

SREB Classification (Study Group): Four-Year 1

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1001	CEO of Syst/District	393,847	413,533	247,482	487,620	350,000	361,250	395,000	432,065	446,200	450,912	6
1002	Exec Asst/Chief Staff for CEO Syst/Dis	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1003	CEO of Single Institution	406,534	401,164	227,656	625,000	323,400	344,531	390,835	421,464	447,365	464,400	22*
1004	Exec Asst/Chief Staff CEO Single Inst	142,630	138,909	65,000	203,000	115,500	121,125	130,000	151,525	175,469	176,876	16*
1005	Exec VP/Vice Chancellor	313,247	288,919	250,000	445,000	280,500	283,250	286,927	289,784	299,250	339,550	9*
1006	Secretary of the Institution	162,060	163,576	68,949	233,000	140,000	141,858	147,430	179,722	197,374	203,258	6
1026	Chief Acad Affairs Officer & Provost	299,706	286,755	207,000	679,600	248,360	253,225	276,000	297,459	314,111	317,000	24*
1027	Chief Research Officer	243,526	234,000	190,000	323,000	217,142	222,630	227,056	240,572	256,925	268,946	25*
1028	Chief Technology Transfer Officer	163,188	159,460	94,010	222,600	140,000	140,000	148,923	174,425	201,431	206,000	16
1029	Chief Business Officer	243,497	240,500	164,640	330,000	209,978	221,118	230,155	250,160	262,295	270,413	20*
1030	Chief Administration Officer	236,175	245,000	171,000	280,000	220,000	223,750	235,000	255,000	255,786	256,048	6*
1031	Chief Financial Officer	210,015	199,080	139,281	353,995	169,385	176,250	187,130	212,400	235,000	243,600	14*
1032	Chief Investment Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1033	Chief Planning Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1034	Chief Budget Officer	135,568	129,162	65,100	227,000	111,800	114,002	124,800	131,200	156,291	157,934	20*
1035	Chief Planning & Budget Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1036	Chief Legal Affairs Officer	195,228	184,003	124,000	315,175	154,022	170,355	181,236	189,996	211,886	231,905	20*
1037	Chief HR Officer	151,509	141,456	93,450	240,000	128,855	130,053	135,156	151,138	169,325	172,784	24*
1038	Chief Information Officer	206,567	203,260	99,435	322,400	159,000	176,480	187,460	223,591	240,000	243,364	21*
1039	Chief Phys Plant/Facilities Officer	152,007	149,000	100,969	218,000	135,401	137,963	145,565	153,299	169,493	170,520	24*
1040	Chief Accounting Officer/Comptroller	142,203	137,623	101,238	188,400	118,000	125,000	134,691	150,582	156,600	164,852	21*
1041	Chief Health Professions Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1042	Chief Admin, Hospital/Med Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1043	Chief Student Affairs/Life Officer	191,064	190,000	165,000	232,185	170,227	171,000	183,087	193,163	198,404	214,336	25*
1044	Chief Admissions Officer	122,564	122,715	70,284	196,000	102,926	105,224	116,900	127,962	137,348	139,041	20*
1045	Chief, Enrollment Mgt Officer	150,422	143,000	96,978	294,000	124,924	130,322	133,472	148,781	151,572	158,238	13*
1046	Chief External Affairs Officer	218,003	200,440	180,550	312,965	182,625	184,909	191,759	209,120	225,530	231,000	6
1047	Chief Development Officer	225,684	228,538	109,000	310,000	186,739	190,833	201,300	248,320	262,371	274,800	20*
1048	Chief PR Officer	157,606	154,734	88,740	280,940	116,280	119,651	144,526	160,514	173,198	176,263	19*
1049	Chief Development & PR Officer	290,186	250,640	197,259	385,000	236,852	246,750	249,084	298,896	371,280	374,024	5*
1201	Dean, Agriculture	221,151	221,969	153,480	302,044	194,313	200,921	220,770	225,768	232,750	237,139	14*
1202	Dean, Architecture	188,055	183,430	144,249	240,000	164,910	167,228	178,068	200,000	207,402	210,000	16*
1203	Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1204	Dean, Arts & Sciences	226,121	223,447	169,580	315,000	205,088	208,749	216,606	227,560	233,258	244,538	18*
1205	Dean, Biological & Life Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1206	Dean, Business	279,559	266,467	175,560	412,500	237,500	249,125	260,000	276,480	309,750	325,584	26*
1207	Dean, Computer & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1208	Dean, Continuing Education	160,507	157,324	102,233	224,895	109,452	112,468	144,557	168,733	207,109	208,000	11*
1209	Dean, Cooperative Extension	180,872	173,350	151,916	222,340	159,350	161,208	168,493	182,228	195,544	200,903	5*
1210	Dean, Dentistry	272,738	281,474	236,827	317,572	239,580	240,268	264,992	283,904	287,550	293,554	5*
1211	Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1212	Dean, Education	186,339	186,633	135,850	250,000	165,678	167,874	182,790	192,780	199,766	199,999	26*
1213	Dean, Engineering	249,895	247,425	187,802	328,001	213,490	216,300	240,000	263,429	288,000	289,000	21*
1214	Dean, External Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1215	Dean, Family & Consumer Sci	179,589	183,762	160,000	190,000	170,180	172,266	178,524	189,000	189,623	189,830	6*
1216	Dean, Fine Arts	173,107	175,000	155,551	186,404	166,057	166,623	170,540	176,049	180,774	183,190	7*
1217	Dean, Forestry & Environ Studies	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1218	Dean, Gov/Pub Affairs/Pub Policy	221,484	203,866	158,885	295,000	187,031	194,068	199,947	224,560	255,600	263,480	5*

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 1

CUPA Position	Percentiles and Quartiles											Cases
	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th		
1219 Dean, Graduate Programs	173,859	178,750	101,294	261,600	148,140	153,515	169,536	183,380	191,830	195,000	21*	
1220 Dean, Health-Related Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*	
1221 Dean, Honors Program	128,434	139,601	73,386	150,380	111,880	113,853	135,551	142,751	146,929	148,640	15*	
1222 Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*	
1223 Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*	
1224 Dean, Journalism & Mass Comm	197,580	192,627	151,057	238,000	178,954	182,227	187,800	215,000	218,855	220,092	11*	
1225 Dean, Law	288,452	263,945	209,000	515,400	230,815	240,729	253,641	271,148	318,023	335,025	14*	
1226 Dean, Library & Info Sciences	173,421	165,082	111,586	228,975	148,886	149,312	156,954	175,827	201,472	212,452	8*	
1227 Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*	
1228 Dean, Medicine	405,401	367,500	233,233	617,800	261,722	279,306	332,167	462,000	530,332	533,531	7*	
1229 Dean, Music	166,921	169,123	143,685	181,757	155,771	158,792	164,991	173,974	181,250	181,351	5*	
1230 Dean, Nursing	208,822	207,050	165,000	251,878	177,793	179,259	200,816	219,196	232,000	241,744	13*	
1231 Dean, Occup Studies/Voc Ed/Techn	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*	
1232 Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*	
1233 Dean, Pharmacy	217,246	210,940	164,800	272,835	195,491	198,485	203,300	218,366	244,565	247,129	9*	
1234 Dean, Public Administration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*	
1235 Dean, Public Health	235,471	217,358	185,329	300,670	209,066	215,000	216,415	234,015	259,000	267,334	5*	
1236 Dean, Sciences	214,850	216,986	154,633	283,000	185,189	190,845	211,157	222,304	228,704	232,750	10*	
1237 Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*	
1238 Dean, Social Work	182,377	173,585	140,042	230,050	156,946	159,616	169,066	182,211	209,923	217,011	10*	
1239 Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*	
1240 Dean, Undergraduate Programs	178,303	172,266	139,725	230,000	157,746	166,860	168,804	173,653	199,861	203,917	9*	
1241 Dean, Veterinary Medicine	227,919	226,500	201,630	246,500	213,986	220,500	223,800	239,300	242,787	243,078	9*	
1401 Assoc/Asst Dean, Agriculture	143,753	144,757	103,703	172,032	133,703	138,886	142,865	147,391	156,675	157,266	13	
1402 Assoc/Asst Dean, Architecture	105,363	105,892	61,542	133,875	90,599	93,945	104,578	111,410	117,056	119,023	14	
1403 Assoc/Asst Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	
1404 Assoc/Asst Dean, Arts & Sciences	130,335	127,887	94,455	175,563	106,017	114,419	124,925	134,040	142,486	146,444	16	
1405 Assoc/Asst Dean, Bio & Life Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
1406 Assoc/Asst Dean, Business	160,625	154,163	75,633	257,215	116,272	116,290	150,779	178,880	186,500	204,000	21	
1407 Assoc/Asst Dean, Comp & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	
1408 Assoc/Asst Dean, Continuing Ed	117,320	116,585	96,000	135,800	101,366	102,708	111,034	124,154	135,508	135,566	5	
1409 Assoc/Asst Dean, Coop Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	
1410 Assoc/Asst Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
1411 Assoc/Asst Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	
1412 Assoc/Asst Dean, Education	124,010	124,247	76,255	218,443	94,080	96,334	114,281	130,193	143,405	147,220	22	
1413 Assoc/Asst Dean, Engineering	147,951	142,006	96,601	198,595	122,455	126,764	134,473	155,962	174,716	176,662	18	
1414 Assoc/Asst Dean, Ext Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	
1415 Assoc/Asst Dean, Family & Consum Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	
1416 Assoc/Asst Dean, Fine Arts	115,378	119,600	96,486	135,707	98,633	100,177	109,490	119,840	127,751	132,401	7	
1417 Assoc/Asst Dean, Forest & Envir Studie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
1418 Assoc/Asst Dean, Gov/Pub Affairs/Pub P	131,676	118,675	103,162	177,555	111,952	114,150	116,865	129,140	144,837	151,381	5	
1419 Assoc/Asst Dean, Graduate Programs	123,670	123,538	96,604	160,655	106,526	109,925	120,225	127,740	132,456	134,131	10	
1420 Assoc/Asst Dean, Health-Rel Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	
1421 Assoc/Asst Dean, Honors Program	90,533	94,362	67,000	109,944	73,397	75,421	87,845	99,074	104,079	105,821	8	
1422 Assoc/Asst Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	
1423 Assoc/Asst Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	
1424 Assoc/Asst Dean, Journ & Mass Comm	112,789	114,724	83,575	137,450	99,174	103,636	112,533	118,100	123,251	124,992	7	
1425 Assoc/Asst Dean, Law	134,987	136,041	74,900	181,637	124,904	130,135	134,093	137,624	144,085	145,476	12	

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		Percentiles and Quartiles										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1426	Assoc/Asst Dean, Library & Info Sci	109,167	120,744	75,852	134,743	79,630	80,574	104,676	126,014	133,920	134,085	5
1427	Assoc/Asst Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1428	Assoc/Asst Dean, Medicine	159,511	157,879	141,975	190,669	143,675	144,100	152,367	159,899	162,930	168,478	5
1429	Assoc/Asst Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
1430	Assoc/Asst Dean, Nursing	116,824	118,992	86,707	142,135	101,187	105,536	112,990	125,691	128,882	131,588	9
1431	Assoc/Asst Dean, Occ Stds/Voc Ed/Tech	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1432	Assoc/Asst Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1433	Assoc/Asst Dean, Pharmacy	132,876	133,365	96,180	178,793	103,394	109,763	125,572	142,252	151,133	152,907	7
1434	Assoc/Asst Dean, Public Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1435	Assoc/Asst Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1436	Assoc/Asst Dean, Sciences	123,638	130,731	89,157	153,778	98,282	99,046	108,057	138,666	148,500	149,643	9
1437	Assoc/Asst Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1438	Assoc/Asst Dean, Social Work	104,535	104,709	75,075	121,755	96,601	99,090	103,827	110,644	116,013	116,860	7
1439	Assoc/Asst Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1440	Assoc/Asst Dean, Undergrad Programs	108,850	109,183	96,000	119,718	101,244	102,906	107,890	110,476	115,949	117,773	6
1441	Assoc/Asst Dean, Veterinary Med	154,129	152,825	143,358	167,000	145,625	146,043	149,174	155,540	161,819	164,500	7
2001	Vice Provost	176,491	186,500	106,986	225,000	143,937	143,966	164,962	192,800	201,394	213,810	12*
2002	Assoc Provost	181,057	183,992	142,883	233,187	163,023	166,310	172,817	190,816	196,139	197,652	14
2003	Asst Provost	117,510	114,500	81,600	156,883	94,393	96,472	111,720	131,439	134,003	134,280	11
2004	Dir, Institutional Research	114,011	114,615	62,489	154,328	90,622	94,088	108,567	124,490	134,770	138,375	23*
2005	Assoc Dir, Institutional Research	85,353	85,557	62,483	102,000	76,463	77,455	83,680	86,588	94,990	95,713	13
2006	Dir, Institutional Diversity	145,098	140,400	70,298	250,000	105,499	119,211	133,106	150,570	168,168	174,920	15
2007	Dir, International Education	138,204	145,000	58,637	214,500	101,358	120,759	139,665	148,200	168,823	171,597	20
2008	Dir, International Studies Ed	99,274	95,000	55,417	161,916	62,624	66,313	77,730	111,005	128,990	132,480	11
2009	Dir, Sponsored Research & Programs	135,568	130,835	71,073	194,713	112,333	117,468	122,272	140,532	154,034	161,454	24
2010	Dir, Continuing Education	113,907	105,072	82,109	161,204	96,106	98,307	100,852	110,350	123,778	133,570	10
2011	Senior Technology Licensing Officer	111,323	111,386	51,698	222,600	80,232	87,300	95,909	112,917	125,000	126,580	9
2012	Dir, Distance Learning	102,053	93,951	62,718	178,760	74,456	76,264	83,220	94,634	116,198	130,959	14
2013	Dir, Teaching Center	113,441	103,670	75,668	222,823	89,658	90,294	96,408	111,692	116,645	117,930	11
2026	Chief Op Officer (non-faculty), Med Sc	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
2027	Chief Financial Officer, Med Sch	199,401	223,287	76,364	252,780	190,933	219,575	221,802	223,972	225,000	230,556	5
2028	Chief Admissions Officer, Med Sch	147,013	105,112	85,000	251,954	91,800	93,500	100,467	142,867	199,500	209,991	5
2029	Chief Financial Aid Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2030	Chief Student Affairs Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2031	Chief Development Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
2032	Chief IT Officer, Med Sch	123,208	136,117	77,201	156,095	95,743	105,446	134,556	137,677	137,903	137,978	6
2033	Chief Research Officer, Med Sch	296,888	317,963	163,255	392,302	226,187	241,920	287,546	338,378	369,000	373,660	5
2034	Chief Librarian, Med Sch	115,788	116,839	67,205	154,425	97,194	101,766	115,483	118,195	136,218	142,225	6
2035	Chief HR Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2050	Dir, Library Services	178,825	170,546	94,500	248,246	156,613	159,445	164,039	183,960	199,266	213,040	22
2051	Head Librarian, Acquisitions	69,328	68,980	36,154	111,720	60,055	61,213	65,586	72,098	76,153	76,603	20
2052	Head Librarian, Technical Services	93,772	87,237	49,208	140,210	74,190	80,159	83,439	95,000	109,234	115,377	14
2053	Head Librarian, Pub/Access Services	95,121	86,881	51,887	155,646	75,129	76,222	81,939	98,570	107,006	114,694	20
2054	Head Librarian, Cataloging	65,861	67,398	44,497	89,508	54,515	55,639	60,818	69,700	73,901	75,871	15
2055	Head Librarian, Collection Devel	82,955	80,936	52,560	125,357	62,781	67,211	77,034	85,194	102,000	103,612	13
2056	Head Librarian, Archives & Rec Mgt	69,303	68,230	40,297	103,000	51,500	52,312	62,650	71,495	86,452	88,766	16
2057	Dir, Educational Media Services	97,965	93,827	69,718	131,645	76,167	77,455	93,064	98,801	115,440	119,844	9
2058	Dir, Learning Resources Center	88,368	81,790	58,710	137,208	71,295	73,878	81,228	87,752	95,390	101,470	9

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		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
2076	Assoc Dir, Admissions	74,429	69,992	42,436	112,135	60,000	60,498	67,996	73,365	95,256	96,413	21
2077	Dir, Admissions & Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
2078	Registrar	108,217	110,827	61,641	148,050	92,559	94,243	101,673	115,641	126,581	128,735	22*
2079	Assoc Registrar	73,691	74,000	52,934	124,600	64,026	66,011	71,930	75,621	78,384	79,630	23
2080	Asst Registrar	51,685	50,745	38,480	90,469	44,876	45,798	48,180	52,534	55,120	55,145	17
2081	Dir, Admissions & Financial Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
2082	Dir, Student Financial Aid	104,060	103,895	57,500	159,750	86,242	87,868	98,855	112,396	117,314	117,601	22*
2083	Assoc Dir, Student Financial Aid	68,282	66,987	35,235	128,234	56,926	61,138	65,131	68,243	73,700	75,976	23
3001	Dir, Risk Mgt & Insurance	91,676	88,950	57,299	131,500	77,368	77,910	86,331	90,554	103,180	107,017	17
3002	Dir, Med Center PR/External Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3003	Dir, Med Center HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3004	Dir, University Research Park	127,059	112,291	45,312	196,689	81,426	90,455	103,557	143,595	190,550	191,778	5
3005	Dir, Contracts & Grants	95,370	90,384	62,678	177,996	71,353	75,774	87,994	94,880	100,696	105,516	13
3006	Dir, College/University Press	120,547	117,084	82,753	174,069	91,626	101,726	115,293	121,641	141,039	146,144	12
3026	Assoc Budget Dir	86,695	84,600	52,500	119,500	68,316	75,906	82,368	87,564	105,809	106,708	18
3027	Asst Comptroller	105,553	105,170	68,450	151,113	85,216	88,217	99,430	112,599	118,351	122,533	14
3028	Restricted Funds Accountant	71,509	76,952	29,033	93,825	50,696	55,242	69,497	85,448	91,714	91,932	10
3029	Dir, Accounting	106,578	100,776	63,717	152,796	91,771	93,825	97,921	103,460	114,083	124,417	17
3030	Bursar	96,234	98,116	74,200	130,000	79,440	81,857	84,956	101,457	107,076	108,231	20
3031	Assoc/Asst Bursar	72,657	69,525	44,965	125,000	57,439	59,046	62,016	72,901	85,108	88,306	15
3032	Dir/Mgr, Payroll	93,595	94,498	58,766	127,000	76,015	80,839	89,349	100,112	106,908	112,400	23
3033	Dir, Purchasing/Materials Mgt	104,412	101,485	68,392	153,265	85,045	86,584	95,112	108,000	114,230	115,000	26
3034	Assoc Dir, Purch/Materials Mgt	76,121	72,514	46,536	103,465	64,666	65,223	69,642	84,185	86,530	88,146	19
3035	Dir, Internal Audit	118,409	114,165	73,500	156,500	106,423	106,718	110,959	119,928	127,723	133,526	22
3050	Dir, Auxiliary Services	130,169	128,425	85,266	174,900	109,793	112,423	116,549	135,769	147,088	158,019	16
3051	Dir/Mgr, Printing Services	70,065	72,467	43,074	95,766	56,395	59,814	66,602	78,000	79,656	82,104	16
3052	Dir/Mgr, Mail Services	52,654	53,846	30,872	74,439	41,474	43,088	50,151	56,373	60,045	60,234	19
3053	Dir, Bookstore	91,723	90,200	70,852	120,700	81,010	81,894	86,905	93,271	98,204	100,235	8
3054	Assoc Dir, Bookstore	64,116	61,537	60,287	71,502	61,081	61,280	61,434	63,311	65,972	67,078	5
3055	Dir, Food/Dining Services	114,853	114,571	69,680	153,293	99,609	104,586	109,006	121,308	132,765	136,725	10
3056	Assoc Dir, Food /Dining Services	83,963	75,108	50,922	109,032	73,660	73,689	74,285	90,043	102,651	104,242	7
3076	Dir, Environmental Health & Safety	114,833	108,589	83,446	167,800	87,672	91,040	101,200	118,826	130,805	144,758	20
3077	Dir, Campus Security/Safety	116,209	113,800	67,200	167,228	100,546	102,935	108,709	119,179	128,464	131,830	22
3078	Dir, Parking & Transportation	87,929	85,475	59,000	142,584	79,180	79,473	82,238	86,900	91,936	95,493	21
3101	Dir, Real Estate & Space Mgt	117,067	102,000	75,198	180,000	90,752	91,793	95,490	116,586	138,689	146,250	10
3102	Architect for the Institution	114,775	111,700	58,908	220,400	92,690	94,630	97,999	116,714	125,511	135,157	17
3103	Assoc Dir, Phy Plant/Facil Mgt	110,723	104,374	69,614	180,000	89,350	90,737	100,028	112,131	123,320	134,400	18
3104	Dir, Energy & Utilities	105,644	93,294	76,730	150,922	86,648	88,821	90,593	100,155	131,610	131,969	12
3105	Mgr, Landscape & Grounds	73,122	72,310	58,305	100,000	64,057	65,091	67,944	74,967	80,564	81,792	24
3106	Mgr, Building Maintenance Trades	78,849	76,725	53,267	153,611	60,565	63,720	67,542	80,901	87,576	89,372	18
3107	Mgr, Technical Trades	75,832	69,614	55,424	101,763	61,991	62,920	68,063	78,412	88,349	97,200	15
3108	Mgr, Custodial Services	72,796	70,276	41,690	121,208	54,382	56,739	66,637	75,690	83,595	86,931	22
3109	Mgr, Power Plant	73,626	68,255	53,659	108,999	59,504	59,799	67,103	73,942	82,292	87,418	15
4001	Assoc Dir, HR	101,865	100,000	67,244	150,450	88,601	89,005	90,456	104,242	112,900	114,580	17
4002	Dir/Mgr, Employee Benefits	72,570	65,224	36,567	110,000	54,858	56,553	61,828	78,107	88,861	92,340	20
4003	Dir/Mgr, Training & Development	77,619	81,470	51,981	105,000	63,542	70,375	77,802	81,971	85,857	87,538	22
4004	Dir/Mgr, Employee Relations	77,553	75,600	50,000	112,584	64,441	65,276	73,339	79,916	84,500	89,417	19
4005	Dir/Mgr, Labor Relations	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): Four-Year 1

