

ORGANIZATIONAL ANALYSIS

(Sec. 46A-68-82)

January 2017

In the review of the 2015 *Plan*, this section was found to be in compliance.

1. Job Title Study

Each office, position, and position classification authorized by the Department of Administrative Services or established by statute is shown arranged into lines of progression, depicting the order of jobs through which an employee may advance. The titles are organized from the highest position down to the lowest position.

Titles without promotional opportunity are identified and listed separately at the end of each category.

For Management employees, the titles are grouped into series, showing the progression within each series. Promotional and non-promotional titles are indicated as such.

Faculty titles are separated into three broad groups: regular faculty, extension system faculty, and research faculty. Within each group, we have noted the tenure track and non-tenure track titles. Promotional and non-promotional titles are indicated as such. In most cases, the non-promotional titles are the highest level in a given series. Some non-promotional titles such as Distinguished Professor are honorary, conferred by the Board of Trustees at the recommendation of the Provost.

Individuals in faculty titles belong to a collective bargaining unit, the American Association of University Professors (AAUP). Approved AAUP titles are enumerated in the Collective Bargaining Agreement (CBA), Article 1, Recognition. **ATTACHMENT A.**

Promotion to the next faculty level is governed by the University's Promotion, Tenure and Reappointment process (PTR), as found in the University Laws, By-laws and Rules, Article XIV and in [PTR Procedures](#) promulgated by the Provost and Executive Vice President for Academic Affairs. **ATTACHMENT B.** Faculty members themselves initiate a request for promotion to the next level in the series. A broad range of documentation and references must be provided with the PTR application, which is closely reviewed by colleagues and peers in the academic specialty. A PTR committee in each school/college reviews the materials and forwards a recommendation to the Dean, who forwards his/her recommendation to the Provost. The same process is followed when faculty request tenure, typically after six years of service, and normally at the rank of Associate Professor. The Board of Trustees gives the final approval on tenure awards for faculty by vote at a full Board meeting, usually in April of each academic year.

In the Professional titles category, UCPEA titles are identified separately. UCPEA titles were established more than a decade ago through a job title study conducted by the University. Each Job Classification is an assortment of titles and descriptions designed to facilitate a number of

human resource management goals including recruitment, selection, and salary administration in an organized and consistent fashion. The UCPEA job classification system is structured to aid University administrators in understanding, organizing and working with a vast and complex array of professional functions. This is accomplished by having a systematic method for describing and providing titles for the different types of positions and utilizing common terminology and characteristics. Positions bearing sufficient commonalities are grouped together, assigned a single title, and treated similarly for the above listed Department of Human Resources (DHR) purposes. These titles are grouped in the job families and each series shows the lines of progression, with the highest title listed at the top.

The remaining Professional titles are also organized in a series showing the lines of progression in each series.

2. Occupational Category Study

For this *Plan*, each office, position, and position classification listed in the job title study has been placed in an occupational category with other offices, positions, or position classifications having similar job content, compensation schedules, and opportunity. The titles in each occupational category are listed from highest to lowest compensation with the salary range for each office and position.

There are no mandated salary ranges for Executive/Managerial titles or for the non-UCPEA nonteaching professional titles. As a result, the figures shown are the *actual* minimum and maximum salaries of employees in each title.

For faculty, the University does not have a compensation schedule because the AAUP CBU is based on the minimum terms of employment. The CBU requires that new hires be offered “no less than the lowest salary in each [professorial] rank in the previous academic year”.

ATTACHMENT C. Salary minima for 2015-2016 are: Assistant Professor \$45,000; Associate Professor \$63,501; and Professor \$81,643.

While faculty titles progress from Assistant Professor to Associate Professor to Professor, salaries do not necessarily follow that same line of progression. Hiring salary is generally determined by other factors in addition to the minimum salary for the faculty rank of the position. These factors include the market value of the candidate’s particular skill set, his/her reputation in their academic discipline, scholarly works, creative accomplishments, professional honors, and various other criteria. Academic disciplines frequently dictate the salary potential for a title and are not uniform throughout the University. Certain disciplines, such as Business, Engineering, and Pharmacy are compelled to offer higher salaries to remain competitive and attract employees who command substantive salaries outside the norm for academia.

For example, an Assistant Professor who has a significant number of publications in breakthrough research and whose specialty is in great demand in Engineering, may command a salary significantly higher than an Associate Professor in Geography, who is working in his/her academic discipline as a generalist. All faculty salaries are reviewed and approved prior to offer by the Provost’s Office.

Salary increases during the faculty member's appointment include, in addition to the annual CBA cost of living increase, an additional merit award. **ATTACHMENT D.** Merit and special achievement awards are intended to recognize above average performance in teaching, research, and service. Faculty merit awards are discretionary and result in a wide range of salaries among those in the same rank.

For UCPEA bargaining unit titles, contractual salary ranges are used. Salary ranges have been updated to reflect contractual salary changes.

For Classified titles, the figures were also updated to reflect salary changes, per the collective bargaining union contracts.

ARTICLE 1

RECOGNITION

The Board of Trustees recognizes the University of Connecticut Chapter of the American Association of University Professors as the exclusive bargaining representative of members of the staff who are employed one-half time or more and who hold the following titles: University Professor, Professor, Associate Professor, Assistant Professor, Instructor, Assistant Instructor, Lecturer, Professor in Residence, Associate Professor in Residence, Assistant Professor in Residence, Instructor in Residence, Research Professor, Academic Assistants I, II, III, IV, V, Research Associate III, Research Associate II, Research Associate I, Research Assistant III, Research Assistant II, Research Assistant I, Extension Professor, Clinical Professor, Senior Cooperative Extension Educator, Senior Cooperative Extension Educator In Residence, Associate Extension Professor, Associate Clinical Professor, Cooperative Extension Educator, Cooperative Extension Educator In Residence, Assistant Extension Professor, Assistant Clinical Professor, Associate Cooperative Extension Educator, Associate Cooperative Extension Educator In Residence, Extension Instructor, Clinical Instructor, Assistant Cooperative Extension Educator, Assistant Cooperative Extension Educator In Residence, Associate Research Scientist, Associate Research Scholar, Research Scientist, Research Scholar, Senior Research Scientist, Senior Research Scholar, Specialist I, Specialist II, Specialist III, Specialist IV (Athletics), Adjunct Faculty, teaching courses for credit, Coach and Trainer excluding those classifications and titles listed below under EXCLUSIONS and all other supervisory, confidential, and managerial employees as defined in the Connecticut General Statutes Section 1 (e) and Section 1 (f) for the purpose of negotiating with respect to wages, hours and other conditions of employment. Hereinafter for the purposes of collective bargaining, staff holding the above titles who are not excluded pursuant to the following paragraph are referred to as "faculty," or "members," or "members of the bargaining unit."

Collective Bargaining Agreement between The University of Connecticut Board of Trustees And The University of Connecticut Chapter of the American Association of University Professors July 1, 2011 - June 30, 2017

Promotion, Tenure & Reappointment (PTR) Procedures

INTRODUCTION

The following Promotion, Tenure and Reappointment (PTR) procedures have been adopted by the faculties of the University of Connecticut (except those of the School of Medicine and the School of Dental Medicine) under the authority of the Laws and By-Laws of the University of Connecticut, Article XIV. They should be followed insofar as possible by all departments. If a school/college does not have departments, it should follow procedures bearing as much similarity to these as is reasonable. Each school/college and department may adopt and publish on their website additional criteria and policies that are consistent with the PTR policies and procedures presented here.

Rights of the Faculty Member

Access: In accordance with Article 12 of the AAUP Collective Bargaining Agreement and consistent with Connecticut Freedom of Information statutes, in the presence of a staff member, and at a time convenient to both parties, the faculty member shall have access to his/her full PTR file at all levels, including all internal and external letters. The only others who shall have access to the PTR file are (1) administrators and faculty members on official business and (2) AAUP representatives with the consent of the faculty member. In addition, the PTR file shall not include any anonymous material.

Appeal: If a faculty member has reason to believe that he or she has been denied any of the protections provided for or has suffered through any failure to observe these procedures, the faculty member may seek redress through the grievance procedure described in the Laws and By-Laws of the University of Connecticut, Article XIV.

The deadline for submitting PTR dossiers to the Provost's Office is:

December 6, 2014

I. Responsibilities

The Faculty Member:

It is the responsibility of the faculty member wishing to be considered for promotion, tenure, and/or reappointment to complete the PTR form and submit this to the Department Head along with any supporting documentation he or she chooses to include or as may be required by the school/college and departmental procedures. These documents become the faculty member's dossier. The faculty member's PTR File consists of his or her dossier plus all other written materials accumulated as part of the PTR process.

The faculty member:

- Shall provide to the Department Head a list of individuals with contact information who may serve as potential external references following the procedures detailed in Section IV;
- May add supplemental information to his or her PTR File at any time. Such information must be dated. No materials may be removed from a PTR File.

The Department Head:

- shall annually appraise the performance and potential for teaching, scholarship and/or creative accomplishments, and service of each faculty member eligible for promotion, tenure, and reappointment in his or her department;
- shall include for consideration for promotion and/or tenure all those who request in writing that they be considered;
- shall obtain and provide to the Departmental PTR Advisory Committee external letters of reference for each faculty member being considered for promotion and/or tenure following the procedures detailed in Section IV;
- shall obtain information requested by the Departmental PTR Advisory Committee from such sources as the Dean of the Graduate School, Directors of the regional campuses, and Directors of pertinent centers and institutes, and shall make this information available to the Committee;
- shall follow prescribed procedures (see [Next Section](#)).

The Departmental PTR Advisory Committee:

Each department shall have a Departmental PTR Advisory Committee selected according to a method approved by a majority of the faculty members of the Department. This Committee:

- shall advise the Department Head on promotion, tenure, and reappointment;
- shall review the faculty member's PTR File and appraise the performance and potential for teaching, scholarship and/or creative accomplishments, and service of the individual under consideration, basing its evaluations on the criteria listed in the *Laws and By-Laws of the University of Connecticut, Article XIV*. This evaluation should take into account the assignments of the individual, including appointment at sites other than the Storrs campus;
- shall advise the Department Head by making a formal recommendation by vote and summarizing its evaluation and vote in a written report;
- shall follow prescribed procedures (see [Next Section](#)).

The Dean:

- shall review the PTR file received under these procedures and such other pertinent information as he or she may require;
- shall base his or her recommendations, insofar as possible, upon a uniform application throughout the school/college appraisal criteria;
- shall include a written assessment of the faculty member's strengths and weaknesses in teaching, scholarship and/or creative accomplishments, and service;
- shall follow prescribed procedures (see [Next Section](#)).

The School/College Dean's Advisory Council Structure:

Each school/college shall have a Dean's Advisory Council on PTR composed of faculty members of the school/college selected by a method approved by the faculty in accordance with the following criteria:

- membership on the Council should be selected from tenured faculty who have been at the University of Connecticut for at least two years;
- those eligible to elect Council members should be department, or school/college members who hold tenure track appointments or planned continuing appointments;
- Department Heads should not serve as Council members;
- terms of Council members ordinarily should not exceed three years with staggering of terms to provide continuity;
- turnover of Council membership should be encouraged through restrictions on consecutive terms;
- an individual may vote at only one level (either at the department or the school/college level) on any faculty member under consideration. For example, Department Heads may not serve as Council members.

The Dean's Advisory Council:

- shall review the faculty member's PTR File and appraise the performance and potential for teaching, scholarship and/or creative accomplishments, and service of the individual under consideration.
- shall advise the Dean and record a formal vote;
- shall follow prescribed procedures (see [Next Section](#)).

The Provost:

- shall review the material received under these procedures and such other pertinent information as he or she may require;
- shall assure, insofar as possible, that recommendations are based upon uniform application throughout the schools/colleges of appraisal criteria;
- shall follow the prescribed procedures (see [Next Section](#)).

The Faculty Review Board:

The University shall have a [Faculty Review Board](#) to consider specific cases on promotion, tenure and reappointment. The Faculty Review Board is composed of six non-administrative, tenured full professors elected by the University Senate. The Faculty Review Board:

- shall consider the cases referred to it by the Provost under the procedures described below in Section II;
- shall review all the material received by the Provost, and may supplement this information with additional opinions;
- shall follow the prescribed procedures (see [Next Section](#)).

II. Procedures

The Provost will determine specific timelines annually in accordance with the date of presentation to the Board of Trustees. Before the start of the PTR cycle, the Provost will publish the timelines for that year and will make available the PTR form and guidelines approved by the University Senate.

1. It is the responsibility of the faculty member wishing to be considered for promotion, tenure, and/or reappointment to complete the PTR form and submit this to the Department Head along with any supporting documentation he or she chooses to include or as may be required by the school/college and departmental procedures. These documents become the faculty member's dossier. The faculty member's PTR File consists of his or her dossier plus all other written materials accumulated as part of the PTR process. Supplemental information can be added to the PTR File by the faculty member at any time. Such information must be dated. No materials may be removed from a PTR File.
2. The faculty member may request withdrawal from consideration for promotion in writing at any stage in the process.
3. The Departmental PTR Advisory Committee shall receive from the Department Head the dossiers of all faculty members to be considered for promotion, tenure and/or reappointment.
4. The Department Head shall collect pertinent information from such sources as the Dean of the Graduate School, Directors of regional campuses, Directors of centers and institutes, and other qualified individuals, and shall make this information available to the Departmental PTR Advisory Committee.
5. As part of its review, the Departmental PTR Advisory Committee (the Committee) shall provide to the faculty member and to members of the Department who so

desire an opportunity either to appear before the Committee or to submit written statements to the Committee.

6. The Committee, after its review, shall provide the faculty member with an opportunity to appear in person to discuss substantive negative findings.
7. The Committee shall report its recommendations and appraisals with supporting evidence in writing to the Department Head. If the Committee's recommendation is not unanimous, its report shall include the dissenting opinions with supporting data. Rather than using words such as "unanimously" or "by majority," votes should be indicated numerically along with a key in the form: 6-1-2-1 (Yes, No, Abstain, Absent).
8. The Department Head, after his or her review, shall provide the faculty member with an opportunity to appear in person to discuss substantive negative findings.
9. The Department Head shall discuss his or her recommendation with the Committee.
10. The Department Head shall inform the faculty member of the recommendations by the Department Head and by the Committee, including the substance of any dissenting opinions. Reasons for a negative recommendation shall be in writing if either the Department Head or the faculty member so wishes.
11. The Department Head shall transmit to the Dean in writing his or her recommendations for promotion, tenure and/or reappointment, together with those of the Committee, the supporting data, and dissenting opinions. When neither the Committee nor the Head recommends promotion, no recommendation need be transmitted to the Dean unless specifically requested by the faculty member or the Dean.
12. If either the Department Head or the Committee makes a negative recommendation to the Dean, the faculty member may submit to the Dean a written statement presenting his or her case for consideration by the Dean and the Dean's Advisory Council. The faculty member must submit this statement to the Dean within one week after being informed in writing of the recommendation by the Department Head.
13. The Dean's Advisory Council (the Council) shall receive from the Dean and review the recommendations and supporting materials received from the Department Head.
14. The Council shall provide an opportunity for the faculty member to appear in person to discuss any substantive negative findings.
15. The final recommendation of the Council will be forwarded in writing to the Dean. Rather than using words such as "unanimously" or "by majority," votes should be indicated numerically along with a key in the form: 6-1-2-1 (Yes, No, Abstain, Absent).
16. If, after review, the Dean is inclined toward a negative finding, he or she shall provide an opportunity for the faculty member to appear in person to discuss any substantive negative findings within a reasonable timeframe.
17. If the Dean anticipates that he or she may be making a recommendation contrary to that of the Department Head, the Dean shall provide an opportunity for the Head and the Departmental PTR Advisory Committee to review and supplement their original recommendations.

18. The Dean shall inform the Department Head and the faculty member of the recommendations by the Dean' Advisory Council and the Dean. If either the faculty member or the Dean so wishes, reasons for a negative recommendation shall be in writing.
19. The Dean shall transmit to the Provost in writing his or her recommendations and those of the Dean's Advisory Council, the Department Head, and the Departmental PTR Advisory Committee, together with any dissenting opinions. When recommendations differ, the Dean must include a statement explaining his or her recommendation.
20. Positive recommendations by the Dean for faculty in their first and second year of full, six-year probationary appointments will be forwarded to the Board of Trustees with no further review.
21. The Provost, Dean, and Department Head shall meet to review any PTR cases selected by the Provost. These may include those where there has been a lack of unanimity or in which the Provost's recommendation may differ from that of the Dean or Department Head. In these cases, opportunity shall be provided to the Department Head and Dean to review and supplement the original recommendation.
22. The Provost, after his or her review, shall provide the faculty member with an opportunity to appear in person to discuss substantive negative findings and ask if the faculty member wants the case referred to the Faculty Review Board.
23. The Provost shall refer to the Faculty Review Board for its consideration:
 - o those cases whose referral was requested by a faculty member or Department Head;
 - o those cases where following a discussion the Provost's recommendations still differs from that of a Dean;
 - o other cases that the Provost wishes to refer.
24. The Faculty Review Board shall provide the faculty member with an opportunity to discuss the case. The Faculty Review Board shall discuss each case with the Provost.
25. For each case, the Faculty Review Board shall submit a written recommendation to the Provost and shall inform the faculty member in writing of its recommendation, together with reasons for it.
26. If the Provost makes a negative recommendation, the reasons shall be in writing if the faculty member so requests.
27. The Provost shall make recommendations to the President for the granting of promotion and/or tenure by the Board of Trustees no later than the April meeting of the Board. In the case of reappointment, action will be taken by the President, who will inform the Board of Trustees of his or her decisions (per the [Laws and By-Laws of the University of Connecticut, Article II](#)).
28. Per the [Laws and By-Laws of the University of Connecticut, Article XIV](#), at the end of the sequence of peer reviews (including the Faculty Review Board), a faculty member may appeal a negative decision by the Provost to the Committee of Three.

Updated: October 2011

ARTICLE 19
SALARY AND BENEFITS

III. Salary Minima

Effective July 1, 2007, the salary minima for each professorial rank shall be no less than the lowest salary in each rank in the previous academic year. Any proposed exceptions shall be discussed with the AAUP as is current practice.

Collective Bargaining Agreement between The University of Connecticut Board of Trustees And The University of Connecticut Chapter of the American Association of University Professors July 1, 2011 - June 30, 2017

ARTICLE 25
MERIT

Merit is for the recognition of noteworthy contributions to one's department, school, campus or college, the University and or professional discipline through the traditional avenues of teaching, research and service. It is also the most consistent means for moving beyond the cost-of-living increase traditionally recognized through the satisfactory performance increase provision. It is recognized that conditions vary within and among departments in terms of individual expectations, and it is agreed that awards at the various levels are designed to recognize individual achievement.

25.1 This article does NOT refer to Research Assistants or Research Associates paid from grant funds or contracts.

25.2 The merit pool shall be distributed according to the procedures outlined below:

A. The Provost shall establish a contingency fund and shall distribute the remainder of the merit pool at his/her discretion among the Deans of the schools and colleges. If a merit award is recommended, it shall be no less than \$500.

B. The Dean of a school or college shall establish a contingency fund from the merit pool allotted to his/her school or college by the Provost. The remainder of the merit pool, excluding an amount for department heads' merit, shall be distributed at the discretion of the Dean among the departments. Prior to the beginning of the academic year, the Dean will publish his/her merit criteria to faculty and for Department Heads within his/her school.

