

# Administrative & Mid-Level Professional Salary Survey

March 2017





## MEMORNDUM

**DATE:** April 19, 2017

**TO:** College Presidents and Human Resource Directors

**FROM:** Ed McCallister, Human Resource Director

**SUBJECT:** 2017 Administrative and Mid-Level Professional Salary Survey Report

Attached is the report for the 2017 salary study covering community and technical college administrative and mid-level positions in Washington State. The report is divided into two sections as follows:

- Section one contains comparisons of administrative salaries in all Washington State community and technical college districts.
- Section two contains comparisons of mid-level professional salaries in all Washington State Community and technical college districts.

The report is fairly self-explanatory, but the following information may be helpful:

- If four or fewer positions were reported, the median was not calculated.
- If a position is vacant, "V" has been entered and the minimum salary is shown, if known.

For comparison purposes, the 2016 survey average and median salary results have been included.

We are reporting the information just as it came from the colleges but there is always the possibility for error. If there are errors in any of the data for your institution, please let me know.

In addition, I welcome your ideas on improving the report format or methodology.

### Attachments

c: Marty Brown  
John Boesenberg  
Michael Scoggins  
Jan Yoshiwara

**WASHINGTON STATE**  
**COMMUNITY AND TECHNICAL COLLEGE**  
**ADMINISTRATIVE SALARY STUDY**

**Academic Year 2016-17**

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The attached community and technical college administrative salary report is designed to provide information for campus use in setting salaries for exempt and mid-level administrators. The report includes brief survey position descriptions developed by the College and University Personnel Association (CUPA) for its annual national salary survey. Appropriate CUPA codes do not exist for the following positions so these codes have been added: 51 (Early Childhood Program Manager); 53 (Dean, Workforce Education); 57 (Dean, Basic Skills/Adult Basic Education); and, 58 (Director, Business Development).

One new position added to this year's survey: 168000 (Chief Diversity Officer).

The attached report includes the following additional information that may be useful to colleges in setting individual salaries:

- A. Reporting relationship.
- B. Years of service in present position. (The number of years that the incumbent has served in this position, rounded to the next highest year, using six months as the guide. For example, 5 years, 2 months = 5 years; 7-12 months = 1 year; 1-6 months = 0 years.)
- C. Substantial other duties in addition to those listed in the CUPA survey position description. (It should be noted that the salaries of some positions having unique combinations of duties may be shown under more than one CUPA title in this report.)

For the survey report, information was collected via a web-based reporting system completed by each district. Salaries were reported as of **March 1, 2017**.

Salary data is not included for the few classified employees who may have duties similar to those listed in this report. Salaries for classified employees are under the jurisdiction of the Office of Financial Management, State Human Resources or, for technical colleges, through local bargaining.

## ADMINISTRATIVE SALARY SURVEY

### CUPA Position/Title Listing

CUPA Code	Position Title and Description
000000	<b>Board</b> Board members
100000	<b>Chief Executive Officer, Systems</b> 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.
101000	<b>CEO, Single Institution or Campus within a System</b> President or Chancellor. Directs all affairs and operations of a higher education institution or of a campus within a system.
102000	<b>Executive Vice President/Vice Chancellor</b> 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.
105000	<b>Chief Academic Affairs Officer/Provost</b> 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).
107000	<b>Chief Business Officer</b> 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.
109000	<b>Chief Athletics Administrator</b> 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: Bachelor's 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.
113000	<b>Chief Development/Advancement Officer</b> Responsible for institutional development programs. Overall responsibilities typically include institutional fundraising, public relations and alumni relations. Previous job title: Chief Development Officer.
115000	<b>Chief Enrollment Management Officer</b> 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.
121000	<b>Chief Facilities Officer</b> 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.

<b>123000</b>	<b>Chief Financial Officer</b> Responsible for the direction of financial affairs. Overall responsibilities typically include investments, accounting and budgets. Report Controller in 1610000, not here.
<b>127000</b>	<b>Chief Human Resources Officer</b> 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.
<b>129000</b>	<b>Chief Information/IT Officer</b> 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.
<b>133000</b>	<b>Chief Institutional Research Officer</b> 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.
<b>139000</b>	<b>Chief Library Officer</b> 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.
<b>141000</b>	<b>Chief Public Relations Officer</b> Responsible for communications/public relations programs. Overall responsibilities typically include public relations, news media relations, legislative relations, alumni relations and information office services.
<b>145000</b>	<b>Chief Student Affairs/Student Life Officer</b> 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.
<b>153040</b>	<b>Dean Arts and Sciences was Code: 52 Dean Liberal Arts and Sciences</b> Position serves as principal administrator of the humanities, sciences, and social science divisions. (Previously Code: 52 Dean Liberal Arts and Sciences).
<b>153060</b>	<b>Dean Business</b>
<b>153080</b>	<b>Dean Continuing Education</b>
<b>153140</b>	<b>Dean External Degree Programs</b>
<b>153200</b>	<b>Dean Health-Related Professions</b>

153220	<b>Dean Humanities</b>
153310	<b>Dean Occupational Studies/Voc Ed/Technology</b> Dean Occupational Studies/Vocational Ed/Technology
153360	<b>Dean Sciences</b>
153370	<b>Dean Social Sciences</b>
153390	<b>Dean Special Programs</b>
161000	<b>Chief Accounting Officer/Controller</b> Directs accounting, payroll, cashiering and related functions. May also be responsible for office services, such as mail and telephone services.
165000	<b>Chief Budget Officer</b> Responsible for current budgetary operations. May also be responsible for long-range planning in the absence of a planning officer.
166000	<b>Chief Purchasing Officer</b> 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.
168000	<b>Chief Diversity Officer</b> 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.
172000	<b>Chief Student Financial Aid Officer</b> 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.
173000	<b>Chief Student Registration/Records Officer</b> 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.
176000	<b>Chief Sponsored Research/Programs Administrator</b> 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-reward responsibilities, report here. Previous job title: Director, Sponsored Research and Programs.

183000	<b>Assoc Provost</b> Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO or another Provost.
187020	<b>Chief of Staff to System or Institution CEO</b> 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).
194030	<b>Deputy Chief HR Officer</b> 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.
194040	<b>Deputy Chief Information/IT Officer</b> 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.
196020	<b>Chief Campus Bookstore Administrator</b> 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.
196030	<b>Chief Campus Continuing Education Administrator</b> 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.
196040	<b>Chief Campus Distance Education Administrator</b> 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.
196050	<b>Chief Campus International Education Administrator</b> 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.
196051	<b>Chief Campus International Studies Education Administrator</b> 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.
196070	<b>Chief Campus Risk Management &amp; Insurance Administrator</b> 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.

196080	<b>Chief Campus Security Administrator/Police Chief</b> 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.
196110	<b>Chief Campus Payroll Administrator</b> Supervises operation of the institution's payroll system. Previous job title: Director/Manager, Payroll.
196120	<b>Chief Campus Benefits Administrator</b> 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.
196160	<b>Chief Campus Training &amp; Development Administrator</b> 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.
196170	<b>Chief Campus Food/Dining Services Administrator</b> 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.
196230	<b>Chief Campus Academic Computing/Instructional Technology Administrator</b> 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.
196240	<b>Chief Campus Administrative Computing Administrator</b> Directs the institution's administrative computing activities. Previous job title: Director Administrative Computing.
196280	<b>Chief Campus Student Activities Administrator</b> Responsible for coordinating all campus student activities, including special events, student organizations, publications, and student government activities. Previous job title: Director, Student Activities.
196320	<b>Chief Campus Academic Advising Administrator</b> Responsible for ensuring that all undergraduate students receive accurate and timely advising services. Previous job title: Director, Academic Advising.
196330	<b>Chief Campus Career Services Administrator</b> 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.



<b>196360</b>	<b>Chief Campus Student Housing Administrator</b> 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.
<b>304300</b>	<b>Assoc/Asst Dean Nursing</b>
<b>304310</b>	<b>Assoc/Asst Dean Occupational/Vocational Ed/Tech</b>
<b>315020</b>	<b>Head, Campus Landscape &amp; Grounds Keeping</b> Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping. Previous title: Manager, Campus Landscape & Grounds Keeping.
<b>315060</b>	<b>Head, Campus, Custodial Services</b> Responsible for the management of institutional custodial services. Report managerial-level position. Previous title: Manager, Custodial Services.
<b>320010</b>	<b>Executive Assistant to System or Institution CEO</b> Senior professional staff assistant to the CEO of an institution or of a campus within a system. Manages the administrative, operational, and/or financial affairs of the Office of the CEO. This is a high-level professional position; not an administrative support position. See Administrators Survey for Chief of Staff to CEO (position 187020).
<b>325000</b>	<b>Administrative Specialist/Coordinator</b> This is an exempt, professional position, not an administrative assistant. Persons in this position generally report to an Executive Administrator or to an Administrative Unit Head. Responsibilities include performing a variety of professional and administrative duties that facilitate the day to- day operations of a function, program, and/or department. Assists in program planning and development; interprets, monitors, and analyzes information regarding operating policies and procedures; administers budgets; and coordinates academic and/or staff personnel matters. Resolves problems that have a significant impact on the overall goals of the department. Requires 2-3 years' of relevant experience. Do not report department business officers here.
<b>400120</b>	<b>Academic Support Center Coordinator</b> Plans programs and supervises individuals involved in proficiency/evaluation testing. Supervises special tutors for students with language barriers or students requiring remedial education in math or English. Maintains a liaison with academic deans and faculty. Advises and assists students in determining proficiency in college-level courses. Requires bachelor's degree or equivalent plus 2-3 years' related experience.
<b>400130</b>	<b>Head, Campus Learning Resources Center</b> Directs all activities of the institution's Learning Resources Center for students. Previous title: Director, Learning Resources Center.

- 400150 Academic Evaluator**  
Responsible for reviewing, analyzing, assessing and processing information, records and transcripts for determining academic credit and eligibility for degrees and specialized program designations. Requires at least six months of related experience.
- 400160 Head, Foreign Student Services**  
Recruits and advises foreign students and coordinates academic studies for foreign students on campus. Previous title: Director, Foreign Students.
- 401010 Head, Student Academic Counseling**  
Directs the provision of academic counseling and testing services for students. Report to Director, Academic Advising, 7050. Previous title: Director, Student Academic Counseling.
- 401130 Academic Advisor/Counselor**  
Advises students concerning an appropriate academic schedule, choice of major, number of hours that may be taken, probation, and/or suspension. Contact may be on individual or group basis or be made by correspondence. No supervisory responsibilities. Requires a bachelor's degree in counseling or related field or equivalent plus 2-3 years' related experience. Exclude instructional faculty.
- 402170 Librarian, Head of Reference & Instruction**  
Head of department responsible for information and research services in all formats and venues, including reference, instruction, information commons, workshops, etc. Oversee staff and workflows, develop policies and procedures, provide leadership, manage schedules, monitor trends, and develop campus partnerships. Plan, teach and assess information literacy program in collaboration with faculty members. Develop materials to support research and instruction in all formats, serve as liaison to academic departments. Degree requirement: ALA Accredited Masters Additional Masters may be required.
- 404110 Continuing Education Specialist**  
Responsible for planning and developing continuing education programs. Coordinates and manages the planning, design, and development of university level credit and non-credit courses. May include planning and development of workshops, certificate programs, seminars, and special events. Requires a bachelor's degree or equivalent plus 4-5 years' related experience.
- 404120 Continuing Education Conference/Workshop Coordinator**  
Coordinates activities involved in provision of conference and workshop services. Assists in the selection or design of workshops to be presented. Develops preliminary program budget. Coordinates registration process, including fee collection and payment of honorarium and conference expenses. Secures appropriate conference setting and arranges for auxiliary services, including lodging, meals, and transportation. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.
- 406105 Web Graphics Designer**  
Sets graphical and style standards for the institution's Web site. Works with other departments to design graphics and layout. Executes Web page design using WYSIWYG tools and has basic knowledge of underlying code.

- 406110 Instructional Technology, Specialist**  
Responsible for working with faculty to promote the effective uses of IT in support of teaching and learning.
- 410110 Head, Minority/Multicultural Student Affairs**  
Responsible for direction of counseling programs, cultural affairs, and remedial and support programs. Also invites minority speakers to campus. In addition, may be responsible for minority housing and intercultural centers.
- 410120 Cooperative Education Program Coordinator**  
Coordinates and administers a cooperative education program. Serves as the college or university representative on off-campus visits for the solicitation of cooperative jobs and scholarships from local and national firms and organizations. Interprets policies and procedures of cooperative programs for students and industry, interviews student applicants, and matches job/company to student. Requires a bachelor's degree or equivalent plus 2-3 years' experience.
- 411110 Student Admissions Counselor**  
Recruits freshmen and transfer students from high schools and community colleges. Makes presentations to student groups. Counsels students and parents regarding the admissions process. Requires a bachelor's degree or equivalent plus 2-3 years' related experience. (Previous job title, Admissions Representative-High School Relations).
- 412100 Student Career Counselor**  
Advises and counsels students concerning employment opportunities and careers. Encourages employers to recruit campus graduates. Conducts individual and group sessions to inform students of services, policies, and procedures and to provide assistance in resume preparation and interviewing techniques. Serves as liaison between employers and students; administers and coordinates activities associated with the campus interview program. Coordinates production of job opportunities bulletin and refers students to prospective employers. Requires a bachelor's degree or equivalent plus 2-3 years' related experience. Exclude instructional faculty.
- 413100 Deputy Head, Student Financial Aid**  
Responsible for one or several areas student financial aid. Reports to the Director of Financial Aid. Previous job title: Associate Director, Student Financial Aid.
- 413110 Student Financial Aid Counselor**  
Provides personal and financial aid application counseling to students and parents. Assists in the administration of the financial aid program. Makes decisions to award funds to students eligible for scholarships, grants, and college work-study. Responsible for auditing and reconciling financial aid accounts and packaging financial aid awards. Requires a bachelor's degree or equivalent plus 2-3 years' financial aid program experience and familiarity with relevant federal/state regulations.
- 414120 Student Housing, Residence Life Officer**  
Responsible for the supervision and direction of residence life, staff, and student housing. 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, full-time equivalent salary.

<b>415130</b>	<p><b>Student Activities Officer</b></p> <p>Under supervision of the office of Dean of Students, assists in the organization of student activities, which may include social events, Greek programs, student government/committees, newspaper, clubs, and organizations. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.</p>
<b>416110</b>	<p><b>Student Counseling Psychologist</b></p> <p>Provides psychological and counseling services of a remedial, preventive, and developmental nature through direct and indirect (consultation) contacts with students, faculty, and staff (individually and in groups). Requires a Ph.D. in clinical/counseling psychology or a master's degree in clinical/counseling psychology plus 4-5 years' experience as a professional psychologist. Meets state licensing requirements. Report 12-month FTE salary.</p>
<b>416120</b>	<p><b>Student Counselor</b></p> <p>Provides professional counseling to students on academic, financial, and personal matters. Provides individual and group therapy and counseling. Responsible for vocational testing and assessment, program development and evaluation, and outreach activities. Consults with academic departments and student affairs organizations. Requires a master's degree in counseling psychology or related field plus 4-5 years' experience. Report Academic Advisor/Counselor as code 7550; report 12-month FTE salary.</p>
<b>418100</b>	<p><b>Associate Registrar</b></p> <p>Responsible for one or several areas of student registration and records. Reports to the Registrar.</p>
<b>422100</b>	<p><b>HR Generalist</b></p> <p>(Previously Personnel Analyst). Performs a variety of analytical activities in human resource administration. Administers policies and programs covering several or all of the following: recruiting, compensation, benefits, training, employee and/or labor relations, safety, and personnel research. Requires a bachelor's degree or equivalent plus 2-3 years' related experience. Excludes entry-level analysts.</p>
<b>422110</b>	<p><b>HR Generalist, Senior</b></p> <p>Performs activities in various areas of human resources. May be expert in a particular field. Screens resumes and applications and may interview applicants. Counsels employees concerning work-related problems; maintains records for EEO/AAP reporting requirements. May write position descriptions, benefits brochures, and/or employee handbooks. Conducts research and analyzes data on assigned projects. May assist in the formulation of staffing plans and personnel policies and procedures. Requires a bachelor's degree or equivalent plus 4-5 years' related experience. (Previous job title: Personnel Analyst, Senior).</p>
<b>422150</b>	<p><b>HR Benefits Specialist</b></p> <p>Counsels employees regarding routine benefits programs, including pre-retirement planning, insurance programs, death benefits, and workers' compensation. Publicizes benefits programs; conducts individual orientation sessions and group benefits reviews. Maintains benefits records and prepares necessary documents for implementing coverage. Requires a bachelor's degree or equivalent plus 2-3 years' experience. Excludes entry-level analysts.</p>

- 422170 HR Benefits Unit Supervisor**  
Supervises the development, implementation, and maintenance of benefits programs, including vacation, holiday, time off, sick pay, unemployment, service awards, group health/medical/dental coverage, and life insurance. Ensures programs are current with regard to trends, practices, and costs. May supervise workers' compensation. May negotiate coverage, services, and costs with carriers. Requires a bachelor's degree or equivalent plus 5-8 years' experience.
- 422180 HR Employment Specialist**  
(Previously Employment Analyst). Performs activities supporting the recruitment, screening, and referral of exempt and nonexempt applicants for the university or college. Establishes and maintains liaison with external agencies and recruiting sources. Oversees the activities of the employee transfer process. Coordinates the placement of advertisements. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.
- 422200 HR Employment Unit Supervisor**  
Supervises the personnel staffing and planning functions. Ensures staffing requirements are met in accordance with governmental requirements. Oversees recruiters and employment analysts in staffing activities. May search for and identify candidates for highly specialized and difficult-to-attract positions. Maintains workforce planning system and provides guidance to management on union matters and/or affirmative action plans. Requires a bachelor's degree or equivalent plus 5-8 years' experience.
- 422220 HR Employee Relations Specialist, Senior**  
(Previously Employee Relations Analyst, Senior). Responsible for the development, implementation, and administration of employee relations programs and policies. Advises and assists staff and/or faculty regarding human resource policies and procedures, such as grievance and disciplinary action. Requires a bachelor's degree or equivalent plus 4-5 years' related experience.
- 423110 Disability Services Coordinator**  
Plans, directs, and oversees the administration of all programs and services ensuring compliance with ADA and provides leadership and consultation in promoting access and equity for persons with disabilities.