		Percentiles and Quartiles										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases

4006	Dir/Mgr, Employment	69,264	66,935	40,750	113,011	55,540	57,053	64,580	74,458	78,664	82,708	20
4007	Dir/Mgr, Compens & Classification	72,460	72,800	40,000	101,322	63,491	66,940	69,103	75,328	81,481	86,605	19
4008	Dir/Mgr, HR Info Systems (HRIS)	89,360	90,845	45,857	128,190	79,342	80,366	84,442	92,502	94,200	99,296	17
4009	Dir, AA/Equal Employment	108,307	113,370	70,298	144,715	81,365	82,127	109,784	118,677	122,382	125,262	20
4010	Assoc Dir, AA/Equal Employment	81,277	79,048	67,392	100,142	77,107	77,442	78,419	79,469	83,736	86,128	7
4011	Dir, HR & AA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5001	Deputy Chief Info Officer	154,615	143,390	101,400	247,200	116,744	123,477	138,859	152,692	165,998	186,399	13
5002	Dir, Academic Computing	120,434	117,182	80,250	175,000	91,479	95,077	105,001	130,704	141,324	146,616	12
5003	Assoc Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
5004	Dir, Admin Computing	124,662	128,200	65,000	165,395	98,128	99,986	113,829	133,650	159,248	160,965	9
5005	Assoc Dir, Admin Computing	92,465	95,868	79,200	102,128	86,683	87,175	91,143	96,073	97,855	98,842	7
5006	Dir, Telecom/ Networking	119,062	120,255	94,768	155,482	100,390	102,942	110,974	122,160	130,600	134,400	19
5007	Dir, Enterprise Info Systems	129,614	133,349	86,243	183,110	103,183	108,617	126,400	136,053	144,188	146,520	14
5008	Dir, Research Computing	124,225	114,052	81,413	180,543	95,195	98,581	103,791	126,780	147,575	158,960	8
5009	Dir, Enterprise Data Center	113,855	125,832	91,800	133,340	92,001	92,051	112,320	125,999	126,250	127,668	5
5010	Dir, IT Security	98,764	96,713	57,740	144,688	68,664	78,444	92,453	102,651	120,150	126,120	23
5011	Dir, Instructional Technology	106,899	98,479	76,410	141,864	91,112	93,388	94,734	108,860	122,589	127,003	10
5012	Dir, User Services	98,520	99,043	62,157	157,558	76,235	80,000	92,253	100,677	107,576	114,245	14
5013	Dir, Info Mgt	105,207	100,392	88,266	131,894	90,929	93,581	98,957	107,614	114,369	115,534	7
5014	Principal Database Administrator	88,556	87,452	59,333	111,076	77,569	80,655	86,400	90,000	97,309	104,234	16
5015	Principal Systems Analyst	85,300	88,425	48,880	112,738	71,508	73,537	81,755	91,043	93,028	100,154	9
6001	Dir, Athletics	336,426	302,925	185,000	700,000	236,250	264,263	298,000	355,040	380,231	400,000	26*
6002	Assoc Athletics Dir	123,043	119,813	65,424	200,000	89,991	96,636	115,760	121,608	149,383	167,018	19
6003	Assoc/Asst Athl Dir, Sports Info/Comm	82,332	84,936	55,000	150,000	60,411	63,069	79,335	85,760	90,167	91,025	22
6004	Assoc/Asst Athl Dir, Men's Athl Progra	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
6005	Assoc/Asst Athl Dir, Women's Athl Prgm	133,452	113,965	64,896	290,000	103,574	108,584	111,700	115,420	134,013	150,479	10
6006	Assoc/Asst Athl Dir for Fin & Bus	114,650	105,974	56,494	206,000	85,610	94,162	105,742	114,569	146,500	148,000	23
6007	Assoc/Asst Athl Dir for Operations	87,804	85,714	47,700	130,000	73,734	75,731	80,634	91,993	100,450	104,482	19
6008	Assoc/Asst Athl Dir for Ext Affairs	105,069	105,078	61,845	143,781	85,676	89,628	96,160	111,751	121,456	125,860	14
6009	Assoc/Asst Athl Dir for Devel	108,471	112,350	62,400	175,000	75,568	80,000	109,501	118,065	123,098	126,466	17
6010	Assoc/Asst Athl Dir for Acad Affairs	99,919	102,201	47,500	180,250	81,291	85,670	97,488	103,198	105,154	111,385	19
6011	Assoc/Asst Athl Dir for Compliance	84,591	83,274	40,000	130,000	67,800	69,290	75,437	90,750	99,534	108,000	22
7001	Assoc VP for Student Affairs	139,903	133,851	101,393	226,845	113,910	122,018	130,716	136,216	144,531	148,912	19
7002	Asst VP for Student Affairs	115,024	111,334	100,665	146,367	102,534	104,469	109,680	112,787	121,014	125,094	10
7003	Dean of Students	117,811	115,681	84,642	191,475	98,000	101,433	110,246	123,720	126,154	128,326	15*
7004	Dir, Greek Life	58,763	58,240	38,987	91,140	48,224	49,375	54,726	61,840	62,936	64,302	18
7005	Dir, Foreign Students	73,968	68,042	47,289	121,318	54,407	56,621	63,526	73,893	77,065	83,771	10
7006	Dir, Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7007	Dir, Minority Affairs	82,095	67,250	52,538	154,425	59,888	59,965	63,719	73,500	92,610	94,363	12
7008	Dir, Conferences	94,057	91,057	73,848	127,763	78,080	79,708	87,428	94,900	102,540	106,026	10
7009	Dir, Woman's Center	61,790	62,368	36,500	85,400	52,558	53,921	60,179	63,345	67,340	72,315	8
7026	Dir, Student Activities	74,913	73,550	54,354	112,000	62,133	63,594	68,420	75,000	79,526	82,878	14
7027	Asst Dir, Student Activities	55,109	50,020	38,573	83,352	44,473	45,258	46,613	53,824	56,970	62,720	10
7028	Dir, Campus Rec/Intramurals	89,138	83,623	60,015	175,961	72,246	74,910	80,480	88,585	96,115	101,519	23
7029	Asst Dir, Campus Rec/Intramurals	64,302	62,618	41,660	103,000	46,678	47,501	51,010	64,628	79,086	83,969	14
7030	Dir, Union & Student Activities	90,104	92,079	32,000	116,000	81,669	85,100	88,688	96,206	110,455	114,152	10
7031	Dir, Student Union	89,544	83,554	57,440	137,092	74,240	80,530	82,078	92,609	94,870	102,540	19
7032	Assoc/Asst Dir, Student Union	63,802	59,579	37,918	104,088	52,641	54,363	58,283	63,958	71,327	72,724	19

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 1

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
7050 Dir, Academic Advising	79,510	73,371	70,764	112,135	70,982	71,262	72,100	74,641	75,990	76,440	6
7051 Dir, Career Dev & Placement	93,617	91,846	65,634	140,093	78,845	83,333	88,489	95,792	102,578	106,186	27
7052 Dir, Student Counseling	100,486	93,090	72,360	127,496	80,349	84,986	91,132	106,901	122,829	123,394	12
7053 Assoc Dir, Student Counseling	84,696	80,000	66,963	109,500	71,094	72,797	76,916	84,600	96,168	96,400	11
7076 Dir, Student Housing	104,786	104,941	64,865	138,677	89,642	97,950	102,312	108,940	121,009	122,959	24
7077 Assoc Dir, Student Housing	77,145	75,309	53,156	105,000	67,486	67,500	72,211	79,519	88,000	88,907	17
7078 Housing Officer/Admin Operations	73,868	72,727	48,625	124,125	61,380	62,975	67,158	76,463	80,849	81,910	14
7079 Housing Officer/Residence Life	67,143	73,000	40,044	85,655	52,145	61,696	63,120	74,405	79,988	81,867	13
7101 Dir, Student Health Svcs (Physician)	162,189	168,002	93,600	251,200	134,727	138,439	148,819	176,418	181,350	183,359	19
7102 Dir, Student Health Svcs (Nurse)	82,411	76,878	62,736	115,159	71,730	72,989	76,767	76,989	87,561	91,085	6
7103 Dir, Student Health Svcs (Non Med)	113,267	115,131	83,820	148,526	92,177	100,457	108,490	122,460	125,559	125,796	12
7104 Dir, Counseling & Psych Svcs	105,421	94,350	80,000	163,000	85,725	88,462	92,044	99,040	123,159	123,760	14
8001 Assoc/Asst VP/Chancellor for Devel	164,031	162,878	119,768	219,500	138,182	139,432	152,834	167,106	183,049	189,756	12
8002 Dir, Annual Giving	83,261	76,749	59,328	116,581	70,400	71,250	74,457	78,852	97,500	100,595	18
8003 Dir, Corporate/Foundation Relations	103,175	103,056	67,890	152,500	81,638	85,270	99,861	109,747	112,200	113,080	17
8004 Dir, Planned Giving	121,088	108,620	90,262	263,000	98,942	100,325	104,288	112,048	120,854	123,696	14
8005 Dir, Alumni Affairs	129,037	125,859	40,000	213,717	103,212	103,953	115,000	138,461	155,177	157,207	16
8006 Dir, Development & Alumni Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8007 Dir, Major Gifts	105,454	104,689	67,292	144,660	81,730	85,359	99,806	108,032	119,345	126,465	10
8008 Dir, Devel for Instit School/College	84,660	84,686	62,010	115,480	74,149	75,312	82,356	86,260	90,087	90,984	8
8009 Dir, Donor Relations	77,022	70,000	57,325	128,000	63,000	65,500	68,584	72,000	74,707	77,112	11
8010 Dir, Adv Research/Prospect Mgt	68,600	69,360	46,864	95,400	50,040	55,877	69,201	73,331	76,479	77,207	11
8026 Dir, Governmental/Legislative Rel	157,303	142,320	103,000	247,653	126,511	129,119	139,600	147,365	191,809	195,876	18*
8027 Dir, Federal Relations	115,102	123,062	88,523	138,893	97,769	100,081	113,870	123,817	124,950	127,739	5
8028 Dir, State Government Relations	110,425	101,500	91,075	150,000	92,655	94,697	99,460	103,602	120,502	129,801	7
8029 Dir, Church Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8030 Dir, Community Services	85,490	83,400	72,552	106,000	76,110	77,000	80,840	85,440	88,500	92,000	5
8050 Dir, Publications	81,087	80,498	56,293	114,000	70,490	75,653	79,634	81,364	88,061	90,922	12
8051 Assoc Dir, Publications	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8052 Dir, Information Office	114,647	120,251	68,962	176,800	82,228	88,416	106,416	131,466	135,200	137,228	14
8053 Dir, News Bureau/Service	70,550	68,651	55,028	89,956	62,078	63,000	65,269	72,085	80,000	80,100	9
8054 Dir, Marketing	94,108	92,000	58,700	139,050	76,407	81,760	84,960	98,400	110,000	111,554	9

* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 2

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1001	CEO of Syst/District	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1002	Exec Asst/Chief Staff for CEO Syst/Dis	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1003	CEO of Single Institution	362,491	388,397	227,022	468,404	312,156	313,337	339,172	396,299	404,000	429,000	21*
1004	Exec Asst/Chief Staff CEO Single Inst	119,250	112,129	67,994	178,000	92,234	97,438	108,060	132,830	143,810	151,177	15*
1005	Exec VP/Vice Chancellor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1006	Secretary of the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1026	Chief Acad Affairs Officer & Provost	242,946	240,000	136,937	360,396	210,125	224,065	231,902	249,600	264,176	277,200	21*
1027	Chief Research Officer	214,882	210,850	145,387	260,000	190,049	198,202	206,380	223,598	245,125	247,262	19*
1028	Chief Technology Transfer Officer	118,624	114,871	88,207	148,382	107,682	109,525	112,640	119,114	131,042	133,953	8
1029	Chief Business Officer	229,081	216,652	159,500	328,704	197,360	204,985	212,591	222,738	247,455	252,000	15*
1030	Chief Administration Officer	175,482	186,800	96,133	240,324	147,862	160,794	176,398	189,424	193,361	202,754	5*
1031	Chief Financial Officer	159,856	163,000	118,617	194,644	131,506	134,189	147,851	174,697	185,061	188,806	10*
1032	Chief Investment Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1033	Chief Planning Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1034	Chief Budget Officer	120,182	125,770	92,400	158,448	99,000	100,334	115,535	127,724	132,313	134,670	10*
1035	Chief Planning & Budget Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1036	Chief Legal Affairs Officer	160,510	163,770	109,463	221,450	138,703	144,139	159,057	167,781	175,341	176,963	14*
1037	Chief HR Officer	119,482	115,504	72,100	180,672	101,060	103,445	112,195	118,805	131,295	133,430	19*
1038	Chief Information Officer	168,920	160,210	126,619	253,680	141,883	144,510	149,364	170,454	188,026	191,847	19*
1039	Chief Phys Plant/Facilities Officer	133,512	133,632	86,919	173,396	116,071	123,999	130,000	143,658	149,327	150,620	20*
1040	Chief Accounting Officer/Comptroller	119,995	120,310	80,122	161,506	103,955	104,617	112,009	125,574	128,812	137,762	17*
1041	Chief Health Professions Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1042	Chief Admin, Hospital/Med Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1043	Chief Student Affairs/Life Officer	156,202	162,573	81,500	225,750	130,000	133,800	150,689	168,999	172,944	178,277	21*
1044	Chief Admissions Officer	99,668	94,000	60,643	153,921	86,080	86,400	91,667	103,576	107,113	113,436	17*
1045	Chief, Enrollment Mgt Officer	120,125	121,250	71,500	160,062	100,119	101,584	110,773	123,982	142,822	146,921	13*
1046	Chief External Affairs Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1047	Chief Development Officer	198,239	200,100	105,060	275,000	161,152	165,758	197,600	207,878	225,570	228,097	17*
1048	Chief PR Officer	135,743	128,601	100,644	180,396	109,192	109,702	119,840	136,059	163,000	167,200	14*
1049	Chief Development & PR Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1201	Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1202	Dean, Architecture	165,145	167,609	153,426	173,040	158,567	159,852	164,506	169,284	171,797	172,046	5*
1203	Dean, Arts & Letters	140,118	130,531	126,650	169,278	128,636	129,133	129,972	136,319	145,000	149,856	5*
1204	Dean, Arts & Sciences	176,630	192,900	133,374	216,320	139,595	143,000	168,075	193,238	198,900	203,760	13*
1205	Dean, Biological & Life Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1206	Dean, Business	252,771	240,000	170,000	468,000	195,467	199,056	225,779	246,395	285,895	299,828	19*
1207	Dean, Computer & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1208	Dean, Continuing Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1209	Dean, Cooperative Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1210	Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1211	Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1212	Dean, Education	168,922	160,171	130,528	215,094	145,750	150,000	158,276	172,452	180,000	190,320	17*
1213	Dean, Engineering	227,442	217,636	146,000	327,186	188,626	196,871	208,532	225,036	242,819	250,633	18*
1214	Dean, External Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1215	Dean, Family & Consumer Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1216	Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1217	Dean, Forestry & Environ Studies	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1218	Dean, Gov/Pub Affairs/Pub Policy	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 2

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
1219 Dean, Graduate Programs	157,615	146,156	102,900	250,000	125,584	134,911	140,964	157,667	168,321	175,000	16*
1220 Dean, Health-Related Profs	171,651	168,755	146,487	227,698	149,978	149,991	162,417	172,591	177,888	181,930	8*
1221 Dean, Honors Program	116,316	122,000	56,500	152,643	106,171	106,586	113,300	126,715	129,575	131,306	11*
1222 Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1223 Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1224 Dean, Journalism & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1225 Dean, Law	235,059	240,050	145,600	319,300	166,672	180,004	220,000	260,100	289,035	298,680	6*
1226 Dean, Library & Info Sciences	139,243	138,976	121,951	162,750	131,133	132,852	138,010	139,942	141,240	141,673	6*
1227 Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1228 Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1229 Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1230 Dean, Nursing	173,744	182,250	120,000	207,238	152,477	165,010	180,477	185,693	188,388	191,912	10*
1231 Dean, Occup Studies/Voc Ed/Techn	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1232 Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1233 Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1234 Dean, Public Administration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1235 Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1236 Dean, Sciences	200,793	192,906	121,500	275,000	169,038	176,574	186,685	199,310	233,274	245,540	12*
1237 Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1238 Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1239 Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1240 Dean, Undergraduate Programs	128,872	136,250	64,429	168,000	113,300	114,975	120,000	152,500	154,375	155,000	6*
1241 Dean, Veterinary Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1401 Assoc/Asst Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1402 Assoc/Asst Dean, Architecture	101,657	90,500	76,708	138,340	85,295	87,442	89,277	100,418	115,295	119,904	5
1403 Assoc/Asst Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
1404 Assoc/Asst Dean, Arts & Sciences	123,686	121,000	87,680	162,500	106,685	111,142	116,200	126,174	134,398	142,233	9
1405 Assoc/Asst Dean, Bio & Life Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1406 Assoc/Asst Dean, Business	145,295	150,563	90,000	208,412	114,754	114,883	143,490	161,715	162,736	164,374	16
1407 Assoc/Asst Dean, Comp & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1408 Assoc/Asst Dean, Continuing Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1409 Assoc/Asst Dean, Coop Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1410 Assoc/Asst Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1411 Assoc/Asst Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1412 Assoc/Asst Dean, Education	114,659	112,208	89,708	152,533	97,107	99,547	106,169	119,703	127,288	130,919	14
1413 Assoc/Asst Dean, Engineering	147,698	150,098	103,645	224,550	127,040	131,554	138,155	152,949	155,546	160,908	15
1414 Assoc/Asst Dean, Ext Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1415 Assoc/Asst Dean, Family & Consum Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1416 Assoc/Asst Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1417 Assoc/Asst Dean, Forest & Envir Studie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1418 Assoc/Asst Dean, Gov/Pub Affairs/Pub P	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1419 Assoc/Asst Dean, Graduate Programs	108,743	112,539	59,225	136,187	95,872	100,798	106,309	119,367	124,226	126,905	10
1420 Assoc/Asst Dean, Health-Rel Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
1421 Assoc/Asst Dean, Honors Program	88,002	86,235	63,669	116,126	70,747	71,270	72,838	99,632	103,658	105,000	6
1422 Assoc/Asst Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1423 Assoc/Asst Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1424 Assoc/Asst Dean, Journ & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1425 Assoc/Asst Dean, Law	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 2

		Percentiles and Quartiles										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases

1426	Assoc/Asst Dean, Library & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1427	Assoc/Asst Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1428	Assoc/Asst Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1429	Assoc/Asst Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1430	Assoc/Asst Dean, Nursing	116,653	116,277	99,787	133,969	108,830	110,503	115,175	118,049	121,258	122,931	10
1431	Assoc/Asst Dean, Occ Stds/Voc Ed/Tech	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1432	Assoc/Asst Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1433	Assoc/Asst Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1434	Assoc/Asst Dean, Public Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1435	Assoc/Asst Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1436	Assoc/Asst Dean, Sciences	115,715	108,356	65,719	163,020	91,444	92,400	101,690	130,268	142,435	142,953	9
1437	Assoc/Asst Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1438	Assoc/Asst Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1439	Assoc/Asst Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1440	Assoc/Asst Dean, Undergrad Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1441	Assoc/Asst Dean, Veterinary Med	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2001	Vice Provost	159,856	151,242	112,792	244,400	133,989	137,177	142,520	161,970	174,735	180,317	10*
2002	Assoc Provost	152,209	141,957	124,627	250,000	131,840	136,900	141,627	142,130	151,662	157,157	12
2003	Asst Provost	100,536	98,432	77,700	130,020	90,564	93,012	97,316	99,008	103,998	110,423	8
2004	Dir, Institutional Research	100,969	99,750	55,891	179,676	82,413	84,480	93,395	103,611	106,301	112,581	19*
2005	Assoc Dir, Institutional Research	76,575	77,296	55,995	92,892	67,969	70,850	74,542	78,339	85,200	85,860	12
2006	Dir, Institutional Diversity	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2007	Dir, International Education	100,896	90,000	63,250	139,200	83,818	84,824	87,899	102,000	122,086	129,338	7
2008	Dir, International Studies Ed	78,054	73,982	53,472	117,210	60,577	62,835	69,609	78,354	86,414	89,100	6
2009	Dir, Sponsored Research & Programs	102,421	96,898	54,683	162,509	84,221	85,123	92,529	107,724	114,571	119,769	17
2010	Dir, Continuing Education	105,951	105,273	54,798	154,854	87,801	94,856	102,156	108,711	126,271	132,424	10
2011	Senior Technology Licensing Officer	92,590	89,800	53,702	150,350	67,644	68,090	82,482	94,877	105,374	112,918	8
2012	Dir, Distance Learning	84,841	76,380	52,500	129,873	56,169	60,728	71,547	81,509	106,840	119,986	7
2013	Dir, Teaching Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2026	Chief Op Officer (non-faculty), Med Sc	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2027	Chief Financial Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2028	Chief Admissions Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2029	Chief Financial Aid Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2030	Chief Student Affairs Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2031	Chief Development Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2032	Chief IT Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2033	Chief Research Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2034	Chief Librarian, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2035	Chief HR Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2050	Dir, Library Services	142,263	135,370	96,800	187,814	126,734	127,668	133,900	147,290	162,518	168,000	16
2051	Head Librarian, Acquisitions	59,302	58,360	34,809	85,751	51,348	53,174	57,000	59,176	65,412	66,449	11
2052	Head Librarian, Technical Services	71,733	72,549	49,609	89,038	63,265	63,601	67,760	75,982	78,880	81,831	12
2053	Head Librarian, Pub/Access Services	79,807	83,976	46,090	99,150	62,930	71,177	80,716	86,739	92,126	93,986	12
2054	Head Librarian, Cataloging	65,080	59,517	48,950	112,270	54,877	55,000	55,960	59,853	69,807	70,074	9
2055	Head Librarian, Collection Devel	78,256	76,405	61,880	94,662	65,697	67,491	75,066	78,739	93,000	93,322	9
2056	Head Librarian, Archives & Rec Mgt	64,369	60,384	41,917	101,268	54,055	54,888	57,919	62,421	68,621	71,525	7
2057	Dir, Educational Media Services	67,363	57,417	50,580	99,600	53,473	54,648	56,930	61,500	77,324	85,185	7
2058	Dir, Learning Resources Center	84,524	85,241	64,784	100,000	81,876	82,014	82,427	88,054	89,514	90,000	6

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 2

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
2076	Assoc Dir, Admissions	59,161	59,362	44,535	81,595	50,774	53,886	57,697	62,717	64,536	65,005	18
2077	Dir, Admissions & Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
2078	Registrar	91,555	88,400	78,000	120,000	81,696	83,392	87,079	93,676	96,166	99,219	19*
2079	Assoc Registrar	63,474	63,860	40,581	80,000	57,475	60,124	62,150	64,666	69,443	70,547	19
2080	Asst Registrar	46,215	43,837	34,945	61,250	38,751	40,000	41,953	46,964	52,365	55,915	17
2081	Dir, Admissions & Financial Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
2082	Dir, Student Financial Aid	92,391	92,006	66,536	110,796	84,123	84,372	89,250	96,533	99,323	100,116	21*
2083	Assoc Dir, Student Financial Aid	62,225	60,764	43,469	86,625	55,300	56,881	59,920	63,672	68,136	69,980	20
3001	Dir, Risk Mgt & Insurance	74,460	70,991	36,500	104,338	62,880	63,521	65,445	76,536	94,929	101,060	6
3002	Dir, Med Center PR/External Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3003	Dir, Med Center HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3004	Dir, University Research Park	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3005	Dir, Contracts & Grants	95,233	95,014	67,860	122,784	82,424	83,034	94,665	99,003	101,200	105,166	9
3006	Dir, College/University Press	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3026	Assoc Budget Dir	81,953	82,566	59,694	106,224	76,141	76,265	81,086	83,325	85,641	86,299	8
3027	Asst Comptroller	79,749	77,994	58,483	105,000	69,547	72,260	74,833	81,606	89,003	89,734	12
3028	Restricted Funds Accountant	67,596	63,223	55,635	99,116	59,049	59,713	61,706	64,740	65,182	65,329	6
3029	Dir, Accounting	86,271	78,396	68,980	118,078	70,507	70,845	75,135	84,492	96,852	103,292	9
3030	Bursar	75,445	79,292	52,339	107,460	60,520	66,977	72,848	79,635	82,794	87,118	13
3031	Assoc/Asst Bursar	54,213	53,014	37,360	69,288	50,342	50,776	52,106	54,372	59,139	61,455	7
3032	Dir/Mgr, Payroll	71,831	72,219	47,608	101,676	59,004	63,805	70,581	73,919	77,043	79,984	18
3033	Dir, Purchasing/Materials Mgt	88,906	90,239	47,715	118,450	75,734	76,661	82,734	96,111	102,505	107,475	20
3034	Assoc Dir, Purch/Materials Mgt	62,858	61,556	50,715	77,123	56,000	57,750	60,000	64,168	66,175	68,365	10
3035	Dir, Internal Audit	98,366	89,537	63,040	174,200	84,224	84,814	88,069	93,968	108,613	112,102	20
3050	Dir, Auxiliary Services	94,269	93,073	72,625	125,777	77,158	78,012	85,830	96,687	101,762	107,461	10
3051	Dir/Mgr, Printing Services	63,722	58,544	37,902	89,664	56,058	57,126	57,846	63,706	75,661	76,388	9
3052	Dir/Mgr, Mail Services	48,518	41,671	33,367	65,694	34,282	34,447	37,500	55,667	65,000	65,001	7
3053	Dir, Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3054	Assoc Dir, Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3055	Dir, Food/Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3056	Assoc Dir, Food /Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3076	Dir, Environmental Health & Safety	88,619	91,713	56,366	117,671	68,080	78,000	83,932	97,673	101,846	102,716	17
3077	Dir, Campus Security/Safety	95,365	92,647	60,000	159,165	80,000	81,072	90,132	97,650	101,760	102,000	21
3078	Dir, Parking & Transportation	74,459	72,433	48,000	123,551	62,567	66,287	70,766	74,522	78,656	80,654	10
3101	Dir, Real Estate & Space Mgt	123,902	107,760	81,703	218,400	87,261	88,650	100,116	113,855	122,998	142,078	5
3102	Architect for the Institution	112,031	105,674	96,475	150,000	98,363	100,087	105,258	106,090	113,523	116,000	6
3103	Assoc Dir, Phy Plant/Facil Mgt	93,802	95,758	70,090	138,384	82,092	84,460	88,444	97,700	100,000	102,400	17
3104	Dir, Energy & Utilities	83,409	84,327	65,392	99,809	68,801	71,036	77,740	90,913	96,078	97,800	6
3105	Mgr, Landscape & Grounds	64,954	57,714	48,782	115,284	51,110	51,722	53,274	61,306	70,292	75,692	18
3106	Mgr, Building Maintenance Trades	62,546	62,823	46,309	89,000	54,518	56,793	61,229	63,185	66,907	67,820	14
3107	Mgr, Technical Trades	66,685	69,737	55,335	78,500	57,760	59,705	66,799	71,314	71,674	71,810	8
3108	Mgr, Custodial Services	57,973	59,679	42,443	89,544	46,901	48,216	55,082	60,486	62,071	63,130	17
3109	Mgr, Power Plant	63,398	51,130	45,777	90,300	47,646	48,508	51,000	73,435	79,192	79,951	11
4001	Assoc Dir, HR	80,425	82,533	59,127	96,070	71,170	73,601	79,572	84,540	89,757	91,240	10
4002	Dir/Mgr, Employee Benefits	65,464	65,146	42,000	96,725	56,500	56,502	62,678	66,270	69,940	73,840	16
4003	Dir/Mgr, Training & Development	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
4004	Dir/Mgr, Employee Relations	69,143	65,902	54,131	95,000	59,532	60,375	62,670	68,988	74,786	79,155	12
4005	Dir/Mgr, Labor Relations	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 2

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
4006	Dir/Mgr, Employment	62,978	63,500	39,552	92,913	49,501	50,021	62,288	65,406	71,694	72,030	9
4007	Dir/Mgr, Compens & Classification	68,428	64,896	41,715	104,232	57,683	58,729	63,509	68,135	72,615	77,239	13
4008	Dir/Mgr, HR Info Systems (HRIS)	76,609	72,774	53,354	98,688	66,080	66,325	69,510	77,227	88,246	92,791	8
4009	Dir, AA/Equal Employment	92,834	94,726	65,000	127,000	79,348	84,903	91,443	97,314	99,377	101,923	14
4010	Assoc Dir, AA/Equal Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
4011	Dir, HR & AA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5001	Deputy Chief Info Officer	119,506	109,336	96,000	180,695	96,400	96,500	104,202	111,602	115,000	128,139	5
5002	Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
5003	Assoc Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5004	Dir, Admin Computing	109,199	105,830	75,892	155,041	94,250	95,823	99,688	106,185	117,639	122,324	11
5005	Assoc Dir, Admin Computing	86,298	82,489	70,519	106,521	77,185	78,563	81,829	84,866	95,311	97,120	8
5006	Dir, Telecom/ Networking	94,945	92,865	75,728	142,363	84,162	84,400	86,142	97,378	99,920	100,647	14
5007	Dir, Enterprise Info Systems	110,157	114,665	83,660	150,000	87,825	93,665	111,943	116,334	117,631	118,248	10
5008	Dir, Research Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5009	Dir, Enterprise Data Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
5010	Dir, IT Security	91,966	88,626	78,312	111,602	82,906	83,938	86,643	93,355	98,682	100,040	10
5011	Dir, Instructional Technology	98,104	96,283	75,790	128,750	90,000	90,429	91,717	100,849	101,352	101,520	6
5012	Dir, User Services	96,682	90,000	67,246	144,769	76,699	78,000	82,890	99,945	113,568	115,446	9
5013	Dir, Info Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5014	Principal Database Administrator	83,371	84,354	66,348	100,000	76,527	76,929	80,560	85,797	90,619	92,008	13
5015	Principal Systems Analyst	82,972	80,521	64,150	114,732	71,995	74,072	79,357	80,891	85,432	90,901	8
6001	Dir, Athletics	192,544	168,300	79,790	408,293	125,851	130,294	152,500	180,892	255,938	268,500	20*
6002	Assoc Athletics Dir	86,984	93,007	43,886	115,000	70,261	70,980	85,944	96,525	101,250	104,000	12
6003	Assoc/Asst Athl Dir, Sports Info/Comm	57,646	50,000	36,627	108,325	43,322	46,100	48,979	51,387	58,938	73,085	18
6004	Assoc/Asst Athl Dir, Men's Athl Progra	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
6005	Assoc/Asst Athl Dir, Women's Athl Prgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
6006	Assoc/Asst Athl Dir for Fin & Bus	80,237	82,573	35,700	115,500	59,520	60,000	76,515	90,675	100,000	100,743	9
6007	Assoc/Asst Athl Dir for Operations	65,375	58,000	43,461	110,250	48,227	49,779	54,800	62,800	77,033	80,599	9
6008	Assoc/Asst Athl Dir for Ext Affairs	69,053	58,846	28,500	115,500	49,280	49,700	53,778	75,213	90,563	93,225	7
6009	Assoc/Asst Athl Dir for Devel	84,551	78,926	54,387	119,091	70,407	74,110	76,868	82,863	102,138	108,407	10
6010	Assoc/Asst Athl Dir for Acad Affairs	70,445	64,345	46,000	110,006	52,500	53,878	58,010	70,679	81,776	85,475	6
6011	Assoc/Asst Athl Dir for Compliance	65,429	68,000	43,000	91,386	45,000	51,500	60,000	69,911	76,436	82,260	11
7001	Assoc VP for Student Affairs	107,890	119,538	51,250	142,310	82,211	95,974	115,382	122,491	128,178	129,466	8
7002	Asst VP for Student Affairs	100,657	103,968	78,000	131,440	84,956	85,273	99,609	105,000	110,064	115,000	11
7003	Dean of Students	103,311	103,512	65,382	142,800	93,601	96,701	100,436	103,968	106,800	108,600	11*
7004	Dir, Greek Life	44,027	46,350	25,500	53,700	38,338	40,346	44,755	47,586	50,974	52,512	7
7005	Dir, Foreign Students	59,586	57,918	49,375	70,724	55,000	55,580	57,000	61,037	64,717	65,500	11
7006	Dir, Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7007	Dir, Minority Affairs	74,927	70,068	57,945	108,941	60,692	64,197	67,321	75,376	83,634	83,756	12
7008	Dir, Conferences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7009	Dir, Woman's Center	61,056	58,919	52,034	83,841	54,037	54,652	57,954	59,727	62,560	63,395	8
7026	Dir, Student Activities	62,423	64,808	37,388	83,450	48,581	56,733	63,115	66,531	69,732	70,107	12
7027	Asst Dir, Student Activities	46,708	43,423	38,749	73,789	42,154	42,380	42,871	44,648	46,365	46,970	10
7028	Dir, Campus Rec/Intramurals	64,002	64,403	42,113	89,250	51,220	53,946	60,086	68,355	76,493	76,650	16
7029	Asst Dir, Campus Rec/Intramurals	47,497	46,188	31,548	62,381	43,180	43,667	44,521	48,213	52,329	54,040	10
7030	Dir, Union & Student Activities	81,450	78,177	40,445	112,782	68,107	69,627	73,263	83,027	97,455	103,457	9
7031	Dir, Student Union	76,162	70,625	64,890	100,816	68,250	68,500	70,368	74,025	81,370	83,304	9
7032	Assoc/Asst Dir, Student Union	49,241	45,581	43,470	65,616	44,716	44,822	45,313	46,256	50,196	52,851	8

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 2

		----- Percentiles and Quartiles -----										
CUPA Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases	
7050	Dir, Academic Advising	68,820	65,948	42,323	106,290	53,022	54,791	62,339	71,302	79,837	81,714	10
7051	Dir, Career Dev & Placement	74,771	74,521	48,825	115,236	61,598	65,688	69,092	80,366	82,781	84,134	19
7052	Dir, Student Counseling	77,987	79,898	47,250	113,568	66,568	67,362	77,535	82,000	85,250	86,000	16
7053	Assoc Dir, Student Counseling	59,497	58,822	40,000	85,101	50,347	52,468	57,094	61,776	65,233	65,975	10
7076	Dir, Student Housing	83,632	86,645	43,350	114,333	67,351	81,360	84,910	87,040	95,653	97,215	18
7077	Assoc Dir, Student Housing	63,767	59,721	55,433	96,300	55,969	57,543	59,422	61,000	64,094	65,712	11
7078	Housing Officer/Admin Operations	59,513	58,300	42,974	89,040	52,000	54,841	58,100	58,910	62,250	64,890	11
7079	Housing Officer/Residence Life	62,320	59,354	42,505	99,609	45,680	47,622	57,631	59,695	59,975	72,811	9
7101	Dir, Student Health Svcs (Physician)	133,643	142,500	90,022	150,000	124,461	130,897	141,974	142,673	145,594	147,278	7
7102	Dir, Student Health Svcs (Nurse)	82,270	79,816	51,820	113,739	68,823	71,400	79,234	85,536	88,643	94,786	9
7103	Dir, Student Health Svcs (Non Med)	112,513	107,960	82,539	150,000	85,000	87,500	95,000	120,919	136,446	141,622	6
7104	Dir, Counseling & Psych Svcs	80,199	84,737	70,399	86,000	72,608	75,071	81,399	84,895	85,057	85,091	7
8001	Assoc/Asst VP/Chancellor for Devel	119,080	113,300	100,000	146,200	106,001	108,051	111,272	122,660	131,000	132,393	9
8002	Dir, Annual Giving	70,076	67,818	44,140	93,500	51,977	52,000	63,724	79,164	84,000	87,435	9
8003	Dir, Corporate/Foundation Relations	81,996	80,993	54,140	102,400	70,485	75,057	80,475	82,057	93,467	97,600	11
8004	Dir, Planned Giving	103,439	95,160	77,250	131,800	85,991	88,432	93,564	109,464	121,500	123,000	7
8005	Dir, Alumni Affairs	100,919	89,419	51,975	186,812	73,968	76,165	84,000	101,221	125,749	130,783	18
8006	Dir, Development & Alumni Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8007	Dir, Major Gifts	97,182	90,000	55,895	130,000	80,664	81,500	88,475	98,752	120,000	123,520	9
8008	Dir, Devel for Instit School/College	85,949	87,498	66,597	105,060	73,302	77,854	82,229	93,012	95,492	96,018	8
8009	Dir, Donor Relations	75,475	74,000	52,750	106,081	59,393	62,621	70,400	78,200	85,128	87,605	7
8010	Dir, Adv Research/Prospect Mgt	79,487	70,350	49,404	126,198	55,620	59,215	70,000	70,700	96,425	105,000	6
8026	Dir, Governmental/Legislative Rel	132,004	140,527	52,000	216,431	86,800	91,750	131,618	149,680	164,969	164,992	12*
8027	Dir, Federal Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8028	Dir, State Government Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8029	Dir, Church Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8030	Dir, Community Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8050	Dir, Publications	69,528	72,661	48,281	82,363	60,381	62,502	70,067	74,682	76,468	77,102	10
8051	Assoc Dir, Publications	54,072	54,500	42,150	61,882	49,248	51,022	53,109	57,022	60,805	61,020	5
8052	Dir, Information Office	81,095	80,000	54,570	109,801	70,932	72,911	76,647	84,640	90,000	91,200	9
8053	Dir, News Bureau/Service	89,072	77,758	72,173	119,610	75,000	75,000	75,000	80,515	104,229	112,133	6
8054	Dir, Marketing	85,439	88,797	52,211	117,163	62,709	65,355	78,966	91,500	102,030	112,201	11

* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 3

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1001	CEO of Syst/District	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1002	Exec Asst/Chief Staff for CEO Syst/Dis	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1003	CEO of Single Institution	263,222	250,000	157,380	470,027	224,700	224,700	242,026	259,900	268,435	299,750	41*
1004	Exec Asst/Chief Staff CEO Single Inst	105,269	94,474	56,120	162,860	82,083	82,083	89,021	99,297	113,991	136,021	25*
1005	Exec VP/Vice Chancellor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1006	Secretary of the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
1026	Chief Acad Affairs Officer & Provost	178,205	170,550	121,500	246,750	150,873	150,873	163,648	184,484	191,656	200,200	39*
1027	Chief Research Officer	158,400	154,558	85,439	224,540	124,741	124,741	138,360	170,470	180,674	203,966	10*
1028	Chief Technology Transfer Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1029	Chief Business Officer	165,649	158,941	104,706	346,500	134,030	134,030	151,662	162,779	169,867	178,769	34*
1030	Chief Administration Officer	113,153	114,829	73,895	145,099	87,364	87,364	111,774	119,732	123,415	139,590	7*
1031	Chief Financial Officer	126,407	121,740	89,050	192,741	105,539	105,539	117,530	132,600	133,862	139,700	21*
1032	Chief Investment Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1033	Chief Planning Officer	106,273	114,946	63,000	135,479	83,279	83,279	107,636	117,314	119,865	124,612	10*
1034	Chief Budget Officer	90,011	93,403	57,630	146,374	68,028	68,028	85,581	96,276	99,911	103,919	24*
1035	Chief Planning & Budget Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1036	Chief Legal Affairs Officer	129,329	129,630	76,077	178,500	109,779	109,779	123,718	132,972	138,559	149,757	23*
1037	Chief HR Officer	97,090	89,608	55,084	149,100	77,750	77,750	86,544	97,870	100,006	112,945	38*
1038	Chief Information Officer	122,942	116,433	74,969	186,903	99,634	99,634	113,969	133,541	135,045	142,000	36*
1039	Chief Phys Plant/Facilities Officer	102,594	100,060	68,450	152,500	85,000	85,000	96,500	103,323	109,166	115,392	36*
1040	Chief Accounting Officer/Comptroller	95,921	93,000	73,440	148,482	87,269	87,269	89,464	96,144	100,272	102,659	29*
1041	Chief Health Professions Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1042	Chief Admin, Hospital/Med Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1043	Chief Student Affairs/Life Officer	139,229	138,042	58,163	202,507	125,424	125,424	134,070	140,214	146,807	151,320	38*
1044	Chief Admissions Officer	76,481	73,831	39,564	107,489	64,910	64,910	72,314	80,380	83,344	89,182	34*
1045	Chief, Enrollment Mgt Officer	111,694	110,045	61,857	164,444	90,550	90,550	101,306	111,725	117,863	127,260	23*
1046	Chief External Affairs Officer	122,233	124,248	80,536	173,000	94,213	94,213	121,234	128,095	130,847	138,132	7
1047	Chief Development Officer	136,238	137,920	77,000	232,900	97,912	97,912	124,220	144,311	149,955	162,808	29*
1048	Chief PR Officer	91,438	94,420	48,500	134,196	79,370	79,370	86,596	95,533	97,569	98,601	20*
1049	Chief Development & PR Officer	146,742	135,779	120,768	202,788	131,974	131,974	133,683	139,711	144,752	159,170	8*
1201	Dean, Agriculture	123,168	125,000	96,576	159,103	100,476	100,476	119,349	130,474	134,142	134,900	7*
1202	Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1203	Dean, Arts & Letters	128,150	138,375	95,656	156,825	104,409	104,409	129,693	138,922	139,140	142,368	10*
1204	Dean, Arts & Sciences	137,085	126,366	103,888	191,652	118,283	118,283	124,200	135,294	146,971	157,827	25*
1205	Dean, Biological & Life Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1206	Dean, Business	154,048	143,370	110,000	243,311	130,000	130,000	139,000	155,992	158,276	178,080	41*
1207	Dean, Computer & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1208	Dean, Continuing Education	114,141	111,763	86,386	157,125	92,440	92,440	103,266	117,785	121,321	132,610	18*
1209	Dean, Cooperative Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1210	Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1211	Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1212	Dean, Education	130,235	127,496	100,130	181,367	117,610	117,610	123,998	131,074	135,232	141,414	40*
1213	Dean, Engineering	174,949	185,262	119,650	241,172	128,356	128,356	159,514	198,139	198,530	207,430	10*
1214	Dean, External Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1215	Dean, Family & Consumer Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1216	Dean, Fine Arts	130,847	125,000	109,275	190,248	117,500	117,500	120,240	126,451	131,937	143,985	16*
1217	Dean, Forestry & Environ Studies	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1218	Dean, Gov/Pub Affairs/Pub Policy	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): Four-Year 3

CUPA Position	Mean	Median	Low	High	Percentiles and Quartiles						Cases
					20th	25th	40th	60th	75th	80th	
1219 Dean, Graduate Programs	119,653	119,024	90,060	180,000	99,664	99,664	113,081	123,325	123,641	136,761	30*
1220 Dean, Health-Related Profs	148,208	141,292	112,727	222,344	120,300	120,300	136,985	147,535	148,720	166,596	19*
1221 Dean, Honors Program	103,251	102,506	60,000	143,529	83,038	83,038	93,937	105,985	106,487	130,154	12*
1222 Dean, Humanities	128,032	125,588	106,321	157,512	112,344	112,344	120,893	130,109	133,274	141,015	5*
1223 Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1224 Dean, Journalism & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1225 Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1226 Dean, Library & Info Sciences	103,021	106,507	84,530	119,175	91,474	91,474	104,691	107,808	108,708	109,978	7*
1227 Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1228 Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1229 Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1230 Dean, Nursing	129,122	125,201	98,979	174,070	103,360	103,360	115,064	132,095	134,995	151,998	10*
1231 Dean, Occup Studies/Voc Ed/Techn	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1232 Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1233 Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1234 Dean, Public Administration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1235 Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1236 Dean, Sciences	146,491	143,140	102,020	220,375	122,976	122,976	138,791	149,758	151,539	159,023	14*
1237 Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1238 Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1239 Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1240 Dean, Undergraduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1241 Dean, Veterinary Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1401 Assoc/Asst Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1402 Assoc/Asst Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1403 Assoc/Asst Dean, Arts & Letters	92,230	95,472	65,283	117,465	76,576	76,576	92,189	98,663	100,843	102,862	7
1404 Assoc/Asst Dean, Arts & Sciences	102,731	98,833	64,689	143,200	90,040	90,040	94,561	104,596	109,022	117,270	18
1405 Assoc/Asst Dean, Bio & Life Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1406 Assoc/Asst Dean, Business	120,525	116,819	87,122	173,600	106,132	106,132	115,156	120,506	124,973	132,406	33
1407 Assoc/Asst Dean, Comp & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1408 Assoc/Asst Dean, Continuing Ed	86,627	82,623	74,565	116,533	77,295	77,295	82,046	83,200	84,222	86,120	6
1409 Assoc/Asst Dean, Coop Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1410 Assoc/Asst Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1411 Assoc/Asst Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1412 Assoc/Asst Dean, Education	100,082	100,116	49,305	151,649	82,916	82,916	97,897	105,336	106,508	114,448	32
1413 Assoc/Asst Dean, Engineering	120,117	115,774	59,110	179,004	98,580	98,580	108,540	129,998	139,619	145,046	7
1414 Assoc/Asst Dean, Ext Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1415 Assoc/Asst Dean, Family & Consum Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1416 Assoc/Asst Dean, Fine Arts	89,001	90,000	59,006	114,789	76,373	76,373	89,589	91,492	92,584	98,012	11
1417 Assoc/Asst Dean, Forest & Envir Studie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1418 Assoc/Asst Dean, Gov/Pub Affairs/Pub P	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1419 Assoc/Asst Dean, Graduate Programs	93,546	91,012	62,608	140,276	76,235	76,235	87,880	97,820	98,651	106,061	16
1420 Assoc/Asst Dean, Health-Rel Profs	109,048	106,920	92,885	137,932	97,821	97,821	104,719	108,303	111,957	118,680	12
1421 Assoc/Asst Dean, Honors Program	91,872	82,400	55,120	135,879	76,243	76,243	81,690	91,032	97,185	112,717	7
1422 Assoc/Asst Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1423 Assoc/Asst Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1424 Assoc/Asst Dean, Journ & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1425 Assoc/Asst Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 3

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1426	Assoc/Asst Dean, Library & Info Sci	72,417	71,223	56,539	89,987	65,783	65,783	68,054	74,324	76,486	80,155	7
1427	Assoc/Asst Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1428	Assoc/Asst Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1429	Assoc/Asst Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1430	Assoc/Asst Dean, Nursing	113,031	109,159	69,192	156,550	92,890	92,890	106,757	114,829	125,864	136,291	8
1431	Assoc/Asst Dean, Occ Stds/Voc Ed/Tech	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1432	Assoc/Asst Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1433	Assoc/Asst Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1434	Assoc/Asst Dean, Public Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1435	Assoc/Asst Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1436	Assoc/Asst Dean, Sciences	104,500	112,257	84,297	119,302	89,285	89,285	104,015	113,293	114,439	116,509	10
1437	Assoc/Asst Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1438	Assoc/Asst Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1439	Assoc/Asst Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1440	Assoc/Asst Dean, Undergrad Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1441	Assoc/Asst Dean, Veterinary Med	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2001	Vice Provost	135,027	141,054	102,989	166,644	109,594	109,594	136,805	144,230	148,265	152,166	10*
2002	Assoc Provost	124,442	126,442	96,300	164,065	108,960	108,960	117,545	127,011	130,000	138,082	24
2003	Asst Provost	99,508	96,300	72,690	137,402	77,999	77,999	90,728	107,138	111,703	117,000	9
2004	Dir, Institutional Research	89,062	85,891	52,912	139,247	74,195	74,195	83,001	88,789	91,108	104,222	30*
2005	Assoc Dir, Institutional Research	68,415	65,218	46,028	104,720	51,522	51,522	60,790	72,874	74,701	78,154	14
2006	Dir, Institutional Diversity	90,384	89,794	52,339	119,840	78,628	78,628	84,600	96,218	100,712	108,960	7
2007	Dir, International Education	84,684	86,307	51,500	126,000	67,411	67,411	79,684	90,854	92,356	98,750	16
2008	Dir, International Studies Ed	75,871	76,500	58,837	102,790	62,437	62,437	70,590	81,070	82,522	85,098	13
2009	Dir, Sponsored Research & Programs	93,180	85,777	45,552	222,600	77,919	77,919	81,989	89,748	92,430	103,079	33
2010	Dir, Continuing Education	87,341	85,330	51,856	129,971	68,465	68,465	81,179	86,129	87,682	111,274	12
2011	Senior Technology Licensing Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2012	Dir, Distance Learning	73,375	64,890	47,770	157,120	54,766	54,766	61,138	73,363	77,289	84,226	19
2013	Dir, Teaching Center	77,429	80,955	47,121	95,940	72,003	72,003	79,459	82,450	84,253	87,600	6
2026	Chief Op Officer (non-faculty), Med Sc	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2027	Chief Financial Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2028	Chief Admissions Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2029	Chief Financial Aid Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2030	Chief Student Affairs Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2031	Chief Development Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2032	Chief IT Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2033	Chief Research Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2034	Chief Librarian, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2035	Chief HR Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2050	Dir, Library Services	101,597	104,130	54,678	152,250	84,189	84,189	95,170	107,510	111,247	115,500	32
2051	Head Librarian, Acquisitions	54,735	50,641	26,827	83,589	42,347	42,347	45,736	57,409	61,911	70,790	20
2052	Head Librarian, Technical Services	67,800	66,296	43,278	96,048	54,404	54,404	64,483	72,228	76,047	80,421	24
2053	Head Librarian, Pub/Access Services	65,068	63,298	42,387	98,000	52,104	52,104	60,142	67,008	69,180	77,719	17
2054	Head Librarian, Cataloging	57,873	56,152	39,000	71,167	47,391	47,391	55,276	63,882	66,513	69,633	15
2055	Head Librarian, Collection Devel	62,985	62,878	45,000	80,699	53,013	53,013	57,937	68,612	70,525	71,759	10
2056	Head Librarian, Archives & Rec Mgt	60,678	58,420	47,750	87,108	50,068	50,068	56,478	60,369	61,092	70,222	14
2057	Dir, Educational Media Services	71,781	72,396	44,869	110,127	52,721	52,721	62,417	76,745	80,914	85,202	17
2058	Dir, Learning Resources Center	78,418	79,585	52,777	101,115	65,961	65,961	76,643	85,501	87,454	90,386	9

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 3

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
2076	Assoc Dir, Admissions	53,348	51,360	32,600	90,535	47,260	47,260	50,411	55,058	55,397	59,503	29
2077	Dir, Admissions & Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
2078	Registrar	78,621	73,780	50,000	120,544	66,924	66,924	72,060	79,222	85,764	93,600	36*
2079	Assoc Registrar	54,560	53,781	40,391	75,681	47,030	47,030	52,715	54,405	56,874	63,402	27
2080	Asst Registrar	41,774	40,946	25,793	55,024	36,368	36,368	39,369	43,008	45,486	48,267	29
2081	Dir, Admissions & Financial Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
2082	Dir, Student Financial Aid	74,643	72,700	53,016	105,598	61,891	61,891	70,742	75,575	78,631	87,945	37*
2083	Assoc Dir, Student Financial Aid	52,925	51,699	32,430	75,256	45,431	45,431	48,000	53,748	54,780	59,007	31
3001	Dir, Risk Mgt & Insurance	65,845	63,991	37,128	115,006	47,237	47,237	63,026	65,669	68,106	81,948	12
3002	Dir, Med Center PR/External Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3003	Dir, Med Center HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3004	Dir, University Research Park	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3005	Dir, Contracts & Grants	78,393	77,935	50,290	130,000	55,699	55,699	73,502	82,201	90,028	93,818	13
3006	Dir, College/University Press	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3026	Assoc Budget Dir	74,561	67,632	62,540	99,572	64,261	64,261	67,246	78,722	81,799	82,353	9
3027	Asst Comptroller	69,461	66,759	46,797	125,937	61,484	61,484	65,128	69,216	69,656	72,500	16
3028	Restricted Funds Accountant	53,509	52,568	35,000	84,534	45,001	45,001	50,405	55,956	57,545	59,100	14
3029	Dir, Accounting	78,385	75,264	35,700	129,264	64,303	64,303	72,091	80,318	86,578	88,726	21
3030	Bursar	66,587	63,500	38,067	99,062	55,544	55,544	60,953	68,181	68,825	77,952	27
3031	Assoc/Asst Bursar	46,570	45,248	36,500	57,130	40,647	40,647	44,039	46,997	49,053	53,775	8
3032	Dir/Mgr, Payroll	55,562	55,015	39,591	79,692	49,080	49,080	52,579	57,116	58,293	61,555	32
3033	Dir, Purchasing/Materials Mgt	74,125	73,522	49,356	113,219	65,017	65,017	70,262	78,380	79,443	81,381	39
3034	Assoc Dir, Purch/Materials Mgt	54,437	53,079	33,912	83,369	43,978	43,978	51,433	53,892	57,116	64,154	17
3035	Dir, Internal Audit	78,156	75,431	49,705	107,078	67,645	67,645	71,998	80,793	83,216	89,237	30
3050	Dir, Auxiliary Services	84,229	85,000	44,359	126,534	72,345	72,345	83,773	86,728	88,663	93,083	27
3051	Dir/Mgr, Printing Services	51,640	52,917	20,000	70,992	46,381	46,381	50,149	54,805	57,022	58,832	23
3052	Dir/Mgr, Mail Services	42,213	41,598	24,028	60,931	35,137	35,137	40,856	42,001	43,554	46,920	20
3053	Dir, Bookstore	68,081	67,435	47,412	85,208	60,142	60,142	65,788	70,322	72,854	78,922	12
3054	Assoc Dir, Bookstore	46,542	45,931	26,772	69,929	39,528	39,528	40,791	51,070	51,102	51,162	6
3055	Dir, Food/Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3056	Assoc Dir, Food /Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3076	Dir, Environmental Health & Safety	68,917	66,897	20,000	112,934	60,781	60,781	65,613	68,530	69,288	84,357	26
3077	Dir, Campus Security/Safety	76,917	81,090	46,932	105,239	63,267	63,267	75,876	82,260	83,157	88,344	37
3078	Dir, Parking & Transportation	60,654	58,919	41,200	93,344	47,919	47,919	57,836	59,192	60,782	69,381	15
3101	Dir, Real Estate & Space Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3102	Architect for the Institution	82,348	80,092	61,650	104,462	72,800	72,800	75,000	85,184	88,616	94,991	6
3103	Assoc Dir, Phy Plant/Facil Mgt	75,115	74,659	51,165	118,000	65,631	65,631	70,604	77,600	80,170	83,116	26
3104	Dir, Energy & Utilities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3105	Mgr, Landscape & Grounds	53,593	53,214	34,154	79,710	40,510	40,510	48,995	56,132	58,853	62,743	33
3106	Mgr, Building Maintenance Trades	60,745	57,785	41,038	96,000	45,477	45,477	54,234	61,205	65,038	70,010	20
3107	Mgr, Technical Trades	56,876	54,142	40,354	77,180	46,356	46,356	49,766	59,244	63,733	67,562	16
3108	Mgr, Custodial Services	51,318	51,390	32,385	70,000	44,920	44,920	48,282	52,799	54,132	59,185	25
3109	Mgr, Power Plant	56,214	52,353	39,626	78,587	42,168	42,168	51,607	56,684	62,469	68,617	10
4001	Assoc Dir, HR	68,199	64,513	43,428	100,000	53,331	53,331	59,808	67,741	72,717	87,437	20
4002	Dir/Mgr, Employee Benefits	53,403	51,750	30,302	74,857	46,396	46,396	50,900	54,708	58,663	60,262	20
4003	Dir/Mgr, Training & Development	54,210	50,451	37,066	77,577	45,000	45,000	49,700	51,828	61,771	64,923	16
4004	Dir/Mgr, Employee Relations	68,033	68,434	61,800	75,850	62,378	62,378	65,556	70,164	71,354	72,768	7
4005	Dir/Mgr, Labor Relations	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 3

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
4006	Dir/Mgr, Employment	52,522	52,750	34,075	71,224	46,055	46,055	50,078	53,748	54,901	59,359	9
4007	Dir/Mgr, Compens & Classification	59,445	60,284	32,281	83,246	49,310	49,310	57,119	62,098	64,170	69,089	19
4008	Dir/Mgr, HR Info Systems (HRIS)	61,641	59,100	35,901	85,280	55,738	55,738	57,029	61,845	65,222	75,733	11
4009	Dir, AA/Equal Employment	75,506	75,024	40,264	106,897	60,854	60,854	73,156	82,461	82,863	85,248	18
4010	Assoc Dir, AA/Equal Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
4011	Dir, HR & AA	85,235	86,116	68,999	101,951	78,601	78,601	84,070	86,912	87,470	90,876	5
5001	Deputy Chief Info Officer	95,952	95,300	57,750	147,000	78,988	78,988	87,907	98,526	103,911	115,654	20
5002	Dir, Academic Computing	91,786	91,129	50,628	125,558	73,945	73,945	83,957	99,124	109,260	111,620	13
5003	Assoc Dir, Academic Computing	77,055	70,000	50,000	122,908	67,394	67,394	68,441	71,429	72,720	85,916	7
5004	Dir, Admin Computing	87,461	88,339	67,850	107,256	79,502	79,502	83,257	91,721	93,177	95,895	14
5005	Assoc Dir, Admin Computing	78,164	80,557	65,118	87,847	67,765	67,765	74,973	86,140	86,491	87,143	6
5006	Dir, Telecom/ Networking	74,010	75,258	51,093	96,312	60,944	60,944	71,980	76,082	79,560	86,731	23
5007	Dir, Enterprise Info Systems	94,126	93,600	67,366	111,657	82,741	82,741	89,296	103,242	106,436	107,829	9
5008	Dir, Research Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
5009	Dir, Enterprise Data Center	85,032	85,000	64,750	104,592	69,332	69,332	83,065	86,187	91,153	101,272	9
5010	Dir, IT Security	81,264	84,400	53,890	101,421	64,957	64,957	83,351	86,087	87,939	89,525	11
5011	Dir, Instructional Technology	89,607	87,876	51,224	110,127	76,077	76,077	83,391	101,390	106,074	109,036	9
5012	Dir, User Services	67,554	60,815	48,698	97,512	56,040	56,040	57,322	69,492	75,431	84,885	16
5013	Dir, Info Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5014	Principal Database Administrator	74,556	76,033	48,511	90,151	67,942	67,942	74,011	79,211	82,545	83,179	16
5015	Principal Systems Analyst	62,271	60,780	46,598	78,583	52,738	52,738	57,564	66,341	69,453	72,826	13
6001	Dir, Athletics	135,511	121,500	80,000	324,000	108,149	108,149	117,156	134,560	138,811	158,608	37*
6002	Assoc Athletics Dir	80,748	73,348	43,463	195,000	62,262	62,262	72,139	77,796	82,264	89,796	18
6003	Assoc/Asst Athl Dir, Sports Info/Comm	49,073	45,849	32,960	105,000	41,216	41,216	45,060	48,932	51,376	54,988	32
6004	Assoc/Asst Athl Dir, Men's Athl Progra	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6005	Assoc/Asst Athl Dir, Women's Athl Prgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
6006	Assoc/Asst Athl Dir for Fin & Bus	63,653	62,843	37,200	82,096	56,222	56,222	62,515	67,326	68,529	75,220	14
6007	Assoc/Asst Athl Dir for Operations	57,193	54,040	33,477	92,000	44,103	44,103	53,402	56,216	59,037	66,629	12
6008	Assoc/Asst Athl Dir for Ext Affairs	70,905	63,036	38,112	185,000	44,640	44,640	54,401	64,928	72,295	85,867	13
6009	Assoc/Asst Athl Dir for Devel	68,589	62,905	38,227	137,686	52,703	52,703	59,146	66,757	70,051	81,112	18
6010	Assoc/Asst Athl Dir for Acad Affairs	57,504	61,065	35,071	88,284	46,078	46,078	54,275	61,266	62,138	64,472	9
6011	Assoc/Asst Athl Dir for Compliance	54,313	53,823	37,595	81,400	41,680	41,680	49,191	54,706	60,000	68,637	22
7001	Assoc VP for Student Affairs	96,260	95,090	72,756	121,128	85,738	85,738	93,408	100,180	102,930	107,520	20
7002	Asst VP for Student Affairs	82,350	82,100	73,500	90,510	78,408	78,408	81,508	83,334	84,533	87,820	10
7003	Dean of Students	92,068	92,390	59,722	132,000	73,965	73,965	83,681	97,470	101,906	107,123	20*
7004	Dir, Greek Life	40,343	40,326	31,827	54,333	33,908	33,908	38,848	41,719	42,786	43,604	8
7005	Dir, Foreign Students	61,273	62,066	35,800	88,706	51,258	51,258	59,641	63,057	66,504	69,050	13
7006	Dir, Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7007	Dir, Minority Affairs	57,194	52,665	39,140	93,439	42,472	42,472	51,609	55,909	59,300	63,853	20
7008	Dir, Conferences	61,855	60,075	45,371	92,903	46,667	46,667	53,654	60,976	61,899	74,473	7
7009	Dir, Woman's Center	54,187	49,933	34,663	83,500	37,312	37,312	42,696	60,351	64,823	66,820	12
7026	Dir, Student Activities	53,774	52,379	36,335	102,108	42,238	42,238	46,824	54,729	56,495	60,776	22
7027	Asst Dir, Student Activities	46,306	46,024	29,328	59,738	42,470	42,470	44,365	47,225	49,463	52,912	12
7028	Dir, Campus Rec/Intramurals	64,414	61,533	35,043	102,979	51,537	51,537	59,594	67,470	71,067	78,116	33
7029	Asst Dir, Campus Rec/Intramurals	44,560	41,842	30,024	64,312	34,614	34,614	39,135	48,969	49,368	52,909	25
7030	Dir, Union & Student Activities	74,727	76,277	52,481	95,663	62,082	62,082	67,680	81,835	83,191	89,522	14
7031	Dir, Student Union	63,654	61,871	34,941	88,300	52,371	52,371	60,719	65,772	67,434	77,372	17
7032	Assoc/Asst Dir, Student Union	47,802	47,154	37,387	60,425	41,982	41,982	46,318	48,240	49,020	52,524	14

