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ABSTRACT

Results of a survey of salaries of full-time administrators at public, doctoral-granting institutions for 1984-1985 are presented. A ranking of salaries paid among 151 state-supported universities representing 47 states and 33 university systems representing 27 states is given. Salary data are also arranged into the nine regions defined by the Equal Opportunity Commission. A separate table indicates salaries paid to officers of university systems, which have a separate administrative structure for multiple general academic institutions, at least one of which has doctoral offerings. Information is included on whether a salary is paid for a position with a dual function. To provide anonymity, the universities are not identified with their salaries, but are listed separately. Four positions have been added to the 1984-1985 report: Dean of Dentistry, Dean of Health Professions, Dean of Public Affairs, and the combined position of Graduate Dean and Vice President of Research Services. (SW)

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# EIGHTEENTH ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1984-85

THIS REPORT SUMMARIZES THE RESULTS  
OF A QUESTIONNAIRE STUDY  
OF ADMINISTRATIVE SALARIES  
IN ONE HUNDRED FIFTY-ONE STATE-SUPPORTED  
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES  
AND THIRTY-THREE UNIVERSITY SYSTEMS  
REPRESENTING TWENTY-SEVEN STATES

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EIGHTEENTH ANNUAL  
RANK-ORDER DISTRIBUTION  
OF  
ADMINISTRATIVE SALARIES  
PAID  
1984-85

THIS REPORT SUMMARIZES THE RESULTS  
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OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1984

# A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

## INTRODUCTION

This study is the eighteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title. Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

# A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

## DESCRIPTION

### TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred fifty-one institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

### TABLE II

The second section is a series of tables showing the salaries paid among the one hundred fifty-one participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

### TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-three university systems in twenty-seven states.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES  
IN FORTY-SEVEN STATES

This table summarizes the data for one hundred fifty-one universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

- |   |   |
|---|---|
| *Arizona State University   | *Michigan State University                        |
| *Auburn University  | Middle Tennessee State University                 |
| Ball State University   | *Mississippi State University                     |
| Bowling Green State University  | *Montana State University                         |
| California State University,<br>Los Angeles                             | Morgan State University                           |
| Central Michigan University   | New Mexico Institute of Mining<br>and Technology  |
| Central Missouri State University                                       | *New Mexico State University                      |
| City University of New York,<br>Bernard Baruch College                  | *North Carolina State University<br>at Raleigh    |
| City University of New York<br>Graduate School and<br>University Center | *North Dakota State University                    |
| *Clemson University   | North Texas State University                      |
| Cleveland State University  | Northeast Louisiana University                    |
| College of William and Mary   | Northern Arizona University                       |
| *Colorado State University  | Northern Illinois University                      |
| East Tennessee State University   | Northwestern State University<br>of Louisiana     |
| East Texas State University   | Oakland University                                |
| Florida Atlantic University   | *Ohio State University                            |
| *Florida State University   | *Ohio University                                  |
| *Georgia Institute of Technology  | *Oklahoma State University                        |
| Georgia State University  | Old Dominion University                           |
| Idaho State University  | *Oregon State University                          |
| Illinois State University   | Portland State University                         |
| Indiana State University  | *Rutgers, The State University -<br>New Brunswick |
| *Indiana University - Bloomington                                       | Sam Houston State University                      |
| Indiana University of Pennsylvania                                      | San Diego State University                        |
| Indiana University - Purdue<br>University at Indianapolis               | South Dakota School of Mines<br>and Technology    |
| *Iowa State University of Science<br>and Technology                     | *South Dakota State University                    |
| *Kansas State University  | *Southern Illinois University<br>at Carbondale    |
| *Kent State University  | Southern Illinois University<br>at Edwardsville   |
| Lamar University  | *State University of New York -<br>Albany         |
| *Louisiana State University<br>and A & M College                        | *State University of New York -<br>Binghamton     |
| Louisiana Tech University   | *State University of New York -<br>Buffalo        |
| Memphis State University  |   |
| *Miami University   |   |

\*Member of National Association of State Universities and Land-Grant Colleges.



TABLE I (Continued)

*State University of New York - Stony Brook	University of Maryland, Baltimore County
Stephen F. Austin State University	*University of Maryland at College Park
*Temple University	*University of Massachusetts
Tennessee Technological University	*University of Michigan at Ann Arbor
Texas A & I University	*University of Mississippi
*Texas A & M University	*University of Missouri - Columbia
*Texas Southern University	*University of Missouri - Kansas City
*Texas Tech University	*University of Missouri - Rolla
University of Akron	University of Missouri - St. Louis
*University of Alabama	*University of Montana
*University of Alabama in Birmingham	*University of Nebraska - Lincoln
University of Alabama in Huntsville	*University of Nebraska at Omaha
*University of Alaska at Fairbanks	University of Nevada, Las Vegas
*University of Arizona	*University of Nevada, Reno
*University of Arkansas	*University of New Hampshire
*University of California	*University of New Mexico
*University of California, Davis	*University of North Carolina at Chapel Hill
*University of California, Riverside	University of North Carolina at Greensboro
University of California, Santa Barbara	University of North Dakota
University of Central Florida	University of North Florida
*University of Cincinnati	University of Northern Colorado
University of Colorado at Boulder	University of Northern Iowa
*University of Colorado at Denver	*University of Oklahoma
*University of Connecticut	*University of Oregon
*University of Florida	*University of Rhode Island
*University of Georgia	University of South Alabama
*University of Hawaii at Manoa	*University of South Carolina, Columbia
*University of Houston	*University of South Dakota
*University of Idaho	*University of South Florida
*University of Illinois at Chicago	University of Southern Mississippi
*University of Illinois at Urbana-Champaign	University of Southwestern Louisiana
*University of Iowa	*University of Tennessee - Knoxville
*University of Kansas at Lawrence	*University of Texas at Austin
*University of Kentucky	University of Texas at Dallas
*University of Louisville	
University of Lowell	
*University of Maine at Orono	
*Member of National Association of State Universities and Land-Grant Colleges.	



TABLE I (Continued)

University of Texas at El Paso	*Utah State University
University of Toledo	*Virginia Commonwealth University
*University of Utah	*Virginia Polytechnic Institute and State University
*University of Vermont	*Washington State University
*University of Virginia	*Wayne State University
*University of Washington	*West Virginia University
*University of Wisconsin at Madison	Western Michigan University
*University of Wisconsin at Milwaukee	Wichita State University

\*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF  
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	116,500 *
2	100,760 *
3	97,000 *
4	95,000 *
5	90,945 *
6	90,800 *
7	86,000
8	86,000 *
9	86,000 *
10	84,750 *
11	84,000 *
12	82,900 *
13	81,576
14	80,004 *
15	80,000 *
16	77,500
17	76,466 *
18	72,529 *
19	71,300
20	68,970 *
AVERAGE	85,450

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	136,000 *
2	130,000 *
3	128,000 *
4	117,377 *
5	106,000
6	104,500 *
7	100,000 *
8	99,999 *
9	99,900
10	98,100 *
11	98,100 *
12	96,866 *
13	96,860 *
14	96,500
15	96,300
16	96,000 *
17	96,000 *
18	95,600
19	95,000 *
20	95,000
21	94,150 *
22	94,100 *
23	93,000
24	92,700 *
25	92,500 *
26	92,500 *
27	91,689 *
28	91,300 *

RANK	SALARY	RANK	SALARY
29	90,524 *	91	72,000
30	90,300	92	71,335
31	90,000	93	71,335
32	89,500 *	94	71,335
33	89,500 *	95	71,070
34	88,885 *	96	71,070 *
35	88,500 *	97	71,070 *
36	88,281 *	98	71,070 *
37	87,888 *	99	71,070 *
38	87,800 *	100	71,070 *
39	87,500	101	70,920
40	87,000	102	70,560
41	87,000	103	70,476
42	85,800	104	70,000 *
43	85,186	105	70,000 *
44	85,000 *	106	69,800
45	84,000 *	107	69,630 *
46	84,000 *	108	68,970 *
47	84,000 *	109	68,970
48	84,000 *	110	68,808 *
49	83,789 *	111	68,560 *
50	83,673	112	68,511
51	83,672 *	113	68,000
52	83,000 *	114	68,000
53	83,000	115	68,000 *
54	83,000 *	116	67,569 *
55	83,000	117	67,568 *
56	82,720	118	67,184 *
57	82,000 *	119	66,153
58	82,000	120	66,149 *
59	81,575	121	65,000 *
60	80,500	122	64,600
61	80,100	123	62,000
62	80,000 *	124	62,000
63	80,000	125	60,012 *
64	79,879 *	126	60,008
65	78,792 *	127	59,377 *
66	78,750	128	53,764
67	78,000	129	49,056
68	78,000		
69	77,160		
70	77,040		
71	76,587		
72	76,466 *		
73	76,296 *		
74	76,000 *		
75	75,920		
76	75,752		
77	75,425 *		
78	75,400		
79	75,000		
80	75,000 *		
81	74,750 *		
82	74,500		
83	74,500 *		
84	73,788 *		
85	73,200 *		
86	72,975 *		
87	72,528 *		
88	72,528		
89	72,260		
90	72,145		
		AVERAGE	81,096

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	95,000
2	92,127 *
3	( 90,360) *
4	( 90,000) *
5	87,900 *
6	87,500 *
7	87,500 *
8	87,200 *
9	( 87,000) *
10	86,902 *
11	86,500 *
12	85,000 *
13	( 85,000) *
14	( 85,000) *
15	84,100 *
16	82,500 *
17	82,305 *
18	82,131 *
19	81,586 *
20	81,280 *
21	81,000 *
22	80,300 *
23	80,000 *
24	79,000 *
25	78,752 *
26	78,650 *
27	78,450 *
28	78,100 *
29	77,100 *
30	76,800 *
31	76,380 *
32	75,500 *
33	75,300 *
34	75,252 *
35	75,000 *
36	74,984 *
37	74,900 *
38	74,550 *
39	74,480 *
40	74,000 *
41	74,000 *
42	73,700 *
43	73,000 *
44	72,700 *
45	71,400 *
46	71,100 *
47	71,000 *
48	70,800 *
49	70,500 *
50	70,000 *
51	70,000 *
52	69,649 *
53	69,648 *
54	69,300 *
55	69,084 *
56	( 69,012) *
57	69,000 *
58	69,000 *

RANK	SALARY
59	68,952 *
60	68,150 *
61	67,567 *
62	67,246 *
63	67,241 *
64	67,179 *
65	66,875 *
66	( 66,800) *
67	66,500 *
68	65,757 *
69	65,550 *
70	65,520 *
71	65,460 *
72	65,412 *
73	65,000 *
74	65,000 *
75	64,200 *
76	63,864 *
77	63,670 *
78	63,641 *
79	63,000 *
80	62,500 *
81	( 62,276) *
82	62,232 *
83	62,200 *
84	62,000 *
85	62,000 *
86	61,900 *
87	61,500 *
88	61,416 *
89	61,350 *
90	61,334 *
91	61,100 *
92	60,938 *
93	60,600 *
94	60,116 *
95	60,000 *
96	59,892 *
97	59,850 *
98	59,300 *
99	59,010 *
100	59,000 *
101	58,596 *
102	58,235 *
103	58,000 *
104	57,957 *
105	57,800 *
106	57,681 *
107	57,660 *
108	57,000 *
109	56,000 *
110	54,650 *
111	54,584 *
112	50,000 *
113	( 48,685) *
114	( 48,602) *
115	48,308 *
116	48,000 *
AVERAGE	69,596

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	( 94,000) *
2	92,936 *
3	( 90,360) *
4	( 87,000) *
5	84,100 *
6	83,696 *
7	83,000 *
8	82,900 *
9	82,236 *
10	80,000 *
11	80,000 *
12	79,000 *
13	78,000 *
14	77,100 *
15	77,040 *
16	76,900 *
17	76,470 *
18	73,600 *
19	73,100 *
20	72,000 *
21	72,000 *
22	71,550 *
23	71,500 *
24	71,100 *
25	70,000 *
26	70,000 *
27	70,000 *
28	69,648 *
29	69,015 *
30	( 69,012) *
31	68,995 *
32	67,500 *
33	67,000 *
34	( 66,600) *
35	66,148 *
36	66,000 *
37	( 64,659) *
38	63,000 *
39	62,276 *
40	( 62,276) *
41	62,109 *
42	60,540 *
43	( 48,685) *
44	42,100 *
AVERAGE	72,622

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY	RANK	SALARY	RANK	SALARY
		55	54,945 *	118	45,000
		57	54,840	119	44,055 *
		58	54,810 *	120	43,848
		59	54,524 *	121	43,542 *
		60	54,120 *	122	43,500 *
1	81,380	61	54,000 *	123	43,500
2	80,000 *	62	54,000	124	43,415 *
3	77,147 *	63	54,000 *	125	43,200
4	74,500 *	64	53,604 *	126	42,510
5	72,500 *	65	53,339 *	127	42,420 *
6	71,470 *	66	52,800 *	128	42,420 *
7	71,032 *	67	52,800	129	42,329
8	71,000 *	68	52,748 *	130	42,016
9	70,248 *	69	52,716 *	131	41,880
10	70,000 *	70	52,360 *	132	41,761
11	67,003 *	71	52,320	133	41,761 *
12	66,845 *	72	52,301 *	134	41,615
13	65,473 *	73	52,060 *	135	41,000
14	65,096 *	74	52,000 *	136	40,827
15	65,040 *	75	51,864 *	137	39,659
16	65,000 *	76	51,847	138	37,709
17	65,000	77	51,501 *	139	35,600
18	65,000 *	78	51,500 *	140	34,903
19	64,900 *	79	51,400	141	33,695
20	64,000 *	80	51,200 *	142	33,179
21	63,600	81	50,952	143	32,500
22	63,500 *	82	50,942 *	144	27,000
23	63,200 *	83	50,880		
24	63,100 *	84	50,774	AVERAGE	53,163
25	62,287	85	50,700 *		
26	61,700 *	86	50,700 *		
27	61,050	87	50,363 *		
28	61,000 *	88	50,144 *		
29	61,000 *	89	50,144		
30	60,702 *	90	50,110		
31	60,557 *	91	50,064		
32	60,000 *	92	50,060 *		
33	59,928 *	93	50,000		
34	58,915	94	50,000		
35	58,725 *	95	49,647		
36	58,600 *	96	49,500 *		
37	58,500 *	97	49,290		
38	58,428 *	98	48,953 *		
39	58,332 *	99	48,530		
40	58,092 *	100	48,126		
41	58,000 *	101	48,125		
42	57,975 *	102	48,069 *		
43	57,680 *	103	48,000 *		
44	57,660 *	104	47,830		
45	57,300 *	105	47,700		
46	57,200	106	47,200 *		
47	57,000	107	47,100		
48	57,000 *	108	46,658		
49	56,900	109	46,621		
50	56,853 *	110	46,008		
51	56,750 *	111	45,869		
52	56,200 *	112	45,750		
53	55,544 *	113	45,322 *		
54	55,500 *	114	45,250 *		
55	55,000 *	115	45,208		
		116	45,099		
		117	45,000		

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION  
PROGRAM

RANK	SALARY	RANK	SALARY
1	( 53,000 ) *	59	37,025
2	( 64,085 ) *	60	36,960
3	61,820	61	36,869
4	61,500 *	62	36,838 *
5	55,400 *	63	35,800 *
6	54,142 *	64	35,768
7	52,240 *	65	35,364 *
8	52,100 *	66	35,280
9	51,000 *	67	35,057 *
10	50,792 *	68	35,000
11	50,000 *	69	35,000
12	48,600 *	70	34,775 *
13	48,500 *	71	34,615 *
14	( 48,480 )	72	34,000 *
15	47,800	73	33,246 *
16	47,500 *	74	32,072
17	46,866 *	75	32,910 *
18	46,252	76	32,300
19	46,247 *	77	32,184
20	( 46,000 ) *	78	32,000
21	45,400 *	79	32,000
22	44,800 *	80	31,875 *
23	44,750 *	81	31,584 *
24	44,652	82	31,425
25	44,500 *	83	31,407 *
26	( 43,500 )	84	31,000 *
27	43,440 *	85	30,900 *
28	43,440	86	30,750 *
29	43,437 *	87	30,500 *
30	43,005 *	88	30,450
31	43,000 *	89	30,200
32	42,693 *	90	30,000 *
33	42,500 *	91	30,000 *
34	42,000	92	29,767
35	41,800 *	93	29,629
36	41,050 *	94	29,327 *
37	40,920 *	95	29,000
38	40,821	96	29,000
39	40,500 *	97	28,710
40	40,440 *	98	28,704 *
41	40,428 *	99	28,475
42	40,150 *	100	28,373 *
43	40,000 *	101	28,080
44	39,850	102	28,038
45	39,796 *	103	27,563
46	39,768	104	27,400 *
47	39,600 *	105	27,337 *
48	39,500	106	27,245 *
49	39,000 *	107	( 26,848 )
50	38,811	108	25,800
51	38,754	109	25,000 *
52	38,500	110	23,745 *
53	38,300 *	111	23,388
54	38,100 *	112	23,042
55	37,820 *	113	22,800
56	37,800 *	114	22,212
57	37,350 *	115	21,252 *
58	37,105 *	116	19,643 *
		AVERAGE	37,742

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY
		56	53,286 *	119	42,000
		57	52,341 *	119	41,716
		58	52,320 *	120	41,650 *
		59	52,100 *	121	41,203
		60	52,100 *	122	41,168
		61	52,032	123	41,164
		62	52,000 *	124	41,164 *
		63	52,000 *	125	40,800 *
		64	51,700 *	126	40,039
		65	51,672	127	40,000
		66	51,525 *	129	39,300
		67	51,348 *	129	39,250 *
		68	50,900 *	130	38,954 *
		69	50,600 *	131	38,200
		70	50,315 *	132	38,051
		71	50,300	133	38,000
		72	50,244 *	134	38,000
		73	50,144	135	37,600
		74	50,144 *	136	37,488
		75	50,115	137	36,168
		76	50,004	138	35,396
		77	50,004	139	33,774 *
		78	50,000 *	140	32,681 *
		79	49,500 *	141	31,860
		80	49,500		
		81	49,500 *	AVERAGE	51,240
		82	49,452		
		83	49,000		
		84	49,000 *		
		85	48,880		
		86	48,741 *		
		87	48,651		
		88	48,534 *		
		89	48,384		
		90	48,200		
		91	( 48,000 )		
		92	48,000 *		
		93	47,900		
		94	47,882 *		
		95	47,859 *		
		96	47,000		
		97	46,500 *		
		98	46,200		
		99	46,126		
		100	46,000		
		101	46,000		
		102	45,974		
		103	45,264		
		104	45,220		
		105	45,000 *		
		106	44,784		
		107	44,550		
		108	44,204		
		109	44,064 *		
		110	( 43,500 )		
		111	43,081 *		
		112	43,050		
		113	42,900		
		114	42,800 *		
		115	42,500 *		
		116	42,500		
		117	42,500		
1	84,792				
2	75,250 *				
3	70,000 *				
4	69,000 *				
5	66,916 *				
6	66,000 *				
7	66,000 *				
8	65,900 *				
9	65,400 *				
10	65,000 *				
11	65,000 *				
12	64,500 *				
13	64,372 *				
14	64,000 *				
15	63,000 *				
16	62,750 *				
17	62,492 *				
18	61,260 *				
19	60,720 *				
20	60,132 *				
21	60,000 *				
22	59,880 *				
23	59,800 *				
24	59,794 *				
25	59,500 *				
26	59,295				
27	59,229				
28	59,064 *				
29	59,064				
30	58,860 *				
31	58,536 *				
32	58,200 *				
33	58,080				
34	57,943				
35	57,939 *				
36	57,845 *				
37	57,600 *				
38	57,200 *				
39	57,000 *				
40	56,871				
41	56,700 *				
42	56,512 *				
43	56,150 *				
44	56,000 *				
45	55,728				
46	54,400				
47	54,300 *				
48	( 54,040 )				
49	54,028 *				
50	54,000 *				
51	54,000 *				
52	54,000 *				
53	53,900 *				
54	53,857 *				
55	53,500 *				

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS

RANK	SALARY	RANK	SALARY	RANK	SALARY
		56	64,753		
		57	64,584 *	119	47,500
		58	64,550	119	45,477
		59	64,000 *	120	43,743 *
		60	63,903		
		61	63,300 *	AVERAGE	65,120
		62	62,697 *		
		63	62,529		
		64	62,313		
		65	62,276		
		66	62,232		
		67	62,000		
		68	61,800 *		
		69	61,606 *		
		70	61,500		
		71	61,425		
		72	61,416		
		73	61,300		
		74	61,200 *		
		75	( 60,870) *		
		76	60,800 *		
		77	( 60,720)		
		78	60,216 *		
		79	59,850		
		80	59,400 *		
		81	59,300 *		
		82	59,010		
		83	58,825		
		84	58,824 *		
		85	58,600 *		
		86	58,596		
		87	58,500		
		88	58,500		
		89	57,957 *		
		90	57,845		
		91	57,828		
		92	57,720 *		
		93	57,700		
		94	57,500		
		95	57,500		
		96	57,300		
		97	57,068		
		98	56,470 *		
		99	56,196 *		
		100	( 56,000) *		
		101	56,000 *		
		102	55,902 *		
		103	55,650 *		
		104	55,600 *		
		105	55,071 *		
		106	55,000		
		107	55,000		
		108	54,739		
		109	54,000 *		
		110	53,800		
		111	53,471		
		112	53,250		
		113	53,100		
		114	52,460		
		115	52,000 *		
		116	52,000 *		
		117	50,514 *		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	73,966 *
2	72,600
3	69,225 *
4	68,250 *
5	66,775 *
6	64,600 *
7	63,900 *
8	62,000 *
9	61,500 *
10	60,780 *
11	60,000 *
12	60,000 *
13	58,500 *
14	58,000
15	57,600
16	57,300 *
17	57,000 *
18	56,700 *
19	56,005 *
20	( 56,000 ) *
21	56,000 *
22	56,000
23	55,400 *
24	55,173 *
25	54,879
26	54,432
27	52,550 *
28	52,116 *
29	51,916
30	51,500 *
31	51,500
32	51,442 *
33	51,250 *
34	51,000 *
35	51,000 *
36	50,800 *
37	( 50,600 ) *
38	50,500 *
39	50,340 *
40	49,800
41	49,151 *
42	49,080 *
43	49,000 *
44	48,936
45	48,322 *
46	48,317
47	48,311 *
48	48,100
49	47,908 *
50	47,770 *
51	47,610
52	47,500 *
53	47,400 *
54	47,076
55	47,000 *

RANK	SALARY
56	46,677 *
57	46,654 *
58	46,350
59	46,100
60	46,000 *
61	45,932
62	45,840 *
63	45,749 *
64	45,745
65	45,675 *
66	45,486
67	45,200
68	45,000 *
69	44,848
70	44,600 *
71	44,600 *
72	44,460 *
73	44,000
74	43,670
75	43,600
76	43,262 *
77	42,408 *
78	42,250
79	42,000 *
80	41,682
81	41,676
82	41,565
83	41,280 *
84	40,872 *
85	40,282 *
86	40,200 *
87	40,137
88	39,949
89	39,849
90	39,500 *
91	39,164 *
92	39,000
93	38,979
94	38,584
95	38,522 *
96	38,522 *
97	38,462
98	38,099 *
99	38,000 *
100	37,800
101	37,750
102	37,577 *
103	37,544
104	37,000
105	36,500
106	36,100
107	35,648 *
108	35,400 *
109	35,316
110	34,400
111	34,260
112	31,945 *
113	31,536
114	30,000
115	28,890
AVERAGE	47,291

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	( 77,000 ) *
2	( 76,650 ) *
3	( 75,000 ) *
4	( 71,800 ) *
5	57,300 *
6	56,000 *
7	53,300 *
8	52,779
9	52,500
10	51,850
11	51,500
12	48,077 *
13	48,048
14	48,000 *
15	48,000 *
16	44,760 *
17	44,044
18	42,500 *
19	40,700 *
20	37,000 *
21	26,500 *
22	36,296 *
23	35,373
24	33,720
25	33,000 *
26	32,243
27	32,003 *
28	25,623
29	23,700 *
AVERAGE	47,078

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	( 76,650)*
2	64,600 *
3	63,430 *
4	63,276 *
5	63,000 *
6	60,798 *
7	60,500 *
8	60,000 *
9	60,000 *
10	53,176
11	52,600 *
12	52,000
13	52,000 *
14	( 50,600)*
15	50,191 *
16	50,144 *
17	50,086 *
18	49,000 *
19	48,800 *
20	47,280 *
21	47,200 *
22	47,164
23	47,041
24	46,632
25	44,376
26	43,285 *
27	42,893
28	42,823
29	42,400 *
30	42,229
31	41,500 *
32	41,424
33	40,993 *
34	40,829 *
35	40,400
36	40,293
37	38,700
38	38,664
39	38,325 *
40	37,660 *
41	37,550
42	37,524
43	37,500
44	37,500 *
45	37,344
46	35,957
47	35,736
48	34,750 *
49	34,355
50	32,919
51	32,030
52	32,000
53	31,860
54	31,718
55	29,350 *

RANK	SALARY
56	28,824 *
57	28,205
58	24,436 *
59	23,850
60	21,630 *

AVERAGE 43,633

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	55,000 *
2	54,100 *
3	51,500 *
4	51,300 *
5	51,000
6	50,900 *
7	50,300 *
8	47,900 *
9	47,000 *
10	46,800 *
11	46,500
12	46,475 *
13	46,330 *
14	45,842 *
15	45,500 *
16	45,050 *
17	44,961 *
18	44,800 *
19	44,000
20	43,788 *
21	43,575 *
22	43,500 *
23	42,707 *
24	42,033 *
25	41,500 *
26	40,500 *
27	40,000
28	39,000 *
29	38,940
30	38,814 *
31	38,801
32	38,750
33	38,522 *
34	38,255 *
35	38,093
36	37,956 *
37	37,927 *
38	37,524 *
39	37,356 *
40	37,080 *
41	37,055
42	36,847
43	36,800 *

RANK	SALARY
44	36,754 *
45	36,648
46	36,400 *
47	36,390 *
48	36,000 *
49	35,789
50	35,640 *
51	35,530
52	35,500
53	35,460
54	35,436
55	35,350
56	35,337 *
57	35,020
58	34,915
59	34,846 *
60	34,823 *
61	34,650
62	34,500 *
63	34,000 *
64	33,980 *
65	33,843 *
66	33,528
67	33,216
68	32,537
69	32,500 *
70	32,376 *
71	32,100
72	32,004 *
73	31,500 *
74	31,302 *
75	30,900
76	30,780
77	30,684
78	30,600
79	30,000 *
80	29,757
81	29,370
82	29,325
83	29,181
84	29,146 *
85	29,062 *
86	29,047
87	28,908 *
88	28,850
89	28,600 *
90	28,200 *
91	28,132
92	28,100 *
93	28,059
94	28,000 *
95	27,000
96	25,200
97	23,625
98	23,525 *
99	23,500 *
100	23,320
101	23,175 *
102	16,831 *
103	13,300
AVERAGE	36,045

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
		56	43,000 *	118	20,500
		57	43,000	119	17,168
		58	42,788 *		
		59	42,579 *		
		60	42,547 *	AVERAGE	42,838
		61	42,210 *		
		62	42,080		
		63	42,000		
		64	41,727 *		
		65	41,716 *		
		66	41,508 *		
		67	41,122 *		
		68	40,987		
		69	( 40,400 ) *		
		70	40,212 *		
		71	40,040 *		
		72	40,008 *		
		73	39,775 *		
		74	39,700		
		75	39,698		
		76	39,400		
		77	39,300		
		78	39,000		
		79	38,800 *		
		80	38,500		
		81	38,321 *		
		82	38,000 *		
		83	37,920		
		84	36,847 *		
		85	36,800 *		
		86	36,700 *		
		87	36,300		
		88	36,300 *		
		89	36,000		
		90	36,000		
		91	35,921		
		92	35,770 *		
		93	35,595 *		
		94	35,443		
		95	35,398 *		
		96	35,360		
		97	35,000		
		98	34,999		
		99	34,944		
		100	34,850 *		
		101	34,000 *		
		102	33,990		
		103	33,708 *		
		104	33,600		
		105	33,500 *		
		106	33,402		
		107	32,500		
		108	32,277 *		
		109	32,172		
		110	31,000		
		111	29,568		
		112	29,220		
		113	28,080		
		114	27,600 *		
		115	27,172 *		
		116	26,400 *		
		117	25,900		
1	74,500 *				
2	61,051 *				
3	59,000 *				
4	58,934 *				
5	58,700 *				
6	58,281 *				
7	57,941 *				
8	57,500				
9	57,100				
10	57,000 *				
11	55,800 *				
12	55,000 *				
13	54,800 *				
14	54,617 *				
15	54,600 *				
16	54,288 *				
17	54,124				
18	53,004 *				
19	52,836				
20	52,500				
21	52,188 *				
22	52,000 *				
23	51,839 *				
24	51,300 *				
25	50,600 *				
26	( 50,600 ) *				
27	50,030 *				
28	49,893 *				
29	49,500				
30	49,132 *				
31	49,035 *				
32	48,500 *				
33	48,300 *				
34	48,216 *				
35	48,033				
36	46,920 *				
37	46,908				
38	46,600 *				
39	46,500				
40	46,112 *				
41	46,000 *				
42	45,900 *				
43	45,800 *				
44	45,000				
45	45,000 *				
46	45,000 *				
47	44,562 *				
48	44,500 *				
49	44,450				
50	44,207 *				
51	43,776 *				
52	43,650 *				
53	43,560				
54	43,200 *				
55	43,000 *				