423150	<p><b>Title IX Coordinator</b></p> <p>Responsible for coordinating the institution's compliance with federal and state discrimination and sexual harassment laws. Responsibilities may include providing educational programs regarding discrimination and sexual harassment prevention; responding to, investigating and seeking resolution to allegations of discrimination and sexual harassment; selecting and overseeing sexual harassment advisors who serve as additional information resources on issues of sexual harassment; training student peer educators to facilitate discussions with other students on sexual harassment. With regard to the OCR letter of April 4, 2011 expanding upon Title IX sexual harassment and violence guidelines, also oversees all Title IX complaints and reports student sexual harassment, sexual violence and related allegations of misconduct. Identifies and addresses any systemic problems relating to complaints and works with other departments to ensure Title IX policies communicated to all constituencies. Assists law enforcement personnel in handling reports and complaints of sexual violence and related misconduct.</p>
424100	<p><b>Training/Organizational Development Specialist</b></p> <p>Responsible for the design, modeling, testing, delivery, and evaluation of training programs of a highly technical or sophisticated nature and coordination of organizational and career consultation services. Requires a bachelor's degree or equivalent with major course work in instructional design, organizational behavior, human resource management, or related field plus 4-5 years' related experience in field of assignment.</p>
430120	<p><b>Accountant</b></p> <p>Applies generally accepted accounting principles and procedures in working with specialized accounting records and reports. Assembles and analyzes data and transactions, prepares statements and reports relating to an assigned area of responsibility. Requires a bachelor's degree or equivalent plus 2-3 years' experience in accounting procedures.</p>
430130	<p><b>Accountant, Senior</b></p> <p>Performs professional accounting work of a complex nature. Thoroughly understands institutional, state, and federal policies, procedures, and restrictions. Ensures compliance with generally accepted accounting principles in executing, analyzing, verifying, and reporting transactions of a fiscal nature. Advises management regarding the effective use of resources and methods to maximize earnings. Monitors records of past and present operations. May serve as a project leader on special projects. Requires a bachelor's degree in accounting, finance, or related field or equivalent plus 4-5 years' accounting experience.</p>
430135	<p><b>Head, Accounting (if not Chief Accounting Officer)</b></p> <p>Responsible for the daily operation of institution's budgetary accounting system. Report the Chief Accounting Officer/Controller in 161000 of the Administrators' Survey. Previous title: Director, Accounting.</p>

- 430160 Accounting Unit Supervisor**  
Supervises accounting and clerical staff performing specialized or general accounting, statistical, or finance-oriented functions. Provides training and development of newly assigned or less experienced personnel. Provides for the accumulation of data and the preparation of financial reports, special projects, and analyses as needed. Advises management regarding the effective use of resources and methods to maximize earnings. Requires a bachelor's degree in accounting, finance, or related field or equivalent plus 5-8 years' experience in an accounting function. Supervisory experience preferred. Excludes controllers.
- 430170 Head Cashier**  
May supervise and coordinate activities of subordinates engaged in receiving and paying out of money. Keeps detailed records of these transactions. Prepares financial reports. Safeguards funds and arranges transfer of funds to and from the bank. Typically requires a bachelor's degree in accounting or related field or equivalent plus 2-3 years' related experience. Prepares financial reports and safeguards funds; exclude cash register operators.
- 432100 Budget Analyst**  
Provides analytical support for routine budget projects. Advises administration and staff regarding available options and budgetary implications. Assists in preparation of operational budgets for departments; reviews expenditures to ensure conformance with budgetary provisions. Compiles data and prepares reports. Requires a bachelor's degree in accounting or finance or equivalent plus 2-3 years' financial and/or budgetary experience.
- 432120 Budget Unit Supervisor/Manager**  
Supervises day-to-day budget unit activities. Oversees and participates in the most complex budget projects and deals directly with major department managers. Provides training and development of newly assigned or less experienced personnel. Provides for the preparation of budgetary reports, special projects, and analyses as needed. Requires a bachelor's degree in accounting or finance or equivalent plus 5-8 years' experience in an accounting function. Supervisory experience preferred.
- 433110 Contract and Grants Specialist**  
Responsible for the coordination of pre-award and/or post-award activities relating to grant and contract proposals. Pre-award activities include assisting departmental faculty in the development, preparation, and submission of grant and contract proposals. Also ensures that all applications meet agency and university guidelines and published time tables and deadlines. Post-award activities include establishment of accounts in the financial accounting system, re-budgeting of funds, and making of changes to the award or expenditures. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.
- 434110 Materials Management Buyer**  
Responsible for the procurement of supplies, materials, equipment, and services for campus departments. Reviews and processes requisitions. Determines vendor sources and product availability. Maintains contact with vendors and ensures compliance with contracts. Requires a bachelor's degree or equivalent plus 2-3 years' experience. This is not an entry-level position.

- 434120 Materials Management Buyer, Senior**  
Prepares complex bid investigations, evaluates bid proposals, and issues purchase orders. Confers with university departments regarding requirements, specifications, and deliveries. Advises departments on purchasing policies and procedures and provides vendor sources. May supervise technical/clerical support staff and/or provide lead supervision to lower-level buyers. Requires a bachelor's degree or equivalent plus 4-5 years' experience. Most senior level should be matched here.
- 434140 Print Shop Supervisor**  
Supervises the institution's more difficult offset printing operations. Printing materials are produced by state-of-the-art multicolor printing presses. Schedules work to meet specified deadlines. Requires 5-8 years' experience, including supervision and/or management of a print shop. Excludes directors of hard cover text printing operations, university presses, and book binderies.
- 437110 Annual Giving Officer, Entry**  
Under supervision, assists in the administration and implementation of annual giving programs. Develops, oversees, and evaluates assigned area of the campaign; researches, visits, cultivates, solicits, and thanks prospective donors to annual fund; monitors content and substance of mailings to constituents and analyzes past responses; coordinates staff reunion development committees. Requires a bachelor's degree.
- 437130 Major Gift Officer, Senior**  
Responsible for the identification, cultivation and solicitation of alumnae, parents, and friends of the institution capable of making gifts of \$50,000 or more. Requires a bachelor's degree and typically 2-3 years of related experience.
- 442120 Advancement Services, Prospect Researcher**  
Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university. Previous job title: Coordinator, Resource Development.
- 443100 Public Information Specialist**  
Writes brochures and articles for publication. Prepares and disseminates information to the internal college and university community as well as to local and state media. Promotes and publicizes institutional activities and programs. Requires a bachelor's degree or equivalent plus 2-3 years' experience. Excludes sports information positions.
- 443140 Head, Campus Information Office**  
Responsible for providing information about the institution to students, faculty, and the public. Functions typically include news media relations; preparation or review of news releases and photographs; and preparation and distribution of newsletters, magazines, and other publications. Previous title: Director, Information Office.



- 449110 Event Coordinator**  
Responsible for planning, coordinating, publicizing and implementing special events, including social events, employee recognition celebrations, conferences and meetings. Master's degree preferred. Facilitates production of events by coordinating with performing groups, arranging publicity, etc. Responsibilities include coordinating electrical, air conditioning, custodial, stage set-up, lighting, sound equipment, concessions, safety, security, medical, and personnel needs for each event. Approves expenditures. Requires a bachelor's degree in fine arts or drama or equivalent plus 2-3 years' related experience.
- 453100 Engineer, Construction Projects Coordinator**  
Coordinates projects involving major renovations and/or alterations to campus buildings. Serves as liaison among physical plant shops, campus departments, and external contractors for coordinating and scheduling construction projects (excludes new construction). Visits work site to determine necessary resources. Inspects projects to ensure compliance with specifications and standards. Typically requires a bachelor's degree in engineering or construction or equivalent plus 4-5 years' experience.
- 457120 Head, Campus Child Care Site**  
(Previously Day Care Site Director) Responsible for the direction and supervision of child care center activities. Performs a variety of professional and administrative duties, including program administration and management of budgets, facilities, personnel, and special projects for a single site. Coordinates the child care support services program with day care center teachers and other staff. Must meet state license requirements. May require a master's degree in early childhood education or related field. Requires 5-8 years' experience with child development programs.
- 458100 Textbook Manager**  
Manages and coordinates activities of the textbook section of the bookstore. Buys textbooks required for academic classes and displays them for purchase by students. Assists in the formulation of policies and develops procedures regarding pricing, inventory, and sale of textbook and trade book items. Supervises the preparation and return of overstock and defective books and the valuation and repurchase of used books. Requires a bachelor's degree or equivalent plus 5-8 years' related experience.
- 460180 IT Principal Systems Analyst**  
Senior person responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment. Position involves no programming responsibility.
- 461120 IT Programmer Analyst**  
Designs data retrieval and management systems to meet user needs. Conducts feasibility studies, evaluates costs, analyzes user needs, designs in-house data processing systems or subsystems, programs the systems or subsystems, develops testing criteria, and establishes documentation to support the new systems. Requires a bachelor's degree in computer science or equivalent plus 2-3 years' direct programming experience. This is not an entry-level position.

<b>461140</b>	<b>IT Programmer Analyst, Supervisor</b> Supervises a unit of Programmer Analysts and/or Senior Programmer Analysts in the design of data retrieval and management systems to meet user needs. Conducts feasibility studies, evaluates costs, analyzes user needs, designs in-house data processing systems or subsystems, programs the systems or subsystems, develops testing criteria, and establishes documentation to support the new systems. Requires a bachelor's degree in computer science or equivalent plus 5-8 years' direct programming and 1-2 years' supervisory experience.
<b>461150</b>	<b>IT Campus Web Master</b> Responsible for development and maintenance of the institution's Web site and creation and management of the site's content. Also responsible for selection and implementation of Web tools and resolution of performance issues such as speed of access. Monitors Web site use and trends.
<b>462100</b>	<b>IT Database Administrator</b> Maintains effective and efficient operation of a computer database. Ensures database runs properly, keeps database current, makes access readily available and timely, and formulates and designs new database applications. Makes decisions regarding procedures for set up of, access to, and operation of database. Refers decisions relating to major policy changes or the purchase of new software to supervisor. Requires a bachelor's degree in computer science or equivalent plus 2-3 years' related experience.
<b>463130</b>	<b>IT Help Desk Manager</b> Responsible for development and implementation of technical support processes and procedures, evaluation and recommendation of Help Desk tools, development of Help Desk scripts, creation and publication of Help Desk materials and documentation, and design and implementation of reports to measure performance of Help Desk staff.
<b>463140</b>	<b>IT Email Administrator</b> Responsible for setup, configuration, administration, and security of email server(s) and software. Also responsible for setting appropriate email policy within the organization.
<b>464110</b>	<b>IT Network Administrator</b> Responsible for network connectivity, setup, and maintenance, and for remote VPN connections, network security (firewall protection), as well as WI-FI connectivity.
<b>465160</b>	<b>IT Systems Administrator</b> Installs, configures monitors and maintains systems, including email and web servers. Monitors data integrity and system security.
<b>472100</b>	<b>Head, Community Services</b> Directs or coordinates the conduct of special (usually noncredit) educational, cultural, and recreational services to the community. Previous title: Director, Community Services.
<b>51</b>	<b>Early Childhood Program Manager</b> Person responsible for program management (including fiscal, facility, and human resources) or an early childhood education program.

- 53 Dean Workforce Education**  
Position responsible for workforce training and re-training programs.
- 57 Dean Basic Skills/ABE**  
Position serves as principal administrator of the basic skills/adult basic education division.
- 58 Director Business Development**  
Position responsible for securing contracted training with businesses, agencies, and organizations.
- 700000 Skilled Craft/Trades Supervisor**  
Supervises unskilled to highly skilled trades work including but not limited to HVAC, Electrical, Plumbing, Carpentry, Masonry and Painting. May also perform skilled trades work. Supervisory tasks ranges from single trades to the supervision of multiple trades. Positions are generally responsible for hiring, training, disciplining, and conducting performance management and competency assessments for employees. Positions may be required to possess and maintain certification, licensure, educational level, and/or experience criteria as applicable to the tasks being performed or supervised and follow applicable building codes. Must possess journey level knowledge of one or more trades or advanced knowledge in one trade applicable to area supervised. At a minimum, requires a high school degree and two years of experience in the performance of the full range of journeyman level tasks associated with the trade(s) areas related to the position's role or an equivalent combination of education and experience.
- 808000 Client Care Supervisor**  
Client care staff include patient care assistants (e.g. wheelchair assistants, child care workers, teacher aides, eldercare assistants and similar. It does not include certified, degreed teaching or nursing professionals or skilled technical/paraprofessionals.

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**100000 Chief Executive Officer, Systems**

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Pierce District	230,044	13		Board
Seattle District	260,500	1		Board
Spokane District	220,193	6		Board
<b>2017 Average</b>	<b>236,912</b>	<b>2016 Average</b>	<b>226,796</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**101000 CEO, 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	194,819	5		Board
Bellevue	226,600	0		Board
Bellingham	193,420	1		Board
Big Bend	193,980	4		Board
Cascadia	200,769	7		Board
Centralia	195,000	1		Board
Clark	191,764	11		Board
Clover Park	195,000	1		Board
Columbia Basin	210,600	9		Board
Edmonds	213,780	6		Board
Everett	235,000	11		Board
Grays Harbor	190,000	1		Board
Green River	200,000	1		Board
Highline	241,292	10		Board
Lake Washington	209,708	4		Board
Lower Columbia	187,010	6		Board
North Seattle	203,600	3		CEO, Systems
Olympic	198,642	15		Board
Peninsula	198,108	5		Board
Pierce Ft. Steilacoom	167,715	12		CEO, Systems
Pierce Puyallup	172,958	6		CEO, Systems
Renton	214,950	2		Board
Seattle Central	203,600	1		CEO, Systems
Shoreline	209,708	3		Board
Skagit Valley	209,708	5		Board
So. Puget Sound	190,550	4	Y	Board
South Seattle	203,600	6		CEO, Systems
Spokane	178,150	2		CEO, Systems
Spokane Falls	178,150	5		CEO, Systems
Tacoma	235,921	V		Board
Walla Walla	190,000	1		Board
Wenatchee Valley	210,058	12		Board
Whatcom	195,000	10		Board
Yakima Valley	185,410	22		Board
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>200,723</b>	<b>Average</b>	<b>196,170</b>	
<b>Median</b>	<b>198,375</b>	<b>Median</b>	<b>194,712</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	128,750	2		CEO, Single Institution
Edmonds	136,408	2		CEO, Single Institution
Olympic	119,010	2	Y	CEO, Single Institution
Seattle District	151,199	5		CEO, Systems
Seattle Voc	100,572	1		
Skagit Valley	111,980	2		CEO, Single Institution
Spokane District	150,885	16	Y	CEO, Systems
Tacoma	144,699	4	Y	CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>130,438</b>	<b>Average</b>	<b>123,789</b>	
<b>Median</b>	<b>132,579</b>	<b>Median</b>	<b>125,378</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	130,000	1		CEO, Single Institution
Bellingham	122,679	2		CEO, Single Institution
Big Bend	115,000	0	Y	CEO, Single Institution
Cascadia	133,900	3	Y	CEO, Single Institution
Centralia	121,631	14		CEO, Single Institution
Clark	122,679	7		CEO, Single Institution
Clover Park	118,730	1		CEO, Single Institution
Columbia Basin	126,129	3		CEO, Single Institution
Everett	150,000	1	Y	CEO, Single Institution
Grays Harbor	110,097	11		CEO, Single Institution
Green River	131,067	0		CEO, Single Institution
Highline	137,500	10		CEO, Single Institution
Lake Washington	131,072	2		CEO, Single Institution
Lower Columbia	120,582	3		CEO, Single Institution
North Seattle	127,922	2		CEO, Single Institution
Olympic	119,010	4		CEO, Single Institution
Olympic	119,010	8		CEO, Single Institution
Peninsula	119,106	1		CEO, Single Institution
Pierce Ft. Steilacoom	125,784	7	Y	CEO, Single Institution
Pierce Puyallup	125,784	6	Y	CEO, Single Institution
Renton	125,824	2		CEO, Single Institution
Seattle Central	127,921	1	Y	CEO, Single Institution
Seattle District	127,347	2		CEO, Systems
Shoreline	142,520	1	Y	CEO, Single Institution
Skagit Valley	139,446	4		CEO, Single Institution
So. Puget Sound	130,000	4		CEO, Single Institution
South Seattle	127,921	2		CEO, Single Institution
Spokane	122,546	V		CEO, Single Institution
Spokane District	122,546	5		CEO, Systems
Spokane Falls	122,546	5	Y	CEO, Single Institution
Tacoma	144,699	4	Y	CEO, Single Institution
Walla Walla	117,436	6		CEO, Single Institution
Wenatchee Valley	129,600	4		CEO, Single Institution
Whatcom	113,767	2		CEO, Single Institution
Yakima Valley	126,377	11		CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>126,519</b>	<b>Average</b>	<b>123,315</b>	
<b>Median</b>	<b>125,824</b>	<b>Median</b>	<b>123,560</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

**2017**

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	118,450	2		CEO, Single Institution
Bellevue	152,700	5		CEO, Single Institution
Bellingham	122,679	2		CEO, Single Institution
Big Bend	120,583	2	Y	CEO, Single Institution
Cascadia	118,450	13		CEO, Single Institution
Centralia	126,349	24	Y	CEO, Single Institution
Clark	113,641	9		CEO, Single Institution
Clover Park	121,791	3		CEO, Single Institution
Columbia Basin	131,068	2		CEO, Single Institution
Edmonds	120,514	24		CEO, Single Institution
Everett	136,310	9		CEO, Single Institution
Grays Harbor	110,097	1		CEO, Single Institution
Green River	127,250	2		CEO, Single Institution
Highline	128,600	2		CEO, Single Institution
Lake Washington	131,072	9		CEO, Single Institution
Lower Columbia	120,582	5		CEO, Single Institution
North Seattle	119,106	1		CEO, Single Institution
Olympic	119,010	1		CEO, Single Institution
Peninsula	121,791	10		CEO, Single Institution
Renton	125,824	8		CEO, Single Institution
Seattle Central	119,106	1	Y	CEO, Single Institution
Seattle District	120,582	2	Y	Executive Vice President
Shoreline	122,151	2	Y	CEO, Single Institution
Skagit Valley	126,232	1		CEO, Single Institution
So. Puget Sound	123,600	3		CEO, Single Institution
South Seattle	119,106	0		CEO, Single Institution
Spokane District	130,181	3	Y	CEO, Systems
Tacoma	122,160	1	Y	CEO, Single Institution
Walla Walla	117,436	16		CEO, Single Institution
Wenatchee Valley	120,000	0		CEO, Single Institution
Whatcom	124,196	5	Y	CEO, Single Institution
Yakima Valley	122,669	11		CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>123,540</b>	<b>Average</b>	<b>120,263</b>	
<b>Median</b>	<b>121,971</b>	<b>Median</b>	<b>119,638</b>	



