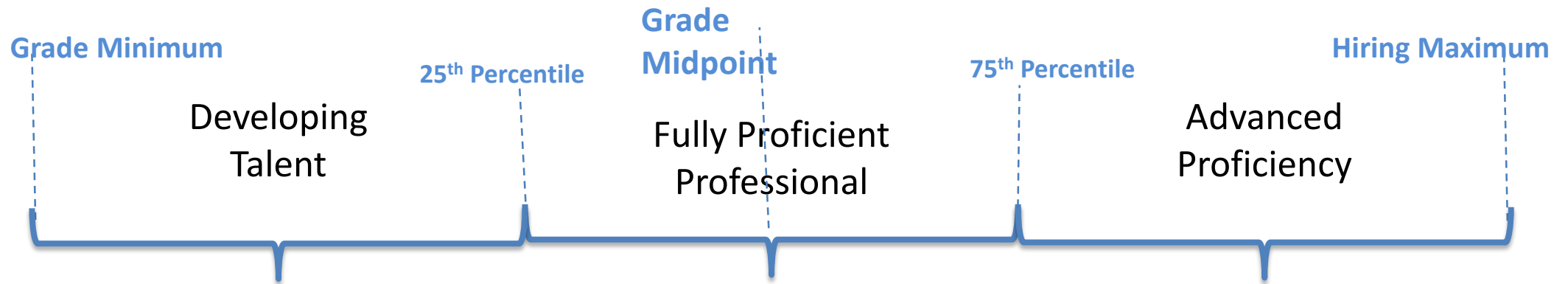




Pay Guidelines: Setting the Hiring Salary within a Grade Range:

(Our pay grades are market competitive and broad enough to encompass a wide variety of skill sets and experience levels)



Factors that Impact Pay

- Newly assigned-promoted
- Meets minimum qualifications for the job
- Gaining breadth of experience and skills needed
- Needs time to develop to fully proficient

- Fully functioning and proficient, meets performance objectives
- Demonstrates required skills and experience
- Possesses all or most of the knowledge needed for the job
- Consistently exhibits most desired competencies to perform the job successfully

- Meets all qualifications including preferred for the job.
- Expert and sustained top performer
- Demonstrates broad and deep knowledge of own area as well as related areas
- Performance continually exceeds expectations
- Depth and breadth of experience, specialized skills, perspectives and significant value to the University