

Administrative & Mid-Level Professional Salary Survey

March 2025






MEMORANDUM

DATE: April 24, 2025

TO: College Presidents and Human Resource Directors

FROM: Julie Huss, Human Resource Director 

SUBJECT: 2025 Administrative and Mid-Level Professional Salary Survey Report

Attached is the report for the 2025 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 2024 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: Chris Bailey
Choi Halladay
Grant Rodeheaver
Joyce Hammer
Ha Nguyen

WASHINGTON STATE
COMMUNITY AND TECHNICAL COLLEGE

ADMINISTRATIVE SALARY STUDY

Academic Year 2024-25

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, 2025.

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, cashiering 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	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).
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.
422170	HR Benefits Unit Supervisor Supervises the development, implementation, and maintenance of benefits programs, including vacation, holiday, time off, sick pay, unemployment, service awards, group health/medical/dental coverage, and life insurance. Ensures programs are current with regard to trends, practices, and costs. May supervise workers' compensation. May negotiate coverage, services, and costs with carriers. Requires a bachelor's degree or equivalent plus 5-8 years' experience.
422180	HR Employment Specialist (Previously Employment Analyst). Performs activities supporting the recruitment, screening, and referral of exempt and nonexempt applicants for the university or college. Establishes and maintains liaison with external agencies and recruiting sources. Oversees the activities of the employee transfer process. Coordinates the placement of advertisements. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.
422200	HR Employment Unit Supervisor Supervises the personnel staffing and planning functions. Ensures staffing requirements are met in accordance with governmental requirements. Oversees recruiters and employment analysts in staffing activities. May search for and identify candidates for highly specialized and difficult-to-attract positions. Maintains workforce planning system and provides guidance to management on union matters and/or affirmative action plans. Requires a bachelor's degree or equivalent plus 5-8 years' experience.
422220	HR Employee Relations Specialist, Senior (Previously Employee Relations Analyst, Senior). Responsible for the development, implementation, and administration of employee relations programs and policies. Advises and assists staff and/or faculty regarding human resource policies and procedures, such as grievance and disciplinary action. Requires a bachelor's degree or equivalent plus 4-5 years' related experience.
423110	Disability Services Coordinator Plans, directs, and oversees the administration of all programs and services ensuring compliance with ADA and provides leadership and consultation in promoting access and equity for persons with disabilities.
423150	Title IX Coordinator Responsible for coordinating the institution's compliance with federal and state discrimination and sexual harassment laws. Responsibilities may include providing educational programs regarding discrimination and sexual harassment prevention; responding to, investigating and seeking resolution to allegations of discrimination and sexual harassment; selecting and overseeing sexual harassment advisors who serve as additional information resources on issues of sexual harassment; training student peer educators to facilitate discussions with other students on sexual harassment. With regard to the OCR letter of April 4, 2011 expanding upon Title IX sexual harassment and violence guidelines, also oversees all Title IX complaints and reports student sexual harassment, sexual violence and related allegations of misconduct. Identifies and addresses any systemic problems relating to complaints and works with other departments to ensure Title IX policies communicated to all constituencies. Assists law enforcement personnel in handling reports and complaints of sexual violence and related misconduct.
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.
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.

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

461140	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 SURVEY
2025

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	2		Board
Seattle District	330,630	6		Board
Spokane Colleges	331,000	2		Board
2025 Average	329,449	2024 Average		312,667

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	352,299	7		Board
Bellevue	319,300	2		Board
Bellingham	259,872	3		Board
Big Bend	247,195	4		Board
Cascadia	312,813	15		Board
Centralia	267,588	9		Board
Clark	311,706	5		Board
Clover Park	246,472	8		Board
Columbia Basin	325,528	8		Board
Edmonds	330,504	7		Board
Everett	297,394	2		Board
Grays Harbor	257,500	2		Board
Green River	327,635	9		Board
Highline	300,300	7		Board
Lake Washington	292,114	12		Board
Lower Columbia	260,000	1		Board
North Seattle	268,830	3		CEO, Systems
Olympic	254,400	7	Y	Board
Peninsula	246,376	3		Board
Pierce Ft. Steilacoom	230,308	2		CEO, Systems
Pierce Puyallup	230,308	2		CEO, Systems
Renton	311,183	3		Board
Seattle Central	268,830	5		CEO, Systems
Shoreline	289,224	3		Board
Skagit Valley	280,800	3		Board
So. Puget Sound	300,783	12	Y	Board
South Seattle	261,000	3		CEO, Systems
Spokane	252,350	2		CEO, Systems
Spokane Falls	252,350	6		CEO, Systems
Tacoma	329,011	8		CEO, Systems
Walla Walla	254,292	5		Board
Wenatchee Valley	250,000	4		Board
Whatcom	273,447	18		Board
Yakima Valley	246,885	1		Board
2025				
Average	279,665	Average	263,602	
Median	268,830	Median	252,333	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

102000 Executive Vice President/Vice Chancellor

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Green River	210,000	1	Y	CEO, Single Institution
Olympic	188,000	4		CEO, Single Institution
Tacoma	203,000	0	Y	CEO, Single Institution
2025 Average	200,333	2024 Average	154,827	

105000 Chief Academic Affairs Officer/Provost

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	172,130	4		CEO, Single Institution
Bellevue	226,600	1		CEO, Single Institution
Bellingham	176,223	3		CEO, Single Institution
Big Bend	161,881	8	Y	CEO, Single Institution
Cascadia	176,748	7		CEO, Single Institution
Centralia	158,406	1		CEO, Single Institution
Clark	156,901	1		CEO, Single Institution
Clover Park	143,743	4		CEO, Single Institution
Columbia Basin	175,100	8		CEO, Single Institution
Edmonds	176,944	5		CEO, Single Institution
Everett	155,948	5		CEO, Single Institution
Grays Harbor	149,000	V		CEO, Single Institution
Green River	180,000	0		CEO, Single Institution
Highline	185,732	0		CEO, Single Institution
Lake Washington	174,300	2		CEO, Single Institution
Lower Columbia	175,000	7		CEO, Single Institution
North Seattle	192,446	8		CEO, Single Institution
Olympic	158,635	3	Y	CEO, Single Institution
Peninsula	155,851	1		CEO, Single Institution
Pierce Puyallup	171,969	1	Y	CEO, Single Institution
Renton	191,200	6		CEO, Single Institution
Seattle Central	188,900	1		CEO, Single Institution
Shoreline	180,000	0	Y	CEO, Single Institution
Skagit Valley	173,555	2		CEO, Single Institution
So. Puget Sound	187,916	12		CEO, Single Institution
South Seattle	132,666	2		CEO, Single Institution
Spokane	180,070	2		CEO, Single Institution
Spokane Falls	180,070	2		CEO, Single Institution
Tacoma	203,000	0	Y	CEO, Single Institution
Walla Walla	165,913	1		CEO, Single Institution
Wenatchee Valley	176,576	8		CEO, Single Institution
Whatcom	163,255	1		CEO, Single Institution
Yakima Valley	162,119	1		CEO, Single Institution
Yakima Valley	162,119	1		CEO, Single Institution
2025 Average	172,674	2024 Average	164,195	
Median	174,650	Median	160,000	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	180,000	1		CEO, Single Institution
Bellingham	174,716	13		CEO, Single Institution
Big Bend	150,000	0	Y	CEO, Single Institution
Cascadia	168,821	1		CEO, Single Institution
Centralia	167,000	2		CEO, Single Institution
Clark	158,703	3		CEO, Single Institution
Clover Park	163,380	V		CEO, Single Institution
Columbia Basin	169,950	4		CEO, Single Institution
Edmonds	169,077	4	Y	CEO, Single Institution
Green River	173,442	V		CEO, Single Institution
Highline	175,000	10		CEO, Single Institution
Lake Washington	174,300	2		CEO, Single Institution
Lower Columbia	175,000	13		CEO, Single Institution
Peninsula	155,851	6	Y	CEO, Single Institution
Pierce District	132,320	0		Chief Financial Officer
Renton	186,078	4		CEO, Single Institution
Shoreline	200,850	2	Y	CEO, Single Institution
Skagit Valley	175,000	0		CEO, Single Institution
So. Puget Sound	172,000	4	Y	CEO, Single Institution
Spokane Colleges	201,258	1	Y	CEO, Systems
Tacoma	197,120	5	Y	Chief Financial Officer
Walla Walla	161,867	1		CEO, Single Institution
Wenatchee Valley	176,576	9		CEO, Single Institution
Whatcom	185,000	14	Y	CEO, Single Institution
Yakima Valley	162,119	V		CEO, Single Institution
2025		2024		
Average	172,217	Average	164,896	
Median	173,442	Median	163,904	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	127,002	8		Chief Student Affairs Officer
Big Bend	90,145	0		Chief Academic Affairs
Centralia	91,705	0		Chief Student Affairs Officer
Clark	91,735	6		Chief Student Affairs Officer
Columbia Basin	105,626	18		Chief Student Affairs Officer
Edmonds	102,057	8		Chief Student Activities
Everett	87,291	8		Chief Student Activities
Grays Harbor	89,975	2		Chief Student Affairs Officer
Lower Columbia	95,000	24		Chief Business Officer
North Seattle	97,850	4		Chief Student Activities
Olympic	88,400	3		Chief Student Affairs Officer
Peninsula	91,335	30		Chief Student Affairs Officer
Pierce District	109,207	11	Y	CEO, Systems
Shoreline	95,000	0		Chief Student Affairs Officer
Skagit Valley	94,226	5		Chief Student Affairs Officer
So. Puget Sound	92,765	9		Chief Student Affairs Officer
Spokane Colleges	128,126	5		CEO, Systems
Tacoma	88,784	13		Chief Student Affairs Officer
Walla Walla	101,917	26		Chief Student Affairs Officer
Wenatchee Valley	92,700	1		Chief Student Affairs Officer
Whatcom	83,554	4		Chief Student Affairs Officer
Yakima Valley	87,902	25		Chief Student Affairs Officer
2025				
Average	96,923	Average		90,537
Median	92,733	Median		87,288
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	185,000	0		CEO, Single Institution
Big Bend	115,418	13		CEO, Single Institution
Centralia	121,383	7		CEO, Single Institution
Columbia Basin	128,750	6		CEO, Single Institution
Edmonds	127,327	3		Chief Enrollment Officer
Everett	133,900	1	Y	CEO, Single Institution
Grays Harbor	107,909	11		CEO, Single Institution
Green River	165,882	17	Y	CEO, Single Institution
Highline	160,165	7	Y	CEO, Single Institution
Lake Washington	160,380	12		CEO, Single Institution
Lower Columbia	170,000	8	Y	CEO, Single Institution
Olympic	130,000	2	Y	CEO, Single Institution
Pierce District	154,500	1		CEO, Systems
Renton	132,785	9		CEO, Single Institution
Seattle District	230,072	5		CEO, Systems
Shoreline	123,188	3	Y	CEO, Single Institution
Skagit Valley	151,763	9		CEO, Single Institution
So. Puget Sound	157,000	3	Y	CEO, Single Institution
Spokane Colleges	125,402	8		CEO, Systems
Tacoma	176,000	11	Y	CEO, Single Institution
Walla Walla	123,881	6		CEO, Single Institution
Wenatchee Valley	111,471	8		CEO, Single Institution
Whatcom	144,000	0		CEO, Single Institution
2025				
Average	145,051	Average	135,855	
Median	133,900	Median	130,000	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

115000 Chief Enrollment Management Officer

Responsible for development of marketing plans for recruitment and retention of students. Also coordinates institutional efforts in admissions, financial aid, records and registration and advising.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	185,853	1		CEO, Single Institution
Cascadia	104,000	0		Chief Student Affairs Officer
Clark	117,081	2	Y	Chief Student Affairs Officer
Columbia Basin	123,753	10		Chief Student Affairs Officer
Edmonds	160,288	1	Y	CEO, Single Institution
Everett	144,612	1	Y	CEO, Single Institution
Grays Harbor	107,909	1		Chief Student Affairs Officer
Highline	135,000	6	Y	Chief Student Affairs Officer
North Seattle	115,048	V		Chief Student Affairs Officer
Olympic	130,000	2	Y	Chief Student Affairs Officer
Peninsula	75,858	1	Y	Chief Academic Affairs
Seattle Central	128,377	9		Chief Student Affairs Officer
Shoreline	107,120	3		Chief Student Affairs Officer
South Seattle	138,020	4	Y	Chief Student Affairs Officer
Tacoma	129,162	7		Chief Student Affairs Officer
Tacoma	128,029	2		Chief Student Affairs Officer
Walla Walla	143,237	6		CEO, Single Institution
2025				
Average	127,844	Average	126,648	
Median	128,377	Median	120,120	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

121000 Chief Facilities Officer

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	114,283	2		Chief Business Officer
Bellevue	138,163	V		Chief Business Officer
Bellingham	118,560	21		Chief Business Officer
Big Bend	109,216	4		Chief Business Officer
Centralia	100,693	8	Y	Chief Business Officer
Clark	111,505	2		Chief Business Officer
Columbia Basin	107,120	4		Chief Business Officer
Edmonds	111,945	4		Chief HR Officer
Everett	120,000	0	Y	CEO, Single Institution
Grays Harbor	89,975	V		Chief Business Officer
Green River	155,000	10	Y	Executive Vice President
Highline	122,514	16		Chief Business Officer
Lake Washington	111,552	7		Chief Business Officer
Lower Columbia	135,000	26		Chief Business Officer
North Seattle	164,800	1		CEO, Single Institution
Olympic	104,000	4		Chief HR Officer
Peninsula	96,408	3		Chief Business Officer
Pierce District	118,000	0		Chief Information/IT Officer
Renton	113,046	6		Chief Business Officer
Seattle Central	164,800	2		CEO, Single Institution
Shoreline	132,870	5	Y	Chief Business Officer
Skagit Valley	125,827	7		Chief Business Officer
So. Puget Sound	115,000	2	Y	Chief Business Officer
South Seattle	164,800	4	Y	CEO, Single Institution
Spokane Colleges	180,070	2	Y	Executive Vice President
Tacoma	158,000	11	Y	Chief Business Officer
Walla Walla	112,297	3		Chief Business Officer
Wenatchee Valley	104,451	11		Chief Business Officer
Whatcom	139,520	22		Chief Business Officer
Yakima Valley	103,572	7		Chief Business Officer
	2025	2024		
	Average	Average		114,640
	Median	Median		109,342

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

123000 Chief Financial Officer

Responsible for the direction of financial affairs. Overall responsibilities typically include investments, accounting and budgets. Report Controller in 1610000, not here.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	147,903	3		Chief Business Officer
Bellevue	138,000	1	Y	Chief Business Officer
Centralia	123,188	3		Chief Business Officer
Clark	117,848	V		Chief Business Officer
Edmonds	111,945	3	Y	Chief Business Officer
Everett	145,127	7		CEO, Single Institution
Grays Harbor	148,000	0		CEO, Single Institution
Highline	123,188	3		Chief Business Officer
Lake Washington	120,564	12		Chief Business Officer
Lower Columbia	140,000	7		Chief Business Officer
Olympic	167,478	1		Executive Vice President
Peninsula	155,851	6	Y	CEO, Single Institution
Pierce District	158,037	1		CEO, Systems
Renton	127,000	2		Chief Business Officer
Shoreline	200,850	2	Y	CEO, Single Institution
So. Puget Sound	131,840	3		Chief Business Officer
Spokane Colleges	201,258	1	Y	CEO, Systems
Tacoma	145,152	6	Y	Chief Business Officer
Whatcom	185,000	14	Y	CEO, Single Institution
2025				
Average	146,749	Average		137,258
Median	145,127	Median		128,000
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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 Present Position	Substantial Other Duties	Reporting Relationship
Bates	135,000	1		CEO, Single Institution
Bellevue	185,853	3		CEO, Single Institution
Bellingham	135,343	1		CEO, Single Institution
Big Bend	150,000	13	Y	CEO, Single Institution
Cascadia	103,000	1		Chief Business Officer
Centralia	149,350	2	Y	CEO, Single Institution
Clark	149,429	0		CEO, Single Institution
Clover Park	152,993	2		CEO, Single Institution
Columbia Basin	187,573	2	Y	CEO, Single Institution
Edmonds	169,077	2		CEO, Single Institution
Everett	149,350	2	Y	CEO, Single Institution
Grays Harbor	126,646	0		CEO, Single Institution
Green River	141,500	1	Y	CEO, Single Institution
Highline	160,000	1		CEO, Single Institution
Lake Washington	174,300	8		CEO, Single Institution
Lower Columbia	170,000	14	Y	CEO, Single Institution
Olympic	157,635	3	Y	CEO, Single Institution
Peninsula	155,851	2	Y	CEO, Single Institution
Pierce District	158,037	1		CEO, Systems
Renton	177,611	12	Y	CEO, Single Institution
Seattle District	204,358	5		CEO, Systems
Shoreline	165,902	8	Y	CEO, Single Institution
Skagit Valley	151,577	12		CEO, Single Institution
So. Puget Sound	157,000	9	Y	CEO, Single Institution
Spokane Colleges	180,070	1	Y	CEO, Systems
Tacoma	150,915	8	Y	CEO, Single Institution
Walla Walla	143,152	V		CEO, Single Institution
Wenatchee Valley	135,000	1		CEO, Single Institution
Whatcom	139,050	1	Y	CEO, Single Institution
Yakima Valley	162,119	3		CEO, Single Institution
2025				
Average	155,923	Average	147,269	
Median	154,422	Median	145,274	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