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 3

		----- Percentiles and Quartiles -----										
CUPA Position		Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
7050	Dir, Academic Advising	68,450	61,000	43,860	164,395	53,000	53,000	58,613	68,658	70,417	74,265	23
7051	Dir, Career Dev & Placement	65,152	62,962	39,528	128,637	56,692	56,692	61,356	65,656	68,863	73,770	37
7052	Dir, Student Counseling	69,385	67,550	42,400	105,944	59,234	59,234	65,674	71,575	75,787	81,628	15
7053	Assoc Dir, Student Counseling	60,887	57,458	46,259	82,792	51,822	51,822	54,654	61,757	64,479	70,479	14
7076	Dir, Student Housing	72,374	71,118	51,581	106,000	58,889	58,889	66,625	76,142	79,669	85,250	32
7077	Assoc Dir, Student Housing	51,984	49,781	34,264	88,624	42,499	42,499	47,155	54,196	55,938	60,212	24
7078	Housing Officer/Admin Operations	52,351	53,097	31,827	82,000	40,299	40,299	49,248	55,022	56,207	63,356	15
7079	Housing Officer/Residence Life	45,651	43,276	27,260	75,075	34,447	34,447	42,426	45,033	51,835	55,368	16
7101	Dir, Student Health Srvcs (Physician)	114,742	132,618	41,477	151,690	91,058	91,058	112,626	137,158	138,610	141,422	12
7102	Dir, Student Health Srvcs (Nurse)	66,133	66,950	44,557	107,778	53,434	53,434	62,480	71,598	73,295	74,324	23
7103	Dir, Student Health Srvcs (Non Med)	84,544	86,435	73,069	95,850	74,147	74,147	80,242	91,326	91,565	93,320	8
7104	Dir, Counseling & Psych Srvcs	77,885	76,488	48,303	112,901	66,993	66,993	73,407	81,282	82,140	89,376	19
8001	Assoc/Asst VP/Chancellor for Devel	105,998	98,610	85,924	159,689	90,361	90,361	94,044	103,416	104,369	116,775	10
8002	Dir, Annual Giving	60,155	58,588	38,000	88,428	50,544	50,544	56,000	64,340	64,952	70,898	21
8003	Dir, Corporate/Foundation Relations	72,882	73,440	50,000	90,530	59,986	59,986	71,578	78,141	79,401	84,364	13
8004	Dir, Planned Giving	78,868	79,592	39,499	114,731	69,800	69,800	74,229	82,160	85,626	89,116	16
8005	Dir, Alumni Affairs	68,241	68,690	43,703	116,918	51,500	51,500	62,111	71,618	72,655	83,092	36
8006	Dir, Development & Alumni Affairs	100,905	80,349	60,548	204,000	72,480	72,480	80,304	80,393	89,951	107,702	6
8007	Dir, Major Gifts	81,014	78,656	52,370	124,800	59,653	59,653	71,768	82,043	84,214	98,513	9
8008	Dir, Devel for Instit School/College	62,489	55,542	51,442	102,234	53,288	53,288	54,631	60,787	61,027	69,292	13
8009	Dir, Donor Relations	58,235	60,632	37,010	88,315	43,541	43,541	50,490	61,214	62,271	69,636	9
8010	Dir, Adv Research/Prospect Mgt	62,901	64,290	41,808	83,338	56,147	56,147	62,055	66,513	66,781	67,839	8
8026	Dir, Governmental/Legislative Rel	122,829	111,997	79,634	195,825	96,662	96,662	98,396	127,821	132,571	147,411	12*
8027	Dir, Federal Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8028	Dir, State Government Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8029	Dir, Church Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8030	Dir, Community Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8050	Dir, Publications	59,083	59,884	39,975	101,325	48,268	48,268	53,903	60,868	63,037	66,634	23
8051	Assoc Dir, Publications	56,616	55,083	33,272	77,000	49,915	49,915	53,267	60,834	64,672	64,818	7
8052	Dir, Information Office	68,990	65,548	43,658	145,000	53,658	53,658	64,415	71,742	73,031	75,720	20
8053	Dir, News Bureau/Service	55,241	56,281	44,000	66,671	46,526	46,526	53,670	57,694	58,096	62,382	10
8054	Dir, Marketing	88,295	85,540	55,620	128,439	77,660	77,660	85,108	86,460	88,958	98,806	9

* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 4

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1001	CEO of Syst/District	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1002	Exec Asst/Chief Staff for CEO Syst/Dis	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1003	CEO of Single Institution	216,230	205,798	97,650	337,957	195,528	195,528	201,596	224,915	241,956	255,912	22*
1004	Exec Asst/Chief Staff CEO Single Inst	100,778	100,458	44,537	183,885	82,000	82,000	93,920	100,942	102,181	115,653	13*
1005	Exec VP/Vice Chancellor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1006	Secretary of the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1026	Chief Acad Affairs Officer & Provost	161,240	153,000	133,662	267,750	141,649	141,649	150,693	157,957	160,000	167,868	19*
1027	Chief Research Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1028	Chief Technology Transfer Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1029	Chief Business Officer	143,606	141,328	105,618	208,845	129,203	129,203	138,025	144,706	146,858	155,754	18*
1030	Chief Administration Officer	130,123	120,510	94,546	172,600	105,000	105,000	110,000	131,020	143,813	167,570	6*
1031	Chief Financial Officer	100,578	96,000	80,730	123,987	90,132	90,132	95,636	98,105	101,975	114,288	9*
1032	Chief Investment Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1033	Chief Planning Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1034	Chief Budget Officer	78,136	78,117	55,000	103,500	72,951	72,951	74,234	81,055	81,307	82,628	12*
1035	Chief Planning & Budget Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1036	Chief Legal Affairs Officer	109,534	109,457	83,647	140,000	96,218	96,218	103,961	113,099	113,182	122,080	8*
1037	Chief HR Officer	88,454	89,551	41,000	145,000	70,700	70,700	85,700	92,675	99,609	105,328	17*
1038	Chief Information Officer	108,760	104,329	74,607	171,360	89,686	89,686	100,880	105,448	108,639	122,969	13*
1039	Chief Phys Plant/Facilities Officer	88,409	87,302	62,700	121,439	78,928	78,928	83,161	90,000	91,717	101,236	19*
1040	Chief Accounting Officer/Comptroller	84,938	83,500	66,728	100,928	75,410	75,410	82,086	90,405	91,246	94,052	11*
1041	Chief Health Professions Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1042	Chief Admin, Hospital/Med Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1043	Chief Student Affairs/Life Officer	122,310	119,682	104,699	152,900	108,750	108,750	118,076	122,093	124,175	134,242	16*
1044	Chief Admissions Officer	65,504	63,774	43,947	119,800	52,500	52,500	58,040	69,000	70,067	74,226	16*
1045	Chief, Enrollment Mgt Officer	103,896	100,688	72,000	195,000	87,672	87,672	95,518	103,652	109,259	110,484	13*
1046	Chief External Affairs Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1047	Chief Development Officer	119,212	117,038	65,334	178,500	89,322	89,322	112,500	120,774	125,357	149,810	16*
1048	Chief PR Officer	78,194	71,096	49,500	127,500	56,664	56,664	65,448	81,280	86,123	89,634	13*
1049	Chief Development & PR Officer	102,500	92,000	80,250	130,000	81,250	81,250	87,800	106,700	116,990	129,000	5*
1201	Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1202	Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1203	Dean, Arts & Letters	107,664	107,973	83,342	128,066	100,592	100,592	106,385	109,561	112,529	118,040	6*
1204	Dean, Arts & Sciences	120,041	117,870	101,878	142,927	106,129	106,129	115,000	118,650	128,209	133,000	11*
1205	Dean, Biological & Life Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1206	Dean, Business	140,507	137,136	112,510	175,000	127,160	127,160	135,500	139,733	145,034	156,953	19*
1207	Dean, Computer & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1208	Dean, Continuing Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1209	Dean, Cooperative Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1210	Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1211	Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1212	Dean, Education	119,403	121,094	97,542	141,300	111,166	111,166	112,549	122,352	124,148	134,147	16*
1213	Dean, Engineering	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1214	Dean, External Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1215	Dean, Family & Consumer Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1216	Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1217	Dean, Forestry & Environ Studies	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1218	Dean, Gov/Pub Affairs/Pub Policy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 4

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1219	Dean, Graduate Programs	104,757	106,385	90,343	116,788	98,650	98,650	102,177	108,854	110,519	111,254	7*
1220	Dean, Health-Related Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1221	Dean, Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1222	Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1223	Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1224	Dean, Journalism & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1225	Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1226	Dean, Library & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1227	Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1228	Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1229	Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1230	Dean, Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1231	Dean, Occup Studies/Voc Ed/Techn	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1232	Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1233	Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1234	Dean, Public Administration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1235	Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1236	Dean, Sciences	123,802	124,798	102,534	138,298	117,425	117,425	119,596	130,000	131,736	134,960	6*
1237	Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1238	Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1239	Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1240	Dean, Undergraduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1241	Dean, Veterinary Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1401	Assoc/Asst Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1402	Assoc/Asst Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1403	Assoc/Asst Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1404	Assoc/Asst Dean, Arts & Sciences	84,240	81,659	73,361	101,394	79,321	79,321	81,320	82,586	83,235	87,460	5
1405	Assoc/Asst Dean, Bio & Life Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1406	Assoc/Asst Dean, Business	114,035	117,390	69,089	160,000	95,096	95,096	112,774	119,884	121,698	127,571	7
1407	Assoc/Asst Dean, Comp & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1408	Assoc/Asst Dean, Continuing Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1409	Assoc/Asst Dean, Coop Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1410	Assoc/Asst Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1411	Assoc/Asst Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1412	Assoc/Asst Dean, Education	81,487	76,608	64,479	103,946	70,000	70,000	70,985	82,230	87,498	97,280	6
1413	Assoc/Asst Dean, Engineering	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1414	Assoc/Asst Dean, Ext Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1415	Assoc/Asst Dean, Family & Consum Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1416	Assoc/Asst Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1417	Assoc/Asst Dean, Forest & Envir Studie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1418	Assoc/Asst Dean, Gov/Pub Affairs/Pub P	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1419	Assoc/Asst Dean, Graduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1420	Assoc/Asst Dean, Health-Rel Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1421	Assoc/Asst Dean, Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1422	Assoc/Asst Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1423	Assoc/Asst Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1424	Assoc/Asst Dean, Journ & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1425	Assoc/Asst Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 4

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1426	Assoc/Asst Dean, Library & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1427	Assoc/Asst Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1428	Assoc/Asst Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1429	Assoc/Asst Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1430	Assoc/Asst Dean, Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1431	Assoc/Asst Dean, Occ Stds/Voc Ed/Tech	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1432	Assoc/Asst Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1433	Assoc/Asst Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1434	Assoc/Asst Dean, Public Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1435	Assoc/Asst Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1436	Assoc/Asst Dean, Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1437	Assoc/Asst Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1438	Assoc/Asst Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1439	Assoc/Asst Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1440	Assoc/Asst Dean, Undergrad Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1441	Assoc/Asst Dean, Veterinary Med	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2001	Vice Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
2002	Assoc Provost	113,920	114,030	100,000	144,100	106,321	106,321	110,671	114,945	115,387	118,048	14
2003	Asst Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2004	Dir, Institutional Research	74,409	72,298	47,432	101,300	66,152	66,152	70,463	76,056	77,068	87,052	18*
2005	Assoc Dir, Institutional Research	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2006	Dir, Institutional Diversity	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2007	Dir, International Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
2008	Dir, International Studies Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2009	Dir, Sponsored Research & Programs	76,605	75,316	45,500	135,200	57,831	57,831	68,853	78,312	79,895	87,831	12
2010	Dir, Continuing Education	62,269	63,327	34,000	83,666	48,990	48,990	61,713	66,684	72,433	76,237	8
2011	Senior Technology Licensing Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2012	Dir, Distance Learning	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
2013	Dir, Teaching Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2026	Chief Op Officer (non-faculty), Med Sc	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2027	Chief Financial Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2028	Chief Admissions Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2029	Chief Financial Aid Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2030	Chief Student Affairs Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2031	Chief Development Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2032	Chief IT Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2033	Chief Research Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2034	Chief Librarian, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2035	Chief HR Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2050	Dir, Library Services	85,654	87,100	62,950	111,100	71,706	71,706	80,113	92,514	96,389	99,413	15
2051	Head Librarian, Acquisitions	50,816	50,842	40,447	62,520	42,812	42,812	48,166	53,453	55,258	57,767	7
2052	Head Librarian, Technical Services	58,176	60,480	43,949	77,810	47,250	47,250	56,096	61,430	62,727	65,184	9
2053	Head Librarian, Pub/Access Services	60,040	60,100	41,743	77,330	50,842	50,842	55,000	65,306	67,501	70,213	11
2054	Head Librarian, Cataloging	55,267	56,606	42,500	67,000	48,217	48,217	55,401	57,356	57,446	61,250	8
2055	Head Librarian, Collection Devel	51,838	50,842	41,973	62,185	46,068	46,068	49,342	53,345	55,097	58,117	5
2056	Head Librarian, Archives & Rec Mgt	52,649	46,722	40,071	69,238	43,143	43,143	45,598	53,354	57,997	64,490	5
2057	Dir, Educational Media Services	68,758	69,397	46,514	98,906	57,206	57,206	68,880	70,177	71,455	74,281	8
2058	Dir, Learning Resources Center	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

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
2076	Assoc Dir, Admissions	49,889	44,632	36,760	77,237	40,491	40,491	44,167	45,908	50,260	61,572	12
2077	Dir, Admissions & Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
2078	Registrar	70,505	69,622	45,730	93,205	62,574	62,574	65,755	75,766	77,317	79,853	17*
2079	Assoc Registrar	48,643	44,649	37,500	64,454	40,799	40,799	42,700	53,746	54,221	56,751	11
2080	Asst Registrar	42,454	37,736	33,982	63,680	36,206	36,206	37,202	40,879	45,216	47,346	10
2081	Dir, Admissions & Financial Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
2082	Dir, Student Financial Aid	68,888	66,839	55,000	92,351	61,026	61,026	66,046	70,883	71,863	74,812	20*
2083	Assoc Dir, Student Financial Aid	49,631	49,500	37,643	69,006	44,100	44,100	46,000	51,200	51,703	52,176	11
3001	Dir, Risk Mgt & Insurance	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3002	Dir, Med Center PR/External Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3003	Dir, Med Center HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3004	Dir, University Research Park	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3005	Dir, Contracts & Grants	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3006	Dir, College/University Press	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3026	Assoc Budget Dir	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3027	Asst Comptroller	70,825	69,000	60,468	85,780	64,200	64,200	68,000	70,000	72,275	76,500	6
3028	Restricted Funds Accountant	51,030	45,741	36,000	68,559	42,911	42,911	44,869	49,844	52,878	64,494	7
3029	Dir, Accounting	69,480	74,107	48,072	85,855	58,693	58,693	68,047	75,561	76,274	77,738	11
3030	Bursar	59,544	58,675	48,930	81,045	53,955	53,955	57,496	59,658	60,469	62,917	12
3031	Assoc/Asst Bursar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3032	Dir/Mgr, Payroll	52,387	52,699	29,047	67,390	45,443	45,443	51,389	55,759	57,178	59,796	12
3033	Dir, Purchasing/Materials Mgt	62,212	63,691	41,405	87,017	51,916	51,916	57,417	65,300	65,675	70,854	22
3034	Assoc Dir, Purch/Materials Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3035	Dir, Internal Audit	70,922	71,021	54,363	96,000	64,848	64,848	68,132	72,613	72,820	74,060	10
3050	Dir, Auxiliary Services	75,681	71,977	41,346	105,212	68,742	68,742	71,116	72,498	74,590	89,369	14
3051	Dir/Mgr, Printing Services	49,840	50,975	38,662	55,100	48,331	48,331	50,000	51,949	53,017	55,000	6
3052	Dir/Mgr, Mail Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3053	Dir, Bookstore	49,934	45,916	37,359	62,080	45,036	45,036	45,701	51,623	55,485	57,720	7
3054	Assoc Dir, Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3055	Dir, Food/Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3056	Assoc Dir, Food /Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3076	Dir, Environmental Health & Safety	52,725	51,994	44,558	66,151	44,646	44,646	49,985	54,002	55,055	57,010	6
3077	Dir, Campus Security/Safety	64,680	63,313	49,632	82,210	56,310	56,310	61,936	67,893	69,317	71,468	22
3078	Dir, Parking & Transportation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3101	Dir, Real Estate & Space Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3102	Architect for the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3103	Assoc Dir, Phy Plant/Facil Mgt	63,363	62,561	31,463	88,100	55,033	55,033	60,796	66,081	69,927	75,615	9
3104	Dir, Energy & Utilities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3105	Mgr, Landscape & Grounds	49,004	48,940	41,950	57,877	44,637	44,637	46,233	51,103	51,537	53,520	12
3106	Mgr, Building Maintenance Trades	52,100	53,231	37,902	63,630	42,662	42,662	50,805	55,745	57,813	61,242	8
3107	Mgr, Technical Trades	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3108	Mgr, Custodial Services	46,677	46,141	28,941	76,532	37,326	37,326	43,171	46,966	49,136	53,554	13
3109	Mgr, Power Plant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
4001	Assoc Dir, HR	61,795	60,751	47,859	84,671	50,216	50,216	58,770	62,637	66,208	69,777	8
4002	Dir/Mgr, Employee Benefits	44,943	41,559	37,500	60,346	38,929	38,929	40,262	42,946	43,506	51,504	8
4003	Dir/Mgr, Training & Development	53,946	51,500	36,800	80,266	41,534	41,534	47,987	54,278	56,222	62,808	5
4004	Dir/Mgr, Employee Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4005	Dir/Mgr, Labor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

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SREB Classification (Study Group): Four-Year 4

