

Administrative & Mid-Level Professional Salary Survey

May 2026






MEMORANDUM

DATE: May 20, 2026

TO: College Presidents and Human Resource Directors

FROM: Julie Huss, Human Resource Director 

SUBJECT: 2026 Administrative and Mid-Level Professional Salary Survey Report

Attached is the report for the 2026 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 2025 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: Nate Humphrey
Choi Halladay
Grant Rodeheaver
Joyce Hammer
Ha Nguyen

WASHINGTON STATE
COMMUNITY AND TECHNICAL COLLEGE
ADMINISTRATIVE SALARY STUDY
Academic Year 2025-26

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, 2026**.

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	Board Board members
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.
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.
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.
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).
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.
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.
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.
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.
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.
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.
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.
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.
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.
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.
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.

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.
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).
153060	Dean Business
153080	Dean Continuing Education
153140	Dean External Degree Programs
153200	Dean Health-Related Professions
153220	Dean Humanities
153310	Dean Occupational Studies/Voc Ed/Technology Dean Occupational Studies/Vocational Ed/Technology
153360	Dean Sciences
153370	Dean Social Sciences
153390	Dean Special Programs
161000	Chief Accounting Officer/Controller Directs accounting, payroll, cashing and related functions. May also be responsible for office services, such as mail and telephone services.
165000	Chief Budget Officer Responsible for current budgetary operations. May also be responsible for long-range planning in the absence of a planning officer.
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.
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.
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.
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.
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.
183000	Assoc Provost Responsible for one or several broad-based areas within Academic Affairs under the direction of the CAO or another Provost.
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).
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.
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.

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.
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.
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.
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.
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.
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.
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.
196110	Chief Campus Payroll Administrator Supervises operation of the institution's payroll system. Previous job title: Director/Manager, Payroll.
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.
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.
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.
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.
196240	Chief Campus Administrative Computing Administrator Directs the institution's administrative computing activities. Previous job title: Director Administrative Computing.
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.
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.
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.
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.
304300	Assoc/Asst Dean Nursing

304310	Assoc/Asst Dean Occupational/Vocational Ed/Tech
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.
315060	Head, Campus, Custodial Services Responsible for the management of institutional custodial services. Report managerial-level position. Previous title: Manager, Custodial Services.
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.
400120	Academic Support Center Coordinator 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.
400130	Head, Campus Learning Resources Center Directs all activities of the institution's Learning Resources Center for students. Previous title: Director, Learning Resources Center.
400150	Academic Evaluator Responsible for reviewing, analyzing, assessing and processing information, records and transcripts for determining academic credit and eligibility for degrees and specialized program designations. Requires at least six months of related experience.
400160	Head, Foreign Student Services Recruits and advises foreign students and coordinates academic studies for foreign students on campus. Previous title: Director, Foreign Students.
401010	Head, Student Academic Counseling Directs the provision of academic counseling and testing services for students. Report to Director, Academic Advising, 7050. Previous title: Director, Student Academic Counseling.
401130	Academic Advisor/Counselor Advises students concerning an appropriate academic schedule, choice of major, number of hours that may be taken, probation, and/or suspension. Contact may be on individual or group basis or be made by correspondence. No supervisory responsibilities. Requires a bachelor's degree in counseling or related field or equivalent plus 2-3 years' related experience. Exclude instructional faculty.
402170	Librarian, Head of Reference & Instruction Head of department responsible for information and research services in all formats and venues, including reference, instruction, information commons, workshops, etc. Oversee staff and workflows, develop policies and procedures, provide leadership, manage schedules, monitor trends, and develop campus partnerships. Plan, teach and assess information literacy program in collaboration with faculty members. Develop materials to support research and instruction in all formats, serve as liaison to academic departments. Degree requirement: ALA Accredited Masters Additional Masters may be required.
404110	Continuing Education Specialist Responsible for planning and developing continuing education programs. Coordinates and manages the planning, design, and development of university level credit and non-credit courses. May include planning and development of workshops, certificate programs, seminars, and special events. Requires a bachelor's degree or equivalent plus 4-5 years' related experience.
404120	Continuing Education Conference/Workshop Coordinator Coordinates activities involved in provision of conference and workshop services. Assists in the selection or design of workshops to be presented. Develops preliminary program budget. Coordinates registration process, including fee collection and payment of honorarium and conference expenses. Secures appropriate conference setting and arranges for auxiliary services, including lodging, meals, and transportation. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.
406105	Web Graphics Designer Sets graphical and style standards for the institution's Web site. Works with other departments to design graphics and layout. Executes Web page design using WYSIWYG tools and has basic knowledge of underlying code.
406110	Instructional Technology, Specialist Responsible for working with faculty to promote the effective uses of IT in support of teaching and learning.

410110	Head, Minority/Multicultural Student Affairs Responsible for direction of counseling programs, cultural affairs, and remedial and support programs. Also invites minority speakers to campus. In addition, may be responsible for minority housing and intercultural centers.
410120	Cooperative Education Program Coordinator Coordinates and administers a cooperative education program. Serves as the college or university representative on off-campus visits for the solicitation of cooperative jobs and scholarships from local and national firms and organizations. Interprets policies and procedures of cooperative programs for students and industry, interviews student applicants, and matches job/company to student. Requires a bachelor's degree or equivalent plus 2-3 years' experience.
411110	Student Admissions Counselor Recruits freshmen and transfer students from high schools and community colleges. Makes presentations to student groups. Counsels students and parents regarding the admissions process. Requires a bachelor's degree or equivalent plus 2-3 years' related experience. (Previous job title, Admissions Representative-High School Relations).
412100	Student Career Counselor Advises and counsels students concerning employment opportunities and careers. Encourages employers to recruit campus graduates. Conducts individual and group sessions to inform students of services, policies, and procedures and to provide assistance in resume preparation and interviewing techniques. Serves as liaison between employers and students; administers and coordinates activities associated with the campus interview program. Coordinates production of job opportunities bulletin and refers students to prospective employers. Requires a bachelor's degree or equivalent plus 2-3 years' related experience. Exclude instructional faculty.
413100	Deputy Head, Student Financial Aid Responsible for one or several areas student financial aid. Reports to the Director of Financial Aid. Previous job title: Associate Director, Student Financial Aid.
413110	Student Financial Aid Counselor Provides personal and financial aid application counseling to students and parents. Assists in the administration of the financial aid program. Makes decisions to award funds to students eligible for scholarships, grants, and college work-study. Responsible for auditing and reconciling financial aid accounts and packaging financial aid awards. Requires a bachelor's degree or equivalent plus 2-3 years' financial aid program experience and familiarity with relevant federal/state regulations.
414120	Student Housing, Residence Life Officer Responsible for the supervision and direction of residence life, staff, and student housing. If housing (room and board) is provided and is reported as taxable income, add its value to the reported salary data for this position. Report 12-month, full-time equivalent salary.
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.
416110	Student Counseling Psychologist 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	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.
418100	Associate Registrar Responsible for one or several areas of student registration and records. Reports to the Registrar.
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.

422110	<p>HR Generalist, Senior</p> <p>Performs activities in various areas of human resources. May be expert in a particular field. Screens resumes and applications and may interview applicants. Counsels employees concerning work-related problems; maintains records for EEO/AAP reporting requirements. May write position descriptions, benefits brochures, and/or employee handbooks. Conducts research and analyzes data on assigned projects. May assist in the formulation of staffing plans and personnel policies and procedures. Requires a bachelor's degree or equivalent plus 4-5 years' related experience. (Previous job title: Personnel Analyst, Senior).</p>
422150	<p>HR Benefits Specialist</p> <p>Counsels employees regarding routine benefits programs, including pre-retirement planning, insurance programs, death benefits, and workers' compensation. Publicizes benefits programs; conducts individual orientation sessions and group benefits reviews. Maintains benefits records and prepares necessary documents for implementing coverage. Requires a bachelor's degree or equivalent plus 2-3 years' experience. Excludes entry-level analysts.</p>
422170	<p>HR Benefits Unit Supervisor</p> <p>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.</p>
422180	<p>HR Employment Specialist</p> <p>(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.</p>
422200	<p>HR Employment Unit Supervisor</p> <p>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.</p>
422220	<p>HR Employee Relations Specialist, Senior</p> <p>(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.</p>
423110	<p>Disability Services Coordinator</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>Title IX Coordinator</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>Training/Organizational Development Specialist</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>Business Analyst</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	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.
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.
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.
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.
430160	Accounting Unit Supervisor Supervises accounting and clerical staff performing specialized or general accounting, statistical, or finance-oriented functions. Provides training and development of newly assigned or less experienced personnel. Provides for the accumulation of data and the preparation of financial reports, special projects, and analyses as needed. Advises management regarding the effective use of resources and methods to maximize earnings. Requires a bachelor's degree in accounting, finance, or related field or equivalent plus 5-8 years' experience in an accounting function. Supervisory experience preferred. Excludes controllers.
430170	Head Cashier May supervise and coordinate activities of subordinates engaged in receiving and paying out of money. Keeps detailed records of these transactions. Prepares financial reports. Safeguards funds and arranges transfer of funds to and from the bank. Typically requires a bachelor's degree in accounting or related field or equivalent plus 2-3 years' related experience. Prepares financial reports and safeguards funds; exclude cash register operators.
432100	Budget Analyst Provides analytical support for routine budget projects. Advises administration and staff regarding available options and budgetary implications. Assists in preparation of operational budgets for departments; reviews expenditures to ensure conformance with budgetary provisions. Compiles data and prepares reports. Requires a bachelor's degree in accounting or finance or equivalent plus 2-3 years' financial and/or budgetary experience.
432120	Budget Unit Supervisor/Manager Supervises day-to-day budget unit activities. Oversees and participates in the most complex budget projects and deals directly with major department managers. Provides training and development of newly assigned or less experienced personnel. Provides for the preparation of budgetary reports, special projects, and analyses as needed. Requires a bachelor's degree in accounting or finance or equivalent plus 5-8 years' experience in an accounting function. Supervisory experience preferred.
433110	Contract and Grants Specialist Responsible for the coordination of pre-award and/or post-award activities relating to grant and contract proposals. Pre-award activities include assisting departmental faculty in the development, preparation, and submission of grant and contract proposals. Also ensures that all applications meet agency and university guidelines and published time tables and deadlines. Post-award activities include establishment of accounts in the financial accounting system, re-budgeting of funds, and making of changes to the award or expenditures. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.
434110	Materials Management Buyer Responsible for the procurement of supplies, materials, equipment, and services for campus departments. Reviews and processes requisitions. Determines vendor sources and product availability. Maintains contact with vendors and ensures compliance with contracts. Requires a bachelor's degree or equivalent plus 2-3 years' experience. This is not an entry-level position.
434120	Materials Management Buyer, Senior Prepares complex bid investigations, evaluates bid proposals, and issues purchase orders. Confers with university departments regarding requirements, specifications, and deliveries. Advises departments on purchasing policies and procedures and provides vendor sources. May supervise technical/clerical support staff and/or provide lead supervision to lower-level buyers. Requires a bachelor's degree or equivalent plus 4-5 years' experience. Most senior level should be matched here.

434140	Print Shop Supervisor Supervises the institution's more difficult offset printing operations. Printing materials are produced by state-of-the-art multicolor printing presses. Schedules work to meet specified deadlines. Requires 5-8 years' experience, including supervision and/or management of a print shop. Excludes directors of hard cover text printing operations, university presses, and book binderies.
437110	Annual Giving Officer, Entry Under supervision, assists in the administration and implementation of annual giving programs. Develops, oversees, and evaluates assigned area of the campaign; researches, visits, cultivates, solicits, and thanks prospective donors to annual fund; monitors content and substance of mailings to constituents and analyzes past responses; coordinates staff reunion development committees. Requires a bachelor's degree.
437130	Major Gift Officer, Senior Responsible for the identification, cultivation and solicitation of alumnae, parents, and friends of the institution capable of making gifts of \$50,000 or more. Requires a bachelor's degree and typically 2-3 years of related experience.
442120	Advancement Services, Prospect Researcher Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university. Previous job title: Coordinator, Resource Development.
443100	Public Information Specialist Writes brochures and articles for publication. Prepares and disseminates information to the internal college and university community as well as to local and state media. Promotes and publicizes institutional activities and programs. Requires a bachelor's degree or equivalent plus 2-3 years' experience. Excludes sports information positions.
443140	Head, Campus Information Office Responsible for providing information about the institution to students, faculty, and the public. Functions typically include news media relations; preparation or review of news releases and photographs; and preparation and distribution of newsletters, magazines, and other publications. Previous title: Director, Information Office.
449110	Event Coordinator Responsible for planning, coordinating, publicizing and implementing special events, including social events, employee recognition celebrations, conferences and meetings. Master's degree preferred. Facilitates production of events by coordinating with performing groups, arranging publicity, etc. Responsibilities include coordinating electrical, air conditioning, custodial, stage set-up, lighting, sound equipment, concessions, safety, security, medical, and personnel needs for each event. Approves expenditures. Requires a bachelor's degree in fine arts or drama or equivalent plus 2-3 years' related experience.
453100	Engineer, Construction Projects Coordinator Coordinates projects involving major renovations and/or alterations to campus buildings. Serves as liaison among physical plant shops, campus departments, and external contractors for coordinating and scheduling construction projects (excludes new construction). Visits work site to determine necessary resources. Inspects projects to ensure compliance with specifications and standards. Typically requires a bachelor's degree in engineering or construction or equivalent plus 4-5 years' experience.
457120	Head, Campus Child Care Site (Previously Day Care Site Director) Responsible for the direction and supervision of child care center activities. Performs a variety of professional and administrative duties, including program administration and management of budgets, facilities, personnel, and special projects for a single site. Coordinates the child care support services program with day care center teachers and other staff. Must meet state license requirements. May require a master's degree in early childhood education or related field. Requires 5-8 years' experience with child development programs.
458100	Textbook Manager Manages and coordinates activities of the textbook section of the bookstore. Buys textbooks required for academic classes and displays them for purchase by students. Assists in the formulation of policies and develops procedures regarding pricing, inventory, and sale of textbook and trade book items. Supervises the preparation and return of overstock and defective books and the valuation and repurchase of used books. Requires a bachelor's degree or equivalent plus 5-8 years' related experience.
460180	IT Principal Systems Analyst Senior person responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment. Position involves no programming responsibility.
461120	IT Programmer Analyst Designs data retrieval and management systems to meet user needs. Conducts feasibility studies, evaluates costs, analyzes user needs, designs in-house data processing systems or subsystems, programs the systems or subsystems, develops testing criteria, and establishes documentation to support the new systems. Requires a bachelor's degree in computer science or equivalent plus 2-3 years' direct programming experience. This is not an entry-level position.

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.
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.
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.
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.
463140	IT Email Administrator Responsible for setup, configuration, administration, and security of email server(s) and software. Also responsible for setting appropriate email policy within the organization.
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.
465160	IT Systems Administrator Installs, configures monitors and maintains systems, including email and web servers. Monitors data integrity and system security.
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.
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.
51	Early Childhood Program Manager Person responsible for program management (including fiscal, facility, and human resources) or an early childhood education program.
53	Dean Workforce Education Position responsible for workforce training and re-training programs.
57	Dean Basic Skills/ABE Position serves as principal administrator of the basic skills/adult basic education division.
58	Director Business Development Position responsible for securing contracted training with businesses, agencies, and organizations.
700000	Skilled Craft/Trades Supervisor Supervises unskilled to highly skilled trades work including but not limited to HVAC, Electrical, Plumbing, Carpentry, Masonry and Painting. May also perform skilled trades work. Supervisory tasks ranges from single trades to the supervision of multiple trades. Positions are generally responsible for hiring, training, disciplining, and conducting performance management and competency assessments for employees. Positions may be required to possess and maintain certification, licensure, educational level, and/or experience criteria as applicable to the tasks being performed or supervised and follow applicable building codes. Must possess journey level knowledge of one or more trades or advanced knowledge in one trade applicable to area supervised. At a minimum, requires a high school degree and two years of experience in the performance of the full range of journeyman level tasks associated with the trade(s) areas related to the position's role or an equivalent combination of education and experience.
808000	Client Care Supervisor Client care staff include patient care assistants (e.g. wheelchair assistants, child care workers, teacher aides, eldercare assistants and similar. It does not include certified, degreed teaching or nursing professionals or skilled technical/paraprofessionals.

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

100000 Chief Executive Officer, Systems

President. Directs all affairs and operations of a higher education system or district. Each subordinate campus has its own President, Chancellor or Provost, administrative offices and independent programs.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Pierce District	326,716	3		Board
Seattle District	340,549	4		Board
Spokane Colleges	340,930	3		Board
2026 Average	336,065	2025 Average	329,449	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	399,155	8		Board
Bellevue	328,879	3		Board
Bellingham	275,033	4		Board
Big Bend	254,611	5		Board
Cascadia	331,863	16		Board
Centralia	275,616	10		Board
Clark	333,899	6		Board
Clover Park	290,739	9		Board
Columbia Basin	335,294	9		Board
Edmonds	340,419	8		Board
Everett	306,315	3		Board
Grays Harbor	265,225	3		Board
Green River	327,635	0		Board
Highline	300,300	V		Board
Lake Washington	300,878	14		Board
Lower Columbia	260,000	0		Board
North Seattle	276,895	3		CEO, Systems
Olympic	255,000	1		Board
Peninsula	253,767	5		Board
Pierce Ft. Steilacoom	237,217	4		CEO, Systems
Pierce Puyallup	237,217	4		CEO, Systems
Renton	320,519	4		Board
Seattle Central	276,895	1		CEO, Systems
Shoreline	289,224	4		Board
Skagit Valley	295,000	0		Board
So. Puget Sound	309,807	13	Y	Board
South Seattle	276,895	2		CEO, Systems
Spokane	259,921	3		CEO, Systems
Spokane Falls	259,921	1		CEO, Systems
Tacoma	341,899	10		CEO, Systems
Walla Walla	254,292	6		Board
Wenatchee Valley	275,834	5		Board
Whatcom	293,550	1		Board
Yakima Valley	300,000	2		Board

