


# Administrative & Mid-Level Professional Salary Survey

May 2024





*MEMORANDUM*

**DATE:** May 7, 2024  
**TO:** College Presidents and Human Resource Directors  
**FROM:** Julie Huss, Human Resource Director   
**SUBJECT:** 2024 Administrative and Mid-Level Professional Salary Survey Report

Attached is the report for the 2024 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 2023 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: Paul Francis  
Choi Halladay  
Grant Rodeheaver  
Joyce Hammer

WASHINGTON STATE  
COMMUNITY AND TECHNICAL COLLEGE  
ADMINISTRATIVE SALARY STUDY  
Academic Year 2023-24

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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).

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, 1-6 months = 0 years; 7-12 months = 1 year; 5 years, 2 months = 5 years; 6 years, 8 months = 7 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, 2024**.

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.
123000	<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.
127000	<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.
129000	<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.
133000	<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.
139000	<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>
<b>153220</b>	<b>Dean Humanities</b>
<b>153310</b>	<b>Dean Occupational Studies/Voc Ed/Technology</b> Dean Occupational Studies/Vocational Ed/Technology
<b>153360</b>	<b>Dean Sciences</b>
<b>153370</b>	<b>Dean Social Sciences</b>
<b>153390</b>	<b>Dean Special Programs</b>
<b>161000</b>	<b>Chief Accounting Officer/Controller</b> Directs accounting, payroll, cashing and related functions. May also be responsible for office services, such as mail and telephone services.
<b>165000</b>	<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.
<b>166000</b>	<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.
<b>168000</b>	<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.
<b>172000</b>	<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.
<b>173000</b>	<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.
<b>176000</b>	<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-award responsibilities, report here. Previous job title: Director, Sponsored Research and Programs.
<b>183000</b>	<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.

<b>196280</b>	<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.
<b>196320</b>	<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.
<b>196330</b>	<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>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.
<b>400150</b>	<b>Academic Evaluator</b> 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.
<b>400160</b>	<b>Head, Foreign Student Services</b> Recruits and advises foreign students and coordinates academic studies for foreign students on campus. Previous title: Director, Foreign Students.
<b>401010</b>	<b>Head, Student Academic Counseling</b> Directs the provision of academic counseling and testing services for students. Report to Director, Academic Advising, 7050. Previous title: Director, Student Academic Counseling.

<b>401130</b>	<b>Academic Advisor/Counselor</b> 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.
<b>402170</b>	<b>Librarian, Head of Reference &amp; Instruction</b> 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.
<b>404110</b>	<b>Continuing Education Specialist</b> 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.
<b>404120</b>	<b>Continuing Education Conference/Workshop Coordinator</b> 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.
<b>406105</b>	<b>Web Graphics Designer</b> 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.
<b>406110</b>	<b>Instructional Technology, Specialist</b> Responsible for working with faculty to promote the effective uses of IT in support of teaching and learning.
<b>410110</b>	<b>Head, Minority/Multicultural Student Affairs</b> 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.
<b>410120</b>	<b>Cooperative Education Program Coordinator</b> 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.
<b>411110</b>	<b>Student Admissions Counselor</b> 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).
<b>412100</b>	<b>Student Career Counselor</b> 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.
<b>413100</b>	<b>Deputy Head, Student Financial Aid</b> Responsible for one or several areas student financial aid. Reports to the Director of Financial Aid. Previous job title: Associate Director, Student Financial Aid.
<b>413110</b>	<b>Student Financial Aid Counselor</b> 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	<b>Student Housing, Residence Life Officer</b> 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.
415130	<b>Student Activities Officer</b> 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.
416110	<b>Student Counseling Psychologist</b> 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.
416120	<b>Student Counselor</b> 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.
418100	<b>Associate Registrar</b> Responsible for one or several areas of student registration and records. Reports to the Registrar.
422100	<b>HR Generalist</b> (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.
422110	<b>HR Generalist, Senior</b> 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).
422150	<b>HR Benefits Specialist</b> 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.
422170	<b>HR Benefits Unit Supervisor</b> 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	<b>HR Employment Specialist</b> (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	<b>HR Employment Unit Supervisor</b> 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	<b>HR Employee Relations Specialist, Senior</b> (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	<p><b>Disability Services Coordinator</b></p> <p>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.</p>
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>
426000	<p><b>Business Analyst</b></p> <p>Responsible for creating, enhancing, and documenting maintainable analytical solutions in solving strategic problems for a business unit, department, or school. May lead or assist in gathering stakeholder requirements, translating those requirements to technical solutions, and providing support for application enhancements and products. May work with outside vendors in developing solutions. Collaborates with stakeholders in communicating solutions and iterating on project efficacy. Adept at prioritizing and juggling multiple projects, as well as setting and meeting timelines. Must have excellent communication skills and experience with the software or technical systems applicable to the business unit. May require experience with budgeting.</p>
428200	<p><b>Institutional Research Analyst</b></p> <p>Organizes and performs research projects related to strategic planning, including preparing statistical reports, analyzing quantitative measurements, developing assessment tools, and administering and processing survey results. Additional duties include analyzing data utilizing standard statistical methods; reporting for external agencies and guidebook publishers; and preparing other reports and surveys as necessary.</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	<p><b>Accounting Unit Supervisor</b></p> <p>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.</p>
430170	<p><b>Head Cashier</b></p> <p>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.</p>

432100	<p><b>Budget Analyst</b></p> <p>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.</p>
432120	<p><b>Budget Unit Supervisor/Manager</b></p> <p>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.</p>
433110	<p><b>Contract and Grants Specialist</b></p> <p>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.</p>
434110	<p><b>Materials Management Buyer</b></p> <p>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.</p>
434120	<p><b>Materials Management Buyer, Senior</b></p> <p>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.</p>
434140	<p><b>Print Shop Supervisor</b></p> <p>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.</p>
437110	<p><b>Annual Giving Officer, Entry</b></p> <p>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.</p>
437130	<p><b>Major Gift Officer, Senior</b></p> <p>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.</p>
442120	<p><b>Advancement Services, Prospect Researcher</b></p> <p>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.</p>
443100	<p><b>Public Information Specialist</b></p> <p>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.</p>

443140	<p><b>Head, Campus Information Office</b></p> <p>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.</p>
449110	<p><b>Event Coordinator</b></p> <p>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.</p>
453100	<p><b>Engineer, Construction Projects Coordinator</b></p> <p>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.</p>
457120	<p><b>Head, Campus Child Care Site</b></p> <p>(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.</p>
458100	<p><b>Textbook Manager</b></p> <p>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.</p>
460180	<p><b>IT Principal Systems Analyst</b></p> <p>Senior person responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment. Position involves no programming responsibility.</p>
461120	<p><b>IT Programmer Analyst</b></p> <p>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.</p>
461140	<p><b>IT Programmer Analyst, Supervisor</b></p> <p>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.</p>
461150	<p><b>IT Campus Web Master</b></p> <p>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.</p>
462100	<p><b>IT Database Administrator</b></p> <p>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.</p>

463130	<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.
463140	<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.
464110	<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.
465160	<b>IT Systems Administrator</b> Installs, configures monitors and maintains systems, including email and web servers. Monitors data integrity and system security.
472100	<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.
495100	<b>Head, Environmental Sustainability</b> Provide leadership and coordination to the many distinct sustainability efforts on campus. In this role, develops a coherent, campus wide sustainability program by coordinating academic, research, operations, and student sustainability activities. Fosters a culture of sustainability among students, faculty, and staff; identifies and prioritizes areas for institutional sustainability efforts; plans and develops long and short range programs; and engages with institutional leaders to foster sustainability broadly across campus units. Coordinates with the academic community to integrate sustainability into the curriculum. Serves as a point person for all sustainability activities on campus.
51	<b>Early Childhood Program Manager</b> Person responsible for program management (including fiscal, facility, and human resources) or an early childhood education program.
53	<b>Dean Workforce Education</b> Position responsible for workforce training and re-training programs.
57	<b>Dean Basic Skills/ABE</b> Position serves as principal administrator of the basic skills/adult basic education division.
58	<b>Director Business Development</b> Position responsible for securing contracted training with businesses, agencies, and organizations.
700000	<b>Skilled Craft/Trades Supervisor</b> 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	<b>Client Care Supervisor</b> 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**

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Pierce District	305,000	1		Board
Seattle District	321,000	3		Board
Spokane District	312,000	1		Board
<b>2024 Average</b>	<b>312,667</b>	<b>2023 Average</b>	<b>300,000</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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	310,944	6		Board
Bellevue	310,000	1		Board
Bellingham	240,845	1		Board
Big Bend	239,995	3		Board
Cascadia	300,782	14		Board
Centralia	235,740	8		Board
Clark	284,825	4		Board
Clover Park	246,472	7		Board
Columbia Basin	307,583	7		Board
Edmonds	302,775	6		Board
Everett	281,000	1		Board
Grays Harbor	250,000	0		Board
Green River	298,675	7		Board
Highline	300,300	6		Board
Lake Washington	283,606	11		Board
Lower Columbia	260,000	0		Board
North Seattle	245,000	2		CEO, Systems
Olympic	254,400	6	Y	Board
Peninsula	239,200	2		Board
Pierce Ft. Steilacoom	223,600	1		CEO, Systems
Pierce Puyallup	223,600	1		CEO, Systems
Renton	294,030	2		Board
Seattle Central	235,040	4		CEO, Systems
Shoreline	280,800	1		Board
Skagit Valley	260,000	2		Board
So. Puget Sound	270,975	11	Y	Board
South Seattle	234,000	2		CEO, Systems
Spokane	223,985	1		CEO, Systems
Spokane Falls	223,985	5		CEO, Systems
Tacoma	329,011	7		Board
Walla Walla	246,885	4		Board
Wenatchee Valley	250,000	2		Board
Whatcom	250,266	17		Board
Yakima Valley	224,147	30		Board
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>263,602</b>	<b>Average</b>	<b>246,885</b>	
<b>Median</b>	<b>252,333</b>	<b>Median</b>	<b>250,000</b>	

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Grays Harbor	92,505	0		CEO, Single Institution
Spokane District	189,705	24	Y	CEO, Systems
Tacoma	182,271	6	Y	CEO, Single Institution
<b>2024 Average</b>	<b>154,827</b>	<b>2023 Average</b>		<b>172,775</b>



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

**2024**

**105000 Chief Academic Affairs Officer/Provost**

Directs the academic program of the institution. Overall responsibilities typically include academic planning, teaching, research, extensions and coordination of interdepartmental affairs (e.g. Admissions, Registrar, and library activities).

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	145,000	3		CEO, Single Institution
Bellingham	166,509	1		CEO, Single Institution
Big Bend	139,029	7	Y	CEO, Single Institution
Cascadia	171,600	6		CEO, Single Institution
Centralia	153,792	0		CEO, Single Institution
Clark	152,331	1		CEO, Single Institution
Clover Park	143,743	3		CEO, Single Institution
Columbia Basin	165,903	7		CEO, Single Institution
Edmonds	166,286	4		CEO, Single Institution
Everett	151,406	4		CEO, Single Institution
Grays Harbor	152,898	6		CEO, Single Institution
Green River	195,212	6		CEO, Single Institution
Highline	180,323	5		CEO, Single Institution
Lake Washington	169,224	25		CEO, Single Institution
Lower Columbia	152,241	5		CEO, Single Institution
North Seattle	186,841	7		CEO, Single Institution
Olympic	158,635	2	Y	CEO, Single Institution
Peninsula	151,312	0		CEO, Single Institution
Pierce Puyallup	166,694	V	Y	CEO, Single Institution
Renton	180,660	5		CEO, Single Institution
Seattle Central	188,900	2		CEO, Single Institution
Shoreline	160,000	0	Y	CEO, Single Institution
Skagit Valley	168,500	1		CEO, Single Institution
So. Puget Sound	187,916	11		CEO, Single Institution
South Seattle	176,665	1		CEO, Single Institution
Spokane	154,074	1		CEO, Single Institution
Spokane District	154,074	3		CEO, Systems
Spokane Falls	154,074	1		CEO, Single Institution
Tacoma	182,271	6	Y	CEO, Single Institution
Walla Walla	155,000	0		CEO, Single Institution
Wenatchee Valley	171,433	6		CEO, Single Institution
Whatcom	158,500	0		CEO, Single Institution
Yakima Valley	157,397	4		CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>164,195</b>	<b>Average</b>	<b>157,331</b>	
<b>Median</b>	<b>160,000</b>	<b>Median</b>	<b>152,626</b>	

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

**2024**

**107000 Chief Business Officer**

Responsible for the combined functions of administrative and financial affairs. Overall responsibilities typically include accounting, purchasing, physical plant and property management, human resources, food services, auxiliary enterprises, investments and related business matters.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	177,123	0		CEO, Single Institution
Bellingham	165,085	11		CEO, Single Institution
Big Bend	145,778	9	Y	CEO, Single Institution
Cascadia	163,904	V		CEO, Single Institution
Centralia	150,800	1		CEO, Single Institution
Clark	154,081	2		CEO, Single Institution
Clover Park	163,380	V		CEO, Single Institution
Columbia Basin	161,070	3		CEO, Single Institution
Edmonds	155,619	3	Y	CEO, Single Institution
Green River	173,442	9	Y	CEO, Single Institution
Highline	166,800	9		CEO, Single Institution
Lake Washington	169,224	5		CEO, Single Institution
Lower Columbia	149,857	17		CEO, Single Institution
Olympic	162,600	2		CEO, Single Institution
Peninsula	151,312	5		CEO, Single Institution
Pierce District	149,266	V		CEO, Systems
Renton	167,821	3		CEO, Single Institution
Seattle District	202,800	3		CEO, Systems
Shoreline	195,000	0	Y	CEO, Single Institution
Skagit Valley	168,580	8		CEO, Single Institution
So. Puget Sound	153,554	3	Y	CEO, Single Institution
Spokane District	189,705	0	Y	CEO, Systems
Tacoma	171,392	5	Y	CEO, Single Institution
Walla Walla	150,000	0		CEO, Single Institution
Wenatchee Valley	171,433	7		CEO, Single Institution
Whatcom	165,167	13	Y	CEO, Single Institution
Yakima Valley	157,397	19		CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>164,896</b>	<b>Average</b>	<b>157,055</b>	
<b>Median</b>	<b>163,904</b>	<b>Median</b>	<b>154,875</b>	

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

**2024**

**109000 Chief Athletics Administrator**

Provides administrative direction and oversight for all intercollegiate, intramural and recreational athletics staff, programs, facilities and activities. Responsible for ensuring compliance with all federal, divisional and university athletics regulations and administering departmental funds and accounts. Develops short-term goals and long term strategic plan and vision for the department. Oversees departmental fund-raising, public relations and community outreach activities. Top athletics administrative position. Typically requires: 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	117,442	7		Chief Student Affairs Officer
Big Bend	83,200	1		Chief Academic Affairs
Centralia	86,145	V		Chief Student Affairs Officer
Clark	87,221	5		Chief Student Affairs Officer
Columbia Basin	102,549	17		Chief Student Affairs Officer
Edmonds	83,083	7		Chief Student Activities
Everett	84,749	7		Chief Student Activities
Grays Harbor	87,354	0		Chief Student Affairs Officer
Lower Columbia	82,683	28		Chief Business Officer
North Seattle	78,000	3		Chief Student Activities
Olympic	88,400	2		Chief Student Affairs Officer
Peninsula	88,675	29		Chief Student Affairs Officer
Pierce District	98,114	10	Y	CEO, Systems
Shoreline	95,844	V		Chief Student Affairs Officer
Skagit Valley	91,481	4		Chief Student Affairs Officer
So. Puget Sound	82,586	8		Chief Student Affairs Officer
Spokane District	120,771	4		CEO, Systems
Tacoma	88,784	12		Chief Student Affairs Officer
Walla Walla	95,071	25		Chief Student Affairs Officer
Wenatchee Valley	83,200	1		Chief Student Affairs Officer
Whatcom	81,120	3		Chief Student Affairs Officer
Yakima Valley	85,342	23		Chief Student Affairs Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>90,537</b>	<b>Average</b>		<b>86,145</b>
<b>Median</b>	<b>87,288</b>	<b>Median</b>		<b>82,853</b>

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

**2024**

**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	
Bellevue	174,720	4		CEO, Single Institution
Big Bend	91,142	12		CEO, Single Institution
Centralia	117,848	6		CEO, Single Institution
Columbia Basin	110,602	5		CEO, Single Institution
Edmonds	123,618	2		Chief Enrollment Officer
Everett	130,000	0	Y	CEO, Single Institution
Grays Harbor	104,766	9		CEO, Single Institution
Green River	161,050	16	Y	CEO, Single Institution
Highline	155,500	6	Y	CEO, Single Institution
Lake Washington	155,712	11		CEO, Single Institution
Lower Columbia	149,857	6	Y	CEO, Single Institution
Olympic	130,000	1	Y	CEO, Single Institution
Pierce District	150,000	0		CEO, Systems
Renton	125,465	8		CEO, Single Institution
Seattle District	223,371	6		CEO, Systems
Shoreline	119,600	1	Y	CEO, Single Institution
Skagit Valley	147,343	8		CEO, Single Institution
So. Puget Sound	151,840	2	Y	CEO, Single Institution
Spokane District	118,204	7		CEO, Systems
Tacoma	155,324	10	Y	CEO, Single Institution
Walla Walla	117,231	5		CEO, Single Institution
Wenatchee Valley	108,224	6		CEO, Single Institution
Whatcom	103,250	4		CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>135,855</b>	<b>Average</b>	<b>128,169</b>	
<b>Median</b>	<b>130,000</b>	<b>Median</b>	<b>120,000</b>	

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

**2024**

**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	
Bellevue	175,000	1		CEO, Single Institution
Clark	111,319	1	Y	Chief Student Affairs Officer
Columbia Basin	117,523	9		Chief Student Affairs Officer
Edmonds	150,285	2	Y	CEO, Single Institution
Everett	140,400	V	Y	CEO, Single Institution
Highline	120,640	5	Y	Chief Student Affairs Officer
North Seattle	111,697	12		Chief Student Affairs Officer
Olympic	130,000	1	Y	Chief Student Affairs Officer
Seattle Central	124,638	9		Chief Student Affairs Officer
Shoreline	104,000	1		Chief Student Affairs Officer
South Seattle	119,600	3	Y	Chief Student Affairs Officer
Tacoma	117,420	6		Chief Student Affairs Officer
Tacoma	116,390	1		Chief Student Affairs Officer
Walla Walla	134,160	5		CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>126,648</b>	<b>Average</b>	<b>115,365</b>	
<b>Median</b>	<b>120,120</b>	<b>Median</b>	<b>108,114</b>	

