

**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>Academic Affairs</b>						
[2501] Conf/Wrkshp Ed Coordinator (Cont Ed)	35,788	40,736	43,381	47,471	42,256	69
[2502] Continuing Education Specialist	41,214	48,666	53,524	61,912	50,668	77
[2503] Museum Curator	41,737	45,757	53,526	64,325	49,891	93
[2550] Reference and Instruction Librarian	47,334	52,231	55,587	64,854	54,249	106
[2551] Reference Specialist	28,921	32,991	36,955	44,721	35,615	72
[2552] Catalog Librarian	43,494	50,136	54,406	64,650	52,750	89
[2553] Cataloging Specialist	30,758	34,183	39,216	44,245	37,338	76
[2576] Admissions Counselor	31,600	33,370	36,000	39,724	35,294	171
[2577] Financial Aid Counselor	32,323	35,729	38,911	44,070	37,110	180
[2578] Academic Evaluator	27,512	31,893	36,291	38,834	33,597	71
<b>Business &amp; Administrative Affairs</b>						
[3501] Administrative Specialist	39,389	42,654	46,485	51,364	45,098	141
[3502] Staff Attorney	84,050	97,897	110,104	130,117	103,179	105
[3503] Buyer	33,815	39,432	42,514	46,807	41,300	133
[3504] Buyer, Senior	42,083	47,611	51,210	59,819	49,240	127
[3505] Buyer, Supervisory	52,392	59,076	64,460	74,631	62,413	61
[3506] Contract and Grants Specialist	40,976	44,959	50,583	57,239	47,041	145
[3526] Accountant	37,551	40,909	43,654	47,563	42,047	172
[3527] Accountant, Senior	44,853	48,632	52,188	58,417	50,570	156
[3528] Accounting Unit Supervisor	52,191	56,789	61,189	72,142	57,891	114
[3529] Auditor	42,337	46,752	52,129	56,319	49,750	77
[3530] Auditor, Senior	54,056	59,018	66,238	74,301	63,000	97
[3531] Budget Analyst	41,574	47,205	50,842	54,566	48,869	115
[3532] Budget Analyst, Senior	50,665	58,224	63,724	73,211	61,241	102
[3533] Budget Unit Supervisor	65,277	70,880	75,552	90,634	72,896	42
[3534] Dept Business Manager (Small Unit)	46,605	50,212	56,953	63,548	54,471	117
[3535] Dept Business Manager (Large Unit)	59,248	65,771	71,361	80,424	68,428	124
[3536] Head Cashier	27,831	36,278	41,394	48,486	37,678	78
[3537] Collections Supervisor	37,320	42,610	47,234	56,291	44,775	78
[3550] Shipping and Receiving Supervisor	33,148	36,129	42,904	49,584	40,123	74
[3551] Print Shop Supervisor	39,858	43,640	48,996	57,693	46,503	84
[3552] Mail Services Supervisor	32,499	39,024	45,016	52,379	41,734	118
[3553] Child Care Center Teacher	26,338	28,977	32,440	36,189	31,056	98
[3554] Child Care Site Director	47,023	53,053	59,774	66,870	56,541	84
[3555] Textbook Manager	37,040	45,256	50,876	58,550	49,440	31
[3556] Food Service Manager (Unit)	41,493	45,771	49,039	54,651	46,641	71
[3576] Assistant Police Chief	67,811	75,240	83,133	93,968	78,312	105
[3577] Police Lieutenant	49,622	57,421	63,929	72,490	60,555	129
[3578] Police Sergeant	43,235	48,466	53,611	62,504	51,237	150
[3579] Police Officer	33,753	38,140	42,087	47,729	39,509	150
[3580] Security Guard	22,294	24,839	27,492	30,672	26,094	114
[3581] Environ Health and Safety Specialist	42,944	48,438	54,270	66,134	50,061	141
[3582] Safety Officer	46,825	53,819	59,500	65,259	56,460	96
[3601] Skilled Crafts Supervisor	45,806	52,452	58,873	66,644	55,956	116
[3602] Coordinator Construction Projects	53,270	59,875	66,165	75,554	62,524	118
[3603] Architect	59,130	66,970	71,556	80,224	68,842	96
[3604] Facilities Utilization Planner	47,831	54,330	63,113	71,268	57,684	83
[3605] Facilities Engineer	56,480	62,650	70,468	79,495	67,126	71
[3606] Manager of Inventory	38,993	42,186	47,100	57,774	45,953	52
<b>Human Resources</b>						
[4501] Coordinator, Disability Services	47,211	55,934	61,664	72,184	58,171	108
[4502] Training Specialist	42,981	46,950	51,877	60,980	50,056	93
