Things to Remember

1. Your Pay Grade Is Based on Your Position

The pay grade reflects the responsibilities and requirements of the position—not the individual employee's experience or qualifications.

2. The Midpoint Is a Market Reference Point

The midpoint generally represents the approximate market value of a fully proficient employee performing the full scope of the position. It is not a standard starting salary or an automatic salary target.

3. Salary Growth Is Not Automatic

Employees do not move through a pay range simply because of tenure or years of experience. Salary changes depend on applicable compensation practices and approved compensation actions

Employees do not automatically progress from the minimum to the midpoint or from the midpoint to the maximum based on time in the position.

Salary changes may occur through approved compensation actions that may include:

- Compensation increases approved by the Board of Trustees
- Market adjustments
- Equity adjustments
- Promotions
- Approved retention increases
- Position reclassifications resulting from significant changes in assigned duties

Salary progression depends on applicable University compensation practices, available funding, market conditions, internal equity, individual circumstances, and approved compensation actions.