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

**2024**

**121000 Chief Facilities Officer**

Responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Overall responsibilities typically include new construction and remodeling, grounds and building maintenance, power plant operation and parking. Previous job title: Chief Physical Plant / Facilities Officer.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	104,839	3		Chief Business Officer
Bellevue	138,163	0		Chief Business Officer
Bellingham	112,020	19		Chief Business Officer
Big Bend	105,068	3		Chief Business Officer
Centralia	97,760	7	Y	Chief Business Officer
Clark	106,017	1		Chief Business Officer
Columbia Basin	96,720	3		Chief Business Officer
Edmonds	108,684	3		Chief HR Officer
Everett	110,000	2	Y	CEO, Single Institution
Grays Harbor	110,282	12		Chief Business Officer
Green River	111,800	9		Chief Business Officer
Highline	118,946	15		Chief Business Officer
Lake Washington	108,300	5		Chief Business Officer
Lower Columbia	121,424	24		Chief Business Officer
Olympic	104,000	3		Chief HR Officer
Peninsula	93,600	2		Chief Business Officer
Pierce District	123,487	3		Chief Information/IT Officer
Renton	106,815	5		Chief Business Officer
Seattle Central	135,200	2		CEO, Single Institution
Shoreline	129,000	3	Y	Chief Business Officer
Skagit Valley	122,162	6		Chief Business Officer
So. Puget Sound	100,000	1	Y	Chief Business Officer
Spokane District	169,733	1	Y	Executive Vice President
Tacoma	149,968	10	Y	Chief Business Officer
Walla Walla	103,085	2		Chief Business Officer
Wenatchee Valley	101,408	9		Chief Business Officer
Whatcom	120,893	21		Chief Business Officer
Yakima Valley	100,555	5		Chief Business Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>114,640</b>	<b>Average</b>	<b>106,490</b>	
<b>Median</b>	<b>109,342</b>	<b>Median</b>	<b>104,099</b>	

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

**2024**

**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	
Bates	135,680	2		Chief Business Officer
Bellevue	127,000	0		Chief Business Officer
Centralia	119,600	2		Chief Business Officer
Clark	114,416	0	Y	Chief Business Officer
Edmonds	96,950	2	Y	Chief Business Officer
Everett	140,900	6		CEO, Single Institution
Grays Harbor	144,633	5		CEO, Single Institution
Highline	119,600	2		Chief Business Officer
Lake Washington	117,048	10		Chief Business Officer
Lower Columbia	121,340	12		Chief Business Officer
Pierce District	153,187	0		CEO, Systems
Renton	120,000	1		Chief Business Officer
Shoreline	195,000	0	Y	CEO, Single Institution
So. Puget Sound	128,000	1		Chief Business Officer
Spokane District	189,705	0	Y	CEO, Systems
Tacoma	145,152	5	Y	Chief Business Officer
Whatcom	165,167	13	Y	CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>137,258</b>	<b>Average</b>		<b>131,814</b>
<b>Median</b>	<b>128,000</b>	<b>Median</b>		<b>130,467</b>

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

**2024**

**127000 Chief Human Resources Officer**

Responsible for administering institutional human resource policies and practices for staff and/or faculty. Overall responsibilities typically include personnel records, benefits, staff employment, wage and salary administration and (where applicable) labor relations.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	125,000	0		CEO, Single Institution
Bellevue	180,440	2		CEO, Single Institution
Bellingham	145,274	6		CEO, Single Institution
Big Bend	136,430	12	Y	CEO, Single Institution
Cascadia	100,000	0		Chief Business Officer
Cascadia	100,000	0		Chief Business Officer
Centralia	145,000	1	Y	CEO, Single Institution
Clark	148,078	3		CEO, Single Institution
Clover Park	144,500	1		CEO, Single Institution
Columbia Basin	182,109	1	Y	CEO, Single Institution
Edmonds	155,619	1		CEO, Single Institution
Everett	145,000	1	Y	CEO, Single Institution
Grays Harbor	104,766	0		CEO, Single Institution
Green River	137,280	4	Y	CEO, Single Institution
Highline	138,320	5		CEO, Single Institution
Lake Washington	169,224	7		CEO, Single Institution
Lower Columbia	149,857	12	Y	CEO, Single Institution
Olympic	157,635	2	Y	CEO, Single Institution
Peninsula	151,312	1	Y	CEO, Single Institution
Pierce District	153,187	0		CEO, Systems
Renton	167,827	11	Y	CEO, Single Institution
Seattle District	198,406	6		CEO, Systems
Shoreline	161,070	6	Y	CEO, Single Institution
Skagit Valley	147,163	11		CEO, Single Institution
So. Puget Sound	132,615	7	Y	CEO, Single Institution
Spokane District	189,705	24	Y	CEO, Systems
Tacoma	149,565	7	Y	CEO, Single Institution
Walla Walla	140,668	2		CEO, Single Institution
Wenatchee Valley	142,638	16		CEO, Single Institution
Whatcom	135,000	0	Y	CEO, Single Institution
Yakima Valley	131,646	1		CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>147,269</b>	<b>Average</b>	<b>140,842</b>	
<b>Median</b>	<b>145,274</b>	<b>Median</b>	<b>137,152</b>	



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

**2024**

**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	125,000	1		CEO, Single Institution
Bellevue	174,720	5		CEO, Single Institution
Bellingham	126,180	23		Chief Business Officer
Big Bend	127,192	4		Chief Business Officer
Cascadia	112,320	3		Chief Academic Affairs
Centralia	124,800	2		Chief Business Officer
Clark	142,075	1		CEO, Single Institution
Clover Park	119,520	V		Chief Business Officer
Columbia Basin	109,200	1		Chief Business Officer
Edmonds	139,618	11		CEO, Single Institution
Everett	130,000	2		CEO, Single Institution
Grays Harbor	122,957	4		CEO, Single Institution
Green River	145,261	23		CEO, Single Institution
Highline	145,000	10		CEO, Single Institution
Lake Washington	168,192	4		CEO, Single Institution
Olympic	135,200	1		CEO, Single Institution
Peninsula	118,520	6		Chief Business Officer
Pierce District	166,694	4	Y	CEO, Systems
Renton	150,768	1		CEO, Single Institution
Seattle District	195,000	8		CEO, Systems
Shoreline	135,000	1	Y	CEO, Single Institution
Skagit Valley	126,543	3		Chief Business Officer
So. Puget Sound	126,172	5		CEO, Single Institution
Spokane District	169,733	2	Y	CEO, Systems
Tacoma	149,968	10	Y	Executive Vice President
Walla Walla	135,200	1		Chief Business Officer
Wenatchee Valley	122,720	5	Y	Chief Business Officer
Whatcom	108,413	18		Chief Business Officer
Yakima Valley	131,646	2		Chief Academic Affairs
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>137,366</b>	<b>Average</b>		<b>127,159</b>
<b>Median</b>	<b>131,646</b>	<b>Median</b>		<b>121,319</b>

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

**2024**

**133000 Chief Institutional Research Officer**

Conducts research and studies on the institution, including design of studies, data collection, analysis and reporting. Also responsible for accomplishing the institution's Federal reporting requirements, e.g. IPEDS, as well as those of the State. Previous job title: Director, Institutional Research.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	122,699	8		Chief Academic Affairs
Bellevue	120,012	3		CEO, Single Institution
Bellingham	127,892	5		CEO, Single Institution
Big Bend	102,762	21	Y	CEO, Single Institution
Cascadia	105,040	4		Chief Academic Affairs
Centralia	117,045	2		CEO, Single Institution
Clark	120,698	0		Chief Sponsored Research
Clover Park	144,511	7		CEO, Single Institution
Columbia Basin	109,745	8		CEO, Single Institution
Edmonds	155,619	3	Y	Chief Sponsored Research
Everett	105,000	V		Chief Academic Affairs
Grays Harbor	122,957	13		CEO, Single Institution
Green River	146,000	2		CEO, Single Institution
Highline	96,642	22		Chief Academic Affairs
Lake Washington	133,512	10		CEO, Single Institution
Lower Columbia	137,369	26	Y	CEO, Single Institution
North Seattle	135,000	1		CEO, Single Institution
Peninsula	93,689	4		CEO, Single Institution
Pierce District	116,962	1		CEO, Systems
Renton	110,204	2		Chief Business Officer
Seattle Central	124,556	4		Chief Academic Affairs
Shoreline	144,964	1		Chief Academic Affairs
Skagit Valley	129,800	1		CEO, Single Institution
So. Puget Sound	107,380	11		Chief Academic Affairs
South Seattle	126,461	8	Y	CEO, Single Institution
Spokane	102,183	3		CEO, Single Institution
Spokane Falls	102,183	13		CEO, Single Institution
Tacoma	111,080	13		Chief Training & Develop
Wenatchee Valley	114,400	V		Chief Academic Affairs
Whatcom	106,373	16		CEO, Single Institution
Yakima Valley	97,171	4		Chief Academic Affairs
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>119,029</b>	<b>Average</b>		<b>110,432</b>
<b>Median</b>	<b>117,045</b>	<b>Median</b>		<b>105,496</b>

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

**2024**

**139000 Chief Library Officer**

Provides strategic leadership for all functions of the library in collaboration with other academic units and in support of the mission of the College/University; serves as primary advocate for the library. At some institutions, position may be referred to as Chief Librarian. Degree requirement: ALA Accredited Masters. Previous job title: Director, Library Services.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	98,800	8		Chief Academic Affairs
Bellevue	118,868	1		Dean Special Programs
Bellingham	103,740	5		Dean Social Sciences
Big Bend	93,212	25		Chief Academic Affairs
Clark	121,824	2	Y	Chief Academic Affairs
Columbia Basin	89,998	5		Chief Academic Affairs
Edmonds	93,750	3		Chief Academic Affairs
Everett	116,126	3	Y	Chief Academic Affairs
Grays Harbor	92,505	6		Chief Academic Affairs
Highline	99,011	9		Chief Academic Affairs
Lower Columbia	91,274	5		Chief Academic Affairs
North Seattle	123,500	3	Y	Chief Academic Affairs
Pierce District	116,962	5	Y	Chief Academic Affairs
Renton	110,230	1		Chief Academic Affairs
Seattle Central	123,400	8		Chief Academic Affairs
Shoreline	120,640	3		Dean Special Programs
Skagit Valley	124,720	4	Y	Chief Academic Affairs
So. Puget Sound	113,360	2	Y	Chief Academic Affairs
South Seattle	117,052	2		Chief Academic Affairs
Tacoma	109,262	3		Chief Academic Affairs
Walla Walla	96,444	6		Chief Academic Affairs
Whatcom	91,414	9		Chief Academic Affairs
Yakima Valley	96,339	3		Chief Academic Affairs
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>107,062</b>	<b>Average</b>	<b>101,274</b>	
<b>Median</b>	<b>109,262</b>	<b>Median</b>	<b>99,579</b>	

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

**2024**

**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	
Bates	104,500	5		CEO, Single Institution
Bellevue	88,000	0		Head, Campus Info Office
Bellingham	107,916	1		CEO, Single Institution
Big Bend	100,392	7		CEO, Single Institution
Cascadia	163,904	13		CEO, Single Institution
Centralia	94,805	10		Chief Develop/Advancement
Clark	98,837	1		CEO, Single Institution
Columbia Basin	121,900	1		CEO, Single Institution
Edmonds	111,884	3	Y	Chief Develop/Advancement
Everett	93,000	V		CEO, Single Institution
Grays Harbor	78,467	4		CEO, Single Institution
Lake Washington	133,512	9		CEO, Single Institution
Lower Columbia	137,369	26	Y	CEO, Single Institution
North Seattle	103,084	3		CEO, Single Institution
Olympic	116,612	9		CEO, Single Institution
Renton	125,465	7		CEO, Single Institution
Seattle Central	108,160	3		CEO, Single Institution
Seattle District	161,558	8		CEO, Systems
Shoreline	119,000	1	Y	CEO, Single Institution
Skagit Valley	114,337	3		Chief Develop/Advancement
So. Puget Sound	101,000	2		Chief Develop/Advancement
South Seattle	103,084	8		CEO, Single Institution
Spokane District	154,074	10		CEO, Systems
Tacoma	155,324	10	Y	Chief Develop/Advancement
Wenatchee Valley	115,000	V		CEO, Single Institution
Whatcom	100,669	2		Head, Campus Info Office
Yakima Valley	84,509	4		CEO, Single Institution
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>114,680</b>	<b>Average</b>	<b>105,826</b>
	<b>Median</b>	<b>108,160</b>	<b>Median</b>	<b>100,669</b>

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

**2024**

**145000 Chief Student Affairs/Student Life Officer**

Responsible for the direction of student services and student life programs. Overall responsibilities typically include student conduct, counseling and testing, career development and placement, student housing, student union, campus/student activity, minority student support program, residence life and related functions.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	150,800	5		CEO, Single Institution
Bellevue	133,381	7		Chief Enrollment Officer
Bellevue	127,000	0		Chief Enrollment Officer
Bellingham	152,420	6		CEO, Single Institution
Big Bend	110,240	5		Chief Academic Affairs
Cascadia	163,904	14		CEO, Single Institution
Centralia	144,538	10	Y	CEO, Single Institution
Clark	151,080	3		CEO, Single Institution
Clover Park	156,565	1		CEO, Single Institution
Columbia Basin	145,600	7		CEO, Single Institution
Edmonds	150,285	2		CEO, Single Institution
Everett	140,000	V	Y	CEO, Single Institution
Grays Harbor	137,446	0		CEO, Single Institution
Green River	150,000	V		CEO, Single Institution
Highline	168,500	2	Y	CEO, Single Institution
Lake Washington	169,224	9		CEO, Single Institution
Lower Columbia	142,919	8		CEO, Single Institution
North Seattle	163,000	10	Y	CEO, Single Institution
Olympic	162,600	4	Y	CEO, Single Institution
Peninsula	151,312	1	Y	CEO, Single Institution
Pierce Ft. Steilacoom	166,694	4	Y	CEO, Single Institution
Renton	167,821	9	Y	CEO, Single Institution
Seattle Central	162,400	4		CEO, Single Institution
Shoreline	145,000	1	Y	CEO, Single Institution
Skagit Valley	152,964	6		CEO, Single Institution
So. Puget Sound	152,114	10	Y	CEO, Single Institution
South Seattle	160,372	6		CEO, Single Institution
Spokane	137,144	2	Y	CEO, Single Institution
Spokane Falls	137,144	2		CEO, Single Institution
Tacoma	171,392	5	Y	Executive Vice President
Walla Walla	141,742	2		CEO, Single Institution
Wenatchee Valley	130,000	1		CEO, Single Institution
Whatcom	145,000	0	Y	CEO, Single Institution
Yakima Valley	103,955	23		Chief Academic Affairs
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>148,369</b>	<b>Average</b>		<b>139,844</b>
<b>Median</b>	<b>150,543</b>	<b>Median</b>		<b>142,383</b>

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

**2024**

**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	110,240	0		Chief Academic Affairs
Cascadia	124,696	5	Y	Chief Academic Affairs
Centralia	105,740	2		Chief Academic Affairs
Clark	119,354	0	Y	Chief Academic Affairs
Clover Park	116,988	4		Chief Academic Affairs
Grays Harbor	104,766	3		Chief Academic Affairs
Lake Washington	123,240	2		Chief Academic Affairs
Lower Columbia	111,675	1		Chief Academic Affairs
North Seattle	126,200	9	Y	Chief Academic Affairs
Peninsula	109,000	0	Y	Chief Academic Affairs
Renton	125,466	8		Chief Academic Affairs
Seattle Central	128,802	1	Y	Chief Academic Affairs
Skagit Valley	124,720	1	Y	Chief Academic Affairs
So. Puget Sound	116,131	7	Y	Chief Academic Affairs
South Seattle	135,124	4	Y	
Spokane	111,660	0		Chief Academic Affairs
Spokane Falls	111,660	1		Chief Academic Affairs
Tacoma	124,375	20	Y	Chief Academic Affairs
Walla Walla	109,200	1		Chief Academic Affairs
Wenatchee Valley	110,978	V		Chief Academic Affairs
Whatcom	108,474	V		Chief Academic Affairs
Yakima Valley	103,955	18		Chief Academic Affairs
	<b>2024</b>	<b>2023</b>		
	<b>Average</b>	<b>Average</b>	<b>109,899</b>	
	<b>Median</b>	<b>Median</b>	<b>111,660</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

153060 Dean Business

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	135,835	3		Assoc Provost
Centralia	105,740	V		Chief Academic Affairs
Clark	104,881	0	Y	Chief Academic Affairs
Clover Park	116,988	12		Chief Academic Affairs
Columbia Basin	112,153	4		Chief Academic Affairs
Edmonds	122,551	3	Y	Chief Academic Affairs
Everett	115,568	4	Y	Chief Academic Affairs
Green River	124,800	4	Y	Chief Academic Affairs
Lake Washington	123,240	2		Chief Academic Affairs
North Seattle	131,200	3	Y	Chief Academic Affairs
Olympic	116,448	1	Y	Executive Vice President
Pierce District	116,962	1	Y	Chief Academic Affairs
Seattle Central	131,200	2	Y	Chief Academic Affairs
Shoreline	125,000	1	Y	Chief Academic Affairs
So. Puget Sound	113,760	2	Y	Chief Academic Affairs
South Seattle	128,900	4	Y	Chief Academic Affairs
Spokane	125,602	11		Chief Academic Affairs
Spokane Falls	116,126	3	Y	Chief Academic Affairs
Tacoma	116,390	2	Y	Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>120,176</b>	<b>Average</b>	<b>113,856</b>
	<b>Median</b>	<b>116,988</b>	<b>Median</b>	<b>113,961</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

153080 Dean Continuing Education

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	122,551	3	Y	Chief Academic Affairs
Green River	124,800	5		Chief Academic Affairs
Highline	131,289	6		Chief Academic Affairs
Shoreline	120,640	3	Y	Chief Academic Affairs
So. Puget Sound	116,131	11	Y	Chief Academic Affairs
Tacoma	121,084	6	Y	Chief Academic Affairs
	<b>2024</b>	<b>2023</b>		
	<b>Average</b>	<b>Average</b>		
	<b>122,749</b>	<b>116,376</b>		
	<b>Median</b>	<b>Median</b>		
	<b>121,818</b>	<b>114,764</b>		



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**153200 Dean Health-Related Professions**

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	124,800	1		Assoc Provost
Bellingham	137,029	5		Chief Academic Affairs
Clark	104,881	0	Y	Chief Academic Affairs
Clover Park	116,988	2		Chief Academic Affairs
Clover Park	116,988	3		Chief Academic Affairs
Columbia Basin	117,122	4		Chief Academic Affairs
Edmonds	117,218	5		Chief Academic Affairs
Everett	117,259	4	Y	Chief Academic Affairs
Green River	124,800	4	Y	Chief Academic Affairs
Highline	131,549	5		Chief Academic Affairs
Lake Washington	123,240	2		Chief Academic Affairs
Lake Washington	123,240	1		Chief Academic Affairs
Lower Columbia	102,012	3	Y	Chief Academic Affairs
Olympic	147,308	1		Executive Vice President
Pierce District	116,962	17	Y	Chief Academic Affairs
Renton	125,466	9		Chief Academic Affairs
Seattle Central	135,200	3	Y	Chief Academic Affairs
Seattle Central	143,776	2	Y	Chief Academic Affairs
Shoreline	120,869	V	Y	Chief Academic Affairs
Skagit Valley	108,962	4		Chief Academic Affairs
So. Puget Sound	134,000	5	Y	Chief Academic Affairs
Spokane	158,258	11		Chief Academic Affairs
Spokane Falls	116,126	7	Y	Chief Academic Affairs
Tacoma	119,480	1	Y	Chief Academic Affairs
Walla Walla	127,834	2		Chief Academic Affairs
Whatcom	105,000	0		Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>123,706</b>	<b>Average</b>	<b>117,693</b>
	<b>Median</b>	<b>122,055</b>	<b>Median</b>	<b>118,500</b>