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY
		56	44,187 *	119	33,344
		57	43,818	119	33,300
		58	43,775 *	120	33,250 *
		59	43,500 *	121	33,200
		60	42,998 *	122	33,000 *
		61	42,967 *	123	32,916
		62	42,680	124	32,170
		63	42,626	125	31,886 *
		64	42,500	126	31,860
		65	42,500 *	127	31,787 *
		66	42,408 *	128	31,557
		67	42,335 *	129	31,117
		68	42,000 *	130	30,100
		69	41,784 *	131	30,060
		70	41,364	132	29,550 *
		71	41,297	133	29,400
		72	41,200 *	134	28,859
		73	41,196	135	28,362
		74	41,075	136	27,150 *
		75	41,040 *	137	24,800 *
		76	41,000 *	138	24,573
		77	40,950		
		78	40,900 *	AVERAGE	42,907
		79	40,700		
		80	40,419 *		
		81	40,392 *		
		82	40,311 *		
		83	40,284 *		
		84	40,282		
		85	40,275 *		
		86	39,795		
		87	39,750		
		88	39,500 *		
		89	39,192 *		
		90	39,027		
		91	39,000 *		
		92	38,468		
		93	38,150 *		
		94	38,016		
		95	37,982		
		96	37,800		
		97	37,792		
		98	37,524 *		
		99	37,524 *		
		100	37,492		
		101	37,286		
		102	36,500		
		103	36,432 *		
		104	36,300 *		
		105	36,000 *		
		106	36,000		
		107	35,767		
		108	35,000 *		
		109	35,000		
		110	34,600 *		
		111	34,600		
		112	34,536		
		113	34,500		
		114	34,476 *		
		115	34,044		
		116	33,600		
		117	33,486		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS;  
VICE PRESIDENT FOR STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY	RANK	SALARY
1	80,000 *	56	58,566
2	78,000 *	57	58,200
3	77,500 *	58	58,044
4	76,000 *	59	58,000 *
5	76,000	60	58,000 *
6	76,000 *	61	57,828
7	( 75,900)	62	57,009
8	71,690 *	63	57,529
9	70,803 *	64	57,527 *
10	70,776 *	65	57,450 *
11	( 70,000) *	66	57,276 *
12	69,200 *	67	57,108 *
13	69,174 *	68	57,000 *
14	68,973 *	69	( 56,940)
15	68,800 *	70	56,800
16	68,000 *	71	56,014 *
17	68,000 *	72	56,000
18	67,500	73	56,000 *
19	67,500 *	74	56,000 *
20	67,400 *	75	55,956 *
21	67,396 *	76	55,700 *
22	66,853 *	77	55,600 *
23	66,550 *	78	55,500 *
24	66,200 *	79	( 55,324) *
25	65,800	80	55,200 *
26	65,685	81	( 55,080) *
27	65,554	82	55,000 *
28	65,500 *	83	55,000 *
29	65,085	84	55,000
30	64,000 *	85	54,800 *
31	63,850	86	54,700
32	63,600	87	54,410
33	63,530 *	88	53,800
34	63,463 *	89	53,520
35	63,100 *	90	53,500
36	63,000	91	52,000 *
37	63,000 *	92	52,000 *
38	62,475 *	93	52,000 *
39	62,400 *	94	51,943 *
40	62,300 *	95	51,702
41	62,280 *	96	51,375 *
42	62,215	97	51,303
43	62,000 *	98	51,000
44	61,993 *	99	51,000
45	61,950 *	100	51,000 *
46	61,800 *	101	50,575
47	61,500	102	50,236
48	60,700	103	50,103 *
49	60,144	104	50,000
50	60,080 *	105	50,000
51	60,000	106	48,000
52	60,000	107	47,654 *
53	60,000 *	108	( 46,500)
54	59,400 *	109	46,435
55	59,136 *	110	45,760
		111	45,000
		112	44,194
		113	41,940
		AVERAGE	59,624

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	76,440 *
2	66,300 *
3	61,500 *
4	60,480 *
5	59,867
6	59,600
7	58,850 *
8	58,500 *
9	( 56,940)
10	55,735
11	55,000 *
12	54,540
13	54,154 *
14	54,000 *
15	53,200 *
16	52,896 *
17	52,713 *
18	52,464
19	52,300 *
20	52,000 *
21	51,500 *
22	51,162 *
23	51,000 *
24	50,952
25	50,472 *
26	50,415
27	50,020 *
28	50,003
29	49,776 *
30	49,700 *
31	49,500 *
32	49,020 *
33	49,000
34	48,600 *
35	48,399 *
36	48,200 *
37	47,800 *
38	47,700
39	( 47,069) *
40	47,000 *
41	46,980 *
42	46,928
43	46,572 *
44	46,130 *
45	46,027 *
46	46,000 *
47	46,000 *
48	45,196 *
49	45,032 *
50	45,000
51	45,000 *
52	44,500
53	44,500
54	44,500
55	44,400 *

RANK	SALARY
56	43,800 *
57	43,454
58	42,516
59	42,510
60	42,500 *
61	42,201 *
62	42,125 *
63	42,000 *
64	41,600
65	41,453
66	41,305
67	40,911
68	40,562
69	40,000 *
70	39,606
71	39,000 *
72	37,500 *
73	37,261 *
74	37,152 *
75	37,010 *
76	36,756
77	36,641
78	36,211
79	35,949
80	35,795 *
81	35,466
82	35,250 *
83	35,000
84	34,962
85	34,719
86	34,609
87	34,154 *
88	33,800 *
89	33,779
90	33,159 *
91	30,935
92	28,500 *
AVERAGE	45,845

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	73,443 *
2	63,936 *
3	59,580
4	55,320 *
5	52,100 *
6	48,746
7	45,000 *
8	45,000
9	43,396 *
10	43,325 *
11	43,267 *
12	42,820 *

RANK	SALARY
13	42,783 *
14	42,500 *
15	41,000 *
16	40,500 *
17	40,287 *
18	40,176
19	39,000 *
20	38,856 *
21	38,724
22	37,355 *
23	37,080
24	37,000 *
25	36,468 *
26	36,210
27	35,938 *
28	35,364
29	35,364 *
30	35,067 *
31	35,000 *
32	33,700 *
33	33,240 *
34	32,580 *
35	32,086 *
36	31,989 *
37	31,800
38	30,544 *
39	30,500 *
40	30,398
41	29,533
42	29,285 *
43	28,820 *
44	28,350
45	27,851
46	27,820 *
47	27,300 *
48	27,113 *
49	26,820
50	26,000 *
51	25,961 *
52	25,600 *
53	25,482
54	25,476 *
55	25,410
56	24,364 *
57	23,700 *
58	22,968
59	22,500
60	22,500
61	20,502 *
62	20,046
63	19,995 *
64	18,500
AVERAGE	34,833

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY	RANK	SALARY	RANK	SALARY
		56	41,727	118	32,415
		57	41,700 *	119	32,282
		58	41,500 *	120	32,000 *
		59	41,112 *	121	31,860
		60	41,000 *	122	31,750 *
		61	40,970 *	123	31,500
		62	40,740 *	124	31,100 *
		63	40,505 *	125	31,007 *
		64	40,500 *	126	( 30,997)
		65	40,250	127	30,900 *
		66	40,204 *	128	30,797 *
		67	40,100 *	129	30,506 *
		68	40,020 *	130	30,341
		69	40,000	131	30,288
		70	40,000 *	132	29,997
		71	40,000	133	29,633 *
		72	40,000	134	29,500
		73	40,000	135	27,500
		74	39,989	136	26,949
		75	39,904 *	137	26,400 *
		76	39,625	138	26,290
		77	39,496 *	139	26,090 *
		78	39,233 *	140	24,563 *
		79	39,200 *	141	24,000
		80	39,013	142	23,187
		81	39,000 *	143	22,543
		82	38,867 *		
		83	38,796	AVERAGE	40,188
		84	38,736		
		85	38,265 *		
		86	( 38,150)		
		87	38,040 *		
		88	38,000		
		89	37,570 *		
		90	37,550 *		
		91	37,307		
		92	37,257 *		
		93	37,100 *		
		94	37,000 *		
		95	37,000		
		96	36,667		
		97	36,575 *		
		98	36,500 *		
		99	36,432 *		
		100	36,284 *		
		101	36,186		
		102	35,855 *		
		103	( 35,748)		
		104	35,500		
		105	35,500 *		
		106	35,125		
		107	35,100 *		
		108	34,837		
		109	34,536		
		110	34,476 *		
		111	34,283 *		
		112	34,220 *		
		113	34,176 *		
		114	34,000 *		
		115	33,888		
		116	33,674		
		117	33,034		
1	69,056 *				
2	63,000 *				
3	58,322				
4	( 57,700 ) *				
5	55,000 *				
6	54,667 *				
7	53,400				
8	52,500 *				
9	52,489 *				
10	( 52,333 ) *				
11	( 51,852 ) *				
12	51,672 *				
13	51,427 *				
14	( 50,610 )				
15	50,056 *				
16	50,034 *				
17	( 49,870 ) *				
18	49,869 *				
19	49,800				
20	49,584 *				
21	( 49,050 ) *				
22	( 49,000 ) *				
23	48,550 *				
24	47,500 *				
25	47,250				
26	46,957 *				
27	46,900				
28	46,746				
29	46,658				
30	( 46,584 ) *				
31	46,500 *				
32	46,300				
33	46,176				
34	( 45,926 ) *				
35	45,610 *				
36	45,468				
37	45,379				
38	45,200 *				
39	45,095 *				
40	44,880 *				
41	43,500 *				
42	43,500 *				
43	43,497				
44	43,050 *				
45	43,000				
46	42,827				
47	42,565 *				
48	( 42,553 )				
49	42,504				
50	42,500				
51	42,407				
52	42,100 *				
53	42,000 *				
54	41,800 *				
55	41,761				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	58,926 *	56	40,548 *	118	32,760
2	58,750 *	57	40,509 *	119	32,733 *
3	57,800 *	58	40,475 *	120	32,712 *
4	( 57,700 ) *	59	40,392 *	121	32,630
5	55,891 *	60	40,314 *	122	31,860
6	55,690 *	61	40,267 *	123	31,713 *
7	53,864	62	40,040	124	31,200 *
8	53,400	63	40,000 *	125	( 30,997 )
9	52,500 *	64	40,000 *	126	30,616
10	( 52,333 ) *	65	40,000	127	30,613
11	52,100 *	66	39,720 *	128	30,100 *
12	( 51,852 ) *	67	39,600 *	129	29,593 *
13	51,500 *	68	39,500 *	130	28,560 *
14	51,000 *	69	39,407 *	131	28,000 *
15	50,056 *	70	39,319	132	26,540 *
16	50,000 *	71	39,000 *	133	26,244
17	( 49,870 ) *	72	38,452	134	26,100
18	49,280 *	73	( 38,150 )	135	25,500 *
19	( 49,000 ) *	74	38,115 *	136	24,792
20	48,958 *	75	38,080 *	137	24,444
21	48,322	76	37,996 *		
22	47,683	77	37,951 *	AVERAGE	40,031
23	47,350	78	37,822 *		
24	( 46,584 ) *	79	37,800		
25	46,500 *	80	37,700 *		
26	46,400 *	81	37,500 *		
27	46,020 *	82	37,494		
28	46,000 *	83	37,402		
29	( 46,000 ) *	84	37,300		
30	( 45,926 ) *	85	37,100 *		
31	45,760 *	86	37,080 *		
32	45,200 *	87	37,020 *		
33	( 45,100 )	88	37,000		
34	45,000 *	89	36,925		
35	44,889	90	36,800		
36	44,600 *	91	36,780 *		
37	44,350	92	36,750		
38	44,150 *	93	36,700 *		
39	44,075 *	94	36,370 *		
40	44,000 *	95	36,152		
41	43,728	96	36,000		
42	43,605 *	97	35,612		
43	43,091	98	35,500 *		
44	43,050 *	99	35,250		
45	( 42,553 )	100	35,210		
46	42,410	101	35,000		
47	42,100 *	102	35,000 *		
48	41,785 *	103	34,944		
49	41,671	104	34,399 *		
50	41,518 *	105	34,143		
51	41,409 *	106	34,075 *		
52	41,300	107	34,067 *		
53	41,105 *	108	34,000		
54	41,025	109	34,000		
55	40,847 *	110	34,000		
		111	33,980		
		112	33,900		
		113	33,867 *		
		114	33,307 *		
		115	33,186		
		116	33,008		
		117	33,000		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL AID

RANK	SALARY	RANK	SALARY	RANK	SALARY
		56	39,330	118	31,839
		57	39,240 *	119	31,644 *
		58	39,200 *	120	31,262 *
		59	39,100 *	121	31,163
		60	39,000 *	122	31,162
		61	39,000	123	30,912
		62	38,880 *	124	30,500 *
		63	38,748	125	30,276
		64	38,674 *	126	30,145
		65	38,456	127	30,125 *
		66	38,440 *	128	30,000
		67	38,300	129	30,000
		68	38,212 *	130	29,819
		69	38,088	131	29,786
		70	37,878 *	132	29,300 *
		71	37,867 *	133	29,040 *
		72	37,470 *	134	29,000
		73	37,307	135	28,992
		74	37,300 *	136	28,715 *
		75	37,260	137	28,512
		76	37,092	138	28,211 *
		77	37,000	139	27,500
		78	37,000 *	140	27,353
		79	36,655 *	141	27,066
		80	36,380	142	27,000
		81	( 36,250 ) *	143	26,780
		82	36,144	144	26,000 *
		83	36,100 *	145	25,835 *
		84	36,000	146	25,155
		85	36,000 *	147	25,093
		86	35,998 *	148	25,039
		87	35,750 *	149	23,850
		88	35,700 *	150	20,800 *
		89	35,697		
		90	35,629	AVERAGE	37,107
		91	35,263		
		92	35,250 *		
		93	34,935 *		
		94	34,800 *		
		95	34,725 *		
		96	34,667		
		97	34,341		
		98	34,200 *		
		99	34,170 *		
		100	34,154 *		
		101	34,122		
		102	33,962		
		103	33,670		
		104	33,382		
		105	33,145 *		
		106	33,000 *		
		107	32,800		
		108	32,800 *		
		109	32,754 *		
		110	32,483		
		111	32,346		
		112	32,304		
		113	32,300 *		
		114	32,200		
		115	32,000		
		116	32,000 *		
		117	31,860		
1	( 55,080 ) *				
2	55,036 *				
3	53,500 *				
4	50,932 *				
5	50,666 *				
6	50,060				
7	50,056 *				
8	( 49,050 ) *				
9	48,322				
10	47,500				
11	47,059 *				
12	46,980 *				
13	46,944 *				
14	46,200				
15	45,483 *				
16	45,238 *				
17	45,150 *				
18	44,652 *				
19	44,501 *				
20	44,500 *				
21	44,069 *				
22	44,000 *				
23	43,600 *				
24	43,425				
25	42,943 *				
26	42,900 *				
27	42,659 *				
28	42,462				
29	42,400 *				
30	42,313 *				
31	42,215				
32	42,000 *				
33	41,727 *				
34	41,500 *				
35	41,400 *				
36	41,258				
37	41,200				
38	41,100 *				
39	41,000 *				
40	41,000				
41	40,860 *				
42	40,500 *				
43	40,465 *				
44	40,435				
45	40,348 *				
46	40,335 *				
47	40,200 *				
48	40,009 *				
49	40,000 *				
50	40,000 *				
51	39,943 *				
52	39,735 *				
53	39,588 *				
54	39,503 *				
55	39,385 *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

		RANK	SALARY	RANK	SALARY
		56	40,000 *	118	27,027
		57	39,899 *	119	25,530 *
		58	39,368 *	120	25,512
		59	39,300 *	121	25,482
		60	39,166	122	25,176
		61	39,146 *	123	23,749 *
		62	38,988	124	23,500
		63	38,210 *	125	23,418
		64	37,890	126	22,920
		65	37,666 *	127	19,934
		66	37,512 *	128	18,695
		67	37,100 *	129	17,000
		68	37,000 *		
		69	36,900 *	AVERAGE	38,028
		70	36,769 *		
		71	36,485 *		
		72	36,130 *		
		73	35,811 *		
		74	35,700		
		75	35,484 *		
		76	35,423		
		77	35,151 *		
		78	35,000		
		79	34,865 *		
		80	34,733		
		81	34,615		
		82	34,320		
		83	33,452		
		84	33,000 *		
		85	32,736 *		
		86	32,688		
		87	32,256		
		88	32,200 *		
		89	32,160		
		90	32,058		
		91	31,000		
		92	30,876		
		93	30,406		
		94	30,355 *		
		95	30,123		
		96	30,000		
		97	29,900 *		
		98	29,800		
		99	29,779 *		
		100	29,652		
		101	29,540		
		102	29,485 *		
		103	29,442		
		104	29,400 *		
		105	29,146		
		106	29,000 *		
		107	28,969 *		
		108	28,760		
		109	28,430 *		
		110	28,400		
		111	28,250		
		112	27,832 *		
		113	27,760 *		
		114	27,522		
		115	27,496 *		
		116	27,300 *		
		117	27,275		
RANK	SALARY				
1	63,700 *				
2	59,000 *				
3	57,856				
4	57,700 *				
5	57,500 *				
6	57,000				
7	55,000 *				
8	54,000 *				
9	53,500 *				
10	52,700 *				
11	52,680 *				
12	51,258 *				
13	51,000 *				
14	50,800 *				
15	48,400 *				
16	(48,360) *				
17	48,106				
18	47,950 *				
19	47,700 *				
20	47,664 *				
21	47,388 *				
22	47,116 *				
23	47,015 *				
24	47,000				
25	46,175				
26	46,140				
27	45,504				
28	45,430 *				
29	45,289 *				
30	45,000 *				
31	44,790 *				
32	44,400 *				
33	43,900 *				
34	43,767 *				
35	43,736 *				
36	43,644				
37	43,548 *				
38	43,500 *				
39	43,000 *				
40	42,960 *				
41	42,613 *				
42	42,500 *				
43	42,500 *				
44	42,000 *				
45	41,900				
46	41,788 *				
47	41,407 *				
48	41,400 *				
49	41,000				
50	40,900 *				
51	40,874 *				
52	40,860 *				
53	40,776 *				
54	40,560				
55	40,412 *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	RANK	SALARY	RANK	SALARY
		56	59,300 *	119	20,498 *
		57	59,072 *		
		58	58,900 *	AVERAGE	59,867
		59	58,319		
		60	56,878 *		
		61	56,531 *		
		62	56,050 *		
		63	55,864		
		64	55,790		
		65	55,752 *		
		66	55,065 *		
		67	54,750		
		68	54,696 *		
		69	54,498 *		
		70	54,250 *		
		71	54,000 *		
		72	53,436 *		
		73	53,380 *		
		74	53,109 *		
		75	52,963 *		
		76	52,800 *		
		77	52,337 *		
		78	52,300 *		
		79	52,200		
		80	51,699 *		
		81	51,500		
		82	51,233		
		83	51,124		
		84	50,113		
		85	49,750 *		
		86	49,156		
		87	48,441 *		
		88	48,000		
		89	47,568 *		
		90	47,000 *		
		91	46,375 *		
		92	45,500 *		
		93	44,420		
		94	43,000 *		
		95	42,500 *		
		96	42,372		
		97	40,000 *		
		98	39,900 *		
		99	39,700		
		100	39,670 *		
		101	39,322		
		102	39,100 *		
		103	37,080		
		104	36,651		
		105	32,955 *		
		106	32,200		
		107	30,000		
		108	28,855		
		109	28,520		
		110	26,738 *		
		111	25,688		
		112	24,718		
		113	24,486		
		114	24,024		
		115	22,617		
		116	21,812		
		117	21,138		
1	88,318				
2	87,001 *				
3	84,823 *				
4	83,098 *				
5	80,700 *				
6	79,700 *				
7	79,242 *				
8	78,200 *				
9	76,220 *				
10	75,732				
11	75,560 *				
12	74,872 *				
13	74,802 *				
14	74,620 *				
15	72,610 *				
16	71,842 *				
17	71,764 *				
18	71,450 *				
19	71,160 *				
20	70,384 *				
21	69,220 *				
22	68,749				
23	68,678				
24	68,200 *				
25	67,961 *				
26	67,555 *				
27	67,274 *				
28	67,200 *				
29	67,000 *				
30	66,200 *				
31	66,150 *				
32	66,117 *				
33	65,832 *				
34	65,544 *				
35	65,508 *				
36	65,412				
37	64,480 *				
38	64,889 *				
39	64,150 *				
40	63,227 *				
41	62,669 *				
42	62,330 *				
43	62,040				
44	61,668 *				
45	61,483				
46	61,060				
47	61,000 *				
48	60,300 *				
49	60,200 *				
50	60,191 *				
51	60,151 *				
52	60,129				
53	59,758				
54	59,400 *				
55	59,400 *				

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT

RANK	SALARY	RANK	SALARY
1	( 44,000 )	24	68,320 *
2	( 90,000 ) *	25	68,000 *
3	( 89,000 ) *	26	68,000 *
4	84,100 *	27	68,449 *
5	80,397 *	28	66,100 *
6	80,000 *	29	( 65,675 )
7	78,500 *	30	65,200 *
8	78,136 *	31	65,000 *
9	( 76,700 )	32	64,890
10	76,141 *	33	64,000
11	74,580 *	34	63,863 *
12	74,079	35	63,408 *
13	73,500 *	36	62,736
14	73,000	37	62,276 *
15	72,000 *	38	62,232
16	67,392 *	39	62,175 *
17	65,525 *	40	61,803
18	65,004	41	61,800 *
19	( 64,083 ) *	42	60,489
20	( 60,870 ) *	43	59,500 *
21	59,880 *	44	57,684
22	52,500	45	56,940
23	50,000	46	55,807
24	50,000 *	47	55,200
25	( 48,602 )	48	53,500
		49	52,500 *
		50	50,700 *
		51	50,000 *
		52	48,972 *
		53	48,800
		54	48,665
		55	48,386 *
AVERAGE	71,120	AVERAGE	65,384

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	( 83,500 ) *
2	80,000 *
3	78,000 *
4	( 77,100 ) *
5	76,350 *
6	76,000 *
7	( 75,900 )
8	( 74,880 ) *
9	73,673 *
10	73,200 *
11	73,100 *
12	73,000 *
13	72,700 *
14	71,500 *
15	70,803 *
16	70,100 *
17	( 70,000 ) *
18	70,000 *
19	70,000 *
20	69,758 *
21	69,649 *
22	69,436
23	68,400 *

ADMINISTRATIVE OPERATIONS OFFICERS:  
VICE PRESIDENT FOR PLANNING  
AND BUDGETING

RANK	SALARY
1	74,500 *
2	74,000 *
3	( 71,800 ) *
4	70,000 *
5	69,960 *
6	67,000
7	63,276 *
8	62,700 *
9	62,700 *
10	60,200
11	60,000
12	59,964
13	58,900 *
14	58,350 *
15	57,900 *
16	56,654 *
17	55,658 *
18	55,500 *

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL		ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
		56	37,385 *	41	48,963
		57	37,000	42	48,905
		58	36,546	43	48,313
		59	36,000	44	48,264 *
		60	35,775 *	45	48,149 *
1	89,000	61	33,564 *	46	48,048
2	80,892 *	62	32,256 *	47	47,825 *
3	77,000 *	63	31,673	48	47,719
4	70,300 *	64	28,540 *	49	47,568
5	70,100 *	AVERAGE	51,063	50	46,900 *
6	70,000 *			51	46,750
7	63,700 *			52	46,640
8	62,500			53	46,416
9	62,004 *			54	46,380 *
10	62,000			55	45,000
11	61,500 *			56	44,760
12	60,000 *			57	44,508 *
13	59,903 *			58	44,370
14	59,424			59	44,200 *
15	58,680 *			60	44,200 *
16	58,300 *			61	44,076 *
17	58,000 *			62	44,000 *
18	57,500 *			63	44,000 *
19	56,840 *			64	44,000 *
20	56,500 *			65	43,308
21	55,125 *			66	42,800 *
22	54,631			67	42,167 *
23	54,400 *			68	42,096
24	53,312 *			69	42,000
25	53,300 *			70	42,000 *
26	53,000 *			71	41,500 *
27	52,915 *			72	41,388
28	52,150 *			73	41,200 *
29	51,000			74	41,000
30	50,880 *			75	40,800 *
31	50,850			76	40,008
32	50,750			77	40,000 *
33	49,835			78	39,960 *
34	49,050 *			79	39,710
35	48,698			80	39,600 *
36	48,500 *			81	39,500
37	47,985			82	38,842 *
38	47,525 *			83	38,543 *
39	47,200 *			84	38,125 *
40	46,900 *			85	35,250
41	46,453			86	34,700 *
42	46,250 *			87	34,122 *
43	45,800 *			88	34,000 *
44	45,000 *			89	33,858
45	44,763 *			90	33,600
46	44,000 *			91	32,688 *
47	43,980 *			92	32,560 *
48	43,450			93	32,136 *
49	43,300			94	32,076 *
50	43,250			95	31,800 *
51	41,938 *			96	31,638 *
52	41,872 *			97	31,065 *
53	40,000			98	30,703
54	38,563 *			99	( 30,400 ) *
55	38,500 *			100	30,172 *

Continued

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TABLE I (Continued)

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ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT

RANK	SALARY
101	29,900 *
102	28,870 *
103	26,920 *
104	( 26,848 )
105	26,379
106	25,164 *
107	22,000
108	20,508
109	19,532
110	19,011 *
AVERAGE	45,091

RANK	SALARY
37	45,600 *
38	45,210
39	45,126 *
40	45,000 *
41	44,640 *
42	44,484
43	44,247
44	44,100
45	44,004 *
46	43,788 *
47	43,450
48	43,258 *
49	43,216 *
50	43,000 *
51	42,500 *
52	41,810
53	41,760
54	41,576 *
55	41,500
56	40,992
57	40,693 *
58	40,180 *
59	40,176
60	38,850 *
61	( 38,700 ) *
62	37,944
63	37,440 *
64	27,148 *
65	36,936 *
66	36,773
67	35,964 *
68	35,000 *
69	34,675
70	34,600
71	34,408 *
72	33,924
73	33,881
74	( 33,858 )
75	33,663
76	33,451
77	33,000
78	32,879 *
79	32,805 *
80	32,243
81	31,142
82	31,137
83	30,000 *
	29,568
	29,060 *
86	28,903
AVERAGE	44,366

ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	67,000 *
2	66,700 *
3	64,315
4	64,270 *
5	62,800
6	60,491 *
7	58,275 *
8	( 57,900 )
9	( 57,154 ) *
10	57,000
11	54,500 *
12	53,900 *
13	52,500 *
14	51,336 *
15	51,254 *
16	51,000 *
17	51,000 *
18	( 50,670 )
19	50,600 *
20	50,400 *
21	50,144 *
22	( 50,000 ) *
23	50,000 *
24	50,000
25	49,300 *
26	49,000 *
27	48,875 *
28	48,603 *
29	48,450
30	48,300 *
31	47,952 *
32	47,240
33	47,000 *
34	46,920 *
35	46,500 *
36	45,900 *

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: RANK DIRECTOR OF PHYSICAL PLANT		SALARY	RANK	SALARY
		56		47,550 *
		57		47,545 *
		58		47,500 *
		59		47,500 *
		60		47,249 *
		61		47,076
		62		46,993
		63		46,632 *
		64		46,356 *
		65		46,125 *
		66		46,043 *
		67		45,900
		68		45,865 *
		69		45,624 *
		70		45,620 *
		71		45,590 *
		72		45,500
		73		45,400 *
		74		45,037 *
		75		44,884
		76		44,880
		77		44,600 *
		78		44,600 *
		79		44,400
		80		44,325
		81		44,300
		82		44,221 *
		83		44,200 *
		84		44,004 *
		85		44,000 *
		86		44,000 *
		87		44,000
		88		43,980 *
		89		43,890
		90		43,888 *
		91		43,800
		92		43,740 *
		93		43,575
		94		43,522 *
		95		43,462
		96		43,425 *
		97		43,250 *
		98		42,727 *
		99		42,411 *
		100		42,199
		101		42,152
		102		41,830
		103		41,815
		104		41,720
		105		41,700
		106		41,700
		107		40,992
		108		40,989
		109		40,866
		110		39,789 *
		111		39,570 *
		112		39,530
		113		39,450 *
		114		39,000 *
		115		39,000
		116		38,114 *
		117		38,000
RANK	SALARY		RANK	SALARY
1	71,904 *		118	37,794
2	69,000 *		119	37,500
3	64,750		120	37,500
4	64,300 *		121	37,045 *
5	63,656 *		122	36,900
6	63,492 *		123	36,648 *
7	62,200 *		124	36,400 *
8	61,771 *		125	36,094 *
9	61,212		126	36,000 *
10	59,880 *		127	35,760 *
11	59,500 *		128	35,426
12	59,400 *		129	35,095
13	59,000 *		130	35,050
14	58,700 *		131	34,918 *
15	58,000 *		132	34,710
16	( 57,900 )		133	34,650
17	57,501 *		134	33,939
18	57,500 *		135	( 33,858 )
19	57,288 *		136	33,708 *
20	( 57,154 ) *		137	33,062 *
21	56,500 *		138	32,472
22	56,400 *		139	29,749
23	56,287 *		140	29,496
24	55,608 *		141	28,518
25	55,600 *			
26	55,000 *			
27	54,432			
28	53,856			
29	53,400 *			
30	52,000 *			
31	52,000 *			
32	51,148			
33	51,086 *			
34	51,000 *			
35	50,900 *			
36	50,735 *			
37	50,693			
38	50,404 *			
39	50,056 *			
40	50,050			
41	50,000 *			
42	50,000 *			
43	50,000 *			
44	49,960 *			
45	49,557			
46	49,380 *			
47	49,332 *			
48	48,788 *			
49	48,624			
50	48,290			
51	48,044			
52	48,000			
53	47,800			
54	47,775			
55	47,600 *			
			AVERAGE	46,485

