

FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[301010] Head - Campus Printing Services	Group 1	\$84,607	\$89,962	\$109,989	\$135,371
	Group 2	\$61,958	\$70,368	\$80,546	\$99,133
	Group 3	\$50,431	\$59,953	\$65,560	\$80,689
	Group 4	\$47,132	\$53,813	\$61,272	\$75,411
[301020] Head - Campus Mail Services	Group 1	\$69,648	\$83,777	\$90,543	\$111,437
	Group 2	\$46,633	\$53,628	\$60,623	\$74,613
	Group 3	\$46,471	\$53,441	\$60,412	\$74,353
	Group 4	\$44,103	\$50,719	\$57,334	\$70,565
[315020] Head - Campus Landscape & Grounds Keeping	Group 1	\$79,887	\$100,187	\$103,853	\$127,820
	Group 2	\$58,839	\$64,397	\$76,491	\$94,143
	Group 3	\$54,847	\$60,657	\$71,301	\$87,755
	Group 4	\$47,974	\$55,158	\$62,366	\$76,758
[315040] Head - Campus Construction	Group 1	\$119,569	\$137,505	\$155,440	\$191,311
	Group 2	\$98,069	\$102,412	\$127,490	\$156,910
	Group 3	\$85,201	\$94,188	\$110,761	\$136,321
	Group 4	\$76,344	\$90,152	\$99,247	\$122,150
[315050] Head - Campus Skilled Trades	Group 1	\$75,212	\$95,349	\$97,776	\$120,339
	Group 2	\$71,156	\$80,024	\$92,503	\$113,850
	Group 3	\$64,628	\$73,296	\$84,016	\$103,404
	Group 4	\$56,873	\$66,000	\$73,935	\$90,996
[315060] Head - Campus - Custodial Services	Group 1	\$108,785	\$125,102	\$141,420	\$174,056
	Group 2	\$58,050	\$67,715	\$75,465	\$92,879
	Group 3	\$50,399	\$58,590	\$65,519	\$80,639
	Group 4	\$42,748	\$49,466	\$55,572	\$68,397

UNC Campuses by Peer Group.

Please note: Campuses may not have a designated position for each title listed.

Group 1 (NCSU and UNC-CH)

Group 2 (ASU, ECU, NCA&T, UNCC, UNCG, and UNCW)

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[320010] Executive Assistant to System or Institution CEO	Group 1	\$91,631	\$105,376	\$119,120	\$146,610
	Group 2	\$81,091	\$91,135	\$105,418	\$129,745
	Group 3	\$71,231	\$81,915	\$92,600	\$113,969
	Group 4	\$70,701	\$81,306	\$91,911	\$113,121
[325000] Administrative Specialist/ Coordinator	Group 1	\$48,653	\$58,441	\$63,249	\$77,844
	Group 2	\$46,411	\$53,571	\$60,334	\$74,257
	Group 3	\$43,803	\$50,877	\$56,944	\$70,084
	Group 4	\$38,721	\$46,169	\$50,338	\$61,954
[400110] Study Abroad Advisor	Group 1	\$42,292	\$48,026	\$54,980	\$67,668
	Group 2	\$38,447	\$44,614	\$49,982	\$61,516
	Group 3	\$38,284	\$43,478	\$49,769	\$61,254
	Group 4	\$37,022	\$41,118	\$48,129	\$59,236
[400120] Academic Support Center Coordinator	Group 1	\$47,134	\$56,615	\$61,274	\$75,415
	Group 2	\$46,970	\$55,228	\$61,061	\$75,152
	Group 3	\$46,807	\$53,841	\$60,849	\$74,891
	Group 4	\$44,741	\$47,297	\$58,163	\$71,585
[400130] Head - Campus Learning Resources Center	Group 1	\$77,006	\$84,627	\$100,108	\$123,209
	Group 2	\$70,908	\$77,925	\$92,180	\$113,452
	Group 3	\$59,762	\$69,779	\$77,690	\$95,618
	Group 4	\$53,394	\$67,268	\$69,412	\$85,431
[400135] Head - Campus Teaching Center	Group 1	\$98,970	\$113,816	\$128,661	\$158,352
	Group 2	\$87,095	\$97,941	\$113,224	\$139,353
	Group 3	\$77,380	\$93,738	\$100,594	\$123,808
	Group 4	\$69,642	\$84,364	\$90,535	\$111,427

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		Minimum	50th	75th	Maximun
[400140] Credential Specialist	Group 1	\$50,693	\$59,432	\$65,901	\$81,109
	Group 2	\$47,209	\$55,347	\$61,371	\$75,534
	Group 3	\$42,093	\$49,211	\$54,721	\$67,349
	Group 4	\$36,976	\$43,076	\$48,069	\$59,162
[400150] Academic Evaluator	Group 1	\$37,103	\$45,127	\$48,234	\$59,365
	Group 2	\$36,871	\$44,555	\$47,932	\$58,994
	Group 3	\$35,480	\$42,572	\$46,124	\$56,768
	Group 4	\$34,089	\$40,591	\$44,315	\$54,542
[400160] Head - Foreign Student Services	Group 1	\$85,277	\$96,199	\$110,860	\$136,443
	Group 2	\$81,218	\$93,401	\$105,584	\$129,949
	Group 3	\$77,159	\$88,733	\$100,307	\$123,455
	Group 4	\$73,101	\$84,066	\$95,031	\$116,961
[400170] Head - Athletics Academic Affairs	Group 1	\$89,507	\$102,933	\$116,359	\$143,211
	Group 2	\$65,618	\$72,911	\$85,303	\$104,988
	Group 3	\$59,243	\$63,754	\$77,016	\$94,789
	Group 4	\$53,319	\$57,379	\$69,315	\$85,311
[401010] Head - Student Academic Counseling	Group 1	\$75,238	\$86,523	\$97,809	\$120,380
	Group 2	\$68,398	\$78,657	\$88,917	\$109,436
	Group 3	\$61,822	\$71,095	\$80,368	\$98,915
	Group 4	\$44,595	\$49,863	\$57,974	\$71,352
[401130] Academic Advisor/ Counselor	Group 1	\$43,951	\$50,437	\$57,136	\$70,321
	Group 2	\$41,513	\$47,548	\$53,967	\$66,421
	Group 3	\$39,076	\$44,659	\$50,799	\$62,521
	Group 4	\$36,638	\$41,770	\$47,630	\$58,621

