

# COLUMBIA UNIVERSITY

IN THE CITY OF NEW YORK

OFFICE OF EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

November 17, 2022

Good afternoon Colleagues,

The New York City Salary Transparency Law went into effect on November 1, 2022. In an effort to ensure the University is posting good faith hiring salary ranges that are in line with pre-existing contracts and agreements, I would like to clarify the salary minimums that must be listed in Academic Search and Recruiting (ASR) for Associate Research Scientists/Scholars (ARS) and Postdoctoral Research Scientists/Scholars (PDRS) roles. Also, please read the section entitled "Pay Transparency Disclosure" for an important update that impacts all academic posts created on or after November 1, 2022.

## ARS and PDRS Salary Minimums

All ARS positions listed in ASR on or after November 1, 2022 must list the minimum hiring salary as the CPW-UAW mandated minimum of \$66,100. The hiring salary maximums for your active ARS posts can remain the same. Please take a moment to review your posts in ASR and edit any ARS roles that do not have \$66,100 as the minimum salary.

In addition, all PDRS positions listed in ASR on or after November 1, 2022 must list the minimum hiring salary as the CPW-UAW mandated minimum of \$60,000. The hiring salary maximums for your active PDRS roles can remain the same. Please take a moment to review your posts in ASR and edit any PDRS roles that do not have \$60,000 as the minimum salary.

## Pay Transparency Disclosure

Effective immediately all academic posts created on or after November 1, 2022 in Academic Search and Recruiting (ASR) must contain the statement below. Please take a moment to review your posts in ASR and edit any posts that do not include the pay transparency disclosure. The pay transparency disclosure should be located immediately following the hiring salary range in the Application Instructions field.

The salary of the finalist selected for this role will be set based on a variety of factors, including but not limited to departmental budgets, qualifications, experience, education, licenses, specialty, and training. The above hiring range represents the University's good faith and reasonable estimate of the range of possible compensation at the time of posting.

As noted in the first [Pay Transparency Update](#), all posts must be edited within 48 hours after the department is notified by EOAA. Please let me know if you have any questions or are unable to edit the posting.

Feel free to share this document with your internal networks; only trained and active users of ASR will directly receive this message. If you have questions, please email [academicrecruiting@columbia.edu](mailto:academicrecruiting@columbia.edu).