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ADMINISTRATIVE OPERATIONS OFFICERS: RANK  
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	57,000 *
2	55,600 *
3	55,173 *
4	55,087 *
5	55,000 *
6	52,936 *
7	52,800 *
8	52,667 *
9	50,000
10	48,908 *
11	48,760 *
12	48,150 *
13	48,108
14	47,250 *
15	46,532 *
16	46,476 *
17	46,064 *
18	46,000 *
19	45,720
20	45,500
21	45,200 *
22	45,000 *
23	44,550 *
24	44,473 *
25	44,350 *
26	43,792 *
27	43,400 *
28	42,900 *
29	42,500
30	42,500 *
31	42,439 *
32	42,350
33	41,787 *
34	41,716 *
35	41,616
36	41,498 *
37	41,040 *
38	40,873
39	40,872 *
40	40,377 *
41	40,036
42	40,008 *
43	40,000 *
44	39,840 *
45	39,000 *
46	38,900
47	38,839 *
48	38,665 *
49	38,500
50	38,500 *
51	38,422 *
52	38,372
53	37,750
54	37,550 *
55	37,500
AVERAGE	37,579

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	( 89,000 ) *
2	( 79,200 ) *
3	( 75,100 )
4	71,000 *
5	( 70,800 ) *
6	70,600 *
7	69,888 *
8	69,649 *
9	68,000 *
10	67,840 *
11	66,834 *
12	64,890
13	( 63,912 ) *
14	63,250 *
15	62,700 *
16	62,600 *
17	62,200 *
18	61,285 *
19	60,797
20	60,000 *
21	60,000 *
22	57,336
23	54,100 *
24	53,600
25	53,000
26	50,800 *
27	( 49,500 )
28	34,500
AVERAGE	63,299

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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	59,200 *
2	59,040 *
3	59,000 *
4	59,000 *
5	57,400 *
6	56,059 *
7	55,000 *
8	52,390 *
9	52,228 *
10	51,417 *
11	50,936 *
12	50,144
13	( 50,004 )
14	49,900
15	49,128
16	48,852 *
17	48,200 *
18	47,664 *
19	47,640 *
20	47,500 *
21	47,500
22	45,750 *
23	45,192
24	45,000
25	44,500 *
26	44,000
27	44,000
28	43,548 *
29	42,800 *
30	42,600 *
31	42,230 *
32	42,100 *
33	42,072
34	42,018 *
35	42,000
36	41,460
37	41,089 *
38	41,000 *
39	40,433
40	40,414
41	40,000 *
42	39,998 *
43	39,963
44	39,779
45	39,564 *
46	39,000 *
47	38,760
48	38,244 *
49	37,777 *
50	37,700 *
51	37,502
52	36,950
53	36,909 *
54	36,750 *
55	36,254 *

RANK	SALARY
56	38,250
57	36,000
58	35,761
59	35,733
60	35,670 *
61	35,640 *
62	35,348
63	35,200 *
64	( 35,000 )
65	34,835 *
66	34,747
67	34,415
68	33,912
69	33,847
70	33,500 *
71	32,742
72	32,626
73	32,100 *
74	32,004 *
75	31,500
76	31,270
77	30,805
78	30,720
79	30,594
80	30,563
81	30,000
82	29,784 *
83	29,664
84	29,100 *
85	28,205 *
86	27,808 *
87	27,000
88	26,926
89	26,500
90	26,000 *
91	25,734
92	22,729
93	22,184
AVERAGE	39,549

RANK	SALARY
11	66,550 *
12	65,900 *
13	65,400 *
14	64,873 *
15	( 63,912 ) *
16	62,000
17	61,800 *
18	61,338
19	61,000 *
20	60,000
21	59,800 *
22	59,700 *
23	59,600 *
24	58,577
25	58,000
26	57,068
27	56,000
28	55,600 *
29	54,750
30	54,600 *
31	53,250 *
32	52,474
33	51,500
34	51,400 *
35	51,300 *
36	50,575
37	50,000
38	49,455
AVERAGE	61,774

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS

RANK	SALARY
1	( 99,750 )
2	( 79,100 )
3	73,830 *
4	( 70,800 ) *
5	69,654 *
6	69,648 *
7	69,600
8	68,209 *
9	67,204 *
10	( 67,199 ) *

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PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	65,940 *
2	58,500 *
3	55,000 *
4	54,915 *
5	54,503 *
6	54,050 *
7	52,600 *
8	51,900 *
9	50,238 *
10	50,000 *
11	50,000 *
12	49,200 *
13	49,000 *
14	48,206 *
15	( 47,200 ) *
16	45,990 *
17	45,740 *
18	45,500 *
19	45,479 *
20	45,320 *
21	45,290 *
22	44,553 *
23	43,794 *
24	43,298 *
25	40,400 *
26	40,320 *
27	39,520 *
28	39,192 *
29	38,966 *
30	38,500 *
31	38,415 *
32	37,589 *
33	37,500 *
34	37,200 *
35	37,000 *
36	34,000 *
37	29,050 *
38	24,069 *
39	23,000 *

AVERAGE 44,285

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	126,552 *
2	( 99,750 ) *
3	( 79,200 ) *
4	79,056 *
5	76,600 *
6	76,116 *
7	76,000 *
8	74,700 *
9	74,000 *
10	72,300 *

RANK	SALARY
11	71,566 *
12	( 70,800 ) *
13	70,000 *
14	69,649 *
15	68,500 *
16	67,200 *
17	( 67,199 ) *
18	66,550 *
19	65,880 *
20	65,000 *
21	( 63,912 ) *
22	62,720 *
23	60,253 *
24	57,828 *
25	57,000 *
26	56,100 *
27	55,100 *
28	53,000 *
29	52,022 *
30	52,000 *
31	51,500 *
32	50,900 *
33	50,050 *
34	50,000 *
35	( 49,500 ) *
36	( 48,468 ) *
37	48,000 *
38	46,224 *
39	46,041 *
40	42,332 *
41	39,189 *
42	( 34,012 ) *

AVERAGE 62,923

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	72,000 *
2	67,800 *
3	61,950 *
4	61,200 *
5	60,863 *
6	( 60,000 ) *
7	60,000 *
8	60,000 *
9	59,291 *
10	58,942 *
11	58,000 *
12	57,800 *
13	57,600 *
14	57,381 *
15	55,438 *
16	55,050 *
17	55,000 *
18	53,560 *
19	52,000 *
20	50,679 *

RANK	SALARY
21	50,500 *
22	50,250 *
23	50,175 *
24	( 50,004 ) *
25	49,750 *
26	49,572 *
27	( 49,428 ) *
28	49,000 *
29	49,000 *
30	48,600 *
31	48,400 *
32	48,200 *
33	47,973 *
34	47,800 *
35	( 47,200 ) *
36	46,327 *
37	46,300 *
38	46,300 *
39	46,267 *
40	46,020 *
41	46,000 *
42	45,940 *
43	45,578 *
44	45,509 *
45	45,500 *
46	45,000 *
47	44,882 *
48	44,500 *
49	( 44,382 ) *
50	44,310 *
51	( 44,015 ) *
52	( 44,000 ) *
53	43,733 *
54	( 43,700 ) *
55	43,660 *
56	43,250 *
57	43,008 *
58	43,000 *
59	42,616 *
60	42,000 *
61	41,700 *
62	41,600 *
63	41,440 *
64	40,000 *
65	40,000 *
66	39,768 *
67	39,000 *
68	38,883 *
69	38,811 *
70	38,500 *
71	38,300 *
72	( 37,500 ) *
73	37,353 *
74	36,546 *
75	35,800 *
76	35,568 *
77	34,950 *
78	34,500 *
79	( 34,012 ) *
80	33,509 *

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PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT		RANK	SALARY	RANK	SALARY
		39	41,100 *	101	25,440
		40	40,956 *	102	25,207
RANK	SALARY	41	40,827 *	103	24,880
81	32,646 *	42	40,000	104	24,720
82	32,354 *	43	40,000	105	24,000
83	31,930 *	44	39,801 *	106	22,740
84	31,917 *	45	39,785 *	107	21,963
85	31,380 *	46	39,700 *	108	20,600 *
86	29,850	47	39,690 *	109	20,372
87	29,673	48	38,998	110	20,000
88	29,023	49	38,500	111	17,500
89	28,300	50	38,349 *		
		51	37,908 *		
AVERAGE	45,630	52	37,900 *	AVERAGE	37,912
		53	37,597 *		
		54	( 37,500 ) *		
		55	36,300		
		56	36,070 *		
		57	35,875 *		
		58	35,450		
		59	35,000 *		
		60	34,980 *		
		61	34,811 *		
		62	34,500		
		63	34,400 *		
		64	34,250		
		65	34,182 *		
		66	33,660		
		67	33,550 *		
		68	33,500 *		
		69	33,500		
		70	33,336 *		
		71	33,186		
		72	33,079		
		73	33,000		
		74	32,500 *		
		75	32,450		
		76	32,404 *		
		77	32,400 *		
		78	32,256		
		79	31,800 *		
		80	31,649		
		81	31,580 *		
		82	31,050 *		
		83	31,013		
		84	31,000		
		85	30,786		
		86	30,759 *		
		87	30,368		
		88	30,036 *		
		89	30,000 *		
		90	29,553 *		
		91	29,400		
		92	29,151		
		93	29,150 *		
		94	29,148		
		95	28,929		
		96	28,840 *		
		97	27,946		
		98	27,450 *		
		99	27,145		
		100	26,829 *		

  

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION		RANK	SALARY
		1	80,000 *
		2	76,500 *
		3	75,255 *
		4	74,160 *
		5	73,951 *
		6	72,500 *
		7	70,147 *
		8	70,000 *
		9	69,660 *
		10	66,922 *
		11	66,587 *
		12	66,000 *
		13	64,974 *
		14	64,602 *
		15	64,340 *
		16	63,529 *
		17	61,500 *
		18	60,500 *
		19	60,260 *
		20	57,939 *
		21	56,984 *
		22	56,390 *
		23	55,940 *
		24	55,600 *
		25	55,099 *
		26	52,779 *
		27	47,500 *
		28	44,000 *
		AVERAGE	63,701

  

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		RANK	SALARY
		1	77,000 *
		2	73,600
		3	63,600 *
		4	60,249 *
		5	( 60,000 ) *
		6	60,000 *
		7	55,169 *
		8	51,802 *
		9	50,000 *
		10	49,600 *
		11	( 49,500 )
		12	49,440 *
		13	( 49,428 )
		14	48,400 *
		15	48,360 *
		16	47,730 *
		17	47,664 *
		18	47,551 *
		19	47,500
		20	46,271 *
		21	46,200 *
		22	46,187 *
		23	45,675
		24	45,566 *
		25	( 44,382 ) *
		26	( 44,000 ) *
		27	( 43,700 )
		28	43,441 *
		29	43,200 *
		30	43,000 *
		31	42,560
		32	42,537
		33	42,450
		34	42,128
		35	41,775 *
		36	41,704 *
		37	41,300 *
		38	41,300 *

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TABLE I (Continued)

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH,  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	90,875 *
2	88,500 *
3	85,825 *
4	( 85,000) *
5	84,000 *
6	82,000 *
7	76,366 *
8	76,350 *
9	76,200 *
10	75,000 *
11	72,052 *
12	71,800 *
13	70,000 *
14	69,648 *
15	68,320 *
16	67,600 *
17	65,567 *
19	65,200 *
19	65,000 *
20	64,272 *
21	64,000 *
22	63,000 *
23	62,640 *
24	61,700 *
25	( 61,500) *
26	60,746 *
27	60,600 *
28	60,500 *
29	( 60,200) *
30	59,500 *
31	59,500 *
32	58,043 *
33	55,137 *
34	55,000 *
35	55,000 *
36	55,000 *
37	52,500 *
38	49,400 *
39	44,500 *
AVERAGE	66,616

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEAN

RANK	SALARY
1	85,663 *
2	80,500 *
3	( 80,000) *
4	78,875 *
5	77,500 *
6	73,000 *
7	72,000 *
8	70,848 *

RANK	SALARY
9	67,900 *
10	65,000 *
11	64,400 *
12	60,815 *
13	60,000 *
14	54,720 *
15	54,404 *
16	52,900 *
17	51,600 *
18	49,400 *
19	47,949 *
20	47,360 *
21	46,900 *
AVERAGE	63,892

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	76,050 *
2	75,072 *
3	70,054 *
4	64,000 *
5	63,150 *
6	62,700 *
7	62,636 *
8	62,000 *
9	61,846 *
10	61,028 *
11	60,400 *
12	( 60,200) *
13	59,579 *
14	59,187 *
15	58,000 *
16	57,423 *
17	57,400 *
18	57,314 *
19	57,300 *
20	56,101 *
21	56,000 *
22	55,901 *
23	55,000 *
24	54,975 *
25	54,205 *
26	53,604 *
27	53,000 *
28	51,700 *
29	50,750 *
30	50,500 *
31	50,442 *
32	50,320 *
33	49,599 *
34	49,540 *
35	49,377 *
36	49,334 *
37	49,050 *
38	48,813 *
39	48,117 *

RANK	SALARY
40	48,000 *
41	48,000 *
42	48,000 *
43	47,904 *
44	47,880 *
45	47,880 *
46	47,803 *
47	47,333 *
48	47,286 *
49	47,132 *
50	47,100 *
51	47,000 *
52	46,800 *
53	46,435 *
54	46,055 *
55	45,000 *
56	44,700 *
57	44,484 *
58	44,228 *
59	44,200 *
60	( 44,016) *
61	44,016 *
62	43,917 *
63	43,400 *
64	43,090 *
65	42,502 *
66	42,500 *
67	42,435 *
68	41,460 *
69	40,824 *
70	39,398 *
71	38,034 *
72	38,000 *
73	38,000 *
74	37,800 *
75	37,524 *
76	37,200 *
77	37,000 *
78	37,000 *
79	36,816 *
80	36,732 *
81	36,729 *
82	36,400 *
83	36,225 *
84	36,100 *
85	35,640 *
86	35,246 *
87	35,075 *
88	34,100 *
89	32,652 *
90	32,017 *
91	31,390 *
92	29,736 *
93	28,000 *
94	27,900 *
95	27,780 *
96	27,000 *
97	26,234 *
98	23,600 *
99	20,896 *
AVERAGE	46,356

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TABLE I (Continued)

RESEARCH OFFICERS:  
DIPECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	RANK	SALARY
1	69,617 *	59	41,557
2	62,520 *	60	41,335 *
3	62,000 *	61	41,189 *
4	( 60,720)	62	41,038 *
5	( 60,200)	63	40,000 *
6	60,000 *	64	40,000
7	58,685	65	40,000 *
8	56,796 *	66	39,980 *
9	55,969 *	67	39,640 *
10	55,708 *	68	39,500 *
11	54,900 *	69	39,000 *
12	54,717	70	( 38,700) *
13	53,500 *	71	38,550
14	50,100 *	72	38,468
15	( 50,000)	73	38,200
16	49,850 *	74	37,478 *
17	48,803 *	75	37,400 *
18	( 48,000)	76	37,365 *
19	47,800 *	77	37,300 *
20	47,500 *	78	37,300
21	47,436	79	37,060
22	47,286	80	37,000 *
23	47,081 *	81	37,000 *
24	47,000 *	82	36,800 *
25	46,980 *	83	36,660
26	46,500	84	35,717
27	46,500	85	35,650
28	46,304 *	86	( 35,500)
29	46,020 *	87	35,280
30	46,000 *	88	35,000 *
31	46,000 *	89	34,900
32	45,944 *	90	33,506 *
33	45,500	91	33,482
34	45,473	92	33,400
35	45,264	93	33,163
36	45,216 *	94	32,872
37	45,000 *	95	32,088
38	44,879 *	96	31,101 *
39	44,678 *	97	31,091
40	( 44,635) *	98	31,086
41	44,500 *	99	30,900
42	44,500 *	100	30,720 *
43	44,500 *	101	30,153 *
44	( 44,343) *	102	29,653
45	44,000 *	103	29,532 *
46	43,900 *	104	28,600
47	43,740	105	28,330
48	43,200 *	106	26,052 *
49	43,053 *	107	25,548
50	42,951 *	108	24,300
51	42,798 *	109	23,600
52	42,720 *	110	23,000
53	42,612		
54	42,450		
55	42,427 *		
56	42,068		
57	42,000 *		
58	41,600 *		
		AVERAGE	41,884

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TABLE I (Continued)

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	90,000 *
2	89,918 *
3	86,640 *
4	81,332 *
5	80,500 *
6	80,341 *
7	80,000 *
8	79,200 *
9	77,200 *
10	75,275 *
11	74,700 *
12	74,200 *
13	73,236 *
14	72,800 *
15	71,623 *
16	71,000 *
17	70,680 *
18	70,600 *
19	70,600 *
20	69,600 *
21	68,250 *
22	67,938 *
23	67,920 *
24	67,840 *
25	66,636 *
26	66,500 *
27	66,000 *
28	65,096 *
29	64,974 *
30	62,931 *
31	62,750 *
32	62,700 *
33	61,800 *
34	61,344 *
35	61,200 *
36	59,750 *
37	59,509 *
38	58,836 *
39	58,810 *
40	( 58,500 ) *
41	57,700 *
42	57,600 *
43	57,600 *
44	55,785 *
45	55,608 *
46	54,594 *
47	52,476 *
48	50,128 *
49	50,065 *
50	47,209 *
51	38,784 *
AVERAGE	56,358

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	75,000 *
2	72,120 *
3	71,500 *
4	71,300 *
5	( 70,000 ) *
6	69,500 *
7	69,000 *
8	69,000 *
9	68,000 *
10	67,020 *
11	65,564 *
12	65,508 *
13	65,000 *
14	65,000 *
15	64,800 *
16	63,603 *
17	63,372 *
18	62,193 *
19	61,950 *
20	60,900 *
21	60,200 *
22	60,000 *
23	58,647 *
24	58,550 *
25	58,000 *
26	57,771 *
27	57,264 *
28	57,200 *
29	56,448 *
30	56,100 *
31	55,750 *
32	55,000 *
33	54,000 *
34	53,448 *
35	53,040 *
36	50,100 *
37	50,003 *
38	49,400 *
39	48,500 *
40	43,450 *
AVERAGE	60,833

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TABLE I (Continued)

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY	RANK	SALARY
		59	60,000
		60	60,000 *
		61	60,000
1	92,753	62	60,000
2	89,000 *	63	59,579 *
3	( 84,300 ) *	64	58,836 *
4	82,000 *	65	58,810 *
5	81,500 *	66	58,638
6	81,400 *	67	58,500
7	81,048 *	68	58,500
8	80,000 *	69	58,000
9	( 80,000 ) *	70	58,000 *
10	79,600 *	71	57,800
11	78,600	72	56,707
12	76,657 *	73	56,700
13	74,000 *	74	56,304
14	72,000	75	56,125
15	72,000	76	56,014 *
16	71,900 *	77	55,879 *
17	71,800 *	78	55,778 *
18	71,300 *	79	55,608
19	71,200 *	80	55,590
20	70,762	81	55,386 *
21	70,600 *	82	55,350
22	70,452 *	83	55,080 *
23	70,200 *	84	55,000 *
24	69,700 *	85	55,000 *
25	69,000 *	86	54,181 *
26	68,625 *	87	54,000
27	68,147 *	88	53,921
28	68,000 *	89	53,525 *
29	67,250 *	90	53,004
30	67,020 *	91	52,530 *
31	66,674	92	52,368 *
32	66,542 *	93	52,300
33	66,414	94	52,056
34	66,094	95	51,838
35	65,800 *	96	51,750 *
36	65,000	97	51,675 *
37	65,000 *	98	50,742 *
38	64,980 *	99	50,363
39	64,900 *	100	50,000
40	64,200 *	101	49,500
41	63,500 *	102	49,100
42	63,500 *	103	49,000 *
43	62,900	104	48,355 *
44	62,760 *	105	48,006
45	62,520	106	46,107 *
46	62,427 *	107	46,035
47	62,400 *	108	43,089
48	62,230 *	109	40,911
49	62,109		
50	62,000	AVERAGE	62,108
51	62,000 *		
52	61,600 *		
53	61,441 *		
54	61,400		
55	61,284 *		
56	61,270 *		
57	60,300 *		
58	60,200		

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TABLE I (Continued)

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
		59	64,400	121	53,000
		60	64,000 *	122	52,440
		61	63,950	123	52,000
		62	63,888 *	124	51,725 *
		63	63,800	125	51,603
		64	63,800 *	126	51,511 *
		65	63,719	127	51,367 *
		66	63,551	128	50,952
		67	63,500 *	129	50,843 *
		68	63,500 *	130	50,240
		69	63,000 *	131	50,000 *
		70	62,928	132	49,988 *
		71	62,732 *	133	49,900 *
		72	62,500 *	134	48,500
		73	62,150 *	135	46,435
		74	62,000	136	46,035
		75	61,820 *	137	44,000
		76	61,800 *	138	35,349
		77	61,524 *		
		78	61,500	AVERAGE	64,072
		79	61,000 *		
		80	60,710		
		81	60,588 *		
		82	60,500		
		83	60,500 *		
		84	60,500		
		85	60,200		
		86	60,008 *		
		87	60,001		
		88	60,000 *		
		89	60,000 *		
		90	60,000		
		91	59,600 *		
		92	( 59,579 ) *		
		93	59,000 *		
		94	58,810 *		
		95	58,772 *		
		96	58,424		
		97	58,320 *		
		98	58,008		
		99	58,000		
		100	57,850 *		
		101	57,057		
		102	56,682		
		103	56,304		
		104	56,125		
		105	56,104 *		
		106	56,026		
		107	56,017		
		108	56,000 *		
		109	55,764		
		110	55,608		
		111	55,479		
		112	55,437		
		113	55,236		
		114	55,200 *		
		115	55,008		
		116	55,000		
		117	54,950		
		118	54,900 *		
		119	54,324		
		120	54,000		
1	97,525				
2	97,416				
3	87,000 *				
4	83,200 *				
5	81,370 *				
6	81,100 *				
7	80,219 *				
8	80,040 *				
9	80,004 *				
10	79,667 *				
11	78,312 *				
12	78,100 *				
13	78,000				
14	78,000 *				
15	77,700 *				
16	77,500 *				
17	77,500				
18	76,849 *				
19	75,275 *				
20	75,200 *				
21	75,200 *				
22	75,000 *				
23	75,000 *				
24	74,640 *				
25	74,425 *				
26	74,124 *				
27	73,610 *				
28	73,600 *				
29	73,500 *				
30	73,300 *				
31	72,564 *				
32	72,500 *				
33	72,030 *				
34	71,800 *				
35	71,639 *				
36	71,467				
37	71,000 *				
38	70,925 *				
39	70,000				
40	69,500 *				
41	68,525 *				
42	68,255 *				
43	68,050 *				
44	67,770				
45	67,600 *				
46	67,500 *				
47	67,000 *				
48	66,725 *				
49	66,500 *				
50	66,500				
51	66,414				
52	66,116				
53	66,000 *				
54	65,688 *				
55	65,575				
56	65,097				
57	64,700				
58	64,640 *				

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TABLE I (Continued)

DEANS (DIRECTORS):  
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	( 73,103) *
2	68,265 *
3	68,000 *
4	65,000 *
5	63,600 *
6	63,200 *
7	63,031 *
8	62,796 *
9	62,600 *
10	62,000 *
11	( 62,000) *
12	61,499 *
13	60,700 *
14	60,255 *
15	59,514 *
16	59,500 *
17	59,487 *
18	59,057 *
19	58,920 *
20	58,550 *
21	58,500 *
22	58,008 *
23	57,829 *
24	57,745 *
25	57,704 *
26	57,700 *
27	57,300 *
28	57,200 *
29	57,100 *
30	57,000 *
31	57,000 *
32	56,988 *
33	56,565 *
34	56,125 *
35	56,000 *
36	56,000 *
37	55,792 *
38	55,000 *
39	54,900 *
40	54,745 *
41	54,043 *
42	54,000 *
43	53,827 *
44	53,700 *
45	53,603 *
46	53,064 *
47	53,040 *
48	53,000 *
49	52,841 *
50	52,600 *
51	52,500 *
52	52,299 *
53	52,000 *
54	51,398 *
55	51,322 *
56	51,200 *
57	50,952 *
58	50,980 *

RANK

59
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98
99
100
101

SALARY

50,400
50,400
49,970 *
49,524 *
49,900 *
49,500 *
49,200
49,000
48,776 *
48,000 *
48,000 *
47,578 *
47,062 *
46,956 *
46,500 *
46,413 *
46,035 *
45,944 *
45,212 *
45,150 *
44,484 *
44,250 *
44,000 *
43,680 *
43,560 *
42,971 *
42,590 *
42,432 *
41,820 *
41,420 *
41,319 *
41,300 *
40,306 *
40,343 *
40,300 *
40,158 *
39,000 *
38,002 *
( 35,000) *
34,076 *
34,000 *
33,341 *
29,618 *

AVERAGE

51,575

DEANS (DIRECTORS):  
DENTISTRY

RANK	SALARY
1	106,755 *
2	100,175 *
3	98,000 *
4	98,000 *
5	82,729 *
6	81,048 *
7	60,000 *
8	79,570 *
9	78,400 *
10	( 76,500) *
11	75,774 *
12	75,525 *
13	74,460 *
14	67,824 *

AVERAGE

(83,983

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TABLE I (Continued)

DEANS (DIRECTORS): EARTH SCIENCES/NATURAL RESOURCES		RANK	SALARY	RANK	SALARY
		40	63,205 *	102	53,040
		41	63,200 *	103	53,000
		42	63,000 *	104	53,000
RANK	SALARY	43	63,000 *	105	53,000
1	72,564 *	44	63,000	106	52,628
2	63,500 *	45	62,933 *	107	52,572
3	62,878	46	62,700 *	108	52,500
4	62,605 *	47	62,400	109	52,229
5	59,000 *	48	62,250 *	110	51,800 *
6	( 58,080 ) *	49	62,215 *	111	51,800 *
7	57,695	50	61,600 *	112	51,000
8	55,616 *	51	61,500 *	113	50,956 *
9	55,000	52	61,000 *	114	50,400
10	52,001	53	61,000 *	115	50,232 *
AVERAGE	59,834	54	60,754	116	50,000
		55	60,700 *	117	50,000 *
		56	60,645 *	118	49,570 *
		57	60,440	119	49,500 *
		58	60,430	120	49,067
		59	60,107 *	121	48,800
		60	60,000 *	122	47,765 *
		61	60,000	123	46,475 *
		62	59,580 *	124	46,435
		63	59,579 *	125	46,035
		64	59,500 *	126	45,614 *
		65	59,405	127	45,390 *
		66	59,375	128	44,652
		67	59,300	129	43,102 *
		68	59,088 *	130	42,400
		69	59,000	131	41,000
		70	58,950 *		
		71	58,810 *	AVERAGE	59,873
		72	58,152 *		
		73	58,020		
		74	58,008		
		75	58,000		
		76	58,000		
		77	57,989		
		78	57,968 *		
		79	57,750 *		
		80	57,613		
		81	57,600 *		
		82	57,600 *		
		83	57,500 *		
		84	57,250 *		
		85	57,100		
		86	57,000		
		87	57,000		
		88	56,901 *		
		89	56,682		
		90	56,304		
		91	56,125		
		92	56,014 *		
		93	55,608		
		94	55,200 *		
		95	55,000 *		
		96	54,825 *		
		97	53,945		
		98	53,700 *		
		99	53,604		
		100	53,184		
		101	53,136		

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TABLE I (Continued)

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	115,000 *
2	93,000 *
3	91,052 *
4	90,000 *
5	90,000 *
6	88,103 *
7	86,000 *
8	84,261 *
9	84,000 *
10	83,054 *
11	82,500 *
12	82,000 *
13	81,000 *
14	80,040 *
15	80,000 *
16	79,667 *
17	79,608 *
18	78,900 *
19	78,500 *
20	78,000 *
21	77,700 *
22	77,000 *
23	76,618 *
24	76,366 *
25	75,643 *
26	75,000 *
27	74,904 *
28	74,435 *
29	74,388 *
30	74,100 *
31	73,500 *
32	73,000 *
33	72,564 *
34	72,500 *
35	72,041 *
36	72,000 *
37	71,750 *
38	71,627 *
39	71,379 *
40	71,020 *
41	71,000 *
42	70,203 *
43	70,000 *
44	( 70,000 ) *
45	70,000 *
46	69,000 *
47	68,900 *
48	68,300 *
49	68,257 *
50	68,200 *
51	68,000 *
52	67,680 *
53	67,945 *
54	67,838 *
55	67,500 *
56	67,503 *
57	67,074 *
58	67,000 *
59	67,000 *