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	72,433	0		Chief Student Affairs Officer
Centralia	64,171	23		Chief Student Affairs Officer
Clark	60,113	1		Chief Student Affairs Officer
Columbia Basin	84,823	10		Chief Student Affairs Officer
Edmonds	60,494	0		Chief Student Affairs Officer
Grays Harbor	64,906	2		Chief Student Affairs Officer
Lower Columbia	66,058	16		Chief Business Officer
Olympic	67,391	14		Chief Academic Affairs
Peninsula	71,301	20	Y	Chief Student Affairs Officer
Shoreline	75,503	3		Chief Student Affairs Officer
Skagit Valley	76,350	2		Chief Student Affairs Officer
So. Puget Sound	50,000	2		Chief Student Activities
Spokane District	99,900	11		CEO, Systems
Tacoma	71,301	3		Chief Student Affairs Officer
Walla Walla	78,641	18		Chief Student Affairs Officer
Whatcom	54,000	1		Chief Student Activities
Yakima Valley	70,593	12		Chief Student Affairs Officer
<b>2017</b>				
<b>Average</b>		<b>69,881</b>	<b>Average</b>	<b>69,019</b>
<b>Median</b>		<b>70,593</b>	<b>Median</b>	<b>67,486</b>
<b>2016</b>				

# ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2017

## 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	89,000	0		CEO, Single Institution
Bellevue	125,824	2		CEO, Single Institution
Bellingham	94,369	5		CEO, Single Institution
Big Bend	75,388	5		CEO, Single Institution
Columbia Basin	73,312	1		CEO, Single Institution
Edmonds	120,514	4		CEO, Single Institution
Everett	111,888	8	Y	CEO, Single Institution
Green River	118,406	9	Y	CEO, Single Institution
Highline	127,500	13	Y	CEO, Single Institution
Lake Washington	97,514	4		CEO, Single Institution
Lower Columbia	116,639	1	Y	CEO, Single Institution
North Seattle	95,358	1		CEO, Single Institution
Olympic	98,758	4		CEO, Single Institution
Peninsula	97,227	V		CEO, Single Institution
Pierce District	117,405	5	Y	CEO, Systems
Renton	96,465	4	Y	CEO, Single Institution
Seattle Central	88,077	2		CEO, Single Institution
Seattle District	130,000	0		CEO, Systems
Shoreline	121,795	2		CEO, Single Institution
Skagit Valley	99,969	1		CEO, Single Institution
South Seattle	88,077	0		CEO, Single Institution
Spokane District	90,399	6		CEO, Systems
Tacoma	118,695	5	Y	CEO, Single Institution
Walla Walla	102,660	6		CEO, Single Institution
Wenatchee Valley	90,000	V		CEO, Single Institution
Whatcom	95,000	1		CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>103,086</b>	<b>Average</b>	<b>100,671</b>	
<b>Median</b>	<b>98,136</b>	<b>Median</b>	<b>98,541</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	88,929	0		Chief Student Affairs Officer
Clark	87,021	0		Chief Student Affairs Officer
Clover Park	115,000	0		CEO, Single Institution
Columbia Basin	69,886	2		Chief Student Affairs Officer
Lake Washington	131,072	2	Y	CEO, Single Institution
North Seattle	88,116	4	Y	Chief Student Affairs Officer
Renton	112,193	2	Y	CEO, Single Institution
Seattle Central	88,116	4	Y	Chief Student Affairs Officer
South Seattle	88,116	1		Chief Student Affairs Officer
Tacoma	92,272	2		Chief Student Affairs Officer
<b>2017</b>				
<b>Average</b>		<b>96,072</b>	<b>2016</b>	
<b>Median</b>		<b>88,523</b>	<b>Average</b>	<b>91,924</b>
			<b>Median</b>	

# ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2017

## 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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	95,036	16		Chief Business Officer
Bellevue	96,465	4		Chief Business Officer
Bellingham	84,936	11		Chief Business Officer
Big Bend	84,377	1		Chief Business Officer
Centralia	65,756	23		Chief Business Officer
Clark	83,585	4		Chief Business Officer
Clover Park	85,359	2		Chief Business Officer
Columbia Basin	81,955	12		Chief Information/IT Officer
Edmonds	87,336	24		Chief Business Officer
Everett	82,188	8		
Grays Harbor	91,223	3		CEO, Single Institution
Green River	93,320	3	Y	Chief Business Officer
Highline	93,700	8		Chief Business Officer
Lake Washington	90,908	6		Chief Business Officer
Lower Columbia	100,440	12		Chief Business Officer
North Seattle	86,530	1		Chief Business Officer
Olympic	86,489	3		Chief Business Officer
Peninsula	97,358	5		Chief Business Officer
Renton	80,494	17		Chief Business Officer
Seattle Central	82,079	5	Y	Chief Business Officer
Shoreline	91,620	1	Y	Chief Business Officer
Skagit Valley	85,225	7		Chief Business Officer
So. Puget Sound	80,000	2	Y	Chief Business Officer
South Seattle	83,883	2		Chief Business Officer
Spokane District	88,811	1		Executive Vice President
Tacoma	95,865	2		Chief Business Officer
Walla Walla	86,000	3		Chief Business Officer
Wenatchee Valley	83,883	2		Chief Business Officer
Whatcom	100,000	13		Chief Business Officer
Yakima Valley	83,178	9		Chief Business Officer
<b>2017</b>				
Average	87,600	<b>2016</b>		
Median	86,245	Average	84,377	
		Median	82,960	

# ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2017

## 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Cascadia	86,788	5		Chief Business Officer
Edmonds	78,704	0		Chief Business Officer
Everett	98,000	1		Chief Business Officer
Highline	84,000	1		Chief Business Officer
Lower Columbia	100,273	1		Chief Business Officer
Olympic	98,742	2		Chief Business Officer
Pierce District	131,026	5		CEO, Systems
Shoreline	122,151	2		CEO, Single Institution
So. Puget Sound	87,550	3		Chief Business Officer
Spokane District	130,181	3	Y	CEO, Systems
Tacoma	99,611	3	Y	Chief Business Officer
Walla Walla	90,326	14		Chief Business Officer
Whatcom	124,196	5	Y	CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>		<b>105,150</b>
<b>Median</b>		<b>Median</b>		<b>98,500</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	88,929	1		CEO, Single Institution
Bellevue	125,824	3		CEO, Single Institution
Bellingham	105,903	2		CEO, Single Institution
Big Bend	112,850	5	Y	CEO, Single Institution
Centralia	105,903	5	Y	CEO, Single Institution
Clark	107,630	0	Y	CEO, Single Institution
Clover Park	94,369	3		CEO, Single Institution
Columbia Basin	131,372	13	Y	CEO, Single Institution
Edmonds	109,150	1	Y	CEO, Single Institution
Grays Harbor	101,908	3		CEO, Single Institution
Green River	117,436	3		CEO, Single Institution
Highline	111,500	4		CEO, Single Institution
Lake Washington	97,514	3		CEO, Single Institution
Lower Columbia	116,639	4	Y	CEO, Single Institution
North Seattle	83,883	2		CEO, Single Institution
Olympic	110,000	V		Executive Vice President
Peninsula	98,038	1	Y	Chief Business Officer
Pierce District	115,308	5		CEO, Systems
Renton	110,096	4		CEO, Single Institution
Seattle Central	86,520	V		CEO, Single Institution
Seattle District	133,002	1		CEO, Systems
Shoreline	121,795	V	Y	CEO, Single Institution
Skagit Valley	108,319	4	Y	Chief Business Officer
So. Puget Sound	113,300	3		CEO, Single Institution
South Seattle	88,566	1		CEO, Single Institution
Spokane District	150,885	16	Y	CEO, Systems
Tacoma	117,986	4	Y	CEO, Single Institution
Walla Walla	102,309	12		CEO, Single Institution
Wenatchee Valley	100,782	9	Y	CEO, Single Institution
Whatcom	100,000	11	Y	CEO, Single Institution
Yakima Valley	99,262	19	Y	CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>108,612</b>	<b>Average</b>	<b>107,165</b>	
<b>Median</b>	<b>108,319</b>	<b>Median</b>	<b>105,000</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	97,728	1		Chief Business Officer
Bellevue	128,970	6		CEO, Single Institution
Bellingham	92,280	15		Chief Business Officer
Big Bend	94,369	3		Chief Business Officer
Cascadia	92,700	11		Chief Business Officer
Centralia	84,569	10		Chief Business Officer
Clark	103,000	4	Y	CEO, Single Institution
Clover Park	93,613	7		Chief Business Officer
Columbia Basin	86,508	17	Y	Chief Business Officer
Edmonds	94,543	16		Chief Business Officer
Everett	90,332	7		
Grays Harbor	101,708	1		CEO, Single Institution
Green River	100,659	6		CEO, Single Institution
Lake Washington	97,514	1		CEO, Single Institution
Lower Columbia	86,530	6		Chief Business Officer
North Seattle	94,674	1		
Olympic	98,821	2		CEO, Single Institution
Peninsula	98,038	13		Chief Business Officer
Pierce District	114,413	5		CEO, Systems
Renton	110,096	4		CEO, Single Institution
Shoreline	90,709	14	Y	Chief Business Officer
Skagit Valley	95,417	2		Chief Business Officer
So. Puget Sound	110,210	5		CEO, Single Institution
South Seattle	89,584	1		Chief Business Officer
Spokane District	125,000	0		CEO, Systems
Tacoma	106,890	2	Y	Executive Vice President
Walla Walla	86,000	1		Chief Business Officer
Wenatchee Valley	96,120	9	Y	Chief Academic Affairs
Whatcom	83,883	11		Chief Business Officer
Yakima Valley	82,478	11		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>97,579</b>	<b>Average</b>	<b>95,222</b>	
<b>Median</b>	<b>95,046</b>	<b>Median</b>	<b>93,301</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	88,929	1		Chief Academic Affairs
Bellevue	113,242	5		CEO, Single Institution
Bellingham	81,792	5		Chief Academic Affairs
Big Bend	85,000	14	Y	CEO, Single Institution
Cascadia	84,031	2		Chief Academic Affairs
Clark	92,746	8		CEO, Single Institution
Clover Park	86,530	2		CEO, Single Institution
Columbia Basin	86,530	1		CEO, Single Institution
Edmonds	90,872	8		Chief Sponsored Research
Everett	86,000	0		
Grays Harbor	91,223	4		CEO, Single Institution
Green River	87,000	0		CEO, Single Institution
Lake Washington	90,908	3		Executive Vice President
Lower Columbia	102,600	13	Y	CEO, Single Institution
North Seattle	92,272	2		CEO, Single Institution
Renton	75,000	3		Chief Develop/Advancement
Seattle Central	94,144	0		Chief Academic Affairs
Seattle District	91,800	3		Chief Academic Affairs
Shoreline	83,884	4		Chief Academic Affairs
Skagit Valley	76,350	2		CEO, Single Institution
So. Puget Sound	80,000	5		Chief Academic Affairs
South Seattle	99,764	1	Y	CEO, Single Institution
Spokane	78,147	0		CEO, Single Institution
Spokane District	73,302	7		Chief Academic Affairs
Spokane Falls	68,757	5		CEO, Single Institution
Tacoma	75,600	5		Chief Training & Develop
Walla Walla	86,164	6		Chief Develop/Advancement
Wenatchee Valley	90,000	0	Y	CEO, Single Institution
Whatcom	91,509	9		CEO, Single Institution
Yakima Valley	75,491	10		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>86,653</b>	<b>Average</b>		<b>82,740</b>
<b>Median</b>	<b>86,530</b>	<b>Median</b>		<b>84,523</b>



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	78,641	1		Chief Academic Affairs
Bellevue	99,611	2		Chief Academic Affairs
Bellingham	74,520	22		Chief Academic Affairs
Big Bend	77,100	18	Y	Chief Academic Affairs
Centralia	80,662	10	Y	Chief Academic Affairs
Clark	92,746	8	Y	Chief Academic Affairs
Columbia Basin	88,116	4	Y	Chief Academic Affairs
Edmonds	81,883	0		Executive Vice President
Everett	100,538	7	Y	Chief Academic Affairs
Grays Harbor	76,519	2		CEO, Single Institution
Highline	105,500	12	Y	Chief Academic Affairs
Lower Columbia	82,000	2	Y	Chief Academic Affairs
North Seattle	96,035	1	Y	Chief Academic Affairs
Olympic	92,025	2		Chief Academic Affairs
Renton	80,494	1		Chief Academic Affairs
Seattle Central	96,035	2		Chief Academic Affairs
Shoreline	79,899	V		Dean Social Sciences
Skagit Valley	82,295	4		Chief Academic Affairs
So. Puget Sound	79,310	6	Y	Chief Academic Affairs
South Seattle	96,035	16	Y	Chief Academic Affairs
Spokane District	94,016	2		Chief Academic Affairs
Tacoma	76,853	2		Chief Academic Affairs
Walla Walla	77,592	6		Chief Academic Affairs
Whatcom	78,641	2		Chief Academic Affairs
Yakima Valley	75,491	25		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>85,702</b>	<b>Average</b>	<b>83,021</b>	
<b>Median</b>	<b>81,883</b>	<b>Median</b>	<b>79,071</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	81,792	7		CEO, Single Institution
Big Bend	75,000	0		CEO, Single Institution
Cascadia	106,000	6	Y	CEO, Single Institution
Centralia	69,819	3	Y	CEO, Single Institution
Columbia Basin	68,987	16		CEO, Single Institution
Edmonds	77,160	12		Chief Develop/Advancement
Grays Harbor	64,906	27		CEO, Single Institution
Green River	99,611	2		CEO, Single Institution
Lake Washington	90,908	2		CEO, Single Institution
Lower Columbia	102,600	2	Y	CEO, Single Institution
North Seattle	94,674	2		CEO, Single Institution
Olympic	81,682	2		Executive Vice President
Seattle Central	74,520	3		CEO, Single Institution
Seattle District	104,854	2		CEO, Systems
Shoreline	89,999	1		Chief Develop/Advancement
Skagit Valley	68,438	2		Chief Develop/Advancement
So. Puget Sound	72,000	3	Y	CEO, Single Institution
South Seattle	75,599	1	Y	CEO, Single Institution
Spokane District	109,079	2		CEO, Systems
Tacoma	85,980	2	Y	Chief Develop/Advancement
Walla Walla	73,398	4		Chief Develop/Advancement
Wenatchee Valley	80,000	4		CEO, Single Institution
Whatcom	66,058	5		CEO, Single Institution
Yakima Valley	69,904	1		CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>82,624</b>	<b>Average</b>	<b>81,691</b>	
<b>Median</b>	<b>78,580</b>	<b>Median</b>	<b>74,160</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

**2017**

**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,

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	120,582	0		CEO, Single Institution
Bellevue	138,490	4		CEO, Single Institution
Bellingham	112,194	4		CEO, Single Institution
Big Bend	76,350	1		Chief Academic Affairs
Cascadia	133,900	3	Y	CEO, Single Institution
Centralia	110,097	3		CEO, Single Institution
Clark	115,646	6		CEO, Single Institution
Columbia Basin	113,243	4		CEO, Single Institution
Edmonds	120,514	3		CEO, Single Institution
Everett	97,868	3	Y	Chief Academic Affairs
Grays Harbor	110,097	3		CEO, Single Institution
Green River	131,067	10	Y	CEO, Single Institution
Highline	127,500	12	Y	Executive Vice President
Lake Washington	131,072	2	Y	CEO, Single Institution
Lower Columbia	115,000	1		CEO, Single Institution
North Seattle	119,106	1		CEO, Single Institution
Peninsula	118,112	14		CEO, Single Institution
Pierce Ft. Steilacoom	125,784	7	Y	CEO, Single Institution
Pierce Puyallup	125,784	6	Y	CEO, Single Institution
Seattle Central	119,106	1	Y	CEO, Single Institution
Shoreline	95,217	V	Y	Chief Academic Affairs
Skagit Valley	113,735	6		CEO, Single Institution
So. Puget Sound	120,000	3	Y	CEO, Single Institution
South Seattle	119,106	5		CEO, Single Institution
Spokane	109,079	2		CEO, Single Institution
Spokane Falls	122,546	5	Y	CEO, Single Institution
Tacoma	126,832	9	Y	Executive Vice President
Walla Walla	104,345	1		CEO, Single Institution
Wenatchee Valley	127,250	2		CEO, Single Institution
Whatcom	111,145	2		CEO, Single Institution
Yakima Valley	85,989	11		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>116,024</b>	<b>Average</b>	<b>113,439</b>	
<b>Median</b>	<b>119,106</b>	<b>Median</b>	<b>113,028</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**153040 Dean Arts and Sciences was Code: 52 Dean Liberal Arts and Sciences**

Position serves as principal administrator of the humanities, sciences, and social science divisions. (Previously Code: 52 Dean Liberal Arts and Sciences).

