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ABSTRACT

Results of a survey of salaries of full-time administrators at public doctoral-granting institutions for 1987-1988 are presented. Rank order distributions of 12-month administrative salaries are provided for 147 state-supported universities from 49 states and 32 university systems from 26 states. The first section ranks salaries paid among all participating universities. Two average salaries are indicated after each position's rank order of salaries, the average for all institutions and the average for those institutions belonging to the National Association of State Universities and Land-Grant Colleges. Salary data are also arranged into the nine regions defined by the Equal Employment Opportunity Commission. A separate table indicates salaries paid to officers of university systems. Specific positions are covered under the following administrative categories: president (chancellor), academic officers, business officers, student affairs officers, operations officers, public relations or development officers, research officers, deans, and medical deans. To provide anonymity, the universities are not identified with their salaries, but are listed separately. (SW)

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TWENTY-FIRST ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1987-88

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

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1987

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the twenty-first 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 fewer than five, 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). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

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-eight universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in forty-nine 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). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven 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-two university systems in twenty-six states.

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Forty-Seven Universities in Forty-Nine States 1

 President (Chancellor) 4

 Academic Officers 5

 Business Officers 9

 Student Affairs Officers 16

 Operations Officers 22

 Public Relations/Development 27

 Research Officers 30

 Deans 32

 Medical Deans 41

TABLE II A Rank-Order Distribution of Twelve-Month
Administrative Salaries Paid Among One Hundred
Forty-Seven Universities in Forty-Nine States
by Equal Employment Opportunity Regions:

 Atlanta Region 43

 Chicago Region 54

 Dallas Region 65

 Denver Region 73

 Kansas City Region 78

 New York and Boston Regions 83

 Philadelphia Region 89

 San Francisco Region 95

 Seattle Region 100

TABLE III A Rank-Order Distribution of Twelve-Month
Administrative Salaries Paid Among Thirty-Two
University Systems in Twenty-Six States 104

TABLE I

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

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

- | | |
|---|---|
| *Arizona State University | Middle Tennessee State University |
| *Auburn University | *Mississippi State University |
| Ball State University | *Montana State University |
| Bowling Green State University | Morgan State University |
| California State University -
Los Angeles | New Jersey Institute of Technology |
| Central Michigan University | *New Mexico State University |
| City University of New York
Graduate School and
University Center | *North Carolina State University
at Raleigh |
| *Clemson University | *North Dakota State University |
| Cleveland State University | North Texas State University |
| College of William and Mary | Northeast Louisiana University |
| Colorado School of Mines | Northern Arizona University |
| *Colorado State University | Northern Illinois University |
| East Tennessee State University | Oakland University |
| East Texas State University | *Ohio State University |
| Florida Atlantic University | *Ohio University |
| *Florida State University | *Oklahoma State University |
| *Georgia Institute of Technology | Old Dominion University |
| Georgia State University | *Oregon State University |
| Idaho State University | Portland State University |
| Illinois State University | South Dakota School of Mines
and Technology |
| Indiana State University | *South Dakota State University |
| *Indiana University - Bloomington | *Southern Illinois University
at Carbondale |
| Indiana University of Pennsylvania | Southern Illinois University
at Edwardsville |
| Indiana University - Purdue
University at Indianapolis | *State University of New York -
Albany |
| *Iowa State University of Science
and Technology | *State University of New York -
Binghamton |
| *Kansas State University | *State University of New York -
Buffalo |
| *Kent State University | State University of New York -
Environmental Science |
| *Louisiana State University
and A & M College | *State University of New York -
Stony Brook |
| Louisiana Tech University | Stephen F. Austin State University |
| Memphis State University | *Temple University |
| *Miami University | |
| *Michigan State University | |
| Michigan Technological University | |

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

TABLE I (Continued)

Tennessee Technological University	*University of Maryland at College Park
Texas A & I University	*University of Massachusetts
*Texas A & M University	*University of Michigan at Ann Arbor
*Texas Tech University	*University of Minnesota - Twin Cities
University of Akron	*University of Mississippi
*University of Alabama	*University of Missouri - Columbia
*University of Alabama - Birmingham	*University of Missouri - Kansas City
University of Alabama - Huntsville	*University of Missouri - Rolla
*University of Alaska	University of Missouri - St. Louis
*University of Arizona	*University of Montana
*University of Arkansas	*University of Nebraska - Lincoln
*University of California	*University of Nebraska at Omaha
*University of California - Davis	University of Nevada, Las Vegas
University of California - Santa Cruz	*University of Nevada, Reno
University of Central Florida	*University of New Hampshire
*University of Cincinnati	*University of New Mexico
University of Colorado at Boulder	University of New Orleans
University of Colorado at Denver	*University of North Carolina at Chapel Hill
*University of Connecticut	University of North Carolina at Greensboro
*University of Delaware	*University of North Dakota
*University of Florida	University of Northern Colorado
*University of Georgia	University of Northern Iowa
*University of Hawaii at Manoa	*University of Oklahoma
*University of Idaho	*University of Oregon
*University of Illinois at Chicago	*University of Rhode Island
*University of Illinois at Urbana-Champaign	University of South Alabama
*University of Iowa	*University of South Carolina, Columbia
*University of Kansas at Lawrence	*University of South Dakota
*University of Kentucky	*University of South Florida
*University of Louisville	University of Southern Mississippi
University of Lowell	University of Southwestern Louisiana
*University of Maine at Orono	
University of Maryland - Baltimore	
University of Maryland Baltimore County	

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

TABLE I (Continued)

*University of Tennessee - Knoxville	*University of Wisconsin at Madison
University of Texas at Arlington	*University of Wisconsin at Milwaukee
*University of Texas at Austin	*Utah State University
University of Texas at Dallas	*Virginia Commonwealth University
University of Texas at El Paso	*Virginia Polytechnic Institute and State University
University of Toledo	*Washington State University
*University of Utah	*West Virginia University
*University of Vermont	Western Michigan University
*University of Virginia	Wichita State University
*University of Washington	

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Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		RANK	SALARY	RANK	SALARY
		27	114,896 *	80	80,145 *
		28	114,450 *	81	80,145 *
		29	112,450 *	82	80,145 *
		30	111,350	83	80,400 *
		31	110,702	84	80,810 *
		32	110,500	85	80,700 *
		33	110,300 *	86	80,550 *
		34	110,000	87	80,000 *
		35	110,000	88	80,000 *
		36	109,962 *	89	80,000 *
		37	109,100 *	90	80,000 *
		38	109,080 *	100	85,000 *
		39	107,980 *	101	85,000 *
		40	107,980 *	102	85,000 *
		41	107,590 *	103	84,474 *
		42	107,500	104	84,100 *
		43	107,440	105	83,555 *
		44	107,000	106	83,220 *
		45	106,100	107	83,220 *
		46	106,000 *	108	83,000 *
		47	105,000	109	82,834 *
		48	104,000 *	110	82,600 *
		49	103,880 *	111	82,000 *
		50	103,550	112	80,600 *
		51	103,450 *	113	79,837 *
		52	103,126 *	114	78,156 *
		53	103,000	115	78,156 *
		54	101,500	116	78,000 *
		55	100,904	117	77,500 *
		56	100,700	118	75,435 *
		57	100,000	119	74,335 *
		58	100,000	120	74,335 *
		59	100,000 *	121	74,027 *
		60	99,567 *	122	74,000 *
		61	99,200	123	73,250 *
		62	98,150	124	73,000 *
		63	97,520 *	125	72,600 *
		64	97,430	126	70,000 *
		65	97,400 *	127	67,737 *
		66	97,000		
		67	95,000 *	AVERAGE ***	103,557
		68	94,760 *	AVERAGE ALL	99,561
		69	94,530 *		
		70	94,285 *		
		71	94,150 *		
		72	94,000		
		73	93,360 *		
		74	92,100 *		
		75	92,100		
		76	92,100 *		
		77	92,000		
		78	92,000 *		
		79	92,000 *		
		80	91,745		
		81	91,604 *		
		82	90,755 *		
		83	90,000		
		84	90,000		
		85	89,822 *		
		86	89,804 *		
		87	89,145		
		88	89,145 *		

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 PAID 1987-88

TABLE I (Continued)

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		RANK	SALARY	RANK	SALARY
		58	80,674 *	4	(113,000) *
		59	80,300 *	5	112,000
		60	80,000 *	6	110,750 *
		61	80,000 *	7	109,800 *
RANK	SALARY	62	80,000 *	8	108,700 *
1	128,400 *	63	(79,440)	9	107,100 *
2	117,500 *	64	79,300 *	10	(106,575) *
3	(115,000) *	65	78,900 *	11	107,600 *
4	(114,480) *	66	78,442 *	12	(99,600) *
5	(113,000) *	67	78,398	13	(98,633) *
6	(112,500) *	68	78,000	14	97,500
7	110,000 *	69	78,000 *	15	97,128 *
8	107,000 *	70	77,500 *	16	96,370 *
9	(106,575) *	71	(77,076)	17	96,000 *
10	106,300 *	72	76,000	18	95,850 *
11	103,500 *	73	75,950	19	95,000 *
12	102,000 *	74	75,567 *	20	95,000 *
13	101,000 *	75	75,336 *	21	(94,400) *
14	100,551 *	76	75,000 *	22	93,700
15	100,000	77	74,798	23	91,000 *
16	99,500	78	74,004	24	90,100 *
17	98,640 *	79	73,450	25	90,449 *
18	(98,633) *	80	73,708 *	26	98,650
19	98,375 *	81	73,000	27	87,740 *
20	97,440 *	82	72,800	28	(86,850) *
21	95,260 *	83	72,600 *	29	95,965
22	95,000 *	84	72,319	30	85,758 *
23	94,000 *	85	72,019 *	31	85,720 *
24	94,000	86	71,600 *	32	85,500 *
25	93,300 *	87	71,500	33	(85,000)
26	92,500	88	70,900	34	84,048
27	92,500	89	70,275	35	83,640
28	92,400 *	90	69,741 *	36	83,476 *
29	92,365	91	68,746	37	83,076 *
30	91,000 *	92	68,000	38	82,000
31	90,745 *	93	67,000 *	39	81,197
32	90,525	94	66,376	40	91,000 *
33	89,750	95	66,200	41	(79,440)
34	89,455 *	96	65,520	42	79,000 *
35	89,300 *	97	65,520	43	78,750
36	89,200	98	65,000 *	44	(77,076)
37	88,000	99	63,400 *	45	70,900
38	88,000	100	(63,354) *	46	65,000
39	87,720 *	101	61,642	47	65,000
40	(86,850) *	102	61,435	48	(63,354) *
41	86,000	103	60,800 *		
42	86,000	104	60,194		AVERAGE *** 96,048
43	85,596 *	105	60,000		
44	(85,000)				AVERAGE ALL 91,737
45	85,000 *				
46	84,874 *	AVERAGE ***	88,507		
47	84,800 *	AVERAGE ALL	84,168		
48	84,500				
49	84,000 *				
50	83,900 *				
51	83,640 *				
52	83,270 *				
53	83,000				
54	81,648				
55	81,500 *				
56	81,304				
57	81,000				

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PAID 1987-88



TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	107,506 *	54	66,000	120	52,044
2	92,000 *	55	65,920 *	121	52,000 *
3	90,400 *	56	65,935 *	122	51,499 *
4	89,300 *	57	65,700 *	123	50,990 *
5	87,600 *	58	65,644 *	124	50,000 *
6	87,000 *	59	65,405 *	125	49,293
7	86,500 *	60	64,977 *	126	48,310
8	86,350 *	61	64,500 *	127	48,000 *
9	86,190 *	62	63,900	128	47,700
10	86,000 *	63	63,600 *	129	47,652
11	85,000 *	64	63,252 *	130	46,772
12	83,900 *	65	63,120 *	131	45,478 *
13	83,900 *	66	63,000 *	132	45,100
14	81,760 *	67	63,000 *	133	45,000
15	81,000 *	68	62,995 *	134	44,940
16	80,500 *	69	62,875	135	44,700
17	80,000 *	70	62,700	136	44,459
18	78,696 *	71	62,598	137	44,292
19	78,483	72	62,100 *	138	43,085 *
20	78,498 *	73	61,942 *	139	42,500
21	77,662 *	74	61,776 *	140	42,115
22	77,500 *	75	61,770 *	141	38,993
23	77,000	76	61,364 *	142	32,321
24	76,700	77	61,008	AVERAGE ***	60,361
25	76,000 *	78	61,000 *	AVERAGE ALL	64,122
26	75,922 *	79	60,900		
27	75,000 *	80	60,900 *		
28	74,970 *	81	60,000		
29	74,765	82	60,000 *		
30	74,423 *	83	60,000 *		
31	74,039	84	60,000 *		
32	73,800 *	85	60,000 *		
33	73,320	86	60,000 *		
34	72,591 *	87	60,000 *		
35	72,275 *	88	60,000 *		
36	72,000 *	89	60,000 *		
37	71,400 *	90	60,000 *		
38	71,300 *	91	59,800		
39	71,046 *	92	59,600		
40	70,784 *	93	59,000		
41	70,400 *	94	58,900		
42	70,348 *	95	58,650		
43	70,315 *	96	58,500 *		
44	70,270 *	97	58,500		
45	70,000 *	98	58,357 *		
46	69,240 *	99	57,700 *		
47	68,900 *	100	57,676		
48	58,496 *	101	57,000		
49	58,450 *	102	56,700 *		
50	68,000 *	103	56,442		
51	57,640 *	104	56,450		
52	67,450 *	105	56,270 *		
53	56,500 *	106	56,000		
54	66,500 *	107	55,900		
55	66,408 *	108	55,825		
56	66,200 *	109	55,574		
57	66,000 *	110	55,164		
		111	55,015		
		112	54,500		
		113	54,380		
		114	54,150		
		115	53,010		
		116	53,000		
		117	52,420 *		
		118	52,272		
		119	52,264		

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TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		RANK	SALARY	RANK	SALARY
		58	43,500 *	115	30,031 *
		59	43,450 *	116	29,318 *
		60	43,344 *	117	29,231 *
		61	43,260 *	118	29,030 *
		62	43,000 *	119	28,960 *
		63	43,000 *	120	24,039 *
		64	43,000 *		
		65	42,800 *	AVERAGE ***	44,956
		66	42,700 *		
		67	42,630 *	AVERAGE ALL	44,748
		68	42,480 *		
		69	42,144 *		
		70	41,900 *		
		71	41,580 *		
		72	41,322 *		
		73	40,555 *		
		74	40,517 *		
		75	40,000 *		
		76	40,000 *		
		77	40,000 *		
		78	39,756 *		
		79	39,165 *		
		80	39,105 *		
		81	38,450 *		
		82	38,340 *		
		83	38,300 *		
		84	38,221 *		
		85	38,050 *		
		86	37,390 *		
		87	37,710 *		
		88	37,342 *		
		89	36,867 *		
		90	36,100 *		
		91	36,000 *		
		92	35,844 *		
		93	35,700 *		
		94	35,700 *		
		95	35,400 *		
		96	35,400 *		
		97	35,200 *		
		98	35,000 *		
		99	34,700 *		
		100	34,691 *		
		101	34,000 *		
		102	34,000 *		
		103	34,000 *		
		104	34,000 *		
		105	33,350 *		
		106	33,620 *		
		107	33,197 *		
		108	33,000 *		
		109	32,832 *		
		110	32,760 *		
		111	32,651 *		
		112	32,592 *		
		113	31,500 *		
		114	30,600 *		
1	77,400 *				
2	74,200 *				
3	70,650 *				
4	58,200 *				
5	(56,500) *				
6	65,400 *				
7	55,103 *				
8	64,296 *				
9	63,945 *				
10	53,600 *				
11	61,593 *				
12	61,585 *				
13	61,160 *				
14	59,920 *				
15	(59,460) *				
16	59,290 *				
17	58,818 *				
18	(58,448) *				
19	57,287 *				
20	56,025 *				
21	54,500 *				
22	53,075 *				
23	53,000 *				
24	53,000 *				
25	52,462 *				
26	52,000 *				
27	51,995 *				
28	50,964 *				
29	50,400 *				
30	49,550 *				
31	49,000 *				
32	48,403 *				
33	48,224 *				
34	48,277 *				
35	47,968 *				
36	47,925 *				
37	47,821 *				
38	47,808 *				
39	47,800 *				
40	47,700 *				
41	47,500 *				
42	47,161 *				
43	(47,040) *				
44	46,300 *				
45	46,000 *				
46	45,800 *				
47	45,500 *				
48	45,426 *				
49	45,400 *				
50	45,300 *				
51	45,180 *				
52	45,168 *				
53	45,100 *				
54	45,050 *				
55	44,700 *				
56	44,640 *				
57	44,500 *				

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TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		RANK	SALARY	RANK	SALARY
		59	65,500 *	120	52,750
		59	65,750	121	52,620
		60	65,740 *	122	52,500
		61	65,700 *	123	52,344 *
		62	65,700	124	52,104
		63	65,000 *	125	52,000
		64	64,896 *	126	51,750 *
		65	64,700 *	127	51,500
		66	64,636 *	128	51,425
		67	64,400 *	129	51,400 *
		68	64,750	130	51,077
		69	64,200 *	131	51,000
		70	64,169	132	50,937
		71	63,200 *	133	50,658
		72	63,000 *	134	50,399 *
		73	63,000 *	135	50,287 *
		74	62,500	136	50,040 *
		75	61,960 *	137	50,000
		76	61,700	138	49,400 *
		77	61,618 *	139	49,335 *
		78	61,500	140	49,247
		79	61,500	141	49,195
		80	61,500 *	142	49,107
		81	61,210	143	48,841
		82	61,000 *	144	48,480
		83	60,864 *	145	48,474
		84	60,417 *	146	48,294 *
		85	60,400	147	48,117 *
		86	60,000 *	148	48,075 *
		87	59,961 *	149	47,910
		88	59,850 *	150	47,100 *
		89	59,364	151	47,004
		90	59,072 *	152	47,000 *
		91	58,840 *	153	46,884
		92	58,501 *	154	46,800
		93	58,700 *	155	46,741
		94	58,000 *	156	46,620
		95	57,700 *	157	46,400
		96	57,500 *	158	45,500
		97	57,400	159	45,797
		98	57,264	160	45,418
		99	57,252	161	45,259
		100	57,050 *	162	44,614 *
		101	56,600 *	163	44,600
		102	55,834 *	164	44,400
		103	55,824 *	165	44,000
		104	55,539	166	43,660 *
		105	55,432	167	42,600
		106	55,202	168	42,200
		107	55,152 *	169	41,807
		108	55,000	170	41,443
		109	54,975 *	171	41,383
		110	54,182 *	172	40,000
		111	54,100 *	173	39,000
		112	53,440		
		113	53,700 *		
		114	53,532		
		115	53,400 *		
		116	53,400 *		
		117	53,139		
		118	52,000		
		119	52,400 *		

(Continued)

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TABLE I (Continued)

(Continued)		RANK	SALARY	RANK	SALARY
ACADEMIC OFFICERS:		39	32,600 *	101	64,500
DIRECTOR OF COMPUTING SERVICES		40	41,936 *	102	65,700
RANK	SALARY	41	31,850	103	5,520
174	34,517 *	42	31,648 *	104	5,500 *
175	34,420	43	31,500 *	105	65,350
176	34,320 *	44	31,230 *	106	65,000
177	37,470 *	45	31,230 *	107	64,050
178	34,572	46	30,855 *	108	64,015
AVERAGE ***	54,014	47	30,678 *	109	63,972
AVERAGE ALL	59,943	48	30,448 *	110	63,600 *
		49	30,400 *	111	61,920
		50	30,000	112	61,200
		51	30,000 *	113	61,000
		52	30,000 *	114	60,098
		53	79,800 *	115	59,233
		54	79,500	116	57,362
		55	79,000	117	56,600 *
		56	78,500	118	53,288 *
		57	77,000	119	52,000 *
		58	77,000 *	120	44,265
		59	76,932 *	AVERAGE ***	91,874
		60	76,860 *	AVERAGE ALL	78,004
		61	(76,838) *		
		62	76,800		
		63	76,650		
		64	76,400		
		65	76,326		
		66	76,320		
		67	75,626		
		68	75,526		
		69	75,500		
		70	75,000 *		
		71	74,500 *		
		72	73,980		
		73	73,900 *		
		74	73,500		
		75	72,800		
		76	72,760		
		77	72,000		
		78	72,000 *		
		79	72,000 *		
		80	71,000		
		81	71,000		
		82	70,800		
		83	(70,422) *		
		84	70,250 *		
		85	70,081 *		
		86	69,300		
		87	69,774		
		88	(69,690) *		
		89	69,000 *		
		90	(68,900)		
		91	68,600 *		
		92	68,512 *		
		93	68,500		
		94	68,292		
		95	68,274 *		
		96	68,244 *		
		97	68,000		
		98	68,000 *		
		99	67,657 *		
		100	66,974		

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS: CONTROLLER		RANK	SALARY	RANK	SALARY
		59	56,724 *	115	37,270 *
		59	55,100 *	116	36,120 *
		60	55,000 *	117	35,975 *
		61	54,422 *	118	31,131
		62	54,228		
		63	54,147 *	AVERAGE ""	59,226
		64	54,000 *		
		65	53,500 *	AVERAGE ALL	55,748
		66	53,200 *		
		67	52,927 *		
		68	52,800 *		
		69	52,714 *		
		70	52,700		
		71	52,680		
		72	52,500		
		73	52,323 *		
		74	51,681 *		
		75	51,624 *		
		76	51,595 *		
		77	51,500 *		
		78	51,400		
		79	51,100		
		80	51,045		
		81	50,971 *		
		82	50,960		
		83	50,435		
		84	50,004 *		
		85	48,636 *		
		86	48,540		
		87	48,510 *		
		88	48,192		
		89	48,000		
		90	47,315		
		91	47,219		
		92	46,716		
		93	46,688 *		
		94	46,664 *		
		95	46,400		
		96	46,220 *		
		97	46,100		
		98	45,115		
		99	44,625		
		100	44,580		
		101	44,000		
		102	43,700		
		103	43,274 *		
		104	42,912		
		105	42,722		
		106	42,500		
		107	41,750		
		108	40,800		
		109	40,400 *		
		110	40,100		
		111	39,900		
		112	39,600		
		113	38,520 *		
		114	38,160		
1	73,500 *				
2	91,000 *				
3	79,212 *				
4	77,000 *				
5	75,000 *				
6	73,500 *				
7	72,820 *				
8	72,600 *				
9	72,400 *				
10	71,300 *				
11	70,000 *				
12	69,850 *				
13	69,353 *				
14	67,909 *				
15	(67,825) *				
16	67,102 *				
17	66,000 *				
18	66,000 *				
19	66,000				
20	66,000 *				
21	65,004 *				
22	65,000				
23	65,000 *				
24	65,000 *				
25	64,920 *				
26	64,955 *				
27	64,000 *				
28	63,462 *				
29	(63,000) *				
30	62,700				
31	62,428				
32	62,620				
33	62,500 *				
34	62,400				
35	62,232 *				
36	61,425				
37	61,400				
38	60,960 *				
39	60,750				
40	60,000 *				
41	59,500 *				
42	59,400 *				
43	59,265				
44	59,020 *				
45	58,700 *				
46	58,608 *				
47	58,221				
48	58,080 *				
49	58,000 *				
50	57,820				
51	57,697 *				
52	57,558 *				
53	57,300				
54	56,740				
55	56,600				
56	56,250 *				
57	56,200 *				

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
TREASURER OR BUYSER

RANK	SALARY
1	90,962 *
2	80,400 *
3	71,000 *
4	71,000 *
5	70,008 *
6	(67,825) *
7	62,500
8	62,000
9	59,040 *
10	57,795 *
11	56,872 *
12	54,714 *
13	53,878 *
14	53,000 *
15	52,500 *
16	51,636
17	51,264
18	50,498 *
19	49,350 *
20	49,300 *
21	48,996 *
22	47,940 *
23	47,300 *
24	45,569 *
25	44,800 *
26	44,500
27	(43,538)
28	42,144
29	41,388 *
30	40,850
31	40,850 *
32	40,600 *
33	39,400 *
34	39,400 *
35	39,000 *
36	39,000 *
37	38,685 *
38	38,600 *
39	38,500 *
40	38,200
41	37,500 *
42	37,380 *
43	36,960
44	35,875
45	35,304
46	34,080 *
47	33,642
48	33,174
49	33,087 *
50	32,689
51	32,500 *
52	31,961 *
53	31,698 *
54	31,560 *
55	30,200 *
56	30,000
57	30,000

RANK	SALARY
58	29,430 *
59	29,175 *
60	28,937
61	28,833
62	28,551
63	24,204
64	23,072
65	21,888
AVERAGE ***	46,844
AVERAGE ALL	43,510

RANK	SALARY
43	33,170 *
44	32,792 *
45	27,457 *
46	28,008
47	26,525 *
AVERAGE ***	53,730
AVERAGE ALL	52,248

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	76,610 *
2	74,765
3	70,700 *
4	70,000 *
5	70,000 *
6	67,800
7	65,347 *
8	65,036 *
9	(64,438) *
10	64,300 *
11	64,200 *
12	(63,000) *
13	62,650
14	61,782 *
15	60,000
16	59,408 *
17	58,080 *
18	56,136 *
19	55,365
20	55,332
21	55,000 *
22	54,001 *
23	52,500 *
24	51,770
25	51,000
26	50,541
27	50,405 *
28	48,141
29	48,000
30	46,760 *
31	46,201
32	46,100
33	45,630 *
34	45,477 *
35	45,011
36	44,800 *
37	43,776 *
38	42,144
39	41,995
40	38,518
41	37,863
42	34,900 *

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING		RANK	SALARY	RANK	SALARY
		58	44,040 *	120	31,500
		59	43,990	121	31,340
		60	43,470 *	122	30,690
		61	43,400	123	29,000
RANK	SALARY	62	43,270 *	124	27,270
1	70,840 *	63	43,200 *	125	27,350
2	63,525 *	64	42,950 *	126	26,100
3	57,000 *	65	42,260 *	127	26,000 *
4	51,235 *	66	42,000 *	128	25,670
5	50,300 *	67	42,000 *	129	25,675 *
6	50,050 *	68	41,760 *	130	22,920
7	50,000 *	69	41,600 *		
8	50,750 *	70	41,000 *	AVERAGE ***	46,367
9	50,736	71	40,500		
10	50,617 *	72	40,460 *	AVERAGE ALL	43,241
11	50,135 *	73	40,400 *		
12	57,700 *	74	40,356		
13	56,300 *	75	40,330		
14	56,150 *	76	40,260 *		
15	56,000 *	77	40,075 *		
16	55,762 *	78	40,000		
17	55,710 *	79	40,000		
18	53,916 *	80	39,900 *		
19	53,896 *	81	39,800 *		
20	53,605 *	82	39,460		
21	53,363 *	83	38,844		
22	52,500 *	84	38,791		
23	52,445 *	85	38,400 *		
24	51,600	86	38,142 *		
25	51,118 *	87	38,110		
26	51,100	88	37,935 *		
27	51,050 *	89	37,805 *		
28	51,000 *	90	37,716 *		
29	50,851 *	91	37,714		
30	50,364 *	92	37,500 *		
31	50,081 *	93	36,911 *		
32	50,060 *	94	36,711 *		
33	50,004 *	95	36,700		
34	50,000	96	36,600		
35	49,090 *	97	36,050		
36	48,920 *	98	36,000 *		
37	48,812 *	99	35,970 *		
38	48,660 *	100	35,850 *		
39	48,541	101	35,712 *		
40	48,500 *	102	35,700		
41	48,500 *	103	35,560		
42	48,160 *	104	35,470		
43	48,100 *	105	34,911 *		
44	48,000 *	106	34,480 *		
45	47,940	107	34,350		
46	46,920	108	34,105		
47	46,900 *	109	34,010		
48	46,690	110	33,600		
49	46,550 *	111	33,100 *		
50	46,405 *	112	32,860		
51	46,386	113	32,700		
52	45,600	114	32,600		
53	45,160 *	115	32,637 *		
54	45,044 *	116	32,300		
55	44,646 *	117	32,150		
56	44,521 *	118	31,740		
57	44,117	119	31,550 *		