RANK	SALARY
60	66,776 *
61	65,000 *
62	65,000 *
63	64,720 *
64	64,400 *
65	64,329 *
66	63,811 *
67	63,800 *
68	63,000 *
69	62,607 *
70	62,600 *
71	62,504 *
72	62,500 *
73	62,200 *
74	61,825 *
75	61,212 *
76	61,000 *
77	60,000 *
78	59,920 *
79	59,417 *
80	59,200 *
81	59,000 *
82	58,428 *
83	58,200 *
84	58,100 *
85	57,768 *
86	57,266 *
87	56,994 *
88	56,700 *
89	56,250 *
90	56,000 *
91	55,788 *
92	55,608 *
93	55,128 *
94	54,319 *
95	53,076 *
96	53,000 *
97	52,850 *
98	50,500 *
99	50,000 *
100	48,800 *
101	45,064 *
102	33,808 *
AVERAGE	68,453 *

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	( 64,300 ) *
2	76,000 *
3	75,000 *
4	( 72,000 ) *
5	71,900 *
6	70,920 *
7	68,388 *
8	67,867 *
9	65,096 *
10	62,427 *
11	62,000 *
12	61,200 *

RANK	SALARY
13	60,898 *
14	60,650 *
15	60,600 *
16	60,504 *
17	60,000 *
18	59,500 *
19	58,428 *
20	58,000 *
21	58,000 *
22	57,300 *
23	56,682 *
24	56,087 *
25	56,000 *
26	55,908 *
27	55,000 *
28	54,577 *
29	54,000 *
30	54,000 *
31	54,000 *
32	53,709 *
33	53,360 *
34	53,153 *
35	51,300 *
36	49,500 *
37	48,023 *
38	47,500 *
39	46,632 *
40	46,488 *
41	46,435 *
42	46,026 *
43	46,008 *
44	46,000 *
45	45,000 *
46	43,146 *
47	38,545 *
AVERAGE	57,193 *

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	71,400 *
2	71,300 *
3	70,835 *
4	65,600 *
5	61,652 *
6	60,203 *
7	59,832 *
8	59,015 *
9	58,222 *
10	( 58,080 ) *
11	58,000 *
12	56,682 *
13	55,016 *
14	54,000 *
15	52,430 *
16	50,651 *
17	42,936 *
AVERAGE	59,168 *

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DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	85,669 *
2	82,000 *
3	80,324 *
4	78,700 *
5	78,100 *
6	76,500 *
7	( 76,000 ) *
8	73,800 *
9	73,333
10	72,924
11	72,000 *
12	68,000 *
13	67,564 *
14	67,560 *
15	67,179 *
16	66,840
17	66,399 *
18	66,000 *
19	65,220 *
20	( 65,000 ) *
21	64,200
22	64,109 *
23	64,100
24	63,844 *
25	63,700
26	63,180 *
27	63,148 *
28	63,000
29	63,000 *
30	62,640 *
31	61,000 *
32	60,999 *
33	60,936 *
34	60,800 *
35	60,600 *
36	60,500 *
37	60,277
38	60,252 *
39	60,071 *
40	60,000
41	59,600 *
42	59,500 *
43	59,440 *
44	59,434 *
45	59,000 *
46	59,000 *
47	59,000 *
48	58,879 *
49	58,700
50	58,500 *
51	57,998
52	57,200 *
53	57,200 *
54	56,880
55	56,194
56	56,135 *
57	56,125
58	56,000 *
59	55,608

RANK	SALARY
60	55,440
61	55,296
62	55,200 *
63	55,000 *
64	55,000
65	55,000
66	54,864
67	54,707
68	54,700 *
69	54,668 *
70	54,400
71	54,317
72	54,210 *
73	53,900 *
74	53,797
75	53,240 *
76	52,019 *
77	52,900
78	52,807
79	52,730
80	52,621
81	52,619 *
82	52,200
83	52,000 *
84	51,724
85	51,400
86	51,218
87	50,952
88	50,844
89	50,740
90	50,700 *
91	50,508
92	50,150 *
93	50,000 *
94	49,800
95	49,500 *
96	49,192
97	49,069
98	49,008
99	47,286
100	47,067
101	46,435
102	45,787
103	45,579
104	45,011
105	45,000 *
106	44,654 *
107	42,700 *
108	40,911
AVERAGE	58,238

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	( 71,040 ) *
2	69,500 *
3	63,500 *

RANK	SALARY
4	63,000 *
5	62,305 *
6	60,962
7	60,765 *
8	60,204 *
9	59,220 *
10	58,636 *
11	58,292 *
12	56,834 *
13	54,330 *
14	53,604
15	53,520 *
16	53,040 *
17	52,750 *
18	52,468 *
19	51,500 *
20	51,000 *
21	50,952
22	50,592
23	50,270 *
24	49,000
25	48,840
26	48,800
27	48,600
28	44,427
29	42,018 *
30	40,000
31	36,678
32	28,100
33	24,288
AVERAGE	52,395

DEANS (DIRECTORS):  
HEALTH PROFESSIONS

RANK	SALARY
1	56,800 *
2	60,031 *
3	79,920 *
4	79,632 *
5	77,926 *
6	77,800
7	68,500 *
8	66,112 *
9	( 65,000 )
10	62,934 *
11	62,400
12	62,100 *
13	60,400 *
14	60,012 *
15	60,000 *
16	57,169
17	56,545
18	55,620 *
19	50,300
20	46,010
AVERAGE	66,261

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TABLE I (Continued)

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	75,100 *
2	70,455 *
3	69,878 *
4	69,300 *
5	67,608 *
6	67,500 *
7	67,000 *
8	66,000 *
9	65,438 *
10	64,970 *
11	63,600 *
12	62,230 *
13	60,500 *
14	59,500 *
15	58,000 *
16	58,000 *
17	58,000 *
18	57,700 *
19	57,500 *
20	57,250 *
21	56,475 *
22	55,000 *
23	54,500 *
24	50,750 *
25	50,696 *
26	48,550 *
27	48,000 *
28	46,435 *
29	45,870 *
30	45,563 *
31	43,782 *
32	43,086 *
33	34,000 *
34	29,772 *
AVERAGE	56,712

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	( 64,300) *
2	76,400 *
3	( 75,701) *
4	74,286 *
5	( 72,000) *
6	70,000 *
7	66,000 *
8	65,163 *
9	( 64,169) *
10	63,000 *
11	62,000 *
12	61,000 *
13	60,000 *
14	59,900 *
15	57,412 *

RANK	SALARY
16	57,000 *
17	56,338 *
18	55,800 *
19	53,000 *
20	50,000 *
21	46,435 *
22	44,544 *
23	41,800 *
AVERAGE	61,576

DEANS (DIRECTORS):  
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	75,000 *
2	70,000 *
3	69,550 *
4	69,291 *
5	67,000 *
6	65,728 *
7	65,069 *
8	65,004 *
9	65,000 *
10	64,950 *
11	63,554 *
12	63,000 *
13	62,300 *
14	58,300 *
15	58,000 *
16	57,000 *
17	56,500 *
18	55,608 *
19	53,880 *
20	53,325 *
21	52,491 *
22	52,104 *
23	50,400 *
24	48,960 *
25	47,055 *
26	42,250 *
27	37,500 *
AVERAGE	58,945

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	112,011 *
2	100,900 *
3	96,800 *
4	94,000 *
5	92,000 *
6	90,000 *
7	88,166 *

RANK	SALARY
8	88,000 *
9	87,800 *
10	87,500 *
11	87,455 *
12	87,000 *
13	86,800 *
14	85,600 *
15	85,000 *
16	83,500 *
17	83,400 *
18	82,700 *
19	81,500 *
20	81,300 *
21	80,340 *
22	80,040 *
23	80,000 *
24	79,906 *
25	79,667 *
26	78,000 *
27	78,000 *
28	77,850 *
29	77,424 *
30	77,000 *
31	77,000 *
32	75,730 *
33	75,701 *
34	75,504 *
35	75,264 *
36	75,000 *
37	74,664 *
38	74,200 *
39	73,909 *
40	73,050 *
41	72,500 *
42	71,294 *
43	71,073 *
44	71,050 *
45	70,000 *
46	70,000 *
47	68,400 *
48	66,676 *
49	65,000 *
50	64,250 *
51	64,000 *
52	63,500 *
53	63,003 *
54	62,220 *
55	62,160 *
56	59,116 *
57	54,511 *
AVERAGE	77,807

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DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	83,000 *
2	79,200 *
3	79,000 *
4	76,000 *
5	69,829 *
6	64,116 *
7	60,000 *
8	58,008 *
9	56,710 *
10	56,682 *
11	56,500 *
12	56,168 *
13	55,236 *
14	54,000 *
15	52,716 *
16	52,000 *
17	47,750 *
18	46,955 *
AVERAGE	61,215

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	81,380 *
2	73,500 *
3	(66,704) *
4	66,000 *
5	64,102 *
6	63,000 *
7	61,712 *
8	60,000 *
9	59,271 *
10	57,516 *
11	57,000 *
12	55,000 *
13	54,092 *
14	54,000 *
15	53,520 *
16	51,563 *
17	51,000 *
18	50,936 *
19	50,774 *
20	50,700 *
21	50,004 *
22	48,924 *
23	48,150 *
24	47,310 *
25	46,900 *
26	46,575 *
27	44,574 *
28	41,304 *
AVERAGE	55,482

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	170,000 *
2	135,000 *
3	134,871 *
4	111,200 *
5	134,158 *
6	128,423 *
7	128,069 *
8	126,225 *
9	125,004 *
10	125,000 *
11	113,532 *
12	106,733 *
13	106,000 *
14	104,981 *
15	103,000 *
16	102,955 *
17	101,127 *
18	99,700 *
19	99,500 *
20	96,768 *
21	96,624 *
22	92,506 *
23	90,900 *
24	90,311 *
25	90,000 *
26	90,000 *
27	89,854 *
28	89,300 *
29	88,911 *
30	88,000 *
31	87,840 *
32	85,900 *
33	85,000 *
34	81,048 *
35	81,013 *
36	79,000 *
37	75,500 *
38	72,000 *
39	69,612 *
40	66,200 *
41	65,000 *
AVERAGE	100,731

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	68,000 *
2	67,545 *
3	66,733 *
4	66,000 *
5	64,272 *
6	63,575 *
7	63,120 *
8	63,073 *

RANK	SALARY
9	62,000 *
10	59,032 *
11	59,000 *
12	57,782 *
13	57,500 *
14	56,490 *
15	50,131 *
16	49,188 *
17	47,800 *
18	47,399 *
19	45,800 *
20	42,050 *
21	38,260 *
22	30,074 *
AVERAGE	55,674

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TABLE I (Continued)

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	86,000
2	79,920 *
3	79,300 *
4	77,199 *
5	76,000 *
6	74,852 *
7	71,000 *
8	70,000 *
9	69,550 *
10	68,744 *
11	68,534 *
12	68,500 *
13	68,167 *
14	67,820 *
15	67,650 *
16	67,000 *
17	67,000 *
18	66,400 *
19	66,160 *
20	64,200 *
21	63,500 *
22	62,580 *
23	62,200 *
24	62,000 *
25	61,850 *
26	61,847 *
27	61,147 *
28	60,642 *
29	60,168 *
30	59,864 *
31	59,050 *
32	59,000 *
33	58,200 *
34	58,000 *
35	56,992 *
36	56,900 *
37	56,652 *
38	56,500 *
39	56,375 *
40	56,163 *
41	56,000 *
42	55,000 *
43	55,000 *
44	54,783 *
45	54,408 *
46	54,000 *
47	53,407 *
48	53,370 *
49	53,004 *
50	52,639 *
51	51,800 *
52	51,272 *
53	50,500 *
54	50,000 *
55	49,922 *
56	49,811 *
57	49,788 *
58	49,056 *

RANK	SALARY
59	48,659 *
60	47,250 *
61	45,970 *
62	40,911 *
63	34,840 *
AVERAGE	59,918

DEANS (DIRECTORS):  
PUBLIC AFFAIRS

RANK	SALARY
1	69,149 *
2	68,500 *
3	62,000 *
4	61,000 *
5	57,590 *
6	54,200 *
7	51,979 *
8	51,800 *
9	35,897 *
AVERAGE	56,902

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	87,000 *
2	83,291 *
3	81,000 *
4	76,694 *
5	75,000 *
6	74,040 *
7	73,874 *
8	73,185 *
9	73,000 *
10	71,448 *
11	71,000 *
12	68,750 *
13	67,830 *
14	67,306 *
15	67,287 *
16	66,536 *
17	66,290 *
18	66,000 *
19	66,000 *
20	66,000 *
21	64,700 *
22	64,500 *
23	62,000 *
24	60,988 *
25	60,000 *
26	59,810 *
27	59,800 *
28	59,640 *
29	58,000 *
30	57,553 *
31	56,888 *
32	56,000 *
33	55,421 *
34	55,415 *
35	54,784 *
36	51,660 *
37	51,250 *
38	50,340 *
39	50,000 *
40	48,006 *
41	42,927 *
AVERAGE	63,932

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TABLE I (Continued)

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	88,000 *
2	84,769 *
3	77,200 *
4	76,850 *
5	76,436 *
6	( 74,286 ) *
7	73,300 *
8	71,718 *
9	70,000 *
10	69,500 *
11	69,240 *
12	68,480 *
13	68,250 *
14	67,700 *
15	( 65,000 ) *
16	63,933 *
17	63,800 *
18	63,200 *
19	61,587 *
20	61,260 *
21	60,361 *
22	59,193 *
23	59,000 *
24	59,769 *
25	59,500 *
26	59,236 *
27	53,500 *
28	53,096 *
29	52,500 *
30	52,427 *
31	52,300 *
32	52,200 *
33	51,250 *
34	50,000 *
35	49,380 *
36	48,372 *
37	47,360 *
38	46,435 *
39	46,400 *
40	46,035 *
AVERAGE	61,520 *

RANK	SALARY
9	68,255 *
10	68,250 *
11	66,000 *
12	66,000 *
13	64,200 *
14	( 64,169 ) *
15	63,000 *
16	62,600 *
17	60,000 *
18	59,500 *
19	53,604 *
20	52,000 *
21	46,435 *
22	46,380 *
AVERAGE	65,081 *

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	85,000 *
2	84,000 *
3	72,288 *
4	71,000 *
5	70,500 *
6	70,000 *
7	68,800 *
8	68,255 *
9	66,050 *
10	64,961 *
11	64,200 *
12	63,844 *
13	62,555 *
14	61,000 *
15	60,500 *
16	59,500 *
17	59,132 *
18	58,900 *
19	58,000 *
20	57,624 *
21	57,500 *
22	56,625 *
23	55,654 *
24	55,650 *
25	55,483 *
26	55,300 *
27	55,200 *
28	55,000 *
29	53,076 *
30	52,715 *
31	51,708 *
32	50,286 *
33	50,000 *
34	40,361 *
35	40,000 *
AVERAGE	60,305 *

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	79,249 *
2	70,000 *
3	61,063 *
4	61,000 *
5	60,966 *
6	60,386 *
7	58,100 *
8	56,936 *
9	56,760 *
10	56,000 *
11	55,500 *
12	54,260 *
13	54,000 *
14	53,333 *
15	52,500 *
16	52,500 *
17	48,753 *
18	47,500 *
19	45,010 *
20	43,500 *
21	40,929 *
22	38,163 *
23	33,242 *
AVERAGE	53,898 *

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	92,500 *
2	87,000 *
3	82,100 *
4	77,712 *
5	75,500 *
6	74,800 *
7	74,616 *
8	74,500 *
9	73,100 *
10	73,000 *
11	72,000 *
12	69,972 *
13	69,550 *
14	67,500 *
15	67,200 *
16	66,600 *
17	66,576 *
18	65,800 *
19	63,000 *
20	58,496 *
AVERAGE	72,576 *

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	83,000 *
2	75,900 *
3	( 75,701 ) *
4	75,516 *
5	73,600 *
6	73,333 *
7	69,654 *
8	68,480 *

UNIVERSITY OF ARKANSAS  
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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-nine participating universities from this region are as follows:

Auburn University  
Clemson University  
East Tennessee State University  
Florida Atlantic University  
Florida State University  
Georgia Institute of Technology  
Georgia State University  
Memphis State University  
Middle Tennessee State University  
Mississippi State University  
North Carolina State University at Raleigh  
Tennessee Technological University  
University of Alabama  
University of Alabama in Birmingham  
University of Alabama in Huntsville  
University of Central Florida  
University of Florida  
University of Georgia  
University of Kentucky  
University of Louisville  
University of Mississippi  
University of North Carolina at Chapel Hill  
University of North Carolina at Greensboro  
University of North Florida  
University of South Alabama  
University of South Carolina, Columbia  
University of South Florida  
University of Southern Mississippi  
University of Tennessee - Knoxville

TABLE II (Continued)  
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF  
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	97,000
2	80,000
3	76,466
4	68,970
AVERAGE	80,609

RANK	SALARY
11	71,400
12	70,800
13	67,246
14	( 66,800)
15	65,520
16	63,000
17	61,900
18	61,500
19	60,938
20	57,000
21	56,000

RANK	SALARY
23	45,869
24	45,750
25	41,880
26	40,827
27	37,705
28	32,500
AVERAGE	52,367

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	99,900
2	96,000
3	96,000
4	95,600
5	94,100
6	91,685
7	88,281
8	84,000
9	83,673
10	83,672
11	82,000
12	80,100
13	79,879
14	76,466
15	75,920
16	75,752
17	73,200
18	72,145
19	69,800
20	68,970
21	68,970
22	68,000
23	64,600
24	62,000
25	62,000
AVERAGE	79,709

AVERAGE	SALARY
AVERAGE	71,427

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	( 94,000)
2	82,900
3	79,000
4	76,470
5	72,000
6	71,550
7	71,500
8	70,000
9	( 66,800)
AVERAGE	76,024

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	80,000
2	65,000
3	63,600
4	61,050
5	61,000
6	59,928
7	58,600
8	57,975
9	57,300
10	55,544
11	55,500
12	54,945
13	54,000
14	52,301
15	49,500
16	49,290
17	48,953
18	48,530
19	48,069
20	48,000
21	46,658
22	46,008

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

RANK	SALARY
1	( 64,083)
2	61,500
3	51,000
4	48,500
5	( 48,480)
6	47,500
7	46,252
8	( 46,000)
9	41,800
10	41,090
11	37,820
12	36,960
13	36,869
14	34,000
15	28,080
16	28,038
17	( 26,848)
18	25,000
19	23,745
20	23,042
AVERAGE	39,830

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	87,900
2	87,500
3	82,305
4	82,131
5	80,300
6	78,450
7	76,800
8	74,480
9	74,000
10	74,000

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TABLE II (Continued)  
--ATLANTA REGION--

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	69,000
2	66,000
3	65,000
4	64,372
5	59,754
6	59,295
7	59,064
8	58,200
9	57,000
10	55,728
11	54,400
12	52,341
13	52,100
14	51,700
15	50,244
16	50,115
17	49,500
18	48,000
19	47,882
20	47,000
21	46,500
22	44,784
23	43,050
24	42,500
25	42,000
26	41,168
27	38,051
28	37,600
29	36,168
AVERAGE	51,330

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	80,500
2	79,200
3	78,200
4	76,500
5	76,470
6	74,000
7	70,589
8	70,000
9	69,700
10	68,372
11	67,189
12	( 65,675)
13	64,753
14	62,313
15	61,500
16	61,425
17	61,300

RANK	SALARY
18	58,824
19	57,720
20	57,500
21	57,500
22	56,470
23	54,739
AVERAGE	66,541

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	64,600
2	61,500
3	50,000
4	60,000
5	56,000
6	56,000
7	54,879
8	51,916
9	48,311
10	47,770
11	47,610
12	47,500
13	47,076
14	45,675
15	44,848
16	44,600
17	43,262
18	40,200
19	38,462
20	38,099
21	37,750
22	37,544
23	35,316
24	34,400
AVERAGE	47,638

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	( 76,650)
2	56,000
3	53,300
4	51,500
5	48,077
6	35,373
7	33,720
AVERAGE	50,660

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	( 76,650)
2	60,000
3	47,200
4	47,164
5	41,424
6	37,344
7	32,030
8	23,850
AVERAGE	45,708

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TABLE II (Continued)  
 --ATLANTA REGION--

BUSINESS OR FISCAL OFFICERS:  
 INTERNAL AUDITOR

RANK	SALARY
1	54,100
2	51,300
3	46,500
4	43,788
5	43,573
6	41,500
7	38,814
8	38,750
9	38,093
10	37,956
11	37,927
12	36,000
13	35,337
14	34,823
15	33,980
16	33,843
17	30,900
18	30,780
19	30,684
20	29,325
21	29,181
22	29,047
23	28,850
24	28,600
25	28,132
26	25,200
AVERAGE	36,038

BUSINESS OR FISCAL OFFICERS:  
 BUDGET OFFICER

RANK	SALARY
1	59,000
2	55,800
3	53,004
4	50,030
5	49,500
6	48,216
7	44,562
8	43,560
9	42,547
10	41,716
11	40,040
12	39,000
13	38,000
14	36,800
15	36,000
16	35,921
17	35,595
18	35,360
19	34,999
20	33,600
21	33,500
22	33,402

RANK	SALARY
23	32,172
24	26,400
25	25,900
AVERAGE	40,185

BUSINESS OR FISCAL OFFICERS:  
 DIRECTOR OF PERSONNEL

RANK	SALARY
1	62,600
2	58,012
3	55,000
4	50,030
5	49,000
6	48,132
7	47,573
8	46,906
9	46,300
10	44,928
11	44,187
12	43,818
13	41,297
14	40,900
15	40,392
16	40,284
17	39,795
18	39,000
19	36,000
20	35,767
21	34,600
22	34,536
23	33,344
24	32,916
25	30,100
26	30,060
AVERAGE	42,518

STUDENT AFFAIRS OFFICERS:  
 VICE PRESIDENT FOR STUDENT AFFAIRS  
 (SERVICES)

RANK	SALARY
1	76,000
2	68,973
3	68,800
4	67,400
5	66,853
6	65,554
7	63,530
8	61,993
9	61,500
10	60,000
11	60,000

RANK	SALARY
12	57,450
13	57,000
14	56,800
15	56,000
16	56,000
17	55,700
18	55,500
19	55,200
20	54,700
21	51,702
22	51,000
23	51,000
24	45,760
25	41,940
AVERAGE	58,657

STUDENT AFFAIRS OFFICERS:  
 DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	66,300
2	59,867
3	55,000
4	54,540
5	52,713
6	52,000
7	49,776
8	44,400
9	43,454
10	42,516
11	37,261
12	36,641
13	35,949
14	35,466
15	33,159
AVERAGE	46,603

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TABLE II (Continued)  
 —ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:  
 DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	45,000
2	42,820
3	28,820
4	27,820
5	27,113
6	25,410
7	23,700
8	22,968
9	22,500
AVERAGE	29,572

STUDENT AFFAIRS OFFICERS:  
 DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,034
2	( 49,000 )
3	47,250
4	46,658
5	43,497
6	40,500
7	40,000
8	39,496
9	38,040
10	37,570
11	37,257
12	37,100
13	36,667
14	36,575
15	36,500
16	35,855
17	( 35,748 )
18	34,220
19	34,000
20	33,674
21	30,341
22	27,500
23	26,290
24	26,090
25	24,000
26	22,543
AVERAGE	36,400

STUDENT AFFAIRS OFFICERS:  
 REGISTRAR

RANK	SALARY
1	58,750
2	55,891
3	53,864
4	52,500
5	51,000

RANK	SALARY
6	49,280
7	( 49,000 )
8	48,958
9	47,350
10	40,314
11	40,000
12	40,000
13	39,000
14	37,500
15	36,925
16	36,152
17	35,612
18	35,000
19	35,000
20	34,075
21	33,867
22	31,713
23	30,616
24	30,613
25	26,244
26	26,100
AVERAGE	40,589

STUDENT AFFAIRS OFFICERS:  
 DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,600
2	42,659
3	41,258
4	41,100
5	40,200
6	39,943
7	39,330
8	39,000
9	38,212
10	37,300
11	36,100
12	35,750
13	35,263
14	35,250
15	34,200
16	34,170
17	33,962
18	33,670
19	33,382
20	32,800
21	32,754
22	31,839
23	29,786
24	29,040
25	29,000
26	28,992
27	27,353
28	23,850
29	20,800
AVERAGE	34,502

STUDENT AFFAIRS OFFICERS:  
 DIRECTOR OF HOUSING

RANK	SALARY
1	51,258
2	47,116
3	47,015
4	43,644
5	43,500
6	41,407
7	40,900
8	40,874
9	40,560
10	40,000
11	39,300
12	38,210
13	33,000
14	32,100
15	31,000
16	30,876
17	30,406
18	29,779
19	28,760
20	27,300
21	27,027
22	25,530
23	25,176
24	23,749
25	23,418
26	22,920
27	19,934
AVERAGE	34,250

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TABLE II. (Continued)  
 --ATLANTA REGION--

STUDENT AFFAIRS OFFICERS:  
 DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	87,001
2	79,242
3	76,220
4	74,620
5	72,610
6	71,842
7	69,220
8	68,678
9	66,200
10	62,665
11	60,191
12	56,531
13	55,790
14	53,380
15	52,200
16	51,124
17	48,641
18	46,375
19	43,000
20	39,100
21	25,688
22	24,486
23	22,617
AVERAGE	56,836

RANK	SALARY	RANK	SALARY
8	60,489	10	48,313
9	55,807	11	47,825
10	48,386	12	45,308
AVERAGE	63,575	13	42,000
		14	40,000
		15	34,122
		16	33,600
		17	29,900
		18	26,920
		19	( 26,848 )
		20	20,508

ADMINISTRATIVE OPERATIONS OFFICERS:  
 VICE PRESIDENT FOR PLANNING  
 AND BUDGETING

RANK	SALARY	AVERAGE
1	59,964	46,111
2	55,658	
3	55,500	
4	( 44,635 )	
AVERAGE	53,939	

ADMINISTRATIVE OPERATIONS OFFICERS:  
 LEGAL COUNSEL

RANK	SALARY
1	58,000
2	57,500
3	56,840
4	55,125
5	53,312
6	53,000
7	50,880
8	49,835
9	48,698
10	47,985
11	47,525
12	46,453
13	41,938
14	36,000
AVERAGE	50,221

ADMINISTRATIVE OPERATIONS OFFICERS:  
 EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	( 94,000 )
2	80,397
3	78,136
4	72,000
5	65,525
6	65,004
7	( 64,083 )
AVERAGE	74,164

ADMINISTRATIVE OPERATIONS OFFICERS:  
 ASSISTANT TO THE PRESIDENT

ADMINISTRATIVE OPERATIONS OFFICERS:  
 ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY	RANK	SALARY
1	76,350	1	67,750
2	70,803	2	64,236
3	69,436	3	63,350
4	( 65,675 )	4	56,581
5	65,200	5	56,158
6	61,803	6	56,004
7	61,800	7	55,800
		8	55,000
		9	54,000

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TABLE II (Continued)  
 —ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	64,270
2	58,275
3	53,903
4	50,000
5	48,603
6	45,000
7	44,484
8	43,788
9	42,500
10	41,810
11	41,760
12	41,576
13	40,693
14	34,675
15	34,408
16	33,881
17	32,879
18	31,142
19	31,137
20	28,903
AVERAGE	42,184

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	64,300
2	61,771
3	61,212
4	55,608
5	50,406
6	49,557
7	49,380
8	47,600
9	47,545
10	47,076
11	46,632
12	45,590
13	45,500
14	45,037
15	44,600
16	44,400
17	44,200
18	44,000
19	44,000
20	42,727
21	42,199
22	42,152
23	40,989
24	39,000
25	38,000
26	37,500
27	35,050
28	34,710
AVERAGE	46,098

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	55,087
2	47,250
3	44,350
4	42,500
5	41,787
6	41,716
7	40,377
8	40,036
9	37,550
10	37,500
11	36,924
12	36,900
13	36,225
14	34,524
15	33,404
16	32,916
17	32,662
18	32,300
19	31,200
20	29,579
21	28,574
22	26,175
23	27,000
24	23,500
25	23,160
26	22,020

AVERAGE 35,277

PUBLIC RELATIONS AND DEVELOPMENT:  
 VICE PRESIDENT FOR PUBLIC  
 RELATIONS AND/OR INFORMATION

RANK	SALARY
1	71,000
2	67,840
3	63,250
4	62,200
5	61,285
6	( 49,500)

AVERAGE 62,513

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF PUBLIC RELATIONS  
 AND/OR INFORMATION

RANK	SALARY
1	57,400
2	52,390
3	47,640
4	47,500
5	42,018
6	41,089
7	40,414

RANK	SALARY
8	39,963
9	37,777
10	36,950
11	36,909
12	34,835
13	34,747
14	30,720
15	30,594
16	30,000
17	26,926
AVERAGE	39,287