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		Minimum	50th	75th	Maximun
[402010] Librarian - Head of Acquisitions	Group 1	\$68,785	\$82,158	\$89,420	\$110,055
	Group 2	\$64,842	\$78,006	\$84,294	\$103,747
	Group 3	\$59,935	\$72,680	\$77,915	\$95,896
	Group 4	\$56,349	\$68,943	\$73,254	\$90,158
[402020] Librarian - Head of Technical Services	Group 1	\$96,698	\$111,204	\$125,708	\$154,718
	Group 2	\$75,373	\$90,722	\$97,985	\$120,597
	Group 3	\$72,761	\$86,199	\$94,589	\$116,418
	Group 4	\$59,735	\$64,298	\$77,655	\$95,575
[402030] Librarian - Head of Public Services	Group 1	\$101,442	\$107,557	\$131,875	\$162,307
	Group 2	\$91,522	\$96,291	\$118,979	\$146,436
	Group 3	\$81,603	\$85,026	\$106,084	\$130,565
	Group 4	\$71,683	\$82,436	\$93,188	\$114,693
[402040] Librarian - Head of Cataloging	Group 1	\$63,481	\$77,774	\$82,526	\$101,570
	Group 2	\$60,585	\$71,308	\$78,760	\$96,936
	Group 3	\$59,237	\$66,738	\$77,008	\$94,779
	Group 4	\$57,888	\$66,572	\$75,255	\$92,622
[402050] Librarian - Head of Collection Development	Group 1	\$83,068	\$97,116	\$107,988	\$132,908
	Group 2	\$72,529	\$83,526	\$94,288	\$116,047
	Group 3	\$68,819	\$78,175	\$89,465	\$110,111
	Group 4	\$68,563	\$76,801	\$89,132	\$109,701
[402060] Librarian - Head of Special Collections and Archives	Group 1	\$73,144	\$91,733	\$95,087	\$117,030
	Group 2	\$69,818	\$85,053	\$90,764	\$111,710
	Group 3	\$66,493	\$78,374	\$86,441	\$106,390
	Group 4	\$63,168	\$71,694	\$82,119	\$101,069

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[402065] Librarian - Systems/ Digital Resources	Group 1	\$93,888	\$107,971	\$122,054	\$150,220
	Group 2	\$66,188	\$75,858	\$86,044	\$105,901
	Group 3	\$58,323	\$63,831	\$75,820	\$93,317
	Group 4	\$52,491	\$57,448	\$68,238	\$83,985
[402170] Librarian - Head of Reference & Instruction (Ref Level II)	Group 1	\$85,338	\$91,494	\$110,940	\$136,541
	Group 2	\$64,729	\$76,199	\$84,148	\$103,567
	Group 3	\$60,759	\$68,647	\$78,986	\$97,214
	Group 4	\$56,788	\$61,095	\$73,824	\$90,861
[402180] Librarian - Research and Instruction (Ref Level 1)	Group 1	\$57,196	\$65,765	\$74,355	\$91,513
	Group 2	\$54,112	\$58,406	\$70,345	\$86,579
	Group 3	\$49,085	\$52,802	\$63,811	\$78,536
	Group 4	\$43,256	\$46,332	\$56,233	\$69,210
[402190] Librarian - Cataloger/ Metadata (Level II)	Group 1	\$49,293	\$59,734	\$64,081	\$78,869
	Group 2	\$48,407	\$58,040	\$62,929	\$77,451
	Group 3	\$45,963	\$54,468	\$59,751	\$73,540
	Group 4	\$42,122	\$49,272	\$54,759	\$67,396
[402200] Librarian - Cataloger (Level I)	Group 1	\$50,591	\$57,244	\$65,768	\$80,945
	Group 2	\$47,114	\$53,310	\$61,248	\$75,382
	Group 3	\$42,942	\$47,099	\$55,825	\$68,707
	Group 4	\$38,648	\$42,389	\$50,242	\$61,837
[402210] Librarian - Electronic Resources/ Serials	Group 1	\$55,612	\$71,820	\$72,296	\$88,979
	Group 2	\$54,595	\$67,588	\$70,973	\$87,352
	Group 3	\$53,578	\$63,356	\$69,651	\$85,725
	Group 4	\$52,561	\$59,124	\$68,329	\$84,097

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[402260] Librarian - Head of Branch Library	Group 1	\$94,438	\$108,604	\$122,769	\$151,100
	Group 2	\$79,544	\$91,476	\$103,407	\$127,270
	Group 3	\$64,650	\$69,344	\$84,045	\$103,440
	Group 4	\$58,185	\$62,410	\$75,640	\$93,096
[402265] Librarian - Head of Access Services	Group 1	\$72,787	\$77,477	\$94,623	\$116,460
	Group 2	\$66,170	\$70,434	\$86,021	\$105,872
	Group 3	\$56,286	\$58,956	\$73,171	\$90,057
	Group 4	\$50,658	\$58,256	\$65,855	\$81,052
[402267] Librarian - Access Services	Group 1	\$55,836	\$66,468	\$72,587	\$89,338
	Group 2	\$51,998	\$61,900	\$67,598	\$83,197
	Group 3	\$46,799	\$55,710	\$60,838	\$74,878
	Group 4	\$42,119	\$50,139	\$54,754	\$67,390
[402270] Librarian - Special Collections and Archives	Group 1	\$56,094	\$68,829	\$72,923	\$89,751
	Group 2	\$52,945	\$65,864	\$68,828	\$84,711
	Group 3	\$44,831	\$49,167	\$58,280	\$71,730
	Group 4	\$40,348	\$44,250	\$52,453	\$64,557
[402275] Librarian - Data Services	Group 1	\$54,379	\$65,296	\$70,693	\$87,007
	Group 2	\$49,435	\$59,360	\$64,266	\$79,097
	Group 3	\$44,492	\$53,424	\$57,840	\$71,187
	Group 4	\$40,043	\$48,081	\$52,056	\$64,069
[402280] Librarian - Digital Initiatives	Group 1	\$66,945	\$76,988	\$87,029	\$107,113
	Group 2	\$60,860	\$69,989	\$79,118	\$97,375
	Group 3	\$54,774	\$62,990	\$71,206	\$87,638
	Group 4	\$49,296	\$56,691	\$64,085	\$78,874

