

**CWU 2008/2009 Exempt Employee Salary Schedule
CUPA and Salary.com**

CWU Title	CUPA 10	CUPA 40	CUPA 80 Mid Level only	CUPA 90
Office of the President				
Admin Assistant to the President	*	\$59,484.00	\$75,545.00	*
Admin Operations Coordinator	*	\$50,998.00	\$64,767.00	*
Assistant Athletic Director Compliance/Academics	\$41,119.00	\$49,712.00		\$70,263.00
Assistant Athletic Trainer	*	\$33,804.00	\$41,783.00	*
Assistant Director Institute Research	\$42,624.40	\$49,472.80		\$68,766.10
Athletic Director	\$86,663.00	\$102,293.00		\$177,167.00
Chief Planning Officer	\$66,372.00	\$88,105.00		\$157,595.00
Director Budget	\$62,706.00	\$79,400.00		\$139,475.00
Director Government Relations	\$75,570.00	\$83,474.00		\$141,039.00
Director Institutional Studies	\$65,576.00	\$76,112.00		\$105,794.00
Director Internal Controls & Audits	\$61,064.00	\$71,540.00		\$92,548.00
Director of Athletic Media Relations	\$38,952.00	\$47,508.00		\$64,875.00
Director Office Equal Opportunity	\$60,812.00	\$77,350.00		\$93,249.00
Head Athletic Trainer	*	\$45,000.00	\$56,992.00	*
Ombudsperson	\$43,141.80	\$57,268.25		\$102,436.75
President	\$185,632.00	\$227,771.00		\$307,236.00

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Division of Academic Affairs				
Academic Advisor	*	\$37,256.00	\$45,010.00	*
Academic Finance Manager	*	\$59,565.00	\$72,843.00	*
Academic Planning Officer	\$51,357.80	\$58,992.70		\$108,065.75
Administrative Asst/Ex Sec VP AA	*	\$55,078.00	\$69,949.00	*
Administrator Research/Programs	\$41,483.65	\$50,663.60		\$60,914.10
Advisor to International Students	*	\$36,568.00	\$46,350.00	*
Assistant Director Continuing Education	\$32,446.70	\$53,446.25		\$74,840.35
Assistant Director, Testing & Assessment	*	\$40,694.00	\$54,904.00	*
Assistant to Provost, University Cent	\$93,112.50	\$106,624.05		\$152,837.75
Assistant VP Faculty Relations	\$76,924.50	\$90,590.00		\$128,952.00
Associate Dean Arts & Humanities	\$75,759.00	\$90,750.00		\$98,918.25
Associate Dean College of Business	\$94,974.75	\$104,310.00		\$142,231.50
Associate Dean College of Education & Professional Studies	\$82,692.00	\$92,490.75		\$107,928.75
Associate Dean College of Sciences	\$79,044.75	\$95,700.00		\$120,055.50
Associate Director Continuing Education	\$37,438.50	\$61,668.75		\$86,354.25
Associate VP Academic Affairs	\$94,760.00	\$109,600.00		\$144,100.00
Bridges Project Coordinator	\$30,143.75	\$37,430.25		\$53,787.50
Co-Director CHCI	\$63,519.30	\$74,026.55		\$112,307.65
Communication Specialist, Special Ed Tech Center	\$33,186.75	\$42,471.00		\$65,341.50
Continuing Education Specialist	*	\$42,159.00	\$55,928.00	*
Coordinator AUAP Student Services	*	\$36,568.00	\$46,350.00	*
Coordinator IT General Education	\$47,905.00	\$55,965.00		\$68,322.15
Coordinator Media Production & Development	\$32,566.30	\$42,986.45		\$56,020.90
Coordinator Teacher Education Field Experience	\$55,128.00	\$61,660.50		\$71,952.50
Data Analyst	*	\$56,011.00	\$70,334.00	*
Dean College of Business	\$126,633.00	\$139,080.00		\$189,642.00
Dean College of Education & Professional Studies	\$110,256.00	\$123,321.00		\$143,905.00
Dean College of the Sciences	\$105,393.00	\$127,600.00		\$160,074.00
Dean Graduate Studies and Research	\$89,374.00	\$114,365.40		\$161,729.40
Dean Library Services	\$97,066.00	\$106,706.00		\$157,037.00
Dean of Arts & Humanities	\$101,012.00	\$121,000.00		\$131,891.00
Director Academic Achievement Programs	\$46,375.00	\$57,585.00		\$82,750.00
Director Academic Advising	\$50,237.00	\$63,830.00		\$103,300.00