129000 Chief Information/IT Officer

Directs the institution's major academic and administrative computing activities, as well as voice and data communications. May also be called the Chief Technology Officer. Previous job title: Chief Information Officer.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	136,261	2		CEO, Single Institution
Bellevue	200,000	6		CEO, Single Institution
Bellingham	141,480	25		Chief Business Officer
Big Bend	131,008	5		Chief Business Officer
Cascadia	115,690	4		Chief Business Officer
Centralia	135,960	3		Chief Business Officer
Clark	149,429	2		CEO, Single Institution
Clover Park	137,823	V		Chief Business Officer
Columbia Basin	118,242	2		Chief Business Officer
Edmonds	150,399	12		CEO, Single Institution
Everett	133,900	3		CEO, Single Institution
Grays Harbor	126,646	6		CEO, Single Institution
Green River	164,800	1	Y	CEO, Single Institution
Highline	149,350	11		CEO, Single Institution
Lake Washington	173,232	6		CEO, Single Institution
Lower Columbia	140,000	1		Chief Business Officer
Olympic	135,200	2		CEO, Single Institution
Peninsula	122,076	7		Chief Business Officer
Pierce District	171,969	5	Y	CEO, Systems
Renton	159,564	2		CEO, Single Institution
Seattle District	200,850	7		CEO, Systems
Shoreline	139,050	3	Y	CEO, Single Institution
Skagit Valley	130,339	4		Chief Business Officer
So. Puget Sound	145,000	7		CEO, Single Institution
Spokane Colleges	180,070	3	Y	CEO, Systems
Tacoma	158,000	11	Y	Executive Vice President
Walla Walla	143,322	2		Chief Business Officer
Wenatchee Valley	126,402	7	Y	Chief Business Officer
Whatcom	116,133	19		Chief Business Officer
Yakima Valley	135,596	4		Chief Academic Affairs
2025				
Average	145,593	Average		137,366
Median	139,525	Median		131,646
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	90,000	1		Chief Academic Affairs
Bellevue	120,012	V		CEO, Single Institution
Bellingham	135,353	7		CEO, Single Institution
Big Bend	115,190	22	Y	CEO, Single Institution
Cascadia	108,191	5		Chief Academic Affairs
Centralia	120,556	3		CEO, Single Institution
Clark	127,124	1		Chief Sponsored Research
Clover Park	152,993	8		CEO, Single Institution
Columbia Basin	131,840	9		CEO, Single Institution
Edmonds	169,077	4	Y	Chief Sponsored Research
Everett	105,000	V		Chief Academic Affairs
Grays Harbor	126,646	15		CEO, Single Institution
Green River	163,000	1		CEO, Single Institution
Highline	99,541	23		Chief Academic Affairs
Lake Washington	137,520	11		CEO, Single Institution
Lower Columbia	158,620	28	Y	CEO, Single Institution
North Seattle	139,050	2		CEO, Single Institution
Peninsula	96,500	5		CEO, Single Institution
Pierce District	120,470	2		CEO, Systems
Renton	127,000	3		Chief Business Officer
Seattle Central	139,050	4		Chief Academic Affairs
Shoreline	149,313	3		Chief Academic Affairs
Skagit Valley	145,000	2		CEO, Single Institution
So. Puget Sound	110,602	13		Chief Academic Affairs
South Seattle	139,050	9	Y	CEO, Single Institution
Spokane	108,406	4		CEO, Single Institution
Spokane Falls	108,406	14		CEO, Single Institution
Tacoma	111,080	14		Chief Training & Develop
Wenatchee Valley	114,000	2		Chief Academic Affairs
Whatcom	113,947	17		CEO, Single Institution
Yakima Valley	100,086	6		CEO, Single Institution
2025				
Average	125,246	Average	119,029	
Median	120,556	Median	117,045	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	122,434	2		Dean Special Programs
Bellingham	109,788	7		Dean Social Sciences
Big Bend	101,493	26		Chief Academic Affairs
Clark	128,022	3	Y	Chief Academic Affairs
Columbia Basin	98,854	6		Chief Academic Affairs
Edmonds	96,563	4		Chief Academic Affairs
Everett	119,610	4	Y	Chief Academic Affairs
Grays Harbor	80,821	0		Chief Academic Affairs
Highline	108,150	10		Chief Academic Affairs
Lower Columbia	98,000	4		Chief Academic Affairs
North Seattle	123,500	4	Y	Chief Academic Affairs
Peninsula	100,000	1		Chief Academic Affairs
Pierce District	120,470	6	Y	Chief Academic Affairs
Renton	116,661	2		Chief Academic Affairs
Seattle Central	127,102	7		Chief Academic Affairs
Shoreline	124,259	5		Dean Special Programs
Skagit Valley	133,462	5	Y	Chief Academic Affairs
So. Puget Sound	121,431	4	Y	Chief Academic Affairs
South Seattle	127,102	3		Chief Academic Affairs
Tacoma	129,162	4		Chief Academic Affairs
Walla Walla	101,917	7		Chief Academic Affairs
Wenatchee Valley	84,057	5		Dean Special Programs
Whatcom	97,924	10		Chief Academic Affairs
Yakima Valley	99,229	5		Chief Academic Affairs
2025				
Average	111,250	Average	107,062	
Median	113,225	Median	109,262	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Substantial Other Duties	Reporting Relationship
		Present Position			
Bates	113,914	6			CEO, Single Institution
Bellingham	114,216	3			CEO, Single Institution
Big Bend	103,405	8			CEO, Single Institution
Cascadia	128,750	14			CEO, Single Institution
Centralia	97,649	11			Chief Develop/Advancement
Clark	103,999	2			CEO, Single Institution
Columbia Basin	130,810	2			CEO, Single Institution
Edmonds	130,623	4	Y		Chief Develop/Advancement
Everett	105,000	1			CEO, Single Institution
Grays Harbor	80,821	6			CEO, Single Institution
Lake Washington	137,520	10			CEO, Single Institution
Lower Columbia	158,620	28	Y		CEO, Single Institution
North Seattle	103,084	4			CEO, Single Institution
Olympic	116,612	10			CEO, Single Institution
Peninsula	93,730	1	Y		CEO, Single Institution
Pierce District	109,207	0			CEO, Systems
Renton	132,784	8			CEO, Single Institution
Seattle Central	111,405	6			CEO, Single Institution
Seattle District	204,358	7			CEO, Systems
Shoreline	123,188	3	Y		CEO, Single Institution
Skagit Valley	122,767	4			Chief Develop/Advancement
So. Puget Sound	104,030	4			Chief Develop/Advancement
South Seattle	111,405	9			CEO, Single Institution
Spokane Colleges	180,070	0			CEO, Systems
Tacoma	176,000	11	Y		Chief Develop/Advancement
Walla Walla	104,341	0			CEO, Single Institution
Wenatchee Valley	118,450	1			CEO, Single Institution
Whatcom	107,837	3			Head, Campus Info Office
Yakima Valley	87,044	6			CEO, Single Institution
2025		2024			
Average	121,091	Average		114,680	
Median	113,914	Median		108,160	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

145000 Chief Student Affairs/Student Life Officer

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	164,385	6		CEO, Single Institution
Bellevue	137,382	8		Chief Enrollment Officer
Bellevue	132,000	1		Chief Enrollment Officer
Bellingham	161,312	8		CEO, Single Institution
Big Bend	118,450	6		Chief Academic Affairs
Cascadia	168,821	15		CEO, Single Institution
Centralia	148,874	11	Y	CEO, Single Institution
Clark	158,703	0		CEO, Single Institution
Clover Park	165,755	2		CEO, Single Institution
Columbia Basin	159,650	8		CEO, Single Institution
Edmonds	114,142	0		CEO, Single Institution
Everett	144,612	1	Y	CEO, Single Institution
Grays Harbor	141,569	2		CEO, Single Institution
Green River	163,000	1		CEO, Single Institution
Highline	173,555	3	Y	CEO, Single Institution
Lake Washington	174,300	10		CEO, Single Institution
Lower Columbia	164,000	10		CEO, Single Institution
North Seattle	163,000	11	Y	CEO, Single Institution
Olympic	162,600	5	Y	CEO, Single Institution
Peninsula	155,851	2	Y	CEO, Single Institution
Pierce Ft. Steilacoom	171,969	5	Y	CEO, Single Institution
Renton	177,611	10	Y	CEO, Single Institution
Seattle Central	167,272	6		CEO, Single Institution
Shoreline	144,200	0	Y	CEO, Single Institution
Skagit Valley	157,553	7		CEO, Single Institution
So. Puget Sound	172,000	12	Y	CEO, Single Institution
South Seattle	167,891	7		CEO, Single Institution
Spokane	163,457	1	Y	CEO, Single Institution
Spokane Falls	163,457	3		CEO, Single Institution
Tacoma	197,120	6	Y	Executive Vice President
Walla Walla	143,152	0		CEO, Single Institution
Wenatchee Valley	160,000	3		CEO, Single Institution
Whatcom	149,350	1	Y	CEO, Single Institution
Yakima Valley	107,073	25		Chief Academic Affairs
2025		2024		
Average	156,296	Average	148,369	
Median	161,956	Median	150,543	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Big Bend	118,450	1		Chief Academic Affairs
Cascadia	116,761	6		Chief Academic Affairs
Centralia	108,912	0		Chief Academic Affairs
Clark	122,935	0	Y	Chief Academic Affairs
Clover Park	123,855	5		Chief Academic Affairs
Everett	130,000	0		Chief Academic Affairs
Grays Harbor	104,766	0		Chief Academic Affairs
Green River	149,694	22	Y	Chief Academic Affairs
Lake Washington	126,936	5		Chief Academic Affairs
Lower Columbia	126,700	0		Chief Academic Affairs
North Seattle	129,986	10	Y	Chief Academic Affairs
Peninsula	109,000	1	Y	Chief Academic Affairs
Renton	132,785	9		Chief Academic Affairs
Seattle Central	117,420	4	Y	Chief Academic Affairs
Skagit Valley	133,462	2	Y	Chief Academic Affairs
So. Puget Sound	124,399	9	Y	Chief Academic Affairs
Spokane	118,460	1		Chief Academic Affairs
Spokane Falls	118,460	2		Chief Academic Affairs
Tacoma	134,542	6	Y	Chief Academic Affairs
Walla Walla	106,822	V		Chief Academic Affairs
Wenatchee Valley	114,308	1		Chief Academic Affairs
Wenatchee Valley	114,308	7		Chief Academic Affairs
Yakima Valley	113,114	1		Chief Academic Affairs
2025		2024		
Average	121,568	Average	116,475	
Median	118,460	Median	113,903	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

153060 Dean Business

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	130,000	0		Chief Academic Affairs
Centralia	105,740	V		Chief Academic Affairs
Clark	120,392	1	Y	Chief Academic Affairs
Clover Park	123,855	13		Chief Academic Affairs
Columbia Basin	123,600	5		Chief Academic Affairs
Edmonds	126,228	4	Y	Chief Academic Affairs
Everett	95,000	0		Dean Workforce Education
Green River	128,544	1	Y	Chief Academic Affairs
Lake Washington	126,936	5		Chief Academic Affairs
North Seattle	135,136	4	Y	Chief Academic Affairs
Olympic	116,448	2	Y	Executive Vice President
Peninsula	91,000	0		Chief Academic Affairs
Pierce District	120,470	2	Y	Chief Academic Affairs
Seattle Central	135,136	2	Y	Chief Academic Affairs
Shoreline	133,900	3	Y	Chief Academic Affairs
So. Puget Sound	123,032	4	Y	Chief Academic Affairs
South Seattle	135,136	5	Y	Chief Academic Affairs
Spokane	133,251	12		Chief Academic Affairs
Spokane Falls	128,126	4	Y	Chief Academic Affairs
Tacoma	128,029	3	Y	Chief Academic Affairs
Whatcom	112,476	2		Chief Academic Affairs
	2025	2024		
Average	122,497	Average	120,176	
Median	126,228	Median	116,988	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

153080 Dean Continuing Education

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Edmonds	126,228	4	Y	Chief Academic Affairs
Green River	139,050	6	Y	Chief Academic Affairs
Highline	135,228	7		Chief Academic Affairs
Peninsula	104,318	1	Y	Chief Academic Affairs
Shoreline	124,259	5	Y	Chief Academic Affairs
So. Puget Sound	124,400	13	Y	Chief Academic Affairs
Tacoma	134,542	7	Y	Chief Academic Affairs
2025		2024		
Average	126,861	Average	122,749	
Median	126,228	Median	121,818	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

153200 Dean Health-Related Professions

College/District	Annualized Salary	Years of Service in		Substantial Other Duties	Reporting Relationship
		Present Position			
Bellevue	132,574	2			Chief Academic Affairs
Bellingham	146,090	7			Chief Academic Affairs
Clark	120,392	1	Y		Chief Academic Affairs
Clover Park	123,855	3			Chief Academic Affairs
Clover Park	123,855	4			Chief Academic Affairs
Columbia Basin	133,900	5			Chief Academic Affairs
Edmonds	120,735	6			Chief Academic Affairs
Everett	112,342	0	Y		Dean Workforce Education
Green River	124,800	V	Y		Chief Academic Affairs
Highline	135,496	6			Chief Academic Affairs
Lake Washington	126,936	1			Chief Academic Affairs
Lake Washington	126,936	2			Chief Academic Affairs
Lower Columbia	130,000	5	Y		Chief Academic Affairs
Olympic	147,308	2			Executive Vice President
Pierce District	120,470	18	Y		Chief Academic Affairs
Renton	132,785	10			Chief Academic Affairs
Seattle Central	135,200	4	Y		Chief Academic Affairs
Seattle Central	148,089	2	Y		Chief Academic Affairs
Shoreline	130,000	0	Y		Chief Academic Affairs
Skagit Valley	122,231	5			Chief Academic Affairs
So. Puget Sound	138,020	7	Y		Chief Academic Affairs
Spokane	167,896	12			Chief Academic Affairs
Spokane Falls	123,198	8	Y		Chief Academic Affairs
Tacoma	131,653	2	Y		Chief Academic Affairs
Walla Walla	129,997	0			Chief Academic Affairs
Whatcom	112,476	1			Chief Academic Affairs
2025					
Average	130,663	2024		Average	123,706
Median	129,999			Median	122,055

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

153220 Dean Humanities

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	142,470	3		Chief Academic Affairs
Clark	128,022	3	Y	Chief Academic Affairs
Columbia Basin	123,600	0		Chief Academic Affairs
Edmonds	116,340	1	Y	Chief Academic Affairs
Everett	105,000	0	Y	Dean Arts and Sciences
Green River	128,626	0	Y	Chief Academic Affairs
Lower Columbia	140,000	5		Chief Academic Affairs
North Seattle	129,986	10	Y	Chief Academic Affairs
Pierce District	120,470	17	Y	Chief Academic Affairs
Seattle Central	117,420	4	Y	Chief Academic Affairs
Shoreline	133,900	1	Y	Chief Academic Affairs
So. Puget Sound	124,399	9	Y	Chief Academic Affairs
South Seattle	132,666	5	Y	Chief Academic Affairs
Spokane Falls	133,251	9		Chief Academic Affairs
Tacoma	134,534	6	Y	Chief Academic Affairs
Wenatchee Valley	114,308	3		Chief Academic Affairs
Whatcom	110,000	0		Chief Academic Affairs
2025	2024			
Average	125,588	Average	121,858	
Median	128,022	Median	120,386	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

153310 Dean Occupational Studies/Voc Ed/Technology

Dean Occupational Studies/Vocational Ed/Technology

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	94,000	1		Chief Academic Affairs
Bates	106,558	2		Chief Academic Affairs
Bates	106,558	2		Chief Academic Affairs
Bellingham	141,191	7		Chief Academic Affairs
Big Bend	118,450	1		Chief Academic Affairs
Centralia	108,912	2	Y	Chief Academic Affairs
Clark	122,935	1	Y	Chief Academic Affairs
Clover Park	123,855	2		Chief Academic Affairs
Clover Park	123,855	9		Chief Academic Affairs
Columbia Basin	123,600	10		Chief Academic Affairs
Everett	95,000	0		Dean Workforce Education
Grays Harbor	95,280	1		Chief Academic Affairs
Green River	124,800	V	Y	Chief Academic Affairs
Lake Washington	126,936	4		Chief Academic Affairs
Lake Washington	126,936	2		Chief Academic Affairs
Lower Columbia	140,000	9	Y	Chief Academic Affairs
North Seattle	135,136	4	Y	Chief Academic Affairs
Olympic	119,943	2		Executive Vice President
Peninsula	105,000	0		Chief Academic Affairs
Renton	132,785	4	Y	Chief Academic Affairs
Shoreline	130,000	0		Chief Academic Affairs
So. Puget Sound	132,011	7	Y	Chief Academic Affairs
South Seattle	159,650	2	Y	Chief Academic Affairs
South Seattle	135,136	7		Chief Academic Affairs
South Seattle	129,780	3		Chief Academic Affairs
Spokane	118,460	2		Chief Academic Affairs
Wenatchee Valley	110,979	1		Chief Academic Affairs
2025				
Average	121,768	Average		119,630
Median	123,855	Median		116,988

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

153360 Dean Sciences

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	150,000	0		Chief Academic Affairs
Bellingham	134,494	3		Chief Academic Affairs
Clark	122,935	1	Y	Chief Academic Affairs
Columbia Basin	128,750	6		Chief Academic Affairs
Edmonds	136,116	10		Chief Academic Affairs
Everett	95,000	0		Dean Arts and Sciences
Green River	128,544	2	Y	Chief Academic Affairs
Olympic	112,000	1		Executive Vice President
Pierce District	120,470	4	Y	Chief Academic Affairs
Seattle Central	135,136	2	Y	Chief Academic Affairs
Shoreline	133,900	3	Y	Chief Academic Affairs
So. Puget Sound	123,000	8	Y	Chief Academic Affairs
South Seattle	135,136	5	Y	Chief Academic Affairs
Spokane Falls	128,126	5		Chief Academic Affairs
Tacoma	134,653	4		Chief Academic Affairs
Whatcom	112,476	1		Chief Academic Affairs
2025				
Average	126,921	Average	123,582	
Median	128,647	Median	122,242	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

153370 Dean Social Sciences

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	133,000	0		Chief Academic Affairs
Bellingham	134,494	3		Chief Academic Affairs
Clark	122,935	0	Y	Chief Academic Affairs
Columbia Basin	121,540	2		Chief Academic Affairs
Edmonds	116,340	1	Y	Chief Academic Affairs
Everett	105,000	0	Y	Dean Arts and Sciences
Green River	149,694	22	Y	Chief Academic Affairs
North Seattle	129,986	10	Y	Chief Academic Affairs
Olympic	115,000	1	Y	Executive Vice President
Seattle Central	117,420	4	Y	Chief Academic Affairs
Shoreline	133,900	3	Y	Chief Academic Affairs
So. Puget Sound	123,032	4	Y	Chief Academic Affairs
South Seattle	132,666	5	Y	Chief Academic Affairs
Spokane Falls	123,198	8	Y	Chief Academic Affairs
Tacoma	134,542	6	Y	Chief Academic Affairs
Whatcom	110,000	0		Chief Academic Affairs
2025				
Average	125,172	2024	Average	123,384
Median	123,115	Median		125,000

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

153390 Dean Special Programs

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	134,385	3		Assoc Provost
Clover Park	123,855	1		Chief Academic Affairs
Edmonds	120,735	6	Y	Chief Academic Affairs
Everett	92,699	0		Dean Arts and Sciences
Everett	95,000	0		Dean Workforce Education
Highline	104,599	7		Chief Academic Affairs
Lake Washington	126,936	2		Chief Academic Affairs
Olympic	100,940	2	Y	Executive Vice President
Olympic	103,000	2	Y	Executive Vice President
Spokane	104,237	1		Chief Academic Affairs
Spokane	118,460	1		Chief Academic Affairs
Tacoma	129,162	7	Y	Chief Student Affairs Officer
Tacoma	128,029	2	Y	Chief Student Affairs Officer
Tacoma	129,162	4	Y	Chief Academic Affairs
Whatcom	106,090	2		Chief Student Affairs Officer
Whatcom	105,060	2		Chief Student Affairs Officer
2025				
Average	113,897	Average	111,834	
Median	112,275	Median	113,614	
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

