

CUPA-HR ADMINISTRATORS IN HIGHER EDUCATION SALARY SURVEY (AHSS) 2014-15

New Position #	Job Role	Job Description	FLSA Status
		Top Executive Officers	
100000	Chief Executive Officer, System	President. Directs all affairs and operations of a higher education system or district. Each subordinate campus has its own President, Chancellor or Provost, administrative offices and independent programs.	Ex
101000	Chief Executive Officer, Single Institution or Campus within a System	President or Chancellor. Directs all affairs and operations of a higher education institution or of a campus within a system.	Ex
102000	Executive Vice President/Vice Chancellor	Responsible for all or most functions and operations of an institution under the direction of the Chief Executive Officer. If the incumbent is also the Chief Academic Affairs Officer/Provost, report in 105000 and not here.	Ex
		Senior Institutional Officers: Positions 105000 - 145000 Persons in these positions direct a major functional area with institution-wide scope/impact and also the work of other professional employees. Reports to a top executive officer or to another senior institutional officer.	
105000	Chief Academic Affairs Officer / Provost	Directs the academic program of the institution. Overall responsibilities typically include academic planning, teaching, research, extensions and coordination of interdepartmental affairs (e.g. Admissions, Registrar, and library activities).	Ex
107000	Chief Business Officer	Responsible for the combined functions of administrative and financial affairs. Overall responsibilities typically include accounting, purchasing, physical plant and property management, human resources, food services, auxiliary enterprises, investments and related business matters.	Ex

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New Position #	Job Role	Job Description	FLSA Status
109000	Chief Athletics Administrator	Provides administrative direction and oversight for all intercollegiate, intramural and recreational athletics staff, programs, facilities and activities. Responsible for ensuring compliance with all federal, divisional and university athletics regulations and administering departmental funds and accounts. Develops short-term goals and long term strategic plan and vision for the department. Oversees departmental fund-raising, public relations and community outreach activities. Top athletics administrative position. Typically requires: Bachelors degree in an appropriate area of specialization; 5 - 8 or more years of relevant administrative/supervisory experience in intercollegiate or professional athletics. Previous job title: Director of Athletics.	Ex
111000	Chief Audit Officer	Plans, develops, and directs the institutional internal audit function which serves as an independent assurance and advisory activity of the institution's risk, governance and control processes. Designs, develops, and implements internal auditing policy and procedure within the institution to ensure compliance with identified objectives, standards and laws. Leads and directs the work of others. Interviews, advises and negotiates with mid to executive level of management, which may include the governing board, as to results of the work performed. For smaller institutions, may perform individual audit, investigative or advisory engagements encompassing all the duties identified at the subordinate audit levels. Requires an advanced level of knowledge of auditing concepts, practices and procedures, as well as excellent verbal and written communication skills and diplomacy. Typically reports to governing board and/or to executive management. Requires bachelor degree in area of specialty or related field and at least 8 years of experience; may also require professional certification. Positions may be associated with titles such as vp/assoc vp/chancellor, executive director or director.	Ex
113000	Chief Development /Advancement Officer	Responsible for institutional development programs. Overall responsibilities typically include institutional fundraising, public relations and alumni relations. Previous job title: Chief Development Officer.	Ex
115000	Chief Enrollment Management Officer	Responsible for development of marketing plans for recruitment and retention of students. Also coordinates institutional efforts in admissions, financial aid, records and registration and advising.	Ex

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New Position #	Job Role	Job Description	FLSA Status
117000	Chief Extension / Engagement Officer	Found most typically in land-grant institutions, position leads the institution's outreach, extension, and engagement efforts with external communities to extend and apply the organization's knowledge, expertise, and resource capabilities to improve local, state, and regional economic interests and quality of life. Leads collaborations with business, industry, government, other universities, individuals, and groups to address a wide range of issues and challenges facing the larger community.	Ex
119000	Chief External Affairs Officer	Responsible for such functions as communications, public relations, alumni relations and government affairs.	Ex
121000	Chief Facilities Officer	Responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Overall responsibilities typically include new construction and remodeling, grounds and building maintenance, power plant operation and parking. Previous job title: Chief Physical Plant / Facilities Officer.	Ex
123000	Chief Financial Officer	Responsible for the direction of financial affairs. Overall responsibilities typically include investments, accounting and budgets. Report Controller in 1610000, not here.	Ex
125000	Chief Health Affairs Officer	Provides overall leadership and direction for an institution's academic and affiliated human healthcare programs, including establishing and facilitating the accomplishment of strategic goals and objectives. <u>In institutions with hospitals and medical schools, typically has responsibility for both.</u> Report the Director of Student Health Services in Student Affairs. Previous job title: Chief Health Professions Officer.	Ex
127000	Chief Human Resources Officer	Responsible for administering institutional human resource policies and practices for staff and/or faculty. Overall responsibilities typically include personnel records, benefits, staff employment, wage and salary administration and (where applicable) labor relations.	Ex
129000	Chief Information / IT Officer	Directs the institution's major academic and administrative computing activities, as well as voice and data communications. May also be called the Chief Technology Officer. Previous job title: Chief Information Officer.	Ex