2026		2025	
Average	292,345	Average	279,665
Median	289,982	Median	268,830

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

102000 Executive Vice President/Vice Chancellor

Responsible for all or most functions and operations of an institution under the direction of the Chief Executive Officer. If the incumbent is also the Chief Academic Affairs Officer/Provost, report in 105000 and not here.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Tacoma	214,240	2	Y	CEO, Single Institution
	2026 Average			
	214,240	2025 Average	200,333	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	180,737	5		CEO, Single Institution
Bellevue	233,398	2		CEO, Single Institution
Bellingham	181,510	4		CEO, Single Institution
Big Bend	166,738	9	Y	CEO, Single Institution
Cascadia	175,000	V		CEO, Single Institution
Centralia	163,158	2		CEO, Single Institution
Clark	164,950	2		CEO, Single Institution
Clover Park	170,728	5		CEO, Single Institution
Columbia Basin	180,353	9		CEO, Single Institution
Edmonds	182,252	6		CEO, Single Institution
Everett	160,626	V		CEO, Single Institution
Grays Harbor	167,074	0	Y	CEO, Single Institution
Green River	185,400	1		CEO, Single Institution
Highline	200,850	V		CEO, Single Institution
Lake Washington	179,532	4		CEO, Single Institution
North Seattle	198,219	9		CEO, Single Institution
Olympic	168,297	4		CEO, Single Institution
Peninsula	160,527	3		CEO, Single Institution
Pierce Ft. Steilacoom	177,128	7	Y	CEO, Single Institution
Pierce Puyallup	177,128	3	Y	CEO, Single Institution
Renton	196,936	7		CEO, Single Institution
Seattle Central	276,895	1		CEO, Single Institution
Shoreline	165,000	1	Y	CEO, Single Institution
Skagit Valley	193,000	3		CEO, Single Institution
So. Puget Sound	200,850	13		CEO, Single Institution
South Seattle	203,803	7		CEO, Single Institution
Spokane	185,472	3		CEO, Single Institution
Spokane Falls	185,472	3		CEO, Single Institution
Tacoma	214,240	2	Y	CEO, Single Institution
Walla Walla	154,819	0		CEO, Single Institution
Wenatchee Valley	181,873	10		CEO, Single Institution
Whatcom	168,153	2		CEO, Single Institution
Yakima Valley	166,983	2		CEO, Single Institution
Yakima Valley	166,983	2		CEO, Single Institution
2026		2025		
Average	183,355	Average	172,674	
Median	179,943	Median	174,650	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	185,400	2		CEO, Single Institution
Bellingham	179,957	14		CEO, Single Institution
Big Bend	154,500	1	Y	CEO, Single Institution
Cascadia	175,000	V		CEO, Single Institution
Centralia	172,010	3	Y	CEO, Single Institution
Clark	163,464	4		CEO, Single Institution
Clover Park	178,159	2		CEO, Single Institution
Columbia Basin	175,049	5		CEO, Single Institution
Edmonds	174,149	5	Y	CEO, Single Institution
Grays Harbor	152,440	1	Y	CEO, Single Institution
Green River	159,650	0		CEO, Single Institution
Highline	180,250	11		CEO, Single Institution
Lake Washington	179,532	4		CEO, Single Institution
Lower Columbia	180,250	15		CEO, Single Institution
Olympic	193,640	4		CEO, Single Institution
Peninsula	160,527	8	Y	CEO, Single Institution
Pierce District	112,483	1		Chief Financial Officer
Renton	191,660	5		CEO, Single Institution
Seattle District	175,000	1		Chief Financial Officer
Shoreline	206,875	3	Y	CEO, Single Institution
Skagit Valley	193,000	1		CEO, Single Institution
So. Puget Sound	177,160	5	Y	CEO, Single Institution
Spokane Colleges	207,296	2	Y	CEO, Systems
Tacoma	203,034	7	Y	Chief Financial Officer
Walla Walla	170,891	2		CEO, Single Institution
Wenatchee Valley	180,000	10		CEO, Single Institution
Whatcom	190,550	15	Y	CEO, Single Institution
Yakima Valley	166,983	0		CEO, Single Institution

2026		2025	
Average	176,390	Average	172,217
Median	177,660	Median	173,442

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	130,812	9		Chief Student Affairs Officer
Big Bend	92,850	1		Chief Academic Affairs
Centralia	94,245	0		Chief Student Affairs Officer
Clark	96,442	7		Chief Business Officer
Columbia Basin	108,795	19		Chief Student Affairs Officer
Edmonds	105,118	9		Chief Student Activities
Everett	89,910	9		Chief Student Activities
Grays Harbor	92,674	2		Chief Student Affairs Officer
Lower Columbia	97,850	26		Chief Business Officer
North Seattle	100,786	5		Chief Student Activities
Peninsula	94,075	32		Chief Student Affairs Officer
Pierce District	112,483	13	Y	CEO, Single Institution
Shoreline	97,850	1		Chief Student Affairs Officer
Skagit Valley	100,000	6		Chief Student Affairs Officer
So. Puget Sound	95,548	10		Chief Student Affairs Officer
Spokane Colleges	137,249	6		CEO, Systems
Tacoma	91,448	15		Chief Student Affairs Officer
Walla Walla	107,599	27		Chief Student Affairs Officer
Wenatchee Valley	97,571	1		Chief Student Affairs Officer
Whatcom	93,000	5		Chief Business Officer
Yakima Valley	90,540	26		Chief Student Affairs Officer
	2026		2025	
	Average	101,278	Average	96,923
	Median	97,571	Median	92,733

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	220,000	0		CEO, Single Institution
Big Bend	118,881	14		CEO, Single Institution
Cascadia	150,000	3		CEO, Single Institution
Centralia	125,024	8		CEO, Single Institution
Columbia Basin	132,613	7		CEO, Single Institution
Edmonds	148,121	0		Chief Public Relations
Everett	137,917	2	Y	CEO, Single Institution
Grays Harbor	111,146	8		CEO, Single Institution
Green River	145,732	0		CEO, Single Institution
Highline	164,970	8	Y	CEO, Single Institution
Lake Washington	165,192	14		CEO, Single Institution
Lower Columbia	175,100	10	Y	CEO, Single Institution
Peninsula	121,367	3		CEO, Single Institution
Pierce District	154,500	2		CEO, Systems
Renton	136,768	10		CEO, Single Institution
Seattle District	236,974	7		CEO, Systems
Shoreline	126,884	4	Y	CEO, Single Institution
So. Puget Sound	161,710	4	Y	CEO, Single Institution
Spokane Colleges	129,164	9		CEO, Systems
Tacoma	181,280	13	Y	CEO, Single Institution
Walla Walla	144,107	7		CEO, Single Institution
Wenatchee Valley	110,000	1		CEO, Single Institution
Whatcom	155,000	0		CEO, Single Institution
	2026		2025	
	Average	150,107	Average	145,051
	Median	145,732	Median	133,900

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	191,429	2		CEO, Single Institution
Cascadia	108,000	1		Chief Student Affairs Officer
Clark	123,089	3	Y	Chief Student Affairs Officer
Columbia Basin	127,466	11		Chief Student Affairs Officer
Edmonds	177,544	0	Y	CEO, Single Institution
Everett	148,950	2	Y	CEO, Single Institution
Grays Harbor	111,146	0		Chief Student Affairs Officer
Highline	139,050	7	Y	Chief Student Affairs Officer
Peninsula	100,862	4	Y	Chief Student Affairs Officer
Pierce District	136,290	4		Chief Student Affairs Officer
Seattle District	210,489	2		CEO, Systems
Shoreline	110,334	4		Chief Student Affairs Officer
South Seattle	142,161	4	Y	Chief Student Affairs Officer
Tacoma	133,037	9		Chief Student Affairs Officer
Tacoma	131,870	4		Chief Student Affairs Officer
Walla Walla	151,222	7		CEO, Single Institution
Wenatchee Valley	116,699	2		Chief Student Affairs Officer
Yakima Valley	102,207	1		CEO, Single Institution
	2026		2025	
	Average	136,769	Average	127,844
	Median	132,454	Median	128,377

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	123,426	3		Chief Business Officer
Bellevue	138,163	V		Chief Business Officer
Bellingham	122,116	22		Chief Business Officer
Big Bend	112,493	5		Chief Business Officer
Cascadia	82,663	2		Chief Financial Officer
Centralia	103,714	9		Chief Business Officer
Clark	119,603	3		Chief Business Officer
Columbia Basin	110,334	5		Chief Business Officer
Edmonds	115,303	5		CEO, Single Institution
Everett	123,600	1	Y	CEO, Single Institution
Grays Harbor	92,674	1		Chief Business Officer
Green River	159,650	11	Y	Executive Vice President
Highline	126,190	17		Chief Business Officer
Lake Washington	114,900	8		Chief Business Officer
Lower Columbia	144,200	25		Chief Business Officer
North Seattle	169,744	3		CEO, Single Institution
Peninsula	99,300	0		Chief Business Officer
Pierce District	112,483	1		Chief Information/IT Officer
Renton	94,000	0		Chief Business Officer
Seattle Central	172,000	1		CEO, Single Institution
Shoreline	136,856	6	Y	Chief Business Officer
Skagit Valley	132,000	8		Chief Business Officer
So. Puget Sound	118,450	3	Y	Chief Business Officer
South Seattle	169,744	6	Y	CEO, Single Institution
Spokane Colleges	185,472	3	Y	CEO, Single Institution
Tacoma	162,740	13	Y	Chief Business Officer
Walla Walla	118,557	4		Chief Business Officer
Wenatchee Valley	107,585	13		Chief Business Officer
Whatcom	143,706	23		Chief Business Officer
Yakima Valley	106,681	8		Chief Business Officer

2026		2025	
Average	127,278	Average	124,766
Median	120,860	Median	116,500

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	155,298	4		Chief Business Officer
Bellevue	142,140	2	Y	Chief Business Officer
Cascadia	123,600	4		CEO, Single Institution
Centralia	139,572	4		Chief Business Officer
Edmonds	115,303	4	Y	Chief Business Officer
Everett	150,000	0		CEO, Single Institution
Grays Harbor	111,146	6		Chief Business Officer
Highline	126,884	4		Chief Business Officer
Lake Washington	120,564	13		Chief Business Officer
Lake Washington	135,000	1		Chief Business Officer
Lower Columbia	144,200	9		Chief Business Officer
Olympic	172,502	2		CEO, Single Institution
Peninsula	121,540	1	Y	Chief Business Officer
Pierce District	162,778	3		CEO, Systems
Renton	130,810	3		Chief Business Officer
Seattle District	218,000	1		CEO, Systems
Shoreline	206,875	3	Y	CEO, Single Institution
So. Puget Sound	135,796	4		Chief Business Officer
Spokane Colleges	207,296	2	Y	CEO, Systems
Tacoma	149,507	8	Y	Chief Business Officer
Whatcom	190,550	15	Y	CEO, Single Institution
2026		2025		
Average	150,446	Average	146,749	
Median	142,140	Median	145,127	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	145,800	2		CEO, Single Institution
Bellevue	191,429	4		CEO, Single Institution
Bellingham	139,414	2		CEO, Single Institution
Big Bend	154,500	14	Y	CEO, Single Institution
Cascadia	123,600	2		CEO, Single Institution
Centralia	153,831	3	Y	CEO, Single Institution
Clover Park	157,572	2		CEO, Single Institution
Columbia Basin	193,201	3	Y	CEO, Single Institution
Edmonds	174,149	3		CEO, Single Institution
Everett	153,831	3	Y	CEO, Single Institution
Grays Harbor	130,445	1	Y	CEO, Single Institution
Green River	159,650	2		CEO, Single Institution
Highline	164,800	2		CEO, Single Institution
Lake Washington	179,532	10		CEO, Single Institution
Lower Columbia	175,100	16	Y	CEO, Single Institution
Olympic	123,600	2		CEO, Single Institution
Peninsula	160,527	3	Y	CEO, Single Institution
Pierce District	162,778	3		CEO, Systems
Renton	182,939	13	Y	CEO, Single Institution
Seattle District	210,489	7		CEO, Systems
Shoreline	170,879	9	Y	CEO, Single Institution
Skagit Valley	169,000	13		CEO, Single Institution
So. Puget Sound	161,710	10	Y	CEO, Single Institution
Spokane Colleges	185,472	2	Y	CEO, Systems
Tacoma	155,442	10	Y	CEO, Single Institution
Walla Walla	170,992	1		CEO, Single Institution
Wenatchee Valley	155,000	3		CEO, Single Institution
Whatcom	143,222	2	Y	CEO, Single Institution
Yakima Valley	166,983	4		CEO, Single Institution

	2026		2025
Average	162,617	Average	155,923
Median	161,710	Median	154,422

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	143,074	3		CEO, Single Institution
Bellevue	206,000	7		CEO, Single Institution
Bellingham	145,724	26		Chief Business Officer
Big Bend	134,939	6		Chief Business Officer
Cascadia	123,600	5		CEO, Single Institution
Centralia	140,039	4		Chief Business Officer
Clark	157,096	3		CEO, Single Institution
Columbia Basin	121,790	3		Chief Business Officer
Edmonds	154,911	13		CEO, Single Institution
Everett	137,917	4		CEO, Single Institution
Grays Harbor	130,445	4		CEO, Single Institution
Green River	169,744	2	Y	CEO, Single Institution
Highline	153,831	12		CEO, Single Institution
Lake Washington	179,532	8		CEO, Single Institution
Lower Columbia	157,500	1		Chief Business Officer
Olympic	149,960	1		CEO, Single Institution
Peninsula	133,900	0		Chief Business Officer
Pierce District	177,128	7	Y	CEO, Systems
Renton	174,070	3		CEO, Single Institution
Seattle District	206,876	8		CEO, Systems
Shoreline	143,222	4	Y	CEO, Single Institution
Skagit Valley	137,850	5		Chief Business Officer
So. Puget Sound	149,350	8		CEO, Single Institution
Spokane Colleges	185,472	V		CEO, Systems
Tacoma	162,740	13	Y	Executive Vice President
Walla Walla	151,312	3		Chief Business Officer
Wenatchee Valley	130,194	9		Chief Business Officer
Whatcom	119,617	20		Chief Business Officer
Yakima Valley	139,664	5		Chief Business Officer

2026		2025	
Average	152,327	Average	145,593
Median	149,350	Median	139,525

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	94,500	2		Chief Academic Affairs
Bellevue	133,900	0		Chief Academic Affairs
Bellingham	139,414	8		CEO, Single Institution
Big Bend	118,646	25	Y	CEO, Single Institution
Cascadia	108,191	6		CEO, Single Institution
Centralia	129,003	4	Y	CEO, Single Institution
Clark	133,825	3		CEO, Single Institution
Columbia Basin	135,796	10		CEO, Single Institution
Edmonds	174,149	5	Y	CEO, Single Institution
Everett	110,000	1		Chief Sponsored Research
Grays Harbor	130,445	12	Y	CEO, Single Institution
Green River	170,000	2		CEO, Single Institution
Highline	102,528	24		Chief Academic Affairs
Lake Washington	141,648	13		CEO, Single Institution
Lower Columbia	166,500	30	Y	CEO, Single Institution
North Seattle	143,222	3		CEO, Single Institution
Peninsula	99,395	7		CEO, Single Institution
Pierce District	128,235	4		CEO, Systems
Renton	130,810	4		Chief Business Officer
Seattle Central	143,222	5		Chief Academic Affairs
Shoreline	153,792	4		Chief Academic Affairs
Skagit Valley	116,182	3		CEO, Single Institution
So. Puget Sound	113,921	14		Chief Academic Affairs
South Seattle	143,222	10	Y	CEO, Single Institution
Spokane	116,498	5		CEO, Single Institution
Spokane Falls	111,658	15		CEO, Single Institution
Tacoma	114,412	16		Chief Training & Develop
Wenatchee Valley	117,420	3		Chief Training & Develop
Whatcom	130,000	18		CEO, Single Institution
Yakima Valley	103,090	7		CEO, Single Institution

2026		2025	
Average	128,454	Average	125,246
Median	129,502	Median	120,556

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	
Bellevue	126,107	3		Dean Special Programs
Bellingham	113,081	8		Dean Social Sciences
Big Bend	104,538	28		Chief Academic Affairs
Centralia	112,179	2	Y	Chief Academic Affairs
Clark	134,483	4	Y	Chief Academic Affairs
Columbia Basin	101,820	7		Chief Academic Affairs
Edmonds	99,460	0		Chief Academic Affairs
Everett	123,199	5	Y	Chief Academic Affairs
Grays Harbor	83,246	2		Chief Academic Affairs
Highline	111,395	11		Chief Academic Affairs
North Seattle	131,021	4	Y	Chief Academic Affairs
Peninsula	103,000	2		Chief Academic Affairs
Pierce District	128,235	8	Y	Chief Academic Affairs
Seattle Central	90,177	1		Chief Academic Affairs
Seattle Central	71,388	1		Chief Academic Affairs
Shoreline	127,987	6		Dean Special Programs
Skagit Valley	120,000	1		Chief Academic Affairs
So. Puget Sound	125,074	5	Y	Chief Academic Affairs
South Seattle	130,915	3		Chief Academic Affairs
Tacoma	133,037	6		Chief Academic Affairs
Walla Walla	90,519	0		Chief Academic Affairs
Wenatchee Valley	85,579	7		Dean Special Programs
Whatcom	100,862	11		Chief Academic Affairs
Yakima Valley	102,207	6		Chief Academic Affairs
	2026		2025	
	Average	110,396	Average	111,250
	Median	111,787	Median	113,225

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	119,610	7		CEO, Single Institution
Bellingham	117,642	4		CEO, Single Institution
Big Bend	106,508	9		CEO, Single Institution
Cascadia	82,663	1		Chief Develop/Advancement
Centralia	100,578	12		Chief Develop/Advancement
Clark	109,382	3		Chief Business Officer
Columbia Basin	154,735	3		CEO, Single Institution
Edmonds	165,096	5	Y	CEO, Single Institution
Grays Harbor	83,246	4		CEO, Single Institution
Grays Harbor	130,445	12	Y	CEO, Single Institution
Lake Washington	141,648	12		CEO, Single Institution
Lower Columbia	166,500	30	Y	CEO, Single Institution
North Seattle	114,747	5		CEO, Single Institution
Olympic	123,714	3		CEO, Single Institution
Peninsula	103,000	3	Y	CEO, Single Institution
Pierce District	112,483	2		Chief of Staff to System
Renton	136,768	9		CEO, Single Institution
Seattle Central	114,747	8		CEO, Single Institution
Seattle District	210,489	9		CEO, Systems
Shoreline	126,884	4	Y	CEO, Single Institution
Skagit Valley	129,950	5		CEO, Single Institution
So. Puget Sound	107,151	5		Chief Develop/Advancement
South Seattle	114,747	10		CEO, Single Institution
Spokane Colleges	185,472	1		CEO, Systems
Tacoma	181,280	13	Y	Chief Develop/Advancement
Walla Walla	110,158	1		CEO, Single Institution
Wenatchee Valley	122,004	3		CEO, Single Institution
Whatcom	111,072	4		Executive Assistant to CEO
Yakima Valley	89,656	7		CEO, Single Institution

2026		2025	
Average	126,634	Average	121,091
Median	117,642	Median	113,914

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	172,604	7		CEO, Single Institution
Bellevue	146,000	9		Chief Enrollment Officer
Bellevue	135,960	2		Chief Enrollment Officer
Bellevue	134,000	0		Chief Enrollment Officer
Bellingham	166,151	9		CEO, Single Institution
Big Bend	122,004	5		Chief Academic Affairs
Cascadia	175,000	16		CEO, Single Institution
Centralia	166,815	12	Y	CEO, Single Institution
Clark	153,912	0		CEO, Single Institution
Clover Park	170,728	3		CEO, Single Institution
Columbia Basin	164,440	9		CEO, Single Institution
Edmonds	117,566	1		Chief Enrollment Officer
Everett	148,950	2	Y	CEO, Single Institution
Grays Harbor	167,074	1	Y	CEO, Single Institution
Green River	167,890	2		CEO, Single Institution
Highline	127,987	V	Y	CEO, Single Institution
Lake Washington	179,532	12		CEO, Single Institution
North Seattle	178,000	1	Y	CEO, Single Institution
Olympic	172,502	6		CEO, Single Institution
Peninsula	160,527	4		CEO, Single Institution
Pierce Ft. Steilacoom	177,128	7	Y	CEO, Single Institution
Pierce Puyallup	177,128	3	Y	CEO, Single Institution
Renton	182,939	11		CEO, Single Institution
Seattle Central	172,290	1		CEO, Single Institution
Shoreline	165,000	1	Y	CEO, Single Institution
Skagit Valley	170,000	1		CEO, Single Institution
So. Puget Sound	177,160	13	Y	CEO, Single Institution
South Seattle	172,928	7		CEO, Single Institution
Spokane	168,361	2		CEO, Single Institution
Spokane Falls	168,361	1		CEO, Single Institution
Tacoma	203,034	8	Y	Executive Vice President
Walla Walla	151,132	1		CEO, Single Institution
Wenatchee Valley	164,800	5		CEO, Single Institution
Whatcom	153,831	2	Y	CEO, Single Institution
Yakima Valley	99,500	1		Chief Academic Affairs
2026		2025		
Average	160,892	Average		156,296
Median	167,074	Median		161,956

