



# LIGHTNING TALK: ADMINISTRATIVE SALARIES EXCHANGE

AAUDE Annual Meeting 2026



# About the Presenters

Introductions

# Presenters

- Lynne DePasquale, University at Buffalo
  - SME since 2018
  - Contact: [imd25@buffalo.edu](mailto:imd25@buffalo.edu), (716) 645-3190
- Jess Lillegaard, University of Illinois
  - SME since 2023
  - Contact: [jeslil22@uillinois.edu](mailto:jeslil22@uillinois.edu), (217) 300-8405
  - Why she's not here today





# About the Exchange

The Technical Staff

# Administrative Salaries Exchange Overview

- SMEs: Lynne DePasquale and Jess Lillegaard
- Collects salaries of employees in specific common administrative roles
  - Details are similar to those utilized for other submissions
  - Data is considered confidential and is subject to the AAUDE policy
- Submission: Excel template via DSV
  - Can submit either summarized or detail-level data
    - Detail-level submissions are summarized prior to loading to the Warehouse
  - Submission window: mid-January to mid-February
- Potential additions to the survey
  - Including interim administrative roles with an interim flag
  - Including a vacant flag

# Warehouse Data

- All data in the Warehouse is summarized by gender and race/ethnicity, regardless of how the data was submitted
  - Gender and race/ethnicity are optional; some institutions do not include these breakouts
- Institutional data are included in an administrative salaries-specific “institution” table
  - Affiliation (public or private)
  - Structure (single unit, within a system, etc.)



# How Our Members Use the Data

The Fun Stuff

# Uses for Administrative Salaries Data

- Typical use: benchmarking for planning related to salaries for administrative positions
- Scenarios
  - Salary negotiations for new administrative hires
  - Considering requests for salary increases from existing administrative employees
  - Planning for annual budget development
- Data obtained from the AAUDE exchange can help determine if the amount under consideration is reasonable for the position
- Most reports are generated on demand for a specific purpose

# Example: Buffalo

- Analysis lists the salaries for institutions reporting the same position
- Displays summary statistics like average and median

## AAUDE Administrative Salaries Dean, Arts and Sciences 2026

**Note: This data is considered highly confidential and should not be shared or printed.**

AY	Institution Name	# of Incumbents	Average Salary
2026	University of Alpha	1	\$500,000
2026	Bravo State University	1	\$473,000
2026	University of Charlie	1	\$456,000
2026	Delta Institute of Technology	1	\$427,000
2026	Echo University	1	\$421,000
2026	Foxtrot University, Metropolis	1	\$415,000
2026	SUNY-Buffalo <sup>1</sup>	1	\$406,000
2026	University of Golf	1	\$392,000
2026	Hotel University	1	\$389,000
2026	University of India	1	\$378,000
2026	Juliet University	1	\$374,000
	<b>AAU Average</b>		<b>\$421,000</b>
	<b>AAU Median</b>		<b>\$415,000</b>

<sup>1</sup> Rates reported are as of Fall 2025. The current salary, as of 4/1/26, for the individual in this position (John Smith) is \$409,000.

# Example: Illinois

- Confidential report lists the salaries for institutions reporting the same position
  - Matching titles
  - Notes regarding large salary changes

U of I Position Title: President		FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
U of I System	U of I Incumbent/Position Title:						
	Timothy Killeen	\$600,000 <sup>4</sup>	\$600,000 <sup>4</sup>	\$600,000 <sup>4</sup>	\$600,000 <sup>4</sup>	\$835,000 <sup>6</sup>	\$851,700
<b>Public Big 10 Institutions &amp; System Offices</b>							
Barden University System	President					1	
Burston Central University	President	3	3	3	3	3	3
Empire State University	President				1	1	
Hicksville University System	President						
Miskatonic University	President		5		1	1,8	
Monsters University	President					8	2
Pendleton University	President	1					1
Shanhe University	President						2
Shiz University	President					1	1
The University of Bums on Seats	President						1
University of Bantshire	President					1	
Winchester University	President				1		
<b>Additional AAUDE Institutions</b>							
Alpine University System	Chancellor				1	7	2
Bayfield University System Offices	Chancellor					1	
College of Art and Athletic Perfection	Chancellor						
Euphoric State University System	Chancellor					1	2
Sweet Valley University System	Chancellor						1
University of Norwich System	Chancellor			1			
Windsor College	Chancellor	1				9	

Notes: University of Illinois salaries are based upon the March 2022 HRPay files. V=Vacant; NA=Not available.