C. The total amount of the contingency funds of both the Provost and the Deans shall not exceed 30% of the merit pool.

D. By means of a procedure approved by a majority of the faculty, departments may establish advisory committees for making recommendations for merit awards to the Department Head. Such committees may also present merit evaluations without mention of a dollar amount to the Dean for his/her consideration in determining the Department Head's merit award. In departmentalized schools each department may establish, by a majority vote, the criteria and also may establish priorities or the appropriate weighting of such criteria, that will be used to determine the departmental merit recommendations. In the event a department decides to permit the Department Head to establish the criteria and the appropriate weighting for merit recommendations, the Department Head shall inform all faculty members in writing of such criteria no later than two months prior to the commencement of the academic year for which merit recommendations will be made. In non-departmentalized schools equivalent arrangements shall be established by Deans and faculty members.

E. Department Heads shall take departmental committee recommendations into consideration when making their own merit recommendations. In concert with the PTR requirements identified in the By-Laws, merit criteria shall include instructional, scholarly, service, and outreach excellence as appropriate.

F. On forms provided by the Provost, Department Heads shall forward their merit recommendations for members of their departments, other than themselves, along with recommendations of the advisory committee, to the Dean of the school or college.

G. A faculty member may request from his/her Department Head information regarding his/her departmental merit recommendation(s) at any time after such information is transmitted to the Dean.

H. Department Heads shall inform each member of the department of his/her merit recommendation at the same time such recommendation is submitted to the Dean of the appropriate school or college. A faculty member has fourteen (14) calendar days from the time of the Department Head's submission to the Dean to discuss the Department Head's recommendation with the Dean.

I. The Dean shall review the recommendations of the Department Head and the departmental advisory committee. The Dean shall forward his/her own recommendations to the Provost.

J. Within two weeks of making his/her recommendations to the Provost, the office of the Dean shall compile and make available to the departments an abstract of merit awards. Such an abstract will give the number of people receiving a given range of award within the school and/or no award.

25.3 Once they become effective, the University will provide AAUP a summary of merit awards by fund and by individual.

25.4 Judgments and decisions of the Provost which result in decrease of more than 50% in the Department Head's recommendations are subject to the grievance procedure described below only where there is evidence alleging that the decrease was arbitrary or capricious.

25.5 Merit Grievance Panel

For the purpose of hearing merit grievances, an internal merit grievance panel shall be convened made up of one member of the administration chosen by the Provost, one member of the faculty chosen by AAUP, and a neutral party chosen by the first two individuals. The panel may either uphold or dismiss the grievance. In a case where the panel upholds the grievance, it shall recommend an appropriate merit award; however, in no case shall the panel award more than the Department Head had originally proposed. The decision of the panel is final and is not grievable or arbitrable. Grievances on merit must be presented to the administrator in charge of collective bargaining within fourteen (14) calendar days of the receipt of the Provost's letter notifying the employee of his/her merit awards.

Collective Bargaining Agreement between The University of Connecticut Board of Trustees And The University of Connecticut Chapter of the American Association of University Professors July 1, 2011 - June 30, 2017

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
1					PROMOTIONAL	NON-PROMOTIONAL
2	EEO 1 - Management					
3						
4				<i>Dean Series</i>		
5						
6				Dean		✓
7				Associate Dean & Director		✓
8				Associate Dean	✓	
9				Assistant Dean	✓	
10						
11				<i>Vice President Series</i>		
12						
13				Vice President		✓
14				Associate Vice President	✓	
15				Assistant Vice President	✓	
16						
17				<i>Vice Provost Series</i>		
18						
19				Vice Provost		✓
20				Associate Vice Provost	✓	
21				Assistant Vice Provost	✓	
22						
23				<i>University Director Series</i>		
24						
25				Executive Director	✓	
26				University Director		✓
27						
28	Management Positions Without Promotional Opportunity					
29						
30				Associate Dean-Students		✓
31				Department Head Student Affairs		✓
32				Executive Assistant to the President		✓
33				Executive Vice President & Chief Financial Officer		✓
34				President		✓
35				Provost & Executive Vice President		✓

Job Title Study
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	A	B	C	D	E	F
36		EEO 2- Faculty				
37						
38				Tenure Track		
39						
40				Board of Trustees Distinguished Professor		✓
41				Professor		✓
42				Associate Professor	✓	
43				Assistant Professor	✓	
44				Instructor		✓
45						
46				Non-tenure Track		
47						
48				<u>Clinical Faculty</u>		
49				Clinical Professor		✓
50				Associate Clinical Professor	✓	
51				Assistant Clinical Professor	✓	
52				Clinical Instructor		✓
53						
54				<u>In-residence Faculty</u>		
55				Professor-in-residence		✓
56				Associate Professor-in-residence	✓	
57				Assistant Professor-in-residence	✓	
58				Instructor-in-residence		✓
59						
60				<u>Visiting Faculty</u>		
61				Visiting Professor		✓
62				Visiting Associate Professor	✓	
63				Visiting Assistant Professor	✓	
64				Visiting Instructor		✓
65						
66				Extension Faculty		
67						
68				Senior Extension Educator		✓
69				Extension Educator	✓	
70				Associate Extension Educator	✓	
71				Assistant Extension Educator		✓
72						
73				Non-tenure Track		
74						
75				Extension Professor		✓
76				Associate Extension Professor	✓	
77				Assistant Extension Professor	✓	
78				Extension Instructor		✓
79				Extension Professor-in-residence		✓
80				Associate Extension Professor-in-residence	✓	
81				Assistant Extension Professor-in-residence	✓	

Job Title Study
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	A	B	C	D	E	F
82				Extension Instructor-in-residence		✓
83				Senior Ext Educator		✓
84				Visiting Extension Educator	✓	
85				Visiting Associate Ext Educator	✓	
86				Visiting Assistant Ext Educator		✓
87				Senior Extension Educator		✓
88				Extension Educator	✓	
89				Associate Extension Educator	✓	
90				Assistant Extension Educator		✓
91						
92				Research Faculty		
93				Non-tenure Track		
94						
95				Research Professor		✓
96				Associate Research Professor	✓	
97				Assistant Research Professor	✓	
98				Research Instructor		✓
99						
100				Senior Research Scientist/Scholar		✓
101				Research Scientist/Scholar	✓	
102				Associate Research Scientist/Scholar		✓
103						
104				Faculty Positions without Promotional Opportunity		
105						
106				Lecturer		
107				Special Internal Lecturer 1		
108				Special Internal Lecturer 2		
109				Special Internal Lecturer 3		
110						

Job Title Study
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	A	B	C	D	E	F	
111				EEO 3 - Professional			
112							
113				In the University of Connecticut's Professional Employees Association (UCPEA) there are over three hundred and fifty (350) job titles listed under one of fifteen (15) separate job families. Within each job family there are specific classification series and levels, although not all titles are part of a series and have promotional opportunity. Titles without a series are listed separately at the end of each job family. Some of the entry level professional titles may represent a potential promotion for a Classified employee and these will be noted as Promotional. Occasionally, the highest title in a series may have an opportunity to promote across job families (ex. Administrative to Fiscal Services) or to Management and these will also be noted as promotional.			
114							
115							
116							
117				JOB FAMILY	PROMOTIONAL	NON-PROMOTIONAL	
118							
119				ADMINISTRATIVE SERVICES			
120				<i>Box Office Series</i>			
121							
122				Ticket Manager		✓	
123				Box Office Manager	✓		
124							
125				<i>Administrative Services</i>			
126							
127				Executive Assistant II		✓	
128				Executive Assistant I	✓		
129				Administrative Services Assistant IV	✓		
130				Administrative Services Assistant III	✓		
131							
132				<i>Administrative Specialist</i>			
133							
134				Administrative Services Specialist III	✓		
135				Administrative Services Specialist II	✓		
136							
137				<i>Assistant to the Director</i>			
138							
139				Senior Associate Director - Regional Campus		✓	
140				Assistant to Director	✓		
141				Assistant to Regional Campus Director	✓		
142							
143				<i>Administrative Coordinator/Manager</i>			
144							
145				Administrative Manager II	✓		
146				Administrative Manager I	✓		
147				Administrative Coordinator	✓		
148							
149				<i>Business Manager</i>			
150							
151				Business Manager II	✓		
152				Business Manager I	✓		
153							

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
154				<i>Institutional Research</i>		
155						
156				Institutional Research Specialist (Analytics)		✓
157				Institutional Research Analyst II	✓	
158				Institutional Research Analyst I	✓	
159				Assistant Institutional Research	✓	
160				Institutional Research Analyst		✓
161						
162				<i>Center Series</i>		
163						
164				Center Director		✓
165				Women's Center Associate Director	✓	
166				Women's Center Assistant Director	✓	
167						
168						
169				<i>'Administrative Services' Job Family Titles Without a Series</i>		
170						
171				Asc Dir Enrollmnt/Outreach-STFD		✓
172				Assistant Business Manager - Athletics	✓	
173				Assoc. Director of ISI		✓
174				Associate Director - OSP	✓	
175				Division of Public Safety Operations Manager		✓
176				Employment Advertising Coordinator		✓
177				Grants Development Officer		✓
178				Museum Shop Manager		✓
179				Office Manager	✓	
180				Parking Transportation Services Administrator		✓
181				Properties Manager		✓
182				Supply Manger		✓
183						
184				ADMISSIONS AND STUDENT RECORDS SERVICES		
185				<i>Graduate Admissions</i>		
186						
187				Graduate Admissions Director		✓
188				Graduate Records Director	✓	
189				Graduate Admissions Associate	✓	
190				Graduate Admissions Assistant	✓	
191						
192				<i>Undergraduate Admissions</i>		
193						
194				Senior Associate Director - Admissions		✓
195				Associate Director - Admissions	✓	
196				Senior Admissions Officer	✓	
197				Admissions Officer	✓	
198				Admissions Counselor	✓	

Job Title Study
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	A	B	C	D	E	F
199						
200		<i>Registrar services</i>				
201						
202				Associate Registrar		✓
203				Assistant Registrar - Scheduling	✓	
204				Associate Scheduling Officer	✓	
205				Assistant Scheduling Officer	✓	
206				Assistant Registrar	✓	
207				Degree Auditor	✓	
208				Assistant Degree Auditor	✓	
209						
210		<i>Registrar - Regional Campus</i>				
211						
212				Campus Registrar		✓
213				Asst.Registrar/Counselor-Regional Campus	✓	
214				Assistant Registrar - Regional Campus	✓	
215						
216		<i>'Admissions and Student Record Services' Job Family Titles Without a Series</i>				
217						
218				Registrar - Credit Programs		✓
219				Registrar - School of Law		✓
220						
221		COMMUNICATION SERVICES				
222		<i>Photography</i>				
223						
224				Photographer III		✓
225				Photographer II	✓	
226				Photographer I	✓	
227						
228		<i>Audio Visual Technician</i>				
229						
230				Manager-Audio Visual Technology		✓
231				Media Technician III	✓	
232				Audio Visual Technician II	✓	
233				Audio Visual Technician I	✓	
234						
235		<i>Graphic Designer/Illustrator</i>				
236						
237				Graphic Designer/Illustrator III		✓
238				Graphic Designer/Illustrator II	✓	
239				Graphic Designer/Illustrator I	✓	
240						

Job Title Study
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	A	B	C	D	E	F
241		<i>Writer/Editor</i>				
242						
243			Writer/Editor IV			✓
244			Writer/Editor III		✓	
245			Writer/Editor II		✓	
246						
247		<i>Publicity/Marketing</i>				
248						
249			Publicity/Marketing Director			✓
250			Publicity/Marketing Manager		✓	
251			Publicity/Marketing Administrator		✓	
252			Publicity/Marketing Coordinator		✓	
253						
254		<i>Theater Production</i>				
255						
256			Theater Production Manager			✓
257			Theater Production Technician		✓	
258						
259		<i>Educational Media</i>				
260						
261			Educational Media Associate			✓
262			Educational Media Assistant		✓	
263						
264		<i>Media Producer</i>				
265						
266			Manager-Video Design Services			✓
267			Media Producer III		✓	
268			Media Producer II		✓	
269			Media Producer I		✓	
270						
271		<i>Media Services</i>				
272						
273			Media Services Manager II			✓
274			Media Services Manager I		✓	
275						
276		<i>Instructional Developer</i>				
277						
278			Manager-Instructional Development Services			✓
279			Instructional Developer II		✓	
280			Instructional Developer I		✓	
281						
282		<i>Art Design</i>				
283						
284			Creative Services Director			✓
285			Senior Art Designer		✓	
286						

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	A	B	C	D	E	F
287		<i>Communication Services' Job Family Titles Without a Series</i>				
288						
289				Artistic Program Director		✓
290				Biological Illustrator/Academic Coordinator		✓
291				Manager-Performing Arts Operations		✓
292				Manager-Theater Operations		✓
293				Media Communications Director		✓
294				Media Specialist V		✓
295				Museum Exhibit Designer		✓
296				Publications Editor		✓
297				Senior University Relations Associate		✓
298				eLearning Developer 3		✓
299				eLearning Developer 2	✓	
300				eLearning Developer 1	✓	
301						
302	CURATORIAL/ARCHIVAL SERVICES					
303	<i>Curatorial/Archival' Job Family Without a Series</i>					
304						
305				Art Museum Registrar		✓
306				Curator-Fine Arts Visual Resources Collection		✓
307				Curator - Art Museum Education		✓
308				Curator of Art Collections		✓
309						
310	DATA PROCESSING SERVICES					
311	<i>Production technician</i>					
312						
313				Production Technical Analyst IV		✓
314				Production Technical Analyst III	✓	
315				Production Technical Analyst II	✓	
316				Production Technical Analyst Trainee	✓	
317						
318	<i>Computer Programmer</i>					
319						
320				Senior Computer Programmer/Analyst		✓
321				Computer/Programmer/Analyst II	✓	
322				Computer Programmer/Analyst I	✓	
323						
324	<i>Network Technician</i>					
325						
326				Network Technician 4		✓
327				Network Technician 3	✓	
328				Network Technician 2	✓	
329				Network Technician 1	✓	
330						

Job Title Study
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	A	B	C	D	E	F
331				<i>Computer Technical Support Consultant</i>		
332						
333				Computer Tech Support Consultant 4		✓
334				Computer Tech Support Consultant 3	✓	
335				Computer Tech Support Consultant 2	✓	
336				Computer Tech Support Consultant 1	✓	
337						
338				<i>Network Consultant</i>		
339						
340				Network Consultant 4		✓
341				Network Consultant 3	✓	
342				Network Consultant 2	✓	
343				Network Consultant 1	✓	
344						
345				<i>Operating Systems Programmer/Analyst</i>		
346						
347				Operating Systems Programmer/Analyst 4		✓
348				Operating Systems Programmer/Analyst 3	✓	
349				Operating Systems Programmer/Analyst 2	✓	
350				Operating Systems Programmer/Analyst 1	✓	
351						
352				<i>Computer Lab Coordinator</i>		
353						
354				Manager of Computer Services		✓
355				Computer Lab Coordinator II	✓	
356				Computer Lab Coordinator I	✓	
357						
358				<i>Database Programmer</i>		
359						
360				Database Manager		✓
361				Database Programmer/Analyst	✓	
362				Database Programmer	✓	
363						
364				<i>Microcomputer Support Consultant</i>		
365						
366				Microcomputer Support Consultant II	✓	
367				Microcomputer Support Consultant I	✓	
368						
369				<i>Database Administrator</i>		
370						
371				Senior Database Administrator		✓
372				Database Administrator II	✓	
373				Database Administrator I	✓	
374						

Job Title Study
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	A	B	C	D	E	F
375				<i>Information Systems Analyst</i>		
376						
377				Information Systems Analyst III	✓	
378				Information Systems Analyst II	✓	
379				Information Systems Analyst I	✓	
380						
381				<i>Systems Administrator</i>		
382						
383				Systems Administrator II	✓	
384				Systems Administrator I	✓	
385						
386				<i>Computer Manager</i>		
387						
388				Computer Manager		✓
389				Assistant Computer Manger	✓	
390						
391				<i>Data Processing Services' Job Family Without a Series</i>		
392						
393				Computer Engineer		✓
394				Computer Systems Manager - Engineering		✓
395				Computer Technician		✓
396				Dir of Computing Serv - Regional Campus		✓
397				Manager Techical Projects		✓
398				Network Computer Operations Manager		✓
399				Tech Communications and Records Asst		✓
400				Technical Records Coordinator		✓
401						
402				DINING SERVICES		
403				<i>Dining Services Manager</i>		
404						
405				Assistant Director - Dining Services		✓
406				Dining Services Area Manager	✓	
407				Dining Services Area Assistant Manager	✓	
408				Dining Services Management Trainee	✓	
409						
410				<i>Dining Services' Job Family Without a Series</i>		
411						
412				Dining Services Production Coordinator		✓
413						
414				EDUCATIONAL SERVICES		
415				<i>Child Development Labs</i>		
416						
417				Master Teacher-Child Development Labs		✓
418				Teacher - Child Development Labs	✓	
419				Asst Teacher - Child Development Labs	✓	

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	A	B	C	D	E	F
420						
421		<i>Program Administration</i>				
422						
423				Executive Program Director		✓
424				Program Director	✓	
425				Program Manager	✓	
426				Program Administrator	✓	
427				Program Coordinator	✓	
428				Program Assistant II	✓	
429				Program Assistant I	✓	
430				Program Aide	✓	
431						
432		<i>Educational Outreach</i>				
433						
434				Program Manager - Educational Outreach		✓
435				Program Specialist - Educational Outreach	✓	
436				Program Asst - Educational Outreach	✓	
437						
438		<i>Continuing Education</i>				
439						
440				Asst Dir - BGS and Non-Degree Programs		✓
441				Continuing Education Program Manager	✓	
442				Asst Prog Manager-Continuing Education	✓	
443				Continuation Education Counselor II	✓	
444				Continuation Education Counselor I	✓	
445						
446		<i>Academic Advisor</i>				
447						
448				Academic Advisory Center Director		✓
449				Academic Advisor II	✓	
450				Academic Advisor I	✓	
451						
452		<i>MBA Program</i>				
453						
454				Program Director - MBA		✓
455				Program Manager - MBA	✓	
456				Program Coordinator - MBA	✓	
457						

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
458		<i>Program Specialist</i>				
459						
460				Program Associate	✓	
461				Program Specialist II	✓	
462				Program Specialist I	✓	
463						
464		<i>CAP Series</i>				
465						
466				Coordinator/Counselor - CAP	✓	
467				Upward Bound Advisor	✓	
468						
469		<i>Educational Services' Job Family Without a Series</i>				
470						
471				Business Consultant		✓
472				Field Coordinator		✓
473				OSD Consultant and Project Manager		✓
474				Program Specialist - 4-H		✓
475				SBA Director/Regional Campus		✓
476				Special Projects Coordinator		✓
477				Specialized Bus and Economic Dev Cons		✓
478				Study Abroad Advisor		✓
479						
480		FACILITIES/GROUND/MAINTENANCE/CUSTODIAL SERVICES				
481		<i>Facilities Professional</i>				
482						
483				Facilities Professional IV		✓
484				Facilities Professional III	✓	
485				Facilities Professional II	✓	
486				Facilities Professional I	✓	
487						
488		<i>Athletic Equipment</i>				
489						
490				Manager - Athletics Equipment Services		✓
491				Equipment/Facilities Manager - Athletics		✓
492				Athletics Equipment Manager		✓
493						
494		<i>Facilities and Space</i>				
495						
496				Facilities and Space Planner		✓
497				Facilities and Space Analyst	✓	
498						

