

# Sunbelt Salary & Staffing Survey – Fall 2014

Student Health Services

Sponsored by the Southern College Health Association - [www.southerncha.org](http://www.southerncha.org)

Salary & Staffing Surveys returned: 55 from college health services in these 25 states:

AL, AR, AZ, CO, FL, GA, IA, ID, IL, KS, KY, LA, MI, MN, MO, MT, NC, ND, NM, NY, OR, SC, TN, TX, VA

This survey's results do not identify universities by name. Universities are grouped by enrollment size: Over 30,000, 20-30,000, 10-20,000 and under 10,000.

Note: Data is for comparison use only. The Coordinator cannot vouch for accuracy. The data was submitted and entered at the Coordinator's site without verification.

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These were the instructions to complete this survey:

Salaries are as if employee works 100% for 12 months.

Do not split personnel between different titles. Instead, enter the entire salary and staffing data for that person in the one position that is most appropriate. For example, if your Director of Nursing is also the QA/QI Coordinator, and she or he spends most of her time as Director of Nursing, enter the entire data in that title. If the position is contracted, write "contract" in the FTE column and the contracted cost in a salary column stating if this is hourly, monthly, annual, etc.

How to Show FTE Staff: Show filled and unfilled positions. Example: There are 5 RN positions and 2 are currently unfilled. Calculate FTE by including all 5 positions. Full-time Equivalent (FTE) is defined as the full-time equivalent basis: 40 hours per week over a 12 month period.

Example 1: A 40 hour per week, 9 month employee is .75 FTE

Example 2: A 20 hour per week, 9 month employee:

.50 multiplied by .75 = 3.75. This individual is .375 FTE

How to show FTE Salary

Show FTE salary as if the employee works 100% for 12 months (2080 hours per year).

Example: A part-time (50% effort) employee works 9 months (75% of the year) and her actual salary is \$10,000 per year.

To calculate the FTE salary:

1. \$10,000 divided by .5 = \$20,000. This is her 9 month salary at 100% effort.
2. \$20,000 divided by .75 = \$26,667. This is the 12 month salary at 100% effort.

High FTE and Low FTE salaries are self-explanatory. Mean FTE salary is the average. For example, if there are 5 employees in a category add up their FTE salaries and divide by 5 to calculate the Mean FTE Salary.

Include bonuses and salary supplements. Do not include fringe benefits in any of the calculations.

Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

Directors and Managers

Univ. Code	Enrollment Range	SHS Director is:	Executive Director		Chief Medical Officer		Chief Administrator		Associate Director			Assistant Director		
			FTE	Salary	FTE	Salary	FTE	Salary	FTE	Salary	Duties	FTE	Salary	Duties
A-01	GT 30,000	Chief Administrator					1.00	100,307	1.00	99,696	Director of Nurse Practitioners	2.00	79,300-me	Assistant Directors for Counseling and F
A-02	GT 30,000	Executive Director	1.00	168,079	1.00	156,138	1.00	87,593						
A-03	GT 30,000	Chief Administrator	1.00	93,718								1.00	75,000	
A-04	GT 30,000	Executive Director	1.00	132,869					0.40	46,982	Manages Medical Staff, nursing/diagnostic staff			
A-05	GT 30,000	Executive Director	1.00	177,000	1.00	143,500			1.00	100,000	Admin and Managerial Support in Operations	1.00	47,085	Business and client services
A-06	GT 30,000	Chief Medical Officer			1.00	180,000			1.00	70,000	Operations, EMR, Insurance, Customer Service			
A-07	GT 30,000	Chief Medical Officer			1.00	170,533			1.00	109,320				
A-08	GT 30,000	Executive Director	1.00	141,509	2.00	184,200			2.00	108,356	CFO & CIO			
A-09	GT 30,000	Chief Administrator			1.00	169,107	1.00	107,111	1.00	76,040	Health Promotion, Accreditation	1.00	55,000	Finance, Marketing
A-10	GT 30,000	Chief Medical Officer			1.00	199,211			1.00	143,575	COO	1.00	98,602	Insurance
A-11	GT 30,000	Chief Administrator	1.00	158,485	1.00	176,133			1.00	84,973	HR, facilities, pharmacy, lab, procurement			
A-12	GT 30,000	Chief Administrator			1.00	176,400	1.00	204,634	1.00	141,750	Operations Dir: Apts, Ins, Business, Rx and MR	1.00	57,449	Med rec, Immunizations HIPAA
A-13	GT 30,000	Executive Director	1.00	129,350	1.00	160,000								
A-14	GT 30,000	Chief Medical Officer			1.00	167,410			1.00	159,754		1.00	67,844	
B-01	20-30,000	Executive Director	1.00	196,672			1.00	78,669				0.80	172,125	
B-02	20-30,000	Executive Director	1.00	180,483					1.00	94,451				
B-03	20-30,000	Executive Director	1.00	303,656	1.00	209,613	1.00	108,936						
B-04	20-30,000	Executive Director	1.00	191,826	1.00	182,235	1.00	118,301	1.00	113,191	Oversight of clinical & outreach depts	1.00	88,000	HR
B-05	20-30,000	Executive Director	1.00	222,102	1.00	171,600	1.00	126,126						
B-06	20-30,000	Chief Administrator	0.94	141,700	0.75	181,470						1.00	61,213	
B-07	20-30,000		1.00	178,596										
B-08	20-30,000	Executive Director	1.00	192,326	1.00	154,500	1.00	151,500	1.00	177,088	Director of Sports Med			
B-09	20-30,000	Executive Director	1.00	138,591					1.00	52,712	Manage Business and Tec Operations			
B-10	20-30,000	Executive Director	1.00	107,180	1.00	154,731	1.00	75,010				1.00	68,158	CAPS Clinical Services
B-11	20-30,000	Executive Director	1.00	115,616										
B-12	20-30,000	Executive Director	1.00	110,250	1.00	228,038			1.00	100,410		1.00	71,527	
B-13	20-30,000	Chief Medical Officer	1.00	177,795					2.00	78,225				
B-14	20-30,000	Chief Administrator			0.75	206,207	1.00	104,117						
C-01	10-20,000	Executive Director	1.00	87,769	0.85	202,938								
C-02	10-20,000	Executive Director	1.00	144,687	0.80	255,092	1.00	127,700				1.00	54,238	
C-03	10-20,000	Executive Director	1.00	117,740					1.00	62,639				
C-04	10-20,000	Assistant Vice Presiden	1.00	105,000	1.00	180,000	1.00	71,283						
C-05	10-20,000	Executive Director	1.00	100,000	1.00	135,000								
C-06	10-20,000	Nurse Practitioner												
C-07	10-20,000	Executive Director	1.00	106,425										
C-08	10-20,000	Chief Medical Officer			1.00	120,000	1.00	75,000						
C-09	10-20,000	Physician/Director	1.00	155,022										
C-10	10-20,000	Chief Administrator					1.00	118,908	1.00	80,000	HIPAA, HIM & IT, leads QI & Accreditation			
C-11	10-20,000	Chief Medical Officer			1.00	157,775						1.00	73,024	
C-12	10-20,000	Dean COHS	0.30		1.00	154,752						1.00	60,840	HIPAA, Cust Service, Business, IT
C-13	10-20,000	None listed			1.00	154,000								
C-14	10-20,000	Executive Director	1.00	94,848	1.00	146,154						2.00	135,788	Wellness, External/Internal Operations
C-15	10-20,000	Executive Director	1.00	83,631	1.00	168,948			1.00	64,279	Bus Office Mgr, Insurance, IT/Network Mgr			
C-16	10-20,000	Chief Administrator			0.90	178,286	1.00	80,180						
C-17	10-20,000	Executive Director	1.00	259,700	1.00	186,108	1.00	113,628						
C-18	10-20,000	Executive Director	1.00	111,142										
C-19	LT 10,000	Chief Administrator	1.00	78,563	1.00	119,967								
D-01	LT 10,000	Chief Administrator					1.00	219,364						
D-02	LT 10,000	Executive Director	1.00	169,399								1.00	53,111	operations/budget/planning/EMR
D-03	LT 10,000	Chief Administrator (Administrative Director)					0.90	83,200						
D-04	LT 10,000	Associate Director							1.00	55,000				
D-05	LT 10,000	Executive Director	1.00	100,000	1.00	140,000						1.00		See NP
D-06	LT 10,000	Chief Admin/Mental Hea	0.38	47,315										
D-07	LT 10,000	Chief Administrator			0.82	155,000	1.00	177,654	1.00	90,619	Operations, IT, strategic & project mgt.			