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TABLE II (Continued)  
 —ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:  
 VICE PRESIDENT FOR  
 UNIVERSITY RELATIONS

RANK	SALARY
1	69,654
2	68,209
3	65,900
4	64,873
5	58,577
6	58,000
7	55,600
8	49,455
AVERAGE	61,284

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	58,500
2	50,238
3	50,000
4	49,000
5	48,206
6	45,990
7	43,794
8	38,966
9	37,200
10	25,050
AVERAGE	44,694

PUBLIC RELATIONS AND DEVELOPMENT:  
 VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	126,552
2	76,600
3	66,550
4	62,720
5	50,900
6	50,050
7	49,500
8	48,000
9	46,224
10	34,012
AVERAGE	61,111

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	60,000
2	(60,000)
3	57,600
4	57,381
5	47,973
6	46,327
7	46,267
8	45,509
9	44,882
10	43,733
11	43,000
12	41,700
13	38,300
14	(34,012)
15	33,509
16	31,380
17	29,673
18	28,300
AVERAGE	43,864

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	60,249
2	(60,000)
3	60,000
4	55,169
5	51,802
6	(49,500)
7	46,271
8	46,187
9	42,560
10	42,537
11	42,450
12	42,128
13	41,100
14	39,801
15	39,700
16	38,998
17	34,811
18	34,400
19	33,660
20	32,404
21	31,649
22	30,368
23	28,840
24	27,450
25	22,740
26	20,000
27	17,500
AVERAGE	39,714

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TABLE II (Continued)  
 --ATLANTA REGION--

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF AGRICULTURAL  
 EXTENSION

RANK	SALARY
1	76,500
2	73,951
3	72,500
4	64,974
5	64,602
6	61,500
AVERAGE	69,005

RESEARCH OFFICERS:  
 VICE PRESIDENT FOR RESEARCH  
 (CONTRACTS AND GRANTS)

RANK	SALARY
1	88,500
2	76,350
3	72,052
4	70,000
5	65,567
6	65,000
7	64,000
8	( 61,500)
9	60,746
10	60,600
11	60,500
12	55,137
AVERAGE	66,663

RESEARCH OFFICERS:  
 DIRECTOR OF RESEARCH SERVICES  
 (CONTRACTS AND GRANTS)

RANK	SALARY
1	76,050
2	61,029
3	58,000
4	56,000
5	54,975
6	54,205
7	51,700
8	50,750
9	50,500
10	49,540
11	48,000
12	46,055
13	43,917
14	42,502
15	42,500
16	40,824
17	36,732
18	36,100
19	31,390
AVERAGE	48,988

RESEARCH OFFICERS:  
 DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	62,000
2	56,796
3	55,969
4	53,500
5	49,850
6	47,800
7	47,500
8	46,500
9	46,500
10	45,500
11	( 44,635)
12	44,500
13	42,450
14	42,000
15	41,335
16	37,365
17	35,650
18	35,280
19	35,000
20	33,400
21	32,872
22	31,086
23	28,330
24	23,600
AVERAGE	42,476

DEANS (DIRECTORS):  
 AGRICULTURE

RANK	SALARY
1	86,500
2	79,200
3	72,800
4	67,840
5	64,974
6	61,200
7	37,700
8	57,600
9	38,784
AVERAGE	64,511

DEANS (DIRECTORS):  
 ARCHITECTURE/ENVIRONMENTAL  
 DESIGN

RANK	SALARY
1	71,500
2	69,000
3	65,000
4	60,900
5	58,000
6	57,264

RANK	SALARY
7	55,750
8	54,000
9	53,040
AVERAGE	60,495

DEANS (DIRECTORS):  
 ARTS AND SCIENCES

RANK	SALARY
1	81,500
2	81,400
3	78,600
4	76,657
5	72,000
6	71,300
7	66,094
8	65,000
9	63,500
10	61,441
11	58,638
12	58,000
13	56,700
14	55,386
15	52,300
16	52,056
17	51,838
18	43,089

AVERAGE	63,639
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TABLE II (Continued)  
—ATLANTA REGION—

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	97,525
2	81,100
3	80,219
4	77,700
5	75,000
6	74,640
7	73,610
8	73,300
9	71,000
10	70,000
11	68,525
12	66,725
13	66,116
14	65,575
15	64,700
16	63,719
17	63,000
18	62,500
19	60,710
20	60,588
21	60,200
22	60,001
23	60,000
24	58,008
25	56,017
26	55,764
27	55,008
AVERAGE	67,454

DEANS (DIRECTORS):  
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	65,000
2	63,600
3	58,500
4	57,100
5	57,000
6	56,565
7	56,000
8	55,792
9	52,500
10	51,200
11	49,500
12	49,000
13	48,776
14	48,000
15	47,578
16	46,413
17	43,680
18	42,971
19	41,820
20	41,420
21	41,319

RANK	SALARY
22	39,000
AVERAGE	50,579

DEANS (DIRECTORS):  
DENTISTRY

RANK	SALARY
1	106,755
2	99,000
3	82,729
4	75,528
5	74,460
AVERAGE	87,694

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	75,000
2	71,400
3	70,000
4	70,000
5	68,640
6	68,000
7	67,720
8	(66,704)
9	64,329
10	63,710
11	63,205
12	63,000
13	63,000
14	60,700
15	60,000
16	59,378
17	58,152
18	58,008
19	57,613
20	55,200
21	53,945
22	53,184
23	52,229
24	50,000
25	49,570
26	45,390
AVERAGE	61,080

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	82,500
2	78,000
3	77,700
4	76,366
5	75,000
6	74,435
7	73,500
8	73,000
9	72,000
10	71,627
11	71,000
12	70,200
13	68,900
14	67,945
15	67,500
16	63,811
17	61,825
18	61,212
19	61,000
20	59,920
21	59,417
22	45,064

AVERAGE	68,724
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DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	67,867
2	56,087
3	54,000
4	54,000
5	53,153
6	43,146
AVERAGE	54,709

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	71,400
2	71,300
3	70,835
4	59,015
5	58,000
AVERAGE	66,110

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TABLE II (Continued)  
 —ATLANTA REGION—

DEANS (DIRECTORS):  
 GRADUATE

RANK	SALARY
1	85,668
2	76,500
3	68,000
4	67,564
5	66,000
6	64,109
7	63,148
8	63,000
9	60,999
10	60,500
11	60,071
12	59,440
13	58,875
14	56,194
15	54,700
16	52,807
17	52,200
18	51,724
19	51,218
20	50,508
21	49,008
AVERAGE	60,583

DEANS (DIRECTORS):  
 HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	62,305
2	60,962
3	60,765
4	54,330
5	50,592
AVERAGE	57,791

DEANS (DIRECTORS):  
 HEALTH PROFESSIONS

RANK	SALARY
1	96,800
2	77,926
3	77,800
4	62,934
5	50,300
AVERAGE	73,152

DEANS (DIRECTORS):  
 HOME ECONOMICS

RANK	SALARY
1	75,100
2	70,455
3	58,000
4	58,000
5	56,475
6	55,000
7	54,500
8	45,563
9	29,772
AVERAGE	55,874

DEANS (DIRECTORS):  
 HUMANITIES

RANK	SALARY
1	( 75,701 )
2	70,000
3	63,000
4	62,000
5	61,000
AVERAGE	66,340

DEANS (DIRECTORS):  
 JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	69,291
2	65,000
3	63,554
4	63,000
5	58,000
6	56,500
7	53,325
8	48,960
AVERAGE	59,704

DEANS (DIRECTORS):  
 LAW

RANK	SALARY
1	90,000
2	87,500
3	87,455
4	86,800
5	82,700
6	80,000

RANK	SALARY
7	75,701
8	74,664
9	71,294
10	71,073
11	71,050
12	62,160
AVERAGE	78,366

DEANS (DIRECTORS):  
 LIBERAL ARTS

RANK	SALARY
1	69,825
2	60,000
3	58,008
4	56,710
5	52,000
AVERAGE	59,309

DEANS (DIRECTORS):  
 LIBRARY SCIENCE

RANK	SALARY
1	73,500
2	( 66,704 )
3	59,271
4	55,000
5	54,000
6	50,004
7	48,150
8	44,574
AVERAGE	56,400

DEANS (DIRECTORS):  
 MEDICINE

RANK	SALARY
1	134,158
2	128,069
3	125,000
4	102,955
5	101,127
6	92,506
7	90,900
8	89,854
9	89,500
AVERAGE	106,008

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TABLE II (Continued)  
 —ATLANTA REGION—

DEANS (DIRECTORS):  
 MUSIC

RANK	SALARY
1	66,000
2	62,000
3	56,490
AVERAGE	61,497

DEANS (DIRECTORS):  
 PUBLIC AFFAIRS

RANK	SALARY
1	68,900
2	62,000
3	51,979
AVERAGE	60,826

DEANS (DIRECTORS):  
 VETERINARY MEDICINE

RANK	SALARY
1	82,100
2	74,800
3	74,616
4	67,200
5	65,800
AVERAGE	72,903

DEANS (DIRECTORS):  
 NURSING

RANK	SALARY
1	77,198
2	74,852
3	70,000
4	68,167
5	67,650
6	67,000
7	62,580
8	62,200
9	60,168
10	59,864
11	58,000
12	56,900
13	56,375
14	55,000
15	53,004
16	49,056
17	49,970
18	34,840
AVERAGE	59,935

DEANS (DIRECTORS):  
 SCIENCE/TECHNOLOGY

RANK	SALARY
1	76,850
2	( 74,286 )
3	73,300
4	61,587
5	59,000
6	55,763
7	47,360
AVERAGE	64,021

DEANS (DIRECTORS):  
 SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	75,900
2	( 75,701 )
3	66,000
4	64,200
5	63,000
AVERAGE	68,960

DEANS (DIRECTORS):  
 PHARMACY

RANK	SALARY
1	81,000
2	73,185
3	73,000
4	67,630
5	59,810
6	59,800
7	57,553
AVERAGE	67,454

DEANS (DIRECTORS):  
 SOCIAL WORK

RANK	SALARY
1	84,000
2	68,800
3	60,500
4	59,132
5	58,900
6	56,625
7	50,286
8	50,004
AVERAGE	61,031

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-seven participating universities from this region are as follows:

Baylor State University  
Bowling Green State University  
Central Michigan University  
Cleveland State University  
Illinois State University  
Indiana State University  
Indiana University-Purdue University at Indianapolis  
Indiana University-Bloomington  
Kent State University  
Miami University  
Michigan State University  
Northern Illinois University  
Oakland University  
Ohio State University  
Ohio University  
Southern Illinois University at Carbondale  
Southern Illinois University at Edwardsville  
University of Akron  
University of Cincinnati  
University of Illinois at Chicago  
University of Illinois at Urbana-Champaign  
University of Michigan  
University of Toledo  
University of Wisconsin at Madison  
University of Wisconsin at Milwaukee  
Wayne State University  
Western Michigan University



TABLE II (Continued)  
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF  
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	100,760
2	95,000
3	90,945
4	86,000
5	84,000
6	84,000
7	82,900
8	77,500
AVERAGE	87,888

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	98,100
2	96,500
3	95,000
4	93,000
5	90,300
6	87,000
7	87,000
8	83,000
9	82,000
10	80,000
11	78,000
12	77,160
13	76,296
14	76,000
15	75,425
16	75,000
17	72,000
18	70,920
AVERAGE	82,928

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	95,000
2	( 90,360 )
3	87,500
4	( 87,000 )
5	80,000
6	76,380
7	74,900
8	73,700
9	69,300
10	69,084
11	( 69,012 )
12	69,000
13	68,952
14	67,179

RANK	SALARY
15	66,875
16	65,000
17	58,000
18	57,660
AVERAGE	73,606

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	( 90,360 )
2	( 87,000 )
3	77,100
4	76,900
5	73,600
6	70,000
7	( 69,012 )
8	68,995
9	67,000
10	66,000
11	63,000
AVERAGE	73,542

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	81,380
2	74,500
3	71,000
4	70,000
5	67,003
6	65,040
7	65,000
8	60,000
9	58,915
10	58,500
11	58,332
12	58,000
13	57,000
14	56,900
15	56,750
16	54,816
17	52,800
18	52,000
19	50,774
20	50,064
21	49,647
22	48,126
23	47,830
24	47,700
25	45,208
26	43,500
AVERAGE	57,723

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION  
PROGRAM

RANK	SALARY
1	61,820
2	52,240
3	46,866
4	43,440
5	43,437
6	42,500
7	42,000
9	40,500
9	40,440
10	39,600
11	39,500
12	38,300
13	35,768
14	35,280
15	35,000
16	34,775
17	34,615
18	31,425
19	30,200
20	29,767
21	29,629
22	25,600
23	23,388
AVERAGE	38,100

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TABLE II (Continued)  
—CHICAGO REGION—

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	84,792
2	66,000
3	64,000
4	62,750
5	59,880
6	59,500
7	59,229
8	59,064
9	57,600
10	56,871
11	56,150
12	53,500
13	53,286
14	52,100
15	52,000
16	51,348
17	50,004
18	49,500
19	49,000
20	48,880
21	48,651
22	48,384
23	48,200
24	47,859
25	46,200
26	44,550
27	42,500

AVERAGE 54,511

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	72,600
2	57,600
3	57,300
4	54,432
5	51,442
6	51,250
7	( 50,600 )
8	49,800
9	49,080
10	49,000
11	47,400
12	46,100
13	45,932
14	41,682
15	41,676
16	41,565
17	40,872
18	40,137
19	38,979
20	38,000
21	36,500

AVERAGE 47,712

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	51,500
2	51,000
3	49,050
4	40,500
5	40,000
6	38,940
7	36,800
8	36,400
9	35,640
10	35,530
11	35,460
12	35,350
13	34,650
14	33,528
15	33,216
16	22,537
17	30,600
18	29,370
19	28,908

AVERAGE 37,104

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	74,500
2	57,941
3	57,500
4	54,124
5	51,300
6	( 50,600 )
7	49,039
8	48,033
9	46,908
10	45,800
11	45,000
12	44,450
13	43,000
14	42,080
15	40,008
16	39,698
17	39,400
18	37,920
19	35,770

AVERAGE 47,530

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	94,000
2	( 77,000 )
3	( 74,880 )
4	74,000
5	71,300
6	70,100
7	68,750
8	66,456
9	65,625
10	63,350
11	63,270
12	64,550
13	62,697
14	62,529
15	( 60,870 )
16	( 60,720 )
17	59,300
18	57,300
19	55,650
20	52,460

AVERAGE 66,443

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	( 77,000 )
2	( 71,800 )
3	57,300
4	52,779
5	51,850
6	44,760
7	32,003

AVERAGE 55,356

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	63,000
2	60,500
3	52,600
4	52,000
5	( 50,600 )
6	42,623
7	38,664
8	34,355

AVERAGE 49,318

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TABLE II (Continued)  
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	76,963
2	71,600
3	62,558
4	56,000
5	53,469
6	50,928
7	50,500
8	50,209
9	47,800
10	47,500
11	42,680
12	42,626
13	42,500
14	42,000
15	41,364
16	41,200
17	41,075
18	40,419
19	40,311
20	39,750
21	35,000
22	32,170
23	29,400
AVERAGE	46,868

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	58,850
2	( 56,940 )
3	53,200
4	51,063
5	50,415
6	49,500
7	48,600
8	( 47,069 )
9	46,130
10	46,000
11	44,500
12	44,500
13	42,125
14	41,305
15	39,606
16	36,756
17	30,935
AVERAGE	46,319

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	73,443
2	59,580
3	48,746
4	45,000
5	40,287
6	39,000
7	37,355
8	33,700
9	33,240
10	31,800
11	30,398
12	29,285
13	28,350
14	27,851
15	26,820
AVERAGE	38,990

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	78,000
2	69,200
3	68,000
4	67,500
5	66,550
6	65,800
7	65,685
8	65,085
9	63,850
10	63,600
11	63,000
12	60,144
13	60,000
14	58,000
15	57,529
16	57,527
17	( 56,940 )
18	55,956
19	( 55,080 )
20	51,000
21	50,000
AVERAGE	61,931

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TABLE II (Continued)  
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	63,000
2	58,322
3	54,667
4	52,500
5	49,800
6	48,550
7	47,500
8	46,900
9	46,746
10	45,468
11	45,379
12	44,880
13	43,000
14	42,827
15	41,500
16	40,970
17	40,505
18	40,250
19	40,000
20	38,796
21	38,265
22	37,000
23	36,432
24	35,125
25	34,837
26	31,007
AVERAGE	44,009

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	( 55,080)
2	50,932
3	50,666
4	50,060
5	46,200
6	45,483
7	45,238
8	42,462
9	42,000
10	41,200
11	40,465
12	40,435
13	40,348
14	40,335
15	40,008
16	38,748
17	37,260
18	37,000
19	36,380
20	36,144
21	34,725
22	34,667
23	33,145
24	33,000
25	32,483
26	30,000
27	27,066
AVERAGE	40,057

RANK	SALARY
22	32,200
AVERAGE	44,177

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	88,318
2	83,098
3	80,700
4	68,200
5	64,980
6	64,150
7	61,668
8	56,050
9	54,750
10	54,250
11	54,000
12	52,337
13	50,113
14	48,000
15	47,568
16	45,500
17	44,920
18	42,372
19	39,322
AVERAGE	57,910

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	58,926
2	51,500
3	( 45,100)
4	44,889
5	44,600
6	44,350
7	44,150
8	44,075
9	43,728
10	43,091
11	40,847
12	40,548
13	39,720
14	38,080
15	37,494
16	37,000
17	36,370
18	35,250
19	34,000
20	33,900
21	28,000
AVERAGE	41,220

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	63,700
2	57,856
3	54,000
4	53,500
5	52,680
6	51,000
7	48,106
8	47,950
9	47,388
10	46,140
11	45,504
12	42,960
13	41,900
14	39,166
15	37,890
16	36,900
17	36,483
18	35,423
19	35,000
20	33,452
21	32,688

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TABLE II (Continued)  
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT		RANK	SALARY	RANK	SALARY
		14	41,872	16	34,600
		15	40,000	17	33,663
RANK	SALARY	16	37,385		
1	74,079	AVERAGE	53,974	AVERAGE	46,495
2	( 60,870)				
3	52,500				
AVERAGE	62,483				
ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	( 77,100)	1	62,520	1	64,750
2	( 74,880)	2	59,900	2	62,200
3	70,000	3	58,900	3	59,880
4	68,000	4	57,600	4	59,000
5	65,000	5	57,400	5	57,288
6	64,000	6	56,202	6	56,400
7	57,684	7	53,830	7	55,000
8	56,940	8	49,900	8	54,432
AVERAGE	66,701	9	46,900	9	53,856
		10	46,750	10	51,148
		11	46,416	11	50,693
		12	44,760	12	50,090
		13	44,200	13	50,000
		14	44,000	14	50,000
		15	42,000	15	48,788
		16	41,388	16	48,624
		17	40,800	17	48,000
		18	40,008	18	47,800
		19	39,680	19	47,550
		20	32,500	20	47,500
		21	32,076	21	45,400
		22	30,703	22	44,884
		23	26,379	23	44,325
		24	25,164	24	43,462
		25	22,000	25	41,700
		AVERAGE	44,077	26	39,095
				AVERAGE	50,686
ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	74,500	1	64,315	1	89,000
2	( 71,800)	2	62,800	2	70,300
3	69,960	3	51,000	3	63,700
4	67,000	4	50,000	4	62,000
5	58,900	5	( 50,000)	5	59,903
6	52,648	6	49,000	6	59,424
AVERAGE	65,801	7	48,875	7	54,400
		8	48,450	8	50,850
		9	47,240	9	50,750
		10	45,210	10	48,500
		11	44,640	11	46,250
		12	43,450	12	45,800
		13	43,258	13	43,450
		14	37,944		
		15	35,964		

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TABLE II (Continued)  
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		RANK	SALARY	PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT	
		10	37,700		
		11	36,250		
		12	35,733		
		13	35,348		
		14	33,912		
		15	33,847		
		16	32,100		
		17	31,270		
		18	27,808		
		AVERAGE	40,658		
		PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS			
		RANK	SALARY		
		1	( 99,750 )		
		2	69,600		
		3	66,550		
		4	61,800		
		5	61,000		
		6	60,000		
		7	59,700		
		8	54,750		
		9	54,600		
		10	51,300		
		AVERAGE	63,905		
		PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION			
		RANK	SALARY		
		1	( 79,200 )		
		2	62,600		
		3	60,797		
		4	57,336		
		5	54,100		
		6	53,600		
		7	53,000		
		AVERAGE	60,090		
		PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS			
		RANK	SALARY		
		1	45,740		
		2	45,479		
		3	45,290		
		4	37,589		
		AVERAGE	43,525		
		PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION			
		RANK	SALARY		
		1	59,040		
		2	59,000		
		3	49,900		
		4	48,892		
		5	45,192		
		6	42,660		
		7	42,000		
		8	41,460		
		9	39,779		
		AVERAGE	49,219		
		PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT			
		RANK	SALARY		
		1	( 69,750 )		
		2	( 79,200 )		
		3	72,300		
		4	71,566		
		5	67,200		
		6	( 42,468 )		
		7	46,041		
		AVERAGE	69,219		
		PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES			
		RANK	SALARY		
		1	77,000		
		2	73,600		
		3	63,600		
		4	49,600		
		5	49,440		
		6	( 49,428 )		
		7	45,566		
		8	43,200		
		9	36,300		
		10	35,450		
		11	35,000		
		12	34,250		
		13	33,550		
		14	33,500		
		15	33,186		
		16	33,079		
		17	32,450		
		18	31,000		
		19	29,151		
		20	29,148		
		21	24,720		
		22	24,000		
		AVERAGE	40,737		

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TABLE II (Continued)  
—CHICAGO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION

RANK	SALARY
1	75,255
2	74,160
3	70,000
AVERAGE	73,138

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEAN

RANK	SALARY
1	( 80,000)
2	78,275
3	73,000
4	67,900
5	54,404
6	52,900
AVERAGE	67,847

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	( 60,720)
2	54,717
3	46,980
4	46,000
5	45,473
6	43,740
7	42,951
8	42,612
9	42,068
10	41,600
11	41,557
12	39,640
13	38,550
14	37,300
15	37,060
16	32,088
17	30,153
18	24,300
AVERAGE	41,528

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	92,753
2	82,000
3	80,000
4	71,200
5	70,762
6	66,674
7	64,542
8	65,000
9	64,200
10	62,900
11	62,760
12	62,520
13	62,427
14	62,000
15	61,400
16	60,200
17	56,707
18	55,778
19	55,350
20	53,004
AVERAGE	65,709

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	86,640
2	81,332
3	80,000
4	74,700
5	52,476
AVERAGE	75,030

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	64,000
2	62,636
3	59,187
4	57,314
5	57,300
6	50,320
7	49,599
8	49,050
9	48,000
10	47,904
11	47,880
12	47,000
13	46,800
14	44,484
15	44,228
16	43,090
17	38,034
18	37,800
19	37,200
20	36,816
21	35,640
22	27,900
AVERAGE	40,917

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	72,120
2	69,500
3	69,000
4	58,647
5	56,100
AVERAGE	65,073

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	97,416
2	80,040
3	78,000
4	78,000
5	76,849
6	75,000
7	73,600
8	71,800
9	70,925
10	69,500
11	67,770
12	67,600
13	65,097
14	64,400
15	63,551
16	62,928
17	62,732
18	62,150
19	62,000
20	61,500
21	58,000
22	55,000
23	54,950
24	54,324
25	52,440
26	51,367
AVERAGE	66,805

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TABLE II (Continued)  
—CHICAGO REGION—

DEANS (DIRECTORS):  
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY	RANK	SALARY
1	68,266	3	( 71,040 )
2	61,499	4	68,266
3	60,700	5	67,000
4	59,914	6	65,000
5	59,903	7	64,310
6	59,057	8	63,800
7	58,920	9	63,700
8	58,550	10	63,000
9	58,009	11	62,400
10	57,704	12	60,754
11	57,300	13	60,440
12	59,000	14	60,433
13	54,900	15	60,107
14	54,043	16	59,580
15	54,000	17	59,088
16	53,827	18	58,027
17	52,841	19	58,000
18	52,600	20	57,600
19	52,000	21	57,100
20	50,400	22	56,901
		23	53,136
		24	53,040
		25	53,000
		26	50,400
AVERAGE	56,931	AVERAGE	62,004

RANK	SALARY
3	61,203
4	60,603
5	60,504
6	59,503
7	58,000
8	55,000
9	53,340
10	46,008
11	46,000
AVERAGE	57,593

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	78,700
2	67,560
3	66,840
4	65,220
5	64,200
6	63,700
7	63,000
8	59,434
9	57,996
10	55,440
11	55,296
12	55,200
13	54,864
14	54,210
15	53,900
16	53,797
17	52,900
18	51,400
19	42,700
AVERAGE	58,756

DEANS (DIRECTORS):  
DENTISTRY

RANK	SALARY
1	100,170
2	80,000
3	67,824
AVERAGE	82,665

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	90,000
2	84,000
3	80,040
4	78,500
5	77,000
6	74,904
7	71,750
8	69,000
9	68,200
10	67,000
11	66,775
12	65,000
13	64,720
14	64,329
15	62,607
16	62,500
AVERAGE	71,645

DEANS (DIRECTORS):  
HEALTH/PHYS  
EDUCATION/RECREATION

RANK	SALARY
1	( 71,040 )
2	69,300
3	63,500
4	60,204
5	53,520
6	51,500
7	48,840
8	44,427
9	40,000
AVERAGE	55,837

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	91,500
2	74,500

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	70,920
2	62,427

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TABLE II (Continued)  
—CHICAGO REGION—

DEANS (DIRECTORS):  
HEALTH PROFESSIONS

RANK	SALARY
1	68,500
2	62,100
3	56,545
AVERAGE	62,382

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	69,278
2	67,000
3	66,000
AVERAGE	67,626

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	66,000
2	57,412
3	44,544
AVERAGE	55,985

DEANS (DIRECTORS):  
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	75,000
2	67,000
3	65,069
4	58,300
5	53,880
AVERAGE	63,850

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	112,011
2	92,000
3	83,500
4	81,300
5	80,040
6	78,000
7	77,850

RANK

SALARY

8	77,424
9	75,730
10	75,504
11	75,000
12	73,909
13	64,250
AVERAGE	80,501

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	83,000
2	64,116
3	56,168
4	47,750
5	44,955
AVERAGE	59,198

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	81,380
2	66,000
3	55,000
4	53,520
5	51,563
6	50,774
AVERAGE	59,706

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	128,423
2	126,225
3	103,000
4	96,768
5	96,624
6	87,840
7	85,900
8	79,000
9	75,500
10	65,000
AVERAGE	94,428

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	68,000
2	63,120
3	63,073
4	47,500
5	50,131
6	47,399
AVERAGE	58,204

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	86,000
2	79,300
3	69,550
4	68,500
5	67,820
6	67,000
7	64,200
8	61,147
9	60,642
10	59,050
11	53,407
12	50,000
13	49,788
14	47,250
AVERAGE	63,118

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TABLE II (Continued)  
CHICAGO REGION—

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	83,291
2	74,040
3	71,000
4	68,750
5	67,306
6	66,290
7	55,415
AVERAGE	69,442

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	85,000
2	71,000
3	70,500
4	64,200
5	59,500
6	55,483
7	52,715
A	40,000
AVERAGE	62,300

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	71,719
2	69,240
3	68,250
4	60,361
5	59,193
6	52,500
7	52,300
8	43,380
9	48,372
AVERAGE	59,035

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	61,000
2	58,100
3	56,780
4	52,500
5	40,929
AVERAGE	53,859

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	69,858
2	66,000
3	46,380
AVERAGE	60,746

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	87,000
2	74,500
3	67,500
4	66,576
AVERAGE	73,894

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-four participating universities from this region are as follows:

East Texas State University  
Lamar University  
Louisiana State University  
Louisiana Tech University  
New Mexico Institute of Mining and Technology  
New Mexico State University  
North Texas State University  
Northeast Louisiana University  
Northwest State University of Louisiana  
Oklahoma State University  
Sam Houston State University  
Stephen F. Austin State University  
Texas A & I University  
Texas A & M University  
Texas Southern University  
Texas Tech University  
University of Arkansas  
University of Houston  
University of New Mexico  
University of Oklahoma  
University of Southwestern Louisiana  
University of Texas at Austin  
University of Texas at Dallas  
University of Texas at El Paso

TABLE II (Continued)  
—DALLAS REGION—

PRESIDENT OF A SYSTEM OF  
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	86,000
2	84,750
3	80,004
4	71,300
AVERAGE	80,514

RANK	SALARY
15	59,892
16	59,000
17	58,596
18	54,650
19	( 48,602 )
20	48,308
AVERAGE	65,866

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION  
PROGRAM

RANK	SALARY
1	52,100
2	( 43,500 )
3	43,000
4	40,920
5	40,000
6	39,850
7	38,754
8	38,100
9	32,910
10	31,000
11	30,900
12	29,327
13	27,563
14	22,212
AVERAGE	36,438

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	136,000
2	130,000
3	128,000
4	117,377
5	106,000
6	96,300
7	94,150
8	89,500
9	87,500
10	85,186
11	83,000
12	82,720
13	74,500
14	72,260
15	71,335
16	71,335
17	71,335
18	68,511
19	66,149
AVERAGE	91,114