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
4006	Dir/Mgr, Employment	55,905	53,011	50,013	71,759	50,353	50,353	51,982	53,529	53,891	57,796	5
4007	Dir/Mgr, Compens & Classification	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
4008	Dir/Mgr, HR Info Systems (HRIS)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
4009	Dir, AA/Equal Employment	67,032	66,940	35,796	83,647	57,573	57,573	66,843	74,776	80,016	80,634	7
4010	Assoc Dir, AA/Equal Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4011	Dir, HR & AA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
5001	Deputy Chief Info Officer	88,448	82,759	57,837	134,000	61,368	61,368	68,631	96,278	97,846	116,275	8
5002	Dir, Academic Computing	76,334	78,461	46,000	103,000	65,402	65,402	75,582	80,879	83,033	86,526	8
5003	Assoc Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5004	Dir, Admin Computing	74,970	77,248	55,015	86,300	67,894	67,894	76,330	77,643	79,512	83,567	9
5005	Assoc Dir, Admin Computing	67,729	69,003	58,381	73,604	64,195	64,195	68,939	69,067	70,159	72,188	6
5006	Dir, Telecom/ Networking	72,566	72,258	58,535	93,253	60,504	60,504	70,452	76,867	78,554	80,110	9
5007	Dir, Enterprise Info Systems	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5008	Dir, Research Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5009	Dir, Enterprise Data Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5010	Dir, IT Security	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5011	Dir, Instructional Technology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5012	Dir, User Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5013	Dir, Info Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5014	Principal Database Administrator	70,660	68,089	43,492	107,803	56,841	56,841	63,721	76,722	79,168	80,729	9
5015	Principal Systems Analyst	60,313	56,062	50,498	74,500	54,401	54,401	55,773	61,796	65,623	65,786	7
6001	Dir, Athletics	101,899	105,000	67,100	138,159	86,938	86,938	96,603	105,167	106,866	114,040	19*
6002	Assoc Athletics Dir	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
6003	Assoc/Asst Athl Dir, Sports Info/Comm	45,600	44,500	33,210	66,309	36,725	36,725	40,844	45,955	51,308	54,424	19
6004	Assoc/Asst Athl Dir, Men's Athl Progra	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6005	Assoc/Asst Athl Dir, Women's Athl Prgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
6006	Assoc/Asst Athl Dir for Fin & Bus	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
6007	Assoc/Asst Athl Dir for Operations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
6008	Assoc/Asst Athl Dir for Ext Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
6009	Assoc/Asst Athl Dir for Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6010	Assoc/Asst Athl Dir for Acad Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
6011	Assoc/Asst Athl Dir for Compliance	53,628	50,315	44,286	68,740	45,910	45,910	48,026	52,456	54,124	63,504	7
7001	Assoc VP for Student Affairs	85,263	80,307	53,259	127,500	70,495	70,495	74,396	92,509	96,115	98,389	9
7002	Asst VP for Student Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7003	Dean of Students	77,537	78,425	46,513	101,350	66,715	66,715	75,056	83,078	84,414	89,289	12*
7004	Dir, Greek Life	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7005	Dir, Foreign Students	51,488	45,187	39,635	79,543	41,653	41,653	44,149	48,196	53,037	59,711	8
7006	Dir, Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7007	Dir, Minority Affairs	58,426	60,869	46,275	67,500	47,750	47,750	54,703	67,034	67,124	67,292	6
7008	Dir, Conferences	50,831	50,000	42,000	64,966	42,582	42,582	47,091	51,785	53,035	56,564	5
7009	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
7026	Dir, Student Activities	53,880	51,971	44,646	69,653	46,090	46,090	50,156	56,073	57,299	61,482	14
7027	Asst Dir, Student Activities	39,197	37,573	33,000	51,230	34,412	34,412	36,213	39,241	40,811	42,770	8
7028	Dir, Campus Rec/Intramurals	45,967	44,136	28,181	63,518	33,717	33,717	39,199	51,066	55,003	59,626	13
7029	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	4
7030	Dir, Union & Student Activities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
7031	Dir, Student Union	56,669	56,603	37,636	71,303	54,480	54,480	55,664	57,989	59,738	61,158	8
7032	Assoc/Asst Dir, Student Union	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		Percentiles and Quartiles										Cases
		Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	
7050	Dir, Academic Advising	66,201	65,315	45,407	87,938	54,125	54,125	64,000	66,629	70,996	79,106	6
7051	Dir, Career Dev & Placement	59,027	56,512	44,870	81,706	49,957	49,957	55,418	60,342	64,995	67,870	19
7052	Dir, Student Counseling	65,039	68,712	44,543	77,000	55,008	55,008	68,195	69,526	70,908	72,777	12
7053	Assoc Dir, Student Counseling	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7076	Dir, Student Housing	62,019	64,574	44,693	76,855	54,545	54,545	57,714	67,960	68,330	68,991	15
7077	Assoc Dir, Student Housing	46,701	45,770	39,475	57,250	41,926	41,926	45,210	46,330	47,620	50,016	6
7078	Housing Officer/Admin Operations	43,873	43,234	31,965	55,743	38,777	38,777	42,132	45,118	46,437	49,504	5
7079	Housing Officer/Residence Life	39,626	40,982	27,724	45,582	36,984	36,984	40,812	41,137	41,317	44,328	7
7101	Dir, Student Health Svcs (Physician)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7102	Dir, Student Health Svcs (Nurse)	57,941	62,580	38,929	70,225	46,624	46,624	56,309	64,367	66,510	67,689	13
7103	Dir, Student Health Svcs (Non Med)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7104	Dir, Counseling & Psych Svcs	65,887	64,474	54,590	81,906	56,477	56,477	60,647	68,300	70,085	73,400	6
8001	Assoc/Asst VP/Chancellor for Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8002	Dir, Annual Giving	65,067	67,962	47,500	86,149	49,572	49,572	60,813	70,230	71,818	76,136	5
8003	Dir, Corporate/Foundation Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8004	Dir, Planned Giving	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8005	Dir, Alumni Affairs	61,424	58,037	40,800	87,840	52,608	52,608	56,593	59,295	65,591	73,150	17
8006	Dir, Development & Alumni Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8007	Dir, Major Gifts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8008	Dir, Devel for Instit School/College	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8009	Dir, Donor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8010	Dir, Adv Research/Prospect Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8026	Dir, Governmental/Legislative Rel	96,018	95,275	70,000	119,232	83,647	83,647	87,550	103,000	106,388	112,680	6*
8027	Dir, Federal Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8028	Dir, State Government Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8029	Dir, Church Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8030	Dir, Community Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8050	Dir, Publications	58,320	59,329	46,500	65,671	53,197	53,197	56,585	62,132	64,024	64,941	7
8051	Assoc Dir, Publications	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8052	Dir, Information Office	66,320	61,596	52,020	78,006	59,653	59,653	60,799	70,429	76,322	76,488	7
8053	Dir, News Bureau/Service	55,061	49,474	42,480	73,546	45,281	45,281	48,077	55,215	59,233	65,770	5
8054	Dir, Marketing	65,157	64,900	47,790	88,197	56,676	56,676	62,499	65,340	65,648	70,439	5

* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Four-Year 5

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1001	CEO of Syst/District	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1002	Exec Asst/Chief Staff for CEO Syst/Dis	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1003	CEO of Single Institution	205,689	198,488	129,774	300,000	168,053	168,053	194,925	215,289	217,437	235,000	19*
1004	Exec Asst/Chief Staff CEO Single Inst	88,260	78,515	52,338	160,000	58,445	58,445	72,930	91,052	92,296	98,390	11*
1005	Exec VP/Vice Chancellor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1006	Secretary of the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1026	Chief Acad Affairs Officer & Provost	149,127	143,767	109,051	230,987	123,332	123,332	137,904	148,500	155,250	169,803	16*
1027	Chief Research Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1028	Chief Technology Transfer Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1029	Chief Business Officer	133,364	124,159	96,292	208,373	115,100	113,480	122,266	133,000	134,537	150,582	16*
1030	Chief Administration Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1031	Chief Financial Officer	104,384	105,041	70,000	144,839	83,854	83,854	101,593	108,299	110,566	120,410	8*
1032	Chief Investment Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1033	Chief Planning Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1034	Chief Budget Officer	81,015	81,000	44,881	112,851	73,000	73,000	76,464	84,000	83,447	93,300	11*
1035	Chief Planning & Budget Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1036	Chief Legal Affairs Officer	123,274	129,000	100,276	146,003	104,927	106,090	119,836	131,400	131,100	137,201	5*
1037	Chief HR Officer	87,071	84,889	58,500	128,544	69,123	69,123	81,451	89,304	90,011	101,018	14*
1038	Chief Information Officer	104,512	99,665	83,130	153,608	88,319	88,319	97,230	104,874	106,611	117,432	17*
1039	Chief Phys Plant/Facilities Officer	90,015	87,229	62,000	137,914	76,535	76,535	84,649	89,431	95,333	105,429	18*
1040	Chief Accounting Officer/Comptroller	83,488	85,035	63,600	115,281	69,500	69,500	83,700	85,402	86,780	88,461	11*
1041	Chief Health Professions Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1042	Chief Admin, Hospital/Med Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1043	Chief Student Affairs/Life Officer	114,828	107,432	73,397	170,000	92,427	92,427	106,568	112,643	121,385	141,456	17*
1044	Chief Admissions Officer	68,007	68,566	49,000	88,355	61,419	61,419	65,834	68,785	69,648	75,125	13*
1045	Chief, Enrollment Mgt Officer	96,171	96,204	28,000	133,547	76,500	76,400	89,460	104,770	104,879	126,235	12*
1046	Chief External Affairs Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1047	Chief Development Officer	119,093	112,840	72,682	202,585	100,624	100,624	111,540	114,600	125,651	134,725	14*
1048	Chief PR Officer	88,006	86,056	50,132	129,768	61,868	61,868	73,494	100,950	106,019	112,985	12*
1049	Chief Development & PR Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1201	Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1202	Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1203	Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1204	Dean, Arts & Sciences	105,013	99,663	86,882	129,322	95,927	95,927	99,210	104,746	115,124	115,828	10*
1205	Dean, Biological & Life Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1206	Dean, Business	121,161	122,213	96,595	160,124	105,570	105,765	112,245	126,605	129,440	130,951	16*
1207	Dean, Computer & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1208	Dean, Continuing Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1209	Dean, Cooperative Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1210	Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1211	Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1212	Dean, Education	102,586	104,486	48,000	131,711	92,360	93,680	97,014	111,386	115,935	117,342	14*
1213	Dean, Engineering	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1214	Dean, External Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1215	Dean, Family & Consumer Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1216	Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1217	Dean, Forestry & Environ Studies	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1218	Dean, Gov/Pub Affairs/Pub Policy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 5

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1219	Dean, Graduate Programs	98,166	102,059	80,000	115,537	88,152	88,152	96,896	102,946	105,104	105,230	9*
1220	Dean, Health-Related Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1221	Dean, Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1222	Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1223	Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1224	Dean, Journalism & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1225	Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1226	Dean, Library & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1227	Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1228	Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1229	Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1230	Dean, Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1231	Dean, Occup Studies/Voc Ed/Techn	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1232	Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1233	Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1234	Dean, Public Administration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1235	Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1236	Dean, Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1237	Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1238	Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1239	Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1240	Dean, Undergraduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1241	Dean, Veterinary Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1401	Assoc/Asst Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1402	Assoc/Asst Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1403	Assoc/Asst Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1404	Assoc/Asst Dean, Arts & Sciences	n/a	n/a	n/a	n/a	n/a	60,451	n/a	n/a	86,383	n/a	4
1405	Assoc/Asst Dean, Bio & Life Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1406	Assoc/Asst Dean, Business	98,047	107,500	73,822	116,427	76,658	77,295	100,514	109,603	112,425	112,700	8
1407	Assoc/Asst Dean, Comp & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1408	Assoc/Asst Dean, Continuing Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1409	Assoc/Asst Dean, Coop Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1410	Assoc/Asst Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1411	Assoc/Asst Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1412	Assoc/Asst Dean, Education	84,593	82,499	60,000	115,000	78,738	78,990	80,000	84,997	89,219	88,824	6
1413	Assoc/Asst Dean, Engineering	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1414	Assoc/Asst Dean, Ext Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1415	Assoc/Asst Dean, Family & Consum Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1416	Assoc/Asst Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1417	Assoc/Asst Dean, Forest & Envir Studie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1418	Assoc/Asst Dean, Gov/Pub Affairs/Pub P	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1419	Assoc/Asst Dean, Graduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1420	Assoc/Asst Dean, Health-Rel Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1421	Assoc/Asst Dean, Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1422	Assoc/Asst Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1423	Assoc/Asst Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1424	Assoc/Asst Dean, Journ & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1425	Assoc/Asst Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 5

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1426	Assoc/Asst Dean, Library & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1427	Assoc/Asst Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1428	Assoc/Asst Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1429	Assoc/Asst Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1430	Assoc/Asst Dean, Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1431	Assoc/Asst Dean, Occ Stds/Voc Ed/Tech	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1432	Assoc/Asst Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1433	Assoc/Asst Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1434	Assoc/Asst Dean, Public Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1435	Assoc/Asst Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1436	Assoc/Asst Dean, Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1437	Assoc/Asst Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1438	Assoc/Asst Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1439	Assoc/Asst Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1440	Assoc/Asst Dean, Undergrad Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1441	Assoc/Asst Dean, Veterinary Med	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2001	Vice Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
2002	Assoc Provost	106,068	106,233	81,090	127,204	93,966	94,311	103,566	109,835	116,370	119,353	13
2003	Asst Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2004	Dir, Institutional Research	79,374	76,076	46,397	130,005	64,521	64,521	74,364	78,705	80,638	87,930	15*
2005	Assoc Dir, Institutional Research	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2006	Dir, Institutional Diversity	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2007	Dir, International Education	n/a	n/a	n/a	n/a	n/a	76,800	n/a	n/a	89,325	n/a	4
2008	Dir, International Studies Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2009	Dir, Sponsored Research & Programs	79,454	80,142	44,704	125,400	63,124	63,521	78,989	83,482	85,627	88,876	12
2010	Dir, Continuing Education	70,251	71,200	39,722	84,020	68,440	68,665	71,121	72,514	76,727	78,034	9
2011	Senior Technology Licensing Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2012	Dir, Distance Learning	82,001	82,205	56,500	101,491	71,373	71,373	78,818	85,591	90,015	98,231	6
2013	Dir, Teaching Center	n/a	n/a	n/a	n/a	n/a	72,905	n/a	n/a	77,630	n/a	4
2026	Chief Op Officer (non-faculty), Med Sc	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2027	Chief Financial Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2028	Chief Admissions Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2029	Chief Financial Aid Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2030	Chief Student Affairs Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2031	Chief Development Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2032	Chief IT Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2033	Chief Research Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2034	Chief Librarian, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2035	Chief HR Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2050	Dir, Library Services	86,352	82,948	62,177	130,964	69,301	69,301	75,380	87,137	89,568	98,602	17
2051	Head Librarian, Acquisitions	53,189	49,036	44,920	67,592	45,931	45,931	47,895	52,706	55,275	60,087	5
2052	Head Librarian, Technical Services	56,670	56,705	40,747	78,855	46,659	46,659	52,629	59,220	60,679	64,674	12
2053	Head Librarian, Pub/Access Services	55,933	52,240	36,341	85,843	44,290	44,542	46,901	59,739	62,898	66,866	11
2054	Head Librarian, Cataloging	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2055	Head Librarian, Collection Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2056	Head Librarian, Archives & Rec Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2057	Dir, Educational Media Services	66,812	60,228	41,200	130,343	41,520	41,520	52,777	60,412	60,540	74,618	5
2058	Dir, Learning Resources Center	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 5

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
2076	Assoc Dir, Admissions	48,137	48,643	32,779	57,750	44,439	44,439	46,620	50,748	51,347	54,619	12
2077	Dir, Admissions & Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
2078	Registrar	67,618	66,408	52,453	90,784	62,010	62,010	65,424	67,284	69,041	71,518	17*
2079	Assoc Registrar	49,384	47,134	35,696	62,700	43,030	42,544	45,839	50,054	48,837	58,911	7
2080	Asst Registrar	41,742	42,265	32,000	56,350	34,320	34,256	41,290	42,776	42,854	48,154	11
2081	Dir, Admissions & Financial Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
2082	Dir, Student Financial Aid	65,910	65,000	50,425	80,000	61,176	61,176	63,286	67,723	69,577	74,483	19*
2083	Assoc Dir, Student Financial Aid	47,946	49,459	33,434	70,000	38,194	38,194	44,115	51,691	51,399	54,541	10
3001	Dir, Risk Mgt & Insurance	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3002	Dir, Med Center PR/External Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3003	Dir, Med Center HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3004	Dir, University Research Park	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3005	Dir, Contracts & Grants	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3006	Dir, College/University Press	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3026	Assoc Budget Dir	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3027	Asst Comptroller	49,915	48,000	41,129	65,133	44,491	44,491	46,933	48,792	49,346	53,011	5
3028	Restricted Funds Accountant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3029	Dir, Accounting	72,088	73,212	53,550	92,503	55,053	55,053	70,000	76,424	79,426	85,000	6
3030	Bursar	54,532	53,175	39,883	80,952	46,106	45,727	47,759	58,731	58,693	59,811	10
3031	Assoc/Asst Bursar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3032	Dir/Mgr, Payroll	46,292	44,192	32,960	61,051	39,974	40,301	42,000	45,268	46,890	55,697	11
3033	Dir, Purchasing/Materials Mgt	63,834	66,847	41,500	78,375	58,603	58,603	65,000	68,231	69,315	73,139	11
3034	Assoc Dir, Purch/Materials Mgt	47,834	43,771	39,502	58,757	42,140	42,140	43,383	47,999	50,958	55,223	5
3035	Dir, Internal Audit	83,535	82,400	66,500	107,145	68,710	69,511	76,245	87,871	88,692	96,052	7
3050	Dir, Auxiliary Services	72,274	73,833	50,000	92,990	56,390	52,322	70,033	77,533	80,160	86,384	7
3051	Dir/Mgr, Printing Services	43,984	39,326	34,834	59,539	35,367	35,367	37,796	43,885	47,076	52,486	5
3052	Dir/Mgr, Mail Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3053	Dir, Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3054	Assoc Dir, Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3055	Dir, Food/Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3056	Assoc Dir, Food /Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3076	Dir, Environmental Health & Safety	59,652	54,932	40,290	86,408	51,258	51,258	54,559	58,011	60,166	67,385	5
3077	Dir, Campus Security/Safety	60,521	61,239	37,500	90,000	50,848	50,848	57,911	62,271	62,668	72,152	18
3078	Dir, Parking & Transportation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3101	Dir, Real Estate & Space Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3102	Architect for the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3103	Assoc Dir, Phy Plant/Facil Mgt	58,325	56,658	36,905	77,447	50,997	50,997	55,371	59,883	63,805	66,778	10
3104	Dir, Energy & Utilities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3105	Mgr, Landscape & Grounds	53,459	52,931	29,180	74,876	42,977	47,538	51,237	55,327	57,200	60,683	10
3106	Mgr, Building Maintenance Trades	49,268	53,203	39,517	54,702	40,447	40,447	53,000	53,406	53,802	54,537	6
3107	Mgr, Technical Trades	51,256	50,752	41,597	63,860	47,218	n/a	49,900	51,030	n/a	53,930	5
3108	Mgr, Custodial Services	43,564	42,585	30,040	78,272	33,709	35,505	40,262	43,373	43,585	43,808	8
3109	Mgr, Power Plant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
4001	Assoc Dir, HR	71,516	76,823	40,000	87,774	67,314	61,851	74,098	79,547	78,357	80,361	6
4002	Dir/Mgr, Employee Benefits	n/a	n/a	n/a	n/a	n/a	52,601	n/a	n/a	63,938	n/a	4
4003	Dir/Mgr, Training & Development	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
4004	Dir/Mgr, Employee Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4005	Dir/Mgr, Labor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1

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SREB Classification (Study Group): Four-Year 5

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
4006	Dir/Mgr, Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4007	Dir/Mgr, Compens & Classification	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
4008	Dir/Mgr, HR Info Systems (HRIS)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
4009	Dir, AA/Equal Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
4010	Assoc Dir, AA/Equal Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4011	Dir, HR & AA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
5001	Deputy Chief Info Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5002	Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
5003	Assoc Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
5004	Dir, Admin Computing	75,207	72,230	54,085	101,035	64,747	64,832	69,000	75,976	85,072	87,089	8
5005	Assoc Dir, Admin Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
5006	Dir, Telecom/ Networking	75,987	76,510	45,916	99,736	64,639	66,067	73,113	80,919	88,274	89,280	8
5007	Dir, Enterprise Info Systems	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5008	Dir, Research Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5009	Dir, Enterprise Data Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5010	Dir, IT Security	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5011	Dir, Instructional Technology	65,701	63,551	48,600	90,441	53,273	53,273	60,000	67,101	69,792	74,790	6
5012	Dir, User Services	66,173	52,000	43,020	101,436	48,405	48,405	51,100	65,064	74,209	88,015	5
5013	Dir, Info Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5014	Principal Database Administrator	78,064	70,750	66,360	95,019	66,866	n/a	69,247	78,930	n/a	91,964	5
5015	Principal Systems Analyst	63,592	67,689	47,843	77,788	52,623	53,818	62,141	68,943	73,261	72,217	5
6001	Dir, Athletics	94,574	86,200	48,500	152,807	72,620	73,240	79,517	102,343	107,642	123,947	17*
6002	Assoc Athletics Dir	59,532	46,350	39,236	87,250	43,841	43,841	45,807	59,743	69,118	81,316	5
6003	Assoc/Asst Athl Dir, Sports Info/Comm	42,683	42,038	28,000	61,798	33,594	34,111	37,415	46,249	48,593	51,228	12
6004	Assoc/Asst Athl Dir, Men's Athl Progra	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6005	Assoc/Asst Athl Dir, Women's Athl Prgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
6006	Assoc/Asst Athl Dir for Fin & Bus	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
6007	Assoc/Asst Athl Dir for Operations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
6008	Assoc/Asst Athl Dir for Ext Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
6009	Assoc/Asst Athl Dir for Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
6010	Assoc/Asst Athl Dir for Acad Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
6011	Assoc/Asst Athl Dir for Compliance	52,411	54,107	31,800	70,471	42,901	45,676	50,735	56,464	63,665	62,094	5
7001	Assoc VP for Student Affairs	82,775	89,917	47,881	103,752	68,000	68,000	85,073	94,760	91,016	97,184	6
7002	Asst VP for Student Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7003	Dean of Students	75,368	71,675	60,853	98,195	67,632	67,632	70,890	73,200	75,150	82,212	10*
7004	Dir, Greek Life	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
7005	Dir, Foreign Students	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7006	Dir, Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7007	Dir, Minority Affairs	50,730	50,323	38,203	62,731	45,427	45,427	49,637	51,009	53,236	57,373	6
7008	Dir, Conferences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7009	Dir, Woman's Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7026	Dir, Student Activities	52,022	54,070	40,800	64,837	42,897	45,833	53,342	54,651	55,085	55,867	15
7027	Asst Dir, Student Activities	38,655	37,063	33,280	46,292	35,000	35,000	36,225	37,900	39,767	43,235	6
7028	Dir, Campus Rec/Intramurals	51,060	51,652	35,798	62,456	43,510	43,510	50,827	52,166	52,725	60,000	10
7029	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
7030	Dir, Union & Student Activities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7031	Dir, Student Union	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7032	Assoc/Asst Dir, Student Union	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): Four-Year 5