Salaries shown are as if employee works 100% for 12 months.



Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

Directors and Managers

Univ. Code	Enrollment Range	Computing/ Network Manager		Web Master		Marketing Coordinator		Exec. Secretary Admin. Asst.	
		FTE	Salary	FTE	Salary	FTE	Salary	FTE	Salary
A-01	GT 30,000	0.88	51,612			1.00	45,930	3.00	31477-mean
A-02	GT 30,000					1.00	51,164	1.00	45,989
A-03	GT 30,000							1.00	46,338
A-04	GT 30,000	1.00	46,400			0.80	39,321	1.00	53,181
A-05	GT 30,000	1.00	95,000	1.00	40,600			1.00	41,400
A-06	GT 30,000							1.00	42,952
A-07	GT 30,000	1.00	78,093						
A-08	GT 30,000			1.00	35,390	1.00	44,260		
A-09	GT 30,000	1.00	66,000					1.00	43,860
A-10	GT 30,000	1.00	108,822			1.00	47,506	1.00	45,384
A-11	GT 30,000	1.00	63,098	1.00	41,660	1.00	48,348	1.00	41,346
A-12	GT 30,000					1.00	53,500	1.00	36,246
A-13	GT 30,000							1.00	38,646
A-14	GT 30,000	1.00	54,996			1.00	44,072	1.00	30,796
B-01	20-30,000							1.00	50,409
B-02	20-30,000	1.00	63,654			1.00	51,175		
B-03	20-30,000	1.00	99,257						
B-04	20-30,000	1.00	95,913			1.00	56,575	1.00	45,123
B-05	20-30,000	1.00	85,730			0.50	28,668	1.00	46,260
B-06	20-30,000	1.00	52,970					1.00	41,616
B-07	20-30,000	1.00	61,198			1.00	45,292	1.00	45,195
B-08	20-30,000	1.00	69,259			0.60	48,320	2.00	40,012
B-09	20-30,000							1.00	28,952
B-10	20-30,000	1.00	60,418			1.00	37,000	2.00	28,128
B-11	20-30,000	1.00	67,478					1.00	39,440
B-12	20-30,000					1.00	40,652	1.00	45,122
B-13	20-30,000	1.00	60,254			1.00	44,000		
B-14	20-30,000	1.00	67,413						
C-01	10-20,000								
C-02	10-20,000								
C-03	10-20,000	1.00	48,000	1.00	43,060				
C-04	10-20,000					1.00	43,409	1.00	46,125
C-05	10-20,000								
C-06	10-20,000							1.00	47,000
C-07	10-20,000							1.00	\$15.07/hr
C-08	10-20,000							1.00	24,500
C-09	10-20,000	1.00	55,931						
C-10	10-20,000					1.00	36,000		
C-11	10-20,000							3.00	32,050
C-12	10-20,000					0.50	34,320	0.50	26,000
C-13	10-20,000								
C-14	10-20,000							1.00	28,504
C-15	10-20,000								
C-16	10-20,000							1.00	37,000
C-17	10-20,000								
C-18	10-20,000							2.00	36,000
C-19	LT 10,000								
D-01	LT 10,000								
D-02	LT 10,000							1.00	27,407
D-03	LT 10,000								
D-04	LT 10,000								
D-05	LT 10,000	1.00	See Rn/infomatics					1.00	HE clerical
D-06	LT 10,000								
D-07	LT 10,000								

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Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

Clinical Personnel- includes Directors & Managers

Univ. Code	Enrollment Range	Medical Physician Primary Care				Medical Physician Gynecology				Physician Dermatology		Medical Physician Orthopedics		Physician-Sports Med-Primary Care				Physician-Sports Med-Orthopedic	
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	Salary	FTE	Salary	FTE	High	Low	Mean	FTE	Salary
A-01	GT 30,000	1.85	184,989	148,111	180,054														
A-02	GT 30,000	6.55	142,462	140,608	140,190														
A-03	GT 30,000																		
A-04	GT 30,000					0.20				21,762			0.10	11,193					
A-05	GT 30,000	4.18	127,510	102,375	108,050	0.60	134,405					0.10	182,190	3.50	120,186	104,375	110,976		
A-06	GT 30,000	2.00	148,500	148,500	148,500							0.08	18,720						
A-07	GT 30,000	4.43	136,825	125,000	130,102														
A-08	GT 30,000	4.40	155,596	145,993	151,580	1.00	159,000												
A-09	GT 30,000	2.25	135,720	108,576	122,148	0.06	313,200												
A-10	GT 30,000	8.00	167,041	57,466	130,390									1.00	196,197	196,197	196,197		
A-11	GT 30,000	5.00	163,200	150,954	155,114	2.00	168,300	161,792	165,046					1.00	168,300	168,300	168,300		
A-12	GT 30,000	3.00	155,400	143,000	150,977	1.00	391,500							1.00	165,900				
A-13	GT 30,000	7.00	160,000	147,900	155,476	0.20	40,000												
A-14	GT 30,000	1.00	137,729		137,729	1.00	131,430												
B-01	20-30,000	0.80	166,250																
B-02	20-30,000	5.25	166,400	141,400	151,795														
B-03	20-30,000	6.00	208,000	164,800	182,673														
B-04	20-30,000	2.80	170,919	148,816	157,507	0.80	156,587												
B-05	20-30,000	3.58	210,100	127,800	168,100									1.00	192,071				
B-06	20-30,000	3.00	150,959	147,922	148,681														
B-07	20-30,000	2.00	146,626	130,768	138,697														
B-08	20-30,000	8.05	147,500	141,000	142,750	0.67	203,758							3.00	177,088	143,737	156,274		contracted
B-09	20-30,000	6.50	136,887	126,875	131,881	0.10	208,000	208,000	208,000	0.10	208,000	0.10	145,600						
B-10	20-30,000					1.00	147,981												
B-11	20-30,000	4.13	150,000		141,824														
B-12	20-30,000	3.00	206,999	176,000	189,453	0.75	191,531			P-T	\$175 hr	P-T	\$200 hr						
B-13	20-30,000	5.00	157,924	130,000	136,809	0.90	149,397							6.00	164,074	131,285	141,546		
B-14	20-30,000	4.83	138,500	135,494	132,000														
C-01	10-20,000	1.70	220,938	220,938	220,935														
C-02	10-20,000	1.00	232,462																
C-03	10-20,000	3.00	121,500	95,877	113,602														
C-04	10-20,000	6.35	176,079	101,152	150,487														
C-05	10-20,000													0.50	90,000		90,000		
C-06	10-20,000																		
C-07	10-20,000	0.23	55,000																
C-08	10-20,000																		
C-09	10-20,000	3.00	135,013	131,997	134,007														
C-10	10-20,000	2.00	125,000	120,000	122,500									2.00	Contract				
C-11	10-20,000	1.00	150,000																
C-12	10-20,000	1.00	156,957											0.10	100,000				
C-13	10-20,000																		
C-14	10-20,000	1.00			131,131														
C-15	10-20,000	0.75	166,401																
C-16	10-20,000	4.00	162,000	14,000	154,800														
C-17	10-20,000	5.15	173,365	154,351	161,626	0.10	258,358							3.00	182,310	175,100	177,645		
C-18	10-20,000																		
C-19	LT 10,000	2.30	119,967	81,388	87,546	0.50	52,292												
D-01	LT 10,000	1.00	151,226	151,226	151,226														
D-02	LT 10,000																		
D-03	LT 10,000																		
D-04	LT 10,000																		
D-05	LT 10,000																		
D-06	LT 10,000	0.36	44,045																
D-07	LT 10,000	0.80	155,388		155,388														

Salaries shown are as if employee works 100% for 12 months.

**Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014**  
**Clinical Personnel- includes Directors & Managers**

Univ. Code	Enrollment Range	Medical Physician Other Physician			Nurse Practitioner Primary Care			Nurse Practitioner Gynecology				Physician Assistant Primary Care				
		FTE	Salary	Practice	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean
A-01	GT 30,000	0.50	100,000		3.25	99,696	42,980	88,968	0.50	42,400	42,400	42,400				
A-02	GT 30,000				2.80	86,617	76,602	79,940								
A-03	GT 30,000	0.38	135,200		1.88	83,652	75,000	79,076								
A-04	GT 30,000	5.80	67183-high		3.60	80,384	31,980	72,879	0.63	45,900						
A-05	GT 30,000				2.71	82,352	61,200	72,994	2.95	74,477	61,200	65,416				
A-06	GT 30,000	0.40	87,360						0.65	50,132						
A-07	GT 30,000				6.58	90,206	73,500	79,871	0.80	71,250	71,250	71,250				
A-08	GT 30,000				2.85	77,158	71,000	71,282	5.00	85,133	69,500	75,755	2.00	94,000	77,220	85,610
A-09	GT 30,000				3.20	85,800	72,000	78,900								
A-10	GT 30,000				8.98	86,637	19,667	57,556	4.35	85,719	62,836	76,966	3.00	107,526	43,704	73,422
A-11	GT 30,000				2.00	81,090	79,499	80,295	2.00	81,090	81,090	81,090				
A-12	GT 30,000				3.00	96,600	83,000	88,829	4.00	94,500	82,000	87,569	6.00	93,815	86,353	89,304
A-13	GT 30,000				2.40	83,520	80,832	81,531	1.00	84,097						
A-14	GT 30,000				2.00	82,399	75,361	78,880					2.00	80,300	72,000	76,150
B-01	20-30,000				2.00	92,873	78,669	85,771								
B-02	20-30,000				0.80	88,250	88,250	88,250	1.05	88,250	87,360	87,805	3.15	88,255	87,360	88,030
B-03	20-30,000				8.00	102,218	85,940	91,067								
B-04	20-30,000				6.72	98,433	92,250	95,808	2.32	106,892	97,325	100,953				
B-05	20-30,000				1.50	93,500	56,800	74,700	1.83	93,500	56,800	74,700	1.00	90,200		
B-06	20-30,000				2.00	84,048	84,048	84,048	1.00	89,301	89,301	89,301				
B-07	20-30,000	1.00	176,371	Occupational Med									3.00	87,095	78,400	82,524
B-08	20-30,000				3.55	86,168	85,750	85,855	1.80	87,790	85,750	85,855	2.00	85,750	85,750	85,750
B-09	20-30,000	0.10	10-\$208,000	NA	0.50	95,680	95,680	95,680								
B-10	20-30,000	4.25	146,666	NA	1.80	78,537	76,529	77,533	2.00	77,316	76,312	76,812				
B-11	20-30,000				3.80	87,306	72,567	84,403					1.75	79,001	59,945	79,388
B-12	20-30,000				2.83	106,604	103,000	105,231	0.75	103,000						
B-13	20-30,000				1.75	72,826	64,620	68,723	1.00	73,368	73,368	73,368				
B-14	20-30,000				1.00	85,750	85,750	85,750					2.67	84,750	82,266	83,094
C-01	10-20,000				1.60	100,478	86,320	93,399					1.60	100,361	81,993	91,177
C-02	10-20,000	0.25	170,560	Primary care(peak months)	0.75	67,000							1.00	91,247		
C-03	10-20,000				2.00	82,782	80,493	81,638	1.00	72,682	72,682	72,682				
C-04	10-20,000				3.00	65,323	82,500	72,608	1.25	53,300	90,511	71,906				
C-05	10-20,000	0.20	31,980						1.00	55,006		55,006				
C-06	10-20,000		\$900/month	MD consultant	2.00			38,400								
C-07	10-20,000				1.66	75,000	70,000	72,500								
C-08	10-20,000				3.00	90,000	75,500	83,500	0.20			90,000				
C-09	10-20,000				3.00	82,285	76,003	79,172					1.00	77,584	77,584	77,584
C-10	10-20,000				1.00	85,750							2.50	79,487	84,911	82,666
C-11	10-20,000				2.35	82,400			1.00	72,500						
C-12	10-20,000				3.00	87,048	83,200	84,483								
C-13	10-20,000				0.90	74,196	70,500		0.90	65,000						
C-14	10-20,000															
C-15	10-20,000				1.60	114,109	107,553	110,831								
C-16	10-20,000				4.75	85,000	73,187	80,541								
C-17	10-20,000								0.75	87,680						
C-18	10-20,000	3.00	0-\$140,000		3.00	91,186										
C-19	LT 10,000				1.00	78,999	78,999	78,999								
D-01	LT 10,000				2.83	90,902	84,448	87,015								
D-02	LT 10,000				0.75	72,000			0.83	72,906						
D-03	LT 10,000				1.80	99,840	93,600	95,680								
D-04	LT 10,000				2.00	36,000										
D-05	LT 10,000				2.00	109,000	54,200	80,000								
D-06	LT 10,000				1.29	48,823	34,874	39,524								
D-07	LT 10,000				1.64	92,133	92,133	92,133					0.82	90,413	90,413	90,413

Salaries shown are as if employee works 100% for 12 months.

**Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014**  
**Clinical Personnel- includes Directors & Managers**

Univ. Code	Enrollment Range	Medical Registered Nurse (RN)				Medical Licensed Practical Nurse (LPN)				Medical Nursing Assistant-Certified				Medical Nursing Assistant-Uncertified			
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean
A-01	GT 30,000	5.00	56,562	26,280	52,461												
A-02	GT 30,000	6.50	68,286	44,013	60,409	9.50	43,349	31,782	36,820								
A-03	GT 30,000	2.75	53,731	48,358	51,045												
A-04	GT 30,000	7.63	55,053	32,450	47,620												
A-05	GT 30,000	9.37	57,719	48,364	49,985												
A-06	GT 30,000	4.00	65,720	60,000	62,860	1.00	45,760										
A-07	GT 30,000	5.80	68,987	55,850	60,593												
A-08	GT 30,000	21.53	64,708	41,000	50,212	5.00	35,687	28,000	30,832								
A-09	GT 30,000	3.60	44,464	44,464	44,464												
A-10	GT 30,000	22.90	80,981	25,130	53,928	1.00	38,631	38,631	38,631								
A-11	GT 30,000	6.00	57,441	49,500	52,586	1.00	35,338	35,338	35,338								
A-12	GT 30,000	11.00	63,051	38,043	47,600	7.00	38,850	28,703	32,558								
A-13	GT 30,000	1.00	57,815			13.65	39,436	31,138	34,083								
A-14	GT 30,000					10.00	40,964	32,067	36,516								
B-01	20-30,000	2.00	64,465	61,187	62,826	1.00	39,401										
B-02	20-30,000	4.40	62,878	61,360	61,758	2.00	42,492	41,249	41,871								
B-03	20-30,000	17.00	70,323	59,646	66,105	8.00	58,212	42,723	48,206								
B-04	20-30,000	6.61	79,928	64,600	69,302												
B-05	20-30,000	3.83	63,000	41,100	51,900	1.35	34,210	31,679	32,945								
B-06	20-30,000	9.25	54,570	44,125	46,632												
B-07	20-30,000	1.85	54,937	53,867	54,402												
B-08	20-30,000	9.08	76,196	55,000	59,653					6.00	37,650	28,080	32,867				
B-09	20-30,000	3.50	45,028	44,144	44,586	8.10	35,766	25,666	30,716								
B-10	20-30,000	5.80	53,464	44,872	47,024	3.00	33,568	30,000	31,420	4.80	23,452	22,487	22,838				
B-11	20-30,000	10.05	65,000	38,196	53,778					2.75	27,486	20,864	27,576				
B-12	20-30,000	9.40	47,857	75,430	57,063	2.00	45,852	40,069	42,961	2.00	31,069	25,223	28,146				
B-13	20-30,000	9.25	54,844	41,918	47,844	1.00	41,304							4.75	30,880	30,103	30,377
B-14	20-30,000	7.22	65,270	56,206	52,206	3.49	40,982	39,077	38,241	2.00	34,668	33,900	33,101				
C-01	10-20,000	6.80	55,629	50,168	52,898												
C-02	10-20,000	1.50	56,460	56,460	56,460	0.45	44,000										
C-03	10-20,000	6.75	47,854	42,965	44,156	1.00	30,211	30,211	30,211								
C-04	10-20,000	7.50	60,177	54,819	56,988												
C-05	10-20,000					2.00	35,048		35,048								
C-06	10-20,000	8.00	58,000	29,000													
C-07	10-20,000	4.23	38,391	35,104	36,748												
C-08	10-20,000	2.00	54,080			4.00	40,000	35,500	37,250								
C-09	10-20,000	12.00	54,205	47,113	48,875					3.00	25,397	24,794	25,099				
C-10	10-20,000	5.00	60,000	52,649	56,077	2.00	38,472	32,227	35,350								
C-11	10-20,000	5.00	62,609							1.00	30,000						
C-12	10-20,000	0.30	62,400			3.00	39,520	37,544	38,203								
C-13	10-20,000																
C-14	10-20,000	6.00	60,000	47,441	54,179												
C-15	10-20,000					1.50	53,140	52,376	52,758								
C-16	10-20,000	2.00	70,699	51,875	61,287	5.20	51,314	37,024	44,415								
C-17	10-20,000	4.00	68,215	59,153	63,684												
C-18	10-20,000	2.00	71,510	54,080	62,795												
C-19	LT 10,000	5.50	46,552	42,167	16,131												
D-01	LT 10,000	2.00	74,801	61,442	68,122	1.00	41,142	41,142	41,142								
D-02	LT 10,000	2.25	45,813	44,915	45,214	0.75	36,012										
D-03	LT 10,000																
D-04	LT 10,000	1.00	44,880														
D-05	LT 10,000	2.00	80,000	38,000	50,000												
D-06	LT 10,000	1.72	57,812	26,861	38,230												
D-07	LT 10,000	4.74	56,500	54,000	55,525	1.51	50,150	49,380									