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	71,472 *	50	41,000 *	5	72,850 *
2	69,300 *	60	40,250 *	6	72,100 *
3	67,700	61	40,100	7	70,220 *
4	65,000 *	62	40,000	8	70,214 *
5	65,000 *	63	40,000 *	9	70,213 *
6	64,400 *	64	40,000	10	69,506
7	63,800 *	65	39,672 *	11	67,600 *
8	62,800 *	66	39,612 *	12	65,230 *
9	60,316 *	67	39,595	13	66,000 *
10	56,710 *	68	39,300 *	14	65,847 *
11	55,789 *	69	39,300	15	65,790 *
12	55,400	70	39,040 *	16	65,400
13	55,170 *	71	38,988	17	65,000 *
14	53,997 *	72	38,950	18	64,512
15	53,730 *	73	38,393 *	19	64,200 *
16	53,363	74	38,094	20	64,000 *
17	53,200 *	75	37,887 *	21	63,826 *
18	52,848 *	76	37,800 *	22	63,673
19	51,900 *	77	37,632	23	63,036 *
20	50,000 *	78	37,560 *	24	(63,000) *
21	49,840	79	37,500 *	25	62,700 *
22	49,755 *	80	37,236	26	62,400
23	49,750 *	81	36,745	27	62,200
24	49,500 *	82	36,500	28	61,800 *
25	49,441 *	83	35,820	29	61,684
26	49,207 *	84	35,712 *	30	60,059 *
27	49,185 *	85	35,651 *	31	59,040 *
28	47,550 *	86	35,407 *	32	58,270 *
29	47,450 *	87	35,285	33	58,000 *
30	47,245	88	34,603 *	34	57,955 *
31	46,452 *	89	32,970	35	57,865 *
32	45,912 *	90	32,278	36	56,676 *
33	45,633 *	91	31,925	37	56,652
34	45,200 *	92	31,200 *	38	55,500
35	45,012	93	30,766	39	55,200
36	44,646	94	30,638	40	55,140 *
37	44,058 *	95	30,500	41	55,103 *
38	44,000 *	96	30,390 *	42	55,030
39	43,916 *	97	30,000 *	43	54,960
40	43,500 *	98	29,000	44	54,840 *
41	43,405 *	99	28,636	45	54,326 *
42	43,320 *	100	28,501 *	46	54,108 *
43	43,000	101	26,832 *	47	54,000 *
44	43,000	102	26,500	48	53,800 *
45	42,994	103	26,450	49	53,000 *
46	42,550	104	26,000	50	53,000 *
47	42,540 *	105	25,752 *	51	52,500
48	42,370	106	24,372	52	52,320 *
49	42,000 *	107	20,918 *	53	52,190
50	42,000 *	AVERAGE ***	45,784	54	52,100
51	41,975	AVERAGE ALL	42,671	55	(51,200)
52	41,820 *	BUSINESS/FISCAL OFFICERS: BUDGET OFFICER		56	51,200 *
53	41,800	RANK	SALARY	57	50,357 *
54	41,689 *	1	98,000 *	58	50,000
55	41,505 *	2	(77,160) *	59	49,980
56	41,500 *	3	75,000 *	60	49,265 *
57	41,348	4	74,800	61	49,474 *
58	41,115 *			62	49,134 *

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(Continued)		BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		RANK	SALARY
BUSINESS/FISCAL OFFICERS: BUDGET OFFICER		RANK	SALARY		
63	48,400 *	1	46,700 *	58	33,000 *
64	48,540 *	2	46,480 *	59	32,600 *
65	48,400 *	3	46,700 *	60	32,264
66	48,000 *	4	42,258 *	61	31,956 *
67	47,772 *	5	41,722 *	62	31,950
68	47,750 *	6	41,000 *	63	31,602
69	47,545 *	7	41,000 *	64	31,606
70	47,510	8	40,756 *	65	31,261 *
71	47,500	9	40,756 *	66	31,173 *
72	47,460	10	(46,384)	67	31,000 *
73	47,352	11	46,230 *	68	30,852 *
74	47,160 *	12	46,100 *	69	30,352 *
75	47,000 *	13	45,689 *	70	30,272 *
76	46,980	14	45,625 *	71	30,638
77	46,550 *	15	45,500 *	72	30,280 *
78	46,000	16	45,200 *	73	30,060
79	45,960 *	17	44,688 *	74	30,000 *
80	45,500 *	18	44,490 *	75	30,000 *
81	45,345 *	19	43,700 *	76	29,146 *
82	45,270 *	20	43,604 *	77	29,144 *
83	45,022 *	21	43,500 *	78	28,932 *
84	45,000 *	22	43,440	79	28,600 *
85	44,620	23	43,274 *	80	28,378
86	(43,538)	24	42,528	81	28,038
87	43,459	25	42,517 *	82	28,000
88	43,347	26	42,106 *	83	27,648 *
89	43,275 *	27	(42,012)	84	27,628
90	43,000 *	28	(42,000)	85	27,530
91	42,950 *	29	41,604 *	86	27,530 *
92	42,900	30	40,630 *	87	26,026 *
93	42,800	31	40,500 *	88	26,000
94	42,500 *	32	40,170 *	89	25,950 *
95	(42,000)	33	40,016 *	90	25,800 *
96	41,600 *	34	39,800 *	91	25,500
97	40,000	35	39,396	92	25,027
98	39,395	36	39,181	93	24,500 *
99	38,453 *	37	39,060 *	94	23,500
100	38,040	38	39,000 *	95	23,500
101	38,000 *	39	38,956	96	23,400
102	37,950 *	40	38,856 *	97	22,498
103	37,530	41	38,124 *	98	22,395
104	36,000 *	42	(37,950) *	99	22,032 *
105	35,432	43	37,800 *	100	21,735
106	35,360	44	37,593 *	101	21,611
107	35,153	45	37,500	102	21,264
108	34,100	46	36,960 *	103	19,930
109	32,160	47	35,942 *		
110	32,000 *	48	35,742		
111	30,745 *	49	35,707 *		
112	29,470	50	35,675 *		
113	18,948	51	35,602		
		52	35,125 *		
		53	34,008 *		
		54	33,887		
AVERAGE "**"	52,637	55	33,432 *	AVERAGE "**"	36,745
AVERAGE ALL	52,110	56	33,204 *	AVERAGE ALL	35,762
		57	33,180		

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BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	33,840 *	58	52,000 *	120	40,000
2	90,500 *	59	52,000 *	121	39,900
3	35,500 *	60	52,000 *	122	39,784 *
4	79,200 *	61	51,713 *	123	39,638 *
5	78,200 *	62	51,600 *	124	39,420 *
6	75,000 *	63	51,503 *	125	39,325
7	70,250	64	51,414 *	126	(37,950) *
8	70,000 *	65	51,344	127	37,350
9	59,100 *	66	(51,200)	128	36,561
10	58,350 *	67	51,200 *	129	36,186
11	68,100	68	51,061 *	130	36,000 *
12	67,121 *	69	50,744 *	131	35,444
13	67,039 *	70	50,678	132	35,100 *
14	(66,500) *	71	50,000	133	35,003 *
15	65,800 *	72	50,000 *	134	34,657
16	65,190 *	73	49,041 *	135	33,397 *
17	65,004 *	74	49,500	136	33,280
18	65,000 *	75	49,464	137	30,160 *
19	64,484 *	76	49,157	138	27,847
20	63,000 *	77	48,605 *		
21	63,000 *	78	48,516 *	AVERAGE "**"	55,017
22	62,989 *	79	48,432		
23	62,833	80	48,413	AVERAGE ALL	51,731
24	62,312 *	81	48,000 *		
25	62,125 *	82	47,770		
26	62,018 *	83	47,700		
27	61,694	84	47,508 *		
28	61,128 *	85	47,375		
29	60,220 *	86	46,500 *		
30	60,100 *	87	(46,384)		
31	60,000	88	46,000 *		
32	59,400 *	89	46,000		
33	58,500 *	90	46,000		
34	58,485 *	91	46,000 *		
35	(58,448) *	92	45,678 *		
36	57,876	93	45,675 *		
37	57,787 *	94	45,584 *		
38	57,500 *	95	45,285 *		
39	57,495 *	96	45,204 *		
40	57,425 *	97	45,000		
41	57,190 *	98	44,249 *		
42	57,000	99	44,160		
43	56,540	100	44,116		
44	56,000 *	101	44,000		
45	55,921 *	102	43,310 *		
46	55,900	103	43,490 *		
47	55,500 *	104	43,400		
48	55,250 *	105	43,100		
49	55,180 *	106	42,828		
50	54,900 *	107	42,747 *		
51	54,753 *	108	42,730		
52	53,800	109	(42,012)		
53	53,400	110	42,000		
54	53,081 *	111	42,000		
55	53,000 *	112	42,000		
56	53,000 *	113	41,700		
57	52,420 *	114	41,723 *		
		115	41,388		
		116	41,000		
		117	40,791		
		118	40,700		
		119	40,016 *		

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STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	101,900 *	58	72,000	115	49,140
2	97,500 *	59	72,000	116	45,990
3	95,500	60	71,500	117	39,175
4	95,300 *	61	71,300		
5	90,000 *	62	70,445 *	AVERAGE ***	74,943
6	99,900	63	70,250 *		
7	99,200 *	64	70,000	AVERAGE ALL	71,665
8	87,733 *	65	70,000 *		
9	87,600 *	66	70,000 *		
10	85,008	67	69,600 *		
11	84,755 *	68	69,500 *		
12	84,753 *	69	69,000		
13	84,500 *	70	68,800 *		
14	84,400 *	71	67,737 *		
15	84,000 *	72	67,500		
16	84,000 *	73	67,076 *		
17	83,357 *	74	67,030 *		
18	83,200 *	75	67,000 *		
19	83,000 *	76	(66,936)		
20	83,000 *	77	66,802 *		
21	82,000 *	78	66,587 *		
22	81,230 *	79	66,040		
23	81,000 *	80	65,800 *		
24	81,000 *	81	65,102		
25	80,320 *	82	65,004		
26	80,000 *	83	65,000 *		
27	80,000 *	84	64,500 *		
28	79,954 *	85	64,400 *		
29	79,800	86	64,185		
30	79,350 *	87	63,616 *		
31	78,500	88	(62,550)		
32	78,000 *	89	62,400 *		
33	77,910 *	90	62,250		
34	77,900 *	91	62,021 *		
35	77,892 *	92	61,776 *		
36	77,500	93	61,212 *		
37	77,500 *	94	61,164		
38	77,268 *	95	61,000		
39	77,175 *	96	60,900		
40	77,100 *	97	60,850		
41	76,700 *	98	60,600 *		
42	(76,428)	99	60,500		
43	76,370 *	100	60,320		
44	76,000 *	101	60,200		
45	75,899 *	102	60,180		
46	(75,000) *	103	60,000 *		
47	74,892 *	104	60,000 *		
48	74,765	105	60,000 *		
49	74,400 *	106	60,000		
50	74,298	107	59,580		
51	74,200	108	59,580		
52	73,788 *	109	59,194		
53	73,700	110	56,500 *		
54	73,000 *	111	56,000 *		
55	72,504 *	112	55,960		
56	72,200	113	54,860		
57	72,200 *	114	50,000		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	76,750 *	58	49,500 *	25	42,650
2	72,372	59	49,000 *	26	41,774 *
3	71,956	60	48,837	27	41,436 *
4	70,044	61	48,000 *	28	41,300 *
5	70,000 *	62	47,918 *	29	41,265 *
6	68,000	63	47,648 *	30	40,416
7	68,000 *	64	47,300 *	31	40,000 *
8	67,472 *	65	46,634	32	40,000
9	67,355 *	66	46,654 *	33	39,600 *
10	(66,936)	67	45,900 *	34	39,750 *
11	66,500	68	45,173	35	38,200 *
12	66,300 *	69	45,000 *	36	37,829
13	66,149 *	70	44,720	37	36,581 *
14	64,075	71	44,713	38	35,579 *
15	64,000 *	72	44,038 *	39	35,295 *
16	63,650	73	44,000	40	35,217 *
17	63,000 *	74	43,500	41	35,000
18	62,175 *	75	42,220 *	42	34,672 *
19	61,750	76	41,800 *	43	34,300 *
20	61,248 *	77	41,748	44	34,000 *
21	61,000 *	78	41,645	45	33,190
22	60,628	79	41,144 *	46	32,668 *
23	60,753 *	80	39,812	47	32,339 *
24	60,750 *	81	38,800 *	48	32,055 *
25	60,717 *	82	37,992	49	31,066
26	60,600	83	34,831 *	50	30,545 *
27	60,362	84	23,146	51	30,336 *
28	60,000 *			52	29,917 *
29	59,000 *	AVERAGE ***	54,950	53	29,640 *
30	58,100 *			54	28,997
31	58,000 *	AVERAGE ALL	54,410	55	27,470 *
32	57,526			56	27,150
33	57,252 *	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS		57	27,000
34	57,230	RANK	SALARY	58	26,496
35	57,000 *	1	79,000	59	26,076 *
36	56,850 *	2	69,000 *	60	25,821 *
37	56,134 *	3	67,318 *	61	25,356 *
38	55,400 *	4	64,105 *	62	25,258 *
39	55,380 *	5	64,000 *	63	24,860
40	55,350 *	6	63,307 *	64	23,979
41	55,016	7	59,500 *	65	23,641 *
42	55,000 *	8	55,428 *	66	18,550 *
43	54,650 *	9	52,884 *		
44	53,906 *	10	52,800 *	AVERAGE ***	41,166
45	53,760	11	50,631 *		
46	53,573 *	12	49,390 *	AVERAGE ALL	40,100
47	53,400 *	13	49,000 *		
48	53,174	14	48,500 *		
49	52,404 *	15	48,400 *		
50	52,100 *	16	48,000		
51	52,100 *	17	46,305 *		
52	51,800 *	18	43,895 *		
53	51,515	19	43,781 *		
54	51,000	20	43,771		
55	50,000 *	21	43,400 *		
56	49,534	22	43,080 *		
57	49,500	23	42,701 *		
		24	42,700 *		

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STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		RANK	SALARY	RANK	SALARY
		58	51,800 *	120	39,216
		59	51,021 *	121	(38,700) *
		60	50,799	122	38,316
		61	50,776	123	38,127
		62	50,500	124	38,034 *
		63	49,280 *	125	(37,755)
		64	(49,811) *	126	37,600 *
		65	48,980 *	127	37,050 *
		66	48,921	128	36,696 *
		67	48,841	129	35,945 *
		68	48,690 *	130	35,000
		69	48,358 *	131	34,567
		70	48,105 *	132	33,000
		71	47,970 *	133	32,448
		72	(47,200)	134	32,380 *
		73	47,171 *	135	31,880
		74	47,000 *	136	31,800 *
		75	46,820 *	137	31,200
		76	46,800 *	138	30,000
		77	(46,600)	139	28,952 *
		78	46,505 *	140	28,079 *
		79	46,502 *	141	26,712
		80	46,279	142	25,920
		81	46,176 *	143	23,004
		82	46,107 *		
		83	46,000 *	AVERAGE ***	50,762
		84	45,068		
		85	45,888	AVERAGE ALL	48,372
		86	45,775		
		87	45,381		
		88	45,320		
		89	45,000 *		
		90	44,892 *		
		91	44,856		
		92	44,526		
		93	44,310		
		94	44,140		
		95	44,100 *		
		96	44,084		
		97	44,046 *		
		98	44,000		
		99	43,876		
		100	43,767		
		101	43,720 *		
		102	43,666 *		
		103	43,645 *		
		104	43,587 *		
		105	43,550		
		106	43,500		
		107	42,059		
		108	42,025 *		
		109	41,700 *		
		110	41,606		
		111	41,582 *		
		112	(41,076) *		
		113	40,800		
		114	40,000 *		
		115	40,000		
		116	39,956 *		
		117	39,922 *		
		118	39,900 *		
		119	39,225		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS: REGISTRAR		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	72,100 *	54	48,700 *	120	18,200 *
2	(71,400) *	59	48,654	121	39,110
3	70,350 *	60	48,023 *	122	18,000 *
4	67,750 *	61	48,000 *	123	17,900
5	(66,073) *	62	48,000	124	(17,755)
6	66,000 *	63	47,933	125	36,430 *
7	65,700 *	64	(47,200)	126	35,100 *
8	(65,291) *	65	47,000	127	34,800 *
9	64,739	66	46,957	128	34,690
10	62,800 *	67	46,713 *	129	34,325
11	62,068 *	68	(46,600)	130	33,500 *
12	61,500 *	69	46,296	131	32,940
13	59,500 *	70	46,272 *	132	32,500 *
14	59,440 *	71	46,200 *	133	32,350 *
15	(59,232) *	72	46,200 *	134	32,340
16	59,034 *	73	46,183	135	31,663
17	58,167	74	46,100 *	136	31,304
18	58,150 *	75	46,024 *	137	31,200
19	57,679 *	76	46,000 *	138	29,485
20	(57,500) *	77	45,924	139	27,397 *
21	57,250	78	45,550 *		
22	57,243 *	79	45,218 *	AVERAGE ***	49,740
23	57,032 *	80	45,000		
24	56,750 *	81	44,990	AVERAGE ALL	47,672
25	56,673	82	44,900 *		
26	56,493 *	83	44,860		
27	56,200 *	84	44,583 *		
28	56,010 *	85	44,519 *		
29	55,471 *	86	44,348 *		
30	55,344	87	44,310		
31	55,300	88	44,300		
32	55,300 *	89	44,105		
33	55,000	90	44,000		
34	55,000 *	91	43,947		
35	54,716	92	43,613 *		
36	54,492 *	93	43,552 *		
37	54,541	94	42,624		
38	(54,456) *	95	42,500		
39	54,408 *	96	42,360		
40	54,391 *	97	42,327 *		
41	54,035 *	98	42,197 *		
42	53,550 *	99	41,820		
43	53,327 *	100	41,500 *		
44	52,516 *	101	41,500 *		
45	52,500	102	41,300 *		
46	51,072 *	103	41,200 *		
47	50,695	104	(41,076) *		
48	50,649 *	105	41,001		
49	50,308 *	106	40,734 *		
50	50,000	107	40,731 *		
51	(49,801) *	108	40,500 *		
52	49,680 *	109	40,250		
53	49,500 *	110	40,000		
54	49,129 *	111	40,000 *		
55	49,117 *	112	39,965		
56	48,276 *	113	39,600		
57	48,890 *	114	39,208		
		115	39,200 *		
		116	38,955		
		117	38,787 *		
		118	38,556		
		119	38,335 *		

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STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		RANK	SALARY	RANK	SALARY
		58	44,200 *	120	35,000 *
		59	44,170 *	121	34,795 *
		60	44,100 *	122	34,756 *
		61	44,100 *	123	34,526 *
		62	44,016 *	124	34,308 *
		63	44,000 *	125	34,300 *
		64	44,000 *	126	34,034 *
		65	43,870 *	127	34,000 *
		66	43,675 *	128	33,955 *
		67	43,645 *	129	33,744 *
		68	43,597 *	130	33,000 *
		69	43,404 *	131	32,754 *
		70	43,389 *	132	32,600 *
		71	43,386 *	133	32,362 *
		72	43,254 *	134	32,000 *
		73	43,080 *	135	31,500 *
		74	42,919 *	136	31,120 *
		75	42,660 *	137	31,000 *
		76	42,263 *	138	30,000 *
		77	42,025 *	139	29,507 *
		78	41,500 *	140	29,364 *
		79	41,316 *	141	29,573 *
		80	41,264 *	142	26,000 *
		81	41,228 *		
		82	41,144 *	AVERAGE ***	46,173
		83	41,124 *		
		84	40,950 *	AVERAGE ALL	43,718
		85	40,950 *		
		86	40,811 *		
		87	40,714 *		
		88	40,584 *		
		89	40,500 *		
		90	40,200 *		
		91	40,172 *		
		92	40,000 *		
		93	39,929 *		
		94	39,931 *		
		95	39,905 *		
		96	39,700 *		
		97	39,696 *		
		98	39,641 *		
		99	39,600 *		
		100	39,400 *		
		101	39,376 *		
		102	39,260 *		
		103	39,200 *		
		104	39,072 *		
		105	38,874 *		
		106	38,830 *		
		107	(38,700) *		
		108	38,605 *		
		109	37,125 *		
		110	37,007 *		
		111	37,000 *		
		112	37,000 *		
		113	36,770 *		
		114	36,540 *		
		115	36,470 *		
		116	36,000 *		
		117	35,547 *		
		118	35,400 *		
		119	35,300 *		

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STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		RANK	SALARY	RANK	SALARY
		58	46,522 *	120	37,000 *
		59	46,500 *	121	29,279 *
		60	46,200 *	122	29,016
		61	46,100	123	29,000
		62	46,000	124	28,875
		63	45,470	125	28,743 *
		64	45,450 *	126	28,136
		65	45,560 *	127	27,810
		66	44,724	128	27,759
		67	44,712 *	129	26,280
		68	44,628 *	130	26,000
		69	43,781 *	131	18,931
		70	43,744 *		
		71	43,100 *	AVERAGE ***	47,561
		72	43,000 *		
		73	42,840 *	AVERAGE ALL	44,572
		74	42,600 *		
		75	42,340 *		
		76	42,327		
		77	42,100 *		
		78	41,500 *		
		79	41,500		
		80	41,000 *		
		81	40,850 *		
		82	40,747 *		
		83	40,400 *		
		84	40,000		
		85	39,778		
		86	39,558		
		87	39,244 *		
		88	39,157 *		
		89	39,000 *		
		90	38,625 *		
		91	38,000		
		92	37,536		
		93	37,224		
		94	37,100 *		
		95	36,500 *		
		96	36,000		
		97	35,926		
		98	35,750 *		
		99	35,700 *		
		100	35,310 *		
		101	35,000		
		102	35,000		
		103	34,318		
		104	34,025 *		
		105	33,826		
		106	33,560 *		
		107	33,539 *		
		108	33,500 *		
		109	33,400		
		110	32,760 *		
		111	32,661 *		
		112	32,608		
		113	32,019 *		
		114	32,002 *		
		115	31,518		
		116	31,336		
		117	31,261 *		
		118	30,822		
		119	30,660		
1	82,000 *				
2	71,000 *				
3	69,035 *				
4	67,903 *				
5	66,360 *				
6	66,100 *				
7	64,515 *				
8	63,600 *				
9	62,500 *				
10	61,980 *				
11	59,210 *				
12	58,126				
13	57,250 *				
14	57,236				
15	57,200 *				
16	55,779 *				
17	55,008 *				
18	55,000				
19	55,000				
20	54,800 *				
21	54,456 *				
22	54,200				
23	53,964				
24	53,611 *				
25	53,500 *				
26	53,000 *				
27	53,000 *				
28	52,692				
29	52,500 *				
30	52,500 *				
31	52,380				
32	52,250 *				
33	52,000 *				
34	51,734 *				
35	51,162 *				
36	51,021				
37	50,679 *				
38	50,520 *				
39	50,500				
40	50,329 *				
41	50,000 *				
42	49,926 *				
43	49,896 *				
44	49,700 *				
45	49,224 *				
46	48,957 *				
47	48,821 *				
48	48,700 *				
49	48,527 *				
50	48,444 *				
51	48,376				
52	47,700 *				
53	47,600 *				
54	47,250 *				
55	47,008 *				
56	46,852 *				
57	46,872 *				

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STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		RANK	SALARY	RANK	SALARY
		58	65,300	115	30,225
		59	64,104	116	29,432
		60	64,050 *	117	26,784
		61	63,900 *	118	24,570
		62	63,896 *		
		63	63,149	AVERAGE ***	70,252
		64	62,357 *		
		65	62,326 *	AVERAGE ALL	64,600
		66	62,000		
		67	61,871		
		68	61,603 *		
		69	61,500 *		
		70	61,578 *		
		71	61,355 *		
		72	60,696		
		73	60,610 *		
		74	60,593 *		
		75	60,245 *		
		76	60,060 *		
		77	60,060 *		
		78	59,540		
		79	59,500 *		
		80	59,270 *		
		81	59,099 *		
		82	57,700 *		
		83	57,490		
		84	57,200		
		85	56,486 *		
		86	54,825		
		87	54,810 *		
		88	54,672 *		
		89	53,500 *		
		90	53,000		
		91	52,500 *		
		92	51,500 *		
		93	51,128		
		94	49,980 *		
		95	49,000 *		
		96	48,648		
		97	48,000 *		
		98	46,647		
		99	45,624 *		
		100	45,154		
		101	42,550 *		
		102	42,244		
		103	41,300 *		
		104	40,950		
		105	39,945		
		106	38,390		
		107	37,586		
		108	37,000		
		109	35,400 *		
		110	35,153		
		111	34,950 *		
		112	33,500		
		113	31,744 *		
		114	31,272		
RANK	SALARY				
1	107,573 *				
2	102,240 *				
3	98,479 *				
4	97,218 *				
5	96,000 *				
6	93,000 *				
7	90,925 *				
8	90,000 *				
9	87,450 *				
10	87,234 *				
11	87,098 *				
12	87,000 *				
13	86,677 *				
14	86,440 *				
15	86,304 *				
16	85,600 *				
17	83,759 *				
18	83,500 *				
19	83,101				
20	82,950 *				
21	82,056 *				
22	81,670 *				
23	81,500 *				
24	80,901 *				
25	90,760 *				
26	79,606 *				
27	79,418 *				
28	78,950 *				
29	78,500 *				
30	77,682 *				
31	77,651 *				
32	76,999 *				
33	76,540 *				
34	75,624 *				
35	75,000 *				
36	74,818 *				
37	74,672 *				
38	73,625				
39	72,314				
40	72,100				
41	72,000 *				
42	72,000 *				
43	71,817 *				
44	71,470				
45	70,933 *				
46	70,836 *				
47	69,000				
48	68,976 *				
49	68,880				
50	68,600 *				
51	68,010 *				
52	67,224 *				
53	67,095 *				
54	67,000 *				
55	65,959 *				
56	65,871 *				
57	65,556				