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	92,936
2	70,000
3	66,149
4	42,100
AVERAGE	67,796

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	61,700
2	60,557
3	58,428
4	58,092
5	57,680
6	57,000
7	56,200
8	54,840
9	54,120
10	52,746
11	52,320
12	51,847
13	51,500
14	50,980
15	48,125
16	46,621
17	45,099
18	44,055
19	43,849
20	43,200
21	41,000
22	39,655
23	33,179
24	27,000
AVERAGE	49,571

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	( 85,000 )
2	81,586
3	81,280
4	78,752
5	74,984
6	71,100
7	70,000
8	67,567
9	67,241
10	64,200
11	63,670
12	61,416
13	61,350
14	60,116

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TABLE II (Continued)  
—DALLAS REGION—

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	70,000
2	64,500
3	60,132
4	60,000
5	58,536
6	56,512
7	( 54,040 )
8	53,400
9	51,525
10	49,500
11	48,741
12	48,534
13	46,126
14	45,974
15	45,264
16	45,220
17	( 43,500 )
18	43,081
19	42,900
20	41,716
21	39,300
22	38,000
23	37,488
AVERAGE	49,760

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	68,250
2	57,000
3	( 56,000 )
4	55,400
5	50,500
6	48,317
7	46,350
8	45,040
9	45,486
10	43,600
11	42,408
12	39,949
13	39,849
14	39,164
15	39,000
16	36,100
17	31,536
18	30,000
AVERAGE	45,264

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	46,330
2	44,800
3	43,500
4	38,255
5	37,080
6	37,055
7	36,648
8	35,784
9	35,020
10	34,915
11	32,900
12	32,100
13	32,004
14	30,000
15	29,146
16	27,000
17	23,625
AVERAGE	35,045

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	85,701
2	85,000
3	82,992
4	68,831
5	67,000
6	65,343
7	( 64,890 )
8	64,584
9	61,800
10	61,416
11	61,200
12	58,596
13	58,500
14	57,449
15	57,828
16	47,700
17	( 56,000 )
18	45,071
19	44,000
20	42,000
21	47,500
AVERAGE	61,084

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	48,000
2	37,000
3	36,500
4	36,296
AVERAGE	39,449

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	57,000
2	54,288
3	50,600
4	48,300
5	45,000
6	43,650
7	39,775
8	38,800
9	38,500
10	36,300
11	34,000
12	33,990
13	31,000
14	27,600
15	20,500
AVERAGE	39,954

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	60,000
2	47,041
3	42,229
4	41,500
5	40,829
6	40,293
7	38,700
8	37,500
9	35,957
10	34,736
AVERAGE	41,979

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TABLE II (Continued)  
--DALLAS REGION--

BUSINESS OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	( 54,040 )
2	47,100
3	46,500
4	46,400
5	45,000
6	44,991
7	44,503
8	43,500
9	42,408
10	41,784
11	41,196
12	38,468
13	38,016
14	37,800
15	37,792
16	37,492
17	36,500
18	35,000
19	34,476
20	33,486
21	31,787
22	31,597
23	28,859

AVERAGE 39,942

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	76,000
2	70,803
3	70,776
4	( 70,000 )
5	67,500
6	63,463
7	62,215
8	61,800
9	58,566
10	57,828
11	57,108
12	56,000
13	55,000
14	53,500
15	50,575
16	( 46,500 )
17	45,000
18	44,194

AVERAGE 59,268

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	59,600
2	52,464
3	50,472
4	45,032
5	43,800
6	42,500
7	41,600
8	41,453
9	40,911
10	40,562
11	37,010
12	36,211
13	34,719
14	34,609
15	33,800

AVERAGE 42,316

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	43,267
2	37,080
3	37,000
4	35,938
5	35,067
6	32,580
7	29,533
8	26,000
9	20,046

AVERAGE 32,946

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	55,000
2	52,489
3	51,427
4	46,300
5	( 42,553 )
6	42,504
7	42,500
8	42,000
9	41,700
10	41,112
11	39,989
12	38,867
13	36,186

RANK	SALARY
14	35,500
15	34,536
16	34,476
17	33,888
18	33,034
19	30,797
20	30,288
21	29,500
22	26,949
23	23,187

AVERAGE 38,469

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	55,690
2	46,020
3	46,000
4	45,760
5	45,000
6	( 42,553 )
7	42,410
8	38,452
9	38,115
10	37,996
11	37,951
12	37,800
13	36,780
14	35,210
15	34,944
16	34,000
17	33,186
18	33,008
19	32,760
20	26,540
21	24,444

AVERAGE 38,315

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued)  
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	44,501
2	44,069
3	41,500
4	41,400
5	40,500
6	39,200
7	38,880
8	38,456
9	( 36,250 )
10	36,000
11	35,998
12	34,935
13	32,304
14	32,000
15	32,000
16	31,163
17	31,162
18	30,912
19	30,276
20	30,445
21	30,000
22	28,512
23	26,780
24	25,039
AVERAGE	34,666

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	75,500
2	74,802
3	67,274
4	62,330
5	62,040
6	61,000
7	60,200
8	58,319
9	54,498
10	51,500
11	51,233
12	42,500
13	40,000
14	37,080
15	28,856
16	24,024
17	20,958
AVERAGE	51,301

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	70,100
2	62,004
3	58,300
4	54,631
5	47,200
6	43,250
7	38,563
8	37,000
AVERAGE	51,381

ADMINISTRATIVE OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	74,580
2	67,392
3	( 48,602 )
AVERAGE	63,525

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	55,000
2	45,288
3	45,000
4	43,900
5	43,000
6	37,100
7	36,769
8	35,151
9	34,615
10	34,320
11	32,256
12	32,058
13	30,123
14	29,442
15	29,146
16	28,968
17	27,522
18	27,275
19	25,512
20	23,500
21	18,695
AVERAGE	34,030

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	78,000
2	70,100
3	( 70,000 )
4	68,000
5	66,449
6	64,890
7	62,736
8	53,500
AVERAGE	68,709

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued)  
 -DALLAS REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:  
 ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,800
2	49,824
3	48,909
4	48,149
5	45,000
6	44,076
7	44,000
8	42,096
9	41,200
10	39,500
11	34,700
12	34,000
13	32,136
AVERAGE	43,030

RANK	SALARY
17	40,866
18	37,500
19	36,900
20	36,094
21	34,650
22	33,939
23	29,496
24	28,918
AVERAGE	43,497

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	46,932
2	45,000
3	43,400
4	40,872
5	36,401
6	36,340
7	36,296
8	36,060
9	36,011
10	35,400
11	34,032
12	33,608
13	33,203
14	22,136
15	32,092
16	31,000
17	30,900
18	29,652
19	26,112
AVERAGE	38,529

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	48,300
2	47,952
3	47,000
4	45,600
5	44,247
6	40,992
7	35,000
8	33,491
AVERAGE	42,818

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	63,492
2	58,000
3	56,500
4	53,400
5	51,000
6	47,775
7	46,356
8	46,129
9	44,600
10	44,300
11	43,888
12	43,575
13	42,411
14	41,830
15	41,720
16	40,992

PUBLIC RELATIONS AND DEVELOPMENT:  
 VICE PRESIDENT FOR PUBLIC  
 RELATIONS AND/OR INFORMATION

RANK	SALARY
1	70,600
2	70,600
3	64,890
4	62,700
AVERAGE	67,248

UNIVERSITY OF ARKANSAS  
 OFFICE OF INSTITUTIONAL RESEARCH  
 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
 PAID 1984-1985



TABLE II (Continued)  
—DALLAS REGION—

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	52,228
2	48,200
3	44,500
4	40,433
5	40,000
6	39,564
7	39,000
8	38,244
9	39,761
10	( 39,000)
11	32,626
12	30,563
13	29,664
14	29,100
15	26,500
16	22,184
AVERAGE	36,473

RANK	SALARY
3	63,529
4	44,000
AVERAGE	64,419

RANK	SALARY
8	29,400
9	28,929
10	27,946
11	20,600
12	20,372
AVERAGE	33,069

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	79,056
2	76,116
3	( 70,800)
4	70,000
5	57,828
6	56,100
7	51,500
8	39,189
AVERAGE	62,574

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS

RANK	SALARY
1	( 70,800)
2	67,204
3	61,338
4	50,975
AVERAGE	62,479

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	53,960
2	52,000
3	49,000
4	49,940
5	45,578
6	( 44,016)
7	( 44,000)
8	( 43,700)
9	41,440
10	38,883
11	39,800
12	39,568
13	31,930
14	29,850
15	29,023
AVERAGE	41,353

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	65,940
2	44,553
3	39,192
4	38,900
5	23,003
AVERAGE	42,237

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	( 46,000)
2	( 43,700)
3	40,829
4	38,349
5	37,900
6	33,000
7	31,800

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION

RANK	SALARY
1	60,000
2	20,147

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued)  
—DALLAS REGION—

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	85,825
2	( 85,000)
3	76,200
4	75,000
5	64,272
6	63,000
7	59,500
AVERAGE	72,685

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEAN

RANK	SALARY
1	60,000
2	54,720
3	51,600
AVERAGE	55,440

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	75,072
2	63,150
3	57,400
4	55,901
5	55,000
6	49,334
7	48,813
8	47,132
9	( 44,016)
10	37,000
11	36,400
12	36,225
13	32,017
AVERAGE	49,035

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	58,685
2	45,216
3	45,000

RANK	SALARY
4	43,900
5	42,798
6	42,427
7	40,000
8	40,000
9	38,468
10	38,200
11	37,478
12	37,400
13	37,000
14	( 35,500)
15	33,482
16	33,163
17	30,900
18	29,532

AVERAGE 39,397

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	60,341
2	73,236
3	70,600
4	67,920
5	62,700
6	61,800
7	58,810
8	55,608
9	50,128

AVERAGE 64,571

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	75,000
2	63,603
3	63,372
4	60,000
5	57,771
6	57,200
7	53,448

AVERAGE 61,485

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	70,452
2	66,414
3	65,800
4	64,980
5	63,500
6	62,230
7	61,600
8	58,810
9	58,000
10	56,304
11	56,125
12	55,608
13	54,000
14	49,100
15	40,911

AVERAGE 58,922

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	83,200
2	78,312
3	77,500
4	75,200
5	74,124
6	71,467
7	66,414
8	63,800
9	63,500
10	61,524
11	60,000
12	58,810
13	58,424
14	56,682
15	56,304
16	56,125
17	55,608
18	55,479
19	54,000
20	51,603
21	50,000
22	44,000
23	35,349

AVERAGE 61,192

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued)  
—DALLAS REGION—

DEANS (DIRECTORS):  
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	63,031
2	62,796
3	60,255
4	57,200
5	56,125
6	56,000
7	52,299
8	49,524
9	48,000
10	( 39,000)
11	34,000
12	29,618

AVERAGE 50,321

RANK	SALARY
4	90,000
5	70,000
6	68,300
7	65,000
8	62,000
9	60,000
10	59,000
11	58,428
12	55,608
13	55,128
AVERAGE	72,547

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	76,000
2	( 72,000)
3	62,000
4	60,000
5	56,682
6	54,000
7	51,300
8	47,500
9	45,000
AVERAGE	58,276

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	61,652
2	59,832
3	58,222
4	56,682
AVERAGE	59,097

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	( 76,000)
2	73,333
3	72,000
4	60,252
5	59,500
6	57,200
7	57,200

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	115,000
2	93,000
3	91,052

RANK	SALARY
4	56,880
5	56,125
10	55,608
11	54,707
12	52,619
13	50,150
14	49,800
15	49,069
16	47,067
17	45,787
18	40,911
AVERAGE	56,345

DEANS (DIRECTORS):  
HEALTH/PHYS.  
EDUCATION/RECREATION

RANK	SALARY
1	52,408
2	28,100
3	24,288
AVERAGE	34,952

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	67,608
2	59,500
3	50,696
4	48,550
5	45,870
6	34,000
AVERAGE	51,037

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	76,400
2	( 77,000)
3	55,800
4	50,000
AVERAGE	61,550

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued)  
--DALLAS REGION--

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	98,164
2	87,000
3	70,000
4	68,400
5	66,676
6	65,000
7	64,000

AVERAGE 72,749

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	79,200
2	79,000
3	56,602

AVERAGE 71,627

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	63,000
2	61,712
3	50,700

AVERAGE 58,471

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	113,532
2	99,500
3	85,000

AVERAGE 99,344

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	66,733
2	64,272

RANK	SALARY
3	63,575
4	30,074

AVERAGE 36,164

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	76,000
2	56,500
3	59,000
4	51,800
5	51,272
6	40,911

AVERAGE 55,247

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	87,000
2	73,874
3	67,287
4	66,000
5	56,000
6	55,421
7	51,660

AVERAGE 65,320

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	88,000
2	84,768
3	63,800
4	63,200
5	53,096
6	52,200
7	50,000

AVERAGE 65,009

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	63,000
2	73,333
3	52,000

AVERAGE 69,444

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	70,000
2	62,555
3	55,200

AVERAGE 62,585

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	79,248
2	56,936
3	56,000
4	55,500
5	53,333
6	43,500
7	33,242

AVERAGE 53,966

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	77,712
2	75,500
3	66,600

AVERAGE 73,271

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1964-1985

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The thirteen participating universities from this region are as follows:

Colorado State University  
Montana State University  
North Dakota State University  
South Dakota School of Mines and Technology  
South Dakota State University  
University of Colorado at Boulder  
University of Colorado at Denver  
University of Montana  
University of North Dakota  
University of Northern Colorado  
University of South Dakota  
University of Utah  
Utah State University

TABLE II (Continued)  
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	92,700
2	85,800
3	84,000
4	80,000
5	78,750
6	78,000
7	69,630
8	68,560
9	67,569
10	67,568
11	65,000
12	60,012
13	53,764

AVERAGE 73,181

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION  
PROGRAM

RANK	SALARY
1	44,800
2	32,184
3	30,000
4	30,000
5	29,000
6	28,704
7	27,400
8	27,337
9	21,252

AVERAGE 30,075

BUSINESS OR FISCAL  
OFFICERS:  
CONTROLLER

RANK	SALARY
1	51,500
2	51,500
3	48,000
4	45,745
5	44,600
6	42,000
7	39,500
8	35,648
9	29,400
10	21,945

AVERAGE 42,384

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	79,000
2	78,100
3	75,300
4	65,550
5	62,500
6	61,100
7	60,600
8	59,850
9	59,300
10	54,584
11	50,000
12	48,000

AVERAGE 62,824

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	57,943
2	57,200
3	54,028
4	47,900
5	45,000
6	44,204
7	42,800
8	42,500
9	41,164
10	41,164
11	40,800
12	38,954
13	33,774
14	32,681

AVERAGE 44,294

BUSINESS OR FISCAL  
OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	49,000
2	32,919
3	29,350
4	28,824
5	24,405
6	21,630

AVERAGE 31,027

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	62,287
2	52,800
3	50,700
4	50,000
5	47,200
6	43,542
7	43,500
8	42,420
9	42,420
10	41,761
11	34,903

AVERAGE 46,503

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	74,500
2	63,300
3	60,800
4	58,500
5	55,902
6	55,000
7	52,000
8	49,514
9	43,741

AVERAGE 57,029

BUSINESS OR FISCAL  
OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	39,000
2	36,000
3	28,100
4	23,525
5	23,500
6	23,175
7	16,831

AVERAGE 26,876

UNIVERSITY OF ARKANSAS  
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RANK ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued)  
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	57,100
2	48,500
3	46,600
4	43,200
5	42,789
6	42,000
7	( 40,400 )
8	39,300
9	36,300
10	34,850
11	17,168
AVERAGE	40,746

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	51,500
2	49,700
3	40,000
4	35,000
5	34,962
6	33,779
7	28,500
AVERAGE	39,063

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	41,518
2	41,300
3	41,025
4	40,392
5	39,600
6	39,407
7	37,700
8	37,100
9	34,067
10	31,780
11	( 30,997 )
12	29,593
13	25,500
AVERAGE	36,321

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	38,000
2	31,980
3	30,544
4	30,500
5	20,502
AVERAGE	30,452

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,425
2	39,100
3	38,300
4	36,000
5	34,800
6	34,122
7	31,644
8	30,500
9	29,300
10	28,715
11	26,000
12	25,835
13	25,155
AVERAGE	32,530

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	47,500
2	46,500
3	42,500
4	38,150
5	37,982
6	36,300
7	34,600
8	33,200
9	29,550
10	27,150
11	24,800
12	24,573
AVERAGE	35,234

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	45,200
2	39,904
3	39,625
4	39,013
5	38,000
6	35,100
7	34,283
8	32,000
9	( 30,997 )
10	30,900
11	30,506
12	29,633
13	24,563
AVERAGE	34,594

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	63,100
2	60,700
3	55,000
4	52,000
5	51,375
6	50,000
7	47,654
AVERAGE	54,261

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TABLE II (Continued)  
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	57,000
2	42,000
3	39,360
4	35,011
5	32,736
6	30,355
7	29,400
8	29,000
9	28,430
10	27,760
11	17,000
AVERAGE	33,533

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,000
2	52,000
3	48,960
4	44,200
5	38,543
6	38,125
7	31,800
8	31,065
9	( 30,400 )
10	19,532
AVERAGE	38,963

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	67,555
2	61,060
3	60,300
4	58,900
5	56,879
6	52,800
7	52,300
8	39,700
9	32,955
10	26,738
AVERAGE	50,919

ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	57,000
2	52,500
3	( 50,670 )
4	50,400
5	37,440
6	30,000
AVERAGE	46,335

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	71,500
2	68,400
3	50,700
4	50,000
5	48,972
AVERAGE	57,914

RANK	SALARY
1	52,000
2	43,522
3	43,425
4	39,789
5	38,114
6	37,043
7	36,049
8	36,400
9	29,799
AVERAGE	39,638

ADMINISTRATIVE OPERATIONS OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	62,500
2	46,900
3	44,763
4	35,775
AVERAGE	47,485

UNIVERSITY OF ARKANSAS  
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PAID 1984-1985



TABLE II (Continued)  
—DENVER REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	48,108
2	46,000
3	28,357
4	27,038
5	21,660
AVERAGE	34,233

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	60,000
2	49,000
3	46,000
4	45,000
5	40,000
6	39,000
7	( 37,500)
8	32,354
AVERAGE	43,607

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	47,500
2	44,000
3	42,800
4	42,100
5	26,000
6	25,734
AVERAGE	38,022

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	47,551
2	47,500
3	41,300
4	( 37,500)
5	31,050
6	30,759
7	29,150
8	27,145
9	26,829
AVERAGE	35,420

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS

RANK	SALARY
1	65,400
2	59,600
3	56,000
4	51,400
AVERAGE	58,100

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION

RANK	SALARY
1	66,000
2	60,260
3	55,940
AVERAGE	60,733

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	40,400
2	34,000
3	24,069
AVERAGE	32,823

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TABLE II (Continued)  
—DENVER REGION—

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	71,800
2	67,600
3	61,700
4	59,900
5	49,400
AVERAGE	62,700

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	59,000
2	49,400
3	48,500
4	43,450
AVERAGE	49,089

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	50,442
2	47,286
3	44,700
4	44,016
5	43,400
6	42,435
7	41,460
8	38,000
9	28,000
AVERAGE	42,193

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	72,000
2	58,500
3	55,000
4	52,530
5	51,750
6	51,075
7	50,000
8	48,355
9	46,107
AVERAGE	53,991

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	47,286
2	46,000
3	44,500
4	41,189
5	37,300
6	34,900
7	31,101
8	26,052
AVERAGE	38,541

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	77,500
2	63,950
3	59,000
4	59,000
5	56,000
6	51,725
7	51,511
8	49,988
9	49,900
10	48,500
AVERAGE	56,767

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	66,000
2	( 58,500 )
3	57,600
4	54,594
5	47,209
AVERAGE	56,781

DEANS (DIRECTORS):  
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	44,484
2	44,250
3	42,432
4	41,300
5	40,347
6	34,076
7	33,343
AVERAGE	40,024

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TABLE II (Continued)  
—DENVER REGION—

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	64,600
2	60,000
3	57,600
4	52,500
5	51,800
6	51,800
7	50,956
8	50,232
9	49,500
10	49,614
11	43,102
AVERAGE	52,519

RANK	SALARY
3	59,000
4	54,600
5	53,250
6	52,000
7	50,844
8	50,700
9	50,000
10	47,286
11	44,654
AVERAGE	53,318

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	79,906
2	77,000
3	63,503
4	59,116
5	54,511
AVERAGE	66,807

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	56,834
2	49,000
3	42,619
AVERAGE	49,284

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	69,500
2	54,000
3	53,370
4	48,459
AVERAGE	54,832

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	79,608
2	62,200
3	59,203
4	58,200
5	57,266
6	56,250
7	54,319
8	52,850
9	50,503
10	50,000
AVERAGE	58,039

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	57,700
2	57,500
3	50,750
4	43,086
AVERAGE	52,259

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	75,000
2	51,250
3	50,340
4	50,000
5	42,927
AVERAGE	53,903

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	48,022
2	46,488
3	46,025
4	38,545
AVERAGE	44,770

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	59,900
2	53,000
3	41,000
AVERAGE	51,567

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	69,500
2	67,700
3	53,500
4	51,250
AVERAGE	60,488

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	64,100
2	40,000

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The thirteen participating universities from this region are as follows:

Central Missouri State University  
Iowa State University of Science and Technology  
Kansas State University  
University of Iowa  
University of Kansas  
University of Missouri - Columbia  
University of Missouri - Kansas City  
University of Missouri - Rolla  
University of Missouri - St. Louis  
University of Nebraska - Lincoln  
University of Nebraska at Omaha  
University of Northern Iowa  
Wichita State University

**TABLE II (Continued)  
—KANSAS CITY REGION—**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	98,100
2	89,500
3	87,800
4	84,000
5	80,500
6	75,400
7	75,000
8	74,750
9	74,500
10	68,000
11	68,000
12	66,153
<b>AVERAGE</b>	<b>78,475</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION  
PROGRAM**

RANK	SALARY
1	95,400
2	83,440
3	80,150
4	79,000
5	78,500
6	77,500
7	77,350
8	77,025
9	71,875
10	70,000
11	70,710
12	69,645
<b>AVERAGE</b>	<b>76,491</b>

**BUSINESS OR FISCAL  
OFFICERS:  
CONTROLLER**

RANK	SALARY
1	92,550
2	91,000
3	90,800
4	90,340
5	89,200
6	84,460
7	83,670
8	87,800
9	87,577
10	87,000
<b>AVERAGE</b>	<b>85,040</b>

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT**

RANK	SALARY
1	87,200
2	85,000
3	75,500
4	72,700
5	71,000
6	69,000
7	68,150
8	66,500
9	62,000
10	60,000
<b>AVERAGE</b>	<b>71,705</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES**

RANK	SALARY
1	79,250
2	60,720
3	59,800
4	54,000
5	52,000
6	49,000
7	46,000
8	41,650
9	40,000
10	39,250
11	38,000
12	35,396
<b>AVERAGE</b>	<b>49,256</b>

**BUSINESS OR FISCAL  
OFFICERS:  
TREASURER**

RANK	SALARY
1	( 75,000 )
2	44,046
3	23,700
<b>AVERAGE</b>	<b>47,581</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	64,000
2	63,100
3	61,000
4	57,660
5	57,200
6	54,000
7	51,400
8	50,700
9	49,250
10	43,415
11	42,510
12	42,329
<b>AVERAGE</b>	<b>52,714</b>

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS**

RANK	SALARY
1	83,900
2	( 79,000 )
3	74,350
4	70,000
5	67,980
6	66,000
7	65,200
8	59,850
9	59,400
10	58,600
11	56,000
12	55,600
13	53,471
<b>AVERAGE</b>	<b>64,996</b>

**BUSINESS OR FISCAL  
OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	64,600
2	62,000
3	37,950
4	37,500
5	34,750
6	21,718
<b>AVERAGE</b>	<b>43,020</b>

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**TABLE II (Continued)  
--KANSAS CITY REGION--**

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	49,900
2	37,396
3	39,900
4	31,900
5	29,062
6	28,200
AVERAGE	34,920

RANK	SALARY
2	68,000
3	68,200
4	62,300
5	62,280
6	61,990
7	60,000
8	58,200
9	59,600
10	54,800
11	51,303
12	48,000
AVERAGE	60,911

RANK	SALARY
10	39,900
11	31,759
12	31,100
13	29,997
AVERAGE	38,776

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	48,920
2	49,000
3	40,212
4	36,700
5	36,000
6	39,398
7	32,900
8	32,277
AVERAGE	38,126

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	98,500
2	49,020
3	47,800
4	47,000
5	46,000
6	45,000
AVERAGE	48,887

RANK	SALARY
1	( 49,870)
2	46,500
3	44,000
4	42,100
5	41,409
6	39,900
7	39,319
8	( 38,150)
9	37,300
10	37,020
11	34,000
12	31,200
13	30,100
AVERAGE	39,267

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	90,600
2	49,620
3	44,200
4	42,339
5	41,040
6	41,000
7	39,900
8	37,286
9	36,000
10	33,600
11	33,300
12	33,290
13	33,000
AVERAGE	39,999

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS**

RANK	SALARY
1	41,000
2	40,900
3	39,000
4	27,300
5	22,900
AVERAGE	33,260

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL AID**

RANK	SALARY
1	( 49,050)
2	44,000
3	40,000
4	39,240
5	37,807
6	35,700
7	35,629
8	32,800
9	32,300
10	32,200
11	30,129
12	27,000
13	25,099
AVERAGE	35,497

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT AFFAIRS  
(SERVICES)**

RANK	SALARY
1	77,900

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	( 49,870)
2	( 49,050)
3	42,100
4	41,800
5	40,204
6	40,020
7	( 38,150)
8	37,990
9	37,000

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TABLE II (Continued)  
 --KANSAS CITY REGION--

STUDENT AFFAIRS OFFICERS:  
 DIRECTOR OF HOUSING

RANK	SALARY
1	59,000
2	57,900
3	44,400
4	42,900
5	41,000
6	40,800
7	39,899
8	29,800
AVERAGE	44,370

RANK	SALARY
3	44,004
4	43,000
5	36,773
6	32,805
AVERAGE	43,397

PUBLIC RELATIONS AND DEVELOPMENT:  
 VICE PRESIDENT FOR  
 UNIVERSITY RELATIONS

RANK	SALARY
1	53,250
2	51,500
3	50,000
AVERAGE	51,583

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	59,500
2	59,400
3	51,086
4	50,000
5	47,500
6	45,900
7	44,000
8	43,250
9	39,530
10	39,450
11	29,000
AVERAGE	47,147

PUBLIC RELATIONS AND  
 DEVELOPMENT:  
 VICE PRESIDENT  
 FOR DEVELOPMENT

RANK	SALARY
1	74,000
2	65,280
3	50,000
AVERAGE	63,293

STUDENT AFFAIRS OFFICERS:  
 DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	79,700
2	71,764
3	71,160
4	67,200
5	55,065
6	47,000
7	39,900
8	30,800
9	24,719
10	21,138
AVERAGE	50,765

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	39,000
2	38,500
3	36,700
4	29,997
5	29,892
6	23,300
AVERAGE	32,898

ADMINISTRATIVE OPERATIONS OFFICERS:  
 ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	56,500
2	52,860
3	46,380
4	41,500
5	39,710
6	35,250
7	31,638
8	28,870
AVERAGE	41,589

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF PUBLIC RELATIONS  
 AND/OR INFORMATION

RANK	SALARY
1	59,200
2	55,000
3	45,750
4	42,072
5	38,760
6	26,000
7	30,805
AVERAGE	43,941

ADMINISTRATIVE OPERATIONS OFFICERS:  
 DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	54,500
2	49,300

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**TABLE II (Continued)**  
**—KANSAS CITY REGION—**

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	61,200
2	50,250
3	44,500
4	40,000
5	34,950
AVERAGE	46,180

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	50,000
2	48,400
3	46,200
4	40,956
5	40,000
6	40,000
7	25,440
8	25,207
AVERAGE	39,525

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	62,000
2	55,000
3	44,500
AVERAGE	60,500

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	60,400
2	53,000
3	34,100
4	29,736
5	27,780
6	26,234
7	23,600
AVERAGE	36,407

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	62,520
2	55,700
3	50,100
4	( 50,000)
5	47,000
6	39,000
7	37,000
8	31,091
9	23,000
AVERAGE	43,935

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	77,200
2	70,680
3	70,600
4	66,500
AVERAGE	71,245

**DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN**

RANK	SALARY
1	67,020
2	60,200
3	56,550
AVERAGE	61,923

**DEANS (DIRECTORS):  
ARTS AND SCIENCES**

RANK	SALARY
1	79,600
2	70,200
3	69,700
4	69,000
5	67,250
6	67,020
7	62,400
8	60,000
9	58,500
10	55,590
11	46,035
AVERAGE	64,119

**DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT**

RANK	SALARY
1	87,000
2	74,425
3	68,350
4	67,500
5	67,000
6	66,000
7	61,820
8	61,000
9	60,500
10	60,500
11	56,026
12	46,035
AVERAGE	64,655

**DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)**

RANK	SALARY
1	61,000
2	63,200
3	62,000
4	54,745
5	53,700
6	53,040
7	49,200
8	46,500
9	46,035
10	45,944
AVERAGE	54,236

**DEANS (DIRECTORS):  
EDUCATION**

RANK	SALARY
1	72,000
2	70,000
3	66,000
4	65,100
5	62,700
6	59,405
7	59,300
8	59,000
9	58,950
10	55,000
11	53,700
12	46,035
AVERAGE	60,599

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TABLE II (Continued)  
—KANSAS CITY REGION—

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	86,000
2	78,900
3	74,100
4	68,000
5	67,500
6	64,400
7	63,800
AVERAGE	71,814

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	60,650
2	56,000
3	53,709
AVERAGE	56,786

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	82,000
2	(65,000)
3	63,180
4	60,800
5	60,277
6	58,700
7	58,500
8	55,000
9	49,500
10	45,579
AVERAGE	59,854

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	69,500
2	63,600
3	60,500
4	57,250
AVERAGE	62,713

DEANS (DIRECTORS):  
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	69,550
2	64,950
3	62,300
AVERAGE	65,600

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	87,800
2	81,500
3	78,000
4	77,000
5	73,050
AVERAGE	79,270

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	71,000
2	61,850
3	50,500
4	46,922
AVERAGE	58,318

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	66,000
2	64,500
3	62,000
AVERAGE	64,167

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	77,200
2	55,500
3	46,035
AVERAGE	59,579

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	73,100
2	72,000
3	69,550
AVERAGE	71,550

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued).