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Big Bend	82,418	6		Chief Academic Affairs
Cascadia	88,425	3		Chief Academic Affairs
Centralia	81,440	2		Chief Academic Affairs
Clover Park	88,787	2		Chief Academic Affairs
Highline	105,500	9		Chief Academic Affairs
Lake Washington	96,986	21	Y	Chief Academic Affairs
Lower Columbia	86,400	10		Chief Academic Affairs
Olympic	92,025	1	Y	Chief Academic Affairs
Peninsula	86,021	7		Chief Academic Affairs
Skagit Valley	94,369	2		Chief Academic Affairs
Spokane	88,811	3		Chief Academic Affairs
Spokane Falls	83,313	4		Chief Academic Affairs
Tacoma	98,563	2	Y	Chief Academic Affairs
Walla Walla	85,512	1		Chief Academic Affairs
Wenatchee Valley	91,800	V		Chief Academic Affairs
Whatcom	94,369	5	Y	Chief Academic Affairs
Yakima Valley	85,989	10		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>90,043</b>	<b>Average</b>	<b>87,826</b>	
<b>Median</b>	<b>88,787</b>	<b>Median</b>	<b>87,217</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

153060 Dean Business

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	107,975	3		Chief Academic Affairs
Bellingham	92,638	0		Chief Academic Affairs
Columbia Basin	88,115	25		Chief Academic Affairs
Edmonds	92,689	5		Executive Vice President
Everett	92,796	3		Chief Academic Affairs
Olympic	92,025	6		Chief Academic Affairs
Pierce Ft. Steilacoom	93,187	3	Y	Chief Academic Affairs
Pierce Puyallup	93,187	3	Y	Chief Academic Affairs
Renton	91,620	1	Y	Executive Vice President
Shoreline	95,217	1	Y	Chief Academic Affairs
So. Puget Sound	91,620	4	Y	Chief Academic Affairs
Spokane	88,811	4		Chief Academic Affairs
Spokane Falls	83,313	2		Chief Academic Affairs
Tacoma	99,360	2	Y	Chief Academic Affairs
Walla Walla	85,980	4		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
Average	92,569	Average	90,196	
Median	92,638	Median	90,967	

153080 Dean Continuing Education

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	109,000	0		CEO, Single Institution
Green River	97,939	14	Y	Chief Academic Affairs
Olympic	92,025	9	Y	Chief Academic Affairs
Shoreline	95,217	V	Y	Chief Academic Affairs
So. Puget Sound	88,077	6	Y	Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
Average	96,452	Average	91,122	
Median	95,217	Median	92,700	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

153140 Dean External Degree Programs

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Columbia Basin	88,115	10		Chief Business Officer
Grays Harbor	72,257	4		CEO, Single Institution
<b>2017 Average</b>	<b>80,186</b>	<b>2016 Average</b>	<b>78,768</b>	

153200 Dean Health-Related Professions

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	110,117	4		Chief Academic Affairs
Clark	89,883	2	Y	Chief Academic Affairs
Clover Park	92,264	6		Chief Academic Affairs
Columbia Basin	90,175	3		Chief Academic Affairs
Edmonds	92,689	28		Executive Vice President
Everett	92,796	3	Y	Chief Academic Affairs
Green River	90,000	V	Y	Chief Academic Affairs
Lake Washington	95,425	3		Chief Academic Affairs
Lower Columbia	94,369	7	Y	Chief Academic Affairs
Pierce Ft. Steilacoom	93,187	7	Y	Chief Academic Affairs
Pierce Puyallup	93,187	7	Y	Chief Academic Affairs
Renton	91,620	2		Chief Academic Affairs
Shoreline	95,217	1	Y	Chief Academic Affairs
So. Puget Sound	90,000	1	Y	Chief Academic Affairs
Spokane	92,364	4		Chief Academic Affairs
Spokane Falls	83,313	2	Y	Chief Academic Affairs
Tacoma	99,360	4	Y	Chief Academic Affairs
Walla Walla	89,126	5		Chief Academic Affairs
Wenatchee Valley	91,800	9		Chief Academic Affairs
<b>2017 Average</b>	<b>92,994</b>	<b>2016 Average</b>	<b>91,631</b>	
<b>Median</b>	<b>92,364</b>	<b>Median</b>	<b>91,155</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

153220 Dean Humanities

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	107,167	5		Chief Academic Affairs
Columbia Basin	88,116	17		Chief Academic Affairs
Edmonds	92,689	3	Y	Executive Vice President
Green River	90,000	V	Y	Chief Academic Affairs
Lake Washington	96,986	21	Y	Chief Academic Affairs
Lower Columbia	82,000	1	Y	Chief Academic Affairs
North Seattle	96,035	0	Y	Executive Vice President
Olympic	92,025	8	Y	Chief Academic Affairs
Pierce Ft. Steilacoom	93,187	7	Y	Chief Academic Affairs
Pierce Puyallup	93,187	7	Y	Chief Academic Affairs
Seattle Central	94,337	0	Y	Executive Vice President
Shoreline	95,217	4		Chief Academic Affairs
So. Puget Sound	90,174	9	Y	Chief Academic Affairs
Spokane Falls	86,783	2		Chief Academic Affairs
Tacoma	98,563	2	Y	Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>93,098</b>	<b>Average</b>	<b>92,468</b>	
<b>Median</b>	<b>93,187</b>	<b>Median</b>	<b>91,540</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**153310 Dean Occupational Studies/Voc Ed/Technology**

Dean Occupational Studies/Vocational Ed/Technology

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	88,929	2		Executive Vice President
Bates	88,929	8		Executive Vice President
Bates	88,929	4		Executive Vice President
Bates	95,417	1	Y	Executive Vice President
Bates	88,929	0		Executive Vice President
Bates	88,929	1		Executive Vice President
Bates	93,509	1	Y	Executive Vice President
Bellingham	92,638	1		Chief Academic Affairs
Big Bend	78,641	2		Chief Academic Affairs
Centralia	80,662	10		Chief Academic Affairs
Clark	92,746	6		Chief Academic Affairs
Clover Park	92,019	4		Chief Academic Affairs
Columbia Basin	88,078	2		Chief Academic Affairs
Grays Harbor	86,661	2		Chief Academic Affairs
Green River	90,000	1	Y	Chief Academic Affairs
Lake Washington	95,425	1		Chief Academic Affairs
Lake Washington	95,425	2	Y	Chief Academic Affairs
Lower Columbia	82,000	1		Chief Academic Affairs
So. Puget Sound	91,620	4	Y	Chief Academic Affairs
South Seattle	96,035	4	Y	Chief Academic Affairs
Spokane	92,364	7		Chief Academic Affairs
<b>2017</b>				
Average	89,899	<b>2016</b>		
Median	90,000	Average	87,596	
		Median	87,356	



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

2017

153360 Dean Sciences

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	109,356	7		Chief Academic Affairs
Clark	92,746	6		Chief Academic Affairs
Columbia Basin	83,884	3		Chief Academic Affairs
Edmonds	92,689	10		Executive Vice President
Everett	96,466	17		Chief Academic Affairs
Green River	93,000	7	Y	Chief Academic Affairs
Lake Washington	96,986	21	Y	Chief Academic Affairs
North Seattle	96,035	2		Chief Academic Affairs
Olympic	92,025	5		Chief Academic Affairs
Pierce Ft. Steilacoom	93,187	7	Y	Chief Academic Affairs
Pierce Puyallup	93,187	7	Y	Chief Academic Affairs
Seattle Central	96,035	6		Executive Vice President
Shoreline	95,217	2		Chief Academic Affairs
So. Puget Sound	90,000	1	Y	Chief Academic Affairs
Spokane Falls	98,134	11	Y	Chief Academic Affairs
Tacoma	98,563	1		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>94,844</b>	<b>Average</b>	<b>92,241</b>	
<b>Median</b>	<b>94,202</b>	<b>Median</b>	<b>91,565</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

153370 Dean Social Sciences

College/District	Annualized Salary	Years of Service in		Substantial Other Duties	Reporting Relationship
		Present Position			
Bellevue	107,571	6			Chief Academic Affairs
Clark	92,746	9	Y		Chief Academic Affairs
Columbia Basin	83,884	2			Chief Academic Affairs
Edmonds	92,689	3	Y		Executive Vice President
Everett	92,796	3			Chief Academic Affairs
Green River	100,385	13	Y		Chief Academic Affairs
Lake Washington	96,986	21	Y		Chief Academic Affairs
Olympic	92,025	1	Y		Chief Academic Affairs
Seattle Central	94,337	0	Y		Executive Vice President
Shoreline	95,217	2			Executive Vice President
So. Puget Sound	91,620	4	Y		Chief Academic Affairs
Spokane Falls	83,313	2	Y		Chief Academic Affairs
Tacoma	98,563	2	Y		Chief Academic Affairs
<b>2017</b>		<b>2016</b>			
<b>Average</b>	<b>94,010</b>	<b>Average</b>		<b>93,114</b>	
<b>Median</b>	<b>92,796</b>	<b>Median</b>		<b>91,155</b>	

153390 Dean Special Programs

College/District	Annualized Salary	Years of Service in		Substantial Other Duties	Reporting Relationship
		Present Position			
Lake Washington	96,986	14			Chief Academic Affairs
Lake Washington	95,425	2	Y		Chief Academic Affairs
Lake Washington	97,514	2			Chief Student Affairs Officer
Seattle Central	102,382	2	Y		Chief Academic Affairs
Spokane	78,147	2			Chief Academic Affairs
Spokane	86,783	6			Chief Academic Affairs
Tacoma	87,029	3	Y		Chief Academic Affairs
Tacoma	87,511	9	Y		Chief Student Affairs Officer
Tacoma	87,511	4	Y		Chief Student Affairs Officer
<b>2017</b>		<b>2016</b>			
<b>Average</b>	<b>91,032</b>	<b>Average</b>		<b>88,029</b>	
<b>Median</b>	<b>87,511</b>	<b>Median</b>		<b>85,964</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	88,929	1		Chief Business Officer
Bellevue	100,659	6		Chief Business Officer
Bellingham	79,824	4		Chief Business Officer
Big Bend	79,895	9		Chief Business Officer
Cascadia	86,788	5	Y	Chief Business Officer
Centralia	73,387	17		Chief Business Officer
Clark	89,883	5	Y	Chief Business Officer
Columbia Basin	71,260	2		Chief Budget Officer
Edmonds	75,647	1		Chief Financial Officer
Grays Harbor	86,661	1		Chief Business Officer
Green River	94,999	0		Chief Business Officer
Highline	65,000	V		Chief Business Officer
Lake Washington	78,641	3		Chief Business Officer
Olympic	67,391	4		Chief Financial Officer
Peninsula	92,272	10	Y	Chief Business Officer
Pierce District	90,500	6		Chief Business Officer
Renton	80,494	14		Chief Business Officer
Seattle District	84,000	0		Chief Business Officer
Shoreline	70,589	5	Y	Chief Business Officer
Skagit Valley	80,738	12		Chief Business Officer
So. Puget Sound	78,398	4	Y	Chief Business Officer
Spokane District	92,364	1		Chief Business Officer
Tacoma	99,611	3	Y	Chief Business Officer
Wenatchee Valley	77,760	4		Chief Business Officer
Whatcom	79,689	5	Y	Chief Business Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>82,615</b>	<b>Average</b>	<b>78,887</b>	
<b>Median</b>	<b>80,494</b>	<b>Median</b>	<b>78,280</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**165000 Chief Budget Officer**

Responsible for current budgetary operations. May also be responsible for long-range planning in the absence of a planning officer.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	88,929	2		Chief Business Officer
Bellevue	88,077	5		Chief Business Officer
Clover Park	87,373	3		Chief Financial Officer
Columbia Basin	85,238	2	Y	Chief Business Officer
Edmonds	83,520	27		Chief Business Officer
Green River	76,350	1		Chief Business Officer
Highline	75,000	V		Chief Business Officer
North Seattle	84,888	5		Chief Business Officer
Peninsula	92,272	10	Y	Chief Business Officer
Seattle Central	82,000	4		Chief Business Officer
South Seattle	92,113	0		Chief Business Officer
Spokane District	94,016	11		Chief Business Officer
Tacoma	59,767	2	Y	Chief Account/Controller
Whatcom	79,689	5	Y	Chief Business Officer
Yakima Valley	76,179	1		Chief Business Officer
<b>2017</b>				
<b>Average</b>	<b>83,027</b>	<b>Average</b>	<b>80,329</b>	
<b>Median</b>	<b>84,888</b>	<b>Median</b>	<b>79,310</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	78,641	4		Chief Business Officer
Bellevue	67,107	2		Chief Account/Controller
Big Bend	57,670	2	Y	Chief Account/Controller
Centralia	61,809	11	Y	Chief Account/Controller
Columbia Basin	70,200	5		Chief Budget Officer
Edmonds	67,791	2		Chief Account/Controller
Everett	75,600	5	Y	Chief Business Officer
Green River	75,000	1		Chief Business Officer
Lake Washington	62,912	3		Chief Business Officer
Olympic	76,378	5		Chief Business Officer
Seattle District	74,691	2		
Shoreline	70,589	5	Y	Chief Business Officer
Spokane District	62,456	0		Chief Account/Controller
Tacoma	66,170	1	Y	Chief Account/Controller
Walla Walla	61,000	0		Chief Business Officer
Whatcom	79,689	5	Y	Chief Business Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>66,642</b>	
<b>Median</b>		<b>Median</b>	<b>68,079</b>	

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	119,615	1		CEO, Single Institution
Clark	89,883	V		CEO, Single Institution
Edmonds	109,150	0		CEO, Single Institution
Everett	118,179	2	Y	CEO, Single Institution
North Seattle	73,348	1		CEO, Single Institution
Pierce District	106,500	0		
Seattle Central	73,348	1		CEO, Single Institution
Skagit Valley	95,000	V		CEO, Single Institution
South Seattle	73,348	V		CEO, Single Institution
Wenatchee Valley	61,000	1		Chief Student Affairs Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>		
<b>Median</b>		<b>Median</b>		

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	62,916	3		Chief Student Affairs Officer
Edmonds	83,521	1	Y	Chief Student Affairs Officer
Everett	69,728	6		
Green River	87,028	2	Y	Chief Student Affairs Officer
Highline	88,200	5	Y	Chief Student Affairs Officer
Lake Washington	66,838	2		Chief Student Affairs Officer
Olympic	92,025	2		Chief Academic Affairs
Peninsula	80,738	8	Y	Chief Student Affairs Officer
So. Puget Sound	94,369	3	Y	Chief Student Affairs Officer
South Seattle	98,000	7		CEO, Single Institution
Spokane	73,302	4	Y	Chief Student Affairs Officer
Spokane Falls	73,302	0	Y	Chief Student Affairs Officer
Tacoma	92,272	2	Y	Chief Student Affairs Officer
Whatcom	71,301	8	Y	Chief Student Affairs Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>80,967</b>	<b>Average</b>	<b>77,841</b>	
<b>Median</b>	<b>82,130</b>	<b>Median</b>	<b>80,677</b>	

# ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2017

## 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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	78,641	18		Chief Student Affairs Officer
Bellevue	73,712	3		Chief Registrar/Records
Bellingham	73,428	3		Chief Student Affairs Officer
Big Bend	66,583	2		Chief Student Affairs Officer
Cascadia	70,232	1		Chief Student Affairs Officer
Centralia	71,400	19	Y	Chief Student Affairs Officer
Clark	86,530	9		Chief Enrollment Officer
Clover Park	77,259	7		Chief Student Affairs Officer
Columbia Basin	77,760	4		Chief Enrollment Officer
Edmonds	83,521	1	Y	Chief Student Affairs Officer
Everett	75,495	3		
Grays Harbor	72,257	4		Chief Student Affairs Officer
Green River	77,250	0		Chief Student Affairs Officer
Lake Washington	78,641	12		Chief Student Affairs Officer
Lower Columbia	71,260	8		Chief Student Affairs Officer
North Seattle	70,200	4		Chief Enrollment Officer
Olympic	76,378	5		Chief Admissions Officer
Peninsula	80,738	8	Y	Chief Student Affairs Officer
Renton	75,000	0		Chief Student Affairs Officer
Seattle Central	70,200	10		Head, Student Counseling
Shoreline	78,117	5	Y	Chief Business Officer
Skagit Valley	71,260	1		Chief Student Affairs Officer
So. Puget Sound	79,404	3		Chief Student Affairs Officer
South Seattle	71,260	1		Chief Student Affairs Officer
Spokane	71,622	5		Chief Student Affairs Officer
Spokane Falls	68,757	4		Chief Student Affairs Officer
Tacoma	72,904	14		Chief Student Affairs Officer
Walla Walla	69,911	6		Chief Student Affairs Officer
Wenatchee Valley	75,600	4	Y	Chief Student Affairs Officer
Whatcom	72,349	4		Chief Student Affairs Officer
Yakima Valley	72,691	5		Chief Student Affairs Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>74,528</b>	<b>Average</b>	<b>72,785</b>	
<b>Median</b>	<b>73,428</b>	<b>Median</b>	<b>71,874</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	88,929	2		Chief Student Affairs Officer
Bellevue	94,368	2		Chief Student Affairs Officer
Bellingham	62,916	20		Chief Student Affairs Officer
Big Bend	66,170	1		Chief Student Affairs Officer
Cascadia	75,060	6		Chief Student Affairs Officer
Centralia	71,260	1	Y	Chief Student Affairs Officer
Clark	68,701	1		Chief Enrollment Officer
Clover Park	78,712	5		Chief Student Affairs Officer
Columbia Basin	71,825	2		Chief Student Affairs Officer
Edmonds	64,196	3		Chief Financial Aid Officer
Everett	69,728	4		
Grays Harbor	76,519	2		Chief Student Affairs Officer
Green River	74,446	19		Chief Student Affairs Officer
Highline	48,000	V		Chief Admissions Officer
Lake Washington	66,838	2		Chief Student Affairs Officer
Lower Columbia	67,107	3		Chief Student Affairs Officer
Pierce District	93,187	6	Y	Chief Student Affairs Officer
Renton	81,261	3		Chief Student Affairs Officer
Shoreline	78,117	5	Y	Chief Account/Controller
Skagit Valley	76,298	2		Chief Student Affairs Officer
Spokane	73,302	4	Y	Chief Student Affairs Officer
Spokane Falls	73,302	0	Y	Chief Student Affairs Officer
Tacoma	92,272	2	Y	Chief Student Affairs Officer
Walla Walla	70,881	7	Y	Chief Student Affairs Officer
Wenatchee Valley	65,000	2		Chief Financial Aid Officer
Whatcom	71,301	8	Y	Chief Student Affairs Officer
Yakima Valley	72,105	3		Chief Student Affairs Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>73,770</b>	<b>Average</b>	<b>72,971</b>	
<b>Median</b>	<b>72,105</b>	<b>Median</b>	<b>72,100</b>	



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**183000 Assoc Provost**

Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO or another Provost.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Skagit Valley	90,000	1		Executive Vice President
Spokane District	109,079	2	Y	Chief Academic Affairs
<b>2017 Average</b>	<b>99,540</b>	<b>2016 Average</b>	<b>95,276</b>	