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	A	B	C	D	E	F
499		<i>Facilities/Ground/Maintenance/Custodial Services' Job Family Without a Series</i>				
500						
501				Building Inspection and Compliance Official		✓
502				Building Renovations Project Manager		✓
503				Building Services Manager		✓
504				Facilities Development Manager		✓
505				Housekeeping Development Manager		✓
506				Licensed Architect/Professional Engineer		✓
507				Museum Technician		✓
508				Residence Hall Complex Manager		✓
509				Assistant Manager of Athletic Fields		✓
510						
511		FISCAL SERVICES				
512		<i>Financial</i>				
513						
514				Assistant Finance Director II		✓
515				Assistant Finance Director I	✓	
516				Fiscal Manager	✓	
517				Financial Assistant II	✓	
518				Financial Assistant I	✓	
519						
520		<i>Purchasing</i>				
521						
522				Procurement Contracts Manager		✓
523				Procurement Services Senior Specialist	✓	
524				Purchasing Agent II	✓	
525				Purchasing Agent I	✓	
526						
527		<i>Accounting</i>				
528						
529				University Accountant IV		✓
530				University Accountant III	✓	
531				University Accountant II	✓	
532				University Accountant I	✓	
533						
534		<i>Budget</i>				
535						
536				Associate Director of Budget		✓
537				Budget Analyst III	✓	
538				Budget Analyst II	✓	
539				Budget Analyst I	✓	
540						
541		<i>Budget Services</i>				
542						
543				Manager- Financial Services		✓
544				Budget Specialist	✓	

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	A	B	C	D	E	F
545						
546		<i>Grant & Contracts</i>				
547						
548				Sponsored Programs Team Leader		✓
549				Grants & Contracts Specialist II	✓	
550				Grants & Contracts Specialist I	✓	
551						
552		<i>Fiscal Services' Job Family Without a Series</i>				
553						
554				Bursar - Regional Campus		✓
555				Business Services Supervisor		✓
556				Fiscal Manager - Student Activities and Union Programs		✓
557				Payroll Supervisor		✓
558						
559	HUMAN RESOURCE SERVICES					
560		<i>ODE</i>				
561						
562				Program Associate - ODE		✓
563				Program Assistant - ODE	✓	
564						
565		<i>Benefits</i>				
566						
567				Benefits Officer		✓
568				Assistant Benefits Officer	✓	
569						
570		<i>Training</i>				
571						
572				Training/Development Coordinator		✓
573				Training/Development Specialist	✓	
574						
575		<i>Human Resource Services' Job Family Without a Series</i>				
576						
577				Coordinator - Staff Training & Research		✓
578						
579	INSTITUTIONAL ADVANCEMENT					
580		<i>Alumni Relations</i>				
581						
582				Associate Director - Alumni Relations		✓
583				Alumni Relations Coordinator	✓	
584						
585		<i>Alumni Relations' Job Family Without a Series</i>				
586						
587				Associate Director - Development		✓
588				Development/Alumni Director-Law School		✓
589				Governmental Relations Associate		✓
590				University Relations Associate		✓

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	A	B	C	D	E	F
591						
592				LIBRARY SERVICES		
593				<i>University Library Assistant - LAW</i>		
594						
595				University Library Assistant VI - LAW		✓
596				University Library Assistant V - LAW	✓	
597				University Library Assistant IV - LAW	✓	
598				University Library Assistant III - LAW	✓	
599				University Library Assistant II - LAW	✓	
600				University Library Assistant I - LAW	✓	
601						
602				<i>University Library Assistant</i>		
603						
604				University Library Assistant IV		✓
605				University Library Assistant III	✓	
606				University Library Assistant II	✓	
607				University Library Assistant I	✓	
608						
609				<i>University Librarian</i>		
610						
611				University Librarian IV		✓
612				University Librarian III	✓	
613				University Librarian II	✓	
614				University Librarian I	✓	
615						
616				<i>Library Services' Job Family Without a Series</i>		
617						
618				Area Head-University Connecticut Libraries		✓
619				University Associate Librarian	✓	
620						
621				STUDENT HEALTH SERVICES		
622				<i>Medical Lab</i>		
623						
624				SHS Clinical Laboratory Supervisor		✓
625				SHS Clinical Lab Technologist	✓	
626				SHS Medical Laboratory Assistant I	✓	
627						
628				<i>X-Ray</i>		
629						
630				SHS X-Ray Supervisor		✓
631				SHS X-Ray Technician	✓	
632						
633				<i>Nurse</i>		
634						
635				SHS Nurse/Coordinator	✓	
636				SHS Nurse	✓	

Job Title Study
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	A	B	C	D	E	F
637						
638		Pharmacist				
639						
640				University Pharmacist II		✓
641				University Pharmacist I	✓	
642						
643		APRN				
644						
645				SHS APRN/Coordinator		✓
646				SHS APRN	✓	
647						
648		Psychiatry				
649						
650				SHS Psychiatrist II		✓
651				SHS Psychiatrist I	✓	
652						
653				SHS Psychologist		✓
654				SHS Psychiatric Social Worker	✓	
655						
656		Physician				
657						
658				SHS Psysician II		✓
659				SHS Psysician I	✓	
660						
661				<i>Student Health Services' Job Family Without a Series</i>		
662						
663				SHS Clinical Coordinator		✓
664				SHS Health Educator		✓
665				SHS Information Coordinator		✓
666				SHS Nutritionist		✓
667				SHS Physical Therapist		✓
668						
669				STUDENT SERVICES		
670		Financial Aid				
671						
672				Associate Director - Financial Aid		✓
673				Financial Aid Director - School		✓
674				Financial Aid Officer	✓	
675				Financial Aid Counselor	✓	
676				Financial Aid Analyst	✓	
677						
678				<i>Student Activities Coordinator</i>		
679						
680				Student Activities Coord.-Regional Campus		✓
681				Student Activities Program Coordinator II		✓
682				Student Activities Program Coordinator I	✓	

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	A	B	C	D	E	F
683						
684				<i>Career Counseling</i>		
685						
686				Associate Director - Career Services		✓
687				Program Coord.-Cooperative Education	✓	
688				Career Consultant	✓	
689				Career Resources Center Coordinator	✓	
690				Career Counselor	✓	
691						
692				<i>Deferment</i>		
693						
694				Deferment/Collection Officer		✓
695				Deferment Officer	✓	
696				Deferment Counselor	✓	
697						
698				<i>Student Employment</i>		
699						
700				Student Employment Officer		✓
701				Student Employment Counselor	✓	
702						
703				<i>DRL Room Assignments</i>		
704						
705				Associate Director - Housing Services		✓
706				Assistant Director - DRL Assignments	✓	
707				Assignments Coordinator	✓	
708						
709				<i>Orientation Services</i>		
710						
711				Coordinator - Orientation Services		✓
712				Assistant Orientation Coordinator	✓	
713						
714				<i>Residence Hall Community</i>		
715						
716				Residence Hall Complex Coordinator		✓
717				Community Director	✓	
718						
719				<i>Assistant to the Dean of Students</i>		
720						
721				Assistant to the Dean Of Students		✓
722				Asst.to Dean of Students-Regional Campus		✓
723						
724				<i>Placement-School of Law</i>		
725						
726				Placement Director - School of Law		✓
727				Asst. Placement Director-School of Law	✓	
728						

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	A	B	C	D	E	F
729		<i>Student Services' Job Family Without a Series</i>				
730						
731				Academic Counselor/Coordinator		✓
732				Admissions Director - Regional Campus		✓
733				Asc Dir-Student Activ/Union-Administration		✓
734				Assoc.Dir.of Students Develop.and Learning		✓
735				Associate Director of Enrollment/Outreach - Stamford		✓
736				Asst Dean of Students		✓
737				Asst. Director of Student Union Operations		✓
738				Coordinator-Residence Hall Personnel		✓
739				Counselor		✓
740				Cultural Center Assistant		✓
741				International Advisor		✓
742				Residence Hall Director		✓
743				Sign Language Interpreter		✓
744				Student Activities/Union Program Advisor		✓
745				Substance Abuse Prevention Educator		✓
746						
747	TECHNICAL/LABORATORY/RESEARCH SERVICES					
748	<i>Laboratory Services</i>					
749						
750				Manager of Research Laboratory Services		✓
751				Manager of Laboratory Services		✓
752				Laboratory Supervisor	✓	
753				Laboratory Technician III	✓	
754				Laboratory Technician II	✓	
755				Laboratory Technician I	✓	
756						
757	<i>Technical Laboratory Services</i>					
758						
759				Technical Laboratory Manager		✓
760				Technical Associate	✓	
761				Technical Assistant III	✓	
762				Technical Assistant II	✓	
763				Technical Assistant I	✓	
764						
765	<i>Animal Care</i>					
766						
767				Animal Care Manager		✓
768				Animal Care Specialist	✓	
769				Research Laboratory Aide	✓	
770						

Job Title Study
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	A	B	C	D	E	F
771		<i>Electronic Design</i>				
772						
773				Technical Shop Engineer/Manager		✓
774				Electronics Engineer		✓
775				Electronic Design Technician III	✓	
776				Electronic Design Technician II	✓	
777				Electronic Design Technician I	✓	
778						
779		<i>Mechanical Design/Machine Shop</i>				
780						
781				Mechanical/Computer Instrumental Engr.		✓
782				Machine Shop Engineer/Manager	✓	
783				Senior Machine Shop Engineer	✓	
784				Specialized Design Technician	✓	
785				Mechanical Design Technician II	✓	
786				Mechanical Design Technician I	✓	
787						
788		<i>Environmental Health & Safety</i>				
789						
790				Environmental Health & Safety Manager		✓
791				Environmental Health and Safety Senior Specialist	✓	
792				Environmental Health & Safety Specialist II	✓	
793				Environmental Health & Safety Specialist I	✓	
794				Environmental Health & Safety Technician	✓	
795						
796		<i>Environmental Compliance</i>				
797						
798				Senior Environmental Compliance Professional		✓
799				Environmental Compliance Professional	✓	
800				Environmental Compliance Analyst	✓	
801						
802		<i>Farm Services</i>				
803						
804				Manager - Farm Services		✓
805				Farm Manager	✓	
806						
807		<i>Technical/Laboratory/Research Services' Without a Series</i>				
808						
809				Costume Shop Manager		✓
810				Laboratory Assistant	✓	
811				Manager - Growth Operations		✓
812				Manager of Scientific Collections		✓
813				Senior Research Librarian		✓
814						

Job Title Study
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	A	B	C	D	E	F
815				OTHER PROFESSIONAL TITLES		
816						
817				<i>University Staff Professional Staff Series</i>		
818						
819				University Staff Professional VI	✓	
820				University Staff Professional V	✓	
821				University Staff Professional IV	✓	
822				University Staff Professional III	✓	
823				University Staff Professional II	✓	
824				University Staff Professional I	✓	
825						
826				<i>University Technician Series</i>		
827						
828				University Technician II	✓	
829				University Technician I	✓	
830						
831				<i>University Educational Assistants Series (Confidential)</i>		
832						
833				University Educational Assistant 1		✓
834				University Educational Assistant 2	✓	
835				University Educational Assistant 3	✓	
836						
837				<i>Research Series</i>		
838						
839				Research Assistant 3		✓
840				Research Assistant 2	✓	
841				Research Assistant 1	✓	
842						
843				Research Associate 3		✓
844				Research Associate 2	✓	
845				Research Associate 1	✓	
846						
847				<i>Academic Assistant Series</i>		
848						
849				Academic Assistant 5		✓
850				Academic Assistant 4	✓	
851				Academic Assistant 3	✓	
852				Academic Assistant 2	✓	
853				Academic Assistant 1	✓	
854						

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
855		Unclassified Titles Without Promotional Opportunity				
856						
857				Fiscal Administrative Officer		✓
858				Specialist IA		✓
859				Specialist IIA		✓
860				Specialist IIIA		✓
861				Specialist IVA		✓
862				University Assistant Director		✓
863						

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
864		EEO 4 - EEO 7 Classified				
865		Each position classification authorized by the Department of Administrative Services or established by statute is arranged into lines of progression that depict the order of jobs through which an employee may advance in the State Merit System. In certain classification series there may be additional progressions represented in the University of Connecticut Professional Employees Association bargaining unit and therefore such titles will not be identified as being without promotional opportunity. Titles without promotional opportunity are listed separately at the end of this study.				
866						
867						
868						
869						
870		Please note that the classification listing identifies the non-promotional titles as the first listing in a series, followed by all related titles that are considered promotional.				
871		SERIES CATEGORY			PROMOTIONAL	NON-PROMOTIONAL
872						
873		<i>Accounting Series</i>				
874						
875			Accountant		✓	
876			Assistant Accountant			✓
877						
878		<i>Agricultural Series</i>				
879						
880			Farm Supervisor			✓
881			Agricultural Worker 2		✓	
882			Agricultural Worker 1		✓	
883			Agricultural Worker Trainee		✓	
884						
885		<i>Animal Care Series</i>				
886						
887			Animal Care Technician		✓	
888			Animal Care Technician Trainee		✓	
889						
890		<i>Boat Series</i>				
891						
892			Research Vessel Captain			✓
893			Research Vessel Engineer			✓
894						
895		<i>Buildings & Grounds Series</i>				
896						
897			Buildings & Grounds Supervising Patrol Officer			✓
898			Buildings & Grounds Lead Patrol Officer		✓	
899			Buildings & Grounds Patrol Officer		✓	
900						
901		<i>Computer Operations Series</i>				
902						
903			Data Process Op Support Specialist 3		✓	
904			Data Process Op Support Specialist 2		✓	
905			Data Process Op Support Specialist 1		✓	
906			Data Process Op Support Assistant		✓	

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
907						
908		<i>Custodial Series</i>				
909						
910				Building Superintendent 1	✓	
911				Supervising Custodian	✓	
912				Lead Custodian	✓	
913				Custodian	✓	
914						
915		<i>Duplicating Series</i>				
916						
917				Duplicating Services Supervisor 2	✓	
918				Duplicating Services Supervisor 1	✓	
919				Duplicating Technician 2	✓	
920				Duplicating Technician 1	✓	
921				Duplicating Assistant	✓	
922						
923		<i>Electronics Series</i>				
924						
925				Elec Integrated Control Sys Tech (IC)	✓	
926				Elec Integrated Control Sys Tech (BS)	✓	
927				Lead Electronics Technician	✓	
928				Electronics Technician 2	✓	
929				Electronics Technician 1	✓	
930						
931		<i>Extension Program Series</i>				
932						
933				Extension Program Coordinator	✓	
934				Extension Program Liaison	✓	
935						
936		<i>Fire Series</i>				
937						
938				University Fire Captain		✓
939				Fire Lieutenant	✓	
940				Fire Inspector		✓
941				Firefighter	✓	
942				Protective Services Trainee - Fire	✓	
943						

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
944		<i>General Clerical Series</i>				
945						
946				Unit Supervisor	✓	
947				Head Clerk	✓	
948				Office Assistant	✓	
949				Clerk Typist	✓	
950				Clerk	✓	
951						
952		<i>Mail Series</i>				
953						
954				Mail Services Supervisor 2		✓
955				Mail Services Supervisor 1	✓	
956				Lead Mail Handler	✓	
957				Mail Handler	✓	
958				Mail Handler Trainee	✓	
959						
960		<i>Maintenance Series - Automotive</i>				
961						
962				Maintenance Supervisor 2 (Automotive)		✓
963				Maintenance Supervisor 1 (Automotive)	✓	
964				Qualified Craft Worker (Automotive)	✓	
965				General Trades Worker	✓	
966				QCW Intern	✓	
967				Skilled Maintainer	✓	
968						
969		<i>Maintenance Series - Carpentry</i>				
970						
971				Maintenance Supervisor 2 (Carpentry)		✓
972				Maintenance Supervisor 1 (Carpentry)	✓	
973				Qualified Craft Worker (Carpentry)	✓	
974				General Trades Worker	✓	
975				QCW Intern	✓	
976				Skilled Maintainer	✓	
977						
978		<i>Maintenance Series - Electrical</i>				
979						
980				Maintenance Supervisor 2 (Electrical)		✓
981				Maintenance Supervisor 1 (Electrical)	✓	
982				Qualified Craft Worker (Electrical)	✓	
983				General Trades Worker	✓	
984				Power Distribution Electrician		✓
985				QCW Intern	✓	
986				Skilled Maintainer	✓	
987						

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
988		<i>Maintenance Series - General</i>				
989						
990				Maintenance Supervisor 2 (General)		✓
991				Maintenance Supervisor 1 (General)	✓	
992				Qualified Craft Worker (Glazier)	✓	
993				Qualified Craft Worker (Locksmith)	✓	
994				Qualified Craft Worker (Carpentry)	✓	
995				Qualified Craft Worker (Electrical)	✓	
996				Qualified Craft Worker (HVACR)	✓	
997				Qualified Craft Worker (Machine Shop)	✓	
998				Qualified Craft Worker (Masonry)	✓	
999				Qualified Craft Worker (Painting)	✓	
1000				Qualified Craft Worker (Plumb & Steamfit)	✓	
1001				Qualified Craft Worker (Tinsmith)	✓	
1002				Qualified Craft Worker (Welding)	✓	
1003				General Trades Worker	✓	
1004				QCW Intern	✓	
1005				Skilled Maintainer	✓	
1006				Maintainer	✓	
1007						
1008		<i>Maintenance Series - Glazing</i>				
1009						
1010				Maintenance Supervisor 1 (Glazier)	✓	
1011				Qualified Craft Worker (Glazier)	✓	
1012				General Trades Worker	✓	
1013				QCW Intern	✓	
1014				Skilled Maintainer	✓	
1015				Maintainer	✓	
1016						
1017		<i>Maintenance Series - Grounds</i>				
1018						
1019				Maintenance Supervisor 2 (Grounds)		✓
1020				Maintenance Supervisor 1 (Grounds)	✓	
1021				General Trades Worker	✓	
1022				QCW Intern	✓	
1023				Skilled Maintainer	✓	
1024				Maintainer	✓	
1025						
1026		<i>Maintenance Series - HVACR</i>				
1027						
1028				Maintenance Supervisor 2 (HVACR)		✓
1029				Maintenance Supervisor 1 (HVACR)	✓	
1030				Qualified Craft Worker (HVACR)	✓	
1031				General Trades Worker	✓	
1032				QCW Intern	✓	
1033				Skilled Maintainer	✓	

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
1034				Maintainer	✓	
1035						

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
1036		<i>Maintenance Series - Locksmith</i>				
1037						
1038				Maintenance Supervisor 2 (Locksmith)		✓
1039				Maintenance Supervisor 1 (Locksmith)	✓	
1040				Qualified Craft Worker (Locksmith)	✓	
1041				General Trades Worker	✓	
1042				QCW Intern	✓	
1043				Skilled Maintainer	✓	
1044				Maintainer	✓	
1045						
1046		<i>Maintenance Series - Machine Shop</i>				
1047						
1048				Maintenance Supervisor 2 (Machine Shop)		✓
1049				Maintenance Supervisor 1 (Machine Shop)	✓	
1050				Qualified Craft Worker (Machine Shop)	✓	
1051				General Trades Worker	✓	
1052				QCW Intern	✓	
1053				Skilled Maintainer	✓	
1054				Maintainer	✓	
1055						
1056		<i>Maintenance Series - Masonry</i>				
1057						
1058				Maintenance Supervisor 2 (Masonry)		✓
1059				Maintenance Supervisor 1 (Masonry)	✓	
1060				Qualified Craft Worker (Masonry)	✓	
1061				General Trades Worker	✓	
1062				QCW Intern	✓	
1063				Skilled Maintainer	✓	
1064				Maintainer	✓	
1065						
1066		<i>Maintenance Series - Mechanical Equipment</i>				
1067						
1068				Maintenance Supervisor 2 (Plumb & Steam)		✓
1069				Maintenance Supervisor 2 (HVACR)		✓
1070				Maintenance Supervisor 2 (Mech Equip)		✓
1071				Maintenance Supervisor 1 (Plumb & Steam)	✓	
1072				Maintenance Supervisor 1 (HVACR)	✓	
1073				Maintenance Supervisor 1 (Mech Equip)	✓	
1074				Qualified Craft Worker (HVACR)	✓	
1075				Qualified Craft Worker (Plumb & Steam)	✓	
1076				General Trades Worker	✓	
1077				QCW Intern	✓	
1078				Skilled Maintainer	✓	
1079				Maintainer	✓	
1080						
1081		<i>Maintenance Series - Office Equipment</i>				