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New Position #	Job Role	Job Description	FLSA Status
131000	Chief Institutional Planning Officer	Responsible for the direction of long-range planning and resource allocation. Overall responsibilities typically include strategic resources allocation/budgeting, institutional research and facilities planning. May also be responsible for planning and budgeting and for compliance with state and federal regulations. Previous job title: Chief Planning Officer.	Ex
133000	Chief Institutional Research Officer	Conducts research and studies on the institution, including design of studies, data collection, analysis and reporting. Also responsible for accomplishing the institution's Federal reporting requirements, e.g. IPEDS, as well as those of the State. Previous job title: Director, Institutional Research.	Ex
135000	Chief Investment Officer	Responsible for the direction and management of the institution's investment activities.	Ex
137000	Chief Legal Affairs Officer	Responsible for managing the institution's legal affairs, including advising on legal rights, obligations and related matters. Typically provides legal advice to the corporate board and President/Chancellor, manages matters in litigation, and supervises both inside and outside counsel. Often serves as liaison to regulatory and legislative bodies, courts and attorneys general. This individual is an employee of the institution; do not report if not on the institution's payroll.	Ex
139000	Chief Library Officer	Provides strategic leadership for all functions of the library in collaboration with other academic units and in support of the mission of the College/University; serves as primary advocate for the library. At some institutions, position may be referred to as Chief Librarian. Degree requirement: ALA Accredited Masters. Previous job title: Director, Library Services.	Ex
141000	Chief Public Relations Officer	Responsible for communications/public relations programs. Overall responsibilities typically include public relations, news media relations, legislative relations, alumni relations and information office services.	Ex
143000	Chief Research Officer	Oversees the institution's scientific research. Responsibilities typically include research policy, sponsored-research administration (Grants and contracts), compliance with regulations pertaining to research, technology transfer and commercialization of intellectual property (patents) and research communications.	Ex

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145000	Chief Student Affairs/Student Life Officer	Responsible for the direction of student services and student life programs. Overall responsibilities typically include student conduct, counseling and testing, career development and placement, student housing, student union, campus/student activity, minority student support program, residence life and related functions.	Ex
		ACADEMIC DEANS: Positions: 153010 - 155010 Persons with faculty status who serve as the principal administrator/ head of an academic program, which may be a school, college or department. Only report those whose administrative, non-teaching, non-research responsibilities represent at least 50% of their fulltime responsibilities. Do not report persons without faculty rank here.	
153010	Dean Agriculture		Ex
153020	Dean Architecture /Design		Ex
153030	Dean Arts and Letters		Ex
153040	Dean Arts and Sciences		Ex
153050	Dean Biological and Life Sciences		Ex
153060	Dean Business		Ex
153070	Dean Computer and Information Sciences		Ex
153080	Dean Continuing Education		Ex
153090	Dean Cooperative Extension		Ex
153100	Dean Dentistry		Ex
153110	Dean Divinity / Religion		Ex
153120	Dean Education		Ex
153130	Dean Engineering		Ex

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New Position #	Job Role	Job Description	FLSA Status
153140	Dean External Degree Programs		Ex
153150	Dean Family and Consumer Sciences		Ex
153160	Dean Fine Arts		Ex
153170	Dean Forestry and Environmental Studies		Ex
153180	Dean Government / Public Affairs / Public Policy		Ex
153190	Dean Graduate School		Ex
153200	Dean Health-Related Professions		Ex
153210	Dean Honors Program		Ex
153220	Dean Humanities		Ex
153230	Dean Instruction		Ex
153240	Dean Journalism and Mass Communication		Ex
153250	Dean Law		Ex
153260	Dean Library Science		Ex
153270	Dean Mathematics		Ex
153280	Dean Medicine		Ex
153290	Dean Music		Ex
153300	Dean Nursing		Ex
153310	Dean Occupational Studies/ Vocational Ed/Technology		Ex
153320	Dean Performing Arts		Ex