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[402283] Librarian - User Experience/ Assessment	Group 1	\$71,032	\$81,686	\$92,341	\$113,650
	Group 2	\$64,574	\$74,260	\$83,946	\$103,318
	Group 3	\$58,116	\$66,834	\$75,551	\$92,986
	Group 4	\$52,305	\$60,151	\$67,996	\$83,688
[403100] Archive/Museum/ Gallery Curator	Group 1	\$58,509	\$64,202	\$76,062	\$93,615
	Group 2	\$52,941	\$57,655	\$68,823	\$84,705
	Group 3	\$51,239	\$55,308	\$66,611	\$81,983
	Group 4	\$46,161	\$53,085	\$60,009	\$73,857
[404110] Continuing Education Specialist	Group 1	\$53,792	\$61,601	\$69,929	\$86,066
	Group 2	\$52,344	\$56,831	\$68,047	\$83,751
	Group 3	\$50,287	\$54,875	\$65,373	\$80,460
	Group 4	\$44,067	\$50,232	\$57,287	\$70,507
[404120] Continuing Education Conference/ Workshop Coordinator	Group 1	\$42,754	\$51,007	\$55,581	\$68,407
	Group 2	\$41,762	\$49,980	\$54,290	\$66,819
	Group 3	\$39,727	\$47,710	\$51,645	\$63,563
	Group 4	\$37,254	\$44,911	\$48,430	\$59,606
[406140] Head - Campus Educational Media Services	Group 1	\$75,493	\$89,432	\$98,141	\$120,789
	Group 2	\$73,636	\$84,372	\$95,726	\$117,817
	Group 3	\$66,608	\$73,457	\$86,590	\$106,572
	Group 4	\$63,085	\$72,548	\$82,011	\$100,936
[407100] Head - Executive Education	Group 1	\$130,682	\$151,684	\$169,887	\$209,091
	Group 2	\$118,802	\$137,894	\$154,442	\$190,083
	Group 3	\$106,922	\$124,105	\$138,998	\$171,075
	Group 4	\$96,229	\$110,664	\$125,098	\$153,967

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[408200] Head - Theater/Performing Arts Center	Group 1	\$179,492	\$207,541	\$233,339	\$287,187
	Group 2	\$80,174	\$92,200	\$104,226	\$128,278
	Group 3	\$69,426	\$76,368	\$90,254	\$111,082
	Group 4	\$53,041	\$60,997	\$68,954	\$84,866
[409000] Faculty Affairs Professional	Group 1	\$68,763	\$71,513	\$89,392	\$110,020
	Group 2	\$62,512	\$65,012	\$81,265	\$100,018
	Group 3	\$56,260	\$58,511	\$73,138	\$90,017
	Group 4	\$50,634	\$52,660	\$65,825	\$81,015
[410110] Head - Minority/ Multicultural Student Affairs	Group 1	\$80,393	\$92,452	\$104,511	\$128,629
	Group 2	\$68,377	\$77,877	\$88,890	\$109,403
	Group 3	\$65,882	\$76,333	\$85,647	\$105,412
	Group 4	\$47,934	\$58,589	\$62,314	\$76,695
[410120] Head - Cooperative Education	Group 1	\$54,599	\$62,788	\$70,978	\$87,358
	Group 2	\$50,275	\$57,816	\$65,358	\$80,440
	Group 3	\$46,681	\$53,683	\$60,685	\$74,689
	Group 4	\$43,388	\$45,720	\$56,404	\$69,420
[410135] Head - International Student Affairs	Group 1	\$82,951	\$94,282	\$107,836	\$132,722
	Group 2	\$75,410	\$85,711	\$98,033	\$120,656
	Group 3	\$67,869	\$77,140	\$88,230	\$108,591
	Group 4	\$61,082	\$69,426	\$79,407	\$97,732
[410140] Head - Women's Center	Group 1	\$76,728	\$79,850	\$99,746	\$122,764
	Group 2	\$59,194	\$67,529	\$76,952	\$94,711
	Group 3	\$57,164	\$67,166	\$74,313	\$91,463
	Group 4	\$55,134	\$66,803	\$71,674	\$88,215

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[411100] Deputy Head - Student Admissions	Group 1	\$82,238	\$92,161	\$106,910	\$131,581
	Group 2	\$60,653	\$71,995	\$78,849	\$97,045
	Group 3	\$55,773	\$65,926	\$72,505	\$89,236
	Group 4	\$45,678	\$54,930	\$59,382	\$73,085
[411110] Student Admissions Counselor	Group 1	\$40,837	\$49,601	\$53,088	\$65,339
	Group 2	\$34,288	\$40,349	\$44,574	\$54,861
	Group 3	\$34,187	\$39,913	\$44,443	\$54,700
	Group 4	\$31,938	\$36,979	\$41,520	\$51,102
[411120] Head - Campus Graduate Admissions	Group 1	\$61,562	\$70,796	\$80,030	\$98,498
	Group 2	\$61,208	\$70,390	\$79,571	\$97,934
	Group 3	\$57,580	\$66,218	\$74,854	\$92,128
	Group 4	\$54,818	\$63,042	\$71,264	\$87,710
[412100] Student Career Counselor	Group 1	\$45,868	\$53,246	\$59,628	\$73,389
	Group 2	\$41,708	\$47,439	\$54,220	\$66,733
	Group 3	\$40,807	\$46,514	\$53,049	\$65,291
	Group 4	\$38,425	\$43,895	\$49,953	\$61,480
[412135] Head - Student Success	Group 1	\$76,409	\$89,058	\$99,332	\$122,255
	Group 2	\$69,463	\$80,962	\$90,302	\$111,141
	Group 3	\$62,517	\$71,894	\$81,272	\$100,027
	Group 4	\$56,265	\$64,705	\$73,145	\$90,024
[413100] Deputy Head - Student Financial Aid	Group 1	\$82,827	\$86,548	\$107,675	\$132,523
	Group 2	\$64,825	\$75,221	\$84,272	\$103,720
	Group 3	\$61,147	\$62,463	\$79,491	\$97,835
	Group 4	\$50,595	\$53,421	\$65,773	\$80,951