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

2024

153220 Dean Humanities

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	138,320	2		Assoc Provost
Clark	121,824	2	Y	Chief Academic Affairs
Columbia Basin	117,289	24		Chief Academic Affairs
Edmonds	112,951	1	Y	Chief Academic Affairs
Everett	120,000	1	Y	Chief Academic Affairs
Green River	124,880	6	Y	Chief Academic Affairs
Lower Columbia	111,675	3		Chief Academic Affairs
North Seattle	126,200	9	Y	Chief Academic Affairs
Pierce District	116,962	16	Y	Chief Academic Affairs
Seattle Central	128,802	1	Y	Chief Academic Affairs
Shoreline	133,287	6	Y	Chief Academic Affairs
So. Puget Sound	116,131	7	Y	Chief Academic Affairs
South Seattle	135,124	4	Y	Chief Academic Affairs
Spokane Falls	120,771	8		Chief Academic Affairs
Tacoma	114,534	5	Y	Chief Academic Affairs
Wenatchee Valley	110,978	5		Chief Academic Affairs
	<b>2024</b>	<b>2023</b>		
	<b>Average</b>	<b>Average</b>		<b>115,576</b>
	<b>Median</b>	<b>Median</b>		<b>113,036</b>

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

**2024**

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

Dean Occupational Studies/Vocational Ed/Technology

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Bates	96,000	1		Chief Academic Affairs
Bates	103,455	1		Chief Academic Affairs
Bates	140,000	4	Y	Chief Academic Affairs
Bellingham	133,408	5		Chief Academic Affairs
Big Bend	110,240	9		Chief Academic Affairs
Centralia	105,740	1	Y	Chief Academic Affairs
Clark	116,885	0	Y	Chief Academic Affairs
Clover Park	116,988	1		Chief Academic Affairs
Clover Park	116,988	8		Chief Academic Affairs
Columbia Basin	112,122	9		Chief Academic Affairs
Everett	115,568	4	Y	Chief Academic Affairs
Grays Harbor	104,766	11		Chief Academic Affairs
Green River	124,800	4	Y	Chief Academic Affairs
Lake Washington	123,240	2		Chief Academic Affairs
Lake Washington	123,240	1		Chief Academic Affairs
Lower Columbia	111,675	13	Y	Chief Academic Affairs
North Seattle	131,200	3	Y	Chief Academic Affairs
Renton	125,466	3		Chief Academic Affairs
So. Puget Sound	120,760	5	Y	Chief Academic Affairs
South Seattle	155,000	1	Y	Chief Academic Affairs
South Seattle	126,300	6		Chief Academic Affairs
South Seattle	126,000	2		Chief Academic Affairs
Spokane	111,660	1		Chief Academic Affairs
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>119,630</b>	<b>Average</b>		<b>110,676</b>
<b>Median</b>	<b>116,988</b>	<b>Median</b>		<b>109,384</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

153360 Dean Sciences

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	136,373	2		Assoc Provost
Bellingham	127,080	1		Chief Academic Affairs
Clark	116,885	0	Y	Chief Academic Affairs
Columbia Basin	114,177	5		Chief Academic Affairs
Edmonds	132,151	9		Chief Academic Affairs
Everett	117,259	4	Y	Chief Academic Affairs
Green River	124,800	15	Y	Chief Academic Affairs
North Seattle	130,000	4	Y	Chief Academic Affairs
Olympic	112,000	0		Executive Vice President
Pierce District	116,962	3	Y	Chief Academic Affairs
Seattle Central	131,200	2	Y	Chief Academic Affairs
Shoreline	139,950	1	Y	Chief Academic Affairs
So. Puget Sound	113,760	6	Y	Chief Academic Affairs
South Seattle	128,900	4	Y	Chief Academic Affairs
Spokane Falls	116,126	4	Y	Chief Academic Affairs
Tacoma	119,684	3		Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>123,582</b>	<b>Average</b>	<b>115,567</b>
	<b>Median</b>	<b>122,242</b>	<b>Median</b>	<b>112,749</b>

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

2024

153370 Dean Social Sciences

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	138,251	5		Assoc Provost
Bellingham	127,080	1		Chief Academic Affairs
Clark	119,354	0	Y	Chief Academic Affairs
Columbia Basin	107,625	1		Chief Academic Affairs
Edmonds	112,951	1	Y	Chief Academic Affairs
Everett	120,000	1		Chief Academic Affairs
Green River	145,334	21	Y	Chief Academic Affairs
North Seattle	126,200	9	Y	
Olympic	125,000	1	Y	Executive Vice President
Seattle Central	128,802	1	Y	Chief Academic Affairs
Shoreline	125,000	1	Y	Chief Academic Affairs
So. Puget Sound	109,384	2	Y	Chief Academic Affairs
South Seattle	135,124	4	Y	Chief Academic Affairs
Spokane Falls	116,126	7	Y	Chief Academic Affairs
Tacoma	114,534	5	Y	Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>123,384</b>	<b>Average</b>	<b>116,121</b>
	<b>Median</b>	<b>125,000</b>	<b>Median</b>	<b>113,036</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**153390 Dean Special Programs**

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Bellevue	127,792	2		
Clover Park	116,988	0		Chief Academic Affairs
Edmonds	117,218	5	Y	Chief Academic Affairs
Everett	115,568	4	Y	Chief Academic Affairs
Highline	101,553	6		Chief Academic Affairs
Highline	131,004	0		Chief Academic Affairs
Lake Washington	123,240	1		Chief Academic Affairs
Olympic	98,000	0	Y	Executive Vice President
Olympic	100,000	0	Y	Executive Vice President
Spokane	111,660	0		Chief Academic Affairs
Spokane	98,253	0		Chief Academic Affairs
Tacoma	109,262	3	Y	Chief Academic Affairs
Tacoma	116,390	1	Y	Chief Student Affairs Officer
Tacoma	117,420	6	Y	Chief Student Affairs Officer
Whatcom	103,000	1		Chief Academic Affairs
Whatcom	102,000	1		Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>111,834</b>	<b>Average</b>	<b>108,623</b>
	<b>Median</b>	<b>113,614</b>	<b>Median</b>	<b>109,697</b>

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellingham	119,400	13		Chief Business Officer
Big Bend	106,169	V		Chief Business Officer
Cascadia	103,000	0		Chief Business Officer
Clark	94,592	10		Chief Business Officer
Clover Park	105,000	0		Chief Business Officer
Columbia Basin	109,200	1		Chief Budget Officer
Edmonds	101,217	8		Chief Business Officer
Grays Harbor	104,766	6		Chief Financial Officer
Green River	124,802	4	Y	Chief Business Officer
Highline	85,280	2		Chief Financial Officer
Lake Washington	101,928	1		Chief Financial Officer
Olympic	116,612	2	Y	Chief Financial Officer
Peninsula	115,000	1	Y	Chief Business Officer
Pierce District	85,637	V		Chief Financial Officer
Renton	106,817	13		Chief Business Officer
Seattle District	165,000	4		Chief Business Officer
Shoreline	114,400	1	Y	Chief Business Officer
Skagit Valley	122,720	1		Chief Business Officer
Tacoma	145,152	5	Y	Chief Business Officer
Walla Walla	107,380	3		Chief Business Officer
Wenatchee Valley	104,000	1		Chief Business Officer
Whatcom	110,000	7	Y	Chief Business Officer
	<b>2024</b>	<b>2023</b>		
	<b>Average</b>	<b>111,276</b>	<b>Average</b>	<b>104,150</b>
	<b>Median</b>	<b>107,099</b>	<b>Median</b>	<b>100,737</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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	
Bellevue	113,189	6		Chief Financial Officer
Centralia	105,000	V		Chief Business Officer
Clover Park	114,366	0		Chief Business Officer
Columbia Basin	124,800	7	Y	Chief Business Officer
Edmonds	96,950	2		Chief Financial Officer
Everett	91,273	3		Chief Financial Officer
Green River	124,802	8	Y	Chief Business Officer
Highline	111,280	3		Chief Business Officer
North Seattle	124,800	2		Chief Financial Officer
Seattle Central	135,200	2	Y	Chief Business Officer
Seattle District	160,000	3		Chief Business Officer
Shoreline	115,000	V		Chief Business Officer
So. Puget Sound	101,920	1		Chief Business Officer
South Seattle	124,800	2	Y	Chief Business Officer
Spokane District	104,748	2		Chief Business Officer
Tacoma	145,152	5	Y	Chief Business Officer
Walla Walla	104,500	1		Chief Business Officer
Whatcom	110,000	7	Y	Chief Business Officer
Yakima Valley	92,094	9		Chief Business Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>115,783</b>	<b>Average</b>	<b>106,396</b>
	<b>Median</b>	<b>113,189</b>	<b>Median</b>	<b>107,000</b>



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

**2024**

**166000 Chief Purchasing Officer**

Directs central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, and approval of invoices. Previous job title: Director, Purchasing/Materials Management.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	98,039	3		Chief Financial Officer
Big Bend	69,723	9		Chief Account/Controller
Centralia	94,730	4		Chief Business Officer
Columbia Basin	92,070	1	Y	Chief Budget Officer
Edmonds	91,617	2		Chief Business Officer
Everett	91,394	13	Y	Chief Financial Officer
Green River	110,314	2		Chief Business Officer
Lake Washington	88,548	1		Chief Business Officer
Olympic	88,400	2	Y	Executive Vice President
Seattle District	88,400	3		Chief Business Officer
Spokane District	81,761	3		Chief Account/Controller
Tacoma	87,466	8	Y	Chief Account/Controller
Walla Walla	81,120	3		Chief Business Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>89,506</b>	<b>Average</b>	<b>86,218</b>	
<b>Median</b>	<b>88,548</b>	<b>Median</b>	<b>86,783</b>	

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

**2024**

**168000 Chief Diversity Officer**

Manages and oversees diversity programs and services at the institution. Responsibilities typically include helping to build diverse student, faculty and staff populations, creating opportunities to engage diverse ideas inside and outside the classroom and providing programs and services that emphasize the importance of a diverse and inclusive campus environment.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	106,763	1		Chief HR Officer
Bellevue	180,440	3		CEO, Single Institution
Bellingham	106,752	2		CEO, Single Institution
Cascadia	163,904	3		CEO, Single Institution
Centralia	80,000	0		Chief HR Officer
Clark	142,075	2		CEO, Single Institution
Clover Park	144,511	3		CEO, Single Institution
Columbia Basin	109,745	1		CEO, Single Institution
Edmonds	155,619	6		CEO, Single Institution
Everett	130,000	1		CEO, Single Institution
Grays Harbor	72,008	0		Chief Student Affairs Officer
Green River	160,000	V		CEO, Single Institution
Highline	149,000	0		CEO, Single Institution
Lake Washington	133,512	3		CEO, Single Institution
North Seattle	114,000	2	Y	CEO, Single Institution
Olympic	119,553	0	Y	Chief Student Affairs Officer
Peninsula	151,312	1	Y	CEO, Single Institution
Pierce District	165,000	0		CEO, Systems
Renton	150,768	2		CEO, Single Institution
Seattle Central	108,160	3		CEO, Single Institution
Seattle District	171,808	3		CEO, Systems
Shoreline	145,000	V	Y	CEO, Systems
Skagit Valley	129,800	5		CEO, Single Institution
So. Puget Sound	114,400	2		CEO, Single Institution
South Seattle	112,320	3	Y	CEO, Single Institution
Spokane	137,144	2	Y	CEO, Single Institution
Spokane Falls	108,938	2		CEO, Single Institution
Tacoma	160,680	4	Y	CEO, Single Institution
Wenatchee Valley	110,000	1		CEO, Single Institution
Whatcom	100,000	V		CEO, Single Institution
Yakima Valley	88,738	0		CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>129,740</b>	<b>Average</b>	<b>126,606</b>	
<b>Median</b>	<b>130,000</b>	<b>Median</b>	<b>125,899</b>	

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

**2024**

**171000 Chief Student Admissions Officer**

Responsible for the admission of undergraduates. May also be responsible for recruitment and selection for the admission of graduate and professional students or for scholarship administration or similar functions. Previous job title: Chief Admissions Officer.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	90,000	0		Chief Student Affairs Officer
Clark	82,455	18		Chief Student Affairs Officer
Columbia Basin	78,120	5		Chief Student Affairs Officer
Edmonds	110,817	8	Y	Chief Student Affairs Officer
Everett	84,000	V		Chief Registrar/Records
Grays Harbor	78,467	0		Executive Vice President
Green River	134,569	9	Y	Chief Student Affairs Officer
Highline	120,640	2	Y	Chief Student Affairs Officer
North Seattle	83,340	12		Chief Registrar/Records
Peninsula	95,072	2	Y	Chief Student Affairs Officer
Seattle Central	99,462	6		Chief Registrar/Records
Seattle District	99,000	1		
Shoreline	104,000	1	Y	Chief Student Affairs Officer
Skagit Valley	78,000	1		Chief Registrar/Records
So. Puget Sound	110,602	5	Y	Chief Student Affairs Officer
South Seattle	90,400	2		
Spokane	104,001	7	Y	Chief Student Affairs Officer
Spokane Falls	92,161	1	Y	Chief Student Affairs Officer
Tacoma	87,838	3		Chief Academic Affairs
Tacoma	109,695	6		Chief Academic Affairs
Tacoma	85,696	1		Chief Academic Affairs
Whatcom	84,624	2	Y	Chief Student Affairs Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>95,589</b>	<b>Average</b>	<b>89,095</b>
	<b>Median</b>	<b>91,281</b>	<b>Median</b>	<b>85,078</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**172000 Chief Student Financial Aid Officer**

Directs the administration of all forms of student aid. Responsibilities typically include assistance in the application for loans or scholarships, administration of private, state, or federal loan programs, award of scholarships and fellowships and maintenance of appropriate records. Previous job title: Director, Student Financial Aid

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	85,000	1		Chief Student Affairs Officer
Bellevue	111,405	1		Chief Registrar/Records
Bellingham	101,676	5		Chief Student Affairs Officer
Big Bend	78,203	2		Chief Student Affairs Officer
Cascadia	105,040	8		Chief Student Affairs Officer
Centralia	99,204	26	Y	Chief Student Affairs Officer
Clark	106,017	3		Chief Student Affairs Officer
Clover Park	93,613	5		Chief Registrar/Records
Columbia Basin	94,010	11		Chief Enrollment Officer
Edmonds	103,351	1		Chief Admissions Officer
Everett	84,000	1		Chief Student Affairs Officer
Grays Harbor	78,467	4		Chief Student Affairs Officer
Highline	100,477	5		Chief Business Officer
Lake Washington	106,680	5		Chief Student Affairs Officer
Lower Columbia	91,260	3		Chief Student Affairs Officer
North Seattle	99,145	12		
Olympic	88,400	1		Chief Enrollment Officer
Peninsula	85,904	3		Chief Student Affairs Officer
Pierce District	98,114	0		Chief Registrar/Records
Renton	107,010	5		Chief Student Affairs Officer
Seattle Central	103,440	3		Chief Student Affairs Officer
Shoreline	114,400	1	Y	Chief Student Affairs Officer
Skagit Valley	98,400	1		Chief Student Affairs Officer
So. Puget Sound	108,160	2		Chief Student Affairs Officer
South Seattle	114,000	2		
Spokane	100,002	11		Chief Student Affairs Officer
Spokane Falls	95,848	4		Chief Student Affairs Officer
Tacoma	114,243	3		Chief Student Affairs Officer
Walla Walla	91,274	5		Chief Student Affairs Officer
Wenatchee Valley	91,274	3		Chief Student Affairs Officer
Whatcom	92,040	2		Chief Student Affairs Officer
Yakima Valley	92,094	7		Chief Student Affairs Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>97,880</b>	<b>Average</b>	<b>93,046</b>
	<b>Median</b>	<b>98,773</b>	<b>Median</b>	<b>93,766</b>

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

**2024**

**173000 Chief Student Registration/Records Officer**

Also referred to as the Registrar. Responsible for student registrations and records. Specific responsibilities typically include registration, classroom scheduling, maintenance of student records, graduation clearance, and related matters. Previous job title: Registrar.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	103,455	2		Chief Student Affairs Officer
Bellevue	127,792	2		Chief Enrollment Officer
Bellingham	101,676	0		Chief Student Affairs Officer
Big Bend	78,203	5		Chief Student Affairs Officer
Cascadia	104,832	0		Chief Student Affairs Officer
Centralia	93,192	0	Y	Chief Student Affairs Officer
Clark	111,319	1	Y	Chief Student Affairs Officer
Clover Park	93,600	7		Chief Student Affairs Officer
Edmonds	110,817	6	Y	Chief Student Affairs Officer
Everett	108,453	1	Y	Chief Student Affairs Officer
Green River	104,661	6		Chief Student Affairs Officer
Highline	83,720	4		Chief Enrollment Officer
Lake Washington	104,160	9		Chief Student Affairs Officer
Lower Columbia	91,274	5		Chief Student Affairs Officer
North Seattle	111,697	12	Y	Chief Academic Affairs
Peninsula	95,072	2	Y	Chief Student Affairs Officer
Pierce District	128,466	13	Y	Chief Student Affairs Officer
Renton	110,000	4		Chief Student Affairs Officer
Seattle Central	124,638	9	Y	Chief Student Affairs Officer
Shoreline	104,000	1	Y	Chief Student Affairs Officer
Skagit Valley	104,000	2		Chief Student Affairs Officer
So. Puget Sound	85,280	2		Chief Admissions Officer
South Seattle	119,600	3	Y	Chief Student Affairs Officer
Spokane	104,001	7	Y	Chief Student Affairs Officer
Spokane Falls	92,161	1	Y	Chief Student Affairs Officer
Tacoma	87,838	8	Y	Chief Student Affairs Officer
Walla Walla	85,904	5		Chief Student Affairs Officer
Wenatchee Valley	90,000	0		Chief Student Affairs Officer
Whatcom	87,360	3	Y	Chief Student Affairs Officer
Yakima Valley	87,878	0		Chief Student Affairs Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>101,168</b>	<b>Average</b>	<b>94,364</b>
	<b>Median</b>	<b>103,728</b>	<b>Median</b>	<b>93,192</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**176000 Chief Sponsored Research/Programs Administrator**

Pre-award, Directs administrative activities for externally funded grants and contracts, including funding source identification, institutional review, and sign-off of proposals. Also negotiates contracts; and develops research policy.  
Note: If you institution has only one position with both pre- and post-award responsibilities, report here. Previous job title: Director, Sponsored Research and Programs.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	105,057	7		Chief Develop/Advancement
Bellingham	105,684	18		Chief Research Officer
Columbia Basin	78,000	2		Chief Business Officer
Everett	80,000	V		Chief Academic Affairs
Grays Harbor	87,354	11		Chief Research Officer
North Seattle	95,000	1		CEO, Single Institution
Peninsula	93,689	4	Y	CEO, Single Institution
Renton	116,004	3	Y	Chief Business Officer
Seattle Central	97,760	3		Chief Academic Affairs
Skagit Valley	77,836	5		Chief Research Officer
Spokane District	72,814	2		Chief Academic Affairs
Tacoma	88,732	9	Y	Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>91,494</b>	<b>Average</b>	<b>87,035</b>
	<b>Median</b>	<b>91,211</b>	<b>Median</b>	<b>88,366</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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	
Bellevue	180,440	5		Chief Academic Affairs
Spokane District	137,144	2		Chief Academic Affairs
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>158,792</b>	<b>Average</b>		<b>133,029</b>

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

**2024**

**187020 Chief of Staff to System or Institution CEO**

Advises the CEO on policy, procedural and operational issues of the system or district, and may be charged with leading the operationalization of strategic initiatives for the CEO. Represents the CEO to senior vice presidents, campus officials, and critical external constituents. Serves a visible top-level leadership role for the institution on behalf of the CEO; the position is considered a peer of the institution's other senior / executive officers. See Professionals Survey for Executive Assistant to CEO (position 320010).

