<u>**ORGANIZATIONAL ANALYSIS**</u>
(Sec. 46A-68-82)
January 2019

This section was in compliance in the previous filing and there we no proposals/recommendations.

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 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, which show 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, and are 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. Please see **ATTACHMENT A** of this section for the contact language.

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. Please see **ATTACHMENT B** of this section for the PTR Procedures.

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. In the promotion from Assistant Professor to Associate Professor, tenure is also granted. This occurs typically after six years of service from time of hire. Similarly, a request for promotion from Associate Professor to Professor is self-initiated by faculty members and follows the PTR process. Faculty at the Associate Professor level are not

mandated to apply for promotion and there is no minimum time requirement of service. 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 commonalties 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". Salary minima for 2017-2018 are: Assistant Professor $45,000; Associate Professor $63,501; and Professor $81,643. Please see **ATTACHMENT C** of this section for the posted faculty minima.

While faculty titles progress from Assistant Professor to Associate Professor to Professor, salaries do not necessarily follow this same line of progression. Hiring salaries are generally determined by other factors, in addition to the minimum salaries 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. 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. Please see **ATTACHMENT D** of this section for the contract language.

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

For Classified titles, salary ranges for the titles' pay plans are used. Salary ranges are updated to reflect 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, Assistant Research Professor, Associate Research Professor, Academic Assistants I, II, III, IV, V, Research Associate I, II, III, Research Assistant I, II, III, 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, II, III, IV, Adjunct Faculty, teaching courses for credit unless otherwise excluded, Facilities Scientist I, II, III, IV, V, 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 Chapter 68 Section 5-270 (e) through Section 5-270 (g) 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."

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: November 30. 2018

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

Department of Human Resources

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AAUP Faculty Minima

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The AAUP faculty minima for the upcoming academic year, 2018-2019 is as follows:

- Assistant Professor $45,000
- Associate Professor $63,501
- Professor $81,643

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.

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. The Dean shall reserve an amount from the departments' merit pool equal to the merit associated with the department heads' payroll. 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. Consistent with the procedures outlined in Article 30, 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 non-departmentalized schools equivalent arrangements shall be established by Deans and faculty members. By means of a procedure approved by a majority of the faculty, departments (and their equivalents in non-departmentalized schools) 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 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.

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. If a merit award is recommended, it shall be no less than $500.

G. A bargaining unit 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 together with the recommendations of the Department Head and the departmental advisory committee, if any.

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.

K. Departments and interdisciplinary units employing jointly appointed faculty shall agree upon a merit process for such faculty. The tenure home department may administer the merit award process and use its own merit criteria. The department will treat contributions towards interdisciplinary scholarship and creative work, the teaching of courses for the tenure home and interdisciplinary unit, and service to the department and interdisciplinary unit according to criteria determined by the department and interdisciplinary unit. The Directors of Institutes and other interdisciplinary units shall advise the tenure home department and department heads of the faculty member's performance in his/her interdisciplinary field, including the significance of the faculty member's publications within interdisciplinary fields. A designee of the Provost shall establish merit procedures for Institute and Center Directors, and notify them of said procedures at the time of appointment.

25.3 The University will provide UConn-AAUP a list of merit awards by fund and by individual on or before October 1.

25.4 Merit awards shall be communicated to the bargaining unit member via the University email system no later than August 15 of the relevant fiscal year.

25.5 Judgments and decisions of the Provost which result in decrease of more than 35% 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.

25.6 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 bargaining unit chosen by UConn-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.

			PROMOTIONAL	NON-PROMOTIONAL
EEO 1 - Management				
		Dean Series		
		Dean		✔
		Associate Dean & Director		✔
		Associate Dean	✔	
		Assistant Dean	✔	
		Vice President Series		
		Vice President		✔
		Associate Vice President	✔	
		Assistant Vice President	✔	
		Vice Provost Series		
		Vice Provost		✔
		Associate Vice Provost	✔	
		Assistant Vice Provost	✔	
		University Director Series		
		Executive Director	✔	
		University Director		✔
Management Positions Without Promotional Opportunity				
		Associate Dean-Students		✔
		Department Head Student Affairs		✔
		Executive Assistant to the President		✔
		Executive Vice President & Chief Financial Officer		✔
		President		✔
		Provost & Executive Vice President		✔

EEO 2- Faculty			
		Tenure Track		
		Board of Trustees Distinguished Professor		✔
		Professor		✔
		Associate Professor	✔	
		Assistant Professor	✔	
		Instructor		✔
		Non-tenure Track		
		Clinical Faculty		
		Clinical Professor		✔
		Associate Clinical Professor	✔	
		Assistant Clinical Professor	✔	
		Clinical Instructor		✔
		In-residence Faculty		
		Professor-in-residence		✔
		Associate Professor-in-residence	✔	
		Assistant Professor-in-residence	✔	
		Instructor-in-residence		✔
		Visiting Faculty		
		Visiting Professor		✔
		Visiting Associate Professor	✔	
		Visiting Assistant Professor	✔	
		Visiting Instructor		✔
		Extension Faculty		
		Senior Extension Educator		✔
		Extension Educator	✔	
		Associate Extension Educator	✔	
		Assistant Extension Educator		✔
		Non-tenure Track		
		Extension Professor		✔
		Associate Extension Professor	✔	
		Assistant Extension Professor	✔	
		Extension Instructor		✔
		Extension Professor-in-residence		✔
		Associate Extension Professor-in-residence	✔	
		Assistant Extension Professor-in-residence	✔	
		Extension Instructor-in-residence		✔
		Senior Ext Educator		✔

				✓	
		Visiting Extension Educator		✓	
		Visiting Associate Ext Educator		✓	
		Visiting Assistant Ext Educator			✓
		Senior Extension Educator			✓
		Extension Educator		✓	
		Associate Extension Educator		✓	
		Assistant Extension Educator			✓
		Research Faculty			
		Non-tenure Track			
		Research Professor			✓
		Associate Research Professor		✓	
		Assistant Research Professor		✓	
		Research Instructor			✓
		Senior Research Scientist/Scholar			✓
		Research Scientist/Scholar		✓	
		Associate Research Scientist/Scholar			✓
Faculty Positions without Promotional Opportunity					
		Lecturer			
		Special Internal Lecturer 1			
		Special Internal Lecturer 2			
		Special Internal Lecturer 3			

EEO 3 - Professional			
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.			
JOB FAMILY		**PROMOTIONAL**	**NON-PROMOTIONAL**
ADMINISTRATIVE SERVICES			
Box Office Series			
	Ticket Manager		✓
	Box Office Manager	✓	
Administrative Services			
	Executive Assistant II		✓
	Executive Assistant I	✓	
	Administrative Services Assistant IV	✓	
	Administrative Services Assistant III	✓	
Administrative Specialist			
	Administrative Services Specialist III	✓	
	Administrative Services Specialist II	✓	
Assistant to the Director			
	Senior Associate Director - Regional Campus		✓
	Assistant to Director	✓	
	Assistant to Regional Campus Director	✓	
Administrative Coordinator/Manager			
	Administrative Manager II	✓	
	Administrative Manager I	✓	
	Administrative Coordinator	✓	
Business Manager			
	Business Manager II	✓	
	Business Manager I	✓	