[4503] EEO/Affirmative Action Specialist	44,989	50,560	58,209	67,684	53,880	80
[4504] Employee Relations Specialist	37,661	44,476	49,824	56,955	46,830	37
[4505] Employee Relations Specialist, Senior	47,670	55,014	62,277	70,056	58,506	46
[4506] Employee Relations Unit Supervisor	56,051	70,600	73,560	84,047	71,739	20
[4507] HR Generalist	37,460	42,014	47,197	52,762	45,525	63
[4508] HR Generalist, Senior	44,287	51,311	56,548	66,005	53,167	54
[4509] Credential Specialist	41,456	48,572	56,150	61,818	54,080	25
[4510] Compensation Specialist	38,000	43,824	47,842	54,310	45,100	81
[4511] Compensation Specialist, Senior	45,903	51,547	58,328	67,797	54,001	65
[4512] Compens/Classif Unit Supervisor	58,588	67,358	78,000	85,524	72,940	31
[4513] Benefits Specialist	33,967	38,471	41,388	45,796	39,969	120
[4514] Benefits Specialist, Senior	43,340	47,955	52,179	59,116	50,000	78
[4515] Benefits Unit Supervisor	50,006	56,440	63,806	75,021	61,298	58
[4516] Labor Relations Specialist	36,442	39,171	41,465	48,445	40,116	8
[4517] Labor Relations Specialist, Senior	63,757	66,825	78,264	84,975	73,368	21
[4518] Labor Relations Unit Supervisor	66,000	72,988	78,617	101,183	75,793	12
[4519] Employment Specialist	35,436	38,669	41,979	44,979	40,607	87
[4520] Employment Specialist, Senior	39,991	45,596	50,207	60,890	48,785	50
[4521] Employment Unit Supervisor	54,819	59,800	68,269	77,682	66,650	38

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					Median	Number
<b>Information Technology</b>						
[5501] Programmer Analyst	43,992	48,966	52,955	60,108	50,377	144
[5502] Programmer Analyst, Senior	53,743	59,207	66,929	74,578	63,135	149
[5503] Programmer Analyst, Supervisor	67,724	73,448	79,664	88,053	74,807	80
[5504] Systems Programmer	48,564	53,356	58,270	63,703	55,028	103
[5505] Systems Programmer, Senior	60,077	65,502	70,769	78,550	67,282	103
[5506] Systems Programmer, Supervisor	67,318	75,127	81,623	93,094	78,687	61
[5513] IT Security Analyst/Engineer	52,598	60,782	67,065	76,355	63,918	87
[5514] Telecommunications Manager	58,199	68,682	77,304	88,008	72,100	97
[5515] Network Engineer	50,654	56,990	65,124	75,048	60,612	86
[5516] Email Administrator	55,586	64,106	69,887	78,844	64,804	53
[5517] Network Administrator	49,929	57,461	64,898	78,265	62,374	100
[5518] System Administrator	48,837	53,016	60,030	68,327	56,973	86
[5526] Database Administrator	56,957	66,455	75,822	84,373	71,879	100
[5527] Data Administrator	50,974	55,309	64,410	79,167	58,476	44
[5531] Manager, Web Services/Web Master	50,251	57,259	63,129	72,206	60,000	102
[5532] Web Graphics Designer	39,750	45,315	49,393	53,045	47,147	76
[5533] Web Content Developer	43,870	48,668	52,582	56,959	50,536	86
[5542] Computer Operator, Entry	26,712	30,516	33,202	37,920	32,188	67
[5543] Computer Operator, Senior	31,875	36,262	40,242	44,930	37,428	78
[5544] Computer Operations Supervisor	43,571	51,693	56,084	62,803	54,197	54
[5550] IT Support Specialist	38,815	43,302	45,607	49,481	44,638	93
[5551] Help Desk Specialist/Technician	32,779	37,006	41,319	45,486	39,746	105
[5552] Help Desk Manager	49,306	54,043	62,286	70,442	60,000	116
[5553] IT Technical Writer	41,167	48,739	55,151	62,423	52,960	17
[5554] IT Project Manager	64,845	72,342	80,191	89,658	76,220	51
[5563] Electronic Resource Specialist (Librarian)	43,106	51,937	58,449	70,218	55,107	26
[5564] Digital Resources Manager (Media Librarian)	45,024	58,174	70,864	79,312	61,000	25
[5565] Instructional Technology Specialist	40,610	45,982	50,618	60,555	48,759	82
[5566] Multi-media Specialist/Technician	35,621	41,427	44,463	49,163	42,577	72
<b>Athletics</b>						