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellevue	130,000	4	Y	CEO, Single Institution
Clark	100,970	0		CEO, Single Institution
Highline	127,000	5	Y	CEO, Single Institution
Pierce District	98,114	2		CEO, Single Institution
Tacoma	95,790	1		
Wenatchee Valley	90,000	1		CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>106,979</b>	<b>Average</b>	<b>103,088</b>	
<b>Median</b>	<b>99,542</b>	<b>Median</b>	<b>99,105</b>	



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

**2024**

**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	85,008	0		Chief HR Officer
Big Bend	75,000	0		Chief HR Officer
Clover Park	107,239	V		Chief HR Officer
Edmonds	105,484	0		Chief HR Officer
Everett	96,642	2	Y	Chief HR Officer
Everett	96,642	9		Chief HR Officer
Highline	70,000	0		Chief HR Officer
Lake Washington	98,844	7		Chief HR Officer
Lower Columbia	95,000	11		Chief HR Officer
North Seattle	121,734	3		Chief HR Officer
Olympic	116,000	7		Chief HR Officer
Olympic	104,000	0		Chief HR Officer
Pierce District	128,466	V		Chief HR Officer
Seattle Central	121,734	2		Chief HR Officer
Shoreline	110,000	V		Chief HR Officer
Skagit Valley	94,400	7		Chief HR Officer
So. Puget Sound	102,440	1	Y	Chief HR Officer
South Seattle	117,052	2		Chief HR Officer
Spokane District	92,161	1		Chief HR Officer
Spokane District	104,001	11		Chief HR Officer
Tacoma	149,565	7	Y	Chief HR Officer
Walla Walla	102,000	3		Chief HR Officer
Whatcom	90,000	V		Chief HR Officer
Yakima Valley	84,498	V	Y	Chief HR Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>102,830</b>	<b>Average</b>	<b>98,205</b>	
<b>Median</b>	<b>102,220</b>	<b>Median</b>	<b>92,925</b>	

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Clark	119,354	4		Chief Information/IT Officer
Clover Park	114,399	0		Chief Business Officer
Edmonds	125,751	5		Chief Information/IT Officer
Everett	113,367	2		Chief Information/IT Officer
Everett	118,716	2	Y	Chief Information/IT Officer
Green River	116,046	V		Chief Information/IT Officer
Highline	125,000	10		Chief Information/IT Officer
Lake Washington	116,040	7		Chief Information/IT Officer
Pierce District	126,880	9		Chief Information/IT Officer
Renton	102,000	V		Chief Information/IT Officer
Seattle District	127,192	10		Chief Information/IT Officer
Skagit Valley	113,924	11		Chief Information/IT Officer
So. Puget Sound	116,916	9	Y	Chief Information/IT Officer
Spokane District	111,660	0		Chief Information/IT Officer
Walla Walla	104,626	6		Chief Information/IT Officer
Yakima Valley	88,552	V		Chief Information/IT Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>115,026</b>	<b>Average</b>	<b>111,219</b>
	<b>Median</b>	<b>116,043</b>	<b>Median</b>	<b>111,582</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**196020 Chief Campus Bookstore Administrator**

For operations managed in-house, rather than outsourced: Directs the operation of the campus bookstore. Responsibilities typically include purchase and sale of new and used books, supplies, and equipment; advertising; employment and supervision of sales staff; and maintenance of sales and inventory records. Previous job title: Director, Bookstore

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	74,028	1		Chief Business Officer
Centralia	85,280	2		Chief Business Officer
Clark	78,529	21		Chief Business Officer
Clover Park	85,179	6		Chief Budget Officer
Columbia Basin	85,494	28		Chief Budget Officer
Lower Columbia	88,481	4	Y	Chief Business Officer
Peninsula	104,318	12	Y	Chief Academic Affairs
Skagit Valley	77,876	13		Chief Business Officer
South Seattle	93,614	2	Y	Chief Business Officer
Tacoma	86,491	5	Y	Chief Business Officer
Whatcom	88,400	30		Chief Business Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>86,154</b>	<b>Average</b>	<b>78,238</b>
	<b>Median</b>	<b>85,494</b>	<b>Median</b>	<b>76,091</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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	
Clark	105,236	3		Chief Academic Affairs
Everett	130,000	4	Y	CEO, Single Institution
Highline	99,580	5		Dean Continuing Education
Lower Columbia	93,817	2	Y	Chief Academic Affairs
North Seattle	96,193	3		Chief Academic Affairs
Peninsula	104,318	4	Y	Chief Academic Affairs
Pierce District	89,628	12		
Seattle Central	98,746	7		Chief Academic Affairs
Shoreline	120,640	3	Y	Chief Academic Affairs
So. Puget Sound	89,126	4		Dean Continuing Education
South Seattle	94,588	3		Chief Academic Affairs
Spokane District	104,748	1	Y	Dir Business Development
Tacoma	121,084	6	Y	Chief Student Affairs Officer
Wenatchee Valley	69,928	5	Y	Chief Academic Affairs
<b>2024</b>		<b>2023</b>		
<b>Average</b>		<b>101,259</b>	<b>Average</b>	<b>97,170</b>
<b>Median</b>		<b>99,163</b>	<b>Median</b>	<b>95,750</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**196040 Chief Campus Distance Education Administrator**

Develops and promotes distance learning initiatives. Plans, schedules, and coordinates compressed video programs. Plans and develops Internet courses and provides training for faculty and staff on distance teaching. Previous job title: Director, Distance Learning.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	101,245	7	Y	Dean Special Programs
Columbia Basin	88,400	2		Chief Academic Affairs
Everett	87,822	4		Chief Academic Computing
Grays Harbor	65,532	11		Chief Library Officer
Lower Columbia	87,500	12		Chief Library Officer
Peninsula	70,422	2		Chief Academic Affairs
Seattle District	127,920	3		Chief Academic Affairs
Shoreline	101,920	1	Y	Chief Academic Affairs
Spokane District	104,748	2		Chief Academic Affairs
Tacoma	109,262	3		Assoc Provost
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>94,477</b>	<b>Average</b>	<b>90,307</b>	
<b>Median</b>	<b>94,823</b>	<b>Median</b>	<b>91,019</b>	

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

**2024**

**196050 Chief Campus International Education Administrator**

Directs all activities of the institution's international education programs. Responsibilities typically include international study, English study, international visitors, visa certification, and international student admission functions. Previous job title: Director, International Education.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	156,000	9		Chief Academic Affairs
Cascadia	99,840	7		Chief Public Relations
Clark	79,113	6		Chief Student Affairs Officer
Edmonds	105,484	1		Chief Diversity Officer
Everett	121,680	2		Dean Basic Skills/ABE
Green River	149,072	8	Y	CEO, Single Institution
Lake Washington	123,240	7		Chief Academic Affairs
Lower Columbia	84,000	0		Chief Student Affairs Officer
Peninsula	95,072	16	Y	Chief Student Affairs Officer
Pierce District	128,466	1		CEO, Single Institution
Seattle District	127,822	16		CEO, Systems
Shoreline	144,964	6	Y	Chief Academic Affairs
Spokane District	92,161	2		Chief Academic Affairs
Tacoma	111,953	14		Chief Student Affairs Officer
Whatcom	109,401	20		Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>115,218</b>	<b>Average</b>	<b>109,175</b>
	<b>Median</b>	<b>111,953</b>	<b>Median</b>	<b>109,776</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**196051 Chief Campus International Studies Education Administrator**

Coordinates academic studies conducted outside the United States, advises students and faculty on international study and travel and promotes campus activities of an international nature. Previous job title: Director, International Studies Education.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Whatcom	72,507	19		Chief Int'l Education Admin
	<b>2024 Average</b>	<b>2023 Average</b>	<b>68,592</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**196070 Chief Campus Risk Management & Insurance Administrator**

Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and on how to best reduce or eliminate loss. Represents the institution to the insurance market. Previous job title: Director, Risk Management & Insurance.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Clark	72,162	0		
Clover Park	128,306	11		Chief Business Officer
Shoreline	195,000	0	Y	CEO, Single Institution
Spokane District	108,938	5		
Tacoma	171,392	5	Y	CEO, Single Institution
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>135,160</b>	<b>Average</b>	<b>130,890</b>
	<b>Median</b>	<b>128,306</b>	<b>Median</b>	<b>138,302</b>



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

**2024**

**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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	107,689	3	Y	Chief Business Officer
Bellevue	109,200	4		Chief Business Officer
Big Bend	78,203	1		Chief Business Officer
Centralia	83,220	2	Y	Chief Business Officer
Clark	103,103	8		Chief Business Officer
Columbia Basin	88,590	2		Chief Business Officer
Edmonds	102,284	5		Chief Business Officer
Everett	100,556	1	Y	Chief Facilities Officer
Grays Harbor	65,532	6		Chief Facilities Officer
Green River	111,519	8	Y	Chief Student Affairs Officer
Highline	93,600	9		Chief Business Officer
Lake Washington	101,568	11		Chief Business Officer
Lower Columbia	93,500	8	Y	Chief Student Affairs Officer
North Seattle	98,800	3		Chief Business Officer
Olympic	88,400	0		Chief HR Officer
Olympic	99,000	0		Executive Vice President
Peninsula	88,486	15		Chief Business Officer
Pierce District	98,114	3		
Renton	98,115	9		Chief Student Affairs Officer
Seattle Central	108,000	4		Chief Business Officer
Shoreline	96,642	4	Y	Executive Vice President
Skagit Valley	96,801	5		Chief Business Officer
So. Puget Sound	98,790	3	Y	Chief Business Officer
South Seattle	94,494	2		Chief Business Officer
Spokane District	88,575	11		Executive Vice President
Spokane District	88,575	11		Executive Vice President
Tacoma	107,120	3	Y	Chief Business Officer
Walla Walla	88,052	3		Chief Business Officer
Whatcom	95,680	9		Chief Facilities Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>95,593</b>	<b>Average</b>	<b>89,450</b>	
<b>Median</b>	<b>96,801</b>	<b>Median</b>	<b>90,478</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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	85,900	0		Chief HR Officer
Bellevue	111,405	4		Chief Financial Officer
Cascadia	100,000	6		Chief Business Officer
Clark	84,824	11		Chief Business Officer
Clover Park	83,865	V		Chief Business Officer
Columbia Basin	83,902	3		Chief HR Officer
Edmonds	88,417	1		Chief HR Officer
Green River	113,880	18		Chief Account/Controller
Lake Washington	90,624	24		Chief HR Officer
Lower Columbia	88,400	7		Chief Business Officer
Olympic	88,400	1		Chief HR Officer
Peninsula	115,000	1		Chief Business Officer
Renton	88,971	3		Chief Account/Controller
Seattle District	117,045	3	Y	Chief HR Officer
Shoreline	74,670	6	Y	Deputy Chief HR Officer
So. Puget Sound	102,440	1	Y	Chief HR Officer
Spokane District	72,814	2	Y	Chief Account/Controller
Walla Walla	79,461	3		Chief Business Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>92,779</b>	<b>Average</b>	<b>86,416</b>
	<b>Median</b>	<b>88,409</b>	<b>Median</b>	<b>81,700</b>

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

**2024**

**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	
Centralia	91,904	25	Y	Chief HR Officer
Clark	103,777	2	Y	Chief HR Officer
Columbia Basin	79,780	2		Chief HR Officer
Edmonds	99,084	2	Y	Deputy Chief HR Officer
Olympic	88,400	1		Chief HR Officer
Renton	95,587	5		Chief HR Officer
Seattle District	117,045	3	Y	Chief HR Officer
Shoreline	74,670	6	Y	Deputy Chief HR Officer
Spokane District	72,814	2	Y	Chief Account/Controller
Whatcom	135,000	0	Y	CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>95,806</b>	<b>Average</b>	<b>88,257</b>	
<b>Median</b>	<b>93,746</b>	<b>Median</b>	<b>87,776</b>	

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

**2024**

**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	
Bellevue	98,429	7		Chief HR Officer
Columbia Basin	79,780	6		Chief HR Officer
Edmonds	76,380	V		Chief HR Officer
Everett	96,642	V	Y	Chief HR Officer
Green River	104,000	5		Chief HR Officer
Lake Washington	85,800	6		Chief Academic Affairs
Pierce District	116,962	2		
So. Puget Sound	64,150	2	Y	Chief HR Officer
Spokane District	169,733	0	Y	Chief HR Officer
Tacoma	108,150	1	Y	Executive Vice President
	<b>2024</b>	<b>2023</b>		
	<b>Average</b>	<b>100,003</b>	<b>Average</b>	<b>88,886</b>
	<b>Median</b>	<b>97,536</b>	<b>Median</b>	<b>83,854</b>

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

**2024**

**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	89,000	2		Chief Financial Officer
Centralia	75,400	1		Chief Business Officer
Edmonds	80,950	3		Chief Business Officer
Green River	102,678	6	Y	Executive Vice President
Lower Columbia	88,481	4	Y	Chief Business Officer
Olympic	72,800	1		Executive Vice President
Peninsula	70,200	0	Y	Chief Business Officer
Renton	107,045	1	Y	Chief Business Officer
South Seattle	93,614	2	Y	Chief Business Officer
Tacoma	86,491	5	Y	Chief Business Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>86,666</b>	<b>Average</b>	<b>93,846</b>	
<b>Median</b>	<b>87,486</b>	<b>Median</b>	<b>91,904</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**196230 Chief Campus Academic Computing/Instructional Technology Administrator**

Directs the institution's academic/research computing activities and labs for faculty, staff and students. Liaises with faculty and helps set agendas for faculty development and promotes the effective integration of IT into teaching and learning related activities. Often responsible for instructional/education media as well as for campus computer laboratories.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	120,418	11		Chief Information/IT Officer
Everett	98,637	1		Chief Diversity Officer
Highline	114,250	11		Chief Academic Affairs
Skagit Valley	104,800	8		Chief Research Officer
Tacoma	128,544	19	Y	Chief Information/IT Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>113,330</b>	<b>Average</b>	<b>101,079</b>
	<b>Median</b>	<b>114,250</b>	<b>Median</b>	<b>109,000</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**196240 Chief Campus Administrative Computing Administrator**

Directs the institution's administrative computing activities. Previous job title: Director Administrative Computing.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellevue	107,897	9		Chief Information/IT Officer
Edmonds	120,418	13	Y	Chief Information/IT Officer
Olympic	110,000	0		Chief Information/IT Officer
Tacoma	117,579	6		Chief Information/IT Officer
<b>2024 Average</b>	<b>113,974</b>	<b>2023 Average</b>	<b>109,766</b>	

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

**2024**

**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	
Bates	75,000	1		Chief Student Affairs Officer
Big Bend	70,257	0		Chief Student Affairs Officer
Cascadia	95,680	10		Chief Student Affairs Officer
Centralia	86,978	25		Chief Student Affairs Officer
Clark	84,824	14		Chief Student Affairs Officer
Clover Park	86,804	3		Chief Student Affairs Officer
Columbia Basin	73,470	0		Chief Student Affairs Officer
Edmonds	84,150	9		Chief Student Affairs Officer
Everett	108,454	26	Y	Chief Student Affairs Officer
Grays Harbor	78,467	1		Chief Student Affairs Officer
Green River	136,363	24	Y	Chief Student Affairs Officer
Highline	95,451	2		Chief Student Affairs Officer
Lake Washington	94,176	12		Chief Student Affairs Officer
Lower Columbia	83,756	4	Y	Chief Student Affairs Officer
North Seattle	124,555	6	Y	Chief Student Affairs Officer
Peninsula	88,675	30	Y	Chief Student Affairs Officer
Pierce Ft. Steilacoom	93,758	3		
Pierce Puyallup	93,758	2		
Renton	107,045	3		Chief Student Affairs Officer
Seattle Central	120,000	1		Chief Student Affairs Officer
Shoreline	91,274	6	Y	Chief Student Affairs Officer
Skagit Valley	86,463	9		Chief Student Affairs Officer
So. Puget Sound	95,995	11	Y	Chief Student Affairs Officer
Spokane	137,144	2	Y	Chief Student Affairs Officer
Tacoma	92,537	10	Y	Chief Student Affairs Officer
Wenatchee Valley	90,000	1		Chief Student Affairs Officer
Whatcom	84,624	8		Chief Student Affairs Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>94,802</b>	<b>Average</b>	<b>89,204</b>	
<b>Median</b>	<b>91,274</b>	<b>Median</b>	<b>87,246</b>	



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

**2024**

**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	107,120	1		Chief Student Affairs Officer
Bellingham	101,676	0		Chief Student Affairs Officer
Big Bend	75,000	0		Chief Student Affairs Officer
Cascadia	99,840	9		Chief Student Affairs Officer
Centralia	95,902	4	Y	Chief Student Affairs Officer
Clark	96,704	2	Y	Chief Student Affairs Officer
Clover Park	90,275	0		Chief Student Affairs Officer
Columbia Basin	95,569	2		
Edmonds	87,350	2		Chief Student Affairs Officer
Grays Harbor	78,467	0		Executive Vice President
Green River	103,362	9	Y	Chief Student Affairs Officer
Highline	81,120	1		Chief Admissions Officer
Lake Washington	94,176	1		Chief Student Affairs Officer
North Seattle	91,273	2		Chief Student Affairs Officer
Olympic	88,400	2		Chief Student Affairs Officer
Peninsula	95,072	1		Chief Student Affairs Officer
Pierce District	116,962	2		Chief Academic Affairs
Pierce Ft. Steilacoom	98,800	1		
Pierce Puyallup	98,114	0		
Renton	125,465	4		Chief Student Affairs Officer
Seattle Central	100,400	5		Chief Student Affairs Officer
Seattle District	95,680	3		
Shoreline	91,274	2		Chief Student Affairs Officer
Skagit Valley	105,000	0		Chief Student Affairs Officer
So. Puget Sound	93,600	3	Y	Chief Admissions Officer
South Seattle	90,956	7	Y	Chief Enrollment Officer
Spokane	98,253	1	Y	Chief Student Affairs Officer
Spokane Falls	111,660	0	Y	Chief Student Affairs Officer
Tacoma	87,838	9	Y	Chief Student Affairs Officer
Walla Walla	86,269	3		Chief Student Affairs Officer
Wenatchee Valley	83,200	7		Chief Student Affairs Officer
Whatcom	94,000	0	Y	Chief Student Affairs Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>95,587</b>	<b>Average</b>	<b>89,589</b>	
<b>Median</b>	<b>95,321</b>	<b>Median</b>	<b>88,000</b>	

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

**2024**

**196330 Chief Campus Career Services Administrator**

Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or jobs outside the institution. Previous job title: Director, Career Development & Placement.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	105,080	2		Dean Special Programs
Clark	67,210	V	Y	Chief Student Affairs Officer
Columbia Basin	72,000	0		Chief Academic Advising
Edmonds	72,416	9		Chief Student Affairs Officer
Edmonds	73,483	11		Chief Student Affairs Officer
Grays Harbor	78,467	0		
Lake Washington	86,808	10		Chief Student Affairs Officer
Lake Washington	86,808	8		Chief Student Affairs Officer
Lower Columbia	91,274	13		Chief Student Affairs Officer
Renton	68,692	3		
Seattle Central	100,400	5	Y	
Spokane	98,253	1	Y	Chief Student Activities
Spokane Falls	111,660	0	Y	Chief Student Affairs Officer
Whatcom	94,000	0	Y	Chief Student Affairs Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>86,182</b>	<b>Average</b>	<b>84,948</b>
	<b>Median</b>	<b>86,808</b>	<b>Median</b>	<b>83,472</b>

