

UCCSN EXECUTIVE SALARY SCHEDULE

WICHE Peers: WICHE Doctoral/Research Universities (Intensive & Extensive) - Public

WICHE Peers (GRADE 2 only): Public Community Colleges in WICHE Region Metropolitan Areas

Land Grant Peers: Principle, Public Land Grant Institutions

		FY 2004-05		Differences	
		WICHE Median	Land Grant 75th Percentile	WICHE Median	Land Grant 75th Percentile
FY 2003-04 CURRENT MEDIAN		PROPOSED MEDIAN	PROPOSED MEDIAN	CURRENT vs. PROPOSED	CURRENT vs. PROPOSED
<u>GRADE 1</u> Chancellor University President DRI President NSC - Henderson President	\$222,810	\$227,388	\$265,000	\$4,578	\$42,190
			WICHE 75th		WICHE 75th
<u>GRADE 2</u> Community College President Vice Chancellor	171,866	133,585	151,041	(\$38,281)	(20,825)
			Land Grant 75th		Land Grant 75th
<u>GRADE 3</u> General Counsel Executive Director Chief Administrative Officer Associate Vice Chancellor	132,280		144,891		12,611

SYSTEM ADMINISTRATION SALARY SCHEDULE - ADMINISTRATIVE

Peers: Principle, Public Land Grant Institutions

	FY 2003-04 CURRENT MEDIAN	FY 2004-05 PROPOSED MEDIAN	Differences CURRENT vs. PROPOSED
<u>GRADE 4</u>	\$101,670	\$103,828	\$2,158
<u>GRADE 5</u>	81,336	85,133	3,797
<u>GRADE 6</u>	65,112	65,964	852
<u>GRADE 7</u>	52,133	52,602	469

EXECUTIVE SALARY SCHEDULE – UNIVERSITIES/DRI

Peers: Principle, Public Land Grant Institutions

<u>FY 2004-05 (PROPOSED)</u>	FY 2003-04 CURRENT <u>MEDIAN</u>	FY 2004-05 PROPOSED MEDIAN	Differences CURRENT vs. <u>PROPOSED</u>
EXECUTIVE VP & PROVOST	\$203,930	\$215,000	\$11,070
VP, ADMINISTRATION & FINANCE	170,619	180,863	10,244
VP, ADMINISTRATION	155,429	155,688	259
VP, FINANCE	154,958	158,500	3,542
VP, DEVELOPMENT	169,220	194,100	24,880
VP, DEV. & ALUMNI RELATIONS	169,220	194,100	24,880
VP, STUDENT LIFE	147,035	159,736	12,701
VP, STUDENT SERVICES	147,035	159,736	12,701
VP, UNIVERSITY RELATIONS	143,977	159,760	15,783
DIRECTOR, ATHLETICS	183,326	233,643	50,317
VP, MARKETING		171,990	NA
VP, RESEARCH & GRAD. STUDIES		185,800	NA
VP, TECHNOLOGY		175,100	NA
DEAN OF:			
AGRICULTURE	170,286	180,936	10,650
BUSINESS	198,834	210,000	11,166
COOPERATIVE EXTENSION	150,180	145,200	(4,980)
DENTAL		203,889	NA
EDUCATION	154,430	164,424	9,994
ENGINEERING	191,058	206,184	15,126
FINE ARTS	148,367	177,149	28,782
GRADUATE COLLEGE	152,069	150,000	(2,069)
HONOR'S COLLEGE	109,067	128,900	19,833
HOTEL ADMINISTRATION	198,834	210,000	11,166
HUMAN/COMMUNITY SCIENCES	149,160	153,606	4,446
JOURNALISM	156,592	172,500	15,908
LAW	209,387	210,600	1,213
LIBERAL ARTS	151,780	153,000	1,220
LIBRARIES	135,463	126,198	(9,265)
MEDICINE	267,537	309,750	42,213
SCIENCES	173,397	180,475	7,078
URBAN AFFAIRS	165,856	176,187	10,331

		FY 2004-05 PROPOSED MEDIAN	Differences CURRENT vs. <u>PROPOSED</u>
EXECUTIVE VP & PROVOST	\$169,797	\$179,014	\$9,217
VP, ADMINISTRATION & FINANCE	142,061	150,590	8,529
VP, DEVELOPMENT	140,896	161,612	20,716
VP, STUDENT SERVICES	122,425	133,000	10,575