Salaries shown are as if employee works 100% for 12 months.

**Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014**  
**Clinical Personnel- includes Directors & Managers**

Univ. Code	Enrollment Range	Medical Nurses Aide				Medical Medical Assistant - Certified				Medical Medical Assistant - Uncertified				Medical Pharmacist			
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean
A-01	GT 30,000													1.50	99,329	39,878	92,804
A-02	GT 30,000																
A-03	GT 30,000																
A-04	GT 30,000	1.00	31,177			13.00	46,542	32,698	37,952					2.38	99,503	38,376	79,127
A-05	GT 30,000					11.00	28,698	27,200	27,995	1.33	31,503	29,024	30,264	1.95	95,714	82,200	88,260
A-06	GT 30,000					3.00	35,963	35,235	35,599	1.00	34,653			2.00	103,680	83,158	93,419
A-07	GT 30,000													1.50	112,258	96,116	104,187
A-08	GT 30,000					5.00	28,544	26,400	26,840	1.00	25,939						
A-09	GT 30,000					5.00	37,544	31,200	34,372								
A-10	GT 30,000													4.50	117,637	69,902	93,458
A-11	GT 30,000					7.00	35,630	30,514	31,695					2.00	119,032	87,119	103,076
A-12	GT 30,000					4.00	30,352	28,085	29,230					3.00	117,600	93,960	105,097
A-13	GT 30,000													1.00			113,438
A-14	GT 30,000					1.00	30,380							1.00	90,000		
B-01	20-30,000					4.80	36,887	24,200	30,935								
B-02	20-30,000					2.25	30,576	27,373	28,489	2.25	35,152	29,221	32,154	1.25	104,000	96,427	100,213
B-03	20-30,000																
B-04	20-30,000					14.51	45,667	33,696	36,627								
B-05	20-30,000					10.30	36,154	23,777	31,241					0.75	77,720		
B-06	20-30,000									1.00	30,561			2.00	98,108	75,000	86,554
B-07	20-30,000					5.54	37,856	28,080	33,218					3.00	118,320	108,357	112,523
B-08	20-30,000					4.00	37,650	33,500	35,825					3.95	119,402	102,261	107,742
B-09	20-30,000					1.00	25,377	25,377	25,377					1.50	97,727	97,727	97,727
B-10	20-30,000																
B-11	20-30,000													0.75	68,388	68,388	68,388
B-12	20-30,000													1.50	100,788	95,046	97,917
B-13	20-30,000													3.15	109,185	77,400	86,377
B-14	20-30,000													2.00	112,320	96,728	81,135
C-01	10-20,000													2.00	105,641	90,660	98,151
C-02	10-20,000					4.00	35,893	35,600	35,689								
C-03	10-20,000	0.25	7,801											0.50	108,212		
C-04	10-20,000													1.45	89,303	79,780	83,174
C-05	10-20,000					1.00	24,003										
C-06	10-20,000																
C-07	10-20,000																
C-08	10-20,000													0.02			72,000
C-09	10-20,000																
C-10	10-20,000					2.00	38,783	38,783	38,783					1.50	102,261	102,261	102,261
C-11	10-20,000																
C-12	10-20,000					3.00	32,448	31,200	32,032								
C-13	10-20,000													0.80	61,404		
C-14	10-20,000					0.50			22,491					1.00			105,000
C-15	10-20,000					0.75	47,773							1.00	130,458		
C-16	10-20,000																
C-17	10-20,000					6.00	39,672	37,208	39,033					0.50	133,210		
C-18	10-20,000					1.00	29,286							1.00	107,508		
C-19	LT 10,000																
D-01	LT 10,000					2.00	28,621	27,602	28,112								
D-02	LT 10,000																
D-03	LT 10,000					2.00	37,440	40,560	39,520								
D-04	LT 10,000																
D-05	LT 10,000																
D-06	LT 10,000					0.75	32,929										
D-07	LT 10,000					1.07	36,046	34,444	35,250					0.78	104,136		104,136

Salaries shown are as if employee works 100% for 12 months.



**Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014**  
**Clinical Personnel- includes Directors & Managers**

Univ. Code	Enrollment Range	Medical Pharmacy Technician				Medical Lab Technologist (MTASCP)				Medical Laboratory Technician				Medical Phlebotomist				Medical X-ray/ Radiology Technologist			
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean
A-01	GT 30,000	1.00	32,646	62,646	32,646	1.00	58,150	58,150	58,150	2.00	39,520	57,520	38,520					0.75	31,018	31,018	31,018
A-02	GT 30,000																				
A-03	GT 30,000																				
A-04	GT 30,000	2.00	48,671	37,417	43,044					3.60	50,959	12,300	32,345					2.00	48,671	20,444	46,706
A-05	GT 30,000	1.88	39,824	29,400	33,768	3.00	56,206	42,000	47,235					1.00	25,350			1.00	45,888		
A-06	GT 30,000	1.00	28,080																		
A-07	GT 30,000	2.00	45,800	29,000	37,400	1.00	51,027	51,027	51,027	1.00	43,000	43,000	43,000								
A-08	GT 30,000																	4.25	50,112	46,176	47,682
A-09	GT 30,000	2.00	45,353	34,068	39,711																
A-10	GT 30,000	2.00	38,608	38,322	38,465					4.00	70,338	48,403	55,601	1.00	31243	31243	31,243	3.00	55,303	39,681	46,043
A-11	GT 30,000	2.00	33,395	31,805	32,600	2.00	58,966	43,148	51,057	1.00				1.00	32,759	32,759	32,759	1.00	48,000	48,000	48,000
A-12	GT 30,000	2.00	38,721	32,237	35,479					1.00	31,320							1.00	52,200	44,872	48,536
A-13	GT 30,000	3.15	31,574	27,830	29,827					0.35			39,306					1.00			37,835
A-14	GT 30,000	1.00	35,764			1.00	44,164			1.00	41,551							1.00	36,696		
B-01	20-30,000									1.00	36,333										
B-02	20-30,000	2.00	32,478	29,621	31,020	1.25	45,802	41,683	43,742	2.10	37,440	34,278	35,859					1.00	46,885	46,885	46,885
B-03	20-30,000	7.00	46,401	34,320	38,205					3.00	60,403	57,096	58,079					2.00			58,079
B-04	20-30,000									1.41	58,984	46,904	52,944					0.52	53,689		
B-05	20-30,000	1.00	32,857			1.00	39,505			1.00	37,204										
B-06	20-30,000	4.00	29,950	29,451	29,825	2.75	49,066	36,826	42,092									1.75	47,010	41,708	44,359
B-07	20-30,000	3.00	32,739	27,248	29,522					2.00	47,538	43,224	45,381								
B-08	20-30,000	5.03	44,517	33,000	36,400	3.75	67,550	46,000	52,692	2.00	39,311	37,000	38,156					2.03	50,769	50,769	50,769
B-09	20-30,000	2.00	38,210	34,386	36,298	3.00	42,985	41,125	42,055					0.50	25,480	25,480	25,480				
B-10	20-30,000					2.00	44,195	44,165	44,180	1.00	29,251										
B-11	20-30,000	1.75	30,348	23,436	30,734					1.75	39,458	30,396	34,907					1.00	43,758	43,758	43,758
B-12	20-30,000					2.45	53,766	50,634	51,685									0.50	55,730		
B-13	20-30,000	2.00	35,397	33,747	34,572	4.60	53,000	41,300	47,436									1.75	46,793	42,640	44,717
B-14	20-30,000	2.00	29,906	29,906	29,906	1.00	62,845	62,845	62,845	1.00	39,153	39,153	39,153		contract			1.00	52,309	52,309	52,309
C-01	10-20,000					2.00	62,295	57,642	59,968									1.00	49,050	49,050	49,050
C-02	10-20,000																				
C-03	10-20,000	0.25	3,900			1.00	51,465											1.00	30,993	30,993	30,993
C-04	10-20,000	1.00	29,981							3.00	36,392	30,029	33,415								
C-05	10-20,000									1.00	22,735		22,735								
C-06	10-20,000																				
C-07	10-20,000																				
C-08	10-20,000																				
C-09	10-20,000	2.00	29,827	29,515	29,671	2.00	41,558	41,517	41,538												
C-10	10-20,000	1.00			30,237					0.75			49,405					1.75	52,308	40,203	46,255
C-11	10-20,000																				
C-12	10-20,000																				
C-13	10-20,000																				
C-14	10-20,000	1.00			31,481					1.00			31,583								
C-15	10-20,000	0.50	36,520			1.00	64,060			0.50	47,272										
C-16	10-20,000																				
C-17	10-20,000	1.00	44,122			2.54	54,927	45,043	50,964									1.00	55,260		
C-18	10-20,000	1.00	34,320			1.00	57,912											1.00	56,784		
C-19	LT 10,000									1.00	38,000		38,000								
D-01	LT 10,000									1.00	43,139		43,139								
D-02	LT 10,000																				
D-03	LT 10,000																				
D-04	LT 10,000																				
D-05	LT 10,000																				
D-06	LT 10,000																				
D-07	LT 10,000					0.74	56,728		56,728												

Salaries shown are as if employee works 100% for 12 months.

Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

Clinical Personnel- includes Directors & Managers

Univ. Code	Enrollment Range	Medical Physical Therapist				Medical Athletic Trainer				Medical Massage Therapist				Medical Dentist		Medical Dental Hygienist		Medical Dental Assistant	
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	FTE	High	FTE	High
A-01	GT 30,000																		
A-02	GT 30,000																		
A-03	GT 30,000									0.50			Contract \$20 hr/wk						
A-04	GT 30,000	1.80	68,245	51,925	60,085	1.00	48,671												
A-05	GT 30,000	2.00	65,328	60,000	62,664	1.00	33,000			0.25	52,000								
A-06	GT 30,000																		
A-07	GT 30,000																		
A-08	GT 30,000	2.00	78,250	72,000	75,125														
A-09	GT 30,000					1.00	50,000			0.38	31,738								
A-10	GT 30,000									1.00	56,694								
A-11	GT 30,000	1.00	84,480	84,480	84,480														
A-12	GT 30,000													1.00	174,102	1.00	57,003	4.00	35,318
A-13	GT 30,000																		
A-14	GT 30,000																		
B-01	20-30,000																		
B-02	20-30,000	1.00	83,020	83,020	83,020	0.75	52,000	52,000	52,000										
B-03	20-30,000	3.00			77,856	9.00	77,700	53,915	60,319										
B-04	20-30,000	4.37	92,833	66,500	74,520						35\$/hr	\$30/hr							
B-05	20-30,000																		
B-06	20-30,000																		
B-07	20-30,000	2.00	76,245	73,666	74,956	1.00	76,921	76,921	76,921										
B-08	20-30,000	2.50	78,678	71,786	75,232	11.75	91,000	44,000	58,937		contracted								
B-09	20-30,000																		
B-10	20-30,000																		
B-11	20-30,000																		
B-12	20-30,000					1.00	46,382							P-T	\$175 hr				
B-13	20-30,000	1.00	65,901			1.00	42,022			0.75	44,720								
B-14	20-30,000		contract																
C-01	10-20,000																		
C-02	10-20,000																		
C-03	10-20,000																		
C-04	10-20,000																		
C-05	10-20,000																		
C-06	10-20,000																		
C-07	10-20,000																		
C-08	10-20,000																		
C-09	10-20,000																		
C-10	10-20,000									2.00	contract	\$25/30min	\$40/hr						
C-11	10-20,000																		
C-12	10-20,000									1.00	54,080								
C-13	10-20,000																		
C-14	10-20,000																		
C-15	10-20,000																		
C-16	10-20,000																		
C-17	10-20,000					3.00	47,495	47,495	47,495										
C-18	10-20,000																		
C-19	LT 10,000																		
D-01	LT 10,000																		
D-02	LT 10,000																		
D-03	LT 10,000																		
D-04	LT 10,000																		
D-05	LT 10,000																		
D-06	LT 10,000																		
D-07	LT 10,000																		

Salaries shown are as if employee works 100% for 12 months.

Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

Clinical Personnel- includes Directors & Managers

Univ. Code	Enrollment Range	Medical Information Technology Technician				Medical Records Technician				Medical Appointment Clerk				Medical Insurance Clerk			
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean
A-01	GT 30,000									2.00	27,188	27,188	27,188	1.00	29,177	29,177	29,177
A-02	GT 30,000									13.00	32,094	24,419	28,392	2.00	30,950	27,191	29,071
A-03	GT 30,000	1.00	35,500			1.00	33,346	33,346	33,346	1.00	32,928	29,145	31,036	1.00	28,250		
A-04	GT 30,000					2.00	46,583	32,761	39,672	5.00	46,583	42,616	45,790	3.80	50,864	34,222	43,073
A-05	GT 30,000					1.49	31,200	28,331	29,766	11.52	32,741	27,200	29,231	1.00	30,000		
A-06	GT 30,000					3.00	27,040	25,022	26,031					1.00	29,432		
A-07	GT 30,000	1.50	78,093	54,000	66,047	7.00	37,536	44,533	35,307								
A-08	GT 30,000	4.00	35,390	21,924	29,279	2.00	29,945	18,792	24,369	5.00	28,000	20,880	25,393	4.00	29,754	22,968	27,716
A-09	GT 30,000	3.00	46,920	13,572	30,246	4.00	32,389	30,100	31,244					2.00	32,389	30,100	31,244
A-10	GT 30,000					4.00	32,363	24,388	27,379	15.00	40,185	23,566	29,668	1.00	25,825	25,825	25,825
A-11	GT 30,000	2.00	63,098	48,000	55,549	1.00	30,619	30,619	30,619	3.00	60,619	33,900	31,712	3.00	34,729	28,061	32,395
A-12	GT 30,000					3.00	35,438	20,880	26,218	3.00	45,522	27,977	37,750	3.00	54,627	27,097	36,809
A-13	GT 30,000	0.50	60,000							7.75	39,166	25,396	26,365	2.00	36,920	29,432	33,176
A-14	GT 30,000	1.00	49,544			2.00	36,758	25,688	31,223	1.00	27,286			1.00	29,263		
B-01	20-30,000									4.00	46,990	34,076	37,920	1.00	39,230		
B-02	20-30,000									5.00	27,647	24,960	26,593	2.00	36,691	33,697	35,194
B-03	20-30,000					2.00			42,842								
B-04	20-30,000	3.00	58,711	50,313	55,912					5.00	45,206	33,044	38,633	1.00	44,819		
B-05	20-30,000																
B-06	20-30,000	2.00	52,970	31,719	42,345	3.75	44,880	26,140	32,313	2.00	24,106	23,632	23,869	3.00	36,370	26,923	30,534
B-07	20-30,000	3.00	61,198	49,802	53,995	1.00	52,686			2.00	37,627	30,326	33,977	2.00	43,160	42,140	42,650
B-08	20-30,000	3.00	69,259	61,347	65,303	5.00	63,952	36,000	43,859	11.00	34,287	32,000	32,826	8.80	65,000	34,783	39,681
B-09	20-30,000	0.50	104,000	104,000	104,000	2.00	34,979	27,657	31,318	2.00	28,051	25,666	26,858	1.00	29,981	29,981	29,981
B-10	20-30,000					1.00	27,149							1.00	29,646		
B-11	20-30,000					2.75	32,850	25,168	32,370	1.75	32,000	26,930	29,465	2.00	34,650	34,650	34,650
B-12	20-30,000	1.00	58,000							3.00	32,698	24,952	28,954				
B-13	20-30,000	4.00	60,254	38,688	44,629					8.75	34,331	30,379	31,122	1.00	30,296		
B-14	20-30,000	1.00	67,413	67,413	67,413	2.12	34,703	34,703	34,703	4.83	40,573	31,193	33,070	2.00	31,975	31,194	31,584
C-01	10-20,000					1.00	36,369	36,369	36,369	2.00	31,347	30,533	30,950	2.00	35,765	33,176	34,470
C-02	10-20,000																
C-03	10-20,000	1.00	27,000	27,000	27,000	1.00	31,804	31,804	31,804	4.00	28,876	25,589	27,511				
C-04	10-20,000	1.00	55,350			1.00	29,495			6.00	27,060			2.00	43,050		
C-05	10-20,000					2.00	19,947		19,947					2.00	25,418		25,418
C-06	10-20,000									1.00	45,000	13,000	29,000				
C-07	10-20,000									1.00	\$13.55/hr						
C-08	10-20,000									1.00			18,900				
C-09	10-20,000					1.00	30,722	30,722	30,722	2.00	34,486	32,011	33,249	1.00	27,997	27,997	27,997
C-10	10-20,000	2.00	51,826	48,196	50,011	5.00	29,194	27,383	28,145					2.00	32,849	32,141	32,495
C-11	10-20,000																
C-12	10-20,000					1.00	31,933			3.00	26,271	24,440	25,030	2.00	29,474	27,789	28,632
C-13	10-20,000					0.90	24,939			0.90	26,902	24,572					
C-14	10-20,000					2.00	32,703	30,530	31,660								
C-15	10-20,000									2.25	43,974	36,373	40,592	1.00	41,509		
C-16	10-20,000													1.00	31,990	31,990	31,990
C-17	10-20,000					2.00	32,749	31,692	32,221					2.00	37,506	32,710	35,108
C-18	10-20,000									2.00	28,995						
C-19	LT 10,000					3.00	26,960	26,960	17,973								
D-01	LT 10,000									2.00	33,426	28,995	31,211	1.00	33,862	33,862	33,862
D-02	LT 10,000																
D-03	LT 10,000									1.35	37,440	33,280	35,360				
D-04	LT 10,000									1.00	27,768			1.00	30,451		
D-05	LT 10,000									1.00	40,000	25,000	35,000	2.00	52,000	25,000	39,000
D-06	LT 10,000									1.50	25,958	21,325	23,641	0.50	17,137		
D-07	LT 10,000									2.65	32,905	33,010	32,985				

Salaries shown are as if employee works 100% for 12 months.

**Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014**  
**Clinical Personnel- includes Directors & Managers**

Univ. Code	Enrollment Range	Medical - Patient Relations Rep/ Pat. Advocate / Referral Coor				Medical Cashier				Medical Other		
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	Salary	Duties
A-01	GT 30,000					1.00	25,788		25,788			
A-02	GT 30,000					2.00	30,389	29,515	29,952	2.00		Purchasing \$43,306 & Courier \$21,715
A-03	GT 30,000									1.00	35,893	Secretary
A-04	GT 30,000									2.00	46,583	Transcription
A-05	GT 30,000											
A-06	GT 30,000									4.00	27,976	Personal Care Attendant: care of disabled students
A-07	GT 30,000					1.00	57,456					Fiscal/HR Coordinator-Personnel Administrator
A-08	GT 30,000	2.00	29,300	29,239	29,270	7.00	29,914	26,100	26,827			
A-09	GT 30,000					4.00	37,306	20,880	29,093			
A-10	GT 30,000					1.00	22,594					
A-11	GT 30,000	1.00	33,900	33,900	33,900	1.00	25,782	25,782	25,782			
A-12	GT 30,000	2.00	52,040	29,701	40,871	2.00	36,153	27,047	31,600			
A-13	GT 30,000									1.00	54,552	Medical Records Director
A-14	GT 30,000	1.00	39,842			1.00	29,605					
B-01	20-30,000	2.00	38,336	33,011	35,674					3.00	61,214	UBM & Program Mgr
B-02	20-30,000											
B-03	20-30,000											
B-04	20-30,000	5.80	47,559	32,738	39,725	2.00	40,409	39,901	40,155			
B-05	20-30,000					4.00	34,911	30,338	33,662			
B-06	20-30,000	1.00	29,329							1.75	32,184	Transcription
B-07	20-30,000					2.69	29,723	27,414	28,634			
B-08	20-30,000	1.00	39,675	39,675	39,675	1.00	32,703	32,703	32,703	1.00	53,067	Coord. Provider schedules
B-09	20-30,000					1.00	29,403	29,403	29,403			
B-10	20-30,000					3.00	28,689	22,045	24,407			
B-11	20-30,000	2.00	33,622	32,714	33,168	1.75	31,300	22,473	26,886	1.00	39,950	Immunization Coordinator
B-12	20-30,000	1.00	47,380									Patient Access Mgr \$56,500; Pt Access Coor \$35,000
B-13	20-30,000	1.00	33,920			3.75	40,382	30,654	34,477			
B-14	20-30,000											
C-01	10-20,000	1.00	34,014	34,014	34,014							
C-02	10-20,000									3.00	35,809	Multifunction Admin (Ins, Billing, other)- mean salary listed
C-03	10-20,000									1.00	33,567	Fiscal Specialist
C-04	10-20,000	1.00	30,996							1.92, 1		PRN \$72,804; Statistical Analyst \$35,000
C-05	10-20,000											
C-06	10-20,000											
C-07	10-20,000											
C-08	10-20,000					1.00			22,600			
C-09	10-20,000					1.00	30,077			1.00	64,002	Director of Injury Clinic
C-10	10-20,000									2.75	24,885	Environmental Health
C-11	10-20,000											
C-12	10-20,000											
C-13	10-20,000	1.00	74,256	44,244								
C-14	10-20,000	1.00			59,000	1.00			34,147	1.00	47,251	Supervisor Cashier- Balance Pharmacy
C-15	10-20,000											
C-16	10-20,000	5.00	35,965	27,040	29,245							
C-17	10-20,000	3.00	31,300	29,363	30,237							
C-18	10-20,000									1.00	38,500	Clinic Manager
C-19	LT 10,000											
D-01	LT 10,000									1.00	42,474	Business Manager
D-02	LT 10,000											
D-03	LT 10,000											
D-04	LT 10,000											
D-05	LT 10,000	1.00	40,000	25,000	35,000					1.00	60,000	RN/Infomatics
D-06	LT 10,000											
D-07	LT 10,000											

Salaries shown are as if employee works 100% for 12 months.

Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

Clinical Personnel- includes Directors and Managers

Univ. Code	Enrollment Range	Health Education/Wellness Health Educator-Bachelor's				Health Educator Master's or Doctorate				Health Education/Wellness Dietitian / Nutritionist				Health Education/Wellness Substance Abuse Counselor				Health Education/Wellness Clerical			
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean
A-01	GT 30,000	1.00	40,590	40,590	40,590																
A-02	GT 30,000					2.00	51,584	47,380	49,482	0.20								1.00	25,626		
A-03	GT 30,000	1.00	35,500	34,500	35,000													1.00	29,145		
A-04	GT 30,000					1.00	41,000														
A-05	GT 30,000					6.93	55,592	39,815	44,232	2.00	36,000	54,080	45,040	1.00	48,134			1.00	27,200		
A-06	GT 30,000																				
A-07	GT 30,000					4.80	61,048	40,000	58,555	0.40	39,810			1.00	55,440			1.00	37,243		
A-08	GT 30,000					2.00	47,177	41,400	44,289	1.00	51,114							1.00	18,792		
A-09	GT 30,000					2.00	34,372	33,700	34,036	1.00	41,760	41,760	41,760					1.00	31,008	31,008	31,008
A-10	GT 30,000																				
A-11	GT 30,000					5.00	47,557	38,148	41,805	2.00	58,344	52,000	55,172					1.00	33,900	33,900	33,900
A-12	GT 30,000									2.00	66,816	62,640	64,728								
A-13	GT 30,000					3.00	68,218	48,000	56,073	1.00			55,694	3.00	103,530	55,350	71,410	1.00	35,110		
A-14	GT 30,000									1.00	\$25/hr										
B-01	20-30,000	1.00	39,500																		
B-02	20-30,000					1.00	60,600	60,600	60,600	0.50	44,886	44,886	44,886					1.00	32,198	32,198	32,198
B-03	20-30,000					5.00	73,827	62,126	69,651												
B-04	20-30,000	2.00	59,978	46,990	53,484					0.61	68,224							1.00	45,040		
B-05	20-30,000					3.00	62,500	40,800	51,500	0.50	25,000							1.00	36,208		
B-06	20-30,000					3.00	61,200	38,000	47,067												
B-07	20-30,000					1.00	44,963			0.50	67,230							1.00	33,051		
B-08	20-30,000					2.60	69,160	48,320	57,827	3.00	64,900	49,000	54,480	1.00	44,950			1.00	38,000		
B-09	20-30,000					2.00	66,600	44,235	55,418												
B-10	20-30,000					3.00	58,161	50,471	54,418												
B-11	20-30,000					1.00	51,000	51,000	51,000	1.00	42,820	42,820	42,820								
B-12	20-30,000					3.00	57,558	46,000	50,944	0.75	51,419			1.00	64,890						
B-13	20-30,000	2.00	41,299		41,299	1.00	44,186											1.00	33,338		
B-14	20-30,000					3.00	44,000	41,771	42,940	0.83	50,583	50,583	50,583					1.00	31,000	31,000	31,000
C-01	10-20,000									0.20	47,385	47,385	47,385								
C-02	10-20,000	1.00	40,000			1.00	45,000														
C-03	10-20,000																				
C-04	10-20,000	1.00			38,500	5.00	51,112	38,000	43,361	1.00	52,000							1.00	26,978		
C-05	10-20,000																				
C-06	10-20,000																				
C-07	10-20,000													1.00	43,367						
C-08	10-20,000																				
C-09	10-20,000	1.00	50,003	50,003	50,003					1.00	47,632			1.00	46,010	46,010	46,010	1.00	46,010		
C-10	10-20,000					3.00	47,441	38,962	43,202	0.80	33,554							1.00			34,703
C-11	10-20,000																				
C-12	10-20,000					2.00	40,020	39,708	39,864									0.50	27,374		
C-13	10-20,000					1.00	54,348	50,088													
C-14	10-20,000	1.00			45,449	1.00			40,976												
C-15	10-20,000					0.89	43,942			Contracted \$250/hr											
C-16	10-20,000									0.18	76,793	54,558	65,676								
C-17	10-20,000					2.00	65,920	53,000	59,460												
C-18	10-20,000					1.00	45,835														
C-19	LT 10,000																				
D-01	LT 10,000																				
D-02	LT 10,000					1.00	45,000														
D-03	LT 10,000																				
D-04	LT 10,000																				
D-05	LT 10,000													1.00	60,000	45,000	55,000	1.00	48,000	28,000	38,000
D-06	LT 10,000					1.00	49,982														
D-07	LT 10,000					0.50	51,000														

Salaries shown are as if employee works 100% for 12 months.

Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

Clinical Personnel- includes Directors and Managers

Univ. Code	Enrollment Range	Health Education/Wellness Other			Mental Health Psychiatrist				Mental Health Psychologist				Mental Health - Social Worker (MSW) Counseling			
		FTE	Salary	Duties	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean
A-01	GT 30,000				1.70	200,000	140,000	200,000	3.00	66,800	65,000	66,066	3.00	66,800	65,000	66,066
A-02	GT 30,000				1.40	145,000	136,000	142,000	3.50	73,185	75,015	74,008	2.00	58,500	53,352	55,926
A-03	GT 30,000	1.00	27,040	Graphic Artist	1.00		Contract \$3h/month									
A-04	GT 30,000				1.00	140,211	37,670	88,941								
A-05	GT 30,000	1.00	79,118	Evaluation/ Grants/Research	2.22	180,000			6.00	94,963	55,000	66,744				
A-06	GT 30,000				1.60	148,500	148,500	148,500								
A-07	GT 30,000				1.50	147,905	146,428	147,167								
A-08	GT 30,000				3.00	184,800	173,666	179,233					3.00	92,982	77,145	86,922
A-09	GT 30,000				0.10	313,200										
A-10	GT 30,000				1.00	168,096	168,096	168,096	1.00	76,282	76,282	76,282				
A-11	GT 30,000				3.00	178,602	173,400	175,134	7.00	76,105	60,180	66,404	1.00	53,472	53,472	53,472
A-12	GT 30,000												3.00	78,020	37,585	55,611
A-13	GT 30,000	2.00	69,899	Director & Program Mgr												
A-14	GT 30,000	1.00	38,493	Health Education Coordinator	1.00	151,350										
B-01	20-30,000	1.00	52,510	BRICC Coordinator	1.00	250,000	contracted		1.80	66,950	66,000	66,475	3.00	70,195	50,000	59,866
B-02	20-30,000				0.60	149,028	149,028	149,028	3.25	65,166	63,905	64,221	6.25	71,162	57,034	64,132
B-03	20-30,000				3.00			184,305					6.00	61,635	56,673	59,208
B-04	20-30,000				2.35	187,216	174,191	179,640	4.60	100,359	64,283	77,902	5.32	76,388	60,320	65,099
B-05	20-30,000				3.00	156,000	81,533	119,437								
B-06	20-30,000								8.00	74,686	52,000	54,104				
B-07	20-30,000	1.00	43,093	Theatre Coordinator												
B-08	20-30,000	1.00	47,451	Theatre Programmer	3.80	159,843	140,000	149,315	10.00	96,310	55,000	65,945	4.16	61,525	48,002	52,102
B-09	20-30,000				2.50	228,800	228,800	228,800	0.25	128,960	128,960	128,960				
B-10	20-30,000				1.10	136,233	135,600	135,916	2.00	47,500			0.75	61,313		
B-11	20-30,000				0.25	24,880	24,880	24,880	1.00	50,000	50,000	50,000				
B-12	20-30,000	1.00	36,050	Coordinator	1.00	240,975			4.00	88,962	73,130	77,106	4.75	69,823	51,200	59,865
B-13	20-30,000															
B-14	20-30,000				1.00	137,350	137,350	137,350								
C-01	10-20,000															
C-02	10-20,000				0.40	277,000			3.85	68,608	60,000	62,587	1.00	57,884		
C-03	10-20,000												0.60	38,480	38,480	38,480
C-04	10-20,000				2.95	197,720	134,101	173,745	5.00	95,000	53,000	77,262	5.50	84,445	52,000	62,285
C-05	10-20,000															
C-06	10-20,000															
C-07	10-20,000	1.00	35,570	Suicide Prevention Coordinator					1.00	45,095						
C-08	10-20,000															
C-09	10-20,000															
C-10	10-20,000				2.00	contract	\$153/hr		4.60	67,753	53,000	59,280	0.80			55,476
C-11	10-20,000															
C-12	10-20,000				0.50	214,552			1.00	65,500			2.00	57,637	53,166	55,401
C-13	10-20,000															
C-14	10-20,000				0.50	0.50		71,000								
C-15	10-20,000					contract	\$250 hr									
C-16	10-20,000															
C-17	10-20,000															
C-18	10-20,000															
C-19	LT 10,000															
D-01	LT 10,000				0.25	202,262		202,262								
D-02	LT 10,000								1.00	52,508						
D-03	LT 10,000															
D-04	LT 10,000															
D-05	LT 10,000				0.60	150/hr			0.60	150/hr			1.00	65,000	45,000	60,000
D-06	LT 10,000															
D-07	LT 10,000															