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

**2024**

**196360 Chief Campus Student Housing Administrator**

Manages student housing operations. Responsible for the direction of all residence hall operations for students. Also may administer off-campus housing programs. If housing (room and board) is provided and is reported as taxable income, add its value to the reported salary data for this position. Report 12-month, fulltime equivalent salary. Previous job title: Director, Student Housing.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	91,520	1		Chief Student Affairs Officer
Big Bend	78,203	V		Chief Business Officer
Columbia Basin	73,470	0		Chief Student Affairs Officer
Edmonds	84,150	19		Chief Student Affairs Officer
Everett	80,000	1	Y	Chief Student Activities
Green River	91,520	1	Y	Chief Int'l Education Admin
Olympic	72,800	1		Chief Student Affairs Officer
Shoreline	91,274	4	Y	
Skagit Valley	84,098	5		Major Gift Officer, Senior
So. Puget Sound	65,479	4		Chief Student Activities
Whatcom	92,236	6	Y	Chief Student Affairs Officer
Yakima Valley	84,509	2	Y	Chief Business Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>		<b>82,438</b>	<b>Average</b>	<b>82,275</b>
<b>Median</b>		<b>84,124</b>	<b>Median</b>	<b>81,929</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**304300 Assoc/Asst Dean Nursing**

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	124,800	2		Dean Occ/Voc/Tech
Bellevue	135,000	0		Dean Health-Related
Centralia	99,840	1		Chief Academic Affairs
Clark	113,671	7		Dean Health-Related
Columbia Basin	109,222	9		Dean Health-Related
Everett	139,070	3		Dean Health-Related
Grays Harbor	117,505	12		Chief Academic Affairs
Green River	140,000	5		
Lower Columbia	102,012	6		Dean Health-Related
Olympic	124,174	0		Dean Health-Related
Peninsula	98,455	7		Dean Workforce Education
Pierce Puyallup	106,026	5		Dean Health-Related
Renton	143,381	2		Chief Academic Affairs
Seattle Central	133,151	4		Dean Health-Related
Shoreline	120,869	V	Y	Chief Academic Affairs
Spokane	139,701	8		Dean Health-Related
Tacoma	128,544	3		Dean Health-Related
Walla Walla	107,747	2		Dean Health-Related
Wenatchee Valley	108,803	4		Dean Workforce Education
Whatcom	97,606	6		Chief Academic Affairs
Yakima Valley	110,000	0		Dean Workforce Education
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>119,027</b>	<b>Average</b>	<b>115,563</b>
	<b>Median</b>	<b>117,505</b>	<b>Median</b>	<b>117,360</b>

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

2024

304310 Assoc/Asst Dean Occupational/Vocational Ed/Tech

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	112,192	5		Dean Special Programs
Cascadia	126,984	11	Y	Chief Academic Affairs
Centralia	91,994	0		Dean Occ/Voc/Tech
Everett	93,500	V	Y	Dean Occ/Voc/Tech
Grays Harbor	92,505	0		Dean Workforce Education
Lake Washington	112,896	10		Dean Humanities
Lake Washington	109,332	3		Dean Health-Related
North Seattle	103,562	2		Dean Occ/Voc/Tech
Olympic	116,449	1		Dean Workforce Education
Peninsula	89,161	5		Chief Academic Affairs
Renton	107,045	1		Chief Academic Affairs
Renton	105,668	1		Dean Basic Skills/ABE
Renton	104,545	1		Dean Basic Skills/ABE
Seattle Central	98,500	3		Chief Academic Affairs
Seattle Central	128,856	4		Chief Academic Affairs
Seattle Central	110,058	4		Chief Academic Affairs
Skagit Valley	96,200	1		Dean Workforce Education
Skagit Valley	96,200	1		Dean Workforce Education
South Seattle	100,880	2		Chief Academic Affairs
Spokane	98,253	0		Dean Occ/Voc/Tech
Yakima Valley	84,509	1		Dean Workforce Education
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>103,776</b>	<b>Average</b>	<b>98,848</b>	
<b>Median</b>	<b>103,562</b>	<b>Median</b>	<b>98,317</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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	
Clark	71,758	3		Chief Facilities Officer
So. Puget Sound	91,501	7	Y	Chief Facilities Officer
Spokane District	86,447	1	Y	Chief Facilities Officer
Spokane District	95,848	4	Y	Chief Facilities Officer
Whatcom	91,000	6	Y	Chief Facilities Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>87,311</b>	<b>Average</b>	<b>86,041</b>
	<b>Median</b>	<b>91,000</b>	<b>Median</b>	

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

**2024**

**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	85,409	3		Chief Facilities Officer
Bellevue	88,899	6		Chief Facilities Officer
Big Bend	59,060	0		Chief Facilities Officer
Centralia	75,000	V	Y	Chief Facilities Officer
Clark	70,242	3		Chief Facilities Officer
Everett	72,887	10		Chief Facilities Officer
Grays Harbor	65,532	12		Chief Facilities Officer
Green River	111,800	3	Y	Chief Facilities Officer
Lake Washington	83,244	1		Chief Facilities Officer
Lower Columbia	73,840	2	Y	Chief Facilities Officer
Seattle Central	70,000	2		Chief Facilities Officer
So. Puget Sound	69,761	2		Chief Facilities Officer
South Seattle	76,274	4		Chief Facilities Officer
Spokane District	86,447	1	Y	Chief Facilities Officer
Tacoma	75,810	1		Chief Facilities Officer
Walla Walla	77,314	2		Chief Facilities Officer
Whatcom	91,000	6	Y	Chief Facilities Officer
Yakima Valley	64,275	11		Chief Facilities Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>77,600</b>	<b>Average</b>	<b>73,346</b>	
<b>Median</b>	<b>75,405</b>	<b>Median</b>	<b>71,000</b>	

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

**2024**

**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; not an administrative support position. See Administrators Survey for Chief of Staff to CEO (position 187020).

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	72,000	1		CEO, Single Institution
Bellingham	80,928	24		CEO, Single Institution
Big Bend	68,279	18		CEO, Single Institution
Cascadia	68,098	1		CEO, Single Institution
Centralia	78,624	13		CEO, Single Institution
Clover Park	88,021	3		CEO, Single Institution
Columbia Basin	70,371	3		CEO, Single Institution
Edmonds	85,217	5		CEO, Single Institution
Everett	85,099	1		CEO, Single Institution
Grays Harbor	75,920	1		CEO, Single Institution
Green River	81,716	9		CEO, Single Institution
Lake Washington	68,100	1	Y	CEO, Single Institution
Lower Columbia	71,891	4		CEO, Single Institution
North Seattle	82,591	12		CEO, Single Institution
Peninsula	78,000	8		CEO, Single Institution
Pierce Ft. Steilacoom	68,120	17		CEO, Single Institution
Pierce Puyallup	68,120	12		CEO, Single Institution
Renton	97,000	1		CEO, Single Institution
Seattle Central	80,031	3		CEO, Single Institution
Seattle District	102,129	3		CEO, Systems
Shoreline	90,833	17		CEO, Single Institution
Skagit Valley	88,200	2		CEO, Single Institution
So. Puget Sound	93,634	23		CEO, Single Institution
South Seattle	83,200	2		CEO, Single Institution
Spokane	68,478	0		CEO, Single Institution
Spokane District	71,442	2		CEO, Systems
Spokane Falls	65,626	2		CEO, Single Institution
Tacoma	95,790	1	Y	CEO, Single Institution
Walla Walla	75,166	3		CEO, Single Institution
Whatcom	135,200	11	Y	CEO, Single Institution
Yakima Valley	73,523	11		CEO, Single Institution
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>81,011</b>	<b>Average</b>	<b>78,296</b>	
<b>Median</b>	<b>78,624</b>	<b>Median</b>	<b>75,600</b>	



## ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2024

### 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 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	72,000	1		Chief Academic Affairs
Bates	76,500	4		Chief HR Officer
Bates	74,880	3		Chief Student Affairs Officer
Bellevue	89,000	0		Dean Health-Related
Bellevue	90,095	8		Dean Business
Bellevue	89,497	4		Dean Social Sciences
Bellevue	91,292	7		Dean Sciences
Bellevue	85,000	0		Dean Arts and Sciences
Bellevue	90,564	7		Dean Continuing Education
Bellingham	72,396	5		Chief Student Affairs Officer
Bellingham	72,396	8		Chief Business Officer
Bellingham	78,696	0		Dean Social Sciences
Bellingham	72,396	11		Chief Academic Affairs
Big Bend	60,505	25		Chief Academic Affairs
Big Bend	53,815	3		Chief Academic Affairs
Big Bend	53,815	V		Chief Academic Affairs
Big Bend	56,960	2		Dean Arts and Sciences
Big Bend	56,940	0		Chief Academic Affairs
Big Bend	56,940	0		Chief Academic Affairs
Big Bend	64,428	3		Chief Academic Affairs
Big Bend	59,940	0		Chief Academic Affairs
Big Bend	66,494	7		Chief Academic Affairs
Big Bend	55,926	6		Chief Student Affairs Officer
Cascadia	83,200	3		Chief Business Officer
Cascadia	83,200	0		Chief Public Relations
Cascadia	83,200	0		Chief Student Affairs Officer
Cascadia	88,400	0		Chief Academic Affairs
Cascadia	83,200	3		Chief Diversity Officer
Clark	71,229	19		CEO, Single Institution
Clover Park	78,000	V		Chief Student Affairs Officer
Clover Park	78,000	4		Chief Academic Affairs
Clover Park	78,000	3		Chief Research Officer
Clover Park	78,000	V		Chief Business Officer
Clover Park	78,000	11		Chief Diversity Officer
Grays Harbor	65,294	4		Chief Academic Affairs
Grays Harbor	65,532	19		Executive Vice President
Grays Harbor	45,345	9		Chief Student Affairs Officer
Grays Harbor	57,698	1		Chief Student Affairs Officer
Grays Harbor	65,294	1		Chief Student Affairs Officer
Grays Harbor	65,294	18		Chief Business Officer
Grays Harbor	65,532	1		Chief Student Affairs Officer
Highline	69,680	2	Y	Chief Develop/Advancement
Highline	69,680	1		CEO, Single Institution
Highline	69,680	0		Chief Information/IT Officer
Highline	69,680	5	Y	Chief Business Officer

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

**2024**

Highline	69,680	2		Chief of Staff to System
Lake Washington	81,924	2		Chief Academic Affairs
Lake Washington	78,000	7		Chief Student Affairs Officer
Lake Washington	65,484	4		Chief Academic Affairs
Lake Washington	65,484	2		Chief HR Officer
Olympic	88,400	1	Y	Executive Vice President
Olympic	88,400	1	Y	Executive Vice President
Peninsula	74,231	8		Chief Academic Affairs
Peninsula	70,200	1		Chief HR Officer
Peninsula	63,225	2		Chief HR Officer
Peninsula	70,200	2		Chief Student Affairs Officer
Peninsula	70,200	1		Chief Business Officer
Peninsula	72,261	3		Chief Academic Affairs
Skagit Valley	87,781	9		Early Childhood Prgm Mgr
So. Puget Sound	70,911	9	Y	Chief Academic Affairs
So. Puget Sound	70,000	1		Chief Business Officer
So. Puget Sound	68,120	2		Chief Information/IT Officer
So. Puget Sound	68,000	2	Y	Chief Public Relations
So. Puget Sound	60,000	1	Y	Chief Develop/Advancement
So. Puget Sound	61,793	1	Y	Chief Diversity Officer
So. Puget Sound	70,720	2	Y	Chief Student Affairs Officer
Spokane District	61,737	0		Chief Academic Affairs
Spokane District	116,126	4		CEO, Systems
Tacoma	77,571	3		CEO, Systems
Tacoma	80,738	3		CEO, Systems
Tacoma	75,705	9		Dean Health-Related
Tacoma	75,705	1		Chief Academic Affairs
Tacoma	84,460	9	Y	Chief Business Officer
Tacoma	74,160	1		Dean Health-Related
Tacoma	77,143	2	Y	Chief Develop/Advancement
Tacoma	77,143	10	Y	Chief HR Officer
Tacoma	86,243	7		Chief Academic Affairs
Tacoma	84,460	8		Chief Student Affairs Officer
Tacoma	76,220	1		Chief Diversity Officer
Whatcom	69,234	13		Chief Business Officer
Whatcom	56,912	3		Chief Academic Affairs
Whatcom	58,000	0		Chief Student Affairs Officer
Yakima Valley	65,063	5		Chief Academic Affairs
Yakima Valley	65,063	V		Chief HR Officer
Yakima Valley	65,063	1		Chief Business Officer

	<b>2024</b>		<b>2023</b>	
<b>Average</b>	<b>72,628</b>	<b>Average</b>	<b>68,467</b>	
<b>Median</b>	<b>71,229</b>	<b>Median</b>	<b>67,460</b>	

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

**2024**

**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	98,000	0		Dean Special Programs
Clover Park	67,474	V		Dean Arts and Sciences
Edmonds	75,616	8		Dean Basic Skills/ABE
Everett	68,098	2		Dean Arts and Sciences
Grays Harbor	65,532	10		Chief Academic Affairs
Grays Harbor	65,532	0		Chief Academic Affairs
Lake Washington	94,176	2		Chief Student Affairs Officer
North Seattle	85,000	1		Chief Academic Affairs
Olympic	116,449	1		Executive Vice President
Olympic	83,200	1		Chief Library Officer
Renton	90,321	3		Chief Student Affairs Officer
Seattle Central	88,326	5		Dean Basic Skills/ABE
Skagit Valley	75,800	2		Chief Student Affairs Officer
So. Puget Sound	73,020	6		Chief Library Officer
So. Puget Sound	75,211	1		Chief Library Officer
South Seattle	95,209	8		Chief Student Affairs Officer
Spokane	111,660	0	Y	Chief Academic Affairs
Tacoma	85,696	22		Chief Student Affairs Officer
Tacoma	85,696	21		Chief Student Affairs Officer
Tacoma	85,696	21		Chief Student Affairs Officer
Whatcom	81,146	12		Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>84,136</b>	<b>Average</b>	<b>80,638</b>
	<b>Median</b>	<b>85,000</b>	<b>Median</b>	<b>80,000</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Bellingham	74,028	V		Chief Academic Advising
<b>2024 Average</b>	<b>74,028</b>	<b>2023 Average</b>	<b>67,860</b>	

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

**2024**

**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	111,405	11		Chief Int'l Education Admin
Cascadia	73,840	3		Chief Int'l Education Admin
Clark	62,337	1		Chief Int'l Education Admin
Edmonds	93,750	10		Chief Int'l Education Admin
Edmonds	93,750	9		Chief Int'l Education Admin
Everett	67,980	V		Chief Int'l Education Admin
Everett	67,980	V		Chief Int'l Education Admin
Everett	61,800	V		Chief Int'l Education Admin
Green River	111,519	8		Chief Int'l Education Admin
Highline	81,292	5		Chief Business Officer
Lake Washington	75,132	5		Chief Int'l Education Admin
Peninsula	95,072	16	Y	Chief Student Affairs Officer
Seattle District	107,505	4		Chief Int'l Education Admin
Shoreline	73,019	V		Chief Int'l Education Admin
Shoreline	93,337	13	Y	Chief Int'l Education Admin
Skagit Valley	96,642	2		Chief Student Affairs Officer
So. Puget Sound	90,672	10		Chief Student Activities
Spokane District	67,278	2		Chief Int'l Education Admin
Tacoma	111,953	12	Y	Chief Student Affairs Officer
Whatcom	70,224	13		Chief Int'l Education Admin
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>85,324</b>	<b>Average</b>	<b>81,269</b>
	<b>Median</b>	<b>85,982</b>	<b>Median</b>	<b>78,045</b>

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Cascadia	99,840	1		Chief Academic Advising
Clark	76,937	9		Chief Academic Advising
Clark	73,753	1		Chief Academic Advising
Everett	98,000	0		
Grays Harbor	78,467	1		Chief Student Affairs Officer
Grays Harbor	78,467	1		Chief Student Affairs Officer
Grays Harbor	78,467	1		Chief Student Affairs Officer
Grays Harbor	78,467	1		Chief Student Affairs Officer
Green River	103,362	9	Y	Chief Student Affairs Officer
Olympic	73,752	0		Chief Student Affairs Officer
Tacoma	87,838	9	Y	Dean Special Programs
Whatcom	68,000	3		Chief Academic Advising
Whatcom	65,000	V		Chief Academic Advising
Whatcom	67,725	1		Chief Academic Advising
Whatcom	67,725	20		Chief Academic Advising
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>79,720</b>	<b>Average</b>		<b>74,863</b>
<b>Median</b>	<b>78,467</b>	<b>Median</b>		<b>70,917</b>

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Bellingham	60,852	8		Chief Academic Advising
Bellingham	62,256	0		Chief Student Affairs Officer
Bellingham	64,668	6		Chief Academic Advising
Bellingham	60,852	1		Chief Academic Advising
Bellingham	60,852	3		Chief Academic Advising
Bellingham	60,852	V		Chief Student Affairs Officer
Big Bend	54,988	6		Chief Academic Affairs
Big Bend	56,940	0		Chief Academic Affairs
Big Bend	53,885	3		Chief Academic Affairs
Big Bend	54,080	1		Chief Academic Affairs
Big Bend	49,771	3		Chief Student Affairs Officer
Big Bend	55,027	16		Chief Student Affairs Officer
Big Bend	53,885	2		Chief Student Affairs Officer
Cascadia	68,098	5		Chief Academic Advising
Cascadia	68,098	7		Dean Basic Skills/ABE
Cascadia	68,098	0		Chief Academic Advising
Cascadia	68,098	0		Chief Academic Advising
Cascadia	68,098	0		Chief Academic Advising
Cascadia	68,098	0		Head, Student Counseling
Cascadia	68,098	2		Chief Academic Advising
Cascadia	68,098	4		Chief Academic Advising
Cascadia	68,098	V		Head, Student Counseling
Clark	69,212	8		Chief Academic Advising
Clark	67,837	6		Chief Academic Advising
Clark	63,906	V		Chief Academic Advising
Clark	62,337	0		Chief Academic Advising
Clark	63,712	2		
Clark	69,212	9		Chief Academic Advising
Clark	69,212	9		Chief Academic Advising
Clark	70,587	10		Chief Academic Advising
Clark	70,587	10		Chief Academic Advising
Clark	66,462	2		Chief Academic Advising
Clark	63,712	0		Chief Academic Advising
Clark	63,712	2		Chief Academic Advising
Edmonds	56,416	2		Chief Academic Advising
Edmonds	56,416	2		Chief Academic Advising
Edmonds	58,549	2		Chief Academic Advising
Edmonds	56,416	2		Chief Academic Advising
Edmonds	56,416	1		Chief Academic Advising
Edmonds	56,416	2		Chief Academic Advising
Grays Harbor	57,698	2		Chief Student Affairs Officer
Grays Harbor	57,698	0		Chief Student Affairs Officer
Grays Harbor	57,698	1		Chief Athletics Administrator
Grays Harbor	57,698	0		Chief Student Affairs Officer
Grays Harbor	65,532	1		Chief Student Affairs Officer
Grays Harbor	57,698	3		Chief Student Affairs Officer
Grays Harbor	57,698	3		Chief Student Affairs Officer
Grays Harbor	57,698	0		Chief Student Affairs Officer

