

Faculty Salary Structure with ARL South Atlantic averages applied, +3.2% applied

	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
Assistant UL and Assistant IN	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	61,231	64,182	64,919	67,870	70,084	73,034	75,985	78,198	81,149	84,100
Technical Services	56,589	59,316	59,998	62,725	64,771	67,498	70,225	72,271	74,998	77,725
Cataloger	60,512	63,428	64,157	67,074	69,261	72,177	75,093	77,280	80,197	83,113
Functional Specialist (no subgroup)	59,774	62,655	63,375	66,256	68,417	71,297	74,178	76,338	79,219	82,100
Archivists/Curator	59,219	62,073	62,787	65,641	67,781	70,635	73,489	75,630	78,484	81,338
Human Resources	68,369	71,664	72,488	75,782	78,254	81,549	84,843	87,315	90,609	93,904
IT, Systems	64,848	67,974	68,755	71,880	74,224	77,349	80,474	82,818	85,944	89,069
IT, Web Developer	62,023	65,012	65,760	68,749	70,991	73,980	76,969	79,211	82,200	85,189
IT, Programmer	67,990	71,267	72,086	75,363	77,820	81,097	84,374	86,831	90,108	93,385
Preservation	60,739	63,666	64,397	67,325	69,520	72,447	75,374	77,570	80,497	83,424
Scholarly Communications	67,279	70,521	71,332	74,574	77,006	80,248	83,491	85,922	89,165	92,407
Digital Specialist	61,708	64,682	65,426	68,400	70,630	73,604	76,578	78,808	81,782	84,756
Data Science/ARCS	68,182	71,468	72,290	75,575	78,040	81,326	84,612	87,076	90,362	93,648

	8-11 years	12-15 years	16-19 years	20-23 years	24-27 years	28-31 years	32-35 years	over 35 years
Associate UL and Associate IN	0.96	1	1.04	1.08	1.12	1.16	1.2	1.24
Subject Specialist/ Reference/Public Services	70,821	73,772	76,723	79,674	82,625	85,576	88,527	91,477
Technical Services	65,453	68,180	70,907	73,634	76,361	79,089	81,816	84,543
Cataloger	69,990	72,906	75,822	78,739	81,655	84,571	87,487	90,403
Assessment/Analytics/User Experience	69,137	72,017	74,898	77,779	80,660	83,540	86,421	89,302
Archivists/Curator	68,495	71,349	74,203	77,057	79,911	82,764	85,618	88,472
Human Resources	79,077	82,372	85,667	88,962	92,257	95,552	98,847	102,142
IT, Systems	75,005	78,131	81,256	84,381	87,506	90,631	93,757	96,882
IT, Web Developer	71,738	74,727	77,716	80,705	83,694	86,683	89,672	92,661
IT, Programmer	78,640	81,916	85,193	88,470	91,746	95,023	98,300	101,576
Preservation	70,252	73,179	76,106	79,033	81,960	84,888	87,815	90,742
Scholarly Communications	77,817	81,059	84,301	87,544	90,786	94,028	97,271	100,513
Digital Specialist	71,373	74,347	77,321	80,295	83,269	86,243	89,217	92,191
Data Science/ARCS	78,861	82,147	85,433	88,719	92,005	95,291	98,577	101,863

	8-11 years	12-15 years	16-19 years	20-23 years	24-27 years	28-31 years	32-35 years	over 35 years
UL and Sr Associate IN	1.05	1.09	1.13	1.18	1.22	1.26	1.31	1.35
Subject Specialist/ Reference/Public Services	77,461	80,412	83,362	87,051	90,002	92,953	96,641	99,592
Technical Services	71,589	74,316	77,043	80,452	83,179	85,907	89,316	92,043
Cataloger	76,551	79,468	82,384	86,029	88,945	91,862	95,507	98,423
Functional Specialist (no subgroup)	75,618	78,499	81,380	84,981	87,861	90,742	94,343	97,224
Archivists/Curator	74,916	77,770	80,624	84,191	87,045	89,899	93,467	96,321
Human Resources	86,491	89,786	93,081	97,199	100,494	103,789	107,908	111,203
IT, Systems	82,037	85,162	88,287	92,194	95,319	98,444	102,351	105,476
IT, Web Developer	78,463	81,452	84,441	88,178	91,167	94,156	97,892	100,881
IT, Programmer	86,012	89,289	92,565	96,661	99,938	103,214	107,310	110,587
Preservation	76,838	79,765	82,692	86,351	89,278	92,205	95,864	98,792
Scholarly Communications	85,112	88,354	91,597	95,650	98,892	102,134	106,187	109,430
Digital Specialist	78,065	81,039	84,013	87,730	90,704	93,678	97,395	100,369
Data Science/ARCS	86,255	89,540	92,826	96,934	100,220	103,505	107,613	110,899