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
1082						
1083				Maintenance Supervisor 1 (Office Equip)		✓
1084				General Trades Worker	✓	
1085				Skilled Maintainer	✓	

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
1086						
1087		<i>Maintenance Series - Painting</i>				
1088						
1089				Maintenance Supervisor 2 (Painting)		✓
1090				Maintenance Supervisor 1 (Painting)	✓	
1091				Qualified Craft Worker (Painting)	✓	
1092				General Trades Worker	✓	
1093				QCW Intern	✓	
1094				Skilled Maintainer	✓	
1095				Maintainer	✓	
1096						
1097		<i>Maintenance Series - Plumbing & Steamfitting</i>				
1098						
1099				Maintenance Supervisor 2 (Plumb & Steam)		✓
1100				Maintenance Supervisor 1 (Plumb & Steam)	✓	
1101				Qualified Craft Worker (Plumb & Steam)	✓	
1102				General Trades Worker	✓	
1103				QCW Intern	✓	
1104				Skilled Maintainer	✓	
1105				Maintainer	✓	
1106						
1107		<i>Maintenance Series - Roofing</i>				
1108						
1109				Qualified Craft Worker (Roofing)	✓	
1110				General Trades Worker	✓	
1111				QCW Intern	✓	
1112				Skilled Maintainer	✓	
1113				Maintainer	✓	
1114						
1115		<i>Maintenance Series - Sign</i>				
1116						
1117				Qualified Craft Worker (Sign)	✓	
1118				General Trades Worker	✓	
1119				QCW Intern	✓	
1120				Skilled Maintainer	✓	
1121				Maintainer	✓	
1122						
1123		<i>Maintenance Series - Tinsmith</i>				
1124						
1125				Maintenance Supervisor 2 (Tinsmith)		✓
1126				Maintenance Supervisor 1 (Tinsmith)	✓	
1127				Qualified Craft Worker (Tinsmith)	✓	
1128				General Trades Worker	✓	
1129				QCW Intern	✓	
1130				Skilled Maintainer	✓	
1131				Maintainer	✓	

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
1132						
1133		<i>Maintenance Series - Welder</i>				
1134						
1135				Qualified Craft Worker (Welder)	✓	
1136				General Trades Worker	✓	
1137				QCW Intern	✓	
1138				Skilled Maintainer		
1139				Maintainer	✓	
1140						
1141		<i>Payroll Clerical Series</i>				
1142						
1143				Payroll Clerk	✓	
1144				Financial Clerk		✓
1145						
1146		<i>Police Series</i>				
1147						
1148				Police Captain (Unclassified)		✓
1149				Police Lieutenant (Unclassified)	✓	
1150				Police Master Sergeant (Unclassified)	✓	
1151				Police Sergeant (Unclassified)	✓	
1152				Detective (Unclassified)	✓	
1153				Police Officer (Unclassified)	✓	
1154				Protective Services Trainee - Police (Unclassified)	✓	

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
1155						
1156		<i>Power Plant Series</i>				
1157						
1158				Power Plant Supervisor		✓
1159				Lead Power Plant Operator	✓	
1160				Power Plant Operator 2	✓	
1161				Power Plant Operator 1	✓	
1162				Power Plant Trainee	✓	
1163						
1164		<i>Processing Series</i>				
1165						
1166				Processing Technician	✓	
1167				Office Assistant	✓	
1168				Clerk Typist	✓	
1169				Clerk	✓	
1170						
1171		<i>Regular Food Series</i>				
1172						
1173				Dining Room Supervisor		✓
1174				Head Cook	✓	
1175				Food Service Supervisor		✓
1176				Cook	✓	
1177				Baker	✓	
1178				Maintainer	✓	
1179				Assistant Cook	✓	
1180						
1181		<i>Research Technician Series</i>				
1182						
1183				Lead University Research Technician		✓
1184				University Research Technician 2	✓	
1185				University Research Technician 1	✓	
1186						
1187		<i>Secretarial Series</i>				
1188						
1189				Administrative Assistant		✓
1190				Secretary 2	✓	
1191				Secretary 1	✓	
1192				Clerk Typist	✓	
1193						

Job Title Study
October 1, 2015 - September 30, 2016

	A	B	C	D	E	F
1194		<i>Stationary Engineer Series</i>				
1195						
1196				Supervising Stationary Engineer		✓
1197				Lead Stationary Engineer	✓	
1198				Stationary Engineer	✓	
1199				Boiler Tender	✓	
1200						
1201		<i>Storekeeper Series</i>				
1202						
1203				Material Storage Supervisor 2		✓
1204				Material Storage Supervisor 1	✓	
1205				Material Storage Specialist	✓	
1206				Storekeeper	✓	
1207				Storekeeper Assistant	✓	
1208						
1209		<i>Wastewater Treatment Plant Series</i>				
1210						
1211				Water Pollution Treatment Plant Supervisor 1		✓
1212				Water Pollution Control Operator 3	✓	
1213				Water Pollution Treatment Plant Technician	✓	
1214				Water Pollution Control Operator 2	✓	
1215				Water Pollution Control Operator Mechanic	✓	
1216				Water Pollution Control Operator 1	✓	
1217				Water Pollution Control Operator Trainee	✓	
1218						
1219		<u>Classified Titles Without Promotional Opportunity</u>				
1220						
1221				Assistant Accountant		✓
1222				Building & Grounds Patrol Officer (Uconn Dispatcher)		✓
1223				Buildings & Grounds Supervising Patrol Officer		✓
1224				Cash Accounting Clerk		✓
1225				Claims Examiner		✓
1226				Dining Room Supervisor		✓
1227				Duplicating Services Supervisor 2		✓
1228				Farm Supervisor		✓
1229				Financial Clerk		✓
1230				Fiscal Administrative Officer		✓
1231				Food Service Supervisor		✓
1232				Lead University Research Technician		✓
1233				Library Technical Assistant		✓
1234				Mail Services Supervisor 2		✓
1235				Maintenance Supervisor 1 (Glazier)		✓
1236				Maintenance Supervisor 1 (Office Equip)		✓
1237				Maintenance Supervisor 2 (Automotive)		✓
1238				Maintenance Supervisor 2 (Carpentry)		✓
1239				Maintenance Supervisor 2 (Electrical)		✓

Job Title Study
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	A	B	C	D	E	F
1240				Maintenance Supervisor 2 (General)		✓
1241						
1242	Classified Titles Without Promotional Opportunity					
1243						
1244				Maintenance Supervisor 2 (Grounds)		✓
1245				Maintenance Supervisor 2 (HVACR)		✓
1246				Maintenance Supervisor 2 (HVACR)		✓
1247				Maintenance Supervisor 2 (Locksmith)		✓
1248				Maintenance Supervisor 2 (Machine Shop)		✓
1249				Maintenance Supervisor 2 (Masonry)		✓
1250				Maintenance Supervisor 2 (Mech Equip)		✓
1251				Maintenance Supervisor 2 (Painting)		✓
1252				Maintenance Supervisor 2 (Plumb & Steam)		✓
1253				Maintenance Supervisor 2 (Plumb & Steam)		✓
1254				Maintenance Supervisor 2 (Tinsmith)		✓
1255				Material Storage Supervisor 2		✓
1256				Power Plant Supervisor		✓
1257				Purchasing Assistant		✓
1258				Research Vessel Captain		✓
1259				Telecommunications Operator		✓
1260				Telephone Operator		✓
1261				University Arboriculturist		✓
1262				University Driver		✓
1263				University Fire Captain		✓
1264				Police Captain (Unclassified)		✓
1265				Water Pollution Treatment Plant Supervisor 2		✓

Occupational Category Study
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Management Titles

	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
President	614250	585000		
Provost & Executive Vice President	419925	407925		
Vice President & Chief Financial Officer	275000	275000		
Vice President	225750	370800		
Vice Provost	220500	378075		
Dean	215000	418550		
Associate Vice President	165375	270000		
Executive Director	149625	198500		
Assistant Vice President	138897	181400		
Assistant Vice Provost	117000	181910		
Department Head Student Affairs	91050	161700		
University Director	90250	450000		

Faculty Titles

Distinguished Professor	136628	317777		
Extension Professor	126215	126215		
Senior Extension Educator	98526	113072		
Extension Educator	96829	124748		
Assistant Extension Professor	86356	105348		
Professor	84817	324833		
Special Internal Lecturer 3	81209	92752		
Associate Extension Professor	80638	86850		
Instructor	77450	77450		
Associate Ext Educator-in-residence	75117	75117		
Extension Educator-in-residence	74676	74676		
Associate Professor	68825	297532		
Special Internal Lecturer 2	68054	77336		
Special Internal Lecturer 1	65000	70405		
Extension Instructor	63152	90000		
Assistant Ext Educator-in-residence	62757	62757		
Associate Extension Educator	59736	108952		
Assistant Professor	59394	211780		
Assistant Extension Educator	48893	80350		

Durational Titles

Assistant Clinical Professor	64481	142924		
Assistant Professor-in-residence	45000	135000		
Assistant Research Professor	45000	101738		
Associate Clinical Professor	76433	145000		
Associate Professor-in-residence	63501	134624		
Associate Research Professor	72960	158290		
Associate Research Scientist/Scholar	65000	75000		
Clinical Instructor	61000	94411		
Clinical Professor	129133	208444		
Instructor-in-residence	42000	166350		
Lecturer (Non-permanent)	33065	116953		

Occupational Category Study
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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Professor-in-residence	85529	180000		
Research Instructor	47500	47500		
Research Professor	126372	185100		
Research Scientist/Scholar	80000	165000		
Senior Research Scientist/Scholar	61947	61947		
Visiting Assistant Professor	45000	180000		
Visiting Associate Professor	65000	65000		
Visiting Instructor	42600	109553		
Visiting Professor	81643	125000		

Professional Titles

UCPEA

UCP 12

SHS Clinical Coordinator (UCP 12)	87074	250000		
SHS Psychiatrist II (UCP 12)	87074	250000		
SHS Psysician II (UCP 12)	87074	250000		

UCP 11

Area Head-University Connecticut Libraries (UCP 11)	77852	131958		
Assoc. Director of ISI (UCP 11)	77852	131958		
Associate Director - Housing Services (UCP 11)	77852	131958		
Computer Manager (UCP 11)	77852	131958		
Computer Technician (UCP 11)	77852	131958		
Graduate Admissions Director (UCP 11)	77852	131958		
Manager-Instructional Development Services (UCP 11)	77852	131958		
Manager-Video Design Services (UCP 11)	77852	131958		
Network Consultant 4 (UCP 11)	77852	131958		
Network Technician 4 (UCP 11)	77852	131958		
Senior Environmental Compliance Professional (UCP 11)	77852	131958		
SHS Physician I (UCP 11)	77852	131958		
SHS Psychiatrist I (UCP 11)	77852	131958		
Sr Associate Director - Admissions (UCP 11)	77852	131958		
University Accountant IV (UCP 11)	77852	131958		

UCP 10

Asc Dir Enrollmnt/Outreach-STFD (UCP 10)	71513	121188		
Assistant Computer Manger (UCP 10)	71513	121188		
Assistant to the Dean Of Students (UCP 10)	71513	121188		
Associate Director - OSP (UCP 10)	71513	121188		
Associate Director of Budget (UCP 10)	71513	121188		
Computer Tech Support Consultant 4 (UCP 10)	71513	121188		
Creative Services Director (UCP 10)	71513	121188		
Environmental Health & Safety Manager (UCP 10)	71513	121188		
Facilities Professional IV (UCP 10)	71513	121188		
Licensed Architect/Professional Engineer (UCP 10)	71513	121188		
Manager-Audio Visual Technology (UCP 10)	71513	121188		
Manager-Jorgensen Audio Operations (UCP 10)	71513	121188		

Occupational Category Study
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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Manager-Performing Arts Operations (UCP 10)	71513	121188		
Manager-Theater Operations (UCP 10)	71513	121188		
Mechanical/Computer Instrumental Engr. (UCP 10)	71513	121188		
Network Computer Operations Manager (UCP 10)	71513	121188		
Operating Systems Programmer/Analyst 4 (UCP 10)	71513	121188		
Procurement Contracts Manager (UCP 10)	71513	121188		
Public Safety Operations Manager (UCP 10)	71513	121188		
SBA Director/Regional Campus (UCP 10)	71513	121188		
Senior Database Administrator (UCP 10)	71513	121188		
SHS APRN/Coordinator (UCP 10)	71513	121188		
SHS Psychologist (UCP 10)	71513	121188		
Sr Associate Director - RC (UCP 10)	71513	121188		
Sr University Relations Associate (UCP 10)	71513	121188		
University Associate Librarian (UCP 10)	71513	121188		
University Librarian IV (UCP 10)	71513	121188		

UCP 9

Artistic Program Director (UCP 9)	65758	111398		
Assistant Finance Director II (UCP 9)	65758	111398		
Associate Director - Admissions (UCP 9)	65758	111398		
Associate Director - Development (UCP 9)	65758	111398		
Associate Director - Financial Aid (UCP 9)	65758	111398		
Associate Registrar (UCP 9)	65758	111398		
Budget Analyst III (UCP 9)	65758	111398		
Building Inspection and Compliance Official (UCP 9)	65758	111398		
Building Renovations Project Manager (UCP 9)	65758	111398		
Center Director (UCP 9)	65758	111398		
Computer Engineer (UCP 9)	65758	111398		
Curator of Art Collections (UCP 9)	65758	111398		
Database Administrator II (UCP 9)	65758	111398		
Environmental Compliance Professional	65758	111398		
Executive Assistant II (UCP 9)	65758	111398		
Executive Program Director (UCP 9)	65758	111398		
Facilities and Space Planner (UCP 9)	65758	111398		
Facilities Professional III (UCP 9)	65758	111398		
Institutional Research Specialist (Analytics) (UCP 9)	65758	111398		
Machine Shop Engineer/Manager (UCP 9)	65758	111398		
Manager - Athletics Equipment Services (UCP 9)	65758	111398		
Manager Tech Projects (UCP 9)	65758	111398		
Media Communications Director (UCP 9)	65758	111398		
Media Producer III (UCP 9)	65758	111398		
Network Consultant 3 (UCP 9)	65758	111398		
Network Technician 3 (UCP 9)	65758	111398		
Operating Systems Programmer/Analyst 3 (UCP 9)	65758	111398		
OSD Consultant and Project Manager (UCP 9)	65758	111398		
Parking Transportation Services Administrator (UCP 9)	65758	111398		
Production Technical Analyst IV (UCP 9)	65758	111398		
Program Manager - Educational Outreach (UCP 9)	65758	111398		

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Publicity/Marketing Director (UCP 9)	65758	111398		
Senior Internal Auditor (UCP 9)	65758	111398		
SHS APRN (UCP 9)	65758	111398		
SHS Psychiatric Social Worker (UCP 9)	65758	111398		
Sr Computer Programmer/Analyst (UCP 9)	65758	111398		
Technical Laboratory Manager (UCP 9)	65758	111398		
Technical Shop Engineer/Manager (UCP 9)	65758	111398		
Transportation Services Admin (UCP 9)	65758	111398		
University Accountant III (UCP 9)	65758	111398		
University Librarian III (UCP 9)	65758	111398		
UCP 8				
Academic Advisory Center Director (UCP 8)	60578	102594		
Admissions Director - Regional Campus (UCP 8)	60578	102594		
Asc Dir-Student Activ/Union-Administration (UCP 8)	60578	102594		
Assistant Director - Dining Services (UCP 8)	60578	102594		
Assistant Director - DRL Assignments (UCP 9)	60578	102594		
Assistant Finance Director I (UCP 8)	60578	102594		
Assistant Registrar - Scheduling (UCP 8)	60578	102594		
Assistant Registrar (UCP 8)	60578	102594		
Assoc.Dir.of Students Develop.and Learning (UCP 8)	60578	102594		
Associate Director - Career Services (UCP 8)	60578	102594		
Computer Systems Manager - Engineering (UCP 8)	60578	102594		
Computer Tech Support Consultant 3 (UCP 8)	60578	102594		
Computer/Programmer/Analyst II (UCP 8)	60578	102594		
Curator - Art Museum Education (UCP 8)	60578	102594		
Database Manager (UCP 8)	60578	102594		
Development/Alumni Director-Law School (UCP 8)	60578	102594		
Dir of Computing Serv - Regional Campus (UCP 8)	60578	102594		
Environmental Compliance Analyst (UCP 8)	60578	102594		
Executive Assistant I (UCP 8)	60578	102594		
Facilities Development Manager (UCP 8)	60578	102594		
Financial Aid Director - School (UCP 8)	60578	102594		
Housekeeping Development Manager (UCP 8)	60578	102594		
Information Systems Analyst III (UCP 8)	60578	102594		
Instructional Developer II (UCP 8)	60578	102594		
IT Auditor (UCP 8)	60578	102594		
Machine Shop Engineer/Manager (UCP 9)	60578	102594		
Manager - Farm Services (UCP 8)	60578	102594		
Manager- Financial Services (UCP 8)	60578	102594		
Media Producer II (UCP 8)	60578	102594		
Media Specialist V (UCP 8)	60578	102594		
Media Technician III (UCP 8)	60578	102594		
Placement Director - School of Law (UCP 8)	60578	102594		
Program Director - MBA (UCP 8)	60578	102594		
Program Director (UCP 8)	60578	102594		
Purchasing Agent II (UCP 8)	60578	102594		
Registrar - School of Law (UCP 8)	60578	102594		

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Senior Art Designer (UCP 8)	60578	102594		
Senior Machine Shop Engineer (UCP 8)	60578	102594		
Specialized Bus and Economic Dev Cons (UCP 8)	60578	102594		
Systems Administrator II (UCP 8)	60578	102594		
Technical Associate (UCP 8)	60578	102594		
University Library Assistant IV (UCP 8)	60578	102594		
University Library Assistant VI - LAW (UCP 8)	60578	102594		
University Pharmacist II (UCP 8)	60578	102594		
Women's Center Associate Director (UCP 8)	60578	102594		
Writer/Editor IV (UCP 8)	60578	102594		
UCP 7				
Academic Counselor/Coordinantor (UCP 7)	55471	93913		
Administrative Manager II (UCP 7)	55471	93913		
Animal Care Manager (UCP 7)	55471	93913		
Assistant Dean of Students (UCP 7)	55471	93913		
Assistant to Director (UCP 7)	55471	93913		
Associate Director - Alumni Relations (UCP 7)	55471	93913		
Asst Dir - BGS and Non-Degree Programs (UCP 7)	55471	93913		
Asst. Placement Director-School of Law (UCP 7)	55471	93913		
Asst.to Dean of Students-Regional Campus (UCP 7)	55471	93913		
Audio Visual Technician II (UCP 7)	55471	93913		
Budget Analyst II (UCP 7)	55471	93913		
Business Consultant (UCP 7)	55471	93913		
Business Manager II (UCP 7)	55471	93913		
Campus Registrar (UCP 7)	55471	93913		
Computer Tech Support Consultant 2 (UCP 7)	55471	93913		
Continuing Education Program Manager (UCP 7)	55471	93913		
Coordinator - Orientation Services (UCP 7)	55471	93913		
Coordinator - Staff Training & Research (UCP 7)	55471	93913		
Coordinator/Counselor - CAP (UCP 7)	55471	93913		
Coordinator-Residence Hall Personnel (UCP 7)	55471	93913		
Costume Shop Manager (UCP 7)	55471	93913		
Counselor (UCP 7)	55471	93913		
Deferment/Collection Officer (UCP 7)	55471	93913		
Dining Services Area Manager (UCP 7)	55471	93913		
Dining Services Production Coordinator (UCP 7)	55471	93913		
Educational Media Associate (UCP 7)	55471	93913		
Environmental Health & Safety Specialist II (UCP 7)	55471	93913		
Facilities Professional II (UCP 7)	55471	93913		
Farm Manager (UCP 7)	55471	93913		
Fiscal Manager (UCP 7)	55471	93913		
Fiscal Mngr Student Activities and Union Prog (UCP 7)	55471	93913		
Governmental Relations Associate (UCP 7)	55471	93913		
Graduate Records Director (UCP 7)	55471	93913		
Grants & Contracts Specialist II (UCP 7)	55471	93913		
Information Systems Analyst II (UCP 7)	55471	93913		
Institutional Research Analyst II (UCP 7)	55471	93913		