161000 Chief Accounting Officer/Controller

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	126,360	14		Chief Business Officer
Big Bend	109,364	1		Chief Business Officer
Cascadia	106,090	1		Chief Business Officer
Clark	97,430	11		Chief Business Officer
Clover Park	121,750	1		Chief Business Officer
Columbia Basin	112,476	2		Chief Budget Officer
Edmonds	104,254	9		Chief Business Officer
Grays Harbor	107,909	5		Chief Financial Officer
Green River	128,546	5	Y	Chief Business Officer
Highline	87,838	3		Chief Financial Officer
Lake Washington	104,988	3		Chief Financial Officer
Lower Columbia	115,000	6		Chief Financial Officer
Olympic	124,000	1		Chief Financial Officer
Peninsula	118,000	0	Y	Chief Business Officer
Seattle District	169,950	3		Chief Business Officer
Shoreline	117,000	0	Y	Chief Business Officer
Skagit Valley	140,000	0		Chief Business Officer
Spokane Colleges	123,198	3		Chief Business Officer
Tacoma	145,152	6	Y	Chief Business Officer
Walla Walla	115,104	4		Chief Business Officer
Wenatchee Valley	107,120	3		Chief Business Officer
Whatcom	113,300	8	Y	Chief Business Officer
2025				
Average	117,947	Average		111,276
Median	115,052	Median		107,099

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

165000 Chief Budget Officer

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	120,813	7		Chief Financial Officer
Centralia	108,150	1		Chief Business Officer
Clover Park	121,079	1		Chief Business Officer
Columbia Basin	128,544	8	Y	Chief Business Officer
Edmonds	99,859	3		Chief Financial Officer
Everett	99,541	4		Chief Financial Officer
Green River	128,546	9	Y	Chief Business Officer
Highline	114,618	4		Chief Business Officer
North Seattle	128,544	3		Chief Financial Officer
Olympic	112,000	1		Chief Financial Officer
Seattle Central	139,256	2	Y	Chief Business Officer
Seattle District	164,800	3		Chief Business Officer
Shoreline	123,600	1		Chief Business Officer
So. Puget Sound	101,920	2		Chief Business Officer
South Seattle	124,800	3	Y	Chief Business Officer
Spokane Colleges	123,198	3		Chief Business Officer
Tacoma	145,152	6	Y	Chief Business Officer
Walla Walla	112,297	2		Chief Business Officer
Whatcom	113,300	8	Y	Chief Business Officer
Yakima Valley	94,857	11		Chief Business Officer
2025				
Average	120,244	Average	115,783	
Median	120,946	Median	113,189	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	100,980	4		Chief Financial Officer
Big Bend	82,497	10		Chief Account/Controller
Centralia	97,572	5		Chief Business Officer
Columbia Basin	101,970	2	Y	Chief Budget Officer
Edmonds	94,366	3		Chief Business Officer
Everett	94,136	14	Y	Chief Financial Officer
Green River	113,623	3		Chief Business Officer
Lake Washington	91,200	3		Chief Business Officer
Olympic	92,700	4	Y	Executive Vice President
Peninsula	111,800	0	Y	Chief Business Officer
Seattle District	110,000	2		Chief Business Officer
Spokane Colleges	86,740	4		Chief Account/Controller
Tacoma	87,466	0	Y	Chief Account/Controller
Walla Walla	85,892	4		Chief Business Officer
2025				
Average	96,496	Average		89,506
Median	94,251	Median		88,548
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

168000 Chief Diversity Officer

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	185,853	4		CEO, Single Institution
Bellingham	112,980	4		CEO, Single Institution
Cascadia	168,821	4		CEO, Single Institution
Centralia	82,400	1		Chief HR Officer
Clark	149,429	3		CEO, Single Institution
Clover Park	152,993	4		CEO, Single Institution
Columbia Basin	128,750	2		CEO, Single Institution
Edmonds	166,880	7		CEO, Single Institution
Everett	120,000	0		CEO, Single Institution
Grays Harbor	74,168	V		Chief Student Affairs Officer
Green River	164,800	1		Executive Vice President
Highline	153,470	1		CEO, Single Institution
Lake Washington	137,520	5		CEO, Single Institution
Lower Columbia	95,000	1		CEO, Single Institution
North Seattle	117,420	4	Y	CEO, Single Institution
Peninsula	155,851	2	Y	CEO, Single Institution
Pierce District	158,037	0		CEO, Systems
Renton	159,564	3	Y	CEO, Single Institution
Seattle Central	111,405	6		CEO, Single Institution
Seattle District	176,962	6		CEO, Systems
Shoreline	145,000	0	Y	CEO, Systems
Skagit Valley	145,000	6		CEO, Single Institution
So. Puget Sound	135,000	4		CEO, Single Institution
Spokane Falls	115,572	3	Y	CEO, Single Institution
Tacoma	171,600	1	Y	CEO, Single Institution
Walla Walla	109,632	0		CEO, Single Institution
Whatcom	125,000	0		CEO, Single Institution
Yakima Valley	91,401	2		CEO, Single Institution
2025		2024		
Average	136,090	Average	129,740	
Median	141,260	Median	130,000	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	106,558	1		Chief Student Affairs Officer
Clark	86,651	19		Chief Student Affairs Officer
Columbia Basin	85,309	6		Chief Student Affairs Officer
Edmonds	102,057	1		Chief Student Affairs Officer
Grays Harbor	80,821	2	Y	Executive Vice President
Green River	138,606	10	Y	Chief Student Affairs Officer
Highline	124,259	1	Y	Chief Student Affairs Officer
Lower Columbia	95,000	1		Chief Student Affairs Officer
North Seattle	82,032	V		Chief Student Affairs Officer
Peninsula	95,072	3	Y	Chief Student Affairs Officer
Seattle Central	102,446	5		Chief Registrar/Records
Seattle District	101,970	1		Chief Academic Affairs
Shoreline	107,120	3	Y	Chief Student Affairs Officer
Skagit Valley	80,340	2		Chief Registrar/Records
So. Puget Sound	113,921	7	Y	Chief Student Affairs Officer
South Seattle	90,400	3		Chief Student Affairs Officer
Spokane	110,335	8	Y	Chief Student Affairs Officer
Spokane Falls	97,774	2	Y	Chief Student Affairs Officer
Tacoma	87,838	5		Chief Academic Affairs
Tacoma	85,696	2		Chief Academic Affairs
Tacoma	93,000	4		Chief Academic Affairs
Whatcom	89,981	4	Y	Chief Student Affairs Officer
2025				
Average	98,054	Average	95,589	
Median	95,036	Median	91,281	
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

172000 Chief Student Financial Aid Officer

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	114,747	2		Chief Registrar/Records
Bellingham	107,604	7		Chief Student Affairs Officer
Big Bend	94,206	3		Chief Student Affairs Officer
Cascadia	108,191	9		Chief Student Affairs Officer
Centralia	102,180	27	Y	Chief Student Affairs Officer
Clark	111,505	4		Chief Student Affairs Officer
Clover Park	99,108	6		Chief Registrar/Records
Columbia Basin	98,176	12		Chief Enrollment Officer
Edmonds	106,452	2		Chief Admissions Officer
Everett	110,000	0		Chief Student Affairs Officer
Grays Harbor	80,821	2		Chief Student Affairs Officer
Green River	104,978	2		Chief Admissions Officer
Highline	95,117	3		
Lake Washington	109,884	7		Chief Student Affairs Officer
Lower Columbia	108,150	5		Chief Student Affairs Officer
North Seattle	99,145	V		Chief Student Affairs Officer
Olympic	91,052	3		Chief Enrollment Officer
Peninsula	90,000	0		Chief Student Affairs Officer
Pierce District	109,207	0		Chief Registrar/Records
Renton	116,417	6		Chief Student Affairs Officer
Seattle Central	106,544	4		Chief Student Affairs Officer
Shoreline	131,000	3	Y	Chief Student Affairs Officer
Skagit Valley	101,352	2		Chief Student Affairs Officer
So. Puget Sound	111,405	4		Chief Student Affairs Officer
South Seattle	114,000	3		Chief Student Affairs Officer
Spokane	110,335	12		Chief Student Affairs Officer
Spokane Falls	101,685	5		Chief Student Affairs Officer
Tacoma	126,350	4		Chief Student Affairs Officer
Walla Walla	101,917	6		Chief Student Affairs Officer
Wenatchee Valley	94,012	5		Chief Student Affairs Officer
Whatcom	92,040	3		Chief Student Affairs Officer
Yakima Valley	94,857	9		Chief Student Affairs Officer
2025		2024		
Average	104,451	Average	97,880	
Median	105,715	Median	98,773	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	108,689	3		Chief Student Affairs Officer
Bellevue	131,626	3		Chief Enrollment Officer
Bellingham	107,604	2		Chief Student Affairs Officer
Big Bend	94,206	6		Chief Student Affairs Officer
Centralia	98,900	0	Y	Chief Student Affairs Officer
Clark	117,081	2	Y	Chief Student Affairs Officer
Clover Park	99,094	8		Chief Student Affairs Officer
Edmonds	114,142	7		Chief Student Affairs Officer
Everett	111,707	2	Y	Chief Student Affairs Officer
Green River	107,801	7		Chief Student Affairs Officer
Highline	92,525	5		Chief Enrollment Officer
Lake Washington	107,280	11		Chief Student Affairs Officer
Lower Columbia	108,150	7		Chief Student Affairs Officer
North Seattle	115,048	V	Y	Chief Academic Affairs
Olympic	88,000	6		Chief Enrollment Officer
Peninsula	95,072	3	Y	Chief Student Affairs Officer
Pierce District	120,470	1	Y	Chief Student Affairs Officer
Renton	116,417	5		Chief Student Affairs Officer
Seattle Central	128,377	9	Y	Chief Student Affairs Officer
Shoreline	107,120	3	Y	Chief Student Affairs Officer
Skagit Valley	107,120	3		Chief Student Affairs Officer
So. Puget Sound	87,839	4		Chief Admissions Officer
South Seattle	119,600	4	Y	Chief Student Affairs Officer
Spokane	110,335	8	Y	Chief Student Affairs Officer
Spokane Falls	97,774	2	Y	Chief Student Affairs Officer
Tacoma	93,000	4	Y	Chief Student Affairs Officer
Walla Walla	92,387	6		Chief Student Affairs Officer
Wenatchee Valley	92,700	2		Chief Student Affairs Officer
Whatcom	89,981	4	Y	Chief Student Affairs Officer
Yakima Valley	90,514	2		Chief Academic Affairs
2025				
Average	105,019	Average	101,168	
Median	107,200	Median	103,728	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	108,209	8		Assoc Provost
Bellingham	111,852	20		Chief Research Officer
Everett	130,000	0	Y	Chief Academic Affairs
Grays Harbor	89,975	10		Chief Research Officer
North Seattle	97,850	2		CEO, Single Institution
Peninsula	96,500	5	Y	CEO, Single Institution
Renton	122,771	4	Y	Chief Business Officer
Seattle Central	100,693	2		Chief Academic Affairs
Skagit Valley	80,171	V		Chief Research Officer
Spokane Colleges	80,609	3		Chief Academic Affairs
Tacoma	88,732	10	Y	Chief Academic Affairs
2025		2024		
Average	100,669	Average	91,494	
Median	97,850	Median	91,211	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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	150,000	0		Chief Academic Affairs
2025 Average	150,000	2024 Average	158,792	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	133,900	5	Y	CEO, Single Institution
Clark	103,323	1		CEO, Single Institution
Green River	210,000	1	Y	CEO, Single Institution
Highline	140,000	6	Y	CEO, Single Institution
Olympic	110,334	1		CEO, Single Institution
Pierce District	101,057	3		CEO, Single Institution
Spokane Colleges	180,070	4		CEO, Single Institution
Tacoma	105,000	2		CEO, Single Institution
Wenatchee Valley	92,700	3		CEO, Single Institution
2025				
Average	130,709	2024	Average	106,979
Median	110,334	Median		99,542

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	90,453	1		Chief HR Officer
Edmonds	108,649	1		Chief HR Officer
Everett	99,541	3		Chief HR Officer
Everett	99,541	1		Chief HR Officer
Everett	99,541	10		Chief HR Officer
Lake Washington	101,808	9		Chief HR Officer
Lower Columbia	140,000	12		Chief HR Officer
North Seattle	125,386	1		Chief HR Officer
Pierce District	132,320	0		Chief HR Officer
Seattle Central	125,387	5		Chief HR Officer
Shoreline	105,000	0		Chief HR Officer
Skagit Valley	100,232	8		Chief HR Officer
So. Puget Sound	105,514	3	Y	Chief HR Officer
South Seattle	125,387	3		Chief HR Officer
Spokane Colleges	97,774	2		Chief HR Officer
Spokane Colleges	117,627	12		Chief HR Officer
Tacoma	150,915	8	Y	Chief HR Officer
Walla Walla	115,104	4		Chief HR Officer
Whatcom	110,000	0	Y	Chief HR Officer
Yakima Valley	113,114	1	Y	Chief HR Officer
2025		2024		
Average	113,165	Average	102,830	
Median	109,325	Median	102,220	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	119,354	5		Chief Information/IT Officer
Clover Park	137,823	1		Chief Business Officer
Edmonds	129,524	6		Chief Information/IT Officer
Everett	122,277	3		Chief Information/IT Officer
Everett	122,277	3		Chief Information/IT Officer
Green River	164,800	1	Y	Chief Information/IT Officer
Highline	125,000	11		Chief Information/IT Officer
Lake Washington	119,520	9		Chief Information/IT Officer
Pierce District	130,686	10		Chief Information/IT Officer
Renton	135,467	V		Chief Information/IT Officer
Seattle District	137,558	9		Chief Information/IT Officer
Shoreline	139,050	2		Chief Business Officer
Skagit Valley	117,341	12		Chief Information/IT Officer
So. Puget Sound	120,424	11	Y	Chief Information/IT Officer
Spokane Colleges	118,460	1		Chief Information/IT Officer
Tacoma	158,000	11	Y	Chief Information/IT Officer
Walla Walla	126,978	7		Chief Information/IT Officer
2025				
Average	130,855	Average		115,026
Median	126,978	Median		116,043
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

196020 Chief Campus Bookstore Administrator

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	84,540	3		Chief Business Officer
Centralia	96,023	3	Y	Chief Business Officer
Clark	82,525	22		Chief Business Officer
Clover Park	90,179	7		Chief Budget Officer
Columbia Basin	88,059	29		Chief Budget Officer
Green River	86,269	4		Chief Food/Dining
Highline	78,000	4		Chief Business Officer
Peninsula	104,318	13	Y	Chief Academic Affairs
Skagit Valley	80,213	14		Chief Business Officer
South Seattle	96,423	3	Y	Chief Business Officer
Tacoma	110,000	6	Y	Chief Business Officer
Whatcom	91,052	31		Chief Business Officer
2025				
Average	90,633	Average	86,154	
Median	89,119	Median	85,494	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

196030 Chief Campus Continuing Education Administrator

Directs all activities of the institution's continuing education operation, including both on- and off-campus programs. Report Dean, Continuing Education in 153080. Previous job title: Director, Continuing Education.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clark	110,590	4		Chief Academic Affairs
Everett	97,850	1	Y	Chief Develop/Advancement
Highline	102,567	6		Dean Continuing Education
Lower Columbia	115,000	4	Y	Chief Academic Affairs
North Seattle	100,317	4		Chief Academic Affairs
Peninsula	104,318	5	Y	Chief Academic Affairs
Pierce District	92,316	13		
Seattle Central	102,217	6		Chief Academic Affairs
Shoreline	124,259	5	Y	Chief Academic Affairs
So. Puget Sound	91,800	4		Dean Continuing Education
South Seattle	97,914	4		Chief Academic Affairs
Spokane Colleges	145,496	0		CEO, Single Institution
Tacoma	134,542	7	Y	Chief Student Affairs Officer
Walla Walla	85,790	2		Dean Basic Skills/ABE
Wenatchee Valley	72,025	7	Y	Chief Academic Affairs
2025				
Average	105,133	Average	101,259	
Median	102,217	Median	99,163	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

196040 Chief Campus Distance Education Administrator

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	113,976	8	Y	Dean Special Programs
Columbia Basin	94,237	3		Chief Academic Affairs
Everett	90,456	5		Chief Library Officer
Grays Harbor	67,498	6		Chief Library Officer
Lower Columbia	98,000	14		Chief Library Officer
Peninsula	70,422	3		Chief Academic Affairs
Seattle District	131,758	4		Chief Academic Affairs
Shoreline	104,978	3	Y	Chief Academic Affairs
Spokane Colleges	115,572	3		Chief Academic Affairs
Tacoma	129,162	4		Assoc Provost
2025				
Average	101,606	Average		94,477
Median	101,489	Median		94,823
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	160,680	10		Chief Academic Affairs
Cascadia	102,835	8		Chief Student Affairs Officer
Clark	85,359	7		Chief Student Affairs Officer
Edmonds	108,649	2		Chief Diversity Officer
Everett	125,330	3		Chief Student Affairs Officer
Green River	153,544	9	Y	CEO, Single Institution
Lake Washington	126,936	8		Chief Academic Affairs
Lower Columbia	89,000	1		Chief Student Affairs Officer
Peninsula	95,072	17	Y	Chief Student Affairs Officer
Pierce District	132,319	2		CEO, Single Institution
Seattle District	127,822	15		CEO, Systems
Shoreline	149,313	8	Y	Chief Academic Affairs
Spokane Colleges	97,774	3		Chief Student Affairs Officer
Tacoma	123,149	15		Chief Student Affairs Officer
Whatcom	112,684	21		Chief Academic Affairs
2025				
Average	119,364	Average		115,218
Median	123,149	Median		111,953
2024				

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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
Highline	74,160	0		Chief Business Officer
Shoreline	77,869	0		Chief Int'l Education Admin
2025 Average	76,015	2024 Average	72,507	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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 Present Position	Substantial Other Duties	Reporting Relationship
Clark	74,327	1		Chief Business Officer
Clover Park	132,155	12		Chief Business Officer
Peninsula	155,851	6	Y	CEO, Single Institution
Shoreline	200,850	2	Y	CEO, Single Institution
Spokane Colleges	120,578	6		Chief Business Officer
Tacoma	197,120	6	Y	CEO, Single Institution
2025				
Average	146,814	Average		135,160
Median	144,003	Median		128,306
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