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	(113,400) *
2	(112,500) *
3	109,500 *
4	107,651 *
5	(92,700) *
6	89,728 *
7	88,962 *
8	87,500 *
9	83,200 *
10	83,110 *
11	81,613 *
12	(79,000) *
13	(76,836) *
14	(70,422) *
15	64,513 *
16	64,000 *
17	50,600
AVERAGE ***	87,727
AVERAGE ALL	86,131

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UNIVERSITY OF ARKANSAS
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TABLE I (Continued)

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	(113,400) *
2	(121,800) *
3	97,500 *
4	95,000 *
5	93,600 *
6	90,745 *
7	90,000 *
8	89,000 *
9	88,008 *
10	87,400 *
11	(86,700) *
12	84,000 *
13	83,370 *
14	83,359 *
15	82,000 *
16	82,000 *
17	80,300 *
18	79,380 *
19	79,214 *
20	78,645 *
21	(78,000) *
22	77,920 *
23	77,760 *
24	77,186 *
25	76,400 *
26	76,205 *
27	75,180 *
28	75,000 *
29	(75,000) *
30	(74,050) *
31	73,990 *
32	73,195 *
33	73,133 *
34	72,923 *
35	71,499 *
36	71,355 *
37	70,548 *
38	70,029 *
39	69,774 *
40	(69,680) *
41	(68,900) *
42	69,000 *
43	66,936 *
44	64,700 *
45	63,500 *
46	61,159 *
47	60,600 *
48	60,200 *
49	56,500 *
50	50,000 *
AVERAGE ***	79,187
AVERAGE ALL	77,294

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	90,240 *
2	89,800 *
3	88,670 *
4	84,700 *
5	78,000 *
6	(77,160) *
7	76,845 *
8	75,000 *
9	75,000 *
10	(74,050) *
11	73,850 *
12	70,000 *
13	69,575 *
14	68,538 *
15	(66,007) *
16	65,084 *
17	65,004 *
18	64,095 *
19	57,700 *
20	53,000 *
21	51,604 *
22	(49,245) *
23	44,987 *
AVERAGE ***	70,987
AVERAGE ALL	69,876

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	87,700 *
2	86,276 *
3	85,000 *
4	78,240 *
5	78,200 *
6	75,996 *
7	75,000 *
8	(75,000) *
9	74,000 *
10	73,439 *
11	69,000 *
12	68,875 *
13	68,871 *
14	68,640 *
15	68,165 *
16	67,000 *
17	66,937 *
18	66,500 *
19	66,445 *
20	64,500 *
21	63,430 *
22	62,306 *
23	61,836 *

RANK	SALARY
24	61,479 *
25	61,282 *
26	60,500 *
27	60,293 *
28	60,000 *
29	60,000 *
30	59,943 *
31	54,804 *
32	59,400 *
33	58,984 *
34	58,422 *
35	57,589 *
36	57,348 *
37	57,150 *
38	57,045 *
39	57,000 *
40	56,500 *
41	55,925 *
42	55,395 *
43	55,102 *
44	55,000 *
45	52,968 *
46	52,000 *
47	52,000 *
48	50,904 *
49	50,336 *
50	50,000 *
51	49,500 *
52	49,500 *
53	48,235 *
54	47,863 *
55	47,712 *
56	(47,040) *
57	47,000 *
58	47,000 *
59	46,804 *
60	44,960 *
61	44,316 *
62	41,373 *

AVERAGE *** 62,285
AVERAGE ALL 60,404

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TABLE I (Continued)

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY	OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	77,175	50	48,664 *	1	93,027 *
2	75,600 *	60	48,456	2	79,050 *
3	75,000 *	61	48,249 *	3	76,400 *
4	75,000 *	62	48,000	4	76,173 *
5	74,500 *	63	48,000 *	5	(72,500) *
6	71,760 *	64	47,050 *	6	70,000
7	70,949	65	46,700 *	7	68,200 *
8	68,200 *	66	46,000	8	68,000 *
9	67,929 *	67	45,961	9	64,449 *
10	67,150 *	68	45,200 *	10	62,000 *
11	67,000 *	69	44,949	11	61,403 *
12	66,800	70	44,900 *	12	61,000 *
13	66,750 *	71	44,730 *	13	60,852
14	66,397	72	44,499 *	14	60,000 *
15	66,250	73	44,000 *	15	59,500
16	65,500	74	43,358 *	16	58,466 *
17	64,688 *	75	43,000 *	17	58,032 *
18	64,100 *	76	42,000 *	18	58,000 *
19	64,000 *	77	40,236 *	19	57,240 *
20	63,952 *	78	40,000 *	20	56,840
21	63,750	79	39,323 *	21	56,689 *
22	62,500	80	39,135	22	(56,610)
23	62,000	81	39,063 *	23	56,000
24	62,000 *	82	38,900 *	24	55,600 *
25	62,000 *	83	38,000	25	55,400 *
26	61,000 *	84	36,121	26	55,000 *
27	60,962 *	85	35,400	27	54,440
28	60,900 *	86	34,510 *	28	54,271
29	59,760	87	34,000 *	29	53,300 *
30	59,660 *	88	33,800	30	53,000
31	(59,640)	89	33,200 *	31	52,900 *
32	58,134 *	90	32,365 *	32	52,428 *
33	57,856 *	91	31,700	33	52,140 *
34	57,530 *	92	27,144 *	34	52,000 *
35	56,563	93	22,000	35	51,996 *
36	56,500 *		19,000	36	51,864
37	56,254	AVERAGE *** 53,247		37	51,000 *
38	56,200	AVERAGE ALL 52,722		38	50,842 *
39	56,093	OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES		39	50,800 *
40	55,700	RANK	SALARY	40	50,730 *
41	55,500 *	1	87,400 *	41	50,508 *
42	55,105 *	2	78,000 *	42	50,500 *
43	55,000 *	3	77,160 *	43	50,400
44	54,072 *	4	76,300 *	44	50,076 *
45	54,000 *	5	75,500 *	45	50,040 *
46	53,720 *	6	74,500	46	49,749 *
47	53,135 *	7	73,100	47	49,350
48	51,756	8	70,027 *	48	48,250 *
49	51,600	9	69,774	49	47,804 *
50	51,500	10	67,100 *	50	47,436 *
51	51,500	11	63,000 *	51	46,104 *
52	51,500 *	12	(55,100) *	52	45,600
53	51,362 *	13	53,112 *		(Continued)
54	51,000 *				
55	49,901	AVERAGE ***	70,270		
56	49,747 *	AVERAGE ALL	70,775		
57	49,200 *				
58	49,250 *				

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TABLE I (Continued)

(Continued)		RANK	SALARY	RANK	SALARY
OPERATIONS OFFICERS:		20	65,500 *	82	51,000
DIRECTOR OF		21	65,500 *	83	51,000
FACILITIES PLANNING		22	65,000 *	84	50,425 *
RANK	SALARY	23	64,500 *	85	50,400 *
53	45,000 *	24	64,353 *	86	50,325 *
54	44,949 *	25	63,945 *	87	50,133 *
55	44,940 *	26	63,870 *	88	50,004 *
56	44,100 *	27	63,500 *	89	50,004 *
57	43,540 *	28	63,300 *	90	50,000 *
58	43,300 *	29	62,850 *	91	49,500 *
59	42,550 *	30	62,300 *	92	49,000 *
60	41,522 *	31	62,173 *	93	48,733 *
61	41,090 *	32	61,968 *	94	48,880 *
62	41,053 *	33	61,770 *	95	48,875 *
63	40,200 *	34	61,300 *	96	48,500 *
64	40,200 *	35	61,000 *	97	48,500 *
65	39,781 *	36	61,000 *	98	48,475 *
66	39,000 *	37	60,744 *	99	48,312 *
67	38,824 *	38	60,000 *	100	48,000 *
68	38,020 *	39	59,873 *	101	48,000 *
69	37,750 *	40	59,534 *	102	47,515 *
70	37,370 *	41	59,250 *	103	47,412 *
71	36,702 *	42	58,920 *	104	47,200 *
72	36,207 *	43	58,700 *	105	47,000 *
73	35,500 *	44	58,464 *	106	46,704 *
74	33,050 *	45	58,405 *	107	46,800 *
75	32,600 *	46	58,300 *	108	46,752 *
76	31,930 *	47	58,240 *	109	46,704 *
AVERAGE ***	53,156	48	58,167 *	110	46,465 *
AVERAGE ALL	51,435	49	58,000 *	111	46,350 *
OPERATIONS OFFICERS:		50	57,450 *	112	46,000 *
DIRECTOR OF		51	57,360 *	113	45,934 *
PHYSICAL PLANT		52	56,670 *	114	45,825 *
RANK	SALARY	53	(56,610) *	115	45,800 *
1	40,000 *	54	56,220 *	116	45,000 *
2	78,000 *	55	56,100 *	117	44,646 *
3	76,800 *	56	55,931 *	118	43,120 *
4	76,334 *	57	55,800 *	119	42,050 *
5	74,704 *	58	55,545 *	120	41,613 *
6	74,160 *	59	55,500 *	121	40,850 *
7	73,500 *	60	55,500 *	122	40,200 *
8	72,758 *	61	55,400 *	123	40,020 *
9	72,719 *	62	55,175 *	124	40,020 *
10	(72,500) *	63	(55,100) *	125	39,600 *
11	71,030 *	64	55,091 *	126	38,700 *
12	69,015 *	65	55,000 *	127	38,667 *
13	67,745 *	66	55,000 *	128	38,007 *
14	67,275 *	67	54,810 *	129	37,599 *
15	66,330 *	68	53,532 *	AVERAGE ***	58,199
16	66,156 *	69	53,500 *	AVERAGE ALL	55,390
17	65,915 *	70	53,300 *		
18	65,867 *	71	53,100 *		
19	65,847 *	72	53,066 *		
		73	53,004 *		
		74	52,853 *		
		75	52,700 *		
		76	52,300 *		
		77	52,003 *		
		78	52,000 *		
		79	51,908 *		
		80	51,919 *		
		81	51,667 *		

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TABLE I (Continued)

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		RANK	SALARY	RANK	SALARY
		58	44,233 *	115	29,313 *
		59	43,780 *	116	27,500 *
		60	43,878 *	117	27,191
		61	43,665 *	118	27,166 *
RANK	SALARY	62	43,250 *	119	26,364 *
1	73,829 *	63	43,200 *	120	26,400
2	73,000 *	64	43,200 *	121	25,036 *
3	62,441 *	65	43,050 *	122	24,980
4	62,276 *	66	42,000 *	123	20,500
5	62,250 *	67	42,456 *		
6	62,200 *	68	42,436 *	AVERAGE "A"	44,464
7	61,775 *	69	42,425		
8	61,000 *	70	42,016	AVERAGE ALL	43,654
9	60,450	71	42,000		
10	57,464 *	72	41,935		
11	56,880	73	41,796		
12	56,700 *	74	41,787		
13	54,800	75	41,027		
14	54,500 *	76	41,000 *		
15	54,500 *	77	40,874		
16	54,334 *	78	40,056 *		
17	54,000	79	40,041 *		
18	53,800 *	80	40,000		
19	53,500 *	81	40,000 *		
20	53,215 *	82	39,430 *		
21	53,000 *	83	38,636 *		
22	52,930 *	84	38,000		
23	52,860 *	85	38,000		
24	52,850 *	86	37,840 *		
25	52,500 *	87	37,646 *		
26	52,050 *	88	37,577		
27	52,000 *	89	37,400 *		
28	50,500 *	90	37,368 *		
29	50,045 *	91	37,015 *		
30	50,000	92	36,186		
31	50,000 *	93	36,000 *		
32	49,660	94	35,374 *		
33	49,400 *	95	35,712 *		
34	49,140 *	96	35,700		
35	48,474	97	35,570 *		
36	48,337 *	98	35,345		
37	48,000	99	34,800		
38	47,857	100	34,177		
39	47,850 *	101	33,715 *		
40	47,744 *	102	33,610 *		
41	47,648 *	103	32,741		
42	47,386 *	104	32,238		
43	47,182 *	105	32,983		
44	47,000 *	106	32,500		
45	47,000 *	107	32,400		
46	46,541 *	108	32,388		
47	46,500	109	32,356 *		
48	46,488 *	110	31,944 *		
49	46,388	111	31,497		
50	45,912 *	112	30,900		
51	45,912 *	113	30,070		
52	45,900	114	29,906		
53	45,800 *				
54	45,668 *				
55	45,392 *				
56	44,800				
57	44,660				

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTI- TUTIONAL ADVANCEMENT		PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION		RANK	SALARY
RANK	SALARY	RANK	SALARY		
1	164,300 *	1	(33,980) *	19	57,000 *
2	124,000 *	2	(25,400) *	19	56,782 *
3	94,000 *	3	85,097 *	20	55,368 *
4	88,300 *	4	34,225 *	21	55,365 *
5	(85,400) *	5	84,245 *	22	55,800 *
6	(85,200) *	6	80,892 *	23	55,200 *
7	84,800 *	7	79,000 *	24	55,125 *
8	84,100 *	8	77,250 *	25	55,000 *
9	83,375 *	9	76,400 *	26	54,799 *
10	83,357 *	10	75,960 *	27	54,000 *
11	80,136 *	11	74,821 *	28	53,500 *
12	80,100 *	12	73,500 *	29	52,902 *
13	78,000 *	13	72,660 *	30	52,500 *
14	77,809 *	14	71,556 *	31	52,462 *
15	77,550 *	15	70,560 *	32	52,423 *
16	77,486 *	16	70,000 *	33	52,153 *
17	77,250 *	17	68,000 *	34	52,138 *
18	77,160 *	18	67,400 *	35	52,100 *
19	(76,428) *	19	66,186 *	36	51,800 *
20	76,000 *	20	64,500 *	37	51,704 *
21	75,000 *	21	62,500 *	38	51,653 *
22	74,700 *	22	62,500 *	39	51,500 *
23	74,400 *	23	62,110 *	40	51,500 *
24	73,980 *	24	59,800 *	41	51,362 *
25	73,850 *	25	59,430 *	42	(51,064) *
26	73,500 *	26	58,370 *	43	51,000 *
27	72,710 *	27	57,500 *	44	50,950 *
28	72,000 *	28	53,495 *	45	50,610 *
29	72,000 *	29	35,000 *	46	50,400 *
30	70,560 *			47	49,920 *
31	70,500 *	AVERAGE ***	74,487	48	49,875 *
32	70,400 *			49	49,608 *
33	69,774 *	AVERAGE ALL	70,105	50	49,070 *
34	69,000 *			51	48,662 *
35	67,000 *			52	48,380 *
36	65,504 *			53	48,000 *
37	65,000 *			54	47,868 *
38	65,000 *			55	47,714 *
39	63,385 *			56	47,425 *
40	62,500 *			57	47,396 *
41	62,000 *			58	47,382 *
42	60,000 *			59	47,300 *
43	59,568 *			60	47,256 *
44	57,770 *			61	46,760 *
45	57,408 *			62	46,400 *
46	52,070 *			63	46,061 *
47	49,500 *			64	46,008 *
AVERAGE ***	81,688			65	45,507 *
AVERAGE ALL	75,612			66	45,301 *
				67	45,170 *
				68	45,056 *
				69	45,040 *
				70	44,470 *
				71	44,082 *
				72	44,019 *
				73	44,000 *
				74	43,967 *
				75	43,816 *

(Continued)

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TABLE I (Continued)

(Continued)		RANK	SALARY		
		6	(67,550)		PUBLIC RELATIONS OFFICERS:
		7	61,992 *		VICE PRESIDENT FOR
					DEVELOPMENT
PUBLIC RELATIONS OFFICERS:		AVERAGE ***	73,798		
DIRECTOR OF PUBLIC					
RELATIONS/INFORMATION		AVERAGE ALL	71,788		
RANK	SALARY			RANK	SALARY
76	43,600 *			1	97,500 *
77	43,012 *			2	(93,980) *
78	43,011			3	93,950 *
79	43,000			4	92,200 *
80	42,752			5	90,000 *
81	42,588 *			6	90,000 *
82	42,500 *			7	89,000 *
83	42,000			8	86,500 *
84	41,900 *			9	(85,200) *
85	41,900 *			10	79,800 *
86	41,780 *			11	77,700 *
87	41,375 *			12	76,962 *
88	40,948			13	75,672 *
89	40,630 *			14	74,000 *
90	40,368			15	73,800 *
91	40,190			16	72,800 *
92	39,999			17	71,400 *
93	39,830 *			18	71,400
94	39,760			19	70,560
95	39,270			20	70,000
96	38,325 *			21	(68,900)
97	38,014			22	68,750 *
98	36,545 *			23	67,080
99	36,600 *			24	66,700 *
100	36,000 *			25	65,300 *
101	35,664 *			26	(66,007) *
102	34,380			27	65,820 *
103	33,426 *			28	65,558 *
104	33,234			29	64,562 *
105	32,800			30	63,600 *
106	32,172 *			31	62,974 *
107	32,100			32	62,000 *
108	31,782			33	61,422 *
109	(31,024) *			34	61,267 *
110	30,500			35	60,000 *
111	28,010 *			36	58,400
112	25,027 *			37	57,500 *
113	25,017			38	57,346
114	24,982 *			39	40,430 *
				AVERAGE ***	73,512
AVERAGE ***	48,630			AVERAGE ALL	72,219
AVERAGE ALL	47,628				
PUBLIC RELATIONS OFFICERS:					
VICE PRESIDENT FOR					
LEGISLATIVE RELATIONS					
		AVERAGE ***	54,755		
		AVERAGE ALL	54,222		
RANK	SALARY				
1	94,400 *				
2	(75,000)				
3	72,800 *				
4	69,774				
5	65,800 *				

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT		RANK	SALARY	RANK	SALARY
		58	45,000 *	33	49,273 *
		59	44,635	34	48,828 *
		60	44,520	35	48,610 *
		61	43,725	36	48,500
		62	42,574	37	48,357
		63	42,350	38	48,000
		64	42,184 *	39	46,804 *
		65	42,060	40	46,200 *
		66	41,575 *	41	45,947 *
		67	40,400	42	(45,906)
		68	39,473	43	(45,732) *
		69	39,431 *	44	45,500 *
		70	38,339 *	45	45,154 *
		71	38,000	46	45,000 *
		72	37,500 *	47	44,704
		73	37,100	48	44,364 *
		74	36,575	49	44,360 *
		75	32,000 *	50	43,792 *
		76	24,760	51	43,688 *
			AVERAGE "M"	52	43,668 *
				53	43,500
			AVERAGE ALL	54	43,000
				55	42,471 *
				56	42,425
				57	42,190 *
				58	42,047 *
				59	41,315 *
				60	41,313
				61	41,302 *
				62	41,232
				63	41,033 *
				64	41,000
				65	40,805 *
				66	39,562 *
				67	39,300 *
				68	39,000
				69	38,600
				70	38,076 *
				71	37,128 *
				72	37,112
				73	36,750
				74	36,670 *
				75	36,000
				76	35,962 *
				77	35,938
				78	35,170
				79	35,000
				80	35,000 *
				81	34,461 *
				82	34,327 *
				83	34,268 *
				84	34,201
				85	33,647
				86	33,600
				87	33,570 *
				88	33,030
				89	32,270
				90	32,619
					(Continued)
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
91	32,610 *
92	32,600
93	32,004
94	32,000
95	31,657 *
96	31,500 *
97	31,500 *
98	31,452
99	31,232
100	31,185
101	31,000
102	30,852
103	29,344
104	29,302
105	28,684
106	28,594
107	28,474
108	28,828
109	26,032
110	26,000
111	24,720
112	24,000
AVERAGE ***	48,976
AVERAGE ALL	43,926

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	(98,700) *
2	97,306 *
3	91,700 *
4	90,800 *
5	90,650 *
6	89,700 *
7	82,800 *
8	80,290 *
9	(78,500) *
10	(78,000) *
11	77,647 *
12	77,605 *
13	76,975 *
14	75,157 *
15	75,000 *
16	74,900 *
17	73,600 *
18	73,000 *
19	72,050 *
20	59,514 *
21	69,102 *

RANK	SALARY
22	66,756 *
23	65,844 *
24	64,923 *
25	64,164 *
26	63,900 *
27	62,178 *
28	61,908 *
29	61,500 *
30	60,637 *
31	58,498 *
32	53,776 *
33	44,925
34	42,000
35	39,600 *
36	38,306
37	36,360
38	31,604 *
39	30,000
40	27,351

AVERAGE *** 72,010
AVERAGE ALL 66,692

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	110,985 *
2	107,280 *
3	107,000 *
4	100,000 *
5	100,000 *
6	77,650 *
7	94,000 *
8	92,500
9	90,600 *
10	89,000 *
11	85,900 *
12	83,357 *
13	81,500 *
14	81,453 *
15	81,252 *
16	81,090
17	79,785 *
18	79,308 *
19	77,000 *
20	75,015 *
21	74,203 *
22	73,980 *
23	73,200 *
24	72,600 *
25	72,000
26	72,000 *
27	57,500 *
28	67,488
29	57,384
30	63,000 *
31	62,800
32	62,484 *

RANK	SALARY
33	59,552
34	59,240 *
35	57,000
36	54,720 *
37	39,500

AVERAGE *** 81,929
AVERAGE ALL 78,198

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	127,000 *
2	125,000 *
3	98,500 *
4	79,341 *
5	75,370 *
6	(94,400) *
7	72,400 *
8	70,000 *
9	48,462 *
10	47,000 *
11	85,250 *
12	95,000 *
13	83,500 *
14	92,727 *
15	82,500 *
16	80,892 *
17	80,500 *
18	80,290 *
19	79,500 *
20	79,332 *
21	79,000
22	78,394 *
23	77,792 *
24	77,600 *
25	77,000
26	76,000
27	76,000
28	73,924 *
29	73,600 *
30	73,000 *
31	72,551 *
32	72,240
33	70,000 *
34	69,800 *
35	(69,000) *
36	68,700
37	67,599 *
38	66,500
39	63,750

AVERAGE *** 93,845
AVERAGE ALL 81,241

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TABLE I (Continued)

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)		RANK	SALARY	RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH	
RANK	SALARY			RANK	SALARY
1	100,000 *	56	52,500	1	78,750 *
2	99,000 *	57	52,500 *	2	77,000 *
3	85,860 *	58	52,200 *	3	69,539 *
4	80,100 *	59	52,200 *	4	69,131 *
5	79,400	60	51,800 *	5	64,650
6	(75,198)	61	51,547 *	6	63,532
7	73,299 *	62	50,700 *	7	60,200 *
8	72,461 *	63	50,692 *	8	60,076 *
9	72,000 *	64	50,648	9	59,118 *
10	71,964 *	65	50,111	10	58,300 *
11	71,500 *	66	50,004	11	57,800 *
12	69,497 *	67	50,000 *	12	57,000 *
13	66,200	68	49,728	13	56,805 *
14	65,775 *	69	49,700 *	14	56,800
15	64,800 *	70	48,407 *	15	56,786 *
16	(64,438) *	71	47,940 *	16	56,724
17	63,800 *	72	47,850 *	17	56,400 *
18	63,140 *	73	47,500	18	56,112 *
19	62,863 *	74	47,150 *	19	56,100
20	62,600	75	47,020 *	20	56,000 *
21	62,500	76	46,800	21	56,000 *
22	62,000 *	77	46,500	22	55,400
23	61,700 *	78	46,458	23	55,150 *
24	60,550 *	79	45,700 *	24	54,660
25	60,287 *	80	45,684	25	54,650 *
26	59,880 *	81	45,642	26	53,940
27	59,527 *	82	45,000 *	27	53,690 *
28	59,257 *	83	45,000 *	28	53,600
29	59,000 *	84	44,666 *	29	53,544
30	58,375 *	85	43,740	30	53,250 *
31	58,300 *	86	43,704	31	53,000 *
32	58,167	87	43,704	32	52,600 *
33	57,943 *	88	43,499 *	33	52,560 *
34	57,200 *	89	42,780 *	34	52,500 *
35	57,200	90	42,547	35	52,250 *
36	56,676 *	91	41,388 *	36	52,200 *
37	56,500	92	41,230 *	37	51,900
38	56,412 *	93	40,019	38	51,500 *
39	56,343 *	94	39,831 *	39	51,178 *
40	56,266	95	39,791	40	51,162 *
41	56,160	96	38,760 *	41	51,150
42	55,650 *	97	37,875	42	50,436
43	55,356 *	98	37,286	43	50,307 *
44	55,200	99	37,220 *	44	50,000
45	54,999 *	100	36,445 *	45	49,934 *
46	54,750 *	101	36,225	46	49,900 *
47	54,700 *	102	36,130 *	47	49,500 *
48	54,000	103	35,860	48	(49,245) *
49	53,900 *	104	35,315 *	49	49,126
50	53,560 *	105	34,500 *	50	48,800 *
51	53,304 *	106	34,300 *	51	48,792 *
52	53,125 *	107	34,000	52	48,600 *
53	53,000				
54	52,653	AVERAGE ***	55,722		
55	52,500	AVERAGE ALL	53,725		

(Continued)

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TABLE I (Continued)

(Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

DEANS:
AGRICULTURE

DEANS:
ARCHITECTURE

RANK	SALARY	RANK	SALARY	RANK	SALARY
53	48,500	1	110,000 *	1	95,000 *
54	48,400 *	2	107,100 *	2	94,400 *
55	48,195 *	3	106,500 *	3	91,680 *
56	47,842 *	4	100,000 *	4	90,130 *
57	46,830 *	5	99,960 *	5	90,000 *
58	46,720 *	6	(98,916) *	6	89,169 *
59	46,448 *	7	96,600 *	7	89,000 *
60	46,049 *	8	95,000 *	8	89,000 *
61	45,600 *	9	93,800 *	9	87,610 *
62	45,000 *	10	93,500 *	10	86,538 *
63	45,000 *	11	93,300 *	11	85,300 *
64	45,000 *	12	93,000 *	12	85,000 *
65	44,990	13	92,400 *	13	82,000 *
66	44,400 *	14	92,000 *	14	80,740 *
67	44,328 *	15	90,250 *	15	73,000 *
68	44,271 *	16	87,363 *	16	77,030 *
69	44,250 *	17	86,004 *	17	77,000 *
70	44,100 *	18	85,656 *	18	76,176 *
71	43,206 *	19	85,030 *	19	75,709 *
72	43,180	20	85,000 *	20	73,308 *
73	43,000 *	21	82,807 *	21	73,000 *
74	42,900	22	82,400 *	22	72,502 *
75	42,670 *	23	82,000 *	23	72,288 *
76	42,518	24	80,538 *	24	72,000 *
77	42,000	25	(78,500) *	25	71,400 *
78	41,540	26	77,400 *	26	70,000 *
79	41,504 *	27	76,369 *	27	70,000 *
80	41,228 *	28	74,905 *	28	70,000 *
81	40,700	29	74,900 *	29	69,690 *
82	40,688	30	74,530 *	30	69,531 *
83	40,500 *	31	74,148 *	31	68,874 *
84	40,479 *	32	73,944 *	32	68,800 *
85	40,000 *	33	73,700 *	33	68,000 *
86	39,917	34	73,000 *	34	67,215 *
87	39,520	35	72,000 *	35	66,560 *
88	39,042	36	72,000 *	36	66,113 *
89	38,472	37	71,879 *	37	64,900 *
90	38,373	38	71,190 *	38	64,435 *
91	37,875	39	68,291 *	39	62,100 *
92	35,000 *	40	68,078 *	40	60,120 *
93	35,000 *	41	66,600 *	41	54,727 *
94	34,600	42	66,600 *	AVERAGE ***	76,408
95	34,569 *	43	64,320 *	AVERAGE ALL	75,938
96	34,290 *	44	61,160 *		
97	33,500	45	60,000		
98	33,240	46	59,500 *		
99	32,815 *	47	(59,328) *		
100	29,484	48	58,047 *		
101	28,000	49	51,661		
102	23,228 *	50	41,748 *		
AVERAGE ***	49,805	AVERAGE ***	81,032		
AVERAGE ALL	48,307	AVERAGE ALL	79,646		