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Big Bend	122,004	1		Chief Academic Affairs
Cascadia	120,470	7		Chief Academic Affairs
Centralia	112,179	1		Chief Academic Affairs
Clark	118,763	0	Y	Chief Academic Affairs
Clover Park	127,571	7		Chief Academic Affairs
Everett	133,900	1		Chief Academic Affairs
Grays Harbor	111,146	1		Chief Academic Affairs
Green River	154,185	23	Y	Chief Academic Affairs
Lake Washington	130,740	6		Chief Academic Affairs
Lower Columbia	134,500	2		Chief Academic Affairs
North Seattle	137,386	9	Y	Chief Academic Affairs
Peninsula	115,638	3	Y	Chief Academic Affairs
Renton	136,769	10		Chief Academic Affairs
Seattle Central	136,646	6	Y	Chief Academic Affairs
Skagit Valley	145,000	3		Chief Academic Affairs
So. Puget Sound	128,131	10	Y	Chief Academic Affairs
Spokane	122,014	0		Chief Academic Affairs
Spokane Falls	126,894	3		Chief Academic Affairs
Walla Walla	121,449	1	Y	Chief Academic Affairs
Wenatchee Valley	117,737	8		Chief Academic Affairs
Yakima Valley	116,539	2		Chief Academic Affairs

2026	2025
Average	Average
127,127	121,568
Median	Median
126,894	118,460

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

153060 Dean Business

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Centralia	112,179	V		Chief Academic Affairs
Clark	126,623	3	Y	Chief Academic Affairs
Clover Park	127,571	15		Chief Academic Affairs
Columbia Basin	127,308	0		Chief Academic Affairs
Edmonds	130,014	5	Y	Chief Academic Affairs
Everett	97,850	1		Dean Workforce Education
Green River	132,400	2	Y	Chief Academic Affairs
Lake Washington	130,740	6		Chief Academic Affairs
Olympic	112,000	1		Executive Vice President
Peninsula	93,730	2		Chief Academic Affairs
Pierce District	128,235	1	Y	Chief Academic Affairs
Seattle Central	139,190	3	Y	Chief Academic Affairs
Shoreline	137,917	4	Y	Chief Academic Affairs
So. Puget Sound	125,454	1	Y	Chief Academic Affairs
South Seattle	139,190	6	Y	Chief Academic Affairs
Spokane	137,249	13		Chief Academic Affairs
Spokane Falls	131,970	5	Y	Chief Academic Affairs
Tacoma	135,870	5	Y	Chief Academic Affairs
	2026 Average			
	125,861			
	2026 Median			
	129,125			
		2025 Average		
		122,497		
		2025 Median		
		126,228		

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

153080 Dean Continuing Education

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Edmonds	130,014	5	Y	Chief Academic Affairs
Green River	132,400	V	Y	Chief Academic Affairs
Highline	139,285	8		Chief Academic Affairs
Shoreline	127,987	6	Y	Chief Academic Affairs
So. Puget Sound	128,132	14	Y	Chief Academic Affairs
Tacoma	138,578	9	Y	Chief Academic Affairs
	2026		2025	
	Average	132,733	Average	126,861
	Median	131,207	Median	126,228

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

153200 Dean Health-Related Professions

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	142,000	0		Chief Academic Affairs
Bellingham	147,933	8		Chief Academic Affairs
Clark	126,623	3	Y	Chief Academic Affairs
Clover Park	127,571	6		Chief Academic Affairs
Clover Park	127,571	4		Chief Academic Affairs
Columbia Basin	137,917	6		Chief Academic Affairs
Edmonds	124,356	7		Chief Academic Affairs
Everett	120,000	V	Y	Dean Workforce Education
Green River	124,800	V	Y	Chief Academic Affairs
Highline	139,561	7		Chief Academic Affairs
Lake Washington	130,740	2		Chief Academic Affairs
Lake Washington	156,103	4		Chief Academic Affairs
Lower Columbia	133,900	5	Y	Chief Academic Affairs
Olympic	165,541	3	Y	Executive Vice President
Peninsula	93,784	1		Chief Academic Affairs
Pierce District	128,235	20	Y	Chief Academic Affairs
Renton	140,000	1		Chief Academic Affairs
Renton	150,000	1		Chief Academic Affairs
Seattle Central	152,532	3	Y	Chief Academic Affairs
Seattle Central	143,434	3	Y	Chief Academic Affairs
Shoreline	137,917	1	Y	Chief Academic Affairs
Skagit Valley	130,000	6		Chief Academic Affairs
So. Puget Sound	142,161	8	Y	Chief Academic Affairs
Spokane	172,933	13		Chief Academic Affairs
Tacoma	135,603	4	Y	Chief Academic Affairs
Walla Walla	137,245	2		Chief Academic Affairs
Wenatchee Valley	115,429	10		Chief Academic Affairs
Whatcom	115,850	2	Y	Chief Academic Affairs

2026		2025	
Average	135,705	Average	130,663
Median	136,424	Median	129,999

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

153220 Dean Humanities

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	144,200	0		Chief Academic Affairs
Clark	134,483	4	Y	Chief Academic Affairs
Columbia Basin	127,308	1		Chief Academic Affairs
Edmonds	119,829	2	Y	Chief Academic Affairs
Everett	108,150	1	Y	Dean Arts and Sciences
Green River	132,485	1	Y	Chief Academic Affairs
Lower Columbia	144,200	4		Chief Academic Affairs
North Seattle	137,386	9	Y	Chief Academic Affairs
Pierce District	128,235	19	Y	Chief Academic Affairs
Seattle Central	136,646	6	Y	Chief Academic Affairs
Shoreline	151,709	2	Y	Chief Academic Affairs
So. Puget Sound	125,454	10	Y	Chief Academic Affairs
South Seattle	136,646	5	Y	Chief Academic Affairs
Spokane Falls	137,249	10		Chief Academic Affairs
Tacoma	138,578	8	Y	Chief Academic Affairs
Wenatchee Valley	117,737	9		Chief Academic Affairs
Whatcom	113,300	1	Y	Chief Academic Affairs

	2026		2025	
Average	131,388	Average	125,588	
Median	134,483	Median	128,022	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

153310 Dean Occupational Studies/Voc Ed/Technology

Dean Occupational Studies/Vocational Ed/Technology

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bates	96,820	2		Chief Academic Affairs
Bates	98,000	1		Chief Academic Affairs
Bates	109,755	3		Chief Academic Affairs
Bates	98,000	0		Chief Academic Affairs
Bellingham	145,427	8		Chief Academic Affairs
Big Bend	122,004	2		Chief Academic Affairs
Centralia	112,179	0	Y	Chief Academic Affairs
Clark	129,243	3	Y	Chief Academic Affairs
Clover Park	127,571	4		Chief Academic Affairs
Clover Park	127,571	11		Chief Academic Affairs
Columbia Basin	127,308	11		Chief Academic Affairs
Everett	103,000	1		Dean Workforce Education
Green River	124,800	V	Y	Chief Academic Affairs
Lake Washington	130,740	6		Chief Academic Affairs
Lake Washington	130,740	3		Chief Academic Affairs
Lower Columbia	144,200	11	Y	Chief Academic Affairs
North Seattle	139,190	4	Y	Chief Academic Affairs
Peninsula	108,150	2		Chief Academic Affairs
Renton	136,769	5		Chief Academic Affairs
Shoreline	137,917	1		Chief Academic Affairs
So. Puget Sound	135,972	8	Y	Chief Academic Affairs
South Seattle	164,440	3	Y	Chief Academic Affairs
South Seattle	139,190	8		Chief Academic Affairs
South Seattle	133,673	3		Chief Academic Affairs
Spokane	126,894	3		Chief Academic Affairs
Wenatchee Valley	114,308	3		Chief Academic Affairs
2026		2025		
Average	125,533	Average	121,768	
Median	127,571	Median	123,855	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

153360 Dean Sciences

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	137,000	0		Chief Academic Affairs
Bellingham	138,529	4		Chief Academic Affairs
Clark	129,243	3	Y	Chief Academic Affairs
Columbia Basin	132,613	7		Chief Academic Affairs
Edmonds	140,199	11		Chief Academic Affairs
Everett	103,000	1		Dean Arts and Sciences
Green River	128,544	3	Y	Chief Academic Affairs
Olympic	118,821	1		Executive Vice President
Pierce District	128,235	6	Y	Chief Academic Affairs
Seattle Central	135,136	3	Y	Chief Academic Affairs
Shoreline	137,917	4	Y	Chief Academic Affairs
So. Puget Sound	129,223	9	Y	Chief Academic Affairs
South Seattle	139,190	6	Y	Chief Academic Affairs
Spokane Falls	131,970	6		Chief Academic Affairs
Tacoma	138,693	6		Chief Academic Affairs
Whatcom	115,850	2	Y	Chief Academic Affairs
	2026		2025	
	Average	130,260	Average	126,921
	Median	132,292	Median	128,647

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

153370 Dean Social Sciences

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	136,990	1		Chief Academic Affairs
Bellingham	138,529	4		Chief Academic Affairs
Clark	118,763	0	Y	Chief Academic Affairs
Columbia Basin	125,187	3		Chief Academic Affairs
Edmonds	119,829	2	Y	Chief Academic Affairs
Everett	108,150	1	Y	Dean Arts and Sciences
Green River	149,694	23	Y	Chief Academic Affairs
North Seattle	129,986	11	Y	Chief Academic Affairs
Olympic	115,000	1		Executive Vice President
Seattle Central	136,646	6	Y	Chief Academic Affairs
Shoreline	137,917	4	Y	Chief Academic Affairs
So. Puget Sound	125,454	1	Y	Chief Academic Affairs
South Seattle	136,646	5	Y	Chief Academic Affairs
Tacoma	138,578	8	Y	Chief Academic Affairs
Whatcom	113,300	1	Y	Chief Academic Affairs
	2026		2025	
	Average	128,711	Average	125,172
	Median	129,986	Median	123,115

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

153390 Dean Special Programs

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	138,417	4		Assoc Provost
Clover Park	127,571	3		Chief Academic Affairs
Edmonds	122,093	7	Y	Chief Academic Affairs
Edmonds	105,118	2	Y	Chief Academic Affairs
Everett	95,480	23		Dean Arts and Sciences
Grays Harbor	111,146	0		Chief Academic Affairs
Highline	107,738	8		Chief Academic Affairs
Lake Washington	130,740	4		Chief Academic Affairs
Lower Columbia	121,000	1	Y	Chief Academic Affairs
Olympic	103,968	3	Y	Executive Vice President
Olympic	106,090	3	Y	Executive Vice President
Peninsula	108,150	2		Chief Academic Affairs
Peninsula	105,280	2		Chief Academic Affairs
Peninsula	108,564	4		Chief Academic Affairs
Renton	136,769	1		Chief Academic Affairs
Skagit Valley	110,000	4		Chief Student Affairs Officer
Skagit Valley	110,000	1		Dean Arts and Sciences
Spokane	107,364	2		Chief Academic Affairs
Spokane	126,894	2		Chief Academic Affairs
Tacoma	133,037	6	Y	Chief Academic Affairs
Tacoma	131,870	4	Y	Chief Student Affairs Officer
Tacoma	133,037	9	Y	Chief Student Affairs Officer
Wenatchee Valley	117,737	2		Chief Academic Affairs
Whatcom	108,212	2		Chief Student Affairs Officer
	2026 Average			
	116,928			
	2025 Average			
	113,897			
	2026 Median			
	110,573			
		2025 Median		
		112,275		

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

161000 Chief Accounting Officer/Controller

Directs accounting, payroll, cashing and related functions. May also be responsible for office services, such as mail and telephone services.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellingham	130,150	15		Chief Business Officer
Big Bend	112,645	3		Chief Business Officer
Cascadia	109,272	2		Chief Financial Officer
Clark	116,144	1		Chief Business Officer
Clover Park	125,403	2		Chief Business Officer
Columbia Basin	115,851	3		Chief Budget Officer
Edmonds	107,381	10		Chief Business Officer
Green River	128,546	V	Y	Chief Business Officer
Highline	90,474	4		Chief Financial Officer
Lake Washington	104,988	4		Chief Financial Officer
Lower Columbia	105,500	0		Chief Financial Officer
Olympic	127,720	2	Y	Chief Financial Officer
Seattle District	175,000	5		Chief Business Officer
Shoreline	120,510	1	Y	Chief Business Officer
Skagit Valley	146,600	1		Chief Business Officer
Spokane Colleges	126,894	4		Chief Business Officer
Tacoma	149,507	8	Y	Chief Business Officer
Walla Walla	121,521	5		Chief Business Officer
Wenatchee Valley	110,315	5		Chief Business Officer
Whatcom	116,000	0	Y	Chief Business Officer
Yakima Valley	129,989	5		Chief Business Officer
2026		2025		
Average	122,400	Average	117,947	
Median	120,510	Median	115,052	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	124,437	8		Chief Financial Officer
Centralia	116,965	2		Chief Financial Officer
Clover Park	125,786	2		Chief Business Officer
Clover Park	125,786	2		Chief Business Officer
Columbia Basin	132,401	9	Y	Chief Business Officer
Edmonds	102,855	4		Chief Business Officer
Everett	113,300	V		Chief Financial Officer
Green River	113,300	1	Y	Chief Business Officer
Highline	118,057	5		Chief Business Officer
North Seattle	137,917	0		Chief Financial Officer
Seattle Central	140,675	1	Y	Chief Business Officer
Seattle District	135,000	0		Chief Business Officer
Shoreline	143,222	2		Chief Business Officer
So. Puget Sound	114,578	3		Chief Business Officer
South Seattle	143,434	4	Y	Chief Business Officer
Spokane Colleges	122,014	0		Chief Business Officer
Tacoma	149,507	9	Y	Chief Business Officer
Walla Walla	118,557	3		Chief Business Officer
Whatcom	116,000	0	Y	Chief Business Officer
Yakima Valley	97,704	12		Chief Business Officer

2026		2025	
Average	124,575	Average	120,244
Median	123,226	Median	120,946

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	104,010	3		Chief Business Officer
Big Bend	84,972	12		Chief Account/Controller
Centralia	115,574	6		Chief Business Officer
Columbia Basin	105,030	3	Y	Chief Budget Officer
Edmonds	97,196	4		Chief Business Officer
Everett	96,960	15	Y	Chief Financial Officer
Green River	117,032	4		Chief Business Officer
Lake Washington	91,200	4		Chief Business Officer
Olympic	95,481	5		Chief Financial Officer
Seattle District	113,300	4		Chief Business Officer
Spokane Colleges	94,006	5		Chief Account/Controller
Walla Walla	90,681	5		Chief Business Officer

2026		2025	
Average	100,454	Average	96,496
Median	97,078	Median	94,251

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	191,429	5		CEO, Single Institution
Bellingham	116,369	5		CEO, Single Institution
Cascadia	175,000	5		CEO, Single Institution
Clark	160,280	4		CEO, Single Institution
Clover Park	157,572	4		CEO, Single Institution
Columbia Basin	132,613	3		CEO, Single Institution
Edmonds	171,886	8		CEO, Single Institution
Everett	123,600	1		CEO, Single Institution
Green River	169,744	2		Executive Vice President
Highline	158,074	2		CEO, Single Institution
Lake Washington	141,648	7		CEO, Single Institution
Lower Columbia	110,000	2		CEO, Single Institution
Olympic	144,200	1		CEO, Single Institution
Pierce District	162,778	2		CEO, Systems
Renton	164,351	4	Y	CEO, Single Institution
Seattle District	182,271	8		CEO, Systems
Shoreline	149,350	1	Y	CEO, Systems
Skagit Valley	145,000	V		CEO, Single Institution
So. Puget Sound	139,150	5		CEO, Single Institution
Spokane Falls	119,039	4	Y	CEO, Single Institution
Tacoma	180,250	1	Y	CEO, Single Institution
Walla Walla	115,734	2		CEO, Single Institution
Whatcom	128,750	1		CEO, Single Institution
Yakima Valley	94,144	3		CEO, Single Institution
2026		2025		
Average	147,218	Average	136,090	
Median	147,175	Median	141,260	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	111,886	2		Chief Student Affairs Officer
Clark	91,023	8		Chief Student Affairs Officer
Columbia Basin	87,869	7		Chief Student Affairs Officer
Edmonds	105,118	2		Chief Registrar/Records
Grays Harbor	111,146	0		Chief Student Affairs Officer
Green River	142,764	11	Y	Chief Student Affairs Officer
Highline	127,987	V	Y	Chief Student Affairs Officer
Lower Columbia	97,850	2		Chief Student Affairs Officer
North Seattle	82,032	1		Chief Student Affairs Officer
Peninsula	76,000	1	Y	Chief Student Affairs Officer
Shoreline	110,334	4	Y	Chief Student Affairs Officer
Skagit Valley	86,750	3		Chief Registrar/Records
So. Puget Sound	117,139	8	Y	Chief Student Affairs Officer
South Seattle	115,300	3		Chief Student Affairs Officer
Spokane	113,645	9	Y	Chief Student Affairs Officer
Spokane Falls	104,736	3	Y	Chief Student Affairs Officer
Tacoma	95,790	6		Chief Academic Affairs
Tacoma	90,473	7		Chief Academic Affairs
Tacoma	88,267	4		Chief Academic Affairs
Whatcom	92,680	5	Y	Chief Student Affairs Officer

