**WORKSHEET FOR CUPA-HR 2015-16**   
Professionals in Higher Education Salary Survey

Use this worksheet to assist with the data collection process. **After you have collected your data in the worksheet, input that data in Surveys Online** **by logging in at** [**http://www.cupahr.org/surveys/login.aspx**](http://www.cupahr.org/surveys/login.aspx).

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**INTRODUCTION AND INSTRUCTIONS**

The Professionals in Higher Education Salary Survey (PHESS) collects salary data for 334“functional professional” positions with primary assignments and responsibilities requiring professional-level expertise and work in a specific functional area, such as academic or student services, facilities management, human resources, information technology, athletics, etc. Positions covered include those with supervisory duties that do not represent the majority of their time and effort. All positions require at least a baccalaureate degree or equivalent in the field, and may require a terminal degree and/or professional licensure in the field**. All positions are FLSA exempt.** All survey positions are matched to BLS Standard Occupational Classification (SOC) codes to facilitate completion of IPEDS reporting, but are not used in this survey.

**CONFIDENTIALITY AND PRIVACY STATEMENT**

All possible steps are taken to protect the confidentiality of each institution’s salary data. Confidential data are released only in aggregated form. Salary data reported for a given position by five or fewer institutions are neither listed in the survey report nor available in DataOnDemand. Any attempt to use DataOnDemand for the purpose of violating the confidentiality of survey data is illicit and subject to serious penalty. CUPA-HR reports and DataOnDemand are in compliance with Department of Justice "Safe Harbor" Guidelines. For a complete statement of CUPA-HR policy regarding use of survey data, click the Privacy Policy link under General in the menu at the top of the page in Surveys Online.

**Reporting dates for data:**

* Report fall student enrollment as of your institution’s official fall reporting date or October 15, 2015.
* Report the number of faculty and number of staff on your institution’s payroll as of November 1, 2015.
* Report annualized salaries as of November 1, 2015.
* **If it is not possible to use the above dates**, use a reporting date no earlier than September 15 and no later than November 1, 2015.

**SURVEY CHANGES FOR 2015-16**

Forty-seven (47) new positions have been added to this year’s survey. Twenty-six of the new positions are assistant coaches for the different sports. The other 21 new positions are listed below. One position – Web Designer/Web Developer – was separated into two positions.

* 407140 Director of Tutoring Programs
* 407160 Director of Intensive English
* 412120 Director of First Year Experience
* 412130 Student Success Professional
* 416115 Student Health Coordinator
* 422195 HR International Employment Specialist
* 425000 Business Continuity / Emergency Planning Professional
* 429000 Institutional Assessment / Academic Assessment Professional
* 430180 Compliance Officer
* 433130 Grant Writer, Sponsored Contracts/Grants Administration
* 441150 Public Policy Analyst, Entry
* 441160 Public Policy Analyst, Senior
* 443110 Communications / Marketing Professional, Editor
* 460190 IT Architect
* 461162 IT Web Designer
* 461164 IT Web Developer (the combined web designer/development position was deleted)
* 463150 IT Business Analyst
* 466110 IT Security Analyst/Engineer, Senior
* 472010 Agricultural Extension / Engagement / Public Service Professional
* 472020 Industrial Extension / Engagement / Public Service Professional
* 477100 Biostatistician

For a complete list of positions in our different salary surveys, please download the Position Descriptions documents located at <http://www.cupahr.org/surveys/worksheets.aspx>.

# SALARY UPLOAD OPTION AVAILABLE

An Upload Option is available that enables you to upload a file of salary data to the Surveys Online (SOL) database server, saving you the effort of manually keying in each item. **The upload file type may be either comma separated values (CSV) or Microsoft Excel (XLS or XLSX).**

The ***WILL DO*** and ***DONE*** status boxes still need to be checked and Institutional Basics still have to be keyed into SOL. The PHESS Upload Option is for salary- and incumbent-related data only.

This process will **most benefit** institutions with HRIS type groups that can create the file for you. If you have to create your upload file manually, this option may not save you time.

Go to <http://www.cupahr.org/surveys/worksheets.aspx> for directions on how to use the upload option.

**GUIDELINES FOR SALARY DATA**

The professional positions chosen for this survey are typical of those found in colleges and universities. Before entering data, review the position descriptions and match them to those at your institution. **Valid matches should be based on position description content, not on job title**. You may find it useful to print a copy of the position descriptions prior to entering data online.

Go to <http://www.cupahr.org/surveys/worksheets.aspx> for position descriptions.

When entering data, please adhere to the following guidelines:

* **Report annualized salaries as of November 1, 2015.** **If this is not possible,** use a reporting date no earlier than September 15 and no later than November 1. Report only current information despite the possibility of future or pending salary changes.
* Report base salary only.
* Include only salaries of employees on the institution's payroll. Do not include outsourced positions.
* **Do not report salary data for acting or interim incumbents.** Treat all positions currently filled by acting/interim incumbents as vacant.
* If a position currently is vacant but was filled in the prior academic year, report salary and demographic data for the most recent prior-year incumbent. If the position had no incumbents in the prior academic year, do not report data for that position.
* **Do not** include data for a position that is **less than half time or for which a stipend** is paid in lieu of salary.
* Report all salaries based on 12-month, 100 percent equivalency by annualizing the salary of part-time employees in positions that are half-time or greater. Please see Annualized Salary directions below.
* **Coaching positions:** Report salary data only for coaching positions that are full-time (9-12 months). DO NOT report seasonal or part-time positions. DataOnDemand allows you to look at coaching data by NCAA Division.
* If a person's job responsibilities are reflected in more than one position description, do not report his or her salary twice; instead, report the salary in the position for which the description best fits.
* Do not report the same salary data in more than one survey.

##### **If you do not have a comparable position for a position surveyed, simply skip that position.**

**DATA COLLECTED FOR EACH POSITION**

Specific instructions appear on the questionnaire. Please read these instructions carefully before answering. For each position, please provide the following information as appropriate.

* **Number of incumbents**: Indicate the number of incumbents in the position. If the position has only one incumbent, please enter "1." Also enter "1" if the position is vacant and you are reporting data for the most recent prior-year incumbent.
* **Annualized salary**: Provide the full-time, 12-month salary for each position rounded to the nearest whole dollar. For multiple incumbent positions, report the average of the annualized salaries. Report all salaries as full-time (100 percent) equivalent. For example, if your registrar works part-time, 50 percent for 12 months a year for a salary of $10,000, enter $20,000 as the annualized salary. If your director of student housing works 100 percent for 9 months a year for a salary of $9,000, enter $12,000 as the annualized salary.

**- Average Salary:** Enter the average annualized base salary paid the incumbent(s) in the position.

**- Actual Low Salary:** Enter the lowest annualized base salary paid an incumbent in the position.

**- Actual High Salary:** Enter the highest annualized base salary paid an incumbent in the position.

**-** When reporting only one incumbent, enter his or her annualized salary in the “Annualized Salary Column”, leave the low and high fields blank.