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[413110] Student Financial Aid Counselor	Group 1	\$42,433	\$49,778	\$55,162	\$67,892
	Group 2	\$36,525	\$41,875	\$47,482	\$58,439
	Group 3	\$35,000	\$40,052	\$45,500	\$56,000
	Group 4	\$34,473	\$39,375	\$44,815	\$55,157
[414100] Deputy Head - Student Housing	Group 1	\$71,460	\$76,159	\$92,898	\$114,336
	Group 2	\$66,770	\$70,293	\$86,802	\$106,833
	Group 3	\$57,760	\$59,901	\$75,088	\$92,416
	Group 4	\$47,022	\$54,069	\$61,128	\$75,234
[414110] Student Housing - Administrative Operations Officer	Group 1	\$98,361	\$113,115	\$127,869	\$157,377
	Group 2	\$56,703	\$68,792	\$73,714	\$90,725
	Group 3	\$53,125	\$64,281	\$69,062	\$84,999
	Group 4	\$51,091	\$61,644	\$66,418	\$81,746
[414120] Student Housing - Residence Life Officer	Group 1	\$89,783	\$103,251	\$116,718	\$143,653
	Group 2	\$80,170	\$92,196	\$104,221	\$128,271
	Group 3	\$70,556	\$81,140	\$91,723	\$112,890
	Group 4	\$60,943	\$70,085	\$79,226	\$97,508
[414130] Student Residence Hall Manager (R&B incl)	Group 1	\$31,408	\$39,308	\$40,830	\$50,252
	Group 2	\$30,480	\$37,491	\$39,624	\$48,769
	Group 3	\$29,134	\$35,171	\$37,874	\$46,614
	Group 4	\$28,245	\$33,420	\$36,719	\$45,192
[414140] Student Residence Hall Manager (R&B not incl)	Group 1	\$32,216	\$38,142	\$41,881	\$51,546
	Group 2	\$30,224	\$35,880	\$39,291	\$48,359
	Group 3	\$28,232	\$33,618	\$36,701	\$45,171
	Group 4	\$26,239	\$31,356	\$34,111	\$41,983

UNC Campuses by Peer Group.

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[415110] Deputy Head - Student Activities	Group 1	\$67,886	\$68,038	\$88,252	\$108,618
	Group 2	\$50,788	\$59,046	\$66,024	\$81,260
	Group 3	\$47,171	\$54,474	\$61,322	\$75,473
	Group 4	\$40,588	\$44,780	\$52,765	\$64,941
[415120] Head - Campus Recreation/ Intramurals	Group 1	\$110,053	\$115,747	\$143,069	\$176,085
	Group 2	\$78,769	\$89,512	\$102,399	\$126,030
	Group 3	\$66,275	\$73,950	\$86,157	\$106,039
	Group 4	\$54,986	\$66,415	\$71,482	\$87,978
[415130] Student Activities Officer	Group 1	\$41,335	\$46,952	\$53,736	\$66,136
	Group 2	\$39,781	\$44,899	\$51,715	\$63,649
	Group 3	\$38,304	\$42,934	\$49,795	\$61,286
	Group 4	\$34,473	\$39,384	\$44,815	\$55,157
[415140] Deputy Head - Campus Recreation/ Intramurals	Group 1	\$70,059	\$70,626	\$91,077	\$112,095
	Group 2	\$53,779	\$62,322	\$69,913	\$86,047
	Group 3	\$46,530	\$49,694	\$60,489	\$74,448
	Group 4	\$40,544	\$46,625	\$52,707	\$64,870
[415150] Deputy Head - Campus Student Union	Group 1	\$79,028	\$89,496	\$102,737	\$126,446
	Group 2	\$59,003	\$66,278	\$76,704	\$94,404
	Group 3	\$51,760	\$62,074	\$67,288	\$82,816
	Group 4	\$43,019	\$48,622	\$55,925	\$68,831
[415160] Campus Recreation/ Intramural Coordinator	Group 1	\$40,528	\$46,759	\$52,686	\$64,844
	Group 2	\$39,027	\$44,457	\$50,735	\$62,443
	Group 3	\$38,842	\$43,672	\$50,495	\$62,148
	Group 4	\$32,821	\$41,335	\$42,668	\$52,514