196080 Chief Campus Security Administrator/Police Chief

Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed. Previous job title: Director, Campus Security/Safety.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	117,390	4	Y	Chief Business Officer
Bellevue	110,000	0		Chief Business Officer
Big Bend	87,046	2		CEO, Single Institution
Centralia	91,500	3	Y	Chief Business Officer
Clark	103,999	0		Chief Business Officer
Columbia Basin	100,000	0		Chief Business Officer
Edmonds	105,353	6		Chief Business Officer
Everett	103,573	2	Y	Chief Facilities Officer
Grays Harbor	67,498	1		Chief Facilities Officer
Green River	125,674	9	Y	Chief Develop/Advancement
Highline	96,408	10		Chief Business Officer
Lake Washington	104,616	12		Chief Business Officer
Lower Columbia	110,000	10	Y	
North Seattle	110,000	4		Chief Business Officer
Olympic	91,052	2		Chief HR Officer
Olympic	101,970	2		Executive Vice President
Peninsula	88,486	16		Chief Business Officer
Pierce District	101,057	4		Chief Information/IT Officer
Renton	103,838	10		Chief Student Affairs Officer
Seattle Central	111,240	3		Chief Business Officer
Shoreline	99,541	6	Y	Executive Vice President
Skagit Valley	99,705	6		Chief Business Officer
So. Puget Sound	101,754	5	Y	Chief Business Officer
South Seattle	110,000	3		Chief Business Officer
Spokane Colleges	93,969	12		Executive Vice President
Spokane Colleges	93,969	12		Executive Vice President
Tacoma	117,832	4	Y	Chief Business Officer
Walla Walla	94,640	4		Chief Business Officer
Whatcom	98,551	10		Chief Facilities Officer
2025				
Average	101,402	2024	Average	95,593
Median	101,754	Median		96,801

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	97,324	1		Chief HR Officer
Bellevue	114,747	5		Chief Financial Officer
Cascadia	103,000	7		Chief HR Officer
Clark	89,176	12		Chief Business Officer
Columbia Basin	86,420	4		Chief HR Officer
Edmonds	91,070	2		Chief HR Officer
Green River	117,296	19		CEO, Single Institution
Lake Washington	93,348	26		Chief HR Officer
Lower Columbia	100,000	9		Chief Business Officer
Olympic	91,052	3		Chief HR Officer
Peninsula	155,851	2	Y	CEO, Single Institution
Renton	96,161	4		Chief Account/Controller
Seattle District	125,387	4	Y	Chief HR Officer
Shoreline	85,000	V	Y	Deputy Chief HR Officer
So. Puget Sound	105,514	3	Y	Chief HR Officer
Spokane Colleges	86,740	3	Y	Chief Account/Controller
Walla Walla	90,187	4		Chief Business Officer
2025				
Average	101,663	Average		92,779
Median	96,161	Median		88,409
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

196120 Chief Campus Benefits Administrator

Responsible for implementing staff and/or faculty benefits, such as medical, dental, long-term disability, retirement, and accidental death benefits. Previous job title: Director/Manager, Employee Benefits.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Centralia	94,661	26	Y	Chief HR Officer
Clark	109,198	3	Y	Chief HR Officer
Edmonds	89,971	1		Deputy Chief HR Officer
Lower Columbia	95,000	10		Deputy Chief HR Officer
Olympic	91,052	3		Chief HR Officer
Renton	101,164	6		Chief HR Officer
Seattle District	125,387	4	Y	Chief HR Officer
So. Puget Sound	81,370	1		Deputy Chief HR Officer
Spokane Colleges	86,740	3	Y	Chief Account/Controller
2025				
Average	97,171	Average		95,806
Median	94,661	Median		93,746
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

196160 Chief Campus Training & Development Administrator

Directs and coordinates employee training, which may include in-house training for management and faculty as well as staff. Previous job title: Director/ Manager, Training & Development.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	108,498	8		Chief HR Officer
Columbia Basin	82,174	7		Chief HR Officer
Edmonds	76,380	V		Chief HR Officer
Green River	107,120	6		Chief HR Officer
Lake Washington	88,380	8		Chief Academic Affairs
Pierce District	120,470	0		
So. Puget Sound	91,800	1	Y	Chief Academic Affairs
Spokane Colleges	180,070	1	Y	Chief HR Officer
Tacoma	108,000	2	Y	Executive Vice President
2025				
Average	106,988	Average	100,003	
Median	107,120	Median	97,536	
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

196170 Chief Campus Food/Dining Services Administrator

For operations managed in-house, rather than outsourced: Administers all institutional food/dining services, whether directly managed and operated or catered. Previous job title: Director, Food/Dining Services.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	110,000	0	Y	Chief Financial Officer
Centralia	78,500	2		Chief Bookstore Admin
Edmonds	62,504	0		Chief Business Officer
Green River	105,759	7	Y	Chief Student Activities
Olympic	87,550	3		Executive Vice President
Peninsula	72,306	1	Y	Chief Business Officer
Renton	113,290	2	Y	Chief Business Officer
South Seattle	96,423	3	Y	Chief Business Officer
Tacoma	110,000	6	Y	Chief Business Officer
2025				
Average	92,926	Average	86,666	
Median	96,423	Median	87,486	
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	124,031	12		Chief Information/IT Officer
Everett	101,596	0		Chief Library Officer
Highline	117,678	12		Chief Academic Affairs
Shoreline	89,114	9		Chief Library Officer
Skagit Valley	107,944	9		Chief Research Officer
Tacoma	143,000	20	Y	Chief Information/IT Officer
2025				
Average	113,894	Average		113,330
Median	112,811	Median		114,250
2024				

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	111,134	9		Chief Information/IT Officer
Edmonds	124,031	14	Y	Chief Information/IT Officer
Olympic	113,300	2		Chief Information/IT Officer
Tacoma	128,000	7		Chief Information/IT Officer
	2025 Average	119,116	2024 Average	113,974

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Substantial Other Duties	Reporting Relationship
		Position			
Bates	77,250	2			Chief Student Affairs Officer
Bellevue	110,334	2			Chief Student Affairs Officer
Big Bend	81,146	1			Chief Student Affairs Officer
Cascadia	98,550	11			Chief Student Affairs Officer
Centralia	89,587	26			Chief Student Affairs Officer
Clark	89,176	15			Chief Student Affairs Officer
Clover Park	91,899	4			Chief Student Affairs Officer
Columbia Basin	77,953	1			Chief Student Affairs Officer
Edmonds	84,478	10			Chief Student Affairs Officer
Everett	111,707	27	Y		Chief Student Affairs Officer
Grays Harbor	80,821	2			Chief Student Affairs Officer
Green River	140,454	25	Y		Chief Student Affairs Officer
Highline	95,000	1			Chief Student Affairs Officer
Lake Washington	96,996	14			Chief Student Affairs Officer
Lower Columbia	90,000	6	Y		Chief Student Affairs Officer
North Seattle	128,292	7	Y		Chief Student Affairs Officer
Peninsula	91,335	31	Y		Chief Student Affairs Officer
Pierce Ft. Steilacoom	96,570	4			
Pierce Puyallup	96,570	3			
Renton	113,290	4			Chief Diversity Officer
Seattle Central	123,600	1			Chief Student Affairs Officer
Shoreline	94,012	8	Y		Chief Student Affairs Officer
Skagit Valley	94,057	10			Chief Student Affairs Officer
So. Puget Sound	98,875	13	Y		Chief Student Affairs Officer
South Seattle	128,750	4	Y		Chief Student Affairs Officer
Spokane	117,627	1	Y		Chief Student Affairs Officer
Tacoma	92,538	11	Y		Chief Student Affairs Officer
Wenatchee Valley	92,270	3			Chief Student Affairs Officer
Whatcom	87,163	9			Chief Student Affairs Officer
2025	2024	Average	Average	94,802	
Average	98,976	Median	Median	91,274	
Median	94,057				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

196320 Chief Campus Academic Advising Administrator

Responsible for ensuring that all undergraduate students receive accurate and timely advising services. Previous job title: Director, Academic Advising.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	110,334	2		Chief Student Affairs Officer
Bellingham	103,956	2		Chief Student Affairs Officer
Big Bend	87,951	1		Chief Student Affairs Officer
Cascadia	102,835	10		Chief Student Affairs Officer
Centralia	98,779	5	Y	Chief Student Affairs Officer
Clark	109,813	3	Y	Chief Student Affairs Officer
Clover Park	95,574	1		Chief Student Affairs Officer
Columbia Basin	98,854	3		Chief Student Affairs Officer
Edmonds	89,971	3		Chief Student Affairs Officer
Grays Harbor	80,821	V		Executive Vice President
Green River	106,463	10	Y	Chief Student Affairs Officer
Highline	84,460	2		Chief Admissions Officer
Lake Washington	96,996	3		Chief Student Affairs Officer
Lower Columbia	113,558	1	Y	Chief Student Affairs Officer
Lower Columbia	99,750	7		Chief Student Affairs Officer
North Seattle	94,012	3		Chief Student Affairs Officer
Olympic	91,052	4		Chief Student Affairs Officer
Peninsula	97,924	2		Chief Student Affairs Officer
Pierce Ft. Steilacoom	101,764	2		
Pierce Puyallup	101,057	1		
Renton	132,785	5	Y	Chief Student Affairs Officer
Seattle Central	102,446	1	Y	Chief Student Affairs Officer
Seattle District	98,550	5		Chief Academic Affairs
Shoreline	94,012	4		Chief Student Affairs Officer
Skagit Valley	108,150	1		Chief Student Affairs Officer
So. Puget Sound	93,600	V	Y	Chief Admissions Officer
South Seattle	109,803	8	Y	Chief Enrollment Officer
Spokane	104,237	2	Y	Chief Student Affairs Officer
Spokane Falls	118,460	1	Y	Chief Student Affairs Officer
Tacoma	87,838	10	Y	Chief Student Affairs Officer
Walla Walla	92,332	4		Chief Student Affairs Officer
Wenatchee Valley	85,696	9		Chief Student Affairs Officer
Whatcom	96,820	1	Y	Chief Student Affairs Officer
2025				
Average	99,717	Average	95,587	
Median	98,779	Median	95,321	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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 Present Position		Substantial Other Duties	Reporting Relationship
Bellevue	108,232	3			Dean Special Programs
Clark	81,486	2	Y		Chief Student Affairs Officer
Columbia Basin	76,220	1			Chief Academic Advising
Edmonds	74,589	10			Chief Student Affairs Officer
Edmonds	75,688	12			Chief Student Affairs Officer
Highline	84,460	2	Y		Chief Admissions Officer
Lake Washington	71,530	12			Chief Student Affairs Officer
Lake Washington	89,412	9			Chief Student Affairs Officer
Lower Columbia	108,150	15			Chief Student Affairs Officer
Seattle Central	102,446	1	Y		Academic Advisor/Counselor
Spokane	104,237	2	Y		Chief Student Activities
Spokane Falls	118,460	1	Y		Chief Student Affairs Officer
Whatcom	96,820	1	Y		Chief Student Affairs Officer
2025					
Average	91,672	2024		Average	86,182
Median	89,412			Median	86,808

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	97,850	2		Chief Student Affairs Officer
Big Bend	82,722	1		Chief Business Officer
Columbia Basin	81,370	1		Chief Student Affairs Officer
Edmonds	86,675	20		Chief Student Affairs Officer
Everett	82,400	2	Y	Chief Student Activities
Olympic	70,500	1		Chief Student Affairs Officer
Shoreline	94,012	8	Y	Chief Student Affairs Officer
Skagit Valley	86,620	6		Major Gift Officer, Senior
So. Puget Sound	65,479	V		Chief Student Activities
Wenatchee Valley	57,513	3		Chief Student Affairs Officer
Whatcom	98,004	7		Chief Student Affairs Officer
Yakima Valley	87,044	4	Y	Chief Business Officer
2025				
Average	82,516	Average		82,438
Median	84,671	Median		84,124

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

304300 Assoc/Asst Dean Nursing

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Bates	130,000	0		Dean Occ/Voc/Tech
Bellevue	160,000	0		Dean Health-Related
Centralia	102,835	2		Chief Academic Affairs
Clark	119,504	8		Dean Health-Related
Columbia Basin	115,414	10		Dean Health-Related
Everett	112,342	2	Y	Dean Workforce Education
Grays Harbor	120,280	14		Chief Academic Affairs
Green River	144,200	6		Dean Occ/Voc/Tech
Lower Columbia	130,000	8		Dean Health-Related
Olympic	124,174	1		Dean Health-Related
Peninsula	101,409	8		Dean Workforce Education
Pierce Puyallup	109,207	1		Dean Health-Related
Renton	151,746	3		Chief Academic Affairs
Seattle Central	137,146	5		Dean Health-Related
Shoreline	112,270	0	Y	Chief Academic Affairs
Spokane	148,209	9		Dean Health-Related
Tacoma	131,544	4		Dean Health-Related
Walla Walla	115,036	3		Dean Health-Related
Wenatchee Valley	112,067	6		Dean Workforce Education
Whatcom	100,535	7		Chief Academic Affairs
Yakima Valley	113,300	1		Dean Workforce Education
2025		2024		
Average	123,391	Average	119,027	
Median	119,504	Median	117,505	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

304310 Assoc/Asst Dean Occupational/Vocational Ed/Tech

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	115,919	0		Dean Special Programs
Centralia	94,754	1		Dean Occ/Voc/Tech
Grays Harbor	95,280	2		Dean Workforce Education
Lake Washington	117,108	4		Dean Health-Related
Lake Washington	114,828	12		Dean Humanities
North Seattle	113,300	V		Dean Occ/Voc/Tech
Renton	116,661	2	Y	Chief Academic Affairs
Renton	111,832	2		Dean Basic Skills/ABE
Renton	110,644	2		Dean Basic Skills/ABE
Seattle Central	130,442	9		Chief Academic Affairs
Seattle Central	132,722	5		Chief Academic Affairs
Seattle Central	113,360	5		Chief Academic Affairs
Skagit Valley	99,086	2		Dean Workforce Education
Skagit Valley	96,200	V		Dean Workforce Education
South Seattle	116,390	3		Chief Academic Affairs
Spokane	104,237	1		Dean Occ/Voc/Tech
Spokane	71,375	1		Dean Basic Skills/ABE
Yakima Valley	88,934	1		Dean Basic Skills/ABE
2025				
Average	107,948	Average		103,776
Median	112,566	Median		103,562
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

315020 Head, Campus Landscape & Grounds Keeping

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clark	75,472	4		Chief Facilities Officer
Green River	155,000	4	Y	Executive Vice President
Highline	67,668	34		Chief Facilities Officer
So. Puget Sound	96,500	1	Y	Chief Facilities Officer
Spokane Colleges	91,711	2	Y	Chief Facilities Officer
Spokane Colleges	106,092	5	Y	Chief Facilities Officer
Tacoma	94,000	23		Chief Facilities Officer
Whatcom	93,730	7	Y	Chief Facilities Officer
2025				
Average	97,522	Average	87,311	
Median	93,865	Median	91,000	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

315060 Head, Campus, Custodial Services

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	95,000	1		Chief Facilities Officer
Bellevue	97,792	7		Chief Facilities Officer
Big Bend	66,707	0		Chief Facilities Officer
Centralia	77,970	1	Y	Chief Business Officer
Clark	73,911	3		Chief Facilities Officer
Everett	79,000	11		Chief Facilities Officer
Grays Harbor	67,498	V		Chief Facilities Officer
Green River	155,000	4	Y	Executive Vice President
Highline	64,272	0		Chief Facilities Officer
Lake Washington	102,696	1		Chief Facilities Officer
Lower Columbia	80,000	4	Y	Chief Facilities Officer
Seattle Central	72,100	3		Chief Facilities Officer
South Seattle	79,348	V		Chief Facilities Officer
Spokane Colleges	91,711	2	Y	Chief Facilities Officer
Tacoma	87,000	2		Chief Facilities Officer
Walla Walla	81,802	3		Chief Facilities Officer
Whatcom	93,730	7	Y	Chief Facilities Officer
Yakima Valley	66,203	13		Chief Facilities Officer
2025				
Average	85,097	Average	77,600	
Median	79,674	Median	75,405	
2024				

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

320010 Executive Assistant to System or Institution CEO

Senior professional staff assistant to the CEO of an institution or of a campus within a system. Manages the administrative, operational, and/or financial affairs of the Office of the CEO. This is a high-level professional position; not an administrative support position. See Administrators Survey for Chief of Staff to CEO (position 187020).

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	72,000	2		CEO, Single Institution
Bellingham	85,644	26		CEO, Single Institution
Big Bend	80,000	0		CEO, Single Institution
Cascadia	71,562	2		CEO, Single Institution
Centralia	80,983	14		CEO, Single Institution
Clover Park	93,187	4		CEO, Single Institution
Columbia Basin	87,550	4		CEO, Single Institution
Edmonds	92,168	6		CEO, Single Institution
Everett	87,652	2		CEO, Single Institution
Grays Harbor	78,198	1		CEO, Single Institution
Green River	99,802	10		CEO, Single Institution
Lake Washington	81,204	2	Y	CEO, Single Institution
Lower Columbia	71,600	0		CEO, Single Institution
North Seattle	82,591	13		CEO, Single Institution
Peninsula	80,340	3		CEO, Single Institution
Pierce Ft. Steilacoom	78,000	0		CEO, Single Institution
Pierce Puyallup	78,000	13		CEO, Single Institution
Renton	102,658	2		CEO, Single Institution
Seattle Central	82,432	3		CEO, Single Institution
Seattle District	105,193	4		CEO, Systems
Shoreline	93,558	19		CEO, Single Institution
Skagit Valley	95,846	3		CEO, Single Institution
So. Puget Sound	100,000	25		CEO, Single Institution
South Seattle	83,200	3		CEO, Single Institution
Spokane	72,648	1		CEO, Single Institution
Spokane Colleges	78,297	3		CEO, Systems
Spokane Falls	72,648	3		CEO, Single Institution
Tacoma	105,000	2	Y	CEO, Single Institution
Walla Walla	79,902	4		CEO, Single Institution
Wenatchee Valley	67,486	4		CEO, Single Institution
Whatcom	139,256	12	Y	CEO, Single Institution
Yakima Valley	75,729	1	Y	CEO, Single Institution
2025		2024		
Average	86,073	Average	81,011	
Median	81,818	Median	78,624	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