**-** If all incumbents have the same salary, enter that salary in the average, low and high fields.

For single incumbent positions, also enter:

* **Years in Position**: Indicate the number of years that the individual has served in this position. 0 – 12 months = 1 year; 13 - 24 months = 2 years; etc**.**
* **Gender**: If the position has one incumbent, indicate the gender of the individual.
* **Ethnicity**: If the position has one incumbent, indicate the ethnicity of the incumbent. For purposes of this survey, ethnicity is defined as American Indian/Alaska Native\*, Asian\*, Black or African American\*, Hispanic or Latino, Native Hawaiian or Other Pacific Islanders\*, Two or More Races, Unknown, White.\*

**\*** not Hispanic or Latino

* **For assistant coaching positions, also indicate if the position is bonus eligible (yes or no).**

##### INSTITUTIONAL BASICS

Institutional Basics is common to all CUPA-HR surveys and needs to be completed only once per year by your institution. **Answers entered in this section are visible to those responding to each of our surveys.** If someone else has already entered data, please review and answer any unanswered questions. **If you disagree with any existing entries, please do not edit them until you have first contacted Jackie Bichsel, CUPA-HR Director of Research.**

|  |
| --- |
| **For any of the questions below, if you are reporting data for a System Office or System Summary, please supply system-wide figures. Otherwise, supply individual institution figures.** |

**1. Total Expenses Reported to IPEDS in the 2014-15 Spring Finance Survey**

Please enter the total expenses **reported by your institution to IPEDS** **last year** **in its 2014-15 Spring Finance Survey**. **Data collection for this survey was December 2014 to April 2015.** This number should be available from your Controller and can be found in one of these locations on the IPEDS survey depending on the reporting standards used by your institution. If GASB used, see Finance Survey Part C – line 19. If FASB used, see Finance Survey Part B – line 2 or Part E – line 13. If you are a private-for-profit institution, see Finance Survey Part B - line 2 or Part E – Line 7. **Total expense is a required field.**

|  |  |
| --- | --- |
| Total Expenses reported to IPEDS in 2014-15 Spring Finance Survey | $ |

**2. Fall 2015 Student Enrollment**

**Definitions (IPEDS)**

**- Full-time undergraduate student:** Enrolled for 12 or more semester/quarter credits or 24 or more [contact hours](http://nces.ed.gov/ipeds/glossary/index.asp?id=135) a week each term.

**- Full-time graduate student:** Enrolled for 9 or more semester/quarter credits or involved in thesis or dissertation preparation that is considered full time by the institution.

**- Part-time student:** An undergraduate student enrolled less than 12 semester/quarter credits or less than 24 contact hours a week each term. A graduate student enrolled for less than 9 semester/quarter credits.

**Report fall student enrollment** **as of your institution’s official fall reporting date or October 15**. If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Your institutional Research Office is likely to be the best source for this data.

* Please complete rows a, b and c if you can. FTE enrollment should always be less than FT + PT.
* If you can complete rows a and b, but not c, enter these numbers and then **hit** the “Calculate” buttonin Surveys Online.FTE figures will be derived as: Number of Full-Time Students + 1/3 the Number of Part-Time Students.
* If you can only provide numbers for row c, please do so. **Don’t** **hit** the “Calculate” button.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Undergraduate Students | Graduate  Students | Total  All Students |
| a. Number of full-time students |  |  | **SURVEYS ONLINE WILL CALCULATE TOTALS AUTOMATICALLY** |
| b. Number of part-time students |  |  |
| c. Full-Time-Equivalent (FTE) enrollment |  |  |

**3. Fall 2015 Faculty Size**

**Report the number of faculty on your institution’s payroll as of November 1, 2015.** If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1.Include all employees with faculty status, even if excluded in salary data. Your Institutional Research Office is likely to be the best source for this data.

* Rows **a** through **d** are **required** as the detail is important for creating valid comparison groups based on faculty characteristics.
* Report the **headcount number for each faculty type** in rows a through d. If your institution does not have a particular type of faculty, **enter 0 in that row**.
* Report the **Full-Time Equivalent (FTE) of** **all faculty** in row e.
* If your institution’s FTE Faculty is unknown to you, you can estimate the FTE as a + b + 1/3c + 1/3d.

|  |  |
| --- | --- |
|  | Headcount |
| a. Full-time tenured and tenure-track faculty |  |
| b. Full-time non-tenure-track faculty (benefits eligible) |  |
| c. Adjunct and part-time faculty **(non-benefits eligible)** |  |
| d. Adjunct and part-time faculty **(benefits eligible – institution contributes to a retirement plan for these faculty)** |  |
|  |  |
|  | FTE |
| e. Total faculty FTE (FTE of a + b + 1/3c +1/3d) |  |

**4. Fall 2015 Staff Size (all employees not reported in IPEDS as faculty)**

**Definitions (IPEDS)**

**- Full-time staff:** As determined by the institution.

**- Part-time staff:** As determined by the institution. Casual employees (hired on an ad-hoc basis or occasional basis to meet short-term needs) and students in the College Work-Study Program (CWS) **are not considered part-time staff**.

- **FLSA Employees:** Employees whose jobs are governed by the Fair Labor Standards Act are either “exempt” or “non-exempt.” Nonexempt employees are entitled to overtime pay, exempt employees are not.

**Report the number of staff on your institution’s payroll as of November 1, 2015.** If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Include **all** full-time and part-time **employees not reported in IPEDS as faculty** in your count; also include medical school staff if applicable. Your institutional Research Office is likely to be the best source for this data.

* Please complete rows a through f if you can, and then **hit** the “Calculate” button. The FTE number of staff should always be less than the FT + PT number.
* If you can complete rows a and b, but not c, enter these numbers and **then hit** the “Calculate” button. FTE figures will be derived as: Number of Full-Time Employees + 1/3 the Number of Part-Time Employees. Follow the same process if you can answer d and e, but not f.
* If you are unable to use any of the above methods but have the total staff FTE number, enter it in row g. **Don’t hit** the “Calculate” button.

|  | Staff |
| --- | --- |
| **Exempt Staff** |  |
| a. Number of full-time exempt staff |  |
| b. Number of part-time exempt staff |  |
| c. Full-Time-Equivalent (FTE) exempt staff |  |
| **Non-Exempt Staff** |  |
| d. Number of full-time non-exempt staff |  |
| e. Number of part-time non-exempt staff |  |
| f. Full-Time-Equivalent (FTE) non-exempt staff |  |
| **g. Total FTE Staff** |  |

**5. Collective Bargaining**

Are some or all of your full-time (FT) faculty or staff represented by a union for purposes of collective bargaining?

|  |  |  |
| --- | --- | --- |
|  | **Yes** | **No** |
| a. FT Faculty |  |  |
| b. FT Staff |  |  |

**6. Targets for 2016-17 Pay Increases**

Have you established targets for your 2016-17 pay increases? **IF YES:** What are the pay increase targets to the nearest tenth of a percent?

|  |  |  |
| --- | --- | --- |
|  | **Target Established?** | **If Yes: Pay Increase Target** |
| Exempt Administrators and Professionals | O Yes O No | % |
| Non-exempt Staff | O Yes O No | % |
| Faculty | O Yes O No | % |

**INSTRUCTIONS FOR ENTERING SALARY DATA IN SURVEYS ONLINE**

If a position has:

* **One incumbent**  
  Enter 1 as the number of incumbents and enter the employee's current salary in the Average Annual Base Salary field. **Also enter Years-in-Position, Gender and Ethnicity.**
* **More than one incumbent**  
  Enter the number of incumbents and the average salary for all employees, the lowest actual salary, and the highest actual salary.
* **No incumbents, but had one or more incumbents during prior academic year**  
  Enter 1 as the Number of Incumbents and enter salary data for the most recent incumbent in only the Average Annual Base Salary field.
* **No incumbents since the beginning of prior academic year**  
  Do **not** report any data; do **not** enter 0 in the Number of Incumbents field; go on to the next position.
* **For assistant coaching positions, also indicate if the position is bonus eligible (yes or no).**

**Report salary data for FLSA exempt positions only. If a position at your institution is deemed not to meet the threshold for FLSA exemption, do not report its salary data in the survey.**

**Do not report salary data for acting or interim incumbents. Do not report the same salary data in more than one position or in more than one survey.**

At your option, use the Internal Reference field to record your institution's identification number for a position.

