Managing Pay Within a Band

New to job and field, has little or no direct, related prior experience

On steep learning curve, building both skills and knowledge as well as ability to handle job responsibilities

Performs some/most job responsibilities with increasing effectiveness

Possesses all/most of the basic knowledge and skill requirements, but may need to build upon them through experience

May still be learning some aspects of job or developing expertise to handle them more independently and effectively

Consistently exhibits many or most desired competencies to perform job successfully

Performs all aspects of job effectively and independently

Experienced in the job and possesses required knowledge and skills

Consistently exhibits desired competencies to perform job successfully

Seasoned and proficient at building job responsibilities

Expert in all job criteria

Has broad and deep knowledge of own area as well as related areas

Depth and breadth of experience, specialized skills, perspectives and significant value to SJU

Serves as expert resource and/or role model/mentor to others in similar jobs or to other areas of the University

* The market 25%ile to the 75% is roughly equivalent to the second and third quartiles of the salary range.