

**Table 18: Unweighted Salary Percentiles - Doctoral Institutions**

* 4 cases or fewer	20th	40th	60th	80th	All Doctoral Institutions	
	Percentile \$	Percentile \$	Percentile \$	Percentile \$	Median	Number
<b>Senior Exec &amp; Chief Functional Officers</b>						
[1001] CEO of Syst/District	237,986	380,400	423,800	458,254	402,789	20
[1002] Ex Asst/Chief Staff for CEO Syst/Dist	115,618	121,539	145,000	160,000	129,782	16
[1003] CEO of Single Institution	273,000	330,240	396,949	469,053	365,190	169
[1004] Ex Asst/Chief Staff CEO Single Inst	98,478	118,981	140,423	175,180	130,000	113
[1005] Exec VP/Vice Chancellor	208,799	236,751	285,686	345,911	250,000	48
[1006] Secretary of the Institution	67,627	104,998	142,972	205,432	127,665	30
[1026] Chief Acad Affairs Officer & Provost	206,662	241,316	271,629	328,000	255,232	183
[1027] Chief Research Officer	159,859	200,395	226,750	248,500	210,850	129
[1028] Chief Technology Transfer Officer	115,645	138,912	163,527	200,526	148,923	85
[1029] Chief Business Officer	171,725	203,351	229,788	267,345	215,375	142
[1030] Chief Administration Officer	154,329	187,426	209,586	255,838	194,255	47
[1031] Chief Financial Officer	135,897	171,683	209,780	260,272	185,416	88
[1032] Chief Investment Officer	128,200	159,503	254,600	390,000	190,000	47
[1033] Chief Planning Officer	125,966	138,799	156,841	185,926	145,000	27
[1034] Chief Budget Officer	100,012	120,121	135,150	159,900	127,445	127
[1035] Chief Planning & Budget Officer	120,719	142,600	166,375	184,403	159,294	42
[1036] Chief Legal Affairs Officer	145,515	168,268	188,973	232,116	179,275	138
[1037] Chief HR Officer	109,805	128,576	150,000	181,469	136,450	183
[1038] Chief Information Officer	138,984	169,970	195,471	229,707	180,000	172
[1039] Chief Phys Plant/Facilities Officer	110,003	131,171	150,000	174,758	140,388	180
[1040] Chief Accounting Officer/Comptroller	107,439	124,977	140,000	164,852	131,200	151
[1041] Chief Health Professions Officer	311,602	422,982	544,500	665,783	516,250	30
[1042] Chief Admin, Hospital/Med Center	198,122	306,922	461,397	571,840	425,990	18
[1043] Chief Student Affairs/Life Officer	144,742	167,356	185,000	206,776	173,855	174
[1044] Chief Admissions Officer	86,112	102,000	117,512	140,000	110,000	151
[1045] Chief, Enrollment Mgt Officer	111,912	129,386	149,880	175,599	142,822	105
[1046] Chief External Affairs Officer	176,637	198,352	222,190	257,600	209,120	33
[1047] Chief Development Officer	165,600	200,122	231,750	280,000	215,694	151
[1048] Chief PR Officer	109,868	132,923	158,448	179,454	149,026	128
[1049] Chief Development & PR Officer	156,894	184,000	200,000	260,000	193,286	21
<b>Academic Deans</b>						
[1201] Dean, Agriculture	167,248	189,237	217,491	233,400	200,000	49
[1202] Dean, Architecture	160,195	177,307	199,812	214,043	185,016	55
[1203] Dean, Arts & Letters	137,025	154,961	173,145	186,601	169,278	23
[1204] Dean, Arts & Sciences	143,883	177,413	207,109	235,648	192,276	136
