

# 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 Public
<b>Group Size</b>	94 Institutions
<b>Year</b>	2022-23
<b>Compare By</b>	Institutional Average Salaries
<b>Effective Date of Data</b>	November 1, 2022
<b>Data Aging</b>	Not Selected
<b>Filter Outliers</b>	Off
<b>Exempt Status</b>	Any
<b>System Level Incumbents</b>	Included

## Key

- NP - Number of persons (incumbents)
- NI - Number of institutions
- - More than 150% of the group average
- - Less than 75% of the group average

## 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	
							5	95			
Across All Positions Selected	135	159,776	188,322	203,734	207,248	44,575	138,973	293,823	5,229	86	78
<b>Top Executive Officers: 100000 - 105000</b>											
[100000] Chief Executive Officer, System	1	600,000	600,000	726,741	737,662	268,691	331,401	1,099,091	20	20	83
<b>Senior Institutional &amp; Chief Functional Officers: 106000 - 145000</b>											
[107000] Chief Business Officer	1	370,000	370,000	402,649	403,535	113,748	238,155	606,933	60	52	92
[109000] Chief Athletics Administrator	1	452,368	452,368	550,903	674,133	427,821	253,534	1,579,310	71	68	82
[121000] Chief Facilities Officer	1	207,687	207,687	245,808	244,944	58,207	156,050	328,099	80	67	84
[129000] Chief Information or IT Officer	1	294,930	294,930	304,567	317,057	69,431	230,892	441,355	86	69	97
[131000] Chief Institutional Planning Officer	1	269,860	269,860	235,973	238,506	56,095	173,086	342,655	23	19	114
[133000] Chief Institutional Research Officer	1	151,095	151,095	167,295	177,156	52,869	108,000	259,906	66	61	90
[134000] Chief Academic Assessment Officer	1	98,000	98,000	127,355	139,437	46,492	91,210	227,367	19	18	77
[137000] Chief Legal Affairs Officer	1	250,000	250,000	362,203	342,743	95,910	196,832	500,140	79	66	69 ●
[139000] Chief Library Officer	1	246,376	246,376	240,680	245,484	54,162	144,776	328,584	52	43	102
[141000] Chief Public Relations or Communications Officer	1	152,600	152,600	245,575	248,763	73,655	151,464	412,800	68	57	62 ●
[143000] Chief Research Officer	1	324,636	324,636	380,373	366,396	82,697	245,722	457,070	70	62	85
[145000] Chief Student Affairs or Student Life Officer	1	289,626	289,626	290,000	290,433	59,916	200,452	382,520	73	63	100
<b>Academic Deans: 153010 - 155010</b>											
[153010] Dean, Agriculture	1	318,270	318,270	305,455	310,722	61,466	227,122	424,347	28	28	104

