



Human Resources Department

MEMO

TO: PASC
FROM: Marshall Parks
DATE: 9/8/15
RE: Exempt Compensation Outcomes 2015-16

Attached are the exempt compensation outcomes resulting from the FY16 pay increases that went into effect 7/1/15. The University invested \$254,462 in maintenance of effort (MOE) increases of 1% for all of our eligible exempt employees. An additional \$496,206 was invested in parity and merit increases, for a total FY16 investment of \$750,668. Since the adoption of our compensation identity plan almost five years ago, we have invested over \$3.8 million in exempt salaries, as shown in the table below.

Exempt Salary Investments

	FY13	FY14	FY15	FY16	Total
MOE	678,758	442,597	242,441	254,462	1,618,258
Parity/Merit	513,782	715,850	488,481	496,206	2,214,318
Total	1,192,540	1,158,447	730,921	750,668	3,832,576

The attached report includes specific position data that has been requested by the PASC. The data are sorted by area and include FY16 beginning salaries, maintenance of effort increases and parity and merit increases to arrive at a final FY16 salary. We provide peer data for each position in the last four columns of the report.

Last year we changed the comparison group we used for individual compensation comparisons. I want to emphasize that the **Doctoral All Comparison** group that we use for individual exempt compensation decisions includes more universities (over 200) than the **NCHEMS peer group** (n=9) that we use for the university-wide 90% of peers compensation identity target. By using the larger Doctoral All group for individual salary comparisons, overall our average individual salary comparison percentages dropped by 5%-10%. This helped us find more matches for our positions, but even for positions with identified matches, the match is based on title and a short job description so the validity of the matches as a major source of information to make individual compensation decisions is limited.

For this reason and others, we are in the process of creating a banding structure for our exempt staff to place positions in groups and have pay ranges associated with each band. This approach incorporates both external parity data and internal equity data and moves us away from trying to match individual positions to matching groups. This project is on target to be completed in time to inform future compensation adjustments.

I'm very proud of the commitment UNC has made to the compensation of our employees in the last few years and also of the contributions our exempt staff members have made to our students. Please feel to contact me if you have any questions. Thank you.

Exempt Compensation Outcomes 2015-16

Area	Title	FTE	FY16 Beginning Salary	MOE Increase	Parity & Merit Increase	FY16 Final Salary	FY16 % Salary Increase	FY15 CUPA Avg	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
Alumni & Development	Alumni Relations Assistant	1.00	38,000	380	0	38,380	1.0%	39,231	97.8%	97.8%	Classified
Alumni & Development	Assist Dir Alumni Relations	1.00	46,575	466	3,260	50,301	8.0%				N/A
Alumni & Development	Assist Vice Pres Development	1.00	135,000	0	0	135,000	.0%	175,961	76.7%	76.7%	Doctoral All
Alumni & Development	Assoc Director Alumni Relation	1.00	52,530	525	1,051	54,106	3.0%	62,552	84.8%	86.5%	Doctoral All
Alumni & Development	Asst Director Special Events	1.00	46,350	464	927	47,741	3.0%	49,610	94.4%	96.2%	Doctoral All
Alumni & Development	Asst to the Vice President	1.00	45,458	455	909	46,822	3.0%	50,710	90.5%	92.3%	Doctoral All
Alumni & Development	AVP- Alumni Relations	1.00	115,000	1,150	2,300	118,450	3.0%	127,120	91.4%	93.2%	Doctoral All
Alumni & Development	Dev & Alumni Communication Mgr	.50	25,850	259	517	26,626	3.0%	51,676	101.0%	103.0%	Doctoral All
Alumni & Development	Dev & Alumni Communication Mgr	.50	27,918	279	558	28,755	3.0%	51,676	109.1%	111.3%	Doctoral All
Alumni & Development	Dir Corporate & Foundation Rel	1.00	85,000	850	0	85,850	1.0%	116,027	74.0%	74.0%	Doctoral All
Alumni & Development	Dir Development NHS	1.00	60,600	0	0	60,600	.0%	96,985	62.5%	62.5%	Doctoral All
Alumni & Development	Dir Development Spec Projects	1.00	85,000	850	0	85,850	1.0%	96,985	88.5%	88.5%	Doctoral All
Alumni & Development	Director of Annual Giving	1.00	80,000	800	2,400	83,200	4.0%	96,516	83.7%	86.2%	Doctoral All
Alumni & Development	Director of Blue & Gold Club	1.00	45,450	0	0	45,450	.0%				N/A
Alumni & Development	Director of Development	1.00	85,000	850	1,700	87,550	3.0%	96,985	88.5%	90.3%	Doctoral All
Alumni & Development	Director of Development	1.00	85,000	850	2,550	88,400	4.0%	96,985	88.5%	91.1%	Doctoral All
Alumni & Development	Donor Relations Coordinator	1.00	42,436	424	849	43,709	3.0%	52,482	81.7%	83.3%	Doctoral All
Alumni & Development	Research & Prospect Manager	1.00	51,005	510	1,020	52,535	3.0%	54,018	95.4%	97.3%	Doctoral All
Alumni & Development	Senior Director of Development	1.00	95,000	950	1,900	97,850	3.0%	96,985	98.9%	100.9%	Doctoral All
Alumni & Development	Senior Director of Development	1.00	95,000	950	1,900	97,850	3.0%	96,985	98.9%	100.9%	Doctoral All
Alumni & Development	VP Developmt/Alumni Relations	1.00	205,000	0	0	205,000	.0%	276,241	74.2%	74.2%	Doctoral All
Athletics	Administrative Aide	1.00	43,260	433	1,865	45,558	5.3%	46,276	94.4%	98.4%	Big Sky
Athletics	Assist Ath Coach Full Benf	1.00	29,783	298	596	30,677	3.0%	33,113	90.8%	92.6%	Big Sky
Athletics	Assist Athletic Trainer	1.00	35,820	358	716	36,894	3.0%	36,768	98.4%	100.3%	Big Sky
Athletics	Assist Athletics Coach	.50	15,000	150	2,300	17,450	16.3%				N/A
Athletics	Assist Baseball Coach	1.00	27,424	274	2,048	29,746	8.5%				N/A
Athletics	Assist Football Coach	1.00	31,390	314	628	32,332	3.0%	47,263	67.1%	68.4%	Big Sky
Athletics	Assist Football Coach	1.00	25,875	259	518	26,652	3.0%	47,263	55.3%	56.4%	Big Sky
Athletics	Assist Football Coach	1.00	32,942	329	659	33,930	3.0%	47,263	70.4%	71.8%	Big Sky
Athletics	Assist Media Relations Dir	1.00	27,000	270	540	27,810	3.0%	37,637	72.5%	73.9%	Big Sky
Athletics	Assist Soccer Coach	.50	15,000	150	0	15,150	1.0%	31,605	95.9%	95.9%	Big Sky
Athletics	Assist Softball Coach	.50	15,000	150	1,300	16,450	9.7%	33,113	91.5%	99.4%	Big Sky
Athletics	Assist Str & Cond Coach	1.00	35,000	350	700	36,050	3.0%	34,341	102.9%	105.0%	Big Sky
Athletics	Assist Strength/Conditioning	1.00	36,820	0	0	36,820	.0%	34,341	107.2%	107.2%	Big Sky
Athletics	Assist Womens Swmg Divg Coach	1.00	25,000	250	500	25,750	3.0%				N/A
Athletics	Assist Women's Volleyball Coac	1.00	30,000	0	0	30,000	.0%	34,020	88.2%	88.2%	Big Sky
Athletics	Assist Wrestling Coach	1.00	40,000	0	0	40,000	.0%				N/A
Athletics	Assistant Athletic Trainer	1.00	35,820	358	0	36,178	1.0%	36,768	98.4%	98.4%	Big Sky
Athletics	Assistant Baseball Coach	.85	14,566	146	291	15,003	3.0%				N/A
Athletics	Assistant Business Manager	1.00	33,500	335	670	34,505	3.0%	33,500	101.0%	103.0%	Big Sky
Athletics	Assistant Coach	1.00	25,000	250	500	25,750	3.0%	33,990	74.3%	75.8%	Big Sky
Athletics	Assistant Coach Track & Field	1.00	36,246	362	725	37,333	3.0%	36,146	101.3%	103.3%	Big Sky
Athletics	Assistant Football Coach	1.00	25,875	259	518	26,652	3.0%	47,263	55.3%	56.4%	Big Sky
Athletics	Assistant Football Coach	1.00	28,295	283	566	29,144	3.0%	47,263	60.5%	61.7%	Big Sky
Athletics	Assistant Football Coach	1.00	27,702	277	554	28,533	3.0%	47,263	59.2%	60.4%	Big Sky
Athletics	Assistant Football Coach	1.00	42,642	426	853	43,921	3.0%	47,263	91.1%	92.9%	Big Sky
Athletics	Assistant Football Coach	1.00	65,882	659	1,318	67,859	3.0%	70,797	94.0%	95.9%	Big Sky