[6501] Assistant Athl Trainer/Phys Therapist	34,082	37,305	41,038	45,588	39,138	142
[6502] Head Athletic Trainer	52,614	60,118	69,851	82,258	65,000	147
[6503] Ticket Manager (Athletic Event)	37,598	43,977	51,574	62,192	48,391	123
[6526] Head Coach-Football	125,890	163,985	224,000	311,080	194,155	109
[6527] Offensive Coordinator-Football	62,204	95,832	157,440	205,600	129,000	92
[6528] Defensive Coordinator-Football	65,000	96,501	150,000	200,012	116,805	91
[6529] Assistant Coach-Football	45,716	61,394	102,811	138,333	80,583	96
[6530] Head Coach-Baseball	52,627	70,120	89,998	122,800	79,570	119
[6531] Assistant Coach-Baseball	31,951	40,256	51,440	63,855	43,650	94
[6532] Head Coach-Men's Basketball	107,057	162,528	200,276	275,000	189,644	147
[6533] Assistant Coach-Men's Basketball	45,000	61,064	81,726	113,031	68,220	135
[6534] Head Coach-Women's Basketball	85,008	110,250	144,511	185,220	126,697	146
[6535] Assistant Coach-Women's Basketball	41,377	47,726	57,089	81,113	51,500	129
[6550] Head Coach-Cross Country	45,060	49,501	53,676	73,048	51,500	27
[6551] Head Coach-Track and Field	49,132	65,961	77,289	102,160	70,075	38
[6552] Head Coach-X Country / Track & Field	48,428	57,227	62,958	85,647	60,200	79
[6553] Head Coach-Skiing (Alpine & Nordic)	45,814	47,943	49,747	52,059	49,255	7
[6554] Head Coach-Swimming & Diving	51,030	57,043	63,000	79,114	59,964	81
[6555] Head Coach-Men's Golf	40,638	52,787	65,916	87,500	55,814	87
[6556] Head Coach-Men's Gymnastics	73,040	80,244	84,884	95,745	81,218	9
[6557] Head Coach-Men's Ice Hockey	106,805	123,619	147,480	187,221	136,010	20
[6558] Head Coach-Men's Lacrosse	47,233	66,806	78,033	86,693	75,258	20
[6559] Head Coach-Men's Rowing	44,640	57,000	60,617	88,406	60,040	8
[6560] Head Coach-Men's Soccer	49,389	58,338	68,958	80,378	63,829	76
[6561] Head Coach-Men's Tennis	42,304	50,282	60,400	77,083	52,693	88
[6562] Head Coach-Men's Volleyball	50,759	61,912	68,055	84,400	64,852	19
[6563] Head Coach-Men's Wrestling	55,824	62,790	69,606	92,343	64,528	32
[6564] Head Coach-Women's Field Hockey	44,428	57,867	64,931	72,833	62,525	29
[6565] Head Coach-Women's Golf	40,764	50,000	62,370	75,000	60,088	65
[6566] Head Coach-Women's Gymnastics	49,828	64,799	77,618	94,760	69,000	25
[6567] Head Coach-Women's Ice Hockey	80,857	87,987	90,000	92,430	89,065	8
[6568] Head Coach-Women's Lacrosse	53,176	55,824	58,120	65,378	56,820	25
[6569] Head Coach-Women's Rowing	43,440	57,718	61,948	75,500	60,000	25
[6570] Head Coach-Women's Soccer	47,489	53,638	62,160	78,792	59,093	119
[6571] Head Coach-Women's Softball	45,301	53,925	62,865	86,416	60,087	100
[6572] Head Coach-Women's Tennis	39,390	49,007	58,610	73,596	54,562	90
[6573] Head Coach-Women's Volleyball	50,882	60,000	73,500	91,022	67,946	111
<b>Student Affairs</b>						
[7526] Intramural/Recreation Coordinator	35,122	38,969	42,873	49,573	40,919	113
[7527] Student Activities Officer	37,095	40,946	45,135	49,808	42,302	106
[7528] Campus Minister	40,852	44,790	52,151	68,402	46,144	13

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	Percentile \$	Percentile \$	Percentile \$	Percentile \$	Median	Number
[7529] Sign Language Interpreter	37,268	42,402	50,104	66,784	45,540	33
[7530] Events Coordinator	36,078	39,366	43,574	51,162	42,255	52
[7531] Events Technical Services Coordinator	37,756	41,466	45,609	55,049	43,040	63
[7550] Academic Advisor/Counselor	35,518	38,438	40,782	44,885	39,369	162
[7551] Student Career Counselor	36,869	41,134	45,551	50,945	43,478	158
[7552] Cooperative Program Coordinator	37,536	43,503	46,867	49,655	44,179	51
[7553] Study Abroad Advisor	34,095	37,438	41,097	46,121	38,999	100