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New Position #	Job Role	Job Description	FLSA Status
153330	Dean Pharmacy		Ex
153340	Dean Public Administration		Ex
153350	Dean Public Health		Ex
153360	Dean Sciences		Ex
153370	Dean Social Sciences		Ex
153380	Dean Social Work		Ex
153390	Dean Special Programs		Ex
153400	Dean Undergraduate Programs		Ex
153410	Dean Veterinary Medicine		Ex
155010	Dean of Students	Responsible for functions such as student activities, housing, conduct and orientation. Reports to the Chief Student Affairs Officer.	Ex
		<p>Institutional Administrators: Positions 161000 - 187020</p> <p>Persons in these positions direct a major functional area with institution-wide scope/impact and the work of other professional employees. Also serve as the senior content expert in a recognized professional realm. Report to a top executive officer, senior institutional officer or other institutional administrator.</p>	
161000	Chief Accounting Officer/Controller	Directs accounting, payroll, cashiering and related functions. May also be responsible for office services, such as mail and telephone services.	Ex
162000	Chief Administration Officer	Responsible for administrative affairs. Overall responsibilities typically include purchasing, physical plant management, property management, human resources, administrative computing and auxiliary enterprises. Does not generally include budget and accounting.	Ex

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New Position #	Job Role	Job Description	FLSA Status
163000	Chief Architect for the Institution	Responsible for the long-range development of the campus. Makes continuous studies of the physical needs of the institution and coordinates the planning and construction of physical facilities. Previous job title: Architect for the Institution.	Ex
164000	Chief Auxiliary Services Officer	Responsible for the management and operation of college support and auxiliary services, which typically include food service, bookstore, housing, vending, student union, and printing services and which may include a variety of other services and operations.	Ex
165000	Chief Budget Officer	Responsible for current budgetary operations. May also be responsible for long-range planning in the absence of a planning officer.	Ex
166000	Chief Purchasing Officer	Directs central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, and approval of invoices. Previous job title: Director, Purchasing/Materials Management.	Ex
167000	Chief Equal Opportunity / Affirmative Action Officer	Responsible for the university-wide programs designed to ensure equality of employment opportunity on an individual basis without preferential treatment of any group. Previous job title: Director, Affirmative Action/Equal Opportunity.	Ex
168000	Chief Diversity Officer	Manages and oversees diversity programs and services at the institution. Responsibilities typically include helping to build diverse student, faculty and staff populations, creating opportunities to engage diverse ideas inside and outside the classroom and providing programs and services that emphasize the importance of a diverse and inclusive campus environment.	Ex
169000	Chief Hospital Administrator	Immediate Administrative head of institution's hospital or medical center. Typically reports to the CEO of the institution or to the Chief Health Professions Officer. Report the Director of Student Health Services in Student Affairs. Previous job title: Chief Administrator Hospital/ Medical Center.	Ex
169010	Chief Veterinary Hospital Administrator	Immediate Administrative head of institution's veterinary hospital or medical center. Typically reports to the Dean of the Veterinary School or to the chief campus administrative/business officer.	Ex