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

**2024**

Grays Harbor	57,698	0		Chief Academic Affairs
Lake Washington	67,992	2		Chief Academic Advising
Lake Washington	67,992	3		Chief Academic Advising
Lake Washington	59,652	2		Head Learning Resources
Lake Washington	67,992	4		Chief Academic Advising
Lake Washington	67,992	2		Chief Academic Advising
Lake Washington	56,652	1		Chief Academic Advising
Lake Washington	67,992	1		Chief Academic Advising
Lake Washington	62,496	5		Head Learning Resources
Lake Washington	56,652	2		Head Learning Resources
Lake Washington	56,652	10		Dean Special Programs
Lake Washington	67,992	1		Chief Academic Advising
Lake Washington	67,992	10		Chief Academic Advising
Lower Columbia	60,000	3		Chief Academic Advising
Lower Columbia	60,000	12		Chief Academic Affairs
Lower Columbia	61,274	12		Chief Academic Advising
Lower Columbia	58,175	2		Chief Academic Advising
Lower Columbia	63,099	18	Y	Chief Academic Advising
Lower Columbia	60,000	15		Chief Academic Advising
Lower Columbia	59,206	14		Chief Academic Advising
Lower Columbia	59,206	15		Chief Academic Advising
Lower Columbia	84,000	12	Y	Chief Student Affairs Officer
Lower Columbia	68,100	8	Y	Chief Academic Advising
Lower Columbia	61,271	6	Y	Chief Academic Advising
Lower Columbia	62,750	10		Chief Academic Advising
Lower Columbia	59,206	4		Chief Academic Advising
Lower Columbia	63,300	1		Chief Academic Advising
Lower Columbia	60,000	3		Chief Academic Advising
Lower Columbia	60,693	3		Chief Academic Advising
Lower Columbia	64,332	1		Chief Academic Advising
Olympic	67,725	0		
Olympic	68,099	1		Head, Student Counseling
Olympic	68,099	1		Head, Student Counseling
Olympic	68,099	0		Head, Student Counseling
Olympic	68,099	1		Head, Student Counseling
Olympic	68,099	3		Head, Student Counseling
Olympic	68,099	1		Head, Student Counseling
Peninsula	63,094	1	Y	Chief Academic Advising
Peninsula	56,567	1	Y	Chief Student Affairs Officer
Skagit Valley	62,130	8		Chief Student Affairs Officer
Skagit Valley	56,636	1		Chief Continuing Ed
Skagit Valley	56,000	2		Head Learning Resources
Skagit Valley	55,859	3		Chief Student Affairs Officer
Skagit Valley	62,130	5		Chief Student Affairs Officer
Skagit Valley	60,208	11		Chief Academic Advising
Skagit Valley	55,000	0		Head Minority Affairs
Skagit Valley	55,650	1		Chief Student Affairs Officer
Skagit Valley	60,320	0		Chief Academic Advising
Skagit Valley	55,080	1		Chief Academic Advising
Skagit Valley	62,130	2		Chief Student Affairs Officer
Skagit Valley	60,130	3		Chief Diversity Officer
Skagit Valley	53,000	1		Chief Student Affairs Officer
Skagit Valley	56,700	1		Chief Student Affairs Officer
Skagit Valley	60,178	8		Chief Student Affairs Officer
Skagit Valley	60,320	1		Chief Student Affairs Officer
Skagit Valley	55,080	1		Chief Academic Advising
Skagit Valley	60,130	8		Chief Academic Advising
So. Puget Sound	60,912	8		Chief Academic Advising



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

**2024**

So. Puget Sound	60,862	6		Chief Academic Advising
So. Puget Sound	68,099	1	Y	Chief Academic Advising
So. Puget Sound	56,069	V		Chief Academic Advising
So. Puget Sound	59,612	5		Chief Academic Advising
So. Puget Sound	58,312	1		Chief Academic Advising
So. Puget Sound	66,232	8	Y	Chief Academic Advising
So. Puget Sound	62,212	21		Chief Academic Advising
So. Puget Sound	68,099	2		Chief Academic Advising
So. Puget Sound	58,312	1		Chief Academic Advising
So. Puget Sound	58,312	1		Chief Academic Advising
So. Puget Sound	58,312	1		Chief Academic Advising
Tacoma	61,367	1		Chief Academic Advising
Tacoma	61,015	2		Chief Academic Advising
Tacoma	61,367	1		Dean Basic Skills/ABE
Tacoma	71,096	12		Chief Academic Affairs
Tacoma	60,921	11		Chief Academic Advising
Tacoma	60,912	6		Chief Academic Advising
Tacoma	60,912	5		Chief Academic Advising
Tacoma	60,921	22		Chief Academic Advising
Tacoma	61,701	1		Chief Academic Advising
Tacoma	60,921	3		Chief Academic Advising
Tacoma	60,911	4		Chief Academic Advising
Tacoma	60,911	4		Chief Academic Advising
Tacoma	61,701	1		Chief Academic Advising
Tacoma	61,137	2		Chief Academic Advising
Walla Walla	54,860	2		Chief Academic Advising
Walla Walla	52,617	2		Chief Academic Advising
Walla Walla	55,609	9		Chief Academic Advising
Walla Walla	53,690	7		Chief Academic Advising
Walla Walla	53,690	3		Chief Academic Advising
Walla Walla	52,079	2		Chief Academic Advising
Walla Walla	54,080	1		
Walla Walla	53,690	3		
Walla Walla	52,000	0		
Walla Walla	53,664	2		
Walla Walla	54,600	1		Chief Academic Advising
Walla Walla	52,616	2		Chief Academic Advising
Walla Walla	54,227	3		
Wenatchee Valley	59,060	8	Y	Chief Academic Advising
Whatcom	51,000	2		Head, Student Counseling
Whatcom	55,120	3		Head, Student Counseling
Whatcom	52,000	0		Head, Student Counseling
Whatcom	58,289	13		Head, Student Counseling
Whatcom	55,120	2		Head, Student Counseling
Whatcom	53,500	0		Head, Student Counseling
Whatcom	54,080	0		Head, Student Counseling
Whatcom	55,432	8		Head, Student Counseling
Whatcom	57,200	17		Head, Student Counseling
Whatcom	53,560	0		Head, Student Counseling
Whatcom	55,640	2		Head, Student Counseling

<b>2024</b>		<b>2023</b>	
<b>Average</b>	<b>60,666</b>	<b>Average</b>	<b>56,353</b>
<b>Median</b>	<b>60,264</b>	<b>Median</b>	<b>55,479</b>

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Everett	116,127	3	Y	Chief Academic Affairs
Green River	151,614	9	Y	Chief Academic Affairs
Wenatchee Valley	81,609	5	Y	Chief Academic Affairs
<b>2024 Average</b>	<b>116,450</b>	<b>2023 Average</b>	<b>112,127</b>	

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Columbia Basin	69,798	2		Dean Occ/Voc/Tech
Olympic	103,070	1	Y	Dean Business
Shoreline	65,500	2	Y	
Skagit Valley	76,960	1		Assoc/Asst Dean Voc Ed
So. Puget Sound	89,126	10	Y	Dean Continuing Education
Spokane District	86,447	1		Dean Continuing Education
Tacoma	70,399	9	Y	Chief Continuing Ed
Walla Walla	72,800	1		
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>79,263</b>	<b>Average</b>	<b>73,190</b>	
<b>Median</b>	<b>74,880</b>	<b>Median</b>	<b>74,000</b>	

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	84,653	9		Continuing Ed Specialist
Spokane District	67,278	3		Dean Workforce Education
Tacoma	70,399	9	Y	Chief Continuing Ed
<b>2024</b>	<b>74,110</b>	<b>2023</b>		
<b>Average</b>		<b>Average</b>		<b>67,272</b>

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

**2024**

**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	
Cascadia	69,680	5		Chief Public Relations
Edmonds	59,616	11		Chief Public Relations
Lake Washington	74,280	9		Chief Public Relations
Pierce District	85,725	6		Head, Campus Info Office
Renton	91,011	3		Chief Public Relations
Seattle District	82,099	5	Y	Chief Public Relations
Skagit Valley	70,572	4		Chief Public Relations
So. Puget Sound	67,689	13		Chief Public Relations
Spokane District	61,737	1		Chief Public Relations
Spokane District	64,421	3		Chief Public Relations
Tacoma	70,140	5		Chief Public Relations
Wenatchee Valley	73,018	2		Chief Public Relations
<b>2024</b>		<b>2023</b>		
<b>Average</b>		<b>72,499</b>	<b>Average</b>	<b>68,051</b>
<b>Median</b>		<b>70,356</b>	<b>Median</b>	<b>65,935</b>

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

**2024**

**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	
Bellevue	90,412	5		Chief Distance Education
Big Bend	64,428	3		Chief Academic Affairs
Big Bend	62,231	1		Chief Library Officer
Cascadia	73,840	9		Dean Arts and Sciences
Columbia Basin	70,720	2		Chief Distance Education
Edmonds	84,140	2		
Everett	80,000	0		Chief Academic Computing
Everett	80,535	1		Chief Academic Computing
Lake Washington	73,908	5		Dean Arts and Sciences
Olympic	72,800	1	Y	Chief Distance Education
Olympic	70,399	0		Chief Distance Education
Olympic	72,800	1		Chief Distance Education
Olympic	70,399	3		Chief Distance Education
Olympic	72,800	2		Chief Distance Education
Olympic	72,800	1	Y	Chief Distance Education
Renton	81,203	3		
Seattle District	78,175	5		Dean Arts and Sciences
Seattle District	94,046	9		Chief Distance Education
Shoreline	89,706	3		Chief Distance Education
Shoreline	89,706	1		Chief Distance Education
Skagit Valley	67,480	2		Chief Academic Computing
So. Puget Sound	67,702	3	Y	Chief Library Officer
So. Puget Sound	76,241	2		Chief Library Officer
Spokane District	70,202	4		Chief Distance Education
Spokane District	70,202	2		Chief Distance Education
Spokane District	67,278	4		Chief Distance Education
Tacoma	82,652	3		
Tacoma	81,370	1		
Yakima Valley	76,049	11		Chief Information/IT Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>76,008</b>	<b>Average</b>	<b>72,259</b>	
<b>Median</b>	<b>73,840</b>	<b>Median</b>	<b>71,295</b>	

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

**2024**

**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	101,764	0		Chief Student Affairs Officer
Cascadia	68,098	V		
Cascadia	68,098	0		Chief Diversity Officer
Clark	75,345	0		Chief Diversity Officer
Everett	79,744	5		Chief Diversity Officer
Grays Harbor	65,532	11		Chief Student Affairs Officer
Green River	90,059	8	Y	Chief Student Affairs Officer
Highline	77,227	2		Chief Student Affairs Officer
Lake Washington	81,120	2		Chief Student Activities
Lower Columbia	62,475	1		
Olympic	73,000	0		Chief Diversity Officer
Peninsula	56,567	1	Y	Chief Student Affairs Officer
Seattle Central	108,160	3	Y	Chief Diversity Officer
Skagit Valley	74,800	3		Chief Student Affairs Officer
So. Puget Sound	74,880	2		Chief Diversity Officer
Spokane	72,814	1		Chief Student Affairs Officer
Spokane Falls	108,938	2	Y	CEO, Single Institution
Tacoma	109,695	1		Dean Special Programs
Whatcom	83,756	5		Head, Student Counseling
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>80,635</b>	<b>Average</b>	<b>80,230</b>
	<b>Median</b>	<b>75,345</b>	<b>Median</b>	<b>74,257</b>

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Lower Columbia	59,024	13	Y	Chief Academic Computing
Whatcom	54,723	0		
<b>2024 Average</b>	<b>56,874</b>	<b>2023 Average</b>	<b>56,874</b>	



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

**2024**

**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).

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	60,852	7		Dean Health-Related
Bellingham	60,852	1		Chief Academic Advising
Big Bend	56,940	0		Chief Student Affairs Officer
Big Bend	56,940	V		Chief Student Affairs Officer
Big Bend	56,940	V		Chief Student Affairs Officer
Big Bend	56,940	0		Chief Student Affairs Officer
Big Bend	56,940	V		Chief Student Affairs Officer
Big Bend	56,940	1		Chief Student Affairs Officer
Cascadia	68,098	3		Chief Public Relations
Clark	59,368	2		Chief Enrollment Officer
Clark	58,059	1		Chief Enrollment Officer
Columbia Basin	83,200	8		Chief Enrollment Officer
Grays Harbor	69,238	1		Chief Registrar/Records
Highline	83,720	4		Chief Admissions Officer
Lake Washington	68,100	2		
Lake Washington	64,992	5		
Lower Columbia	71,000	7	Y	Chief Academic Advising
Olympic	55,854	0		Chief Enrollment Officer
Olympic	74,880	1		Chief Enrollment Officer
Olympic	54,854	1		Chief Enrollment Officer
Olympic	54,854	1		Chief Enrollment Officer
Olympic	54,854	1		Chief Enrollment Officer
Peninsula	61,000	1	Y	Chief Academic Advising
Seattle Central	69,384	4		Chief Admissions Officer
Skagit Valley	55,000	0		Chief Registrar/Records
Skagit Valley	55,000	1		Chief Registrar/Records
Skagit Valley	60,065	2		Chief Registrar/Records
Skagit Valley	59,859	3		Chief Diversity Officer
Skagit Valley	55,000	0		Chief Registrar/Records
So. Puget Sound	81,846	11		Chief Admissions Officer
Spokane	67,278	2		Chief Academic Advising
Tacoma	62,954	8		Chief Admissions Officer
Tacoma	61,015	2		Chief Admissions Officer
Tacoma	74,160	1		Chief Admissions Officer
Tacoma	63,201	1		Chief Admissions Officer
Tacoma	63,201	2		Chief Admissions Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>63,149</b>	<b>Average</b>		<b>60,593</b>
<b>Median</b>	<b>60,852</b>	<b>Median</b>		<b>59,420</b>

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	70,000	0		Chief Career Services
Cascadia	68,098	5		Chief Academic Affairs
Clark	67,837	4		Chief Career Services
Grays Harbor	75,449	1		
Green River	76,660	4		Head, Student Counseling
Lake Washington	33,996	1		Chief Career Services
Lake Washington	64,496	1		Chief Career Services
Lower Columbia	61,950	1		Chief Career Services
Lower Columbia	58,175	1		Chief Career Services
Lower Columbia	58,174	4		Chief Career Services
Olympic	68,099	1		
Olympic	68,099	1		
Olympic	68,099	2		
Olympic	68,099	1		
Peninsula	65,867	4		Chief Academic Advising
Renton	68,693	3		
Tacoma	66,581	16	Y	Chief Academic Advising
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>65,198</b>	<b>Average</b>		<b>65,191</b>
<b>Median</b>	<b>68,098</b>	<b>Median</b>		<b>64,201</b>

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

**2024**

**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	
Bellevue	74,160	0		Chief Financial Aid Officer
Bellingham	78,696	2		Chief Financial Aid Officer
Cascadia	73,840	6		Chief Financial Aid Officer
Centralia	73,018	16		Chief Financial Aid Officer
Clark	77,822	11		Chief Financial Aid Officer
Clover Park	83,102	12		Chief Financial Aid Officer
Columbia Basin	71,000	0		Chief Financial Aid Officer
Columbia Basin	68,820	2		Chief Financial Aid Officer
Edmonds	68,150	2		Chief Financial Aid Officer
Everett	74,961	V		Chief Financial Aid Officer
Grays Harbor	72,008	0		Chief Financial Aid Officer
Green River	101,920	1		Chief Financial Aid Officer
Highline	92,347	3		Chief Financial Aid Officer
Lake Washington	90,000	3		Chief Financial Aid Officer
Lower Columbia	70,720	16		Chief Financial Aid Officer
Lower Columbia	70,720	11		Chief Financial Aid Officer
North Seattle	81,646	2		Chief Financial Aid Officer
North Seattle	81,200	1		Chief Financial Aid Officer
Olympic	74,880	10		Chief Financial Aid Officer
Renton	86,901	18	Y	Chief Financial Aid Officer
Skagit Valley	72,600	0		Chief Financial Aid Officer
So. Puget Sound	73,760	13	Y	Chief Financial Aid Officer
Spokane	79,947	13		Chief Financial Aid Officer
Spokane Falls	75,982	3		Chief Financial Aid Officer
Tacoma	74,681	14		Chief Financial Aid Officer
Walla Walla	72,800	0		Chief Financial Aid Officer
Wenatchee Valley	64,428	3		Chief Financial Aid Officer
Yakima Valley	72,959	3		Chief Financial Aid Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>76,895</b>	<b>Average</b>	<b>73,694</b>	
<b>Median</b>	<b>74,421</b>	<b>Median</b>	<b>71,000</b>	

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	62,256	V		Chief Financial Aid Officer
Bellingham	62,256	4		Chief Financial Aid Officer
Bellingham	60,852	1		Chief Financial Aid Officer
Big Bend	55,253	2		Chief Financial Aid Officer
Lake Washington	68,184	2		Chief Financial Aid Officer
Lake Washington	68,184	2		Chief Financial Aid Officer
Lower Columbia	61,270	1		
Olympic	70,399	0		
Olympic	68,099	0		
Seattle Central	81,646	1		Chief Financial Aid Officer
Skagit Valley	60,178	5		Chief Financial Aid Officer
Skagit Valley	60,178	5		Chief Financial Aid Officer
Skagit Valley	58,000	2		Chief Financial Aid Officer
Walla Walla	56,912	2		Deputy Head, Student FA
Walla Walla	59,757	1		Deputy Head, Student FA
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>63,562</b>	<b>Average</b>	<b>56,589</b>
	<b>Median</b>	<b>61,270</b>	<b>Median</b>	<b>56,024</b>

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

**2024**

**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>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Bellevue	70,000	0		Chief Student Housing
Edmonds	43,088	0		Chief Student Activities
Everett	47,247	0		Chief Student Housing
Everett	47,247	V		Chief Student Housing
Lower Columbia	68,099	3	Y	Chief Student Activities
Pierce Ft. Steilacoom	85,725	1		
Wenatchee Valley	55,838	6		Chief Student Activities
Whatcom	57,985	8		Chief Student Housing
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>59,404</b>	<b>Average</b>	<b>56,299</b>
	<b>Median</b>	<b>56,912</b>	<b>Median</b>	<b>55,755</b>

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

**2024**

**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. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	70,383	0		Chief Student Affairs Officer
Bellingham	78,696	6		Chief Student Affairs Officer
Cascadia	68,098	4		Chief Student Activities
Centralia	49,400	1		Chief Student Activities
Clover Park	66,580	2		Chief Student Activities
Columbia Basin	65,190	7		Chief Student Affairs Officer
Edmonds	66,016	3		Chief Student Activities
Grays Harbor	52,889	1		Chief Student Affairs Officer
Grays Harbor	52,889	1		Chief Student Affairs Officer
Lake Washington	64,992	1		Chief Student Activities
Lower Columbia	68,099	3	Y	Chief Student Affairs Officer
Peninsula	56,890	0		Chief Athletics Administrator
Renton	86,119	1		Chief Student Activities
Skagit Valley	62,513	5		Chief Student Activities
So. Puget Sound	71,946	3		Chief Student Activities
Spokane	73,126	6		Chief Student Activities
Spokane Falls	69,790	19		Chief Student Affairs Officer
Walla Walla	66,490	13		Chief Student Affairs Officer
Yakima Valley	69,276	0		Chief Student Affairs Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>66,283</b>	<b>Average</b>	<b>63,601</b>
	<b>Median</b>	<b>66,580</b>	<b>Median</b>	<b>64,676</b>

