

# Compare salary data across a range of positions: Admin: Multi-Position Report

## Report Parameters

<b>Focus Institution</b>	<b>Colorado State University</b>
<b>Comparison Group</b>	R1 Institutions
<b>Group Size</b>	82 Institutions
<b>Year</b>	2019-20
<b>Compare By</b>	Institutional Average Salaries
<b>Effective Date of Data</b>	November 1, 2019
<b>Data Aging</b>	Not Selected
<b>Filter Outliers</b>	Off

## Key

NP - Number of persons (incumbents)  
NI - Number of institutions

## Policies

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions contributing data is less than 5 (too few data). Statistics will also not display when one institution's data comprise more than 25% of the total (unbalanced data; only applicable if incumbent—rather than institutional average—salaries are selected). If fewer than 10 institutions have provided data for a position, any percentiles provided are poor estimates at best, and extreme caution should be taken in their interpretation and use.

Data Use Agreement

<https://www.cupahr.org/surveys/data-use-agreement/>

Code/Title	Focus Salary			Comparison Group Statistics						Focus Median Salary as Percentage of Comp Group Median Salary	
	NP	Median	Average	Median	Average	Std. Dev.	Additional Percentiles		NP		NI
							25	75			
Across All Positions Selected	96	168,846	188,969	205,887	222,180	53,290	183,787	244,099	3,698	78	82
<b>Top Executive Officers: 100000 - 102000</b>											
[101000] Chief Executive Officer - Single Institution or Campus within a System	1	550,000	550,000	600,000	625,870	169,696	525,000	713,032	61	61	92
<b>Senior Institutional Officers: 105000 - 145000</b>											
[105000] Chief Academic Affairs Officer/ Provost	1	383,250	383,250	425,000	430,046	81,153	397,232	483,655	63	63	90
[107000] Chief Business Officer	1	321,500	321,500	374,996	381,410	91,642	330,396	419,100	50	49	86
[109000] Chief Athletics Administrator	1	426,400	426,400	535,605	600,342	321,628	345,125	766,336	67	66	80
[113000] Chief Development/ Advancement Officer	1	319,800	319,800	386,250	398,554	119,335	308,505	463,500	52	49	83
[115000] Chief Enrollment Management Officer	2	204,443	204,443	238,434	249,049	55,274	208,247	276,671	57	54	86
[121000] Chief Facilities Officer	1	197,684	197,684	231,313	236,290	58,646	192,215	270,860	71	67	85
[127000] Chief Human Resources Officer	1	213,154	213,154	239,244	248,394	54,747	211,520	280,170	61	59	89
[141000] Chief Public Relations/ Communications Officer	1	143,690	143,690	237,589	234,569	69,522	171,700	264,314	60	49	60
[143000] Chief Research Officer	1	306,000	306,000	344,307	346,900	68,168	312,476	398,548	64	60	89
[145000] Chief Student Affairs/ Student Life Officer	1	273,000	273,000	263,344	266,084	59,163	230,343	296,630	66	59	104
<b>Academic Deans: 153010 - 155010</b>											
[153030] Dean - Liberal Arts	1	264,868	264,868	297,475	289,832	49,996	252,155	319,442	13	13	89
[153060] Dean - Business	1	384,607	384,607	425,000	423,274	85,556	371,300	469,668	65	65	90
[153130] Dean - Engineering	1	329,500	329,500	364,487	366,478	61,102	333,496	394,125	65	64	90
[153170] Dean - Forestry and Environmental Studies	1	287,695	287,695	305,125	289,073	72,967	275,000	318,444	9	9	94