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[416100] Deputy Head - Student Counseling	Group 1	\$80,305	\$93,655	\$104,396	\$128,488
	Group 2	\$66,880	\$75,078	\$86,944	\$107,008
	Group 3	\$59,274	\$63,898	\$77,056	\$94,839
	Group 4	\$53,347	\$54,625	\$69,351	\$85,355
[416110] Student Counseling Psychologist	Group 1	\$58,450	\$71,266	\$75,985	\$93,520
	Group 2	\$56,683	\$63,299	\$73,688	\$90,694
	Group 3	\$55,099	\$62,346	\$71,629	\$88,159
	Group 4	\$49,128	\$59,686	\$63,866	\$78,605
[416120] Student Counselor	Group 1	\$50,947	\$55,974	\$66,231	\$81,515
	Group 2	\$46,190	\$53,302	\$60,047	\$73,904
	Group 3	\$42,641	\$49,693	\$55,433	\$68,225
	Group 4	\$40,727	\$47,972	\$52,945	\$65,163
[418100] Associate Registrar	Group 1	\$75,089	\$90,082	\$97,616	\$120,143
	Group 2	\$61,369	\$72,213	\$79,779	\$98,190
	Group 3	\$56,188	\$65,335	\$73,044	\$89,901
	Group 4	\$48,958	\$56,603	\$63,646	\$78,333
[418110] Assistant Registrar	Group 1	\$54,666	\$65,470	\$71,065	\$87,465
	Group 2	\$47,849	\$56,985	\$62,203	\$76,558
	Group 3	\$44,767	\$49,520	\$58,197	\$71,627
	Group 4	\$41,217	\$44,565	\$53,582	\$65,946
[423100] Head - Campus Disability Services	Group 1	\$83,504	\$101,898	\$108,555	\$133,606
	Group 2	\$67,204	\$76,076	\$87,365	\$107,526
	Group 3	\$56,551	\$70,052	\$73,516	\$90,481
	Group 4	\$50,616	\$59,528	\$65,800	\$80,985

UNC Campuses by Peer Group.

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[423110] Disability Services Coordinator	Group 1	\$52,482	\$65,028	\$68,226	\$83,970
	Group 2	\$47,571	\$51,168	\$61,842	\$76,113
	Group 3	\$47,542	\$49,869	\$61,805	\$76,068
	Group 4	\$38,361	\$45,229	\$49,869	\$61,377
[423115] Disability Services Advisor	Group 1	\$48,758	\$56,072	\$63,385	\$78,012
	Group 2	\$40,618	\$47,408	\$52,804	\$64,989
	Group 3	\$38,515	\$44,568	\$50,070	\$61,624
	Group 4	\$37,992	\$43,573	\$49,390	\$60,788
[423120] Deputy Head - Campus AA/EEO Office	Group 1	\$87,252	\$94,500	\$113,427	\$139,603
	Group 2	\$66,299	\$81,607	\$86,189	\$106,079
	Group 3	\$62,806	\$75,377	\$81,647	\$100,489
	Group 4	\$56,525	\$67,840	\$73,482	\$90,440
[423130] Affirmative Action/EEO Specialist	Group 1	\$62,922	\$73,232	\$81,799	\$100,676
	Group 2	\$57,215	\$64,983	\$74,380	\$91,544
	Group 3	\$53,564	\$59,450	\$69,633	\$85,702
	Group 4	\$48,208	\$53,505	\$62,670	\$77,132
[423150] Head, Institutional Title IX Compliance	Group 1	\$85,865	\$92,647	\$111,624	\$137,383
	Group 2	\$78,059	\$89,768	\$101,476	\$124,894
	Group 3	\$71,154	\$81,827	\$92,500	\$113,846
	Group 4	\$64,038	\$73,644	\$83,250	\$102,462
[423155] Deputy Title IX Coordinator	Group 1	\$58,543	\$60,885	\$76,106	\$93,669
	Group 2	\$53,221	\$55,350	\$69,188	\$85,154
	Group 3	\$47,899	\$49,815	\$62,269	\$76,638
	Group 4	\$43,109	\$44,834	\$56,042	\$68,975

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[426000] Business Analyst	Group 1	\$64,797	\$75,436	\$84,236	\$103,675
	Group 2	\$58,906	\$68,578	\$76,578	\$94,250
	Group 3	\$53,016	\$61,720	\$68,920	\$84,825
	Group 4	\$47,714	\$55,548	\$62,028	\$76,342
[427000] Compliance Specialist	Group 1	\$53,485	\$55,625	\$69,531	\$85,577
	Group 2	\$48,623	\$50,568	\$63,210	\$77,797
	Group 3	\$43,761	\$45,511	\$56,889	\$70,017
	Group 4	\$39,385	\$40,960	\$51,200	\$63,016
[428100] Deputy Head - Institutional Research	Group 1	\$87,072	\$100,133	\$113,194	\$139,316
	Group 2	\$75,496	\$81,740	\$98,145	\$120,794
	Group 3	\$63,841	\$72,279	\$82,993	\$102,145
	Group 4	\$60,724	\$69,005	\$78,941	\$97,158
[428200] Institutional Research Analyst	Group 1	\$54,328	\$63,098	\$70,627	\$86,925
	Group 2	\$49,389	\$57,362	\$64,206	\$79,023
	Group 3	\$44,450	\$51,577	\$57,785	\$71,120
	Group 4	\$40,005	\$46,419	\$52,007	\$64,008
[429100] Head - Institutional/ Academic Assessment	Group 1	\$95,846	\$97,754	\$124,599	\$153,353
	Group 2	\$87,132	\$88,867	\$113,272	\$139,412
	Group 3	\$78,419	\$79,980	\$101,945	\$125,471
	Group 4	\$70,577	\$71,982	\$91,750	\$112,923
[430135] Head - Accounting	Group 1	\$111,857	\$119,202	\$145,414	\$178,972
	Group 2	\$101,481	\$110,173	\$131,925	\$162,370
	Group 3	\$91,105	\$104,771	\$118,436	\$145,767
	Group 4	\$80,728	\$92,114	\$104,947	\$129,165

UNC Campuses by Peer Group.