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

**2024**

**416120 Student Counselor**

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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Columbia Basin	59,726	5		Chief Academic Advising
Columbia Basin	66,362	3		Chief Academic Advising
Columbia Basin	55,301	4		Chief Academic Advising
Columbia Basin	66,362	3		Chief Academic Advising
Columbia Basin	55,301	4		Chief Academic Advising
Columbia Basin	61,938	4		Chief Academic Advising
Columbia Basin	57,514	1		Chief Academic Advising
Columbia Basin	59,726	1		Chief Academic Advising
Columbia Basin	55,301	5		Chief Academic Advising
Columbia Basin	57,514	0		Chief Academic Advising
Columbia Basin	55,301	V		Chief Academic Advising
Columbia Basin	57,514	4		Chief Academic Advising
Columbia Basin	55,301	4		Chief Academic Advising
Columbia Basin	57,514	2		Chief Academic Advising
Columbia Basin	64,150	2		Chief Academic Advising
Columbia Basin	55,301	1		Chief Academic Advising
Columbia Basin	55,301	2		Chief Academic Advising
Lake Washington	77,206	1		Chief Academic Advising
Olympic	68,099	1		Chief Academic Advising
Olympic	68,578	1		Chief Academic Advising
Tacoma	80,340	2	Y	Chief Academic Advising
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>61,412</b>	<b>Average</b>	<b>58,064</b>	
<b>Median</b>	<b>57,514</b>	<b>Median</b>	<b>55,301</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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	
Bellevue	104,000	2		Chief Registrar/Records
Cascadia	73,840	1		Chief Registrar/Records
Centralia	69,798	V		Chief Registrar/Records
Clark	78,529	10		Chief Registrar/Records
Columbia Basin	72,800	5		Chief Enrollment Officer
Green River	73,681	1		Chief Student Affairs Officer
Lake Washington	73,260	5		Chief Registrar/Records
Lower Columbia	68,000	0		Chief Registrar/Records
North Seattle	90,000	3		Chief Enrollment Officer
Seattle Central	85,900	1		Chief Enrollment Officer
Shoreline	88,400	1	Y	
Skagit Valley	74,800	2		Chief Registrar/Records
Spokane	67,278	1		Chief Registrar/Records
Spokane Falls	67,278	1		Chief Registrar/Records
Tacoma	70,164	2		Chief Enrollment Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>77,182</b>	<b>Average</b>	<b>74,026</b>
	<b>Median</b>	<b>73,681</b>	<b>Median</b>	<b>70,440</b>



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

**2024**

**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, 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	74,880	2		Chief HR Officer
Bates	68,000	0		Chief HR Officer
Bellevue	88,498	2		Chief HR Officer
Bellevue	90,332	2		Chief HR Officer
Bellevue	80,210	2		Chief HR Officer
Bellevue	78,000	0		Deputy Chief HR Officer
Bellingham	71,592	16		Chief HR Officer
Cascadia	68,098	2		Chief HR Officer
Cascadia	68,098	0		Chief HR Officer
Edmonds	61,056	1		
Lake Washington	79,728	2		Deputy Chief HR Officer
Lower Columbia	57,200	0		Chief HR Officer
Lower Columbia	57,200	1		Chief HR Officer
Pierce District	78,504	1		Chief HR Officer
Renton	75,000	V		Chief HR Officer
So. Puget Sound	64,150	2	Y	Chief HR Officer
Yakima Valley	60,001	0		Chief HR Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>71,797</b>	<b>Average</b>	<b>68,592</b>	
<b>Median</b>	<b>71,592</b>	<b>Median</b>	<b>66,257</b>	

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

**2024**

**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 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)

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	101,389	6	Y	Chief HR Officer
Edmonds	68,076	3		
North Seattle	84,057	4		Deputy Chief HR Officer
Renton	84,408	1	Y	Chief HR Officer
Seattle Central	84,056	1		Deputy Chief HR Officer
Skagit Valley	74,720	1		Deputy Chief HR Officer
Skagit Valley	68,480	1		Deputy Chief HR Officer
So. Puget Sound	81,783	16		Chief HR Officer
South Seattle	84,056	3		Deputy Chief HR Officer
Tacoma	88,794	19	Y	Chief HR Officer
Yakima Valley	63,774	V		Chief HR Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>		<b>80,327</b>	<b>Average</b>	<b>76,160</b>
<b>Median</b>		<b>84,056</b>	<b>Median</b>	<b>78,074</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	69,072	3		
Grays Harbor	72,008	1		
Lower Columbia	80,000	8	Y	Chief HR Officer
So. Puget Sound	79,000	0	Y	Deputy Chief HR Officer
<b>2024 Average</b>	<b>75,020</b>	<b>2023 Average</b>	<b>71,563</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	99,084	2	Y	
	<b>2024 Average</b>	<b>2023 Average</b>		<b>89,119</b>

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

**2024**

**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	
Bellevue	78,000	1		HR Employment Supervisor
Bellevue	73,840	2		HR Employment Supervisor
Edmonds	59,616	2		
Green River	93,600	1		Chief HR Officer
Lake Washington	65,484	2		Deputy Chief HR Officer
Lower Columbia	72,000	1		Chief HR Officer
So. Puget Sound	71,360	5		Chief HR Officer
Tacoma	88,794	19	Y	Chief HR Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>		<b>75,337</b>	<b>Average</b>	<b>70,785</b>
<b>Median</b>		<b>72,920</b>	<b>Median</b>	<b>71,000</b>

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	91,190	2		Chief HR Officer
Columbia Basin	79,780	8		Chief HR Officer
Edmonds	105,484	2	Y	
Green River	114,000	3		Chief HR Officer
Renton	80,800	1	Y	Chief HR Officer
Tacoma	88,794	19	Y	Chief HR Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>93,341</b>	<b>Average</b>	<b>85,379</b>	
<b>Median</b>	<b>89,992</b>	<b>Median</b>	<b>86,042</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	107,000	0		Chief HR Officer
Clark	103,777	2	Y	Chief HR Officer
Columbia Basin	79,780	2		Chief HR Officer
Green River	93,600	3		Chief HR Officer
Renton	80,800	1	Y	Chief HR Officer
Tacoma	149,565	7	Y	Chief HR Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>102,420</b>	<b>Average</b>	<b>98,478</b>	
<b>Median</b>	<b>98,689</b>	<b>Median</b>	<b>92,806</b>	

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

**2024**

**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	98,465	5		Chief Student Affairs Officer
Bellingham	84,840	7		Chief Student Affairs Officer
Big Bend	62,819	0		Chief Student Affairs Officer
Cascadia	99,840	6		Chief Student Affairs Officer
Centralia	81,609	14		Chief Academic Advising
Clark	103,103	8		Chief Student Affairs Officer
Clover Park	71,699	2		Chief Student Affairs Officer
Columbia Basin	80,000	0		Chief Academic Affairs
Edmonds	85,217	9		Chief Student Affairs Officer
Everett	82,683	1		Chief Student Affairs Officer
Grays Harbor	65,532	0		Chief Student Affairs Officer
Green River	86,939	2	Y	Chief Student Affairs Officer
Highline	87,319	13	Y	
Lake Washington	86,808	5		Chief Academic Advising
Lower Columbia	80,000	12		Chief Student Affairs Officer
Olympic	86,197	0		Chief Student Affairs Officer
Pierce District	98,114	V		
Renton	90,335	5		Chief Student Affairs Officer
Seattle Central	89,125	6		
Shoreline	116,220	9	Y	Chief Student Affairs Officer
So. Puget Sound	78,743	11	Y	Chief Academic Advising
South Seattle	88,046	11		Chief Student Affairs Officer
Spokane	86,447	2		Chief Academic Advising
Spokane Falls	89,905	6		Chief Student Affairs Officer
Tacoma	85,490	1	Y	Chief Academic Advising
Walla Walla	77,314	2		
Wenatchee Valley	68,723	3		Head, Student Counseling
Yakima Valley	86,201	3	Y	Chief Student Affairs Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>85,633</b>	<b>Average</b>	<b>81,574</b>	
<b>Median</b>	<b>86,199</b>	<b>Median</b>	<b>82,919</b>	



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	108,632	10		Chief Diversity Officer
Clark	103,777	2	Y	Chief HR Officer
Columbia Basin	62,000	V		Chief HR Officer
Edmonds	75,786	0	Y	Chief HR Officer
Everett	93,600	1	Y	Chief HR Officer
Green River	137,280	4	Y	CEO, Single Institution
Olympic	85,000	2		
Peninsula	151,312	6	Y	CEO, Single Institution
Pierce District	79,633	6		Chief HR Officer
Seattle District	124,800	1	Y	Chief HR Officer
Shoreline	93,000	V	Y	Chief HR Officer
Skagit Valley	83,903	2		Chief HR Officer
So. Puget Sound	132,615	7	Y	CEO, Single Institution
Spokane District	154,074	5		CEO, Systems
Tacoma	149,565	7	Y	CEO, Single Institution
Whatcom	90,000	V	Y	Chief HR Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>107,811</b>	<b>Average</b>	<b>102,574</b>
	<b>Median</b>	<b>98,689</b>	<b>Median</b>	<b>100,000</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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 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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellevue	82,000	0		Chief Training & Develop
So. Puget Sound	76,241	2		Chief Training & Develop
Tacoma	81,293	2		Chief Training & Develop
Tacoma	75,889	V		Chief Training & Develop
<b>2024 Average</b>	<b>78,856</b>	<b>2023 Average</b>	<b>75,473</b>	

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

**2024**

**426000 Business Analyst**

Responsible for creating, enhancing, and documenting maintainable analytical solutions in solving strategic problems for a business unit, department, or school. May lead or assist in gathering stakeholder requirements, translating those requirements to technical solutions, and providing support for application enhancements and products. May work with outside vendors in developing solutions. Collaborates with stakeholders in communicating solutions and iterating on project efficacy. Adept at prioritizing and juggling multiple projects, as well as setting and meeting timelines. Must have excellent communication skills and experience with the software or technical systems applicable to the business unit. May require experience with budgeting.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	75,166	2		
Bellevue	89,440	2		Chief Information/IT Officer
Bellevue	92,560	2		Chief Information/IT Officer
Bellevue	89,440	2		Chief Information/IT Officer
Bellingham	74,076	3		Chief Business Officer
Centralia	57,986	3		Chief HR Officer
Clark	90,066	V		Chief Business Officer
Columbia Basin	77,852	3		
Columbia Basin	77,852	3		
Green River	96,642	1		Chief HR Officer
Green River	96,642	2		Chief Business Officer
Lake Washington	83,004	2		Chief Business Officer
Lower Columbia	73,018	2		
Peninsula	88,481	3		Chief Information/IT Officer
Seattle District	101,861	5		Chief Business Officer
Skagit Valley	88,400	3		Chief Information/IT Officer
Skagit Valley	102,012	3		Chief Information/IT Officer
So. Puget Sound	102,012	3		Chief Information/IT Officer
So. Puget Sound	104,160	3		Chief Information/IT Officer
Spokane	72,814	2		Chief Business Officer
Spokane District	79,947	5		Chief Business Officer
Spokane Falls	72,814	2		Chief Business Officer
Tacoma	109,843	9		
Walla Walla	88,400	1		
Walla Walla	91,274	3		
Whatcom	93,421	5		Chief Business Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>87,276</b>	<b>Average</b>	<b>83,048</b>
	<b>Median</b>	<b>88,961</b>	<b>Median</b>	<b>86,903</b>

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

**2024**

**428200 Institutional Research Analyst**

Organizes and performs research projects related to strategic planning, including preparing statistical reports, analyzing quantitative measurements, developing assessment tools, and administering and processing survey results. Additional duties include analyzing data utilizing standard statistical methods; reporting for external agencies and guidebook publishers; and preparing other reports and surveys as necessary.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	79,589	2		Chief Research Officer
Bellevue	81,120	1		Chief Research Officer
Bellingham	92,396	1		Chief Research Officer
Cascadia	82,160	1		Chief Research Officer
Centralia	67,730	1		Chief Research Officer
Clark	82,455	3		
Clark	62,337	1		
Columbia Basin	87,420	7	Y	Chief Research Officer
Green River	75,000	0		Chief Research Officer
Green River	79,461	3		Chief Research Officer
Green River	85,897	4		Chief Research Officer
Lake Washington	83,472	5		Chief Research Officer
Lower Columbia	77,000	12		Chief Research Officer
Lower Columbia	74,000	0		Chief Research Officer
North Seattle	86,000	2		Chief Research Officer
Olympic	94,918	1		
Peninsula	66,145	6		Chief Research Officer
Renton	98,604	3		Chief Research Officer
Seattle District	85,280	3		
So. Puget Sound	78,831	8		Chief Research Officer
South Seattle	83,200	2		Chief Research Officer
Spokane	70,202	7		Chief Research Officer
Spokane	61,737	2		Chief Research Officer
Spokane District	61,737	2		Chief Research Officer
Spokane District	61,737	2		Chief Research Officer
Spokane Falls	72,814	9		Chief Research Officer
Tacoma	95,631	12		
Walla Walla	69,798	3		
Wenatchee Valley	85,000	1		Chief Research Officer
Whatcom	101,535	7		Chief Research Officer
Yakima Valley	88,738	2		
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>79,740</b>	<b>Average</b>	<b>71,763</b>	
<b>Median</b>	<b>81,120</b>	<b>Median</b>	<b>72,581</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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 assigned area of responsibility. Requires a bachelor's degree or equivalent plus 2-3 years' experience in accounting procedures.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellingham	79,884	1		Chief Account/Controller
Grays Harbor	72,008	3		Chief Account/Controller
Green River	95,155	6		Chief Account/Controller
Seattle District	88,128	8		Chief Account/Controller
Spokane District	92,161	2		Chief Business Officer
Whatcom	76,960	0		Chief Account/Controller
Yakima Valley	73,523	1		Chief Account/Controller
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>82,546</b>	<b>Average</b>	<b>77,580</b>	
<b>Median</b>	<b>79,884</b>	<b>Median</b>	<b>78,464</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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 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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Grays Harbor	133,097	6		Chief Account/Controller
Highline	73,018	2		Chief Account/Controller
Seattle District	94,500	2		
Seattle District	96,693	3		Chief Account/Controller
Skagit Valley	72,800	2		Major Gift Officer, Senior
Spokane District	78,356	1		Chief Account/Controller
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>91,411</b>	<b>Average</b>	<b>86,243</b>
	<b>Median</b>	<b>86,428</b>	<b>Median</b>	<b>78,722</b>

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellevue	112,192	11	Y	Chief Financial Officer
Clover Park	80,054	V		Chief Budget Officer
Renton	103,000	V		Chief Financial Officer
Seattle District	150,000	1		Chief Account/Controller
Seattle District	143,000	1		Chief Account/Controller
Spokane District	75,982	2		Chief Account/Controller
Yakima Valley	93,787	2		Chief Business Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>108,288</b>	<b>Average</b>	<b>88,237</b>
	<b>Median</b>	<b>103,000</b>	<b>Median</b>	

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	101,676	12	Y	Chief Account/Controller
Big Bend	67,912	1		Chief Account/Controller
Centralia	93,600	5		Chief Financial Officer
Columbia Basin	73,470	1		Chief Account/Controller
Everett	83,200	2	Y	Chief Financial Officer
Green River	110,314	15	Y	Chief Account/Controller
Lake Washington	71,532	10		Chief Account/Controller
Lower Columbia	70,720	2		Chief Account/Controller
Lower Columbia	88,052	4		Chief Account/Controller
Olympic	73,751	0		Chief Account/Controller
Seattle District	93,636	9		Chief Account/Controller
Seattle District	87,075	3		Chief Account/Controller
Skagit Valley	90,000	0		Chief Account/Controller
Spokane District	78,356	2		Chief Account/Controller
Walla Walla	85,904	3		Chief Business Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>84,613</b>	<b>Average</b>	<b>80,806</b>	
<b>Median</b>	<b>85,904</b>	<b>Median</b>	<b>80,842</b>	



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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellevue	118,684	18	Y	Chief Financial Officer
Everett	68,098	1		Accounting Unit Supervisor
Green River	95,155	1		Chief Budget Officer
<b>2024 Average</b>	<b>93,979</b>	<b>2023 Average</b>	<b>85,276</b>	

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellingham	82,476	1		Chief Business Officer
Everett	91,268	11		Chief Budget Officer
Lake Washington	89,440	2		Chief Business Officer
Lower Columbia	75,166	6		Chief Budget Officer
Seattle District	80,259	9		
Skagit Valley	90,545	2		Chief Business Officer
South Seattle	76,100	7	Y	Chief Business Officer
Spokane District	72,814	2		Chief Budget Officer
Spokane District	72,814	1		Chief Budget Officer
Spokane District	75,982	5		Chief Budget Officer
Spokane District	72,814	0		Chief Budget Officer
Spokane District	72,814	1		Chief Budget Officer
Spokane District	72,814	0		Chief Budget Officer
Tacoma	72,842	2	Y	Chief Budget Officer
Wenatchee Valley	90,000	1	Y	Chief Business Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>79,210</b>	<b>Average</b>		<b>73,484</b>
<b>Median</b>	<b>75,982</b>	<b>Median</b>		<b>71,389</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Green River	95,155	0		Chief Business Officer
Seattle District	124,800	6	Y	Chief Account/Controller
So. Puget Sound	91,274	4		Chief Academic Affairs
So. Puget Sound	85,280	12		Chief Academic Affairs
<b>2024</b>	<b>99,127</b>	<b>2023</b>	<b>96,588</b>	
<b>Average</b>		<b>Average</b>		

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	85,904	12		
Bellevue	72,756	2		Chief Sponsored Research
Clark	99,322	11		Chief Business Officer
Columbia Basin	60,000	V		Chief Budget Officer
Grays Harbor	75,449	0		Chief Research Officer
Green River	101,823	11		Chief Develop/Advancement
Lower Columbia	80,883	9		Chief Budget Officer
Olympic	80,600	0		Executive Vice President
Olympic	84,100	0		
Peninsula	65,000	1		Chief Research Officer
Renton	102,659	3		Chief Sponsored Research
Shoreline	85,904	2		Chief Academic Affairs
Skagit Valley	118,000	1		Chief Business Officer
South Seattle	76,100	7	Y	Chief Business Officer
Spokane District	76,052	18		Chief Budget Officer
Tacoma	88,732	11	Y	Chief Academic Affairs
Wenatchee Valley	72,800	1		CEO, Single Institution
Whatcom	75,557	10		Chief Academic Affairs
Yakima Valley	69,276	6		Head, Accounting
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>82,680</b>	<b>Average</b>	<b>80,812</b>
	<b>Median</b>	<b>80,600</b>	<b>Median</b>	<b>82,600</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Bellingham	85,800	5		Chief Business Officer
Tacoma	87,466	8	Y	Chief Business Officer
<b>2024 Average</b>	<b>86,633</b>	<b>2023 Average</b>	<b>80,075</b>	

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Edmonds	91,617	2	Y	Chief Purchasing Officer
Lower Columbia	73,840	2	Y	
Tacoma	86,491	5		
<b>2024 Average</b>	<b>83,983</b>	<b>2023 Average</b>	<b>73,886</b>	

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	87,158	5		Chief Develop/Advancement
Big Bend	64,428	2		Chief Develop/Advancement
Columbia Basin	73,470	1		Major Gift Officer, Senior
Everett	65,637	8		Chief Develop/Advancement
Green River	78,553	V		Chief Develop/Advancement
Lake Washington	68,184	4		Chief Develop/Advancement
Lower Columbia	57,200	2		Chief Develop/Advancement
Lower Columbia	55,640	1		Chief Develop/Advancement
Olympic	86,196	0		Major Gift Officer, Senior
Peninsula	61,612	1	Y	Chief Athletics Administrator
Seattle District	88,400	3		Major Gift Officer, Senior
Skagit Valley	90,000	0		Major Gift Officer, Senior
So. Puget Sound	90,000	1		Chief Develop/Advancement
Spokane District	61,737	2		Chief Develop/Advancement
Walla Walla	69,000	0		Chief Develop/Advancement
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>73,148</b>	<b>Average</b>	<b>67,140</b>
	<b>Median</b>	<b>69,000</b>	<b>Median</b>	<b>65,518</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	116,172	13		CEO, Single Institution
Cascadia	99,840	11		Chief Develop/Advancement
Cascadia	104,000	1		CEO, Single Institution
Clover Park	98,506	V		Chief Research Officer
Green River	109,514	0		Chief Develop/Advancement
Lower Columbia	82,160	11		Chief Develop/Advancement
Peninsula	114,400	0		CEO, Single Institution
Seattle District	137,280	7		Chief Develop/Advancement
Seattle District	107,120	3		Chief Develop/Advancement
Skagit Valley	110,000	0		Chief Develop/Advancement
So. Puget Sound	96,000	1		Chief Develop/Advancement
Spokane District	70,202	6		Chief Develop/Advancement
Tacoma	103,000	1	Y	CEO, Single Institution
Walla Walla	83,200	1		Chief Develop/Advancement
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>102,242</b>	<b>Average</b>	<b>97,654</b>
	<b>Median</b>	<b>103,500</b>	<b>Median</b>	<b>100,000</b>