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Athletics	Asst Athletic Trainer	1.00	30,000	300	600	30,900	3.0%	36,768	82.4%	84.0%	Big Sky
Athletics	Asst Dir for Facilities	1.00	28,000	0	0	28,000	.0%	31,779	88.1%	88.1%	Big Sky
Athletics	Asst Director Athletic Media	1.00	32,640	326	0	32,966	1.0%	37,637	87.6%	87.6%	Big Sky
Athletics	Asst. Athletic Director	1.00	50,000	500	1,000	51,500	3.0%	53,733	94.0%	95.8%	Big Sky
Athletics	Asst. Athletic Trainer	1.00	35,819	358	716	36,893	3.0%	36,768	98.4%	100.3%	Big Sky
Athletics	Asst. Basketball Coach	1.00	50,000	500	1,000	51,500	3.0%	45,255	111.6%	113.8%	Big Sky
Athletics	Asst. Basketball Coach	1.00	26,651	267	2,533	29,451	10.5%	41,702	64.5%	70.6%	Big Sky
Athletics	Asst. Basketball Coach	1.00	42,642	426	853	43,921	3.0%	70,570	61.0%	62.2%	Big Sky
Athletics	Asst. Coach Men's Basketball	1.00	45,000	450	900	46,350	3.0%	45,255	100.4%	102.4%	Big Sky
Athletics	Asst. Football Coach	1.00	42,984	430	860	44,274	3.0%	47,263	91.9%	93.7%	Big Sky
Athletics	Asst. Football Coach	1.00	56,434	564	1,129	58,127	3.0%	70,797	80.5%	82.1%	Big Sky
Athletics	Asst. Men's Basketball Coach	1.00	32,000	320	640	32,960	3.0%	45,255	71.4%	72.8%	Big Sky
Athletics	Asst. Soccer Coach	1.00	25,745	257	515	26,517	3.0%	31,605	82.3%	83.9%	Big Sky
Athletics	Asst. Volleyball Coach	1.00	40,177	402	804	41,383	3.0%	42,561	95.3%	97.2%	Big Sky
Athletics	Asst.Basketball Coach	1.00	37,312	373	746	38,431	3.0%	41,702	90.4%	92.2%	Big Sky
Athletics	Bear Vision Director	1.00	39,960	400	1,799	42,159	5.5%				N/A
Athletics	Business Manager	1.00	48,410	484	968	49,862	3.0%	52,650	92.9%	94.7%	Big Sky
Athletics	Cheer Coach	.50	12,500	125	250	12,875	3.0%				N/A
Athletics	Co-Head Athletic Trainer	1.00	35,819	358	716	36,893	3.0%	36,768	98.4%	100.3%	Big Sky
Athletics	Dir of Communications	1.00	40,000	400	1,800	42,200	5.5%	47,714	84.7%	88.4%	Big Sky
Athletics	Dir of Football Operations	1.00	28,295	0	0	28,295	.0%	36,938	76.6%	76.6%	Big Sky
Athletics	Dir of Marketing and Fan Exper	1.00	42,510	425	1,350	44,285	4.2%	44,164	97.2%	100.3%	Big Sky
Athletics	Dir. of Athletics	1.00	163,200	1,632	3,264	168,096	3.0%	155,608	105.9%	108.0%	Big Sky
Athletics	Dir. of Strength & Conditionin	1.00	60,391	604	0	60,995	1.0%	50,284	121.3%	121.3%	Big Sky
Athletics	Director of Compliance	1.00	36,050	361	721	37,132	3.0%	44,619	81.6%	83.2%	Big Sky
Athletics	Director of Equipment Oper	1.00	37,050	371	1,241	38,662	4.4%	44,027	85.0%	87.8%	Big Sky
Athletics	Director of Operations	1.00	25,000	250	0	25,250	1.0%	25,000	101.0%	101.0%	Big Sky
Athletics	Director of Operations	1.00	25,000	250	500	25,750	3.0%	28,258	89.4%	91.1%	Big Sky
Athletics	Director of Sponsorships	1.00	45,000	450	2,200	47,650	5.9%	45,000	101.0%	105.9%	Big Sky
Athletics	Director of Volleyball Ops	1.00	25,000	250	1,000	26,250	5.0%	25,000	101.0%	105.0%	Big Sky
Athletics	Equipment Manager	1.00	27,575	0	0	27,575	.0%	27,664	99.7%	99.7%	Big Sky
Athletics	Head Baseball Coach	1.00	48,562	486	1,471	50,519	4.0%				N/A
Athletics	Head Coach Swimming & Diving	1.00	49,411	494	1,988	51,893	5.0%				N/A
Athletics	Head Coach Track & Field/CC	1.00	47,980	480	1,960	50,420	5.1%	60,035	80.7%	84.0%	Big Sky
Athletics	Head Football Coach	1.00	120,510	1,205	2,410	124,125	3.0%	163,142	74.6%	76.1%	Big Sky
Athletics	Head Men's Basketball Coach	1.00	115,000	0	0	115,000	.0%	146,699	78.4%	78.4%	Big Sky
Athletics	Head Men's Golf Coach	1.00	31,900	319	638	32,857	3.0%	40,206	80.1%	81.7%	Big Sky
Athletics	Head Soccer Coach	1.00	49,638	496	993	51,127	3.0%	57,085	87.8%	89.6%	Big Sky
Athletics	Head Softball Coach	1.00	50,411	504	1,008	51,923	3.0%	59,478	85.6%	87.3%	Big Sky
Athletics	Head Volleyball Coach	1.00	95,018	0	0	95,018	.0%	75,901	125.2%	125.2%	Big Sky
Athletics	Head Women's Basketball Coach	1.00	125,000	1,250	2,500	128,750	3.0%	119,284	105.8%	107.9%	Big Sky
Athletics	Head Wrestling Coach	1.00	61,385	614	1,228	63,227	3.0%				N/A
Athletics	Men's Tennis Head Coach	1.00	30,900	309	618	31,827	3.0%	43,544	71.7%	73.1%	Big Sky
Athletics	Senior Assoc. Athl. Director	1.00	87,550	876	1,751	90,177	3.0%	85,945	102.9%	104.9%	Big Sky
Athletics	Senior Women's Administrator	1.00	71,040	710	1,421	73,171	3.0%	80,929	88.7%	90.4%	Big Sky
Athletics	Video Coordinator	1.00	30,000	300	600	30,900	3.0%				N/A
Athletics	Woman's Golf Coach	1.00	30,900	309	618	31,827	3.0%	44,443	70.2%	71.6%	Big Sky
Athletics	Women's Tennis Head Coach	1.00	37,249	372	745	38,366	3.0%	44,957	83.7%	85.3%	Big Sky
Board of Trustees	Asst. to VP/General Counsel	1.00	66,380	664	1,991	69,035	4.0%	79,294	84.6%	87.1%	Doctoral All
Board of Trustees	Internal Auditor	1.00	61,270	613	613	62,496	2.0%	74,635	82.9%	83.7%	Doctoral All
Board of Trustees	VP General Counsel	1.00	181,709	1,817	1,817	185,343	2.0%	248,071	74.0%	74.7%	Doctoral All