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TABLE I (Continued)

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	(79,600) *
2	88,450 *
3	95,500
4	85,000
5	79,223 *
6	78,000 *
7	74,952
8	71,500 *
9	70,554 *
10	66,084 *
11	65,984
AVERAGE ***	70,063
AVERAGE ALL	78,625

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	119,340 *
2	106,500 *
3	105,200 *
4	101,700 *
5	98,500 *
6	97,600 *
7	96,772 *
8	96,300 *
9	96,500 *
10	93,500
11	92,106 *
12	92,000 *
13	91,900 *
14	90,000 *
15	88,000 *
16	87,000 *
17	86,950 *
18	85,800 *
19	85,500 *
20	85,000 *
21	85,000 *
22	85,000 *
23	85,000 *
24	84,586 *
25	83,513 *
26	82,868 *
27	82,834 *
28	82,700
29	81,950
30	80,940
31	80,004 *
32	80,000 *
33	79,350 *
34	79,876 *
35	79,795 *

36	79,324
37	79,300 *
38	78,174 *
39	78,000 *
40	77,910
41	77,870 *
42	77,500
43	77,400
44	77,000
45	76,500 *
46	75,642 *
47	75,407 *
48	75,328 *
49	75,200 *
50	75,100 *
51	75,000
52	74,700
53	74,484
54	74,392 *
55	74,000 *
56	71,598 *
57	71,050
58	71,000
59	70,668 *
60	70,000 *
61	70,000 *
62	70,000
63	69,500 *
64	69,000
65	68,900
66	68,671 *
67	68,291 *
68	68,125 *
69	68,000
70	67,874 *
71	66,998 *
72	66,723
73	66,600
74	66,278
75	65,550
76	65,000
77	63,596
78	62,754 *
79	61,408
80	60,840
81	60,710
82	60,500
83	60,121
84	59,500 *
85	58,938
86	58,500
87	57,850
88	56,451
89	55,200 *
90	50,633
AVERAGE ***	81,600
AVERAGE ALL	76,973

DEANS:
BUSINESS / INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	132,000 *
2	130,840 *
3	121,500 *
4	120,000 *
5	120,000 *
6	113,000 *
7	106,000 *
8	102,600 *
9	102,000 *
10	101,500 *
11	100,500 *
12	100,000 *
13	98,800
14	98,800 *
15	98,300 *
16	97,151 *
17	97,125 *
18	96,600 *
19	94,500 *
20	94,500 *
21	94,500 *
22	93,048 *
23	92,700 *
24	92,700 *
25	91,771 *
26	91,000 *
27	90,769
28	90,000 *
29	89,500 *
30	89,000 *
31	88,715 *
32	88,000 *
33	88,000 *
34	87,773
35	87,500 *
36	87,150 *
37	86,400 *
38	86,300
39	86,100 *
40	85,198 *
41	84,000 *
42	85,000 *
43	85,000
44	83,844 *
45	82,909 *
46	82,892
47	82,795 *
48	82,775 *
49	82,665 *
50	82,600 *
51	82,092 *
52	81,400 *

(Continued)

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TABLE I (Continued)

(Continued)		RANK	SALARY	RANK	SALARY
DEANS: BUSINESS/INDUSTRIAL MANAGEMENT		107	65,000	36	63,396
		108	65,000 *	37	63,000 *
		109	64,766 *	38	62,700 *
		110	64,200	39	62,400
		111	64,000	40	62,204 *
		112	63,650	41	61,932 *
		113	63,590	42	61,915
		114	61,380	43	61,821 *
		115	60,719	44	61,714 *
		116	60,268	45	61,513
		117	60,257 *	46	60,720 *
		118	60,121	47	60,500
		119	59,999 *	48	60,121
		120	59,500 *	49	59,000
		121	59,682	50	58,900
		122	58,000	51	58,800 *
		123	57,000 *	52	57,700 *
		124	56,500	53	57,612
		125	51,200 *	54	57,300
			AVERAGE ***	55	56,983 *
			AVERAGE ALL	56	56,752 *
				57	56,200 *
				58	56,100
				59	56,000 *
				60	55,600
				61	55,522 *
				62	55,500
				63	54,470
				64	54,444
				65	53,226
				66	53,000 *
				67	52,693 *
				68	52,250
				69	52,231 *
				70	52,140 *
				71	51,900
				72	51,599 *
				73	51,000 *
				74	50,820
				75	50,045 *
				76	50,000
				77	50,000
				78	50,000
				79	49,778
				80	48,147
				81	47,602 *
				82	46,240 *
				83	45,700 *
				84	44,762
				85	43,587 *
				86	42,678 *
				87	41,640
				88	40,560
				89	39,216
				90	38,384
				91	29,330 *
				AVERAGE ***	62,900
				AVERAGE ALL	60,049

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TABLE I (Continued)

DEANS: EARTH SCIENCES/ NATURAL RESOURCES		RANK	SALARY	RANK	SALARY
		39	76,537 *	101	60,000
		40	75,524 *	102	60,000 *
		41	75,407 *	103	59,600 *
		42	75,238	104	59,550
RANK	SALARY	43	75,000	105	59,500 *
1	102,900 *	44	74,200	106	58,500
2	79,355 *	45	74,000	107	58,000 *
3	73,632 *	46	73,700 *	108	57,600
4	72,750 *	47	73,272 *	109	57,500 *
5	70,560 *	48	73,236 *	110	56,617 *
6	70,000 *	49	73,080	111	56,100
7	59,300 *	50	73,025	112	56,100 *
8	58,194	51	73,000 *	113	56,000
AVERAGE ***	76,885	52	72,600	114	56,000
AVERAGE ALL	74,549	53	(72,558) *	115	56,000 *
		54	72,213 *	116	55,100 *
		55	71,760 *	117	55,058
		56	71,550	118	53,772
		57	71,350	119	53,000
		58	71,040	120	51,200 *
		59	71,012 *	121	50,000 *
		60	71,000 *		
		61	70,700	AVERAGE ***	74,701
		62	70,257 *	AVERAGE ALL	71,485
		63	70,200		
		64	70,000		
		65	70,000 *		
		66	69,977 *		
		67	69,900 *		
		68	69,443 *		
		69	69,000 *		
		70	69,000 *		
		71	69,000		
		72	68,675 *		
		73	68,514		
		74	68,364 *		
		75	68,100 *		
		76	67,980 *		
		77	67,710 *		
		78	67,000		
		79	66,700		
		80	65,856 *		
		81	65,812 *		
		82	65,620		
		83	65,500 *		
		84	65,472		
		85	65,027 *		
		86	65,000		
		87	64,400 *		
		88	64,334		
		89	64,000		
		90	63,966 *		
		91	63,945		
		92	61,950		
		93	61,884		
		94	61,470		
		95	61,250		
		96	61,077 *		
		97	60,719		
		98	60,700		
		99	60,121		
		100	60,000 *		

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TABLE I (Continued)

DEANS: ENGINEERING		RANK	SALARY	DEANS: FINE ARTS	
RANK	SALARY			RANK	SALARY
1	140,004 *	58	82,379 *	1	94,000 *
2	135,000 *	59	81,290 *	2	86,078 *
3	115,444 *	60	81,000 *	3	84,340 *
4	110,000 *	61	80,682 *	4	84,791 *
5	108,500	62	80,200	5	82,700 *
6	108,000 *	63	80,196 *	6	78,780 *
7	107,600 *	64	80,000	7	77,200 *
8	107,000 *	65	79,991 *	8	77,097 *
9	106,000 *	66	79,900 *	9	76,779 *
10	105,150 *	67	79,206	10	76,000 *
11	102,708 *	68	78,100 *	11	72,721 *
12	101,500 *	69	78,541 *	12	72,400 *
13	100,500 *	70	77,396 *	13	70,400 *
14	100,000 *	71	77,250 *	14	70,344
15	99,500 *	72	77,000	15	70,008
16	99,300 *	73	77,000	16	70,000 *
17	99,200 *	74	76,971	17	70,000
18	98,985 *	75	76,680 *	18	69,504
19	98,520 *	76	76,599 *	19	69,120 *
20	98,400 *	77	76,560	20	68,527
21	98,080 *	78	76,500 *	21	67,000 *
22	98,019 *	79	76,080	22	66,560 *
23	97,500 *	80	75,800 *	23	64,700
24	97,100 *	81	75,740	24	64,344 *
25	97,000 *	82	75,000	25	63,600 *
26	96,800 *	83	74,478 *	26	63,350 *
27	96,700 *	84	74,398 *	27	63,000 *
28	96,425 *	85	73,750 *	28	62,950
29	95,087 *	86	73,588	29	62,500
30	95,000 *	87	73,500 *	30	61,000
31	94,887 *	88	73,500 *	31	60,000
32	93,100	89	72,345	32	59,750
33	93,048 *	90	(72,306)	33	58,680
34	92,000	91	71,244	34	58,436 *
35	90,204 *	92	71,031	35	54,564
36	90,000 *	93	70,716 *	36	54,000 *
37	90,000	94	70,500 *	37	52,000 *
38	89,347 *	95	70,350	38	50,100 *
39	89,200	96	69,960	39	50,000 *
40	89,000 *	97	68,400 *		
41	89,000 *	98	68,000		
42	88,870	99	67,470 *		
43	88,500 *	100	67,095 *		
44	88,000 *	101	66,704		
45	88,000 *	102	65,600 *		
46	87,312	103	65,000		
47	86,000 *	104	63,669 *	AVERAGE ***	70,130
48	85,000	105	62,000		
49	95,000 *	106	61,440 *	AVERAGE ALL	58,110
50	85,000 *	107	61,010 *		
51	84,800	108	61,000		
52	83,804 *	109	54,766		
53	83,500 *				
54	83,357 *	AVERAGE ***	88,372		
55	83,347 *				
56	83,000 *	ERAGE ALL	85,096		
57	82,500 *				

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TABLE I (Continued)

DEANS: FORESTRY		RANK	SALARY	RANK	SALARY
		31	76,000	93	55,000
		32	75,869 *	94	53,900 *
		33	(75,109)	95	53,750
		34	75,000 *	96	53,164
RANK	SALARY	35	75,000 *	97	52,458
1	95,100 *	36	75,000	98	52,200 *
2	85,700 *	37	74,983 *	99	52,000 *
3	85,656 *	38	74,715 *	100	51,140 *
4	85,160 *	39	73,529 *	101	51,000
5	76,518 *	40	73,517	102	50,150
6	76,450 *	41	73,090	103	48,400
7	75,440	42	73,044		
8	75,096 *	43	72,800	AVERAGE ***	76,416
9	72,000 *	44	72,000 *		
10	70,100 *	45	71,086 *	AVERAGE ALL	71,457
11	69,891 *	46	71,059 *		
12	58,500 *	47	71,000 *		
13	63,700	48	71,000 *		
14	60,719	49	70,900		
15	59,124 *	50	70,728 *		
16	52,000 *	51	70,300 *		
AVERAGE ***	74,022	52	70,200 *		
AVERAGE ALL	72,647	53	70,000 *		
		54	69,690 *		
		55	69,400 *		
		56	69,000		
		57	69,000 *		
		58	68,700		
		59	68,000 *		
		60	67,590 *		
		61	67,000		
		62	66,764		
		63	66,094 *		
		64	65,778 *		
		65	64,700		
		66	64,000		
		67	63,900		
		68	63,673		
		69	63,600 *		
		70	63,100		
		71	62,835 *		
		72	62,600		
		73	62,500		
		74	62,000 *		
		75	61,735		
		76	61,397		
		77	60,865		
		78	60,743		
		79	60,121		
		80	60,000 *		
		81	59,400		
		82	59,064 *		
		83	59,000 *		
		84	58,934		
		85	58,500		
		86	58,300		
		87	58,100 *		
		88	57,800		
		89	57,074		
		90	56,707		
		91	56,100		
		92	55,410 *		

DEANS: HEALTH/PHYSICAL EDUC/RECREATION		RANK	SALARY
		1	83,400 *
		2	81,300 *
		3	80,700 *
		4	76,100
		5	75,450 *
		6	74,172 *
		7	72,794 *
		8	67,482 *
		9	62,900 *
		10	62,000 *
		11	(61,976) *
		12	59,112 *
		13	58,500
		14	58,240
		15	58,000 *
		16	56,700
		17	50,100
		AVERAGE ***	69,966
		AVERAGE ALL	67,014

DEANS: GRADUATE		RANK	SALARY
		1	127,000 *
		2	105,000 *
		3	103,000 *
		4	100,173 *
		5	99,500 *
		6	98,341 *
		7	98,000 *
		8	97,105
		9	96,800 *
		10	94,000 *
		11	93,800 *
		12	91,920 *
		13	91,355 *
		14	90,100 *
		15	87,000
		16	85,450 *
		17	85,228 *
		18	82,500 *
		19	82,000 *
		20	80,300 *
		21	79,926 *
		22	79,500 *
		23	79,500 *
		24	78,900 *
		25	78,732 *
		26	78,140 *
		27	77,800 *
		28	77,139 *
		29	76,942
		30	76,074 *

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TABLE I (Continued)

DEANS: HEALTH-RELATED PROFESSIONS		RANK	SALARY	RANK	SALARY
RANK	SALARY	12	56,000	10	108,605 *
1	109,500 *	13	65,000 *	11	108,040 *
2	98,000 *	14	60,500 *	12	107,960 *
3	97,300	15	60,200 *	13	107,500 *
4	97,200 *	16	57,000	14	107,400 *
5	95,944 *	17	56,256	15	107,000 *
6	95,500	AVERAGE ***	73,846	16	106,800 *
7	94,588 *	AVERAGE ALL	71,491	17	106,000 *
8	93,750 *	DEANS: JOURNALISM/ COMMUNICATION		18	106,000 *
9	92,739 *	RANK	SALARY	19	103,188 *
10	92,000	1	89,000 *	20	102,840 *
11	91,538 *	2	88,000 *	21	102,000 *
12	91,072 *	3	88,000 *	22	101,800 *
13	90,200 *	4	87,280 *	23	100,982 *
14	90,840 *	5	87,600 *	24	100,180 *
15	90,000 *	6	87,416 *	25	100,000 *
16	90,500 *	7	87,000 *	26	100,000 *
17	90,304 *	8	87,700 *	27	97,600
18	90,000 *	9	87,686 *	28	96,500 *
19	89,500	10	87,825 *	29	96,800 *
20	89,000	11	87,270 *	30	93,100 *
21	88,900 *	12	87,600 *	31	92,185 *
22	88,800	13	87,800 *	32	92,000
23	88,476	14	87,500 *	33	91,000 *
24	88,200 *	15	87,500 *	34	90,615 *
25	88,540 *	16	87,300 *	35	90,557
26	88,546	17	87,900 *	36	90,000 *
27	88,000	18	87,420 *	37	89,500 *
28	87,794 *	19	87,000 *	38	89,728 *
29	87,000	20	86,500 *	39	89,536 *
30	86,660 *	21	86,056 *	40	89,011 *
31	86,363	22	85,904 *	41	88,493 *
32	86,300	23	85,000 *	42	88,970 *
33	86,214	24	84,944 *	43	88,500 *
34	86,127	25	84,000	44	88,120 *
35	86,040	26	84,171 *	45	87,500 *
36	86,000	AVERAGE ***	74,000	46	86,000 *
37	86,000	AVERAGE ALL	73,393	47	86,875 *
38	86,000	DEANS: LAW		48	86,442 *
39	86,000	RANK	SALARY	49	86,725 *
40	86,000	1	135,000 *	50	86,436 *
41	86,000	2	129,835 *	51	86,911 *
42	86,000	3	125,000 *	52	86,830 *
43	86,000	4	124,667 *	AVERAGE ***	97,810
44	86,000	5	123,100 *	AVERAGE ALL	97,692
45	86,000	6	122,500 *		
46	86,000	7	120,000 *		
47	86,000	8	119,600 *		
48	86,000	9	116,000 *		
49	86,000				
50	86,000				
51	86,000				
52	86,000				

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TABLE I (Continued)

DEANS: LIBERAL ARTS		RANK	SALARY	DEANS: PUBLIC AFFAIRS	
		23	50,880 *		
		24	46,772		
		AVERAGE ***	57,609		
		AVERAGE ALL	56,292		
DEANS: MATHEMATICS		RANK	SALARY	RANK	SALARY
		1	99,960 *	1	106,000 *
		2	(96,616) *	2	84,800 *
		3	40,100 *	3	86,000 *
		4	58,200 *	4	85,700 *
		5	57,600	5	84,260 *
		AVERAGE ***	81,219	6	76,552
		AVERAGE ALL	76,405	7	76,000 *
				8	75,096 *
DEANS: MUSIC		RANK	SALARY	9	73,263 *
		1	92,000 *	10	72,600 *
		2	98,055 *	11	71,610 *
		3	85,088 *	12	67,932
		4	41,500 *	13	58,475 *
		5	73,000 *	14	57,405 *
		6	76,293	15	(50,800)
		7	75,648 *	AVERAGE ***	77,051
		8	74,520 *	AVERAGE ALL	75,710
		9	73,500 *		
		10	69,200 *		
		11	67,123 *		
		12	65,674 *		
		13	64,150		
		14	63,240 *		
		15	50,000		
		16	58,300		
		17	58,000 *		
		18	50,100 *		
		19	56,000		
		20	40,660		
		AVERAGE ***	73,475		
		AVERAGE ALL	64,202		
DEANS: LIBRARY SCIENCE		RANK	SALARY		
		1	100,000 *		
		2	90,437 *		
		3	80,200 *		
		4	78,700 *		
		5	78,000 *		
		6	75,311 *		
		7	75,000 *		
		8	73,500 *		
		9	68,000		
		10	67,410 *		
		11	65,983 *		
		12	65,500 *		
		13	64,100 *		
		14	64,000 *		
		15	61,620 *		
		16	60,700 *		
		17	60,000 *		
		18	56,955 *		
		19	50,568 *		
		20	56,290		
		21	53,000 *		
		22	51,940 *		

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TABLE I (Continued)

DEANS: SCIENCE		RANK	SALARY	DEANS: UNDERGRADUATE STUDIES	
		8	84,000 *		
		9	82,250 *		
		10	80,000 *		
		11	(80,000) *		
		12	80,000 *		
		13	79,000 *		
		14	77,040 *		
		15	73,320 *		
		16	(72,550) *		
		17	70,000 *		
		18	69,520 *		
		19	69,500 *		
		20	67,200 *		
		21	57,000 *		
		22	59,604 *		
		AVERAGE ***	83,015		
		AVERAGE ALL	78,836		
		DEANS: SOCIAL WORK			
		RANK	SALARY		
		1	112,434 *		
		2	102,350 *		
		3	91,046 *		
		4	89,000 *		
		5	84,120 *		
		6	84,000 *		
		7	83,345 *		
		8	82,900 *		
		9	82,000 *		
		10	81,921 *		
		11	81,744 *		
		12	80,240 *		
		13	78,720 *		
		14	76,844 *		
		15	76,643 *		
		16	75,000 *		
		17	74,000 *		
		18	73,044 *		
		19	(72,550) *		
		20	72,500 *		
		21	72,396 *		
		22	72,000 *		
		23	68,917 *		
		24	68,896 *		
		25	66,000 *		
		26	65,380 *		
		27	64,357 *		
		28	62,332 *		
		29	61,252 *		
		30	60,300 *		
		31	59,213 *		
		32	57,848 *		
		33	56,280 *		
		AVERAGE ***	75,809		
		AVERAGE ALL	75,435		
		DEANS: UNIVERSITY COLLEGE/ GENERAL COLLEGE			
		RANK	SALARY		
		1	96,000 *		
		2	79,400 *		
		3	73,150 *		
		4	71,021 *		
		5	70,750 *		
		6	70,680 *		
		7	68,340 *		
		8	65,200 *		
		9	63,440 *		
		10	60,000 *		
		11	59,500 *		
		12	58,887 *		
		13	57,670 *		
		14	57,449 *		
		15	56,500 *		
		16	56,375 *		
		17	52,000 *		
		18	51,984 *		
		AVERAGE ***	67,244		
		AVERAGE ALL	64,908		
		DEANS: SOCIAL AND BEHAV- IORAL SCIENCES			
		RANK	SALARY		
		1	95,000 *		
		2	91,100 *		
		3	89,841 *		
		4	88,000 *		
		5	87,120 *		
		6	85,634 *		
		7	85,000 *		

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TABLE I (Continued)

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	123,500 *
2	120,100 *
3	119,000 *
4	111,840 *
5	108,487 *
6	103,192 *
7	101,640 *
8	100,650 *
9	99,291 *
10	97,820 *
11	97,500 *
12	96,900 *
13	95,748 *
14	95,280 *
15	92,114 *
16	86,640 *
17	85,000 *
18	81,620 *
19	76,315 *

AVERAGE *** 99,011

AVERAGE ALL 99,526

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	203,900 *
2	192,440 *
3	168,540 *
4	168,200 *
5	157,600 *
6	155,000 *
7	151,579 *
8	151,500 *
9	145,530 *
10	142,941 *
11	140,000 *
12	138,625 *
13	136,100 *
14	126,000 *
15	125,000 *
16	122,900 *
17	120,000 *
18	119,706 *
19	115,416 *
20	114,450 *
21	113,815 *
22	109,572 *
23	108,000 *
24	107,958 *
25	107,816 *
26	105,000 *
27	104,290 *
28	104,240 *

RANK	SALARY
29	101,022 *
30	98,940 *
31	97,200 *
32	93,700 *
33	91,060 *
34	90,000 *
35	90,000 *
36	98,750 *
37	87,624 *
38	86,000 *
39	91,000 *
40	77,506 *
41	76,000 *

AVERAGE *** 117,841

AVERAGE ALL 120,605

MEDICAL DEANS:
NURSING

RANK	SALARY
1	105,946 *
2	103,000 *
3	74,497 *
4	93,733 *
5	92,610 *
6	90,300 *
7	90,000 *
8	89,250 *
9	87,876 *
10	87,200 *
11	87,000 *
12	86,920 *
13	85,000 *
14	84,300 *
15	83,357 *
16	83,061 *
17	82,836 *
18	81,350 *
19	80,775 *
20	79,369 *
21	79,342 *
22	79,155 *
23	76,430 *
24	76,100 *
25	75,000 *
26	73,630 *
27	73,164 *
28	73,000 *
29	72,400 *
30	71,196 *
31	71,000 *
32	70,864 *
33	70,500 *
34	70,000 *
35	69,924 *
36	68,900 *
37	58,377 *
38	67,255 *

RANK	SALARY
39	66,560 *
40	66,435 *
41	65,000 *
42	63,580 *
43	(63,546)
44	63,415 *
45	63,400 *
46	63,336 *
47	61,212 *
48	61,000 *
49	61,000 *
50	60,624 *
51	60,000 *
52	58,989 *
53	58,170 *
54	58,000 *
55	57,675 *
56	57,500 *
57	57,072 *
58	54,600 *
59	52,305 *
60	46,000 *

AVERAGE *** 75,410

AVERAGE ALL 73,199

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY
1	99,000 *
2	91,240 *
3	79,900 *
4	74,117 *

AVERAGE *** 96,390

AVERAGE ALL 93,314

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TABLE I (Continued)

MEDICAL DEANS:
PHARMACY

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY	RANK	SALARY
1	113,000 *	1	113,100 *
2	107,855 *	2	109,850 *
3	105,600 *	3	98,537 *
4	98,675 *	4	95,000 *
5	94,735 *	5	94,500 *
6	94,107 *	6	90,843 *
7	93,300 *	7	90,000 *
8	92,833 *	8	90,000 *
9	91,702 *	9	88,680 *
10	91,000 *	10	87,100 *
11	90,720 *	11	87,030 *
12	90,000 *	12	85,890 *
13	89,800 *	13	90,090 *
14	87,875 *	14	79,310 *
15	86,279 *	15	76,896 *
16	85,512 *	16	76,764 *
17	83,545 *	17	76,120 *
18	83,500 *	18	75,500 *
19	82,726 *		
20	82,309 *	AVERAGE ***	88,621
21	77,500 *		
22	75,504 *	AVERAGE ALL	88,621
23	73,320 *		
24	73,133 *		
25	69,962 *		
26	68,000 *		
27	66,396 *		
28	65,868 *		
29	65,000 *		
30	61,000 *		
31	55,000 *		
32	51,100 *		
AVERAGE ***	93,586		
AVERAGE ALL	82,714		

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE 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-eight 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 South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS		BUSINESS/FISCAL OFFICERS: TREASURER OR BUKSAR		RANK	SALARY
RANK	SALARY	RANK	SALARY	15	40,408
1	102,000	1	80,400	16	40,356
2	99,345	2	(67,825)	17	40,332
3	99,000	3	63,500	18	40,262
4	96,000	4	53,876	19	40,075
5	94,500	5	51,636	20	39,900
6	86,000	6	39,000	21	38,110
7	85,500	7	38,665	22	36,700
8	84,926	8	38,600	23	35,568
9	83,235	9	37,500	24	33,600
10	81,936	10	36,960	25	32,150
11	81,850	11	32,500	26	30,680
12	81,500	12	31,961	27	27,976
13	75,548	13	31,696	AVERAGE	43,442
14	73,500	14	30,200	BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR	
15	72,800	15	28,833	RANK	SALARY
16	72,000	16	26,558	1	65,000
17	70,081	17	23,093	2	52,848
18	(68,400)	AVERAGE	42,049	3	51,900
19	68,600	BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER		4	49,755
20	63,972	RANK	SALARY	5	49,207
21	63,600	1	65,036	6	45,912
22	60,096	2	59,508	7	43,916
AVERAGE	80,225	3	45,577	8	43,405
BUSINESS/FISCAL OFFICERS: CONTROLLER		4	41,955	9	42,000
RANK	SALARY	5	32,792	10	42,000
1	77,000	6	28,000	11	41,800
2	75,000	AVERAGE	45,466	12	41,689
3	72,400	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING		13	39,300
4	(67,825)	RANK	SALARY	14	39,040
5	65,000	1	60,050	15	37,887
6	62,700	2	60,000	16	37,236
7	59,265	3	56,300	17	36,745
8	58,700	4	53,665	18	36,500
9	56,740	5	50,004	19	35,820
10	56,026	6	50,000	20	35,407
11	55,000	7	49,090	21	32,970
12	52,800	8	48,665	22	31,200
13	52,700	9	48,108	23	29,000
14	52,323	10	45,166	24	28,636
15	51,681	11	45,044	25	26,508
16	50,971	12	44,117	AVERAGE	40,627
17	50,960	13	43,470		
18	48,654	14	43,200		
19	46,400				
20	46,220				
21	44,625				
22	43,274				
23	42,912				
24	39,900				
AVERAGE	55,380				