[1205] Dean, Biological & Life Sciences	168,597	206,474	216,780	232,660	212,857	12
[1206] Dean, Business	175,880	220,335	261,855	317,110	237,277	177
[1207] Dean, Computer & Info Sciences	191,553	195,303	200,800	227,974	197,857	14
[1208] Dean, Continuing Education	114,278	129,603	153,334	187,760	141,556	73
[1209] Dean, Cooperative Extension	139,666	160,025	186,252	195,811	170,358	20
[1210] Dean, Dentistry	247,343	262,175	286,616	318,199	281,135	29
[1211] Dean, Divinity / Theology	96,286	135,685	163,839	226,798	148,400	8
[1212] Dean, Education	139,679	162,962	182,557	202,761	171,497	148
[1213] Dean, Engineering	185,036	211,703	239,295	275,000	223,700	137
[1214] Dean, External Degree Programs	*	*	*	*	*	3
[1215] Dean, Family & Consumer Sci	160,680	170,134	180,619	189,932	172,948	13
[1216] Dean, Fine Arts	147,861	165,068	176,748	200,679	170,459	51
[1217] Dean, Forestry & Environ Studies	158,746	180,857	185,480	198,000	184,725	11
[1218] Dean, Gov/Pub Affairs/Pub Policy	156,000	193,862	212,102	246,200	203,200	21
[1219] Dean, Graduate Programs	135,004	152,472	174,960	204,600	160,742	122
[1220] Dean, Health-Related Profs	148,684	159,944	176,707	215,326	169,134	53
[1221] Dean, Honors Program	102,560	119,479	133,833	148,640	127,844	65
[1222] Dean, Humanities	129,066	181,371	195,280	215,000	191,071	21
[1223] Dean, Instruction	*	*	*	*	*	1
[1224] Dean, Journalism & Mass Comm	151,846	171,400	191,576	206,489	184,250	42
[1225] Dean, Law	221,246	252,087	285,461	325,348	265,632	95
[1226] Dean, Library & Info Sciences	121,861	140,711	161,362	194,747	148,400	49
[1227] Dean, Mathematics	109,448	135,280	153,400	174,590	148,800	5
[1228] Dean, Medicine	255,061	334,104	418,800	525,000	373,392	49
[1229] Dean, Music	139,262	159,238	168,849	183,790	164,451	23
[1230] Dean, Nursing	152,189	175,280	198,174	224,269	183,600	89
[1231] Dean, Occup Studies/Voc Ed/Techn	116,226	132,910	145,575	177,232	142,824	13
[1232] Dean, Performing Arts	157,128	187,200	198,900	202,940	198,000	7
[1233] Dean, Pharmacy	177,975	204,222	216,240	229,054	210,394	47
[1234] Dean, Public Administration	141,854	213,411	239,087	253,336	227,698	7
[1235] Dean, Public Health	207,252	239,173	283,381	333,389	266,893	22
[1236] Dean, Sciences	164,578	189,005	214,485	237,050	200,000	49
[1237] Dean, Social Sciences	158,746	185,742	196,362	228,677	191,527	25
[1238] Dean, Social Work	140,034	159,123	186,753	220,800	171,751	45
[1239] Dean, Special Programs	*	*	*	*	*	4
[1240] Dean, Undergraduate Programs	123,319	145,340	165,572	182,687	152,500	47
[1241] Dean, Veterinary Medicine	199,310	213,800	223,800	241,500	220,500	23

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	Percentile \$	Percentile \$	Percentile \$	Percentile \$	Median	Number
<b>Associate/Assistant Academic Deans</b>						
[1401] A/A Dean, Agriculture	129,756	139,012	147,262	165,932	141,200	38
[1402] A/A Dean, Architecture	88,910	97,525	106,907	119,211	104,354	35