Area	Title	FTE	FY16 Beginning Salary	MOE Increase	Parity & Merit Increase	FY16 Final Salary	FY16 % Salary Increase	FY15 CUPA Avg	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
Education Innovation Institute	Associate Director	1.00	81,159	0	0	81,159	.0%				N/A
Education Innovation Institute	EII Post-Doctoral Fellow	1.00	69,000	690	690	70,380	2.0%				N/A
Finance & Administration	Academic Report Writer	1.00	53,984	540	810	55,334	2.50%	62,071	87.8%	89.1%	Doctoral All
Finance & Administration	Admin Other Full Benf	1.00	60,000	0	0	60,000	.00%	61,398	97.7%	97.7%	Doctoral All
Finance & Administration	Administrative Aide	1.00	33,075	331	662	34,068	3.00%	39,231	85.2%	86.8%	Classified
Finance & Administration	Assistant Controller	1.00	86,000	860	1,720	88,580	3.00%	107,608	80.7%	82.3%	Doctoral All
Finance & Administration	Assistant Manager	.50	25,000	0	0	25,000	.00%				N/A
Finance & Administration	Asst VP Facilities Management	1.00	136,125	1,361	2,723	140,209	3.00%	180,774	76.1%	77.6%	Doctoral All
Finance & Administration	Asst. Clery Compliance Officer	1.00	40,000	0	0	40,000	.00%				N/A
Finance & Administration	Asst. Dir. Conference	1.00	49,644	496	993	51,133	3.00%	49,610	101.1%	103.1%	Doctoral All
Finance & Administration	Asst. Dir. of HR & Payroll	1.00	83,857	839	1,677	86,373	3.00%	120,529	70.3%	71.7%	Doctoral All
Finance & Administration	Asst. to the Vice President	1.00	70,279	703	1,757	72,739	3.50%	79,294	89.5%	91.7%	Doctoral All
Finance & Administration	Asst. VP for IT	1.00	155,000	1,550	3,875	160,425	3.50%	223,907	69.9%	71.6%	Doctoral All
Finance & Administration	AVP for Finance	1.00	124,817	1,248	2,496	128,561	3.00%	150,505	83.8%	85.4%	Doctoral All
Finance & Administration	Banner Project Mgr.	.50	63,930	0	0	63,930	.00%	83,464	153.2%	153.2%	Doctoral All
Finance & Administration	Benefit Coordinator	1.00	50,060	501	1,001	51,562	3.00%	59,263	85.3%	87.0%	Doctoral All
Finance & Administration	Budget & Research Analyst	1.00	81,716	817	1,634	84,167	3.00%	71,615	115.2%	117.5%	Doctoral All
Finance & Administration	Budget Analyst	1.00	87,652	0	0	87,652	.00%	71,615	122.4%	122.4%	Doctoral All
Finance & Administration	Budget and Research Analyst	1.00	70,000	700	1,400	72,100	3.00%	55,745	126.8%	129.3%	Doctoral All
Finance & Administration	Budget/Research/Sys. Analyst	1.00	82,746	827	1,655	85,228	3.00%	71,615	116.7%	119.0%	Doctoral All
Finance & Administration	Building Trades Manager	1.00	68,142	681	1,363	70,186	3.00%	88,643	77.6%	79.2%	Doctoral All
Finance & Administration	Bursar	1.00	79,928	799	1,599	82,326	3.00%	95,696	84.4%	86.0%	Doctoral All
Finance & Administration	Bus.Mgr. of Ticket Operations	1.00	51,011	510	1,020	52,541	3.00%	56,980	90.4%	92.2%	Doctoral All
Finance & Administration	Business Manager	1.00	53,000	530	663	54,193	2.25%	62,900	85.1%	86.2%	Doctoral All
Finance & Administration	Business Manager	1.00	51,500	515	0	52,015	1.00%	62,900	82.7%	82.7%	Doctoral All
Finance & Administration	Business Manager	1.00	58,158	582	1,163	59,903	3.00%	79,294	74.1%	75.5%	Doctoral All
Finance & Administration	Business Mgr.	1.00	62,100	621	1,242	63,963	3.00%	79,294	79.1%	80.7%	Doctoral All
Finance & Administration	Business Systems Analyst	1.00	75,000	750	1,500	77,250	3.00%				N/A
Finance & Administration	Chief Information Security Off	1.00	91,400	914	1,828	94,142	3.00%	76,667	120.4%	122.8%	Doctoral All
Finance & Administration	Chief of University Police	1.00	110,708	1,107	2,214	114,029	3.00%	129,164	86.6%	88.3%	Doctoral All
Finance & Administration	Conference Coordinator	1.00	34,925	349	524	35,798	2.50%	49,610	71.1%	72.2%	Doctoral All
Finance & Administration	Conference Coordinator	1.00	34,925	0	0	34,925	.00%	49,610	70.4%	70.4%	Doctoral All
Finance & Administration	Contract Coordinator	1.00	57,065	571	571	58,207	2.00%	53,697	107.3%	108.4%	Doctoral All
Finance & Administration	Controller	1.00	113,300	1,133	2,266	116,699	3.00%	160,771	71.2%	72.6%	Doctoral All
Finance & Administration	Coordinator Conference Servic	1.00	53,620	536	1,072	55,228	3.00%	52,482	103.2%	105.2%	Doctoral All
Finance & Administration	Data Analyst & Report Writer	1.00	56,733	567	851	58,151	2.50%	62,071	92.3%	93.7%	Doctoral All
Finance & Administration	Data Scientist/IR Analyst	1.00	79,500	795	1,193	81,488	2.50%	75,688	106.1%	107.7%	Doctoral All
Finance & Administration	Database Administrator	1.00	79,502	795	1,590	81,887	3.00%	79,970	100.4%	102.4%	Doctoral All
Finance & Administration	Dir Parking and Transit Svcs	1.00	80,284	803	1,204	82,291	2.50%	97,362	83.3%	84.5%	Doctoral All
Finance & Administration	Dir. Institutional Reporting	1.00	116,342	0	0	116,342	.00%	127,951	90.9%	90.9%	Doctoral All
Finance & Administration	Dir. of App. and Databases	1.00	108,000	1,080	2,160	111,240	3.00%	125,428	87.0%	88.7%	Doctoral All
Finance & Administration	Dir. of Core Services	1.00	110,228	1,102	2,205	113,535	3.00%	121,492	91.6%	93.5%	Doctoral All
Finance & Administration	Dir. UNC Card Office	1.00	76,743	767	1,535	79,045	3.00%	82,406	94.1%	95.9%	Mtn States
Finance & Administration	Director - University Center	1.00	72,100	721	3,442	76,263	5.77%	99,636	73.1%	76.5%	Doctoral All
Finance & Administration	Director of Environ. Health	1.00	83,703	837	6,674	91,214	8.97%	119,356	70.8%	76.4%	Doctoral All
Finance & Administration	Director of Human Resources	1.00	123,008	1,230	2,153	126,391	2.75%	179,143	69.4%	70.6%	Doctoral All
Finance & Administration	Employee Service Coordinator	.50	24,577	246	0	24,823	1.00%	52,482	94.6%	94.6%	Doctoral All
Finance & Administration	Environ Hlth & Safety Spec	1.00	47,000	470	705	48,175	2.50%	61,699	76.9%	78.1%	Doctoral All
Finance & Administration	Environ Hlth/Safety Specialist	1.00	47,000	470	588	48,058	2.25%	61,699	76.9%	77.9%	Doctoral All
Finance & Administration	Exec Dir Purchasing&Contracts	1.00	118,174	1,182	2,068	121,424	2.75%	117,596	101.5%	103.3%	Doctoral All
Finance & Administration	Financial Analyst	.67	50,093	501	877	51,471	2.75%	84,293	89.6%	91.1%	Mtn States

Area	Title	FTE	FY16 Beginning Salary	MOE Increase	Parity & Merit Increase	FY16 Final Salary	FY16 % Salary Increase	FY15 CUPA Avg	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
Finance & Administration	GP I - Assistant Buyer	1.00	37,044	370	463	37,877	2.25%	49,371	75.8%	76.7%	Doctoral All
Finance & Administration	Human Resources Generalist	1.00	40,000	400	800	41,200	3.00%	51,112	79.0%	80.6%	Doctoral All
Finance & Administration	IT Programmer Analyst	.50	44,291	0	0	44,291	.00%	75,688	117.0%	117.0%	Doctoral All
Finance & Administration	IT Programmer Analyst	.50	44,291	443	0	44,734	1.00%	75,688	118.2%	118.2%	Doctoral All
Finance & Administration	Manager Custodial Services	1.00	56,272	563	844	57,679	2.50%	75,794	75.0%	76.1%	Doctoral All
Finance & Administration	Mgr of Payroll	1.00	51,623	516	1,032	53,171	3.00%	59,108	88.2%	90.0%	Mtn States
Finance & Administration	Mgr. Landscaping and Grounds	1.00	80,204	802	1,203	82,209	2.50%	76,669	105.7%	107.2%	Doctoral All
Finance & Administration	Payment & PCard Manager	1.00	57,000	570	1,425	58,995	3.50%				N/A
Finance & Administration	Project Coordinator	1.00	67,764	678	1,355	69,797	3.00%	76,591	89.4%	91.1%	Doctoral All
Finance & Administration	Project Coordinator	1.00	71,563	716	2,147	74,426	4.00%	76,591	94.4%	97.2%	Doctoral All
Finance & Administration	Project Coordinator Fac Mngt	1.00	69,029	690	1,381	71,100	3.00%	76,591	91.0%	92.8%	Doctoral All
Finance & Administration	Project Manager	1.00	91,077	911	1,822	93,810	3.00%	83,464	110.2%	112.4%	Doctoral All
Finance & Administration	Recruitment Coordinator	1.00	50,000	500	0	50,500	1.00%	59,331	85.1%	85.1%	Doctoral All
Finance & Administration	Research Analyst	1.00	67,395	674	1,348	69,417	3.00%	62,071	109.7%	111.8%	Doctoral All
Finance & Administration	Resource Conservation Mgr.	1.00	81,404	814	1,221	83,439	2.50%	116,283	70.7%	71.8%	Doctoral All
Finance & Administration	Senior Analyst	1.00	79,519	795	2,386	82,700	4.00%	75,688	106.1%	109.3%	Doctoral All
Finance & Administration	Software Applications Trainer	1.00	45,000	450	0	45,450	1.00%				N/A
Finance & Administration	Special Asst to Senior VP	1.00	114,444	1,144	1,431	117,019	2.25%				N/A
Finance & Administration	Sr. VP for Fin & Admin and CFO	1.00	216,074	2,161	4,321	222,556	3.0%	277,013	78.8%	80.3%	Doctoral All
Finance & Administration	UC Operations & Technology MGR	1.00	42,840	0	0	42,840	.00%				N/A
President	Assistant to the President	1.00	137,311	1,373	2,060	140,744	2.5%	188,935	73.4%	74.5%	Doctoral All
President	Equity/diversity/culture officer	1.00	101,990	0	0	101,990	.0%	162,176	62.9%	62.9%	Doctoral All
President	Exec. Asst. to the President	1.00	71,073	711	355	72,139	1.5%	97,509	73.6%	74.0%	Doctoral All
President	Integrity/ethics officer	1.00	51,510	0	0	51,510	.0%				N/A
President	President	1.00	300,116	4,502	5,498	310,116	3.3%	459,798	66.3%	67.4%	Doctoral All
Provost-Academic Colleges	Academic Advisor	.83	42,354	424	0	42,778	1.0%	44,983	114.6%	114.6%	Doctoral All
Provost-Academic Colleges	Academic Advisor	.83	42,354	424	0	42,778	1.0%	44,983	114.6%	114.6%	Doctoral All
Provost-Academic Colleges	Admin. Aide College of PVA	1.00	47,510	475	1,188	49,173	3.5%	52,482	91.4%	93.7%	Doctoral All
Provost-Academic Colleges	Administrative Aide	1.00	30,750	308	308	31,366	2.0%	39,231	79.2%	80.0%	Classified
Provost-Academic Colleges	Administrative Specialist	1.00	51,957	520	1,039	53,516	3.0%	52,482	100.0%	102.0%	Doctoral All
Provost-Academic Colleges	Administrative Specialist	1.00	39,033	390	585	40,008	2.5%	39,231	100.5%	102.0%	Classified
Provost-Academic Colleges	Administrative Specialist	1.00	43,432	434	1,316	45,182	4.0%	52,482	83.6%	86.1%	Doctoral All
Provost-Academic Colleges	Administrative Specialist	1.00	45,128	451	1,823	47,402	5.0%	52,482	86.8%	90.3%	Doctoral All
Provost-Academic Colleges	Administrative Specialist	1.00	40,720	407	529	41,656	2.3%	52,482	78.4%	79.4%	Doctoral All
Provost-Academic Colleges	Adminstrative Specialist	1.00	38,824	388	1,176	40,388	4.0%	52,482	74.7%	77.0%	Doctoral All
Provost-Academic Colleges	Alumni Relations	1.00	132,871	0	0	132,871	.0%				N/A
Provost-Academic Colleges	Assist Dean	1.00	111,353	1,114	2,450	114,917	3.2%	126,080	89.2%	91.1%	Doctoral All
Provost-Academic Colleges	Assist to Prgrm Coordinator	.50	24,127	241	483	24,851	3.0%	52,482	92.9%	94.7%	Doctoral All
Provost-Academic Colleges	Assoc. Dir. of Jazz Studies	1.00	49,609	496	744	50,849	2.5%	52,482	95.5%	96.9%	Doctoral All
Provost-Academic Colleges	Associate Dean	1.00	123,782	1,238	0	125,020	1.0%	137,297	91.1%	91.1%	Doctoral All
Provost-Academic Colleges	Associate Director	1.00	82,344	823	2,059	85,226	3.5%				N/A
Provost-Academic Colleges	Associate Director-SBDC	1.00	40,156	402	602	41,160	2.5%	52,482	77.3%	78.4%	Doctoral All
Provost-Academic Colleges	Associate Dean	1.00	95,000	0	0	95,000	.0%	138,670	68.5%	68.5%	Doctoral All
Provost-Academic Colleges	Asst Dir. for Community Arts	1.00	49,802	498	747	51,047	2.5%	49,610	101.4%	102.9%	Doctoral All
Provost-Academic Colleges	Asst. Director DOIT Center	1.00	68,776	688	0	69,464	1.0%				N/A
Provost-Academic Colleges	Business & Technology Manager	.80	41,769	418	835	43,022	3.0%	52,482	100.5%	102.5%	Doctoral All
Provost-Academic Colleges	Business Consult/Mrktg Assist	1.00	30,000	300	450	30,750	2.5%				N/A
Provost-Academic Colleges	Business Consultant	1.00	30,000	300	450	30,750	2.5%				N/A
Provost-Academic Colleges	Business Manager	1.00	56,535	565	1,131	58,231	3.0%	79,294	72.0%	73.4%	Doctoral All
Provost-Academic Colleges	Business Manager	1.00	62,719	627	1,380	64,726	3.2%	79,294	79.9%	81.6%	Doctoral All
Provost-Academic Colleges	Business Mgr. College of NHS	1.00	63,346	633	1,584	65,563	3.5%	79,294	80.7%	82.7%	Doctoral All

