



Managers and Senior Professionals Salary Range
Effective July 1, 2014

Grade	Minimum	25th Percentile	Midpoint	75th Percentile	Maximum
MSP I	\$67,000	\$86,000	\$105,000	\$124,000	\$143,000
MSP II	\$73,500	\$94,400	\$115,300	\$136,200	\$157,100
MSP III	\$80,900	\$103,850	\$126,800	\$149,750	\$172,700
MSP IV	\$89,000	\$114,300	\$139,600	\$164,850	\$190,100
MSP V	\$98,000	\$125,800	\$153,600	\$181,400	\$209,200
MSP VI	\$107,900	\$138,600	\$169,300	\$199,950	\$230,600
MSP VII	\$119,000	\$152,800	\$186,600	\$220,400	\$254,200
MSP VIII*	\$132,400	\$170,000	\$207,600	\$245,200	\$282,800
MSP IX*	\$149,400	\$191,850	\$234,300	\$276,700	\$319,100
MSP X*	\$172,000	\$220,850	\$269,700	\$318,500	\$367,300

* Approval required by the Chancellor after consultation with Human Resources

Effective 11/01/2012 salaries (including Stipends) of \$200,000 or greater require prior review by the Office of the Chancellor and possible approval by the Chancellor, President, or The Regents

Note: MSP titles are not assigned to specific salary grades.

The salary grade reflects the position's level of responsibility as measured against five major factors:

- **Organizational Latitude:** "Freedom to Act" measures the presence or absence of supervisory and/or procedural restraints under which the position must operate.
- **Impact:** Measures the magnitude or significance of the end result the position is designed to effect and the extent of the position's accountability for the end result.
- **Professional Knowledge:** Measures the level of knowledge required for acceptable job performance.
- **Managerial Skills:** "Management" is defined as the exercise of the various elements required to administer an organization (planning, executing, controlling, evaluating, etc.).
- **Creativity and Analysis:** Measures the creative thinking and judgment required to analyze, evaluate, create, negotiate, or reason in order to arrive at conclusions and/or to bring about maximum cooperation and harmony