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Instructional Developer I (UCP 7)	55471	93913		
Internal Auditor II (UCP 7)	55471	93913		
International Advisor (UCP 7)	55471	93913		
International Programs Administrator (UCP 7)	55471	93913		
Manager - Growth Operations (UCP 7)	55471	93913		
Manager of Computer Services (UCP 7)	55471	93913		
Manager of Laboratory Services (UCP 7)	55471	93913		
Manager of Research Laboratory Services (UCP 7)	55471	93913		
Manager of Scientific Collections (UCP 7)	55471	93913		
Media Services Manager II (UCP 7)	55471	93913		
Microcomputer Support Consultant II (UCP 7)	55471	93913		
Network Consultant 2 (UCP 7)	55471	93913		
Network Technician 2 (UCP 7)	55471	93913		
Operating Systems Programmer/Analyst 2 (UCP 7)	55471	93913		
Payroll Supervisor (UCP 7)	55471	93913		
Program Associate - ODE (UCP 7)	55471	93913		
Program Associate (UCP 7)	55471	93913		
Program Manager (UCP 7)	55471	93913		
Program Specialist II (UCP 7)	55471	93913		
Properties Manager (UCP 7)	55471	93913		
Publicity/Marketing Manager (UCP 7)	55471	93913		
Residence Hall Complex Coordinator (UCP 7)	55471	93913		
Residence Hall Complex Manager (UCP 7)	55471	93913		
Senior Admissions Officer (UCP 7)	55471	93913		
Senior Research Librarian (UCP 7)	55471	93913		
SHS Clinical Laboratory Supervisor (UCP 7)	55471	93913		
SHS Health Educator (UCP 7)	55471	93913		
SHS Nurse/Coordinator (UCP 7)	55471	93913		
SHS Nutritionist (UCP 7)	55471	93913		
Sign Language Interpreter (UCP 7)	55471	93913		
Substance Abuse Prevention Educator (UCP 7)	55471	93913		
Supply Manger (UCP 7)	55471	93913		
Systems Administrator I (UCP 7)	55471	93913		
Training/Development Coordinator (UCP 7)	55471	93913		
University Accountant II (UCP 7)	55471	93913		
University Librarian II (UCP 7)	55471	93913		
University Library Assistant III (UCP 7)	55471	93913		
University Library Assistant V - LAW (UCP 7)	55471	93913		
University Relations Associate (UCP 7)	55471	93913		
UCP 6				
Academic Advisor II (UCP 6)	50540	85529		
Administrative Manager I (UCP 6)	50540	85529		
Administrative Services Assistant IV (UCP 6)	50540	85529		
Asst. Director of Student Union Operations (UCP 6)	50540	85529		
Asst.Registrar/Counselor-RC (UCP 6)	50540	85529		
Benefits Officer (UCP 6)	50540	85529		
Biological Illustrator/Academic Coord (UCP 6)	50540	85529		

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Budget Analyst I (UCP 6)	50540	85529		
Building Services Manager (UCP 6)	50540	85529		
Business Manager I (UCP 6)	50540	85529		
Career Consultant (UCP 6)	50540	85529		
Community Director (UCP 6)	50540	85529		
Computer Lab Coordinator II (UCP 6)	50540	85529		
Computer Programmer/Analyst I (UCP 6)	50540	85529		
Continuation Education Counselor II (UCP 6)	50540	85529		
Curator-Fine Arts Visual Res Collection (UCP 6)	50540	85529		
Database Administrator I (UCP 6)	50540	85529		
Database Programmer/Analyst (UCP 6)	50540	85529		
Equipment/Facilities Manager - Athletics (UCP 6)	50540	85529		
Facilities and Space Analyst (UCP 6)	50540	85529		
Financial Aid Officer (UCP 6)	50540	85529		
Grants & Contracts Specialist I (UCP 6)	50540	85529		
Grants Development Officer (UCP 6)	50540	85529		
Graphic Designer/Illustrator III (UCP 6)	50540	85529		
Information Systems Analyst I (UCP 6)	50540	85529		
Institutional Research Analyst I (UCP 6)	50540	85529		
Laboratory Supervisor (UCP 6)	50540	85529		
Media Producer I (UCP 6)	50540	85529		
Media Services Manager I (UCP 6)	50540	85529		
Museum Exhibit Designer (UCP 6)	50540	85529		
Production Technical Analyst III (UCP 6)	50540	85529		
Program Administrator (UCP 6)	50540	85529		
Program Coord.-Cooperative Education (UCP 6)	50540	85529		
Program Manager - MBA (UCP 6)	50540	85529		
Program Specialist - 4-H (UCP 6)	50540	85529		
Program Specialist - Educational Outreach (UCP 6)	50540	85529		
Program Specialist I (UCP 6)	50540	85529		
Publicity/Marketing Administrator (UCP 6)	50540	85529		
Registrar - Credit Programs (UCP 6)	50540	85529		
SHS Nurse (UCP 6)	50540	85529		
Special Projects Coordinator (UCP 6)	50540	85529		
Student Employment Officer (UCP 6)	50540	85529		
Study Abroad Advisor (UCP 6)	50540	85529		
Technical Assistant III (UCP 6)	50540	85529		
Training/Development Specialist (UCP 6)	50540	85529		
University Library Assistant IV - LAW (UCP 6)	50540	85529		
University Pharmacist I (UCP 6)	50540	85529		
Upward Bound Advisor (UCP 6)	50540	85529		
Women's Center Assistant Director (UCP 6)	50540	85529		
UCP 5				
Academic Advisor I (UCP 5)	46072	77930		
Administrative Coordinator (UCP 5)	46072	77930		
Administrative Services Specialist III (UCP 5)	46072	77930		
Admissions Officer	46072	77930		

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Alumni Relations Coordinator (UCP 5)	46072	77930		
Animal Care Specialist (UCP 5)	46072	77930		
Art Museum Registrar (UCP 5)	46072	77930		
Assignments Coordinator (UCP 5)	46072	77930		
Assistant Business Manager - Athletics (UCP 5)	46072	77930		
Assistant Orientation Coordinator (UCP 5)	46072	77930		
Assistant Registrar - RC (UCP 5)	46072	77930		
Budget Specialist (UCP 5)	46072	77930		
Business Services Supervisor (UCP 5)	46072	77930		
Career Resources Center Coordinator (UCP 5)	46072	77930		
Computer Lab Coordinator I (UCP 5)	46072	77930		
Continuation Education Counselor I (UCP 5)	46072	77930		
Database Programmer (UCP 5)	46072	77930		
Deferment Officer (UCP 5)	46072	77930		
Dining Services Area Assistant Manager (UCP 5)	46072	77930		
Educational Media Assistant (UCP 5)	46072	77930		
Electronic Design Technician III (UCP 5)	46072	77930		
Electronics Engineer (UCP 5)	46072	77930		
Environmental Health & Safety Specialist I (UCP 5)	46072	77930		
Facilities Professional I (UCP 5)	46072	77930		
Field Coordinator (UCP 5)	46072	77930		
Financial Assistant II (UCP 5)	46072	77930		
Graduate Admissions Associate (UCP 5)	46072	77930		
Laboratory Technician III (UCP 5)	46072	77930		
Master Teacher-Child Development Labs (UCP 5)	46072	77930		
Microcomputer Support Consultant I (UCP 5)	46072	77930		
Museum Shop Manager (UCP 5)	46072	77930		
Office Manager (UCP 5)	46072	77930		
Photographer III (UCP 5)	46072	77930		
Program Coordinator - MBA (UCP 5)	46072	77930		
Program Coordinator (UCP 5)	46072	77930		
Publications Editor (UCP 5)	46072	77930		
Purchasing Agent I (UCP 5)	46072	77930		
Residence Hall Director (UCP 5)	46072	77930		
SHS Information Coordinator (UCP 5)	46072	77930		
SHS Physical Therapist (UCP 5)	46072	77930		
Specialized Design Technician (UCP 5)	46072	77930		
Student Activities Coord.-RC (UCP 5)	46072	77930		
Student Activities Program Coordinator II (UCP 5)	46072	77930		
Technical Assistant II (UCP 5)	46072	77930		
Theater Production Manager (UCP 5)	46072	77930		
Ticket Manager (UCP 5)	46072	77930		
University Accountant I (UCP 5)	46072	77930		
University Librarian I (UCP 5)	46072	77930		
University Library Assistant II (UCP 5)	46072	77930		
University Library Assistant III - LAW (UCP 5)	46072	77930		
Writer/Editor III (UCP 5)	46072	77930		

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
UCP 4				
Administrative Services Assistant III (UCP 4)	43076	72834		
Administrative Services Specialist II (UCP 4)	43076	72834		
Assistant Benefits Officer (UCP 4)	43076	72834		
Assistant Institutional Research Analyst (UCP 4)	43076	72834		
Assistant to Regional Campus Director (UCP 4)	43076	72834		
Associate Scheduling Officer (UCP 4)	43076	72834		
Asst Prog Manager-Continuing Education (UCP 4)	43076	72834		
Bursar - Regional Campus (UCP 4)	43076	72834		
Career Counselor (UCP 4)	43076	72834		
Computer Tech Support Consultant 1 (UCP 4)	43076	72834		
Cultural Center Assistant (UCP 4)	43076	72834		
Deferment Counselor (UCP 4)	43076	72834		
Degree Auditor (UCP 4)	43076	72834		
Electronic Design Technician II (UCP 4)	43076	72834		
Employment Advertising Coordinator (UCP 4)	43076	72834		
Environmental Health & Safety Technician (UCP 4)	43076	72834		
Financial Aid Counselor (UCP 4)	43076	72834		
Graphic Designer/Illustrator II (UCP 4)	43076	72834		
Laboratory Technician II (UCP 4)	43076	72834		
Mechanical Design Technician II (UCP 4)	43076	72834		
Network Consultant 1 (UCP 4)	43076	72834		
Operating Systems Programmer/Analyst 1 (UCP 4)	43076	72834		
Program Assistant II (UCP 4)	43076	72834		
Publicity/Marketing Coordinator (UCP 4)	43076	72834		
SHS Clinical Lab Technologist (UCP 4)	43076	72834		
SHS X-Ray Supervisor (UCP 4)	43076	72834		
Student Activities Program Advisor (UCP 4)	43076	72834		
Student Activities Program Coordinator I (UCP 4)	43076	72834		
Student Employment Counselor (UCP 4)	43076	72834		
Teacher - Child Development Labs (UCP 4)	43076	72834		
Technical Assistant I (UCP 4)	43076	72834		
Theater Production Technician (UCP 4)	43076	72834		
University Library Assistant II - LAW (UCP 4)	43076	72834		
UCP 3				
Admissions Counselor (UCP 3)	41449	70075		
Assistant Degree Auditor (UCP 3)	41449	70075		
Assistant Scheduling Officer (UCP 3)	41449	70075		
Audio Visual Technician I (UCP 3)	41449	70075		
Electronic Design Technician I (UCP 3)	41449	70075		
Financial Aid Analyst (UCP 3)	41449	70075		
Graphic Designer/Illustrator I (UCP 3)	41449	70075		
Laboratory Technician I (UCP 3)	41449	70075		
Mechanical Design Technician I (UCP 3)	41449	70075		
Network Technician 1 (UCP 3)	41449	70075		
Photographer II (UCP 3)	41449	70075		
Production Technical Analyst II (UCP 3)	41449	70075		

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Program Assistant - ODE (UCP 3)	41449	70075		
Program Assistant I (UCP 3)	41449	70075		
Tech Communications and Records Asst (UCP 3)	41449	70075		
Technical Records Coordinator (UCP 3)	41449	70075		
University Library Assistant I (UCP 3)	41449	70075		
Writer/Editor II (UCP 3)	41449	70075		
UCP 2				
Administrative Services Assistant II (UCP 2)	41472	67958		
Administrative Services Specialist I (UCP 2)	41472	67958		
Computer Programmer I (UCP 2)	41472	67958		
Dining Services Management Trainee (UCP 2)	41472	67958		
Museum Technician (UCP 2)	41472	67958		
Photographer I (UCP 2)	41472	67958		
Program Asst - Educational Outreach (UCP 2)	41472	67958		
SHS X-Ray Technician (UCP 2)	41472	67958		
UCP 1				
Asst Teacher - Child Development Labs (UCP 1)	38769	65237		
Box Office Manager (UCP 1)	38769	65237		
Financial Assistant I (UCP 1)	38769	65237		
Graduate Admissions Assistant (UCP 1)	38769	65237		
Laboratory Assistant (UCP 1)	38769	65237		
Production Technical Analyst Trainee (UCP 1)	38769	65237		
Program Aide (UCP 1)	38769	65237		
Research Laboratory Aide (UCP 1)	38769	65237		
SHS Medical Laboratory Assistant I (UCP 1)	38769	65237		
University Library Assistant I - LAW (UCP 1)	38769	65237		
Specialist IVA	122863	400000		
Specialist IIIA	84820	132471		
Specialist IIA	77985	400000		
Specialist IA	40000	298793		
University Assistant Director	94500	221500		
University Staff Professional VI	195092	195092		
University Staff Professional V	161975	163500		
University Staff Professional IV	110000	200000		
University Staff Professional III	90000	180000		
University Staff Professional II	78000	116813		
University Staff Professional I	57750	154350		
University Technician II	86621	92836		
University Technician I	57194	73466		
University Educational Assistant 1	75000	113297		

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
University Educational Assistant 2	45000	78374		
University Educational Assistant 3	42181	60858		
Academic Assistant 5	96202	96202		
Academic Assistant 4	86343	142862		
Academic Assistant 3	71361	94170		
Academic Assistant 2	69872	114843		
Academic Assistant 1	55093	138635		
<i>Durational Titles</i>				
Research Assistant 3	34000	91259		
Research Assistant 2	44556	80000		
Research Assistant 1	41833	107130		
Research Associate 3	91158	93609		
Research Associate 2	60000	81820		
Research Associate 1	46305	124327		

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Minimum Maximum Salary Group Pay Plan

Classified Titles

Secretarial/Clerical Titles

Administrative Assistant	53935	69795	19	CL
Uconn Dispatcher	49005	63864	17	CL
Claims Examiner	46721	61096	16	CL
Processing Technician	46721	61096	16	CL
Secretary 1	42684	56009	14	CL
Secretary 2	46721	61096	16	CL
Payroll Clerk	46721	61096	16	CL
Head Clerk	44601	58489	15	CL
Secretary 1	42684	56009	14	CL
Office Assistant	40901	53663	13	CL
Financial Clerk	38870	49496	12	CL
Cash Accounting Clerk	38870	49496	12	CL
Telecommunications Operator	37736	47873	11	CL
Clerk Typist	36671	46355	10	CL
Clerk	34781	43530	8	CL

Technical/Paraprofessional Titles

Lead University Res Technician	59587	77928	22	TC
Lead Electronics Technician	56252	72323	19	FM
University Res Technician 2	52736	67802	19	TC
Data Processing Operator Support Specialist 3	51441	66764	18	CL
Purchasing Assistant	49005	63864	17	CL
Extension Program Educational Coordinator	48731	61555	17	SH
University Res Technician 1	47967	62095	17	TC
Data Processing Operator Support Specialist 2	44601	58489	15	CL
Extension Program Educational Liaison	42245	53892	14	SH
Data Processing Operator Support Specialist 1	40901	53663	13	CL
Animal Care Technician	39933	52276	13	TC
Animal Care Technician Trainee	32028	38844	7	TC

Qualified Craft Worker Titles

Qualified Craft Worker Mechanic	51163	66238	17	FM
Qualified Craft Worker Electrician	50326	64892	18	TC
Qualified Craft Worker HVAC	50326	64892	18	TC
Qualified Craft Worker Plumber	50326	64892	18	TC
Qualified Craft Worker Automotive	53680	69220	18	FM
Qualified Craft Worker Automotive	47967	62095	17	TC
Qualified Craft Worker Carpenter	47967	62095	17	TC
Qualified Craft Worker Glazer	47967	62095	17	TC
Qualified Craft Worker Locksmith	47967	62095	17	TC
Qualified Craft Worker Machinist	47967	62095	17	TC
Qualified Craft Worker Mason	47967	62095	17	TC
Qualified Craft Worker Painter	47967	62095	17	TC
Qualified Craft Worker Roofing	51206	56075	17	TC
Qualified Craft Worker Sign Making	47967	62095	17	TC

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	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Qualified Craft Worker Tinsmith	47967	62095	17	TC
Qualified Craft Worker Welder	47967	62095	17	TC
Qualified Craft Worker Utility	53644	64892	18	TC
Qualified Craft Worker Intern	41756	54531	14	TC
Protective Services				
Police Captain	81571	109648	21	PS
Police Lieutenant	76914	102059	19	PS
University Fire Captain	73272	97470	18	PS
Police Master Sergeant	66582	88935	16	PS
Fire Lieutenant	63527	84935	15	PS
Police Sergeant	60656	81178	14	PS
Firefighter	59037	77104	13	PS
Detective	59037	77104	13	PS
Police Officer	53540	70449	11	PS
Building Grounds Lead Patrol Officer	40226	53982	5	PS
Protective Services Trainee Fire	40226	53982	5	PS
Protective Services Trainee Police	40226	53982	5	PS
Building Grounds Patrol Officer	40226	53982	5	PS
Service/Maintenance Titles				
University Buildings & Grounds Supervisor	75220	97628	27	TC
Power Plant Supervisor-RC	72972	95110	25	FM
Power Plant Supervisor	72972	95110	25	FM
Super Stat Engineer	72972	95110	25	FM
Wastewater Treatment Supervisor 2	69641	90932	24	FM
Maintenance Supervisor 2 Electrical	65288	85247	24	TC
Maintenance Supervisor 2 HVAC	72250	83217	24	TC
Maintenance Supervisor 2 Plumber	65288	85247	24	TC
Power Plant Operator 2	53680	69220	18	FM
Wastewater Treatment Technician	53680	69220	18	FM
Maintenance Supervisor 2 Automotive	63560	83123	22	FM
Lead Power Plant Operator-RC	61900	79018	21	FM
Maintenance Supervisor 1 Electrician	59587	77928	22	TC
Maintenance Supervisor 1 HVAC	59587	77928	22	TC
Maintenance Supervisor 1 Plumber	59587	77928	22	TC
Maintenance Supervisor 2 Carpenter	59587	77928	22	TC
Maintenance Supervisor 2 General	59587	77928	22	TC
Maintenance Supervisor 2 Grounds	59587	77928	22	TC
Maintenance Supervisor 2 Locksmith	59587	77928	22	TC
Maintenance Supervisor 2 Machinist	59587	77928	22	TC
Maintenance Supervisor 2 Mason	59587	77928	22	TC
Maintenance Supervisor 2 Mechanical Equipment	59587	77928	22	TC
Maintenance Supervisor 2 Painter	59587	77928	22	TC
Maintenance Supervisor 2 Tinsmith	59587	77928	22	TC
Lead Power Plant Operator	59052	75620	20	FM
Elec Integrated Control Sys Tech (IC)	59052	75620	20	FM
Elec Integrated Control Sys Tech B	55361	70892	20	TC