ADMINISTRATIVE SALARY SCHEDULE - UNIVERSITIES

Peers: Principle, Public Land Grant Institutions

<u>GRADE</u>	FY 2003-04 CURRENT MEDIAN	FY 2004-05 PROPOSED MEDIAN	Differences CURRENT vs. PROPOSED
7	\$124,000	\$131,374	\$7,374
6	102,463	105,525	3,062
5	90,388	95,333	4,945
4	71,205	74,265	3,060
3	60,185	56,614	(3,571)
2	54,513	53,052	(1,461)
1	38,833	38,978	145

ADMINISTRATIVE SALARY SCHEDULE – STATE COLLEGES

Calculations: 83% of university salary schedule

<u>GRADE</u>	FY 2003-04 CURRENT MEDIAN	FY 2004-05 PROPOSED MEDIAN	Differences CURRENT vs. PROPOSED
7	\$103,245	\$109,385	\$6,140
6	85,313	87,862	2,549
5	75,259	79,376	4,117
4	59,286	61,834	2,548
3	50,111	47,138	(\$2,973)
2	45,389	44,173	(\$1,216)
1	32,333	32,454	121

ACADEMIC SALARY SCHEDULE – UNIVERSITIES

Peers: Principle, Public Land Grant Institutions

<u>RANK</u>	<u>TITLE</u>	FY 2003-04	FY 2004-05	Differences
		CURRENT MEDIAN	PROPOSED MEDIAN	CURRENT vs. PROPOSED
		<u>9 MONTHS</u> 12 MONTHS	<u>9 MONTHS</u> 12 MONTHS	<u>9 MONTHS</u> 12 MONTHS
IV	PROFESSOR	\$90,974	\$90,020	(\$954)
		109,170	108,024	(\$1,146)
III	ASSOCIATE PROFESSOR	65,316	65,884	\$568
		78,378	79,061	\$683
II	ASSISTANT PROFESSOR	54,429	55,963	\$1,534
		65,316	67,156	\$1,840
I	INSTRUCTOR	40,988	46,129	\$5,141
		49,187	55,355	\$6,168

ACADEMIC SALARY SCHEDULE – STATE COLLEGES

Calculations: 83% of university salary schedule

		FY 2003-04	FY 2004-05	Differences
		CURRENT MEDIAN	PROPOSED MEDIAN	CURRENT vs. PROPOSED
		<u>9 MONTHS</u> 12 MONTHS	<u>9 MONTHS</u> 12 MONTHS	<u>9 MONTHS</u> 12 MONTHS
IV	PROFESSOR	\$70,088	\$74,953	\$4,865
		84,105	89,943	5,838
III	ASSOCIATE PROFESSOR	56,676	54,856	(1,820)
		68,011	65,828	(2,183)
II	ASSISTANT PROFESSOR	46,509	46,596	87
		55,811	55,915	104
I	INSTRUCTOR	37,748	38,407	659
		45,297	46,089	792

ADMINISTRATIVE SALARY SCHEDULE - COMMUNITY COLLEGES

Peers: Public Community Colleges in WICHE Region Metropolitan Areas

<u>GRADE</u>	FY 2003-04 CURRENT MEDIAN	FY 2004-05 PROPOSED MEDIAN	Differences CURRENT vs. PROPOSED
1	\$145,367	\$110,847	(\$34,521)
2	111,837	100,071	(11,766)
3	85,987	84,438	(1,549)
4	68,790	77,057	8,267
5	59,380	59,032	(348)
6	51,160	51,669	509
7	44,129	45,718	1,589
8	39,370	41,684	2,314
9	35,152	36,024	872

ACADEMIC SALARY SCHEDULE - COMMUNITY COLLEGES

Peers: Public Community Colleges in WICHE Region Metropolitan Areas

	FY 2003-04 CURRENT MEDIAN	PEER GROUP AVG. SALARY	Differences CURRENT vs. PROPOSED
MIDPOINT (Rank 16) M.S. with Tenure	\$48,395	\$49,423	\$1,028

Proposal: Increase base by \$200 (.8% increase)

<u>RANK/ EDUCATION</u>	FY 2003-04 CURRENT MEDIAN	FY 2004-05 PROPOSED MEDIAN	Differences CURRENT vs. PROPOSED
BASE B.S. without Tenure	\$25,444	\$25,644	\$200
MIDPOINT (Rank 16) M.S. with Tenure	48,395	48,775	380
TOP (Rank 30) Ph.D with Tenure	82,057	82,702	645