

# EHRA Non-Faculty Salary Structure

Band	Job Family	Level	Min	Reference Rate	Max	Job Family Definition
AA 1	Unused ~ Reserved for Future Use	I		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.
AA 2	Associate Vice Chancellors, Associate Provosts, Vice Provosts	II	\$128,100	\$204,900	\$300,400	
A1	Academic Administration/University Programs	I	\$81,800	\$106,300	\$130,900	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	II	\$109,200	\$152,900	\$196,600	
A3	Academic Administration/University Programs	III	\$125,000	\$187,500	\$250,000	
B1	Business & Finance	I	\$91,800	\$119,400	\$146,900	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	II	\$104,400	\$146,200	\$187,900	
B3	Business & Finance	III	\$125,500	\$188,200	\$251,000	
C1	Clinical Administration	I		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	II	\$90,600	\$131,400	\$172,100	
C3	Clinical Administration	III	\$93,200	\$144,500	\$195,700	

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Revised 1/23/2018

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D1	External Affairs/Development	I	\$59,200	\$76,900	\$94,700	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.
D2	External Affairs/Development	II	\$68,800	\$96,300	\$123,800	
D3	External Affairs/Development	III	\$96,300	\$144,400	\$192,600	
D4	External Affairs/Development	IV	\$132,100	\$211,300	\$290,600	
E1	Human Resources	I		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	II	\$73,900	\$103,400	\$133,000	
E3	Human Resources	III	\$90,700	\$136,000	\$181,400	
F1	Information Technology	I	\$100,200	\$130,300	\$160,300	Positions in this job family typically direct information technology-related functions either at a University-wide level or at the School/College/Division-level when they qualify for EHRA status.
F2	Information Technology	II	\$111,400	\$156,000	\$200,500	
F3	Information Technology	III	\$116,900	\$175,400	\$233,800	

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K1	Admissions, Recruitment and Financial Aid	I	\$46,600	\$60,600	\$74,600	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	Admissions, Recruitment and Financial Aid	II	\$57,400	\$80,400	\$103,300	
K3	Admissions, Recruitment and Financial Aid	III	\$96,800	\$145,200	\$193,600	
J1	Advising, Counseling & Student Support Services	I	\$33,700	\$46,400	\$59,000	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	II	\$51,200	\$74,300	\$97,300	
J3	Advising, Counseling & Student Support Services	III	\$75,800	\$117,500	\$159,200	
L1	Professional Librarian	I		Unused		
L2	Professional Librarian	II		Unused		
L3	Professional Librarian	III		Unused		
M1	University Attorneys	I	\$87,300	\$120,000	\$114,200	Positions in this job family provide campus-wide legal services.
M2	University Attorneys	II	\$114,200	\$165,600	\$217,000	
M3	University Attorneys	III		Unused		

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Band	Job Family	Level	Min	Reference Rate	Max	Job Family Definition
O1	Centers & Institute Management	I	\$95,600	\$124,300	\$153,000	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	II	\$120,000	\$168,000	\$216,000	
O3	Centers & Institute Management	III	\$124,000	\$186,000	\$248,000	
IPS1	Instructional Support, Public Service & Extension	I	\$45,200	\$62,200	\$79,100	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	Instructional Support, Public Service & Extension	II	\$60,900	\$88,300	\$115,700	
IPS3	Instructional Support, Public Service & Extension	III	\$86,100	\$133,400	\$180,800	
SSR1	Social Sciences Research	I	\$30,000	\$41,300	\$52,500	Positions in this job family provide expertise in the design, operation and analysis of research projects in the social sciences. <b><i>(Disciplines include psychology, sociology, education, and economics)</i></b>
SSR2	Social Sciences Research	II	\$43,000	\$62,400	\$81,700	
SSR3	Social Sciences Research	III	\$62,100	\$96,200	\$130,400	
SSR4	Social Sciences Research	IV	\$87,700	\$146,900	\$206,100	

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PSR1	Physical Sciences Research	I	\$30,000	\$43,365	\$55,125	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	II	\$45,125	\$65,520	\$85,785	
PSR3	Physical Sciences Research	III	\$65,205	\$101,010	\$136,920	
PSR4	Physical Sciences Research	IV	\$92,085	\$154,245	\$216,405	
HSR1	Health Sciences Research	I	\$32,700	\$44,900	\$57,200	Positions in this job family provide expertise in the design, operation and analysis of research projects in the medical sciences. ( <i>Disciplines include animal science, biology, biochemistry, microbiology, epidemiology, zoology and in some cases chemistry</i> ).
HSR2	Health Sciences Research	II	\$49,500	\$71,800	\$94,100	
HSR3	Health Sciences Research	III	\$71,400	\$110,600	\$149,900	
HSR4	Health Sciences Research	IV	\$100,800	\$168,900	\$236,900	
X	Coaches & Librarians					Please speak with an EHRA Non-Faculty HR Consultant regarding salary ranges for professional librarian and coaching positions.

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