University Student Employee Wage Structure

The new University Student Employee Wage Structure, effective July 2017, is outlined below. Please note that the various levels apply to ALL student employment positions – both financial aid based as well as departmental contracts – and should be used in order to provide continuity and equity in wages across the UMass Lowell campus. Please contact Candice Garabedian, Student Employment Manager, at Candice_Garabedian@uml.edu or Kim Casey, Director of Compensation & Benefits, Kimberley_Casey@uml.edu if you have any questions or concerns.

Level I- $11.00-$11.75

Entry level positions requiring the performance of routine tasks. Students would require training to learn the skills required for the position. Position requires direct supervision. Positions at this level would include: Lab Monitors, Library Assistants, Front Desk Greeters, and Office Assistants.

Level II- $12.00-$12.75

Positions requiring a moderate level of knowledge or skill. Positions requiring the performance of moderately complex tasks based on some experience or training. Duties require a general knowledge of the functions of the department, a high level of dependability, and often involve the supervision of other student employees or department programs. Positions at this level would include: Senior Office Assistants, Tutors, Lab Assistants, and Social Media/Web Content Coordinators. These positions are also held by students employed through our Community Service partners.

Level III: $13.00-$20.00

Highly developed specific skills, completion of related graduate-level coursework or significant previous work experience and training required. Responsibilities may include regular independent supervision and/or coordination of programs and/or projects involving highly complex equipment, analysis of data. Other responsibilities include regular independent decision making and may involve day to day supervision of student employees. The decisions of students in these positions may affect the total operation and success of a project or program. Limited, if any, supervision. Positions at this level would include: Athletic Trainers, Research Assistants, Lab Technicians, and Lifeguards.

A request for an hourly rate exceeding the pay range will require approval of the dean or department director and review by the Student Employment Manager and the Director, Compensation & Benefits.

Pay Rate Changes: If a supervisor feels the student’s job performance warrants an increase, the supervisor may offer that increase at the start of a new employment period. Pay rates should not be changed mid-year unless the student is promoted to a new level/position within the department.