

Position #	ASU Title	CUPA Pos. #	2019-20 CUPA Title	2019-2020 Annual Base Salary	2019-20 CUPA Average	2019-20 % CUPA
A1A001	President	101000	Chief Executive Officer, Single Institution or Campus within a System	250,000	277,194	90.2%
A1A002	Major Gifts Officer	196410	Chief Campus Major Gifts Administrator	125,004	87,954	142.1%
A1A005	Executive Assistant to the President	320010	Executive Assistant to System or Institution CEO	51,012	65,712	77.6%
A1A010	Director of Title IX & EOE	167000	Chief Equal Opportunity / Affirmative Action Officer	72,384	89,764	80.6%
A1E003	Athletic Director	109000	Chief Athletics Administrator	110,126	121,948	90.3%
A1E004	Assistant Coach - Football	499280	Defensive Coordinator - Football	52,032	55,778	93.3%
A1E005	Associate Athletic Director & Head Coach - M&W CC/Track & Field	498520	Head Coach - Cross Country/Track & Field	108,288	57,568	188.1%
A1E006	Assistant Coach - M & W CC TR	499380	Assistant Coach - Cross Country/Track & Field	47,340	40,299	117.5%
A1E007	Head Coach - Men's Basketball	498320	Head Coach - Men's Basketball	63,672	89,780	70.9%
A1E008	Head Coach - Women's Basketball	498340	Head Coach - Women's Basketball	61,200	74,342	82.3%
A1E009	Senior Associate Athletic Director - Compliance/Internal Affairs	427100	Head, Athletics Compliance	75,000	56,752	132.2%
A1E010	Assistant Coach - Men's Basketball	499330	Assistant Coach - Men's Basketball	30,576	38,859	78.7%
A1E011	Assistant Coach - M & W CC TR	499380	Assistant Coach - Cross Country/Track & Field	34,656	40,299	86.0%
A1E014	Assistant Coach - Women's Basketball	499350	Assistant Coach - Women's Basketball	29,472	37,935	77.7%
A1E016	Head Coach - Volleyball	498730	Head Coach - Women's Volleyball	62,328	54,316	114.8%
A1E018	Head Athletic Trainer	469100	Head Athletics Training Programs	45,900	56,916	80.6%
A1E020	Head Coach - Wrestling	498630	Head Coach - Men's Wrestling	52,988	52,246	101.4%
A1E021	Head Coach - Football	498260	Head Coach - Football	93,144	103,683	89.8%
A1E022	Assistant Coach - Football	499290	Assistant Coach - Football	36,420	41,075	88.7%
A1E024	Assistant Coach - Football	499270	Offensive Coordinator - Football	41,628	53,948	77.2%
A1E028	Assistant Coach - Volleyball	499590	Assistant Coach - Women's Volleyball	29,472	33,064	89.1%
A1E029	Head Coach - Women's Soccer	498700	Head Coach - Women's Soccer	45,007	51,931	86.7%
A1E030	Head Coach - Softball	498710	Head Coach - Women's Softball	49,258	51,792	95.1%
A1E037	Assistant Athletic Trainer	469110	Athletics Trainer/Physical Therapist	35,004	42,420	82.5%
A1E040	Assistant Coach - Football	499290	Assistant Coach - Football	36,432	41,075	88.7%
A1E042	Head Coach - Swimming	498540	Head Coach - Swimming & Diving	44,241	55,250	80.1%
A1E043	Strength & Conditioning Coordinator/Throws Coach	498810	Head Coach - Strength & Conditioning	48,636	43,741	111.2%
A1E044	Head Coach - Men's Soccer	498600	Head Coach - Men's Soccer	48,202	51,684	93.3%
A1E045	Head Coach - Men's Lacrosse	498580	Head Coach - Men's Lacrosse	50,501	55,912	90.3%
A1E049	Business Manager SWA	432150	Head Athletics Finance & Business	45,000	59,078	76.2%
A1E050	Associate Athletic Director	457110	Head, Athletics Operations	43,836	53,517	81.9%
A1E051	Baseball Director of Operations	498300	Head Coach - Baseball	52,048	56,150	92.7%
A1E052	Head Coach - Women's Lacrosse	498680	Head Coach - Women's Lacrosse	45,007	50,238	89.6%