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	71,304	10		Chief HR Officer
Clark	75,570	14		Chief HR Officer
Edmonds	81,883	4		Chief HR Officer
Everett	71,301	2		Chief Business Officer
Everett	71,301	2		Chief Business Officer
Everett	71,301	2		Chief Business Officer
Highline	65,000	V		Chief HR Officer
Lake Washington	57,600	2	Y	Chief HR Officer
Lower Columbia	65,000	2		Chief HR Officer
Pierce District	76,288	6		Chief HR Officer
Renton	70,252	10		Chief HR Officer
Seattle District	83,883	5		Chief HR Officer
Shoreline	88,021	5		Chief HR Officer
So. Puget Sound	73,319	2	Y	Chief HR Officer
Spokane District	73,302	1	Y	Chief HR Officer
Spokane District	76,357	4		Chief HR Officer
Tacoma	69,733	V	Y	Chief HR Officer
Tacoma	71,821	14	Y	Chief HR Officer
<b>2017 Average</b>	<b>72,958</b>	<b>2016 Average</b>	<b>69,259</b>	
<b>Median</b>	<b>71,563</b>	<b>Median</b>	<b>70,040</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

**2017**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clark	73,281	1		Chief Information/IT Officer
Clover Park	70,323	2		Chief Information/IT Officer
Edmonds	87,883	8		Chief Business Officer
Everett	85,980	3		Chief Information/IT Officer
Lake Washington	78,641	V		Chief Information/IT Officer
Renton	71,659	4		Chief Information/IT Officer
Seattle Central	85,980	V		Chief Business Officer
Seattle District	82,620	9		
Seattle Voc	84,460	1		
So. Puget Sound	86,900	2	Y	Chief Information/IT Officer
Spokane District	88,811	3		Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>81,503</b>	<b>Average</b>	<b>79,905</b>	
<b>Median</b>	<b>84,460</b>	<b>Median</b>	<b>82,700</b>	

**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;

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	81,238	13		Chief Account/Controller
Big Bend	59,980	9		Chief Business Officer
Centralia	52,704	16		Chief Account/Controller
Clark	59,541	12		Chief Business Officer
Clover Park	65,263	13		Chief Business Officer
Columbia Basin	70,716	21		Chief Budget Officer
Highline	65,520	2		Chief Business Officer
Lower Columbia	66,058	4	Y	Chief Business Officer
Olympic	67,391	5		Chief Business Officer
Peninsula	70,748	5		Chief Facilities Officer
Renton	60,815	17		Chief Business Officer
Shoreline	52,427	2		Chief Business Officer
Skagit Valley	61,864	6		Chief Business Officer
Tacoma	60,792	12	Y	Chief Business Officer
Walla Walla	60,684	7		Chief Business Officer
Wenatchee Valley	64,800	23	Y	Chief Business Officer
Whatcom	60,062	22		Chief Business Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>63,565</b>	<b>Average</b>	<b>61,325</b>	
<b>Median</b>	<b>61,864</b>	<b>Median</b>	<b>59,736</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	89,125	2		Dean Continuing Education
Clark	94,369	7		CEO, Single Institution
Everett	69,543	8	Y	
Grays Harbor	54,208	2		Chief Academic Affairs
North Seattle	70,200	3		Chief Academic Affairs
Peninsula	69,543	9		Chief Academic Affairs
Seattle Central	70,200	2		
South Seattle	75,600	16		Chief Academic Affairs
Spokane District	90,399	4	Y	Dir Business Development
Tacoma	84,239	8	Y	Chief Student Affairs Officer
Whatcom	90,000	5	Y	Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>		<b>77,561</b>
<b>Median</b>		<b>Median</b>		<b>82,400</b>

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Columbia Basin	64,887	17		Chief Library Officer
Everett	75,000	0		Chief Library Officer
Grays Harbor	54,208	2		Chief Library Officer
Lake Washington	56,621	0		Dean Occ/Voc/Tech
Lower Columbia	55,990	2		Chief Library Officer
Seattle Central	60,000	1		Chief Academic Affairs
Shoreline	89,999	8		Chief Academic Affairs
So. Puget Sound	62,000	1		Chief Academic Affairs
Spokane District	83,313	1		Chief Academic Affairs
Tacoma	75,332	4		Chief Information/IT Officer
Whatcom	94,369	5	Y	Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>		<b>72,172</b>
<b>Median</b>		<b>Median</b>		<b>68,500</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

**2017**

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	57,670	1		Chief Academic Affairs
Bellevue	106,951	2		Chief Student Affairs Officer
Clark	71,301	3		Chief Student Affairs Officer
Edmonds	120,514	21	Y	CEO, Single Institution
Everett	102,818	8	Y	CEO, Single Institution
Green River	117,436	25	Y	CEO, Single Institution
Highline	84,500	12		Chief Academic Affairs
Lake Washington	95,436	V		Chief Academic Affairs
Lower Columbia	70,000	1		Chief Student Affairs Officer
North Seattle	89,700	0		CEO, Single Institution
Pierce District	95,750	3		CEO, Systems
Seattle Central	117,070	27	Y	CEO, Single Institution
Shoreline	111,046	6		CEO, Single Institution
Skagit Valley	105,000	0		Chief Academic Affairs
So. Puget Sound	75,000	1		Chief Student Activities
South Seattle	96,035	12		CEO, Systems
Spokane District	109,079	4	Y	Chief Academic Affairs
Tacoma	80,999	4		Chief Student Affairs Officer
Whatcom	90,495	12		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>87,024</b>	
<b>Median</b>		<b>Median</b>	<b>87,396</b>	

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	72,136	0		Chief Int'l Education Admin
Olympic	74,679	1		Chief Admissions Officer
Seattle Central	96,035	1		Chief Int'l Education Admin
Whatcom	54,524	11		Chief Int'l Education Admin
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>70,556</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**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.

College/District	Annualized Salary	Years of Service in		Substantial Other Duties	Reporting Relationship
		Present Position			
Clark	59,541	4			Chief Business Officer
Clover Park	90,000	4			Chief Business Officer
Shoreline	111,046	V	Y		CEO, Single Institution
Tacoma	122,160	1	Y		CEO, Single Institution
2017 Average		2016 Average		102,417	
	95,687				

**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.

College/District	Annualized Salary	Years of Service in		Substantial Other Duties	Reporting Relationship
		Present Position			
Bates	78,641	2			Chief Facilities Officer
Bellevue	75,000	1			Chief Business Officer
Big Bend	64,486	5			Chief Business Officer
Clark	68,701	0			Chief Business Officer
Edmonds	86,042	3			Chief Business Officer
Everett	80,000	0			
Grays Harbor	54,208	5			Chief Facilities Officer
Green River	86,982	1	Y		Chief Student Affairs Officer
Highline	70,000	2			Executive Vice President
Lake Washington	62,912	4			Chief Business Officer
Lower Columbia	61,080	1	Y		
North Seattle	80,000	4			Chief Business Officer
Olympic	68,820	1			Chief Business Officer
Peninsula	59,746	8			Chief Facilities Officer
Pierce District	79,700	V	Y		Chief Business Officer
Renton	68,837	2			Chief Business Officer
Seattle Central	73,440	5			Chief Business Officer
Shoreline	86,358	4			Chief Facilities Officer
Skagit Valley	70,252	6			Chief Business Officer
So. Puget Sound	66,170	2	Y		Chief Business Officer
South Seattle	74,823	24			Chief Business Officer
Spokane District	70,489	4			Executive Vice President
Spokane District	65,117	4			Executive Vice President
Whatcom	100,000	13	Y		
2017 Average		2016 Average		70,128	
	72,992				
Median		Median		68,002	
	70,371				

# ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2017

## 196110 Chief Campus Payroll Administrator

Supervises operation of the institution's payroll system. Previous job title: Director/Manager, Payroll.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	73,296	1		Chief Business Officer
Bellevue	88,000	5		Chief Financial Officer
Cascadia	70,000	10		Chief HR Officer
Clark	57,250	5		Chief Account/Controller
Clover Park	65,850	4		Chief Business Officer
Columbia Basin	65,990	1	Y	Chief HR Officer
Green River	78,640	11		Chief Business Officer
Highline	64,200	2		Chief HR Officer
Lake Washington	66,838	16	Y	Chief Business Officer
Lower Columbia	80,000	3		Chief Business Officer
Seattle District	75,534	1		Deputy Chief HR Officer
Shoreline	64,171	4	Y	Deputy Chief HR Officer
So. Puget Sound	73,319	12	Y	Chief HR Officer
Spokane District	68,757	V	Y	Chief Account/Controller
Walla Walla	64,134	0	Y	Chief Financial Officer
Wenatchee Valley	62,000	9		Chief Financial Officer
Whatcom	100,000	11	Y	CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>71,646</b>	<b>Average</b>	<b>68,410</b>	
<b>Median</b>	<b>68,757</b>	<b>Median</b>	<b>64,878</b>	

## 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	70,252	3		Chief HR Officer
Centralia	52,670	18	Y	Chief HR Officer
Clark	65,265	2	Y	Chief HR Officer
Columbia Basin	69,400	5	Y	Chief HR Officer
Edmonds	69,648	17		Deputy Chief HR Officer
Lake Washington	66,838	16	Y	Chief Business Officer
Olympic	67,365	11		Chief HR Officer
Shoreline	64,171	4	Y	Deputy Chief HR Officer
So. Puget Sound	73,319	12	Y	Chief HR Officer
Spokane District	68,757	V	Y	Chief Account/Controller
Whatcom	100,000	11	Y	CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>69,790</b>	<b>Average</b>	<b>67,681</b>	
<b>Median</b>	<b>68,757</b>	<b>Median</b>	<b>66,304</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Columbia Basin	57,517	1	Y	Chief HR Officer
Edmonds	67,791	14		Chief HR Officer
Green River	68,155	1		Chief HR Officer
Lake Washington	52,431	3		Chief Academic Affairs
Seattle District	70,000	0		Chief HR Officer
Spokane District	73,302	1	Y	Chief HR Officer
Tacoma	87,029	3	Y	Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>64,456</b>	
<b>Median</b>		<b>Median</b>	<b>63,146</b>	

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	81,072	11		Chief Financial Officer
Edmonds	60,494	5		Dean Business
Green River	73,397	3		
Lake Washington	52,846	3		Chief Business Officer
Lower Columbia	66,058	2	Y	Chief Business Officer
North Seattle	78,840	2		Chief Business Officer
Olympic	58,346	2		Dean Business
Renton	91,620	26	Y	Chief Business Officer
Seattle Central	77,592	1		Chief Academic Affairs
South Seattle	96,035	5	Y	Chief Academic Affairs
Walla Walla	50,900	6		Dean Business
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>68,239</b>	
<b>Median</b>		<b>Median</b>	<b>66,306</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	84,045	24		Chief Information/IT Officer
Highline	101,000	15		Chief Library Officer
Lake Washington	56,621	0		Chief Academic Affairs
Olympic	76,378	9		Chief Information/IT Officer
Seattle Central	85,467	18		Deputy Chief IT Officer
Skagit Valley	73,398	1		Chief Academic Affairs
Tacoma	82,835	9	Y	Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
Average		Average	82,002	
Median		Median	81,965	



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	81,440	11		Chief Student Affairs Officer
Big Bend	58,122	16		Chief Student Affairs Officer
Cascadia	63,744	3		Chief Student Affairs Officer
Centralia	58,725	18		Chief Student Affairs Officer
Clark	62,976	8		
Clover Park	72,295	4		Chief Student Affairs Officer
Columbia Basin	55,620	10		Chief Academic Advising
Edmonds	64,196	33		Chief Student Affairs Officer
Everett	75,495	6	Y	Chief Student Affairs Officer
Grays Harbor	64,906	3		Chief Student Affairs Officer
Green River	65,534	3		Chief Student Affairs Officer
Highline	81,500	17		Chief Student Affairs Officer
Lake Washington	65,656	5		Chief Student Affairs Officer
Lower Columbia	68,206	7	Y	Chief Student Affairs Officer
North Seattle	64,800	1		Chief Student Affairs Officer
Peninsula	71,301	23	Y	Chief Student Affairs Officer
Pierce Ft. Steilacoom	71,494	9		Chief Student Affairs Officer
Pierce Puyallup	71,494	7		Chief Student Affairs Officer
Renton	65,009	4	Y	Chief Student Affairs Officer
Seattle Central	64,780	4		
Shoreline	62,913	2		Chief Student Affairs Officer
Skagit Valley	65,152	2		Chief Student Affairs Officer
So. Puget Sound	79,404	3	Y	Chief Student Affairs Officer
South Seattle	86,558	0		Chief Student Affairs Officer
Spokane	84,795	4	Y	Chief Student Affairs Officer
Tacoma	70,776	2	Y	Chief Student Affairs Officer
Walla Walla	70,252	3	Y	Chief Student Affairs Officer
Wenatchee Valley	65,000	0		Chief Student Affairs Officer
Whatcom	70,000	0		Chief Student Affairs Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>69,039</b>	<b>Average</b>	<b>67,192</b>	
<b>Median</b>	<b>65,656</b>	<b>Median</b>	<b>65,228</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	71,667	1		Chief Student Affairs Officer
Centralia	71,260	2	Y	Chief Student Affairs Officer
Clark	68,701	1		Chief Enrollment Officer
Clover Park	77,320	3		Chief Student Affairs Officer
Columbia Basin	73,398	3	Y	Chief Student Affairs Officer
Everett	78,641	2		Dean Basic Skills/ABE
Green River	73,397	1		
Lake Washington	66,838	V		Chief Student Affairs Officer
Lower Columbia	63,116	6	Y	Chief Student Affairs Officer
North Seattle	68,000	0		
Olympic	92,025	3	Y	Chief Academic Affairs
Peninsula	78,641	3		Chief Student Affairs Officer
Pierce Ft. Steilacoom	93,187	3	Y	Chief Student Affairs Officer
Pierce Puyallup	93,187	7		Chief Student Affairs Officer
Renton	79,689	5		Chief Student Affairs Officer
Seattle Central	68,155	8		
Skagit Valley	68,155	2		Chief Student Affairs Officer
So. Puget Sound	58,718	1	Y	Chief Student Affairs Officer
South Seattle	88,116	1		Chief Student Affairs Officer
Spokane	84,795	4	Y	Chief Student Affairs Officer
Spokane Falls	90,399	7	Y	Chief Student Affairs Officer
Tacoma	87,511	4	Y	Chief Student Affairs Officer
Walla Walla	65,000	0		Chief Student Affairs Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>76,518</b>	<b>Average</b>	<b>75,415</b>	
<b>Median</b>	<b>73,398</b>	<b>Median</b>	<b>74,197</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

**2017**

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	82,045	15		Chief Academic Affairs
Bellingham	68,160	2		Chief Student Affairs Officer
Clark	68,701	9		
Edmonds	60,494	16		Dean Occ/Voc/Tech
Olympic	76,378	6		Chief Academic Affairs
Renton	48,232	3		Chief Student Activities
Seattle Central	88,114	1		Chief Student Affairs Officer
So. Puget Sound	59,767	8	Y	Chief Financial Aid Officer
Spokane	68,757	5	Y	Chief Student Activities
Spokane Falls	57,880	1		Chief Student Affairs Officer
Wenatchee Valley	60,480	4		Chief Financial Aid Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>		<b>61,131</b>
<b>Median</b>		<b>Median</b>		<b>59,582</b>

**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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Big Bend	59,112	0		Chief Business Officer
Edmonds	61,703	13		Chief Student Activities
Everett	51,918	4		Chief Student Affairs Officer
Green River	73,397	7		Chief Int'l Education Admin
Olympic	76,378	4	Y	Chief Academic Affairs
Skagit Valley	55,990	5		Chief Develop/Advancement
Yakima Valley	69,904	10	Y	Chief Business Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>		<b>56,785</b>
<b>Median</b>		<b>Median</b>		<b>58,066</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**304300 Assoc/Asst Dean Nursing**

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	86,520	0		Chief Academic Affairs
Clark	80,150	0		Dean Health-Related
Columbia Basin	78,117	2		Dean Health-Related
Everett	77,250	1		Dean Health-Related
Grays Harbor	72,257	3		Chief Academic Affairs
Lake Washington	90,908	0		Dean Health-Related
North Seattle	91,223	2		
Olympic	89,760	12		Chief Academic Affairs
Renton	90,000	1		Chief Academic Affairs
Skagit Valley	85,207	0		Dean Workforce Education
So. Puget Sound	94,674	4		Chief Academic Affairs
Spokane	84,795	1		Dean Health-Related
Tacoma	93,320	3		Dean Health-Related
Whatcom	73,398	7		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>84,827</b>	<b>Average</b>	<b>82,905</b>
<b>Median</b>		<b>85,864</b>	<b>Median</b>	<b>83,700</b>

**304310 Assoc/Asst Dean Occupational/Vocational Ed/Tech**

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	77,076	10		Chief Academic Affairs
Bellingham	77,076	2		Chief Academic Affairs
Cascadia	75,967	2		Dean Workforce Education
Lake Washington	77,250	2		Dean Health-Related
Lake Washington	89,301	3		Chief Academic Affairs
Lake Washington	77,256	12		Chief Academic Affairs
Lake Washington	75,890	2		Chief Academic Affairs
Lake Washington	89,301	2		Dean Health-Related
Peninsula	62,912	2		Dean Workforce Education
Renton	75,000	0		Dean Workforce Education
Skagit Valley	73,398	2		Dean Workforce Education
So. Puget Sound	77,368	3		Chief Academic Affairs
Yakima Valley	62,906	10		Dean Workforce Education
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>76,208</b>	<b>Average</b>	<b>76,084</b>
<b>Median</b>		<b>77,076</b>	<b>Median</b>	<b>75,890</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

2017

**315020 Head, Campus Landscape & Grounds Keeping**

Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping. Previous title: Manager, Campus Landscape & Grounds Keeping.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	73,374	3	Y	Chief Facilities Officer
Edmonds	43,524	0		Chief Facilities Officer
Spokane District	71,622	9	Y	Chief Facilities Officer
Whatcom	65,000	0	Y	Chief Facilities Officer
<b>2017 Average</b>	<b>63,380</b>	<b>2016 Average</b>	<b>62,438</b>	