Occupational Category Study
October 1, 2015 - September 30, 2016

	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Master Gardener	45763	59425	16	TC
Maintenance Supervisor 1 Utilities	59587	77928	22	TC
Maintenance Supervisor 1 Automotive	59052	75620	20	FM
Research Vessel Captain	61900	79018	21	TC
Wastewater Treatment Supervisor 1	61900	79018	21	FM
Power Plant Operator 2/2-RC	56252	72323	19	FM
Maintenance Supervisor 1 Automotive	55361	70892	20	TC
Elec Integrated Control Sys Tech (BS)	55361	70892	20	TC
Maintenance Supervisor 1 Carpenter	55361	70892	20	TC
Maintenance Supervisor 1 General	55361	70892	20	TC
Maintenance Supervisor 1 Glazier	55361	70892	20	TC
Maintenance Supervisor 1 Grounds	55361	70892	20	TC
Maintenance Supervisor 1 Locksmith	55361	70892	20	TC
Maintenance Supervisor 1 Machinist	55361	70892	20	TC
Maintenance Supervisor 1 Mason	55361	70892	20	TC
Maintenance Supervisor 1 Mechanical Equipment	55361	70892	20	TC
Maintenance Supervisor 1 Painter	55361	70892	20	TC
Maintenance Supervisor 1 Tinsmith	55361	70892	20	TC
Material Storage Supervisor 3	55361	70892	20	TC
Maintenance Supervisor 1 Office Equipment	55361	70892	20	TC
Maintenance Supervisor 1 Tinsmith	55361	70892	20	TC
Power Distribution Electrician	52736	67802	19	TC
Duplicating Services Supervisor 2	52736	67802	19	TC
Lead Stationary Engineer	52736	67802	19	TC
Mail Services Supervisor 2	52736	67802	19	TC
Power Plant Operator 1/1-RC	51163	66238	17	FM
Farm Supervisor	50326	64892	18	TC
Building Superintendent 1	50326	64892	18	TC
Material Storage Supervisor 2	48860	63001	18	TC
Research Vessel Engineer	53644	64892	18	TC
Wastewater Treatment Plant Mechanic	48860	63001	18	TC
Bldg Gr Pat Officer (UConn Dispatch)	49005	63864	9	PX
Material Storage Supervisor 1	48815	63388	16	FM
Stationary Engineer	48815	63388	16	FM
Dining Room Supervisor	47967	62095	17	TC
Univ Arboriculturist	50326	64892	17	TC
Power Plant Operator 1	46602	60708	15	FM
Duplicating Services Supervisor 1	45763	59425	16	TC
Head Cook	45763	59425	16	TC
Mail Services Supervisor 1	45763	59425	16	TC
Material Storage Supervisor 1	56598	59425	16	TC
University Driver	45763	59425	16	TC
Wastewater Treatment Plant Operator	45763	59425	16	TC
Lead Mail Handler	44542	58167	14	FM
General Trades Worker	43689	56913	15	TC
Agricultural Worker 2	43689	56913	15	TC
Power Plant Operator Trainee	43689	56913	15	TC
Duplicating Technician 1	37917	48251	12	TC

Occupational Category Study
October 1, 2015 - September 30, 2016

	<u>Minimum</u>	<u>Maximum</u>	<u>Salary Group</u>	<u>Pay Plan</u>
Duplicating Technician 2	41756	54531	14	TC
Skilled Maintainer	41756	54531	14	TC
Supervising Custodian	41756	54531	14	TC
Boiler Tender	39933	52276	13	TC
Cook	52276	52276	13	TC
Food Services Supervisor	39933	52276	13	TC
Duplicating Technician 1	37917	48251	12	TC
Storekeeper	40124	48251	12	TC
Agricultural Worker 1	36847	46661	11	TC
Baker	36847	46661	11	TC
Lead Custodian	36847	46661	11	TC
Mail Handler	38890	46661	11	TC
Telephone Operator	36847	46661	11	TC
Agricultural Worker Trainee	34852	43551	9	TC
Assistant Cook	34852	43551	9	TC
Custodian	24741	34125	9	TE
Custodian	34852	43551	9	TC
Mail Handler Trainee	34852	43551	9	TC
Maintainer	43551	43551	9	TC
Storekeeper Assistant	34852	43551	9	TC
Water Pollution Control Operator 3	61900	79018	21	FM
Water Pollution Treatment Plant Technician	59052	75620	20	FM
Water Pollution Control Operator 2	53680	69220	18	FM
Water Pollution Control Operator Mechanic	53680	69220	18	FM
Water Pollution Control Operator 1	48815	63388	16	FM
Water Pollution Control Operator Trainee	44542	58167	14	FM

Management Titles

	<u>Minimum</u>	<u>Maximum</u>
President	577500	577500
Provost & Executive Vice President	325000	325000
Vice President & Chief Operating Officer	250000	250000
Vice President & Chief Financial Officer	250000	250000
Chief Information Officer	230000	230000
Vice President	222197	236496
Chief Financial Officer	193000	193000
Dean	185000	429450
Vice Provost	183664	285004
Associate Dean & Director	182407	190619
Executive Director	170368	178431
Sr. Assoc. to President & Chief of Staff	167984	167984
Associate Vice Provost	151699	197258
Associate Vice President	140000	255000
Assistant Vice President	120000	146300
Assistant Vice Provost	113375	155000
Associate Dean	102544	227621
Department Head Student Affairs	99300	125529
University Director	94413	335000
Assistant Dean	93303	137982
Associate Dean-Students	90000	90000

Faculty Titles

	<u>Minimum</u>	<u>Maximum</u>
Visiting Professor	160000	160000
Clinical Professor	137094	173164
Senior Cooperative Extension Educator	120067	120067
Research Professor	118430	148298
Board of Trustees Distinguished Professor	116738	250329
Visiting Associate Professor	112000	112000
Senior Research Scientist/Scholar	102000	102000
Associate Research Professor	100889	100889
Research Scientist/Scholar	99694	133601
Professor-in-residence	92625	152178
Associate Clinical Professor	91950	108834
Extension Professor	91200	91200
Associate Extension Professor	88945	125067
Associate Research Scientist/Scholar	87850	87850
Special Internal Lecturer 3 Professor	82104	85875
Cooperative Extension Educator	77745	266933
Senior Cooperative Ext Educator-in-residence	76081	106163
Special Internal Lecturer 2	75675	92412
Associate Professor-in-residence	71138	74751
Associate Cooperative Extension Educator	70564	120219
Cooperative Extension Educator-in-residence	68826	93226
Assistant Extension Professor	67511	70527
Extension Instructor-in-residence	67416	103463
Extension Professor-in-residence	67000	67000
Assistant Cooperative Extension Educator	67000	67000
Associate Extension Professor-in-residence	65846	68845
Associate Coop Ext Educator-in-residence	65000	65000
Special Internal Lecturer 1	62958	73936
Associate Professor	62250	65000
Assistant Extension Professor-in-residence	59427	263672
Visiting Instructor	53385	53385
Extension Instructor	53360	53360
Assistant Coop Ext Educator-in-residence	50684	84131
Visiting Assistant Professor	50270	63993
Assistant Research Professor	50000	75000
Research Instructor	49974	82392
Assistant Professor	47500	47500
Assistant Professor-in-residence	47000	161744
Instructor-in-residence	46813	131641
Assistant Clinical Professor	44773	119214
	44000	121000

Professional Titles

UCPEA

	<u>Minimum</u>	<u>Maximum</u>
UCP 12		
SHS Clinical Coordinator (UCP 12)	76617	129882
SHS Psychiatrist II (UCP 12)	76617	129882
SHS Psysician II (UCP 12)	76617	129882
UCP 11		
Area Head-University Connecticut Libraries (UCP 11)	68503	116111
Assoc. Director of ISI (UCP 11)	68503	116111
Associate Director - Housing Services (UCP 11)	68503	116111
Computer Manager (UCP 11)	68503	116111
Computer Technician (UCP 11)	68503	116111
Graduate Admissions Director (UCP 11)	68503	116111
Manager-Instructional Development Services (UCP 11)	68503	116111
Manager-Video Design Services (UCP 11)	68503	116111
Network Consultant 4 (UCP 11)	68503	116111
Network Technician 4 (UCP 11)	68503	116111
SHS Physician I (UCP 11)	68503	116111
SHS Psychiatrist I (UCP 11)	68503	116111
Sr Associate Director - Admissions (UCP 11)	68503	116111
University Accountant IV (UCP 11)	68503	116111
UCP 10		
Asc Dir Enrollmnt/Outreach-STFD (UCP 10)	62925	106634
Assistant Computer Manger (UCP 10)	62925	106634
Assistant to the Dean Of Students (UCP 10)	62925	106634
Associate Director - OSP (UCP 10)	62925	106634
Associate Director of Budget (UCP 10)	62925	106634
Computer Tech Support Consultant 4 (UCP 10)	62925	106634
Creative Services Director (UCP 10)	62925	106634
Environmental Health & Safety Manager (UCP 10)	62925	106634
Facilities Professional IV (UCP 10)	62925	106634
Licensed Architect/Professional Engineer (UCP 10)	62925	106634
Manager-Audio Visual Technology (UCP 10)	62925	106634
Manager-Performing Arts Operations (UCP 10)	62925	106634
Manager-Theater Operations (UCP 10)	62925	106634
Mechanical/Computer Instrumental Engr. (UCP 10)	62925	106634
Network Computer Operations Manager (UCP 10)	62925	106634
Operating Systems Programmer/Analyst 4 (UCP 10)	62925	106634
Procurement Contracts Manager (UCP 10)	62925	106634
Public Safety Operations Manager (UCP 10)	62925	106634
SBA Director/Regional Campus (UCP 10)	62925	106634
Senior Database Administrator (UCP 10)	62925	106634

SHS APRN/Coordinator (UCP 10)	62925	106634
SHS Psychologist (UCP 10)	62925	106634
Sr Associate Director - RC (UCP 10)	62925	106634
University Associate Librarian (UCP 10)	62925	106634
University Librarian IV (UCP 10)	62925	106634

UCP 9

Artistic Program Director (UCP 9)	57861	98021
Assistant Finance Director II (UCP 9)	57861	98021
Associate Director - Admissions (UCP 9)	57861	98021
Associate Director - Development (UCP 9)	57861	98021
Associate Director - Financial Aid (UCP 9)	57861	98021
Associate Registrar (UCP 9)	57861	98021
Budget Analyst III (UCP 9)	57861	98021
Building Inspection and Compliance Official (UCP 9)	57861	98021
Building Renovations Project Manager (UCP 9)	57861	98021
Center Director (UCP 9)	57861	98021
Computer Engineer (UCP 9)	57861	98021
Curator of Art Collections (UCP 9)	57861	98021
Database Administrator II (UCP 9)	57861	98021
Executive Assistant II (UCP 9)	57861	98021
Executive Program Director (UCP 9)	57861	98021
Facilities and Space Planner (UCP 9)	57861	98021
Facilities Professional III (UCP 9)	57861	98021
Manager - Athletics Equipment Services (UCP 9)	57861	98021
Media Communications Director (UCP 9)	57861	98021
Media Producer III (UCP 9)	57861	98021
Network Consultant 3 (UCP 9)	57861	98021
Network Technician 3 (UCP 9)	57861	98021
Operating Systems Programmer/Analyst 3 (UCP 9)	57861	98021
OSD Consultant and Project Manager (UCP 9)	57861	98021
Production Technical Analyst IV (UCP 9)	57861	98021
Program Manager - Educational Outreach (UCP 9)	57861	98021
Publicity/Marketing Director (UCP 9)	57861	98021
Senior Internal Auditor (UCP 9)	57861	98021
SHS APRN (UCP 9)	57861	98021
SHS Psychiatric Social Worker (UCP 9)	57861	98021
Sr Computer Programmer/Analyst (UCP 9)	57861	98021
Technical Laboratory Manager (UCP 9)	57861	98021
Technical Shop Engineer/Manager (UCP 9)	57861	98021
Transportation Services Admin (UCP 9)	57861	98021
University Accountant III (UCP 9)	57861	98021
University Librarian III (UCP 9)	57861	98021

UCP 8

Academic Advisory Center Director (UCP 8)	53303	90274
Admissions Director - Regional Campus (UCP 8)	53303	90274

Asc Dir-Student Activ/Union-Administration (UCP 8)	53303	90274
Assistant Director - Dining Services (UCP 8)	53303	90274
Assistant Director - DRL Assignments (UCP 9)	53303	90274
Assistant Finance Director I (UCP 8)	53303	90274
Assistant Registrar - Scheduling (UCP 8)	53303	90274
Assistant Registrar (UCP 8)	53303	90274
Assoc.Dir.of Students Develop.and Learning (UCP 8)	53303	90274
Associate Director - Career Services (UCP 8)	53303	90274
Computer Systems Manager - Engineering (UCP 8)	53303	90274
Computer Tech Support Consultant 3 (UCP 8)	53303	90274
Computer/Programmer/Analyst II (UCP 8)	53303	90274
Curator - Art Museum Education (UCP 8)	53303	90274
Database Manager (UCP 8)	53303	90274
Development/Alumni Director-Law School (UCP 8)	53303	90274
Dir of Computing Serv - Regional Campus (UCP 8)	53303	90274
Environmental Compliance Analyst (UCP 8)	53303	90274
Executive Assistant I (UCP 8)	53303	90274
Facilities Development Manager (UCP 8)	53303	90274
Financial Aid Director - School (UCP 8)	53303	90274
Housekeeping Development Manager (UCP 8)	53303	90274
Information Systems Analyst III (UCP 8)	53303	90274
Instructional Developer II (UCP 8)	53303	90274
IT Auditor (UCP 8)	53303	90274
Machine Shop Engineer/Manager (UCP 9)	53303	90274
Manager - Farm Services (UCP 8)	53303	90274
Manager- Financial Services (UCP 8)	53303	90274
Media Producer II (UCP 8)	53303	90274
Media Specialist V (UCP 8)	53303	90274
Media Technician III (UCP 8)	53303	90274
Placement Director - School of Law (UCP 8)	53303	90274
Program Director - MBA (UCP 8)	53303	90274
Program Director (UCP 8)	53303	90274
Purchasing Agent II (UCP 8)	53303	90274
Registrar - School of Law (UCP 8)	53303	90274
Senior Art Designer (UCP 8)	53303	90274
Senior Machine Shop Engineer (UCP 8)	53303	90274
Specialized Bus and Economic Dev Cons (UCP 8)	53303	90274
Systems Administrator II (UCP 8)	53303	90274
Technical Associate (UCP 8)	53303	90274
University Library Assistant IV (UCP 8)	53303	90274
University Library Assistant VI - LAW (UCP 8)	53303	90274
University Pharmacist II (UCP 8)	53303	90274
Women's Center Associate Director (UCP 8)	53303	90274
Writer/Editor IV (UCP 8)	53303	90274

UCP 7

Academic Counselor/Coordiantor (UCP 7)	48810	82635
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Administrative Manager II (UCP 7)	48810	82635
Animal Care Manager (UCP 7)	48810	82635
Assistant to Director (UCP 7)	48810	82635
Associate Director - Alumni Relations (UCP 7)	48810	82635
Asst Dir - BGS and Non-Degree Programs (UCP 7)	48810	82635
Asst. Placement Director-School of Law (UCP 7)	48810	82635
Asst.to Dean of Students-Regional Campus (UCP 7)	48810	82635
Audio Visual Technician II (UCP 7)	48810	82635
Budget Analyst II (UCP 7)	48810	82635
Business Consultant (UCP 7)	48810	82635
Business Manager II (UCP 7)	48810	82635
Campus Registrar (UCP 7)	48810	82635
Computer Tech Support Consultant 2 (UCP 7)	48810	82635
Continuing Education Program Manager (UCP 7)	48810	82635
Coordinator - Orientation Services (UCP 7)	48810	82635
Coordinator - Staff Training & Research (UCP 7)	48810	82635
Coordinator/Counselor - CAP (UCP 7)	48810	82635
Coordinator-Residence Hall Personnel (UCP 7)	48810	82635
Costume Shop Manager (UCP 7)	48810	82635
Counselor (UCP 7)	48810	82635
Deferment/Collection Officer (UCP 7)	48810	82635
Dining Services Area Manager (UCP 7)	48810	82635
Dining Services Production Coordinator (UCP 7)	48810	82635
Educational Media Associate (UCP 7)	48810	82635
Environmental Health & Safety Specialist II (UCP 7)	48810	82635
Facilities Professional II (UCP 7)	48810	82635
Farm Manager (UCP 7)	48810	82635
Fiscal Manager (UCP 7)	48810	82635
Fiscal Mngr Student Activities and Union Prog (UCP 7)	48810	82635
Governmental Relations Associate (UCP 7)	48810	82635
Graduate Records Director (UCP 7)	48810	82635
Grants & Contracts Specialist II (UCP 7)	48810	82635
Information Systems Analyst II (UCP 7)	48810	82635
Institutional Research Analyst II (UCP 7)	48810	82635
Instructional Developer I (UCP 7)	48810	82635
Internal Auditor II (UCP 7)	48810	82635
International Programs Administrator (UCP 7)	48810	82635
Manager - Growth Operations (UCP 7)	48810	82635
Manager of Computer Services (UCP 7)	48810	82635
Manager of Laboratory Services (UCP 7)	48810	82635
Manager of Research Laboratory Services (UCP 7)	48810	82635
Manager of Scientific Collections (UCP 7)	48810	82635
Media Services Manager II (UCP 7)	48810	82635
Microcomputer Support Consultant II (UCP 7)	48810	82635
Network Consultant 2 (UCP 7)	48810	82635
Network Technician 2 (UCP 7)	48810	82635
Operating Systems Programmer/Analyst 2 (UCP 7)	48810	82635

Payroll Supervisor (UCP 7)	48810	82635
Program Associate - ODE (UCP 7)	48810	82635
Program Associate (UCP 7)	48810	82635
Program Manager (UCP 7)	48810	82635
Program Specialist II (UCP 7)	48810	82635
Properties Manager (UCP 7)	48810	82635
Publicity/Marketing Manager (UCP 7)	48810	82635
Residence Hall Complex Coordinator (UCP 7)	48810	82635
Residence Hall Complex Manager (UCP 7)	48810	82635
Senior Admissions Officer (UCP 7)	48810	82635
Senior Research Librarian (UCP 7)	48810	82635
SHS Clinical Laboratory Supervisor (UCP 7)	48810	82635
SHS Health Educator (UCP 7)	48810	82635
SHS Nurse/Coordinator (UCP 7)	48810	82635
SHS Nutritionist (UCP 7)	48810	82635
Sign Language Interpreter (UCP 7)	48810	82635
Substance Abuse Prevention Educator (UCP 7)	48810	82635
Supply Manger (UCP 7)	48810	82635
Systems Administrator I (UCP 7)	48810	82635
Training/Development Coordinator (UCP 7)	48810	82635
University Accountant II (UCP 7)	48810	82635
University Librarian II (UCP 7)	48810	82635
University Library Assistant III (UCP 7)	48810	82635
University Library Assistant V - LAW (UCP 7)	48810	82635
University Relations Associate (UCP 7)	48810	82635

