

# EHRA Non-Faculty Salary Structure

Effective 6/1/2019

<b>Band</b>	<b>Job Family</b>	<b>Min</b>	<b>Reference Rate</b>	<b>Max</b>	<b>Job Family Definition:</b>
<b>ULA1</b>	University Leaders & Administrators		Unused		Positions in this job family are senior-level administrators with University-wide scope and are assigned titles at the level of Associate Vice Chancellor, Associate Provost, and Vice Provost.
<b>ULA2</b>	University Leaders & Administrators	\$152,200	\$220,900	\$289,300	
<b>ULA3</b>	University Leaders & Administrators	\$199,800	\$290,000	\$379,800	
<b>A1</b>	Academic Administration/University Programs	\$88,600	\$115,200	\$141,900	Positions in this job family typically provide leadership for campus-wide administrative functions and/or unique academic and/or university programs. Positions are typically responsible for the leadership of functions unique to the higher-education setting. Positions in this family also include staff physicians providing clinical healthcare services on campus-wide level (e.g. Campus Health Services).
<b>A2</b>	Academic Administration/University Programs	\$117,900	\$165,100	\$212,300	
<b>A3</b>	Academic Administration/University Programs	\$135,300	\$202,900	\$270,500	
<b>B1</b>	Business & Finance	\$97,300	\$126,600	\$155,800	Positions in this job family typically plan, oversee, and administer all aspects of the business operations and financial functions at the School/College/Division or University-wide level and exercise substantial independent decision making with regard to management and allocation of resources.
<b>B2</b>	Business & Finance	\$121,500	\$170,200	\$218,700	
<b>B3</b>	Business & Finance	\$150,400	\$218,300	\$285,900	
<b>C1</b>	Clinical Administration		Unused		Positions in this job family typically manage all non-medical aspects of a clinical department in the School of Medicine including financial management, revenue management, human resources, sponsored research, facilities, and clinical operations. These positions are typically assigned titles of Assistant or Associate Department Chair.
<b>C2</b>	Clinical Administration	\$112,100	\$162,700	\$213,100	
<b>C3</b>	Clinical Administration	\$130,900	\$190,000	\$248,800	
<b>D0</b>	External Affairs/Development	\$45,400	\$59,000	\$72,600	Positions in this job family are typically involved in the following: cultivation and solicitation of donors; activities that build and enhance relationships between the University and external constituencies; and development and dissemination of information about the University.
<b>D1</b>	External Affairs/Development	\$60,700	\$81,500	\$103,100	
<b>D2</b>	External Affairs/Development	\$72,900	\$102,000	\$131,100	
<b>D3</b>	External Affairs/Development	\$102,100	\$153,100	\$204,200	
<b>D4</b>	External Affairs/Development	\$140,000	\$224,000	\$308,100	
<b>E1</b>	Human Resources		Unused		Positions in this job family typically manage and direct the University's human resources programs including employment and staffing, compensation and benefits, employee relations, and equal employment opportunity. This job family also includes HR leads at the School/College/Division-level when they qualify for EHRA status.
<b>E2</b>	Human Resources	\$79,000	\$110,500	\$142,000	
<b>E3</b>	Human Resources	\$108,500	\$157,500	\$206,300	