**315060 Head, Campus, Custodial Services**

Responsible for the management of institutional custodial services. Report managerial-level position. Previous title: Manager, Custodial Services.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	73,296	5		Chief Facilities Officer
Bellingham	59,604	4		Chief Facilities Officer
Big Bend	45,000	1		Chief Facilities Officer
Centralia	55,187	4	Y	Chief Business Officer
Clark	54,960	8		Chief Facilities Officer
Clover Park	59,124	12		Chief Facilities Officer
Edmonds	57,144	38		Chief Facilities Officer
Everett	60,291	3		
Grays Harbor	54,208	3		Chief Facilities Officer
Green River	57,669	2	Y	Chief Facilities Officer
Lake Washington	62,912	5		Chief Facilities Officer
Renton	58,711	5		Chief Business Officer
Seattle Central	55,000	0		Chief Facilities Officer
Seattle Voc	61,984	1		
Skagit Valley	71,868	6		Chief Facilities Officer
Spokane District	71,622	9	Y	Chief Facilities Officer
Tacoma	54,000	V		Chief Facilities Officer
Whatcom	65,000	0	Y	Chief Facilities Officer
Yakima Valley	51,806	3		Chief Facilities Officer
<b>2017 Average</b>	<b>59,441</b>	<b>2016 Average</b>	<b>57,759</b>	
<b>Median</b>	<b>58,711</b>	<b>Median</b>	<b>57,672</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**320010 Executive Assistant to System or Institution CEO**

Senior professional staff assistant to the CEO of an institution or of a campus within a system. Manages the administrative, operational, and/or financial affairs of the Office of the CEO. This is a high-level professional position;

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	63,269	4		CEO, Single Institution
Bellingham	58,548	16		CEO, Single Institution
Big Bend	56,476	11		CEO, Single Institution
Cascadia	57,509	0		CEO, Single Institution
Centralia	53,042	6		CEO, Single Institution
Clark	58,194	10		CEO, Single Institution
Clover Park	61,677	11		CEO, Single Institution
Columbia Basin	55,442	11		CEO, Single Institution
Everett	73,296	3		CEO, Single Institution
Grays Harbor	53,153	31		CEO, Single Institution
Green River	62,500	2		CEO, Single Institution
Highline	75,900	11		CEO, Single Institution
Lake Washington	56,684	3		CEO, Single Institution
Lower Columbia	59,940	19		CEO, Single Institution
North Seattle	59,848	4		CEO, Single Institution
Olympic	58,408	3		CEO, Single Institution
Peninsula	60,291	1		CEO, Single Institution
Pierce District	62,525	12		CEO, Systems
Pierce Ft. Steilacoom	52,538	7		CEO, Single Institution
Pierce Puyallup	52,538	3		CEO, Single Institution
Renton	60,754	7		CEO, Single Institution
Seattle Central	59,847	1		CEO, Single Institution
Seattle District	71,825	2		CEO, Systems
Shoreline	71,554	10		CEO, Single Institution
Skagit Valley	62,912	18		CEO, Single Institution
So. Puget Sound	73,155	12		CEO, Single Institution
South Seattle	59,848	22		CEO, Single Institution
Spokane	58,379	2		CEO, Single Institution
Spokane District	58,665	6		CEO, Systems
Spokane Falls	58,379	2		CEO, Single Institution
Tacoma	76,543	9	Y	CEO, Single Institution
Walla Walla	62,912	11		CEO, Single Institution
Wenatchee Valley	56,621	12		CEO, Single Institution
Whatcom	71,000	3		CEO, Single Institution
Yakima Valley	58,007	3		CEO, Single Institution
2017		2016		
Average	61,491	Average	61,048	
Median	59,848	Median	58,880	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

2017

**325000 Administrative Specialist/Coordinator**

This is an exempt, professional position, not an administrative assistant. Persons in this position generally report to an Executive Administrator or to an Administrative Unit Head. Responsibilities include performing a variety of

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	56,070	2		Chief Business Officer
Bates	56,070	2		Chief Academic Affairs
Bates	56,070	7		Chief Student Affairs Officer
Centralia	52,427	13		Chief Academic Affairs
Clover Park	57,043	11		Chief Business Officer
Clover Park	57,043	9		Chief Academic Affairs
Clover Park	57,043	5		Chief Academic Affairs
Clover Park	57,043	11		Chief Student Affairs Officer
Grays Harbor	53,055	19		Chief Academic Affairs
Grays Harbor	53,055	13		Chief Student Affairs Officer
Grays Harbor	53,055	9		Chief Business Officer
Highline	55,700	12	Y	Chief Develop/Advancement
Highline	58,000	13		Chief Academic Affairs
Highline	56,400	4	Y	Chief Business Officer
Highline	57,100	13		Chief Student Affairs Officer
Lake Washington	63,996	0		Chief Academic Affairs
Skagit Valley	60,000	1		Executive Vice President
Skagit Valley	61,080	2		Early Childhood Prgm Mgr
So. Puget Sound	55,990	3	Y	Chief Academic Affairs
So. Puget Sound	49,281	29	Y	Chief Business Officer
So. Puget Sound	54,524	5	Y	Chief Information/IT Officer
So. Puget Sound	54,524	3	Y	Chief Develop/Advancement
So. Puget Sound	57,008	8	Y	Chief Student Affairs Officer
Spokane	71,622	0		Chief Academic Affairs
Spokane District	76,357	2		Chief Academic Affairs
Spokane District	96,058	11		CEO, Systems
Tacoma	52,951	1		Chief Business Officer
Tacoma	53,367	4		Chief Develop/Advancement
Tacoma	52,951	18		Chief Academic Affairs
Tacoma	52,951	26		Chief Student Affairs Officer
Tacoma	61,000	1		CEO, Single Institution
Whatcom	47,000	5		Chief Business Officer
Whatcom	44,290	0		Chief Student Affairs Officer
Whatcom	49,103	0		Chief Academic Affairs
Yakima Valley	48,932	10		Chief Business Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>57,090</b>	<b>Average</b>	<b>55,437</b>	
<b>Median</b>	<b>56,070</b>	<b>Median</b>	<b>53,780</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**400130 Head, Campus Learning Resources Center**

Directs all activities of the institution's Learning Resources Center for students. Previous title: Director, Learning Resources Center.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	63,000	1		Chief Academic Affairs
Columbia Basin	73,923	3		Chief Library Officer
Edmonds	59,308	17		Chief Academic Affairs
Grays Harbor	54,208	3		Chief Academic Affairs
North Seattle	64,800	4		Executive Vice President
Seattle Central	86,558	6		Chief Academic Affairs
Skagit Valley	66,170	V		Chief Student Affairs Officer
Whatcom	51,912	4		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>62,333</b>	
<b>Median</b>		<b>Median</b>	<b>64,581</b>	

**400150 Academic Evaluator**

Responsible for reviewing, analyzing, assessing and processing information, records and transcripts for determining academic credit and eligibility for degrees and specialized program designations. Requires at least six months of

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	46,140	2		Head, Student Counseling
Skagit Valley	47,476	4		Assoc Provost
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>45,726</b>	



# ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2017

## 400160 Head, Foreign Student Services

Recruits and advises foreign students and coordinates academic studies for foreign students on campus. Previous title: Director, Foreign Students.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	71,300	4		Chief Int'l Education Admin
Centralia	58,052	11		Chief Student Affairs Officer
Clover Park	52,256	5		Chief Student Affairs Officer
Edmonds	74,175	21		Chief Int'l Education Admin
Everett	58,300	4		Chief Int'l Education Admin
Everett	58,300	2		Chief Int'l Education Admin
Lake Washington	54,841	V		Chief Int'l Education Admin
Olympic	58,408	4		Chief Admissions Officer
Peninsula	78,641	9		Chief Student Affairs Officer
Seattle Central	73,440	13		Chief Int'l Education Admin
Shoreline	56,347	2		Chief Int'l Education Admin
Shoreline	56,347	2		Chief Int'l Education Admin
Shoreline	56,000	6		Chief Int'l Education Admin
Shoreline	63,841	6	Y	Chief Int'l Education Admin
Skagit Valley	62,170	3		Chief Int'l Education Admin
So. Puget Sound	50,900	2		Chief Int'l Education Admin
Spokane District	53,477	3		Chief Int'l Education Admin
Spokane District	53,477	3		Chief Int'l Education Admin
Whatcom	53,560	5		Chief Int'l Education Admin
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>58,465</b>	
<b>Median</b>		<b>Median</b>	<b>57,019</b>	

## 401010 Head, Student Academic Counseling

Directs the provision of academic counseling and testing services for students. Report to Director, Academic Advising, 7050. Previous title: Director, Student Academic Counseling.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Cascadia	76,765	3		Chief Student Affairs Officer
Columbia Basin	52,427	3		Chief Academic Advising
Green River	87,028	2		Chief Student Affairs Officer
Highline	73,000	V		Chief Student Affairs Officer
Tacoma	61,800	2		Dean Special Programs
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>70,068</b>	
<b>Median</b>		<b>Median</b>	<b>70,979</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
2017

**401130 Academic Advisor/Counselor**

Advises students concerning an appropriate academic schedule, choice of major, number of hours that may be taken, probation, and/or suspension. Contact may be on individual or group basis or be made by correspondence.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	46,140	2		Chief Academic Affairs
Bellingham	47,196	1		Chief Academic Affairs
Big Bend	45,071	V		Chief Academic Affairs
Cascadia	48,852	3		Head, Student Counseling
Cascadia	48,852	2		Head, Student Counseling
Cascadia	48,852	1		Head, Student Counseling
Clark	49,236	1		Chief Academic Advising
Clark	50,667	3		Chief Academic Advising
Clark	50,667	1		Chief Academic Advising
Clark	50,667	1		Chief Academic Advising
Clark	49,236	1		Chief Academic Advising
Clark	49,236	0		Chief Academic Advising
Lake Washington	50,330	1		Chief Academic Advising
Lake Washington	50,330	9		Chief Academic Advising
Lake Washington	50,330	0		Chief Career Services
Lake Washington	50,330	6		Chief Career Services
Lake Washington	50,330	2		Chief Career Services
Lake Washington	42,994	9		Chief Admissions Officer
Lake Washington	50,330	8		Chief Career Services
Lake Washington	42,994	3		Head, Student Counseling
Lake Washington	42,994	2		Dean Special Programs
Lake Washington	42,234	4		Dean Special Programs
Lake Washington	42,994	3		Dean Special Programs
Lake Washington	50,330	4		Chief Academic Advising
Lower Columbia	47,476	1		
Lower Columbia	42,120	1		
Lower Columbia	40,046	2		
Lower Columbia	42,120	4		Chief Academic Advising
Lower Columbia	47,552	6	Y	Chief Academic Advising
Lower Columbia	42,120	3		
Lower Columbia	47,476	2		
Lower Columbia	47,476	3		
Lower Columbia	42,120	2		
Lower Columbia	42,120	1		
Lower Columbia	42,120	4		Chief Academic Advising
Lower Columbia	38,765	7		Chief Academic Advising
Olympic	52,223	14		Chief Career Services
Olympic	52,223	1	Y	Chief Career Services
Olympic	52,223	1		Chief Career Services
Peninsula	52,530	V	Y	Chief Academic Advising
Peninsula	44,468	9	Y	Chief Academic Advising

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**

2017				
Peninsula	48,233	6		Foreign Student Services
Peninsula	44,290	2		Chief Academic Advising
Skagit Valley	45,810	1		Chief Registrar/Records
Skagit Valley	45,810	1		Chief Registrar/Records
Skagit Valley	45,810	1		Chief Registrar/Records
Skagit Valley	45,810	1		Chief Registrar/Records
Skagit Valley	45,810	1		Dean Basic Skills/ABE
Skagit Valley	45,810	1		Chief Registrar/Records
Skagit Valley	45,810	1		Chief Academic Advising
Skagit Valley	45,810	1		Chief Registrar/Records
Skagit Valley	45,810	1		Chief Registrar/Records
Skagit Valley	45,810	1		Head Learning Resources
Skagit Valley	45,810	1		Chief Registrar/Records
So. Puget Sound	48,233	16		Chief Academic Advising
So. Puget Sound	48,233	22		Chief Academic Advising
So. Puget Sound	48,233	0		Chief Academic Advising
So. Puget Sound	48,233	5		Chief Academic Advising
So. Puget Sound	48,233	3		Chief Academic Advising
So. Puget Sound	48,233	8		Chief Academic Advising
So. Puget Sound	48,233	1		Chief Academic Advising
So. Puget Sound	48,233	1		Chief Academic Advising
Tacoma	47,500	2		Chief Academic Advising
Tacoma	47,500	V		Chief Academic Advising
Tacoma	48,100	11		Chief Academic Advising
Tacoma	47,500	3		Chief Academic Advising
Tacoma	45,632	2		Dean Basic Skills/ABE
Tacoma	48,100	3		Chief Academic Advising
Tacoma	47,500	2		Chief Academic Advising
Tacoma	47,500	5		Chief Academic Advising
Tacoma	48,100	10		Chief Academic Advising
Tacoma	47,500	11		Chief Academic Advising
Walla Walla	42,000	1		
Walla Walla	42,500	0		
Wenatchee Valley	48,600	12	Y	Chief Career Services
Whatcom	50,568	4		Head, Student Counseling
Whatcom	47,184	12		Head, Student Counseling
Whatcom	47,184	10		Head, Student Counseling
Whatcom	44,000	4		Head, Student Counseling
Whatcom	44,290	13		Head, Student Counseling
Whatcom	43,500	5		Head, Student Counseling
Whatcom	43,260	3		Head, Student Counseling
<b>2017</b>				
<b>Average</b>	<b>46,789</b>	<b>2016</b>		
<b>Median</b>	<b>47,488</b>	<b>Average</b>	<b>45,498</b>	
		<b>Median</b>	<b>45,632</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**404110 Continuing Education Specialist**

Responsible for planning and developing continuing education programs. Coordinates and manages the planning, design, and development of university level credit and non-credit courses. May include planning and development of

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Grays Harbor	36,846	3		Dean Continuing Education
Olympic	58,540	1		Dean Continuing Education
Pierce District	63,940	4		
Skagit Valley	48,864	22		Dean Workforce Education
So. Puget Sound	68,000	4	Y	Dean Continuing Education
Spokane District	53,477	2		Dean Continuing Education
Tacoma	50,900	2		Chief Continuing Ed
Walla Walla	53,184	3		Dean Business
Wenatchee Valley	50,000	11		Dean Occ/Voc/Tech
<b>2017</b>		<b>2016</b>		
Average	53,750	Average	50,727	
Median	53,184	Median	50,000	

**406105 Web Graphics Designer**

Sets graphical and style standards for the institution's Web site. Works with other departments to design graphics and layout. Executes Web page design using WYSIWYG tools and has basic knowledge of underlying code.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	57,581	3		Chief Public Relations
Lake Washington	52,846	2		Chief Public Relations
Olympic	54,204	2		Chief Public Relations
Peninsula	56,670	2		Chief Public Relations
So. Puget Sound	55,000	11		Chief Public Relations
Wenatchee Valley	52,427	4		Chief Public Relations
<b>2017</b>		<b>2016</b>		
Average	54,788	Average	52,050	
Median	54,602	Median	52,737	

# ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2017

## 406110 Instructional Technology, Specialist

Responsible for working with faculty to promote the effective uses of IT in support of teaching and learning.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clover Park	56,432	5		Chief Academic Affairs
Shoreline	72,787	3		Chief Distance Education
Shoreline	59,000	V		Chief Distance Education
Skagit Valley	55,990	2		Chief Academic Computing
Spokane District	53,477	1		Chief Distance Education
Spokane District	53,477	1		Chief Distance Education
Yakima Valley	62,906	3		Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>59,153</b>	<b>Average</b>	<b>56,085</b>	
<b>Median</b>	<b>56,432</b>	<b>Median</b>	<b>55,218</b>	

## 410110 Head, Minority/Multicultural Student Affairs

Responsible for direction of counseling programs, cultural affairs, and remedial and support programs. Also invites minority speakers to campus. In addition, may be responsible for minority housing and intercultural centers.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	72,349	3		Chief Student Affairs Officer
Bellingham	64,428	11		Chief Student Affairs Officer
Clark	57,250	8		Chief Student Affairs Officer
Clover Park	68,567	12		Chief Student Affairs Officer
Everett	62,912	4		
Green River	65,533	1	Y	Chief Student Affairs Officer
Highline	56,000	2		Chief Student Affairs Officer
Lake Washington	50,330	0		Chief Student Activities
North Seattle	73,348	2		CEO, Single Institution
Olympic	76,378	2	Y	
Peninsula	52,530	V	Y	Chief Academic Advising
Seattle Central	73,348	1		Chief Admissions Officer
Shoreline	85,377	V	Y	Chief Student Activities
Skagit Valley	65,152	2		Chief Student Affairs Officer
So. Puget Sound	53,000	1	Y	Chief Student Activities
South Seattle	55,442	V		Chief Student Affairs Officer
Spokane	68,757	4	Y	Chief Student Affairs Officer
Spokane Falls	55,802	0		Chief Student Affairs Officer
Wenatchee Valley	60,062	2		Chief Student Activities
Whatcom	66,950	4		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>64,176</b>	<b>Average</b>	<b>63,361</b>	
<b>Median</b>	<b>64,790</b>	<b>Median</b>	<b>62,912</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**410120 Cooperative Education Program Coordinator**

Coordinates and administers a cooperative education program. Serves as the college or university representative on off-campus visits for the solicitation of cooperative jobs and scholarships from local and national firms and

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Lower Columbia	49,440	3	Y	
Skagit Valley	40,846	4		Chief Academic Computing
<b>2017 Average</b>	<b>45,143</b>	<b>2016 Average</b>	<b>44,720</b>	

**411110 Student Admissions Counselor**

Recruits freshmen and transfer students from high schools and community colleges. Makes presentations to student groups. Counsels students and parents regarding the admissions process. Requires a bachelor's degree or

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	46,140	1		Chief Admissions Officer
Bellingham	46,140	2		Chief Admissions Officer
Bellingham	46,140	0		Chief Admissions Officer
Big Bend	48,864	1		Chief Student Affairs Officer
Cascadia	49,849	0		Chief Student Affairs Officer
Columbia Basin	55,000	1		Chief Enrollment Officer
Green River	50,171	10		Head, Student Counseling
North Seattle	48,872	3		
Peninsula	42,230	3		Chief Admissions Officer
Peninsula	54,278	7		Chief Admissions Officer
Skagit Valley	41,942	1		Associate Registrar
Skagit Valley	41,229	1		Associate Registrar
Skagit Valley	41,229	1		Associate Registrar
So. Puget Sound	71,260	3	Y	Chief Student Affairs Officer
Spokane District	49,074	1		Chief Public Relations
<b>2017 Average</b>	<b>48,828</b>	<b>2016 Average</b>	<b>48,144</b>	
<b>Median</b>	<b>48,864</b>	<b>Median</b>	<b>47,982</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**412100 Student Career Counselor**

Advises and counsels students concerning employment opportunities and careers. Encourages employers to recruit campus graduates. Conducts individual and group sessions to inform students of services, policies, and procedures