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New Position #	Job Role	Job Description	FLSA Status
171000	Chief Student Admissions Officer	Responsible for the admission of undergraduates. May also be responsible for recruitment and selection for the admission of graduate and professional students or for scholarship administration or similar functions. Previous job title: Chief Admissions Officer.	Ex
172000	Chief Student Financial Aid Officer	Directs the administration of all forms of student aid. Responsibilities typically include assistance in the application for loans or scholarships, administration of private, state, or federal loan programs, award of scholarships and fellowships and maintenance of appropriate records. Previous job title: Director, Student Financial Aid	Ex
173000	Chief Student Registration / Records Officer	Also referred to as the Registrar . Responsible for student registrations and records. Specific responsibilities typically include registration, classroom scheduling, maintenance of student records, graduation clearance, and related matters. Previous job title: Registrar.	Ex
175000	Chief Technology Transfer Officer	Responsible for managing technology transfer activities relating to scientific discoveries and inventions. Participates in setting and interpreting policy pertaining to technology transfer activities, supervises the licensing and administrative staff engaged in them and has budgetary authority. Also keeps the institution's senior administration or governing board informed about these activities.	Ex
176000	Chief Sponsored Research/Programs Administrator	Pre-award , Directs administrative activities for externally funded grants and contracts, including funding source identification, institutional review, and sign-off of proposals. Also negotiates contracts; and develops research policy. Note: If you institution has only one position with both pre- and post-award responsibilities, report here. Previous job title: Director, Sponsored Research and Programs.	Ex
177000	Chief Contracts and Grants Administrator	Post-award , responsible for advising the institution on matters relating to laws, rules, regulations and policies pertaining to fiscal management of contracts and grants; for insuring that the business interest of the institution are protected; for monitoring compliance with all provisions of contracts, grants and agreements and for maintaining auditable records of charges to contracts and grants. Previous job title: Director, Contracts and Grants	Ex

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New Position #	Job Role	Job Description	FLSA Status
177100	Deputy Chief Library Officer	Responsible for the coordination of administrative functions within the Library. May be in charge of the Library in the absence of the Chief Librarian. Common job titles include: Associate or Assistant Dean, Assistant or Associate Director, Assistant or Associate Chief Library, Assistant or Associate University Librarian. Degree requirement: ALA Accredited Masters.	Ex
179010	Deputy Chief, Student Affairs	Generally second-in-command to Chief Student Affairs Officer. Responsible for one or several broad-based areas within Student Affairs.	Ex
179030	Deputy Chief Research Officer	Responsible for one or several specific areas related to the institution's scientific research activities under the direction of the Chief Research Officer. Data no longer collected for Assistant VP/VC of Research.	Ex
181000	Deputy Provost	Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO. Only report individuals that do not serve as a Chief Functional Officer. Previous title: Vice Provost.	Ex
183000	Assoc Provost	Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO or another Provost.	Ex
185000	Asst Provost	Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO or another Provost.	Ex
187020	Chief of Staff to System or Institution CEO	Advises the CEO on policy, procedural and operational issues of the system or district, and may be charged with leading the operationalization of strategic initiatives for the CEO. Represents the CEO to senior vice presidents, campus officials, and critical external constituents. Serves a visible top-level leadership role for the institution on behalf of the CEO; the position is considered a peer of the institution's other senior / executive officers. See Professionals Survey for Executive Assistant to CEO (position 320010).	Ex
		Heads of Divisions, Departments & Centers: Positions 194010 - 196500; 301030, 301040. Persons in these positions direct an institutionally recognized division, department or center and the work of other professional employees. Generally report to a top executive officer, senior institutional officer or institutional administrator.	

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194010	Deputy Chief Financial Officer	Generally second-in-command to the chief financial officer; typically responsible for the direction of financial affairs, including investments, accounting and budgets.	Ex
194020	Deputy Chief Facilities Officer	Generally second-in-command to the chief facilities officer. Responsible for one or several areas of facilities maintenance and operation. Reports to the Chief Physical Plant/Facilities Officer. Previous job title: Assoc Dir, Physical Plant/Facilities Maint	Ex
194030	Deputy Chief HR Officer	Generally second-in-command to the chief HR officer. Responsible for one or several areas of human resources. Reports to the CHRO. Previous job title: Associate Director, Human Resources.	Ex
194040	Deputy Chief Information / IT Officer	Generally second-in-command to the chief information/IT officer, often with responsibilities for day-to-day management of technical operations (e.g. COO). Previously called Associate Director, Information Systems.	Ex
194050	Deputy Chief Athletics Officer	Supervises operations of selected sports programs and special projects as assigned by the Athletic Director (AD). Responsible for administration, personnel, budgets, team support functions and compliance with governing rules, as well as staff motivation. Keeps the AD informed and aware as to the condition of each program. Typically requires: Bachelor's degree; 5 or more years of management experience in intercollegiate or professional athletics. Previous job title: Associate Athletic Director	Ex
194060	Deputy Chief Advancement/Development Officer	Generally second-in-command to the chief advancement/development officer. Responsible for one or several areas of fund raising within Development, which may be defined in the position title. Typically reports to the Chief Development Officer. Only report individuals that do not serve as a Chief Functional Officer. Previous job title: Associate/Assistant VP/VC for Development.	Ex
194150	Deputy Chief Budget Officer	Generally second-in-command to the chief budget officer. Responsible for current budgetary operations. May also be responsible for long-range planning in the absence of a planning officer.	Ex
196010	Bursar	Custodian of institutional funds. Oversees tuition and fees, bill payment, and tax credits. For students, responsible for the assessment of student tuition, financial aid disbursement, and billing. For faculty and staff, responsible for accounts receivable, petty cash, and payments.	Ex

