

Professional Position Pay Bands

As of 07/01/11

Pay Band	Minimum	Job Title
1	\$24,128	Admission Counselor Library Assistant - Acquisitions Library Assistant - Acquisitions-Serials Library Assistant - Catalog Services Library Assistant - Cataloging Library Assistant - Interlibrary Loan Library Assistant - Preservation Library Assistant - Public Service, INN-Reach Coordinator Library Assistant - Public Services Student Financial Services Assistant
2	\$28,536	Annual Giving Coordinator Assistant Dean of Admission Assistant Director for Harvard Center Operations Assistant Equipment Manager Coordinator, Alumni and Parent Engagement, FBA and Regional Engagement Desktop Application and Support Specialist Desktop Support Technician Head Athletic Equipment Manager Housing Coordinator & Residential Life Assistant Network and Communications Specialist Residence Life & Student Activities Assistant Senior Print, Copy, Mail Specialist Technology Support Specialist
3A	\$35,026	Admission Analyst – IT Specialist Alumni and Parent Engagement Coordinator Archives Supervisor Assistant Director of Alumni and Parent Engagement, Regional Programs Assistant Director of Annual Giving, Alumni Fund Assistant Director of Annual Giving, Reunion Giving Assistant Director of Annual Giving, Student Program Assistant Director of HCCP for Summer Programs & Event Management Assistant Director of Operations and Analysis Assistant Director of Student Financial Services Assistant Director/Registrar of Dance Festival Assistant to the VP of Fin. and Treas. and Risk Management Coordinator Associate Registrar Audio Supervisor Budget Manager Electronic Access System Manager Gift Planning Associate Information Systems Specialist Program Coordinator for the Office of Intercultural Education Wellness Coordinator
3B	\$38,632	Assistant to the President Associate Dean of Admission Associate Director of Student Financial Services Assistant Director for Community Volunteerism & Student Development Audiovisual Engineer Data Management Specialist Digital Media Specialist Education Curator Enrollment Analyst Environmental Coordinator

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3B cont	\$38,632	<ul style="list-style-type: none"> Rental Property Maintenance Manager Research Analyst Residential Facilities Auditor Senior Accountant Senior Assistant Director of Bates Career Development Center – Pre-Law Senior Associate Dean of Admission Senior Associate Director of Bates Career Development Center – Employer Relations Senior Associate Director of Bates Career Development Center – Graduate Advising Senior Researcher Sports Information Director Study Abroad Advisor and Mentoring Coordinator
4A	\$42,135	<ul style="list-style-type: none"> Assistant Athletic Trainer Athletic Trainer Desktop Operations Analyst Processing Archivist Staff Nurse
4B	\$47,286	<ul style="list-style-type: none"> Assistant Director of Finance Assistant Director of Community Based Learning Associate Director of Alumni & Parent Engagement; Dir Ambassador Prog Associate Director of Alumni & Parent Engagement; Dir Friends of Bates Athletics Associate Director of Alumni & Parent Engagement; Dir Multicultural Engagement & International Associate Director of Alumni & Parent Engagement; Business Networks Associate Director of Annual Giving Associate Director of Annual Giving; Dir Parents' Fund Associate Director of Office of External Grants Associate Director of Donor Programs Bates Fund Gift Officer College Writer Director of Photography and Video Editor, Bates Magazine Environmental Health & Safety Specialist Leadership Gifts Officer Network Services Administrator On Line Media Producer Programmer/Analyst Project Manager – Facility Services Systems Administrator Web Developer
4C	\$55,734	<ul style="list-style-type: none"> Archivist Assistant Director Health Center and Health Educator Associate Dean for Student Transition Associate Multifaith Chaplain Curricular Technology Consultant Curator Database Analyst Director, Policy and Strategic Initiatives Documents Librarian Electronic Resources Librarian Humanities Reference Librarian Landscape Architect Manager of the Olin Arts Center Manager, Bates College Imaging and Computing Center Music and Arts Librarian Science Reference Librarian Senior Associate Dean of Admission Senior Programmer/Analyst

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4C cont.	\$55,734	Senior Project Manager – Facility Services Systems and Catalog Librarian Telecommunications Administrator
4D	\$67,161	Senior Database Administrator Nurse Practitioner