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Big Bend	52,000	0		Chief Academic Affairs
Clark	55,247	1		Chief Career Services
Clover Park	59,160	3		Chief Academic Advising
Green River	50,171	9		Head, Student Counseling
Lake Washington	50,330	3		Head, Student Counseling
Lower Columbia	48,170	4		
North Seattle	47,449	2		Head, Student Counseling
Peninsula	45,008	2		Chief Academic Advising
So. Puget Sound	59,767	8	Y	Chief Financial Aid Officer
Tacoma	47,610	5		Chief Academic Advising
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>51,491</b>	<b>Average</b>	<b>49,918</b>	
<b>Median</b>	<b>50,251</b>	<b>Median</b>	<b>48,600</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**413100 Deputy Head, Student Financial Aid**

Responsible for one or several areas student financial aid. Reports to the Director of Financial Aid. Previous job title: Associate Director, Student Financial Aid.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	62,471	10		Chief Financial Aid Officer
Bellevue	57,996	3		Chief Financial Aid Officer
Bellingham	63,120	1		Chief Financial Aid Officer
Cascadia	56,274	1		Chief Financial Aid Officer
Centralia	48,221	9		Chief Financial Aid Officer
Clark	55,247	2		Chief Financial Aid Officer
Clover Park	60,926	6		Chief Financial Aid Officer
Columbia Basin	52,886	1		Chief Financial Aid Officer
Edmonds	55,887	11		Chief Financial Aid Officer
Everett	64,742	3		Chief Financial Aid Officer
Grays Harbor	59,563	4		Chief Financial Aid Officer
Green River	52,322	10		Chief Financial Aid Officer
Lake Washington	62,916	3		Chief Financial Aid Officer
Lower Columbia	47,476	4		Chief Financial Aid Officer
Lower Columbia	47,476	4		Chief Financial Aid Officer
Olympic	58,407	1		Chief Financial Aid Officer
Peninsula	52,427	2		Chief Financial Aid Officer
Renton	58,130	11		Chief Financial Aid Officer
So. Puget Sound	61,012	2	Y	Chief Financial Aid Officer
Spokane	53,477	6		Chief Financial Aid Officer
Spokane Falls	53,477	3		Chief Financial Aid Officer
Tacoma	54,524	3		Chief Financial Aid Officer
Walla Walla	50,000	1		Chief Financial Aid Officer
Wenatchee Valley	55,156	13		Chief Financial Aid Officer
Yakima Valley	47,531	16		Chief Financial Aid Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>55,667</b>	<b>Average</b>	<b>53,662</b>	
<b>Median</b>	<b>55,247</b>	<b>Median</b>	<b>54,181</b>	

**413110 Student Financial Aid Counselor**

Provides personal and financial aid application counseling to students and parents. Assists in the administration of the financial aid program. Makes decisions to award funds to students eligible for scholarships, grants, and college

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Big Bend	45,810	1		Chief Financial Aid Officer
Columbia Basin	48,394	16		Chief Financial Aid Officer
Lake Washington	52,797	2		Chief Financial Aid Officer
Skagit Valley	45,000	1		Chief Financial Aid Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>48,000</b>	<b>Average</b>	<b>46,884</b>	



# ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2017

## 414120 Student Housing, Residence Life Officer

Responsible for the supervision and direction of residence life, staff, and student housing. If housing (room and board) is provided and is reported as taxable income, add its value to the reported salary data for this position.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Olympic	47,178	0		
Pierce Ft. Steilacoom	59,300	1		
Wenatchee Valley	42,000	2		Chief Student Activities
<b>2017 Average</b>	<b>49,493</b>	<b>2016 Average</b>	<b>44,720</b>	

## 415130 Student Activities Officer

Under supervision of the office of Dean of Students, assists in the organization of student activities, which may include social events, Greek programs, student government/committees, newspaper, clubs, and organizations.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	50,900	2		Chief Student Affairs Officer
Bellevue	49,071	14		Chief Student Activities
Bellingham	47,196	0		
Cascadia	47,476	0		Chief Student Activities
Centralia	38,923	3		Chief Student Activities
Edmonds	64,196	18		Chief Student Affairs Officer
Grays Harbor	37,509	2		Chief Student Affairs Officer
Lake Washington	53,340	1		Chief Student Activities
Lower Columbia	42,000	0		Chief Student Affairs Officer
Peninsula	36,650	4		Chief Student Activities
So. Puget Sound	57,008	1		Chief Student Activities
Spokane	53,477	3		Chief Student Activities
Spokane Falls	51,207	12		Chief Student Affairs Officer
Yakima Valley	46,844	2	Y	Chief Student Affairs Officer
<b>2017 Average</b>	<b>48,271</b>	<b>2016 Average</b>	<b>45,376</b>	
<b>Median</b>	<b>48,274</b>	<b>Median</b>	<b>47,023</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**418100 Associate Registrar**

Responsible for one or several areas of student registration and records. Reports to the Registrar.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	55,990	0		Chief Student Affairs Officer
Bellevue	73,712	3		Chief Registrar/Records
Clover Park	59,124	17		Chief Registrar/Records
Columbia Basin	49,322	12		Chief Registrar/Records
Seattle Central	64,268	14		Chief Enrollment Officer
Seattle Voc	53,640	1		
Skagit Valley	55,990	2		Chief Registrar/Records
Skagit Valley	55,990	2		Chief Registrar/Records
Skagit Valley	55,990	2		Chief Registrar/Records
So. Puget Sound	64,134	6	Y	Chief Registrar/Records
Spokane	53,477	2		Chief Registrar/Records
Spokane Falls	53,477	V		Chief Registrar/Records
Tacoma	57,008	1		Chief Enrollment Officer
Whatcom	56,600	4		Chief Registrar/Records
<b>2017</b>		<b>2016</b>		
Average	<b>57,766</b>	Average	<b>55,603</b>	
Median	<b>55,990</b>	Median	<b>55,000</b>	

**422100 HR Generalist**

(Previously Personnel Analyst). Performs a variety of analytical activities in human resource administration. Administers policies and programs covering several or all of the following: recruiting, compensation, benefits,

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	65,255	7		Chief HR Officer
Bates	65,253	3		Chief HR Officer
Bates	81,936	2	Y	Chief HR Officer
Bellevue	63,116	3		Chief HR Officer
Bellevue	63,116	1		Chief HR Officer
Bellevue	63,116	1		Chief HR Officer
Bellevue	62,253	0		Chief HR Officer
Edmonds	39,444	2		Deputy Chief HR Officer
North Seattle	54,524	2		Chief HR Officer
Renton	53,475	12		Chief HR Officer
Seattle Central	68,000	0		Chief HR Officer
Skagit Valley	52,427	1		Chief HR Officer
Whatcom	50,000	1		Chief HR Officer
Yakima Valley	48,932	3		Chief HR Officer
<b>2017</b>		<b>2016</b>		
Average	<b>59,346</b>	Average	<b>56,744</b>	
Median	<b>62,685</b>	Median	<b>57,780</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
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**422110 HR Generalist, Senior**

Performs activities in various areas of human resources. May be expert in a particular field. Screens resumes and applications and may interview applicants. Counsels employees concerning work-related problems; maintains

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Cascadia	56,387	4		Chief HR Officer
Cascadia	56,387	1		Chief HR Officer
Clover Park	59,124	12		Chief HR Officer
Clover Park	59,124	12		Chief HR Officer
Seattle District	72,000	0	Y	Chief HR Officer
So. Puget Sound	61,741	10		Chief HR Officer
<b>2017</b>		<b>2016</b>		
Average		Average	56,604	
Median		Median	56,650	

**422150 HR Benefits Specialist**

Counsels employees regarding routine benefits programs, including pre-retirement planning, insurance programs, death benefits, and workers' compensation. Publicizes benefits programs; conducts individual orientation sessions

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	67,884	4		Deputy Chief HR Officer
Lower Columbia	60,000	3	Y	Chief HR Officer
<b>2017</b>		<b>2016</b>		
Average		Average	59,855	

**422180 HR Employment Specialist**

(Previously Employment Analyst). Performs activities supporting the recruitment, screening, and referral of exempt and nonexempt applicants for the university or college. Establishes and maintains liaison with external agencies and

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clover Park	47,342	5		Chief HR Officer
Edmonds	61,512	38		Chief HR Officer
Seattle District	72,000	0	Y	Chief HR Officer
<b>2017</b>		<b>2016</b>		
Average		Average	53,463	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**422200 HR Employment Unit Supervisor**

Supervises the personnel staffing and planning functions. Ensures staffing requirements are met in accordance with governmental requirements. Oversees recruiters and employment analysts in staffing activities. May search for and

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Olympic	61,776	1	Y	Chief HR Officer
Tacoma	71,821	14	Y	Chief HR Officer
<b>2017 Average</b>	<b>66,799</b>	<b>2016 Average</b>	<b>70,551</b>	

**423110 Disability Services Coordinator**

Plans, directs, and oversees the administration of all programs and services ensuring compliance with ADA and provides leadership and consultation in promoting access and equity for persons with disabilities.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	74,314	1		Chief Student Affairs Officer
Bellingham	59,676	6		Chief Career Services
Big Bend	50,641	8		Chief Student Affairs Officer
Cascadia	56,274	2		Head, Student Counseling
Centralia	53,633	7		Chief Academic Advising
Clark	70,990	1		Chief Admissions Officer
Clover Park	60,926	5		Chief Student Affairs Officer
Columbia Basin	67,944	21		Chief Student Affairs Officer
Edmonds	65,479	3		Chief Student Affairs Officer
Everett	66,058	2		Chief Student Affairs Officer
Grays Harbor	54,208	3		Chief Student Affairs Officer
Green River	65,533	7	Y	Chief Student Affairs Officer
Lower Columbia	55,000	3		Chief Student Affairs Officer
North Seattle	69,120	1	Y	Head, Student Counseling
Olympic	68,290	18		Chief Academic Advising
Pierce Ft. Steilacoom	54,534	12		Chief Academic Advising
Pierce Puyallup	53,570	V		Chief Academic Advising
Renton	62,000	V		Chief Academic Affairs
Shoreline	80,000	2	Y	Chief Student Affairs Officer
So. Puget Sound	52,000	8	Y	Chief Student Affairs Officer
South Seattle	69,912	3	Y	
Spokane	53,477	2		Chief Academic Advising
Spokane Falls	60,397	3		Head Minority Affairs
Tacoma	61,500	0	Y	Chief Student Affairs Officer
Wenatchee Valley	52,000	17		Chief Student Affairs Officer
Whatcom	65,000	5		Chief Career Services
Yakima Valley	71,304	1		Chief Student Affairs Officer
<b>2017 Average</b>	<b>61,992</b>	<b>2016 Average</b>	<b>58,211</b>	
<b>Median</b>	<b>61,500</b>	<b>Median</b>	<b>56,274</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
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**423150 Title IX Coordinator**

Responsible for coordinating the institution's compliance with federal and state discrimination and sexual harassment laws. Responsibilities may include providing educational programs regarding discrimination and sexual

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	73,397	3		CEO, Single Institution
Edmonds	109,150	1	Y	CEO, Single Institution
Everett	81,440	1		
Lake Washington	97,514	3	Y	CEO, Single Institution
Olympic	119,010	2	Y	CEO, Single Institution
Peninsula	98,038	1	Y	Chief Business Officer
Seattle District	73,000	0		Chief HR Officer
Shoreline	121,795	V	Y	CEO, Single Institution
Skagit Valley	108,319	4	Y	Chief Business Officer
Tacoma	117,986	2	Y	CEO, Single Institution
Whatcom	100,000	11	Y	CEO, Single Institution
<b>2017</b>		<b>2016</b>		
Average		Average	100,117	
Median		Median	96,153	

**424100 Training/Organizational Development Specialist**

Responsible for the design, modeling, testing, delivery, and evaluation of training programs of a highly technical or sophisticated nature and coordination of organizational and career consultation services. Requires a bachelor's

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Cascadia	61,951	3		Chief HR Officer
Edmonds	34,284	0		Chief Training & Develop
Seattle District	70,000	0		Chief HR Officer
Tacoma	59,410	0		Dean Special Programs
<b>2017</b>		<b>2016</b>		
Average		Average	53,295	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**430120 Accountant**

Applies generally accepted accounting principles and procedures in working with specialized accounting records and reports. Assembles and analyzes data and transactions, prepares statements and reports relating to an

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	62,916	3		Chief Account/Controller
Centralia	67,107	2		Chief Account/Controller
Columbia Basin	54,129	3		Chief Account/Controller
Seattle District	59,400	3		Chief Account/Controller
Yakima Valley	55,919	1		Dean Workforce Education
<b>2017</b>		<b>2016</b>		
Average		Average	59,157	
Median		Median	59,303	

**430130 Accountant, Senior**

Performs professional accounting work of a complex nature. Thoroughly understands institutional, state, and federal policies, procedures, and restrictions. Ensures compliance with generally accepted accounting principles in

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Green River	78,640	9		Chief Account/Controller
Highline	61,100	1		Chief Account/Controller
Whatcom	64,000	4		Chief Account/Controller
Yakima Valley	62,205	3		Head, Accounting
<b>2017</b>		<b>2016</b>		
Average		Average	65,320	

**430135 Head, Accounting (if not Chief Accounting Officer)**

Responsible for the daily operation of institution's budgetary accounting system. Report the Chief Accounting Officer/Controller in 161000 of the Administrators' Survey. Previous title: Director, Accounting.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	78,640	11	Y	Chief Account/Controller
Clover Park	68,567	10		Chief Business Officer
Edmonds	75,647	1		Chief Financial Officer
Tacoma	78,640	2	Y	Chief Financial Officer
Yakima Valley	76,179	7		Chief Business Officer
<b>2017</b>		<b>2016</b>		
Average		Average	74,172	
Median		Median		

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**430160 Accounting Unit Supervisor**

Supervises accounting and clerical staff performing specialized or general accounting, statistical, or finance-oriented functions. Provides training and development of newly assigned or less experienced personnel. Provides for the

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Big Bend	58,000	V		Chief Account/Controller
Clark	68,701	3		Chief Account/Controller
Green River	78,640	8	Y	Chief Account/Controller
Lake Washington	52,431	4		Chief Account/Controller
Renton	62,292	6		Chief Account/Controller
Seattle District	70,000	0		Chief Account/Controller
Seattle District	64,800	0		Chief Account/Controller
Skagit Valley	66,711	2		Chief Account/Controller
Spokane District	70,489	10		Chief Account/Controller
Tacoma	78,640	2	Y	Chief Financial Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>		<b>66,707</b>
<b>Median</b>		<b>Median</b>		<b>66,509</b>

**430170 Head Cashier**

May supervise and coordinate activities of subordinates engaged in receiving and paying out of money. Keeps detailed records of these transactions. Prepares financial reports. Safeguards funds and arranges transfer of funds

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	65,152	4		Chief Financial Officer
Everett	51,918	11		Chief Financial Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>		<b>56,962</b>

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**432100 Budget Analyst**

Provides analytical support for routine budget projects. Advises administration and staff regarding available options and budgetary implications. Assists in preparation of operational budgets for departments; reviews expenditures to

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	62,520	0		Chief Business Officer
Centralia	64,865	7		Chief Business Officer
Edmonds	51,756	22		Chief Budget Officer
Everett	75,495	4		
Seattle District	60,000	0		Chief Business Officer
Skagit Valley	62,874	3		Chief Business Officer
Spokane District	65,429	12		Chief Budget Officer
Spokane District	62,913	7		Chief Budget Officer
Spokane District	57,880	3		Chief Budget Officer
Spokane District	65,429	17		Chief Budget Officer
<b>2017</b>		<b>2016</b>		
Average	62,916	Average	62,453	
Median	62,894	Median	63,533	

**432120 Budget Unit Supervisor/Manager**

Supervises day-to-day budget unit activities. Oversees and participates in the most complex budget projects and deals directly with major department managers. Provides training and development of newly assigned or less

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Grays Harbor	59,563	1		Chief Account/Controller
So. Puget Sound	61,000	1		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
Average	60,282	Average	58,000	



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**433110 Contract and Grants Specialist**

Responsible for the coordination of pre-award and/or post-award activities relating to grant and contract proposals. Pre-award activities include assisting departmental faculty in the development, preparation, and submission of grant

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	60,149	5		Chief Business Officer
Bellingham	65,016	9		Chief Academic Affairs
Edmonds	63,036	37		Chief Budget Officer
Everett	73,296	2		
Green River	78,640	4		Chief Develop/Advancement
Olympic	76,378	6		Chief Business Officer
Renton	65,009	3		Chief Business Officer
Seattle Central	68,155	2		CEO, Single Institution
Shoreline	77,068	3		Chief Develop/Advancement
Skagit Valley	55,481	1		Chief Account/Controller
Spokane District	60,452	11		Chief Budget Officer
Tacoma	71,260	1		Chief Academic Affairs
Whatcom	65,000	3		Chief Academic Affairs
Yakima Valley	54,786	1		Head, Accounting
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>65,049</b>	
<b>Median</b>		<b>Median</b>	<b>63,864</b>	

**434110 Materials Management Buyer**

Responsible for the procurement of supplies, materials, equipment, and services for campus departments. Reviews and processes requisitions. Determines vendor sources and product availability. Maintains contact with vendors and

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	68,155	5		
Clover Park	69,754	17		Chief Business Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>Average</b>	<b>68,521</b>	

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**437110 Annual Giving Officer, Entry**

Under supervision, assists in the administration and implementation of annual giving programs. Develops, oversees, and evaluates assigned area of the campaign; researches, visits, cultivates, solicits, and thanks prospective donors

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Cascadia	56,274	4		Chief Develop/Advancement
Centralia	52,427	9		Chief Business Officer
Columbia Basin	51,210	2		Chief Develop/Advancement
Edmonds	102,335	2		Chief Develop/Advancement
Everett	53,333	1		Chief Develop/Advancement
Green River	58,718	4		Chief Develop/Advancement
Lake Washington	41,742	2		Chief Develop/Advancement
Olympic	59,000	0		Chief Develop/Advancement
Peninsula	48,864	2	Y	Major Gift Officer, Senior
Seattle District	62,640	2		Chief Develop/Advancement
Skagit Valley	48,864	1		Chief Develop/Advancement
So. Puget Sound	51,918	3		Major Gift Officer, Senior
Spokane District	49,074	1		
Whatcom	77,000	1		Chief Develop/Advancement
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>58,100</b>	<b>Average</b>		<b>58,793</b>
<b>Median</b>	<b>52,880</b>	<b>Median</b>		<b>56,977</b>