1. Incumbent's first year in position.
2. Acting/interim basis.
3. Note
4. Note
5. Note
6. Note
7. Note
8. Covid Note
9. Note

# Example: Iowa

- Analysis lists summary statistics for various dean-level positions, including high salary, low salary, average salary, and peer median
- Displays Iowa's own salary and percentage of the median, with color-coding to indicate Iowa's position compared to the median

AAU Public Dean Salaries  
FY 2024  
CONFIDENTIAL

	Dean of Students	Arts and Sciences	Business	Dentistry	Education	Engineering	Graduate School	Law	Nursing	Pharmacy	Public Health	Chief Campus International Education Administrator
High Salary	\$330,000	\$512,000	\$682,000	\$476,000	\$439,000	\$541,000	\$496,000	\$443,000	\$508,000	\$455,000	\$521,000	\$304,000
Low Salary	\$175,000	\$210,000	\$425,000	\$379,000	\$290,000	\$376,000	\$272,000	\$407,000	\$341,000	\$359,000	\$361,000	\$197,000
Average Salary	\$235,000	\$419,000	\$568,000	\$450,000	\$372,000	\$466,000	\$351,000	\$431,000	\$399,000	\$406,000	\$442,000	\$261,000
Iowa	\$210,000	\$407,000	\$480,000	\$476,000	\$358,000	\$376,000	\$305,000	\$399,000	\$341,000	\$387,000	\$408,000	\$253,000
Peer Median	\$242,000	\$415,000	\$567,000	\$444,000	\$357,000	\$461,000	\$327,000	\$439,000	\$392,000	\$390,000	\$481,000	\$210,000
Iowa as % of Median	86.8%	98.1%	84.7%	107.2%	100.3%	81.6%	93.3%	90.9%	87.0%	99.2%	84.8%	120.5%

Participating Institutions:  
University of Alpha  
Bravo State University

Note: figures in the sample report are placeholder data only and do not reflect actual salaries from any AAUDE institution.

# Example: Kansas

- Analysis lists the average salary, KU's rank, and KU's percent of the average for relevant positions
- Considers comparison groups of both their peer institutions and all AAU publics reporting to AAUDE
- Report has been in use for over 30 years; it is updated annually and provided to upper-level administration as needed for planning purposes

Administrative Salary Comparisons - FY 2025								
University of Kansas Ranking To Comparison Groups								
	Position Title	KU Incumbent	KU as % of AAUDE 16	KU Rank AAUDE 16	AAUDE 16 Avg Salary	KU as % of AAUDE Publics	KU Rank AAUDE Publics	AAUDE Publics Avg Salary
100000	CEO-System	Good	81.4%	4/5		74.7%	6/7	
101000	CEO-Single Campus	NA	0.0%	--/12		0.0%	--/19	
	<b>CEO - Summary</b>		<b>78.0%</b>	<b>14/15</b>		<b>75.9%</b>	<b>21/23</b>	
							/	\$0
102000	Exec Vice President/Vice Chan	NA	0.0%	--/2		0.0%	--/2	
105000	Chief Acad. Affairs Off./Provost	Good	85.4%	11/16		79.7%	18/24	
106000	Chief Administrator, Campus or Site	NA	0.0%	--/2		0.0%	--/3	
107000	Chief Business Officer	NA	0.0%	--/9		0.0%	--/14	
109000	Director, Athletics	Good	102.1%	6/14		112.4%	7/22	
111000	Chief Audit Officer	Good	92.2%	4/8		97.9%	6/15	
115000	Chief Enrollment Management Off.	Good	81.5%	11/13		74.4%	18/21	
117000	Chief Extension/Engagement Officer	Good	77.3%	7/9		74.4%	9/11	
119000	Chief External Affairs Officer	Good	117.8%	4/9		94.9%	5/10	
121000	Chief Phys. Plant/Facilities Off.	Good	91.7%	9/12		86.9%	15/20	
123000	Chief Financial Officer	Good	78.8%	11/12		74.0%	16/18	