		Percentiles and Quartiles										
CUPA Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases	
7050	Dir, Academic Advising	60,496	58,532	42,500	80,774	45,112	45,112	57,196	59,753	67,253	78,939	10
7051	Dir, Career Dev & Placement	53,982	52,097	40,136	70,212	46,719	46,719	50,376	55,685	58,836	61,964	17
7052	Dir, Student Counseling	59,288	59,756	46,644	72,100	54,816	54,853	55,941	61,774	64,248	68,076	11
7053	Assoc Dir, Student Counseling	54,149	53,571	52,309	55,921	53,310	53,310	53,567	54,297	54,805	55,492	5
7076	Dir, Student Housing	59,394	59,579	41,506	85,893	48,690	48,690	57,031	60,299	63,304	68,499	13
7077	Assoc Dir, Student Housing	43,698	41,058	40,938	50,412	40,952	40,952	41,017	42,686	43,825	46,184	5
7078	Housing Officer/Admin Operations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7079	Housing Officer/Residence Life	39,882	36,805	30,877	52,000	34,674	34,674	36,691	36,919	40,843	48,130	6
7101	Dir, Student Health Srvcs (Physician)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7102	Dir, Student Health Srvcs (Nurse)	61,365	59,740	48,400	76,330	52,000	52,177	54,816	61,793	71,367	73,334	11
7103	Dir, Student Health Srvcs (Non Med)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7104	Dir, Counseling & Psych Srvcs	67,313	68,254	42,755	83,600	59,387	n/a	66,370	72,318	n/a	79,450	5
8001	Assoc/Asst VP/Chancellor for Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8002	Dir, Annual Giving	n/a	n/a	n/a	n/a	n/a	50,478	n/a	n/a	61,499	n/a	4
8003	Dir, Corporate/Foundation Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8004	Dir, Planned Giving	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8005	Dir, Alumni Affairs	58,087	56,228	36,400	83,130	50,610	50,610	55,246	59,617	62,378	67,197	13
8006	Dir, Development & Alumni Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8007	Dir, Major Gifts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8008	Dir, Devel for Instit School/College	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8009	Dir, Donor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8010	Dir, Adv Research/Prospect Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8026	Dir, Governmental/Legislative Rel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
8027	Dir, Federal Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8028	Dir, State Government Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8029	Dir, Church Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8030	Dir, Community Services	60,703	51,500	43,496	80,061	48,016	43,496	50,558	62,624	61,233	79,460	5
8050	Dir, Publications	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8051	Assoc Dir, Publications	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8052	Dir, Information Office	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8053	Dir, News Bureau/Service	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8054	Dir, Marketing	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): Four-Year 6

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1001	CEO of Syst/District	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1002	Exec Asst/Chief Staff for CEO Syst/Dis	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1003	CEO of Single Institution	198,768	178,500	147,372	346,427	154,564	154,564	167,541	200,000	211,570	214,848	12*
1004	Exec Asst/Chief Staff CEO Single Inst	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1005	Exec VP/Vice Chancellor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1006	Secretary of the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1026	Chief Acad Affairs Officer & Provost	137,929	137,526	89,424	226,135	111,014	111,014	128,205	138,333	138,761	155,332	11*
1027	Chief Research Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1028	Chief Technology Transfer Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1029	Chief Business Officer	123,849	122,568	81,964	198,440	103,418	103,418	111,123	125,876	128,099	128,816	7*
1030	Chief Administration Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1031	Chief Financial Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1032	Chief Investment Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1033	Chief Planning Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1034	Chief Budget Officer	75,262	80,520	50,965	91,266	66,144	66,144	80,500	80,539	81,105	82,156	6*
1035	Chief Planning & Budget Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1036	Chief Legal Affairs Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1037	Chief HR Officer	69,174	67,500	41,472	105,000	52,547	52,547	63,310	72,368	75,934	79,914	10*
1038	Chief Information Officer	109,682	109,703	89,524	139,050	95,337	95,337	101,941	113,429	114,374	120,640	9*
1039	Chief Phys Plant/Facilities Officer	83,870	82,000	53,536	116,617	72,965	72,965	78,769	82,931	87,380	92,328	11*
1040	Chief Accounting Officer/Comptroller	81,222	76,090	70,501	97,481	72,000	72,000	74,180	78,000	84,010	95,172	6*
1041	Chief Health Professions Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1042	Chief Admin, Hospital/Med Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1043	Chief Student Affairs/Life Officer	103,559	98,676	61,256	142,152	93,994	93,994	98,029	106,584	107,379	109,468	11*
1044	Chief Admissions Officer	80,576	73,500	48,257	127,045	67,148	67,148	69,720	77,534	80,632	96,582	7*
1045	Chief, Enrollment Mgt Officer	85,530	85,516	67,820	109,689	75,000	75,000	82,000	89,031	89,244	89,639	6*
1046	Chief External Affairs Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1047	Chief Development Officer	122,371	115,468	55,704	206,077	82,802	82,802	100,389	130,612	136,444	162,695	8*
1048	Chief PR Officer	67,658	60,089	37,960	116,918	40,803	40,803	53,249	63,708	66,898	97,224	7*
1049	Chief Development & PR Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1201	Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1202	Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1203	Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1204	Dean, Arts & Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1205	Dean, Biological & Life Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1206	Dean, Business	110,275	118,965	72,888	144,450	87,717	87,717	111,126	119,687	120,292	125,138	7*
1207	Dean, Computer & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1208	Dean, Continuing Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1209	Dean, Cooperative Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1210	Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1211	Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1212	Dean, Education	101,163	102,916	54,424	130,800	98,860	98,860	100,626	107,363	110,357	111,482	7*
1213	Dean, Engineering	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1214	Dean, External Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1215	Dean, Family & Consumer Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1216	Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1217	Dean, Forestry & Environ Studies	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1218	Dean, Gov/Pub Affairs/Pub Policy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 6

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1219	Dean, Graduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1220	Dean, Health-Related Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1221	Dean, Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1222	Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1223	Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1224	Dean, Journalism & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1225	Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1226	Dean, Library & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1227	Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1228	Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1229	Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1230	Dean, Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1231	Dean, Occup Studies/Voc Ed/Techn	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1232	Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1233	Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1234	Dean, Public Administration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1235	Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1236	Dean, Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1237	Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1238	Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1239	Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1240	Dean, Undergraduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1241	Dean, Veterinary Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1401	Assoc/Asst Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1402	Assoc/Asst Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1403	Assoc/Asst Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1404	Assoc/Asst Dean, Arts & Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1405	Assoc/Asst Dean, Bio & Life Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1406	Assoc/Asst Dean, Business	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1407	Assoc/Asst Dean, Comp & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1408	Assoc/Asst Dean, Continuing Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1409	Assoc/Asst Dean, Coop Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1410	Assoc/Asst Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1411	Assoc/Asst Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1412	Assoc/Asst Dean, Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1413	Assoc/Asst Dean, Engineering	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1414	Assoc/Asst Dean, Ext Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1415	Assoc/Asst Dean, Family & Consum Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1416	Assoc/Asst Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1417	Assoc/Asst Dean, Forest & Envir Studie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1418	Assoc/Asst Dean, Gov/Pub Affairs/Pub P	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1419	Assoc/Asst Dean, Graduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1420	Assoc/Asst Dean, Health-Rel Profs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1421	Assoc/Asst Dean, Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1422	Assoc/Asst Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1423	Assoc/Asst Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1424	Assoc/Asst Dean, Journ & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1425	Assoc/Asst Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 6

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1426	Assoc/Asst Dean, Library & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1427	Assoc/Asst Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1428	Assoc/Asst Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1429	Assoc/Asst Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1430	Assoc/Asst Dean, Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1431	Assoc/Asst Dean, Occ Stds/Voc Ed/Tech	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1432	Assoc/Asst Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1433	Assoc/Asst Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1434	Assoc/Asst Dean, Public Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1435	Assoc/Asst Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1436	Assoc/Asst Dean, Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1437	Assoc/Asst Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1438	Assoc/Asst Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1439	Assoc/Asst Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1440	Assoc/Asst Dean, Undergrad Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1441	Assoc/Asst Dean, Veterinary Med	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2001	Vice Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
2002	Assoc Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
2003	Asst Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2004	Dir, Institutional Research	64,835	63,000	44,976	87,098	47,425	47,425	60,074	67,965	73,448	82,313	9*
2005	Assoc Dir, Institutional Research	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2006	Dir, Institutional Diversity	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2007	Dir, International Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2008	Dir, International Studies Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2009	Dir, Sponsored Research & Programs	69,471	73,606	51,250	84,140	51,544	51,544	64,734	82,478	82,549	82,680	6
2010	Dir, Continuing Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2011	Senior Technology Licensing Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2012	Dir, Distance Learning	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2013	Dir, Teaching Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2026	Chief Op Officer (non-faculty), Med Sc	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2027	Chief Financial Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2028	Chief Admissions Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2029	Chief Financial Aid Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2030	Chief Student Affairs Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2031	Chief Development Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2032	Chief IT Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2033	Chief Research Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2034	Chief Librarian, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2035	Chief HR Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2050	Dir, Library Services	75,281	79,664	48,196	102,159	62,003	62,003	70,431	83,306	84,317	86,403	9
2051	Head Librarian, Acquisitions	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2052	Head Librarian, Technical Services	53,032	50,811	34,476	71,163	47,000	47,000	49,088	52,534	56,523	63,931	6
2053	Head Librarian, Pub/Access Services	46,787	44,112	38,002	62,723	43,100	43,100	43,991	44,232	45,786	48,672	6
2054	Head Librarian, Cataloging	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2055	Head Librarian, Collection Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2056	Head Librarian, Archives & Rec Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2057	Dir, Educational Media Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2058	Dir, Learning Resources Center	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): Four-Year 6

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
2076	Assoc Dir, Admissions	51,491	45,000	35,130	72,800	42,469	42,469	44,722	51,088	55,349	62,735	5
2077	Dir, Admissions & Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
2078	Registrar	68,799	64,140	53,496	99,840	57,350	57,350	57,870	71,345	73,069	79,581	10*
2079	Assoc Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2080	Asst Registrar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2081	Dir, Admissions & Financial Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
2082	Dir, Student Financial Aid	65,338	66,430	48,840	75,956	57,528	57,528	64,073	69,552	72,316	74,565	11*
2083	Assoc Dir, Student Financial Aid	45,048	46,926	34,032	53,437	38,966	38,966	46,925	46,927	48,003	50,000	6
3001	Dir, Risk Mgt & Insurance	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3002	Dir, Med Center PR/External Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3003	Dir, Med Center HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3004	Dir, University Research Park	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3005	Dir, Contracts & Grants	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3006	Dir, College/University Press	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3026	Assoc Budget Dir	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3027	Asst Comptroller	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3028	Restricted Funds Accountant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3029	Dir, Accounting	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3030	Bursar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3031	Assoc/Asst Bursar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3032	Dir/Mgr, Payroll	48,805	48,390	43,694	57,408	44,000	44,000	46,000	50,780	50,838	50,945	6
3033	Dir, Purchasing/Materials Mgt	63,533	61,344	53,801	77,220	57,787	57,787	60,172	63,398	64,899	67,304	10
3034	Assoc Dir, Purch/Materials Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3035	Dir, Internal Audit	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3050	Dir, Auxiliary Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3051	Dir/Mgr, Printing Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3052	Dir/Mgr, Mail Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3053	Dir, Bookstore	50,013	51,034	39,742	60,210	43,812	43,812	47,816	52,425	53,420	56,056	7
3054	Assoc Dir, Bookstore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3055	Dir, Food/Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3056	Assoc Dir, Food /Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3076	Dir, Environmental Health & Safety	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3077	Dir, Campus Security/Safety	59,294	56,000	36,206	85,000	52,743	52,743	54,256	58,062	62,711	68,722	11
3078	Dir, Parking & Transportation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3101	Dir, Real Estate & Space Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3102	Architect for the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3103	Assoc Dir, Phy Plant/Facil Mgt	67,026	61,112	56,278	97,899	57,705	57,705	59,892	61,379	61,566	69,004	5
3104	Dir, Energy & Utilities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3105	Mgr, Landscape & Grounds	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3106	Mgr, Building Maintenance Trades	49,539	49,616	40,618	57,502	44,424	44,424	48,665	50,566	52,279	55,461	6
3107	Mgr, Technical Trades	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3108	Mgr, Custodial Services	40,480	41,364	28,412	47,594	37,588	37,588	40,231	42,241	42,900	45,823	7
3109	Mgr, Power Plant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4001	Assoc Dir, HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
4002	Dir/Mgr, Employee Benefits	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
4003	Dir/Mgr, Training & Development	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
4004	Dir/Mgr, Employee Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4005	Dir/Mgr, Labor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

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SREB Classification (Study Group): Four-Year 6

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
4006	Dir/Mgr, Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
4007	Dir/Mgr, Compens & Classification	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
4008	Dir/Mgr, HR Info Systems (HRIS)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4009	Dir, AA/Equal Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
4010	Assoc Dir, AA/Equal Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4011	Dir, HR & AA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
5001	Deputy Chief Info Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5002	Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5003	Assoc Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5004	Dir, Admin Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
5005	Assoc Dir, Admin Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5006	Dir, Telecom/ Networking	70,071	65,094	58,595	87,780	58,829	58,829	62,612	71,056	75,229	81,555	5
5007	Dir, Enterprise Info Systems	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5008	Dir, Research Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5009	Dir, Enterprise Data Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5010	Dir, IT Security	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5011	Dir, Instructional Technology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5012	Dir, User Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5013	Dir, Info Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
5014	Principal Database Administrator	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5015	Principal Systems Analyst	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
6001	Dir, Athletics	93,982	99,032	58,872	122,000	79,966	79,966	91,443	100,127	103,857	110,088	9*
6002	Assoc Athletics Dir	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
6003	Assoc/Asst Athl Dir, Sports Info/Comm	42,753	40,929	33,565	60,000	36,816	36,816	38,598	43,260	43,617	44,280	6
6004	Assoc/Asst Athl Dir, Men's Athl Progra	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6005	Assoc/Asst Athl Dir, Women's Athl Prgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
6006	Assoc/Asst Athl Dir for Fin & Bus	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6007	Assoc/Asst Athl Dir for Operations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6008	Assoc/Asst Athl Dir for Ext Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
6009	Assoc/Asst Athl Dir for Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6010	Assoc/Asst Athl Dir for Acad Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6011	Assoc/Asst Athl Dir for Compliance	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7001	Assoc VP for Student Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7002	Asst VP for Student Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7003	Dean of Students	67,824	62,896	46,918	95,000	58,635	58,635	58,784	67,007	71,765	80,600	6*
7004	Dir, Greek Life	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7005	Dir, Foreign Students	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7006	Dir, Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7007	Dir, Minority Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7008	Dir, Conferences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7009	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
7026	Dir, Student Activities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
7027	Asst Dir, Student Activities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
7028	Dir, Campus Rec/Intramurals	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7029	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	1
7030	Dir, Union & Student Activities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7031	Dir, Student Union	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7032	Assoc/Asst Dir, Student Union	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

Source: Special Study for BoR

SREB Classification (Study Group): Four-Year 6

CUPA Position		Percentiles and Quartiles										Cases
		Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	
7050	Dir, Academic Advising	54,315	53,027	46,848	66,899	49,198	49,198	52,540	53,514	54,695	56,888	6
7051	Dir, Career Dev & Placement	50,023	51,000	35,806	62,000	45,337	45,337	50,098	52,138	53,125	54,982	9
7052	Dir, Student Counseling	54,302	53,040	41,400	72,000	46,874	46,874	51,285	55,220	56,756	59,991	7
7053	Assoc Dir, Student Counseling	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7076	Dir, Student Housing	54,962	53,945	38,584	73,366	45,547	45,547	50,215	58,845	62,150	63,622	7
7077	Assoc Dir, Student Housing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7078	Housing Officer/Admin Operations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7079	Housing Officer/Residence Life	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7101	Dir, Student Health Srvcs (Physician)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7102	Dir, Student Health Srvcs (Nurse)	56,125	52,646	39,855	76,000	45,910	45,910	50,557	57,467	60,841	66,958	5
7103	Dir, Student Health Srvcs (Non Med)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7104	Dir, Counseling & Psych Srvcs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8001	Assoc/Asst VP/Chancellor for Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8002	Dir, Annual Giving	59,102	67,000	37,826	70,612	48,800	48,800	60,817	67,612	68,040	68,946	5
8003	Dir, Corporate/Foundation Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8004	Dir, Planned Giving	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8005	Dir, Alumni Affairs	51,296	46,080	33,498	86,500	40,828	40,828	44,160	46,115	48,760	60,584	9
8006	Dir, Development & Alumni Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8007	Dir, Major Gifts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
8008	Dir, Devel for Instit School/College	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8009	Dir, Donor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8010	Dir, Adv Research/Prospect Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8026	Dir, Governmental/Legislative Rel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
8027	Dir, Federal Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8028	Dir, State Government Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8029	Dir, Church Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8030	Dir, Community Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8050	Dir, Publications	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8051	Assoc Dir, Publications	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8052	Dir, Information Office	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8053	Dir, News Bureau/Service	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8054	Dir, Marketing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

* Position benchmarked for BoR Administrative Salary Policy

SREB Classification (Study Group): Two-Year 7

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1001	CEO of Syst/District	254,188	243,600	204,110	339,561	220,568	228,370	241,768	244,720	281,875	287,125	9
1002	Exec Asst/Chief Staff for CEO Syst/Dis	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1003	CEO of Single Institution	167,995	157,411	115,744	284,510	142,445	144,217	148,716	165,600	182,190	198,208	68*
1004	Exec Asst/Chief Staff CEO Single Inst	73,275	64,695	45,323	130,717	57,565	58,838	61,686	66,787	84,037	92,707	18*
1005	Exec VP/Vice Chancellor	153,849	154,388	102,153	229,188	126,949	127,840	140,397	161,944	177,382	182,401	12*
1006	Secretary of the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1026	Chief Acad Affairs Officer & Provost	114,867	111,954	78,025	191,595	98,212	99,299	106,440	114,699	126,881	132,221	59*
1027	Chief Research Officer	85,499	96,736	48,624	110,460	68,180	73,069	87,269	97,484	98,606	100,977	5*
1028	Chief Technology Transfer Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1029	Chief Business Officer	105,456	100,404	73,115	165,000	89,161	91,518	98,997	101,910	111,569	124,373	56*
1030	Chief Administration Officer	114,312	116,594	70,944	184,226	75,144	82,747	108,180	122,000	127,724	133,018	11*
1031	Chief Financial Officer	99,160	93,752	52,437	175,000	72,715	76,629	86,671	100,947	119,910	128,693	29*
1032	Chief Investment Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1033	Chief Planning Officer	110,756	110,204	98,791	129,070	102,177	103,024	107,332	111,198	112,690	115,966	5*
1034	Chief Budget Officer	79,426	75,272	49,600	108,720	66,938	67,324	72,251	86,807	96,839	96,936	13*
1035	Chief Planning & Budget Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1036	Chief Legal Affairs Officer	112,571	120,900	60,171	155,610	97,204	98,103	108,120	124,302	127,557	128,148	7*
1037	Chief HR Officer	87,485	79,159	40,068	172,190	63,186	66,604	73,282	90,384	108,873	111,991	45*
1038	Chief Information Officer	95,800	87,968	44,500	169,950	71,010	73,504	84,460	100,325	112,952	120,273	49*
1039	Chief Phys Plant/Facilities Officer	79,544	76,819	43,200	149,558	61,135	64,681	70,136	82,138	87,981	90,600	55*
1040	Chief Accounting Officer/Comptroller	79,475	83,992	46,200	106,715	59,391	63,687	69,381	87,004	96,127	99,118	26*
1041	Chief Health Professions Officer	86,951	92,970	67,000	98,368	75,714	78,996	87,866	93,618	96,163	97,431	7*
1042	Chief Admin, Hospital/Med Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1043	Chief Student Affairs/Life Officer	98,329	97,989	64,818	152,239	82,632	84,181	92,367	100,090	107,501	111,503	59*
1044	Chief Admissions Officer	67,278	68,751	46,248	102,121	49,547	53,889	62,580	72,689	75,609	78,917	26*
1045	Chief, Enrollment Mgt Officer	70,325	70,310	33,878	147,947	42,423	45,621	60,407	78,563	81,902	86,757	19*
1046	Chief External Affairs Officer	105,693	105,710	86,294	120,306	98,235	101,220	103,914	109,401	114,937	116,011	5
1047	Chief Development Officer	80,789	79,396	44,285	130,000	63,972	68,537	76,363	82,193	88,399	94,824	34*
1048	Chief PR Officer	68,776	62,975	30,000	124,607	51,544	52,701	58,590	72,151	80,928	89,661	38*
1049	Chief Development & PR Officer	68,528	58,337	44,807	122,447	50,400	51,864	56,254	60,419	72,734	76,839	6*
1201	Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1202	Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1203	Dean, Arts & Letters	76,760	71,310	61,944	93,789	67,856	68,275	69,769	75,977	89,781	89,929	8*
1204	Dean, Arts & Sciences	88,979	85,023	51,832	130,523	72,182	72,409	81,484	90,376	100,739	112,690	16*
1205	Dean, Biological & Life Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1206	Dean, Business	82,487	77,798	54,515	131,083	66,700	71,853	76,681	84,361	92,735	94,852	27*
1207	Dean, Computer & Info Sciences	88,423	82,663	77,545	111,256	80,149	80,347	80,940	84,385	93,293	96,262	6*
1208	Dean, Continuing Education	87,167	82,217	46,644	139,148	72,029	74,568	80,010	89,494	97,554	101,098	25*
1209	Dean, Cooperative Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1210	Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1211	Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1212	Dean, Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1213	Dean, Engineering	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1214	Dean, External Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
1215	Dean, Family & Consumer Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1216	Dean, Fine Arts	88,945	85,860	78,374	102,647	80,484	81,787	84,719	90,410	96,082	97,664	7*
1217	Dean, Forestry & Environ Studies	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1218	Dean, Gov/Pub Affairs/Pub Policy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*

