

Managing pay within the range

Example Pay Grade 08A: Min:\$42,216 Mid: \$53,819 Max: \$65,423 Determining compensation based on differences in qualifications, performance, experience, and budget availability.	Minimum	1st Quartile	2nd Quartile	Midpoint (represents the typical market)	3rd Quartile	4th Quartile	Maximum
		\$42,216 - \$48,018	\$48,019 - \$53,819		\$53,820 - \$59,621	\$59,622 - \$65,423	
		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		