Institutional Research				
		Institutional Research Specialist (Analytics)		✔
		Assistant Institutional Research	✔	
		Institutional Research Analyst		✔
Center Series				
		Center Director		✔
		Women's Center Associate Director	✔	
		Women's Center Assistant Director	✔	
'Administrative Services' Job Family Titles Without a Series				
		Asc Dir Enrollmnt/Outreach-STFD		✔
		Assistant Business Manager - Athletics	✔	
		Assoc. Director of ISI		✔
		Division of Public Safety Operations Manager		✔
		Grants Development Officer		✔
		Museum Shop Manager		✔
		Office Manager	✔	
		Parking Transportation Services Administrator		✔
		Properties Manager		✔
ADMISSIONS AND STUDENT RECORDS SERVICES				
Graduate Admissions				
		Graduate Admissions Director		✔
		Graduate Records Director	✔	
		Graduate Admissions Associate	✔	
		Graduate Admissions Assistant	✔	
Undergraduate Admissions				
		Senior Associate Director - Admissions		✔
		Associate Director - Admissions	✔	
		Senior Admissions Officer	✔	
		Admissions Officer	✔	
		Admissions Counselor	✔	

	Registrar services			
		Associate Registrar		✓
		Assistant Registrar - Scheduling	✓	
		Associate Scheduling Officer	✓	
		Assistant Scheduling Officer	✓	
		Assistant Registrar	✓	
		Degree Auditor	✓	
		Assistant Degree Auditor	✓	
	Registrar - Regional Campus			
		Campus Registrar		✓
		Asst.Registrar/Counselor-Regional Campus	✓	
		Assistant Registrar - Regional Campus	✓	
	'Admissions and Student Record Services' Job Family Titles Without a Series			
		Registrar - Credit Programs		✓
		Registrar - School of Law		✓
COMMUNICATION SERVICES				
Audio Visual Technician				
		Manager-Audio Visual Technology		✓
		Media Technician III	✓	
		Audio Visual Technician II	✓	
		Audio Visual Technician I	✓	
Graphic Designer/Illustrator				
		Graphic Designer/Illustrator III		✓
		Graphic Designer/Illustrator II	✓	
		Graphic Designer/Illustrator I	✓	

Writer/Editor				
		Writer/Editor IV		✔
		Writer/Editor III	✔	
		Writer/Editor II	✔	
Publicity/Marketing				
		Publicity/Marketing Director		✔
		Publicity/Marketing Manager	✔	
		Publicity/Marketing Administrator	✔	
		Publicity/Marketing Coordinator	✔	
Theater Production				
		Theater Production Manager		✔
		Theater Production Technician	✔	
Educational Media				
		Educational Media Associate		✔
		Educational Media Assistant	✔	
Media Producer				
		Manager-Video Design Services		✔
		Media Producer III	✔	
		Media Producer II	✔	
		Media Producer I	✔	
Media Services				
		Media Services Manager II		✔
		Media Services Manager I	✔	
Instructional Developer				
		Manager-Instructional Development Services		✔
		Instructional Developer II	✔	
		Instructional Developer I	✔	
Art Design				
		Creative Services Director		✔
		Senior Art Designer	✔	

Communication Services' Job Family Titles Without a Series				
		Artistic Program Director		✔
		Biological Illustrator/Academic Coordinator		✔
		Manager-Performing Arts Operations		✔
		Manager-Theater Operations		✔
		Media Communications Director		✔
		Media Specialist V		✔
		Museum Exhibit Designer		✔
		Publications Editor		✔
		Senior University Relations Associate		✔
		eLearning Developer 3		✔
		eLearning Developer 2	✔	
		eLearning Developer 1	✔	
CURATORIAL/ARCHIVAL SERVICES				
Curatorial/Archival' Job Family Without a Series				
		Art Museum Registrar		✔
		Curator-Fine Arts Visual Resources Collection		✔
		Curator - Art Museum Education		✔
		Curator of Art Collections		✔
DATA PROCESSING SERVICES				
Production technician				
		Production Technical Analyst IV		✔
		Production Technical Analyst III	✔	
		Production Technical Analyst II	✔	
		Production Technical Analyst Trainee	✔	
Computer Programmer				
		Senior Computer Programmer/Analyst		✔
		Computer/Programmer/Analyst II	✔	
		Computer Programmer/Analyst I	✔	
Network Technician				
		Network Technician 4		✔
		Network Technician 3	✔	
		Network Technician 2	✔	
		Network Technician 1	✔	

Computer Technical Support Consultant				
		Computer Tech Support Consultant 4		✓
		Computer Tech Support Consultant 3	✓	
		Computer Tech Support Consultant 2	✓	
		Computer Tech Support Consultant 1	✓	
Network Consultant				
		Network Consultant 4		✓
		Network Consultant 3	✓	
		Network Consultant 2	✓	
		Network Consultant 1	✓	
OperatingSystems Programmer/Analyst				
		Operating Systems Programmer/Analyst 4		✓
		Operating Systems Programmer/Analyst 3	✓	
		Operating Systems Programmer/Analyst 2	✓	
		Operating Systems Programmer/Analyst 1	✓	
Computer Lab Coordinator				
		Manager of Computer Services		✓
		Computer Lab Coordinator II	✓	
		Computer Lab Coordinator I	✓	
Database Programmer				
		Database Manager		✓
		Database Programmer/Analyst	✓	
		Database Programmer	✓	
Microcomputer Support Consultant				
		Microcomputer Support Consultant II	✓	
		Microcomputer Support Consultant I	✓	
Database Administrator				
		Senior Database Administrator		✓
		Database Administrator II	✓	
		Database Administrator I	✓	

		Information Systems Analyst		
		Information Systems Analyst III	✓	
		Information Systems Analyst II	✓	
		Information Systems Analyst I	✓	
		Systems Administrator		
		Systems Administrator II	✓	
		Systems Administrator I	✓	
		Computer Manager		
		Computer Manager		✓
		Assistant Computer Manger	✓	
		Data Processing Services' Job Family Without a Series		
		Computer Engineer		✓
		Computer Systems Manager - Engineering		✓
		Computer Technician		✓
		Dir of Computing Serv - Regional Campus		✓
		Manager Techical Projects		✓
		Network Computer Operations Manager		✓
		Tech Communications and Records Asst		✓
		Technical Records Coordinator		✓
	DINING SERVICES			
	Dining Services Manager			
		Assistant Director - Dining Services		✓
		Dining Services Area Manager	✓	
		Dining Services Area Assistant Manager	✓	
		Dining Services Management Trainee	✓	
	Dining Services' Job Family Without a Series			
		Dining Services Production Coordinator		✓
	EDUCATIONAL SERVICES			
	Child Development Labs			
		Master Teacher-Child Development Labs		✓
		Teacher - Child Development Labs	✓	
		Asst Teacher - Child Development Labs	✓	