[1403] A/A Dean, Arts & Letters	94,943	104,127	109,835	128,197	107,051	19
[1404] A/A Dean, Arts & Sciences	87,144	104,126	117,856	135,835	110,007	100
[1405] A/A Dean, Bio & Life Sci	118,382	118,932	131,586	139,669	128,125	11
[1406] A/A Dean, Business	114,754	132,479	147,988	178,880	141,355	141
[1407] A/A Dean, Comp & Info Sci	115,000	130,821	159,636	178,265	156,078	9
[1408] A/A Dean, Continuing Ed	85,902	95,280	102,566	114,877	100,550	39
[1409] A/A Dean, Coop Extension	118,126	126,207	145,764	159,822	134,234	12
[1410] A/A Dean, Dentistry	135,724	160,055	163,851	176,327	162,233	15
[1411] A/A Dean, Divinity / Theology	*	*	*	*	*	3
[1412] A/A Dean, Education	91,241	101,686	112,459	127,712	107,389	109
[1413] A/A Dean, Engineering	113,947	127,667	136,396	155,380	132,477	100
[1414] A/A Dean, Ext Degree Programs	*	*	*	*	*	1
[1415] A/A Dean, Family & Consum Sci	102,025	105,651	120,237	145,412	110,000	7
[1416] A/A Dean, Fine Arts	78,520	98,660	109,434	119,034	102,750	37
[1417] A/A Dean, Forest & Envir Studies	107,945	114,467	120,014	134,791	116,274	8
[1418] A/A Dean, Gov/Pub Affairs/Pub Pol	102,593	114,399	120,249	141,986	116,724	12
[1419] A/A Dean, Graduate Pgrms	89,140	102,089	117,282	134,383	107,438	78
[1420] A/A Dean, Health-Rel Profs	94,892	109,345	116,968	126,242	113,193	33
[1421] A/A Dean, Honors Program	70,814	79,561	91,513	104,567	82,658	32
[1422] A/A Dean, Humanities	99,879	111,655	121,924	134,307	114,504	19
[1423] A/A Dean, Instruction	*	*	*	*	*	1
[1424] A/A Dean, Journ & Mass Comm	84,986	102,587	111,802	122,300	109,260	23
[1425] A/A Dean, Law	116,930	132,283	145,512	170,480	135,463	67
[1426] A/A Dean, Library & Info Sci	80,395	87,735	104,140	122,421	90,600	35
[1427] A/A Dean, Mathematics	*	*	*	*	*	2
[1428] A/A Dean, Medicine	141,012	159,152	169,702	189,734	162,944	30
[1429] A/A Dean, Music	80,344	84,174	94,922	106,380	84,892	16
[1430] A/A Dean, Nursing	95,673	109,982	121,546	138,271	117,269	67
[1431] A/A Dean, Occ Stds/Voc Ed/Tech	77,172	93,166	100,150	111,624	98,000	9
[1432] A/A Dean, Performing Arts	*	*	*	*	*	4
[1433] A/A Dean, Pharmacy	104,637	120,813	133,650	148,914	130,000	31
[1434] A/A Dean, Public Admin	*	*	*	*	*	1
[1435] A/A Dean, Public Health	131,447	138,686	148,710	172,445	140,092	13
[1436] A/A Dean, Sciences	97,127	120,257	131,730	144,676	127,141	40
[1437] A/A Dean, Social Sciences	89,997	109,349	124,662	141,240	119,885	20
[1438] A/A Dean, Social Work	99,451	105,878	114,062	119,022	110,070	19
[1439] A/A Dean, Special Programs	62,743	79,228	91,164	102,087	90,200	5
[1440] A/A Dean, Undergrad Programs	69,090	82,818	99,318	112,407	95,700	24
[1441] A/A Dean, Veterinary Med	145,625	151,161	159,462	166,857	157,350	17
<b>Academic Affairs</b>						
[2001] Vice Provost	131,103	145,651	175,960	193,426	166,750	77
[2002] Assoc Provost	125,831	139,200	153,396	180,408	143,300	111
[2003] Asst Provost	89,259	97,757	111,189	133,947	100,001	49
[2004] Dir, Institutional Research	84,492	95,499	109,847	128,010	102,855	170