UCP 6

Academic Advisor II (UCP 6)	44471	75259
Administrative Manager I (UCP 6)	44471	75259
Administrative Services Assistant IV (UCP 6)	44471	75259
Asst. Director of Student Union Operations (UCP 6)	44471	75259
Asst.Registrar/Counselor-RC (UCP 6)	44471	75259
Benefits Officer (UCP 6)	44471	72259
Biological Illustrator/Academic Coord (UCP 6)	44471	75259
Budget Analyst I (UCP 6)	44471	75259
Building Services Manager (UCP 6)	44471	75259
Business Manager I (UCP 6)	44471	75259
Career Consultant (UCP 6)	44471	75259
Community Director (UCP 6)	44471	75259
Computer Lab Coordinator II (UCP 6)	44471	75259
Computer Programmer/Analyst I (UCP 6)	44471	75259
Continuation Education Counselor II (UCP 6)	44471	75259
Curator-Fine Arts Visual Res Collection (UCP 6)	44471	75259
Database Administrator I (UCP 6)	44471	75259
Database Programmer/Analyst (UCP 6)	44471	75259
Equipment/Facilities Manager - Athletics (UCP 6)	44471	75259
Facilites and Space Analyst (UCP 6)	44471	75259

Financial Aid Officer (UCP 6)	44471	75259
Grants & Contracts Specialist I (UCP 6)	44471	75259
Grants Development Officer (UCP 6)	44471	75259
Graphic Designer/Illustrator III (UCP 6)	44471	75259
Information Systems Analyst I (UCP 6)	44471	75259
Institutional Research Analyst I (UCP 6)	44471	75259
Laboratory Supervisor (UCP 6)	44471	75259
Media Producer I (UCP 6)	44471	75259
Media Services Manager I (UCP 6)	44471	75259
Museum Exhibit Designer (UCP 6)	44471	75259
Production Technical Analyst III (UCP 6)	44471	75259
Program Administrator (UCP 6)	44471	75259
Program Coord.-Cooperative Education (UCP 6)	44471	75259
Program Manager - MBA (UCP 6)	44471	75259
Program Specialist - 4-H (UCP 6)	44471	75259
Program Specialist - Educational Outreach (UCP 6)	44471	75259
Program Specialist I (UCP 6)	44471	75259
Publicity/Marketing Administrator (UCP 6)	44471	75259
Registrar - Credit Programs (UCP 6)	44471	75259
SHS Nurse (UCP 6)	44471	75259
Special Projects Coordinator (UCP 6)	44471	75259
Student Employment Officer (UCP 6)	44471	75259
Study Abroad Advisor (UCP 6)	44471	75259
Technical Assistant III (UCP 6)	44471	75259
Training/Development Specialist (UCP 6)	44471	75259
University Library Assistant IV - LAW (UCP 6)	44471	75259
University Pharmacist I (UCP 6)	44471	75259
Upward Bound Advisor (UCP 6)	44471	75259
Women's Center Assistant Director (UCP 6)	44471	75259

UCP 5

Academic Advisor I (UCP 5)	40539	68571
Administrative Coordinator (UCP 5)	40539	68571
Administrative Services Specialist III (UCP 5)	40539	68571
Alumni Relations Coordinator (UCP 5)	40539	68571
Animal Care Specialist (UCP 5)	40539	68571
Art Museum Registrar (UCP 5)	40539	68571
Assignments Coordinator (UCP 5)	40539	68571
Assistant Business Manager - Athletics (UCP 5)	40539	68571
Assistant Orientation Coordinator (UCP 5)	40539	68571
Assistant Registrar - RC (UCP 5)	40539	68571
Budget Specialist (UCP 5)	40539	68571
Business Services Supervisor (UCP 5)	40539	68571
Career Resources Center Coordinator (UCP 5)	40539	68571
Computer Lab Coordinator I (UCP 5)	40539	68571
Continuation Education Counselor I (UCP 5)	40539	68571
Database Programmer (UCP 5)	40539	68571

Deferment Officer (UCP 5)	40539	68571
Dining Services Area Assistant Manager (UCP 5)	40539	68571
Educational Media Assistant (UCP 5)	40539	68571
Electronic Design Technician III (UCP 5)	40539	68571
Electronics Engineer (UCP 5)	40539	68571
Environmental Health & Safety Specialist I (UCP 5)	40539	68571
Facilities Professional I (UCP 5)	40539	68571
Field Coordinator (UCP 5)	40539	68571
Financial Assistant II (UCP 5)	40539	68571
Graduate Admissions Associate (UCP 5)	40539	68571
Laboratory Technician III (UCP 5)	40539	68571
Master Teacher-Child Development Labs (UCP 5)	40539	68571
Microcomputer Support Consultant I (UCP 5)	40539	68571
Museum Shop Manager (UCP 5)	40539	68571
Office Manager (UCP 5)	40539	68571
Photographer III (UCP 5)	40539	68571
Program Coordinator - MBA (UCP 5)	40539	68571
Program Coordinator (UCP 5)	40539	68571
Publications Editor (UCP 5)	40539	68571
Purchasing Agent I (UCP 5)	40539	68571
Residence Hall Director (UCP 5)	40539	68571
SHS Information Coordinator (UCP 5)	40539	68571
SHS Physical Therapist (UCP 5)	40539	68571
Specialized Design Technician (UCP 5)	40539	68571
Student Activities Coord.-RC (UCP 5)	40539	68571
Student Activities Program Coordinator II (UCP 5)	40539	68571
Technical Assistant II (UCP 5)	40539	68571
Theater Production Manager (UCP 5)	40539	68571
Ticket Manager (UCP 5)	40539	68571
University Accountant I (UCP 5)	40539	68571
University Librarian I (UCP 5)	40539	68571
University Library Assistant II (UCP 5)	40539	68571
University Library Assistant III - LAW (UCP 5)	40539	68571
Writer/Editor III (UCP 5)	40539	68571

UCP 4

Administrative Services Assistant III (UCP 4)	37903	50996
Administrative Services Specialist II (UCP 4)	37903	50996
Assistant Benefits Officer (UCP 4)	37903	64087
Assistant to Regional Campus Director (UCP 4)	37903	50996
Associate Scheduling Officer (UCP 4)	37903	50996
Asst Prog Manager-Continuing Education (UCP 4)	37903	64087
Bursar - Regional Campus (UCP 4)	37903	64087
Career Counselor (UCP 4)	37903	64087
Computer Tech Support Consultant 1 (UCP 4)	37903	64087
Cultural Center Assistant (UCP 4)	37903	64087
Deferment Counselor (UCP 4)	37903	64087

Degree Auditor (UCP 4)	37903	50996
Electronic Design Technician II (UCP 4)	37903	64087
Employment Advertising Coordinator (UCP 4)	37903	50996
Environmental Health & Safety Technician (UCP 4)	37903	64087
Financial Aid Counselor (UCP 4)	37903	64087
Graphic Designer/Illustrator II (UCP 4)	37903	50996
Laboratory Technician II (UCP 4)	37903	64087
Mechanical Design Technician II (UCP 4)	37903	64087
Network Consultant 1 (UCP 4)	37903	64087
Operating Systems Programmer/Analyst 1 (UCP 4)	37903	64087
Program Assistant II (UCP 4)	37903	64087
Publicity/Marketing Coordinator (UCP 4)	37903	50996
SHS Clinical Lab Technologist (UCP 4)	37903	64087
SHS X-Ray Supervisor (UCP 4)	37903	64087
Student Activities Program Advisor (UCP 4)	37903	64087
Student Activities Program Coordinator I (UCP 4)	37903	64087
Student Employment Counselor (UCP 4)	37903	64087
Teacher - Child Development Labs (UCP 4)	37903	64087
Technical Assistant I (UCP 4)	37903	64087
Theater Production Technician (UCP 4)	37903	50996
University Library Assistant II - LAW (UCP 4)	37903	64087

UCP 3

Admissions Counselor (UCP 3)	36471	61660
Assistant Degree Auditor (UCP 3)	36471	61660
Assistant Scheduling Officer (UCP 3)	36471	61660
Audio Visual Technician I (UCP 3)	36471	61660
Electronic Design Technician I (UCP 3)	36471	61660
Financial Aid Analyst (UCP 3)	36471	61660
Graphic Designer/Illustrator I (UCP 3)	36471	61660
Laboratory Technician I (UCP 3)	36471	61660
Mechanical Design Technician I (UCP 3)	36471	61660
Network Technician 1 (UCP 3)	36471	61660
Photographer II (UCP 3)	36471	61660
Production Technical Analyst II (UCP 3)	36471	61660
Program Assistant - ODE (UCP 3)	36471	61660
Program Assistant I (UCP 3)	36471	61660
Tech Communications and Records Asst (UCP 3)	36471	61660
Technical Records Coordinator (UCP 3)	36471	61660
University Library Assistant I (UCP 3)	36471	61660
Writer/Editor II (UCP 3)	36471	61660

UCP 2

Administrative Services Assistant II (UCP 2)	35190	59480
Administrative Services Specialist I (UCP 2)	35190	59480
Computer Programmer I (UCP 2)	35190	59480
Dining Services Management Trainee (UCP 2)	35190	59480

Museum Technician (UCP 2)	35190	59480
Photographer I (UCP 2)	35190	59480
Program Asst - Educational Outreach (UCP 2)	35190	59480
SHS X-Ray Technician (UCP 2)	35190	59480

UCP 1

Asst Teacher - Child Development Labs (UCP 1)	34113	57403
Box Office Manager (UCP 1)	34113	57403
Financial Assistant I (UCP 1)	34113	57403
Graduate Admissions Assistant (UCP 1)	34113	57403
Laboratory Assistant (UCP 1)	34113	57403
Production Technical Analyst Trainee (UCP 1)	34113	57403
Program Aide (UCP 1)	34113	57403
Research Laboratory Aide (UCP 1)	34113	57403
SHS Medical Laboratory Assistant I (UCP 1)	34113	57403
University Library Assistant I - LAW (UCP 1)	34113	57403

Other Professional Titles

Specialist IVA	95441	325000
Specialist IIIA	84746	114754
Specialist IIA	59384	181029
Specialist IA	36500	172314
University Assistant Director	97500	136707
University Staff Professional V	103651	156200
University Staff Professional VI	97641	97641
University Staff Professional IV	95576	197786
University Staff Professional III	80000	156199
University Staff Professional I	63550	80422
University Staff Professional II	60236	101000
University Technician II	47770	85000
University Technician I	38563	72100
University Educational Assistant 1	69270	96758
University Educational Assistant 2	50710	77716
University Educational Assistant 3	33000	52000
Research Assistant 3	47066	90783
Research Assistant 2	39433	67524
Research Assistant 1	32000	64698
Research Associate 3	99516	99516
Research Associate 2	79971	100000
Research Associate 1	45026	86667

Academic Assistant 5	103134	108680
Academic Assistant 4	92850	98820
Academic Assistant 3	50793	97657
Academic Assistant 2	56691	111909
Academic Assistant 1	41043	109370
Fiscal Administrative Officer	58,685	73,656
Accountant	58,685	73,656

CATEGORY	Minimum	Maximum
<i>Management</i>		
Associate Dean-Students	90000	90000
University Director	94413	335000
University Assistant Director	97500	136707
Department Head Student Affairs	99300	125529
Assistant Vice President	113375	155000
Associate Vice President	140000	255000
Dean	165000	429450
Executive Director	170368	178431
Vice President	183664	285004
Chief Financial Officer	193000	193000
Vice President & Chief Operating Officer	250000	250000
Vice President & Chief Financial Officer	250000	250000
Provost & Executive Vice President	325000	325000
President	577500	577599
<i>Confidential</i>		
University Educational Assistant 1	69270	96768
University Educational Assistant 2	50710	77716
University Educational Assistant 3	33000	52000
University Staff Professional VI	97641	97641
University Staff Professional V	103651	156200
University Staff Professional IV	95576	197786
University Staff Professional III	80000	156199
University Staff Professional II	60236	101000
University Staff Professional I	63550	80422
University Technician II		
University Technician I	38563	72100

JOB FAMILY	Minimum	Maximum
ADMINISTRATIVE SERVICES		
<i>Box Office Series</i>		
Box Office Manager (UCP 1)	34113	57403
Ticket Manager (UCP 5)	40539	68571
<i>Administrative Services</i>		
Administrative Services Assistant II (UCP 2)	35190	59480
Administrative Services Assistant III (UCP 4)	37903	50996
Administrative Services Assistant IV (UCP 6)	44471	75259
Executive Assistant I (UCP 8)	53303	90274
Executive Assistant II (UCP 9)	57861	98021
<i>Administrative Specialist</i>		
Administrative Services Specialist I (UCP 2)	35190	59480
Administrative Services Specialist II (UCP 4)	37903	50996
Administrative Services Specialist III (UCP 5)	40539	68571
<i>Assistant to the Director</i>		
Assistant to Regional Campus Director (UCP 4)	37903	50996
Assistant to Director (UCP 7)	48810	82635
Sr Associate Director - RC (UCP 10)	62925	106634
<i>Administrative Coordinator/Manager</i>		
Administrative Coordinator (UCP 5)	40539	68571
Administrative Manager I (UCP 6)	44471	75259
Administrative Manager II (UCP 7)	48810	82635
<i>Business Manager</i>		
Business Manager I (UCP 6)	44471	75259
Business Manager II (UCP 7)	48810	82635
<i>Institutional Research</i>		
Institutional Research Analyst I (UCP 6)	44471	75259
Institutional Research Analyst II (UCP 7)	48810	82635
<i>Center Series</i>		
Women's Center Assistant Director (UCP 6)	44471	75259
Women's Center Associate Director (UCP 8)	53303	90274
Center Director (UCP 9)	57861	98021
<i>Internal Auditing</i>		

JOB FAMILY	Minimum	Maximum
Internal Auditor II (UCP 7)	48810	82635
IT Auditor (UCP 8)	53303	90274
Senior Internal Auditor (UCP 9)	57861	98021
<i>'Administrative Services' Job Family Titles Without a Series</i>		
Employment Advertising Coordinator (UCP 4)	37903	50996
Assistant Business Manager - Athletics (UCP 5)	40539	68571
Museum Shop Manager (UCP 5)	40539	68571
Office Manager (UCP 5)	40539	68571
Grants Development Officer (UCP 6)	44471	75259
Properties Manager (UCP 7)	48810	82635
Supply Manger (UCP 7)	48810	82635
Transportation Services Admin (UCP 9)	57861	98021
Associate Director - OSP (UCP 10)	62925	106634
Public Safety Operations Manager (UCP 10)	62925	106634
Asc Dir Enrollmnt/Outreach-STFD (UCP 10)	62925	106634
Assoc. Director of ISI (UCP 11)	68503	116111
ADMISSIONS AND STUDENT RECORDS SERVICES		
<i>Graduate Admissions</i>		
Graduate Admissions Assistant (UCP 1)	34113	57403
Graduate Admissions Associate (UCP 5)	40539	68571
Graduate Records Director (UCP 7)	48810	82635
Graduate Admissions Director (UCP 11)	68503	116111
<i>Undergraduate Admissions</i>		
Admissions Counselor (UCP 3)	36471	61660
Senior Admissions Officer (UCP 7)	48810	82635
Associate Director - Admissions (UCP 9)	57861	98021
Sr Associate Director - Admissions (UCP 11)	68503	116111
<i>Registrar services</i>		
Assistant Degree Auditor (UCP 3)	36471	61660
Assistant Scheduling Officer (UCP 3)	36471	61660
Degree Auditor (UCP 4)	37903	50996
Associate Scheduling Officer (UCP 4)	37903	50996
Assistant Registrar - Scheduling (UCP 8)	53303	90274
Assistant Registrar (UCP 8)	53303	90274
Associate Registrar (UCP 9)	57861	98021
<i>Registrar - Regional Campus</i>		
Assistant Registrar - RC (UCP 5)	40539	68571
Asst.Registrar/Counselor-RC (UCP 6)	44471	75259

JOB FAMILY	Minimum	Maximum
Campus Registrar (UCP 7)	48810	82635
<i>'Admissions and Student Record Services' Job Family Titles Without a Series</i>		
Registrar - Credit Programs (UCP 6)	44471	75259
Registrar - School of Law (UCP 8)	53303	90274
COMMUNICATION SERVICES		
<i>Photography</i>		
Photographer I (UCP 2)	35190	59480
Photographer II (UCP 3)	36471	61660
Photographer III (UCP 5)	40539	68571
<i>Audio Visual Technician</i>		
Audio Visual Technician I (UCP 3)	36471	61660
Audio Visual Technician II (UCP 7)	48810	82635
Media Technician III (UCP 8)	53303	90274
Manager-Audio Visual Technology (UCP 10)	62925	106634
<i>Graphic Designer/Illustrator</i>		
Graphic Designer/Illustrator I (UCP 3)	36471	61660
Graphic Designer/Illustrator II (UCP 4)	37903	50996
Graphic Designer/Illustrator III (UCP 6)	44471	75259
<i>Writer/Editor</i>		
Writer/Editor II (UCP 3)	36471	61660
Writer/Editor III (UCP 5)	40539	68571
Writer/Editor IV (UCP 8)	53303	90274
<i>Publicity/Marketing</i>		
Publicity/Marketing Coordinator (UCP 4)	37903	50996
Publicity/Marketing Administrator (UCP 6)	44471	75259
Publicity/Marketing Manager (UCP 7)	48810	82635
Publicity/Marketing Director (UCP 9)	57861	98021
<i>Theater Production</i>		
Theater Production Technician (UCP 4)	37903	50996
Theater Production Manager (UCP 5)	40539	68571
<i>Educational Media</i>		
Educational Media Assistant (UCP 5)	40539	68571
Educational Media Associate (UCP 7)	48810	82635

JOB FAMILY	Minimum	Maximum
<i>Media Producer</i>		
Media Producer I (UCP 6)	44471	75259
Media Producer II (UCP 8)	53303	90274
Media Producer III (UCP 9)	57861	98021
Manager-Video Design Services (UCP 11)	68503	116111
<i>Media Services</i>		
Media Services Manager I (UCP 6)	44471	75259
Media Services Manager II (UCP 7)	48810	82635
<i>Instructional Developer</i>		
Instructional Developer I (UCP 7)	48810	82635
Instructional Developer II (UCP 8)	53303	90274
Manager-Instructional Development Services (UCP 11)	68503	116111
<i>Art Design</i>		
Senior Art Designer (UCP 8)	53303	90274
Creative Services Director (UCP 10)	62925	106634
<i>Communication Services' Job Family Titles Without a Series</i>		
Manager-Theater Operations (UCP 10)	62925	106634
Manager-Performing Arts Operations (UCP 10)	62925	106634
Media Communications Director (UCP 9)	57861	98021
Artistic Program Director (UCP 9)	57861	98021
Media Specialist V (UCP 8)	53303	90274
Museum Exhibit Designer (UCP 6)	44471	75259
Biological Illustrator/Academic Coord (UCP 6)	44471	75259
Publications Editor (UCP 5)	40539	68571
CURATORIAL/ARCHIVAL SERVICES		
<i>Curatorial/Archival' Job Family Without a Series</i>		
Art Museum Registrar (UCP 5)	40539	68571
Curator-Fine Arts Visual Res Collection (UCP 6)	44471	75259
Curator - Art Museum Education (UCP 8)	53303	90274
Curator of Art Collections (UCP 9)	57861	98021
DATA PROCESSING SERVICES		
<i>Production technician</i>		
Production Technical Analyst Trainee (UCP 1)	34113	57403
Production Technical Analyst II (UCP 3)	36471	61660
Production Technical Analyst III (UCP 6)	44471	75259
Production Technical Analyst IV (UCP 9)	57861	98021