All survey positions are matched to BLS Standard Occupational Classification (SOC) codes to facilitate completion of IPEDS reporting, but are not used in this survey.

**In the online survey, click underlined column and row headings for additional instructions and definitions.**

**Report annualized salaries as of November 1, 2015. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.**

| **PROFESSIONALS IN HIGHER EDUCATION SALARY SURVEY 2015-16 (PHESS)**  **Position Descriptions** document can be downloaded at <http://www.cupahr.org/surveys/worksheets.aspx>**.**  **Years in Position**: Indicate the number of years that the individual has served in this position. 0 – 12 months = 1 year; 13 - 24 months = 2 years; etc.  **Ethnicity Categories:** AI/AN – American Indian/Alaska Native; A – Asian; B/AA – Black or African American; H/L – Hispanic or Latino; NH – Native Hawaiian or Other Pacific Islanders; Two – 2 or more races; U – Unknown; W – White (not Hispanic or Latino) | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **New #** | **Old #** | **Job Role** | Internal Reference | Number of Incumbents | Annual Base Salary **Average** | Annual Base Salary **Actual Low** | Annual Base Salary **Actual High** | Years in Position | Gender | Ethnicity | BLS SOC CODE |
|  |  | **Academic Affairs I: Academic Services and Advisers** |  |  |  |  |  |  |  |  |  |
| **320010** | New in 2013 | Executive Assistant to System or Institution CEO |  |  |  |  |  |  |  |  | 13-1199 |
| **325000** | 3501 | Administrative Specialist / Coordinator |  |  |  |  |  |  |  |  | 13-1199 |
| **400110** | 7553 | Study Abroad Advisor |  |  |  |  |  |  |  |  | 21-1012 |
| **400120** | 7554 | Academic Support Center Coordinator |  |  |  |  |  |  |  |  | 25-9030 |
| **400130** | 2058 | Head, Campus Learning Resources Center |  |  |  |  |  |  |  |  | 25-9030 |
| **400135** | 2013 | Head, Campus Teaching Center |  |  |  |  |  |  |  |  | 25-9000 |
| **400140** | 4509 | Credential Specialist |  |  |  |  |  |  |  |  | 25-9030 |
| **400150** | 2578 | Academic Evaluator |  |  |  |  |  |  |  |  | 25-9030 |
| **400160** | 7005 | Head, Foreign Student Services |  |  |  |  |  |  |  |  | 25-9030 |
| **401010** | 7052 | Head , Student Academic Counseling |  |  |  |  |  |  |  |  | 25-9000 |
| **401130** | 7550 | Academic Advisor/Counselor |  |  |  |  |  |  |  |  | 21-1012 |
|  |  | **Academic Affairs II: Librarians (with and without faculty status**) |  |  |  |  |  |  |  |  |  |
| **402010** | 2051 | Librarian, Head of Acquisitions |  |  |  |  |  |  |  |  | 25-4020 |
| **402020** | 2052 | Librarian, Head of Technical Services |  |  |  |  |  |  |  |  | 25-4020 |
| **402030** | 2053 | Librarian, Head of Public Services |  |  |  |  |  |  |  |  | 25-4020 |
| **402040** | 2054 | Librarian, Head of Cataloging |  |  |  |  |  |  |  |  | 25-4020 |
| **402050** | 2055 | Librarian, Head of Collection Development |  |  |  |  |  |  |  |  | 25-4020 |
| **402060** | 2056 | Librarian, Head of Special Collections & Archives |  |  |  |  |  |  |  |  | 25-4020 |
| **402065** | 2557 | Librarian, Systems / Digital Resources |  |  |  |  |  |  |  |  | 25-4020 |
| **402170** | 2550 | Librarian, Head of Reference & Instruction |  |  |  |  |  |  |  |  | 25-4020 |
| **402180** | 2551 | Librarian, Reference & Instruction |  |  |  |  |  |  |  |  | 25-4020 |
| **402190** | 2552 | Librarian, Cataloger/Metadata |  |  |  |  |  |  |  |  | 25-4020 |
| **402200** | 2553 | Librarian, Cataloger |  |  |  |  |  |  |  |  | 25-4020 |
| **402210** | 5563 | Librarian, Electronic Resources / Serials |  |  |  |  |  |  |  |  | 25-4020 |
| **402220** | 5564 | Librarian, Media |  |  |  |  |  |  |  |  | 25-4020 |
| **402230** | 2554 | Librarian, Distance Education |  |  |  |  |  |  |  |  | 25-4020 |
| **402240** | 2555 | Librarian, Government Docs/ Publications |  |  |  |  |  |  |  |  | 25-4020 |
| **402260** | New in 2013 | Librarian, Head of Branch Library |  |  |  |  |  |  |  |  | 25-4020 |
| **402265** | New in 2014 | Librarian, Head of Access Services |  |  |  |  |  |  |  |  | 25-4020 |
| **402267** | New in 2014 | Librarian, Access Services |  |  |  |  |  |  |  |  | 25-4020 |
| **402270** | New in 2014 | Librarian, Special Collections and Archives |  |  |  |  |  |  |  |  | 25-4020 |
| **402275** | New in 2014 | Librarian, Data and Geographical Information |  |  |  |  |  |  |  |  | 25-4020 |
| **402280** | New in 2014 | Librarian, Emerging Technology |  |  |  |  |  |  |  |  | 25-4020 |
| **402283** | New in 2014 | Librarian, User Experience/Assessment |  |  |  |  |  |  |  |  | 25-4020 |
|  |  | **Academic Affairs III: Museum and Continuing Education Professionals** |  |  |  |  |  |  |  |  |  |
| **403050** | 2015 | Head, Campus Museum |  |  |  |  |  |  |  |  | 25-4012 |
| **403100** | 2503 | Archive/Museum/Gallery Curator |  |  |  |  |  |  |  |  | 25-4012 |
| **404110** | 2502 | Continuing Education Specialist |  |  |  |  |  |  |  |  | 25-9030 |
| **404120** | 2501 | Continuing Education Conference/Workshop Coordinator |  |  |  |  |  |  |  |  | 25-9030 |
|  |  | **Academic Affairs IV: Instructional Design / Media Professionals** |  |  |  |  |  |  |  |  |  |
| **406050** | 5651 | Instructional Technology, Faculty Support Manager |  |  |  |  |  |  |  |  | 25-9030 |
| **406100** | 5533 | Web Content Developer |  |  |  |  |  |  |  |  | 25-9030 |
| **406105** | 5532 | Web Graphics Designer |  |  |  |  |  |  |  |  | 27-3000 |
| **406110** | 5565 | Instructional Technology, Specialist |  |  |  |  |  |  |  |  | 25-9030 |
| **406120** | 5700 | Online Instructional Designer, Entry |  |  |  |  |  |  |  |  | 25-9030 |
| **406130** | 5701 | Online Instructional Designer, Senior |  |  |  |  |  |  |  |  | 25-9030 |
| **406140** | 2057 | Head, Campus Educational Media Services |  |  |  |  |  |  |  |  | 25-9030 |
| **407100** | 2090 | Head , Executive Education |  |  |  |  |  |  |  |  | 13-1150 |
| **407140** | **New in 2016** | **Director of Tutoring Programs** |  |  |  |  |  |  |  |  | 13-1150 |
| **407160** | **New in 2016** | **Director of Intensive English** |  |  |  |  |  |  |  |  | 13-1150 |