2026		2025	
Average	102,439	Average	98,054
Median	101,293	Median	95,036

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	90,000	1		Chief Student Affairs Officer
Bellevue	118,190	3		Chief Registrar/Records
Bellingham	110,832	8		Chief Student Affairs Officer
Big Bend	97,033	5		Chief Student Affairs Officer
Cascadia	116,000	10		Chief Student Affairs Officer
Centralia	105,245	28	Y	Chief Student Affairs Officer
Clark	117,226	5		Chief Student Affairs Officer
Clover Park	102,081	7		Chief Registrar/Records
Columbia Basin	101,122	13		Chief Enrollment Officer
Edmonds	109,645	3		Chief Enrollment Officer
Everett	113,300	1		Chief Student Affairs Officer
Grays Harbor	98,138	1	Y	Chief Enrollment Officer
Green River	108,127	3		Chief Admissions Officer
Highline	97,971	4		
Lake Washington	109,884	1		Chief Student Affairs Officer
Lower Columbia	111,395	4		Chief Student Affairs Officer
North Seattle	111,010	2		Chief Student Affairs Officer
Olympic	115,511	1		Chief Enrollment Officer
Peninsula	92,700	1		Chief Student Affairs Officer
Pierce District	112,483	2		Chief Registrar/Records
Renton	119,909	7		Chief Student Affairs Officer
Seattle Central	109,740	4		Chief Student Affairs Officer
Seattle District	149,350	1		Chief Enrollment Officer
Shoreline	134,930	4	Y	Chief Student Affairs Officer
Skagit Valley	109,393	3		Chief Student Affairs Officer
So. Puget Sound	114,748	5		Chief Student Affairs Officer
South Seattle	109,273	1		Chief Student Affairs Officer
Spokane	100,707	0		Chief Student Affairs Officer
Spokane Falls	109,275	6		Chief Student Affairs Officer
Tacoma	130,141	6		Chief Student Affairs Officer
Walla Walla	107,599	7		Chief Student Affairs Officer
Wenatchee Valley	90,846	2		Chief Student Affairs Officer
Whatcom	97,646	4		Chief Student Affairs Officer
Yakima Valley	91,451	1		Chief Student Affairs Officer
2026		2025		
Average	109,203	Average	104,451	
Median	109,519	Median	105,715	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	90,000	1		Chief Student Affairs Officer
Bellevue	135,575	4		Chief Enrollment Officer
Bellingham	110,832	3		Chief Student Affairs Officer
Big Bend	97,033	8		Chief Student Affairs Officer
Centralia	101,867	1	Y	Chief Student Affairs Officer
Clark	123,089	3	Y	Chief Student Affairs Officer
Clover Park	113,300	9		Chief Student Affairs Officer
Edmonds	117,566	8		Chief Enrollment Officer
Everett	115,059	3	Y	Chief Student Affairs Officer
Grays Harbor	83,246	1		Chief Enrollment Officer
Green River	111,035	8		Chief Student Affairs Officer
Highline	95,301	6		Chief Enrollment Officer
Lake Washington	110,496	13		Chief Student Affairs Officer
Lower Columbia	111,395	6		Chief Student Affairs Officer
North Seattle	113,300	0		Chief Academic Affairs
Olympic	90,640	1		Chief Enrollment Officer
Pierce District	128,235	3	Y	Chief Enrollment Officer
Renton	119,909	6		Chief Student Affairs Officer
Seattle Central	172,290	10	Y	Chief Student Affairs Officer
Seattle Central	132,228	1		Chief Student Affairs Officer
Shoreline	110,334	4	Y	Chief Student Affairs Officer
Skagit Valley	113,334	4		Chief Student Affairs Officer
So. Puget Sound	90,475	5		Chief Admissions Officer
South Seattle	142,161	4	Y	Chief Student Affairs Officer
Spokane	113,645	9	Y	Chief Student Affairs Officer
Spokane Falls	104,736	3	Y	Chief Student Affairs Officer
Tacoma	95,790	6	Y	Chief Student Affairs Officer
Walla Walla	97,537	7		Chief Student Affairs Officer
Wenatchee Valley	95,481	5		Chief Student Affairs Officer
Whatcom	92,680	5	Y	Chief Student Affairs Officer
Yakima Valley	93,231	0		Chief Academic Affairs

2026		2025	
Average	110,381	Average	105,019
Median	110,832	Median	107,200

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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-reward responsibilities, report here. Previous job title: Director, Sponsored Research and Programs.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	111,455	4		Assoc Provost
Bellingham	115,207	21		Chief Research Officer
Columbia Basin	84,127	1		Chief Business Officer
Everett	133,900	1	Y	Chief Academic Affairs
Grays Harbor	92,674	11		Chief Research Officer
Peninsula	84,460	1		Chief Develop/Advancement
Renton	126,455	5		Chief Business Officer
Seattle Central	103,714	4		Chief Academic Affairs
Spokane Colleges	83,027	4		Chief Academic Affairs
Tacoma	91,394	12	Y	Chief Academic Affairs
	2026			2025
	Average	102,641	Average	100,669
	Median	98,194	Median	97,850

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	160,000	0		Chief Academic Affairs
	2026 Average	2025 Average		
	160,000	150,000		

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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).

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	137,917	4	Y	CEO, Single Institution
Clark	108,484	2		CEO, Single Institution
Grays Harbor	98,138	2		CEO, Single Institution
Highline	144,200	7	Y	CEO, Single Institution
Pierce District	136,290	4		CEO, Single Institution
Spokane Colleges	185,472	5		CEO, Single Institution
Tacoma	108,150	4		CEO, Single Institution
Wenatchee Valley	109,803	5		CEO, Single Institution

2026		2025	
Average	128,557	Average	130,709
Median	123,047	Median	110,334

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	
Big Bend	93,167	2		Chief HR Officer
Cascadia	82,662	3		Chief HR Officer
Cascadia	82,662	0		Chief HR Officer
Clark	136,714	0		Chief HR Officer
Clover Park	108,150	1		Chief HR Officer
Clover Park	103,000	0		Chief HR Officer
Edmonds	111,908	2		Chief HR Officer
Everett	108,372	4		Chief HR Officer
Everett	108,372	11		Chief HR Officer
Everett	108,372	2		Chief HR Officer
Green River	120,943	0		Chief HR Officer
Highline	83,430	1		Chief HR Officer
Lake Washington	104,868	7		Chief HR Officer
Lower Columbia	144,200	12		Chief HR Officer
North Seattle	129,148	1		Chief HR Officer
Olympic	93,500	0		Chief HR Officer
Renton	109,500	1		Chief HR Officer
Renton	109,500	1		Chief HR Officer
Seattle Central	129,149	6		Chief HR Officer
Seattle District	129,149	2		Chief HR Officer
Shoreline	113,300	1		Chief HR Officer
Skagit Valley	112,000	9		Chief HR Officer
So. Puget Sound	108,680	4	Y	Chief HR Officer
South Seattle	129,148	3		Chief HR Officer
Spokane Colleges	121,156	13		Chief HR Officer
Spokane Colleges	104,736	3		Chief HR Officer
Tacoma	155,442	10	Y	Chief HR Officer
Walla Walla	121,521	5		Chief HR Officer
Whatcom	113,300	1	Y	Chief HR Officer
Yakima Valley	116,539	2	Y	Chief HR Officer
	2026		2025	
	Average	113,086	Average	113,165
	Median	110,704	Median	109,325

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

194040 Deputy Chief Information/IT Officer

Generally second-in-command to the chief information/IT officer, often with responsibilities for day-to-day management of technical operations (e.g. COO). Previously called Associate Director, Information Systems.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clark	138,456	6		Chief Information/IT Officer
Clover Park	141,958	3		Chief Business Officer
Edmonds	133,409	7		Chief Information/IT Officer
Everett	125,946	4		Chief Information/IT Officer
Everett	125,946	4		Chief Information/IT Officer
Green River	169,744	2	Y	Chief Information/IT Officer
Highline	132,613	12		Chief Information/IT Officer
Lake Washington	119,520	10		Chief Information/IT Officer
Olympic	120,000	1		Chief Information/IT Officer
Olympic	120,000	1		Chief Information/IT Officer
Pierce District	134,607	12		Chief Information/IT Officer
Renton	120,500	0		Chief Information/IT Officer
Seattle Central	134,172	7		Chief Information/IT Officer
Shoreline	143,222	3		Chief Business Officer
Skagit Valley	124,461	13		Chief Information/IT Officer
So. Puget Sound	124,037	12	Y	Chief Information/IT Officer
Spokane Colleges	122,014	2		Chief Information/IT Officer
Tacoma	162,740	13	Y	Chief Information/IT Officer
Walla Walla	134,057	8		Chief Information/IT Officer

	2026		2025
Average	133,021	Average	130,855
Median	132,613	Median	126,978

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellingham	87,076	4		Chief Business Officer
Centralia	98,904	4	Y	Chief Business Officer
Clark	86,688	20		Chief Business Officer
Clover Park	97,529	9		Chief Budget Officer
Columbia Basin	90,701	30		Chief Budget Officer
Green River	88,857	5		Chief Food/Dining
Highline	72,000	0		Chief Business Officer
Olympic	94,005	2		Executive Vice President
Skagit Valley	82,619	15		Chief Business Officer
South Seattle	100,557	4	Y	Chief Business Officer
Tacoma	113,300	8	Y	Chief Business Officer
Whatcom	93,784	32		Chief Business Officer

2026		2025	
Average	92,168	Average	90,633
Median	92,243	Median	89,119

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Clark	116,171	4		Chief Academic Affairs
Everett	100,786	2	Y	Chief Develop/Advancement
Highline	105,644	7		Dean Continuing Education
Lower Columbia	118,450	6	Y	Chief Academic Affairs
North Seattle	103,843	4		Chief Academic Affairs
Olympic	86,000	1		Dean Continuing Education
Peninsula	110,671	6	Y	Chief Academic Affairs
Pierce District	95,086	15		Chief Academic Affairs
Renton	125,000	1		CEO, Single Institution
Seattle Central	105,284	8		Chief Academic Affairs
Shoreline	127,987	6	Y	Chief Academic Affairs
So. Puget Sound	94,554	5		Dean Continuing Education
South Seattle	100,851	5		Chief Academic Affairs
Spokane Colleges	149,861	1		CEO, Single Institution
Tacoma	138,578	9	Y	Chief Student Affairs Officer
Walla Walla	90,573	3		Chief Academic Affairs
Wenatchee Valley	74,186	10		Dean Continuing Education
	2026 Average			
	108,443	2025 Average		105,133
	Median	Median		102,217

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	117,395	9	Y	Dean Special Programs
Columbia Basin	97,065	4		Chief Academic Affairs
Everett	93,170	6		Chief Library Officer
Grays Harbor	69,523	7		Chief Library Officer
Lower Columbia	100,940	16		Chief Library Officer
Olympic	110,000	1		Chief Academic Affairs
Peninsula	80,340	5		Chief Academic Affairs
Shoreline	108,127	4	Y	Chief Academic Affairs
Spokane Colleges	119,039	4		Chief Academic Affairs

2026		2025	
Average	99,511	Average	101,606
Median	100,940	Median	101,489

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	165,500	11		Chief Student Affairs Officer
Cascadia	108,000	9		Chief Student Affairs Officer
Clark	97,707	2		Chief Student Affairs Officer
Edmonds	111,908	3		Chief Diversity Officer
Everett	95,000	V		Chief Diversity Officer
Green River	158,150	10	Y	CEO, Single Institution
Lake Washington	130,740	10		Chief Academic Affairs
Lower Columbia	93,000	2		Chief Student Affairs Officer
Peninsula	100,862	18	Y	Chief Student Affairs Officer
Pierce District	136,290	4		CEO, Single Institution
Shoreline	153,792	9	Y	Chief Academic Affairs
Spokane Colleges	100,707	4		Chief Student Affairs Officer
Tacoma	126,843	17		Chief Student Affairs Officer
Whatcom	116,065	22		Chief Academic Affairs

2026		2025	
Average	121,040	Average	119,364
Median	113,987	Median	123,149

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Cascadia	82,662	4		Chief Int'l Education Admin
Highline	74,160	1		Chief Business Officer
Olympic	137,917	4	Y	CEO, Single Institution
Shoreline	80,020	1		Chief Int'l Education Admin
	2026 Average			
	93,690	2025 Average	76,015	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clark	78,245	2	Y	Chief HR Officer
Grays Harbor	152,440	1	Y	CEO, Single Institution
Shoreline	206,875	3	Y	CEO, Single Institution
Spokane Colleges	131,970	7		Chief Business Officer
Tacoma	203,034	8	Y	CEO, Single Institution

2026		2025	
Average	154,513	Average	146,814
Median	152,440	Median	144,003

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	101,000	1		Chief Facilities Officer
Bellevue	113,300	1		Chief Business Officer
Big Bend	89,658	3		CEO, Single Institution
Centralia	94,245	4	Y	Chief Student Affairs Officer
Clark	107,119	2		Chief Business Officer
Columbia Basin	106,501	1	Y	Chief Business Officer
Edmonds	108,513	7		Chief Business Officer
Everett	106,680	1	Y	Chief Facilities Officer
Grays Harbor	69,523	0		Chief Facilities Officer
Green River	129,444	10	Y	Chief Develop/Advancement
Highline	99,300	11		Chief Business Officer
Lake Washington	107,760	13		Chief Business Officer
Lower Columbia	113,300	10	Y	Chief Student Affairs Officer
North Seattle	113,300	3		Chief Business Officer
Olympic	93,784	3		Chief Facilities Officer
Peninsula	93,875	18	Y	Chief Business Officer
Pierce District	104,089	6		Chief Information/IT Officer
Renton	106,954	11		Chief Student Affairs Officer
Seattle Central	114,577	5		Chief Business Officer
Shoreline	108,000	7	Y	Chief HR Officer
Skagit Valley	104,000	7		Chief Business Officer
So. Puget Sound	104,807	6	Y	Chief Business Officer
South Seattle	113,300	3		Chief Business Officer
Spokane Colleges	96,788	13		Executive Vice President
Spokane Colleges	96,788	13		Executive Vice President
Tacoma	121,367	6	Y	Chief Business Officer
Walla Walla	99,916	5		Chief Business Officer
Wenatchee Valley	76,652	1		Chief Business Officer
Whatcom	101,508	11		Chief Business Officer
2026		2025		
Average	103,312	Average	101,402	
Median	104,807	Median	101,754	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	100,244	2		Chief HR Officer
Bellevue	118,190	6		Chief Financial Officer
Cascadia	106,090	8		Chief HR Officer
Clark	93,712	10		Chief Business Officer
Columbia Basin	89,013	5		Chief HR Officer
Edmonds	93,801	3		Chief HR Officer
Green River	120,815	20		CEO, Single Institution
Lake Washington	96,114	25		Chief HR Officer
Lower Columbia	103,000	8		Chief Business Officer
Olympic	86,500	0		Chief HR Officer
Renton	96,986	5		Chief Financial Officer
Seattle District	129,149	6	Y	Chief HR Officer
Shoreline	95,700	1	Y	Deputy Chief HR Officer
So. Puget Sound	108,680	4	Y	Chief HR Officer
Spokane Colleges	89,342	4	Y	Chief Account/Controller
Walla Walla	95,215	4		Chief Business Officer
	2026		2025	
	Average	101,409	Average	101,663
	Median	96,550	Median	96,161

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Centralia	97,501	27	Y	Chief HR Officer
Clark	101,226	0	Y	Chief HR Officer
Columbia Basin	101,122	1	Y	Chief HR Officer
Edmonds	89,971	2		Deputy Chief HR Officer
Lower Columbia	97,850	11		Deputy Chief HR Officer
Olympic	93,784	4		Chief HR Officer
Renton	109,500	7		Chief HR Officer
Seattle District	129,149	6	Y	Chief HR Officer
So. Puget Sound	92,464	2		Deputy Chief HR Officer
Spokane Colleges	89,342	4	Y	Chief Account/Controller
	2026 Average			
	100,191	2025 Average		97,171
	Median	Median		94,661

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	111,753	9		Chief HR Officer
Clark	94,487	7		Chief HR Officer
Edmonds	76,380	V		Chief HR Officer
Green River	110,335	7		Chief HR Officer
Lake Washington	91,032	10		Chief Academic Affairs
Peninsula	79,568	3		Chief Library Officer
Pierce District	128,235	0		Chief Diversity Officer
So. Puget Sound	94,554	2	Y	Chief Academic Affairs
Tacoma	111,395	0	Y	Executive Vice President
	2026			
	Average	2025		
	99,749	Average	106,988	
	Median	Median	107,120	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	113,300	1	Y	Chief Financial Officer
Centralia	64,375	1		Chief Bookstore Admin
Edmonds	67,773	0		Chief Business Officer
Green River	108,932	8	Y	Chief Student Activities
Olympic	80,340	1		Chief Student Activities
Olympic	90,177	1		Chief Student Activities
Renton	98,000	1		Chief Business Officer
Skagit Valley	82,000	0		Dean Workforce Education
South Seattle	100,557	4	Y	Chief Business Officer
Tacoma	113,300	8	Y	Chief Business Officer
	2026 Average			
	91,875	2025 Average		92,926
	Median	Median		96,423

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	127,751	13		Chief Information/IT Officer
Everett	128,197	V		Chief Library Officer
Highline	117,678	13		Chief Academic Affairs
Shoreline	89,114	V		Chief Library Officer
Tacoma	147,290	22	Y	Chief Information/IT Officer

2026		2025	
Average	122,006	Average	113,894
Median	127,751	Median	112,811

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

196240 Chief Campus Administrative Computing Administrator

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

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	114,468	10		Chief Information/IT Officer
Edmonds	127,751	15	Y	Chief Information/IT Officer
Tacoma	128,750	3		Chief Information/IT Officer
	2026 Average	2025 Average		
	123,656	119,116		

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	81,112	3		Chief Student Affairs Officer
Bellevue	113,644	3		Chief Student Affairs Officer
Big Bend	83,581	2		Chief Student Affairs Officer
Cascadia	108,000	12		Chief Student Affairs Officer
Centralia	92,275	27		Chief Student Affairs Officer
Clark	93,712	16		Chief Student Affairs Officer
Clover Park	94,656	6		Chief Student Affairs Officer
Columbia Basin	80,292	2		Chief Student Affairs Officer
Edmonds	87,011	1		Chief Student Affairs Officer
Everett	115,059	28	Y	Chief Student Affairs Officer
Grays Harbor	83,246	1		Chief Student Affairs Officer
Green River	144,668	26	Y	Chief Student Affairs Officer
Highline	105,189	2		Chief Student Affairs Officer
Lake Washington	99,900	16		Chief Student Affairs Officer
North Seattle	132,141	3	Y	Chief Student Affairs Officer
Olympic	90,125	1		Chief Student Affairs Officer
Peninsula	80,000	2	Y	Chief Student Affairs Officer
Pierce Ft. Steilacoom	99,468	6		Chief Academic Affairs
Pierce Puyallup	99,468	5		Chief Academic Affairs
Shoreline	96,820	1	Y	Chief Student Affairs Officer
Skagit Valley	96,879	11		Chief Student Affairs Officer
So. Puget Sound	101,842	14	Y	Chief Student Affairs Officer
South Seattle	132,613	2	Y	Chief Student Affairs Officer
Spokane	100,707	0		Chief Student Affairs Officer
Tacoma	90,640	0	Y	Chief Student Affairs Officer
Wenatchee Valley	73,710	4		Chief Student Affairs Officer
Whatcom	89,778	10		Chief Student Affairs Officer
2026		2025		
Average	98,761	Average	98,976	
Median	96,820	Median	94,057	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	108,000	0		Chief Student Affairs Officer
Bellingham	110,832	3		Chief Student Affairs Officer
Big Bend	90,590	3		Chief Student Affairs Officer
Cascadia	108,000	11		Chief Student Affairs Officer
Centralia	101,742	6	Y	Chief Student Affairs Officer
Clark	115,603	4	Y	Chief Student Affairs Officer
Clover Park	95,574	V		Chief Student Affairs Officer
Columbia Basin	101,820	4		Chief Student Affairs Officer
Edmonds	92,670	4		Chief Enrollment Officer
Everett	103,968	1	Y	Chief Library Officer
Grays Harbor	83,246	1		Chief Enrollment Officer
Green River	109,657	11	Y	Chief Student Affairs Officer
Highline	125,000	1		Chief Admissions Officer
Lake Washington	110,496	4		Chief Student Affairs Officer
Lower Columbia	116,964	3	Y	Chief Student Affairs Officer
Lower Columbia	102,743	9		Chief Student Affairs Officer
Olympic	93,784	5		Chief Student Affairs Officer
Peninsula	100,862	4		Chief Student Affairs Officer
Pierce Ft. Steilacoom	104,817	4		Chief Academic Affairs
Pierce Puyallup	104,089	2		Chief Academic Affairs
Renton	136,769	6	Y	Chief Student Affairs Officer
Seattle Central	105,519	2	Y	Chief Student Affairs Officer
Shoreline	96,832	5		Chief Student Affairs Officer
Skagit Valley	111,395	V		Chief Student Affairs Officer
So. Puget Sound	90,475	0	Y	Chief Admissions Officer
South Seattle	113,097	9	Y	Chief Enrollment Officer
Spokane	111,658	3	Y	Chief Student Affairs Officer
Spokane Falls	122,014	2	Y	Chief Student Affairs Officer
Tacoma	90,473	12	Y	Chief Student Affairs Officer
Walla Walla	97,479	5		Chief Student Affairs Officer
Whatcom	99,725	2	Y	Chief Student Affairs Officer