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

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER		BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL		RANK	SALARY
RANK	SALARY	RANK	SALARY	21	61,164
1	72,100	1	75,000	22	60,185
2	63,036	2	70,000	23	60,000
3	57,955	3	67,039	24	56,000
4	56,676	4	(66,500)	25	49,140
5	56,652	5	60,220	AVERAGE	70,746
6	54,960	6	60,100	STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS	
7	54,108	7	58,500	RANK	SALARY
8	46,608	8	57,425	1	71,956
9	48,000	9	57,180	2	60,753
10	47,645	10	54,900	3	60,750
11	47,510	11	51,713	4	60,717
12	46,480	12	51,503	5	60,362
13	46,000	13	51,416	6	53,174
14	45,345	14	50,628	7	52,100
15	45,000	15	50,000	8	52,100
16	43,000	16	48,432	9	48,833
17	42,800	17	45,675	10	44,713
18	42,500	18	45,564	11	41,800
19	39,355	19	45,285	12	41,645
20	35,360	20	44,000	13	34,831
21	32,160	21	43,816	AVERAGE	52,555
22	32,000	22	43,480	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
AVERAGE	48,081	23	43,100	RANK	SALARY
BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		24	42,828	1	52,884
RANK	SALARY	25	(42,012)	2	49,350
1	46,100	26	39,900	3	41,265
2	45,500	27	35,444	4	40,000
3	45,200	AVERAGE	51,914	5	36,200
4	41,490	STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS		6	35,217
5	43,604	RANK	SALARY	7	32,055
6	43,274	1	95,500	8	28,997
7	(42,012)	2	84,500	9	27,000
8	39,800	3	84,400	10	26,456
9	36,124	4	80,320	11	25,256
10	37,800	5	79,350	AVERAGE	36,069
11	37,500	6	77,900	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
12	33,204	7	77,175	RANK	SALARY
13	33,000	8	77,100	1	52,884
14	32,364	9	76,000	2	49,350
15	31,692	10	74,200	3	41,265
16	31,000	11	72,200	4	40,000
17	30,638	12	70,445	5	36,200
18	27,530	13	70,000	6	35,217
19	22,033	14	69,000	7	32,055
20	21,611	15	67,737	8	28,997
AVERAGE	36,324	16	66,040	9	27,000
BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		17	65,800	10	26,456
RANK	SALARY	18	65,102	11	25,256
1	46,100	19	65,000	AVERAGE	36,069
2	45,500	20	64,400	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
3	45,200	STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS		RANK	SALARY
4	41,490	RANK	SALARY	1	52,884
5	43,604	1	95,500	2	49,350
6	43,274	2	84,500	3	41,265
7	(42,012)	3	84,400	4	40,000
8	39,800	4	80,320	5	36,200
9	36,124	5	79,350	6	35,217
10	37,800	6	77,900	7	32,055
11	37,500	7	77,175	8	28,997
12	33,204	8	77,100	9	27,000
13	33,000	9	76,000	10	26,456
14	32,364	10	74,200	11	25,256
15	31,692	11	72,200	AVERAGE	36,069
16	31,000	12	70,445	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
17	30,638	13	70,000	RANK	SALARY
18	27,530	14	69,000	1	52,884
19	22,033	15	67,737	2	49,350
20	21,611	16	66,040	3	41,265
AVERAGE	36,324	17	65,800	4	40,000
BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		18	65,102	5	36,200
RANK	SALARY	19	65,000	6	35,217
1	46,100	20	64,400	7	32,055
2	45,500	STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS		8	28,997
3	45,200	RANK	SALARY	9	27,000
4	41,490	1	95,500	10	26,456
5	43,604	2	84,500	11	25,256
6	43,274	3	84,400	AVERAGE	36,069
7	(42,012)	4	80,320	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
8	39,800	5	79,350	RANK	SALARY
9	36,124	6	77,900	1	52,884
10	37,800	7	77,175	2	49,350
11	37,500	8	77,100	3	41,265
12	33,204	9	76,000	4	40,000
13	33,000	10	74,200	5	36,200
14	32,364	11	72,200	6	35,217
15	31,692	12	70,445	7	32,055
16	31,000	13	70,000	8	28,997
17	30,638	14	69,000	9	27,000
18	27,530	15	67,737	10	26,456
19	22,033	16	66,040	11	25,256
20	21,611	17	65,800	AVERAGE	36,069
AVERAGE	36,324	18	65,102	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		19	65,000	RANK	SALARY
RANK	SALARY	20	64,400	1	52,884
1	46,100	STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS		2	49,350
2	45,500	RANK	SALARY	3	41,265
3	45,200	1	95,500	4	40,000
4	41,490	2	84,500	5	36,200
5	43,604	3	84,400	6	35,217
6	43,274	4	80,320	7	32,055
7	(42,012)	5	79,350	8	28,997
8	39,800	6	77,900	9	27,000
9	36,124	7	77,175	10	26,456
10	37,800	8	77,100	11	25,256
11	37,500	9	76,000	AVERAGE	36,069
12	33,204	10	74,200	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
13	33,000	11	72,200	RANK	SALARY
14	32,364	12	70,445	1	52,884
15	31,692	13	70,000	2	49,350
16	31,000	14	69,000	3	41,265
17	30,638	15	67,737	4	40,000
18	27,530	16	66,040	5	36,200
19	22,033	17	65,800	6	35,217
20	21,611	18	65,102	7	32,055
AVERAGE	36,324	19	65,000	8	28,997
BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		20	64,400	9	27,000
RANK	SALARY	STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS		10	26,456
1	46,100	RANK	SALARY	11	25,256
2	45,500	1	95,500	AVERAGE	36,069
3	45,200	2	84,500	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
4	41,490	3	84,400	RANK	SALARY
5	43,604	4	80,320	1	52,884
6	43,274	5	79,350	2	49,350
7	(42,012)	6	77,900	3	41,265
8	39,800	7	77,175	4	40,000
9	36,124	8	77,100	5	36,200
10	37,800	9	76,000	6	35,217
11	37,500	10	74,200	7	32,055
12	33,204	11	72,200	8	28,997
13	33,000	12	70,445	9	27,000
14	32,364	13	70,000	10	26,456
15	31,692	14	69,000	11	25,256
16	31,000	15	67,737	AVERAGE	36,069
17	30,638	16	66,040	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
18	27,530	17	65,800	RANK	SALARY
19	22,033	18	65,102	1	52,884
20	21,611	19	65,000	2	49,350
AVERAGE	36,324	20	64,400	3	41,265

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TABLE II (Continued)
 —ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
 DIRECTOR OF ADMISSIONS

RANK	SALARY
1	59,640
2	(57,500)
3	55,000
4	52,349
5	52,030
6	50,798
7	47,970
8	47,171
9	47,000
10	(46,600)
11	46,502
12	46,000
13	45,320
14	45,000
15	44,310
16	44,100
17	41,700
18	41,604
19	(41,076)
20	40,000
21	39,922
22	38,084
23	32,446
24	31,800
25	28,079
26	26,712
27	23,004
AVERAGE	43,357

STUDENT AFFAIRS OFFICERS:
 REGISTRAR

RANK	SALARY
1	70,350
2	67,750
3	64,739
4	61,500
5	59,034
6	(57,500)
7	57,250
8	57,243
9	49,117
10	48,000
11	47,000
12	(46,600)
13	46,200
14	46,000
15	44,310
16	42,360
17	42,323
18	41,500
19	41,500
20	(41,076)
21	40,731

RANK	SALARY
22	38,955
23	38,335
24	38,000
25	34,650
26	32,940
27	32,340
28	31,304
AVERAGE	47,095

STUDENT AFFAIRS OFFICERS:
 DIRECTOR OF FINANCIAL
 AID

RANK	SALARY
1	52,738
2	51,735
3	50,034
4	49,200
5	48,725
6	44,935
7	44,170
8	44,000
9	43,386
10	41,316
11	41,264
12	41,228
13	41,124
14	40,950
15	40,173
16	39,939
17	39,931
18	39,641
19	39,600
20	38,830
21	37,000
22	35,000
23	34,308
24	34,300
25	33,955
26	33,744
27	33,000
AVERAGE	41,266

STUDENT AFFAIRS OFFICERS:
 DIRECTOR OF HOUSING

RANK	SALARY
1	59,210
2	55,779
3	55,000
4	53,000
5	52,250
6	48,700
7	46,444
8	47,250
9	46,200
10	43,100
11	42,840

RANK	SALARY
12	41,500
13	41,000
14	37,100
15	35,928
16	35,700
17	35,000
18	33,888
19	33,569
20	32,661
21	31,518
22	30,660
23	30,000
24	28,875
25	26,743
26	26,136
AVERAGE	40,617

STUDENT AFFAIRS OFFICERS:
 DIRECTOR OF STUDENT
 HEALTH CENTER

RANK	SALARY
1	87,234
2	87,058
3	86,677
4	86,440
5	79,418
6	76,959
7	75,000
8	72,100
9	71,817
10	71,470
11	65,891
12	62,326
13	61,600
14	60,656
15	60,245
16	60,060
17	60,060
18	51,500
19	45,624
20	41,000
21	37,586
AVERAGE	66,707

OPERATIONS OFFICERS:
 EXECUTIVE VICE
 PRESIDENT

RANK	SALARY
1	89,728
2	83,200
3	83,110
4	(78,000)
5	64,000
AVERAGE	79,608

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TABLE II (Continued)
 —ATLANTA REGION—

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY
RANK	SALARY	RANK	SALARY		
1	67,400	1	75,000	5	62,300
2	76,645	2	74,500	6	59,534
3	(76,000)	3	67,000	7	56,700
4	77,920	4	65,508	8	58,405
5	77,760	5	59,660	9	58,240
6	75,160	6	56,264	10	58,000
7	(74,050)	7	48,456	11	57,360
8	73,133	8	46,000	12	56,670
9	(68,900)	9	45,800	13	53,004
		10	44,960	14	51,819
AVERAGE	76,176	11	46,236	15	51,467
		12	46,000	16	51,000
		13	34,519	17	50,400
		14	34,000	18	49,000
		15	33,800	19	46,951
		AVERAGE	51,176	20	48,826
				21	48,000
				22	48,438
				23	45,838
				24	40,200
				25	40,020
				AVERAGE	54,931
OPERATIONS OFFICERS: VICE PRES FOR INSTI- TUTIONAL PLANNING		OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	76,845	1	83,027	1	54,000
2	(74,050)	2	59,500	2	52,930
3	73,850	3	58,032	3	49,400
4	65,084	4	56,689	4	49,140
5	53,000	5	55,440	5	47,648
6	51,604	6	55,000	6	47,162
7	(49,245)	7	54,271	7	47,000
AVERAGE	63,383	8	53,300	8	45,412
		9	52,900	9	45,912
		10	51,864	10	43,050
		11	50,739	11	42,016
		12	50,400	12	42,000
		13	49,350	13	41,756
		14	48,250	14	37,400
		15	44,940	15	36,000
		16	40,200	16	35,974
		17	36,702	17	35,365
		18	33,059	18	33,619
		AVERAGE	51,873	19	33,241
				20	32,508
				21	30,020
				22	29,319
				23	27,166
				24	26,964
				25	24,480
				AVERAGE	39,622
OPERATIONS OFFICERS: LEGAL COUNSEL		OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT			
RANK	SALARY	RANK	SALARY		
1	73,439	1	76,800		
2	66,875	2	67,745		
3	66,937	3	66,156		
4	62,306	4	65,867		
5	61,479				
6	61,262				
7	60,560				
8	60,293				
9	60,000				
10	60,000				
11	58,984				
12	55,365				
13	55,000				
14	50,000				
15	(47,040)				
AVERAGE	58,161				

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TABLE II (Continued)
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PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT		RANK	SALARY	RANK	SALARY
RANK	SALARY	20	42,010	8	56,400
1	164,300	21	40,448	9	(55,917)
2	94,000	22	40,630	10	54,328
3	80,136	23	39,270	11	50,000
4	80,100	24	34,300	12	49,820
5	77,486	25	33,234	13	47,955
6	77,250	26	32,172	14	46,000
7	76,000	27	31,782	15	(45,906)
8	75,000	AVERAGE	47,786	16	45,508
9	72,710	PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS		17	42,184
10	62,000	PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS		18	41,575
11	57,408	AVERAGE		19	39,473
AVERAGE	83,308	RANK		20	38,339
PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION		SALARY		21	36,575
RANK	SALARY	1	69,854	AVERAGE	53,755
1	(93,880)	2	62,600	PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES	
2	85,057	3	62,500	RANK	SALARY
3	79,000	4	61,334	1	85,330
4	75,960	5	51,100	2	74,000
5	66,000	6	47,200	3	67,000
6	67,400	7	38,065	4	(65,000)
7	66,186	8	34,400	5	58,850
8	56,370	AVERAGE	53,355	6	56,211
AVERAGE	74,249	PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT		7	(55,417)
PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION		RANK		8	55,000
RANK	SALARY	SALARY		9	53,160
1	76,000	1	(93,480)	10	50,553
2	66,000	2	90,000	11	46,628
3	63,535	3	77,200	12	48,357
4	56,625	4	76,462	13	(45,906)
5	56,310	5	75,672	14	(45,732)
6	56,782	6	73,800	15	42,190
7	56,368	7	(68,400)	16	37,128
8	54,759	8	66,700	17	37,112
9	51,500	9	62,974	18	35,938
10	51,000	AVERAGE	76,243	19	34,461
11	48,662	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT		20	34,327
12	47,382	RANK		21	32,470
13	45,301	SALARY		22	32,000
14	44,082	1	78,750	23	31,452
15	44,019	2	72,974	24	26,666
16	43,818	3	68,256	25	26,828
17	43,600	4	66,150	26	24,000
18	43,012	5	(65,000)	AVERAGE	46,421
19	43,011	6	64,060	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT	
		7	62,500	RANK	SALARY

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TABLE II (Continued)
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**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION**

RANK	SALARY
1	91,700
2	90,800
3	90,650
4	(78,500)
5	(78,000)
6	76,975
7	64,102
8	34,600
9	36,300
AVERAGE	72,410

**RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH**

RANK	SALARY
1	116,985
2	107,000
3	92,500
4	89,000
5	69,400
6	81,453
7	79,785
8	77,000
9	72,000
10	67,500
11	67,486
12	54,240
13	34,500
AVERAGE	79,181

**RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN**

RANK	SALARY
1	105,000
2	85,000
3	79,000
4	76,000
5	73,000
6	(64,000)
7	67,599
AVERAGE	74,228

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	89,000
2	72,000
3	71,964
4	62,863
5	57,943
6	57,200
7	56,676
8	56,100
9	52,500
10	52,500
11	52,200
12	51,547
13	46,800
14	45,684
15	39,831
16	38,760
17	37,875
18	36,130
19	35,880
20	34,000
AVERAGE	52,376

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	78,750
2	69,539
3	61,200
4	57,800
5	57,000
6	56,724
7	56,100
8	56,000
9	55,400
10	55,150
11	52,600
12	51,178
13	51,159
14	49,934
15	(49,249)
16	48,600
17	44,990
18	44,271
19	41,540
20	40,000
21	36,373
22	37,875
23	34,569
24	26,000
AVERAGE	50,667

**DEANS:
AGRICULTURE**

RANK	SALARY
1	96,600
2	92,400
3	90,250
4	(78,500)
5	77,400
6	74,900
7	74,530
8	66,600
9	(59,328)
AVERAGE	78,946

**DEANS:
ARCHITECTURE**

RANK	SALARY
1	90,100
2	88,000
3	85,000
4	77,000
5	70,000
6	70,000
7	70,000
8	69,600
9	64,435
AVERAGE	76,024

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	98,500
2	97,600
3	96,772
4	93,500
5	90,000
6	85,800
7	85,000
8	78,000
9	77,910
10	75,000
11	74,000
12	70,000
13	70,000
14	65,550
15	60,840
16	60,500
17	58,436
AVERAGE	78,700

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TABLE II (Continued)
—ATLANTA REGION—

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	132,000
2	121,500
3	102,000
4	100,500
5	97,151
6	91,000
7	90,769
8	89,500
9	89,000
10	87,500
11	86,300
12	83,844
13	82,909
14	82,852
15	80,000
16	79,450
17	75,675
18	73,804
19	73,500
20	73,500
21	71,800
22	71,300
23	70,527
24	65,350
25	64,000
26	63,590
AVERAGE	84,591

DEANS:
EDUCATION

RANK	SALARY
1	85,200
2	85,700
3	85,500
4	84,000
5	83,387
6	81,000
7	80,879
8	80,200
9	76,537
10	74,000
11	73,025
12	70,700
13	70,000
14	69,977
15	69,000
16	69,000
17	65,812
18	65,500
19	61,884
20	60,000
21	59,600
22	58,500
23	58,009
24	56,100
25	55,100
AVERAGE	71,310

DEANS:
FINE ARTS

RANK	SALARY
1	70,000
2	70,000
3	67,000
4	62,950
5	52,000
AVERAGE	64,352

DEANS:
FORESTRY

RANK	SALARY
1	86,100
2	85,700
3	85,160
4	76,518
5	72,000
6	68,500
AVERAGE	78,956

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	76,877
2	76,451
3	76,120
4	66,800
5	63,000
6	62,204
7	61,513
8	58,820
9	56,200
10	56,100
11	55,600
12	54,444
13	52,231
14	51,599
15	50,820
16	50,000
17	49,778
18	39,216
19	29,330
AVERAGE	57,215

DEANS:
ENGINEERING

RANK	SALARY
1	98,500
2	97,100
3	97,000
4	95,000
5	90,000
6	89,347
7	89,000
8	89,000
9	88,000
10	85,000
11	83,800
12	83,000
13	80,000
14	77,000
15	76,599
16	72,345
17	71,244
18	70,500
19	68,400
20	66,704
AVERAGE	83,377

DEANS:
GRADUATE

RANK	SALARY
1	105,000
2	99,500
3	91,355
4	80,300
5	79,500
6	77,800
7	77,139
8	76,942
9	76,000
10	75,000
11	73,629
12	72,000
13	71,059
14	71,000
15	67,599
16	63,900
17	60,865
18	60,743
19	58,500
20	57,800
21	57,024
22	56,100
AVERAGE	73,125

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TABLE II (Continued)
—ATLANTA REGION—

DEANS: HEALTH-RELATED PROFESSIONS		RANK	SALARY	DEANS: SOCIAL AND BEHAV- IORAL SCIENCES	
RANK	SALARY			RANK	SALARY
1	98,000	5	100,000	1	80,000
2	87,300	6	94,800	2	80,600
3	85,946	7	93,100	3	(80,000)
4	73,840	8	92,000	4	79,000
5	72,304	9	90,000	5	67,200
6	69,500	10	89,500		
7	66,900	11	85,011	AVERAGE	78,960
8	60,000	12	80,500		
9	57,814	AVERAGE	95,533		
AVERAGE	74,623				
DEANS: HOME ECONOMICS		DEANS: LIBERAL ARTS		DEANS: SOCIAL WORK	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	89,880	1	87,300	1	102,350
2	80,282	2	75,000	2	81,444
3	72,000	3	70,000	3	72,500
4	70,000	4	69,000	4	68,917
5	67,777	5	66,243	5	66,000
6	67,400	6	63,600	6	65,380
7	66,800	7	60,980	7	60,300
8	(59,320)	AVERAGE	70,590	8	56,280
AVERAGE	72,683			AVERAGE	71,684
DEANS: JOURNALISM/ COMMUNICATION		DEANS: LIBRARY SCIENCE		MEDICAL DEANS: DENTISTRY	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	88,000	1	80,200	1	120,100
2	79,700	2	75,000	2	111,840
3	77,625	3	64,100	3	103,192
4	76,270	4	64,000	4	97,520
5	69,900	5	56,955	5	85,000
6	67,000	6	56,280	AVERAGE	103,530
7	66,500	7	53,000		
8	64,904	AVERAGE	64,219		
AVERAGE	73,737				
DEANS: LAW		DEANS: SCIENCE		MEDICAL DEANS: MEDICINE	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	107,500	1	(86,616)	1	165,000
2	107,000	2	85,000	2	151,500
3	106,000	3	83,000	3	145,530
4	100,962	4	82,000	4	136,625
		5	73,500	5	119,706
		6	71,000	6	107,816
		7	6,250	7	104,240
		8	54,725	8	90,000
		AVERAGE	75,261	9	76,000
				AVERAGE	122,046

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TABLE II (Continued)
 —ATLANTA REGION—

**MEDICAL DEANS:
 NURSING**

RANK	SALARY
1	103,000
2	89,250
3	86,920
4	83,061
5	82,836
6	75,000
7	73,630
8	73,164
9	72,400
10	70,000
11	69,924
12	67,255
13	66,560
14	65,000
15	63,580
16	63,400
17	61,212
18	57,072
19	54,600
AVERAGE	72,519

**MEDICAL DEANS:
 PHARMACY**

RANK	SALARY
1	98,675
2	90,000
3	87,875
4	65,868
5	65,000
AVERAGE	81,484

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE 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-eight participating universities from this region are as follows:

Ball 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
Michigan Technological 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 at Ann Arbor
University of Minnesota-Twin Cities
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

RANK	SALARY
1	140,000
2	129,000
3	120,225
4	109,650
5	107,000
6	105,000
7	104,700
8	104,000
AVERAGE	114,947

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	135,300
2	115,000
3	115,000
4	110,500
5	110,000
6	110,000
7	109,902
8	107,980
9	107,980
10	107,590
11	106,000
12	100,700
13	100,000
14	97,439
15	94,000
16	90,000
17	88,810
18	88,700
19	83,220
20	83,220
21	82,642
AVERAGE	102,100

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	128,400
2	(114,400)
3	110,000
4	101,000
5	95,000
6	92,500
7	88,000
8	(86,850)
9	86,000

RANK	SALARY
10	(85,000)
11	84,874
12	81,304
13	80,000
14	(79,440)
15	79,000
16	78,402
17	78,000
18	75,330
19	71,500
AVERAGE	89,218

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(114,480)
2	110,750
3	96,350
4	96,000
5	88,650
6	(86,850)
7	(85,000)
8	82,000
9	(79,440)
10	78,750
AVERAGE	91,831

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	102,500
2	89,800
3	87,000
4	86,350
5	86,150
6	85,000
7	80,700
8	80,000
9	77,602
10	75,000
11	72,591
12	71,300
13	71,046
14	67,450
15	63,900
16	62,598
17	61,776
18	61,000
19	60,900
20	60,700
21	60,000
22	59,800
23	59,600

RANK	SALARY
24	58,900
25	57,636
26	55,015
27	52,204

AVERAGE 70,734

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	74,200
2	70,650
3	53,000
4	53,000
5	52,402
6	52,000
7	49,550
8	47,851
9	47,808
10	47,800
11	47,700
12	45,300
13	45,100
14	44,640
15	43,000
16	42,800
17	42,144
18	39,105
19	38,300
20	38,221
21	37,999
22	34,000
23	34,000
24	32,592
25	25,900

AVERAGE 45,575

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TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS: DIRECTOR OF COMPLETING SERVICES		RANK	SALARY	RANK	SALARY
		13	76,800	9	47,300
		14	76,650	10	44,500
		15	76,320	11	38,500
		16	72,760	12	33,642
		17	71,000		
		18	(70,422)	AVERAGE	52,228
		19	69,900		
		20	68,292		
		21	68,244		
		22	61,200		
		AVERAGE	80,317		
RANK	SALARY				
1	91,800				
2	79,280				
3	79,090				
4	77,733				
5	74,300				
6	72,862				
7	71,760				
8	71,300				
9	68,400				
10	68,000				
11	67,323				
12	66,650				
13	66,300				
14	66,000				
15	65,500				
16	65,350				
17	65,300				
18	64,866				
19	62,600				
20	61,960				
21	61,700				
22	61,618				
23	61,500				
24	61,500				
25	61,210				
26	59,850				
27	59,364				
28	57,264				
29	53,700				
30	52,800				
31	51,750				
32	51,425				
33	47,100				
34	46,864				
35	40,008				
AVERAGE	63,829				
BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS					
RANK	SALARY				
1	122,000				
2	99,500				
3	97,500				
4	90,240				
5	(86,700)				
6	81,648				
7	81,230				
8	81,230				
9	80,400				
10	79,500				
11	78,500				
12	76,932				
		BUSINESS/FISCAL OFFICERS: CONTROLLER			
		RANK	SALARY		
		1	93,500		
		2	72,820		
		3	72,600		
		4	69,850		
		5	64,920		
		6	63,662		
		7	(63,000)		
		8	62,628		
		9	62,500		
		10	62,400		
		11	62,262		
		12	61,400		
		13	59,500		
		14	57,800		
		15	56,600		
		16	56,200		
		17	52,660		
		18	50,835		
		19	48,540		
		20	48,152		
		21	47,219		
		22	46,668		
		23	43,700		
		AVERAGE	59,969		
		BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR			
		RANK	SALARY		
		1	80,962		
		2	71,000		
		3	59,040		
		4	53,000		
		5	52,500		
		6	49,350		
		7	48,496		
		8	47,940		
		AVERAGE	45,859		
		BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING			
		RANK	SALARY		
		1	63,525		
		2	58,135		
		3	53,846		
		4	52,500		
		5	51,600		
		6	51,000		
		7	50,851		
		8	50,000		
		9	48,500		
		10	48,168		
		11	47,948		
		12	46,650		
		13	45,600		
		14	43,900		
		15	42,360		
		16	42,000		
		17	41,700		
		18	40,000		
		19	39,460		
		20	35,850		
		21	34,911		
		22	33,100		
		23	32,860		

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TABLE II (Continued)
 --CHICAGO REGION--

**BUSINESS/FISCAL OFFICERS:
 INTERNAL AUDITOR**

RANK	SALARY
1	64,400
2	63,800
3	55,190
4	49,840
5	49,500
6	47,550
7	45,630
8	45,200
9	45,012
10	43,320
11	43,000
12	42,904
13	42,550
14	42,540
15	42,370
16	41,975
17	41,820
18	41,505
19	38,968
20	38,054
21	37,500
22	35,285
AVERAGE	45,363

**BUSINESS/FISCAL OFFICERS:
 DIRECTOR OF PAYROLL**

RANK	SALARY
1	66,700
2	66,480
3	51,000
4	45,625
5	43,500
6	42,528
7	40,630
8	39,396
9	38,956
10	38,856
11	35,942
12	35,602
13	35,125
14	33,807
15	31,950
16	30,200
17	29,144
18	28,600
19	28,038
20	26,000
21	25,800
22	21,735
AVERAGE	37,950

