

Managing pay within the range

Example	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
	<p>Pay Grade 08A: Min: \$36,674 Mid: \$46,759 Max: \$56,845</p> <p>Determining compensation based on differences in qualifications, performance, experience and budget availability.</p>	Minimum	\$36,674 - 41,717	\$41,718 - 46,759	Midpoint (represents the typical market)	\$46,760 - 51,802	\$51,803 - 56,845	Maximum
Meets minimum qualifications			Possesses qualifications that are equal to or slightly better than minimum requirements	Meets all preferred qualifications		Subject Matter Expert—'Rockstar' in their field		
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				