2026		2025	
Average	105,029	Average	99,717
Median	104,089	Median	98,779

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	111,479	4		Dean Special Programs
Clark	85,704	3	Y	Chief Student Affairs Officer
Columbia Basin	78,507	2		Chief Academic Advising
Edmonds	76,826	11		Chief Student Affairs Officer
Edmonds	77,958	13		Chief Student Affairs Officer
Highline	84,460	3	Y	Chief Admissions Officer
Lake Washington	73,680	14		Chief Student Affairs Officer
Lake Washington	92,100	11		Chief Student Affairs Officer
Lower Columbia	111,395	16		Chief Student Affairs Officer
Peninsula	77,000	5		Chief Academic Advising
Seattle Central	105,519	2	Y	Academic Advisor/Counselor
Skagit Valley	82,000	0		Dean Occ/Voc/Tech
Spokane	111,658	3	Y	Chief Student Activities
Spokane Falls	122,014	2	Y	Chief Student Affairs Officer
Whatcom	99,725	2	Y	Chief Student Affairs Officer

2026		2025	
Average	92,668	Average	91,672
Median	85,704	Median	89,412

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	100,786	3		Chief Student Affairs Officer
Big Bend	85,204	2		Chief Business Officer
Columbia Basin	83,812	2		Chief Student Affairs Officer
Edmonds	89,275	21		Chief Student Affairs Officer
Everett	84,872	3	Y	Chief Student Activities
Olympic	72,615	2		Chief Student Affairs Officer
Shoreline	96,820	1	Y	Chief Student Affairs Officer
Skagit Valley	96,000	7		Major Gift Officer, Senior
So. Puget Sound	78,000	V		Chief Student Activities
Whatcom	97,854	8		Chief Student Affairs Officer
Yakima Valley	89,656	5	Y	Chief Business Officer
	2026		2025	
	Average	88,627	Average	82,516
	Median	89,275	Median	84,671

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

304300 Assoc/Asst Dean Nursing

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bates	130,000	1		Dean Occ/Voc/Tech
Bellevue	164,800	1		Dean Health-Related
Centralia	105,920	3		Chief Academic Affairs
Clark	125,583	9		Dean Health-Related
Columbia Basin	118,877	11		Dean Health-Related
Everett	120,000	V	Y	Dean Workforce Education
Grays Harbor	123,138	20		Dean Workforce Education
Green River	144,200	7		Dean Occ/Voc/Tech
Lower Columbia	133,900	5		Dean Health-Related
Olympic	124,174	2		Dean Health-Related
Peninsula	104,451	10		Dean Workforce Education
Pierce Puyallup	112,483	3		Dean Health-Related
Seattle Central	141,260	6		Dean Health-Related
Shoreline	145,000	1	Y	Chief Academic Affairs
Spokane	135,279	0		Dean Health-Related
Tacoma	135,490	6		Dean Health-Related
Walla Walla	107,471	0		Dean Health-Related
Whatcom	130,000	0		Dean Health-Related
Yakima Valley	116,699	2		Dean Workforce Education
	2026			
	Average	127,301	2025	Average
	Median	125,583	Median	123,391
				119,504

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

304310 Assoc/Asst Dean Occupational/Vocational Ed/Tech

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	119,397	1		Dean Special Programs
Centralia	97,597	2		Dean Occ/Voc/Tech
Grays Harbor	98,138	0		Dean Basic Skills/ABE
Lake Washington	118,272	4		Dean Humanities
Lake Washington	120,624	6		Dean Health-Related
Peninsula	74,263	1		Chief Academic Affairs
Peninsula	90,000	0		Dean Occ/Voc/Tech
Peninsula	76,000	1		Dean Occ/Voc/Tech
Renton	115,187	3		Dean Basic Skills/ABE
Seattle Central	116,699	8		Chief Academic Affairs
Seattle Central	112,986	4		Chief Academic Affairs
Seattle Central	134,355	10		Chief Academic Affairs
Seattle Central	136,704	6		Chief Academic Affairs
Seattle Central	113,360	6		Chief Academic Affairs
Seattle District	115,000	12		Dean Occ/Voc/Tech
Skagit Valley	110,000	3		Dean Workforce Education
Skagit Valley	110,000	1		Dean Workforce Education
South Seattle	119,882	4		Chief Academic Affairs
Spokane	107,364	2		Dean Occ/Voc/Tech
Tacoma	113,300	10		Dean Basic Skills/ABE
Yakima Valley	102,207	0		Dean Workforce Education
	2026			2025
	Average	109,587	Average	107,948
	Median	113,300	Median	112,566

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	100,425	0		Chief Business Officer
Clark	79,345	5		Chief Facilities Officer
Edmonds	84,984	3		Chief Facilities Officer
Green River	105,000	V	Y	Executive Vice President
Highline	67,668	35		Chief Facilities Officer
Seattle Central	113,300	1	Y	Chief Facilities Officer
So. Puget Sound	99,395	2	Y	Chief Facilities Officer
Spokane Colleges	94,462	3	Y	Chief Facilities Officer
Spokane Colleges	100,707	0	Y	Chief Facilities Officer
Tacoma	89,640	4	Y	Chief Facilities Officer
Whatcom	96,542	8	Y	Chief Facilities Officer

2026		2025	
Average	93,770	Average	97,522
Median	96,542	Median	93,865

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	107,350	2		Chief Facilities Officer
Bellevue	108,150	8		Chief Business Officer
Big Bend	68,709	1		Chief Facilities Officer
Centralia	103,714	2	Y	Chief Business Officer
Clark	77,736	4		Chief Facilities Officer
Edmonds	63,216	3		Chief Facilities Officer
Everett	85,000	1		Chief Facilities Officer
Green River	105,000	V	Y	Executive Vice President
Highline	66,200	1		Chief Facilities Officer
Lake Washington	105,780	3		Chief Facilities Officer
Lower Columbia	82,400	3	Y	Chief Facilities Officer
Seattle Central	113,300	1	Y	Chief Facilities Officer
South Seattle	95,447	1		Chief Facilities Officer
Spokane Colleges	94,462	3	Y	Chief Facilities Officer
Tacoma	89,640	4	Y	Chief Facilities Officer
Walla Walla	86,363	4		Chief Facilities Officer
Whatcom	96,542	8	Y	Chief Facilities Officer

2026		2025	
Average	91,118	Average	85,097
Median	94,462	Median	79,674

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	85,476	3		CEO, Single Institution
Bellingham	85,644	27		CEO, Single Institution
Big Bend	82,400	2		CEO, Single Institution
Cascadia	91,709	3		CEO, Single Institution
Centralia	83,412	15		CEO, Single Institution
Clover Park	95,983	5		CEO, Single Institution
Columbia Basin	90,177	5		CEO, Single Institution
Edmonds	94,933	7		CEO, Single Institution
Everett	90,281	3		CEO, Single Institution
Grays Harbor	80,544	1		CEO, Single Institution
Green River	102,796	11		CEO, Single Institution
Lake Washington	88,644	1		CEO, Single Institution
Lower Columbia	87,000	1		CEO, Single Institution
North Seattle	88,003	13		CEO, Single Institution
Peninsula	82,750	4		CEO, Single Institution
Pierce Ft. Steilacoom	80,340	1		CEO, Single Institution
Pierce Puyallup	80,340	15		CEO, Single Institution
Renton	102,500	0		CEO, Single Institution
Seattle Central	100,000	1		CEO, Single Institution
Seattle District	108,349	5		CEO, Systems
Shoreline	96,365	20		CEO, Single Institution
Skagit Valley	103,721	4		CEO, Single Institution
So. Puget Sound	103,000	26		CEO, Single Institution
South Seattle	98,262	3		CEO, Single Institution
Spokane	74,827	2		CEO, Single Institution
Spokane Colleges	80,646	4		CEO, Systems
Spokane Falls	74,827	4		CEO, Single Institution
Tacoma	108,150	4	Y	CEO, Single Institution
Walla Walla	84,357	5		CEO, Single Institution
Wenatchee Valley	67,486	5		CEO, Single Institution
Wenatchee Valley	72,820	10		CEO, Single Institution
Whatcom	143,434	13	Y	CEO, Single Institution
Yakima Valley	78,002	2	Y	CEO, Single Institution

2026		2025	
Average	90,521	Average	86,073
Median	88,003	Median	81,818

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	82,410	3		Chief Academic Affairs
Bates	75,000	5		Chief Student Affairs Officer
Bellevue	98,849	6		Dean Social Sciences
Bellevue	90,000	0		Dean Health-Related
Bellevue	90,177	2		Dean Humanities
Bellevue	105,794	9		Dean Sciences
Bellingham	78,919	8		Chief Student Affairs Officer
Bellingham	78,919	11		Chief Business Officer
Bellingham	85,791	3		Dean Social Sciences
Bellingham	78,919	13		Chief Academic Affairs
Big Bend	64,190	V		Chief Academic Affairs
Big Bend	64,185	7		Chief Academic Affairs
Big Bend	57,092	V		Chief Academic Affairs
Big Bend	72,594	2		Dean Arts and Sciences
Big Bend	72,666	0		Chief Academic Affairs
Big Bend	64,185	3		Chief Academic Affairs
Big Bend	64,185	V		Chief Academic Affairs
Cascadia	93,783	2		Chief Academic Affairs
Cascadia	88,267	5		Chief Business Officer
Cascadia	88,267	2		Chief Student Affairs Officer
Cascadia	88,267	5		Chief Diversity Officer
Clark	78,631	4		CEO, Single Institution
Clover Park	85,056	2		Chief Student Affairs Officer
Clover Park	85,056	6		Chief Academic Affairs
Clover Park	85,056	5		Chief Research Officer
Clover Park	85,056	2		Chief Business Officer
Clover Park	85,056	13		Chief Diversity Officer
Columbia Basin	82,751	4		Chief Academic Affairs
Columbia Basin	82,751	3		Chief Student Affairs Officer
Columbia Basin	82,751	4		Chief HR Officer
Grays Harbor	69,523	2		Chief Student Affairs Officer
Grays Harbor	69,523	0		Dean Arts and Sciences
Grays Harbor	61,212	2		Chief Student Affairs Officer
Grays Harbor	69,523	4		Chief Student Affairs Officer

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

Highline	73,924	1		Chief Diversity Officer
Highline	73,924	4		Chief Develop/Advancement
Highline	73,924	V		Chief Student Affairs Officer
Highline	73,924	3		Chief Information/IT Officer
Highline	73,924	7		Chief Business Officer
Highline	73,924	0		CEO, Single Institution
Lake Washington	84,384	5		Chief Academic Affairs
Lake Washington	82,752	10		Chief Student Affairs Officer
Lake Washington	84,996	4		Chief Academic Affairs
Lake Washington	82,752	2		Chief HR Officer
Lower Columbia	99,498	4		Chief Business Officer
Lower Columbia	72,100	8		Chief Academic Affairs
Olympic	106,144	4	Y	Executive Vice President
Peninsula	74,475	4		Chief Student Affairs Officer
Peninsula	74,475	3		Chief Business Officer
Peninsula	74,475	1		CEO, Single Institution
Peninsula	80,031	4		Chief HR Officer
Skagit Valley	93,127	11		Early Childhood Prgm Mgr
Skagit Valley	88,430	1		Chief Academic Affairs
So. Puget Sound	75,028	5	Y	Chief Student Affairs Officer
So. Puget Sound	63,654	4	Y	Chief Develop/Advancement
So. Puget Sound	77,250	2	Y	Chief Academic Affairs
So. Puget Sound	74,263	4		Chief Business Officer
So. Puget Sound	72,269	5		Chief Information/IT Officer
So. Puget Sound	72,142	5	Y	Chief Public Relations
So. Puget Sound	65,557	4	Y	Chief Diversity Officer
Spokane Colleges	137,249	6		CEO, Systems
Spokane Colleges	83,027	2		CEO, Systems
Spokane Colleges	74,069	2		Chief of Staff to System
Spokane Colleges	67,462	2		Chief Academic Affairs
Tacoma	82,400	5	Y	Chief Develop/Advancement
Tacoma	82,400	13	Y	Chief HR Officer
Tacoma	92,700	10		Chief Academic Affairs
Tacoma	90,640	11		Chief Student Affairs Officer
Tacoma	82,400	2		Chief Diversity Officer
Tacoma	92,700	4		Dean Health-Related
Tacoma	82,000	1		CEO, Systems
Tacoma	86,520	4		Chief Academic Affairs
Tacoma	82,400	12		Dean Health-Related
Tacoma	90,640	12	Y	Chief Business Officer
Whatcom	61,532	2		Chief Student Affairs Officer
Whatcom	86,250	15	Y	Chief Business Officer
Whatcom	63,000	0		Chief Academic Affairs
Yakima Valley	69,026	2		Chief Business Officer
Yakima Valley	69,026	0		Chief Academic Affairs
Yakima Valley	69,026	8		Chief Academic Affairs
Yakima Valley	69,026	V		Chief HR Officer

2026		2025	
Average	79,744	Average	76,877
Median	78,919	Median	72,589

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

400120 Academic Support Center Coordinator

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Peninsula	72,312	0		Chief Academic Affairs
	2026 Average			2025 Average
	72,312			

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	103,968	2		Dean Special Programs
Clover Park	69,498	V		Dean Arts and Sciences
Edmonds	82,485	10		Dean Basic Skills/ABE
Everett	82,400	V		Chief Library Officer
Grays Harbor	69,523	12		Dean Arts and Sciences
Grays Harbor	67,498	2		Chief Library Officer
Lake Washington	99,900	6		Chief Student Affairs Officer
North Seattle	90,177	2		Chief Academic Affairs
Olympic	88,267	4		Chief Library Officer
Renton	100,958	5		Chief Student Affairs Officer
Seattle Central	71,388	1	Y	Chief Library Officer
Seattle Central	90,177	1	Y	Chief Library Officer
Skagit Valley	82,400	1		Chief Academic Advising
So. Puget Sound	79,793	9		Chief Library Officer
So. Puget Sound	79,793	4		Chief Library Officer
South Seattle	103,000	9		Chief Student Affairs Officer
Spokane	111,658	5		Dean Arts and Sciences
Tacoma	88,267	25		Chief Student Affairs Officer
Tacoma	88,267	24		Chief Student Affairs Officer
Tacoma	113,300	6	Y	Chief Student Affairs Officer
Whatcom	86,088	14		Chief Academic Affairs

2026		2025	
Average	88,038	Average	86,384
Median	88,267	Median	85,696

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellingham	74,028	V		Chief Academic Advising
	2026 Average	2025 Average		
	74,028	74,028		

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	118,190	13		Chief Int'l Education Admin
Cascadia	82,662	5		Chief Int'l Education Admin
Clark	69,051	3		Chief Int'l Education Admin
Edmonds	99,460	12		Chief Int'l Education Admin
Edmonds	99,460	11		Chief Int'l Education Admin
Green River	111,519	V		Chief Int'l Education Admin
Highline	92,000	6		Chief Business Officer
Lake Washington	80,340	9		Chief Int'l Education Admin
Olympic	80,340	2		Chief Int'l Education Admin
Seattle District	136,990	0		Chief Int'l Education Admin
Shoreline	99,020	16	Y	Chief Int'l Education Admin
Shoreline	84,872	2		Chief Int'l Education Admin
Shoreline	80,020	1		Chief Int'l Education Admin
Skagit Valley	92,700	1		Chief Student Affairs Officer
So. Puget Sound	96,195	13		Chief Student Activities
Spokane Colleges	76,712	4		Chief Int'l Education Admin
Tacoma	80,340	4	Y	Chief Student Affairs Officer
Whatcom	76,100	15		Chief Int'l Education Admin
Whatcom	72,433	3		Chief Int'l Education Admin

2026		2025	
Average	90,969	Average	91,769
Median	84,872	Median	94,765

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

401010 Head, Student Academic Counseling

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

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	94,760	4		Chief Student Affairs Officer
Cascadia	82,662	3		Chief Academic Advising
Clark	89,251	11	Y	Chief Academic Advising
Clark	85,704	3	Y	Chief Academic Advising
Grays Harbor	83,246	3		Chief Student Affairs Officer
Grays Harbor	83,246	3		Chief Student Affairs Officer
Grays Harbor	88,246	9		Chief Student Affairs Officer
Green River	109,657	11	Y	Chief Student Affairs Officer
Lake Washington	120,624	3		Chief Student Affairs Officer
Lower Columbia	76,000	1		Chief Academic Advising
Tacoma	90,473	12	Y	Dean Special Programs
Wenatchee Valley	75,000	1		Chief Student Affairs Officer
Whatcom	80,000	5		Chief Academic Advising
Whatcom	80,000	2		Chief Student Affairs Officer
Whatcom	80,000	22		Chief Student Affairs Officer
	2026		2025	
	Average	87,925	Average	83,245
	Median	83,246	Median	80,821

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	65,341	3		Head, Student Counseling
Bellingham	68,700	11		Chief Academic Advising
Bellingham	65,892	3		Chief Student Affairs Officer
Bellingham	68,436	9		Chief Academic Advising
Bellingham	64,404	3		Chief Academic Advising
Bellingham	60,852	V		Chief Student Affairs Officer
Bellingham	64,404	6		Chief Academic Advising
Big Bend	61,583	9		Chief Academic Affairs
Big Bend	51,348	3		Chief Academic Affairs
Big Bend	61,583	1		Chief Academic Affairs
Big Bend	61,583	5		Chief Student Affairs Officer
Big Bend	52,803	0		Chief Student Affairs Officer
Big Bend	58,378	6		Chief Student Affairs Officer
Big Bend	64,185	2		Chief Student Affairs Officer
Big Bend	64,185	2		Chief Student Affairs Officer
Big Bend	64,185	2		Chief Student Affairs Officer
Big Bend	64,185	0		Chief Student Affairs Officer
Cascadia	72,244	3		Chief Int'l Education Admin
Cascadia	72,244	2		Chief Int'l Education Admin
Cascadia	72,244	2		Head, Student Counseling
Cascadia	72,244	7		Chief Academic Advising
Cascadia	72,244	1		Dean Basic Skills/ABE
Cascadia	72,244	2		Chief Academic Advising
Cascadia	72,244	V		Chief Academic Advising
Cascadia	72,244	2		Chief Academic Advising
Cascadia	72,244	4		Chief Academic Advising
Cascadia	72,244	6		Chief Academic Advising
Cascadia	72,244	2		Head, Student Counseling
Clark	73,427	4		Head, Student Counseling
Clark	74,886	9		Head, Student Counseling
Clark	74,886	9		Head, Student Counseling
Clark	67,592	2		Head, Student Counseling
Clark	74,886	11		Head, Student Counseling
Clark	66,133	1		Head, Student Counseling
Clark	66,133	0		Head, Student Counseling
Clark	66,133	1		Head, Student Counseling
Clark	74,886	10		Head, Student Counseling
Clark	74,886	10		Head, Student Counseling
Clark	70,510	2		Head, Student Counseling
Clark	71,968	3		Head, Student Counseling
Columbia Basin	66,474	3		Chief Academic Advising
Columbia Basin	65,523	4		Chief Academic Advising
Columbia Basin	69,325	7		Chief Academic Advising
Columbia Basin	70,404	5		Chief Academic Advising