	Program Administration				
		Executive Program Director			✓
		Program Director		✓	
		Program Manager		✓	
		Program Administrator		✓	
		Program Coordinator		✓	
		Program Assistant II		✓	
		Program Assistant I		✓	
		Program Aide		✓	
	Educational Outreach				
		Program Manager - Educational Outreach			✓
		Program Specialist - Educational Outreach		✓	
		Program Asst - Educational Outreach		✓	
	Continuing Education				
		Asst Dir - BGS and Non-Degree Programs			✓
		Continuing Education Program Manager		✓	
		Asst Prog Manager-Continuing Education		✓	
		Continuation Education Counselor II		✓	
		Continuation Education Counselor I		✓	
	Academic Advisor				
		Academic Advisory Center Director			✓
		Academic Advisor II		✓	
		Academic Advisor I		✓	
	MBA Program				
		Program Director - MBA			✓
		Program Manager - MBA		✓	
		Program Coordinator - MBA		✓	

Program Specialist				
		Program Associate	✔	
		Program Specialist II	✔	
		Program Specialist I	✔	
CAP Series				
		Coordinator/Counselor - CAP	✔	
		Upward Bound Advisor	✔	
Educational Services' Job Family Without a Series				
		Business Consultant		✔
		Field Coordinator		✔
		OSD Consultant and Project Manager		✔
		Program Specialist - 4-H		✔
		SBA Director/Regional Campus		✔
		Special Projects Coordinator		✔
		Specialized Bus and Economic Dev Cons		✔
		Study Abroad Advisor		✔
FACILITIES/GROUND/MAINTENANCE/CUSTODIAL SERVICES				
Facilities Professional				
		Facilities Professional IV		✔
		Facilities Professional III	✔	
		Facilities Professional II	✔	
		Facilities Professional I	✔	
Athletic Equipment				
		Manager - Athletics Equipment Services		✔
		Equipment/Facilities Manager - Athletics		✔
		Athletics Equipment Manager		✔
Facilities and Space				
		Facilities and Space Planner		✔
		Facilites and Space Analyst	✔	

Facilities/Ground/Maintenance/Custodial Services' Job Family Without a Series				
		Building Inspection and Compliance Official		✔
		Building Renovations Project Manager		✔
		Building Services Manager		✔
		Facilities Development Manager		✔
		Housekeeping Development Manager		✔
		Licensed Architect/Professional Engineer		✔
		Museum Technician		✔
		Residence Hall Complex Manager		✔
		Assistant Manager of Athletic Fields		✔
FISCAL SERVICES				
Financial				
		Associate Finance Director		✔
		Assistant Finance Director II	✔	
		Assistant Finance Director I	✔	
		Fiscal Manager	✔	
		Financial Assistant II	✔	
		Financial Assistant I	✔	
Purchasing				
		Procurement Contracts Manager		✔
		Procurement Services Senior Specialist	✔	
		Purchasing Agent II	✔	
		Purchasing Agent I	✔	
Accounting				
		University Accountant IV		✔
		University Accountant III	✔	
		University Accountant II	✔	
		University Accountant I	✔	
Budget				
		Associate Director of Budget		✔
		Budget Analyst III	✔	
		Budget Analyst II	✔	
		Budget Analyst I	✔	
Budget Services				
		Manager- Financial Services		✔
		Budget Specialist	✔	

	Grant & Contracts			
		Sponsored Programs Team Leader		✔
		Grants & Contracts Specialist II	✔	
		Grants & Contracts Specialist I	✔	
	Fiscal Services' Job Family Without a Series			
		Bursar - Regional Campus		✔
		Business Services Supervisor		✔
		Fiscal Manager - Student Activities and Union Programs		✔
		Payroll Supervisor		✔
	HUMAN RESOURCE SERVICES			
	ODE			
		Program Associate - ODE		✔
		Program Assistant - ODE	✔	
	Benefits			
		Benefits Officer		✔
		Assistant Benefits Officer	✔	
	Training			
		Training/Development Coordinator		✔
		Training/Development Specialist	✔	
	Human Resource Services' Job Family Without a Series			
		Coordinator - Staff Training & Research		✔
	INSTITUTIONAL ADVANCEMENT			
	Alumni Relations			
		Associate Director - Alumni Relations		✔
		Alumni Relations Coordinator	✔	
	Alumni Relations' Job Family Without a Series			
		Associate Director - Development		✔
		Development/Alumni Director-Law School		✔
		Governmental Relations Associate		✔
		University Relations Associate		✔

LIBRARY SERVICES				
University Library Assistant - LAW				
		University Library Assistant VI - LAW		✓
		University Library Assistant V - LAW	✓	
		University Library Assistant IV - LAW	✓	
		University Library Assistant III - LAW	✓	
		University Library Assistant II - LAW	✓	
		University Library Assistant I - LAW	✓	
University Library Assistant				
		University Library Assistant IV		✓
		University Library Assistant III	✓	
		University Library Assistant II	✓	
		University Library Assistant I	✓	
University Librarian				
		University Librarian IV		✓
		University Librarian III	✓	
		University Librarian II	✓	
		University Librarian I	✓	
Library Services' Job Family Without a Series				
		Area Head-University Connecticut Libraries		✓
		University Associate Librarian	✓	
STUDENT HEALTH SERVICES				
Medical Lab				
		SHS Clinical Laboratory Supervisor		✓
		SHS Clinical Lab Technologist	✓	
		SHS Medical Laboratory Assistant I	✓	
X-Ray				
		SHS X-Ray Supervisor		✓
		SHS X-Ray Technician	✓	
Nurse				
		SHS Nurse/Coordinator	✓	
		SHS Nurse	✓	

Pharmacist				
		University Pharmacist II		✔
		University Pharmacist I	✔	
APRN				
		SHS APRN/Coordinator		✔
		SHS APRN	✔	
Psychiatry				
		SHS Psychiatrist II		✔
		SHS Psychiatrist I	✔	
		SHS Psychologist		✔
		SHS Psychiatric Social Worker	✔	
Physician				
		SHS Psysician II		✔
		SHS Psysician I	✔	
Student Health Services' Job Family Without a Series				
		SHS Clinical Coordinator		✔
		SHS Health Educator		✔
		SHS Information Coordinator		✔
		SHS Nutritionist		✔
		SHS Physical Therapist		✔
		Director Student Athlete Counseling and Mental Health Services		✔
STUDENT SERVICES				
Financial Aid				
		Associate Director - Financial Aid		✔
		Financial Aid Director - School		✔
		Financial Aid Officer	✔	
		Financial Aid Counselor	✔	
		Financial Aid Analyst	✔	
Student Activities Coordinator				
		Student Activities Coord.-Regional Campus		✔
		Student Activities Program Coordinator II		✔
		Student Activities Program Coordinator I	✔	

Career Counseling				
		Associate Director - Career Services		✓
		Program Coord.-Cooperative Education	✓	
		Career Consultant	✓	
		Career Resources Center Coordinator	✓	
		Career Counselor	✓	
Deferment				
		Deferment/Collection Officer		✓
		Deferment Officer	✓	
		Deferment Counselor	✓	
Student Employment				
		Student Employment Officer		✓
		Student Employment Counselor	✓	
DRL Room Assignments				
		Associate Director - Housing Services		✓
		Assistant Director - DRL Assignments	✓	
		Assignments Coordinator	✓	
Orientation Services				
		Coordinator - Orientation Services		✓
		Assistant Orientation Coordinator	✓	
Residence Hall Community				
		Residence Hall Complex Coordinator		✓
		Community Director	✓	
Assistant to the Dean of Students				
		Assistant to the Dean Of Students		✓
		Asst.to Dean of Students-Regional Campus		✓
Placement-School of Law				
		Placement Director - School of Law		✓
		Asst. Placement Director-School of Law	✓	