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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Columbia Basin	85,444	5		Major Gift Officer, Senior
Seattle District	91,000	1		
Skagit Valley	59,060	2		Major Gift Officer, Senior
So. Puget Sound	53,690	3		Major Gift Officer, Senior
Tacoma	175,100	2	Y	Chief Develop/Advancement
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>92,859</b>	<b>Average</b>	<b>71,740</b>
	<b>Median</b>	<b>85,444</b>	<b>Median</b>	<b>82,154</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	88,000	0		Head, Campus Info Office
Big Bend	56,894	6	Y	Chief Public Relations
Green River	82,951	3		Chief Business Officer
Highline	80,000	0		Chief Public Relations
Olympic	68,099	5		Head, Campus Info Office
Olympic	68,099	5		Head, Campus Info Office
Peninsula	91,000	0	Y	CEO, Single Institution
Skagit Valley	70,720	1		Chief Public Relations
Spokane District	72,814	1		Chief Public Relations
Tacoma	84,460	10	Y	Chief Public Relations
<b>2024</b>		<b>2023</b>		
<b>Average</b>		<b>76,304</b>	<b>Average</b>	<b>68,638</b>
<b>Median</b>		<b>76,407</b>	<b>Median</b>	<b>70,170</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	105,232	2		Chief Develop/Advancement
Cascadia	92,000	3		Chief Public Relations
Clover Park	104,730	5		Chief Research Officer
Peninsula	91,000	0	Y	CEO, Single Institution
Seattle District	126,240	10		Chief Public Relations
Shoreline	119,600	1	Y	CEO, Single Institution
Spokane District	79,947	5		Chief Public Relations
Tacoma	155,324	12	Y	Chief Develop/Advancement
Whatcom	104,696	3	Y	CEO, Single Institution
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>108,752</b>	<b>Average</b>	<b>97,094</b>
	<b>Median</b>	<b>104,730</b>	<b>Median</b>	<b>96,153</b>

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellevue	87,000	0		Chief Food/Dining
Big Bend	57,172	15		Chief Business Officer
Cascadia	61,288	0		Chief Facilities Officer
Clark	69,785	17		Chief Business Officer
Clover Park	69,762	3		Chief Risk Mgmt Admin
Highline	78,000	14	Y	Chief Business Officer
Lake Washington	68,184	1		Chief Develop/Advancement
Pierce District	63,135	V		Chief Develop/Advancement
Renton	82,165	1		Chief Food/Dining
So. Puget Sound	65,190	11		Chief Develop/Advancement
Tacoma	80,340	2	Y	CEO, Single Institution
Whatcom	60,840	2		Chief Facilities Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>70,238</b>	<b>Average</b>	<b>67,875</b>
	<b>Median</b>	<b>68,973</b>	<b>Median</b>	<b>70,000</b>

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

**2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Bellevue	100,937	2		Chief Facilities Officer
Cascadia	104,000	0		Chief Business Officer
Clark	70,570	V		Chief Facilities Officer
Clark	73,753	2		Chief Facilities Officer
Clover Park	88,366	V		Chief Budget Officer
Green River	126,925	3		Chief Business Officer
Highline	90,480	2		Chief Facilities Officer
Olympic	118,000	0		Chief Business Officer
Seattle District	93,600	2		Chief Facilities Officer
Seattle District	90,000	2		Chief Facilities Officer
Spokane District	102,183	9		Chief Facilities Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>96,256</b>	<b>Average</b>	<b>91,055</b>	
<b>Median</b>	<b>93,600</b>	<b>Median</b>	<b>90,000</b>	

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	88,321	20		Chief Student Affairs Officer
Bellevue	111,405	8		Chief Financial Officer
Centralia	75,041	5		Early Childhood Prgm Mgr
Clark	102,256	9	Y	Dean Social Sciences
Clover Park	86,023	1		Chief Student Affairs Officer
Edmonds	87,350	19		Chief Student Activities
Lake Washington	78,648	8		Chief Student Affairs Officer
Lower Columbia	73,018	6		Early Childhood Prgm Mgr
North Seattle	69,280	6		Chief Student Activities
Pierce District	98,114	1		CEO, Single Institution
Shoreline	84,000	0		Chief Business Officer
Skagit Valley	81,784	2		Early Childhood Prgm Mgr
Spokane District	67,278	1		Early Childhood Prgm Mgr
Spokane District	67,278	1		Early Childhood Prgm Mgr
Spokane District	76,052	25		Early Childhood Prgm Mgr
Spokane District	67,278	0		Early Childhood Prgm Mgr
Spokane District	67,278	0		Early Childhood Prgm Mgr
Spokane District	67,278	1		Early Childhood Prgm Mgr
Spokane District	67,278	0		Early Childhood Prgm Mgr
Spokane District	67,278	1		Early Childhood Prgm Mgr
Spokane District	73,126	6		Early Childhood Prgm Mgr
Tacoma	85,696	1	Y	Chief Student Affairs Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>79,139</b>	<b>Average</b>	<b>75,148</b>
	<b>Median</b>	<b>75,547</b>	<b>Median</b>	<b>70,314</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Tacoma	86,491	5	Y	Chief Business Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>86,491</b>	<b>Average</b>	<b>80,742</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Clover Park	98,786	10		Deputy Chief IT Officer
Tacoma	118,447	18	Y	Chief Information/IT Officer
<b>2024 Average</b>	<b>108,617</b>	<b>2023 Average</b>		<b>100,635</b>



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	98,220	13		Chief Information/IT Officer
Cascadia	108,160	7		Chief Information/IT Officer
Centralia	83,000	1		Chief Information/IT Officer
Clark	108,967	12		IT Database Administrator
Edmonds	107,617	18		
Green River	96,000	3	Y	Chief Information/IT Officer
Green River	99,840	9	Y	Chief Information/IT Officer
Renton	106,767	3		Chief Information/IT Officer
Shoreline	119,600	3		IT Systems Administrator
Tacoma	109,843	12	Y	Chief Information/IT Officer
Tacoma	109,843	11	Y	Chief Information/IT Officer
Whatcom	85,904	11		Chief Information/IT Officer
Whatcom	83,756	4		Chief Information/IT Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>101,347</b>	<b>Average</b>	<b>95,836</b>	
<b>Median</b>	<b>106,767</b>	<b>Median</b>	<b>96,985</b>	

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

**2024**

**461140 IT Programmer Analyst, Supervisor**

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	139,270	1		Chief Information/IT Officer
Edmonds	120,418	12	Y	Chief Information/IT Officer
Tacoma	128,544	20	Y	Chief Information/IT Officer
Yakima Valley	110,292	V	Y	Chief Information/IT Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>124,631</b>	<b>Average</b>		<b>113,040</b>

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

**2024**

**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 such as speed of access. Monitors Web site use and trends.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	91,342	5		Chief Develop/Advancement
Edmonds	74,276	8		Chief Public Relations
Green River	104,974	3		Chief Information/IT Officer
Highline	99,400	11		Chief Develop/Advancement
Lake Washington	86,808	1		Chief Public Relations
Lower Columbia	80,536	3		Chief Public Relations
Renton	97,500	5		Chief Information/IT Officer
Seattle District	109,705	7		
Shoreline	80,000	1		Chief Public Relations
So. Puget Sound	82,791	5		Chief Public Relations
Tacoma	75,944	V		Chief Public Relations
Yakima Valley	71,336	2		Chief Public Relations
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>87,884</b>	<b>Average</b>	<b>82,322</b>
	<b>Median</b>	<b>84,800</b>	<b>Median</b>	<b>80,000</b>

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

**2024**

**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 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>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in</b>		<b>Reporting Relationship</b>
		<b>Present Position</b>	<b>Substantial Other Duties</b>	
Clark	95,453	3		Chief Information/IT Officer
Clover Park	111,766	12		Deputy Chief IT Officer
Edmonds	120,418	12	Y	Chief Information/IT Officer
Green River	99,840	11	Y	Chief Information/IT Officer
Highline	108,991	5	Y	Chief Information/IT Officer
Lake Washington	99,720	5		Chief Information/IT Officer
Lake Washington	99,720	3		Chief Information/IT Officer
Renton	107,221	3		Chief Information/IT Officer
Tacoma	118,447	18	Y	Chief Information/IT Officer
Tacoma	112,798	9		Chief Information/IT Officer
Wenatchee Valley	96,714	24	Y	Chief Information/IT Officer
Whatcom	65,000	0		Chief Information/IT Officer
Yakima Valley	96,825	4	Y	Chief Information/IT Officer
	<b>2024</b>	<b>2023</b>		
	<b>Average</b>	<b>Average</b>		
	<b>102,532</b>	<b>91,986</b>		
	<b>Median</b>	<b>Median</b>		
	<b>99,840</b>	<b>95,940</b>		

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

**2024**

**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 materials and documentation, and design and implementation of reports to measure performance of Help Desk staff.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	129,126	2		Chief Information/IT Officer
Cascadia	86,320	1		Chief Information/IT Officer
Columbia Basin	87,420	5		
Edmonds	120,418	13	Y	Chief Information/IT Officer
Highline	118,000	8		Chief Information/IT Officer
Lake Washington	96,876	1		
Renton	95,000	V		Chief Information/IT Officer
Shoreline	107,380	2		Chief Information/IT Officer
So. Puget Sound	100,251	5	Y	Chief Information/IT Officer
Tacoma	128,544	20	Y	Chief Information/IT Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>106,934</b>	<b>Average</b>	<b>99,559</b>	
<b>Median</b>	<b>103,816</b>	<b>Median</b>	<b>100,597</b>	

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

**2024**

**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	
Bellingham	101,676	7		Chief Information/IT Officer
Big Bend	101,374	8		Chief Information/IT Officer
Columbia Basin	96,720	0		Chief Information/IT Officer
Edmonds	120,418	13	Y	Chief Information/IT Officer
Lake Washington	101,520	1		
Renton	106,767	1		Chief Information/IT Officer
Seattle District	112,930	11		Deputy Chief IT Officer
Tacoma	114,154	6		Chief Information/IT Officer
Whatcom	83,756	5		Chief Information/IT Officer
Yakima Valley	96,825	3		Chief Information/IT Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>103,614</b>	<b>Average</b>	<b>98,666</b>
	<b>Median</b>	<b>101,598</b>	<b>Median</b>	<b>97,758</b>

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

**2024**

**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	
Bellevue	140,000	1		Chief Information/IT Officer
Big Bend	106,458	9		Chief Information/IT Officer
Cascadia	104,000	17		Chief Information/IT Officer
Columbia Basin	103,389	10		Chief Information/IT Officer
Edmonds	99,228	12		Chief Information/IT Officer
Lake Washington	101,520	2		Chief Information/IT Officer
Renton	106,765	2		Chief Information/IT Officer
Skagit Valley	93,413	10		Chief Information/IT Officer
Skagit Valley	93,413	10		Deputy Chief IT Officer
So. Puget Sound	116,916	9	Y	Chief Information/IT Officer
Tacoma	109,843	13	Y	Chief Information/IT Officer
Whatcom	88,052	27		Chief Information/IT Officer
Whatcom	88,052	27		Chief Information/IT Officer
Yakima Valley	110,292	V	Y	Chief Information/IT Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>104,382</b>	<b>Average</b>	<b>97,320</b>
	<b>Median</b>	<b>103,695</b>	<b>Median</b>	<b>98,634</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Tacoma	121,084	6	Y	Chief Student Affairs Officer
<b>2024 Average</b>	<b>121,084</b>	<b>2023 Average</b>		<b>113,036</b>



**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**495100 Head, Environmental Sustainability**

Provide leadership and coordination to the many distinct sustainability efforts on campus. In this role, develops a coherent, campus-wide sustainability program by coordinating academic, research, operations, and student sustainability activities. Fosters a culture of sustainability among students, faculty, and staff; identifies and prioritizes areas for institutional sustainability efforts; plans and develops long- and short-range programs; and engages with institutional leaders to foster sustainability broadly across campus units. Coordinates with the academic community to integrate sustainability into the curriculum. Serves as a point-person for all sustainability activities on campus.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Bellevue	91,520	1		Chief Facilities Officer
Cascadia	73,840	5		Chief Facilities Officer
Clark	73,753	3		
<b>2024 Average</b>	<b>79,704</b>	<b>2023 Average</b>	<b>83,383</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	83,220	9		
Bellingham	74,076	10		Dir Business Development
Centralia	93,051	6	Y	Dean Business
Clark	102,256	9	Y	Dean Social Sciences
Columbia Basin	73,470	4		Dean Social Sciences
Edmonds	101,217	7		Chief Academic Affairs
Everett	88,400	2		Dean Social Sciences
Grays Harbor	78,467	0		Executive Vice President
Lower Columbia	89,500	10		Administrative Specialist
North Seattle	93,600	4		Dean Occ/Voc/Tech
Olympic	89,444	1		Executive Vice President
Pierce District	85,637	V	Y	Dean Business
Shoreline	65,500	2		Dean Social Sciences
Skagit Valley	115,335	13		Chief Academic Affairs
Spokane District	86,447	2		Administrative Specialist
Spokane District	86,447	2		Administrative Specialist
Tacoma	85,696	1	Y	Chief Student Affairs Officer
Walla Walla	64,428	2		Dean Arts and Sciences
Wenatchee Valley	73,328	5		Chief Academic Affairs
Yakima Valley	91,263	0		Dean Workforce Education
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>86,039</b>	<b>Average</b>		<b>80,221</b>
<b>Median</b>	<b>86,447</b>	<b>Median</b>		<b>79,963</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**52 Go to 153040 Dean Arts and Sciences**

Code 52 Dean Liberal Arts and Sciences is now Code 153040 Dean Arts and Sciences.

<b>College/District</b>	<b>Annualized Salary</b>	<b>Years of Service in Present Position</b>	<b>Substantial Other Duties</b>	<b>Reporting Relationship</b>
Green River	145,334	21	Y	Chief Academic Affairs
<b>2024 Average</b>	<b>145,334</b>	<b>2023 Average</b>	<b>139,744</b>	

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

**2024**

**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	
Cascadia	126,984	11	Y	Chief Academic Affairs
Clark	116,885	0	Y	Chief Academic Affairs
Clover Park	116,988	2		Chief Student Affairs Officer
Edmonds	99,084	5	Y	Chief Student Affairs Officer
Everett	115,568	4	Y	Chief Academic Affairs
Grays Harbor	104,766	0		Chief Academic Affairs
Green River	134,569	4	Y	Chief Academic Affairs
Lake Washington	104,160	16		Chief Student Affairs Officer
North Seattle	131,200	3	Y	Chief Academic Affairs
Olympic	112,000	0	Y	Chief Continuing Ed
Peninsula	108,880	12		Chief Academic Affairs
Renton	125,466	3		Chief Academic Affairs
Seattle Central	129,781	9	Y	Chief Academic Affairs
Shoreline	139,950	1	Y	Chief Academic Affairs
Skagit Valley	124,720	0		Chief Academic Affairs
So. Puget Sound	106,348	V		Chief Academic Affairs
South Seattle	161,070	7		Chief Academic Affairs
Spokane District	104,748	1		Dir Business Development
Spokane Falls	116,126	3	Y	Chief Academic Affairs
Tacoma	119,480	1	Y	Dean Business
Wenatchee Valley	110,978	4		Chief Academic Affairs
Whatcom	109,200	1		Chief Academic Affairs
Yakima Valley	103,955	6		Chief Academic Affairs
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>118,387</b>	<b>Average</b>	<b>111,471</b>	
<b>Median</b>	<b>116,126</b>	<b>Median</b>	<b>109,204</b>	

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

**2024**

**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	101,038	0		Dean Humanities
Big Bend	86,986	2		Chief Academic Affairs
Cascadia	113,000	V		Chief Academic Affairs
Centralia	105,740	0	Y	Chief Academic Affairs
Clark	121,824	2	Y	Chief Academic Affairs
Clover Park	116,988	3		Chief Academic Affairs
Columbia Basin	112,175	12		Chief Academic Affairs
Edmonds	117,218	8		Executive Vice President
Everett	119,006	11		Chief Academic Affairs
Green River	134,569	4	Y	Chief Academic Affairs
Highline	131,108	4		
Lake Washington	108,996	2		Dean Humanities
Lower Columbia	111,675	12		Chief Academic Affairs
North Seattle	125,100	11	Y	Chief Academic Affairs
Peninsula	109,000	0	Y	Chief Academic Affairs
Pierce District	116,962	17	Y	Chief Academic Affairs
Renton	125,466	2		Chief Academic Affairs
Seattle Central	128,300	2	Y	Chief Academic Affairs
Shoreline	133,287	6	Y	Chief Academic Affairs
Skagit Valley	109,130	1		Chief Academic Affairs
So. Puget Sound	107,380	5		Chief Academic Affairs
Spokane	116,126	6		Chief Academic Affairs
Tacoma	124,375	20	Y	Chief Academic Affairs
Walla Walla	104,696	2	Y	Chief Academic Affairs
Yakima Valley	103,955	0		Chief Academic Affairs
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>115,364</b>	<b>Average</b>	<b>109,345</b>
	<b>Median</b>	<b>116,126</b>	<b>Median</b>	<b>107,866</b>

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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	
Bellevue	105,487	0		Dean Continuing Education
Bellingham	100,800	1	Y	Dean Occ/Voc/Tech
Big Bend	72,847	9		Dean Occ/Voc/Tech
Everett	95,000	6		Chief Continuing Ed
Olympic	103,070	1		CEO, Systems
Seattle District	112,042	6		
Skagit Valley	73,681	15		Dean Workforce Education
Tacoma	83,323	1		Chief Business Officer
	<b>2024</b>		<b>2023</b>	
	<b>Average</b>	<b>93,281</b>	<b>Average</b>	<b>84,876</b>
	<b>Median</b>	<b>97,900</b>	<b>Median</b>	<b>82,797</b>

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

**2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	100,409	13		Chief Facilities Officer
Bellingham	98,244	1	Y	Chief Facilities Officer
Big Bend	71,115	2		Chief Facilities Officer
Skagit Valley	91,000	1		Chief Facilities Officer
Spokane District	95,848	4	Y	Chief Facilities Officer
Tacoma	107,120	2	Y	Chief Facilities Officer
Walla Walla	86,978	2		Chief Facilities Officer
Yakima Valley	84,509	6		Chief Facilities Officer
<b>2024</b>		<b>2023</b>		
<b>Average</b>	<b>91,903</b>	<b>Average</b>	<b>86,935</b>	
<b>Median</b>	<b>93,424</b>	<b>Median</b>	<b>88,759</b>	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY  
2024**

**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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	120,418	0		
	<b>2024 Average</b>	<b>120,418</b>	<b>2023 Average</b>	