325000 Administrative Specialist/Coordinator

This is an exempt, professional position, not an administrative assistant. Persons in this position generally report to an Executive Administrator or to an Administrative Unit Head. Responsibilities include performing a variety of professional and administrative duties that facilitate the day to- day operations of a function, program, and/or department. Assists in program planning and development; interprets, monitors, and analyzes information regarding operating policies and procedures; administers budgets; and coordinates academic and/or staff personnel matters. Resolves problems that have a significant impact on the overall goals of the department. Requires 2-3 years' of relevant experience. Do not report department business officers here.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	72,000	2		Chief Academic Affairs
Bates	74,880	4		Chief Student Affairs Officer
Bellevue	102,641	8		Dean Business
Bellevue	94,000	1		Dean Health-Related
Bellevue	95,097	9		Dean Business
Bellevue	95,970	5		Dean Social Sciences
Bellevue	102,713	8		Dean Sciences
Bellevue	87,550	1		Dean Arts and Sciences
Bellingham	76,620	7		Chief Student Affairs Officer
Bellingham	76,620	10		Chief Business Officer
Bellingham	83,292	2		Dean Social Sciences
Bellingham	76,620	12		Chief Academic Affairs
Big Bend	62,320	26		Chief Academic Affairs
Big Bend	55,429	V		Chief Academic Affairs
Big Bend	70,479	0		Dean Arts and Sciences
Big Bend	62,315	1		Chief Academic Affairs
Big Bend	62,315	1		Chief Academic Affairs
Big Bend	66,361	V		Chief Academic Affairs
Big Bend	62,315	1		Chief Academic Affairs
Big Bend	70,549	1		Chief Academic Affairs
Big Bend	62,315	4		Chief Academic Affairs
Cascadia	85,696	1		Chief Student Affairs Officer
Cascadia	91,052	1		Chief Academic Affairs
Cascadia	85,696	4		Chief Business Officer
Cascadia	85,696	4		Chief Diversity Officer
Clark	74,853	19		CEO, Single Institution
Clover Park	82,578	12		Chief Diversity Officer
Clover Park	82,578	1		Chief Student Affairs Officer
Clover Park	82,578	5		Chief Academic Affairs
Clover Park	82,578	4		Chief Research Officer
Clover Park	82,578	1		Chief Business Officer
Grays Harbor	72,253	12		Chief Academic Affairs
Grays Harbor	72,253	2		Chief Student Affairs Officer
Grays Harbor	72,253	19		Chief Business Officer
Grays Harbor	67,498	3		Chief Student Affairs Officer
Grays Harbor	67,498	1		Executive Vice President
Grays Harbor	54,476	11		Chief Student Affairs Officer
Grays Harbor	67,498	3		Chief Student Affairs Officer
Grays Harbor	59,429	1		Chief Student Affairs Officer
Highline	71,770	2		Chief Develop/Advancement
Highline	71,770	2		CEO, Single Institution
Highline	71,770	3		Chief Develop/Advancement
Highline	71,770	2		Chief Information/IT Officer
Highline	72,589	6		Chief Business Officer
Highline	71,770	1		Chief of Staff to System
Lake Washington	84,384	4		Chief Academic Affairs

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2025

Lake Washington	80,340	9		Chief Student Affairs Officer
Lake Washington	70,140	3		Chief Academic Affairs
Lake Washington	70,140	1		Chief HR Officer
Lower Columbia	84,000	3		Chief Business Officer
Lower Columbia	70,000	6		Chief Academic Affairs
Lower Columbia	66,000	3		Chief Student Affairs Officer
Olympic	103,052	3	Y	Executive Vice President
Peninsula	72,306	3		Chief Student Affairs Officer
Peninsula	72,306	2		Chief Business Officer
Peninsula	72,306	0		CEO, Single Institution
Peninsula	72,306	2		Chief HR Officer
Peninsula	102,214	4		Chief Academic Affairs
Peninsula	65,122	3		Chief HR Officer
Peninsula	105,000	9		Chief Academic Affairs
Skagit Valley	81,000	0		Chief Academic Affairs
Skagit Valley	90,415	10		Early Childhood Prgm Mgr
So. Puget Sound	61,800	3	Y	Chief Develop/Advancement
So. Puget Sound	75,000	1	Y	Chief Academic Affairs
So. Puget Sound	72,100	3		Chief Business Officer
So. Puget Sound	70,164	4		Chief Information/IT Officer
So. Puget Sound	70,040	4	Y	Chief Public Relations
So. Puget Sound	63,647	3	Y	Chief Diversity Officer
So. Puget Sound	72,842	4	Y	Chief Student Affairs Officer
Spokane Colleges	65,497	1		Chief Academic Affairs
Spokane Colleges	77,249	1		CEO, Systems
Spokane Colleges	65,497	1		Chief Academic Affairs
Spokane Colleges	133,251	5		CEO, Systems
Tacoma	88,000	10	Y	Chief Business Officer
Tacoma	85,000	4		CEO, Systems
Tacoma	84,000	2		Chief Academic Affairs
Tacoma	80,000	10		Dean Health-Related
Tacoma	90,000	2		Dean Health-Related
Tacoma	80,000	3	Y	Chief Develop/Advancement
Tacoma	90,000	8		Chief Academic Affairs
Tacoma	88,000	9		Chief Student Affairs Officer
Tacoma	80,000	0		Chief Diversity Officer
Tacoma	80,000	11	Y	Chief HR Officer
Whatcom	73,312	14		Chief Business Officer
Whatcom	62,000	0		Chief Academic Affairs
Whatcom	59,740	1		Chief Student Affairs Officer
Yakima Valley	67,014	7		Chief Academic Affairs
Yakima Valley	67,014	V		Chief HR Officer
Yakima Valley	67,014	1		Chief Business Officer

2025

Average

76,877

Median

72,589

2024

Average

72,628

Median

71,229

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	100,940	1		Dean Special Programs
Clover Park	69,498	V		Dean Arts and Sciences
Edmonds	77,885	9		Dean Basic Skills/ABE
Everett	80,000	3		Chief Library Officer
Grays Harbor	67,498	11		Chief Academic Affairs
Grays Harbor	67,498	1		Chief Academic Affairs
Lake Washington	96,996	4		Chief Student Affairs Officer
North Seattle	87,550	2		Chief Academic Affairs
Olympic	119,943	3		Executive Vice President
Olympic	85,696	3		Chief Library Officer
Renton	95,591	4		Chief Student Affairs Officer
Skagit Valley	77,000	0		Chief Academic Advising
So. Puget Sound	77,468	8		Chief Library Officer
So. Puget Sound	77,468	3		Chief Library Officer
South Seattle	100,000	9		Chief Student Affairs Officer
Spokane	101,685	4		Dean Arts and Sciences
Tacoma	85,696	22		Chief Student Affairs Officer
Tacoma	90,000	4		Chief Student Affairs Officer
Tacoma	85,696	23		Chief Student Affairs Officer
Whatcom	83,581	13		Chief Academic Affairs
2025				
Average	86,384	2024	Average	84,136
Median	85,696	Median		85,000

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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		Substantial Other Duties	Reporting Relationship
		Present Position	Position		
Bellingham	74,028	V			Chief Academic Advising
2025 Average	74,028	2024 Average		74,028	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

400160 Head, Foreign Student Services

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	114,747	12		Chief Int'l Education Admin
Cascadia	80,255	4		Chief Int'l Education Admin
Clark	65,623	2		Chief Int'l Education Admin
Edmonds	96,563	11		Chief Int'l Education Admin
Edmonds	96,563	10		Chief Int'l Education Admin
Green River	111,519	V		Chief Int'l Education Admin
Highline	83,731	5		Chief Business Officer
Lake Washington	78,000	7		Chief Int'l Education Admin
Peninsula	97,924	17	Y	Chief Student Affairs Officer
Seattle District	110,730	V		Chief Int'l Education Admin
Shoreline	82,400	1		Chief Int'l Education Admin
Shoreline	77,869	0		Chief Int'l Education Admin
Shoreline	96,137	15	Y	Chief Int'l Education Admin
Skagit Valley	99,541	V		Chief Student Affairs Officer
So. Puget Sound	93,393	12		Chief Student Activities
Spokane Colleges	71,375	3		Chief Int'l Education Admin
Tacoma	123,149	13	Y	Chief Student Affairs Officer
Whatcom	72,331	14		Chief Int'l Education Admin
2025				
Average	91,769	Average		85,324
Median	94,765	Median		85,982
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

401010 Head, Student Academic Counseling

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	83,796	2		Chief Academic Advising
Cascadia	80,255	2		Chief Academic Advising
Clark	84,929	10	Y	Chief Academic Advising
Clark	81,846	2	Y	Chief Academic Advising
Grays Harbor	80,821	2		Chief Student Affairs Officer
Grays Harbor	80,821	2		Chief Student Affairs Officer
Grays Harbor	80,821	2		Chief Student Affairs Officer
Grays Harbor	80,821	8		Chief Student Affairs Officer
Green River	106,463	10	Y	Chief Student Affairs Officer
Lake Washington	117,108	1		Chief Student Affairs Officer
Olympic	74,984	2		Chief Student Affairs Officer
Peninsula	95,072	2	Y	Chief Student Affairs Officer
Tacoma	87,838	10	Y	Dean Special Programs
Whatcom	70,040	4		Chief Academic Advising
Whatcom	70,040	1		Chief Academic Advising
Whatcom	69,757	2		Chief Academic Advising
Whatcom	69,757	21		Chief Academic Advising
2025				
Average	83,245	Average	79,720	
Median	80,821	Median	78,467	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	63,438	2		Head, Student Counseling
Bellingham	68,700	10		Chief Academic Advising
Bellingham	65,892	2		Chief Student Affairs Officer
Bellingham	68,436	8		Chief Academic Advising
Bellingham	64,404	2		Chief Academic Advising
Bellingham	64,404	5		Chief Academic Advising
Bellingham	60,852	V		Chief Student Affairs Officer
Big Bend	61,581	7		Chief Academic Affairs
Big Bend	62,315	1		Chief Academic Affairs
Big Bend	56,450	V		Chief Academic Affairs
Big Bend	61,581	2		Chief Academic Affairs
Big Bend	51,265	0		Chief Student Affairs Officer
Big Bend	61,581	3		Chief Student Affairs Officer
Big Bend	56,678	4		Chief Student Affairs Officer
Big Bend	62,315	1		Chief Student Affairs Officer
Big Bend	62,315	0		Chief Student Affairs Officer
Big Bend	62,315	0		Chief Student Affairs Officer
Big Bend	62,315	0		Chief Student Affairs Officer
Cascadia	70,140	6		Chief Academic Advising
Cascadia	70,140	0		Dean Basic Skills/ABE
Cascadia	70,140	1		Chief Academic Advising
Cascadia	70,140	V		Chief Academic Advising
Cascadia	70,140	1		Chief Academic Advising
Cascadia	70,140	1		Head, Student Counseling
Cascadia	70,140	3		Chief Academic Advising
Cascadia	70,140	5		Chief Academic Advising
Cascadia	70,140	1		Head, Student Counseling
Clark	72,705	10		Chief Academic Advising
Clark	67,040	1		Chief Academic Advising
Clark	68,456	3		Chief Academic Advising
Clark	72,705	8		Chief Academic Advising
Clark	72,705	8		Chief Academic Advising
Clark	64,207	1		Chief Academic Advising

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2025

Clark	62,791	0	Chief Academic Advising
Clark	64,207	1	Chief Academic Advising
Clark	72,705	11	Chief Academic Advising
Clark	72,705	11	Chief Academic Advising
Clark	69,872	3	Chief Academic Advising
Edmonds	58,109	3	Chief Academic Advising
Edmonds	58,109	3	Chief Academic Advising
Edmonds	60,306	3	Chief Academic Advising
Edmonds	58,109	3	Chief Academic Advising
Edmonds	58,109	2	Chief Academic Advising
Edmonds	58,109	3	Chief Academic Advising
Grays Harbor	59,429	1	Chief Student Affairs Officer
Grays Harbor	59,429	V	Chief Student Affairs Officer
Grays Harbor	59,429	0	Chief Student Affairs Officer
Grays Harbor	59,429	4	Chief Student Affairs Officer
Grays Harbor	74,168	0	Chief Student Affairs Officer
Grays Harbor	59,429	2	Chief Athletics Administrator
Grays Harbor	59,429	2	Chief Student Affairs Officer
Grays Harbor	67,498	2	Chief Student Affairs Officer
Grays Harbor	59,429	3	Chief Student Affairs Officer
Grays Harbor	59,429	V	Chief Student Affairs Officer
Grays Harbor	59,429	1	Chief Academic Affairs
Highline	60,000	2	Chief Career Services
Highline	56,160	0	Chief Career Services
Highline	60,000	0	Chief Career Services
Highline	60,000	2	Chief Career Services
Highline	75,000	35	Chief Int'l Education Admin
Highline	65,920	11	Chief Int'l Education Admin
Lake Washington	70,032	2	Chief Academic Advising
Lake Washington	70,032	11	Chief Academic Advising
Lake Washington	70,032	2	Chief Academic Advising
Lake Washington	67,992	4	Chief Academic Advising
Lake Washington	64,496	1	Chief Career Services
Lake Washington	61,440	3	Head Learning Resources
Lake Washington	70,032	5	Chief Academic Advising
Lake Washington	70,032	3	Chief Academic Advising
Lake Washington	56,652	2	Chief Academic Advising
Lake Washington	70,032	2	Chief Academic Advising
Lake Washington	62,496	6	Head Learning Resources
Lake Washington	64,496	0	Dean Special Programs
Lake Washington	61,440	3	Head Learning Resources
Lake Washington	61,440	11	Dean Special Programs
Lower Columbia	62,916	0	Chief Academic Advising
Lower Columbia	61,800	3	Chief Academic Advising
Lower Columbia	63,000	14	Chief Academic Affairs
Lower Columbia	59,920	1	Chief Academic Advising
Lower Columbia	63,000	4	Chief Academic Advising
Lower Columbia	71,500	20	Y Chief Academic Advising
Lower Columbia	63,000	17	Chief Academic Advising
Lower Columbia	60,982	16	Chief Academic Advising
Lower Columbia	60,982	16	Chief Academic Advising

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2025

Lower Columbia	78,000	5	Y	Chief Academic Advising
Lower Columbia	63,109	8	Y	Chief Academic Advising
Lower Columbia	64,000	6		Chief Academic Advising
Lower Columbia	65,199	3		Chief Academic Advising
Lower Columbia	67,200	12		Chief Academic Advising
Lower Columbia	67,500	5	Y	Chief Academic Advising
Lower Columbia	62,514	5		Chief Academic Advising
Olympic	67,725	1		Head, Student Counseling
Olympic	69,757	2		Head, Student Counseling
Olympic	70,142	3		Head, Student Counseling
Olympic	70,142	3		Head, Student Counseling
Olympic	70,142	2		Head, Student Counseling
Olympic	70,142	4		Head, Student Counseling
Olympic	70,142	5		Head, Student Counseling
Olympic	70,142	2		Head, Student Counseling
Peninsula	62,830	2	Y	Chief Academic Advising
Skagit Valley	63,994	9		Chief Student Affairs Officer
Skagit Valley	58,335	2		Chief Continuing Ed
Skagit Valley	57,680	3		Chief Academic Advising
Skagit Valley	63,994	6		Chief Student Affairs Officer
Skagit Valley	62,014	12		Chief Academic Advising
Skagit Valley	56,650	1		Chief Student Activities
Skagit Valley	57,320	2		Chief Student Affairs Officer
Skagit Valley	61,984	V		Chief Student Affairs Officer
Skagit Valley	62,130	2		Chief Student Affairs Officer
Skagit Valley	56,732	2		Chief Academic Advising
Skagit Valley	61,934	9		Chief Academic Advising
Skagit Valley	62,130	1		Chief Student Affairs Officer
Skagit Valley	56,732	2		Chief Academic Advising
Skagit Valley	63,994	3		Chief Student Affairs Officer
Skagit Valley	58,401	2		Chief Diversity Officer
Skagit Valley	54,590	2		Chief Student Affairs Officer
Skagit Valley	59,569	1		Chief Student Affairs Officer
So. Puget Sound	62,651	7		Chief Academic Advising
So. Puget Sound	67,890	10		Chief Academic Advising
So. Puget Sound	70,142	3	Y	Chief Academic Advising
So. Puget Sound	68,219	10	Y	Chief Academic Advising
So. Puget Sound	64,079	23		Chief Academic Advising
So. Puget Sound	70,142	4		Chief Academic Advising
So. Puget Sound	60,062	2		Chief Academic Advising
So. Puget Sound	60,062	3		Chief Academic Advising
Tacoma	60,912	1		Chief Academic Advising
Tacoma	61,015	3		Chief Academic Advising
Tacoma	61,367	2		Dean Basic Skills/ABE
Tacoma	71,096	13		Chief Academic Affairs
Tacoma	60,921	12		Chief Academic Advising
Tacoma	60,912	7		Chief Academic Advising
Tacoma	60,912	6		Chief Academic Advising
Tacoma	60,921	23		Chief Academic Advising
Tacoma	61,701	2		Chief Academic Advising
Tacoma	61,137	3		Chief Academic Advising
Tacoma	60,912	1		Chief Academic Advising
Tacoma	60,911	5		Chief Academic Advising
Tacoma	60,911	5		Chief Academic Advising
Tacoma	61,701	2		Chief Academic Advising
Tacoma	60,912	2		Dean Basic Skills/ABE
Walla Walla	64,056	3	Y	
Walla Walla	56,650	3		Chief Academic Advising

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY

2025

Walla Walla	64,056	10	Y	Chief Academic Advising
Walla Walla	64,056	8	Y	Chief Academic Advising
Walla Walla	61,006	4		Chief Academic Advising
Walla Walla	58,066	3		Chief Academic Advising
Walla Walla	61,006	0		
Walla Walla	58,066	1		Chief Academic Advising
Walla Walla	62,457	0	Y	
Walla Walla	58,066	4		
Walla Walla	58,066	1		
Walla Walla	60,970	3	Y	Chief Academic Advising
Walla Walla	59,518	3		Chief Academic Advising
Walla Walla	59,518	4		Chief Academic Advising
Walla Walla	64,056	2	Y	
Walla Walla	62,457	1	Y	
Wenatchee Valley	60,832	10	Y	Chief Student Affairs Officer
Whatcom	55,167	3		Head, Student Counseling
Whatcom	54,000	0		Head, Student Counseling
Whatcom	53,560	1		Head, Student Counseling
Whatcom	51,500	0		Head, Student Counseling
Whatcom	56,774	3		Head, Student Counseling
Whatcom	55,105	0		Head, Student Counseling
Whatcom	57,095	9		Head, Student Counseling
Whatcom	58,916	18		Head, Student Counseling
Whatcom	53,500	0		Head, Student Counseling
Whatcom	57,310	3		Head, Student Counseling
Whatcom	53,560	2		Head, Student Counseling
Whatcom	56,238	3		Head, Student Counseling
Whatcom	55,703	2		Head, Student Counseling
Whatcom	51,500	0		Head, Student Counseling
Whatcom	55,105	2		Head, Student Counseling
Whatcom	54,632	3		Head, Student Counseling
Whatcom	53,040	0		Head, Student Counseling
Whatcom	57,845	1		Head, Student Counseling

2025		2024	
Average	62,744	Average	60,666
Median	61,800	Median	60,264

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

402170 Librarian, Head of Reference & Instruction

Head of department responsible for information and research services in all formats and venues, including reference, instruction, information commons, workshops, etc. Oversee staff and workflows, develop policies and procedures, provide leadership, manage schedules, monitor trends, and develop campus partnerships. Plan, teach and assess information literacy program in collaboration with faculty members. Develop materials to support research and instruction in all formats, serve as liaison to academic departments. Degree requirement: ALA Accredited Masters Additional Masters may be required.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Green River	110,000	0	Y	Chief Academic Affairs
2025 Average	110,000	2024 Average	116,450	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

404110 Continuing Education Specialist

Responsible for planning and developing continuing education programs. Coordinates and manages the planning, design, and development of university level credit and non-credit courses. May include planning and development of workshops, certificate programs, seminars, and special events. Requires a bachelor's degree or equivalent plus 4-5 years' related experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Columbia Basin	73,019	3		Dean Occ/Voc/Tech
Olympic	106,163	3	Y	Dean Business
Shoreline	67,465	4	Y	Dean Continuing Education
Skagit Valley	79,269	2		Assoc/Asst Dean Voc Ed
So. Puget Sound	91,800	12	Y	Dean Continuing Education
Spokane Colleges	91,711	2		Dean Continuing Education
Tacoma	70,399	10	Y	Chief Continuing Ed
2025				
Average	82,832	Average	79,263	
Median	79,269	Median	74,880	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