Code/Title	Focus Salary			Comparison Group Statistics						Focus Median Salary as Percentage of Comp Group Median Salary	
	NP	Median	Average	Median	Average	Std. Dev.	Additional Percentiles		NP		NI
							25	75			
[153190] Dean - Graduate School	1	213,500	213,500	247,200	247,071	46,397	214,250	275,747	52	51	86
[153210] Dean - Honors Program	1	176,027	176,027	200,150	206,943	47,070	170,105	245,329	34	33	88
[153360] Dean - Sciences	1	295,144	295,144	300,460	326,407	73,354	277,214	394,040	23	21	98
[153370] Dean - Social Sciences	1	270,000	270,000	270,000	283,118	62,132	253,134	318,835	15	15	100
[153410] Dean - Veterinary Medicine	1	360,410	360,410	320,850	313,607	67,905	270,993	347,353	18	18	112
<b>Institutional Administrators: 161000 - 187020</b>											
[161000] Chief Accounting Officer/ Controller	1	207,150	207,150	192,270	192,408	34,947	169,244	207,728	53	51	108
[163000] Chief Architect for the Institution	1	138,190	138,190	160,968	166,885	46,121	134,298	189,136	26	26	86
[165000] Chief Budget Officer	1	179,681	179,681	200,988	193,501	46,605	154,350	221,506	52	51	89
[166000] Chief Purchasing Officer	1	99,864	99,864	147,740	156,349	41,629	128,311	177,373	47	46	68
[168000] Chief Diversity Officer	1	229,900	229,900	224,711	223,255	71,705	181,945	252,452	56	54	102
[169010] Chief Veterinary Hospital Administrator	1	211,417	211,417	202,228	205,668	36,536	178,574	221,465	11	11	105
[171000] Chief Student Admissions Officer	1	128,000	128,000	147,141	150,447	30,831	131,032	164,077	51	46	87
[172000] Chief Student Financial Aid Officer	1	128,000	128,000	137,722	143,285	30,590	123,267	160,763	54	52	93
[173000] Chief Student Registration/ Records Officer	1	161,521	161,521	142,363	145,734	31,699	124,200	168,586	58	58	113
[176000] Chief Sponsored Research/ Programs Administrator	1	173,950	173,950	181,620	186,590	41,376	157,776	217,513	48	46	96
[177000] Chief Contracts and Grants Administrator	1	125,000	125,000	125,821	133,275	40,411	106,445	161,893	24	23	99
[181000] Deputy Provost	2	206,200	206,200	248,940	251,276	56,755	207,790	288,875	66	39	83
[182000] Chief Faculty Affairs Officer	1	233,200	233,200	227,710	231,541	61,262	205,593	254,703	36	36	102
[183000] Assoc Provost	2	203,850	203,850	202,822	201,120	41,954	172,711	222,336	90	45	101
<b>Heads of Divisions, Depts &amp; Centers: 190010 - 196500; 301030 - 301070</b>											
[194030] Deputy Chief HR Officer	1	112,978	112,978	165,300	164,536	38,693	137,780	174,692	37	28	68
[194060] Deputy Chief Advancement/ Development Officer	1	223,273	223,273	246,160	239,057	65,996	188,108	293,619	51	29	91
[194160] Deputy Chief Library Officer	1	143,728	143,728	134,694	134,587	27,608	115,647	149,167	54	28	107
[194170] Deputy Chief - Student Affairs	1	137,136	137,136	169,975	170,540	32,934	152,270	192,843	45	34	81
[194180] Deputy Chief Research Officer	1	246,595	246,595	206,248	204,746	36,659	174,995	230,247	48	26	120
[194190] Deputy Chief Diversity Officer	3	113,850	113,850	102,013	121,060	49,776	84,348	142,238	17	15	112
[196020] Chief Campus Bookstore Administrator	1	120,695	120,695	108,716	110,685	20,737	103,383	126,600	12	11	111
[196030] Chief Campus Continuing Education Administrator	1	73,940	73,940	122,940	126,717	38,681	96,530	149,909	17	16	60
[196040] Chief Online Education Administrator	1	170,000	170,000	159,845	167,110	55,852	131,792	200,000	21	21	106
[196050] Chief Campus International Education Administrator	1	218,500	218,500	202,805	199,554	59,028	159,633	240,936	30	29	108
[196051] Chief Campus International Studies Education Administrator	1	114,465	114,465	110,000	110,155	12,939	100,981	122,300	15	13	104
[196060] Chief Environmental Health and Safety Administrator	1	150,149	150,149	146,623	149,278	33,175	128,058	169,730	53	50	102
[196070] Chief Campus Risk Management & Insurance Administrator	1	128,249	128,249	127,751	132,367	28,255	112,696	142,444	34	34	100
[196080] Chief Campus Security Administrator/ Police Chief	1	147,000	147,000	175,100	178,547	34,805	152,808	198,900	63	61	84
[196085] Deputy Chief Campus Security Administrator/ Assistant Police Chief	1	125,398	125,398	118,406	127,342	31,994	107,310	139,047	61	41	106
[196090] Chief Campus Parking/ Transportation Administrator	1	125,051	125,051	122,009	130,462	36,074	107,008	139,417	50	48	102