| **408200** | 2019 | Head, Theater/Performing Arts Center |  |  |  |  |  |  |  |  | 27-2010 |
|  |  | **Student Affairs I: Services, Admissions & Career Counseling Professionals** |  |  |  |  |  |  |  |  |  |
| **410110** | 7007 | Head, Minority / Multicultural Student Affairs |  |  |  |  |  |  |  |  | 25-9099 |
| **410120** | 7552 | Cooperative Education Program Coordinator |  |  |  |  |  |  |  |  | 25-9099 |
| **410130** | 7006 | Head, Campus Ministries |  |  |  |  |  |  |  |  | 21-2021 |
| **410140** | 7009 | Head, Women’s Center |  |  |  |  |  |  |  |  | 25-9099 |
| **410150** | 7528 | Campus Chaplain |  |  |  |  |  |  |  |  | 21-2011 |
| **411100** | 2076 | Deputy Head, Student Admissions |  |  |  |  |  |  |  |  | 25-9099 |
| **411110** | 2576 | Student Admissions Counselor |  |  |  |  |  |  |  |  | 21-1012 |
| **411120** | 2018 | Head, Campus Graduate Admissions |  |  |  |  |  |  |  |  | 25-9099 |
| **412100** | 7551 | Student Career Counselor |  |  |  |  |  |  |  |  | 21-1012 |
| **412120** | **New in 2016** | **Director of First Year Experience** |  |  |  |  |  |  |  |  | 21-1012 |
| **412130** | **New in 2016** | **Student Success Professional** |  |  |  |  |  |  |  |  | 21-1012 |
|  |  | **Student Affairs II: Financial Aid & Housing Professionals** |  |  |  |  |  |  |  |  |  |
| **413100** | 2083 | Deputy Head, Student Financial Aid |  |  |  |  |  |  |  |  | 25-9099 |
| **413110** | 2577 | Student Financial Aid Counselor |  |  |  |  |  |  |  |  | 25-9099 |
| **414100** | 7077 | Deputy Head, Student Housing |  |  |  |  |  |  |  |  | 39-9041 |
| **414110** | 7078 | Student Housing, Administrative Operations Officer |  |  |  |  |  |  |  |  | 39-9041 |
| **414120** | 7079 | Student Housing, Residence Life Officer |  |  |  |  |  |  |  |  | 39-9041 |
| **414130** | 7576 | Student Residence Hall Manager (R&B incl) |  |  |  |  |  |  |  |  | 39-9041 |
| **414140** | 7577 | Student Residence Hall Manager (R&B not incl) |  |  |  |  |  |  |  |  | 39-9041 |
|  |  | **Student Affairs III: Student Activities, Counseling & Registration Professionals** |  |  |  |  |  |  |  |  |  |
| **415110** | 7027 | Deputy Head, Student Activities |  |  |  |  |  |  |  |  | 25-9099 |
| **415120** | 7028 | Head, Campus Recreation/ Intramurals |  |  |  |  |  |  |  |  | 25-9099 |
| **415130** | 7527 | Student Activities Officer |  |  |  |  |  |  |  |  | 25-9099 |
| **415140** | 7029 | Deputy Head, Campus Recreation / Intramurals |  |  |  |  |  |  |  |  | 25-9099 |
| **415150** | 7032 | Deputy Head, Campus Student Union |  |  |  |  |  |  |  |  | 25-9099 |
| **415160** | 7526 | Campus Recreation / Intramural Coordinator |  |  |  |  |  |  |  |  | 25-9099 |
| **416100** | 7053 | Deputy Head, Campus Student Counseling |  |  |  |  |  |  |  |  | 21-1019 |
| **416110** | 7601 | Student Counseling Psychologist |  |  |  |  |  |  |  |  | 19-3031 |
| **416115** | **New in 2016** | **Student Health Coordinator** |  |  |  |  |  |  |  |  | 19-3031 |
| **416120** | 7602 | Student Counselor |  |  |  |  |  |  |  |  | 21-1019 |
| **418100** | 2079 | Associate Registrar |  |  |  |  |  |  |  |  | 25-9099 |
| **418110** | 2080 | Assistant Registrar |  |  |  |  |  |  |  |  | 25-9099 |
|  |  | **Institutional Affairs I: Legal & Human Resource Professionals** |  |  |  |  |  |  |  |  |  |
| **420000** | 3502 | Staff Attorney |  |  |  |  |  |  |  |  | 23-1011 |
| **422100** | 4507 | HR Generalist |  |  |  |  |  |  |  |  | 13-1071 |
| **422110** | 4508 | HR Generalist, Senior |  |  |  |  |  |  |  |  | 13-1071 |
| **422120** | 4510 | HR Classification & Compensation Specialist |  |  |  |  |  |  |  |  | 13-1141 |
| **422130** | 4511 | HR Classification & Compensation Specialist, Senior |  |  |  |  |  |  |  |  | 13-1141 |
| **422140** | 4512 | HR Classification & Compensation Unit Supervisor |  |  |  |  |  |  |  |  | 13-1141 |
| **422150** | 4513 | HR Benefits Specialist |  |  |  |  |  |  |  |  | 13-1141 |
| **422160** | 4514 | HR Benefits Specialist, Senior |  |  |  |  |  |  |  |  | 13-1141 |
| **422170** | 4515 | HR Benefits Unit Supervisor |  |  |  |  |  |  |  |  | 13-1141 |
| **422180** | 4519 | HR Employment Specialist |  |  |  |  |  |  |  |  | 13-1071 |
| **422190** | 4520 | HR Employment Specialist, Senior |  |  |  |  |  |  |  |  | 13-1071 |
| **422195** | **New in 2016** | **HR International Employment Specialist** |  |  |  |  |  |  |  |  | 13-1071 |
| **422200** | 4521 | HR Employment Unit Supervisor |  |  |  |  |  |  |  |  | 13-1071 |
| **422210** | 4504 | HR Employee Relations Specialist |  |  |  |  |  |  |  |  | 13-1071 |
| **422220** | 4505 | HR Employee Relations Specialist, Senior |  |  |  |  |  |  |  |  | 13-1071 |
| **422230** | 4506 | HR Employee Relations Unit Supervisor |  |  |  |  |  |  |  |  | 13-1071 |
| **422240** | 4005 | Head, Campus Labor Relations |  |  |  |  |  |  |  |  | 13-1075 |
|  |  | **Institutional Affairs II: Equal Opportunity / Diversity Professionals** |  |  |  |  |  |  |  |  |  |
| **423100** | 4012 | Head, Campus Disability Services |  |  |  |  |  |  |  |  | 21-1012 |
| **423110** | 4501 | Disability Services Coordinator |  |  |  |  |  |  |  |  | 21-1012 |
| **423115** | 4522 | Disability Services Advisor |  |  |  |  |  |  |  |  | 21-1012 |
| **423120** | 4010 | Deputy Head, Campus AA/EEO Office |  |  |  |  |  |  |  |  | 13-1041 |
| **423130** | 4503 | Affirmative Action/EEO Specialist |  |  |  |  |  |  |  |  | 13-1071 |
| **423140** | 3008 | Head, Title III Program |  |  |  |  |  |  |  |  | 13-1071 |
| **423150** | 4013 | Title IX Coordinator |  |  |  |  |  |  |  |  | 13-1071 |
| **424100** | 4502 | Training / Organizational Development Specialist |  |  |  |  |  |  |  |  | 13-1150 |
| **425000** | **New in 2016** | **Business Continuity / Emergency Planning Professional** |  |  |  |  |  |  |  |  | 13-1190 |
| **428100** | 2005 | Deputy Head, Institutional Research |  |  |  |  |  |  |  |  | 13-1111 |
| **429000** | **New in 2016** | **Institutional Assessment / Academic Assessment Professional** |  |  |  |  |  |  |  |  | 13-1111 |
|  |  | **Fiscal Affairs I: Accounting Professionals** |  |  |  |  |  |  |  |  |  |
| **430100** | 3027 | Deputy Controller |  |  |  |  |  |  |  |  | 13-2011 |