A1E054	Assistant Athletic Director Academic Affairs	400170	Head Athletics Academic Affairs	38,724	64,550	60.0%
A2A003	Director of Student Business Services	196010	Bursar	62,424	69,726	89.5%
A2A004	Controller	161000	Chief Accounting Officer/Controller	88,452	100,749	87.8%
A2A005	Controller Sponsored Programs	177000	Chief Contract and Grants Administrator	72,072	86,928	82.9%
A2A008	Chief Financial Officer	123000	Chief Financial Officer	114,012	143,614	79.4%
A2A010	Director of Public Relations and Marketing	141000	Chief Public Relations/ Communications Officer	83,244	99,291	83.8%
A2B009	Purchasing Director	166000	Chief Purchasing Officer	66,656	81,143	82.1%
A2B010	Director of Human Resources	127000	Chief Human Resources Officer	90,168	104,395	86.4%

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A2B012	Director of Facilities Services	121000	Chief Facilities Officer	84,672	112,930	75.0%
A2C001	Assistant Director of Human Resources	194030	Deputy Chief HR Officer	61,104	77,478	78.9%
A2C005	Budget Director	165000	Chief Budget Officer	82,400	90,642	90.9%
A2C006	Payroll Manager	196110	Chief Campus Payroll Administrator	48,000	61,045	78.6%
A2C007	Assistant Director of Title IX/Clery Compliance Coordinator	423120	Deputy Head Campus AA/EEO Office	35,568	48,849	72.8%
A2C008	Director of Correspondence Education Program	325000	Administrative Specialist/Coordinator	47,880	48,849	98.0%
A2C009	Director of Assessment	429000	Institutional Assessment/Academic Assessment Professional	52,032	59,704	87.1%
A2D001	IT Support Coordinator	463110	Client Support Specialist	54,639	52,183	104.7%
A2D003	Manager of Support Services	460150	Head, IT User Services	77,592	71,267	108.9%
A2D006	Manager of Network & Systems Administration	460140	Head, IT Enterprise Data Center	85,368	86,516	98.7%
A2D007	CS Assist to the CIO	325000	Administrative Specialist / Coordinator	43,296	48,849	88.6%
A2D008	Systems Administrator	465160	IT Systems Administrator	65,004	64,576	100.7%
A2D009	Senior Systems Administrator	460180	Principal Systems Analyst	68,352	87,580	78.0%
A2D010	VOIP Network Administrator	464110	IT Network Administrator	52,020	63,478	81.9%
A2D012	Manager of Enterprise Applications Systems	460160	Head, IT Information Management	77,592	80,639	96.2%
A2D013	Enterprise Applications System Programmer	461120	IT Programmer Analyst	59,832	62,016	96.5%
A2D014	Enterprise Applications Systems Programmer	461120	IT Programmer Analyst Senior	57,240	62,016	92.3%
A2D015	Enterprise Applications System Programmer	461120	IT Programmer Analyst	47,760	62,016	77.0%
A3A002	Director of Institutional Effectiveness	133000	Chief Institutional Research Officer	64,008	90,132	71.0%
A3B005	Executive Director of Infrastructure and Resources/CIO	162000	Chief Administration Officer	107,304	ND	
A3C012	CEP Student Advisor/Recruiter	401130	Academic Advisor/Counselor	35,688	44,493	80.2%
A3C013	Program Director of Extended Studies	404110	Continuing Education Specialist	50,952	57,062	89.3%
A3C014	Student Advising/Recruiter	401130	Academic Advisor/Counselor	34,692	44,493	78.0%
A3C019	Executive Director of Extended Campus	196030	Chief Campus Continuing Education Administrator	79,932	83,075	96.2%
A3C020	Library Director/Acquisitions Librarian	139000	Chief Library Officer	78,036	98,674	79.1%
A3C022	Electronic Resources & Discovery Librarian	402210	Librarian, Electronic Resources / Serials	36,504	52,308	69.8%