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New Position #	Job Role	Job Description	FLSA Status
196020	Chief Campus Bookstore Administrator	For operations managed in-house, rather than outsourced: Directs the operation of the campus bookstore. Responsibilities typically include purchase and sale of new and used books, supplies, and equipment; advertising; employment and supervision of sales staff; and maintenance of sales and inventory records. Previous job title: Director, Bookstore	Ex
196030	Chief Campus Continuing Education Administrator	Directs all activities of the institution's continuing education operation, including both on- and off-campus programs. Report Dean, Continuing Education in 153080. Previous job title: Director, Continuing Education.	Ex
196040	Chief Campus Distance Education Administrator	Develops and promotes distance learning initiatives. Plans, schedules, and coordinates compressed video programs. Plans and develops Internet courses and provides training for faculty and staff on distance teaching. Previous job title: Director, Distance Learning.	Ex
196050	Chief Campus International Education Administrator	Directs all activities of the institution's international education programs. Responsibilities typically include international study, English study, international visitors, visa certification, and international student admission functions. Previous job title: Director, International Education.	Ex
196051	Chief Campus International Studies Education Administrator	Coordinates academic studies conducted outside the United States, advises students and faculty on international study and travel and promotes campus activities of an international nature. Previous job title: Director, International Studies Education.	Ex
196060	Chief Environmental Health and Safety Administrator	Responsible for the campus environment and/or occupational health and safety program. Previous job title: Director, Environmental Health & Safety	Ex
196070	Chief Campus Risk Management & Insurance Administrator	Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and on how to best reduce or eliminate loss. Represents the institution to the insurance market. Previous job title: Director, Risk Management & Insurance.	Ex
196080	Chief Campus Security Administrator / Police Chief	Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed. Previous job title: Director, Campus Security/Safety.	Ex

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New Position #	Job Role	Job Description	FLSA Status
196085	Deputy Chief Campus Security Administrator / Assistant Police Chief	Assists the Chief of Campus Security in planning and directing activities relating to campus security. Plans, develops and oversees a variety of campus security programs, including crime prevention, police personnel training, and criminal investigations. Requires P.O.S.T. certification plus 5-8 years' related experience. This is the highest-level uniformed officer.	Ex
196090	Chief Campus Parking / Transportation Administrator	For operations managed in-house, rather than outsourced: Responsible for campus parking and transportation functions. Must effectively manage daily operations and solve short-term problems while consistently planning for program modifications as a result of campus growth, construction and change. Previous job title: Director, Parking & Transportation.	Ex
196100	Chief Campus Employment Administrator	Responsible for recruiting, interviewing, placement, and other human resources office functions. Previous job title: Director/Manager, Employment.	Ex
196110	Chief Campus Payroll Administrator	Supervises operation of the institution's payroll system. Previous job title: Director/Manager, Payroll.	Ex
196120	Chief Campus Benefits Administrator	Responsible for implementing staff and/or faculty benefits, such as medical, dental, long-term disability, retirement, and accidental death benefits. Previous job title: Director/Manager, Employee Benefits.	Ex
196130	Chief Campus Employee Relations Administrator	Advises and assists staff and/or faculty with respect to general human resource policies and procedures regarding grievances, employee relations, affirmative action, and equal opportunity in a nonunion setting. Previous job title: Director/Manager, Employee Relations.	Ex
196140	Chief Campus Classification & Compensation Administrator	(Previously, Wage and Salary/ Compensation). Responsible for maintaining classification and pay schedules for the institution. Conducts job audits and salary surveys and monitors the pay plan. Previous job title: Director/Manager, Compensation & Classification.	Ex
196150	Chief Campus HR Information Systems Administrator	(Previously, Manager Personnel Information Systems). Responsible for developing, implementing and maintaining systems to support key human resources initiatives, for ensuring the integrity of employee demographic and employment data and for maintaining all personnel, benefits and payroll information. Previous job title: Director/Manager, HRIS.	Ex