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[432130] Deputy Head - Budget	Group 1	\$123,739	\$157,594	\$160,861	\$197,983
	Group 2	\$83,604	\$96,744	\$108,685	\$133,766
	Group 3	\$71,897	\$79,447	\$93,466	\$115,035
	Group 4	\$63,619	\$76,081	\$82,704	\$101,790
[432150] Head - Athletics Finance & Business	Group 1	\$159,664	\$183,614	\$207,563	\$255,462
	Group 2	\$84,619	\$88,675	\$110,005	\$135,391
	Group 3	\$67,390	\$72,117	\$87,607	\$107,824
	Group 4	\$60,651	\$69,749	\$78,847	\$97,042
[433110] Contract and Grants Specialist	Group 1	\$46,669	\$56,522	\$60,670	\$74,670
	Group 2	\$46,067	\$54,856	\$59,888	\$73,708
	Group 3	\$45,467	\$53,191	\$59,107	\$72,747
	Group 4	\$43,772	\$50,269	\$56,903	\$70,035
[434100] Deputy Head - Purchasing/ Materials Mgmt	Group 1	\$94,084	\$108,197	\$122,309	\$150,534
	Group 2	\$66,984	\$75,963	\$87,079	\$107,174
	Group 3	\$62,678	\$66,113	\$81,481	\$100,284
	Group 4	\$56,410	\$64,872	\$73,333	\$90,256
[435100] Deputy Head - Bookstore	Group 1	\$57,409	\$64,879	\$74,631	\$91,854
	Group 2	\$53,125	\$60,038	\$69,062	\$85,000
	Group 3	\$47,812	\$54,952	\$62,156	\$76,500
	Group 4	\$44,535	\$52,162	\$57,895	\$71,256
[435110] Department Business Manager (Small Unit)	Group 1	\$60,390	\$69,244	\$78,507	\$96,624
	Group 2	\$54,976	\$62,194	\$71,469	\$87,962
	Group 3	\$47,654	\$50,995	\$61,950	\$76,246
	Group 4	\$42,888	\$49,322	\$55,755	\$68,622

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximum
[435120] Department Business Manager (Large Unit)	Group 1	\$76,428	\$87,310	\$99,356	\$122,285
	Group 2	\$65,173	\$76,993	\$84,724	\$104,276
	Group 3	\$61,110	\$68,841	\$79,443	\$97,776
	Group 4	\$54,999	\$61,957	\$71,499	\$87,998
[435140] Ticket Manager	Group 1	\$71,118	\$78,810	\$92,454	\$113,789
	Group 2	\$44,534	\$49,209	\$57,894	\$71,254
	Group 3	\$38,873	\$40,868	\$50,535	\$62,197
	Group 4	\$33,649	\$39,993	\$43,744	\$53,839
[437100] Head of Development - College/Division	Group 1	\$94,529	\$108,709	\$122,888	\$151,247
	Group 2	\$77,078	\$93,521	\$100,202	\$123,325
	Group 3	\$61,597	\$75,919	\$80,076	\$98,555
	Group 4	\$55,438	\$68,327	\$72,069	\$88,700
[437110] Annual Giving Officer - Entry	Group 1	\$48,020	\$56,055	\$62,426	\$76,832
	Group 2	\$43,822	\$50,395	\$56,968	\$70,114
	Group 3	\$41,417	\$47,629	\$53,842	\$66,267
	Group 4	\$37,275	\$42,866	\$48,458	\$59,640
[437115] Annual Giving Officer - Senior	Group 1	\$69,371	\$79,777	\$90,182	\$110,994
	Group 2	\$67,485	\$77,607	\$87,730	\$107,975
	Group 3	\$65,598	\$75,438	\$85,277	\$104,957
	Group 4	\$63,712	\$73,268	\$82,825	\$101,938
[437120] Major Gift Officer - Entry	Group 1	\$59,791	\$69,731	\$77,729	\$95,666
	Group 2	\$58,368	\$64,202	\$75,879	\$93,390
	Group 3	\$51,995	\$59,378	\$67,594	\$83,192
	Group 4	\$46,795	\$53,440	\$60,834	\$74,873

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[437125] Major Gifts Officer - Senior	Group 1	\$78,199	\$93,095	\$101,659	\$125,118
	Group 2	\$71,767	\$82,600	\$93,298	\$114,828
	Group 3	\$62,997	\$73,661	\$81,896	\$100,795
	Group 4	\$56,697	\$66,295	\$73,706	\$90,715
[437130] Principal Gifts Officer	Group 1	\$80,738	\$91,471	\$104,960	\$129,182
	Group 2	\$73,054	\$86,809	\$94,970	\$116,887
	Group 3	\$60,832	\$72,625	\$79,081	\$97,330
	Group 4	\$54,748	\$65,363	\$71,173	\$87,597
[437135] Planned Giving Officer - Entry	Group 1	\$55,825	\$68,543	\$72,573	\$89,321
	Group 2	\$50,243	\$61,689	\$65,316	\$80,389
	Group 3	\$45,218	\$55,520	\$58,784	\$72,350
	Group 4	\$40,697	\$49,968	\$52,906	\$65,115
[437140] Planned Giving Officer - Senior	Group 1	\$93,383	\$107,390	\$121,398	\$149,413
	Group 2	\$89,425	\$100,425	\$116,253	\$143,080
	Group 3	\$67,937	\$77,229	\$88,319	\$108,700
	Group 4	\$61,144	\$69,506	\$79,487	\$97,830
[437150] Head - Athletics Development	Group 1	\$141,672	\$166,602	\$184,173	\$226,674
	Group 2	\$90,588	\$96,375	\$117,765	\$144,941
	Group 3	\$62,075	\$66,812	\$80,698	\$99,320
	Group 4	\$55,867	\$64,247	\$72,627	\$89,388
[437160] Donor Relations/ Stewardship Professional	Group 1	\$50,322	\$52,335	\$65,418	\$80,515
	Group 2	\$45,747	\$47,577	\$59,471	\$73,195
	Group 3	\$45,034	\$46,835	\$58,544	\$72,054
	Group 4	\$40,530	\$42,152	\$52,689	\$64,848