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<b>F1</b>	Information Technology	\$51,500	\$67,000	\$82,400	Positions in this job family include those that develop, maintain, and program computer systems, software, applications, servers, infrastructure, databases, websites, etc; manage client support; perform data analytics; or implement IT security measures. Positions in this family also include those that direct IT functions either at a University-wide or School/College/Division level.
<b>F2</b>	Information Technology	\$74,500	\$100,000	\$126,500	
<b>F3</b>	Information Technology	\$96,900	\$130,000	\$164,500	
<b>F4</b>	Information Technology	\$122,800	\$172,000	\$221,000	
<b>F5</b>	Information Technology	\$162,100	\$227,000	\$291,700	
<b>J1</b>	Advising, Counseling & Student Support Services	\$37,800	\$49,200	\$60,600	Positions in this job family develop, direct and administer services for students and/or faculty that have a direct impact on the educational experience and/or campus life (e.g., career services; student housing; student conduct; student registration and records). Positions in this family also include academic advising & assessment, academic preparation & enhancement and counseling (clinical and developmental) & psychological services.
<b>J2</b>	Advising, Counseling & Student Support Services	\$54,300	\$78,800	\$103,200	
<b>J3</b>	Advising, Counseling & Student Support Services	\$83,100	\$124,600	\$166,100	
<b>K1</b>	Student & Academic Affairs Services	\$49,400	\$64,200	\$79,000	Positions in this job family include those that have authority to make admissions or financial aid decisions. Positions in this family focus on developing and implementing programs for student outreach, recruitment, and retention.
<b>K2</b>	Student & Academic Affairs Services	\$67,100	\$94,000	\$120,800	
<b>K3</b>	Student & Academic Affairs Services	\$102,600	\$153,900	\$205,200	
<b>L1</b>	Professional Librarian	\$50,000	\$73,500	\$93,600	Positions in this job family support the institution's instructional and research activities by advising students and faculty on the selection and effective use of library resource materials. Used for professional librarians without faculty rank.
<b>L2</b>	Professional Librarian	\$69,900	\$101,300	\$132,700	
<b>L3</b>	Professional Librarian	\$82,200	\$127,500	\$172,800	
<b>L4</b>	Professional Librarian	\$91,800	\$153,700	\$215,600	
<b>M1</b>	University Attorneys	\$115,700	\$158,900	\$202,300	Positions in this job family provide campus-wide legal services.
<b>M2</b>	University Attorneys	\$134,100	\$194,300	\$254,500	
<b>M3</b>	University Attorneys	\$136,300	\$211,300	\$286,100	
<b>O1</b>	Centers & Institute Management	\$101,400	\$131,800	\$162,200	Positions in this job family typically manage administrative units (centers and institutes) that promote research, teaching, and public service and offer opportunities for faculty and students to engage in cross-disciplinary collaboration and initiatives. Positions are responsible for strategic planning, leadership and management of all Center operations and for the day-to-day programmatic, fiscal, and personnel decisions of the unit.
<b>O2</b>	Centers & Institute Management	\$118,700	\$178,100	\$237,500	
<b>O3</b>	Centers & Institute Management	\$117,700	\$197,200	\$276,700	

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<b>IPS1</b>	Instruction Support & Public Service	\$47,900	\$65,900	\$83,900	Positions in this job family exercise professional expertise and discretion in determining the nature and content of instructional and public-service related activities and evaluation of the effectiveness of such activities; advise faculty and staff on instructional matters and direct or deliver programs which focus or extend the institution's academic resources and/or research products on addressing community, regional and national issues.
<b>IPS2</b>	Instruction Support & Public Service	\$64,500	\$93,600	\$122,700	
<b>IPS3</b>	Instruction Support & Public Service	\$91,200	\$141,400	\$191,600	
<b>HSR1</b>	Health Sciences Research	\$37,500	\$51,600	\$65,700	Positions in this job family provide expertise in the design, operation and analysis of research projects in the medical sciences. (Disciplines include animal science, biology, biochemistry, microbiology, epidemiology, zoology and in some cases chemistry).
<b>HSR2</b>	Health Sciences Research	\$55,100	\$82,600	\$110,100	
<b>HSR3</b>	Health Sciences Research	\$82,100	\$127,200	\$172,300	
<b>HSR4</b>	Health Sciences Research	\$121,400	\$194,200	\$267,100	
<b>PSR1</b>	Physical Sciences Research	\$36,900	\$50,700	\$64,600	Positions in this family provide expertise in the design, operation and analysis of research projects in the physical and computer science field. (Disciplines include biology, chemistry, computing science, physics and astronomy).
<b>PSR2</b>	Physical Sciences Research	\$51,100	\$76,700	\$102,300	
<b>PSR3</b>	Physical Sciences Research	\$76,300	\$118,200	\$160,100	
<b>PSR4</b>	Physical Sciences Research	\$112,800	\$180,500	\$248,200	
<b>SSR1</b>	Social Sciences Research	\$33,000	\$45,400	\$57,800	Positions in this job family provide expertise in the design, operation and analysis of research projects in the social sciences. (Disciplines include psychology, sociology, education, and economics).
<b>SSR2</b>	Social Sciences Research	\$45,700	\$68,600	\$91,500	
<b>SSR3</b>	Social Sciences Research	\$68,300	\$105,800	\$143,300	
<b>SSR4</b>	Social Sciences Research	\$101,000	\$161,600	\$222,200	