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196160	Chief Campus Training & Development Administrator	Directs and coordinates employee training, which may include in-house training for management and faculty as well as staff. Previous job title: Director/ Manager, Training & Development.	Ex
196170	Chief Campus Food / Dining Services Administrator	For operations managed in-house, rather than outsourced: Administers all institutional food/dining services, whether directly managed and operated or catered. Previous job title: Director, Food/ Dining Services.	Ex
196175	Deputy Chief Campus Food / Dining Services Administrator	For operations managed in-house, rather than outsourced: Generally second-in-command to the chief campus food/dining services administrator. Responsible for one or several areas of institutional food/dining services or facilities. Administers all institutional food/dining services, whether directly managed and operated or catered. Previous job title: Associate Director, Food/ Dining Services.	Ex
196180	Chief Campus Research Park Administrator	Responsible for overseeing a property-based venture which commonly has master-planned property and buildings designed primarily for private/public research and development facilities, high technology, sciences based companies and support services, a contractual, formal or operational relationship with one or more science/research institutions of higher education, a role in promoting the institution's research and development through industry partnerships, a role in aiding the transfer of technology and business skills between institution and industry teams and a role in promoting technology-led economic development for the community or region. Previous job title: Director, University Research Park.	Ex
196190	Chief Campus Real Estate Administrator	Oversees all real estate transactions of the institution and manages space allocation decisions on campus. Previous job title: Director, Real Estate & Space Management.	Ex
196200	Chief Campus Energy and Utilities Administrator	Responsible for managing the institution's complex utility infrastructure, managing the purchase and operation of energy resources, and providing specialized engineering and technical services for the institution, including oversight of utility infrastructure projects. Previous job title: Director, Energy & Utilities.	Ex

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196210	Chief Campus Telecommunications / Networking Administrator	Administrative official responsible for the institution's telecommunication system and physical cable plant, including planning and coordinating voice and data system modifications, equipment installation, maintenance, monitoring, network management, and operating procedures. Responsible for networking policy. Previous job title: Director, Telecommunications/Networking.	Ex
196220	Chief Campus Enterprise Applications Administrator	Directs the development and maintenance of the institution's enterprise applications. This would include tradition "administrative" applications like HR-payroll, finance, etc. but also includes academic information systems, notably course management systems. Previous job title: Director, Enterprise Information Systems.	Ex
196230	Chief Campus Academic Computing/Instructional Technology Administrator	Directs the institution's academic/research computing activities and labs for faculty, staff and students. Liaises with faculty and helps set agendas for faculty development and promotes the effective integration of IT into teaching and learning related activities. Often responsible for instructional/education media as well as for campus computer laboratories.	Ex
196240	Chief Campus Administrative Computing Administrator	Directs the institution's administrative computing activities. Previous job title: Director Administrative Computing.	Ex
196250	Chief Campus Research Computing Administrator	Directs the provision and support of high performance computing, scientific visualization, large scale data management, visualization, mass storage, and other specialized functions associated with the application of IT to research. Previous job title: Director, Research Computing.	Ex
196260	Chief Campus IT Security Administrator	Directs the institution's IT security policy, operations, and frequently oversees compliance with the institution's IT security policies, including IT security training. Previous job title: Director, IT Security.	Ex
196280	Chief Campus Student Activities Administrator	Responsible for coordinating all campus student activities, including special events, student organizations, publications, and student government activities. Previous job title: Director, Student Activities.	Ex
196300	Chief Campus Student Center Administrator	Directs the total operation of a student union building and its personnel. May coordinate related student activities or make arrangements for special activities or functions. Previous title: Director, Student Union.	Ex