A3C025	Access Services & Distance Learning Librarian	402267	Librarian, Access Services	36,504	37,863	96.4%
A3C026	Cataloging and Acquisitions Librarian	402020	Librarian, Head of Technical Services	51,096	55,038	92.8%
A3C028	Grant Specialist	433130	Grant Writer, Sponsored Contracts / Grants Administration	64,080	61,356	104.4%
A3C038	STEM Coordinator	400120	Academic Support Center Coordinator	46,896	51,845	90.5%
A3C039	Academic Advisor	401130	Academic Advisor/Counselor	34,008	44,493	76.4%
A3C047	Assistant Director of Civic Engagement & Career Services	412130	Student Success Professional	43,500	45,444	95.7%
A3C051	Academic Records Coordinator	400150	Academic Evaluator	40,524	42,635	95.0%
A3C052	Teacher Education Program Coordinator	401130	Academic Advisor/Counselor	36,720	44,493	82.5%
A3C053	Senior Budget Analyst	432110	Budget Analyst-Senior	48,252	66,258	72.8%
A3C059	Prison College Program Coordinator	410120	Cooperative Education Program Coordinator	46,824	54,540	85.9%
A3C062	AITC Senior Instructional Designer	406050	Instructional Technology, Faculty Support Manager	50,004	62,946	79.4%
A3C069	Executive Director of Enrollment Management	115000	Chief Enrollment Management officer	83,244	146,307	56.9%
A3C070	Distance Academic Advisor	401130	Academic Advisor/Counselor	34,692	44,493	78.0%
A3C075	Content Strategist	461164	IT Web Developer	40,812	60,315	67.7%
A3C077	AITC Instructional Designer	406120	Online Instructional Designer, Entry	38,004	51,653	73.6%

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A3C079	AITC Technology Specialist	463120	It Help Desk Specialist/Tech	35,388	44,497	79.5%
A3C080	Co-Counselor Ed Coordinator - Budget Assist & Special Events	401130	Academic Advisor/Counselor	51,060	44,493	114.8%
A3C084	Counselor Education Clinical Coordinator	412150	Coordinator, Clinical Experiences and Internships	45,440	52,466	86.6%
A3C085	Director of Academic Instructional Technology Center	464120	Online Instruction Operations Manager	52,632	68,815	76.5%
A3C086	Nursing Clinical Placement Coordinator	412150	Coordinator, Clinical Experiences and Internships	48,202	52,466	91.9%
A3C089	Associate Vice President for Academic Affairs	183000	Associate Provost	101,832	126,356	80.6%
A3C096	AITC Inst Designer/Trainer	406120	Online Instructional Designer, Entry	36,096	51,653	69.9%
A3C097	Co- Counselor Ed Coordinator - Operations & PhD Assistant	325000	Administrative Specialist / Coordinator	43,008	48,849	88.0%
A3C099	Counseling Education Academic Advisor /Counseling Extern	401130	Academic Advisor/Counselor	43,704	44,493	98.2%
A3C101	Graduate Program Coordinator	411115	Graduate Program Admissions Coordinator	47,880	46,808	102.3%
A3C103	Advisor/Recruiter/School Certifying Official Prison Print Based Program	401130	Academic Advisor/Counselor	36,720	44,493	82.5%
A4A001	Vice President for Student Services	145000	Chief Student Affairs/Student Life Officer	129,720	150,195	86.4%
A4B001	Chief of Police	196080	Chief Campus Security Administrator/Police Chief	75,444	88,246	85.5%
A4C005	Counseling & Career Center Director	196340	Chief Campus Student Counseling Center Administrator	56,004	80,023	70.0%
A4C019	Director of Academic Advising	401010	Head, Student Academic Counseling	46,824	57,284	81.7%
A4C026	Veteran/Military Affairs Coordinator	325000	Administrative Specialist / Coordinator	31,008	48,849	63.5%