404120 Continuing Education Conference/Workshop Coordinator

Coordinates activities involved in provision of conference and workshop services. Assists in the selection or design of workshops to be presented. Develops preliminary program budget. Coordinates registration process, including fee collection and payment of honorarium and conference expenses. Secures appropriate conference setting and arranges for auxiliary services, including lodging, meals, and transportation. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	92,662	10		Administrative Specialist
Spokane Colleges	71,375	4		Dean Workforce Education
Tacoma	70,399	10	Y	Chief Continuing Ed
2025 Average	78,145	2024 Average	74,110	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	83,573	6		Chief Public Relations
Edmonds	64,440	12		Chief Public Relations
Lake Washington	76,512	10		Chief Public Relations
Peninsula	72,100	1	Y	Chief Public Relations
Pierce District	88,296	7		Head, Campus Info Office
Renton	96,320	4		Chief Public Relations
Seattle District	88,790	4	Y	Chief Public Relations
Shoreline	82,400	3		Chief Public Relations
Skagit Valley	72,690	5		Chief Public Relations
So. Puget Sound	69,720	15		Chief Public Relations
Spokane Colleges	65,497	0		Chief Public Relations
Spokane Colleges	68,344	4		Chief Public Relations
Tacoma	101,000	0		Chief Public Relations
Wenatchee Valley	75,209	4		Chief Public Relations
2025		2024		
Average	78,921	Average		72,499
Median	75,861	Median		70,356

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	93,124	6			Chief Distance Education
Big Bend	69,992	4			Chief Academic Affairs
Big Bend	69,992	2			Chief Library Officer
Cascadia	80,255	10			Dean Arts and Sciences
Columbia Basin	73,019	3			Chief Distance Education
Edmonds	86,675	3			Chief Distance Education
Everett	80,536	1			Chief Academic Computing
Everett	80,536	2			Chief Academic Computing
Lake Washington	79,164	8			Dean Arts and Sciences
Olympic	78,000	3	Y		Chief Distance Education
Olympic	78,000	4			Chief Distance Education
Renton	85,940	4			Assoc/Asst Dean Voc Ed
Seattle District	81,325	4			Dean Arts and Sciences
Seattle District	115,272	8			Chief Distance Education
Shoreline	92,397	3			Chief Distance Education
Shoreline	92,397	5			Chief Distance Education
Skagit Valley	65,000	0			Chief Academic Affairs
So. Puget Sound	69,734	5	Y		Chief Library Officer
So. Puget Sound	78,529	4			Chief Library Officer
Spokane Colleges	71,375	0			Chief Distance Education
Spokane Colleges	74,478	5			Chief Distance Education
Spokane Colleges	74,478	5			Chief Distance Education
Tacoma	80,000	0			Chief Library Officer
Tacoma	84,003	4			Chief Library Officer
Tacoma	81,370	2			Chief Library Officer
Walla Walla	74,153	1			Chief Information/IT Officer
Yakima Valley	78,330	13			Chief Information/IT Officer
2025					
Average	80,299	2024		Average	76,008
Median	79,164			Median	73,840

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

410110 Head, Minority/Multicultural Student Affairs

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clark	75,345	1		Chief Diversity Officer
Grays Harbor	88,821	1		Chief Student Affairs Officer
Green River	92,761	9	Y	Chief Student Affairs Officer
Highline	83,521	3		Chief Student Affairs Officer
Lake Washington	83,556	4		Chief Student Activities
Lower Columbia	66,000	0		Chief Admissions Officer
Olympic	85,000	2		Chief Diversity Officer
Seattle Central	111,405	6	Y	Chief Diversity Officer
Shoreline	94,012	4		Chief Diversity Officer
Skagit Valley	75,000	0		Chief Diversity Officer
So. Puget Sound	77,127	4		Chief Diversity Officer
Spokane	77,249	2		Chief Student Affairs Officer
Spokane Falls	115,572	3	Y	CEO, Single Institution
Tacoma	120,655	2		Dean Special Programs
Whatcom	86,269	6		Chief Student Affairs Officer
2025				
Average	88,820	Average		80,635
Median	85,000	Median		75,345
2024				

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Lower Columbia	59,024	14	Y	Chief Academic Computing
Wenatchee Valley	57,513	3		Chief Student Affairs Officer
2025 Average		2024 Average		56,874

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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 Present Position	Substantial Other Duties	Reporting Relationship
Bellevue	74,000	0		Chief Registrar/Records
Bellevue	70,037	2		Chief Registrar/Records
Bellingham	60,852	2		Chief Academic Advising
Bellingham	64,404	9		Dean Health-Related
Big Bend	62,315	2		Chief Student Affairs Officer
Big Bend	62,315	1		Chief Student Affairs Officer
Big Bend	62,315	1		Chief Student Affairs Officer
Big Bend	62,315	1		Chief Student Affairs Officer
Big Bend	62,315	0		Chief Student Affairs Officer
Big Bend	62,315	V		Chief Student Affairs Officer
Cascadia	70,140	1		Chief Public Relations
Cascadia	70,140	0		Chief Registrar/Records
Clark	59,368	3		Chief Enrollment Officer
Clark	58,059	2		Chief Enrollment Officer
Columbia Basin	96,000	0		Chief Enrollment Officer
Grays Harbor	80,821	1		Chief Registrar/Records
Highline	60,000	2		Chief Admissions Officer
Highline	60,000	0		Chief Admissions Officer
Highline	60,000	0		Chief Admissions Officer
Lake Washington	66,936	7		Chief Student Affairs Officer
Lake Washington	89,412	4		Chief Student Affairs Officer
Olympic	55,000	1		Chief Enrollment Officer
Olympic	78,000	3		Chief Enrollment Officer
Olympic	56,500	2		Chief Enrollment Officer
Olympic	56,500	2		Chief Enrollment Officer
Olympic	55,000	2		Chief Enrollment Officer
Peninsula	62,830	2	Y	Chief Academic Advising
Seattle Central	73,000	3		Chief Admissions Officer
Skagit Valley	54,000	0		Chief Registrar/Records
Skagit Valley	56,650	2		Chief Registrar/Records
Skagit Valley	61,867	V		Chief Registrar/Records
Skagit Valley	61,654	4		Chief Diversity Officer
Skagit Valley	56,650	1		Chief Registrar/Records
So. Puget Sound	84,302	13		Chief Admissions Officer
Spokane	71,375	3		Chief Academic Advising
Tacoma	61,015	3		Chief Admissions Officer
Tacoma	85,696	9		Chief Admissions Officer
Tacoma	63,201	2		Chief Admissions Officer
Tacoma	63,201	3		Chief Admissions Officer
2025		2024		
Average	65,910	Average	63,149	
Median	62,315	Median	60,852	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Substantial Other Duties	Reporting Relationship
		Present Position	Other Duties		
Bellevue	77,969	1			Chief Career Services
Cascadia	70,140	6			Chief Academic Affairs
Clark	62,791	0			Chief Career Services
Grays Harbor	75,449	V			Chief Admissions Officer
Green River	78,960	5			Chief Academic Advising
Highline	65,000	0			Chief Academic Advising
Lake Washington	64,496	2			Chief Career Services
Lake Washington	35,016	3			Chief Career Services
Lower Columbia	59,920	2			Chief Career Services
Lower Columbia	60,000	1			Chief Career Services
Lower Columbia	59,919	6			Chief Career Services
Lower Columbia	63,809	1			Chief Career Services
Olympic	70,142	2			Dean Health-Related
Olympic	70,142	2			Head, Student Counseling
Olympic	70,142	3			Dean Health-Related
Olympic	68,000	1			Chief Academic Advising
Olympic	70,142	3			Head, Student Counseling
Olympic	69,757	1			Dean Health-Related
Olympic	67,725	1			Dean Health-Related
Olympic	70,142	3			Dean Health-Related
Peninsula	67,843	5			Chief Academic Advising
Renton	72,700	4			Head Learning Resources
Tacoma	66,581	17	Y		Chief Academic Advising
Wenatchee Valley	60,832	1			Chief Student Affairs Officer
2025					
Average		66,567	2024		65,198
Median		67,922	Average		68,098
			Median		

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

413100 Deputy Head, Student Financial Aid

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	86,276	0		Chief Financial Aid Officer
Bellingham	82,292	3		Chief Financial Aid Officer
Cascadia	80,255	7		Chief Financial Aid Officer
Centralia	77,970	17		Chief Financial Aid Officer
Clark	80,157	12		Chief Financial Aid Officer
Clover Park	87,980	13		Chief Financial Aid Officer
Columbia Basin	73,130	1		Chief Financial Aid Officer
Columbia Basin	74,087	3		Chief Financial Aid Officer
Edmonds	84,478	1		Chief Financial Aid Officer
Everett	80,298	9		Chief Financial Aid Officer
Grays Harbor	74,168	1		Chief Financial Aid Officer
Green River	79,793	2		Chief Financial Aid Officer
Highline	80,000	2		Chief Financial Aid Officer
Highline	84,625	4		Chief Financial Aid Officer
Lake Washington	90,000	4		Chief Financial Aid Officer
Lower Columbia	79,000	18		Chief Financial Aid Officer
Lower Columbia	79,000	13		Chief Financial Aid Officer
North Seattle	84,096	V		Chief Financial Aid Officer
North Seattle	84,096	2		Chief Financial Aid Officer
Renton	91,971	19	Y	Chief Financial Aid Officer
Skagit Valley	77,250	V		Chief Financial Aid Officer
So. Puget Sound	75,973	15	Y	Chief Financial Aid Officer
South Seattle	88,301	2	Y	Chief Financial Aid Officer
Spokane	84,816	14		Chief Financial Aid Officer
Spokane Falls	80,609	4		Chief Financial Aid Officer
Tacoma	74,681	15		Chief Financial Aid Officer
Walla Walla	77,907	1		Chief Financial Aid Officer
Wenatchee Valley	66,361	5		Chief Financial Aid Officer
Yakima Valley	75,148	5		Chief Financial Aid Officer
	2025		2024	
	Average	80,508	Average	76,895
	Median	80,157	Median	74,421

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Substantial Other Duties	Reporting Relationship
		Position			
Bellingham	62,256	V			Chief Financial Aid Officer
Bellingham	64,404	3			Chief Financial Aid Officer
Bellingham	65,892	6			Chief Financial Aid Officer
Big Bend	62,315	3			Chief Financial Aid Officer
Grays Harbor	59,429	1			Deputy Head, Student FA
Grays Harbor	59,429	1			Deputy Head, Student FA
Highline	63,000	2			Chief Financial Aid Officer
Highline	63,000	10			Chief Financial Aid Officer
Highline	60,000	1			Chief Financial Aid Officer
Lake Washington	68,184	3			Chief Financial Aid Officer
Lake Washington	68,184	3			Chief Financial Aid Officer
Lower Columbia	63,108	3			Chief Financial Aid Officer
Peninsula	49,500	1			Chief Enrollment Officer
Peninsula	48,000	0			Chief Enrollment Officer
Seattle Central	88,301	2			Chief Financial Aid Officer
Skagit Valley	61,984	6			Chief Financial Aid Officer
Skagit Valley	59,740	3			Chief Financial Aid Officer
Skagit Valley	60,178	V			Chief Financial Aid Officer
Walla Walla	59,483	3			Deputy Head, Student FA
Walla Walla	64,056	2			Deputy Head, Student FA
2025		2024			
Average	62,522	Average		63,562	
Median	62,286	Median		61,270	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	70,000	V		Chief Student Housing
Edmonds	45,058	1		Chief Student Activities
Everett	48,664	V		Chief Student Housing
Everett	48,664	1		Chief Student Housing
Lower Columbia	78,250	5	Y	Chief Student Activities
Pierce Ft. Steilacoom	88,296	2		
Wenatchee Valley	57,513	8		Chief Student Activities
Whatcom	60,000	0		Chief Student Housing
2025				
Average	62,056	Average	59,404	
Median	58,757	Median	56,912	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

415130 Student Activities Officer

Under supervision of the office of Dean of Students, assists in the organization of student activities, which may include social events, Greek programs, student government/committees, newspaper, clubs, and organizations. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	70,383	V		Chief Student Activities
Bellingham	83,292	7		Chief Student Affairs Officer
Cascadia	70,140	5		Chief Student Activities
Centralia	50,500	V		Chief Student Activities
Clover Park	74,013	3		Chief Student Activities
Columbia Basin	71,568	8		Chief Student Affairs Officer
Edmonds	70,195	4		Chief Student Activities
Everett	81,000	1		Chief Student Activities
Grays Harbor	59,429	2		Chief Student Affairs Officer
Grays Harbor	59,429	2		Chief Student Affairs Officer
Highline	60,000	2		
Highline	60,000	2		
Highline	60,000	2		
Highline	60,000	2		
Lake Washington	64,992	2		Chief Student Activities
Lower Columbia	68,000	0		Chief Student Affairs Officer
Lower Columbia	78,250	5	Y	Chief Student Affairs Officer
Peninsula	58,597	1		Chief Athletics Administrator
Renton	91,143	2		Chief Student Activities
Skagit Valley	64,388	6		Chief Student Activities
So. Puget Sound	78,000	5		Chief Student Activities
Spokane Falls	74,041	20		Chief Student Affairs Officer
Tacoma	92,538	9		Chief Student Affairs Officer
Whatcom	69,783	1		Chief Student Activities
Yakima Valley	71,355	2		Chief Student Affairs Officer
2025				
Average	69,641	Average		66,283
Median	70,140	Median		66,580
2024				

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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	97,850	4		Chief Student Affairs Officer
2025 Average	97,850	2024 Average		

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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
Columbia Basin	64,075		1		Chief Academic Advising
Columbia Basin	67,305		6		Chief Academic Advising
Columbia Basin	68,353		4		Chief Academic Advising
Columbia Basin	63,152		1		Chief Academic Advising
Columbia Basin	68,353		4		Chief Academic Advising
Columbia Basin	66,382		5		Chief Academic Advising
Columbia Basin	66,382		5		Chief Academic Advising
Columbia Basin	64,998		2		Chief Academic Advising
Columbia Basin	65,460		2		Chief Academic Advising
Columbia Basin	64,998		6		Chief Academic Advising
Columbia Basin	65,921		1		Chief Academic Advising
Columbia Basin	68,353		1		Chief Academic Advising
Columbia Basin	65,921		1		Chief Academic Advising
Columbia Basin	65,460		5		Chief Academic Advising
Columbia Basin	65,460		3		Chief Academic Advising
Columbia Basin	67,305		3		Chief Academic Advising
Columbia Basin	64,537		2		Chief Academic Advising
Columbia Basin	63,614		3		Chief Academic Advising
Lake Washington	77,206		2		Chief Academic Advising
Olympic	70,142		3		Chief Academic Advising
Olympic	70,142		2		Chief Academic Advising
Olympic	70,142		1		Chief Academic Advising
Olympic	70,142		2		Chief Academic Advising
Olympic	79,763		3		Chief Academic Advising
2025		2024			
Average	67,649	Average		61,412	
Median	66,382	Median		57,514	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

418100 Associate Registrar

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	107,120	3		Chief Registrar/Records
Cascadia	80,255	2		Chief Enrollment Officer
Clark	75,996	1		Chief Registrar/Records
Columbia Basin	77,288	6		Chief Enrollment Officer
Green River	75,891	2		Chief Student Affairs Officer
Highline	78,604	5		Chief Registrar/Records
Highline	78,604	1		Chief Registrar/Records
Lake Washington	70,032	1		Chief Registrar/Records
Lower Columbia	78,000	2		Chief Registrar/Records
North Seattle	90,000	4		Chief Enrollment Officer
Seattle Central	110,000	6		Chief Enrollment Officer
Shoreline	91,052	3	Y	Chief Enrollment Officer
Skagit Valley	77,969	3		Chief Registrar/Records
Spokane	71,375	0		Chief Registrar/Records
Spokane Falls	74,478	0		Chief Registrar/Records
Tacoma	78,000	3		Chief Enrollment Officer
Whatcom	64,757	0		Chief Registrar/Records
2025		2024		
Average	81,142	Average	77,182	
Median	78,000	Median	73,681	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

422100 HR Generalist

(Previously Personnel Analyst). Performs a variety of analytical activities in human resource administration. Administers policies and programs covering several or all of the following: recruiting, compensation, benefits, training, employee and/or labor relations, safety, and personnel research. Requires a bachelor's degree or equivalent plus 2-3 years' related experience. Excludes entry-level analysts.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	66,900	0		Chief HR Officer
Bellevue	91,153	3		Chief HR Officer
Bellevue	93,042	3		Chief HR Officer
Bellevue	82,616	3		Chief HR Officer
Bellingham	75,768	17		Chief HR Officer
Cascadia	70,140	0		Chief HR Officer
Cascadia	78,000	1		Chief HR Officer
Cascadia	70,140	1		Chief HR Officer
Edmonds	66,012	2		Deputy Chief HR Officer
Edmonds	64,440	2		Deputy Chief HR Officer
Lake Washington	85,404	4		Deputy Chief HR Officer
Lower Columbia	62,000	1		Deputy Chief HR Officer
Lower Columbia	62,000	2		Deputy Chief HR Officer
Renton	78,000	1		Chief HR Officer
Seattle Central	67,668	1		Deputy Chief HR Officer
So. Puget Sound	73,501	4	Y	Chief HR Officer
South Seattle	86,640	0		Deputy Chief HR Officer
Yakima Valley	57,444	1		Chief HR Officer
2025				
Average	73,937	Average		71,797
Median	71,821	Median		71,592

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	113,990	7	Y	Chief HR Officer
Edmonds	86,712	4		Chief HR Officer
North Seattle	95,000	2		Deputy Chief HR Officer
Renton	97,790	2		Chief HR Officer
Seattle Central	95,000	5		Deputy Chief HR Officer
South Seattle	84,056	4		Deputy Chief HR Officer
Tacoma	88,794	18	Y	Chief HR Officer
Yakima Valley	67,014	1		Chief HR Officer
2025				
Average	91,045	Average		80,327
Median	91,897	Median		84,056

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

422150 HR Benefits Specialist

Counsels employees regarding routine benefits programs, including pre-retirement planning, insurance programs, death benefits, and workers' compensation. Publicizes benefits programs; conducts individual orientation sessions and group benefits reviews. Maintains benefits records and prepares necessary documents for implementing coverage. Requires a bachelor's degree or equivalent plus 2-3 years' experience. Excludes entry-level analysts.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	80,340	1		Deputy Chief HR Officer
Edmonds	71,148	4		HR Benefits Unit Supervisor
North Seattle	84,640	4		Deputy Chief HR Officer
So. Puget Sound	81,370	1	Y	Deputy Chief HR Officer
2025 Average	79,375	2024 Average		75,020