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The fourteen participating universities from these combined regions are as follows:

City University of New York  
Bernard Baruch College  
City University of New York  
Graduate School and University Center  
Rutgers, The State University - New Brunswick  
State University of New York - Albany  
State University of New York - Binghamton  
State University of New York - Buffalo  
State University of New York - Stony Brook  
University of Connecticut  
University of Lowell  
University of Maine at Orono  
University of Massachusetts  
University of New Hampshire  
University of Rhode Island  
University of Vermont

**TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	91,300
2	88,500
3	85,000
4	83,789
5	83,000
6	72,975
7	71,070
8	71,070
9	71,070
10	71,070
11	71,070
12	71,070
13	70,000
14	70,000
<b>AVERAGE</b>	<b>76,499</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	71,470
2	66,845
3	65,473
4	65,096
5	60,702
6	58,725
7	54,524
8	52,360
9	52,000
10	50,144
11	50,144
12	50,060
13	45,322
14	35,600
<b>AVERAGE</b>	<b>55,605</b>

**BUSINESS OR FISCAL  
OFFICERS:  
VICE PRESIDENT  
FOR BUSINESS**

RANK	SALARY
1	80,000
2	70,442
3	69,649
4	69,648
5	69,648
6	69,648
7	64,000
8	62,276
9	61,806
10	58,825
<b>AVERAGE</b>	<b>67,574</b>

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT**

RANK	SALARY
1	82,500
2	81,000
3	77,100
4	70,000
5	69,649
6	69,648
7	65,757
8	( 62,276 )
9	62,200
10	57,800
11	57,681
<b>AVERAGE</b>	<b>68,692</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION  
PROGRAM**

RANK	SALARY
1	54,142
2	50,792
3	48,600
4	46,247
5	45,400
6	44,750
7	39,796
8	38,811
9	37,105
10	28,373
11	22,800
<b>AVERAGE</b>	<b>41,529</b>

**BUSINESS OR FISCAL  
OFFICERS:  
CONTROLLER**

RANK	SALARY
1	69,225
2	66,775
3	63,900
4	60,780
5	56,005
6	55,173
7	51,000
8	48,322
9	44,000
10	41,280
<b>AVERAGE</b>	<b>55,640</b>

**ACADEMIC OFFICERS:  
PROVOST**

RANK	SALARY
1	83,696
2	69,648
3	69,015
4	( 64,659 )
5	62,276
6	( 62,276 )
<b>AVERAGE</b>	<b>68,595</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES**

RANK	SALARY
1	66,916
2	63,000
3	61,260
4	58,860
5	57,938
6	57,845
7	56,000
8	54,000
9	52,320
10	50,144
11	50,144
12	49,452
<b>AVERAGE</b>	<b>56,490</b>

**BUSINESS OR FISCAL  
OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	63,430
2	53,176
3	50,191
4	50,144
5	40,993
6	37,660
7	32,000
<b>AVERAGE</b>	<b>46,799</b>

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
 -NEW YORK AND BOSTON REGION-

BUSINESS OR FISCAL OFFICERS:  
 INTERNAL AUDITOR

RANK	SALARY
1	45,842
2	44,961
3	42,707
4	42,035
5	36,390
6	34,500
7	28,000
8	23,320
AVERAGE	37,219

STUDENT AFFAIRS OFFICERS:  
 VICE PRESIDENT FOR STUDENT AFFAIRS  
 (SERVICES)

RANK	SALARY
1	69,174
2	67,396
3	62,000
4	59,400
5	58,000
6	55,324
7	54,410
8	51,943
AVERAGE	59,706

RANK	SALARY
9	46,500
6	49,610
7	45,095
8	42,407
9	41,727
10	40,000
11	39,293
12	36,284
AVERAGE	44,444

BUSINESS OR FISCAL OFFICERS:  
 BUDGET OFFICER

RANK	SALARY
1	58,934
2	55,000
3	54,617
4	51,839
5	49,893
6	49,132
7	46,500
8	46,112
9	44,207
10	41,727
11	38,321
AVERAGE	48,753

STUDENT AFFAIRS OFFICERS:  
 DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	61,500
2	60,480
3	59,735
4	52,300
5	51,162
6	50,020
7	48,200
8	47,700
9	45,196
10	35,250
AVERAGE	50,754

STUDENT AFFAIRS  
 OFFICERS:  
 REGISTRAR

RANK	SALARY
1	50,056
2	48,322
3	46,000
4	41,789
5	41,671
6	41,105
7	40,509
8	40,479
9	40,267
10	40,000
11	37,822
12	36,399
13	33,307
14	32,733
AVERAGE	40,606

BUSINESS OR FISCAL OFFICERS:  
 DIRECTOR OF PERSONNEL

RANK	SALARY
1	52,149
2	51,552
3	51,252
4	50,934
5	50,144
6	50,056
7	50,000
8	44,263
9	43,775
10	40,275
11	34,500
AVERAGE	47,173

STUDENT AFFAIRS OFFICERS:  
 DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	63,936
2	42,783
3	29,476
4	19,995
AVERAGE	38,048

STUDENT AFFAIRS  
 OFFICERS:  
 DIRECTOR OF  
 FINANCIAL AID

RANK	SALARY
1	50,056
2	48,322
3	47,059
4	41,727
5	40,000
6	39,739
7	39,589
8	39,501
9	39,385
10	39,000
11	38,440
12	37,878
13	36,625
14	31,262
AVERAGE	40,815

STUDENT AFFAIRS OFFICERS:  
 DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,056
2	48,869
3	49,584
4	46,957

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**TABLE II (Continued)**  
**—NEW YORK AND BOSTON REGION—**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	50,800
2	47,664
3	45,430
4	43,767
5	43,736
6	42,613
7	41,788
8	41,400
9	37,666
10	36,130
11	34,865
12	30,000

AVERAGE 41,322

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT HEALTH CENTER**

RANK	SALARY
1	74,872
2	70,384
3	66,117
4	65,509
5	64,889
6	59,400
7	54,696
8	53,105
9	49,750
10	39,670
11	28,520

AVERAGE 56,992

**ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT**

RANK	SALARY
1	70,000
2	69,750
3	69,649
4	66,100
5	63,863
6	62,276
7	48,800

AVERAGE 64,349

**ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	53,300
2	52,150
3	33,564

AVERAGE 46,338

**ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT**

RANK	SALARY
1	57,957
2	56,210
3	55,620
4	54,100
5	51,439
6	50,500
7	50,208
8	48,264
9	44,370
10	39,960
11	38,842

AVERAGE 49,825

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF FACILITIES PLANNING**

RANK	SALARY
1	67,000
2	60,491
3	( 57,154 )
4	51,254
5	50,144
6	40,180
7	29,060

AVERAGE 50,755

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF PHYSICAL PLANT**

RANK	SALARY
1	57,501
2	( 57,154 )
3	56,287
4	50,056
5	49,960

RANK	SALARY
6	48,290
7	47,249
9	45,865
9	45,620
10	43,800
11	39,570
12	36,000
13	34,918
14	33,062

AVERAGE 46,095

**ADMINISTRATIVE OPERATIONS  
OFFICERS:  
DIRECTOR OF  
PUBLIC SAFETY**

RANK	SALARY
1	55,173
2	52,667
3	48,908
4	42,439
5	41,498
6	41,040
7	39,840
9	37,500
9	34,110
10	32,906
11	28,444

AVERAGE 41,320

UNIVERSITY OF ARKANSAS  
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TABLE II (Continued)  
 —NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF PUBLIC RELATIONS  
 AND/OR INFORMATION

RANK	SALARY
1	56,059
2	50,936
3	50,144
4	47,664
5	35,670
6	35,640
7	32,004
8	27,000
AVERAGE	41,890

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF ALUMNY SERVICES

RANK	SALARY
1	47,664
2	( 44,382)
3	43,000
4	41,775
5	39,690
6	37,909
7	34,182
8	32,400
9	31,580
10	30,000
11	29,553
AVERAGE	37,467

RESEARCH OFFICERS:  
 DIRECTOR OF  
 RESEARCH SERVICES  
 (CONTRACTS AND  
 GRANTS)

RANK	SALARY
1	59,579
2	48,117
3	47,803
4	47,333
5	45,000
6	39,398
7	38,000
8	36,729
9	35,075
AVERAGE	44,115

PUBLIC RELATIONS AND DEVELOPMENT:  
 VICE PRESIDENT FOR  
 UNIVERSITY RELATIONS

RANK	SALARY
1	69,648
2	( 67,199)
3	59,800
AVERAGE	65,549

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF AGRICULTURAL  
 EXTENSION

RANK	SALARY
1	60,500
2	57,939
3	56,390
4	47,500
AVERAGE	55,582

RESEARCH OFFICERS:  
 DIRECTOR OF  
 INSTITUTIONAL  
 RESEARCH

RANK	SALARY
1	54,900
2	47,081
3	46,304
4	44,879
5	44,678
6	( 44,343)
7	43,200
8	43,053
9	40,000
10	39,980
11	39,500
12	28,600
AVERAGE	43,043

PUBLIC RELATIONS AND DEVELOPMENT:  
 VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	69,649
2	( 67,199)
3	60,253
4	42,332
AVERAGE	59,858

RESEARCH OFFICERS:  
 VICE PRESIDENT FOR RESEARCH  
 (CONTRACTS AND GRANTS)

RANK	SALARY
1	69,648
2	62,640
3	58,043
4	55,000
AVERAGE	61,333

DEANS (DIRECTORS):  
 AGRICULTURE

RANK	SALARY
1	69,600
2	68,250
3	65,096
4	62,931
5	62,750
6	59,750
7	50,065
AVERAGE	62,635

PUBLIC RELATIONS AND DEVELOPMENT:  
 DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	72,000
2	58,942
3	49,572
4	46,300
5	( 44,382)
6	38,811
7	37,353
8	31,917
AVERAGE	47,410

RESEARCH OFFICERS:  
 VICE PRESIDENT FOR RESEARCH  
 AND GRADUATE DEAN

RANK	SALARY
1	85,663
2	64,400
3	60,815
4	47,949
AVERAGE	64,707

UNIVERSITY OF ARKANSAS  
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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
 —NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):  
 ARTS AND SCIENCES

RANK	SALARY
1	71,800
2	70,600
3	68,147
4	68,000
5	64,900
6	59,579
7	55,000
8	50,742

AVERAGE 63,596

DEANS (DIRECTORS):  
 DENTISTRY

RANK	SALARY
1	98,000
2	79,570
3	75,774

AVERAGE 84,448

DEANS (DIRECTORS):  
 GRADUATE

RANK	SALARY
1	80,324
2	63,844
3	62,640
4	59,000
5	56,135
6	55,000
7	49,192

AVERAGE 60,876

DEANS (DIRECTORS):  
 BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	81,370
2	79,667
3	75,200
4	71,639
5	68,255
6	63,888
7	63,500
8	(59,579)
9	57,850
10	54,900
11	53,000
12	50,843

AVERAGE 64,974

RANK	SALARY
1	76,120
2	68,255
3	63,736
4	63,200
5	62,250
6	60,649
7	59,579
8	48,800
9	47,765

AVERAGE 61,150

DEANS (DIRECTORS):  
 HEALTH/PHYS  
 EDUCATION/RECREATION

RANK	SALARY
1	58,292
2	52,750
3	50,270
4	48,800

AVERAGE 52,528

DEANS (DIRECTORS):  
 ENGINEERING

RANK	SALARY
1	84,261
2	79,667
3	75,640
4	72,500
5	71,020
6	68,257
7	67,839
8	67,074
9	58,100
10	56,994
11	48,800

AVERAGE 68,196

DEANS (DIRECTORS):  
 HEALTH PROFESSIONS

RANK	SALARY
1	79,632
2	66,112
3	60,400
4	60,000

AVERAGE 66,536

DEANS (DIRECTORS):  
 CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	59,487
2	57,829
3	57,743
4	50,400
5	49,570
6	45,212
7	42,590
8	40,158

AVERAGE 50,374

DEANS (DIRECTORS):  
 FINE ARTS

RANK	SALARY
1	68,388
2	65,056
3	54,577

AVERAGE 62,687

DEANS (DIRECTORS):  
 HUMANITIES

RANK	SALARY
1	74,286
2	60,000
3	56,338

AVERAGE 63,541

UNIVERSITY OF ARKANSAS  
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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
 PAID 1984-1985

TABLE II (Continued)  
 --NEW YORK AND BOSTON REGION--

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	85,000
2	80,340
3	79,667
AVERAGE	81,669

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	76,436
2	63,993
3	61,260
4	46,460
AVERAGE	62,007

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	106,000
2	99,700
3	90,311
4	81,013
5	72,000
AVERAGE	89,809

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	73,516
2	73,600
3	68,255
4	68,250
AVERAGE	71,405

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	68,744
2	66,160
3	61,847
4	58,200
5	56,163
6	56,000
7	49,811
AVERAGE	59,561

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	68,255
2	66,050
3	64,961
4	63,844
5	40,361
AVERAGE	60,694

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	66,536
2	64,700
3	60,988
4	54,784
AVERAGE	61,752

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	61,063
2	54,000
3	48,753
4	38,163
AVERAGE	50,495

UNIVERSITY OF ARKANSAS  
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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
 PAID 1984-1985



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eleven participating universities from this region are as follows:

College of William and Mary  
Indiana University of Pennsylvania  
Morgan State University  
Old Dominion University  
Temple University  
University of Maryland Baltimore County  
University of Maryland at College Park  
University of Virginia  
Virginia Commonwealth University  
Virginia Polytechnic Institute and  
State University  
West Virginia University

TABLE II (Continued)  
PHILADELPHIA REGION

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	110,000
2	99,000
3	85,000
4	83,000
5	77,000
6	73,700
7	70,900
8	70,476
9	68,000
10	69,096
AVERAGE	77,679

RANK	SALARY
1	93,716
2	91,200
3	90,000
4	87,100
5	87,000
6	81,761
7	83,699
AVERAGE	88,279

RANK	SALARY
1	72,000
2	70,216
3	76,000
4	73,000
5	73,296
6	73,100
7	73,477
AVERAGE	74,506

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	44,900
2	43,000
3	40,821
4	36,830
5	39,000
6	39,000
7	34,246
8	32,300
9	32,000
10	30,900
AVERAGE	36,401

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	72,116
2	68,100
3	65,769
4	65,000
5	62,290
6	60,202
7	58,922
8	58,922
9	58,090
AVERAGE	62,190

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	84,100
2	78,590
3	75,252
4	74,000
5	73,000
6	70,900
7	61,334
8	68,099
AVERAGE	70,812

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	69,400
2	58,000
3	56,000
4	50,900
5	50,000
6	40,300
7	48,000
8	64,066
9	40,019
10	31,000
AVERAGE	49,326

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	33,000
2	32,243
3	29,623
AVERAGE	30,289

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	84,100
2	80,000
3	78,000
4	71,100
5	67,900
6	68,099
AVERAGE	71,566

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	40,400
2	31,860
3	28,209
AVERAGE	33,490

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	63,900
2	54,000

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	110,000
2	84,100
3	70,000

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
-PHILADELPHIA REGION

BUSINESS OP FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	40,900
2	47,900
3	47,000
4	48,927
5	46,847
6	44,846
7	29,757
8	13,900
AVERAGE	37,184

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	64,000
2	53,000
3	42,000
4	39,136
5	35,000
6	33,000
7	22,000
8	20,236
9	16,438
AVERAGE	46,229

RANK	SALARY
4	40,000
5	40,000
6	39,200
7	34,176
11	31,000
11	26,400
AVERAGE	38,964

STUDENT AFFAIRS OFFICERS:  
REGISTERAR

BUSINESS OP FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	46,000
2	44,900
3	43,000
4	42,979
5	41,900
6	39,700
7	36,847
8	32,000
9	33,700
10	29,560
11	29,220
AVERAGE	38,130

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	49,000
2	49,000
3	47,000
4	39,000
5	37,900
6	37,137
7	35,795
AVERAGE	40,770

RANK	SALARY
1	47,600
2	46,400
3	45,300
4	37,472
5	32,000
6	36,700
7	35,900
8	33,000
9	32,717
11	31,000
AVERAGE	38,126

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL STUDENTS

BUSINESS OP FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	44,900
2	41,979
3	40,900
4	40,100
5	47,000
6	40,700
7	40,202
8	39,192
9	31,000
10	28,167
AVERAGE	41,916

RANK	SALARY
1	52,100
2	43,929
3	39,000
4	29,487
5	18,900
AVERAGE	33,001

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,600
2	43,900
3	41,761
4	41,000
5	40,100

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RANK ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
PHILADELPHIA REGION

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	54,500
2	42,500
3	42,400
4	42,310
5	41,000
6	37,670
7	35,667
8	31,000
9	29,010
10	27,500
AVERAGE	37,946

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	80,000
2	76,000
3	73,100
4	71,000
5	68,320
6	63,400
7	58,000
AVERAGE	68,920

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	48,400
2	42,500
3	39,400
4	39,400
5	39,000
6	39,540
7	39,400
8	38,400
9	38,200
10	37,000
11	35,400
AVERAGE	37,766

ADMINISTRATIVE OPERATIONS OFFICERS:  
VICE PRESIDENT FOR PLANNING  
AND BUDGETING

RANK	SALARY
1	50,000
2	44,000
3	40,200
AVERAGE	51,030

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	71,450
2	67,961
3	67,000
4	60,100
5	60,100
6	59,400
7	59,100
8	56,600
9	52,700
AVERAGE	60,011

ADMINISTRATIVE OPERATIONS OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	77,000
2	70,000
3	66,500
4	61,000
5	49,000
6	48,000
7	42,200
AVERAGE	60,200

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,000
2	53,500
3	52,000
4	49,500
5	46,640
6	41,000
7	33,250
8	19,011
AVERAGE	41,814

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**TABLE II (Continued)**  
**—PHILADELPHIA REGION—**

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF FACILITIES PLANNING**

RANK	SALARY
1	51,000
2	50,000
3	46,900
4	45,000
5	42,126
6	41,500
7	34,934
8	( 33,050)
9	33,000
10	32,743
11	29,960
AVERAGE	40,966

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	49,000
2	44,000
3	43,940
4	42,720
5	41,000
6	32,742
7	28,205
8	22,720
AVERAGE	37,432

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS**

RANK	SALARY
1	49,200
2	( 47,200)
3	45,900
4	45,120
5	43,200
6	40,120
7	37,900
AVERAGE	44,040

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF PHYSICAL PLANT**

RANK	SALARY
1	63,650
2	57,500
3	50,900
4	46,043
5	41,700
6	39,700
7	29,426
8	( 33,050)
9	33,700
10	32,472
AVERAGE	41,102

**PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT**

RANK	SALARY
1	76,000
2	68,900
3	65,000
4	57,000
5	53,000
AVERAGE	63,900

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF PUBLIC SAFETY**

RANK	SALARY
1	59,000
2	55,000
3	43,792
4	42,900
5	37,750
6	28,762
7	28,000
8	27,939
9	25,804
10	25,482
AVERAGE	37,069

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	55,000
2	48,400
3	48,200
4	( 47,200)
5	42,616
6	42,000
AVERAGE	47,236

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**TABLE II (Continued)**  
**PHILADELPHIA REGION**

**PUBLIC RELATIONS AND DEVELOPMENT;  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	38,900
2	36,070
3	34,980
4	33,900
5	32,336
6	30,036
7	24,800
8	21,963
AVERAGE	31,618

**GRANTS (DIRECTORS);  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN**

RANK	SALARY
1	71,305
2	69,000
3	64,800
AVERAGE	67,033

**GRANTS (DIRECTORS);  
ENGINEERING**

RANK	SALARY
1	82,000
2	81,000
3	78,618
4	72,964
5	70,000
6	68,000
7	53,000
AVERAGE	71,160

**RESEARCH OFFICERS;  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	62,700
2	62,000
3	49,777
4	48,000
5	46,439
6	37,000
7	39,246
8	32,652
9	20,800
AVERAGE	43,812

RANK	SALARY
1	69,000
2	74,000
3	61,284
4	60,300
5	60,000
6	60,000
7	57,800
8	53,921
9	48,000
AVERAGE	62,367

**GRANTS (DIRECTORS);  
EDUCATION**

RANK	SALARY
1	78,000
2	69,000
3	61,000
4	61,000
5	57,500
6	57,000
7	54,879
8	52,000
9	46,439
AVERAGE	59,777

**RESEARCH OFFICERS;  
DIRECTOR OF INSTITUTIONAL RESEARCH**

RANK	SALARY
1	67,000
2	48,000
3	46,500
4	44,000
5	36,800
6	35,717
7	29,051
AVERAGE	42,667

RANK	SALARY
1	78,100
2	72,564
3	72,900
4	66,500
5	66,500
6	64,640
7	63,800
8	60,500
9	50,240
10	46,439
AVERAGE	64,178

**GRANTS (DIRECTORS);  
FINE ARTS**

RANK	SALARY
1	79,000
2	78,000
3	55,909
4	46,439
AVERAGE	59,836

**GRANTS (DIRECTORS);  
AGRICULTURE**

RANK	SALARY
1	71,000
2	66,636
3	61,344
AVERAGE	66,327

**GRANTS (DIRECTORS);  
CONTINUING EDUCATION (EXTENSION)**

RANK	SALARY
1	62,000
2	57,000
3	56,988
4	53,600
5	43,360
6	40,506
7	40,300
AVERAGE	50,569

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**TABLE H (Continued)  
PHILADELPHIA REGION**

**DEANS (DIRECTORS):  
GRADUATE**

RANK	SALARY
1	79,109
2	73,862
3	61,000
4	59,080
5	54,480
6	52,789
7	50,747
8	46,439
<b>AVERAGE</b>	<b>56,526</b>

**DEANS (DIRECTORS):  
LAW**

RANK	SALARY
1	88,609
2	84,500
3	79,764
4	77,505
<b>AVERAGE</b>	<b>84,641</b>

**DEANS (DIRECTORS):  
SOCIAL WORK**

RANK	SALARY
1	78,000
2	75,000
3	71,700
<b>AVERAGE</b>	<b>74,900</b>

**DEANS (DIRECTORS):  
HEALTH/PHYS. EDUCATION/RECREATION**

RANK	SALARY
1	93,045
2	91,000
3	86,678
<b>AVERAGE</b>	<b>90,508</b>

**DEANS (DIRECTORS):  
MEDICINE**

RANK	SALARY
1	134,671
2	134,200
3	129,004
4	90,000
<b>AVERAGE</b>	<b>127,019</b>

**DEANS (DIRECTORS):  
HOME ECONOMICS**

RANK	SALARY
1	67,500
2	62,235
3	46,435
<b>AVERAGE</b>	<b>58,722</b>

**DEANS (DIRECTORS):  
NURSING**

RANK	SALARY
1	68,400
2	59,000
3	54,600
<b>AVERAGE</b>	<b>60,933</b>

**DEANS (DIRECTORS):  
JOURNALISM/COMMUNICATIONS**

RANK	SALARY
1	70,000
2	67,000
3	65,000
<b>AVERAGE</b>	<b>67,333</b>

**DEANS (DIRECTORS):  
PHARMACY**

RANK	SALARY
1	68,000
2	58,000
3	58,000
<b>AVERAGE</b>	<b>61,333</b>

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The twelve participating universities from this region are as follows:

Arizona State University  
California State University,  
Los Angeles  
Northern Arizona University  
San Diego State University  
University of Arizona  
University of California  
University of California, Davis  
University of California, Riverside  
University of California, Santa Barbara  
University of Hawaii at Manoa  
University of Nevada, Las Vegas  
University of Nevada, Reno



**TABLE II (Continued)  
—SAN FRANCISCO REGION—**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	104,900
2	96,860
3	95,000
4	92,900
5	92,900
6	90,524
7	90,000
8	81,976
9	78,792
10	76,587
11	59,377
<b>AVERAGE</b>	<b>87,111</b>

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT**

RANK	SALARY
1	92,127
2	( 90,000)
3	86,500
4	( 85,000)
5	74,590
6	69,412
7	63,864
8	63,641
9	62,232
10	58,235
11	57,997
<b>AVERAGE</b>	<b>72,683</b>

**ACADEMIC OFFICERS:  
PROVOST**

RANK	SALARY
1	83,000
2	80,000
3	62,109
4	60,540
<b>AVERAGE</b>	<b>71,412</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	72,500
2	71,032

**RANK SALARY**

3	65,000
4	64,900
5	63,200
6	56,893
7	53,604
8	51,864
9	50,452
10	50,363
11	49,000
12	41,615
<b>AVERAGE</b>	<b>57,240</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION  
PROGRAM**

RANK	SALARY
1	( 89,000)
2	90,000
3	47,800
4	44,652
5	42,693
6	39,768
7	35,364
8	35,057
9	32,000
10	30,450
<b>AVERAGE</b>	<b>44,278</b>

**ACADEMIC OFFICERS:  
DIPECTOR OF COMPUTING SERVICES**

RANK	SALARY
1	69,900
2	65,000
3	62,492
4	54,300
5	53,897
6	52,032
7	51,672
8	50,004
9	46,000
<b>AVERAGE</b>	<b>55,699</b>

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS**

RANK	SALARY
1	( 83,503)
2	80,000
3	( 76,700)

**RANK SALARY**

4	( 73,100)
5	69,000
6	63,903
7	62,232
8	57,997
9	57,068
10	56,196
<b>AVERAGE</b>	<b>67,566</b>

**BUSINESS OR FISCAL  
OFFICERS:  
CONTROLLER**

RANK	SALARY
1	73,966
2	62,000
3	58,900
4	58,000
5	49,191
6	48,936
7	47,908
8	46,677
9	34,260
<b>AVERAGE</b>	<b>53,266</b>

**BUSINESS OR FISCAL  
OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	48,800
2	46,632
3	44,376
4	42,400
5	38,325
<b>AVERAGE</b>	<b>44,107</b>

**BUSINESS OR FISCAL  
OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	59,000
2	50,300
3	46,800
4	44,000
5	39,436
<b>AVERAGE</b>	<b>46,307</b>

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**TABLE II (Continued)**  
**-SAN FRANCISCO REGION-**

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	61,051
2	58,700
3	54,900
4	54,600
5	52,500
6	52,000
7	45,900
8	40,987
9	34,944
10	28,080
11	27,172
<b>AVERAGE</b>	<b>46,430</b>

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	54,000
2	50,952
3	48,399
4	46,980
5	46,928
6	46,572
7	46,067
8	44,500
9	42,510
<b>AVERAGE</b>	<b>47,436</b>

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

RANK	SALARY
1	57,800
2	( 57,700 )
3	53,400
4	( 52,333 )
5	52,100
6	50,000
7	49,050
8	36,750
9	36,000
10	32,630
11	28,560
12	24,782
<b>AVERAGE</b>	<b>43,760</b>

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	67,000
2	60,000
3	58,645
4	57,300
5	57,000
6	55,000
7	52,549
8	47,568
9	46,584
10	42,998
11	40,950
12	39,027
13	36,432
<b>AVERAGE</b>	<b>50,850</b>

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL STUDENTS**

RANK	SALARY
1	42,500
2	40,176
3	38,856
4	36,468
5	36,210
6	35,364
7	35,364
8	25,961
9	24,364
<b>AVERAGE</b>	<b>35,029</b>

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL AID**

RANK	SALARY
1	53,500
2	47,500
3	46,980
4	45,150
5	44,652
6	42,216
7	41,000
8	40,860
9	38,086
10	37,307
11	37,092
12	28,211
<b>AVERAGE</b>	<b>41,880</b>

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT AFFAIRS  
(SERVICES)**

RANK	SALARY
1	80,000
2	76,000
3	( 75,900 )
4	71,690
5	65,500
6	62,475
7	58,044
8	57,609
<b>AVERAGE</b>	<b>68,402</b>

RANK	SALARY
1	( 57,700 )
2	53,400
3	( 52,333 )
4	51,672
5	46,176
6	43,500
7	43,050
8	40,740
9	38,736
10	37,307
11	31,500
<b>AVERAGE</b>	<b>45,101</b>