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Provost-Academic Colleges	Business Mgr. PVA	1.00	62,202	622	1,555	64,379	3.5%	79,294	79.2%	81.2%	Doctoral All
Provost-Academic Colleges	College Dir. of Technology	1.00	82,071	821	1,231	84,123	2.5%				N/A
Provost-Academic Colleges	Coordinator CUE	1.00	60,489	605	0	61,094	1.0%	44,620	136.9%	136.9%	Mtn States
Provost-Academic Colleges	Coordinator Do It Center	1.00	45,037	450	631	46,118	2.4%	52,482	86.7%	87.9%	Doctoral All
Provost-Academic Colleges	Coordinator Prof Psych Ext Stu	.40	25,010	250	375	25,635	2.5%				N/A
Provost-Academic Colleges	Dean Ed. & Behavioral Sciences	1.00	152,965	1,530	3,059	157,554	3.0%	206,021	75.0%	76.5%	Doctoral All
Provost-Academic Colleges	Dean Humanities & Social Sciences	1.00	145,000	1,450	0	146,450	1.0%	229,881	63.7%	63.7%	Doctoral All
Provost-Academic Colleges	Dean of the College of Busines	1.00	148,104	1,481	0	149,585	1.0%	308,816	48.4%	48.4%	Doctoral All
Provost-Academic Colleges	Dean Performing and Visual Ar	1.00	151,296	1,513	4,539	157,348	4.0%	235,544	64.9%	66.8%	Doctoral All
Provost-Academic Colleges	Dean, Natural & Health Sciences	1.00	154,708	1,547	3,868	160,123	3.5%	237,830	65.7%	67.3%	Doctoral All
Provost-Academic Colleges	Digital Comm Developer	.50	30,882	309	309	31,500	2.0%	47,813	130.5%	131.8%	Mtn States
Provost-Academic Colleges	Dir of Education/Business Cons	1.00	30,000	300	450	30,750	2.5%	39,231	77.2%	78.4%	Classified
Provost-Academic Colleges	Dir Std Service - Nursing Cash	1.00	36,363	0	0	36,363	.0%	39,231	92.7%	92.7%	Classified
Provost-Academic Colleges	Dir, Small Business Dev Ctr	1.00	74,176	742	1,854	76,772	3.5%	89,164	84.0%	86.1%	Mtn States
Provost-Academic Colleges	Dir, Teaching w/ Primary Sourc	.60	52,525	525	0	53,050	1.0%	105,169	84.1%	84.1%	Doctoral All
Provost-Academic Colleges	Dir. CUE	1.00	91,506	915	1,144	93,565	2.3%				N/A
Provost-Academic Colleges	Dir. DO IT CENTER	1.00	77,241	772	1,352	79,365	2.7%	89,164	87.5%	89.0%	Mtn States
Provost-Academic Colleges	Dir. of Cumbres	1.00	82,742	827	1,655	85,224	3.0%				N/A
Provost-Academic Colleges	Dir. of the Tointon Institute	.83	99,319	993	1,192	101,504	2.2%	89,164	135.5%	137.2%	Mtn States
Provost-Academic Colleges	Director	1.00	79,723	0	0	79,723	.0%	91,309	87.3%	87.3%	Mtn States
Provost-Academic Colleges	Director of Galleries	1.00	44,275	443	664	45,382	2.5%	58,369	76.6%	77.8%	Doctoral All
Provost-Academic Colleges	Director Teaching Primary Res	.60	52,800	528	0	53,328	1.0%				N/A
Provost-Academic Colleges	Disaster Relief Prgm Coord	.50	13,638	0	0	13,638	.0%	39,231	69.5%	69.5%	Classified
Provost-Academic Colleges	Events Manager	.50	31,274	0	0	31,274	.0%	49,610	126.1%	126.1%	Doctoral All
Provost-Academic Colleges	Exec Assist to the Dean	1.00	52,661	527	1,317	54,505	3.5%	52,482	101.3%	103.9%	Doctoral All
Provost-Academic Colleges	Financial Analyst	1.00	76,768	768	2,326	79,862	4.0%	79,294	97.8%	100.7%	Doctoral All
Provost-Academic Colleges	Fiscal Technician/Admin Coord	.50	22,732	0	0	22,732	.0%	52,482	86.6%	86.6%	Doctoral All
Provost-Academic Colleges	Grant Coordinator	.48	21,618	0	0	21,618	.0%	52,482	85.8%	85.8%	Doctoral All
Provost-Academic Colleges	Instructional Coordinator	1.00	44,792	448	627	45,867	2.4%	55,793	81.1%	82.2%	Doctoral All
Provost-Academic Colleges	Instructional Designer & Facil	.50	30,987	310	465	31,762	2.5%	61,653	101.5%	103.0%	Doctoral All
Provost-Academic Colleges	Int.Coordinator MAST Hotline	1.00	55,929	559	839	57,327	2.5%	52,482	107.6%	109.2%	Doctoral All
Provost-Academic Colleges	Lab Specialist	1.00	55,462	555	1,109	57,126	3.0%	51,556	108.7%	110.8%	Doctoral All
Provost-Academic Colleges	Legal Interpreting Coord	.50	32,158	0	0	32,158	.0%				N/A
Provost-Academic Colleges	MARIE Project Coord	1.00	41,612	416	583	42,611	2.4%	52,482	80.1%	81.2%	Doctoral All
Provost-Academic Colleges	Marketing Coordinator	1.00	41,000	410	615	42,025	2.5%	49,610	83.5%	84.7%	Doctoral All
Provost-Academic Colleges	MCB Academic Advisor	1.00	41,000	0	0	41,000	.0%	44,983	91.1%	91.1%	Doctoral All
Provost-Academic Colleges	MEPP Director	.50	63,024	630	0	63,654	1.0%	53,522	237.9%	237.9%	Mtn States
Provost-Academic Colleges	Mgr. UNC/Greeley Jazz Festival	.75	32,321	323	485	33,129	2.5%	49,610	87.7%	89.0%	Doctoral All
Provost-Academic Colleges	Music Director	1.00	45,000	0	0	45,000	.0%				N/A
Provost-Academic Colleges	Noyce Program Coordinator	.50	25,000	0	0	25,000	.0%	52,482	95.3%	95.3%	Doctoral All
Provost-Academic Colleges	Nursing Academic Advisor	1.00	43,851	439	877	45,167	3.0%	44,983	98.5%	100.4%	Doctoral All
Provost-Academic Colleges	Off-Campus Program Manager	1.00	52,561	526	0	53,087	1.0%	60,388	87.9%	87.9%	Doctoral All
Provost-Academic Colleges	Post Doc Research Assoc	.75	41,946	419	524	42,889	2.2%	54,268	104.1%	105.4%	Doctoral All
Provost-Academic Colleges	Post Doc Research Associate	.61	30,805	308	385	31,498	2.2%	54,268	94.0%	95.2%	Doctoral All
Provost-Academic Colleges	Prof Dev Coordinator	.60	24,159	242	362	24,763	2.5%	52,482	77.5%	78.6%	Doctoral All
Provost-Academic Colleges	Professional Experience Coordi	1.00	45,000	0	0	45,000	.0%	52,482	85.7%	85.7%	Doctoral All
Provost-Academic Colleges	Prog. Admin. Frontiers of Scie	1.00	61,592	616	1,848	64,056	4.0%	52,482	118.5%	122.1%	Doctoral All
Provost-Academic Colleges	Program Coordinator, CUMBRES	1.00	45,000	450	900	46,350	3.0%	52,482	86.6%	88.3%	Doctoral All
Provost-Academic Colleges	Program Dir. for RSVP	1.00	42,591	426	0	43,017	1.0%	52,482	82.0%	82.0%	Doctoral All
Provost-Academic Colleges	Program Specialist	.83	25,939	259	389	26,587	2.5%	39,231	80.5%	81.7%	Classified
Provost-Academic Colleges	Project Coordinator	.10	5,000	50	75	5,125	2.5%	52,482	96.2%	97.7%	Doctoral All