A4D007	Executive Director of Auxiliaries and Facilities Services	164000	Chief Auxiliary Services Officer	74,808	95,846	78.1%
A4D008	Assistant Director of Auxiliary Services/Student Union Building	415150	Deputy Head, Campus Student Union	46,356	54,229	85.5%
A4D009	Assistant Director of Housing - Operations & Outreach	414100	Deputy Head, Student Housing	42,192	51,588	81.8%
A4D010	Assistant Director of Housing & Residence Life	414100	Deputy Head, Student Housing	42,180	51,588	81.8%
A4D011	Residence Hall Director	414130	Student Residence Hall Manager (R&B incl)	27,000	33,883	79.7%
A4D013	Campus Events Coordinator	449110	Event Coordinator	43,344	46,718	92.8%
A4D014	Co-Curricular Recreation & Engagement - Director	196280	Chief Campus Student Activities Administrator	51,012	67,513	75.6%
A4D015	Residence Hall Director	414130	Student Residence Hall Manager (R&B incl)	27,600	33,883	81.5%
A4D017	Residence Hall Director	414130	Student Residence Hall Manager (R&B incl)	28,092	33,883	82.9%
A4D018	Assistant Director Co-Curricular Recreation & Engagement	415130	Student Activities Officer	40,800	43,530	93.7%
A4D026	Coordinator Co-Curricular Engagement	415130	Student Activities Officer	30,420	43,530	69.9%
A4D027	Coordinator for Fitness and Wellness	416115	Student Health Coordinator	28,750	50,753	56.6%
A5B002	Assistant Director of Communications	443100	Pub Info Specialist	48,708	51,739	94.1%
A5B003	Graphic Artist	443170	Graphic Designer	40,860	44,624	91.6%
A5B004	Web Application Developer	461164	IT Web Developer	53,268	60,315	88.3%
A5B005	Executive Director of Foundation	430120	Accountant	61,968	48,161	128.7%
A5B006	Director of Alumni and Donor Relations	194060	Deputy Chief Development Officer	74,700	99,791	74.9%
A5B011	Admissions Counselor	411110	Student Admissions Counselor	33,660	40,267	83.6%
A5B012	Admissions Counselor	411110	Student Admissions Counselor	35,388	40,267	87.9%
A5B013	Degree Audit Administrator	400150	Academic Evaluator	35,388	42,635	83.0%
A5B016	Registrar	173000	Chief Student Registration / Records Officer	67,452	80,600	83.7%
A5B017	Assistant Registrar	418110	Assistant Registrar	42,192	46,692	90.4%
A5B019	Admissions Counselor	411110	Student Admissions Counselor	36,000	40,267	89.4%
A5B020	Assistant Director of Alumni Relations	438100	Alumni Relations Officer, Entry Level	42,000	46,711	89.9%
A5B022	Transfer Student Coordinator	400150	Academic Evaluator	34,692	42,635	81.4%

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A5B023	CASA Coordinator / Student Advocate	415130	Student Activities Officer	46,284	43,530	106.3%
A5B024	Senior Admissions Counselor	411110	Student Admissions Counselor	44,580	40,267	110.7%
A5C002	Student Financial Aid Director	172000	Chief Student Financial Aid Officer	75,000	84,334	88.9%
A5C004	Student Employment and Special Programs Coordinator	413110	Student Financial Aid Counselor	47,832	41,356	115.7%
A5C005	Coordinator of One-Stop	413110	Student Financial Aid Counselor	37,752	41,356	91.3%
A5C006	Financial Aid Enrollment Services Counselor	413110	Student Financial Aid Counselor	40,092	41,356	96.9%
A5C009	Assistant Director of Financial Aid	413100	Deputy Head Student Financial Aid	51,744	59,635	86.8%
A5C010	Student Loan Counselor/Default Prevention Manager	413110	Student Financial Aid Counselor	49,944	41,356	120.8%
A6C010	Coor Civ Eng & Car Serv Intshp	412130	Student Success Professional	38,772	45,444	85.3%