59,615	29,661	109,117	45,876	46,657	53,104	61,872	68,304	73,192	40
504.00 Registrar*	51,232	47,976	27,336	81,668	40,142	41,749	44,232	49,128	61,563	61,563	59
504.10 Assc Registrar	45,449	42,102	24,225	76,863	37,795	37,795	41,644	45,488	48,387	48,949	31
504.20 Asst Registrar	38,525	38,818	23,768	52,134	30,716	33,306	35,948	38,818	45,020	45,020	15
505.00 Dir Adm, Fin Aid	48,858	45,072	43,488	61,800	43,488	43,534	43,672	46,472	57,968	61,800	4
506.00 Dir Student Fin Aid*	55,553	55,445	33,240	106,350	44,071	46,908	52,428	57,641	61,649	63,776	83
506.10 Assc Dir Std Fin Aid	46,755	44,041	28,000	81,806	33,664	35,526	42,422	47,025	55,178	57,298	35
507.00 Dir Food Services	47,579	50,406	28,290	61,215	28,290	31,421	40,812	60,000	60,911	61,215	4
508.00 Dir Student Housing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
508.20 Housing Off, Adm Opr	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
508.30 Housing Off, Res Life	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	5
509.00 Dir Union, Std Act	44,383	45,693	33,044	53,102	33,044	36,095	45,248	46,138	51,361	53,102	4
510.00 Dir Foreign Students	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
512.00 Dir Std Activities	47,008	45,984	23,000	69,347	37,464	38,967	42,762	50,853	55,283	58,267	43
512.10 Asst Dir Student Activities	39,507	34,413	31,910	65,747	33,412	34,413	34,413	36,512	38,617	49,469	7
513.00 Dir Career Dev-Plcmt	43,932	41,610	30,296	68,203	38,757	38,861	39,950	42,942	48,940	49,406	32
514.00 Dir Std Counseling	57,745	60,000	33,588	85,839	45,851	47,449	54,223	61,029	67,669	67,877	37
514.10 Assc Dir Std Cnslg	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
516.00 Dir Std Hlth-Nurse	47,012	49,457	34,846	55,283	37,046	38,972	45,154	52,582	53,332	54,242	6

Source: Special Study for BoR

SREB Classification (Study Group): Two-Year 7

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
518.00 Dir Athletics	55,950	52,992	39,000	75,812	45,417	46,634	50,604	55,934	64,153	68,463	26
519.00 Dir Sports Info	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
522.00 Dir Campus Rec	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
523.00 Chief Enrollment Mgmt	64,411	68,286	35,773	94,264	43,792	44,452	60,536	69,036	82,069	82,851	11
524.00 Dir Minority Affairs	51,718	54,157	30,975	67,740	36,785	41,869	50,704	56,602	60,269	63,756	6
525.00 Dir Conferences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
526.00 Dir Woman's Center	54,010	49,139	41,235	76,528	41,235	42,890	47,856	50,421	70,001	76,528	4

\* Position benchmarked for BoR Administrative Salary Policy