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	NP	Median	Average	Median	Average	Std. Dev.	Additional Percentiles		NP		NI
							25	75			
[196100] Chief Campus Employment Administrator	1	123,120	123,120	110,693	116,065	21,332	104,916	125,113	25	24	111
[196120] Chief Campus Benefits Administrator	1	147,602	147,602	119,000	118,552	28,175	99,990	130,071	40	40	124
[196150] Chief Campus HR Information Systems Administrator	1	99,242	99,242	116,294	122,124	25,585	100,153	137,064	35	34	85
[196170] Chief Campus Food/ Dining Services Administrator	1	125,190	125,190	138,824	141,968	29,548	125,015	153,868	31	30	90
[196200] Chief Campus Energy and Utilities Administrator	1	112,841	112,841	139,310	137,696	34,352	112,824	151,378	31	27	81
[196230] Chief Campus Academic Computing/ Instructional Technology Administrator	1	167,692	167,692	144,480	150,384	35,562	124,315	167,692	21	21	116
[196240] Chief Campus Administrative Computing Administrator	1	152,000	152,000	152,186	159,078	36,370	136,808	190,757	17	16	100
[196250] Chief Campus Research Computing Administrator	1	118,580	118,580	144,533	154,839	33,927	132,280	169,246	24	22	82
[196260] Chief Campus IT Security Administrator	1	112,427	112,427	166,586	170,514	36,346	144,241	190,810	46	46	67
[196280] Chief Campus Student Activities Administrator	1	86,634	86,634	101,055	106,501	28,000	88,154	114,342	31	27	86
[196300] Chief Campus Student Center Administrator	1	158,761	158,761	119,265	123,666	27,885	109,279	139,462	34	32	133
[196310] Chief Campus Greek Life Administrator	1	67,685	67,685	74,228	77,680	17,755	64,815	89,058	28	28	91
[196320] Chief Campus Academic Advising Administrator	1	115,251	115,251	113,578	114,986	42,855	90,683	128,574	45	31	101
[196330] Chief Campus Career Services Administrator	1	115,540	115,540	112,991	122,079	32,928	97,860	138,800	76	50	102
[196340] Chief Campus Student Counseling Center Administrator	2	113,263	113,263	138,190	139,574	24,798	122,901	154,449	53	48	82
[196350] Chief Campus Student Health Center - Non-Medical Administrator	1	186,384	186,384	171,348	170,618	42,204	142,847	204,696	29	27	109
[196360] Chief Campus Student Housing Administrator	1	173,250	173,250	141,110	140,674	26,039	121,011	158,827	50	48	123
[196380] Chief Campus Corporate/ Foundation Relations Administrator	1	160,980	160,980	132,000	138,751	40,610	103,404	157,284	31	27	122
[196390] Chief Campus Planned Giving Administrator	1	282,215	282,215	168,000	166,450	39,977	142,775	178,500	19	19	168
[196400] Chief Campus Alumni Affairs Administrator	1	175,000	175,000	180,134	182,002	53,517	155,873	206,326	35	35	97
[196420] Chief Campus Donor Relations Administrator	1	146,104	146,104	100,501	104,077	24,278	90,949	120,070	25	22	145
[196490] Chief Campus Study-Abroad Administrator	1	110,364	110,364	97,115	102,274	27,269	85,956	111,995	28	28	114
[301030] Chief Business Affairs Officer - College/ Division	8	144,696	147,688	139,230	142,601	34,455	121,635	157,968	433	42	104
<b>Academic Associate/Assistant Deans: 304010 - 304410</b>											
[304010] Assoc/Asst Dean - Agriculture	3	261,596	268,754	196,692	192,801	31,371	168,227	219,152	69	25	133
[304030] Assoc/Asst Dean - Liberal Arts	3	189,501	177,310	155,959	155,881	31,946	149,013	176,417	29	12	122
[304060] Assoc/Asst Dean - Business	3	257,464	247,204	223,181	226,835	53,075	205,018	259,312	154	47	115
[304090] Assoc/Asst Dean - Cooperative Extension	1	176,577	176,577	188,510	198,968	36,609	176,268	204,750	13	7	94

The focus institution's median salary will be the same as its average salary in the pre-incumbent data reporting era (pre 2016-17) because incumbent salaries were averaged by respondents prior to submission to CUPA-HR.