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	57,700
2	52,700
3	47,700
4	47,000
5	46,176
6	43,548
7	40,412
8	38,988
9	37,512
10	35,700
11	27,496
<b>AVERAGE</b>	<b>43,176</b>

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**TABLE II (Continued)**  
**-SAN FRANCISCO REGION-**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT HEALTH CENTER**

RANK	SALARY
1	84,823
2	78,200
3	75,732
4	68,748
5	66,150
6	65,544
7	65,412
8	63,227
9	61,483
10	53,436
11	21,612
<b>AVERAGE</b>	<b>64,052</b>

**ADMINISTRATIVE OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT**

RANK	SALARY
1	( 50,000)
2	( 89,000)
3	80,000
4	( 76,700)
5	76,141
<b>AVERAGE</b>	<b>82,368</b>

**ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT**

RANK	SALARY
1	( 83,500)
2	( 75,900)
3	73,200
4	72,700
5	62,232
<b>AVERAGE</b>	<b>73,506</b>

**ADMINISTRATIVE OPERATIONS OFFICERS:  
VICE PRESIDENT FOR PLANNING  
AND BUDGETING**

RANK	SALARY
1	74,000
2	62,700
3	60,200
<b>AVERAGE</b>	<b>65,633</b>

**ADMINISTRATIVE OPERATIONS OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	80,892
2	61,500
3	60,000
4	43,980
5	43,300
<b>AVERAGE</b>	<b>57,934</b>

**ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT**

RANK	SALARY
1	70,106
2	62,400
3	60,200
4	57,609
5	52,500
6	48,048
7	47,568
8	42,167
9	32,688
10	30,172
<b>AVERAGE</b>	<b>50,346</b>

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF FACILITIES PLANNING**

RANK	SALARY
1	68,700
2	57,900
3	46,920
4	44,100
5	40,176
6	38,850
7	33,724
<b>AVERAGE</b>	<b>44,939</b>

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PAID 1984-1985

**TABLE II (Continued)  
--SAN FRANCISCO REGION--**

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF PHYSICAL PLANT**

RANK	SALARY
1	71,904
2	69,000
3	58,700
4	( 57,900)
5	55,600
6	50,735
7	48,048
8	44,880
9	44,004
10	43,980
11	43,890
12	41,815
<b>AVERAGE</b>	<b>52,538</b>

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF PUBLIC SAFETY**

RANK	SALARY
1	57,000
2	46,064
3	45,720
4	45,500
5	45,200
6	44,550
7	41,616
8	38,500
9	27,994
<b>AVERAGE</b>	<b>43,572</b>

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	59,000
2	( 50,004)
3	49,128
4	36,254
5	34,415
6	33,500
7	31,500
<b>AVERAGE</b>	<b>41,072</b>

**PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR  
UNIVERSITY RELATIONS**

RANK	SALARY
1	( 75,100)
2	73,830
3	57,068
4	52,474
<b>AVERAGE</b>	<b>64,618</b>

**PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT**

RANK	SALARY
1	74,700
2	55,100
3	52,022
<b>AVERAGE</b>	<b>60,607</b>

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	60,863
2	59,291
3	58,000
4	50,500
5	( 50,004)
6	46,300
7	45,500
8	39,768
9	34,500
<b>AVERAGE</b>	<b>49,414</b>

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	47,730
2	45,675
3	43,441
4	41,300
5	37,597
6	34,500
7	32,256
<b>AVERAGE</b>	<b>40,357</b>

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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**TABLE II (Continued)**  
**-SAN FRANCISCO REGION-**

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION**

RANK	SALARY
1	66,922
2	56,984
3	55,600
4	52,779
<b>AVERAGE</b>	<b>58,071</b>

**DEANS (DIRECTORS):  
AGRICULTURE**

RANK	SALARY
1	90,000
2	75,275
3	74,200
4	58,836
5	55,785
<b>AVERAGE</b>	<b>70,819</b>

RANK	SALARY
8	55,236
9	55,200
10	50,952
<b>AVERAGE</b>	<b>59,888</b>

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	76,366
2	( 60,200 )
3	55,000
<b>AVERAGE</b>	<b>63,855</b>

**DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN**

RANK	SALARY
1	65,508
2	62,193
3	61,950
4	56,449
<b>AVERAGE</b>	<b>61,525</b>

**DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)**

RANK	SALARY
1	( 73,100 )
2	62,600
3	57,700
4	53,000
5	51,398
6	51,322
7	50,952
8	49,500
9	47,062
10	46,956
11	45,150
<b>AVERAGE</b>	<b>53,522</b>

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)**

RANK	SALARY
1	61,846
2	( 60,200 )
3	57,423
4	53,604
5	47,100
6	44,200
7	27,000
<b>AVERAGE</b>	<b>50,196</b>

**DEANS (DIRECTORS):  
ARTS AND SCIENCES**

RANK	SALARY
1	( 84,300 )
2	( 80,000 )
3	71,900
4	62,109
5	62,000
6	58,836
7	55,080
8	54,181
9	53,520
10	52,368
11	50,363
12	49,500
<b>AVERAGE</b>	<b>61,180</b>

**DEANS (DIRECTORS):  
EDUCATION**

RANK	SALARY
1	70,349
2	62,933
3	62,219
4	57,989
5	53,604
6	53,000
7	46,475
8	44,652
<b>AVERAGE</b>	<b>56,402</b>

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	( 60,200 )
2	47,436
3	45,644
4	45,264
5	42,720
6	36,660
7	33,506
8	30,720
9	25,548
<b>AVERAGE</b>	<b>40,889</b>

**DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL MANAGEMENT**

RANK	SALARY
1	75,275
2	73,500
3	61,800
4	58,320
5	57,057
6	56,104
7	55,437

**DEANS (DIRECTORS):  
ENGINEERING**

RANK	SALARY
1	88,100
2	80,000
3	72,041
4	71,379
5	67,980
6	57,768
7	56,700
8	55,788
9	53,076
<b>AVERAGE</b>	<b>66,981</b>

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**TABLE II (Continued)  
--SAN FRANCISCO REGION--**

**DEANS (DIRECTORS):  
FINE ARTS**

RANK	SALARY
1	( 64,300)
2	71,900
3	60,898
4	57,300
5	46,632
<b>AVERAGE</b>	<b>64,206</b>

**DEANS (DIRECTORS):  
JOURNALISM/COMMUNICATIONS**

RANK	SALARY
1	65,004
2	47,055
3	37,500
<b>AVERAGE</b>	<b>49,853</b>

**DEANS (DIRECTORS):  
NURSING**

RANK	SALARY
1	68,534
2	62,000
3	56,652
4	54,783
5	52,639
<b>AVERAGE</b>	<b>58,922</b>

**DEANS (DIRECTORS):  
GRADUATE**

RANK	SALARY
1	72,924
2	67,178
3	66,399
4	60,936
5	59,600
6	56,000
7	54,317
8	52,621
9	50,932
<b>AVERAGE</b>	<b>60,103</b>

**DEANS (DIRECTORS):  
LAW**

RANK	SALARY
1	100,900
2	88,000
3	85,600
4	74,200
5	62,220
<b>AVERAGE</b>	<b>82,184</b>

**DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY**

RANK	SALARY
1	68,480
2	55,236
3	52,427
<b>AVERAGE</b>	<b>58,714</b>

**DEANS (DIRECTORS):  
LIBRARY SCIENCE**

RANK	SALARY
1	50,934
2	48,924
3	46,900
<b>AVERAGE</b>	<b>48,919</b>

**DEANS (DIRECTORS):  
SOCIAL AND  
BEHAVIORAL SCIENCES**

RANK	SALARY
1	68,480
2	( 64,169)
3	60,000
4	53,664
<b>AVERAGE</b>	<b>61,563</b>

**DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/RECREATION**

RANK	SALARY
1	63,000
2	53,604
3	50,952
<b>AVERAGE</b>	<b>55,852</b>

**DEANS (DIRECTORS):  
MEDICINE**

RANK	SALARY
1	135,000
2	106,733
3	88,000
4	69,612
5	66,200
<b>AVERAGE</b>	<b>93,109</b>

**DEANS (DIRECTORS):  
SOCIAL WORK**

RANK	SALARY
1	57,624
2	55,654
3	55,650
4	53,076
<b>AVERAGE</b>	<b>55,501</b>

**DEANS (DIRECTORS):  
HUMANITIES**

RANK	SALARY
1	( 64,300)
2	65,163
3	( 64,169)
<b>AVERAGE</b>	<b>71,211</b>

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The eight participating universities from this region are as follows:

Idaho State University  
Oregon State University  
Portland State University  
University of Alaska at Fairbanks  
University of Idaho  
University of Oregon  
University of Washington  
Washington State University



**TABLE II (Continued)  
--SEATTLE REGION--**

**PRESIDENT OF A SINGLE UNIT  
INSTITUTION**

RANK	SALARY
1	96,866
2	88,889
3	87,088
4	72,528
5	72,528
6	67,184
7	60,009
<b>AVERAGE</b>	<b>77,684</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING SERVICES**

RANK	SALARY
1	96,700
2	90,318
3	90,000
4	41,209
5	38,200
<b>AVERAGE</b>	<b>67,284</b>

**ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT**

RANK	SALARY
1	86,902
2	69,460
3	69,000
4	62,000
5	59,010
<b>AVERAGE</b>	<b>67,674</b>

**BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS**

RANK	SALARY
1	78,756
2	72,000
3	69,000
4	59,010
<b>AVERAGE</b>	<b>68,692</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES**

RANK	SALARY
1	77,147
2	70,248
3	59,000
4	53,339
5	51,501
6	50,942
7	50,110
8	42,016
<b>AVERAGE</b>	<b>56,288</b>

**BUSINESS OR FISCAL OFFICERS:  
CONTROLLER**

RANK	SALARY
1	96,700
2	47,000
3	46,654
4	38,584
<b>AVERAGE</b>	<b>47,235</b>

**ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE ACTION  
PROGRAM**

RANK	SALARY
1	40,428
2	32,972
3	31,584
4	31,407
5	30,750
6	29,675
7	27,245
<b>AVERAGE</b>	<b>31,837</b>

**BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY
1	63,276
2	60,798
3	50,086
4	47,280
5	43,285
6	42,893
7	37,524
<b>AVERAGE</b>	<b>49,306</b>

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PAID 1984-1985



**TABLE II (Continued)**  
**-SEATTLE REGION-**

**BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR**

RANK	SALARY
1	46,479
2	38,801
3	37,924
4	36,794
5	32,376
6	31,302
7	28,059
<b>AVERAGE</b>	<b>39,899</b>

**STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS**

RANK	SALARY
1	76,440
2	64,194
3	62,496
4	60,003
5	42,201
6	34,194
<b>AVERAGE</b>	<b>61,641</b>

**BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	58,281
2	52,836
3	52,188
4	43,776
5	43,000
6	42,210
7	41,122
8	35,443
<b>AVERAGE</b>	<b>46,107</b>

**STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL STUDENTS**

RANK	SALARY
1	59,320
2	43,346
3	32,086
<b>AVERAGE</b>	<b>43,601</b>

**BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	51,335
2	42,967
3	37,924
4	37,924
5	34,044
6	31,886
7	31,117
<b>AVERAGE</b>	<b>38,057</b>

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	69,056
2	( 51,852)
3	( 46,584)
4	( 45,926)
5	42,969
6	39,000
7	32,419
8	32,282
<b>AVERAGE</b>	<b>44,960</b>

**STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT AFFAIRS  
(SERVICES)**

RANK	SALARY
1	57,276
2	56,014
3	53,920
4	52,000
5	50,103
<b>AVERAGE</b>	<b>53,783</b>

**STUDENT AFFAIRS OFFICERS:  
REGISTRAR**

RANK	SALARY
1	( 51,852)
2	( 46,584)
3	( 45,926)
4	43,605
5	40,040
6	37,080
7	34,143
<b>AVERAGE</b>	<b>42,747</b>

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

**TABLE II (Continued)  
—SEATTLE REGION—**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL AID**

RANK	SALARY
1	55,036
2	46,944
3	42,963
4	38,674
5	37,000
6	34,341
7	34,194
8	32,346

**AVERAGE 40,180**

**ADMINISTRATIVE OPERATIONS OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	58,680
2	52,915
3	36,946
4	31,673
5	28,540

**AVERAGE 41,671**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING**

RANK	SALARY
1	( 48,360 )
2	44,790
3	40,776
4	39,146
5	37,000
6	34,733

**AVERAGE 40,801**

**ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT**

RANK	SALARY
1	73,073
2	47,719
3	44,908
4	44,000
5	42,800

**AVERAGE 50,419**

**STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT HEALTH CENTER**

RANK	SALARY
1	69,832
2	59,758
3	59,300
4	59,072
5	59,664
6	59,752
7	52,963
8	51,699

**AVERAGE 57,530**

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF FACILITIES PLANNING**

RANK	SALARY
1	51,336
2	43,216
3	( 38,700 )
4	37,148

**AVERAGE 42,600**

**ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT**

RANK	SALARY
1	73,673
2	62,175
3	55,200
4	52,900

**AVERAGE 60,867**

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF PHYSICAL PLANT**

RANK	SALARY
1	52,000
2	49,332
3	46,993
4	45,624
5	44,221
6	43,740
7	37,794

**AVERAGE 45,672**

UNIVERSITY OF ARKANSAS  
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PAID 1984-1985

**TABLE II (Continued)  
—SEATTLE REGION—**

**ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF PUBLIC SAFETY**

RANK	SALARY
1	52,936
2	46,476
3	38,422
4	35,335
5	29,364
6	24,196
AVERAGE	38,622

RANK	SALARY
2	41,704
3	39,789
4	35,875
5	32,500
6	31,013
7	30,786
AVERAGE	37,146

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF AGRICULTURAL  
EXTENSION**

**PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION**

RANK	SALARY
1	68,000
2	( 63,912)
3	60,000
AVERAGE	63,971

RANK	SALARY
1	66,587
2	64,340
3	55,099
AVERAGE	62,009

**RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)**

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION**

RANK	SALARY
1	51,417
2	39,998
3	37,902
4	36,750
5	35,200
6	29,784
AVERAGE	38,442

RANK	SALARY
1	90,875
2	68,329
3	65,200
4	52,507
AVERAGE	69,224

**RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)**

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	55,050
2	50,175
3	48,800
4	46,020
5	36,546
AVERAGE	47,278

RANK	SALARY
1	70,054
2	56,101
3	47,880
4	37,524
AVERAGE	52,990

**RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL RESEARCH**

**PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF ALUMNI SERVICES**

RANK	SALARY
1	48,360

RANK	SALARY
1	69,617
2	48,803
3	46,020
4	41,038
5	( 38,700)
AVERAGE	48,836

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1984-1985

TABLE II (Continued)  
—SEATTLE REGION—

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	89,918
2	71,623
3	67,938
4	59,509
AVERAGE	72,247

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	53,064
2	50,980
3	44,000
4	38,002
AVERAGE	46,412

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	60,000
2	59,000
3	53,019
4	45,011
5	45,000
AVERAGE	51,726

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	( 70,000)
2	69,984
3	50,100
4	50,003
AVERAGE	58,917

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	75,649
2	75,468
3	63,836
4	61,000
5	58,000
6	57,750
7	56,014
8	49,067
AVERAGE	62,098

DEANS (DIRECTORS):  
HEALTH/PHYS  
EDUCATION/RECREATION

RANK	SALARY
1	50,220
2	50,626
3	46,600
AVERAGE	55,485

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	81,048
2	68,629
3	61,270
4	60,000
5	56,014
6	55,879
7	48,006
AVERAGE	61,549

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	83,054
2	74,388
3	( 70,000)
4	67,000
5	62,904
6	56,000
7	33,808
AVERAGE	63,822

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	83,403
2	70,000
3	63,003
AVERAGE	72,134

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	80,004
2	72,030
3	65,689
4	64,000
5	60,005
6	60,000
7	58,772
8	52,000
AVERAGE	64,063

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	65,600
2	59,016
3	42,936
AVERAGE	54,917

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	71,448
2	60,000
3	56,888
4	48,006
AVERAGE	59,086

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TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG THIRTY-THREE UNIVERSITY SYSTEMS  
IN TWENTY-SEVEN STATES

This table summarizes the data for thirty-three university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges  
Indiana University  
Louisiana State University System  
Montana University System  
Oregon State System of Higher Education  
Southern Illinois University  
State University and Community College  
System of Tennessee  
State University of New York System  
State University System of Florida  
Texas A & M University System  
University of Alabama System  
University of Alaska Statewide System  
of Higher Education  
University of Arkansas System  
University of California System  
University of Colorado  
University of Hawaii System  
University of Houston System  
University of Illinois System  
University of Kansas  
University of Maine  
University of Maryland  
University of Massachusetts  
University of Minnesota  
University of Missouri  
University of Nebraska Central  
Administration  
University of Nevada System  
University of North Carolina  
University of South Carolina  
University of Tennessee  
University of Texas System  
University of Wisconsin System  
University System of New Hampshire  
University System of South Texas

TABLE III (Continued)  
 UNIVERSITY SYSTEMS

CHIEF EXECUTIVE OFFICERS:  
 PRESIDENT/CHANCELLOR

RANK	SALARY
1	125,000
2	150,000
3	150,000
4	131,325
5	115,000
6	100,700
7	100,000
8	100,000
9	99,750
10	98,200
11	98,004
12	98,000
13	98,000
14	93,64
15	92,000
16	90,938
17	90,800
18	88,000
19	87,000
20	86,787
21	86,200
22	85,084
23	78,200
24	78,000
25	76,466
26	76,100
27	75,000
28	74,378
29	74,114
30	72,000
31	70,700
32	69,528
33	63,640
AVERAGE	94,320

RANK	SALARY
16	71,070
17	71,000
18	70,000
19	69,900
20	69,000
21	63,671
22	62,700
23	62,100
24	59,695
25	57,989
26	56,724
27	54,288
28	49,381
AVERAGE	79,736

ACADEMIC OFFICERS:  
 DIRECTOR

RANK	SALARY
1	36,591
2	39,275
3	37,500
AVERAGE	44,455

ACADEMIC OFFICERS:  
 ASSOCIATE VICE PRESIDENT /  
 VICE CHANCELLOR

RANK	SALARY
1	115,000
2	92,132
3	71,209
4	69,362
5	68,247
6	64,800
7	62,300
8	60,510
9	57,000
10	51,600
AVERAGE	70,219

ACADEMIC OFFICERS:  
 VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	137,500
2	122,500
3	94,200
4	92,000
5	89,000
6	85,596
7	82,305
8	81,750
9	80,000
10	79,331
11	79,192
12	78,700
13	75,810
14	75,000
15	75,000

ACADEMIC OFFICERS:  
 ASSISTANT VICE PRESIDENT /  
 VICE CHANCELLOR

RANK	SALARY
1	68,247
2	67,400
3	66,080
4	56,550
5	56,400
6	52,750
7	48,538
8	44,520
9	40,865
10	40,100
11	35,000
AVERAGE	52,403

UNIVERSITY OF ARKANSAS  
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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
 PAID 1964-1965

**TABLE III (Continued)**  
**UNIVERSITY SYSTEMS**

**OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT /  
VICE CHANCELLOR**

RANK	SALARY
1	97,000
2	87,194
3	85,168
4	78,136
5	76,700
6	( 75,000)
7	72,523
8	70,272
9	55,723
<b>AVERAGE</b>	<b>77,524</b>

**OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT /  
VICE CHANCELLOR**

RANK	SALARY
1	102,500
2	88,000
3	84,000
4	80,016
5	( 75,810)
6	72,212
7	70,850
8	63,209
9	62,550
10	60,192
11	59,695
12	48,386
<b>AVERAGE</b>	<b>72,285</b>

**OPERATIONS OFFICERS:  
ASSOCIATE VICE PRESIDENT /  
VICE CHANCELLOR**

RANK	SALARY
1	( 56,000)
2	55,584
3	48,583
<b>AVERAGE</b>	<b>53,388</b>

**OPERATIONS OFFICERS:  
EXECUTIVE ASSISTANT/ASSISTANT TO  
THE PRESIDENT/CHANCELLOR**

RANK	SALARY
1	70,500
2	70,000
3	66,900
4	65,000
5	61,520
6	57,200

RANK	SALARY
7	( 57,000)
8	53,448
9	53,000
10	52,000
11	53,000
12	50,000
13	48,700
14	49,000
15	46,500
16	45,360
17	45,000
18	43,212
19	38,880
20	38,367
21	37,796
22	36,500
23	34,000
24	26,490
<b>AVERAGE</b>	<b>50,041</b>

**OPERATIONS OFFICERS:  
LEGAL COUNSEL**

RANK	SALARY
1	115,000
2	92,000
3	84,360
4	83,000
5	74,200
6	68,247
7	( 68,075)
8	68,000
9	67,000
10	67,000
11	64,272
12	64,000
13	62,230
14	61,000
15	60,238
16	59,500
17	59,000
18	56,136
19	55,994
20	53,312
21	51,468
22	51,227
23	50,130
24	49,384
25	47,800
26	47,150
27	40,000
<b>AVERAGE</b>	<b>63,693</b>

**OPERATIONS OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH**

RANK	SALARY
1	71,000
2	67,128
3	( 66,866)
4	59,305
5	55,236
6	52,750
7	52,200
8	52,000
9	50,712
10	( 49,100)
11	44,500
12	44,290
13	44,096
14	43,200
15	39,200
16	38,817
17	38,000
18	34,100
19	33,072
20	31,400
21	29,763
<b>AVERAGE</b>	<b>47,464</b>

**OPERATIONS OFFICERS:  
SECRETARY TO THE BOARD**

RANK	SALARY
1	50,000
2	85,002
3	72,100
4	( 68,075)
5	68,000
6	66,000
7	65,000
8	62,381
9	( 58,750)
10	57,500
11	53,544
12	47,150
13	46,753
14	46,740
15	38,000
16	36,500
17	34,259
18	32,573
19	30,932
20	30,280
21	26,520
22	24,750
23	24,720
24	21,750
<b>AVERAGE</b>	<b>49,470</b>

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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**TABLE III (Continued)  
—UNIVERSITY SYSTEMS—**

**FINANCE AND BUSINESS OFFICERS:  
VICE PRESIDENT/VICE CHANCELLOR**

RANK	SALARY
1	91,500
2	88,500
3	( 88,000)
4	84,900
5	84,360
6	84,000
7	83,000
8	( 75,810)
9	74,500
10	74,200
11	72,400
12	71,070
13	70,000
14	68,983
15	68,372
16	68,141
17	66,750
18	65,000
19	65,000
20	64,700
21	62,500
22	62,185
23	61,300
24	60,770
25	57,312
26	56,064
27	55,723
28	55,152
29	52,100
<b>AVERAGE</b>	<b>70,079</b>

**FINANCE AND BUSINESS OFFICERS:  
ASSOCIATE VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	70,500
2	69,000
3	66,628
4	( 63,600)
5	63,000
6	57,200
7	53,706
8	53,000
9	50,350
10	49,692
11	45,725
12	45,036
13	44,700
<b>AVERAGE</b>	<b>56,316</b>

**FINANCE AND BUSINESS OFFICERS:  
ASSISTANT VICE PRESIDENT/  
VICE CHANCELLOR**

RANK	SALARY
1	61,008
2	59,500
3	57,694
4	56,000
5	55,800
6	55,000
7	48,505
8	45,750
9	45,485
10	43,329
11	39,900
12	38,760
<b>AVERAGE</b>	<b>50,561</b>

**FINANCE AND BUSINESS OFFICERS:  
BUDGET OFFICER**

RANK	SALARY
1	63,000
2	78,200
3	66,108
4	62,698
5	60,000
6	56,350
7	54,725
8	52,894
9	52,000
10	48,000
11	45,800
12	39,000
13	38,540
14	38,412
15	36,600
16	35,595
17	33,000
18	31,315
19	31,312
<b>AVERAGE</b>	<b>49,660</b>

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**TABLE III (Continued)**  
**—UNIVERSITY SYSTEMS—**

**FINANCE AND BUSINESS OFFICERS:  
BUSINESS MANAGER**

RANK	SALARY	RANK	SALARY
1	64,500	17	38,814
2	56,000	18	37,900
3	43,000	19	37,183
4	41,256	20	33,850
5	40,200	21	33,640
6	28,200	22	25,284
7	25,033		
AVERAGE	42,598	AVERAGE	45,039

**FINANCE AND BUSINESS OFFICERS:  
TREASURER**

RANK	SALARY	RANK	SALARY
1	( 88,000 )	1	115,000
2	74,000	2	( 64,644 )
3	( 64,644 )	3	( 63,600 )
4	56,000	4	60,000
5	52,900	5	58,500
6	50,759	6	56,000
7	50,652	7	54,450
8	48,311	8	53,700
9	47,911	9	48,077
10	47,700	10	47,180
11	46,400	11	39,637
12	44,100	AVERAGE	59,708
13	43,000		
14	37,600		
AVERAGE	53,713		

**FINANCE AND BUSINESS OFFICERS:  
DIRECTOR OF PERSONNEL**

**FINANCE AND BUSINESS OFFICERS:  
AUDITOR**

RANK	SALARY	RANK	SALARY
1	61,900	1	67,310
2	61,480	2	( 60,866 )
3	57,616	3	62,698
4	56,000	4	61,000
5	51,432	5	57,600
6	( 49,100 )	6	56,077
7	49,005	7	( 56,000 )
8	48,700	8	50,000
9	48,220	9	49,750
10	45,420	10	49,500
11	44,000	11	46,350
12	43,428	12	44,760
13	42,960	13	41,213
14	42,821	14	37,162
15	42,500	15	36,200
16	40,000	16	34,500
		17	33,475
		AVERAGE	50,027

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**TABLE III (Continued)**  
**-UNIVERSITY SYSTEMS-**

**PUBLIC RELATIONS OFFICERS  
INFORMATION SERVICES:  
VICE PRESIDENT/VICE CHANCELLOR**

RANK	SALARY
1	70,000
2	68,900
3	68,247
4	63,208
5	53,004
6	50,600
7	50,400
8	46,738
9	41,333
<b>AVERAGE</b>	<b>56,937</b>

**PUBLIC RELATIONS OFFICERS  
LEGISLATIVE RELATIONS:  
DIRECTOR**

RANK	SALARY
1	77,300
2	71,988
3	68,350
4	66,500
5	56,000
6	54,350
7	49,504
8	45,044
9	45,000
10	44,632
11	39,000
12	31,200
13	28,080
<b>AVERAGE</b>	<b>52,074</b>

**PUBLIC RELATIONS OFFICERS  
INFORMATION SERVICES:  
DIRECTOR**

RANK	SALARY
1	68,645
2	68,250
3	61,620
4	52,228
5	51,000
6	46,750
7	46,000
8	45,359
9	45,000
10	45,000
11	42,018
12	40,060
13	39,700
14	39,084
15	33,480
16	33,312
17	26,400
<b>AVERAGE</b>	<b>45,638</b>

**PUBLIC RELATIONS OFFICERS  
DEVELOPMENT:  
VICE PRESIDENT/VICE CHANCELLOR**

RANK	SALARY
1	79,856
2	71,461
3	61,328
4	59,649
<b>AVERAGE</b>	<b>68,074</b>

**PUBLIC RELATIONS OFFICERS  
DEVELOPMENT:  
DIRECTOR**

RANK	SALARY
1	69,400
2	62,360
3	51,702
4	46,327
5	41,000
6	38,883
7	37,000
<b>AVERAGE</b>	<b>49,525</b>

**PUBLIC RELATIONS OFFICERS  
LEGISLATIVE RELATIONS:  
VICE PRESIDENT/VICE CHANCELLOR**

RANK	SALARY
1	91,000
2	76,356
3	74,000
4	72,100
5	66,043
6	60,944
7	58,810
8	( 58,750)
9	52,520
10	49,100
<b>AVERAGE</b>	<b>65,962</b>

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**TABLE III (Continued)  
—UNIVERSITY SYSTEMS—**

**FACILITIES (CAMPUS PLANNING  
AND DEVELOPMENT) OFFICERS:  
VICE PRESIDENT/VICE CHANCELLOR**

RANK	SALARY
1	75,000
2	65,700
3	64,270
4	53,316
5	52,478
6	51,000
7	51,000
<b>AVERAGE</b>	<b>58,965</b>

**FACILITIES (CAMPUS PLANNING  
AND DEVELOPMENT) OFFICERS:  
DIPECTOR**

RANK	SALARY
1	70,803
2	65,500
3	57,680
4	57,200
5	55,000
6	53,362
7	50,484
8	48,303
9	45,650
10	44,900
11	38,500
12	37,100
13	33,504
14	33,080
15	32,916

**AVERAGE 48,265**

**FACILITIES (CAMPUS PLANNING  
AND DEVELOPMENT) OFFICERS:  
ASSOC VICE PRES/VICE CHANCELLOR**

RANK	SALARY
1	68,445
2	62,000
3	56,700
4	51,000
5	47,538
6	44,800
7	37,279
<b>AVERAGE</b>	<b>52,537</b>

**FACILITIES (CAMPUS PLANNING  
AND DEVELOPMENT) OFFICERS:  
ASST VICE PRES/VICE CHANCELLOR**

RANK	SALARY
1	54,000
2	52,960
3	52,387
<b>AVERAGE</b>	<b>53,116</b>

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