		Student Services' Job Family Without a Series		
		Academic Counselor/Coordinator		✔
		Admissions Director - Regional Campus		✔
		Asc Dir-Student Activ/Union-Administration		✔
		Assoc.Dir.of Students Develop.and Learning		✔
		Associate Director of Enrollment/Outreach - Stamford		✔
		Asst Dean of Students		✔
		Asst. Director of Student Union Operations		✔
		Coordinator-Residence Hall Personnel		✔
		Counselor		✔
		Cultural Center Assistant		✔
		International Advisor		✔
		Residence Hall Director		✔
		Sign Language Interpreter		✔
		Student Activities/Union Program Advisor		✔
		Substance Abuse Prevention Educator		✔
TECHNICAL/LABORATORY/RESEARCH SERVICES				
Laboratory Services				
		Manager of Research Laboratory Services		✔
		Manager of Laboratory Services		✔
		Laboratory Supervisor	✔	
		Laboratory Technician III	✔	
		Laboratory Technician II	✔	
		Laboratory Technician I	✔	
Technical Laboratory Services				
		Technical Laboratory Manager		✔
		Technical Associate	✔	
		Technical Assistant III	✔	
		Technical Assistant II	✔	
		Technical Assistant I	✔	
Animal Care				
		Animal Care Manager		✔
		Animal Care Specialist	✔	
		Research Laboratory Aide	✔	

Electronic Design				
		Technical Shop Engineer/Manager		✔
		Electronics Engineer		✔
		Electronic Design Technician III	✔	
		Electronic Design Technician II	✔	
		Electronic Design Technician I	✔	
Mechanical Design/Machine Shop				
		Mechanical/Computer Instrumental Engr.		✔
		Machine Shop Engineer/Manager	✔	
		Senior Machine Shop Engineer	✔	
		Specialized Design Technician	✔	
		Mechanical Design Technician II	✔	
		Mechanical Design Technician I	✔	
Environmental Health & Safety				
		Environmental Health & Safety Manager		✔
		Environmental Health and Safety Senior Specialist	✔	
		Environmental Health & Safety Specialist II	✔	
		Environmental Health & Safety Specialist I	✔	
		Environmental Health & Safety Technician	✔	
Environmental Compliance				
		Senior Environmental Compliance Professional		✔
		Environmental Compliance Professional	✔	
		Environmental Compliance Analyst	✔	
Farm Services				
		Manager - Farm Services		✔
		Farm Manager	✔	
Technical/Laboratory/Research Services' Without a Series				
		Costume Shop Manager		✔
		Laboratory Assistant	✔	
		Manager - Growth Operations		✔
		Manager of Scientific Collections		✔
		Senior Research Librarian		✔

OTHER PROFESSIONAL TITLES			
University Staff Professional Staff Series			
University Staff Professional VI		✔	
University Staff Professional V		✔	
University Staff Professional IV		✔	
University Staff Professional III		✔	
University Staff Professional II		✔	
University Staff Professional I		✔	
University Technician Series			
University Technician II		✔	
University Technician I		✔	
University Educational Assistants Series (Confidential)			
University Educational Assistant 1			✔
University Educational Assistant 2		✔	
University Educational Assistant 3		✔	
Research Series			
Research Assistant 3			✔
Research Assistant 2		✔	
Research Assistant 1		✔	
Research Associate 3			✔
Research Associate 2		✔	
Research Associate 1		✔	
Academic Assistant Series			
Academic Assistant 5			✔
Academic Assistant 4		✔	
Academic Assistant 3		✔	
Academic Assistant 2		✔	
Academic Assistant 1		✔	

Unclassified Titles Without Promotional Opportunity				
		Fiscal Administrative Officer		✔
		Specialist IA		✔
		Specialist IIA		✔
		Specialist IIIA		✔
		Specialist IVA		✔
		University Assistant Director		✔

EEO 4 - EEO 7 Classified

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.

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.

SERIES CATEGORY	PROMOTIONAL	NON-PROMOTIONAL
Agricultural Series		
Farm Supervisor		✓
Agricultural Worker 2	✓	
Agricultural Worker 1	✓	
Agricultural Worker Trainee	✓	
Animal Care Series		
Animal Care Technician	✓	
Animal Care Technician Trainee	✓	
Boat Series		
Research Vessel Captain		✓
Research Vessel Engineer		✓
Buildings & Grounds Series		
Buildings & Grounds Supervising Patrol Officer		✓
Buildings & Grounds Lead Patrol Officer	✓	
Buildings & Grounds Patrol Officer	✓	
Computer Operations Series		
Data Process Op Support Specialist 3	✓	
Data Process Op Support Specialist 2	✓	
Data Process Op Support Specialist 1	✓	
Data Process Op Support Assistant	✓	
Custodial Series		
Building Superintendent 1	✓	
Supervising Custodian	✓	
Lead Custodian	✓	
Custodian	✓	

Duplicating Series				
		Duplicating Services Supervisor 2	✔	
		Duplicating Services Supervisor 1	✔	
		Duplicating Technician 2	✔	
		Duplicating Technician 1	✔	
		Duplicating Assistant	✔	
Dispatcher Series				
		UConn Dispatcher Trainee	✔	
		Building & Grounds Patrol Officer (UConn Dispatcher)		✔
Electronics Series				
		Elec Integrated Control Sys Tech (IC)	✔	
		Elec Integrated Control Sys Tech (BS)	✔	
		Lead Electronics Technician	✔	
		Electronics Technician 2	✔	
		Electronics Technician 1	✔	
Extension Program Series				
		Extension Program Coordinator	✔	
		Extension Program Liaison	✔	
Fire Series				
		University Fire Captain		✔
		Fire Lieutenant	✔	
		Fire Inspector		✔
		Firefighter	✔	
		Protective Services Trainee - Fire	✔	
General Clerical Series				
		Unit Supervisor	✔	
		Head Clerk	✔	
		Office Assistant	✔	
		Clerk Typist	✔	
		Clerk	✔	
Mail Series				
		Mail Services Supervisor 2		✔
		Mail Services Supervisor 1	✔	
		Lead Mail Handler	✔	
		Mail Handler	✔	
		Mail Handler Trainee	✔	