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	
							5	95			
[153030] Dean, Liberal Arts	1	309,644	309,644	319,016	329,059	58,369	261,169	426,372	16	14	97
[153060] Dean, Business	1	408,029	408,029	415,680	426,985	105,969	284,437	615,750	59	58	98
[153130] Dean, Engineering	1	349,567	349,567	381,100	379,156	70,933	278,238	489,570	57	57	92
[153170] Dean, Forestry and Environmental Studies	1	300,000	300,000	332,731	322,393	72,907	208,462	434,732	12	11	90
[153370] Dean, Social Sciences	1	292,005	292,005	306,060	307,061	50,410	236,541	390,909	14	14	95
[153410] Dean, Veterinary Medicine	1	370,000	370,000	353,900	347,834	43,996	274,176	417,454	22	22	105
[155010] Dean of Students (with or without faculty status)	1	144,200	144,200	171,922	180,431	42,671	126,210	235,459	41	39	84
<b>Institutional Administrators: 161000 - 187020</b>											
[161000] Chief Accounting Officer or Controller	1	221,900	221,900	203,745	210,970	48,180	146,909	304,760	66	58	109
[163000] Chief Architect for the Institution	1	146,605	146,605	177,454	180,764	54,390	114,352	249,817	40	38	83
[165000] Chief Budget Officer	1	230,000	230,000	203,720	209,138	58,973	138,130	308,172	63	53	113
[166000] Chief Purchasing Officer	1	155,000	155,000	164,000	173,012	44,927	117,092	245,786	57	53	95
[168000] Chief Diversity Officer	1	283,250	283,250	262,500	262,144	67,639	138,437	367,658	70	62	108
[169010] Chief Veterinary Hospital Administrator	1	175,300	175,300	196,563	195,838	17,045	175,593	222,399	11	10	89
[171000] Chief Student Admissions Officer	1	155,000	155,000	160,000	165,490	42,167	115,983	240,294	63	52	97
[172000] Chief Student Financial Aid Officer	1	136,537	136,537	150,000	155,436	36,403	109,603	216,952	67	59	91
[173000] Chief Student Registration or Records Officer	1	143,327	143,327	153,617	158,036	31,392	112,681	207,451	65	60	93
[175000] Chief Technology Transfer Officer	1	237,088	237,088	218,013	226,257	71,905	145,722	347,420	39	39	109
[176000] Chief Sponsored Research or Programs Administrator	1	574,230	574,230	215,451	215,961	75,583	131,944	316,442	60	53	267
[177000] Chief Contracts and Grants Administrator	1	159,689	159,689	155,325	160,200	47,043	101,727	242,924	40	32	103
[181000] Deputy Provost	1	211,699	211,699	236,897	261,600	69,205	188,974	379,623	61	34	89
[182000] Chief Faculty Affairs Officer	1	292,371	292,371	240,375	245,316	62,075	174,017	385,000	41	41	122
[183000] Assoc Provost	2	216,361	216,361	211,856	211,151	48,226	146,988	286,823	115	48	102
<b>Heads of Divisions, Departments, &amp; Centers: 190010 - 196500; 301030 - 301070</b>											
[194040] Deputy Chief Information or IT Officer	1	182,896	182,896	190,441	198,105	46,363	130,078	286,279	76	43	96
[194050] Deputy Chief Athletics Officer	1	220,000	220,000	217,946	219,009	85,983	114,756	359,251	84	43	101
[194060] Deputy Chief Development or Advancement Officer	1	236,709	236,709	224,734	240,022	64,474	152,528	356,950	67	35	105
[194160] Deputy Chief Library Officer	1	152,482	152,482	148,536	147,772	29,591	115,168	198,015	55	27	103
[194170] Deputy Chief, Student Affairs	1	149,350	149,350	172,133	168,732	31,013	112,412	220,644	63	36	87
[194190] Deputy Chief Diversity Officer	1	180,250	180,250	147,999	145,018	37,663	93,438	193,294	27	23	122
[196020] Chief Campus Bookstore Administrator	1	127,797	127,797	127,797	121,377	20,320	86,767	140,525	11	11	100
[196050] Chief Campus International Education Administrator	1	235,875	235,875	210,761	210,716	50,186	143,890	300,515	29	26	112
[196051] Chief Campus International Studies Education Administrator	1	115,000	115,000	130,798	144,631	43,911	102,380	222,156	12	11	88
[196060] Chief Environmental Health and Safety Administrator	1	158,520	158,520	162,500	165,246	38,029	109,967	228,825	60	54	98
[196070] Chief Campus Risk Management & Insurance Administrator	1	135,399	135,399	134,817	138,277	28,786	100,748	187,660	42	37	100