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Division of Academic Affairs Cont.				
Director Academic Computing	\$50,102.00	\$66,133.00		\$86,186.00
Director AUAP	\$53,039.25	\$59,857.50		\$78,687.00
Director Continuing Education	\$49,918.00	\$82,225.00		\$115,139.00
Director Education Technology Center	\$44,249.00	\$56,628.00		\$87,122.00
Director ESL	\$53,039.25	\$59,857.50		\$78,687.00
Director Gear Up	\$46,375.00	\$57,585.00		\$82,750.00
Director Gear Up Okanogan Valley	\$46,375.00	\$57,585.00		\$82,750.00
Director McNair Scholar's Program	\$44,040.10	\$49,431.85		\$79,995.50
Director Research, Evaluation & Assessment	\$82,692.00	\$92,490.75		\$107,928.75
Director RSVP	\$43,870.50	\$46,429.50		\$61,420.50
Director Study Abroad & Exchange Program	\$53,039.25	\$59,857.50		\$78,687.00
Director Testing and Assessment	\$47,380.00	\$54,800.00		\$72,050.00
Director University Writing Center	*	\$40,694.20	\$54,904.00	*
Executive Director OISP	\$70,719.00	\$79,810.00		\$104,916.00
External Relations Officer	\$38,541.75	\$46,764.90		\$62,683.40
Human Subjects Review Committee Administrator	\$41,483.65	\$50,663.60		\$60,914.10
Instructional Resource Specialist	\$32,566.30	\$42,986.45		\$56,020.90
Library Circulation Manager	\$36,152.25	\$45,323.25		\$69,062.25
Multi-Cultural Advisor	*	\$37,256.00	\$45,010.00	*
NAGPRA Project Director	*	\$48,351.00	\$57,558.00	*
Network Engineer/Geologist	*	\$50,107.00	\$57,076.00	*
PBO GPS Data Analyst	*	\$45,200.00	\$56,618.00	*
Provost/Senior Vice President Academic Affairs	\$143,250.00	\$164,037.00		\$235,135.00
Research Assistant	*	\$32,961.00	\$40,787.00	*
State Coordinator Deaf/Hard of Hearing Services	\$52,434.50	\$59,745.50		\$82,322.00
Study Abroad Advisor	*	\$36,568.00	\$46,350.00	*
Systems Administrator	\$59,748.00	\$69,700.00		\$97,446.00
Systems Analyst Programmer	\$59,748.00	\$69,700.00		\$97,446.00
Technical Director/Stage Manager	\$50,506.00	\$60,500.00		\$65,945.50
Tutor/SI Coordinator	*	\$37,256.00	\$45,010.00	*
Tiltmeter Engineer	*	\$34,438.00	\$43,508.00	*
World Wine Program Coordinator	\$32,446.70	\$53,446.25		\$74,840.35

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Division of Business and Financial Affairs				
Administrative Assistant/Ex Sec VP B&FA	*	\$55,078.00	\$69,949.00	*
Administrator Benefits	\$50,313.25	\$65,510.90		\$85,563.40
Administrator Employment Relations	\$50,313.25	\$65,510.90		\$85,563.40
Assistant VP Business Auxiliaries & Public Safety	\$70,929.00	\$85,123.00		\$114,344.00
Assistant VP Financial Affairs	\$76,527.75	\$88,733.25		\$140,733.75
Assistant VP for Facilities	\$83,252.00	\$99,421.00		\$138,574.00
Assistant VP for Human Resources	\$77,405.00	\$100,786.00		\$131,636.00
Assistant VP for Information Technology Services	\$96,567.00	\$115,689.00		\$177,996.00
Carbon Reduction Coordinator	\$41,626.00	\$49,710.50		\$69,287.00
Director Benefits & HR Information Systems	\$58,053.75	\$75,589.50		\$98,727.00
Director Business Services & Contracts	\$67,068.30	\$89,747.45		\$106,710.50
Director Conference & Retail Services	\$49,910.00	\$63,573.50		\$86,964.00
Director Dining Services	\$75,777.00	\$77,580.00		\$87,549.00
Director Enterprise Information Systems	\$72,425.25	\$86,766.75		\$133,497.00
Director Facility Planning & Construction Services	\$62,439.00	\$74,565.75		\$103,930.50
Director ITS Applications	\$80,101.00	\$94,452.00		\$112,579.00
Director Maintenance and Operations	\$62,439.00	\$74,565.75		\$103,930.50
Director Networks and Operations	\$79,904.00	\$94,877.00		\$126,089.00
Director of Accounting	\$60,557.00	\$75,400.00		\$100,301.00
Director of Labor and Employment Relations	\$58,053.75	\$75,589.50		\$98,727.00
Electrical Engineer	*	\$59,627.00	\$67,920.00	*
Executive Chef	\$55,561.00	\$57,289.00		\$68,761.00
IT Project Manager: Labs & University Centers	\$48,283.50	\$57,844.50		\$88,998.00
Lead Database-PeopleSoft Administrator	\$59,748.00	\$69,700.00		\$97,446.00
Lead PeopleSoft Security Administrator	\$59,748.00	\$69,700.00		\$97,446.00
Manager Custodial & Grounds Services	\$62,439.00	\$74,565.75		\$103,930.50
Manager Engineering Services & Resource Conservation	\$62,439.00	\$74,565.75		\$103,930.50
Manager Enterprise Financial	\$59,603.00	\$66,559.00		\$87,911.00
Manager Environmental Health/Safety	\$54,225.00	\$65,910.00		\$86,634.00
Manager Environmental Tech Services	\$54,113.80	\$64,623.65		\$90,073.10
Manager Facility Management Admin Services	\$62,439.00	\$74,565.75		\$103,930.50
Manager Facility Planning & Construction Services	\$62,439.00	\$74,565.75		\$103,930.50
Manager Student Financial Services	\$55,004.00	\$61,101.00		\$91,086.00
Manager University Store	\$53,495.00	\$67,968.00		\$81,266.00