Maintenance Series - Automotive		
Maintenance Supervisor 2 (Automotive)		✓
Maintenance Supervisor 1 (Automotive)	✓	
Qualified Craft Worker (Automotive)	✓	
General Trades Worker	✓	
QCW Intern	✓	
Skilled Maintainer	✓	
Maintenance Series - Carpentry		
Maintenance Supervisor 2 (Carpentry)		✓
Maintenance Supervisor 1 (Carpentry)	✓	
Qualified Craft Worker (Carpentry)	✓	
General Trades Worker	✓	
QCW Intern	✓	
Skilled Maintainer	✓	
Maintenance Series - Electrical		
Maintenance Supervisor 2 (Electrical)		✓
Maintenance Supervisor 1 (Electrical)	✓	
Qualified Craft Worker (Electrical)	✓	
General Trades Worker	✓	
Power Distribution Electrician		✓
QCW Intern	✓	
Skilled Maintainer	✓	
Maintenance Series - General		
Maintenance Supervisor 2 (General)		✓
Maintenance Supervisor 1 (General)	✓	
Qualified Craft Worker (Glazier)	✓	
Qualified Craft Worker (Locksmith)	✓	
Qualified Craft Worker (Carpentry)	✓	
Qualified Craft Worker (Electrical)	✓	
Qualified Craft Worker (HVACR)	✓	
Qualified Craft Worker (Machine Shop)	✓	
Qualified Craft Worker (Masonry)	✓	
Qualified Craft Worker (Painting)	✓	
Qualified Craft Worker (Plumb & Steamfit)	✓	
Qualified Craft Worker (Tinsmith)	✓	
Qualified Craft Worker (Welding)	✓	
General Trades Worker	✓	
QCW Intern	✓	
Skilled Maintainer	✓	
Maintainer	✓	

Maintenance Series - Glazing				
		Maintenance Supervisor 1 (Glazier)	✔	
		Qualified Craft Worker (Glazier)	✔	
		General Trades Worker	✔	
		QCW Intern	✔	
		Skilled Maintainer	✔	
		Maintainer	✔	
Maintenance Series - Grounds				
		Maintenance Supervisor 2 (Grounds)		✔
		Maintenance Supervisor 1 (Grounds)	✔	
		General Trades Worker	✔	
		QCW Intern	✔	
		Skilled Maintainer	✔	
		Maintainer	✔	
Maintenance Series - HVACR				
		Maintenance Supervisor 2 (HVACR)		✔
		Maintenance Supervisor 1 (HVACR)	✔	
		Qualified Craft Worker (HVACR)	✔	
		General Trades Worker	✔	
		QCW Intern	✔	
		Skilled Maintainer	✔	
		Maintainer	✔	
Maintenance Series - Locksmith				
		Maintenance Supervisor 2 (Locksmith)		✔
		Maintenance Supervisor 1 (Locksmith)	✔	
		Qualified Craft Worker (Locksmith)	✔	
		General Trades Worker	✔	
		QCW Intern	✔	
		Skilled Maintainer	✔	
		Maintainer	✔	
Maintenance Series - Machine Shop				
		Maintenance Supervisor 2 (Machine Shop)		✔
		Maintenance Supervisor 1 (Machine Shop)	✔	
		Qualified Craft Worker (Machine Shop)	✔	
		General Trades Worker	✔	
		QCW Intern	✔	
		Skilled Maintainer	✔	
		Maintainer	✔	

		Maintenance Series - Masonry		
		Maintenance Supervisor 2 (Masonry)		✓
		Maintenance Supervisor 1 (Masonry)	✓	
		Qualified Craft Worker (Masonry)	✓	
		General Trades Worker	✓	
		QCW Intern	✓	
		Skilled Maintainer	✓	
		Maintainer	✓	
		Maintenance Series - Mechanical Equipment		
		Maintenance Supervisor 2 (Plumb & Steam)		✓
		Maintenance Supervisor 2 (HVACR)		✓
		Maintenance Supervisor 2 (Mech Equip)		✓
		Maintenance Supervisor 1 (Plumb & Steam)	✓	
		Maintenance Supervisor 1 (HVACR)	✓	
		Maintenance Supervisor 1 (Mech Equip)	✓	
		Qualified Craft Worker (HVACR)	✓	
		Qualified Craft Worker (Plumb & Steam)	✓	
		General Trades Worker	✓	
		QCW Intern	✓	
		Skilled Maintainer	✓	
		Maintainer	✓	
		Maintenance Series - Office Equipment		
		Maintenance Supervisor 1 (Office Equip)		✓
		General Trades Worker	✓	
		Skilled Maintainer	✓	
		Maintenance Series - Painting		
		Maintenance Supervisor 2 (Painting)		✓
		Maintenance Supervisor 1 (Painting)	✓	
		Qualified Craft Worker (Painting)	✓	
		General Trades Worker	✓	
		QCW Intern	✓	
		Skilled Maintainer	✓	
		Maintainer	✓	

		Maintenance Series - Plumbing & Steamfitting		
		Maintenance Supervisor 2 (Plumb & Steam)		✓
		Maintenance Supervisor 1 (Plumb & Steam	✓	
		Qualified Craft Worker (Plumb & Steam)	✓	
		General Trades Worker	✓	
		QCW Intern	✓	
		Skilled Maintainer	✓	
		Maintainer	✓	
		Maintenance Series - Roofing		
		Qualified Craft Worker (Roofing)	✓	
		General Trades Worker	✓	
		QCW Intern	✓	
		Skilled Maintainer	✓	
		Maintainer	✓	
		Maintenance Series - Sign		
		Qualified Craft Worker (Sign)	✓	
		General Trades Worker	✓	
		QCW Intern	✓	
		Skilled Maintainer	✓	
		Maintainer	✓	
		Maintenance Series - Tinsmith		
		Maintenance Supervisor 2 (Tinsmith)		✓
		Maintenance Supervisor 1 (Tinsmith)	✓	
		Qualified Craft Worker (Tinsmith)	✓	
		General Trades Worker	✓	
		QCW Intern	✓	
		Skilled Maintainer	✓	
		Maintainer	✓	
		Maintenance Series - Welder		
		Qualified Craft Worker (Welder)	✓	
		General Trades Worker	✓	
		QCW Intern	✓	
		Skilled Maintainer		
		Maintainer	✓	

Payroll Clerical Series				
		Payroll Clerk	✓	
		Financial Clerk		✓
Police Series				
		Police Captain (Unclassified)		✓
		Police Lieutenant (Unclassified)	✓	
		Police Master Sergeant (Unclassified)	✓	
		Police Sergeant (Unclassified)	✓	
		Detective (Unclassified)	✓	
		Police Officer (Unclassified)	✓	
		Protective Services Trainee - Police (Unclassified)	✓	
Power Plant Series				
		Power Plant Supervisor		✓
		Lead Power Plant Operator	✓	
		Power Plant Operator 2	✓	
		Power Plant Operator 1	✓	
		Power Plant Trainee	✓	
Processing Series				
		Processing Technician	✓	
		Office Assistant	✓	
		Clerk Typist	✓	
		Clerk	✓	
Regular Food Series				
		Dining Room Supervisor		✓
		Head Cook	✓	
		Food Service Supervisor		✓
		Cook	✓	
		Baker	✓	
		Maintainer	✓	
		Assistant Cook	✓	
Research Technician Series				
		Lead University Research Technician		✓
		University Research Technician 2	✓	
		University Research Technician 1	✓	