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	
							5	95			
[196080] Chief Campus Security Administrator or Police Chief	1	165,000	165,000	191,942	193,505	46,837	135,070	287,375	67	61	86
[196085] Deputy Chief Campus Security Administrator or Assistant Police Chief	2	134,124	134,124	130,745	127,827	21,784	92,097	167,571	61	38	103
[196090] Chief Campus Parking or Transportation Administrator	1	141,120	141,120	124,956	136,009	42,932	85,610	229,295	66	58	113
[196110] Chief Campus Payroll Administrator	1	116,699	116,699	129,316	128,073	25,530	88,534	158,784	63	43	90
[196120] Chief Campus Benefits Administrator	1	172,731	172,731	140,000	135,346	29,271	93,741	172,043	50	45	123
[196140] Chief Campus Classification & Compensation Administrator	1	70,000	70,000	133,900	130,781	27,061	84,320	163,780	39	36	52
[196150] Chief Campus HR Information Systems Administrator	1	133,098	133,098	130,088	135,423	32,011	99,596	193,777	37	37	102
[196160] Chief Campus Training & Development Administrator	1	115,237	115,237	126,000	132,278	32,867	85,753	200,617	45	38	91
[196170] Chief Campus Food and Dining Services Administrator	1	132,815	132,815	153,510	154,473	38,032	102,812	210,182	36	36	87
[196200] Chief Campus Energy and Utilities Administrator	1	119,714	119,714	146,707	159,433	40,132	117,813	240,481	30	28	82
[196250] Chief Campus Research Computing Administrator	1	124,927	124,927	166,969	160,725	38,602	99,136	214,040	30	25	75
[196260] Chief Campus IT Security Administrator	1	185,400	185,400	180,470	182,749	40,130	116,557	256,004	57	53	103
[196280] Chief Campus Student Activities Administrator	1	87,269	87,269	95,263	107,222	34,547	73,324	169,969	61	28	92
[196300] Chief Campus Student Center Administrator	1	170,310	170,310	120,998	129,072	36,918	82,745	182,052	141	35	141
[196310] Chief Campus Greek Life Administrator	1	83,716	83,716	87,785	88,754	21,516	57,800	116,640	36	33	95
[196320] Chief Campus Academic Advising Administrator	1	125,926	125,926	119,513	120,949	33,509	73,936	175,194	53	28	105
[196330] Chief Campus Career Services Administrator	1	130,000	130,000	114,182	121,319	31,832	87,500	185,155	47	41	114
[196350] Chief Campus Student Health Center - Non-Medical Administrator	1	185,000	185,000	186,438	192,786	50,986	118,933	257,256	33	30	99
[196360] Chief Campus Student Housing Administrator	1	180,233	180,233	147,850	147,866	28,456	105,617	190,382	55	52	122
[196370] Chief Campus Annual Giving Administrator	1	122,536	122,536	122,868	150,007	74,805	79,100	317,109	25	18	100
[196380] Chief Campus Corporate or Foundation Relations Administrator	1	171,862	171,862	134,772	139,268	37,570	90,747	200,028	24	19	128
[196390] Chief Campus Planned Giving Administrator	1	244,172	244,172	169,125	170,254	32,665	131,604	244,884	24	19	144
[196400] Chief Campus Alumni Affairs Administrator	1	213,270	213,270	177,082	194,261	73,729	114,521	285,827	39	37	120
[196490] Chief Campus Study-Abroad Administrator	1	103,000	103,000	101,964	103,799	22,844	69,397	142,695	33	32	101
[301030] Chief Business Affairs Officer, College or Division	8	160,296	150,633	146,430	156,561	43,326	100,238	242,058	485	48	109
[301040] Chief HR Officer, College or Division	7	92,000	93,253	123,764	120,197	24,722	80,275	153,499	274	33	74
[301055] Chief Diversity Officer, College or Division	9	103,000	104,804	123,823	126,392	35,038	82,075	174,598	76	17	83
[301070] Chief Information Officer, College or Division	8	131,746	132,432	136,816	139,901	34,300	96,779	202,342	136	15	96
<b>Academic Assoc and Asst Deans: 304010 - 304410</b>											
[304010] Assoc or Asst Dean, Agriculture	4	210,088	209,731	192,543	196,090	38,057	136,572	261,240	72	25	109

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	
							5	95			
[304030] Assoc or Asst Dean, Liberal Arts	5	162,000	168,231	167,033	175,135	57,537	96,974	276,303	37	14	97
[304060] Assoc or Asst Dean, Business	3	307,089	282,318	234,692	239,454	59,498	149,855	349,451	201	55	131
[304090] Assoc or Asst Dean, Cooperative Extension	1	253,000	253,000	196,820	187,365	55,752	104,943	253,111	18	11	129
[304130] Assoc or Asst Dean, Engineering	4	256,350	241,775	212,480	204,437	54,760	114,357	298,097	146	51	121
[304170] Assoc or Asst Dean, Forestry and Environmental Studies	2	175,552	175,552	163,353	165,833	22,579	139,633	199,888	13	6	107
[304190] Assoc or Asst Dean, Graduate Programs	2	193,161	193,161	146,926	146,092	28,548	102,735	195,343	77	37	131
[304360] Assoc or Asst Dean, Sciences	3	172,543	169,863	179,626	186,981	28,701	142,887	238,522	55	23	96
[304370] Assoc or Asst Dean, Social Sciences	2	200,343	200,343	163,574	170,849	33,911	127,692	231,559	38	12	122
[304410] Assoc or Asst Dean, Veterinary Medicine	4	236,900	239,475	189,984	201,793	30,382	159,889	248,136	49	17	125

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**

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

This report was generated by CUPA-HR Surveys Online on March 2, 2023 02:15 PM. © 2023 CUPA-HR.

## R1 Public

Arizona State University (Tempe, AZ)  
Auburn University (Auburn, AL)  
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)  
Mississippi State University (Mississippi State, MS)  
Montana State University (Bozeman, MT)  
New Jersey Institute of Technology (Newark, NJ)  
North Carolina State University (Raleigh, NC)  
Oklahoma State University (Stillwater, OK)  
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)  
State University of New York at Binghamton (Binghamton, 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 Alabama (Tuscaloosa, AL)  
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 Colorado Boulder (Boulder, CO)  
University of Colorado Denver (Denver, 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 Nevada, Las Vegas (Las Vegas, NV)  
University of Nevada, Reno (Reno, NV)  
University of New Hampshire (Durham, NH)

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, FL)  
University of Southern Mississippi (Hattiesburg, MS)  
University of Tennessee, Knoxville (Knoxville, TN)  
University of Texas at Austin (Austin, TX)  
University of Texas at El Paso (El Paso, 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)