[2005] Assoc Dir, Institutional Research	60,494	69,546	77,456	86,839	72,450	85
[2006] Dir, Institutional Diversity	89,421	111,617	134,408	161,435	127,500	59
[2007] Dir, International Education	74,645	97,965	118,590	145,000	108,519	90
[2008] Dir, International Studies Ed	61,500	75,623	84,636	108,903	78,591	76
[2009] Dir, Sponsored Research & Programs	89,547	105,370	121,058	143,352	114,968	152
[2010] Dir, Continuing Education	76,004	91,321	104,477	130,804	98,399	66
[2011] Senior Technology Licensing Officer	74,102	90,190	108,333	136,769	100,659	58
[2012] Dir, Distance Learning	67,154	77,981	89,421	108,208	84,929	59
[2013] Dir, Teaching Center	82,760	93,392	104,133	114,626	100,352	52
[2026] Chief Op Officer (non-faculty), Med Sch	187,992	206,922	265,698	409,800	234,153	22
[2027] Chief Financial Officer, Med Sch	132,600	170,920	200,404	223,630	183,524	35
[2028] Chief Admissions Officer, Med Sch	79,400	94,067	132,505	171,112	105,112	27
[2029] Chief Financial Aid Officer, Med Sch	48,109	59,803	75,732	89,075	65,758	22
[2030] Chief Student Affairs Officer, Med Sch	109,523	127,191	152,434	170,528	139,422	22
[2031] Chief Development Officer, Med Sch	91,639	122,485	170,184	206,800	150,280	25
[2032] Chief IT Officer, Med Sch	93,566	115,000	134,556	156,095	124,089	26
[2033] Chief Research Officer, Med Sch	165,432	185,559	209,467	253,981	200,950	20
[2034] Chief Librarian, Med Sch	100,394	116,207	133,348	143,526	120,000	29
[2035] Chief HR Officer, Med Sch	78,657	85,883	107,757	119,990	93,114	22
[2050] Dir, Library Services	118,859	134,912	158,372	188,000	147,872	161
[2051] Head Librarian, Acquisitions	53,151	62,305	70,567	81,609	66,769	88
[2052] Head Librarian, Technical Services	63,753	75,227	84,021	102,500	80,302	106
[2053] Head Librarian, Pub/Access Services	65,322	78,286	88,726	105,537	82,957	105
[2054] Head Librarian, Cataloging	51,003	61,274	70,539	78,879	66,128	70
[2055] Head Librarian, Collection Devel	58,904	67,249	80,608	97,138	74,305	67
[2056] Head Librarian, Archives & Rec Mgt	53,317	62,192	70,248	84,011	65,500	75

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[2057] Dir, Educational Media Services	65,021	78,886	89,563	101,935	86,202	80
[2058] Dir, Learning Resources Center	60,455	72,363	81,842	94,812	75,788	52
[2076] Assoc Dir, Admissions	53,402	59,762	68,094	81,016	62,646	144
[2077] Dir, Admissions & Registrar	79,052	91,128	108,637	112,241	100,287	12
[2078] Registrar	79,999	91,537	100,508	114,396	95,065	178
[2079] Assoc Registrar	56,437	64,294	71,395	78,840	67,629	155
[2080] Asst Registrar	40,851	46,173	51,266	57,483	49,032	124
[2081] Dir, Admissions & Financial Aid	90,608	101,605	104,742	111,453	103,943	12
[2082] Dir, Student Financial Aid	79,935	90,000	99,961	119,320	95,169	179
[2083] Assoc Dir, Student Financial Aid	54,663	60,996	68,243	77,049	64,823	163
<b>Business and Administrative Affairs</b>						
[3001] Dir, Risk Mgt & Insurance	75,018	89,636	103,193	115,628	96,477	93