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196310	Chief Campus Greek Life Administrator	Responsible for assisting fraternities and sororities in upholding their founding principles of scholarship, community service, campus involvement and sisterhood/brotherhood. Previous job title: Director, Greek Life.	Ex
196320	Chief Campus Academic Advising Administrator	Responsible for ensuring that all undergraduate students receive accurate and timely advising services. Previous job title: Director, Academic Advising.	Ex
196330	Chief Campus Career Services Administrator	Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or jobs outside the institution. Previous job title: Director, Career Development & Placement.	Ex
196340	Chief Campus Student Counseling Center Administrator	Oversees the provision of brief counseling/ therapy services for students with troubles ranging from development issues to problems with family and friends to serious psychological concerns. Staff typically includes psychologists, clinical social workers, and psychiatrists experienced in working with college-age adults. Previous job title: Director, Counseling & Psychological Services.	Ex
196350	Chief Campus Student Health Center - Non-Medical Administrator	Senior administrator (who is neither a physician nor nurse) with overall responsibility for medical/counseling unit of an institution. Previous job title: Director Student Health Services (non-medical administrator).	Ex
196354	Chief Campus Student Health Center - Physician Administrator	Senior administrator (who is a physician) with overall responsibility for medical/counseling unit of an institution. Previous job title: Director Student Health Services (physician administrator).	Ex
196355	Chief Campus Student Health Center - Nurse / Nurse Practitioner Administrator	Senior administrator (who is a nurse) with overall responsibility for medical/counseling unit of an institution. Previous job title: Director Student Health Services (nurse administrator).	Ex
196360	Chief Campus Student Housing Administrator	Manages student housing operations. Responsible for the direction of all residence hall operations for students. Also may administer off-campus housing programs. If housing (room and board) is provided and is reported as taxable income, add its value to the reported salary data for this position. Report 12-month, fulltime equivalent salary. Previous job title: Director, Student Housing.	Ex

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196370	Chief Campus Annual Giving Administrator	Plans and executes the institution's campaign for annual gift support from all constituents, including alumni. Previous job title: Director Annual Giving.	Ex
196380	Chief Campus Corporate/Foundation Relations Administrator	Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations. Previous job title: Director, Corporate/ Foundation Relations.	Ex
196390	Chief Campus Planned Giving Administrator	Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university. Previous job title: Director, Planned Giving.	Ex
196400	Chief Campus Alumni Affairs Administrator	Coordinates contacts and services to alumni, develops and maintains alumni mailing lists and mailings, organizes receptions and other special alumni activities. Previous job title: Director, Alumni Affairs.	Ex
196410	Chief Campus Major Gifts Administrator	Directs institutional fundraising in the areas of special and deferred gifts. Previous job title: Director, Major Gifts.	Ex
196420	Chief Campus Donor Relations Administrator	Responsible for "stewarding" the institution's philanthropic constituencies. Selected responsibilities include preparation of special gift acknowledgements and memory/in honor of condolences, preparation of pledge reminders and endowment reports, etc. Previous job title: Director, Donor Relations.	Ex
196430	Chief Campus Advancement Services Administrator	Responsible for conducting research using public information to identify potential funding sources for projects at the institution. Includes funds management and institution performance management, as well as functional management of advancement information systems. May also coordinate/facilitate relationships with those funding sources. Previous job title: Director, Adv Research / Prospect Management.	Ex
196444	Chief Campus Federal Government / Legislative Liaison	Responsible for developing and maintaining effective relations with the federal government and for coordinating the organization's federal-level communications/policy-influencing/ lobbying efforts. Previous job title: Director, Federal Relations.	Ex
196445	Chief Campus State & Local Government / Legislative Liaison	Responsible for developing and maintaining effective relations with state and local government and for coordinating the organization including coordinating the organization's state/local level communications / policy-influencing /lobbying efforts. Previous job title: Director, State Government Relations.	Ex

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New Position #	Job Role	Job Description	FLSA Status
196460	Chief Campus Marketing Administrator	Provides marketing leadership to the university community. Advises and assists the President, Vice Presidents, and the heads of academic and administrative units in establishing goals, developing suitable strategies and tactics, implementing programs, and evaluating results. Designs, coordinates and evaluates the effectiveness of university-wide marketing programs and projects. Previous job title: Director of Marketing.	Ex
196470	Chief Campus Publications Administrator	Directs the planning, budgeting, writing, design, production, and distribution of institutional publications. Previous job title: Director, Publications.	Ex
196490	Chief Campus Study-Abroad Administrator	Directs all activities of the institution's education abroad programs. Responsibilities typically include developing, managing and marketing programs, advising and orienting students to facilitate their learning and preparing them for living overseas, and collaborating with faculty to insure the academic quality of programs. Previous job title: Education Abroad Director.	Ex
196500	Chief Campus Workforce/Career Development Administrator	Responsible for leadership, vision and oversight for the institution's workforce and career development, employment services, upward bound and community engagement and outreach initiatives. Tasks include directing the daily operations of training and employment programs, staff development, operational and strategic planning, financial resource assistance, compliance with federal and state policies, funds management and delivery of outstanding services for students, families and community members at various locations. A broad knowledge of academic courses and programs, financial procedures, student services and community engagement functions is essential for the success of the position and the departments that it oversees. Previous job title: Director / Dean, Workforce & Career Development.	Ex

