

Faculty Salary Structure Effective 10/1/2022

|   | 0 - 3 years | 4 - 7 years | 8 -11 years | 12-15 years | 16-19 years | 20-23 years | 24-27 years | 28-31 years | 32-35 years | over 35 years |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
| <b>Assistant UL and Assistant IN</b>          | 0.83        | 0.87        | 0.88        | 0.92        | 0.95        | 0.99        | 1.03        | 1.06        | 1.1         | 1.14          |
| Subject Specialist/ Reference/Public Services | 59,332      | 62,192      | 62,906      | 65,766      | 67,910      | 70,770      | 73,629      | 75,774      | 78,633      | 81,492        |
| Technical Services                            | 54,835      | 57,477      | 58,138      | 60,781      | 62,762      | 65,405      | 68,048      | 70,030      | 72,672      | 75,315        |
| Cataloger                                     | 58,636      | 61,461      | 62,168      | 64,994      | 67,113      | 69,939      | 72,765      | 74,884      | 77,710      | 80,536        |
| Functional Specialist (no subgroup)           | 57,921      | 60,712      | 61,410      | 64,202      | 66,295      | 69,086      | 71,878      | 73,971      | 76,763      | 79,554        |
| Archivists/Curator                            | 57,383      | 60,149      | 60,840      | 63,605      | 65,680      | 68,445      | 71,210      | 73,285      | 76,050      | 78,815        |
| Human Resources                               | 66,249      | 69,442      | 70,240      | 73,433      | 75,827      | 79,020      | 82,213      | 84,607      | 87,800      | 90,993        |
| IT, Systems                                   | 62,838      | 65,866      | 66,623      | 69,651      | 71,922      | 74,951      | 77,979      | 80,250      | 83,279      | 86,307        |
| IT, Web Developer                             | 60,100      | 62,997      | 63,721      | 66,617      | 68,789      | 71,686      | 74,582      | 76,754      | 79,651      | 82,547        |
| IT, Programmer                                | 65,882      | 69,057      | 69,851      | 73,026      | 75,407      | 78,582      | 81,758      | 84,139      | 87,314      | 90,489        |
| Preservation                                  | 58,855      | 61,692      | 62,401      | 65,237      | 67,364      | 70,201      | 73,037      | 75,164      | 78,001      | 80,837        |
| Scholarly Communications                      | 65,193      | 68,335      | 69,120      | 72,262      | 74,618      | 77,760      | 80,902      | 83,258      | 86,400      | 89,542        |
| Digital Specialist                            | 59,795      | 62,677      | 63,397      | 66,279      | 68,440      | 71,322      | 74,203      | 76,365      | 79,246      | 82,128        |

|   | 8 -11 years | 12-15 years | 16-19 years | 20-23 years | 24-27 years | 28-31 years | 32-35 years | over 35 years |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
| <b>Associate UL and Associate IN</b>          | 0.96        | 1           | 1.04        | 1.08        | 1.12        | 1.16        | 1.2         | 1.24          |
| Subject Specialist/ Reference/Public Services | 68,625      | 71,485      | 74,344      | 77,203      | 80,063      | 82,922      | 85,782      | 88,641        |
| Technical Services                            | 63,423      | 66,066      | 68,708      | 71,351      | 73,994      | 76,636      | 79,279      | 81,922        |
| Cataloger                                     | 67,820      | 70,645      | 73,471      | 76,297      | 79,123      | 81,949      | 84,774      | 87,600        |
| Functional Specialist (no subgroup)           | 66,993      | 69,784      | 72,576      | 75,367      | 78,158      | 80,950      | 83,741      | 86,533        |
| Archivists/Curator                            | 66,371      | 69,136      | 71,902      | 74,667      | 77,433      | 80,198      | 82,964      | 85,729        |
| Human Resources                               | 76,625      | 79,818      | 83,011      | 86,204      | 89,396      | 92,589      | 95,782      | 98,974        |
| IT, Systems                                   | 72,680      | 75,708      | 78,736      | 81,764      | 84,793      | 87,821      | 90,849      | 93,878        |
| IT, Web Developer                             | 69,513      | 72,410      | 75,306      | 78,203      | 81,099      | 83,995      | 86,892      | 89,788        |
| IT, Programmer                                | 76,201      | 79,376      | 82,551      | 85,726      | 88,901      | 92,076      | 95,251      | 98,427        |
| Preservation                                  | 68,073      | 70,910      | 73,746      | 76,583      | 79,419      | 82,255      | 85,092      | 87,928        |
| Scholarly Communications                      | 75,404      | 78,545      | 81,687      | 84,829      | 87,971      | 91,113      | 94,255      | 97,396        |
| Digital Specialist                            | 69,160      | 72,042      | 74,924      | 77,805      | 80,687      | 83,569      | 86,450      | 89,332        |

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|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
| <b>UL and Sr Associate IN</b>                 | 1.05        | 1.09        | 1.13        | 1.18        | 1.22        | 1.26        | 1.31        | 1.35          |
| Subject Specialist/ Reference/Public Services | 75,059      | 77,918      | 80,778      | 84,352      | 87,211      | 90,071      | 93,645      | 96,504        |
| Technical Services                            | 69,369      | 72,012      | 74,654      | 77,958      | 80,600      | 83,243      | 86,546      | 89,189        |
| Cataloger                                     | 74,178      | 77,003      | 79,829      | 83,362      | 86,187      | 89,013      | 92,545      | 95,371        |
| Functional Specialist (no subgroup)           | 73,274      | 76,065      | 78,856      | 82,345      | 85,137      | 87,928      | 91,417      | 94,209        |
| Archivists/Curator                            | 72,593      | 75,359      | 78,124      | 81,581      | 84,346      | 87,112      | 90,569      | 93,334        |
| Human Resources                               | 83,809      | 87,002      | 90,194      | 94,185      | 97,378      | 100,571     | 104,562     | 107,754       |
| IT, Systems                                   | 79,493      | 82,522      | 85,550      | 89,335      | 92,364      | 95,392      | 99,177      | 102,206       |
| IT, Web Developer                             | 76,030      | 78,927      | 81,823      | 85,444      | 88,340      | 91,236      | 94,857      | 97,753        |
| IT, Programmer                                | 83,345      | 86,520      | 89,695      | 93,664      | 96,839      | 100,014     | 103,983     | 107,158       |
| Preservation                                  | 74,455      | 77,292      | 80,128      | 83,674      | 86,510      | 89,346      | 92,892      | 95,728        |
| Scholarly Communications                      | 82,473      | 85,615      | 88,756      | 92,684      | 95,825      | 98,967      | 102,895     | 106,036       |
| Digital Specialist                            | 75,644      | 78,526      | 81,408      | 85,010      | 87,891      | 90,773      | 94,375      | 97,257        |