**STUDENT AFFAIRS OFFICERS:
 VICE PRESIDENT FOR
 STUDENT AFFAIRS**

RANK	SALARY
1	90,000
2	89,900
3	89,200
4	87,680
5	84,000
6	83,000
7	81,230
8	81,000
9	78,500
10	77,852
11	77,500
12	76,379
13	73,700
14	72,200
15	71,000
16	70,000
17	67,000
18	(66,936)
19	66,802
20	65,004
21	60,500
22	45,959
AVERAGE	75,246

**BUSINESS/FISCAL OFFICERS:
 BUDGET OFFICER**

RANK	SALARY
1	98,000
2	74,800
3	72,850
4	65,400
5	64,200
6	63,673
7	(63,000)
8	62,400
9	59,040
10	52,500
11	50,357
12	48,540
13	47,772
14	47,759
15	47,460
16	47,352
17	44,620
18	43,459
19	37,530
AVERAGE	57,406

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

RANK	SALARY
1	93,840
2	85,500
3	78,200
4	68,350
5	65,100
6	63,000
7	62,833
8	61,128
9	60,000
10	57,876
11	57,455
12	56,540
13	55,250
14	53,800
15	53,400
16	53,001
17	52,400
18	52,000
19	50,744
20	48,516
21	47,700
22	47,375
23	42,000
AVERAGE	59,400

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

RANK	SALARY
1	68,000
2	(66,936)
3	66,300
4	64,000
5	63,000
6	62,175
7	61,750
8	60,600
9	60,000
10	57,526
11	56,134
12	55,350
13	53,906
14	53,700
15	51,515
16	49,054
17	41,748
AVERAGE	58,341

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TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS		STUDENT AFFAIRS OFFICERS: REGISTRAR		RANK	SALARY
RANK	SALARY	RANK	SALARY	22	43,080
1	69,000	1	72,100	23	39,376
2	48,400	2	66,000	24	36,879
3	48,000	3	65,700	25	34,766
4	43,781	4	59,440	26	34,526
5	43,080	5	56,150	27	34,064
6	42,701	6	56,433	AVERAGE	47,625
7	42,700	7	56,200	STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING	
8	42,650	8	55,344	RANK	SALARY
9	40,416	9	55,000	1	82,000
10	37,829	10	54,541	2	66,903
11	34,000	11	54,408	3	66,360
12	33,190	12	53,327	4	63,600
13	29,640	13	52,516	5	61,980
14	25,821	14	50,695	6	57,250
AVERAGE	41,515	15	49,680	7	57,236
STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		16	48,978	8	57,200
RANK	SALARY	17	46,957	9	55,000
1	76,443	18	46,713	10	55,000
2	69,700	19	46,272	11	53,500
3	65,915	20	46,200	12	52,692
4	59,900	21	45,000	13	52,380
5	59,850	22	44,300	14	51,021
6	58,650	23	44,105	15	50,679
7	57,684	24	41,820	16	48,821
8	57,512	25	40,250	17	48,376
9	56,640	26	40,000	18	44,724
10	55,200	AVERAGE	51,928	19	43,781
11	55,164	STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		20	40,400
12	54,994	RANK	SALARY	21	40,000
13	54,408	1	62,770	22	39,558
14	54,340	2	57,950	23	39,244
15	53,368	3	57,849	24	39,000
16	53,196	4	57,437	25	38,000
17	52,549	5	54,408	26	34,035
18	52,500	6	52,720	AVERAGE	51,567
19	52,347	7	52,500	STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID	
20	50,776	8	50,950	RANK	SALARY
21	48,105	9	50,760	1	62,770
22	45,868	10	50,000	2	57,950
23	44,856	11	50,000	3	57,849
24	44,526	12	49,800	4	57,437
25	44,084	13	47,350	5	54,408
26	43,666	14	47,237	6	52,720
27	40,000	15	46,952	7	52,500
AVERAGE	54,58	16	46,957	8	50,950
		17	46,800	9	50,760
		18	45,555	10	50,000
		19	45,000	11	50,000
		20	44,100	12	49,800
		21	44,016	13	47,350

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TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		RANK	SALARY	RANK	SALARY
		6	67,000	11	42,550
		7	64,500	12	41,056
		8	61,836	13	39,781
		9	59,400	14	36,824
		10	58,422		
		11	57,150		
		12	57,000		
		13	55,925		
		14	50,336		
		15	47,863		
		16	47,000		
		17	44,316		
		AVERAGE	61,670		
RANK	SALARY				
1	107,573			AVERAGE	51,226
2	96,800				
3	87,000				
4	83,101				
5	82,950				
6	82,056				
7	80,760				
8	78,500				
9	72,000				
10	70,933				
11	68,880				
12	62,060				
13	61,355				
14	60,610				
15	60,593				
16	59,540				
17	57,490				
18	54,672				
19	53,000				
20	48,648				
21	46,647				
22	42,550				
23	35,400				
24	31,272				
AVERAGE	66,014				
OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT					
RANK	SALARY	RANK	SALARY		
1	(86,700)	1	75,000		
2	80,300	2	68,200		
3	79,380	3	64,688		
4	76,205	4	63,760		
5	72,923	5	62,000		
6	68,000	6	61,000		
7	66,936	7	60,962		
8	64,700	8	59,760		
		9	(59,640)		
		10	56,500		
		11	56,200		
		12	53,750		
		13	53,135		
		14	51,756		
		15	51,362		
		16	48,000		
		17	47,050		
		18	39,323		
		19	36,121		
		20	22,000		
AVERAGE	74,353	AVERAGE	54,512		
OPERATIONS OFFICERS: LEGAL COUNSEL					
RANK	SALARY				
1	85,000				
2	75,000				
3	(75,000)				
4	74,000				
5	68,640				
OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT					
RANK	SALARY				
1	80,000				
2	78,800				
3	74,204				
4	71,030				
5	67,225				
6	66,390				
7	65,000				
8	63,500				
9	63,300				
10	62,850				
11	61,968				
12	59,250				
13	58,464				
14	56,300				
15	57,450				
16	56,220				
17	55,500				
18	55,400				
19	(55,100)				
20	53,300				
21	52,700				
22	50,004				
23	47,412				
24	47,200				
25	46,000				
26	45,000				
AVERAGE	59,676				
OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING					
RANK	SALARY				
1	76,400				
2	60,000				
3	58,000				
4	56,000				
5	55,600				
6	54,440				
7	50,842				
8	50,076				
9	50,040				
10	43,548				

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

**OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY**

RANK	SALARY
1	62,200
2	61,000
3	56,700
4	53,800
5	53,000
6	52,850
7	52,000
8	50,500
9	50,000
10	48,474
11	47,855
12	47,850
13	47,386
14	47,000
15	46,500
16	45,800
17	45,668
18	44,800
19	43,980
20	43,200
21	43,000
22	42,456
23	41,022
24	40,874
25	37,572
26	32,400
27	30,900
AVERAGE	46,992

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT**

RANK	SALARY
1	124,000
2	(85,200)
3	78,000
4	74,400
5	72,000
6	70,500
7	70,400
8	65,500
9	62,500
10	52,020
AVERAGE	75,452

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	80,892
2	73,500
3	71,556
4	64,500
5	62,410
6	59,800
7	59,430
AVERAGE	67,441

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	66,166
2	56,365
3	55,800
4	53,500
5	52,100
6	51,704
7	51,500
8	51,362
9	50,950
10	50,610
11	49,000
12	47,425
13	45,056
14	41,900
15	39,959
16	39,360
17	36,000
18	35,464
19	30,500
AVERAGE	47,620

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS**

RANK	SALARY
1	85,600
2	66,875
3	63,000
4	62,400
5	61,000
6	(54,640)
7	50,000
8	44,000
9	32,252
AVERAGE	58,321

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

RANK	SALARY
1	93,960
2	90,000
3	(85,200)
4	71,400
5	66,750
6	67,080
7	66,300
8	58,400
AVERAGE	75,136

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	77,000
2	61,662
3	59,040
4	52,000
5	51,500
6	49,512
7	47,404
8	45,000
9	43,935
10	42,060
11	37,500
12	37,100
AVERAGE	50,309

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	90,000
2	79,500
3	63,000
4	53,635
5	52,750
6	49,273
7	45,500
8	44,704
9	41,364
10	43,500
11	43,000
12	41,302
13	39,562
14	36,750
15	35,962
16	35,170
17	31,500
18	31,233
19	31,165
20	30,852
21	29,364
22	28,594
23	28,476
AVERAGE	43,677

**RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN**

RANK	SALARY
1	96,500
2	90,000
3	87,000
4	80,892
5	79,332
6	77,792
7	72,240
8	70,000
AVERAGE	81,970

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	100,000
2	73,259
3	71,500
4	69,497
5	64,800
6	63,800

RANK	SALARY
7	62,600
8	58,300
9	57,200
10	56,266
11	54,750
12	53,304
13	50,700
14	50,648
15	50,111
16	50,004
17	47,880
18	47,150
19	46,500
20	46,458
21	43,704
22	,704
23	36,485
AVERAGE	56,463

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	64,650
2	58,300
3	56,800
4	54,660
5	53,544
6	53,250
7	52,250
8	50,436
9	50,307
10	49,126
11	46,448
12	44,400
13	43,000
14	40,500
15	39,520
16	38,472
17	35,000
18	33,500
AVERAGE	48,009

**DEANS:
AGRICULTURE**

RANK	SALARY
1	110,000
2	107,100
3	100,000
4	99,960
5	93,300
6	68,078
AVERAGE	96,406

**DEANS:
ARCHITECTURE**

RANK	SALARY
1	91,660
2	87,610
3	86,538
4	80,240
5	75,709
6	66,874
AVERAGE	81,775

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	119,340
2	106,500
3	96,300
4	92,000
5	82,834
6	82,700
7	81,850
8	80,940
9	80,000
10	79,350
11	78,324
12	78,300
13	77,400
14	75,407
15	75,100
16	74,700
17	71,558
18	69,000
19	68,125
20	66,276
21	65,000
AVERAGE	81,002

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	130,840
2	120,000
3	100,000
4	98,800
5	98,800
6	98,300
7	96,600
8	94,500
9	91,091
10	90,000
11	87,150
12	82,795
13	82,775
14	82,665
15	80,695
16	80,000
17	80,000
18	76,960
19	74,764
20	73,836
21	73,500
22	73,500
23	72,716
24	71,500
25	66,450
26	61,350
AVERAGE	86,139

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	78,600
2	74,018
3	72,480
4	(72,080)
5	71,400
6	69,000
7	66,575
8	64,176
9	67,704
10	66,672
11	66,250
12	65,962
13	64,850
14	64,690
15	62,400
16	61,714
17	60,500
18	56,000
19	40,560
AVERAGE	65,875

DEANS:
EDUCATION

RANK	SALARY
1	97,700
2	97,600
3	90,558
4	86,760
5	85,250
6	81,700
7	81,000
8	80,625
9	79,400
10	78,270
11	77,270
12	75,524
13	73,000
14	72,213
15	71,550
16	71,350
17	71,040
18	66,000
19	68,364
20	68,100
21	67,710
22	66,200
23	64,334
24	61,250
AVERAGE	76,490

DEANS:
ENGINEERING

RANK	SALARY
1	115,464
2	105,150
3	101,500
4	100,500
5	98,985
6	98,520
7	98,080
8	96,800
9	96,700
10	93,100
11	88,870
12	87,312
13	86,000
14	85,000
15	84,800
16	83,347
17	80,200
18	79,206
19	77,356
20	73,500
21	69,960
AVERAGE	90,455

DEANS:
FINE ARTS

RANK	SALARY
1	84,840
2	76,780
3	77,200
4	77,097
5	72,400
6	70,400
7	70,344
8	70,000
9	69,504
10	69,120
11	68,527
12	64,700
13	64,344
14	56,660
AVERAGE	71,138

DEANS:
GRADUATE

RANK	SALARY
1	103,000
2	96,800
3	91,920
4	85,800
5	72,800
6	68,000
7	67,000
8	66,864
9	66,054
10	64,700
11	63,673
12	63,600
13	62,600
14	62,500
15	61,392
16	59,064
17	51,140
AVERAGE	71,000

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	83,400
2	80,400
3	62,900
4	58,240
5	58,000
6	50,100
AVERAGE	65,507

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	87,200
2	76,760
3	77,000
4	76,538
5	66,800
6	66,200
7	65,540
8	32,724
AVERAGE	68,846

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	80,437
2	73,500
3	67,410
4	65,983
5	52,940
AVERAGE	67,854

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	79,400
2	73,150
3	70,680
4	68,340
5	63,440
6	57,670
7	51,984
AVERAGE	66,381

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	87,280
2	82,050
3	75,600
4	72,800
5	72,500
AVERAGE	78,046

DEANS:
MUSIC

RANK	SALARY
1	92,000
2	88,055
3	85,088
4	74,520
5	69,200
6	64,150
AVERAGE	78,836

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	100,650
2	94,900
3	95,280
4	86,640
5	76,315
AVERAGE	91,157

DEANS:
LAW

RANK	SALARY
1	129,000
2	120,000
3	116,000
4	108,040
5	106,800
6	106,000
7	100,160
8	100,000
9	90,615
10	90,552
11	85,536
12	80,000
AVERAGE	102,394

DEANS:
SCIENCE

RANK	SALARY
1	99,500
2	86,760
3	78,500
4	69,169
5	60,763
6	54,372
AVERAGE	74,844

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	192,440
2	168,640
3	136,100
4	114,450
5	109,572
6	108,000
7	105,000
8	104,280
9	101,023
10	90,000
AVERAGE	122,951

DEANS:
SOCIAL WORK

RANK	SALARY
1	112,434
2	82,000
3	80,240
4	78,720
5	75,000
6	68,896
7	64,357
8	61,257
AVERAGE	77,866

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

**MEDICAL DEANS:
NURSING**

RANK	SALARY
1	105,846
2	93,733
3	92,610
4	90,300
5	87,200
6	85,000
7	81,369
8	78,342
9	76,100
10	68,900
11	63,336
12	56,989
13	56,000
AVERAGE	70,978

**MEDICAL DEANS:
PHARMACY**

RANK	SALARY
1	107,855
2	93,300
3	92,833
4	90,700
5	89,800
6	82,720
7	69,462
AVERAGE	89,559

**MEDICAL DEANS:
VETERINARY
MEDICINE**

RANK	SALARY
1	109,850
2	94,500
3	88,680
4	85,890
5	76,120
AVERAGE	91,008

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I^r (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE 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 participating universities from this region are as follows:

East Texas State University
Louisiana State University
Louisiana Tech University
New Mexico State University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Arkansas
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		RANK	SALARY
RANK	SALARY	RANK	SALARY	6	61,000
1	147,000	1	76,000	7	60,864
2	142,000	2	68,496	8	58,840
3	106,101	3	66,000	9	58,000
4	103,000	4	65,700	10	55,834
5	100,000	5	65,406	11	55,539
6	97,000	6	63,252	12	53,400
7	94,150	7	63,000	13	53,400
8	91,745	8	61,942	14	52,000
9	89,121	9	61,241	15	51,500
10	88,000	10	61,000	16	51,000
11	85,000	11	60,000	17	49,247
12	83,555	12	57,000	18	49,155
13	82,000	13	56,482	19	49,107
14	75,535	14	54,150	20	48,480
15	74,335	15	52,273	21	48,474
16	74,335	16	49,283	22	47,910
AVERAGE	95,805	17	48,310	23	46,620
		18	47,700	24	45,900
		19	47,652	25	44,600
		20	45,100	26	44,400
				27	44,000
				28	42,600
				29	39,000
		AVERAGE	58,499	AVERAGE	54,846

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(115,000)	1	54,500	1	96,600
2	98,640	2	47,968	2	90,612
3	89,750	3	46,000	3	87,000
4	89,200	4	45,168	4	84,900
5	84,000	5	43,344	5	80,000
6	81,500	6	41,580	6	79,800
7	75,567	7	40,517	7	72,000
8	70,400	8	37,342	8	72,000
9	69,341	9	36,000	9	71,000
10	66,200	10	34,000	10	69,774
11	65,520	11	32,760	11	68,512
12	61,692	12	28,931	12	68,500
13	61,435	13	28,000	13	67,657
14	60,154			14	65,700
15	60,000			15	65,520
AVERAGE	76,596	AVERAGE	39,701	16	64,050
				17	61,820
				18	61,000
				19	59,233
				AVERAGE	72,930

ACADEMIC OFFICERS: PROVOST		ACADEMIC OFFICERS: DIRECTOR OF COMPLIING SERVICES	
RANK	SALARY	RANK	SALARY
1	125,500	1	90,000
2	(115,000)	2	87,602
3	85,500	3	71,000
4	84,048	4	61,000
5	70,900	5	65,000
AVERAGE	96,150		

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
 - DALLAS REGION -

BUSINESS/FISCAL OFFICERS: CONTROLLER		RANK	SALARY	BUSINESS/FISCAL OFFICERS: BUDGET OFFICER	
		8	45,011		
		9	42,144		
		10	38,518		
		AVERAGE	49,145		
RANK	SALARY	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING		RANK	SALARY
1	70,000			1	65,000
2	67,900			2	58,300
3	65,000			3	55,140
4	64,000			4	54,000
5	58,000			5	53,000
6	52,937			6	49,476
7	51,100			7	(43,538)
8	51,045	RANK	SALARY	8	43,275
9	50,004	1	63,000	9	42,900
10	48,000	2	56,150	10	(42,000)
11	47,315	3	56,000	11	40,000
12	46,100	4	48,000	12	30,745
13	44,000	5	43,400	13	29,870
14	42,753	6	43,272		
15	40,100	7	41,000	AVERAGE	46,711
16	38,160	8	40,500	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL	
17	35,875	9	37,805		
AVERAGE	51,314	10	37,714		
		11	36,606		
		12	36,050		
		13	36,000		
		14	35,700		
		15	34,019	RANK	SALARY
		16	31,340	1	47,256
		17	28,000	2	(42,000)
		18	25,678	3	39,000
		AVERAGE	40,569	4	36,900
				5	33,432
				6	31,606
				7	31,173
				8	30,000
				9	29,146
				10	26,932
				11	27,628
				12	23,500
				13	23,500
				14	23,400
				15	21,264
				AVERAGE	31,253
BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR		BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR		BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	44,800	1	53,200	1	70,000
2	(43,538)	2	50,000	2	56,136
3	42,144	-	49,185	3	50,511
4	41,388	4	41,500	4	48,141
5	40,600	5	41,000	5	48,000
6	39,600	6	40,000	6	46,700
7	39,000	7	40,000	7	46,201
8	37,380	8	39,555		
9	35,304	9	39,300		
10	30,000	10	37,633		
11	28,837	11	35,651		
12	24,204	12	32,278		
13	21,888	13	30,766		
AVERAGE	36,053	14	30,500		
		15	26,450		
		16	26,000		
		17	25,752		
		AVERAGE	37,577		

UNIVERSITY OF ARKANSAS
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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
 PAID 1987-88

TABLE II (Continued)
 —DALLAS REGION—

BUSINESS/FISCAL OFFICERS:		RANK	SALARY	STUDENT AFFAIRS OFFICERS:	
DIRECTOR OF PERSONNEL		5	47,301	REGISTRAR	
		6	46,656		
		7	44,720		
		8	44,038		
RANK	SALARY	9	44,000	RANK	SALARY
1	56,000	10	43,500	1	57,032
2	53,000	11	39,812	2	(54,456)
3	53,000	12	38,800	3	53,550
4	50,000	13	37,992	4	49,500
5	49,157	14	23,156	5	46,654
6	48,603			6	(47,200)
7	48,000	AVERAGE	45,284	7	45,216
8	46,500			8	43,943
9	46,000			9	42,197
10	45,204			10	41,208
11	42,230			11	40,000
12	42,000			12	39,965
13	41,790			13	39,600
14	41,723			14	39,208
15	41,000			15	39,200
16	40,200			16	38,110
17	39,325			17	(37,755)
18	36,561			18	32,500
19	34,657			19	31,200
AVERAGE	44,997			AVERAGE	43,184
STUDENT AFFAIRS OFFICERS:		STUDENT AFFAIRS OFFICERS:		STUDENT AFFAIRS OFFICERS:	
VICE PRESIDENT FOR		DEAN OF INTERNATIONAL		DIRECTOR OF FINANCIAL	
STUDENT AFFAIRS		STUDENTS		AID	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	83,200	1	67,318	1	51,912
2	80,000	2	49,000	2	49,500
3	77,268	3	43,895	3	46,201
4	(75,000)	4	41,300	4	44,200
5	72,504	5	40,000	5	42,660
6	71,500	6	39,600	6	42,025
7	70,000	7	35,000	7	40,200
8	67,030	8	31,066	8	40,000
9	66,587	9	30,545	9	39,905
10	63,616	10	24,860	10	39,696
11	60,900	AVERAGE	40,258	11	39,200
12	60,320			12	34,000
13	60,200			13	32,754
14	60,000			14	32,600
15	59,582			15	32,362
16	59,568			16	31,500
AVERAGE	67,955			17	31,120
				18	31,000
				19	29,364
				AVERAGE	38,537
STUDENT AFFAIRS OFFICERS:		STUDENT AFFAIRS OFFICERS:		STUDENT AFFAIRS OFFICERS:	
DEAN OF STUDENT		DIRECTOR OF ADMISSIONS		DIRECTOR OF ADMISSIONS	
AFFAIRS					
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	64,075	1	62,500	1	51,912
2	55,360	2	56,123	2	49,500
3	55,000	3	(54,456)	3	46,201
4	49,500	4	54,200	4	44,200
		5	(47,200)	5	42,660
		6	46,107	6	42,025
		7	45,775	7	40,200
		8	44,952	8	40,000
		9	44,140	9	39,905
		10	44,000	10	39,696
		11	43,567	11	39,200
		12	42,025	12	34,000
		13	(37,755)	13	32,754
		14	37,600	14	32,600
		15	34,567	15	32,362
		16	33,000	16	31,500
		17	31,860	17	31,120
		18	31,200	18	31,000
		19	30,000	19	29,364
AVERAGE	49,500	AVERAGE	43,316	AVERAGE	38,537

UNIVERSITY OF ARKANSAS
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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	62,500
2	50,520
3	50,000
4	49,224
5	47,700
6	46,000
7	43,744
8	42,100
9	39,157
10	37,224
11	35,010
12	32,600
13	30,853
14	29,279
15	29,000
16	27,810
17	26,280
18	26,000
AVERAGE	39,169

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	83,500
2	74,818
3	69,000
4	68,600
5	67,224
6	67,000
7	64,104
8	63,900
9	61,871
10	61,603
11	59,500
12	57,200
13	51,126
14	48,000
15	33,500
16	28,932
17	26,784
AVERAGE	58,039

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	84,000
2	(75,000)
3	71,459

RANK	SALARY
4	70,000
5	69,774
6	66,200

AVERAGE 71,750

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	75,956
2	68,165
3	59,804
4	57,348
5	56,500
6	52,000
7	44,960

AVERAGE 59,253

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	56,563
2	55,700
3	55,500
4	55,105
5	54,000
6	49,901
7	45,747
8	45,961
9	44,498
10	44,000
11	43,000
12	35,400

AVERAGE 49,115

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	(56,610)
2	51,956
3	50,800
4	44,100
5	39,000
6	34,207

AVERAGE 46,219

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	74,100
2	61,000
3	60,744
4	60,000
5	(56,610)
6	55,000
7	53,500
8	52,000
9	50,625
10	50,133
11	50,000
12	48,889
13	48,500
14	45,825
15	43,130
16	38,700
17	38,007

AVERAGE 52,166

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	50,000
2	47,744
3	43,200
4	42,425
5	41,767
6	41,000
7	40,000
8	38,636
9	38,000
10	37,840
11	37,648
12	35,700
13	32,963
14	31,432
15	27,181
16	20,500

AVERAGE 37,884

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT**

RANK	SALARY
1	70,560
2	69,774
3	69,000
4	65,060
5	60,060
6	59,566
7	49,560
AVERAGE	63,343

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	57,560
2	55,260
3	49,920
4	48,360
5	48,060
6	45,040
7	43,863
8	43,000
9	42,560
10	41,780
11	40,366
12	38,014
13	32,860
14	32,100
AVERAGE	44,176

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

RANK	SALARY
1	86,560
2	79,860
3	70,560
4	(66,067)
5	61,267
AVERAGE	72,827

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	70,060
2	59,616
3	58,023
4	55,060
5	48,738
6	42,350
7	38,060
8	24,960
AVERAGE	49,566

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	56,497
2	50,880
3	50,000
4	46,260
5	43,792
6	42,425
7	42,047
8	41,033
9	39,000
10	35,060
11	33,660
12	31,000
13	29,303
AVERAGE	41,598

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	85,860
2	63,140
3	62,060
4	56,560
5	56,412
6	55,260
7	54,060
8	49,728
9	47,500
10	45,060
11	42,780
12	42,547
13	37,286
14	36,225
15	35,315
AVERAGE	51,360

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	56,400
2	49,960
3	48,752
4	48,560
5	48,155
6	45,660
7	45,060
8	45,060
9	42,960
10	40,760
11	39,917
12	35,000
13	29,484
AVERAGE	44,261

**DEANS:
AGRICULTURE**

RANK	SALARY
1	93,060
2	82,000
3	80,534
4	71,879
5	68,291
6	60,060
7	51,661
8	41,748
AVERAGE	68,640

**DEANS:
ARCHITECTURE**

RANK	SALARY
1	95,060
2	73,060
3	72,060
4	69,531
5	68,860
6	68,060
7	66,113
8	62,160
AVERAGE	74,818

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TABLE II (Continued)
--DALLAS REGION--

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	88,000
2	85,000
3	85,000
4	84,500
5	75,642
6	71,000
7	66,251
8	66,996
9	61,408
10	60,719
11	60,121
12	58,560
13	50,633
AVERAGE	70,454

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	120,000
2	113,000
3	88,000
4	85,198
5	85,000
6	80,000
7	74,000
8	76,200
9	55,000
10	71,646
11	70,200
12	68,785
13	68,291
14	63,650
15	60,719
16	60,200
17	60,121
18	58,000
19	56,500
AVERAGE	75,767

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	70,000
2	67,156
3	66,250
4	60,720
5	60,121
6	56,753

RANK	SALARY
7	52,653
8	41,640
9	38,384

AVERAGE 57,080

DEANS:
EDUCATION

RANK	SALARY
1	96,000
2	83,500
3	77,252
4	70,257
5	70,200
6	70,000
7	64,900
8	68,675
9	65,856
10	61,950
11	60,719
12	60,708
13	60,121
14	60,000
15	56,000
16	56,000
17	53,772
18	53,000

AVERAGE 66,328

DEANS:
ENGINEERING

RANK	SALARY
1	140,004
2	135,000
3	108,500
4	98,019
5	90,000
6	88,000
7	85,000
8	80,196
9	74,951
10	76,971
11	76,500
12	70,776
13	70,350
14	65,000
15	62,000
16	61,000

AVERAGE 86,707

DEANS:
GRADUATE

RANK	SALARY
1	94,000
2	87,000
3	78,140
4	75,000
5	74,983
6	71,086
7	70,900
8	69,690
9	69,000
10	60,121
11	56,707
12	53,164
13	51,000
14	48,600