**EHRA Non-Faculty Auditing, Business, and Finance (ABF) Professionals Salary Structure** | updated 8/2022

<b><i>SHRA Career Banding Class Title</i></b>	<b><i>New EHRA Title</i></b>	<b><i>Min</i></b>	<b><i>Reference Rate</i></b>	<b><i>Max</i></b>
Accountant, <i>Contributing</i>	Accountant 1	\$46,900	\$67,100	\$75,100
Accountant, <i>Journey</i>	Accountant 2	\$53,100	\$75,900	\$84,900
Accountant, <i>Advanced</i>	Accountant 3	\$60,000	\$85,800	\$96,000
Accounting Manager, <i>Contributing</i>	Accounting Manager 1	\$66,200	\$94,600	\$105,800
Accounting Manager, <i>Journey</i>	Accounting Manager 2	\$75,400	\$107,800	\$120,600
Accounting Manager, <i>Advanced</i>	Accounting Manager 3	\$86,200	\$123,200	\$137,800
Auditor, <i>Contributing</i>	Auditor 1	\$51,900	\$74,300	\$83,100
Auditor, <i>Journey</i>	Auditor 2	\$60,400	\$86,400	\$96,600
Auditor, <i>Advanced</i>	Auditor 3	\$69,200	\$99,000	\$110,800
Audit Manager, <i>Contributing</i>	Audit Manager 1	\$78,800	\$112,800	\$126,200
Audit Manager, <i>Journey</i>	Audit Manager 2	\$88,500	\$126,500	\$141,500
Audit Manager, <i>Advanced</i>	Audit Manager 3	\$98,600	\$141,000	\$157,700
Bus Officer/Univ Program Specialist, <i>Contributing</i>	Business Officer 1	\$45,000	\$64,400	\$72,000
Bus Officer/Univ Program Specialist, <i>Journey</i>	Business Officer 2	\$51,900	\$74,300	\$83,100
Bus Officer/Univ Program Specialist, <i>Advanced</i>	Business Officer 3	\$60,400	\$86,400	\$96,600
Bus Manager/Univ Program Manager, <i>Contributing</i>	Business Manager 1	\$67,700	\$96,800	\$108,300
Bus Manager/Univ Program Manager, <i>Journey</i>	Business Manager 2	\$75,400	\$107,800	\$120,600
Bus Manager/Univ Program Manager, <i>Advanced</i>	Business Manager 3	\$84,600	\$121,000	\$135,400
Finance & Budget Analyst, <i>Contributing</i>	Finance & Budget Analyst 1	\$51,500	\$73,600	\$82,400
Finance & Budget Analyst, <i>Journey</i>	Finance & Budget Analyst 2	\$58,500	\$83,600	\$93,500
Finance & Budget Analyst, <i>Advanced</i>	Finance & Budget Analyst 3	\$66,200	\$94,600	\$105,800
Finance & Budget Manager, <i>Contributing</i>	Finance & Budget Manager 1	\$74,200	\$106,200	\$118,800
Finance & Budget Manager, <i>Journey</i>	Finance & Budget Manager 2	\$84,600	\$121,000	\$135,400
Finance & Budget Manager, <i>Advanced</i>	Finance & Budget Manager 3	\$96,200	\$137,500	\$153,800