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Provost-Academic Colleges	Recording Studio Technician	.93	42,167	422	633	43,222	2.5%				N/A
Provost-Academic Colleges	Recruitment Coordinator	1.00	33,600	336	504	34,440	2.5%	40,876	83.0%	84.3%	Doctoral All
Provost-Academic Colleges	Research Assoc II	.75	40,000	400	800	41,200	3.0%	54,268	99.3%	101.2%	Doctoral All
Provost-Academic Colleges	Research Associate	.25	15,147	151	0	15,298	1.0%	55,611	110.0%	110.0%	Mtn States
Provost-Academic Colleges	Research Associate - Chemistry	1.00	37,499	0	0	37,499	.0%	54,268	69.1%	69.1%	Doctoral All
Provost-Academic Colleges	Resident Scenic Artist	1.00	36,460	365	8,204	45,029	23.5%	43,495	84.7%	103.5%	Mtn States
Provost-Academic Colleges	Resources Director DOIT	1.00	42,448	424	594	43,466	2.4%	52,482	81.7%	82.8%	Doctoral All
Provost-Academic Colleges	RMCRI Clinical Coordinator	.85	33,820	338	1,015	35,173	4.0%	52,482	76.6%	78.8%	Doctoral All
Provost-Academic Colleges	Sr. Administrative Specialist	1.00	51,596	516	1,032	53,144	3.0%	52,482	99.3%	101.3%	Doctoral All
Provost-Academic Colleges	Stu Svcs Coord Clinical Requir	1.00	40,977	410	820	42,207	3.0%	52,482	78.9%	80.4%	Doctoral All
Provost-Academic Colleges	Student Services Coordinator	1.00	35,000	350	525	35,875	2.5%	39,231	90.1%	91.4%	Classified
Provost-Academic Colleges	Student Services Coordinator	.60	34,306	343	686	35,335	3.0%	52,482	110.0%	112.2%	Doctoral All
Provost-Academic Colleges	Student Services Specialist	1.00	60,866	609	1,826	63,301	4.0%	52,482	117.1%	120.6%	Doctoral All
Provost-Academic Colleges	Technical Assist Advisor TACE	.40	34,544	0	0	34,544	.0%	40,359	214.0%	214.0%	Mtn States
Provost-Academic Colleges	Theatre Technical Dir.	1.00	45,000	450	675	46,125	2.5%	47,844	95.0%	96.4%	Mtn States
Provost-Academic Colleges	Training Specialist	.70	45,847	0	0	45,847	.0%	61,398	106.7%	106.7%	Doctoral All
Provost-Academic Colleges	Training Specialist	.50	42,762	0	0	42,762	.0%	61,398	139.3%	139.3%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	37,852	379	757	38,988	3.0%	44,983	85.0%	86.7%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	40,123	401	201	40,725	1.5%	44,983	90.1%	90.5%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	37,852	379	757	38,988	3.0%	44,983	85.0%	86.7%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	38,988	390	780	40,158	3.0%	44,983	87.5%	89.3%	Doctoral All
Provost-Non-College Functions	Academic Advisor	1.00	40,123	401	802	41,326	3.0%	44,983	90.1%	91.9%	Doctoral All
Provost-Non-College Functions	Academic Coach	1.00	40,361	404	404	41,169	2.0%	44,983	90.6%	91.5%	Doctoral All
Provost-Non-College Functions	Academic Coach	1.00	38,235	382	382	38,999	2.0%	44,983	85.8%	86.7%	Doctoral All
Provost-Non-College Functions	Accounts Manager	1.00	35,108	351	702	36,161	3.0%	39,231	90.4%	92.2%	Classified
Provost-Non-College Functions	Acting AVPR-EDSP	1.00	123,782	1,238	1,857	126,877	2.5%	137,297	91.1%	92.4%	Doctoral All
Provost-Non-College Functions	Adaptive Technology Coordinato	1.00	36,000	360	450	36,810	2.3%	58,264	62.4%	63.2%	Doctoral All
Provost-Non-College Functions	Admin Aide	.50	16,232	0	0	16,232	.0%	39,231	82.8%	82.8%	Classified
Provost-Non-College Functions	Admin Other Full Benf	.50	20,000	200	0	20,200	1.0%	52,482	77.0%	77.0%	Doctoral All
Provost-Non-College Functions	Administrative Aide	1.00	55,907	559	1,118	57,584	3.0%	52,482	107.6%	109.7%	Doctoral All
Provost-Non-College Functions	Administrative Specialist	1.00	53,020	530	1,326	54,876	3.5%	52,482	102.0%	104.6%	Doctoral All
Provost-Non-College Functions	Admission Counselor	1.00	34,290	343	686	35,319	3.0%	40,876	84.7%	86.4%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,291	343	686	35,320	3.0%	40,876	84.7%	86.4%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,291	343	343	34,977	2.0%	40,876	84.7%	85.6%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,291	343	686	35,320	3.0%	40,876	84.7%	86.4%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,291	343	686	35,320	3.0%	40,876	84.7%	86.4%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,291	343	343	34,977	2.0%	40,876	84.7%	85.6%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,290	343	686	35,319	3.0%	40,876	84.7%	86.4%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,291	343	1,029	35,663	4.0%	40,876	84.7%	87.2%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,291	343	686	35,320	3.0%	40,876	84.7%	86.4%	Doctoral All
Provost-Non-College Functions	Admissions Counselor	1.00	34,291	343	686	35,320	3.0%	40,876	84.7%	86.4%	Doctoral All
Provost-Non-College Functions	Admissions Recruitmnt Spec.	1.00	42,710	427	598	43,735	2.4%	40,876	105.5%	107.0%	Doctoral All
Provost-Non-College Functions	Admissions/Recruit. Specialist	1.00	40,396	404	707	41,507	2.8%	40,876	99.8%	101.5%	Doctoral All
Provost-Non-College Functions	Adult Stu Client Rel Mgt Coord	1.00	48,000	480	960	49,440	3.0%	52,482	92.4%	94.2%	Doctoral All
Provost-Non-College Functions	Assist Dean of Students	1.00	79,460	795	2,384	82,639	4.0%	82,710	97.0%	99.9%	Doctoral All
Provost-Non-College Functions	Assist Dir of Apartment Life	1.00	51,682	517	1,034	53,233	3.0%	61,902	84.3%	86.0%	Doctoral All
Provost-Non-College Functions	Assist Dir/Training Director	1.00	66,850	0	0	66,850	.0%	81,016	82.5%	82.5%	Doctoral All
Provost-Non-College Functions	Assist Reg/OES & Compliance	1.00	55,000	550	1,100	56,650	3.0%	55,214	100.6%	102.6%	Doctoral All
Provost-Non-College Functions	Assist to AVP Enr Mgmt	1.00	62,786	628	1,256	64,670	3.0%	79,294	80.0%	81.6%	Doctoral All
Provost-Non-College Functions	Assist to Dir of Admissions	1.00	44,900	449	898	46,247	3.0%	50,710	89.4%	91.2%	Doctoral All
Provost-Non-College Functions	Assistant Dir Prevention Educa	1.00	47,750	478	955	49,183	3.0%	52,482	91.9%	93.7%	Doctoral All