Secretarial Series				
		Administrative Assistant		✓
		Secretary 2	✓	
		Secretary 1	✓	
		Clerk Typist	✓	
Storekeeper Series				
		Material Storage Supervisor 2		✓
		Material Storage Supervisor 1	✓	
		Material Storage Specialist	✓	
		Storekeeper	✓	
		Storekeeper Assistant	✓	
Wastewater Treatment Plant Series				
		Water Pollution Treatment Plant Supervisor 1		✓
		Water Pollution Control Operator 3	✓	
		Water Pollution Treatment Plant Technician	✓	
		Water Pollution Control Operator 2	✓	
		Water Pollution Control Operator Mechanic	✓	
		Water Pollution Control Operator 1	✓	
		Water Pollution Control Operator Trainee	✓	
Classified Titles Without Promotional Opportunity				
		Assistant Accountant		✓
		Buildings & Grounds Supervising Patrol Officer		✓
		Claims Examiner		✓
		Dining Room Supervisor		✓
		Duplicating Services Supervisor 2		✓
		Farm Supervisor		✓
		Financial Clerk		✓
		Fiscal Administrative Officer		✓
		Food Service Supervisor		✓
		Lead University Research Technician		✓
		Library Technical Assistant		✓
		Mail Services Supervisor 2		✓
		Maintenance Supervisor 1 (Glazier)		✓
		Maintenance Supervisor 1 (Office Equip)		✓
		Maintenance Supervisor 2 (Automotive)		✓
		Maintenance Supervisor 2 (Carpentry)		✓
		Maintenance Supervisor 2 (Electrical)		✓
		Maintenance Supervisor 2 (General)		✓

Classified Titles Without Promotional Opportunity		
Maintenance Supervisor 2 (Grounds)		✔
Maintenance Supervisor 2 (HVACR)		✔
Maintenance Supervisor 2 (HVACR)		✔
Maintenance Supervisor 2 (Locksmith)		✔
Maintenance Supervisor 2 (Machine Shop)		✔
Maintenance Supervisor 2 (Masonry)		✔
Maintenance Supervisor 2 (Mech Equip)		✔
Maintenance Supervisor 2 (Painting)		✔
Maintenance Supervisor 2 (Plumb & Steam)		✔
Maintenance Supervisor 2 (Plumb & Steam)		✔
Maintenance Supervisor 2 (Tinsmith)		✔
Material Storage Supervisor 2		✔
Power Plant Supervisor		✔
Purchasing Assistant		✔
Research Vessel Captain		✔
Telecommunications Operator		✔
Telephone Operator		✔
University Arboriculturist		✔
University Driver		✔
University Fire Captain		✔
Police Captain (Unclassified)		✔
Water Pollution Treatment Plant Supervisor 2		✔

Management Titles

	Minimum	Maximum	Salary Group	Pay Plan
President	677211	677211		
Provost & Exec Vice President	390000	390000		
Exec VP for Admin & CFO	275000	275000		
Chief of Staff	255000	255000		
Vice President	225750	325000		
Dean	225000	443550		
Vice Provost & Dean	224825	224825		
Vice Provost	220000	250000		
Assoc Vice Provost	200000	205976		
Executive Director	149625	198500		
Assoc Vice President	147485	270000		
Asst Vice President	138897	197750		
Asst Vice Provost	117000	181910		
Assoc Dean of Students	115000	115000		
Dept Head Student Affairs	103000	161700		
University Director	90250	550000		

Faculty Titles

	Minimum	Maximum		
Distinguished Professor	136628	300568		
Sr Coop Ext Edu	98526	113072		
Extension Educator	96829	127748		
Assoc Extension Professor	86356	105348		
Professor	82004	324833		
SP Internal Lecturer III	70554	85269		
Assoc Coop Ext Edu	67290	107902		
Asst Extension Professor	67000	99632		
SP Internal Lecturer II	66200	71605		
Associate Professor	64394	262662		
Extension Instructor	63152	110000		
Assistant Professor	61000	212780		
Asst Coop Ext Edu	53721	80350		

Durational Titles

	Minimum	Maximum		
Clinical Professor	129133	208444		
Research Professor	126372	185100		
Professor-in-residence	85529	180000		
Visiting Professor	81643	125000		
Research Scientist/Scholar	80000	165000		
Associate Clinical Professor	76433	145000		
Associate Research Professor	72960	158290		
Associate Research Scientist/Scholar	65000	75000		
Visiting Associate Professor	65000	65000		
Assistant Clinical Professor	64481	142924		
Associate Professor-in-residence	63501	134624		
Senior Research Scientist/Scholar	61947	61947		

	Minimum	Maximum	Salary Group	Pay Plan
Clinical Instructor	61000	94411		
Research Instructor	47500	47500		
Assistant Professor-in-residence	45000	135000		
Assistant Research Professor	45000	101738		
Visiting Assistant Professor	45000	180000		
Visiting Instructor	42600	109553		
Instructor-in-residence	42000	166350		
Lecturer (Non-permanent)	33065	116953		

Professional Titles

UCPEA

UCP 12

SHS Clinical Coordinator (UCP 12)	87074	147607
SHS Psychiatrist II (UCP 12)	87074	147607
SHS Psysician II (UCP 12)	87074	147607

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

	Minimum	Maximum	Salary Group	Pay Plan
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		

	Minimum	Maximum	Salary Group	Pay Plan
Program Manager - Educational Outreach (UCP 9)	65758	111398		
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		

	Minimum	Maximum	Salary Group	Pay Plan
Purchasing Agent II (UCP 8)	60578	102594		
Registrar - School of Law (UCP 8)	60578	102594		
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/Coordiantor (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		

	Minimum	Maximum	Salary Group	Pay Plan
Grants & Contracts Specialist II (UCP 7)	55471	93913		
Information Systems Analyst II (UCP 7)	55471	93913		
Institutional Research Analyst II (UCP 7)	55471	93913		
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

	Minimum	Maximum	Salary Group	Pay Plan
Academic Advisor II (UCP 6)	50540	85529		
Administrative Manager I (UCP 6)	50540	85529		
Administrative Services Assistant IV (UCP 6)	50540	85529		

	Minimum	Maximum	Salary Group	Pay Plan
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		
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		
Facilites 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		

	Minimum	Maximum	Salary Group	Pay Plan
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		
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		

	Minimum	Maximum	Salary Group	Pay Plan
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		
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		

	Minimum	Maximum	Salary Group	Pay Plan
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		
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)	39993	67958		
Administrative Services Specialist I (UCP 2)	39993	67958		
Computer Programmer I (UCP 2)	39993	67958		
Dining Services Management Trainee (UCP 2)	39993	67958		
Museum Technician (UCP 2)	39993	67958		
Photographer I (UCP 2)	39993	67958		
Program Asst - Educational Outreach (UCP 2)	39993	67958		
SHS X-Ray Technician (UCP 2)	39993	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		
Controller	195092	195092		
Deputy Chief of Staff	160000	160000		
Specialist IVA	122863	400000		
Specialist IIIA	84820	117000		
Specialist IIA	79412	318270		
Specialist IA	38000	315000		
University Assistant Director	94500	175000		

	Minimum	Maximum	Salary Group	Pay Plan
University Staff Professional V	161975	285000		
University Staff Professional IV	106400	190000		
University Staff Professional III	90000	225000		
University Staff Professional II	73500	125000		
University Staff Professional I	88200	154350		
University Arborist	50326	64892		
University Technician II	92836	92836		
University Technician I	57194	73466		
University Educational Assistant 1	71500	113297		
University Educational Assistant 2	45000	78374		
University Educational Assistant 3	40000	60191		
Academic Assistant 5	96202	96202		
Academic Assistant 4	86343	142862		
Academic Assistant 3	70000	95000		
Academic Assistant 1	56185	80000		
Academic Assistant 2	47000	114843		