AVERAGE 68,528

DEANS:
LAW

RANK	SALARY
1	135,000
2	107,900
3	81,500
4	76,875
5	73,725

AVERAGE 95,012

DEANS:
LIBERAL ARTS

RANK	SALARY
1	114,000
2	96,000
3	78,000
4	62,000
5	60,005
6	59,161

AVERAGE 78,206

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TABLE II (Continued)
 —DALLAS REGION—

DEANS:
 SCIENCE

RANK	SALARY
1	107,000
2	105,000
3	88,000
4	80,000
5	72,000
6	70,000
7	63,600
8	57,185
9	52,000
AVERAGE	77,198

DEANS:
 UNIVERSITY COLLEGE/
 GENERAL COLLEGE

RANK	SALARY
1	96,000
2	65,200
3	60,000
4	59,500
5	56,375
AVERAGE	67,415

MEDICAL DEANS:
 NURSING

RANK	SALARY
1	90,000
2	71,000
3	68,377
4	(63,546)
5	61,000
6	52,305
AVERAGE	67,705

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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
IN 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 fourteen participating universities from this region are as follows:

Colorado School of Mines
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	BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS	
RANK	SALARY			RANK	SALARY
1	111,390	9	48,000	1	76,326
2	110,300	10	46,772	2	73,900
3	103,800	11	45,478	3	70,800
4	99,547	12	45,000	4	69,000
5	99,200	13	43,085	5	68,000
6	89,804	14	36,983	6	66,500
7	85,825	AVERAGE	53,671	7	65,500
8	78,156	ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		8	53,288
9	78,156	RANK	SALARY	9	52,000
10	74,000	1	51,895	10	44,265
11	73,250	2	44,700	AVERAGE	63,958
12	73,300	3	40,000	BUSINESS/FISCAL OFFICERS: CONTROLLER	
13	72,600	4	35,400	RANK	SALARY
14	67,737	5	35,400	1	60,750
AVERAGE	86,916	6	35,200	2	60,000
ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		7	34,700	3	54,228
RANK	SALARY	8	33,620	4	53,200
1	94,000	9	32,651	5	51,555
2	92,400	10	31,500	6	51,500
3	90,525	11	30,600	7	42,500
4	89,455	12	24,039	8	40,400
5	76,000	AVERAGE	35,809	9	38,520
6	73,950	ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		10	37,270
7	72,600	RANK	SALARY	11	36,120
8	71,600	1	71,694	12	31,131
9	66,000	2	70,000	AVERAGE	46,435
10	65,000	3	63,200	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING	
11	63,900	4	61,500	RANK	SALARY
12	(63,354)	5	57,400	1	51,060
13	60,800	6	53,138	2	48,500
AVERAGE	70,506	7	51,400	3	46,900
ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		8	51,072	4	41,600
RANK	SALARY	9	50,040	5	38,791
1	73,800	10	49,400	6	36,400
2	71,400	11	47,000	7	37,500
3	62,825	12	45,742	8	34,469
4	62,100	13	45,259	9	31,550
5	56,700	14	44,616	10	26,000
6	56,370	15	42,667	11	25,675
7	50,880	16	38,507	12	22,920
8	50,000	17	38,030	AVERAGE	36,947
		AVERAGE	51,806		

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TABLE II (Continued)
—DENVER REGION—

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	44,000
2	43,500
3	38,950
4	30,390
5	30,000
6	28,501
7	26,832
8	20,818
AVERAGE	32,874

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	66,000
2	62,700
3	61,800
4	53,800
5	52,190
6	(51,200)
7	51,200
8	47,500
9	41,600
10	37,950
11	36,000
12	18,948
AVERAGE	46,407

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	51,060
2	(46,384)
3	40,500
4	39,000
5	(37,950)
6	27,648
7	25,850
8	24,500
AVERAGE	36,619

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

RANK	SALARY
1	57,000
2	55,500
3	55,100
4	51,600
5	(51,200)
6	51,200
7	(46,384)
8	46,000
9	(37,950)
10	36,000
11	35,100
12	33,397
13	30,160
14	27,847
AVERAGE	43,894

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	77,910
2	76,700
3	(62,550)
4	62,400
5	62,250
6	60,600
7	60,000
8	56,500
9	39,175
AVERAGE	62,009

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

RANK	SALARY
1	59,000
2	57,000
3	51,000
4	47,648
5	46,836
6	45,000
7	42,220
AVERAGE	49,815

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	57,500
2	51,800
3	46,176
4	43,767
5	39,966
6	39,900
7	39,225
8	(38,700)
9	36,696
10	35,945
11	32,300
12	28,952
13	25,920
AVERAGE	39,764

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	48,023
2	48,000
3	45,550
4	44,700
5	44,503
6	44,348
7	42,624
8	41,300
9	36,767
10	38,556
11	33,500
12	32,350
13	31,663
14	27,387
AVERAGE	40,112

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TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		RANK	SALARY
RANK	SALARY	RANK	SALARY		
1	62,000	1	83,370	9	42,050
2	51,500	2	73,185	10	39,600
3	39,700	3	63,500	11	33,559
4	39,072	4	60,600	AVERAGE	50,902
5	(38,700)	5	56,500	OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY	
6	36,770	6	50,000	RANK	SALARY
7	36,470	AVERAGE	64,526	1	53,500
8	36,000	OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		2	46,386
9	32,000	RANK	SALARY	3	42,436
10	30,000	1	64,100	4	27,500
11	26,573	2	39,135	5	25,036
12	26,000	3	38,900	AVERAGE	36,972
AVERAGE	38,065	4	33,200	PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION	
STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		5	31,700	RANK	SALARY
RANK	SALARY	6	19,000	1	54,000
1	69,035	AVERAGE	37,673	2	52,136
2	52,500	OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		3	51,653
3	46,523	RANK	SALARY	4	47,300
4	45,870	1	61,000	5	46,800
5	45,860	2	50,500	6	45,500
6	41,500	3	50,500	7	(31,029)
7	35,750	4	43,300	8	28,010
8	34,318	5	32,600	9	25,017
9	33,538	AVERAGE	47,582	10	24,982
10	33,500	OPERATIONS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		AVERAGE	40,643
11	32,760	RANK	SALARY	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT	
12	32,003	1	61,716	RANK	SALARY
13	18,931	2	60,000	1	61,716
AVERAGE	40,161	3	55,000	2	60,000
STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		4	50,000	3	55,000
RANK	SALARY	5	46,050	4	50,000
1	83,759	6	39,431	5	46,050
2	77,651	7	32,000	6	39,431
3	74,672	AVERAGE	49,171	7	32,000
4	61,578	OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		AVERAGE	49,171
5	59,049	RANK	SALARY	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT	
6	57,700	1	69,015	RANK	SALARY
7	54,810	2	61,300	1	61,716
8	39,945	3	61,000	2	60,000
9	31,744	4	55,500	3	55,000
AVERAGE	60,106	5	55,091	4	50,000
STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		6	49,500	5	46,050
RANK	SALARY	7	46,800	6	39,431
1	83,759	8	46,468	7	32,000
2	77,651	OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		AVERAGE	49,171
3	74,672	RANK	SALARY	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT	
4	61,578	1	69,015	RANK	SALARY
5	59,049	2	61,300	1	61,716
6	57,700	3	61,000	2	60,000
7	54,810	4	55,500	3	55,000
8	39,945	5	55,091	4	50,000
9	31,744	6	49,500	5	46,050
AVERAGE	60,106	7	46,800	6	39,431
STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		8	46,468	7	32,000
RANK	SALARY	OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		AVERAGE	49,171
1	83,759	RANK	SALARY	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT	
2	77,651	1	69,015	RANK	SALARY
3	74,672	2	61,300	1	61,716
4	61,578	3	61,000	2	60,000
5	59,049	4	55,500	3	55,000
6	57,700	5	55,091	4	50,000
7	54,810	6	49,500	5	46,050
8	39,945	7	46,800	6	39,431
9	31,744	8	46,468	7	32,000
AVERAGE	60,106	OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		AVERAGE	49,171

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TABLE II (Continued)
—DENVER REGION—

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	52,193
2	39,300
3	34,268
4	33,970
5	32,619
6	32,610
7	24,720
AVERAGE	35,611

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION**

RANK	SALARY
1	74,900
2	73,600
3	61,570
4	53,770
5	30,000
6	27,351
AVERAGE	52,521

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	61,792
2	53,900
3	53,125
4	52,653
5	52,200
6	51,800
7	45,642
8	34,500
9	34,300
AVERAGE	48,879

**RESEARCH OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH**

RANK	SALARY
1	52,200
2	49,500
3	48,400
4	45,000
5	40,688
6	32,815
7	23,228
AVERAGE	41,690

**DEANS:
AGRICULTURE**

RANK	SALARY
1	74,800
2	73,200
3	66,600
4	61,160
5	59,500
AVERAGE	67,052

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	94,500
2	75,200
3	61,723
4	59,509
5	57,850
6	55,200
AVERAGE	68,164

**DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT**

RANK	SALARY
1	94,500
2	87,773
3	86,100
4	67,600
5	65,000
6	64,209
7	59,988
8	59,500
9	57,000
10	51,200
AVERAGE	69,267

**DEANS:
CONTINUING EDUCATION**

RANK	SALARY
1	70,036
2	57,300
3	53,000
4	50,045
5	46,260
6	45,700
7	43,687
8	42,678
AVERAGE	51,088

**DEANS:
EDUCATION**

RANK	SAL
1	74,500
2	75,000
3	75,000
4	65,027
5	64,400
6	59,500
7	57,500
8	56,100
9	56,000
10	51,200
11	50,000
AVERAGE	62,711

**DEANS:
ENGINEERING**

RANK	SALARY
1	100,000
2	94,300
3	75,800
4	74,398
5	(72,306)
6	71,031
7	65,600
8	63,669
9	61,440
10	61,010
AVERAGE	74,455

**DEANS:
GRADUATE**

RANK	SALARY
1	75,889
2	73,517
3	70,300
4	62,000
5	60,000
6	59,000
7	58,834
8	58,300
9	55,410
10	53,800
11	52,200
AVERAGE	61,750

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE 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 twelve participating universities from this region are as follows:

Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas at Lawrence
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	130,000
2	100,000
3	95,000
4	94,530
5	92,070
6	92,000
7	90,765
8	90,000
9	84,100
AVERAGE	96,488

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	65,400
2	47,161
3	46,300
4	45,180
5	44,520
6	43,500
7	43,260
8	37,710
9	35,000
AVERAGE	45,326

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	66,000
2	59,400
3	59,000
4	53,500
5	52,500
6	48,510
7	44,500
8	41,750
AVERAGE	53,155

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	117,500
2	85,000
3	84,800
4	81,000
5	80,674
6	80,000
7	80,000
8	77,500
9	75,950
AVERAGE	84,825

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	79,560
2	79,560
3	67,862
4	67,464
5	66,000
6	63,000
7	58,501
8	54,975
9	52,750
10	52,620
11	48,114
12	45,400
13	45,418
14	41,443
AVERAGE	58,835

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	56,750
2	48,923
3	44,040
4	42,950
5	38,142
6	36,711
7	34,359
8	32,760
9	31,500
AVERAGE	40,897

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	86,500
2	77,500
3	70,315
4	66,300
5	65,614
6	63,120
7	59,000
8	58,500
9	56,450
10	55,900
11	52,429
12	37,321
AVERAGE	52,017

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	105,000
2	98,000
3	82,600
4	80,440
5	77,000
6	75,500
7	75,000
8	68,276
9	65,350
10	56,600
AVERAGE	78,377

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	49,750
2	40,100
3	39,672
4	37,800
5	34,603
6	31,925
AVERAGE	38,975

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	56,000
2	55,000
3	48,408
4	45,500
5	42,969
6	38,040
7	38,000
8	34,100
AVERAGE	45,002

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	97,500
2	84,000
3	79,954
4	78,000
5	(76,428)
6	72,000
7	70,250
8	67,500
9	67,076
10	61,000
11	60,850
12	60,000
AVERAGE	72,880

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	57,679
2	56,750
3	51,072
4	48,800
5	44,000
6	40,734
7	37,900
8	35,100
9	34,325
AVERAGE	45,160

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	47,155
2	43,700
3	42,517
4	35,675
5	31,956
6	30,060
7	30,000
8	28,000
9	26,026
10	22,395
AVERAGE	33,748

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

RANK	SALARY
1	39,350
2	34,672
3	29,917
4	27,150
5	25,356
AVERAGE	31,269

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

RANK	SALARY
1	55,500
2	55,000
3	46,000
4	43,870
5	43,675
6	43,645
7	39,300
8	37,000
9	35,547
10	35,400
11	35,300
12	29,502
AVERAGE	41,650

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

RANK	SALARY
1	58,405
2	57,500
3	52,000
4	52,000
5	46,000
6	45,678
7	44,249
8	44,160
9	40,000
10	39,784
11	39,638
12	37,350
AVERAGE	46,404

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	54,500
2	51,031
3	46,600
4	48,358
5	46,279
6	44,046
7	43,645
8	43,550
9	43,500
10	41,583
11	37,050
12	35,000
AVERAGE	44,769

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING**

RANK	SALARY
1	71,000
2	52,500
3	52,000
4	50,500
5	49,926
6	44,628
7	33,400
AVERAGE	50,565

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

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

RANK	SALARY
1	90,000
2	86,304
3	81,500
4	77,682
5	62,357
6	53,500
7	52,500
8	37,000
9	24,575
AVERAGE	62,825

**OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT**

RANK	SALARY
1	66,230
2	58,134
3	57,500
4	51,500
5	47,664
6	32,365
7	27,144
AVERAGE	48,794

**OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING**

RANK	SALARY
1	68,000
2	53,000
3	47,436
4	45,600
5	45,000
6	33,500
AVERAGE	48,756

**OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT**

RANK	SALARY
1	65,500
2	61,770
3	56,100
4	55,175

RANK	SALARY
5	55,000
6	51,000
7	48,312
8	47,000
9	46,704
10	46,350
AVERAGE	53,291

**OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY**

RANK	SALARY
1	46,488
2	45,352
3	40,000
4	39,430
5	38,000
6	35,570
7	32,356
8	26,400
AVERAGE	37,955

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	68,500
2	67,250
3	50,400
4	49,875
5	47,356
6	44,000
7	42,568
8	38,325
9	36,400
10	33,426
AVERAGE	47,816

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	65,000
2	61,704
3	52,500
4	52,000
5	49,426
6	48,500

RANK	SALARY
7	44,360
8	34,201
9	32,600
AVERAGE	48,921

**RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN**

RANK	SALARY
1	127,000
2	95,370
3	80,500
4	76,000
5	72,551
AVERAGE	90,284

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	65,775
2	62,500
3	58,375
4	55,356
5	53,568
6	49,700
7	37,220
AVERAGE	54,642

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	51,900
2	44,100
3	42,670
4	40,479
5	34,250
AVERAGE	42,688

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	91,900
2	86,950
3	83,513
4	80,004
5	78,174
6	77,870
7	70,000
8	69,500
9	66,900
10	69,000
AVERAGE	77,481

DEANS:
EDUCATION

RANK	SALARY
1	80,900
2	73,700
3	73,236
4	71,750
5	71,012
6	71,000
7	67,000
8	65,629
9	65,000
10	59,550
AVERAGE	70,679

DEANS:
LAW

RANK	SALARY
1	124,667
2	96,500
3	92,185
4	92,000
5	83,930
AVERAGE	97,656

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	106,000
2	82,600
3	81,400
4	80,000
5	70,174
6	77,100
7	73,236
8	70,500
9	70,000
10	67,300
11	67,200
AVERAGE	77,592

DEANS:
ENGINEERING

RANK	SALARY
1	106,000
2	97,500
3	88,500
4	83,500
5	80,683
6	74,800
7	75,000
8	74,478
AVERAGE	85,683

DEANS:
GRADUATE

RANK	SALARY
1	127,000
2	82,000
3	74,715
4	70,728
5	69,000
6	58,100
7	55,000
8	50,150
AVERAGE	73,337

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,000
2	82,800
3	70,500
4	66,930
5	61,821
6	59,000
7	54,479
8	52,250
9	52,140
10	51,900
AVERAGE	64,582

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE 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
Graduate School and University Center
New Jersey Institute of Technology
State University of New York - Albany
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York -
Environmental Science
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		BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS		
		3	74,970				
		4	74,765				
		5	70,784				
		6	70,400				
		7	70,348				
		8	70,270				
		9	61,770				
		10	61,036				
		11	60,960				
		12	56,000				
		13	55,574				
		14	53,010				
		AVERAGE	67,566				
RANK	SALARY				RANK	SALARY	
1	135,000				1	96,000	
2	114,450				2	88,644	
3	105,000				3	84,246	
4	104,000				4	83,375	
5	97,520				5	83,359	
6	89,145				6	83,341	
7	89,145				7	83,297	
8	89,145				8	77,000	
9	89,145				9	76,400	
10	89,145				10	74,500	
11	88,556				11	70,250	
12	85,660				12	68,000	
13	83,000				AVERAGE	80,701	
14	82,854						
AVERAGE	95,836						
ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		RANK	SALARY		BUSINESS/FISCAL OFFICERS: CONTROLLER		
		1	65,103				
		2	64,296				
		3	63,945				
		4	61,585				
		5	59,280				
		6	56,025				
		7	48,403				
		8	41,322				
		9	40,585				
		10	40,000				
		11	38,340				
		12	32,832				
		13	29,318				
		AVERAGE	49,310				
RANK	SALARY				RANK	SALARY	
1	100,551				1	79,212	
2	94,000				2	73,500	
3	87,720				3	69,353	
4	80,300				4	60,960	
5	78,800				5	58,000	
6	76,000				6	57,697	
7	72,319				7	57,300	
AVERAGE	84,527				8	55,100	
					9	52,718	
					AVERAGE	62,658	
ACADEMIC OFFICERS: PROVOST		ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES			BUSINESS/FISCAL OFFICERS: TREASURER OR BOOKSAR		
		RANK	SALARY		RANK	SALARY	
		1	107,100		1	67,000	
		2	95,000		2	64,872	
		3	89,449		3	45,569	
		4	85,965		4	34,900	
		5	81,197		5	34,000	
		AVERAGE	91,752		6	33,067	
					AVERAGE	45,251	
ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES							
		RANK	SALARY		RANK	SALARY	
		1	87,600		1	80,448	
		2	78,498		2	78,000	
					3	75,400	
					4	70,315	
					5	64,753	
					6	68,355	
					7	67,000	
					8	64,686	
					9	59,961	
					10	53,940	
					11	50,287	
					12	49,335	
					13	46,800	
					14	38,420	
					15	37,870	
		AVERAGE	60,707				

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

**BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER**

RANK	SALARY
1	76,610
2	74,765
3	61,782
4	54,001
5	33,170
AVERAGE	60,066

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING**

RANK	SALARY
1	55,762
2	52,445
3	50,081
4	48,541
5	46,550
6	44,591
7	42,000
8	40,460
9	39,808
10	37,835
11	35,430
12	32,637
AVERAGE	43,845

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	60,316
2	53,897
3	53,730
4	49,441
5	47,450
6	47,245
7	43,000
8	40,950
9	37,560
AVERAGE	48,177

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	70,214
2	65,847
3	63,826
4	61,684
5	60,059
6	54,326
7	52,320
8	49,134
9	45,960
10	45,270
11	35,432
AVERAGE	54,916

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	51,744
2	46,230
3	45,689
4	39,161
5	37,593
6	34,008
7	26,250
8	19,939
AVERAGE	37,562

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

RANK	SALARY
1	67,121
2	63,000
3	62,969
4	62,312
5	61,674
6	59,400
7	55,921
8	55,900
9	54,753
10	51,061
11	48,413
12	44,116
13	43,490
14	42,367
AVERAGE	55,181

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	87,733
2	83,357
3	83,000
4	82,000
5	74,765
6	73,788
7	64,500
8	64,185
AVERAGE	76,666

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

RANK	SALARY
1	76,750
2	67,472
3	61,248
4	61,000
5	60,828
6	56,850
7	53,573
8	49,534
9	47,918
AVERAGE	59,494

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

RANK	SALARY
1	63,307
2	50,631
3	35,293
4	32,668
5	23,641
6	18,550
AVERAGE	37,348

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

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		RANK	SALARY	RANK	SALARY
		10	42,263	4	79,214
		11	40,950	5	77,166
		12	40,714	6	76,400
		13	37,125	7	71,355
		14	34,745		
		AVERAGE	46,484	AVERAGE	79,931
STUDENT AFFAIRS OFFICERS: REGISTRAR		STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		OPERATIONS OFFICERS: LEGAL COUNSEL	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	60,500	1	66,100	1	78,200
2	(54,786)	2	64,515	2	66,445
3	57,750	3	58,126	3	52,000
4	57,732	4	53,000	4	47,000
5	57,402	5	51,734	5	46,804
6	55,430	6	51,162	AVERAGE	58,090
7	55,323	7	50,329		
8	52,766	8	48,957	OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT	
9	52,000	9	47,008	RANK	SALARY
10	49,980	10	42,600	1	77,175
11	46,505	11	42,340	2	75,600
12	45,381	12	31,336	3	67,929
13	43,876	13	27,759	4	66,750
14	42,059	AVERAGE	48,844	5	63,452
AVERAGE	52,642			6	62,000
STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		7	55,000
RANK	SALARY	RANK	SALARY	8	51,600
1	56,167	1	98,479	9	49,250
2	55,000	2	90,925	10	46,369
3	54,710	3	85,600	11	46,780
4	54,652	4	79,606	12	44,730
5	54,035	5	76,540	13	39,063
6	50,308	6	68,010	AVERAGE	57,554
7	49,129	7	67,095		
8	48,700	8	64,050	OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT	
9	47,833	9	49,060	RANK	SALARY
10	46,100	10	38,399	1	90,000
11	46,024	11	34,950	2	83,359
12	44,860	AVERAGE	68,423	3	82,000
13	43,552				
14	36,430				
AVERAGE	49,253				

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

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION		RANK	SALARY
RANK	SALARY	RANK	SALARY	3	42,471
1	72,758	1	74,765	4	41,000
2	72,719	2	59,383	5	40,805
3	65,915	3	58,809	6	36,070
4	65,847	4	55,125	7	35,000
5	63,870	5	52,902	8	33,647
6	58,920	6	52,500	9	26,000
7	58,167	7	47,714	AVERAGE	39,531
8	55,931	8	46,868	PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION	
9	52,000	9	46,061	RANK	SALARY
10	51,908	10	44,470	1	75,157
11	48,000	11	42,752	2	72,050
12	46,904	12	39,830	3	63,900
13	45,800	13	36,545	4	58,498
14	41,613	AVERAGE	50,594	5	44,925
AVERAGE	57,168	PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS		AVERAGE	62,906
OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		RANK	SALARY	RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH	
RANK	SALARY	1	59,600	RANK	SALARY
1	72,441	2	49,546	1	83,357
2	71,475	3	47,046	2	81,050
3	54,500	4	43,550	3	73,200
4	52,050	5	38,236	4	72,000
5	48,660	AVERAGE	47,557	5	59,552
6	48,337	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT		AVERAGE	73,840
7	48,000	RANK	SALARY	RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)	
8	43,250	1	92,000	RANK	SALARY
9	41,935	2	59,650	1	59,527
10	40,056	3	57,976	2	59,257
11	33,715	4	51,826	3	54,000
AVERAGE	46,674	5	49,350	4	58,167
PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTI- TUTIONAL ADVANCEMENT		6	45,000	5	55,650
RANK	SALARY	AVERAGE	59,307	6	50,682
1	83,375	PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES		7	50,000
2	83,357	RANK	SALARY	8	43,499
3	74,700	1	54,236	9	41,230
4	73,500	2	45,947	10	39,791
5	65,000	AVERAGE	51,680	AVERAGE	
6	63,345	PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES		51,680	
AVERAGE	73,886	RANK	SALARY		
		1	54,236		
		2	45,947		

UNIVERSITY OF ARKANSAS
 OFFICE OF INSTITUTIONAL RESEARCH
 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
 PAID 1987-88

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

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH		RANK	SALARY	RANK	SALARY
		4	85,000	8	78,800
		5	74,000	9	73,750
		6	72,800	10	68,000
		7	68,595	11	67,095
		8	68,000		
		9	60,267		
		AVERAGE	77,686	AVERAGE	83,574
RANK	SALARY	DEANS: GRADUATE			
1	69,131	CONTINUING EDUCATION			
2	60,076	RANK	SALARY	RANK	SALARY
3	59,113	1	71,534	1	100,173
4	56,786	2	69,500	2	98,341
5	53,440	3	63,525	3	85,228
6	52,500	4	57,700	4	82,500
7	51,500	5	56,983	5	79,496
8	51,162	6	55,522	6	70,000
9	48,800	7	55,500	7	65,278
10	47,842	8	50,000	8	64,000
11	42,518	9	50,000	9	62,835
12	41,504	10	47,602	10	61,735
13	34,600			11	52,000
AVERAGE	51,498	AVERAGE	57,787	AVERAGE	74,735
DEANS: AGRICULTURE		DEANS: HEALTH-RELATED PROFESSIONS			
RANK	SALARY	DEANS: EDUCATION			
1	93,800	RANK	SALARY	RANK	SALARY
2	87,369	1	88,000	1	84,568
3	85,000	2	85,431	2	78,739
4	76,369	3	83,375	3	74,200
5	54,320	4	78,000	4	72,000
6	58,047	5	77,800	5	68,000
AVERAGE	77,463	6	64,000	AVERAGE	75,505
DEANS: ARTS AND SCIENCES		7	56,617		
RANK	SALARY	AVERAGE	76,183	MEDICAL DEANS: NURSING	
1	92,000	DEANS: ENGINEERING			
2	85,500	RANK	SALARY	RANK	SALARY
3	62,800	1	102,708	1	83,357
4	68,671	2	95,067	2	78,165
5	67,874	3	94,867	3	63,415
6	66,600	4	92,000	4	60,000
AVERAGE	77,270	5	83,357	5	57,675
DEANS: BUSINESS/INDUSTRIAL MANAGEMENT		6	82,339	AVERAGE	68,522
RANK	SALARY	7	81,290		
1	97,125				
2	88,715				
3	86,400				

UNIVERSITY OF ARKANSAS
 OFFICE OF INSTITUTIONAL RESEARCH
 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
 PAID 1987-88