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Division of Business and Financial Affairs Cont.				
Network Engineer	\$65,334.00	\$78,246.00		\$97,694.00
Network Engineer				
Sr Systems Analyst	\$59,748.00	\$69,700.00		\$97,446.00
Sr Systems Programmer	\$65,334.00	\$78,246.00		\$97,694.00
Sustainability Coordinator	\$41,626.00	\$49,710.50		\$69,287.00
System Manager	\$65,334.00	\$78,246.00		\$97,694.00
Training & Development Administrator	\$49,888.00	\$58,134.00		\$66,192.00
Vice President Business Affairs	\$127,674.00	\$159,123.00		\$236,513.00

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CWU Title	CUPA 80 Mid			
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Division of Student Affairs and Enrollment Management				
Administrative Assistant/Ex Sec VP SAEM	*	\$55,078.00	\$69,949.00	*
Admissions Counselor	*	\$31,510.00	\$37,901.00	*
Advisor Educational Opportunity Center	*	\$37,256.00	\$45,010.00	*
Apartment Complex Coordinator	*	\$26,922.00	\$32,648.00	*
Assistant Director Admissions	*	\$36,596.00	\$45,362.00	*
Assistant Director Campus Life & Publicity	\$35,601.15	\$51,688.65		\$66,742.00
Assistant Director Career Services	\$35,808.50	\$41,271.75		\$57,400.20
Assistant Director Center for Student Empowerment	\$37,928.00	\$47,993.50		\$63,539.50
Assistant Director Civic Engagement	*	\$35,622.00	\$47,000.00	*
Assistant Director Disability Support Service	*	\$43,079.00	\$54,852.00	*
Assistant Director Educational Opportunity Center	\$28,446.00	\$35,996.00		\$47,655.00
Assistant Director Financial Aid	\$42,315.00	\$52,263.90		\$62,021.70
Assistant Director Financial Aid - Westside	\$42,315.00	\$52,263.90		\$62,021.70
Assistant Director New Student Programs	\$42,614.00	\$47,944.00		\$64,880.00
Assistant Director Residence Living	\$42,614.00	\$47,944.00		\$64,880.00
Assistant Director Student Affairs Westside	\$35,514.00	\$41,338.00		\$60,637.00
Assistant to VP Student Affairs & Enrollment Management	\$52,824.00	\$65,714.25		\$100,821.00
Assistant VP Assessment/Strategic Planning	\$65,842.40	\$84,634.55		\$110,045.65
Associate Director Admissions	\$45,444.00	\$55,575.00		\$78,466.00
Associate Director Campus Life	\$37,387.00	\$52,101.00		\$67,168.00
Associate Director Career Services	\$41,317.50	\$47,621.25		\$66,231.00
Associate Director Disability Support Services	*	\$38,078.63	\$48,400.88	*
Associate Director Financial Aid	\$48,825.00	\$60,304.50		\$71,563.50
Associate Director of Technology, Financial Aid	\$44,378.00	\$51,840.00		\$72,943.00
Associate Director Student Union Operations	\$37,387.00	\$52,101.00		\$67,168.00
Associate Director University Recreation	\$33,676.50	\$42,896.00		\$59,717.25
Associate Registrar	\$44,090.00	\$52,695.00		\$75,551.00
Associate VP Enrollment Management	\$75,856.00	\$95,987.00		\$127,079.00
Associate VP Student Affairs	\$75,856.00	\$95,987.00		\$127,079.00
Career Counselor	*	\$38,585.00	\$46,436.00	*
Coordinator Access Technology Resource Center	*	\$32,968.50	\$41,496.75	*
Coordinator Campus Community Coalition	\$31,140.50	\$33,552.50		\$46,030.50
Coordinator DSS Westside Operations	*	\$43,958.00	\$55,329.00	*
Counseling Psychologist	*	\$51,568.00	\$62,736.00	*