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

422170 HR Benefits Unit Supervisor

Supervises the development, implementation, and maintenance of benefits programs, including vacation, holiday, time off, sick pay, unemployment, service awards, group health/medical/dental coverage, and life insurance. Ensures programs are current with regard to trends, practices, and costs. May supervise workers' compensation. May negotiate coverage, services, and costs with carriers. Requires a bachelor's degree or equivalent plus 5-8 years' experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	89,971	3	Y	Chief HR Officer
	2025 Average	2024 Average		
	89,971		99,084	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	88,000	2		HR Employment Supervisor
Bellevue	80,340	0		HR Employment Supervisor
Edmonds	76,608	3		Deputy Chief HR Officer
Green River	96,408	2		Chief HR Officer
Lake Washington	70,140	4		Deputy Chief HR Officer
Lower Columbia	74,160	2		Deputy Chief HR Officer
So. Puget Sound	70,000	1		Deputy Chief HR Officer
Tacoma	88,794	18	Y	Chief HR Officer
2025				
Average	80,556	Average		75,337
Median	78,474	Median		72,920

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	100,000	3		Chief HR Officer
Columbia Basin	96,821	9		Chief HR Officer
Edmonds	108,649	3	Y	Chief HR Officer
Green River	114,000	V		Chief HR Officer
Renton	94,086	2	Y	Chief HR Officer
Skagit Valley	80,000	1		Chief HR Officer
Tacoma	88,794	18	Y	Chief HR Officer
2025		2024		
Average	97,479	Average	93,341	
Median	96,821	Median	89,992	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

422220 HR Employee Relations Specialist, Senior

(Previously Employee Relations Analyst, Senior). Responsible for the development, implementation, and administration of employee relations programs and policies. Advises and assists staff and/or faculty regarding human resource policies and procedures, such as grievance and disciplinary action. Requires a bachelor's degree or equivalent plus 4-5 years' related experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	80,000	0		Chief HR Officer
Bellevue	110,458	1		Chief HR Officer
Clark	104,583	1	Y	Chief HR Officer
Green River	101,408	4		Chief HR Officer
Pierce District	88,296	1		Chief HR Officer
Renton	94,086	2	Y	Chief HR Officer
Skagit Valley	90,000	0		Chief HR Officer
Tacoma	150,915	8	Y	Chief HR Officer
2025		2024		
Average	102,468	Average	102,420	
Median	97,747	Median	98,689	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

423110 Disability Services Coordinator

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	108,502	6		Chief Student Affairs Officer
Bellingham	89,784	9		Chief Student Affairs Officer
Big Bend	76,013	1		Chief Student Affairs Officer
Cascadia	102,835	7		Chief Student Affairs Officer
Centralia	84,057	15		Chief Academic Advising
Clark	108,393	9		Chief Student Affairs Officer
Clover Park	75,908	3		Chief Student Affairs Officer
Columbia Basin	85,309	1		Chief Academic Affairs
Edmonds	91,070	10		Chief Student Affairs Officer
Everett	85,163	2		Chief Student Activities
Grays Harbor	65,532	V		Chief Student Affairs Officer
Green River	89,547	3	Y	Chief Student Affairs Officer
Highline	104,600	5		Chief Academic Affairs
Lake Washington	89,412	1		Chief Academic Advising
Lower Columbia	94,000	11		Chief Student Affairs Officer
Olympic	91,052	2		Chief Student Affairs Officer
Peninsula	62,830	1		Chief Admissions Officer
Pierce District	101,057	1		
Renton	95,604	6		Chief Student Affairs Officer
Seattle Central	91,800	5		Chief Student Affairs Officer
Shoreline	85,000	0	Y	Chief Student Affairs Officer
So. Puget Sound	87,659	13	Y	Chief Academic Advising
South Seattle	90,688	12		Chief Student Affairs Officer
Spokane	91,711	3		Chief Academic Advising
Spokane Falls	95,380	7		Chief Student Affairs Officer
Tacoma	85,490	2	Y	Chief Academic Advising
Walla Walla	81,802	3		Chief Academic Advising
Whatcom	85,000	0		Chief Student Affairs Officer
Yakima Valley	88,787	5	Y	Chief Student Affairs Officer
2025		2024		
Average	89,103	Average	85,633	
Median	89,547	Median	86,199	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

423150 Title IX Coordinator

Responsible for coordinating the institution's compliance with federal and state discrimination and sexual harassment laws. Responsibilities may include providing educational programs regarding discrimination and sexual harassment prevention; responding to, investigating and seeking resolution to allegations of discrimination and sexual harassment; selecting and overseeing sexual harassment advisors who serve as additional information resources on issues of sexual harassment; training student peer educators to facilitate discussions with other students on sexual harassment. With regard to the OCR letter of April 4, 2011 expanding upon Title IX sexual harassment and violence guidelines, also oversees all Title IX complaints and reports student sexual harassment, sexual violence and related allegations of misconduct. Identifies and addresses any systemic problems relating to complaints and works with other departments to ensure Title IX policies communicated to all constituencies. Assists law enforcement personnel in handling reports and complaints of sexual violence and related misconduct.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	115,003	11		CEO, Single Institution
Cascadia	103,000	1		Chief Business Officer
Clark	104,583	1	Y	Chief HR Officer
Columbia Basin	80,232	1		Chief HR Officer
Edmonds	94,366	1	Y	Chief HR Officer
Everett	96,408	2	Y	Chief HR Officer
Green River	100,440	1	Y	Chief Diversity Officer
Highline	140,000	6	Y	CEO, Single Institution
Olympic	87,550	2		Chief Student Affairs Officer
Peninsula	155,851	2	Y	CEO, Single Institution
Pierce District	82,021	7		Chief HR Officer
Seattle District	88,500	1	Y	Chief HR Officer
Shoreline	83,000	0	Y	Chief HR Officer
Skagit Valley	86,420	3		Chief HR Officer
So. Puget Sound	157,000	9	Y	CEO, Single Institution
Spokane Colleges	180,070	1	Y	CEO, Systems
Tacoma	150,915	8	Y	CEO, Single Institution
Whatcom	110,000	0	Y	Chief HR Officer
2025				
Average	111,964	Average	107,811	
Median	101,720	Median	98,689	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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	84,460	1		Chief Training & Develop
So. Puget Sound	91,800	4		Chief Training & Develop
Spokane Colleges	145,496	1		Chief Training & Develop
Tacoma	81,293	3		Chief Training & Develop
Tacoma	84,292	0		Chief Training & Develop
2025		2024		
Average	97,468	Average	78,856	
Median	84,460	Median		

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

426000 Business Analyst

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	95,337	3		Chief Information/IT Officer
Bellevue	92,123	3		Chief Information/IT Officer
Bellevue	92,123	3		Chief Information/IT Officer
Bellingham	78,396	5		Chief Business Officer
Centralia	69,352	4		Chief Research Officer
Clark	105,324	0		Chief Business Officer
Columbia Basin	81,371	4		Chief Business Officer
Columbia Basin	80,188	4		Chief Business Officer
Green River	99,541	2		Chief HR Officer
Green River	99,541	3		Chief Account/Controller
Lake Washington	98,880	4		Chief Business Officer
Lower Columbia	96,831	6	Y	Chief Research Officer
Lower Columbia	78,000	4		Chief Research Officer
Peninsula	91,135	4		Chief Information/IT Officer
Seattle District	105,441	5		Chief Business Officer
Shoreline	85,696	2		Chief HR Officer
Shoreline	91,000	0		Chief Business Officer
Skagit Valley	91,052	4		Chief Information/IT Officer
Skagit Valley	105,072	4		Chief Information/IT Officer
So. Puget Sound	107,285	5		Chief Information/IT Officer
So. Puget Sound	105,073	5		Chief Information/IT Officer
Spokane	77,249	3		Chief Financial Aid Officer
Spokane Colleges	84,816	6		Chief Business Officer
Spokane Falls	80,609	3		Chief Business Officer
Tacoma	109,843	10		Chief Information/IT Officer
Walla Walla	94,640	2		
Walla Walla	97,006	4		
Whatcom	96,224	6		Chief Business Officer
2025		2024		
Average	92,470	Average	87,276	
Median	93,382	Median	88,961	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	81,997	3		Chief Research Officer
Bellevue	83,554	2		Chief Research Officer
Bellingham	97,752	3		Chief Research Officer
Cascadia	84,625	2		Chief Research Officer
Centralia	69,762	2		Chief Research Officer
Clark	86,651	4		Chief Research Officer
Clark	84,929	2		Chief Research Officer
Columbia Basin	99,531	8	Y	Chief Research Officer
Green River	75,000	V		Chief Research Officer
Green River	81,845	4		Chief Research Officer
Green River	88,474	5		Chief Research Officer
Lake Washington	87,564	2		Chief Research Officer
Lower Columbia	82,000	14		Chief Research Officer
Lower Columbia	78,000	1		Chief Research Officer
North Seattle	88,580	3		Chief Research Officer
Olympic	97,766	3		
Renton	104,356	4		Chief Research Officer
Seattle District	88,277	6		Chief Research Officer
Shoreline	85,000	0		Chief Research Officer
So. Puget Sound	81,196	10		Chief Research Officer
South Seattle	85,696	3		Chief Research Officer
Spokane	77,579	8		Chief Research Officer
Spokane	68,344	3		Chief Research Officer
Spokane Colleges	65,497	0		Chief Research Officer
Spokane Colleges	74,478	3		Chief Research Officer
Spokane Falls	77,249	10		Chief Research Officer
Tacoma	98,631	13		Chief Research Officer
Walla Walla	74,153	0		
Wenatchee Valley	74,160	1		Chief Research Officer
Whatcom	104,582	8		Chief Research Officer
Yakima Valley	91,401	4		Chief Research Officer
2025		2024		
Average	84,472	Average	79,740	
Median	84,625	Median	81,120	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	84,540	2		Chief Account/Controller
Grays Harbor	74,168	5		Chief Account/Controller
Green River	98,010	7		Chief Account/Controller
Highline	73,018	3		Chief Financial Officer
Olympic	91,267	2		Chief Account/Controller
Seattle District	91,226	7		Chief Account/Controller
Yakima Valley	77,457	3		Chief Account/Controller
2025				
Average	84,241	Average		82,546
Median	84,540	Median		79,884
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

430130 Accountant, Senior

Performs professional accounting work of a complex nature. Thoroughly understands institutional, state, and federal policies, procedures, and restrictions. Ensures compliance with generally accepted accounting principles in executing, analyzing, verifying, and reporting transactions of a fiscal nature. Advises management regarding the effective use of resources and methods to maximize earnings. Monitors records of past and present operations. May serve as a project leader on special projects. Requires a bachelor's degree in accounting, finance, or related field or equivalent plus 4-5 years' accounting experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Seattle District	110,243	2		Head, Accounting
Seattle District	100,092	6		Chief Account/Controller
Skagit Valley	79,984	3		Major Gift Officer, Senior
Spokane Colleges	83,128	0		Chief Account/Controller
Whatcom	85,000	0		Chief Account/Controller
2025				
Average	91,689	Average		91,411
Median	85,000	Median		86,428

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

430135 Head, Accounting (if not Chief Accounting Officer)

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	126,486	12	Y	Chief Financial Officer
Clover Park	80,054	V		Chief Budget Officer
Renton	108,500	V		Chief Financial Officer
Seattle District	154,500	1		Chief Account/Controller
Seattle District	147,290	1		Chief Account/Controller
Skagit Valley	100,000	0		Chief Account/Controller
Spokane Colleges	84,816	3		Chief Account/Controller
Yakima Valley	96,600	4		Chief Business Officer
2025				
Average	112,281	Average	108,288	
Median	104,250	Median	103,000	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	107,604	13	Y	Chief Account/Controller
Big Bend	81,910	0		Chief Account/Controller
Centralia	96,408	6		Chief Financial Officer
Columbia Basin	73,470	2		Chief Account/Controller
Everett	85,696	3	Y	Chief Financial Officer
Green River	113,623	16	Y	Chief Account/Controller
Lake Washington	73,680	12		Chief Account/Controller
Lower Columbia	84,000	4		Chief Account/Controller
Olympic	78,000	2		Chief Account/Controller
Seattle District	96,927	8		Chief Account/Controller
Seattle District	90,135	2		Chief Account/Controller
Skagit Valley	97,700	1		Chief Account/Controller
Spokane Colleges	83,128	1		Chief Account/Controller
Walla Walla	92,442	4		Chief Business Officer
Wenatchee Valley	85,696	0		Chief Business Officer
2025				
Average	89,361	Average	84,613	
Median	85,696	Median	85,904	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	127,125	19	Y	Chief Financial Officer
Everett	75,000	2		Accounting Unit Supervisor
Green River	90,000	0		Chief Budget Officer
Highline	69,628	8		Chief Financial Officer
2025 Average	90,438	2024 Average	93,979	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	87,288	3		Chief Business Officer
Lake Washington	78,252	1		Chief Business Officer
Lower Columbia	84,000	8		Chief Budget Officer
Seattle District	83,080	8		Chief Budget Officer
Skagit Valley	93,262	3		Chief Business Officer
South Seattle	78,776	8	Y	Chief Business Officer
Spokane Colleges	77,249	1		Chief Budget Officer
Spokane Colleges	80,609	1		Chief Budget Officer
Spokane Colleges	77,249	2		Chief Budget Officer
Spokane Colleges	77,249	0		Chief Budget Officer
Spokane Colleges	77,249	2		Chief Budget Officer
Spokane Colleges	77,249	2		Chief Budget Officer
Spokane Colleges	77,249	1		Chief Budget Officer
Tacoma	78,000	3	Y	Chief Budget Officer
Wenatchee Valley	92,700	3	Y	Chief Business Officer
2025				
Average	81,297	Average	79,210	
Median	78,252	Median	75,982	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

432120 Budget Unit Supervisor/Manager

Supervises day-to-day budget unit activities. Oversees and participates in the most complex budget projects and deals directly with major department managers. Provides training and development of newly assigned or less experienced personnel. Provides for the preparation of budgetary reports, special projects, and analyses as needed. Requires a bachelor's degree in accounting or finance or equivalent plus 5-8 years' experience in an accounting function. Supervisory experience preferred.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Everett	85,000	0		Chief Budget Officer
Green River	98,010	1		Chief Business Officer
Seattle District	139,256	5	Y	Chief Account/Controller
So. Puget Sound	99,678	6		Chief Academic Affairs
So. Puget Sound	98,880	14		Chief Academic Affairs
2025				
Average	104,165	Average		99,127
Median	98,880	Median		

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

433110 Contract and Grants Specialist

Responsible for the coordination of pre-award and/or post-award activities relating to grant and contract proposals. Pre-award activities include assisting departmental faculty in the development, preparation, and submission of grant and contract proposals. Also ensures that all applications meet agency and university guidelines and published time tables and deadlines. Post-award activities include establishment of accounts in the financial accounting system, re-budgeting of funds, and making of changes to the award or expenditures. Requires a bachelor's degree or equivalent plus 2-3 years' related experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	85,904	13		Chief Business Officer
Bellevue	74,939	3		Chief Sponsored Research
Clark	102,302	12		Chief Business Officer
Grays Harbor	75,449	V		Chief Research Officer
Green River	104,878	12		Chief Develop/Advancement
Highline	82,951	0		Chief Develop/Advancement
Lower Columbia	87,000	6		Chief Budget Officer
Olympic	86,623	2		Chief Student Affairs Officer
Peninsula	65,000	2		Chief Research Officer
Renton	108,647	4		Chief Sponsored Research
Shoreline	88,481	4		Chief Research Officer
Skagit Valley	121,540	2		Chief Business Officer
South Seattle	78,776	8	Y	Chief Business Officer
Spokane Colleges	80,683	19		Chief Budget Officer
Tacoma	88,732	12	Y	Chief Academic Affairs
Wenatchee Valley	74,984	3		CEO, Single Institution
Whatcom	80,937	11		Chief Academic Affairs
Yakima Valley	71,355	8		Head, Accounting
2025				
Average	86,621	Average		82,680
Median	84,428	Median		80,600
2024				

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	90,804	6		Chief Business Officer
Tacoma	87,466	0	Y	Chief Business Officer
2025 Average		2024 Average		86,633

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Edmonds	94,366	3	Y	Chief Purchasing Officer
Highline	102,382	12		Chief Develop/Advancement
Lower Columbia	80,000	4	Y	Chief Business Officer
Tacoma	110,000	6		Chief Purchasing Officer
2025 Average	96,687	2024 Average	83,983	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	97,621	6		Chief Develop/Advancement
Big Bend	70,000	0		Chief Develop/Advancement
Centralia	55,301	1		Chief Develop/Advancement
Columbia Basin	79,092	2		Major Gift Officer, Senior
Everett	67,605	9		Chief Develop/Advancement
Grays Harbor	74,169	0		Chief Business Officer
Green River	80,855	1		Major Gift Officer, Senior
Lake Washington	70,224	1		Chief Develop/Advancement
Lower Columbia	63,000	4		Chief Develop/Advancement
Lower Columbia	62,000	3		Chief Develop/Advancement
Olympic	86,196	1		Major Gift Officer, Senior
Peninsula	73,283	2	Y	Chief Athletics Administrator
Seattle District	91,052	2		Major Gift Officer, Senior
Skagit Valley	85,000	0		Major Gift Officer, Senior
So. Puget Sound	92,700	3		Chief Develop/Advancement
Spokane Colleges	68,344	3		Chief Develop/Advancement
Walla Walla	74,153	1		Chief Develop/Advancement
Whatcom	82,400	0		Chief Develop/Advancement
2025				
Average	76,278	Average		73,148
Median	74,161	Median		69,000
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	100,000	0		Chief Develop/Advancement
Bellingham	122,952	15		CEO, Single Institution
Cascadia	102,835	12		Chief Develop/Advancement
Cascadia	107,120	2		CEO, Single Institution
Clover Park	98,506	V		Chief Research Officer
Green River	112,799	1		Chief Develop/Advancement
Lower Columbia	102,000	13		Chief Develop/Advancement
Peninsula	117,832	1		CEO, Single Institution
Seattle District	142,105	V		Chief Develop/Advancement
Seattle District	110,334	2		Chief Develop/Advancement
Shoreline	78,750	0		Chief Develop/Advancement
Skagit Valley	113,300	1		Chief Develop/Advancement
So. Puget Sound	107,120	3		Chief Develop/Advancement
Spokane Colleges	74,478	7		Chief Develop/Advancement
Tacoma	103,000	2	Y	CEO, Single Institution
Walla Walla	87,935	2		Chief Develop/Advancement
2025				
Average	105,067	Average	102,242	
Median	105,060	Median	103,500	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Columbia Basin	92,312	6		Major Gift Officer, Senior
Seattle District	93,730	2		Chief Develop/Advancement
Skagit Valley	64,000	3		Major Gift Officer, Senior
So. Puget Sound	55,301	5		Major Gift Officer, Senior
Spokane Colleges	77,249	1		Chief Develop/Advancement
Tacoma	175,100	3	Y	Chief Develop/Advancement
2025				
Average	92,949	Average		92,859
Median	84,781	Median		85,444
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Substantial Other Duties	Reporting Relationship
		Position			
Bellevue	90,640	1			Head, Campus Info Office
Big Bend	68,870	7	Y		Chief Public Relations
Green River	100,440	4	Y		Chief Diversity Officer
Olympic	70,142	7			Head, Campus Info Office
Olympic	70,142	7			Head, Campus Info Office
Peninsula	93,730	1	Y		CEO, Single Institution
Skagit Valley	72,842	2			Chief Public Relations
Spokane Colleges	83,128	2			Chief Public Relations
Tacoma	88,000	11	Y		Chief Public Relations
2025					
Average	81,993	Average		76,304	
Median	83,128	Median		76,407	
2024					