Salaries shown are as if employee works 100% for 12 months.

Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

Clinical Personnel- includes Directors and Manag

Univ. Code	Enrollment Range	Mental Health - Social Worker (MSW) Case Management				Mental Health Nurse Practitioner or PA				Mental Health Counselor				Mental Health Psyc Nurse		Mental Health APA Predoc Intern			
		FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	Low	Mean	FTE	High	FTE	High	Low	Mean
A-01	GT 30,000					1.00	95,400	95,400	95,400	1.00	58,500	56,500	56,500.0			0.50	14,186	14,186	14,186
A-02	GT 30,000					1.00	76,602												
A-03	GT 30,000																		
A-04	GT 30,000																		
A-05	GT 30,000	2.00	47,858	47,700	47,753					6.90	55,276	47,700	49,756						
A-06	GT 30,000																		
A-07	GT 30,000																		
A-08	GT 30,000					1.00	55,000	55,000	55,000					1.00	53,280				
A-09	GT 30,000																		
A-10	GT 30,000					1.00	82,434	82,434	82,434										
A-11	GT 30,000	2.00	57,630	43,000	50,315	1.00	90,000	90,000	90,000	3.00	71,056	61,891	64,946			4.00	24,000	24,000	24,000
A-12	GT 30,000					1.00	94,500							1.00	94,500				
A-13	GT 30,000	1.00	34,000																
A-14	GT 30,000																		
B-01	20-30,000					2.00	102,102	92,750	97,426	0.80	56,165								
B-02	20-30,000	0.50	56,763	56,763	56,763														
B-03	20-30,000	13.00	76,145	62,747	68,393														
B-04	20-30,000					2.00	98,908	97,659	98,490	0.50	60,900			0.80	67,808				
B-05	20-30,000																		
B-06	20-30,000									5.25	45,176	42,000	43,368			3.00	24,072		
B-07	20-30,000									7.38	77,992	55,500	64,869						
B-08	20-30,000	3.05	51,373	51,200	51,258											4.00	23,666	23,666	23,666
B-09	20-30,000																		
B-10	20-30,000	1.00	48,955							5.00	59,773	49,445	53,509	1.00	35,234				
B-11	20-30,000																		
B-12	20-30,000															3.00	25,553		
B-13	20-30,000																		
B-14	20-30,000																		
C-01	10-20,000					0.20	92,666	92,666	92,666										
C-02	10-20,000																		
C-03	10-20,000													1.00	72,681				
C-04	10-20,000									2.75	74,667	58,300	64,122.0						
C-05	10-20,000																		
C-06	10-20,000																		
C-07	10-20,000					0.23	45,000												
C-08	10-20,000																		
C-09	10-20,000																		
C-10	10-20,000	0.80			47,564					1.00			52,000						
C-11	10-20,000																		
C-12	10-20,000	1.00	45,000							2.00	50,689	50,000	50,344						
C-13	10-20,000																		
C-14	10-20,000																		
C-15	10-20,000																		
C-16	10-20,000																		
C-17	10-20,000																		
C-18	10-20,000																		
C-19	LT 10,000																		
D-01	LT 10,000					1.00	100,296		100,296										
D-02	LT 10,000									1.67	39,077								
D-03	LT 10,000																		
D-04	LT 10,000									2.00	43,371	36,540							
D-05	LT 10,000									1.00	65,000	45,000	60,000						
D-06	LT 10,000					0.49	48,236			2.25	43,680	36,660	39,489						
D-07	LT 10,000																		

Salaries shown are as if employee works 100% for 12 months.

Sunbelt Salary and Staffing Survey - Student Health Services - Fall 2014

ERS

Univ. Code	Enrollment Range	Mental Health Clerical				Mental Health Clinical/Professional Other		
		FTE	High	Low	Mean	FTE	Salary	Duties
A-01	GT 30,000	3.00	33,710	24,530	29,127	1.00	48,000	ADHD, LD testing
A-02	GT 30,000	2.00	28,870	27,040	27,955			
A-03	GT 30,000							
A-04	GT 30,000	1.00	44,537					
A-05	GT 30,000	2.84	32,741	27,200	29,047			
A-06	GT 30,000							
A-07	GT 30,000							
A-08	GT 30,000	1.00	28,544					
A-09	GT 30,000							
A-10	GT 30,000	2.00	43,697	34,001	38,849			
A-11	GT 30,000	3.00	33,900	30,619	31,713			
A-12	GT 30,000	1.00	26,309					
A-13	GT 30,000							
A-14	GT 30,000							
B-01	20-30,000	2.00	23,829	23,303	23,566			
B-02	20-30,000							
B-03	20-30,000							
B-04	20-30,000							
B-05	20-30,000	1.00	35,885					
B-06	20-30,000	2.00	33,187	23,000	28,094			
B-07	20-30,000	1.00	33,259					
B-08	20-30,000	4.00	41,699	32,840	47,499			
B-09	20-30,000							
B-10	20-30,000	3.00	27,333	25,521	26,295			
B-11	20-30,000							
B-12	20-30,000	2.00	43,222	33,199	38,211			
B-13	20-30,000							
B-14	20-30,000							
C-01	10-20,000							
C-02	10-20,000					1.00	43,000	Post/Doc
C-03	10-20,000							
C-04	10-20,000	2.75	28,041	25,565	27,205			
C-05	10-20,000							
C-06	10-20,000							
C-07	10-20,000					1.00	58,347	Licensed Clinical SW
C-08	10-20,000							
C-09	10-20,000							
C-10	10-20,000	1.90	30,710	28,415	29,562			
C-11	10-20,000							
C-12	10-20,000							
C-13	10-20,000							
C-14	10-20,000							
C-15	10-20,000							
C-16	10-20,000							
C-17	10-20,000							
C-18	10-20,000							
C-19	LT 10,000							
D-01	LT 10,000							
D-02	LT 10,000							
D-03	LT 10,000							
D-04	LT 10,000	1.00	26,437					
D-05	LT 10,000	1.00	35,000	30,000	32,000			
D-06	LT 10,000							
D-07	LT 10,000							

Employees	Grad Assistants in health service	Student workers in health service
Number	Number	Number
43	1	10
78	5	9
22	0	1
80	1	14
124	1	33
34	0	0
52	0	29
154	2	10
46		27
260	0	10
144	20	7
143	4	60
71	4	14
41		
35	1.5	13
91	0	6
169		
161	0	38
68	0	4
72	2	15
61	6	23
178	19	22
57	1	18
65	4	45
55	2	3
82	0	22
82	0	15
52	7	5
34	0	3
35	3	7
41	1	10
89	1	12
20	0	0
18	1	5
17	0	20
43.25	4	15
71	6	25
26	0	0
55	2	24
23	2	20
30	0	3
19	1	5
31	0	0
57	4	2
31	1	3
18		3
17	0	0
15	2	7
9	0	2
8	0	1
14	2	3
20	0	0
28	0	2

Salaries shown are as if employee works 100% for 12 months.