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Division of Student Affairs and Enrollment Management Cont.				
Director Admissions	\$64,420.00	\$75,431.00		\$123,580.00
Director Career Services	\$55,090.00	\$63,495.00		\$88,308.00
Director Center for Excellence in Leadership	\$37,928.00	\$47,993.50		\$63,539.50
Director Center for Student Empowerment	\$50,648.00	\$65,103.50		\$84,650.50
Director Civic Engagement	\$50,648.00	\$65,103.50		\$84,650.50
Director Counseling	\$50,894.00	\$56,885.00		\$85,486.00
Director Diversity Education Center	\$37,928.00	\$47,993.50		\$63,539.50
Director DSS & ADA Compliance Officer	*	\$50,771.50	\$64,534.50	*
Director Educational Outreach Service	\$37,928.00	\$47,994.00		\$63,540.00
Director Financial Aid	\$65,100.00	\$80,406.00		\$95,418.00
Director Residence Life & New Student Programs	\$39,962.00	\$48,716.00		\$77,016.00
Director Student Transitions Academic Resources	*	\$53,261.00	\$63,629.00	*
Director University Recreation	\$44,902.00	\$57,194.00		\$79,623.00
Director Wildcat Wellness Center	\$40,482.65	\$43,618.25		\$59,839.65
Employer Recruitment Coordinator	*	\$38,585.00	\$46,436.00	*
Enrollment/Retention Advisor	*	\$37,256.00	\$45,010.00	*
Financial Aid Counselor	*	\$33,660.00	\$41,498.00	*
General Manager KCWU Radio	*	\$49,156.00	\$64,730.00	*
Health Educator	\$31,140.50	\$33,552.50		\$46,030.50
Lead Instructor High School Equivalency Program	\$24,653.20	\$31,196.10		\$41,301.00
Manager Early Childhood Learning Center	*	\$46,535.00	\$60,896.00	*
Medical Director/Physician	\$75,307.50	\$79,411.50		\$97,275.00
Native American Liaison	*	\$31,510.00	\$37,901.00	*
Program Director College Assistant Migrant Program	\$28,446.00	\$35,996.00		\$47,655.00
Program Director High School Equiv Program	\$28,446.00	\$35,996.00		\$47,655.00
Registrar	\$65,448.00	\$77,563.00		\$106,297.00
Residence Hall Coordinator	*	\$26,922.00	\$32,648.00	*
Retention Counselor/Recruiter	*	\$34,383.00	\$41,455.50	*
Retention Counselor/Recruiter CAMP	*	\$37,256.00	\$45,010.00	*
Senior Director Health, Counseling & Wellness	\$62,281.00	\$67,105.00		\$92,061.00
Sr Director Campus Life & Student Union	\$62,054.00	\$69,695.00		\$94,851.00
Sr Director University Housing & New Student Programs	\$53,788.00	\$69,574.00		\$93,939.00
Student Funds Financial Manager	*	\$59,565.00	\$72,843.00	*
Support Instructor High School Equivalency Program	\$24,653.20	\$31,196.10		\$41,301.00

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Division of Student Affairs and Enrollment Management Cont.				
Transfer Admissions Coordinator	\$32,210.00	\$37,715.50		\$61,790.00
Vice President Student Affairs & Enrollment Management	\$101,296.00	\$130,207.00		\$169,301.00

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Division of University Relations				
Administrative Asst/Ex Sec VP UR	*	\$55,078.00	\$69,949.00	*
Assistant Director Advancement Services	*	\$50,805.00	\$83,226.00	*
Assistant Director Annual Giving	\$44,064.00	\$59,320.00		\$100,843.00
Assistant VP Development	\$87,962.00	\$109,609.00		\$122,993.00
Development Officer	\$54,700.00	\$65,484.00		\$78,336.00
Director Alumni Affairs	\$51,992.00	\$65,106.00		\$95,765.00
Director Public Relations & Marketing	\$73,775.00	\$91,137.00		\$121,306.00
Director Publications	\$46,818.00	\$56,532.00		\$72,416.00
Event Planning Officer	*	\$38,835.00	\$49,279.50	*
Lead Graphic Designer	*	\$37,702.00	\$47,000.00	*
Marketing & Communication Coordinator	\$49,018.00	\$52,128.00		\$75,928.00
Vice President University Relations	\$101,788.00	\$136,000.00		\$208,042.00

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