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

443140 Head, Campus Information Office

Responsible for providing information about the institution to students, faculty, and the public. Functions typically include news media relations; preparation or review of news releases and photographs; and preparation and distribution of newsletters, magazines, and other publications. Previous title: Director, Information Office.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	108,389	3		Chief Develop/Advancement
Clover Park	110,877	6		Chief Research Officer
Highline	84,460	1		Chief Develop/Advancement
Peninsula	93,730	1	Y	CEO, Single Institution
Seattle District	165,000	5		Chief Public Relations
Shoreline	123,188	3	Y	CEO, Single Institution
Spokane Colleges	86,740	6		Chief Public Relations
Tacoma	176,000	13	Y	Chief Develop/Advancement
Whatcom	107,837	4	Y	CEO, Single Institution
2025				
Average	117,358	Average		108,752
Median	108,389	Median		104,730
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	
Big Bend	69,912	16		Chief Business Officer
Cascadia	62,640	1		Chief Facilities Officer
Centralia	53,500	0		Chief Bookstore Admin
Clark	73,366	18		Chief Business Officer
Clover Park	76,070	4		Chief Risk Mgmt Admin
Highline	80,340	15	Y	Chief Business Officer
Lake Washington	70,224	3		Chief Develop/Advancement
Pierce District	80,512	1		Chief Develop/Advancement
Renton	86,958	2		Chief Food/Dining
So. Puget Sound	67,146	13		Chief Develop/Advancement
Tacoma	85,000	4	Y	CEO, Single Institution
Whatcom	62,666	3		Chief Facilities Officer
2025				
Average	72,361	Average		70,238
Median	71,795	Median		68,973
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	103,965	3		Chief Facilities Officer
Cascadia	80,255	1		Chief Facilities Officer
Clark	70,570	V		Chief Facilities Officer
Clark	77,605	3		Chief Facilities Officer
Highline	90,480	3		Chief Facilities Officer
Olympic	121,540	2		Chief Business Officer
Peninsula	109,000	1		Chief Budget Officer
Seattle District	96,408	2		Chief Facilities Officer
Seattle District	92,700	1		Chief Facilities Officer
Spokane Colleges	113,105	10		Chief Facilities Officer
Tacoma	94,000	23	Y	Chief Facilities Officer
2025		2024		
Average	95,421	Average	96,256	
Median	94,000	Median	93,600	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	90,970	21		Chief Student Affairs Officer
Bellevue	111,405	V		Chief Financial Officer
Centralia	78,250	6		Early Childhood Prgm Mgr
Clark	107,417	9	Y	Early Childhood Prgm Mgr
Clover Park	91,072	2		Chief Student Affairs Officer
Edmonds	89,971	0		Chief Student Activities
Lake Washington	81,012	10		Chief Student Affairs Officer
Lower Columbia	80,000	8		Chief Academic Affairs
North Seattle	69,280	7		Chief Student Activities
Pierce District	101,057	2		CEO, Single Institution
Shoreline	85,250	2		Chief Business Officer
Skagit Valley	84,237	3		Early Childhood Prgm Mgr
Spokane Colleges	71,375	2		Early Childhood Prgm Mgr
Spokane Colleges	71,375	1		Early Childhood Prgm Mgr
Spokane Colleges	80,683	26		Early Childhood Prgm Mgr
Spokane Colleges	71,375	1		Early Childhood Prgm Mgr
Spokane Colleges	71,375	1		Early Childhood Prgm Mgr
Spokane Colleges	71,375	1		Early Childhood Prgm Mgr
Spokane Colleges	71,375	2		Early Childhood Prgm Mgr
Spokane Colleges	71,375	2		Early Childhood Prgm Mgr
Spokane Colleges	77,579	7		Early Childhood Prgm Mgr
Spokane Colleges	71,375	2		Early Childhood Prgm Mgr
Tacoma	110,000	2	Y	Chief Student Affairs Officer
2025				
Average	83,008	Average		79,139
Median	80,000	Median		75,547

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

458100 Textbook Manager

Manages and coordinates activities of the textbook section of the bookstore. Buys textbooks required for academic classes and displays them for purchase by students. Assists in the formulation of policies and develops procedures regarding pricing, inventory, and sale of textbook and trade book items. Supervises the preparation and return of overstock and defective books and the valuation and repurchase of used books. Requires a bachelor's degree or equivalent plus 5-8 years' related experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Tacoma	110,000	6	Y	Chief Business Officer
2025 Average		2024 Average	86,491	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

460180 IT Principal Systems Analyst

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Clover Park	104,585	11		Deputy Chief IT Officer
Highline	108,150	5		Deputy Chief IT Officer
Highline	108,150	5		Deputy Chief IT Officer
Tacoma	130,000	19	Y	Chief Information/IT Officer
Yakima Valley	99,729	1	Y	Chief Information/IT Officer
2025		2024		
Average	110,123	Average		108,617
Median	108,150	Median		

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

461120 IT Programmer Analyst

Designs data retrieval and management systems to meet user needs. Conducts feasibility studies, evaluates costs, analyzes user needs, designs in-house data processing systems or subsystems, programs the systems or subsystems, develops testing criteria, and establishes documentation to support the new systems. Requires a bachelor's degree in computer science or equivalent plus 2-3 years' direct programming experience. This is not an entry-level position.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	103,956	15		Chief Information/IT Officer
Centralia	91,474	2		Chief Information/IT Officer
Clark	114,659	13		IT Database Administrator
Edmonds	110,846	19		IT Programmer, Supervisor
Green River	99,840	10	Y	Chief Information/IT Officer
Highline	102,306	4		Chief Admin Computing
Renton	112,995	4		Chief Information/IT Officer
Shoreline	119,600	4		IT Systems Administrator
Shoreline	73,000	0		IT Systems Administrator
Tacoma	104,500	0		Chief Information/IT Officer
Tacoma	109,843	12	Y	Chief Information/IT Officer
Tacoma	109,843	13	Y	Chief Information/IT Officer
Whatcom	86,269	5		Chief Information/IT Officer
Whatcom	88,482	12		Chief Information/IT Officer
2025				
Average	101,972	Average		101,347
Median	104,228	Median		106,767
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	143,448	2		Chief Information/IT Officer
Edmonds	124,031	13	Y	Chief Information/IT Officer
Tacoma	143,000	21	Y	Chief Information/IT Officer
Yakima Valley	110,292	V	Y	Chief Information/IT Officer
2025 Average	130,193	2024 Average	124,631	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

461150 IT Campus Web Master

Responsible for development and maintenance of the institution's Web site and creation and management of the site's content. Also responsible for selection and implementation of Web tools and resolution of performance issues such as speed of access. Monitors Web site use and trends.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	98,033	6		Chief Develop/Advancement
Edmonds	76,608	9		Chief Public Relations
Green River	113,500	4		Chief Information/IT Officer
Highline	80,340	2		Print Shop Supervisor
Lake Washington	89,412	3		Chief Public Relations
Lower Columbia	85,000	5		Chief Public Relations
Peninsula	72,100	1	Y	Chief Public Relations
Renton	103,188	6		Chief Information/IT Officer
Seattle District	113,561	6		Chief Information/IT Officer
Shoreline	82,400	3		Chief Public Relations
So. Puget Sound	85,275	7		Chief Public Relations
Tacoma	101,000	0		Chief Public Relations
Yakima Valley	73,476	1		Chief Public Relations
2025				
Average	90,299	Average		87,884
Median	85,275	Median		84,800
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	
Clark	100,309	4		Chief Information/IT Officer
Clover Park	118,326	13		Deputy Chief IT Officer
Edmonds	124,031	13	Y	Chief Information/IT Officer
Green River	102,835	12	Y	Chief Information/IT Officer
Highline	112,260	27	Y	Deputy Chief IT Officer
Lake Washington	102,708	7		Chief Information/IT Officer
Lake Washington	102,708	5		Chief Information/IT Officer
Renton	113,476	4		Chief Information/IT Officer
Tacoma	118,447	19	Y	Chief Information/IT Officer
Tacoma	112,798	10		Chief Information/IT Officer
Wenatchee Valley	99,615	26	Y	Chief Information/IT Officer
Whatcom	66,950	1		Chief Information/IT Officer
Yakima Valley	99,729	6	Y	Chief Information/IT Officer
2025				
Average	105,707	Average	102,532	
Median	102,835	Median	99,840	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

463130 IT Help Desk Manager

Responsible for development and implementation of technical support processes and procedures, evaluation and recommendation of Help Desk tools, development of Help Desk scripts, creation and publication of Help Desk materials and documentation, and design and implementation of reports to measure performance of Help Desk staff.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	133,000	3		Chief Information/IT Officer
Cascadia	88,910	2		Chief Information/IT Officer
Columbia Basin	98,176	6		Chief Information/IT Officer
Edmonds	124,031	14	Y	Chief Information/IT Officer
Highline	121,540	9		Chief Information/IT Officer
Lake Washington	99,780	3		Chief Admin Computing
Renton	100,000	V		Chief Information/IT Officer
Shoreline	107,380	3		Chief Information/IT Officer
So. Puget Sound	118,716	7	Y	Chief Information/IT Officer
Tacoma	143,000	21	Y	Chief Information/IT Officer
2025				
Average	113,453	Average	106,934	
Median	113,048	Median	103,816	
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

464110 IT Network Administrator

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellingham	107,604	9		Chief Information/IT Officer
Big Bend	113,001	9		Chief Information/IT Officer
Columbia Basin	107,120	1		Chief Information/IT Officer
Edmonds	124,031	14	Y	Chief Information/IT Officer
Highline	121,540	1		Chief Information/IT Officer
Lake Washington	104,568	3		IT Network Administrator
Renton	120,000	0		Chief Information/IT Officer
Seattle District	122,595	10		Deputy Chief IT Officer
Tacoma	128,000	7		Chief Information/IT Officer
Whatcom	86,269	6		Chief Information/IT Officer
Yakima Valley	99,729	5		Chief Information/IT Officer
2025				
Average	112,223	Average	103,614	
Median	113,001	Median	101,598	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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	144,200	2	Y	Chief Information/IT Officer
Big Bend	118,151	10		Chief Information/IT Officer
Cascadia	107,120	18		Chief Information/IT Officer
Columbia Basin	107,120	11		Chief Information/IT Officer
Lake Washington	104,568	4		Chief Information/IT Officer
Renton	112,995	1		Chief Information/IT Officer
Shoreline	139,050	2	Y	Chief Business Officer
Skagit Valley	96,215	11		Chief Information/IT Officer
Skagit Valley	101,175	11		Deputy Chief IT Officer
So. Puget Sound	120,424	11	Y	Chief Information/IT Officer
Tacoma	109,843	14	Y	Chief Information/IT Officer
Whatcom	90,694	28		Chief Information/IT Officer
Yakima Valley	110,292	V	Y	Chief Information/IT Officer
2025				
Average	112,450	Average		104,382
Median	109,843	Median		103,695
2024				

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

472100 Head, Community Services

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

College/District	Annualized Salary	Years of Service in Present Position	Substantial Other Duties	Reporting Relationship
Tacoma	134,542	7	Y	Chief Student Affairs Officer
2025 Average	134,542	2024 Average	121,084	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	94,266	2		Chief Facilities Officer
Cascadia	80,255	6		Chief Facilities Officer
Clark	77,605	4		Chief Facilities Officer
Lower Columbia	127,000	11		Chief Facilities Officer
2025 Average		2024 Average		79,704

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

51 Early Childhood Program Manager

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bates	85,716	10		Administrative Specialist
Bellingham	89,784	12		Dir Business Development
Centralia	95,843	7	Y	Chief Academic Affairs
Clark	107,417	10	Y	Dean Social Sciences
Edmonds	104,254	8		Chief Academic Affairs
Everett	91,052	3		Dean Arts and Sciences
Grays Harbor	80,821	2		Executive Vice President
Lower Columbia	94,879	6		Administrative Specialist
North Seattle	113,300	5		Dean Occ/Voc/Tech
Olympic	97,850	3		Executive Vice President
Peninsula	68,000	1		Chief Academic Affairs
Pierce District	109,207	0	Y	Dean Business
Shoreline	67,465	4		Dean Social Sciences
Skagit Valley	118,795	14		Chief Academic Affairs
Spokane Colleges	97,774	3		Administrative Specialist
Spokane Colleges	91,711	3		Administrative Specialist
Spokane Colleges	91,711	1		Administrative Specialist
Tacoma	110,000	2	Y	Chief Student Affairs Officer
Walla Walla	68,982	3		Dean Arts and Sciences
Wenatchee Valley	75,528	7		Chief Academic Affairs
Yakima Valley	94,000	2		Dean Workforce Education
2025				
Average	93,052	Average	86,039	
Median	94,000	Median	86,447	

ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025

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
Tacoma	136,813	21	Y	Chief Academic Affairs
2025 Average	136,813	2024 Average	145,334	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

53 Dean Workforce Education

Position responsible for workforce training and re-training programs.

College/District	Annualized Salary	Years of Service in Present		Substantial Other Duties	Reporting Relationship
		Position			
Cascadia	118,903	12			Chief Academic Affairs
Clark	122,935	1	Y		Chief Academic Affairs
Clover Park	123,855	3			Chief Student Affairs Officer
Edmonds	105,353	6	Y		Chief Student Affairs Officer
Everett	135,000	0			Chief Academic Affairs
Grays Harbor	107,909	1			Chief Academic Affairs
Green River	128,544	1	Y		Chief Academic Affairs
Lake Washington	107,280	18			Chief Student Affairs Officer
North Seattle	135,136	4	Y		Chief Academic Affairs
Olympic	115,360	2	Y		Chief Continuing Ed
Peninsula	112,270	13			Chief Academic Affairs
Renton	132,785	4			Chief Academic Affairs
Seattle Central	194,567	8	Y		Chief Academic Affairs
Shoreline	133,900	3	Y		Chief Academic Affairs
Skagit Valley	135,000	1			Chief Academic Affairs
So. Puget Sound	106,348	V			Chief Academic Affairs
South Seattle	161,070	8			Chief Academic Affairs
Spokane Colleges	111,127	2			Chief Continuing Ed
Spokane Falls	128,126	4	Y		Chief Academic Affairs
Tacoma	131,653	2	Y		Dean Business
Walla Walla	126,902	0			Chief Academic Affairs
Wenatchee Valley	110,978	5			Chief Academic Affairs
Whatcom	112,476	2			Chief Academic Affairs
Yakima Valley	107,073	8			Chief Academic Affairs
2025					
Average	125,190	Average	118,387		
Median	123,395	Median	116,126		

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

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		Substantial Other Duties	Reporting Relationship
		Position			
Bellevue	106,090	1			Dean Humanities
Big Bend	105,334	3			Chief Academic Affairs
Cascadia	115,000	1			Chief Academic Affairs
Centralia	108,912	1	Y		Chief Academic Affairs
Clark	128,022	3	Y		Chief Academic Affairs
Clover Park	123,855	4			Chief Academic Affairs
Columbia Basin	123,600	13			Chief Academic Affairs
Edmonds	120,735	9			Executive Vice President
Everett	122,576	12			Chief Academic Affairs
Green River	128,544	1	Y		Chief Academic Affairs
Highline	113,300	21			Chief Academic Affairs
Lake Washington	112,260	4			Dean Humanities
North Seattle	125,100	V	Y		Chief Academic Affairs
Peninsula	105,000	1	Y		Chief Academic Affairs
Pierce District	120,470	18	Y		Chief Academic Affairs
Renton	132,785	3			Chief Academic Affairs
Seattle Central	87,729	2	Y		Chief Academic Affairs
Shoreline	130,000	0	Y		Chief Academic Affairs
Skagit Valley	112,404	2			Chief Academic Affairs
So. Puget Sound	121,431	7			Chief Academic Affairs
South Seattle	133,175	1			Chief Academic Affairs
Spokane	123,198	7			Chief Academic Affairs
Tacoma	136,813	21	Y		Chief Academic Affairs
Walla Walla	109,558	3	Y		Chief Academic Affairs
Yakima Valley	107,073	V			Chief Academic Affairs
	2025		2024		
	Average	118,119	Average	115,364	
	Median	120,735	Median	116,126	

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

58 Director Business Development

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

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	106,090	1		Dean Business
Bellingham	106,680	3	Y	Dean Occ/Voc/Tech
Big Bend	90,921	10		Dean Occ/Voc/Tech
Olympic	106,163	2		CEO, Systems
Seattle District	148,835	5		Chief Business Officer
Skagit Valley	75,892	16		Chief Academic Affairs
Tacoma	90,000	0		Chief Business Officer
2025				
Average	103,512	Average		93,281
Median	106,090	Median		97,900
2024				

**ADMINISTRATIVE AND MID-LEVEL PROFESSIONAL SALARY SURVEY
2025**

700000 Skilled Craft/Trades Supervisor

Supervises unskilled to highly skilled trades work including but not limited to HVAC, Electrical, Plumbing, Carpentry, Masonry and Painting. May also perform skilled trades work. Supervisory tasks ranges from single trades to the supervision of multiple trades. Positions are generally responsible for hiring, training, disciplining, and conducting performance management and competency assessments for employees. Positions may be required to possess and maintain certification, licensure, educational level, and/or experience criteria as applicable to the tasks being performed or supervised and follow applicable building codes. Must possess journey level knowledge of one or more trades or advanced knowledge in one trade applicable to area supervised. At a minimum, requires a high school degree and two years of experience in the performance of the full range of journeyman level tasks associated with the trade(s) areas related to the position's role or an equivalent combination of education and experience.

College/District	Annualized Salary	Years of Service in		Reporting Relationship
		Present Position	Substantial Other Duties	
Bellevue	103,421	14		Chief Facilities Officer
Bellingham	103,980	3	Y	Chief Facilities Officer
Big Bend	83,262	3		Chief Facilities Officer
Skagit Valley	93,730	2		Chief Facilities Officer
Spokane Colleges	106,092	5	Y	Chief Facilities Officer
Tacoma	94,000	23	Y	Chief Facilities Officer
Walla Walla	92,442	3		Chief Facilities Officer
Yakima Valley	87,044	8		Chief Facilities Officer
2025				
Average	95,496	Average		91,903
Median	93,865	Median		93,424
2024				