JOB FAMILY	Minimum	Maximum
<i>Computer Programmer</i>		
Computer Programmer I (UCP 2)	35190	59480
Computer Programmer/Analyst I (UCP 6)	57861	98021
Computer/Programmer/Analyst II (UCP 8)	53303	90274
Sr Computer Programmer/Analyst (UCP 9)	57861	98021
<i>Network Technician</i>		
Network Technician 1 (UCP 3)	36471	61660
Network Technician 2 (UCP 7)	48810	82635
Network Technician 3 (UCP 9)	57861	98021
Network Technician 4 (UCP 11)	68503	116111
<i>Computer Technical Support Consultant</i>		
Computer Tech Support Consultant 1 (UCP 4)	37903	64087
Computer Tech Support Consultant 2 (UCP 7)	48810	82635
Computer Tech Support Consultant 3 (UCP 8)	53303	90274
Computer Tech Support Consultant 4 (UCP 10)	62925	106634
<i>Network Consultant</i>		
Network Consultant 1 (UCP 4)	37903	64087
Network Consultant 2 (UCP 7)	48810	82635
Network Consultant 3 (UCP 9)	57861	98021
Network Consultant 4 (UCP 11)	68503	116111
<i>Operating Systems Programmer/Analyst</i>		
Operating Systems Programmer/Analyst 1 (UCP 4)	37903	64087
Operating Systems Programmer/Analyst 2 (UCP 7)	48810	82635
Operating Systems Programmer/Analyst 3 (UCP 9)	57861	98021
Operating Systems Programmer/Analyst 4 (UCP 10)	62925	106634
<i>Computer Lab Coordinator</i>		
Computer Lab Coordinator I (UCP 5)	40539	68571
Computer Lab Coordinator II (UCP 6)	57861	98021
Manager of Computer Services (UCP 7)	48810	82635
<i>Database Programmer</i>		
Database Programmer (UCP 5)	40539	68571
Database Programmer/Analyst (UCP 6)	57861	98021
Database Manager (UCP 8)	53303	90274
<i>Microcomputer Support Consultant</i>		

JOB FAMILY	Minimum	Maximum
Microcomputer Support Consultant I (UCP 5)	40539	68571
Microcomputer Support Consultant II (UCP 7)	48810	82635
<i>Database Administrator</i>		
Database Administrator I (UCP 6)	57861	98021
Database Administrator II (UCP 9)	57861	98021
Senior Database Administrator (UCP 10)	62925	106634
<i>Information Systems Analyst</i>		
Information Systems Analyst I (UCP 6)	57861	98021
Information Systems Analyst II (UCP 7)	48810	82635
Information Systems Analyst III (UCP 8)	53303	90274
<i>Systems Administrator</i>		
Systems Administrator I (UCP 7)	48810	82635
Systems Administrator II (UCP 8)	53303	90274
<i>Computer Manager</i>		
Assistant Computer Manger (UCP 10)	62925	106634
Computer Manager (UCP 11)	68503	116111
<i>Data Processing Services' Job Family Without a Series</i>		
Tech Communications and Records Asst (UCP 3)	36471	61660
Technical Records Coordinator (UCP 3)	36471	61660
Computer Systems Manager - Engineering (UCP 8)	53303	90274
Dir of Computing Serv - Regional Campus (UCP 8)	53303	90274
Computer Engineer (UCP 9)	57861	98021
Network Computer Operations Manager (UCP 10)	62925	106634
Computer Technician (UCP 11)	68503	116111
DINING SERVICES		
<i>Dining Services Manager</i>		
Dining Services Management Trainee (UCP 2)	35190	59480
Dining Services Area Assistant Manager (UCP 5)	40539	68571
Dining Services Area Manager (UCP 7)	48810	82635
Assistant Director - Dining Services (UCP 8)	53303	90274
<i>Dining Services' Job Family Without a Series</i>		
Dining Services Production Coordinator (UCP 7)	48810	82635
EDUCATIONAL SERVICES		
<i>Child Development Labs</i>		

JOB FAMILY	Minimum	Maximum
Asst Teacher - Child Development Labs (UCP 1)	34113	57403
Teacher - Child Development Labs (UCP 4)	37903	64087
Master Teacher-Child Development Labs (UCP 5)	40539	68571
<i>Program Administration</i>		
Program Aide (UCP 1)	34113	57403
Program Assistant I (UCP 3)	36471	61660
Program Assistant II (UCP 4)	37903	64087
Program Coordinator (UCP 5)	40539	68571
Program Administrator (UCP 6)	44471	75259
Program Manager (UCP 7)	48810	82635
Program Director (UCP 8)	53303	90274
Executive Program Director (UCP 9)	57861	98021
<i>Educational Outreach</i>		
Program Asst - Educational Outreach (UCP 2)	35190	59480
Program Specialist - Educational Outreach (UCP 6)	44471	75259
Program Manager - Educational Outreach (UCP 9)	57861	98021
<i>Continuing Education</i>		
Asst Prog Manager-Continuing Education (UCP 4)	37903	64087
Continuation Education Counselor I (UCP 5)	40539	68571
Continuation Education Counselor II (UCP 6)	44471	75259
Continuing Education Program Manager (UCP 7)	48810	82635
<i>Academic Advisor</i>		
Academic Advisor I (UCP 5)	40539	68571
Academic Advisor II (UCP 6)	44471	75259
Academic Advisory Center Director (UCP 8)	53303	90274
<i>MBA Program</i>		
Program Coordinator - MBA (UCP 5)	40539	68571
Program Manager - MBA (UCP 6)	44471	75259
Program Director - MBA (UCP 8)	53303	90274
<i>Program Specialist</i>		
Program Specialist I (UCP 6)	44471	75259
Program Specialist II (UCP 7)	48810	82635
Program Associate (UCP 7)	48810	82635
<i>CAP Series</i>		

JOB FAMILY	Minimum	Maximum
Upward Bound Advisor (UCP 6)	44471	75259
Coordinator/Counselor - CAP (UCP 7)	48810	82635
<i>Educational Services' Job Family Without a Series</i>		
SBA Director/Regional Campus (UCP 10)	62925	106634
OSD Consultant and Project Manager (UCP 9)	57861	98021
Specialized Bus and Economic Dev Cons (UCP 8)	53303	90274
Business Consultant (UCP 7)	48810	82635
Asst Dir - BGS and Non-Degree Programs (UCP 7)	48810	82635
Study Abroad Advisor (UCP 6)	44471	75259
Special Projects Coordinator (UCP 6)	44471	75259
Program Specialist - 4-H (UCP 6)	44471	75259
Field Coordinator (UCP 5)	40539	68571
FACILITIES/GROUND/MAINTENANCE/CUSTODIAL SERVICES		
<i>Facilities Professional</i>		
Facilities Professional I (UCP 5)	40539	68571
Facilities Professional II (UCP 7)	48810	82635
Facilities Professional III (UCP 9)	57861	98021
Facilities Professional IV (UCP 10)	62925	106634
<i>Wastewater Treatment Plant Series</i>		
Equipment/Facilities Manager - Athletics (UCP 6)	44471	75259
Manager - Athletics Equipment Services (UCP 9)	57861	98021
<i>Facilities and Space</i>		
Facilities and Space Analyst (UCP 6)	44471	75259
Facilities and Space Planner (UCP 9)	57861	98021
<i>Facilities/Ground/Maintenance/Custodial Servi Job Family Without a Series</i>		
Museum Technician (UCP 2)	35190	59480
Building Services Manager (UCP 6)	44471	75259
Housekeeping Development Manager (UCP 8)	53303	90274
Residence Hall Complex Manager (UCP 7)	48810	82635
Facilities Development Manager (UCP 8)	53303	90274
Building Renovations Project Manager (UCP 9)	57861	98021
Building Inspection and Compliance Official (UCP 9)	57861	98021
Licensed Architect/Professional Engineer (UCP 10)	62925	106634
FISCAL SERVICES		
<i>Financial</i>		
Financial Assistant I (UCP 1)	34113	57403
Financial Assistant II (UCP 5)	40539	68571

JOB FAMILY	Minimum	Maximum
Fiscal Manager (UCP 7)	48810	82635
Assistant Finance Director I (UCP 8)	53303	90274
Assistant Finance Director II (UCP 9)	57861	98021
<i>Purchasing</i>		
Purchasing Agent I (UCP 5)	40539	68571
Purchasing Agent II (UCP 8)	53303	90274
Procurement Contracts Manager (UCP 10)	62925	106634
<i>Accounting</i>		
University Accountant I (UCP 5)	40539	68571
University Accountant II (UCP 7)	48810	82635
University Accountant III (UCP 9)	57861	98021
University Accountant IV (UCP 11)	68503	116111
<i>Budget</i>		
Budget Analyst I (UCP 6)	44471	75259
Budget Analyst II (UCP 7)	48810	82635
Budget Analyst III (UCP 9)	57861	98021
Associate Director of Budget (UCP 10)	62925	106634
<i>Budget Services</i>		
Budget Specialist (UCP 5)	40539	68571
Manager- Financial Services (UCP 8)	53303	90274
<i>Grant & Contracts</i>		
Grants & Contracts Specialist I (UCP 6)	44471	75259
Grants & Contracts Specialist II (UCP 7)	48810	82635
<i>Fiscal Services' Job Family Without a Series</i>		
Bursar - Regional Campus (UCP 4)	37903	64087
Business Services Supervisor (UCP 5)	40539	68571
Fiscal Mngr Student Activities and Union Prog (UCP 7)	48810	82635
HUMAN RESOURCE SERVICES		
<i>ODE</i>		
Program Assistant - ODE (UCP 3)	36471	61660
Program Associate - ODE (UCP 7)	48810	82635
<i>Benefits</i>		
Assistant Benefits Officer (UCP 4)	37903	64087
Benefits Officer (UCP 6)	44471	72259

JOB FAMILY	Minimum	Maximum
<i>Training</i>		
Training/Development Specialist (UCP 6)	44471	75259
Training/Development Coordinator (UCP 7)	48810	82635
<i>Human Resource Services' Job Family Without a Series</i>		
Coordinator - Staff Training & Research (UCP 7)	48810	82635
Payroll Supervisor (UCP 7)	48810	82635
INSTITUTIONAL ADVANCEMENT		
<i>Alumni Relations</i>		
Alumni Relations Coordinator (UCP 5)	40539	68571
Associate Director - Alumni Relations (UCP 7)	48810	82635
<i>Alumni Relations' Job Family Without a Series</i>		
Governmental Relations Associate (UCP 7)	48810	82635
University Relations Associate (UCP 7)	48810	82635
Development/Alumni Director-Law School (UCP 8)	53303	90274
Associate Director - Development (UCP 9)	57861	98021
LIBRARY SERVICES		
<i>University Library Assistant - LAW</i>		
University Library Assistant I - LAW (UCP 1)	34113	57403
University Library Assistant II - LAW (UCP 4)	37903	64087
University Library Assistant III - LAW (UCP 5)	40539	68571
University Library Assistant IV - LAW (UCP 6)	44471	75259
University Library Assistant V - LAW (UCP 7)	48810	82635
University Library Assistant VI - LAW (UCP 8)	53303	90274
<i>University Library Assistant</i>		
University Library Assistant I (UCP 3)	36471	61660
University Library Assistant II (UCP 5)	40539	68571
University Library Assistant III (UCP 7)	48810	82635
University Library Assistant IV (UCP 8)	53303	90274
<i>University Librarian</i>		
University Librarian I (UCP 5)	40539	68571
University Librarian II (UCP 7)	48810	82635
University Librarian III (UCP 9)	57861	98021
University Librarian IV (UCP 10)	62925	106634
<i>Library Services' Job Family Without a Series</i>		

JOB FAMILY	Minimum	Maximum
University Associate Librarian (UCP 10)	62925	106634
Area Head-University Connecticut Libraries (UCP 11)	68503	116111
STUDENT HEALTH SERVICES		
<i>Medical Lab</i>		
SHS Medical Laboratory Assistant I (UCP 1)	34113	57403
SHS Clinical Lab Technologist (UCP 4)	37903	64087
SHS Clinical Laboratory Supervisor (UCP 7)	48810	82635
<i>X-Ray</i>		
SHS X-Ray Technician (UCP 2)	35190	59480
SHS X-Ray Supervisor (UCP 4)	37903	64087
<i>Nurse</i>		
SHS Nurse (UCP 6)	44471	75259
SHS Nurse/Coordinator (UCP 7)	48810	82635
<i>Pharmacist</i>		
University Pharmacist I (UCP 6)	44471	75259
University Pharmacist II (UCP 8)	53303	90274
<i>APRN</i>		
SHS APRN (UCP 9)	57861	98021
SHS APRN/Coordinator (UCP 10)	62925	106634
<i>Psychiatry</i>		
SHS Psychiatric Social Worker (UCP 9)	57861	98021
SHS Psychologist (UCP 10)	62925	106634
SHS Psychiatrist I (UCP 11)	68503	116111
SHS Psychiatrist II (UCP 12)	76617	129882
<i>Physician</i>		
SHS Physician I (UCP 11)	68503	116111
SHS Physician II (UCP 12)	76617	129882
<i>Student Health Services' Job Family Without a Series</i>		
SHS Information Coordinator (UCP 5)	40539	68571
SHS Physical Therapist (UCP 5)	40539	68571
SHS Health Educator (UCP 7)	48810	82635
SHS Nutritionist (UCP 7)	48810	82635

JOB FAMILY	Minimum	Maximum
SHS Clinical Coordinator (UCP 12)	76617	129882
STUDENT SERVICES		
<i>Financial Aid</i>		
Financial Aid Analyst (UCP 3)	36471	61660
Financial Aid Counselor (UCP 4)	37903	64087
Financial Aid Officer (UCP 6)	44471	75259
Financial Aid Director - School (UCP 8)	53303	90274
Associate Director - Financial Aid (UCP 9)	57861	98021
<i>Student Activities Coordinator</i>		
Student Activities Program Coordinator I (UCP 4)	37903	64087
Student Activities Program Coordinator II (UCP 5)	40539	68571
Student Activities Coord.-RC (UCP 5)	40539	68571
<i>Career Counseling</i>		
Career Counselor (UCP 4)	37903	64087
Career Resources Center Coordinator (UCP 5)	40539	68571
Program Coord.-Cooperative Education (UCP 6)	44471	75259
Career Consultant (UCP 6)	44471	75259
Associate Director - Career Services (UCP 8)	53303	90274
<i>Deferment</i>		
Deferment Counselor (UCP 4)	37903	64087
Deferment Officer (UCP 5)	40539	68571
Deferment/Collection Officer (UCP 7)	48810	82635
<i>Student Employment</i>		
Student Employment Counselor (UCP 4)	37903	64087
Student Employment Officer (UCP 6)	44471	75259
<i>DRL Room Assignments</i>		
Assignments Coordinator (UCP 5)	40539	68571
Assistant Director - DRL Assignments (UCP 9)	53303	90274
Associate Director - Housing Services (UCP 11)	68503	116111
<i>Orientation Services</i>		
Assistant Orientation Coordinator (UCP 5)	40539	68571
Coordinator - Orientation Services (UCP 7)	48810	82635

JOB FAMILY	Minimum	Maximum
<i>Residence Hall Community</i>		
Community Director (UCP 6)	44471	75259
Residence Hall Complex Coordinator (UCP 7)	48810	82635
<i>Assistant to the Dean of Students</i>		
Asst.to Dean of Students-Regional Campus (UCP 7)	48810	82635
Assistant to the Dean Of Students (UCP 10)	62925	106634
<i>Placement-School of Law</i>		
Asst. Placement Director-School of Law (UCP 7)	48810	82635
Placement Director - School of Law (UCP 8)	53303	90274
<i>Student Services' Job Family Without a Series</i>		
Cultural Center Assistant (UCP 4)	37903	64087
Student Activities Program Advisor (UCP 4)	37903	64087
Residence Hall Director (UCP 5)	40539	68571
Asst. Director of Student Union Operations (UCP 6)	44471	75259
Coordinator-Residence Hall Personnel (UCP 7)	48810	82635
Academic Counselor/Coordiantor (UCP 7)	48810	82635
Counselor (UCP 7)	48810	82635
International Programs Administrator (UCP 7)	48810	82635
Sign Language Interpreter (UCP 7)	48810	82635
Substance Abuse Prevention Educator (UCP 7)	48810	82635
Asc Dir-Student Activ/Union-Administration (UCP 8)	53303	90274
Admissions Director - Regional Campus (UCP 8)	53303	90274
Assoc.Dir.of Students Develop.and Learning (UCP 8)	53303	90274
TECHNICAL/LABORATORY/RESEARCH SERVICES		
<i>Laboratory Services</i>		
Laboratory Technician I (UCP 3)	36471	61660
Laboratory Technician II (UCP 4)	37903	64087
Laboratory Technician III (UCP 5)	40539	68571
Laboratory Supervisor (UCP 6)	44471	75259
Manager of Laboratory Services (UCP 7)	48810	82635
Manager of Research Laboratory Services (UCP 7)	48810	82635
<i>Technical Laboratory Services</i>		
Technical Assistant I (UCP 4)	37903	64087
Technical Assistant II (UCP 5)	40539	68571
Technical Assistant III (UCP 6)	44471	75259
Technical Associate (UCP 8)	53303	90274

JOB FAMILY	Minimum	Maximum
Technical Laboratory Manager (UCP 9)	53303	90274
<i>Animal Care</i>		
Research Laboratory Aide (UCP 1)	34113	57403
Animal Care Specialist (UCP 5)	40539	68571
Animal Care Manager (UCP 7)	48810	82635
<i>Electronic Design</i>		
Electronic Design Technician I (UCP 3)	36471	61660
Electronic Design Technician II (UCP 4)	37903	64087
Electronic Design Technician III (UCP 5)	40539	68571
Electronics Engineer (UCP 5)	40539	68571
Technical Shop Engineer/Manager (UCP 9)	53303	90274
<i>Mechanical Design/Machine Shop</i>		
Mechanical Design Technician I (UCP 3)	36471	61660
Mechanical Design Technician II (UCP 4)	37903	64087
Specialized Design Technician (UCP 5)	40539	68571
Senior Machine Shop Engineer (UCP 8)	53303	90274
Machine Shop Engineer/Manager (UCP 9)	53303	90274
Mechanical/Computer Instrumental Engr. (UCP 10)	62925	106634
<i>Environmental Health & Safety</i>		
Environmental Health & Safety Technician (UCP 4)	37903	64087
Environmental Health & Safety Specialist I (UCP 5)	40539	68571
Environmental Health & Safety Specialist II (UCP 7)	48810	82635
Environmental Health & Safety Manager (UCP 10)	62925	106634
<i>Farm Services</i>		
Farm Manager (UCP 7)	48810	82635
Manager - Farm Services (UCP 8)	53303	90274
<i>Technical/Laboratory/Research Services' Job Family Without a Series</i>		
Environmental Compliance Analyst (UCP 8)	53303	90274
Senior Research Librarian (UCP 7)	48810	82635
Manager - Growth Operations (UCP 7)	48810	82635
Manager of Scientific Collections (UCP 7)	48810	82635
Costume Shop Manager (UCP 7)	48810	82635
Laboratory Assistant (UCP 1)	34113	57403

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