Durational Titles

	Minimum	Maximum	Salary Group	Pay Plan
Research Assistant 2	44556	80000		
Research Assistant 1	41833	107130		
Research Assistant 3	34000	91259		
Research Associate 3	91158	93609		
Research Associate 2	60000	81820		
Research Associate 1	46305	124327		

Classified Titles	Minimum	Maximum	Salary Group	Pay Plan
Secretarial/Clerical Titles				
Administrative Assistant	53935	69795	19	CL
Claims Examiner	46721	61096	16	CL
Secretary 2	46721	61096	16	CL
Payroll Clerk	46721	61096	16	CL
Secretary 1	42684	56009	14	CL
Office Assistant	40901	53663	13	CL
Financial Clerk	38870	49496	12	CL
Telecomm Dispatcher	37736	47873	11	CL
Clerk Typist	36671	46355	10	CL
Secretary 1	35654	46783	14	CT
Clerk	34781	43530	8	CL
Clerk Typist	30632	38719	10	CT
Technical/Paraprofessional Titles				
Elec Integ Ctr Tech IC	59052	75620	20	FM
Elec Integ Ctr Tech B	55361	70892	20	TC
Extension Program Educational Liaison	42245	53892	14	SH
Qualified Craft Worker Titles				
Qualified Craft Worker Automotive	53680	69220	18	FM
Qualfied Craft Worker Utility	50326	64892	18	TC
Qualified Craft Worker Roofing	47967	62095	17	TC
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	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 Sign Making	47967	62095	17	TC
Qualified Craft Worker Tinsmith	47967	62095	17	TC
Qualified Craft Worker Welder	47967	62095	17	TC
Qualified Craft Worker Intern	41756	54531	14	TC
Protective Services				
Police Captain (Uncl)	81571	109648	21	PS
Police Lieutenant (Uncl)	76914	102059	19	PS
University Fire Captain	73272	97470	18	PS
Police Master Sergeant (Uncl)	66582	88935	16	PS

	Minimum	Maximum	Salary Group	Pay Plan
Fire Lieutenant	63527	84935	15	PS
Police Sergeant (Uncl)	60656	81178	14	PS
Fire Inspector	59037	77104	13	PS
Firefighter	59037	77104	13	PS
Detective (Uncl)	59037	77104	13	PS
Police Officer (Uncl)	53540	70449	11	PS
UConn Dispatcher	49005	63864	9	PX
Protective Services Trainee Fire	40226	53982	5	PS
Protective Services Trainee Police (Uncl)	40226	53982	5	PS
Building Grounds Patrol Officer	40226	53982	5	PS

Service/Maintenance Titles

	Minimum	Maximum	Salary Group	Pay Plan
PowerPlantSupv	72972	95110	25	FM
WtrPollCntrlSup2	72972	95110	25	FM
MaintSupv2(Elecl)	65288	85247	24	TC
MaintSupv2(HVACR)	65288	85247	24	TC
MaintSupv2(Plmn&Stmfr)	65288	85247	24	TC
Mt Sup 2 (Utilities)	65288	85247	24	TC
MaintSupv2(Auto)	63560	83123	22	FM
WtrPollCntrlSup1RC	63560	83123	22	FM
LdPowerPlantOper	61900	79018	21	FM
LdPowerPlantOperRC	61900	79018	21	FM
WtrPollCtrlOp3	61900	79018	21	FM
MaintSupv1(Elecl)	59587	77928	22	TC
MaintSupv1(HVACR)	59587	77928	22	TC
MaintSupv1(Plmn&Stmfr)	59587	77928	22	TC
MaintSupv2(Carpy)	59587	77928	22	TC
MaintSupv2(Genl)	59587	77928	22	TC
Mt Sup 1 (Utilities)	59587	77928	22	TC
MaintSupv1(Auto)	59052	75620	20	FM
WtrPollCntrlTech	59052	75620	20	FM
ResVesselCapt	58031	74078	21	TC
PowerPlantOper2	56252	72323	19	FM
MaintSupv1(Genl)	55361	70892	20	TC
MaintSupv1(Grnd)	55361	70892	20	TC
MaintSupv1(Lock)	55361	70892	20	TC
MaintSupv1(Pntg)	55361	70892	20	TC
MaterialStorageSupervisor3	55361	70892	20	TC
WtrPollCntrlOp2	53680	69220	18	FM
WtrPollCntrlOpMechanic	53680	69220	18	FM
MailServicesSupervisor2	52736	67802	19	TC
PowerPlantOper1	51163	66238	17	FM
BuildingSuperintendent1	50326	64892	18	TC
ResearchVesselEngineer	50326	64892	18	TC
MaterialStorageSupervisor1	45763	59425	16	TC
MaterialStorageSpec	44542	58167	14	FM
WtrPollCtrlOpTrn	44542	58167	14	FM

	Minimum	Maximum	Salary Group	Pay Plan
Agricultural Worker 2	43689	56913	15	TC
GeneralTradesWorker	43689	56913	15	TC
DuplicatingTechnician2	41756	54531	14	TC
LandscapeTech	41756	54531	14	TC
LeadMailHandler	41756	54531	14	TC
MaterialStorageSpec	41756	54531	14	TC
SkilledMaintainer	41756	54531	14	TC
SupervisingCustodian	41756	54531	14	TC
AnimalCareTechnician	39933	52276	13	TC
Cook	39933	52276	13	TC
DuplicatingTechnician1	37917	48251	12	TC
Storekeeper	37917	48251	12	TC
Agricultural Worker 1	36847	46661	11	TC
LeadCustodian	36847	46661	11	TC
MailHandler	36847	46661	11	TC
TelephoneOperator	36847	46661	11	TC
Custodian	34852	43551	9	TC
Maintainer	34852	43551	9	TC
Custodian	31367	31367	9	TE

Management Titles

	Minimum	Maximum
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

	Minimum	Maximum
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	82104	85875
Professor	77745	266933
Cooperative Extension Educator	76081	106163
Senior Cooperative Ext Educator-in-residence	75675	92412
Special Internal Lecturer 2	71138	74751
Associate Professor-in-residence	70564	120219
Associate Cooperative Extension Educator	68826	93226
Cooperative Extension Educator-in-residence	67511	70527
Assistant Extension Professor	67416	103463
Extension Instructor-in-residence	67000	67000
Extension Professor-in-residence	67000	67000
Assistant Cooperative Extension Educator	65846	68845
Associate Extension Professor-in-residence	65000	65000
Associate Coop Ext Educator-in-residence	62958	73936
Special Internal Lecturer 1	62250	65000
Associate Professor	59427	263672
Assistant Extension Professor-in-residence	53385	53385
Visiting Instructor	53360	53360
Extension Instructor	50684	84131
Assistant Coop Ext Educator-in-residence	50270	63993
Visiting Assistant Professor	50000	75000
Assistant Research Professor	49974	82392
Research Instructor	47500	47500
Assistant Professor	47000	161744
Assistant Professor-in-residence	46813	131641
Instructor-in-residence	44773	119214
Assistant Clinical Professor	44000	121000