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

Columbia Basin	65,047	2	Chief Academic Advising
Columbia Basin	70,404	5	Chief Academic Advising
Columbia Basin	68,374	6	Chief Academic Advising
Columbia Basin	68,374	6	Chief Academic Advising
Columbia Basin	66,948	3	Chief Academic Advising
Columbia Basin	67,424	3	Chief Academic Advising
Columbia Basin	66,948	7	Chief Academic Advising
Columbia Basin	67,899	2	Chief Academic Advising
Columbia Basin	70,404	2	Chief Academic Advising
Columbia Basin	65,998	1	Chief Academic Advising
Columbia Basin	67,424	6	Chief Academic Advising
Columbia Basin	67,424	4	Chief Academic Advising
Columbia Basin	69,325	4	Chief Academic Advising
Columbia Basin	68,850	1	Chief Academic Advising
Columbia Basin	65,998	2	Chief Academic Advising
Edmonds	60,983	0	Chief Academic Advising
Edmonds	60,983	0	Chief Academic Advising
Edmonds	58,109	4	Chief Academic Advising
Edmonds	59,852	4	Chief Academic Advising
Edmonds	62,115	6	Chief Academic Advising
Edmonds	59,852	3	Chief Academic Advising
Edmonds	62,115	3	Chief Academic Advising
Edmonds	60,983	1	Chief Academic Advising
Edmonds	60,983	1	Chief Academic Advising
Edmonds	59,852	4	Chief Academic Advising
Grays Harbor	61,212	5	Head, Student Counseling
Grays Harbor	76,393	1	Chief Financial Aid Officer
Grays Harbor	61,212	2	Chief Academic Advising
Grays Harbor	69,523	3	Head, Student Counseling
Grays Harbor	69,523	3	Chief Financial Aid Officer
Grays Harbor	61,212	0	Head, Student Counseling
Grays Harbor	61,212	3	Chief Academic Advising
Grays Harbor	61,212	0	Head, Student Counseling
Grays Harbor	61,212	0	Dean Basic Skills/ABE
Grays Harbor	69,523	1	Head, Student Counseling
Grays Harbor	61,212	2	Chief Academic Advising
Grays Harbor	69,510	0	Dean Health-Related
Highline	61,800	3	Chief Career Services
Highline	57,845	1	Chief Career Services
Highline	61,800	1	Chief Career Services
Highline	77,250	36	Chief Int'l Education Admin
Highline	67,898	12	Chief Int'l Education Admin
Highline	66,950	2	Chief Int'l Education Admin
Highline	76,385	0	Chief Admissions Officer
Highline	53,024	17	Chief Athletics Administrator
Highline	65,000	0	Chief Int'l Education Admin
Highline	66,950	5	Dean Special Programs
Highline	57,845	3	Chief Career Services

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

Lake Washington	70,032	3		Chief Academic Advising
Lake Washington	72,132	12		Chief Academic Advising
Lake Washington	72,132	3		Chief Academic Advising
Lake Washington	72,132	1		Chief Academic Advising
Lake Washington	72,132	1		Chief Academic Advising
Lake Washington	72,132	4		Chief Academic Advising
Lake Washington	72,132	2		Chief Academic Advising
Lake Washington	72,132	3		Chief Academic Advising
Lake Washington	63,288	2		Head Learning Resources
Lower Columbia	64,804	2		Chief Academic Advising
Lower Columbia	64,890	13		Chief Academic Affairs
Lower Columbia	63,261	2		Chief Academic Advising
Lower Columbia	61,700	1		Chief Academic Advising
Lower Columbia	73,645	15	Y	Chief Academic Advising
Lower Columbia	64,890	12		Chief Academic Advising
Lower Columbia	62,812	12		Chief Academic Advising
Lower Columbia	62,812	12		Chief Academic Advising
Lower Columbia	80,340	6	Y	Chief Academic Advising
Lower Columbia	65,002	8	Y	Chief Academic Advising
Lower Columbia	69,216	8		Chief Academic Advising
Lower Columbia	65,920	4		Chief Academic Advising
Lower Columbia	72,800	5	Y	Chief Academic Advising
Olympic	67,725	1		Head, Student Counseling
Olympic	70,042	3		Head, Student Counseling
Olympic	72,246	4		Head, Student Counseling
Olympic	72,246	2		Dean Health-Related
Olympic	71,850	2		Dean Health-Related
Olympic	69,757	2		Head, Student Counseling
Olympic	71,850	3		Head, Student Counseling
Olympic	72,246	4		Head, Student Counseling
Olympic	72,246	3		Head, Student Counseling
Olympic	72,246	3		Head, Student Counseling
Olympic	72,246	5		Head, Student Counseling
Olympic	72,246	6		Head, Student Counseling
Olympic	72,246	3		Head, Student Counseling
Seattle Central	80,820	2		Chief Academic Affairs
Seattle Central	80,820	2		Chief Academic Affairs
Seattle Central	80,820	2		Chief Academic Affairs
Seattle Central	80,820	2		Chief Academic Affairs
Seattle Central	80,820	2		Chief Academic Affairs
Seattle Central	76,944	3		Chief Academic Affairs
Skagit Valley	60,000	1		Chief Student Affairs Officer
Skagit Valley	60,000	2		Chief Student Activities
Skagit Valley	60,085	3		Chief Career Services
Skagit Valley	64,500	4		Head Learning Resources
Skagit Valley	60,000	1		Chief Student Affairs Officer
Skagit Valley	68,000	7		Chief Student Affairs Officer
Skagit Valley	68,000	13		Chief Academic Advising

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

Skagit Valley	60,000	2		Chief Student Activities
Skagit Valley	64,000	3		Chief Student Affairs Officer
Skagit Valley	66,000	2		Chief Student Affairs Officer
Skagit Valley	65,000	V		Chief Academic Advising
Skagit Valley	66,500	4		Chief Student Affairs Officer
Skagit Valley	62,289	2		Head Minority Affairs
Skagit Valley	63,000	3		Chief Student Affairs Officer
Skagit Valley	63,000	2		Chief Student Affairs Officer
Skagit Valley	62,000	1		Chief Student Affairs Officer
Skagit Valley	66,000	3		Chief Student Affairs Officer
Skagit Valley	65,000	3		Chief Academic Advising
Skagit Valley	68,000	10		Chief Academic Advising
Skagit Valley	68,000	10		Chief Student Affairs Officer
So. Puget Sound	70,040	1		Chief Academic Advising
So. Puget Sound	70,040	24		Chief Academic Advising
So. Puget Sound	73,497	5		Chief Academic Advising
So. Puget Sound	70,040	0		Chief Academic Advising
So. Puget Sound	70,040	1		Chief Academic Advising
So. Puget Sound	72,100	4		Chief Academic Advising
So. Puget Sound	70,040	8		Chief Academic Advising
So. Puget Sound	70,040	0		Chief Academic Advising
So. Puget Sound	71,290	11		Chief Academic Advising
So. Puget Sound	70,040	0		Chief Academic Affairs
So. Puget Sound	72,247	4	Y	Chief Academic Advising
Tacoma	63,552	4		Chief Academic Advising
Tacoma	62,739	3		Chief Academic Advising
Tacoma	65,739	7		Chief Academic Advising
Tacoma	65,739	7		Chief Academic Advising
Tacoma	63,552	4		Chief Academic Advising
Tacoma	62,971	5		Chief Academic Advising
Tacoma	62,739	4		Dean Basic Skills/ABE
Tacoma	64,239	1		Chief Academic Advising
Tacoma	62,739	3		Chief Academic Advising
Tacoma	62,846	5		Chief Academic Advising
Tacoma	62,971	4		Dean Basic Skills/ABE
Tacoma	77,748	15		Chief Academic Affairs
Tacoma	64,239	1		Chief Academic Advising
Tacoma	65,739	9		Chief Academic Advising
Tacoma	65,739	8		Chief Academic Advising
Tacoma	62,739	1		Chief Academic Advising
Walla Walla	64,330	2	Y	
Walla Walla	62,836	4		Chief Academic Advising
Walla Walla	62,836	4		Chief Academic Advising
Walla Walla	67,627	3	Y	
Walla Walla	59,808	4		Chief Academic Advising
Walla Walla	67,627	11	Y	Chief Academic Advising
Walla Walla	71,009	9	Y	Chief Academic Advising
Walla Walla	64,407	5		Chief Academic Advising

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

Walla Walla	61,303	4		Chief Academic Advising
Walla Walla	64,330	0	Y	
Walla Walla	58,350	0		Chief Academic Advising
Walla Walla	65,939	1	Y	
Walla Walla	61,304	5		
Walla Walla	61,303	2		
Walla Walla	64,369	4	Y	Chief Academic Advising
Walla Walla	67,627	3	Y	
Wenatchee Valley	57,775	1		Head, Student Counseling
Wenatchee Valley	62,657	5		Head, Student Counseling
Wenatchee Valley	62,656	2		Head, Student Counseling
Whatcom	59,765	4		Head, Student Counseling
Whatcom	56,885	4		Head, Student Counseling
Whatcom	56,885	1		Head, Student Counseling
Whatcom	56,885	0		Head, Student Counseling
Whatcom	55,498	0		Head, Student Counseling
Whatcom	59,765	2		Head, Student Counseling
Whatcom	55,498	3		Head, Student Counseling
Whatcom	56,885	0		Head, Student Counseling
Whatcom	58,308	3		Head, Student Counseling
Whatcom	55,498	0		Head, Student Counseling
Whatcom	56,885	0		Head, Student Counseling
Whatcom	56,885	4		Head, Student Counseling
Whatcom	55,498	V		Head, Student Counseling
Whatcom	56,885	1		Head, Student Counseling
Whatcom	59,765	10		Head, Student Counseling
Whatcom	61,259	19		Head, Student Counseling
Whatcom	55,498	1		Head, Student Counseling
Whatcom	59,765	4		Head, Student Counseling

2026		2025	
Average	66,179	Average	62,744
Median	65,892	Median	61,800

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Green River	113,300	1	Y	Chief Academic Affairs

2026		2025	
Average	113,300	Average	110,000

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Columbia Basin	75,210	4		Dean Occ/Voc/Tech
Shoreline	80,000	5	Y	Dean Continuing Education
Skagit Valley	81,647	3		Assoc/Asst Dean Voc Ed
So. Puget Sound	94,554	13	Y	Dean Continuing Education
Spokane Colleges	94,462	0		Dean Continuing Education
Tacoma	72,511	12	Y	Chief Continuing Ed
	2026			2025
	Average			Average
	83,064			82,832
	Median			Median
	80,824			79,269

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Spokane Colleges	98,241	5		Dean Workforce Education
Tacoma	72,511	12	Y	Chief Continuing Ed
2026 Average	85,376	2025 Average		78,145

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	86,080	7		Chief Public Relations
Edmonds	109,644	13		Chief Public Relations
Lake Washington	78,804	11		Chief Public Relations
Olympic	72,246	6		Chief Public Relations
Olympic	69,757	1		Chief Public Relations
Peninsula	87,550	3	Y	Chief Public Relations
Pierce District	90,946	8		Head, Campus Info Office
Renton	99,210	5		Chief Public Relations
Seattle District	92,368	5	Y	Chief Public Relations
Shoreline	84,872	4	Y	Chief Public Relations
Skagit Valley	77,000	V		Chief Public Relations
So. Puget Sound	71,812	16		Chief Public Relations
Spokane Colleges	70,394	1		Chief Public Relations
Spokane Colleges	70,394	5		Chief Public Relations
Tacoma	104,030	2		Chief Public Relations
Wenatchee Valley	77,465	6		Chief Public Relations

2026		2025	
Average	83,911	Average	78,921
Median	81,838	Median	75,861

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	87,305	4		Chief Distance Education
Big Bend	72,092	5		Chief Academic Affairs
Big Bend	72,092	V		Chief Library Officer
Cascadia	82,662	11		Dean Arts and Sciences
Columbia Basin	75,210	4		Chief Distance Education
Edmonds	84,748	0		Chief Distance Education
Everett	82,956	2		Chief Academic Computing
Everett	90,000	3		Chief Academic Computing
Lake Washington	79,164	9		Dean Arts and Sciences
Olympic	80,340	4		Chief Information/IT Officer
Olympic	108,150	6		Chief Information/IT Officer
Olympic	87,000	1		Chief Information/IT Officer
Renton	88,518	5		Dean Special Programs
Seattle Central	104,209	2		Chief Research Officer
Seattle District	83,765	6		Dean Arts and Sciences
Seattle District	124,740	10		Chief Distance Education
Shoreline	95,169	6		Chief Distance Education
Shoreline	95,169	4		Chief Distance Education
Skagit Valley	66,950	1		Chief Library Officer
So. Puget Sound	77,000	6	Y	Chief Library Officer
Spokane Colleges	79,906	6		Chief Distance Education
Spokane Colleges	73,516	1		Chief Distance Education
Spokane Colleges	76,712	6		Chief Distance Education
Tacoma	82,400	2		Chief Library Officer
Tacoma	84,003	0		Chief Library Officer
Tacoma	83,811	4		Chief Library Officer
Walla Walla	70,924	0		Chief Information/IT Officer
Yakima Valley	80,681	14		Chief Information/IT Officer

2026		2025	
Average	84,614	Average	80,299
Median	82,809	Median	79,164

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	109,180	1		Chief Student Affairs Officer
Cascadia	107,920	2		Chief Diversity Officer
Clark	89,990	4		Chief Diversity Officer
Grays Harbor	76,393	0		Chief Student Activities
Green River	95,543	10	Y	Chief Student Affairs Officer
Highline	86,027	4		Chief Student Affairs Officer
Lake Washington	83,556	5		Chief Student Activities
Lower Columbia	67,980	2		Chief Admissions Officer
Seattle Central	114,747	2	Y	Chief Diversity Officer
Shoreline	96,832	5		Chief Diversity Officer
Skagit Valley	81,250	1		Chief Diversity Officer
So. Puget Sound	79,441	1		Chief Diversity Officer
South Seattle	119,065	2		Chief Diversity Officer
Spokane	83,027	3		Chief Student Affairs Officer
Spokane Falls	119,039	4	Y	CEO, Single Institution
Tacoma	124,285	4		Dean Special Programs
Wenatchee Valley	78,557	2		Chief Student Affairs Officer
Wenatchee Valley	76,651	1		Chief Student Affairs Officer
Wenatchee Valley	73,115	3		Chief Student Affairs Officer
Whatcom	88,857	7		Chief Diversity Officer
Yakima Valley	91,451	1		Chief Academic Affairs

2026		2025	
Average	92,519	Average	88,820
Median	88,857	Median	85,000

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Peninsula	60,683	4		Chief Student Affairs Officer
Wenatchee Valley	59,238	5		Chief Student Affairs Officer
2026 Average	59,961	2025 Average		58,269

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	
Bellevue	72,488	3		Associate Registrar
Bellevue	76,220	1		Associate Registrar
Bellingham	60,852	3		Chief Academic Advising
Bellingham	64,404	10		Dean Health-Related
Big Bend	64,185	4		Chief Student Affairs Officer
Big Bend	64,185	0		Chief Student Affairs Officer
Big Bend	64,185	0		Chief Student Affairs Officer
Big Bend	64,185	1		Chief Student Affairs Officer
Big Bend	64,185	0		Chief Student Affairs Officer
Cascadia	72,244	1		Chief Registrar/Records
Cascadia	72,244	2		Chief Registrar/Records
Clark	62,983	1		Chief Enrollment Officer
Clark	64,373	2		Chief Enrollment Officer
Columbia Basin	98,880	1	Y	Chief Public Relations
Highline	61,800	3		Chief Admissions Officer
Highline	61,800	1		Chief Admissions Officer
Highline	61,800	1		Chief Admissions Officer
Lake Washington	89,412	5		Chief Student Affairs Officer
Olympic	73,512	2		Chief Enrollment Officer
Skagit Valley	62,000	1		Chief Registrar/Records
Skagit Valley	65,000	3		Chief Registrar/Records
Skagit Valley	70,720	1		Dean Health-Related
Skagit Valley	64,000	0		Dean Health-Related
Skagit Valley	65,000	2		Chief Registrar/Records
So. Puget Sound	86,832	14		Chief Admissions Officer
Spokane	76,712	4		Chief Academic Advising
Tacoma	68,097	5		Chief Admissions Officer
Tacoma	65,846	5		Chief Admissions Officer
Tacoma	62,846	12		Chief Admissions Officer
Tacoma	68,097	4		Chief Admissions Officer
Tacoma	69,617	6		Chief Admissions Officer
Tacoma	68,097	5		Chief Admissions Officer
Wenatchee Valley	62,503	1		Chief Enrollment Officer
Wenatchee Valley	59,483	1		Chief Enrollment Officer
Wenatchee Valley	60,638	1		Chief Enrollment Officer
Wenatchee Valley	62,656	2		Chief Enrollment Officer

2026		2025	
Average	68,113	Average	65,910
Median	64,389	Median	62,315

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	80,308	2		Chief Career Services
Cascadia	72,244	7		Dean Workforce Education
Clark	66,133	2		Chief Career Services
Clark	78,631	7		Chief Career Services
Green River	81,329	6		Chief Academic Advising
Highline	66,950	1		Chief Academic Advising
Lake Washington	72,132	4		Chief Career Services
Lake Washington	72,132	5		Chief Career Services
Lower Columbia	61,718	3		Chief Career Services
Lower Columbia	61,800	3		Chief Career Services
Lower Columbia	61,717	7		Chief Career Services
Lower Columbia	65,723	2		Chief Career Services
Olympic	72,246	4		Dean Health-Related
Olympic	69,757	2		Dean Health-Related
Olympic	72,246	4		Dean Health-Related
Tacoma	72,429	19	Y	Chief Academic Advising
Wenatchee Valley	62,657	2		Chief Student Affairs Officer
Wenatchee Valley	62,657	2		Chief Student Affairs Officer
	2026			2025
	Average	69,601	Average	66,567
	Median	70,945	Median	67,922

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	85,000	0		Chief Student Affairs Officer
Bellevue	88,864	1		Chief Financial Aid Officer
Bellingham	82,292	4		Chief Financial Aid Officer
Cascadia	82,662	8		Chief Financial Aid Officer
Centralia	80,309	18		Chief Financial Aid Officer
Clark	82,562	11		Chief Financial Aid Officer
Clover Park	95,207	14		Chief Financial Aid Officer
Columbia Basin	75,324	3		Chief Financial Aid Officer
Columbia Basin	74,112	1		Chief Financial Aid Officer
Edmonds	87,011	2		Chief Financial Aid Officer
Everett	82,707	10		Chief Financial Aid Officer
Grays Harbor	76,393	2		Chief Financial Aid Officer
Green River	82,187	3		Chief Financial Aid Officer
Highline	82,400	3		Chief Financial Aid Officer
Highline	87,164	5		Chief Financial Aid Officer
Lake Washington	92,100	6		Chief Financial Aid Officer
Lower Columbia	82,500	14		Chief Financial Aid Officer
Lower Columbia	82,500	8		Chief Financial Aid Officer
North Seattle	90,950	2		Chief Financial Aid Officer
Renton	97,730	20	Y	Chief Financial Aid Officer
Seattle Central	109,740	4	Y	Chief Financial Aid Officer
Skagit Valley	72,500	1		Chief Financial Aid Officer
So. Puget Sound	80,000	1	Y	Chief Financial Aid Officer
Spokane	89,945	15		Chief Financial Aid Officer
Spokane Falls	87,360	5		Chief Financial Aid Officer
Tacoma	76,921	17		Chief Financial Aid Officer
Walla Walla	82,250	2		Chief Financial Aid Officer
Wenatchee Valley	68,352	7		Chief Student Affairs Officer
Yakima Valley	75,148	V		Chief Financial Aid Officer
2026		2025		
Average	83,869	Average		80,508
Median	82,500	Median		80,157