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
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CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[438100] Alumni Relations Officer - Entry Level	Group 1	\$44,720	\$55,781	\$58,136	\$71,552
	Group 2	\$40,684	\$48,054	\$52,890	\$65,095
	Group 3	\$39,460	\$43,106	\$51,298	\$63,136
	Group 4	\$36,555	\$40,621	\$47,522	\$58,489
[438110] Alumni Relations Officer - Senior Level	Group 1	\$60,908	\$66,570	\$79,180	\$97,453
	Group 2	\$52,440	\$59,938	\$68,172	\$83,904
	Group 3	\$50,049	\$58,328	\$65,063	\$80,078
	Group 4	\$46,155	\$53,233	\$60,002	\$73,848
[442120] Advancement Services - Prospect Researcher	Group 1	\$62,807	\$72,228	\$81,649	\$100,491
	Group 2	\$46,825	\$53,754	\$60,873	\$74,920
	Group 3	\$44,992	\$51,372	\$58,489	\$71,987
	Group 4	\$44,643	\$48,408	\$58,035	\$71,428
[443115] Communications/ Marketing Specialist	Group 1	\$51,362	\$54,188	\$66,771	\$82,180
	Group 2	\$46,693	\$53,697	\$60,701	\$74,709
	Group 3	\$42,024	\$48,327	\$54,631	\$67,238
	Group 4	\$37,821	\$43,495	\$49,168	\$60,514
[443140] Head - Campus Information Office	Group 1	\$111,168	\$118,388	\$144,518	\$177,868
	Group 2	\$75,167	\$89,090	\$97,717	\$120,268
	Group 3	\$65,911	\$75,936	\$85,684	\$105,457
	Group 4	\$53,487	\$63,788	\$69,533	\$85,579
[443170] Graphics Designer	Group 1	\$51,084	\$53,399	\$66,409	\$81,734
	Group 2	\$46,440	\$49,932	\$60,372	\$74,304
	Group 3	\$36,513	\$41,357	\$47,467	\$58,421
	Group 4	\$32,862	\$37,791	\$42,721	\$52,579

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Professional and IRIT CUPA Salary Ranges
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CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[444110] Head - Campus News Bureau/Service	Group 1	\$108,304	\$124,550	\$140,795	\$173,286
	Group 2	\$80,564	\$85,137	\$104,734	\$128,903
	Group 3	\$60,007	\$73,696	\$78,009	\$96,011
	Group 4	\$54,006	\$66,327	\$70,207	\$86,409
[444150] FM Radio Station Manager	Group 1	\$141,982	\$163,280	\$184,577	\$227,172
	Group 2	\$66,369	\$71,706	\$86,280	\$106,190
	Group 3	\$57,279	\$68,105	\$74,463	\$91,647
	Group 4	\$52,561	\$65,813	\$68,329	\$84,097
[449010] Head - Campus Events	Group 1	\$73,247	\$75,479	\$95,222	\$117,196
	Group 2	\$66,588	\$68,617	\$86,565	\$106,542
	Group 3	\$59,930	\$61,755	\$77,908	\$95,887
	Group 4	\$53,937	\$55,580	\$70,118	\$86,299
[449100] Head - Campus Conferences	Group 1	\$93,468	\$107,489	\$121,509	\$149,550
	Group 2	\$61,010	\$70,162	\$79,313	\$97,616
	Group 3	\$58,905	\$67,740	\$76,576	\$94,248
	Group 4	\$57,032	\$65,587	\$74,142	\$91,252
[449110] Event Coordinator	Group 1	\$46,528	\$50,296	\$60,486	\$74,445
	Group 2	\$44,589	\$48,602	\$57,966	\$71,343
	Group 3	\$43,003	\$46,478	\$55,904	\$68,805
	Group 4	\$37,829	\$46,282	\$49,178	\$60,527
[450120] Facilities Manager - College/Division	Group 1	\$59,268	\$61,639	\$77,048	\$94,828
	Group 2	\$53,880	\$56,035	\$70,044	\$86,208
	Group 3	\$48,492	\$50,432	\$63,039	\$77,587
	Group 4	\$43,643	\$45,388	\$56,735	\$69,828

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FY 2023 Salary Ranges for UNC System Constituent Institutions
Professional and IRIT CUPA Salary Ranges
Effective July 1, 2022

CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[455120] Risk Management Claims Specialist	Group 1	\$88,079	\$91,602	\$114,502	\$140,926
	Group 2	\$51,855	\$53,929	\$67,411	\$82,968
	Group 3	\$46,669	\$48,536	\$60,670	\$74,671
	Group 4	\$42,002	\$43,682	\$54,603	\$67,204
[457110] Head - Athletics Operations	Group 1	\$118,206	\$128,495	\$153,668	\$189,129
	Group 2	\$69,578	\$69,880	\$90,452	\$111,326
	Group 3	\$62,754	\$68,656	\$81,580	\$100,406
	Group 4	\$55,929	\$67,431	\$72,708	\$89,487
[457120] Head - Campus Child Care Site	Group 1	\$64,018	\$75,508	\$83,224	\$102,429
	Group 2	\$60,576	\$64,535	\$78,749	\$96,922
	Group 3	\$55,540	\$63,871	\$72,202	\$88,864
	Group 4	\$53,470	\$61,491	\$69,511	\$85,552
[458220] Food Service Unit Manager	Group 1	\$50,786	\$52,818	\$66,022	\$81,258
	Group 2	\$46,169	\$48,016	\$60,020	\$73,871
	Group 3	\$41,552	\$43,214	\$54,018	\$66,484
	Group 4	\$37,397	\$38,893	\$48,616	\$59,835
[465200] Research Computing Specialist	Group 1	\$61,174	\$73,487	\$79,527	\$97,879
	Group 2	\$59,523	\$70,754	\$77,380	\$95,237
	Group 3	\$55,535	\$65,260	\$72,196	\$88,856
	Group 4	\$53,462	\$62,042	\$69,500	\$85,539
[468100] Head - Athletics External Affairs	Group 1	\$130,638	\$145,312	\$169,830	\$209,022
	Group 2	\$89,402	\$94,484	\$116,223	\$143,043
	Group 3	\$64,286	\$73,929	\$83,572	\$102,858
	Group 4	\$46,980	\$53,862	\$61,074	\$75,168

UNC Campuses by Peer Group.