| **430110** | 3031 | Deputy Bursar |  |  |  |  |  |  |  |  | 13-2011 |
| **430120** | 3526 | Accountant |  |  |  |  |  |  |  |  | 13-2011 |
| **430130** | 3527 | Accountant, Senior |  |  |  |  |  |  |  |  | 13-2011 |
| **430135** | 3029 | Head, Accounting (if not Chief Acctg Officer) |  |  |  |  |  |  |  |  | 13-2011 |
| **430150** | 3537 | Collections Supervisor |  |  |  |  |  |  |  |  | 13-2011 |
| **430160** | 3528 | Accounting Unit Supervisor |  |  |  |  |  |  |  |  | 13-2011 |
| **430170** | 3536 | Head Cashier |  |  |  |  |  |  |  |  | 13-2011 |
| **430180** | **New in 2016** | **Compliance Officer** |  |  |  |  |  |  |  |  | 13-2011 |
|  |  | **Fiscal Affairs II: Audit and Finance/Budget Professionals** |  |  |  |  |  |  |  |  |  |
| **431100** | 3529 | Auditor |  |  |  |  |  |  |  |  | 13-2011 |
| **431110** | 3530 | Auditor, Senior |  |  |  |  |  |  |  |  | 13-2011 |
| **432100** | 3531 | Budget Analyst |  |  |  |  |  |  |  |  | 13-2051 |
| **432110** | 3532 | Budget Analyst, Senior |  |  |  |  |  |  |  |  | 13-2051 |
| **432120** | 3533 | Budget Unit Supervisor / Manager |  |  |  |  |  |  |  |  | 13-2051 |
| **432130** | 3026 | Deputy Head, Budget |  |  |  |  |  |  |  |  | 13-2051 |
| **433110** | 3506 | Contract and Grants Specialist |  |  |  |  |  |  |  |  | 13-2051 |
| **433120** | 3028 | Restricted Funds Accountant, **Sponsored Contracts** |  |  |  |  |  |  |  |  | 13-2051 |
| **433130** | **New in 2016** | **Grant Writer, Sponsored Contracts** |  |  |  |  |  |  |  |  | 13-2051 |
|  |  | **Fiscal Affairs III: Materials Management & Business Operations Professionals** |  |  |  |  |  |  |  |  |  |
| **434100** | 3034 | Deputy Head, Purchasing/Materials Management |  |  |  |  |  |  |  |  | 13-1023 |
| **434110** | 3503 | Materials Management Buyer |  |  |  |  |  |  |  |  | 13-1023 |
| **434120** | 3504 | Materials Management Buyer, Senior |  |  |  |  |  |  |  |  | 13-1023 |
| **434140** | 3551 | Print Shop Supervisor |  |  |  |  |  |  |  |  | 13-1023 |
| **434150** | 3606 | Inventory Manager |  |  |  |  |  |  |  |  | 13-1023 |
| **435100** | 3054 | Deputy Head, Bookstore |  |  |  |  |  |  |  |  | 13-1190 |
| **435110** | 3534 | Department Business Manager (Small Unit) |  |  |  |  |  |  |  |  | 13-1190 |
| **435120** | 3535 | Department Business Manager (Large Unit) |  |  |  |  |  |  |  |  | 13-1190 |
| **435140** | 6503 | Ticket Manager |  |  |  |  |  |  |  |  | 13-1190 |
|  |  | **External Affairs I: Development / Fundraising Professionals** |  |  |  |  |  |  |  |  |  |
| **437100** | 8008 | Head of Development, College/Division |  |  |  |  |  |  |  |  | 13-1131 |
| **437110** | 8501 | Annual Giving Officer, Entry |  |  |  |  |  |  |  |  | 13-1131 |
| **437115** | 8502 | Annual Giving Officer – Senior |  |  |  |  |  |  |  |  | 13-1131 |
| **437120** | 8505 | Major Gift Officer, Entry |  |  |  |  |  |  |  |  | 13-1131 |
| **437130** | 8506 | Major Gift Officer, Senior |  |  |  |  |  |  |  |  | 13-1131 |
| **437135** | 8507 | Planned Giving Officer, Entry |  |  |  |  |  |  |  |  | 13-1131 |
| **437140** | 8508 | Planned Giving Officer, Senior |  |  |  |  |  |  |  |  | 13-1131 |
|  |  | **External Affairs II: Alumni Relations, Advancement Services & Communications/ Marketing Professionals** |  |  |  |  |  |  |  |  |  |
| **438100** | 8503 | Alumni Relations Officer, Entry Level |  |  |  |  |  |  |  |  | 27-3031 |
| **438110** | 8504 | Alumni Relations Officer, Senior Level |  |  |  |  |  |  |  |  | 27-3031 |
| **439100** | 8029 | Head, Church Relations |  |  |  |  |  |  |  |  | 27-3031 |
| **441150** | **New in 2016** | **Public Policy Analyst, Entry** |  |  |  |  |  |  |  |  | 19-3094 |
| **441160** | **New in 2016** | **Public Policy Analyst, Senior** |  |  |  |  |  |  |  |  | 19-3094 |
| **442120** | 8509 | Advancement Services, Prospect Researcher |  |  |  |  |  |  |  |  | 13-1131 |
| **443100** | 8550 | Public Information Specialist |  |  |  |  |  |  |  |  | 13-1161 |
| **443110** | **New in 2016** | **Communications/Marketing, Editor** |  |  |  |  |  |  |  |  | 27-3041 |
| **443125** | 3006 | Head, College/University Press |  |  |  |  |  |  |  |  | 25-9099 |
| **443130** | 8051 | Deputy Head, Campus Publications |  |  |  |  |  |  |  |  | 27-3000 |
| **443140** | 8052 | Head, Campus Information Office |  |  |  |  |  |  |  |  | 27-3000 |
|  |  | **External Affairs III: Media/Public Relations & Event/Conference Management Professionals** |  |  |  |  |  |  |  |  |  |
| **444110** | 8053 | Head, Campus News Bureau/Service |  |  |  |  |  |  |  |  | 27-3020 |
| **444120** | 8557 | Television Producer/Director |  |  |  |  |  |  |  |  | 27-2012 |
| **444130** | 8558 | Television Program Manager |  |  |  |  |  |  |  |  | 27-2012 |
| **444140** | 8559 | Television Engineer, Senior |  |  |  |  |  |  |  |  | 27-3090 |
| **444150** | 8560 | FM Radio Station Manager |  |  |  |  |  |  |  |  | 27-3000 |
| **444160** | 8561 | TV Station Manager |  |  |  |  |  |  |  |  | 27-3000 |
| **449100** | 7008 | Head, Campus Conferencesesief Acctg Officer)tor |  |  |  |  |  |  |  |  | 13-1120 |
| **449110** | 7530 | Event Coordinator |  |  |  |  |  |  |  |  | clear13-1120 |
|  |  | **Facilities I & II: Services, Maintenance, Design and Construction Professionals** |  |  |  |  |  |  |  |  |  |
| **301010** | 3051 | Head, Campus Printing Services |  |  |  |  |  |  |  |  | 13-1199 |
| **301020** | 3052 | Head, Campus Mail Services |  |  |  |  |  |  |  |  | 11-9131 |
| **315020** | 3105 | Head, Campus Landscape & Grounds keeping |  |  |  |  |  |  |  |  | 11-1021 |
| **315040** | New in 2013 | Head, Campus Construction |  |  |  |  |  |  |  |  | 11-9021 |
| **315050** | 3107 | Head, Campus Skilled Trades |  |  |  |  |  |  |  |  | 11-1021 |
| **315060** | 3108 | Head, Campus Custodial Services |  |  |  |  |  |  |  |  | 11-1021 |
| **450100** | 3109 | Head, Campus Power Plant |  |  |  |  |  |  |  |  | 13-1199 |
| **450110** | 3106 | Head, Building Maintenance Trades |  |  |  |  |  |  |  |  | 47-1011 |
| **451100** | 3604 | Facilities Utilization Planner |  |  |  |  |  |  |  |  | 13-1199 |
| **452000** | 3603 | Architect |  |  |  |  |  |  |  |  | 17-1010 |