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellingham	66,336	V		Chief Financial Aid Officer
Bellingham	67,869	7		Chief Financial Aid Officer
Bellingham	66,336	4		Chief Financial Aid Officer
Big Bend	64,185	5		Chief Financial Aid Officer
Grays Harbor	61,212	1		Chief Enrollment Officer
Grays Harbor	61,212	0		Chief Financial Aid Officer
Grays Harbor	61,212	0		Chief Enrollment Officer
Highline	63,860	1		Chief Financial Aid Officer
Highline	64,890	3		Chief Financial Aid Officer
Highline	64,890	11		Chief Financial Aid Officer
Highline	61,800	2		Chief Financial Aid Officer
Lake Washington	72,336	5		Chief Financial Aid Officer
Lake Washington	72,336	5		Chief Financial Aid Officer
Lower Columbia	65,001	3		Chief Financial Aid Officer
Peninsula	50,985	3		Chief Enrollment Officer
Peninsula	45,000	0		Chief Enrollment Officer
Seattle Central	91,860	3		Chief Financial Aid Officer
Skagit Valley	65,000	7		Chief Financial Aid Officer
Skagit Valley	64,000	4		Chief Financial Aid Officer
Walla Walla	67,627	4		Deputy Head, Student FA
Walla Walla	67,627	3		Deputy Head, Student FA
2026 Average	65,027	2025 Average		62,522
Median	64,890	Median		62,286

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Edmonds	46,409	1		Chief Student Activities
Everett	50,124	2		Chief Student Housing
Everett	50,124	V		Chief Student Housing
Lower Columbia	83,000	5	Y	Chief Student Activities
Pierce Ft. Steilacoom	90,946	4		Chief Enrollment Officer
Shoreline	84,934	3		Chief Student Activities
Skagit Valley	59,740	3		Chief Student Housing
Wenatchee Valley	59,238	10		Chief Student Affairs Officer
Whatcom	61,942	1		Chief Student Housing

2026		2025	
Average	65,162	Average	62,056
Median	59,740	Median	58,757

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellingham	85,790	8		Chief Student Affairs Officer
Cascadia	72,244	6		Chief Student Activities
Centralia	52,015	1		Chief Student Activities
Clover Park	86,303	4		Chief Student Activities
Columbia Basin	73,716	9		Chief Student Affairs Officer
Edmonds	76,608	5		Chief Student Activities
Everett	83,430	2		Chief Student Activities
Grays Harbor	69,523	1		Chief Student Affairs Officer
Highline	61,800	3		
Highline	61,800	3		
Highline	61,800	3		
Highline	61,800	3		
Lake Washington	68,940	3		Chief Student Activities
Lower Columbia	80,170	1	Y	Chief Student Affairs Officer
Lower Columbia	83,000	5	Y	Chief Student Affairs Officer
Renton	93,877	0		Chief Diversity Officer
Skagit Valley	73,000	7		Chief Student Activities
Spokane Falls	73,516	0		Chief Student Affairs Officer
Tacoma	95,000	0	Y	Chief Student Affairs Officer
Whatcom	72,433	9		Chief Student Activities

2026		2025	
Average	74,338	Average	69,641
Median	73,258	Median	70,140

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

416110 Student Counseling Psychologist

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Highline	100,786	5		Chief Student Affairs Officer
	2026 Average		2025 Average	97,850

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Lake Washington	86,667	4		Chief Academic Advising
2026 Average	86,667	2025 Average	67,649	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	110,334	4		Chief Registrar/Records
Cascadia	82,663	0		Chief Enrollment Officer
Clark	79,933	2		Chief Registrar/Records
Columbia Basin	79,607	7		Chief Enrollment Officer
Green River	78,168	3		Chief Student Affairs Officer
Highline	80,963	6		Chief Registrar/Records
Highline	78,604	2		Chief Registrar/Records
Lake Washington	57,706	3		Chief Registrar/Records
Lower Columbia	80,340	2		Chief Registrar/Records
North Seattle	93,000	0		Chief Enrollment Officer
Seattle Central	90,000	1		Chief Enrollment Officer
Shoreline	93,784	4	Y	Chief Enrollment Officer
Skagit Valley	86,000	4		Chief Registrar/Records
Spokane	73,516	1		Chief Registrar/Records
Spokane Falls	76,712	1		Chief Registrar/Records
Tacoma	80,340	5		Chief Enrollment Officer
Whatcom	67,262	1		Chief Registrar/Records
	2026			
	Average	81,702	2025	Average
	Median	80,340	Median	81,142
				78,000

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	66,900	1		Chief HR Officer
Bellevue	93,888	4		Chief HR Officer
Bellevue	95,833	4		Chief HR Officer
Bellevue	90,000	0		Chief HR Officer
Bellingham	70,000	1		Chief HR Officer
Bellingham	78,041	18		Chief HR Officer
Cascadia	72,244	1		Deputy Chief HR Officer
Cascadia	72,244	2		Deputy Chief HR Officer
Edmonds	69,396	3		Deputy Chief HR Officer
Edmonds	67,716	3		Deputy Chief HR Officer
Edmonds	86,712	4		Deputy Chief HR Officer
Lake Washington	85,404	5		Deputy Chief HR Officer
Lower Columbia	63,860	2		Deputy Chief HR Officer
Lower Columbia	63,860	3		Deputy Chief HR Officer
Olympic	82,000	0		Deputy Chief HR Officer
Renton	83,000	0		Chief HR Officer
Renton	79,000	1		Chief HR Officer
So. Puget Sound	75,707	5	Y	Chief HR Officer
Wenatchee Valley	81,286	1		Chief HR Officer
Yakima Valley	69,026	2		Chief HR Officer
2026 Average	77,306	2025 Average		73,937
Median	76,874	Median		71,821

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	117,410	8	Y	Chief HR Officer
North Seattle	97,850	3		Deputy Chief HR Officer
Seattle Central	97,850	6		Deputy Chief HR Officer
South Seattle	97,850	4		Deputy Chief HR Officer
Yakima Valley	80,681	2		Chief HR Officer
	2026		2025	
	Average	98,328	Average	91,045
	Median	97,850	Median	91,897

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	82,750	2		Chief HR Officer
Clover Park	86,251	3		Deputy Chief HR Officer
Edmonds	74,724	1		HR Benefits Unit Supervisor
So. Puget Sound	92,464	2	Y	Deputy Chief HR Officer
	2026 Average	2025 Average		
	84,047	79,375		

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Edmonds	92,670	1	Y	Chief HR Officer
	2026 Average			2025 Average
	92,670			89,971

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

422180 HR Employment Specialist

(Previously Employment Analyst). Performs activities supporting the recruitment, screening, and referral of exempt and nonexempt applicants for the university or college. Establishes and maintains liaison with external agencies and recruiting sources. Oversees the activities of the employee transfer process. Coordinates the placement of advertisements. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	90,640	3		HR Employment Supervisor
Bellevue	82,750	1		HR Employment Supervisor
Clover Park	80,092	4		Deputy Chief HR Officer
Clover Park	76,279	1		Deputy Chief HR Officer
Edmonds	84,516	4		Deputy Chief HR Officer
Green River	99,300	3		Chief HR Officer
Lake Washington	70,140	5		Deputy Chief HR Officer
So. Puget Sound	72,100	2		Deputy Chief HR Officer
Tacoma	91,458	19	Y	Chief HR Officer

2026		2025	
Average	83,031	Average	80,556
Median	82,750	Median	78,474

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	103,000	4		Chief HR Officer
Columbia Basin	99,726	10		Chief HR Officer
Edmonds	111,908	4	Y	Chief HR Officer
Green River	120,943	0		Chief HR Officer
Skagit Valley	88,000	2		Chief HR Officer
Tacoma	91,458	19	Y	Chief HR Officer
	2026		2025	
	Average	102,506	Average	97,479
	Median	101,363	Median	96,821

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	82,400	1		Chief HR Officer
Bellevue	113,772	2		Chief HR Officer
Clark	110,097	2	Y	Chief HR Officer
Green River	104,450	5		Chief HR Officer
Pierce District	90,945	3		Chief HR Officer
Skagit Valley	101,000	1		Chief HR Officer
	2026		2025	
	Average		Average	102,468
	Median		Median	97,747

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	111,757	7		Chief Student Affairs Officer
Bellingham	92,478	10		Chief Student Affairs Officer
Big Bend	78,294	3		Chief Student Affairs Officer
Cascadia	116,000	8		Chief Student Affairs Officer
Centralia	86,579	16		Chief Academic Advising
Clark	113,908	10		Chief Student Affairs Officer
Clover Park	75,908	4		Chief Student Affairs Officer
Columbia Basin	87,869	2		Chief Academic Affairs
Edmonds	93,801	11		Chief Student Affairs Officer
Everett	87,718	3		Chief Student Activities
Grays Harbor	69,523	0		Chief Academic Advising
Green River	92,233	4	Y	Chief Student Affairs Officer
Highline	107,738	6		Chief Academic Affairs
Lake Washington	92,100	2		Chief Academic Advising
Lower Columbia	96,820	13		Chief Student Affairs Officer
Olympic	85,000	1		Chief Student Affairs Officer
Peninsula	74,272	3		Chief Academic Advising
Pierce District	104,089	3		Chief Academic Affairs
Renton	98,472	7		Chief Student Affairs Officer
Seattle Central	109,000	6		Chief Student Affairs Officer
Shoreline	87,550	1	Y	Chief Student Affairs Officer
Skagit Valley	75,000	1		Chief Student Affairs Officer
So. Puget Sound	90,289	14	Y	Chief Academic Advising
South Seattle	93,409	12		Chief Student Affairs Officer
Spokane	98,241	4		Chief Academic Advising
Spokane Falls	98,241	8		Chief Student Affairs Officer
Tacoma	90,915	4		Chief Academic Advising
Walla Walla	86,363	4		Chief Academic Advising
Wenatchee Valley	72,909	4		Chief Student Affairs Officer
Whatcom	87,550	1		Chief Student Affairs Officer
2026		2025		
Average	91,801	Average	89,103	
Median	91,508	Median	89,547	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

423150 Title IX Coordinatior

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	118,453	12		CEO, Single Institution
Bellingham	88,020	0		Chief Student Affairs Officer
Cascadia	82,662	1		Chief Diversity Officer
Clark	110,097	2	Y	Chief HR Officer
Columbia Basin	82,639	2		Chief HR Officer
Edmonds	97,196	2	Y	Chief HR Officer
Everett	99,300	3	Y	Chief HR Officer
Grays Harbor	130,445	1	Y	CEO, Systems
Green River	106,454	2	Y	Chief Diversity Officer
Highline	144,200	7	Y	CEO, Single Institution
Olympic	98,880	1		Chief Student Affairs Officer
Pierce District	104,089	0		Chief HR Officer
Seattle District	91,155	2	Y	Chief HR Officer
Shoreline	85,490	1	Y	Chief HR Officer
Skagit Valley	110,000	4		Chief HR Officer
So. Puget Sound	161,710	10	Y	CEO, Single Institution
Spokane Colleges	185,472	2	Y	CEO, Systems
Tacoma	155,442	10	Y	CEO, Single Institution
Whatcom	113,300	1	Y	Chief HR Officer
	2026		2025	
	Average	113,948	Average	111,964
	Median	106,454	Median	101,720

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	86,994	2		Chief Training & Develop
So. Puget Sound	94,554	5		Chief Training & Develop
Tacoma	83,731	4		Chief Training & Develop
Tacoma	86,821	2		Chief Training & Develop
	2026 Average	88,025	2025 Average	97,468

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	94,887	4		Chief Information/IT Officer
Bellevue	98,197	4		Chief Information/IT Officer
Bellingham	80,747	6		Chief Business Officer
Centralia	79,340	5		Chief Research Officer
Clark	108,484	1		Chief Business Officer
Columbia Basin	83,813	5		Chief Business Officer
Columbia Basin	82,594	5		Chief Business Officer
Green River	102,528	3		Chief HR Officer
Green River	99,541	V		Chief Account/Controller
Lake Washington	98,880	5		Chief Business Officer
Lower Columbia	80,340	4		Chief Research Officer
Lower Columbia	99,736	7	Y	Chief Research Officer
Olympic	95,000	2		Chief Business Officer
Peninsula	91,577	2		Chief Information/IT Officer
Seattle District	108,604	7		Chief Business Officer
Shoreline	95,000	V		Chief HR Officer
Shoreline	93,730	1		Chief Business Officer
Skagit Valley	84,872	1		Chief Information/IT Officer
Skagit Valley	110,624	5		Chief Information/IT Officer
Skagit Valley	94,984	5		Chief Information/IT Officer
So. Puget Sound	110,504	6		Chief Information/IT Officer
So. Puget Sound	108,226	6		Chief Information/IT Officer
Spokane	83,027	4		Chief Financial Aid Officer
Spokane Falls	83,027	4		Chief Business Officer
Tacoma	113,138	12		Chief Information/IT Officer
Walla Walla	99,916	3		
Walla Walla	90,519	0		
Whatcom	99,111	7		Chief Business Officer

2026		2025	
Average	95,391	Average	92,470
Median	95,000	Median	93,382

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	82,400	1		Chief Research Officer
Bellevue	86,060	3		Chief Research Officer
Bellingham	100,685	4		Chief Research Officer
Cascadia	87,163	3		Chief Research Officer
Centralia	71,855	V		Chief Research Officer
Clark	91,023	3		Chief Research Officer
Clark	89,251	5		Chief Research Officer
Columbia Basin	102,517	9	Y	Chief Research Officer
Green River	77,250	0		Chief Research Officer
Green River	81,845	V		Chief Research Officer
Green River	91,128	6		Chief Research Officer
Lower Columbia	80,340	2		Chief Research Officer
Lower Columbia	93,700	13	Y	Chief Research Officer
North Seattle	93,518	3		Chief Research Officer
Olympic	100,699	4		Chief Research Officer
Peninsula	70,040	1		Chief Research Officer
Renton	107,486	0		Chief Research Officer
Renton	107,486	5		Chief Research Officer
Seattle District	90,925	8		Chief Research Officer
Shoreline	87,550	1		Chief Research Officer
Skagit Valley	85,000	0		Chief Research Officer
Skagit Valley	85,000	0		Chief Research Officer
So. Puget Sound	83,632	11		Chief Research Officer
South Seattle	90,474	3		Chief Research Officer
Spokane	79,906	9		Chief Research Officer
Spokane	70,394	4		Chief Research Officer
Spokane Colleges	76,712	4		Chief Research Officer
Spokane Falls	83,027	11		Chief Research Officer
Tacoma	101,590	15		Chief Research Officer
Walla Walla	78,287	1		
Wenatchee Valley	90,177	5		Chief Research Officer
Wenatchee Valley	76,385	3		Chief Research Officer
Whatcom	107,719	9		Chief Research Officer
Yakima Valley	94,144	5		Chief Research Officer
	2026		2025	
	Average	88,099	Average	84,472
	Median	87,357	Median	84,625

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	87,076	3		Chief Account/Controller
Grays Harbor	76,393	6		Chief Account/Controller
Green River	100,950	8		Chief Account/Controller
Highline	77,465	4		Chief Financial Officer
Olympic	94,005	3		Chief Account/Controller
Seattle District	91,226	V		Chief Account/Controller
Yakima Valley	79,781	4		Chief Account/Controller
	2026		2025	
	Average	86,699	Average	84,241
	Median	87,076	Median	84,540

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Cascadia	82,662	1		Chief Account/Controller
Cascadia	82,662	1		Chief Account/Controller
Columbia Basin	85,872	0		Chief Account/Controller
Seattle District	113,550	3		Head, Accounting
Seattle District	100,092	8		Chief Account/Controller
Skagit Valley	87,550	4		Major Gift Officer, Senior
Spokane Colleges	85,622	1		Chief Account/Controller
Whatcom	87,550	1		Chief Account/Controller
	2026		2025	
	Average	90,695	Average	91,689
	Median	86,711	Median	85,000

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

430135 Head, Accounting (if not Chief Accounting Officer)

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

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	130,281	13	Y	Chief Financial Officer
Clover Park	80,054	V		Chief Budget Officer
North Seattle	90,125	1		Chief Business Officer
Skagit Valley	103,000	1		Chief Account/Controller
Spokane Colleges	79,566	0		Chief Account/Controller

2026		2025	
Average	96,605	Average	112,281
Median	90,125	Median	104,250

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	110,832	14	Y	Chief Account/Controller
Big Bend	84,368	2		Chief Account/Controller
Centralia	109,230	7		Chief Financial Officer
Columbia Basin	79,120	3		Chief Account/Controller
Columbia Basin	76,310	3		Chief Account/Controller
Everett	88,267	4	Y	Chief Financial Officer
Green River	117,032	17	Y	Chief Account/Controller
Lake Washington	95,004	1		Chief Account/Controller
Lower Columbia	86,520	3		Chief Account/Controller
Renton	96,986	0		Chief Financial Officer
Seattle District	99,835	10		Chief Account/Controller
Seattle District	95,311	4		Chief Account/Controller
Skagit Valley	101,831	2		Chief Account/Controller
So. Puget Sound	103,119	3		Chief Account/Controller
Spokane Colleges	85,622	2		Chief Account/Controller
Walla Walla	97,595	5		Chief Business Officer
Wenatchee Valley	85,696	1		Chief Business Officer
	2026		2025	
	Average	94,863	Average	89,361
	Median	95,311	Median	85,696

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	130,939	20	Y	Chief Financial Officer
Everett	77,250	3		Accounting Unit Supervisor
Green River	92,700	1		Chief Budget Officer
Highline	71,717	9		Chief Financial Officer
	2026 Average	93,152	2025 Average	90,438

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	93,528	4		Chief Business Officer
Lake Washington	90,000	3		Chief Business Officer
Seattle District	85,572	10		Chief Budget Officer
Skagit Valley	95,000	0		Chief Business Officer
South Seattle	81,139	8	Y	Chief Business Officer
Spokane Colleges	79,566	2		Chief Budget Officer
Spokane Colleges	83,027	0		Chief Budget Officer
Spokane Colleges	79,566	1		Chief Budget Officer
Spokane Colleges	83,027	3		Chief Budget Officer
Spokane Colleges	83,027	3		Chief Budget Officer
Spokane Colleges	79,566	2		Chief Budget Officer
Tacoma	80,340	5	Y	Chief Budget Officer
Wenatchee Valley	95,481	4		Chief Business Officer

2026		2025	
Average	85,295	Average	81,297
Median	83,027	Median	78,252

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Everett	87,550	1		Chief Budget Officer
Green River	98,010	V		Chief Business Officer
So. Puget Sound	102,669	7		Chief Academic Affairs
So. Puget Sound	101,847	15		Chief Academic Affairs
	2026 Average	2025 Average		104,165