# Example: Michigan

- Analysis lists the salaries for institutions reporting the same position
- Displays summary statistics, including average, median, minimum, maximum, and percentiles
- Several comparison groups are considered (all AAU, AAU public institutions, and AAU private institutions)
- Going forward: considering developing a dashboard to present similar statistics on demand

AAU Data Exchange (AAUDE) Institutions in the CUPA Administrative Salary Survey - 2019-20

Dean, Engineering			
Official Peer?		Institution Name	Annualized Salary
	Big Ten Institution	Michigan	\$ [REDACTED]
No		University of Alpha	\$ [REDACTED]
No		Bravo State University	\$ [REDACTED]
Yes	Big Ten Institution	University of Charlie	\$ [REDACTED]
No	Big Ten Institution	Delta Institute of Technology	\$ [REDACTED]
Yes	Big Ten Institution	Echo University	\$ [REDACTED]
No		Foxtrot University, Metropolis	\$ [REDACTED]
No		University of Golf	\$ [REDACTED]
No	Big Ten Institution	Hotel University	\$ [REDACTED]
Yes	Big Ten Institution	University of India	\$ [REDACTED]
No	Big Ten Institution	Juliet University	\$ [REDACTED]
Yes		Kilo University	\$ [REDACTED]
No		University of Lima	\$ [REDACTED]
No	Big Ten Institution	Mike University	\$ [REDACTED]
No	Big Ten Institution	University of November	\$ [REDACTED]
No		University of Oscar	\$ [REDACTED]
No		Papa University	\$ [REDACTED]

Comparison Group - All AAU institutions (63)

Total of 33 institutions who reported a salary for "Dean, Engineering"

	UM	all AAU	UM as % of Comparison group
	\$ [REDACTED]		
Average Salary		\$ [REDACTED]	[REDACTED] %
Minimum \$			
20th %		\$ [REDACTED]	[REDACTED] %
25th %		\$ [REDACTED]	[REDACTED] %
40th %		\$ [REDACTED]	[REDACTED] %
50th % (Median)		\$ [REDACTED]	[REDACTED] %
60th %		\$ [REDACTED]	[REDACTED] %
75th %		\$ [REDACTED]	[REDACTED] %
80th %		\$ [REDACTED]	[REDACTED] %
Maximum \$			

Comparison Group - All AAU public institutions (36)

Total of 25 institutions who reported a salary for "Dean, Engineering"

	UM	AAU Publics	UM as % of Comparison group
	\$ [REDACTED]		
Average Salary		\$ [REDACTED]	[REDACTED] %
Minimum \$			
20th %		\$ [REDACTED]	[REDACTED] %
25th %		\$ [REDACTED]	[REDACTED] %
40th %		\$ [REDACTED]	[REDACTED] %
50th % (Median)		\$ [REDACTED]	[REDACTED] %
60th %		\$ [REDACTED]	[REDACTED] %
75th %		\$ [REDACTED]	[REDACTED] %
80th %		\$ [REDACTED]	[REDACTED] %
Maximum \$			

Comparison Group - All AAU private institutions (27)

Total of 8 institutions who reported a salary for "Dean, Engineering"

	UM	AAU Privates	UM as % of Comparison group
	\$ [REDACTED]		
Average Salary		\$ [REDACTED]	[REDACTED] %
Minimum \$			
20th %		\$ [REDACTED]	[REDACTED] %
25th %		\$ [REDACTED]	[REDACTED] %
40th %		\$ [REDACTED]	[REDACTED] %
50th % (Median)		\$ [REDACTED]	[REDACTED] %
60th %		\$ [REDACTED]	[REDACTED] %
75th %		\$ [REDACTED]	[REDACTED] %
80th %		\$ [REDACTED]	[REDACTED] %
Maximum \$			

Note: Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions contributing data is less than 5 (too few data).



**Thank You!**