[3002] Dir, Med Center PR/Ext Affairs	91,438	124,936	144,950	164,024	129,135	18
[3003] Dir, Med Center HR	99,950	134,942	165,800	185,952	149,356	16
[3004] Dir, University Research Park	108,567	135,478	160,000	190,550	137,500	21
[3005] Dir, Contracts & Grants	69,239	83,117	97,459	120,500	90,335	81
[3006] Dir, College/University Press	82,134	94,237	117,990	140,800	110,693	49
[3026] Assoc Budget Dir	70,143	82,580	92,175	110,692	86,200	97
[3027] Asst Comptroller	75,975	85,294	98,739	114,800	90,500	89
[3028] Restricted Funds Accountant	52,004	58,710	65,500	80,000	62,506	56
[3029] Dir, Accounting	75,480	88,117	97,122	112,971	93,200	99
[3030] Bursar	67,642	79,549	91,058	103,991	84,777	128
[3031] Assoc/Asst Bursar	49,536	55,256	62,483	75,490	58,812	73
[3032] Dir/Mgr, Payroll	61,514	70,412	82,012	99,622	76,000	175
[3033] Dir, Purchasing/Materials Mgt	72,709	83,290	100,000	115,352	90,778	172
[3034] Assoc Dir, Purch/Materials Mgt	59,303	67,681	74,560	87,136	69,661	89
[3035] Dir, Internal Audit	84,737	101,419	118,637	141,132	107,274	144
[3050] Dir, Auxiliary Services	92,815	111,546	125,342	143,542	116,549	95
[3051] Dir/Mgr, Printing Services	54,574	63,810	71,732	82,981	67,345	92
[3052] Dir/Mgr, Mail Services	42,108	49,430	57,047	65,556	54,327	87
[3053] Dir, Bookstore	68,158	80,344	91,090	101,828	83,683	64
[3054] Assoc Dir, Bookstore	48,401	58,049	64,515	72,090	61,537	35
[3055] Dir, Food/Dining Services	83,677	90,644	107,637	120,074	95,685	68
[3056] Assoc Dir, Food /Dining Services	66,286	72,636	79,083	96,096	73,868	48
[3076] Dir, Environmental Health & Safety	79,842	92,070	106,378	127,366	99,650	141
[3077] Dir, Campus Security/Safety	81,962	95,983	106,143	130,884	100,158	192
[3078] Dir, Parking & Transportation	59,954	72,241	83,465	98,720	79,549	105
[3101] Dir, Real Estate & Space Mgt	81,833	101,190	114,900	129,711	109,895	52
[3102] Architect for the Institution	83,708	97,864	111,560	137,914	105,884	77
[3103] Assoc Dir, Phy Plant/Facil Mgt	81,500	92,721	107,010	120,300	100,163	131
[3104] Dir, Energy & Utilities	74,718	83,237	94,793	120,307	88,904	62
[3105] Mgr, Landscape & Grounds	53,720	62,377	70,930	83,961	66,897	142
[3106] Mgr, Building Maintenance Trades	61,298	68,344	77,168	92,884	73,147	108
[3107] Mgr, Technical Trades	56,620	65,923	73,250	84,518	69,107	72
[3108] Mgr, Custodial Services	51,675	61,142	69,203	81,415	64,964	132
[3109] Mgr, Power Plant	59,034	67,874	80,021	93,912	73,240	88
<b>Human Resources and Information Technology</b>						
[4001] Assoc Dir, HR	73,000	86,701	99,325	114,151	90,160	106
[4002] Dir/Mgr, Employee Benefits	60,470	68,628	83,822	101,879	76,538	138
[4003] Dir/Mgr, Training & Development	63,586	71,300	84,435	99,184	77,148	105
[4004] Dir/Mgr, Employee Relations	63,631	72,929	80,146	94,634	76,050	65
[4005] Dir/Mgr, Labor Relations	74,376	93,610	103,500	120,285	97,338	51
[4006] Dir/Mgr, Employment	57,319	65,876	74,117	93,325	70,000	93
