

Managing pay within the range

Example	1 st Quartile		2 nd Quartile		3 rd Quartile		4 th Quartile		
	<p>Pay Grade 08A: Min: \$40,576 Mid: \$51,729 Max: \$62,882</p> <p>Determining compensation based on differences in qualifications, performance, experience, and budget availability.</p>	\$40,576 – 46,151		\$46,152 – 51,728		\$51,729 – 57,305		\$57,306 – 62,882	
Minimum		Meets minimum qualifications	Possesses qualifications that are equal to or slightly better than minimum requirements		Midpoint (represents the typical market)	Meets all preferred qualifications	Subject Matter Expert — ‘Rockstar’ in their field		Maximum
		Has little or no related experience in the field	Demonstrated ability to perform duties			Demonstrated ability to perform duties independently	Exhibits extensive breadth and depth of knowledge that brings significant value to the university		
		Requires additional training to build knowledge and skills	May need additional training to perform duties independently			Consistently exhibits core competencies	Serves as expert resource, role model, or mentor to others		
		Entry Level	Experienced			Seasoned Professional / Mid-Career	Senior-Level Job Expertise		
		Typical Hiring Range						Typical Progression Range	