| **452100** | New in 2013 | Landscape Architect |  |  |  |  |  |  |  |  | 17-1010 |
|  |  | **Facilities III: Engineers** |  |  |  |  |  |  |  |  |  |
| **453100** | 3602 | Engineer, Construction Projects Coordinator |  |  |  |  |  |  |  |  | 17-2199 |
| **453110** | 3605 | Engineer, Facilities Mechanical Systems |  |  |  |  |  |  |  |  | 17-2141 |
| **453120** | 9501 | Engineer, Electrical/Electronic |  |  |  |  |  |  |  |  | 17-2070 |
| **453130** | 9503 | Engineer, Mechanical |  |  |  |  |  |  |  |  | 17-2141 |
| **453140** | 9515 | Engineer, Research Projects Instrumentation |  |  |  |  |  |  |  |  | 17-2199 |
| **453150** | 9502 | Engineer, Electrical/Electronic, Senior |  |  |  |  |  |  |  |  | 17-2070 |
| **453160** | 9504 | Engineer, Mechanical, Senior |  |  |  |  |  |  |  |  | 17-2141 |
|  |  | **Facilities IV: Environmental Safety/Risk Management, Facility Operation & Retail Operation Professionals** |  |  |  |  |  |  |  |  |  |
| **455100** | 3581 | Environmental Health and Safety Specialist |  |  |  |  |  |  |  |  | 29-9011 |
| **455110** | 3582 | Safety Officer |  |  |  |  |  |  |  |  | 29-9011 |
| **457120** | 3554 | Head, Campus Child Care Site |  |  |  |  |  |  |  |  | 39-1021 |
| **457130** | 9553 | Farm Manager |  |  |  |  |  |  |  |  | 11-9013 |
| **458100** | 3555 | Textbook Manager |  |  |  |  |  |  |  |  | 13-1199 |
|  |  | **Information Technology I: IT Professionals** |  |  |  |  |  |  |  |  |  |
| **460120** | 5003 | Deputy Head, IT Academic Computing |  |  |  |  |  |  |  |  | 15-1142 |
| **460130** | 5005 | Deputy Head, IT Administrative Computing |  |  |  |  |  |  |  |  | 15-1142 |
| **460140** | 5009 | Head, IT Enterprise Data Center |  |  |  |  |  |  |  |  | 15-1142 |
| **460150** | 5012 | Head, IT User Services |  |  |  |  |  |  |  |  | 15-1142 |
| **460160** | 5013 | Head, IT Information Management |  |  |  |  |  |  |  |  | 15-1142 |
| **460180** | 5015 | IT Principal Systems Analyst |  |  |  |  |  |  |  |  | 15-1141 |
| **460190** | **New in 2016** | **IT Architect** |  |  |  |  |  |  |  |  | 15-1142 |
|  |  | **Information Technology II: IT Applications Professionals** |  |  |  |  |  |  |  |  |  |
| **461100** | 3538 | IT Auditor |  |  |  |  |  |  |  |  | 15-1122 |
| **461105** | 3539 | IT Auditor, Senior |  |  |  |  |  |  |  |  | 15-1122 |
| **461120** | 5501 | IT Programmer Analyst |  |  |  |  |  |  |  |  | 15-1131 |
| **461130** | 5502 | IT Programmer Analyst, Senior |  |  |  |  |  |  |  |  | 15-1131 |
| **461140** | 5503 | IT Programmer Analyst, Supervisor |  |  |  |  |  |  |  |  | 15-1131 |
| **461150** | 5531 | IT Campus Web Master |  |  |  |  |  |  |  |  | 15-1134 |
| **~~461160~~** | ~~New in 2013~~ | ~~IT Web Designer /Developer Deleted~~ | **POSITION DELETED** | | | | | | | | |
| **461162** | **New in 2016** | **IT Web Designer** |  |  |  |  |  |  |  |  | 15-1134 |
| **461164** | **New in 2016** | **IT Web Developer** |  |  |  |  |  |  |  |  | 15-1134 |
| **461170** | 5554 | IT Project Manager |  |  |  |  |  |  |  |  | 15-1100 |
|  |  | **Information Technology III: IT Database, Client Support and Network Support Professionals** |  |  |  |  |  |  |  |  |  |
| **462100** | 5526 | IT Database Administrator |  |  |  |  |  |  |  |  | 15-1141 |
| **462110** | 5527 | IT Data Administrator |  |  |  |  |  |  |  |  | 15-1141 |
| **462120** | 5014 | IT Principal Database Administrator |  |  |  |  |  |  |  |  | 15-1141 |
| **463110** | 5550 | IT Client Support Specialist |  |  |  |  |  |  |  |  | 15-1151 |
| **463120** | 5551 | IT Help Desk Specialist/Technician |  |  |  |  |  |  |  |  | 15-1151 |
| **463130** | 5552 | IT Help Desk Manager |  |  |  |  |  |  |  |  | 15-1151 |
| **463140** | 5516 | IT Email Administrator |  |  |  |  |  |  |  |  | 15-1151 |
| **463150** | **New in 2016** | **IT Business Analyst** |  |  |  |  |  |  |  |  | 15-1151 |
| **464100** | 5515 | IT Network Engineer |  |  |  |  |  |  |  |  | 15-1143 |
| **464110** | 5517 | IT Network Administrator |  |  |  |  |  |  |  |  | 15-1142 |
| **464120** | 5650 | IT Network Operations Manager |  |  |  |  |  |  |  |  | 25-9030 |
|  |  | **Information Technology IV: IT Systems Support, Security and Telecommunications Professionals** |  |  |  |  |  |  |  |  |  |
| **465130** | 5504 | IT Systems Programmer |  |  |  |  |  |  |  |  | 15-1121 |
| **465140** | 5505 | IT Systems Programmer, Senior |  |  |  |  |  |  |  |  | 15-1121 |
| **465150** | 5506 | IT Systems Programmer, Supervisor |  |  |  |  |  |  |  |  | 15-1121 |
| **465160** | 5518 | IT Systems Administrator |  |  |  |  |  |  |  |  | 15-1121 |
| **465200** | 9513 | IT Research Computer Specialist |  |  |  |  |  |  |  |  | 15-1111 |
| **466100** | 5513 | IT Security Analyst/Engineer |  |  |  |  |  |  |  |  | 15-1122 |
| **466110** | **New in 2016** | **IT Security Analyst/Engineer , Senior** |  |  |  |  |  |  |  |  | 15-1122 |
| **467100** | 5514 | IT Telecommunications Manager |  |  |  |  |  |  |  |  | 15-1142 |
|  |  | **Research Professionals I: Physical and Social Sciences** |  |  |  |  |  |  |  |  |  |
| **470290** | New in 2013 | Physical Sciences, Research Assistant |  |  |  |  |  |  |  |  | 19-2099 |
| **470300** | New in 2013 | Physical Sciences, Research Associate |  |  |  |  |  |  |  |  | 19-2099 |
| **470390** | New in 2013 | Physical Sciences, Research Scholar |  |  |  |  |  |  |  |  | 19-2099 |
| **470395** | New in 2013 | Physical Sciences, Senior Research Scholar |  |  |  |  |  |  |  |  | 19-2099 |
| **470396** | New in 2013 | Physical Sciences, Principal Research Scholar |  |  |  |  |  |  |  |  | 19-2099 |
| **470425** | New in 2013 | Social Sciences, Research Assistant |  |  |  |  |  |  |  |  | 19-3090 |
| **470430** | New in 2013 | Social Sciences, Research Associate |  |  |  |  |  |  |  |  | 19-3090 |
| **470440** | New in 2013 | Social Sciences, Research Scholar |  |  |  |  |  |  |  |  | 19-3090 |
| **470445** | New in 2013 | Social Sciences, Senior Research Scholar |  |  |  |  |  |  |  |  | 19-3090 |
| **470446** | New in 2013 | Social Sciences, Principal Research Scholar |  |  |  |  |  |  |  |  | 19-3090 |