[4007] Dir/Mgr, Compens & Classification	62,457	72,726	84,606	101,726	77,664	110
[4008] Dir/Mgr, HR Info Systems (HRIS)	66,400	80,073	89,616	105,400	83,538	94
[4009] Dir, AA/Equal Employment	84,000	96,991	109,389	122,134	103,000	117
[4010] Assoc Dir, AA/Equal Employment	59,468	67,267	73,531	87,928	71,527	50
[4011] Dir, HR & AA	82,522	85,853	95,674	110,250	89,401	8
[5001] Deputy Chief Info Officer	103,248	117,873	133,111	172,317	128,119	73
[5002] Dir, Academic Computing	90,830	106,325	126,146	144,962	116,345	69
[5003] Assoc Dir, Academic Computing	73,659	85,000	99,048	102,837	86,812	31
[5004] Dir, Admin Computing	89,996	102,755	118,504	152,328	110,110	93
[5005] Assoc Dir, Admin Computing	79,408	87,175	96,142	107,723	92,560	39
[5006] Dir, Telecom/ Networking	84,228	98,404	113,067	134,099	105,295	134
[5007] Dir, Enterprise Info Systems	97,000	110,634	126,221	145,280	117,910	63
[5008] Dir, Research Computing	91,915	100,280	122,120	141,358	114,000	29
[5009] Dir, Enterprise Data Center	78,559	91,642	97,567	120,331	94,500	35
[5010] Dir, IT Security	74,154	89,281	100,165	120,060	97,655	95
[5011] Dir, Instructional Technology	75,790	88,100	95,750	119,395	92,847	61
[5012] Dir, User Services	73,535	84,674	97,606	113,138	89,627	77
[5013] Dir, Info Mgt	89,116	93,620	106,157	122,670	98,750	17
[5014] Principal Database Administrator	77,313	82,924	90,000	100,483	85,934	104
[5015] Principal Systems Analyst	65,178	73,107	81,721	93,876	78,543	69

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<b>Athletics</b>						
[6001] Dir, Athletics	123,353	169,395	211,316	313,590	185,000	183
[6002] Assoc Athletics Dir	70,000	88,043	104,502	124,802	96,628	97
[6003] A/A Athl Dir, Sports Info/Comm	45,614	52,500	63,438	79,303	56,617	151
[6004] A/A Athl Dir, Men's Athl Programs	73,708	97,595	130,656	145,677	112,241	15
[6005] A/A Athl Dir, Women's Athl Prgms	75,958	85,387	108,496	118,107	92,504	40
[6006] A/A Athl Dir for Fin & Bus	60,919	81,677	92,932	108,848	87,720	103
[6007] A/A Athl Dir for Operations	52,000	64,546	77,033	91,966	71,070	81
[6008] A/A Athl Dir for Ext Affairs	58,379	72,093	93,940	115,500	83,770	73
[6009] A/A Athl Dir for Devel	64,137	75,298	92,142	118,393	84,814	88
[6010] A/A Athl Dir for Acad Affairs	50,894	61,514	76,129	98,999	68,148	72
[6011] A/A Athl Dir for Compliance	47,443	61,976	74,817	90,546	68,000	113
<b>Student Affairs</b>						
[7001] Assoc VP for Student Affairs	101,879	110,769	125,651	136,997	117,631	95
[7002] Asst VP for Student Affairs	85,590	102,892	112,668	123,697	105,537	51
[7003] Dean of Students	92,723	102,505	117,500	132,400	108,172	106
[7004] Dir, Greek Life	40,172	48,094	53,635	62,948	51,706	67
[7005] Dir, Foreign Students	54,565	63,057	73,585	82,338	66,947	80
[7006] Dir, Campus Ministries	64,309	77,090	83,873	96,920	80,621	30
[7007] Dir, Minority Affairs	59,490	66,443	74,183	92,853	69,756	93
[7008] Dir, Conferences	62,489	72,494	80,827	89,927	75,652	58
[7009] Dir, Woman's Center	52,290	61,516	70,000	83,945	64,858	73