**437130 Major Gift Officer, Senior**

Responsible for the identification, cultivation and solicitation of alumnae, parents, and friends of the institution capable of making gifts of \$50,000 or more. Requires a bachelor's degree and typically 2-3 years of related

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Green River	80,597	18		Chief Develop/Advancement
Peninsula	72,349	3	Y	Chief Develop/Advancement
Renton	86,529	1		CEO, Single Institution
Shoreline	196,602	2	Y	CEO, Single Institution
Skagit Valley	83,883	2		Chief Develop/Advancement
So. Puget Sound	102,000	3		CEO, Single Institution
Spokane District	49,074	1		
Tacoma	118,695	5	Y	CEO, Single Institution
Walla Walla	80,000	0		Chief Develop/Advancement
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>96,637</b>	<b>Average</b>		<b>93,721</b>
<b>Median</b>	<b>83,883</b>	<b>Median</b>		<b>82,400</b>

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**442120 Advancement Services, Prospect Researcher**

Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Columbia Basin	75,000	7	Y	Chief Develop/Advancement
Everett	80,738	4		Chief Develop/Advancement
Peninsula	48,864	2	Y	Major Gift Officer, Senior
Spokane District	47,964	1		Chief Develop/Advancement
Whatcom	52,427	1		Chief Develop/Advancement
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>60,999</b>	<b>Average</b>	<b>58,853</b>	
<b>Median</b>	<b>52,427</b>	<b>Median</b>		

**443100 Public Information Specialist**

Writes brochures and articles for publication. Prepares and disseminates information to the internal college and university community as well as to local and state media. Promotes and publicizes institutional activities and

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	67,000	1		Chief Develop/Advancement
Edmonds	77,160	1	Y	Chief Develop/Advancement
Peninsula	52,427	2		Chief Develop/Advancement
Seattle District	83,888	2		Chief Public Relations
Shoreline	64,000	1		Chief Public Relations
Skagit Valley	65,009	14		Chief Public Relations
South Seattle	74,263	4		Head, Campus Info Office
Spokane District	55,802	3		Chief Public Relations
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>67,444</b>	<b>Average</b>	<b>60,899</b>	
<b>Median</b>	<b>66,005</b>	<b>Median</b>	<b>60,611</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017**

**443140 Head, Campus Information Office**

Responsible for providing information about the institution to students, faculty, and the public. Functions typically include news media relations; preparation or review of news releases and photographs; and preparation and

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Cascadia	106,000	6	Y	CEO, Single Institution
Clover Park	73,542	0		
Everett	77,592	6		Chief Develop/Advancement
Green River	62,912	5	Y	Chief Public Relations
Peninsula	52,427	2		Chief Develop/Advancement
Pierce District	83,862	11	Y	Chief Develop/Advancement
Spokane District	65,429	22		Chief Public Relations
Tacoma	85,980	2	Y	Chief Develop/Advancement
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>75,968</b>	<b>Average</b>	<b>72,815</b>	
<b>Median</b>	<b>75,567</b>	<b>Median</b>	<b>76,220</b>	

**449110 Event Coordinator**

Responsible for planning, coordinating, publicizing and implementing special events, including social events, employee recognition celebrations, conferences and meetings. Master's degree preferred. Facilitates production of

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Centralia	39,702	1		Chief Public Relations
Clark	50,380	8		Chief Business Officer
Lower Columbia	48,864	4		Chief Public Relations
Skagit Valley	59,196	12		CEO, Single Institution
Skagit Valley	47,476	1		Chief Develop/Advancement
So. Puget Sound	47,476	3		Chief Public Relations
Whatcom	45,810	21		Chief Facilities Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>48,415</b>	<b>Average</b>	<b>47,775</b>	
<b>Median</b>	<b>47,476</b>	<b>Median</b>	<b>46,500</b>	

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**453100 Engineer, Construction Projects Coordinator**

Coordinates projects involving major renovations and/or alterations to campus buildings. Serves as liaison among physical plant shops, campus departments, and external contractors for coordinating and scheduling construction

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	74,110	2		Chief Facilities Officer
Bellevue	67,366	2		Chief Facilities Officer
Bellingham	73,284	13		Chief Business Officer
Clark	56,128	10		Chief Facilities Officer
Edmonds	75,647	0		Chief Facilities Officer
Green River	73,397	3		Chief Facilities Officer
Olympic	57,840	1		Chief Facilities Officer
Peninsula	61,677	4		Chief Facilities Officer
Seattle Central	90,116	4	Y	Chief Facilities Officer
Spokane District	68,757	2		Chief Facilities Officer
Tacoma	72,000	0		Chief Facilities Officer
<b>2017</b>				
Average	70,029	<b>2016</b>		
Median	72,000	Average	66,895	
		Median	67,541	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
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**457120 Head, Campus Child Care Site**

(Previously Day Care Site Director) Responsible for the direction and supervision of child care center activities. Performs a variety of professional and administrative duties, including program administration and management of

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	76,058	13		Chief Academic Affairs
Bellevue	77,592	1		Chief Financial Officer
Centralia	51,746	3	Y	Early Childhood Prgm Mgr
Clark	69,735	2		Dean Social Sciences
Clover Park	63,672	12		Chief Student Affairs Officer
Edmonds	65,479	12		Chief Student Affairs Officer
Lake Washington	55,923	1		Chief Student Affairs Officer
Lower Columbia	59,767	2		Dean Health-Related
North Seattle	61,172	24		Chief Student Affairs Officer
Peninsula	59,075	16		Chief Academic Affairs
Pierce District	71,494	12	Y	CEO, Single Institution
Shoreline	65,010	2		Dean Social Sciences
Skagit Valley	61,500	1		Early Childhood Prgm Mgr
Spokane District	60,452	12		Early Childhood Prgm Mgr
Spokane District	53,477	1		Early Childhood Prgm Mgr
Spokane District	60,452	17		Early Childhood Prgm Mgr
Spokane District	53,477	1		Early Childhood Prgm Mgr
Spokane District	55,802	9		Early Childhood Prgm Mgr
Spokane District	60,452	17		Early Childhood Prgm Mgr
Spokane District	55,802	4		Early Childhood Prgm Mgr
Tacoma	58,606	16		Chief Student Affairs Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>61,750</b>	<b>Average</b>	<b>60,018</b>
<b>Median</b>		<b>60,452</b>	<b>Median</b>	<b>59,031</b>

**460180 IT Principal Systems Analyst**

Senior person responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment. Position involves no programming responsibility.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clover Park	77,578	2		Chief Information/IT Officer
Lake Washington	57,008	5		Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>		<b>67,293</b>	<b>Average</b>	<b>66,104</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY**  
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**461120 IT Programmer Analyst**

Designs data retrieval and management systems to meet user needs. Conducts feasibility studies, evaluates costs, analyzes user needs, designs in-house data processing systems or subsystems, programs the systems or

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	89,125	4		Chief Information/IT Officer
Bellevue	81,786	2		Chief Information/IT Officer
Bellingham	71,724	4		Chief Information/IT Officer
Cascadia	83,815	5	Y	Chief Information/IT Officer
Centralia	71,563	3		Chief Information/IT Officer
Clark	73,398	4		IT Database Administrator
Clark	70,000	2		IT Database Administrator
Green River	78,640	2	Y	Chief Information/IT Officer
Shoreline	81,624	12		IT Systems Administrator
Whatcom	57,670	6		Chief Information/IT Officer
Whatcom	57,670	6		Chief Information/IT Officer
Yakima Valley	69,904	2		Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>73,910</b>	<b>Average</b>	<b>68,947</b>	
<b>Median</b>	<b>72,561</b>	<b>Median</b>	<b>66,409</b>	

**461150 IT Campus Web Master**

Responsible for development and maintenance of the institution's Web site and creation and management of the site's content. Also responsible for selection and implementation of Web tools and resolution of performance issues

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	72,349	2		Chief Develop/Advancement
Big Bend	57,670	3		Chief Public Relations
Edmonds	61,512	16		Chief Public Relations
Green River	65,000	0	Y	Chief Public Relations
Highline	78,300	5		Chief Develop/Advancement
Lake Washington	52,846	2		Chief Public Relations
Lower Columbia	65,249	10		Chief Public Relations
Peninsula	76,096	8		Chief Information/IT Officer
Renton	66,459	5		Chief Information/IT Officer
Seattle District	84,780	18		Chief Business Officer
Skagit Valley	62,000	0		Chief Public Relations
So. Puget Sound	62,000	2		Chief Public Relations
Tacoma	59,767	3		Chief Public Relations
Yakima Valley	58,007	1		Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>65,860</b>	<b>Average</b>	<b>65,286</b>	
<b>Median</b>	<b>63,500</b>	<b>Median</b>	<b>63,048</b>	

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**462100 IT Database Administrator**

Maintains effective and efficient operation of a computer database. Ensures database runs properly, keeps database current, makes access readily available and timely, and formulates and designs new database

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	83,883	3		Chief Information/IT Officer
Cascadia	83,815	5	Y	Chief Information/IT Officer
Clark	80,004	8		Chief Information/IT Officer
Clover Park	77,578	4		Chief Information/IT Officer
Edmonds	87,882	21	Y	Chief Information/IT Officer
Green River	73,397	4	Y	Chief Information/IT Officer
Renton	68,155	7		Chief Information/IT Officer
Tacoma	77,760	4		Chief Information/IT Officer
Tacoma	76,500	0		Chief Information/IT Officer
Wenatchee Valley	73,398	17		Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
Average		Average	74,566	
Median		Median	73,576	

**463130 IT Help Desk Manager**

Responsible for development and implementation of technical support processes and procedures, evaluation and recommendation of Help Desk tools, development of Help Desk scripts, creation and publication of Help Desk

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	76,350	1		Chief Information/IT Officer
Edmonds	84,045	24	Y	Chief Information/IT Officer
Green River	76,543	1	Y	Chief Information/IT Officer
Highline	77,000	1		Chief Information/IT Officer
Lake Washington	56,621	3	Y	Chief Information/IT Officer
Olympic	66,301	1		Chief Information/IT Officer
So. Puget Sound	80,000	1	Y	Chief Information/IT Officer
Tacoma	82,835	9	Y	Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
Average		Average	72,820	
Median		Median	75,000	



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2017

**464110 IT Network Administrator**

Responsible for network connectivity, setup, and maintenance, and for remote VPN connections, network security (firewall protection), as well as WI-FI connectivity.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	73,058	12		Chief Information/IT Officer
Big Bend	69,224	1		Chief Information/IT Officer
Cascadia	70,390	9		Chief Information/IT Officer
Columbia Basin	60,816	2		Chief Information/IT Officer
Highline	84,200	16		Chief Information/IT Officer
Lake Washington	59,741	14		Chief Information/IT Officer
Renton	73,397	3		Chief Information/IT Officer
Skagit Valley	80,449	4		Chief Information/IT Officer
Skagit Valley	73,398	3		IT Network Administrator
Tacoma	74,400	1		Chief Information/IT Officer
Whatcom	62,912	10		Chief Information/IT Officer
Yakima Valley	81,790	1		Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>71,981</b>	<b>Average</b>	<b>70,564</b>	
<b>Median</b>	<b>73,228</b>	<b>Median</b>	<b>70,390</b>	

**465160 IT Systems Administrator**

Installs, configures monitors and maintains systems, including email and web servers. Monitors data integrity and system security.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Big Bend	73,398	2		Chief Information/IT Officer
Cascadia	74,105	10	Y	Chief Information/IT Officer
Columbia Basin	62,913	3		Chief Information/IT Officer
Edmonds	87,883	17		Chief Information/IT Officer
Lake Washington	59,741	23		Chief Information/IT Officer
Renton	67,106	1		Chief Information/IT Officer
Skagit Valley	73,398	3		Executive Vice President
Tacoma	71,260	2		Chief Information/IT Officer
Wenatchee Valley	73,398	10		Chief Information/IT Officer
Whatcom	62,912	19		Chief Information/IT Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>70,611</b>	<b>Average</b>	<b>68,912</b>	
<b>Median</b>	<b>72,329</b>	<b>Median</b>	<b>69,145</b>	

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**472100 Head, Community Services**

Directs or coordinates the conduct of special (usually noncredit) educational, cultural, and recreational services to the community. Previous title: Director, Community Services.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Skagit Valley	41,942	15		Dean Basic Skills/ABE
Tacoma	84,239	8	Y	Chief Student Affairs Officer
<b>2017 Average</b>	<b>63,091</b>	<b>2016 Average</b>	<b>61,975</b>	

**51 Early Childhood Program Manager**

Person responsible for program management (including fiscal, facility, and human resources) or an early childhood education program.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Centralia	80,662	7		Chief Academic Affairs
Edmonds	75,647	34		Dean Occ/Voc/Tech
Everett	62,607	2		Dean Social Sciences
Olympic	66,737	1		Chief Academic Affairs
Seattle Central	94,337	6	Y	Dean Social Sciences
Shoreline	52,979	V		Dean Social Sciences
Skagit Valley	77,301	6		Dean Basic Skills/ABE
South Seattle	61,172	24		Chief Student Activities
Spokane District	77,591	9		Administrative Specialist
Spokane District	68,757	3		Administrative Specialist
Tacoma	58,606	16	Y	Chief Student Affairs Officer
Walla Walla	66,719	5		Dean Business
Wenatchee Valley	51,000	9		Dean Social Sciences
<b>2017 Average</b>	<b>68,778</b>	<b>2016 Average</b>	<b>66,587</b>	
<b>Median</b>	<b>66,737</b>	<b>Median</b>	<b>65,755</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**53 Dean Workforce Education**

Position responsible for workforce training and re-training programs.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	129,750	2		CEO, Single Institution
Cascadia	88,425	4	Y	Chief Academic Affairs
Clover Park	77,068	2		Chief Academic Affairs
Edmonds	120,514	2		CEO, Single Institution
Grays Harbor	86,661	18		Chief Academic Affairs
Green River	68,155	1		Chief Academic Affairs
Highline	105,500	11		Chief Academic Affairs
Lake Washington	77,250	18		Chief Student Affairs Officer
North Seattle	100,000	0	Y	Chief Academic Affairs
Olympic	92,025	9	Y	Chief Academic Affairs
Peninsula	84,500	7		Chief Academic Affairs
Renton	96,710	1	Y	Chief Academic Affairs
Seattle Central	102,382	0	Y	Executive Vice President
Shoreline	95,217	V	Y	Chief Academic Affairs
Skagit Valley	94,369	2		Chief Academic Affairs
South Seattle	96,035	1		Chief Academic Affairs
Spokane District	90,399	4		Dir Business Development
Spokane Falls	83,313	2	Y	Chief Academic Affairs
Walla Walla	89,584	4		Chief Academic Affairs
Wenatchee Valley	91,800	0		Chief Academic Affairs
Whatcom	90,000	5	Y	Chief Academic Affairs
Yakima Valley	85,989	10		Chief Academic Affairs
<b>2017</b>				
Average	92,984	<b>2016</b>		
Median	91,100	Average	89,447	
		Median	84,875	

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**57 Dean Basic Skills/ABE**

Position serves as principal administrator of the basic skills/adult basic education division.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	76,864	2		Dean Humanities
Big Bend	75,000	V	Y	Chief Academic Affairs
Cascadia	88,425	4	Y	Chief Academic Affairs
Centralia	80,662	2	Y	Chief Academic Affairs
Clark	89,883	2	Y	Chief Academic Affairs
Clover Park	79,028	1		Dean Humanities
Columbia Basin	83,887	5		Chief Academic Affairs
Edmonds	92,689	2		Chief Academic Affairs
Everett	98,441	4		Chief Academic Affairs
Grays Harbor	76,519	2		Chief Academic Affairs
Green River	100,385	4	Y	Chief Academic Affairs
Lake Washington	98,986	21		Chief Academic Affairs
North Seattle	96,035	3		Chief Academic Affairs
Olympic	76,378	0		
Peninsula	80,422	2		Chief Academic Affairs
Pierce Ft. Steilacoom	93,187	7	Y	Chief Academic Affairs
Pierce Puyallup	93,187	7	Y	Chief Academic Affairs
Renton	91,620	10		Chief Academic Affairs
Seattle Central	94,337	6		Chief Academic Affairs
Skagit Valley	94,369	2		Chief Academic Affairs
So. Puget Sound	91,620	4		Chief Academic Affairs
South Seattle	96,035	4		Chief Academic Affairs
Spokane	92,364	3		Chief Academic Affairs
Tacoma	94,991	9	Y	Chief Academic Affairs
Walla Walla	87,548	7		Chief Academic Affairs
Yakima Valley	85,989	12		Chief Academic Affairs
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>88,802</b>	<b>Average</b>	<b>86,932</b>	
<b>Median</b>	<b>91,620</b>	<b>Median</b>	<b>87,396</b>	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2017

**58 Director Business Development**

Position responsible for securing contracted training with businesses, agencies, and organizations.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	59,004	0		Dean Occ/Voc/Tech
Big Bend	60,255	2		Dean Occ/Voc/Tech
Everett	91,620	7	Y	
Green River	75,000	3		Dean Continuing Education
Highline	102,000	14	Y	Chief Academic Affairs
Lower Columbia	68,155	3		CEO, Single Institution
Shoreline	90,204	V		Dean Continuing Education
Skagit Valley	57,670	8		Dean Workforce Education
Tacoma	94,369	3		CEO, Single Institution
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>77,586</b>	<b>Average</b>	<b>74,639</b>	
<b>Median</b>	<b>75,000</b>	<b>Median</b>	<b>66,950</b>	

**700000 Skilled Craft/Trades Supervisor**

Supervises unskilled to highly skilled trades work including but not limited to HVAC, Electrical, Plumbing, Carpentry, Masonry and Painting. May also perform skilled trades work. Supervisory tasks ranges from single trades to the

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clark	57,250	0		Chief Facilities Officer
Peninsula	71,306	11		Chief Facilities Officer
Spokane District	68,757	V		Chief Facilities Officer
Tacoma	78,640	2		Chief Facilities Officer
Yakima Valley	65,005	6		Chief Facilities Officer
<b>2017</b>		<b>2016</b>		
<b>Average</b>	<b>68,192</b>	<b>Average</b>	<b>69,128</b>	
<b>Median</b>	<b>68,757</b>	<b>Median</b>	<b>67,541</b>	