

EHRA Non-Faculty Salary Structure

Effective 6/1/2019

Band	Job Family	Min	Reference Rate	Max	Job Family Definition:
ULA1	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.
ULA2	University Leaders & Administrators	\$152,200	\$220,900	\$289,300	
ULA3	University Leaders & Administrators	\$199,800	\$290,000	\$379,800	
A1	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).
A2	Academic Administration/University Programs	\$117,900	\$165,100	\$212,300	
A3	Academic Administration/University Programs	\$135,300	\$202,900	\$270,500	
B1	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.
B2	Business & Finance	\$121,500	\$170,200	\$218,700	
B3	Business & Finance	\$150,400	\$218,300	\$285,900	
C1	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.
C2	Clinical Administration	\$112,100	\$162,700	\$213,100	
C3	Clinical Administration	\$130,900	\$190,000	\$248,800	
D0	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.
D1	External Affairs/Development	\$60,700	\$81,500	\$103,100	
D2	External Affairs/Development	\$72,900	\$102,000	\$131,100	
D3	External Affairs/Development	\$102,100	\$153,100	\$204,200	
D4	External Affairs/Development	\$140,000	\$224,000	\$308,100	
E1	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.
E2	Human Resources	\$79,000	\$110,500	\$142,000	
E3	Human Resources	\$108,500	\$157,500	\$206,300	

EHRA Non-Faculty Salary Structure

Effective 6/1/2019

Band	Job Family	Min	Reference Rate	Max	Job Family Definition:
F1	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.
F2	Information Technology	\$74,500	\$100,000	\$126,500	
F3	Information Technology	\$96,900	\$130,000	\$164,500	
F4	Information Technology	\$122,800	\$172,000	\$221,000	
F5	Information Technology	\$162,100	\$227,000	\$291,700	
J1	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.
J2	Advising, Counseling & Student Support Services	\$54,300	\$78,800	\$103,200	
J3	Advising, Counseling & Student Support Services	\$83,100	\$124,600	\$166,100	
K1	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.
K2	Student & Academic Affairs Services	\$67,100	\$94,000	\$120,800	
K3	Student & Academic Affairs Services	\$102,600	\$153,900	\$205,200	
L1	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.
L2	Professional Librarian	\$69,900	\$101,300	\$132,700	
L3	Professional Librarian	\$82,200	\$127,500	\$172,800	
L4	Professional Librarian	\$91,800	\$153,700	\$215,600	
M1	University Attorneys	\$115,700	\$158,900	\$202,300	Positions in this job family provide campus-wide legal services.
M2	University Attorneys	\$134,100	\$194,300	\$254,500	
M3	University Attorneys	\$136,300	\$211,300	\$286,100	
O1	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.
O2	Centers & Institute Management	\$118,700	\$178,100	\$237,500	
O3	Centers & Institute Management	\$117,700	\$197,200	\$276,700	

EHRA Non-Faculty Salary Structure

Effective 6/1/2019

Band	Job Family	Min	Reference Rate	Max	Job Family Definition:
IPS1	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.
IPS2	Instruction Support & Public Service	\$64,500	\$93,600	\$122,700	
IPS3	Instruction Support & Public Service	\$91,200	\$141,400	\$191,600	
HSR1	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).
HSR2	Health Sciences Research	\$55,100	\$82,600	\$110,100	
HSR3	Health Sciences Research	\$82,100	\$127,200	\$172,300	
HSR4	Health Sciences Research	\$121,400	\$194,200	\$267,100	
PSR1	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).
PSR2	Physical Sciences Research	\$51,100	\$76,700	\$102,300	
PSR3	Physical Sciences Research	\$76,300	\$118,200	\$160,100	
PSR4	Physical Sciences Research	\$112,800	\$180,500	\$248,200	
SSR1	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).
SSR2	Social Sciences Research	\$45,700	\$68,600	\$91,500	
SSR3	Social Sciences Research	\$68,300	\$105,800	\$143,300	
SSR4	Social Sciences Research	\$101,000	\$161,600	\$222,200	