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New Position #	Job Role	Job Description	FLSA Status
301030	Chief Business Affairs Officer, College/Division	Manages overall business and administrative affairs for a college or major administrative division of a University. Reports directly to a Dean or chief functional officer at the University level and is part of the college/divisional senior leadership team. Directs and oversees college- or division-wide activities related to budgeting and financial management, operations and programs and personnel administration. Oversees budgetary controls, provides complex budget/financial analysis and planning, and is involved in the strategic for the college/division. (Typically a non-faculty professional; requires a bachelor's degree in business management or possibly a CPA or MBA, plus 8-10 years of experience.)	Ex
301040	Chief HR Officer, College/ Division	Responsible for administering institutional human resource policies and practices for a college or major administrative division of a university.	Ex
		ACADEMIC ASSOC/ASST DEANS: Positions 304010 - 304410 Persons with faculty status who report to and support the Dean in administration of an institutional program, which may be a school, college or department. Only report those whose administrative, non-teaching, non-research responsibilities represent at least 50% of their fulltime responsibilities. Do not report persons without faculty rank here.	Ex
304010	Assoc/Asst Dean, Agriculture		Ex
304020	Assoc/Asst Dean, Architecture/Design		Ex
304030	Assoc/Asst Dean, Arts and Letters		Ex
304040	Assoc/Asst Dean, Arts and Sciences		Ex
304050	Assoc/Asst Dean, Biological & Life Sciences		Ex
304060	Assoc/Asst Dean, Business		Ex
304070	Assoc/Asst Dean, Computer & Info Sciences		Ex
304080	Assoc/Asst Dean, Continuing Education		Ex

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New Position #	Job Role	Job Description	FLSA Status
304090	Assoc/Asst Dean, Cooperative Extension		Ex
304100	Assoc/Asst Dean, Dentistry		Ex
304110	Assoc/Asst Dean, Divinity / Religion		Ex
304120	Assoc/Asst Dean, Education		Ex
304130	Assoc/Asst Dean, Engineering		Ex
304140	Assoc/Asst Dean, External Degree Programs		Ex
304150	Assoc/Asst Dean, Family/ Consumer Sci/Human Science		Ex
304160	Assoc/Asst Dean, Fine Arts		Ex
304170	Assoc/Asst Dean, Forestry & Environmental Studies		Ex
304180	Assoc/Asst Dean, Govt/Public Affairs/Public Policy		Ex
304190	Assoc/Asst Dean, Graduate Programs		Ex
304200	Assoc/Asst Dean, Health-Related Professions		Ex
304210	Assoc/Asst Dean, Honors Program		Ex
304220	Assoc/Asst Dean, Humanities		Ex
304230	Assoc/Asst Dean, Instruction		Ex
304240	Assoc/Asst Dean, Journalism & Mass Communications		Ex
304250	Assoc/Asst Dean, Law		Ex
304260	Assoc/Asst Dean Library Sciences		Ex
304270	Assoc/Asst Dean, Mathematics		Ex

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New Position #	Job Role	Job Description	FLSA Status
304280	Assoc/Asst Dean, Medicine		Ex
304290	Assoc/Asst Dean, Music		Ex
304300	Assoc/Asst Dean, Nursing		Ex
304310	Assoc/Asst Dean, Occupational/ Vocational Ed/Tech		Ex
304320	Assoc/Asst Dean, Performing Arts		Ex
304330	Assoc/Asst Dean, Pharmacy		Ex
304340	Assoc/Asst Dean, Public Administration		Ex
304350	Assoc/Asst Dean, Public Health		Ex
304360	Assoc/Asst Dean, Sciences		Ex
304370	Assoc/Asst Dean, Social Sciences		Ex
304380	Assoc/Asst Dean, Social Work		Ex
304390	Assoc/Asst Dean, Special Programs		Ex
304400	Assoc/Asst Dean, Undergraduate Programs		Ex
304410	Assoc/Asst Dean, Veterinary Medicine		Ex

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New Position #	Job Role	Job Description	FLSA Status
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