|  |  | **Research Professionals II: Medical and Life Sciences** |  |  |  |  |  |  |  |  |  |
| **470650** | New in 2013 | Medical Sciences, Research Assistant |  |  |  |  |  |  |  |  | 19-1040 |
| **470660** | New in 2013 | Medical Sciences, Research Associate |  |  |  |  |  |  |  |  | 19-1040 |
| **470670** | New in 2013 | Medical Sciences, Research Scholar |  |  |  |  |  |  |  |  | 19-1040 |
| **470680** | New in 2013 | Medical Sciences, Senior Research Scholar |  |  |  |  |  |  |  |  | 19-1040 |
| **470690** | New in 2013 | Medical Sciences, Principal Research Scholar |  |  |  |  |  |  |  |  | 19-1040 |
| **470700** | New in 2013 | Life Sciences, Research Assistant |  |  |  |  |  |  |  |  | 19-1099 |
| **470710** | New in 2013 | Life Sciences, Research Associate |  |  |  |  |  |  |  |  | 19-1099 |
| **470720** | New in 2013 | Life Sciences, Research Scholar |  |  |  |  |  |  |  |  | 19-1099 |
| **470730** | New in 2013 | Life Sciences, Senior Research Scholar |  |  |  |  |  |  |  |  | 19-1099 |
| **470740** | New in 2013 | Life Sciences, Principal Research Scholar |  |  |  |  |  |  |  |  | 19-1099 |
|  |  | **Research Professionals III: Laboratory Coordinators - Physical and Life Sciences** |  |  |  |  |  |  |  |  |  |
| **471450** | New in 2013 | Lab Coordinator - Physical Sciences |  |  |  |  |  |  |  |  | 19-2099 |
| **471460** | New in 2013 | Lab Coordinator - Life Sciences |  |  |  |  |  |  |  |  | 19-1090 |
|  |  | **Extension Programs, Technology Transfer, Health Science & Environmental Sustainability Professionals** |  |  |  |  |  |  |  |  |  |
| **472010** | **New in 2016** | **Agricultural Extension/Engagement/Public Service Professional** |  |  |  |  |  |  |  |  | 25-9099 |
| **472020** | **New in 2016** | **Industrial Extension/Engagement/Public Service Professional** |  |  |  |  |  |  |  |  | 25-9099 |
| **472100** | 8030 | Head, Community Services |  |  |  |  |  |  |  |  | 21-1099 |
| **476110** | 2011 | Senior Technology Licensing Officer |  |  |  |  |  |  |  |  | 13-1199 |
| **477100** | **New in 2016** | **Biostatistician** |  |  |  |  |  |  |  |  | 15-2041 |
| **479100** | 7605 | Staff Physician |  |  |  |  |  |  |  |  | 29-1060 |
| **481100** | 7603 | Nurse Practitioner |  |  |  |  |  |  |  |  | |  | | --- | | 29-1171 | |
| **481110** | 7604 | Staff Nurse |  |  |  |  |  |  |  |  | 29-1141 |
| **481120** | 7606 | Clinical Research Nurse |  |  |  |  |  |  |  |  | 29-1141 |
| **484100** | 7607 | Pharmacist, Student Health |  |  |  |  |  |  |  |  | 29-1051 |
| **491000** | 9551 | Veterinarian |  |  |  |  |  |  |  |  | 29-1131 |
| **492100** | 9552 | Animal Care Manager |  |  |  |  |  |  |  |  | 29-2056 |
| **493000** | New in 2013 | Dietetic / Nutrition Professional |  |  |  |  |  |  |  |  | 29-1031 |
| **495100** | 3009 | Head, Environmental Sustainability |  |  |  |  |  |  |  |  | 19-2041 |
|  |  | **Athletic Affairs I: Athletics Professionals and Trainers** |  |  |  |  |  |  |  |  |  |
| **400170** | 6010 | Head, Athletics Academic Affairs |  |  |  |  |  |  |  |  | 25-9030 |
| **427100** | 6011 | Head, Athletics Compliance |  |  |  |  |  |  |  |  | 13-1041 |
| **432150** | 6006 | Head Athletics Finance & Business |  |  |  |  |  |  |  |  | 13-2051 |
| **437150** | 6009 | Head, Athletics Development |  |  |  |  |  |  |  |  | 13-1131 |
| **457110** | 6007 | Head, Athletics Operations |  |  |  |  |  |  |  |  | 13-1199 |
| **468100** | 6008 | Head, Athletics External Affairs |  |  |  |  |  |  |  |  | 27-3031 |
| **468110** | 6003 | Head, Sports Information / Athletics Communications |  |  |  |  |  |  |  |  | 27-3031 |
| **468120** | 6004 | Head, Men’s Athletics Programs |  |  |  |  |  |  |  |  | 27-2020 |
| **468130** | 6005 | Head, Women’s Athletics Programs |  |  |  |  |  |  |  |  | 27-2020 |
| **469100** | 6502 | Head, Athletics Training Programs |  |  |  |  |  |  |  |  | 29-9091 |
| **469110** | 6501 | Athletic Trainer/Physical Therapist |  |  |  |  |  |  |  |  | 29-9091 |
|  |  | **Athletic Affairs II: Head Coaches: 498260 – 498590**  Report salary data only for coaching positions that are full-time (9-12 months). DO NOT report seasonal or part-time positions. DataOnDemand allows you to look at coaching data by NCAA Division. |  |  |  |  |  |  |  |  |  |
| **498260** | 6526 | Head Coach, Football |  |  |  |  |  |  |  |  | 27-2022 |
| **498300** | 6530 | Head Coach, Baseball |  |  |  |  |  |  |  |  | 27-2022 |
| **498320** | 6532 | Head Coach, Men's Basketball |  |  |  |  |  |  |  |  | 27-2022 |
| **498340** | 6534 | Head Coach, Women's Basketball |  |  |  |  |  |  |  |  | 27-2022 |
| **498500** | 6550 | Head Coach, Cross Country |  |  |  |  |  |  |  |  | 27-2022 |
| **498510** | 6551 | Head Coach, Track and Field |  |  |  |  |  |  |  |  | 27-2022 |
| **498520** | 6552 | Head Coach, Cross Country/Track & Field |  |  |  |  |  |  |  |  | 27-2022 |
| **498530** | 6553 | Head Coach, Skiing (Alpine & Nordic) |  |  |  |  |  |  |  |  | 27-2022 |
| **498540** | 6554 | Head Coach, Swimming & Diving |  |  |  |  |  |  |  |  | 27-2022 |
| **498550** | 6555 | Head Coach, Men's Golf |  |  |  |  |  |  |  |  | 27-2022 |
| **498560** | 6556 | Head Coach, Men's Gymnastics |  |  |  |  |  |  |  |  | 27-2022 |
| **498570** | 6557 | Head Coach, Men's Ice Hockey |  |  |  |  |  |  |  |  | 27-2022 |
| **498580** | 6558 | Head Coach, Men's Lacrosse |  |  |  |  |  |  |  |  | 27-2022 |
| **498590** | 6559 | Head Coach, Men's Rowing |  |  |  |  |  |  |  |  | 27-2022 |
|  |  | **Athletic Affairs III: Head Coaches: 498600 - 498710** |  |  |  |  |  |  |  |  |  |
| **498600** | 6560 | Head Coach, Men's Soccer |  |  |  |  |  |  |  |  | 27-2022 |
| **498610** | 6561 | Head Coach, Men's Tennis |  |  |  |  |  |  |  |  | 27-2022 |
| **498620** | 6562 | Head Coach, Men's Volleyball |  |  |  |  |  |  |  |  | 27-2022 |
| **498630** | 6563 | Head Coach, Men's Wrestling |  |  |  |  |  |  |  |  | 27-2022 |
| **498640** | 6564 | Head Coach, Women's Field Hockey |  |  |  |  |  |  |  |  | 27-2022 |
| **498650** | 6565 | Head Coach, Women's Golf |  |  |  |  |  |  |  |  | 27-2022 |
| **498660** | 6566 | Head Coach, Women's Gymnastics |  |  |  |  |  |  |  |  | 27-2022 |