Area	Title	FTE	FY16 Beginning Salary	MOE Increase	Parity & Merit Increase	FY16 Final Salary	FY16 % Salary Increase	FY15 CUPA Avg	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
Provost-Non-College Functions	Assistant Director	1.00	50,000	500	1,000	51,500	3.0%	52,482	96.2%	98.1%	Doctoral All
Provost-Non-College Functions	Assistant Director Assessment	.50	30,294	303	909	31,506	4.0%				N/A
Provost-Non-College Functions	Assistant Registrar	1.00	55,000	550	1,650	57,200	4.0%	55,214	100.6%	103.6%	Doctoral All
Provost-Non-College Functions	Assistant to the Director	1.00	38,000	380	475	38,855	2.3%	39,231	97.8%	99.0%	Classified
Provost-Non-College Functions	Assistant Vice President	1.00	147,041	1,470	2,941	151,452	3.0%	167,349	88.7%	90.5%	Doctoral All
Provost-Non-College Functions	Assoc Dir Employee Relations	1.00	50,346	0	0	50,346	.0%	52,482	95.9%	95.9%	Doctoral All
Provost-Non-College Functions	Assoc Dir of Retail & Catering	1.00	70,487	705	881	72,073	2.3%	86,409	82.4%	83.4%	Doctoral All
Provost-Non-College Functions	Assoc Director Student Activ	1.00	50,000	500	1,000	51,500	3.0%	52,482	96.2%	98.1%	Doctoral All
Provost-Non-College Functions	Assoc. Dean of University Libr	1.00	92,015	920	0	92,935	1.0%	114,475	81.2%	81.2%	Doctoral All
Provost-Non-College Functions	Assoc. Dir. Financial Aid	1.00	70,000	700	0	70,700	1.0%	73,381	96.3%	96.3%	Doctoral All
Provost-Non-College Functions	Assoc. Dir. Financial Aid	1.00	74,900	749	0	75,649	1.0%	73,381	103.1%	103.1%	Doctoral All
Provost-Non-College Functions	Assoc. Dir. Sponsored Programs	1.00	72,038	720	1,794	74,552	3.5%				N/A
Provost-Non-College Functions	Associate Dean	1.00	90,000	900	2,700	93,600	4.0%	114,475	79.4%	81.8%	Doctoral All
Provost-Non-College Functions	Associate Director Campus Recr	1.00	61,544	615	615	62,774	2.0%	60,315	103.1%	104.1%	Doctoral All
Provost-Non-College Functions	Associate Registrar	1.00	62,699	627	1,567	64,893	3.5%	70,899	89.3%	91.5%	Doctoral All
Provost-Non-College Functions	Asst Dean for Academic Support	1.00	83,371	834	2,501	86,706	4.0%	90,932	92.6%	95.4%	Doctoral All
Provost-Non-College Functions	Asst Dean of Student Life	1.00	73,956	740	1,479	76,175	3.0%	82,710	90.3%	92.1%	Doctoral All
Provost-Non-College Functions	Asst Dir First Year Recruitmt	1.00	51,703	517	1,034	53,254	3.0%	75,057	69.6%	71.0%	Doctoral All
Provost-Non-College Functions	Asst Dir New Student Orient.	1.00	38,610	386	772	39,768	3.0%	39,231	99.4%	101.4%	Classified
Provost-Non-College Functions	Asst Dir of Admissions	1.00	52,203	522	1,044	53,769	3.0%	75,057	70.2%	71.6%	Doctoral All
Provost-Non-College Functions	Asst Dir of Visitor Services	1.00	51,707	517	1,034	53,258	3.0%	75,057	69.6%	71.0%	Doctoral All
Provost-Non-College Functions	Asst Dir Student Rights & Resp	1.00	51,682	517	517	52,716	2.0%	61,902	84.3%	85.2%	Doctoral All
Provost-Non-College Functions	Asst Director, CCCC	1.00	45,076	451	902	46,429	3.0%	52,482	86.7%	88.5%	Doctoral All
Provost-Non-College Functions	Asst to Dean for Assessment	1.00	51,592	516	1,290	53,398	3.5%	52,482	99.3%	101.7%	Doctoral All
Provost-Non-College Functions	Asst to Dean of Students	1.00	48,985	490	1,470	50,945	4.0%	52,482	94.3%	97.1%	Doctoral All
Provost-Non-College Functions	Asst to the Directors	1.00	40,000	400	800	41,200	3.0%	50,710	79.7%	81.2%	Doctoral All
Provost-Non-College Functions	Asst VP Enrlmnt & Student Acce	1.00	147,283	1,473	2,946	151,702	3.0%	186,446	79.8%	81.4%	Doctoral All
Provost-Non-College Functions	Asst. Dir Academic Programs	1.00	51,682	517	1,034	53,233	3.0%	61,902	84.3%	86.0%	Doctoral All
Provost-Non-College Functions	Asst. Dir Housing Services	1.00	51,682	517	1,034	53,233	3.0%	61,902	84.3%	86.0%	Doctoral All
Provost-Non-College Functions	Asst. Dir. Student Engagement	1.00	51,682	517	1,034	53,233	3.0%	61,902	84.3%	86.0%	Doctoral All
Provost-Non-College Functions	Asst. Director Board Ops	1.00	66,360	664	1,328	68,352	3.0%	86,409	77.6%	79.1%	Doctoral All
Provost-Non-College Functions	Asst. to Dir of Residential Ed	1.00	46,359	464	1,391	48,214	4.0%	50,710	92.3%	95.1%	Doctoral All
Provost-Non-College Functions	Asst. to the Provost	1.00	69,679	697	0	70,376	1.0%	79,294	88.8%	88.8%	Doctoral All
Provost-Non-College Functions	Athletic Academic Advisor	1.00	37,778	378	756	38,912	3.0%	44,983	84.8%	86.5%	Doctoral All
Provost-Non-College Functions	Athletic Academic Advisor	1.00	39,367	394	787	40,548	3.0%	44,983	88.4%	90.1%	Doctoral All
Provost-Non-College Functions	AVP - Student Engagement & DOS	1.00	141,862	1,419	3,547	146,828	3.5%	132,584	108.1%	110.7%	Doctoral All
Provost-Non-College Functions	Budget & Contracting Coord	1.00	40,000	400	996	41,396	3.5%	39,231	103.0%	105.5%	Classified
Provost-Non-College Functions	Business Manager	1.00	66,027	660	1,651	68,338	3.5%	79,294	84.1%	86.2%	Doctoral All
Provost-Non-College Functions	Business Manager	1.00	56,228	562	1,125	57,915	3.0%	62,900	90.3%	92.1%	Doctoral All
Provost-Non-College Functions	Business Manager	.50	26,878	269	806	27,953	4.0%	62,900	86.3%	88.9%	Doctoral All
Provost-Non-College Functions	Business Manager	1.00	51,054	511	1,022	52,587	3.0%	62,900	82.0%	83.6%	Doctoral All
Provost-Non-College Functions	Business Mgr.	1.00	53,996	540	0	54,536	1.0%	62,900	86.7%	86.7%	Doctoral All
Provost-Non-College Functions	Career Counselor	1.00	41,403	414	828	42,645	3.0%	48,016	87.1%	88.8%	Doctoral All
Provost-Non-College Functions	Career Counselor	1.00	41,403	414	828	42,645	3.0%	48,016	87.1%	88.8%	Doctoral All
Provost-Non-College Functions	Case Manager	1.00	45,000	450	900	46,350	3.0%	51,147	88.9%	90.6%	Doctoral All
Provost-Non-College Functions	Case Manager	1.00	53,055	531	1,061	54,647	3.0%	51,147	104.8%	106.8%	Doctoral All
Provost-Non-College Functions	Case Manager	1.00	51,510	515	1,030	53,055	3.0%	51,147	101.7%	103.7%	Doctoral All
Provost-Non-College Functions	Case Manager	1.00	53,055	531	1,061	54,647	3.0%	51,147	104.8%	106.8%	Doctoral All
Provost-Non-College Functions	Center Coordinator	1.00	43,500	435	435	44,370	2.0%	52,482	83.7%	84.5%	Doctoral All
Provost-Non-College Functions	CHE Director	1.00	57,620	576	0	58,196	1.0%	65,728	88.5%	88.5%	Mtn States
Provost-Non-College Functions	Co. Curriculum & Instruction	.75	34,014	0	0	34,014	.0%	52,482	86.4%	86.4%	Doctoral All