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE 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 thirteen 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 Delaware
University of Maryland-Baltimore
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	BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS	
RANK	SALARY			RANK	SALARY
1	140,000	4	68,900	1	115,500
2	128,466	5	66,200	2	95,000
3	128,466	6	64,872	3	87,755
4	128,465	7	64,500	4	84,350
5	109,100	8	63,600	5	80,000
6	109,080	9	63,000	6	80,000
7	107,500	10	54,500	7	79,000
8	107,440	11	44,949	8	65,000
9	103,550	12	42,500	9	64,016
10	89,892	AVERAGE	63,744	10	57,362
11	84,474	ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		AVERAGE	80,759
12	70,500	RANK	SALARY	BUSINESS/FISCAL OFFICERS: CONTROLLER	
AVERAGE	108,869	1	45,400	RANK	SALARY
ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		2	45,050	1	66,000
RANK	SALARY	3	43,450	2	66,000
1	(113,000)	4	43,006	3	65,000
2	103,500	5	43,000	4	62,600
3	102,000	6	42,700	5	58,600
4	90,745	7	38,450	6	57,556
5	83,000	8	38,050	7	56,250
6	73,000	9	35,700	8	54,422
AVERAGE	94,208	10	33,000	9	54,000
ACADEMIC OFFICERS: PROVOST		AVERAGE	40,781	10	51,400
RANK	SALARY	ACADEMIC OFFICERS: DIRECTOR OF COMPLTING SERVICES		11	46,686
1	(113,000)	RANK	SALARY	12	40,805
2	97,500	1	87,200	13	39,609
3	95,000	2	85,000	AVERAGE	55,305
4	93,700	3	76,214	BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR	
5	83,076	4	70,000	RANK	SALARY
6	65,000	5	65,200	1	71,000
AVERAGE	91,213	6	64,700	2	50,498
ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		7	64,400	3	40,850
RANK	SALARY	8	64,200	4	40,850
1	81,000	9	63,000	5	35,875
2	78,683	10	60,400	6	33,174
3	72,225	11	60,000	7	32,669
		12	55,152	8	31,560
		13	55,000	AVERAGE	42,062
		14	53,000		
		15	52,344		
		16	48,841		
		17	46,741		
		18	42,200		
		19	41,802		
		AVERAGE	60,810		

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

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING**

RANK	SALARY
1	61,235
2	58,736
3	53,353
4	50,364
5	48,812
6	46,405
7	44,646
8	40,000
9	35,970
10	32,689
11	31,746
12	27,353
13	26,106
AVERAGE	42,879

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	42,106
2	41,604
3	35,742
4	35,707
5	32,689
6	31,261
7	25,506
8	25,027
9	22,498
AVERAGE	32,460

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

RANK	SALARY
1	66,500
2	58,000
3	57,230
4	54,650
5	53,400
6	50,400
7	49,500
AVERAGE	55,611

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

RANK	SALARY
1	78,000
2	64,000
3	59,500
4	48,500
5	32,339
6	23,929
AVERAGE	51,045

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	65,000
2	62,800
3	56,710
4	55,789
5	55,400
6	53,363
7	44,646
8	41,115
9	40,000
10	39,612
11	24,372
AVERAGE	48,982

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

RANK	SALARY
1	70,250
2	65,800
3	65,000
4	64,484
5	62,125
6	57,787
7	49,500
8	46,000
9	45,000
10	42,000
11	40,751
12	36,166
AVERAGE	53,744

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	63,300
2	61,256
3	60,000
4	56,660
5	56,000
6	51,460
7	50,500
8	48,921
9	48,841
10	46,820
11	46,800
12	43,720
13	38,127
AVERAGE	51,760

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	70,213
2	69,506
3	64,000
4	55,500
5	55,200
6	55,103
7	53,000
8	50,000
9	49,965
10	47,160
11	47,000
12	35,153
AVERAGE	54,317

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	81,000
2	80,000
3	77,500
4	73,000
5	72,000
6	68,800
7	61,212
8	59,194
9	55,962
10	54,860
11	50,000
AVERAGE	66,604

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—PHILADELPHIA REGION—

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	59,500
2	56,673
3	55,300
4	52,500
5	50,000
6	44,518
7	43,613
8	42,600
9	40,500
10	38,200
11	28,485
AVERAGE	46,535

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

RANK	SALARY
1	93,000
2	87,450
3	78,950
4	72,314
5	72,000
6	54,885
7	49,980
8	45,154
9	40,450
10	35,153
AVERAGE	62,984

**OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT**

RANK	SALARY
1	67,150
2	64,000
3	62,500
4	62,000
5	60,900
6	56,093
7	51,500
8	44,949
9	43,368
AVERAGE	56,440

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

RANK	SALARY
1	55,700
2	54,500
3	54,450
4	52,761
5	50,600
6	46,625
7	44,100
8	43,557
9	42,919
10	41,500
11	40,811
12	40,504
13	39,400
AVERAGE	46,729

**OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT**

RANK	SALARY
1	55,500
2	55,000
3	50,745
4	49,000
5	47,542
6	41,159
AVERAGE	53,952

**OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING**

RANK	SALARY
1	70,000
2	68,200
3	64,449
4	58,466
5	52,000
6	51,000
7	46,104
8	44,449
9	40,200
10	38,020
11	37,370
AVERAGE	51,887

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING**

RANK	SALARY
1	54,800
2	49,700
3	46,872
4	46,100
5	42,327
6	40,850
7	39,778
8	37,536
9	36,550
10	36,000
11	35,000
12	32,019
13	31,261
AVERAGE	40,676

**OPERATIONS OFFICERS:
LEGAL COUNSEL**

RANK	SALARY
1	87,700
2	69,000
3	66,500
4	63,430
5	57,569
6	52,966
AVERAGE	66,158

**OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT**

RANK	SALARY
1	73,500
2	65,500
3	64,500
4	64,353
5	53,100
6	53,066
7	52,300
8	48,000
9	46,752
10	44,606
11	40,850
AVERAGE	55,142

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

**OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY**

RANK	SALARY
1	73,000
2	62,276
3	62,250
4	60,450
5	57,464
6	52,500
7	45,900
8	43,665
9	36,186
10	34,809
11	34,172
12	31,944
13	29,906
AVERAGE	48,040

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT**

RANK	SALARY
1	84,100
2	77,808
3	77,550
4	73,850
5	57,770
AVERAGE	74,216

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	57,600
2	57,000
3	55,000
4	52,153
5	47,868
6	47,256
7	41,900
8	40,198
9	25,027
AVERAGE	47,111

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

RANK	SALARY
1	97,500
2	89,000
3	70,060
4	60,000
5	57,346
AVERAGE	74,769

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	70,500
2	67,200
3	65,508
4	64,170
5	57,770
6	57,300
7	53,443
8	53,050
9	44,520
AVERAGE	59,273

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	60,000
2	48,000
3	45,154
4	45,000
5	41,315
6	41,232
7	38,076
8	31,560
9	26,033
AVERAGE	41,812

**RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH**

RANK	SALARY
1	100,000
2	100,000
3	72,600
4	67,384
5	62,484
AVERAGE	80,494

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	80,100
2	74,400
3	66,200
4	60,250
5	48,407
6	47,940
7	47,020
8	45,700
9	44,646
AVERAGE	57,774

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	77,000
2	54,650
3	53,000
4	52,560
5	50,000
6	46,800
7	44,250
8	43,100
9	42,000
10	41,228
AVERAGE	50,467

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	105,200
2	87,000
3	85,000
4	77,500
5	77,000
6	76,500
7	70,668
8	63,596
AVERAGE	80,308

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

**DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT**

RANK	SALARY
1	102,600
2	94,900
3	88,000
4	85,000
5	81,000
6	75,000
7	66,000
8	58,682
AVERAGE	81,348

**DEANS:
EDUCATION**

RANK	SALARY
1	99,300
2	87,300
3	80,000
4	78,000
5	74,200
6	72,600
7	63,966
8	61,470
9	60,000
10	57,600
AVERAGE	73,444

**DEANS:
GRADUATE**

RANK	SALARY
1	98,000
2	47,100
3	90,100
4	78,900
5	71,000
6	69,400
7	59,400
8	53,750
AVERAGE	77,269

**DEANS:
CONTINUING EDUCATION**

RANK	SALARY
1	71,500
2	69,132
3	68,500
4	62,700
5	53,226
6	48,147
AVERAGE	62,201

**DEANS:
ENGINEERING**

RANK	SALARY
1	107,600
2	107,000
3	99,500
4	89,200
5	82,560
6	81,000
7	77,000
8	75,740
AVERAGE	89,950

**MEDICAL DEANS:
NURSING**

RANK	SALARY
1	94,497
2	84,300
3	79,369
4	70,500
5	60,624
AVERAGE	77,858

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE 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 ten participating universities from this region are as follows:

Arizona State University
California State University -
Los Angeles
Northern Arizona University
University of Arizona
University of California
University of California, Davis
University of California, Santa Cruz
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	132,300
2	117,600
3	117,600
4	117,600
5	117,233
6	117,232
7	107,000
8	101,500
9	100,904
AVERAGE	114,330

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	68,200
2	63,600
3	61,160
4	50,964
5	49,000
6	42,630
7	42,488
8	41,906
9	39,756
AVERAGE	51,078

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	81,000
2	71,300
3	67,102
4	66,000
5	64,555
6	61,425
7	58,221
8	46,716
AVERAGE	64,540

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	(112,500)
2	(106,575)
3	106,300
4	100,000
5	97,440
6	85,596
7	85,000
8	81,648
9	78,398
10	74,298
AVERAGE	92,776

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	84,300
2	82,120
3	77,580
4	74,095
5	67,800
6	66,720
7	64,169
8	57,252
9	55,824
10	50,832
11	50,388
AVERAGE	66,462

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	70,848
2	60,300
3	58,617
4	57,700
5	51,116
6	51,100
7	46,922
8	46,386
9	38,844
AVERAGE	53,537

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	90,400
2	86,000
3	80,500
4	77,000
5	75,922
6	73,320
7	66,468
8	65,835
9	55,825
10	55,166
AVERAGE	72,638

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	(101,800)
2	(96,700)
3	94,000
4	85,004
5	84,245
6	84,144
7	80,678
8	(76,836)
9	75,626
AVERAGE	86,893

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	75,000
2	70,220
3	67,200
4	66,230
5	62,260
6	52,100
7	49,960
8	38,653
AVERAGE	60,223

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—SAN FRANCISCO REGION—

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	54,700
2	52,258
3	43,440
4	40,170
5	33,180
6	28,378
AVERAGE	42,021

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

RANK	SALARY
1	90,500
2	79,200
3	69,100
4	68,100
5	62,018
6	51,349
7	49,464
8	47,770
AVERAGE	64,688

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	101,900
2	95,300
3	85,008
4	84,755
5	84,753
6	79,860
7	74,400
8	74,256
9	61,776
AVERAGE	82,443

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

RANK	SALARY
1	72,372
2	68,000
3	67,355
4	63,650
5	56,100
6	52,404
7	45,173
AVERAGE	61,008

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

RANK	SALARY
1	52,000
2	43,771
3	43,400
4	41,436
5	36,561
6	27,470
AVERAGE	40,910

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	(71,400)
2	(66,073)
3	63,191
4	61,320
5	60,200
6	59,400
7	59,352
8	56,662
9	40,500
10	39,216
AVERAGE	57,733

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	(71,400)
2	(66,073)
3	62,800
4	62,000
5	55,471
6	55,300
7	46,246
8	46,183
9	41,001
10	34,800
AVERAGE	54,139

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

RANK	SALARY
1	65,420
2	59,000
3	56,381
4	56,200
5	53,616
6	49,737
7	48,696
8	43,254
9	37,007
10	36,540
AVERAGE	50,565

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING**

RANK	SALARY
1	54,200
2	53,964
3	53,611
4	48,557
5	46,893
6	45,560
7	41,712
8	43,000
AVERAGE	48,812

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

RANK	SALARY
1	102,240
2	97,216
3	81,670
4	80,901
5	73,625
6	68,976
7	65,300
8	42,264
9	30,225
AVERAGE	71,360

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TABLE II (Continued)
—SAN FRANCISCO REGION—

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY	RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)	
		7	44,660		
		8	43,878		
		9	40,041		
		10	37,368		
RANK	SALARY	AVERAGE	51,351	RANK	SALARY
1	71,760			1	(75,108)
2	70,949			2	72,461
3	66,800			3	60,167
4	66,397			4	59,880
5	57,856			5	56,343
6	51,000			6	54,700
AVERAGE	64,127			7	53,000
				8	45,000
				AVERAGE	59,585
OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION		RESEARCH OFFICERS: DIRECTOR OF INSTI- TUTIONAL RESEARCH	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	79,050	1	65,200	1	63,588
2	(72,500)	2	64,056	2	56,060
3	62,000	3	62,836	3	53,680
4	60,852	4	52,462	4	53,600
5	55,840	5	51,800	5	46,720
6	52,428	6	49,608	6	33,248
7	47,604	7	45,170		
8	31,930	AVERAGE	55,876	AVERAGE	51,139
AVERAGE	57,901				
OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT		DEANS: BUSINESS/INDUSTRIAL MANAGEMENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	76,334	1	86,029	1	101,590
2	(72,500)	2	76,552	2	92,700
3	63,945	3	63,600	3	92,700
4	62,173	4	55,900	4	74,100
5	54,810	5	54,960	5	73,568
6	52,893	6	42,504	6	73,392
7	50,004	AVERAGE	63,256	7	73,250
8	40,020			8	70,761
AVERAGE	59,080			AVERAGE	81,459
OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES			
RANK	SALARY	RANK	SALARY		
1	73,829	1	62,643		
2	56,880	2	62,255		
3	54,800	3	57,226		
4	54,500	4	54,000		
5	54,334	5	48,610		
6	53,215	6	41,313		
		7	38,600		
		8	36,000		
		AVERAGE	50,081		

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TABLE II (Continued)
 —SAN FRANCISCO REGION—

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	79,200
2	64,134
3	63,524
4	63,396
5	61,932
6	61,915
7	58,960
8	51,000
AVERAGE	63,003

DEANS:
ENGINEERING

RANK	SALARY
1	110,000
2	108,000
3	99,200
4	96,425
5	76,680
6	76,500
7	73,568
8	73,500
AVERAGE	89,244

DEANS:
LAW

RANK	SALARY
1	123,100
2	120,500
3	108,605
4	101,800
5	81,204
AVERAGE	107,042

DEANS:
EDUCATION

RANK	SALARY
1	95,400
2	86,275
3	81,324
4	81,200
5	73,080
6	69,443
7	68,514
8	63,945
AVERAGE	77,398

DEANS:
GRADUATE

RANK	SALARY
1	93,800
2	76,024
3	(75,106)
4	75,000
5	73,080
6	70,200
7	68,700
8	63,100
AVERAGE	74,377

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	84,000
2	73,320
3	69,528
4	69,500
5	67,080
AVERAGE	72,686

UNIVERSITY OF ARKANSAS
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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE 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
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	128,220
2	94,760
3	92,100
4	92,160
5	92,100
6	91,604
7	79,837
8	74,027
AVERAGE	93,094

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	83,640
2	83,220
3	73,768
4	72,019
5	67,060
6	66,976
AVERAGE	74,427

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	78,696
2	74,423
3	68,460
4	65,420
5	62,995
6	62,760
7	51,699
8	44,293
AVERAGE	63,648

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	(58,448)
2	50,400
3	48,324
4	40,008
5	39,105

RANK	SALARY
6	35,844
7	33,197
8	30,031
AVERAGE	41,920

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	70,920
2	67,053
3	65,340
4	59,072
5	54,182
6	53,532
7	50,658
8	48,075
AVERAGE	58,604

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	(92,700)
2	80,825
3	76,860
4	73,980
5	(69,680)
6	66,976
AVERAGE	76,842

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(64,438)
2	58,080
3	55,332
4	52,500
5	45,630
AVERAGE	55,196

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	55,715
2	53,916
3	37,716

RANK	SALARY
4	36,911
5	35,712
6	34,195
7	32,386

AVERAGE 40,937

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,452
2	44,058
3	41,388
4	38,393
5	35,712
6	30,638

AVERAGE 39,440

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(77,160)
2	65,750
3	64,512
4	57,865
5	54,840
6	46,559
7	45,022
8	43,347

AVERAGE 5,887

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	44,688
2	46,016
3	30,852
4	30,852
5	30,727

AVERAGE 35,427

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—SEATTLE REGION—

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

RANK	SALARY
1	65,004
2	(58,448)
3	49,641
4	47,508
5	41,368
6	40,016
7	39,420
8	35,003
9	33,280
AVERAGE	45,523

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	(65,291)
2	(59,232)
3	56,016
4	54,391
5	50,349
6	(49,801)
7	45,424
8	44,950
AVERAGE	53,267

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

RANK	SALARY
1	75,624
2	70,836
3	65,959
4	65,556
5	63,886
6	63,149
7	59,270
8	56,486
AVERAGE	65,056

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	75,859
2	74,892
3	69,660
4	69,500
5	62,021
AVERAGE	70,394

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

RANK	SALARY
1	51,312
2	51,132
3	44,739
4	44,000
5	43,404
6	41,144
7	40,584
8	38,605
AVERAGE	44,365

**OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT**

RANK	SALARY
1	54,072
2	51,500
3	49,290
4	46,008
5	42,000
AVERAGE	48,574

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

RANK	SALARY
1	70,044
2	66,149
3	57,252
4	55,016
5	45,900
6	41,144
AVERAGE	55,918

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING**

RANK	SALARY
1	54,456
2	49,896
3	47,600
4	46,500
5	40,747
6	38,625
7	29,016
AVERAGE	43,834

**OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT**

RANK	SALARY
1	59,893
2	55,800
3	55,548
4	53,532
5	50,328
6	47,516
7	38,667
AVERAGE	51,612

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	(65,291)
2	(59,232)
3	56,016
4	55,279
5	(49,801)
6	46,980
7	43,948
8	38,314
AVERAGE	52,358

AVERAGE **43,834**

**OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY**

RANK	SALARY
1	52,860
2	50,045
3	46,541
4	44,233
5	37,015
6	35,712
7	33,238
8	32,388
AVERAGE	41,504

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TABLE II (Continued)
—SEATTLE REGION—

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	67,800
2	52,423
3	(51,064)
4	46,000
5	41,375
AVERAGE	51,734

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	78,870
2	78,755
3	74,484
4	74,392
5	62,754
6	56,451
AVERAGE	70,954

**DEANS:
ENGINEERING**

RANK	SALARY
1	93,048
2	90,204
3	78,541
4	77,250
5	76,080
6	67,470
7	54,766
AVERAGE	76,766

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	56,664
2	52,993
3	46,804
4	43,688
5	43,668
6	33,030
7	32,004
8	31,657
AVERAGE	42,564

**DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT**

RANK	SALARY
1	93,048
2	82,092
3	79,310
4	75,117
5	74,736
6	71,555
7	65,000
8	64,766
AVERAGE	75,703

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	(64,438)
2	54,959
3	52,500
4	43,740
5	41,388
6	40,019
AVERAGE	49,514

**DEANS:
EDUCATION**

RANK	SALARY
1	82,992
2	75,407
3	73,272
4	(72,558)
5	67,987
6	65,400
7	61,071
8	55,058
AVERAGE	69,227

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	56,805
2	56,112
3	46,049
4	44,326
5	43,206
6	39,042
AVERAGE	47,590

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TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY-TWO UNIVERSITY SYSTEMS
IN TWENTY-SIX STATES

This table summarizes the data for thirty-two university systems in twenty-six states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities
and Colleges
City University of New York
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University of New York System
Texas A & M University System
University of Alabama System
University of Alaska Statewide System
of Higher Education
University of Arkansas System
University of California
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	198,600
2	164,700
3	152,000
4	140,000
5	139,200
6	135,000
7	130,000
8	122,435
9	120,200
10	120,000
11	120,000
12	117,261
13	115,000
14	115,000
15	111,005
16	107,004
17	106,271
18	106,000
19	105,000
20	102,000
21	101,760
22	99,500
23	98,160
24	97,049
25	95,000
26	94,530
27	93,713
28	93,713
29	88,000
30	86,996
31	73,300
32	61,800
AVERAGE	112,819

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	151,000
2	123,400
3	119,500
4	110,750
5	104,392
6	100,600
7	98,633
8	98,376
9	95,500
10	94,640
11	92,600
12	92,250
13	91,763
14	89,145
15	(89,000)
16	87,720

RANK	SALARY
17	63,905
18	61,600
19	78,998
20	76,300
21	75,260
22	75,120
23	73,000
24	71,208
25	64,000
AVERAGE	92,827

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	103,600
2	65,854
3	62,688
4	61,120
5	60,556
6	79,152
7	76,790
8	76,655
9	72,488
10	69,506
11	66,095
12	59,106
13	55,020
14	50,127
AVERAGE	74,154

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	94,600
2	90,000
3	79,380
4	78,504
5	65,000
6	63,569
7	60,477
8	57,333
9	57,275
10	50,025
AVERAGE	69,616

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	151,000
2	125,000
3	123,400
4	120,000
5	105,685
6	100,600
7	91,801
8	90,668
9	89,904
10	(89,000)
11	85,440
12	63,250
13	(62,440)
14	73,903
AVERAGE	100,684

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	104,500
2	104,392
3	93,600
4	91,763
5	89,145
6	74,050
7	74,011
8	73,450
9	73,140
10	61,758
11	59,500
AVERAGE	61,763

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	98,200
2	90,300
3	71,060
4	62,058
5	49,620
AVERAGE	74,368

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS: EXECUTIVE ASSISTANT/ ASST TO THE PRES		RANK	SALARY	FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR	
		26	50,097		
		27	40,500		
		AVERAGE	70,553		
RANK	SALARY	OPERATIONS OFFICERS: DIRECTOR OF INSTI- TUTIONAL RES		RANK	SALARY
1	82,000	1	90,000	1	116,300
2	80,412	2	82,688	2	115,000
3	77,074	3	77,806	3	110,800
4	76,932	4	71,004	4	107,000
5	(70,500)	5	70,124	5	104,500
6	74,308	6	69,505	6	104,392
7	73,320	7	60,522	7	103,060
8	72,500	8	(59,837)	8	100,700
9	70,050	9	57,500	9	93,000
10	68,000	10	50,325	10	93,000
11	64,800	11	55,037	11	92,000
12	61,522	12	51,504	12	87,720
13	60,840	13	43,260	13	87,000
14	59,500	14	42,180	14	85,775
15	53,448	15	41,392	15	85,000
16	53,244	16	39,459	16	83,905
17	50,400	17	37,600	17	(82,440)
18	49,000	18	35,000	18	81,936
19	48,708	19	34,569	19	78,300
20	41,200	20	33,000	20	77,198
21	45,336	AVERAGE	55,417	21	76,836
22	33,000			22	73,750
AVERAGE	62,643			23	70,404
				24	70,000
				25	68,600
				26	63,747
				27	54,995
				AVERAGE	87,771
OPERATIONS OFFICERS: LEGAL COUNSEL		OPERATIONS OFFICERS: SECRETARY TO THE BOARD		FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	126,000	1	98,900	1	82,220
2	120,000	2	91,300	2	80,000
3	104,392	3	88,200	3	74,000
4	94,110	4	(86,340)	4	65,460
5	93,600	5	80,600	5	63,659
6	67,720	6	77,030	6	61,450
7	67,354	7	(70,500)	7	57,220
8	(66,340)	8	65,000	AVERAGE	69,230
9	65,720	9	62,075		
10	64,000	10	60,680		
11	78,500	11	59,020		
12	77,000	12	56,700		
13	76,960	13	54,124		
14	73,439	14	50,000		
15	72,019	15	45,427		
16	67,309	16	41,601		
17	67,200	17	38,364		
18	66,000	18	35,893		
19	65,460	19	34,020		
20	64,250	20	28,243		
21	60,946	21	22,793		
22	59,400	AVERAGE	59,658		
23	56,442				
24	56,268				
25	55,913				

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR		RANK	SALARY	FINANCE AND BUSINESS OFFICERS: TREASURER	
		4	36,530		
		5	34,926		
		AVERAGE	45,427		
RANK	SALARY	FINANCE AND BUSINESS OFFICERS: CONTROLLER		RANK	SALARY
1	97,300	RANK	SALARY	1	144,900
2	81,528	1	82,688	2	86,500
3	80,600	2	82,000	3	75,600
4	79,332	3	82,000	4	72,112
5	75,600	4	72,424	5	71,000
6	75,600	5	69,500	6	67,465
7	72,480	6	69,300	7	64,470
8	67,065	7	63,547	8	63,000
9	65,730	8	63,000	9	61,370
10	65,000	9	62,260	10	53,878
11	63,000	10	62,000	11	47,316
12	62,300	11	57,000	AVERAGE	75,420
13	(59,837)	12	56,026	FINANCE AND BUSINESS OFFICERS: DIRECTOR OF PERSONNEL	
14	51,948	13	55,865	RANK	SALARY
15	49,800	14	48,950	1	78,250
16	43,329	15	43,500	2	75,275
AVERAGE	68,157	16	30,597	3	72,560
FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER		AVERAGE	62,539	4	71,919
RANK	SALARY	FINANCE AND BUSINESS OFFICERS: AUDITOR		5	71,000
1	82,688	RANK	SALARY	6	70,599
2	(81,000)	1	86,448	7	68,260
3	78,250	2	82,688	8	61,500
4	76,650	3	77,800	9	60,000
5	67,344	4	71,285	10	59,340
6	63,034	5	68,000	11	59,000
7	62,040	6	67,260	12	58,150
8	61,200	7	62,500	13	55,020
9	60,000	8	60,000	14	49,727
10	57,237	9	59,925	15	46,350
11	56,490	10	(59,837)	16	39,006
12	55,000	11	59,300	17	38,480
13	54,600	12	59,200	18	37,944
14	53,636	13	59,112	AVERAGE	59,466
15	52,000	14	57,800		
16	50,100	15	52,350		
17	49,380	16	49,207		
18	48,800	17	49,170		
19	45,345	18	47,398		
20	41,833	19	46,000		
21	31,312	20	45,200		
AVERAGE	58,370	21	42,660		
FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER		22	42,540		
RANK	SALARY	23	42,242		
1	57,796	24	41,966		
2	53,880	AVERAGE	57,915		
3	44,000				

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	97,200
2	(91,133)
3	90,000
4	89,000
5	87,720
6	(85,104)
7	80,400
8	70,600
9	76,000
10	(68,040)
11	60,340
AVERAGE	81,950

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	80,844
2	77,270
3	69,509
4	63,981
5	60,000
6	57,500
7	50,629
8	50,200
9	54,900
10	53,940
11	52,500
12	48,662
13	48,000
14	44,200
15	43,344
16	41,760
17	39,999
AVERAGE	55,830

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	105,000
2	102,750
3	90,000
4	88,200
5	85,200
6	84,672
7	83,100
8	76,000
9	68,250

RANK	SALARY
10	68,810
11	(60,040)
AVERAGE	83,727

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	89,976
2	83,700
3	81,000
4	75,000
5	74,970
6	64,200
7	60,746
8	57,000
9	55,969
10	54,490
11	53,004
12	47,925
13	46,592
14	28,600
AVERAGE	62,371

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	(86,202)
2	(85,104)
3	85,200
4	75,104
5	61,250
6	51,480
AVERAGE	74,067

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	78,750
2	73,000
3	65,000
4	62,925
5	55,517
6	51,500
AVERAGE	64,516

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	89,964
2	85,000
3	83,550
4	83,179
5	76,300
6	74,957
7	58,174
8	58,000
AVERAGE	76,141

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	79,560
2	75,270
3	71,743
4	62,040
5	50,349
AVERAGE	68,972

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	92,000
2	76,112
3	75,020
4	66,543
5	54,000
AVERAGE	72,841

FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	75,650
2	73,800
3	65,830
4	58,000
5	57,425
6	44,000
7	41,175
AVERAGE	59,120

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