| **498670** | 6567 | Head Coach, Women's Ice Hockey |  |  |  |  |  |  |  |  | 27-2022 |
| **498680** | 6568 | Head Coach, Women's Lacrosse |  |  |  |  |  |  |  |  | 27-2022 |
| **498690** | 6569 | Head Coach, Women's Rowing |  |  |  |  |  |  |  |  | 27-2022 |
| **498700** | 6570 | Head Coach, Women's Soccer |  |  |  |  |  |  |  |  | 27-2022 |
| **498710** | 6571 | Head Coach, Women's Softball |  |  |  |  |  |  |  |  | 27-2022 |
|  |  | **Athletic Affairs IV: Head and Specialty Coaches: 498720 - 499280** |  |  |  |  |  |  |  |  |  |
| **498720** | 6572 | Head Coach, Women's Tennis |  |  |  |  |  |  |  |  | 27-2022 |
| **498730** | 6573 | Head Coach, Women's Volleyball |  |  |  |  |  |  |  |  | 27-2022 |
| **498800** | New in 2013 | Head Coach, Cheerleading |  |  |  |  |  |  |  |  | 27-2022 |
| **498810** | 6504 | Head Coach, Strength & Conditioning |  |  |  |  |  |  |  |  | 27-2022 |
| **499270** | 6527 | Offensive Coordinator, Football |  |  |  |  |  |  |  |  | 27-2022 |
| **499280** | 6528 | Defensive Coordinator, Football |  |  |  |  |  |  |  |  | 27-2022 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **New #** | **Old #** | **Job Role** | Internal Reference | Number of Incumbents | Annual Base Salary **Average** | Annual Base Salary **Actual Low** | Annual Base Salary **Actual High** | Years in Position | Gender | Ethnicity | **Is Asst Coach Position Bonus Eligible?** |
|  |  | **Assistant Coaches:  499290 - 499610** |  |  |  |  |  |  |  |  |  |
| **499290** | 6529 | Assistant Coach, Football |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499310** | 6531 | Assistant Coach, Baseball |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499330** | 6533 | Assistant Coach, Men's Basketball |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499350** | 6535 | Assistant Coach, Women's Basketball |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499360** | **New in 2016** | Assistant Coach, Cross Country |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499370** | **New in 2016** | Assistant Coach, Track and Field |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499380** | **New in 2016** | Assistant Coach, Cross Country/Track & Field |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499390** | **New in 2016** | Assistant Coach, Skiing (Alpine & Nordic) |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499400** | **New in 2016** | Assistant Coach, Swimming & Diving |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499410** | **New in 2016** | Assistant Coach, Men's Golf |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499420** | **New in 2016** | Assistant Coach, Men's Gymnastics |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499430** | **New in 2016** | Assistant Coach, Men's Ice Hockey |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499440** | **New in 2016** | Assistant Coach, Men's Lacrosse |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499450** | **New in 2016** | Assistant Coach, Men's Rowing |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499460** | **New in 2016** | Assistant Coach, Men's Soccer |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499470** | **New in 2016** | Assistant Coach, Men's Tennis |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499480** | **New in 2016** | Assistant Coach, Men's Volleyball |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499490** | **New in 2016** | Assistant Coach, Men's Wrestling |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499500** | **New in 2016** | Assistant Coach, Women's Field Hockey |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499510** | **New in 2016** | Assistant Coach, Women's Golf |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499520** | **New in 2016** | Assistant Coach, Women's Gymnastics |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499530** | **New in 2016** | Assistant Coach, Women's Ice Hockey |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499540** | **New in 2016** | Assistant Coach, Women's Lacrosse |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499550** | **New in 2016** | Assistant Coach, Women's Rowing |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499560** | **New in 2016** | Assistant Coach, Women's Soccer |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499570** | **New in 2016** | Assistant Coach, Women's Softball |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499580** | **New in 2016** | Assistant Coach, Women's Tennis |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499590** | **New in 2016** | Assistant Coach, Women's Volleyball |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499600** | **New in 2016** | Assistant Coach, Cheerleading |  |  |  |  |  |  |  |  | 0 Yes  0 No |
| **499610** | **New in 2016** | Assistant Coach, Strength & Conditioning |  |  |  |  |  |  |  |  | 0 Yes  0 No |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **New #** | **Old #** | **Job Role** | Internal Reference | Number of Incumbents | Annual Base Salary **Average** | Annual Base Salary **Actual Low** | Annual Base Salary **Actual High** | Years in Position | Gender | Ethnicity | BLS SOC CODE |
|  |  | **Exempt Office/Clerical, Skilled Craft, Services and Maintenance Personnel: 500000 – 808000** |  |  |  |  |  |  |  |  |  |
| **500000** | New in 2014 | Office / Admin Support / Clerical Manager |  |  |  |  |  |  |  |  | 43-1011 |
| **700000** | New in 2014 | Skilled Craft / Trades Supervisor |  |  |  |  |  |  |  |  | 49-1011 |
| **800000** | New in 2014 | Service / Maintenance Supervisor |  |  |  |  |  |  |  |  | 43-1011 |
| **801000** | New in 2014 | Police / Public Safety Supervisor |  |  |  |  |  |  |  |  | 33-1012 |
| **802000** | New in 2014 | Police / Public Safety Professional |  |  |  |  |  |  |  |  | 33-3021 |
| **805000** | New in 2014 | Fire Safety / Prevention Supervisor |  |  |  |  |  |  |  |  | 33-1021 |
| **807000** | New in 2014 | Fire Safety / Prevention Professional |  |  |  |  |  |  |  |  | 33-2011 |
| **808000** | New in 2014 | Client Care Supervisor |  |  |  |  |  |  |  |  | 39-1021 |