[7554] Academic Support Center Coordinator	40,088	43,613	48,863	54,828	46,507	68
[7576] Residence Hall Mgr-Room/Board Incl	28,583	30,150	32,178	35,584	31,086	103
[7577] Residence Hall Mgr-Room/Board Not Incl	31,235	35,000	42,348	48,810	39,415	36
[7601] Counseling Psychologist	49,508	53,963	58,664	64,381	56,152	150
[7602] Counselor	38,643	42,169	46,522	51,422	44,381	83
[7603] Nurse Practitioner	63,870	67,684	71,386	75,948	69,908	136
[7604] Staff Nurse	39,827	46,216	51,109	56,401	48,696	135
[7605] Staff Physician	111,988	119,020	126,429	140,918	122,720	101
[7606] Clinical Research Nurse	53,478	56,436	58,929	62,926	58,065	39
[7607] Pharmacist	76,712	84,270	90,581	96,999	86,693	95
<b>External Affairs</b>						
[8501] Annual Giving Officer-Entry Level	36,962	39,201	42,215	45,193	41,012	63
[8502] Annual Giving Officer-Senior Level	44,594	50,490	56,804	68,291	52,108	94
[8503] Alumni Relations Officer-Entry Level	35,788	39,900	42,650	47,869	40,208	66
[8504] Alumni Relations Officer-Senior Level	44,311	49,793	54,201	62,202	52,044	107
[8505] Major Gift Officer-Entry Level	40,584	48,423	56,787	69,000	52,226	36
[8506] Major Gift Officer-Senior Level	65,680	72,176	82,213	91,521	78,399	82
[8507] Planned Giving Officer-Entry Level	41,595	47,705	51,018	67,815	48,880	19
[8508] Planned Giving Officer-Senior Level	61,440	75,793	89,387	101,436	81,935	50
[8509] Coordinator, Resource Development	39,625	43,518	47,804	56,842	45,104	78
[8550] Public Information Specialist	37,410	42,273	45,610	52,024	43,992	133
[8551] Assistant Editor	32,093	36,173	39,627	44,177	38,072	68
[8552] Editor	41,266	45,050	48,317	53,937	46,298	127
[8553] Graphic Designer	36,107	39,962	43,821	49,026	41,603	164
[8554] Writer	39,822	42,766	45,629	50,950	44,292	84
[8555] Assistant Writer	28,894	30,964	36,237	42,150	33,889	24
[8556] Photographer	33,853	38,193	41,579	49,028	39,611	103
[8557] Producer/Director (Television)	40,509	45,283	50,883	60,524	47,910	69
[8558] Program Manager (Television)	44,356	50,162	53,731	66,000	51,683	36
[8559] Television Engineer, Senior	42,599	48,004	55,438	65,742	52,346	65
[8560] Manager Fm Radio Station	49,150	62,062	74,155	86,869	70,575	71
[8561] Manager TV Station	66,000	71,170	78,373	81,863	73,900	16
<b>Engineering/Research and Agricultural</b>						
[9501] Electrical/Electronic Engineer	51,210	54,316	58,858	64,114	56,433	46
[9502] Electrical/Electronic Engineer, Senior	61,359	68,733	75,389	83,187	70,000	45
[9503] Mechanical Engineer	52,771	57,861	63,222	68,793	60,348	38
[9504] Mechanical Engineer, Senior	64,294	70,829	76,569	84,675	72,854	43
[9505] Rsrch Asst-Natural/Physical Sci	33,551	37,210	40,775	44,966	39,745	85
[9506] Rsrch Asst, Senior-Natural/Physical Sci	40,918	46,912	51,585	59,573	48,374	79
[9507] Rsrch Asst-Social/Behavioral Sci	35,950	38,391	44,109	48,763	42,158	46
[9508] Rsrch Asst, Senior-Social/Behav Sci	44,043	48,764	54,378	62,416	51,856	42
[9509] Lab Coordinator	39,162	41,782	45,324	50,055	43,360	101
[9510] Laboratory Technician II	27,684	30,097	34,020	38,116	31,662	111
[9511] Laboratory Technician IV	32,329	37,538	41,264	45,594	40,112	68
[9512] Research Field Technician	30,020	32,439	36,763	39,613	35,303	37
[9513] Research Computer Specialist	47,133	52,680	59,443	67,559	57,355	35
[9514] Electronic Technician Supervisor	43,266	54,208	58,315	68,895	56,432	28
[9515] Research Project Engineer	50,295	57,482	62,714	68,445	58,494	40
[9551] Veterinarian	77,572	86,280	105,229	120,509	91,438	42
[9552] Animal Care Manager	43,275	49,324	55,947	64,069	52,057	68
[9553] Farm Manager	43,500	48,560	52,151	59,643	50,441	33