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Provost-Non-College Functions	Colorado Springs Site Coord	.60	26,269	263	525	27,057	3.0%	52,482	84.3%	85.9%	Doctoral All
Provost-Non-College Functions	Coor. Academic Advising/Prog	1.00	43,260	0	0	43,260	.0%	52,482	82.4%	82.4%	Doctoral All
Provost-Non-College Functions	Coord Intramural Sports	1.00	38,185	382	764	39,331	3.0%	44,760	86.2%	87.9%	Doctoral All
Provost-Non-College Functions	Coord of Fitness & Wellness	1.00	38,185	382	382	38,949	2.0%	44,760	86.2%	87.0%	Doctoral All
Provost-Non-College Functions	Coord of Operations & Stud Dev	1.00	38,185	382	382	38,949	2.0%	44,760	86.2%	87.0%	Doctoral All
Provost-Non-College Functions	Coord of Processing & Verifica	1.00	45,000	450	0	45,450	1.0%	52,482	86.6%	86.6%	Doctoral All
Provost-Non-College Functions	Coordinator of Club Sports	1.00	38,185	382	382	38,949	2.0%	44,760	86.2%	87.0%	Doctoral All
Provost-Non-College Functions	Coordinator of Orientation	1.00	38,610	386	386	39,382	2.0%	39,231	99.4%	100.4%	Classified
Provost-Non-College Functions	Coordinator of Outdoor Pursuit	1.00	39,288	393	786	40,467	3.0%	44,760	88.7%	90.4%	Doctoral All
Provost-Non-College Functions	Coordinator of Outreach	1.00	35,301	0	3,699	39,000	10.5%	42,563	82.9%	91.6%	Doctoral All
Provost-Non-College Functions	Coordinator of Scholarships	1.00	38,410	384	768	39,562	3.0%	42,563	91.1%	92.9%	Doctoral All
Provost-Non-College Functions	Coordinator of Technology	.92	44,072	441	441	44,954	2.0%	55,793	86.7%	87.6%	Doctoral All
Provost-Non-College Functions	Coord-Professional Development	1.00	52,549	525	525	53,599	2.0%	55,793	95.1%	96.1%	Doctoral All
Provost-Non-College Functions	Counselor In Residence / Post Doctoral	1.00	42,000	0	0	42,000	.0%	66,069	63.6%	63.6%	Doctoral All
Provost-Non-College Functions	Dean of Graduate School	1.00	144,361	1,444	3,609	149,414	3.5%	197,187	73.9%	75.8%	Doctoral All
Provost-Non-College Functions	Dean University Libraries	1.00	144,755	1,448	3,619	149,822	3.5%	179,989	81.2%	83.2%	Doctoral All
Provost-Non-College Functions	Denver Center Coordinator	1.00	43,500	435	653	44,588	2.5%	52,482	83.7%	85.0%	Doctoral All
Provost-Non-College Functions	Dir of Residential Education	1.00	84,000	840	1,680	86,520	3.0%	106,967	79.3%	80.9%	Doctoral All
Provost-Non-College Functions	Dir of Sponsored Programs	1.00	100,525	0	0	100,525	.0%	132,281	76.0%	76.0%	Doctoral All
Provost-Non-College Functions	Dir, Cesar Chavez Cultrl Cntr	1.00	55,550	556	1,667	57,773	4.0%	53,522	104.8%	107.9%	Mtn States
Provost-Non-College Functions	Dir. Academic Success	1.00	52,502	525	1,050	54,077	3.0%	49,361	107.4%	109.6%	Big Sky
Provost-Non-College Functions	Dir. Campus Recreation	1.00	75,129	751	1,502	77,382	3.0%	89,226	85.0%	86.7%	Doctoral All
Provost-Non-College Functions	Dir. Career Services	1.00	70,850	709	1,417	72,976	3.0%	96,564	74.1%	75.6%	Doctoral All
Provost-Non-College Functions	Dir. Center for International	1.00	71,760	718	861	73,339	2.2%	127,796	56.7%	57.4%	Doctoral All
Provost-Non-College Functions	Dir. Counseling Center	1.00	78,822	788	1,576	81,186	3.0%	108,980	73.1%	74.5%	Doctoral All
Provost-Non-College Functions	Dir. Dining Services	1.00	96,767	968	968	98,703	2.0%	117,444	83.2%	84.0%	Doctoral All
Provost-Non-College Functions	Dir. Disability Support Serv.	1.00	70,000	700	1,400	72,100	3.0%	77,969	90.7%	92.5%	Doctoral All
Provost-Non-College Functions	Dir. for Orientation	1.00	51,589	516	1,032	53,137	3.0%	52,482	99.3%	101.2%	Doctoral All
Provost-Non-College Functions	Dir. McNair Scholars	1.00	49,391	494	988	50,873	3.0%	53,522	93.2%	95.1%	Mtn States
Provost-Non-College Functions	Dir. Native American Cntr.	1.00	55,000	550	1,650	57,200	4.0%	53,522	103.8%	106.9%	Mtn States
Provost-Non-College Functions	Dir. of Academic Advising Svcs	1.00	52,520	525	1,050	54,095	3.0%	53,053	100.0%	102.0%	Doctoral All
Provost-Non-College Functions	Dir. Student Financial Aid	1.00	95,271	953	1,906	98,130	3.0%	114,411	84.1%	85.8%	Doctoral All
Provost-Non-College Functions	Director - APASS	1.00	55,550	556	1,667	57,773	4.0%	53,522	104.8%	107.9%	Mtn States
Provost-Non-College Functions	Director for Honors & Scholars	1.00	51,134	511	1,023	52,668	3.0%	53,522	96.5%	98.4%	Mtn States
Provost-Non-College Functions	Director Marcus Garvey Center	1.00	55,550	0	0	55,550	.0%	53,522	103.8%	103.8%	Mtn States
Provost-Non-College Functions	Director of Admissions	1.00	99,319	993	1,986	102,298	3.0%	128,021	78.4%	79.9%	Doctoral All
Provost-Non-College Functions	Director of Assessment	1.00	88,417	884	2,210	91,511	3.5%	89,164	100.2%	102.6%	Mtn States
Provost-Non-College Functions	Director of CETL	1.00	87,277	873	436	88,586	1.5%	105,169	83.8%	84.2%	Doctoral All
Provost-Non-College Functions	Director of Housing Services	1.00	89,133	891	891	90,915	2.0%	106,967	84.2%	85.0%	Doctoral All
Provost-Non-College Functions	Director of Professional Dev	1.00	53,045	530	0	53,575	1.0%	52,482	102.1%	102.1%	Doctoral All
Provost-Non-College Functions	Director of Tutorial Services	1.00	51,946	519	1,039	53,504	3.0%	53,053	98.9%	100.9%	Doctoral All
Provost-Non-College Functions	Director of Veteran Services	1.00	44,209	442	884	45,535	3.0%	52,482	85.1%	86.8%	Doctoral All
Provost-Non-College Functions	Director Study Abroad	1.00	45,000	450	900	46,350	3.0%	44,675	101.7%	103.7%	Doctoral All
Provost-Non-College Functions	Director, First Year Instruct.	.92	47,180	472	1,415	49,067	4.0%	53,522	96.8%	99.6%	Mtn States
Provost-Non-College Functions	Director, PLP	1.00	50,275	503	1,006	51,784	3.0%	53,522	94.9%	96.8%	Mtn States
Provost-Non-College Functions	Director, Women's Resource Ctr	1.00	55,550	556	1,667	57,773	4.0%	53,522	104.8%	107.9%	Mtn States
Provost-Non-College Functions	Director-Intensive English	1.00	56,132	561	1,123	57,816	3.0%	65,728	86.3%	88.0%	Mtn States
Provost-Non-College Functions	Early Alert & EMSA Proj Mgr	1.00	50,500	505	505	51,510	2.0%	52,482	97.2%	98.1%	Doctoral All
Provost-Non-College Functions	Employer Relations Specialist	1.00	40,000	400	800	41,200	3.0%	52,482	77.0%	78.5%	Doctoral All
Provost-Non-College Functions	Enrollment Coach & Recruiter	1.00	42,028	420	840	43,288	3.0%	40,876	103.8%	105.9%	Doctoral All
Provost-Non-College Functions	Event Coordinator	1.00	41,000	410	820	42,230	3.0%	49,610	83.5%	85.1%	Doctoral All

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Provost-Non-College Functions	Exec Dir Enrmt Mgtm Stu Access	1.00	107,737	1,077	2,154	110,968	3.0%	141,064	77.1%	78.7%	Doctoral All
Provost-Non-College Functions	Executive Chef and Trainer	1.00	73,549	735	1,471	75,755	3.0%	86,409	86.0%	87.7%	Doctoral All
Provost-Non-College Functions	Executive Dir OES	1.00	88,764	888	1,775	91,427	3.0%	109,347	82.0%	83.6%	Doctoral All
Provost-Non-College Functions	Ext Deg Prgm Services Coord	1.00	46,232	462	925	47,619	3.0%	52,482	89.0%	90.7%	Doctoral All
Provost-Non-College Functions	Fac.of Academic Advising	1.00	39,140	0	0	39,140	.0%	44,983	87.0%	87.0%	Doctoral All
Provost-Non-College Functions	Facility & Event Coordinator	1.00	38,185	382	382	38,949	2.0%	44,760	86.2%	87.0%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	44,703	447	0	45,150	1.0%	42,563	106.1%	106.1%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	35,120	351	702	36,173	3.0%	42,563	83.3%	85.0%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	36,173	0	0	36,173	.0%	42,563	85.0%	85.0%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	35,120	351	702	36,173	3.0%	42,563	83.3%	85.0%	Doctoral All
Provost-Non-College Functions	Financial Aid Counselor	1.00	35,120	351	702	36,173	3.0%	42,563	83.3%	85.0%	Doctoral All
Provost-Non-College Functions	Grants and Contracts Coord	1.00	48,015	480	1,196	49,691	3.5%	52,482	92.4%	94.7%	Doctoral All
Provost-Non-College Functions	IM&T Assessment	.75	31,587	316	632	32,535	3.0%				N/A
Provost-Non-College Functions	Instructional Design Assist	1.00	43,850	439	0	44,289	1.0%	54,524	81.2%	81.2%	Doctoral All
Provost-Non-College Functions	Instructional Designer	1.00	48,850	489	977	50,316	3.0%	54,524	90.5%	92.3%	Doctoral All
Provost-Non-College Functions	Instructional Dvlpmnt Coord	1.00	58,772	588	882	60,242	2.5%	61,653	96.3%	97.7%	Doctoral All
Provost-Non-College Functions	Instructional Technology/Tra	1.00	46,685	467	467	47,619	2.0%	54,524	86.5%	87.3%	Doctoral All
Provost-Non-College Functions	Intl Student Scholar Svcs Dir	1.00	49,249	492	985	50,726	3.0%	44,675	111.3%	113.5%	Doctoral All
Provost-Non-College Functions	Investigator-Title IX & other	1.00	42,000	420	7,260	49,680	18.3%	52,482	80.8%	94.7%	Doctoral All
Provost-Non-College Functions	Leadership Coordinator	1.00	41,000	410	820	42,230	3.0%	52,482	78.9%	80.5%	Doctoral All
Provost-Non-College Functions	Learning Specialist	1.00	39,175	392	588	40,155	2.5%	44,983	88.0%	89.3%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	1.00	59,590	0	0	59,590	.0%	66,069	90.2%	90.2%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	.50	31,303	313	626	32,242	3.0%	66,069	95.7%	97.6%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	1.00	59,590	596	1,192	61,378	3.0%	66,069	91.1%	92.9%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	.50	31,303	0	0	31,303	.0%	66,069	94.8%	94.8%	Doctoral All
Provost-Non-College Functions	Licensed Staff Psychologist	1.00	62,605	626	1,252	64,483	3.0%	66,069	95.7%	97.6%	Doctoral All
Provost-Non-College Functions	Loveland Center Coordinator	1.00	43,500	435	435	44,370	2.0%	52,482	83.7%	84.5%	Doctoral All
Provost-Non-College Functions	Loveland Site Coordinator	.75	35,646	356	713	36,715	3.0%	52,482	91.5%	93.3%	Doctoral All
Provost-Non-College Functions	Marketing Manager	1.00	52,865	529	793	54,187	2.5%	51,676	103.3%	104.9%	Doctoral All
Provost-Non-College Functions	Marketing Manager	1.00	62,590	626	1,852	65,068	4.0%	51,676	122.3%	125.9%	Doctoral All
Provost-Non-College Functions	Marketing Specialist	1.00	50,000	0	0	50,000	.0%	51,676	96.8%	96.8%	Doctoral All
Provost-Non-College Functions	Marketing Specialist	1.00	41,612	416	520	42,548	2.2%	51,676	81.3%	82.3%	Doctoral All
Provost-Non-College Functions	Marketing Specialist	1.00	52,130	521	1,043	53,694	3.0%	51,676	101.9%	103.9%	Doctoral All
Provost-Non-College Functions	Marketing Specialist	1.00	50,154	0	0	50,154	.0%	51,676	97.1%	97.1%	Doctoral All
Provost-Non-College Functions	Marketing Specialist	.75	36,000	360	450	36,810	2.3%	51,676	93.8%	95.0%	Doctoral All
Provost-Non-College Functions	McNair Scholars Asst. Dir.	1.00	42,230	422	633	43,285	2.5%	47,762	89.3%	90.6%	Mtn States
Provost-Non-College Functions	Mgr Sched/Stu Conduct Office	1.00	32,754	328	656	33,738	3.0%	39,231	84.3%	86.0%	Classified
Provost-Non-College Functions	National Testing Coordinator	1.00	41,426	414	829	42,669	3.0%	48,016	87.1%	88.9%	Doctoral All
Provost-Non-College Functions	Office Coordinator	1.00	39,900	399	798	41,097	3.0%	39,231	102.7%	104.8%	Classified
Provost-Non-College Functions	Office Coordinator	1.00	37,027	370	922	38,319	3.5%	39,231	95.3%	97.7%	Classified
Provost-Non-College Functions	Office Manager	1.00	48,642	486	608	49,736	2.2%	50,710	96.9%	98.1%	Doctoral All
Provost-Non-College Functions	Onsite Assist Advisor	1.00	37,000	0	0	37,000	.0%	44,983	82.3%	82.3%	Doctoral All
Provost-Non-College Functions	Pre Doctoral Intern	1.00	22,032	0	0	22,032	.0%				N/A
Provost-Non-College Functions	Predoctoral Psychology Intern	1.00	22,032	0	0	22,032	.0%				N/A
Provost-Non-College Functions	Predoctoral Psychology Intern	1.00	22,032	0	0	22,032	.0%				N/A
Provost-Non-College Functions	Prevention Coordinator	1.00	41,612	416	832	42,860	3.0%	52,482	80.1%	81.7%	Doctoral All
Provost-Non-College Functions	Prgm Coord - Off-Campus Life	1.00	41,612	416	832	42,860	3.0%	52,482	80.1%	81.7%	Doctoral All
Provost-Non-College Functions	Prog. Spec. Off-Campus Progra	1.00	57,500	575	1,150	59,225	3.0%	52,482	110.7%	112.8%	Doctoral All
Provost-Non-College Functions	Prog.Spec. Instructional Serv	1.00	51,666	517	517	52,700	2.0%	52,482	99.4%	100.4%	Doctoral All
Provost-Non-College Functions	Program Coordinator	1.00	38,942	389	3,479	42,810	9.9%	52,482	74.9%	81.6%	Doctoral All
Provost-Non-College Functions	Program Coordinator Upward Bnd	1.00	43,074	431	431	43,936	2.0%	52,482	82.9%	83.7%	Doctoral All