[7026] Dir, Student Activities	54,400	62,328	68,056	76,533	64,425	118
[7027] Asst Dir, Student Activities	39,620	43,169	46,406	53,625	45,004	74
[7028] Dir, Campus Rec/Intramurals	59,887	68,517	80,391	99,242	75,512	144
[7029] Asst Dir, Campus Rec/Intramurals	42,863	48,507	55,562	64,753	52,746	92
[7030] Dir, Union & Student Activities	62,182	71,400	86,000	99,577	74,575	51
[7031] Dir, Student Union	65,693	74,428	85,356	103,058	81,600	89
[7032] Assoc/Asst Dir, Student Union	45,964	52,771	60,349	72,000	57,440	74
[7050] Dir, Academic Advising	59,757	68,258	79,181	92,323	74,759	78
[7051] Dir, Career Dev & Placement	66,504	79,250	87,782	102,630	84,000	179
[7052] Dir, Student Counseling	69,876	82,236	91,799	102,931	85,710	94
[7053] Assoc Dir, Student Counseling	57,491	65,667	70,831	79,475	67,356	59
[7076] Dir, Student Housing	72,581	83,458	100,227	117,874	93,201	160
[7077] Assoc Dir, Student Housing	55,647	60,299	68,976	79,586	63,865	96
[7078] Housing Officer/Admin Operations	50,390	59,922	66,816	81,928	64,835	78
[7079] Housing Officer/Residence Life	43,232	56,262	67,180	81,625	61,215	90
[7101] Dir, Student Health Svcs (Physician)	138,009	153,327	167,712	183,808	160,460	88
[7102] Dir, Student Health Svcs (Nurse)	63,409	76,252	83,525	100,336	79,453	68
[7103] Dir, Student Health Svcs (Non Med)	83,793	91,462	104,579	125,710	100,048	58
[7104] Dir, Counseling & Psych Svcs	79,835	87,642	95,971	118,643	91,680	85
<b>External Affairs</b>						
[8001] Assoc/Asst VP/Chancellor for Devel	116,630	131,000	147,400	180,000	138,720	71
[8002] Dir, Annual Giving	63,326	74,635	89,025	108,132	81,460	109
[8003] Dir, Corporate/Foundation Relations	77,002	86,391	101,531	117,276	93,332	107
[8004] Dir, Planned Giving	90,885	103,623	118,880	136,612	108,150	109
[8005] Dir, Alumni Affairs	77,208	91,512	114,240	141,440	99,878	146
[8006] Dir, Development & Alumni Affairs	81,206	110,907	155,707	163,278	154,536	9
[8007] Dir, Major Gifts	81,763	100,116	121,249	135,926	106,750	80
[8008] Dir, Devel for Instit School/College	69,349	76,928	87,433	99,506	81,704	67
[8009] Dir, Donor Relations	56,975	63,000	73,320	84,535	68,000	67
[8010] Dir, Adv Research/Prospect Mgt	58,078	69,700	76,491	94,514	73,091	66
[8026] Dir, Governmental/Legislative Rel	100,160	124,994	141,838	164,983	134,550	103
[8027] Dir, Federal Relations	88,523	112,270	123,062	136,849	118,339	26
[8028] Dir, State Government Relations	87,175	98,832	107,849	135,740	101,831	32
[8029] Dir, Church Relations	80,954	91,293	94,930	101,335	93,193	5
[8030] Dir, Community Services	63,673	76,128	86,460	105,866	79,700	47
[8050] Dir, Publications	65,808	74,208	82,385	98,110	78,622	107
[8051] Assoc Dir, Publications	51,828	57,984	62,640	70,543	60,872	46
[8052] Dir, Information Office	69,124	84,462	101,015	120,985	90,773	90
[8053] Dir, News Bureau/Service	57,087	69,000	79,329	100,000	75,000	61
[8054] Dir, Marketing	68,151	83,200	100,219	116,585	91,859	63