

2023-2024 Phase III Findings

MARKET ASSESSMENT PAY FINDINGS

TOWSON UNIVERSITY

Division	% of jobs matched	Average % to market rate in 2023	Average % to market rate in 2024
Academic Affairs	100%	104%	107%
Administration & Finance	100%	105%	109%
Athletics	100%	110%	109%
Legal Affairs	100%	97%	103%
Marketing & Communication	100%	104%	105%
Operations	100%	104%	105%
OIIE	100%	103%	100%
SPAR	100%	108%	108%
Student Affairs	100%	105%	106%
University Advancement	100%	107%	108%