**CUPA-HR Data Use Agreement**



## R1 Institutions

Arizona State University (Tempe, AZ)  
City University of New York Graduate Center (New York, NY)  
Clemson University (Clemson, SC)  
Colorado State University (Fort Collins, CO)  
Florida International University (Miami, FL)  
Florida State University (Tallahassee, FL)  
George Mason University (Fairfax, VA)  
Georgia Institute of Technology (Atlanta, GA)  
Georgia State University (Atlanta, GA)  
Indiana University (Bloomington, IN)  
Iowa State University (Ames, IA)  
Kansas State University (Manhattan, KS)  
Louisiana State University and Agricultural and Mechanical College - Baton Rouge (Baton Rouge, LA)  
Michigan State University (East Lansing, MI)  
North Carolina State University (Raleigh, NC)  
Oregon State University (Corvallis, OR)  
Pennsylvania State University (University Park, PA)  
Purdue University Main Campus (West Lafayette, IN)  
Rutgers the State University of New Jersey New Brunswick Campus (New Brunswick, NJ)  
State University of New York At Albany (Albany, NY)  
Stony Brook University (Stony Brook, NY)  
Temple University (Phila., PA)  
Texas A & M University (College Station, TX)  
Texas Tech University (Lubbock, TX)  
The Ohio State University (Columbus, OH)  
The University of Arizona (Tucson, AZ)  
The University of Texas at Arlington (Arlington, TX)  
The University of Texas at Dallas (Richardson, TX)  
The University of Utah (Salt Lake City, UT)  
University At Buffalo, State University of New York (Buffalo, NY)  
University of Alabama at Birmingham (Birmingham, AL)  
University of Arkansas Main Campus (Fayetteville, AR)  
University of California-Berkeley (Berkeley, CA)  
University of California-Davis (Davis, CA)  
University of California-Irvine (Irvine, CA)  
University of California-Los Angeles (Los Angeles, CA)  
University of California-Riverside (Riverside, CA)  
University of California-San Diego (La Jolla, CA)  
University of California-Santa Barbara (Santa Barbara, CA)  
University of California-Santa Cruz (Santa Cruz, CA)  
University of Central Florida (Orlando, FL)  
University of Cincinnati Main Campus (Cincinnati, OH)  
University of Cincinnati System Summary (Cincinnati, OH)  
University of Colorado Boulder (Boulder, CO)  
University of Connecticut (Storrs, CT)  
University of Delaware (Newark, DE)  
University of Florida (Gainesville, FL)  
University of Georgia (Athens, GA)  
University of Hawaii at Manoa (Honolulu, HI)  
University of Houston (Houston, TX)  
University of Illinois at Chicago (Chicago, IL)  
University of Illinois at Urbana-Champaign (Champaign, IL)  
University of Iowa (Iowa City, IA)  
University of Kansas Main Campus (Lawrence, KS)  
University of Kentucky (Lexington, KY)  
University of Louisville (Louisville, KY)  
University of Maryland College Park (College Park, MD)  
University of Massachusetts (Amherst, MA)  
University of Michigan-Ann Arbor (Ann Arbor, MI)  
University of Minnesota-Twin Cities (Minneapolis, MN)  
University of Mississippi (University, MS)  
University of Missouri - Columbia (Columbia, MO)  
University of Nebraska - Lincoln (Lincoln, NE)  
University of New Mexico Main Campus (Albuquerque, NM)  
University of North Carolina at Chapel Hill (Chapel Hill, NC)  
University of North Texas Denton Campus (Denton, TX)  
University of Oklahoma Norman Campus (Norman, OK)  
University of Oregon (Eugene, OR)

University of Pittsburgh (Pittsburgh, PA)  
University of South Carolina Columbia (Columbia, SC)  
University of South Florida Tampa (Tampa, FL)  
University of Tennessee, Knoxville (Knoxville, TN)  
University of Texas at Austin (Austin, TX)  
University of Virginia (Charlottesville, VA)  
University of Washington (Seattle, WA)  
University of Wisconsin-Madison (Madison, WI)  
University of Wisconsin-Milwaukee (Milwaukee, WI)  
Virginia Commonwealth University (Richmond, VA)  
Virginia Tech (Blacksburg, VA)  
Washington State University (Pullman, WA)  
Wayne State University (Detroit, MI)  
West Virginia University (Morgantown, WV)