Area	Title	FTE	FY16 Beginning Salary	MOE Increase	Parity & Merit Increase	FY16 Final Salary	FY16 % Salary Increase	FY15 CUPA Avg	FY16 Base Salary % of CUPA Before Parity	FY16 Base Salary % of CUPA After Parity	CUPA Data Source
Provost-Non-College Functions	Project Specialist	1.00	38,261	383	0	38,644	1.0%	39,231	98.5%	98.5%	Classified
Provost-Non-College Functions	Provost & Sr VP	1.00	234,283	2,343	9,371	245,997	5.0%	328,106	72.1%	75.0%	Doctoral All
Provost-Non-College Functions	Recruiter	1.00	42,000	0	0	42,000	.0%	40,876	102.7%	102.7%	Doctoral All
Provost-Non-College Functions	Recruiter	1.00	41,616	416	832	42,864	3.0%	40,876	102.8%	104.9%	Doctoral All
Provost-Non-College Functions	Recruiter	1.00	41,616	416	0	42,032	1.0%	40,876	102.8%	102.8%	Doctoral All
Provost-Non-College Functions	Recruitment Coordinator	.38	13,325	133	133	13,591	2.0%	40,876	86.6%	87.5%	Doctoral All
Provost-Non-College Functions	Registrar	1.00	90,074	901	2,252	93,227	3.5%	113,411	80.2%	82.2%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	30,005	300	600	30,905	3.0%	34,338	88.3%	90.0%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	30,005	300	600	30,905	3.0%	34,338	88.3%	90.0%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	30,005	300	600	30,905	3.0%	34,338	88.3%	90.0%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	30,005	300	600	30,905	3.0%	34,338	88.3%	90.0%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	30,005	300	600	30,905	3.0%	34,338	88.3%	90.0%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	30,005	300	600	30,905	3.0%	34,338	88.3%	90.0%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	30,005	300	600	30,905	3.0%	34,338	88.3%	90.0%	Doctoral All
Provost-Non-College Functions	Residence Hall Director	1.00	30,005	300	600	30,905	3.0%	34,338	88.3%	90.0%	Doctoral All
Provost-Non-College Functions	Rptg & Data Integrity Analyst	1.00	46,450	465	0	46,915	1.0%				N/A
Provost-Non-College Functions	Senior Business Manager	1.00	68,909	689	1,378	70,976	3.0%	79,294	87.8%	89.5%	Doctoral All
Provost-Non-College Functions	Senior Research Analyst	1.00	77,105	0	0	77,105	.0%				N/A
Provost-Non-College Functions	Special Asst. to the Provost	1.00	86,107	861	2,583	89,551	4.0%				N/A
Provost-Non-College Functions	Special Asst. to the Provost	.50	71,000	710	0	71,710	1.0%				N/A
Provost-Non-College Functions	Sr. Financial Aid Counselor	1.00	38,718	387	774	39,879	3.0%	42,563	91.9%	93.7%	Doctoral All
Provost-Non-College Functions	Sr. Transfer Adm. Counselor	1.00	40,852	409	818	42,079	3.0%	40,876	100.9%	102.9%	Doctoral All
Provost-Non-College Functions	Staff Interpreter	1.00	49,223	492	640	50,355	2.3%	44,544	111.6%	113.0%	Mtn States
Provost-Non-College Functions	Staff Psychologist-LPC	1.00	59,000	590	1,180	60,770	3.0%	66,069	90.2%	92.0%	Doctoral All
Provost-Non-College Functions	Tutoring Coordinator	1.00	39,742	397	795	40,934	3.0%	39,231	102.3%	104.3%	Classified
Provost-Non-College Functions	Univ College Scheduler/LC Spec	1.00	38,617	386	772	39,775	3.0%	39,231	99.4%	101.4%	Classified
Provost-Non-College Functions	Upward Bound Director	1.00	56,085	561	561	57,207	2.0%	65,728	86.2%	87.0%	Mtn States
University Relations	Administrative Coordinator	1.00	41,200	412	824	42,436	3.0%	52,482	79.3%	80.9%	Doctoral All
University Relations	AVP Marketing	1.00	113,300	1,133	1,133	115,566	2.0%	120,360	95.1%	96.0%	Doctoral All
University Relations	Campus Writer/Editor	1.00	48,817	488	976	50,281	3.0%	51,676	95.4%	97.3%	Doctoral All
University Relations	Director of Creative Services	1.00	82,400	824	1,648	84,872	3.0%				N/A
University Relations	Director of Creative Services	1.00	83,125	831	1,247	85,203	2.5%				N/A
University Relations	Director of Media Relations	1.00	70,298	703	3,406	74,407	5.8%	98,260	72.3%	75.7%	Doctoral All
University Relations	Exec Dir/Ed. Innovation Inst.	1.00	170,984	1,710	2,565	175,259	2.5%				N/A
University Relations	Graphic Designer	1.00	47,133	471	1,178	48,782	3.5%	53,376	89.2%	91.4%	Doctoral All
University Relations	Graphic Designer	1.00	48,000	480	480	48,960	2.0%	53,376	90.8%	91.7%	Doctoral All
University Relations	Graphic/Web Designer	1.00	49,650	497	1,490	51,637	4.0%	53,376	94.0%	96.7%	Doctoral All
University Relations	Market Development Manager	1.00	64,890	649	1,298	66,837	3.0%	62,228	105.3%	107.4%	Mtn States
University Relations	Market Development Manager	1.00	65,177	652	1,304	67,133	3.0%	62,228	105.8%	107.9%	Mtn States
University Relations	Marketing Communications Spec	1.00	48,204	482	1,205	49,891	3.5%	51,676	94.2%	96.5%	Doctoral All
University Relations	Senior Director, Univ Relations	1.00	140,000	0	0	140,000	.0%	185,730	75.4%	75.4%	Doctoral All
University Relations	Senior Graphic Designer	1.00	55,682	557	557	56,796	2.0%	53,376	105.4%	106.4%	Doctoral All
University Relations	Videographer	1.00	56,100	561	1,122	57,783	3.0%				N/A
University Relations	VP External & Univ Relations	1.00	192,300	1,923	1,923	196,146	2.0%	221,048	87.9%	88.7%	Doctoral All
University Relations	Web Developer	1.00	48,081	481	481	49,043	2.0%	61,031	79.6%	80.4%	Doctoral All
University Relations	Webmaster	1.00	62,129	621	1,864	64,614	4.0%	75,414	83.2%	85.7%	Doctoral All
Total		477.83	28,746,462	254,462	496,206	29,497,130					