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		Minimum	50th	75th	Maximun
[468110] Head - Sports Information / Athletics Communications	Group 1	\$81,397	\$93,607	\$105,816	\$130,235
	Group 2	\$55,009	\$57,734	\$71,512	\$88,015
	Group 3	\$49,392	\$56,081	\$64,210	\$79,027
	Group 4	\$45,382	\$51,709	\$58,997	\$72,612
[469100] Head Athletics Training Programs	Group 1	\$88,273	\$101,514	\$114,755	\$141,237
	Group 2	\$62,934	\$75,459	\$81,814	\$100,695
	Group 3	\$56,664	\$63,620	\$73,663	\$90,662
	Group 4	\$52,279	\$56,215	\$67,963	\$83,647
[469110] Athletics Trainer/Physical Therapist	Group 1	\$48,509	\$56,334	\$63,061	\$77,614
	Group 2	\$38,314	\$45,477	\$49,808	\$61,302
	Group 3	\$37,658	\$43,692	\$48,956	\$60,253
	Group 4	\$33,892	\$36,995	\$44,060	\$54,228
[470290] Physical Sciences - Research Assistant	Group 1	\$37,904	\$45,130	\$49,275	\$60,646
	Group 2	\$37,785	\$44,434	\$49,121	\$60,457
	Group 3	\$37,340	\$43,359	\$48,541	\$59,743
	Group 4	\$33,606	\$39,023	\$43,687	\$53,769
[470300] Physical Sciences - Research Associate	Group 1	\$46,519	\$54,874	\$60,475	\$74,431
	Group 2	\$46,091	\$53,318	\$59,918	\$73,746
	Group 3	\$43,947	\$49,765	\$57,132	\$70,316
	Group 4	\$40,918	\$45,264	\$53,194	\$65,470
[470390] Physical Sciences - Research Scholar	Group 1	\$61,130	\$74,414	\$79,469	\$97,808
	Group 2	\$55,872	\$62,140	\$72,633	\$89,394
	Group 3	\$50,284	\$55,926	\$65,369	\$80,455
	Group 4	\$45,255	\$50,333	\$58,832	\$72,409

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FY 2023 Salary Ranges for UNC System Constituent Institutions
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CUPA Title		Salary Range	*** Market Range ***		Salary Range
		Minimum	50th	75th	Maximun
[470395] Physical Sciences - Senior Research Scholar	Group 1	\$75,051	\$92,148	\$97,566	\$120,082
	Group 2	\$64,979	\$79,782	\$84,473	\$103,967
	Group 3	\$58,482	\$71,804	\$76,026	\$93,570
	Group 4	\$52,633	\$64,623	\$68,423	\$84,213
[470396] Physical Sciences - Principal Research Scholar	Group 1	\$112,155	\$128,978	\$145,801	\$179,448
	Group 2	\$101,959	\$117,253	\$132,547	\$163,134
	Group 3	\$91,763	\$105,528	\$119,292	\$146,821
	Group 4	\$82,587	\$94,975	\$107,363	\$132,139
[470440] Social Sciences - Research Scholar	Group 1	\$58,120	\$66,838	\$75,556	\$92,992
	Group 2	\$55,763	\$56,651	\$72,492	\$89,221
	Group 3	\$51,989	\$56,291	\$67,585	\$83,182
	Group 4	\$46,790	\$53,808	\$60,826	\$74,863
[470445] Social Sciences - Senior Research Scholar	Group 1	\$75,729	\$78,932	\$98,448	\$121,167
	Group 2	\$68,845	\$71,756	\$89,498	\$110,151
	Group 3	\$61,960	\$64,580	\$80,548	\$99,136
	Group 4	\$55,764	\$64,128	\$72,493	\$89,223
[470670] Medical Sciences - Research Scholar	Group 1	\$63,882	\$73,465	\$83,047	\$102,211
	Group 2	\$60,978	\$70,125	\$79,272	\$97,565
	Group 3	\$54,881	\$63,113	\$71,345	\$87,809
	Group 4	\$49,392	\$56,801	\$64,210	\$79,028
[470720] Life Sciences - Research Scholar	Group 1	\$50,369	\$59,672	\$65,480	\$80,591
	Group 2	\$49,707	\$57,054	\$64,619	\$79,531
	Group 3	\$47,495	\$52,701	\$61,743	\$75,992
	Group 4	\$42,745	\$47,431	\$55,569	\$68,393

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		Minimum	50th	75th	Maximun
[470730] Life Sciences - Senior Research Scholar	Group 1	\$67,178	\$77,254	\$87,331	\$107,484
	Group 2	\$61,071	\$70,231	\$79,392	\$97,713
	Group 3	\$54,963	\$63,208	\$71,452	\$87,941
	Group 4	\$49,467	\$56,887	\$64,307	\$79,147
[471470] Lab Coordinator - Medical Sciences	Group 1	\$54,078	\$56,241	\$70,302	\$86,525
	Group 2	\$49,162	\$51,129	\$63,911	\$78,659
	Group 3	\$44,246	\$46,016	\$57,520	\$70,793
	Group 4	\$39,821	\$41,414	\$51,768	\$63,714
[472100] Head - Community Services	Group 1	\$83,476	\$101,075	\$108,519	\$133,562
	Group 2	\$79,342	\$92,832	\$103,145	\$126,947
	Group 3	\$75,208	\$84,589	\$97,770	\$120,332
	Group 4	\$71,073	\$76,346	\$92,395	\$113,717
[476110] Senior Technology Licensing Officer	Group 1	\$122,546	\$140,928	\$159,310	\$196,074
	Group 2	\$90,405	\$103,966	\$117,526	\$144,648
	Group 3	\$86,063	\$98,973	\$111,882	\$137,701
	Group 4	\$81,721	\$93,979	\$106,237	\$130,753
[495100] Head - Environmental Sustainability	Group 1	\$108,207	\$124,438	\$140,669	\$173,131
	Group 2	\$63,935	\$73,525	\$83,116	\$102,296
	Group 3	\$61,015	\$70,168	\$79,320	\$97,625
	Group 4	\$58,224	\$66,957	\$75,691	\$93,158

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