Source: Special Study for BoR

SREB Classification (Study Group): Two-Year 7

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1219	Dean, Graduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1220	Dean, Health-Related Profs	84,160	83,916	52,788	117,419	73,249	74,632	80,260	86,913	96,772	97,828	28*
1221	Dean, Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1222	Dean, Humanities	79,343	79,927	62,136	97,126	68,367	70,303	76,605	80,547	89,685	93,246	10*
1223	Dean, Instruction	88,452	85,711	73,766	109,092	76,392	77,278	82,047	91,097	96,832	99,906	12*
1224	Dean, Journalism & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1225	Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1226	Dean, Library & Info Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1227	Dean, Mathematics	77,018	76,224	53,859	100,939	65,918	71,210	75,841	77,878	84,542	86,705	15*
1228	Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1229	Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1230	Dean, Nursing	81,096	83,298	56,177	94,050	73,123	74,734	77,879	88,894	89,788	90,506	10*
1231	Dean, Occup Studies/Voc Ed/Techn	83,008	81,400	54,190	112,690	72,636	73,692	79,686	86,665	90,875	93,914	18*
1232	Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1233	Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1234	Dean, Public Administration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1235	Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1236	Dean, Sciences	78,636	76,839	55,738	103,141	67,192	67,547	71,121	81,794	90,538	91,137	15*
1237	Dean, Social Sciences	79,287	79,249	51,109	98,999	73,381	74,064	76,839	81,870	84,398	87,699	14*
1238	Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0*
1239	Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4*
1240	Dean, Undergraduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2*
1241	Dean, Veterinary Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
1401	Assoc/Asst Dean, Agriculture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1402	Assoc/Asst Dean, Architecture	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1403	Assoc/Asst Dean, Arts & Letters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1404	Assoc/Asst Dean, Arts & Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1405	Assoc/Asst Dean, Bio & Life Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1406	Assoc/Asst Dean, Business	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1407	Assoc/Asst Dean, Comp & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1408	Assoc/Asst Dean, Continuing Ed	66,610	56,390	48,401	101,279	53,703	54,079	54,869	60,168	75,562	83,737	8
1409	Assoc/Asst Dean, Coop Extension	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1410	Assoc/Asst Dean, Dentistry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1411	Assoc/Asst Dean, Divinity / Theology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1412	Assoc/Asst Dean, Education	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1413	Assoc/Asst Dean, Engineering	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1414	Assoc/Asst Dean, Ext Degree Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1415	Assoc/Asst Dean, Family & Consum Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1416	Assoc/Asst Dean, Fine Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1417	Assoc/Asst Dean, Forest & Envir Studie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1418	Assoc/Asst Dean, Gov/Pub Affairs/Pub P	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1419	Assoc/Asst Dean, Graduate Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1420	Assoc/Asst Dean, Health-Rel Profs	76,342	77,719	62,724	86,317	70,394	70,706	73,823	80,213	83,111	83,852	7
1421	Assoc/Asst Dean, Honors Program	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1422	Assoc/Asst Dean, Humanities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1423	Assoc/Asst Dean, Instruction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1424	Assoc/Asst Dean, Journ & Mass Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1425	Assoc/Asst Dean, Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

Source: Special Study for BoR

SREB Classification (Study Group): Two-Year 7

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
1426	Assoc/Asst Dean, Library & Info Sci	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1427	Assoc/Asst Dean, Mathematics	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1428	Assoc/Asst Dean, Medicine	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1429	Assoc/Asst Dean, Music	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1430	Assoc/Asst Dean, Nursing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
1431	Assoc/Asst Dean, Occ Stds/Voc Ed/Tech	63,145	68,609	48,372	75,591	51,175	51,876	61,916	69,675	71,275	72,138	5
1432	Assoc/Asst Dean, Performing Arts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1433	Assoc/Asst Dean, Pharmacy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1434	Assoc/Asst Dean, Public Admin	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1435	Assoc/Asst Dean, Public Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1436	Assoc/Asst Dean, Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1437	Assoc/Asst Dean, Social Sciences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
1438	Assoc/Asst Dean, Social Work	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
1439	Assoc/Asst Dean, Special Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
1440	Assoc/Asst Dean, Undergrad Programs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
1441	Assoc/Asst Dean, Veterinary Med	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2001	Vice Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3*
2002	Assoc Provost	91,618	89,877	75,674	122,211	83,996	85,000	89,786	90,689	91,966	93,856	9
2003	Asst Provost	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2004	Dir, Institutional Research	72,576	70,492	47,300	122,209	57,948	60,470	65,141	76,127	83,013	83,791	50*
2005	Assoc Dir, Institutional Research	61,080	61,005	38,625	89,482	49,028	49,756	52,793	62,046	66,643	74,657	13
2006	Dir, Institutional Diversity	60,313	56,309	52,394	83,654	52,986	53,547	55,060	59,916	64,363	65,242	12
2007	Dir, International Education	70,807	73,187	49,215	90,915	64,983	67,432	72,361	73,382	74,168	74,344	8
2008	Dir, International Studies Ed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
2009	Dir, Sponsored Research & Programs	66,803	63,654	46,500	97,165	48,644	50,448	57,535	68,379	79,703	84,607	7
2010	Dir, Continuing Education	66,808	63,883	30,000	110,068	51,415	53,611	61,874	66,578	75,659	85,666	28
2011	Senior Technology Licensing Officer	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2012	Dir, Distance Learning	66,138	63,848	38,192	121,190	50,491	52,728	62,087	70,390	75,908	77,911	21
2013	Dir, Teaching Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2026	Chief Op Officer (non-faculty), Med Sc	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2027	Chief Financial Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2028	Chief Admissions Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2029	Chief Financial Aid Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2030	Chief Student Affairs Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2031	Chief Development Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2032	Chief IT Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2033	Chief Research Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2034	Chief Librarian, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2035	Chief HR Officer, Med Sch	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
2050	Dir, Library Services	70,699	67,482	44,191	119,745	55,823	57,568	64,390	73,548	81,964	83,620	43
2051	Head Librarian, Acquisitions	66,585	68,134	43,847	84,803	57,986	61,660	67,923	70,857	72,996	73,190	7
2052	Head Librarian, Technical Services	54,819	49,356	36,586	83,315	47,255	47,761	48,889	50,184	57,082	62,688	10
2053	Head Librarian, Pub/Access Services	54,481	55,579	37,100	76,838	43,200	46,381	53,142	56,294	57,295	58,480	19
2054	Head Librarian, Cataloging	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
2055	Head Librarian, Collection Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
2056	Head Librarian, Archives & Rec Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
2057	Dir, Educational Media Services	66,709	72,176	50,867	81,684	52,901	53,184	63,492	72,792	76,740	77,046	13
2058	Dir, Learning Resources Center	66,561	63,532	26,990	107,792	49,149	57,706	62,475	70,625	81,733	84,893	22

Source: Special Study for BoR

SREB Classification (Study Group): Two-Year 7

		----- Percentiles and Quartiles -----										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases
2076	Assoc Dir, Admissions	55,488	60,870	29,975	77,537	40,371	41,406	52,878	63,397	67,310	68,495	10
2077	Dir, Admissions & Registrar	69,340	70,654	42,964	97,614	54,000	54,920	61,772	77,033	82,484	83,676	21*
2078	Registrar	58,560	52,856	38,022	101,110	46,617	47,231	49,639	56,898	63,675	68,361	39*
2079	Assoc Registrar	45,521	44,732	32,525	67,136	34,807	35,900	39,200	46,713	52,468	53,748	26
2080	Asst Registrar	36,809	34,471	27,905	47,140	28,560	30,251	34,161	39,219	43,618	44,006	11
2081	Dir, Admissions & Financial Aid	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1*
2082	Dir, Student Financial Aid	63,785	60,574	42,964	106,929	49,081	51,190	57,089	65,092	72,062	75,811	65*
2083	Assoc Dir, Student Financial Aid	49,846	46,166	30,893	75,936	40,347	42,192	45,166	47,418	58,500	63,285	19
3001	Dir, Risk Mgt & Insurance	77,012	73,618	51,292	104,184	70,082	70,545	73,248	74,454	79,780	86,460	9
3002	Dir, Med Center PR/External Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3003	Dir, Med Center HR	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3004	Dir, University Research Park	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3005	Dir, Contracts & Grants	64,012	67,084	44,995	88,580	47,251	49,529	60,291	69,147	72,043	73,458	15
3006	Dir, College/University Press	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3026	Assoc Budget Dir	77,110	72,433	62,223	98,137	62,756	62,889	68,615	79,407	89,869	91,523	5
3027	Asst Comptroller	58,943	55,719	46,800	71,656	50,282	51,588	55,137	59,128	68,608	70,378	10
3028	Restricted Funds Accountant	63,107	61,604	33,944	96,736	43,143	46,357	54,979	71,116	79,222	80,585	10
3029	Dir, Accounting	61,127	57,801	42,400	96,736	49,058	49,771	52,563	61,853	69,044	75,550	28
3030	Bursar	58,835	55,804	40,159	87,937	47,163	49,590	53,658	56,383	67,781	70,510	22
3031	Assoc/Asst Bursar	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3032	Dir/Mgr, Payroll	56,390	57,273	27,483	88,928	46,323	48,676	49,896	59,831	67,085	68,975	29
3033	Dir, Purchasing/Materials Mgt	64,856	67,340	34,078	102,942	47,061	50,378	55,390	70,456	78,279	81,225	35
3034	Assoc Dir, Purch/Materials Mgt	56,247	58,267	46,141	62,933	48,562	50,618	55,652	61,047	61,597	61,802	10
3035	Dir, Internal Audit	70,626	73,679	33,766	110,014	48,982	50,838	60,594	76,548	87,322	88,531	13
3050	Dir, Auxiliary Services	74,963	72,799	56,893	99,198	61,525	62,205	68,245	75,888	84,300	88,580	9
3051	Dir/Mgr, Printing Services	53,873	55,547	40,274	68,717	47,434	48,130	50,905	55,621	58,200	59,808	9
3052	Dir/Mgr, Mail Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
3053	Dir, Bookstore	56,062	50,943	27,000	88,144	44,326	44,605	46,678	57,870	68,969	75,279	12
3054	Assoc Dir, Bookstore	40,935	40,800	20,832	61,201	35,557	35,786	38,021	42,484	46,069	47,547	7
3055	Dir, Food/Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
3056	Assoc Dir, Food /Dining Services	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3076	Dir, Environmental Health & Safety	65,996	66,441	50,970	79,494	55,471	58,209	61,426	73,019	74,714	76,004	9
3077	Dir, Campus Security/Safety	61,903	59,988	38,010	93,600	50,423	51,367	53,990	66,290	71,692	72,425	34
3078	Dir, Parking & Transportation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3101	Dir, Real Estate & Space Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
3102	Architect for the Institution	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
3103	Assoc Dir, Phy Plant/Facil Mgt	64,029	60,805	31,566	107,330	49,216	50,757	56,271	65,040	73,532	82,746	21
3104	Dir, Energy & Utilities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
3105	Mgr, Landscape & Grounds	50,975	45,429	26,937	83,035	38,752	39,163	42,292	51,634	61,422	65,095	12
3106	Mgr, Building Maintenance Trades	62,730	58,402	45,044	81,958	49,555	53,017	57,615	62,376	77,863	78,716	8
3107	Mgr, Technical Trades	54,665	53,927	46,808	69,232	48,395	49,280	52,159	55,157	58,779	60,324	14
3108	Mgr, Custodial Services	49,118	44,475	30,755	80,642	37,349	38,659	42,263	46,903	54,506	60,201	8
3109	Mgr, Power Plant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
4001	Assoc Dir, HR	63,031	56,988	42,186	108,720	53,292	53,292	53,855	61,337	74,571	80,450	24
4002	Dir/Mgr, Employee Benefits	55,475	51,244	33,579	83,560	45,919	47,491	49,536	56,018	63,574	68,667	15
4003	Dir/Mgr, Training & Development	71,627	74,101	56,933	102,931	58,570	59,963	67,615	75,118	76,203	78,695	13
4004	Dir/Mgr, Employee Relations	72,322	70,119	52,504	93,600	59,921	61,257	63,224	76,529	84,999	87,347	9
4005	Dir/Mgr, Labor Relations	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): Two-Year 7

		Percentiles and Quartiles										
CUPA	Position	Mean	Median	Low	High	20th	25th	40th	60th	75th	80th	Cases

4006	Dir/Mgr, Employment	61,382	58,097	35,705	89,875	50,512	52,102	56,694	62,497	71,658	74,033	15
4007	Dir/Mgr, Compens & Classification	60,233	55,734	45,240	84,035	47,499	51,572	53,914	62,662	69,839	72,615	12
4008	Dir/Mgr, HR Info Systems (HRIS)	72,984	72,178	62,177	85,842	66,342	66,345	66,355	78,000	78,890	79,186	6
4009	Dir, AA/Equal Employment	74,565	76,653	47,160	95,785	57,934	59,864	70,679	79,255	91,875	93,373	9
4010	Assoc Dir, AA/Equal Employment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
4011	Dir, HR & AA	68,758	67,541	40,655	102,911	56,174	56,230	67,323	67,662	78,857	79,945	9
5001	Deputy Chief Info Officer	92,347	90,648	47,835	148,625	65,557	75,212	89,959	94,969	107,509	112,377	11
5002	Dir, Academic Computing	75,241	81,068	44,208	102,000	53,589	60,974	77,500	81,967	86,819	92,803	8
5003	Assoc Dir, Academic Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
5004	Dir, Admin Computing	70,500	67,258	53,292	102,699	58,533	60,018	61,694	71,511	77,332	84,101	18
5005	Assoc Dir, Admin Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4
5006	Dir, Telecom/ Networking	71,053	71,253	43,865	101,155	58,602	60,489	67,946	72,728	84,216	84,840	19
5007	Dir, Enterprise Info Systems	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5008	Dir, Research Computing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5009	Dir, Enterprise Data Center	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
5010	Dir, IT Security	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
5011	Dir, Instructional Technology	67,912	68,738	37,100	88,861	61,051	67,304	68,333	73,470	76,000	77,059	9
5012	Dir, User Services	66,532	70,579	41,947	84,441	58,945	63,195	67,625	71,346	72,497	74,886	5
5013	Dir, Info Mgt	82,445	85,847	52,000	96,764	78,501	79,986	84,441	87,252	93,596	95,710	6
5014	Principal Database Administrator	73,559	76,456	34,500	107,528	61,630	64,932	70,961	77,183	80,827	86,945	17
5015	Principal Systems Analyst	66,112	68,048	48,927	85,831	53,916	57,779	62,908	68,860	70,536	71,708	11
6001	Dir, Athletics	64,566	60,889	48,497	80,820	55,227	55,934	60,308	67,148	75,242	76,067	21*
6002	Assoc Athletics Dir	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
6003	Assoc/Asst Athl Dir, Sports Info/Comm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
6004	Assoc/Asst Athl Dir, Men's Athl Progra	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6005	Assoc/Asst Athl Dir, Women's Athl Prgm	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6006	Assoc/Asst Athl Dir for Fin & Bus	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6007	Assoc/Asst Athl Dir for Operations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
6008	Assoc/Asst Athl Dir for Ext Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6009	Assoc/Asst Athl Dir for Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6010	Assoc/Asst Athl Dir for Acad Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
6011	Assoc/Asst Athl Dir for Compliance	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7001	Assoc VP for Student Affairs	104,990	104,492	79,580	132,255	90,170	93,284	99,313	109,910	116,580	119,255	8
7002	Asst VP for Student Affairs	71,139	66,667	54,544	100,119	62,417	64,385	65,754	67,993	69,981	76,009	5
7003	Dean of Students	76,293	75,229	48,193	104,778	64,279	68,284	71,823	79,078	85,268	89,635	21*
7004	Dir, Greek Life	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7005	Dir, Foreign Students	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7006	Dir, Campus Ministries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7007	Dir, Minority Affairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7008	Dir, Conferences	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7009	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
7026	Dir, Student Activities	55,071	52,558	27,796	88,355	45,579	46,017	48,100	59,004	64,554	66,070	26
7027	Asst Dir, Student Activities	50,853	48,423	36,808	81,399	38,482	38,736	41,947	54,295	56,123	57,816	8
7028	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
7029	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	0
7030	Dir, Union & Student Activities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
7031	Dir, Student Union	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7032	Assoc/Asst Dir, Student Union	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0

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	
7050	Dir, Academic Advising	61,920	58,477	45,360	87,963	48,036	48,123	52,578	64,614	73,678	74,470	16
7051	Dir, Career Dev & Placement	52,696	56,689	33,072	64,485	44,412	45,351	53,831	57,919	59,066	59,231	12
7052	Dir, Student Counseling	60,861	58,938	48,213	80,308	50,267	50,918	54,647	63,616	69,160	70,239	17
7053	Assoc Dir, Student Counseling	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7076	Dir, Student Housing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7077	Assoc Dir, Student Housing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7078	Housing Officer/Admin Operations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7079	Housing Officer/Residence Life	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
7101	Dir, Student Health Svcs (Physician)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
7102	Dir, Student Health Svcs (Nurse)	53,583	59,004	42,444	61,917	44,467	44,973	53,392	59,233	59,576	60,044	5
7103	Dir, Student Health Svcs (Non Med)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
7104	Dir, Counseling & Psych Svcs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8001	Assoc/Asst VP/Chancellor for Devel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8002	Dir, Annual Giving	69,421	64,654	37,100	150,150	53,929	54,278	59,834	66,334	68,034	69,869	12
8003	Dir, Corporate/Foundation Relations	89,829	91,609	56,152	123,000	73,275	76,272	88,243	94,200	99,991	102,407	10
8004	Dir, Planned Giving	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2
8005	Dir, Alumni Affairs	61,584	59,820	40,486	93,592	49,359	52,298	58,245	61,967	66,297	68,036	7
8006	Dir, Development & Alumni Affairs	68,617	69,966	37,769	91,683	56,198	60,805	66,302	75,125	82,864	84,628	5
8007	Dir, Major Gifts	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8008	Dir, Devel for Instit School/College	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8009	Dir, Donor Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1
8010	Dir, Adv Research/Prospect Mgt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8026	Dir, Governmental/Legislative Rel	110,512	106,058	89,710	166,619	93,804	96,306	103,942	107,980	113,185	113,357	8*
8027	Dir, Federal Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8028	Dir, State Government Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8029	Dir, Church Relations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8030	Dir, Community Services	50,159	45,494	33,000	74,861	41,828	44,155	44,723	46,042	57,369	61,909	14
8050	Dir, Publications	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3
8051	Assoc Dir, Publications	62,100	56,885	51,568	89,915	52,986	53,341	55,467	57,648	58,793	65,017	5
8052	Dir, Information Office	61,925	56,984	40,314	104,000	50,098	50,488	55,319	61,328	74,591	75,193	17
8053	Dir, News Bureau/Service	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
8054	Dir, Marketing	64,893	61,235	49,780	88,400	55,315	55,735	56,189	68,120	73,675	75,043	10

* Position benchmarked for BoR Administrative Salary Policy