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	82,958	14		Chief Business Officer
Bellevue	77,187	4		Chief Sponsored Research
Clark	105,371	8		Chief Business Officer
Green River	108,023	13		Chief Develop/Advancement
Highline	85,440	1		Chief Develop/Advancement
Lower Columbia	89,610	7		Chief Budget Officer
Olympic	79,310	1		Chief Budget Officer
Olympic	89,222	3		Dean Business
Olympic	79,310	2		Chief Budget Officer
Peninsula	96,511	3		CEO, Single Institution
Renton	111,907	5		Chief Sponsored Research
Shoreline	91,136	5		Chief Research Officer
Skagit Valley	125,186	3		Chief Business Officer
South Seattle	81,139	8	Y	Chief Business Officer
Spokane Colleges	83,103	20		Chief Budget Officer
Tacoma	91,394	14	Y	Chief Academic Affairs
Wenatchee Valley	77,234	4		Dean Business
Wenatchee Valley	77,396	1		Dean Business
Wenatchee Valley	77,396	1		Dean Business
Wenatchee Valley	73,710	1		Dean Business
Whatcom	83,488	12		Chief Academic Affairs

2026		2025	
Average	88,859	Average	86,621
Median	83,488	Median	84,428

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellingham	93,528	7		Chief Business Officer
2026 Average	93,528	2025 Average		89,135

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Edmonds	62,892	1		Chief Purchasing Officer
Highline	105,453	13		Chief Develop/Advancement
Lower Columbia	82,400	3	Y	Chief Business Officer
Tacoma	113,300	8		Chief Purchasing Officer
2026 Average	91,011	2025 Average		96,687

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	100,550	7		Chief Develop/Advancement
Big Bend	72,100	1		Chief Develop/Advancement
Centralia	56,960	V		Chief Develop/Advancement
Columbia Basin	81,465	3		Chief Develop/Advancement
Everett	69,635	10		Chief Develop/Advancement
Grays Harbor	76,394	9		Chief Business Officer
Green River	83,281	2		Major Gift Officer, Senior
Lake Washington	72,336	2		Chief Develop/Advancement
Lower Columbia	64,890	3		Chief Develop/Advancement
Olympic	80,340	1		Major Gift Officer, Senior
Seattle District	96,128	3		Major Gift Officer, Senior
Skagit Valley	87,550	1		Major Gift Officer, Senior
So. Puget Sound	95,481	4		Chief Develop/Advancement
Spokane Colleges	70,394	4		Chief Develop/Advancement
Walla Walla	78,287	2		Chief Develop/Advancement
Wenatchee Valley	70,040	1		Chief Develop/Advancement
Whatcom	83,081	V		Chief Develop/Advancement
	2026		2025	
	Average	78,760	Average	76,278
	Median	78,287	Median	74,161

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	103,000	1		Chief Develop/Advancement
Bellingham	122,952	16		CEO, Single Institution
Cascadia	105,920	13		Chief Develop/Advancement
Clover Park	98,506	V		Chief Research Officer
Green River	112,799	V		Chief Develop/Advancement
Lower Columbia	105,060	12		Chief Develop/Advancement
Olympic	83,000	1		Chief Develop/Advancement
Seattle District	112,159	1		Chief Develop/Advancement
Seattle District	113,644	3		Chief Develop/Advancement
Shoreline	85,000	0		Chief Develop/Advancement
Skagit Valley	127,000	2		CEO, Single Institution
So. Puget Sound	110,334	4		Chief Develop/Advancement
Spokane Colleges	70,394	0		Chief Develop/Advancement
Tacoma	106,000	0		CEO, Single Institution
Walla Walla	102,414	3		Chief Develop/Advancement
Wenatchee Valley	74,263	3		Chief Develop/Advancement

2026		2025	
Average	102,028	Average	105,067
Median	105,490	Median	105,060

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Columbia Basin	95,082	7		Chief Develop/Advancement
Seattle District	96,542	2		Chief Develop/Advancement
Skagit Valley	66,920	4		Major Gift Officer, Senior
Spokane Colleges	79,566	2		Chief Develop/Advancement
Tacoma	180,353	5	Y	Chief Develop/Advancement
	2026 Average			
	103,693	2025 Average	92,949	
	Median	Median	84,781	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	93,359	2		Head, Campus Info Office
Big Bend	70,937	8	Y	Chief Public Relations
Cascadia	68,997	3		Chief Public Relations
Green River	106,454	5	Y	Chief Diversity Officer
Olympic	80,340	2		Chief Public Relations
Peninsula	57,680	1		Chief Public Relations
Seattle Central	114,747	4	Y	CEO, Single Institution
Seattle District	94,000	1		Chief Student Affairs Officer
Skagit Valley	75,027	V		Chief Public Relations
Spokane Colleges	89,342	3		Chief Public Relations
Tacoma	90,640	13	Y	Chief Public Relations
	2026			
	Average	85,593	2025	81,993
	Median	89,342	Median	83,128

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	111,641	4		Chief Develop/Advancement
Clover Park	114,203	7		Chief Research Officer
Everett	95,000	0		CEO, Single Institution
Highline	86,994	2		Chief Develop/Advancement
Seattle Central	114,747	4	Y	CEO, Single Institution
Seattle District	169,950	7		Chief Public Relations
Shoreline	126,884	4	Y	CEO, Single Institution
Spokane Colleges	94,006	7		Chief Public Relations
Whatcom	111,072	5	Y	Executive Assistant to CEO
	2026			2025
	Average			Average
	113,833			117,358
	Median			Median
	111,641			108,389

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	80,340	1		Chief Food/Dining
Big Bend	72,010	17		Chief Business Officer
Cascadia	64,519	2		Chief Financial Officer
Centralia	55,105	1		Chief Bookstore Admin
Clark	77,099	17		Chief Business Officer
Clover Park	80,698	5		Chief Risk Mgmt Admin
Grays Harbor	76,394	1		CEO, Single Institution
Highline	82,750	16	Y	Chief Business Officer
Lake Washington	82,332	5		Chief Develop/Advancement
Pierce District	82,927	3		Chief Develop/Advancement
Renton	89,567	3		Chief Food/Dining
Seattle Central	114,747	3		Public Information Specialist
So. Puget Sound	69,161	14		Chief Develop/Advancement
Tacoma	82,400	1	Y	CEO, Single Institution
Whatcom	65,078	4		Chief Facilities Officer
	2026		2025	
	Average	78,342	Average	72,361
	Median	80,340	Median	71,795

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	107,084	4		Chief Business Officer
Clark	81,622	4		Chief Facilities Officer
Highline	95,990	4		Chief Facilities Officer
Olympic	125,186	3		Chief Business Officer
Olympic	90,000	0		Chief Facilities Officer
Peninsula	112,270	3		Chief Budget Officer
Renton	86,000	1		Chief Business Officer
Spokane Colleges	116,498	11		Chief Facilities Officer
Tacoma	96,820	25	Y	Chief Facilities Officer
Wenatchee Valley	76,429	5		Chief Facilities Officer

2026		2025	
Average	98,790	Average	95,421
Median	96,405	Median	94,000

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	93,699	22		Chief Student Affairs Officer
Bellevue	118,453	0		Chief Financial Officer
Centralia	80,598	7		Early Childhood Prgm Mgr
Clark	97,707	1	Y	Dean Social Sciences
Clover Park	91,072	1		Chief Student Affairs Officer
Edmonds	92,670	1		Chief Student Activities
Lake Washington	83,448	12		Chief Student Affairs Officer
Lower Columbia	82,400	8		Chief Academic Affairs
North Seattle	88,522	7		Chief Student Activities
Pierce District	104,089	4		CEO, Single Institution
Shoreline	89,116	3		Chief Business Officer
Skagit Valley	86,764	4		Early Childhood Prgm Mgr
Spokane Colleges	73,516	3		Early Childhood Prgm Mgr
Spokane Colleges	73,516	2		Early Childhood Prgm Mgr
Spokane Colleges	83,103	27		Early Childhood Prgm Mgr
Spokane Colleges	73,516	2		Early Childhood Prgm Mgr
Spokane Colleges	73,516	0		Early Childhood Prgm Mgr
Spokane Colleges	73,516	2		Early Childhood Prgm Mgr
Spokane Colleges	76,712	3		Early Childhood Prgm Mgr
Spokane Colleges	73,516	3		Early Childhood Prgm Mgr
Spokane Colleges	83,103	8		Early Childhood Prgm Mgr
Spokane Colleges	73,516	0		Early Childhood Prgm Mgr
Tacoma	113,300	4	Y	Chief Student Affairs Officer
2026				
Average		86,059	2025	
Median		83,103	Average	
			83,008	
			Median	
			80,000	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

460180 IT Principal Systems Analyst

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

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Clark	86,668	0		Deputy Chief IT Officer
Clover Park	107,722	12		Deputy Chief IT Officer
Highline	111,395	6		Deputy Chief IT Officer
Highline	111,395	6		Deputy Chief IT Officer
Seattle District	127,776	0		Chief Information/IT Officer
Tacoma	133,900	21	Y	Chief Information/IT Officer

2026		2025	
Average	113,143	Average	110,123
Median	111,395	Median	108,150

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship	
Bellingham	110,832	16		Chief Information/IT Officer	
Clark	120,593	11		Chief Information/IT Officer	
Clark	90,577	3		Chief Information/IT Officer	
Edmonds	114,171	20		IT Programmer, Supervisor	
Green River	105,920	11	Y	Chief Information/IT Officer	
Highline	105,375	5		Chief Admin Computing	
Renton	116,385	5		Chief Information/IT Officer	
Shoreline	126,884	5		IT Systems Administrator	
Shoreline	75,190	1		IT Systems Administrator	
Tacoma	107,635	2		Chief Information/IT Officer	
Tacoma	113,138	14	Y	Chief Information/IT Officer	
Tacoma	113,138	15	Y	Chief Information/IT Officer	
Whatcom	92,714	6		Chief Information/IT Officer	
Whatcom	92,714	13		Chief Information/IT Officer	
	2026			2025	
	Average	106,090		Average	101,972
	Median	109,234		Median	104,228

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	147,751	3		Chief Information/IT Officer
Edmonds	127,751	14	Y	Chief Information/IT Officer
Tacoma	147,290	23	Y	Chief Information/IT Officer
2026 Average	140,931	2025 Average	130,193	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	100,974	7		Chief Develop/Advancement
Edmonds	76,608	10		Chief Public Relations
Green River	116,905	5		Chief Information/IT Officer
Highline	82,750	3		Print Shop Supervisor
Lake Washington	92,100	5		Chief Public Relations
Lower Columbia	90,000	4		Chief Public Relations
Renton	106,283	7		Chief Information/IT Officer
Seattle District	116,968	8		Chief Information/IT Officer
Shoreline	84,872	4		Chief Public Relations
So. Puget Sound	87,834	8		Chief Public Relations
Tacoma	104,030	2		Chief Public Relations
	2026		2025	
	Average	96,302	Average	90,299
	Median	92,100	Median	85,275

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Centralia	105,060	1		Chief Information/IT Officer
Clark	105,371	5		Deputy Chief IT Officer
Clover Park	121,875	14		Deputy Chief IT Officer
Edmonds	127,751	14	Y	Chief Information/IT Officer
Green River	105,920	13	Y	Chief Information/IT Officer
Highline	115,628	28	Y	Deputy Chief IT Officer
Lake Washington	102,708	8		Chief Information/IT Officer
Lake Washington	105,792	7		Chief Information/IT Officer
Renton	120,500	5		Chief Information/IT Officer
Tacoma	133,900	21	Y	Chief Information/IT Officer
Tacoma	116,182	12		Chief Information/IT Officer
Whatcom	77,516	2		Chief Information/IT Officer

2026		2025	
Average	111,517	Average	105,707
Median	110,774	Median	102,835

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	133,000	0		Chief Information/IT Officer
Cascadia	91,576	3		Chief Information/IT Officer
Columbia Basin	101,122	7		Chief Information/IT Officer
Edmonds	127,751	15	Y	Chief Information/IT Officer
Highline	125,186	10		Chief Information/IT Officer
Lake Washington	102,768	5		Chief Admin Computing
Seattle District	134,172	0		Chief Information/IT Officer
So. Puget Sound	122,278	8	Y	Chief Information/IT Officer
Tacoma	128,000	0		Chief Information/IT Officer
	2026		2025	
	Average	118,428	Average	113,453
	Median	125,186	Median	113,048

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellingham	107,604	10		Chief Information/IT Officer
Big Bend	116,392	11		Chief Information/IT Officer
Columbia Basin	110,334	2		Chief Information/IT Officer
Edmonds	127,751	15	Y	Chief Information/IT Officer
Highline	125,186	2		Chief Information/IT Officer
Lake Washington	107,700	5		IT Network Administrator
Renton	123,600	1		Chief Information/IT Officer
Seattle District	126,273	12		Deputy Chief IT Officer
Tacoma	128,750	3	Y	Chief Information/IT Officer
Whatcom	92,714	7		Chief Information/IT Officer

2026		2025	
Average	116,630	Average	112,223
Median	119,996	Median	113,001

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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	148,526	3	Y	Chief Information/IT Officer
Big Bend	121,696	11		Chief Information/IT Officer
Cascadia	110,333	19		Chief Information/IT Officer
Columbia Basin	110,334	12		Chief Information/IT Officer
Lake Washington	107,700	5		Chief Information/IT Officer
Renton	116,385	2		Chief Information/IT Officer
Seattle Central	134,172	7		Chief Information/IT Officer
Seattle District	147,840	6		Chief Information/IT Officer
Shoreline	143,222	3	Y	Chief Business Officer
Skagit Valley	101,502	12		Chief Information/IT Officer
Skagit Valley	106,610	12		Deputy Chief IT Officer
So. Puget Sound	124,037	12	Y	Chief Information/IT Officer
Tacoma	113,138	16	Y	Chief Information/IT Officer
Wenatchee Valley	118,584	10		Chief Information/IT Officer
Whatcom	95,032	29		Chief Information/IT Officer
Yakima Valley	110,292	V	Y	Chief Information/IT Officer

2026		2025	
Average	119,338	Average	112,450
Median	114,762	Median	109,843

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	100,940	3		Chief Business Officer
Cascadia	82,662	7		Dean Workforce Education
Clark	81,622	5		Chief Facilities Officer
Lower Columbia	130,810	2		Chief Facilities Officer
	2026 Average		2025 Average	94,782

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

51 Early Childhood Program Manager

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

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship	
Bates	85,716	11		Administrative Specialist	
Bellingham	92,477	13		Dir Business Development	
Centralia	98,718	8	Y	Chief Academic Affairs	
Clark	97,707	1	Y	Dean Social Sciences	
Columbia Basin	84,986	1		Dean Social Sciences	
Edmonds	107,381	9		Chief Academic Affairs	
Grays Harbor	83,246	1		Dean Workforce Education	
Lower Columbia	97,716	8		Administrative Specialist	
North Seattle	116,699	6		Dean Occ/Voc/Tech	
Olympic	100,786	4		Executive Vice President	
Pierce District	112,483	0	Y	Dean Business	
Shoreline	80,020	5		Dean Social Sciences	
Skagit Valley	122,359	15		Chief Business Officer	
Spokane Colleges	104,736	4		Administrative Specialist	
Spokane Colleges	94,462	2		Administrative Specialist	
Spokane Colleges	98,241	4		Administrative Specialist	
Tacoma	113,300	4	Y	Chief Student Affairs Officer	
Walla Walla	72,828	4		Dean Arts and Sciences	
Wenatchee Valley	77,794	5		Dean Occ/Voc/Tech	
	2026			2025	
	Average	96,929		Average	93,052
	Median	97,716		Median	94,000

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

52 Go to 153040 Dean Arts and Sciences

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

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Seattle Central	136,646	6	Y	Chief Academic Affairs
Tacoma	140,917	23	Y	Chief Academic Affairs

2026 Average	138,782	2025 Average	136,813
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ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

53 Dean Workforce Education

Position responsible for workforce training and re-training programs.

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Cascadia	122,470	13		Chief Academic Affairs
Clark	131,863	9	Y	Chief Student Affairs Officer
Clover Park	127,571	5		Chief Student Affairs Officer
Edmonds	108,513	7	Y	Chief Student Affairs Officer
Everett	139,050	1		Chief Academic Affairs
Grays Harbor	111,146	1		Chief Academic Affairs
Green River	132,400	0	Y	Chief Academic Affairs
Lake Washington	110,496	20		Chief Student Affairs Officer
North Seattle	135,136	5	Y	Chief Academic Affairs
Olympic	109,348	3	Y	Executive Vice President
Olympic	118,821	2	Y	Executive Vice President
Peninsula	108,000	V		Chief Academic Affairs
Renton	136,769	5		Chief Academic Affairs
Shoreline	137,917	4	Y	Chief Academic Affairs
Skagit Valley	145,000	2		Chief Academic Affairs
So. Puget Sound	110,210	1		Chief Academic Affairs
Spokane Colleges	114,461	0		Chief Continuing Ed
Spokane Falls	131,970	5	Y	Chief Academic Affairs
Tacoma	100,860	11		Dean Business
Walla Walla	115,528	1		Chief Academic Affairs
Yakima Valley	121,027	9		Chief Academic Affairs

2026		2025	
Average	122,312	Average	125,190
Median	121,027	Median	123,395

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	115,000	0		Dean Humanities
Big Bend	108,495	5		Chief Academic Affairs
Cascadia	122,470	2		Chief Academic Affairs
Centralia	112,179	2	Y	Chief Academic Affairs
Clark	134,483	3	Y	Chief Academic Affairs
Clover Park	127,571	6		Chief Academic Affairs
Columbia Basin	127,308	14		Chief Academic Affairs
Edmonds	124,356	10		Chief Academic Affairs
Everett	126,253	13		Chief Academic Affairs
Grays Harbor	111,146	15		Chief Academic Affairs
Green River	132,000	0	Y	Chief Academic Affairs
Highline	116,699	22		Chief Academic Affairs
Lake Washington	114,632	6		Dean Humanities
North Seattle	137,170	2		Chief Academic Affairs
Peninsula	108,150	3	Y	Chief Academic Affairs
Renton	136,769	4		Chief Academic Affairs
Seattle Central	137,170	1	Y	Chief Academic Affairs
Shoreline	151,709	1	Y	Chief Academic Affairs
Skagit Valley	123,000	3		Chief Academic Affairs
So. Puget Sound	125,074	8		Chief Academic Affairs
South Seattle	137,170	2		Chief Academic Affairs
Spokane	131,970	8		Chief Academic Affairs
Tacoma	140,917	23	Y	Chief Academic Affairs
Wenatchee Valley	100,592	6		Chief Academic Affairs
Yakima Valley	110,287	1		Chief Academic Affairs

2026		2025	
Average	124,503	Average	118,119
Median	125,074	Median	120,735

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

58 Director Business Development

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

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellingham	109,880	4	Y	Dean Occ/Voc/Tech
Big Bend	93,649	12		Dean Occ/Voc/Tech
Everett	100,786	2	Y	Chief Develop/Advancement
Olympic	109,348	3		CEO, Systems
Seattle District	111,240	1		CEO, Systems
Tacoma	88,267	22		Chief Business Officer
	2026		2025	
	Average	102,195	Average	103,512
	Median	105,067	Median	106,090

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY

2026

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	106,524	15		Chief Business Officer
Bellingham	107,100	4	Y	Chief Facilities Officer
Big Bend	85,760	5		Chief Facilities Officer
Skagit Valley	98,942	3		Chief Facilities Officer
Spokane Colleges	100,707	0	Y	Chief Facilities Officer
Tacoma	96,820	25	Y	Chief Facilities Officer
Walla Walla	86,260	0		Chief Facilities Officer
Yakima Valley	89,656	9		Chief Facilities Officer
	2026		2025	
	Average	96,471	Average	95,496
	Median	97,881	Median	93,865