Professional Titles

UCPEA

	Minimum	Maximum
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

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 Adminstrative Officer	58,685	73,656
Accountant	58,685	73,656

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

JOB FAMILY	Minimum	Maximum
Internal Auditor II (UCP 7)	48810	82635
IT Auditor (UCP 8)	53303	90274
Senior Internal Auditor (UCP 9)	57861	98021

'Administrative Services' Job Family Titles Without a Series

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
Graduate Admissions

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

Undergraduate Admissions

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

Registrar services

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

Registrar - Regional Campus

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
'Admissions and Student Record Services' Job Family Titles Without a Series		
Registrar - Credit Programs (UCP 6)	44471	75259
Registrar - School of Law (UCP 8)	53303	90274
COMMUNICATION SERVICES		
Photography		
Photographer I (UCP 2)	35190	59480
Photographer II (UCP 3)	36471	61660
Photographer III (UCP 5)	40539	68571
Audio Visual Technician		
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
Graphic Designer/Illustrator		
Graphic Designer/Illustrator I (UCP 3)	36471	61660
Graphic Designer/Illustrator II (UCP 4)	37903	50996
Graphic Designer/Illustrator III (UCP 6)	44471	75259
Writer/Editor		
Writer/Editor II (UCP 3)	36471	61660
Writer/Editor III (UCP 5)	40539	68571
Writer/Editor IV (UCP 8)	53303	90274
Publicity/Marketing		
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
Theater Production		
Theater Production Technician (UCP 4)	37903	50996
Theater Production Manager (UCP 5)	40539	68571
Educational Media		
Educational Media Assistant (UCP 5)	40539	68571
Educational Media Associate (UCP 7)	48810	82635

JOB FAMILY	Minimum	Maximum
Media Producer		
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
Media Services		
Media Services Manager I (UCP 6)	44471	75259
Media Services Manager II (UCP 7)	48810	82635
Instructional Developer		
Instructional Developer I (UCP 7)	48810	82635
Instructional Developer II (UCP 8)	53303	90274
Manager-Instructional Development Services (UCP 11)	68503	116111
Art Design		
Senior Art Designer (UCP 8)	53303	90274
Creative Services Director (UCP 10)	62925	106634
Communication Services' Job Family Titles Without a Series		
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		
Curatorial/Archival' Job Family Without a Series		
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		
Production technician		
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
Computer Programmer		
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
Network Technician		
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
Computer Technical Support Consultant		
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
Network Consultant		
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
OperatingSystems Programmer/Analyst		
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
Computer Lab Coordinator		
Computer Lab Coordinator I (UCP 5)	40539	68571
Computer Lab Coordinator II (UCP 6)	57861	98021
Manager of Computer Services (UCP 7)	48810	82635
Database Programmer		
Database Programmer (UCP 5)	40539	68571
Database Programmer/Analyst (UCP 6)	57861	98021
Database Manager (UCP 8)	53303	90274
Microcomputer Support Consultant		

JOB FAMILY	Minimum	Maximum
Microcomputer Support Consultant I (UCP 5)	40539	68571
Microcomputer Support Consultant II (UCP 7)	48810	82635
Database Administrator		
Database Administrator I (UCP 6)	57861	98021
Database Administrator II (UCP 9)	57861	98021
Senior Database Administrator (UCP 10)	62925	106634
Information Systems Analyst		
Information Systems Analyst I (UCP 6)	57861	98021
Information Systems Analyst II (UCP 7)	48810	82635
Information Systems Analyst III (UCP 8)	53303	90274
Systems Administrator		
Systems Administrator I (UCP 7)	48810	82635
Systems Administrator II (UCP 8)	53303	90274
Computer Manager		
Assistant Computer Manger (UCP 10)	62925	106634
Computer Manager (UCP 11)	68503	116111
Data Processing Services' Job Family Without a Series		
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		
Dining Services Manager		
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
Dining Services' Job Family Without a Series		
Dining Services Production Coordinator (UCP 7)	48810	82635
EDUCATIONAL SERVICES		
Child Development Labs		

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
Program Administration		
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
Educational Outreach		
Program Asst - Educational Outreach (UCP 2)	35190	59480
Program Specialist - Educational Outreach (UCP 6)	44471	75259
Program Manager - Educational Outreach (UCP 9)	57861	98021
Continuing Education		
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
Academic Advisor		
Academic Advisor I (UCP 5)	40539	68571
Academic Advisor II (UCP 6)	44471	75259
Academic Advisory Center Director (UCP 8)	53303	90274
MBA Program		
Program Coordinator - MBA (UCP 5)	40539	68571
Program Manager - MBA (UCP 6)	44471	75259
Program Director - MBA (UCP 8)	53303	90274
Program Specialist		
Program Specialist I (UCP 6)	44471	75259
Program Specialist II (UCP 7)	48810	82635
Program Associate (UCP 7)	48810	82635
CAP Series		

JOB FAMILY	Minimum	Maximum
Upward Bound Advisor (UCP 6)	44471	75259
Coordinator/Counselor - CAP (UCP 7)	48810	82635

Educational Services' Job Family Without a Series

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
Facilities Professional

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

Wastewater Treatment Plant Series

Equipment/Facilities Manager - Athletics (UCP 6)	44471	75259
Manager - Athletics Equipment Services (UCP 9)	57861	98021

Facilities and Space

Facilites and Space Analyst (UCP 6)	44471	75259
Facilities and Space Planner (UCP 9)	57861	98021

Facilities/Ground/Maintenance/Custodial Servi Job Family Without a Series

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
Financial

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

Purchasing

	Minimum	Maximum
Purchasing Agent I (UCP 5)	40539	68571
Purchasing Agent II (UCP 8)	53303	90274
Procurement Contracts Manager (UCP 10)	62925	106634

Accounting

	Minimum	Maximum
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

Budget

	Minimum	Maximum
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

Budget Services

	Minimum	Maximum
Budget Specialist (UCP 5)	40539	68571
Manager- Financial Services (UCP 8)	53303	90274

Grant & Contracts

	Minimum	Maximum
Grants & Contracts Specialist I (UCP 6)	44471	75259
Grants & Contracts Specialist II (UCP 7)	48810	82635

Fiscal Services' Job Family Without a Series

	Minimum	Maximum
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

ODE

	Minimum	Maximum
Program Assistant - ODE (UCP 3)	36471	61660
Program Associate - ODE (UCP 7)	48810	82635

Benefits

	Minimum	Maximum
Assistant Benefits Officer (UCP 4)	37903	64087
Benefits Officer (UCP 6)	44471	72259

JOB FAMILY	Minimum	Maximum
Training		
Training/Development Specialist (UCP 6)	44471	75259
Training/Development Coordinator (UCP 7)	48810	82635
Human Resource Services' Job Family Without a Series		
Coordinator - Staff Training & Research (UCP 7)	48810	82635
Payroll Supervisor (UCP 7)	48810	82635
INSTITUTIONAL ADVANCEMENT		
Alumni Relations		
Alumni Relations Coordinator (UCP 5)	40539	68571
Associate Director - Alumni Relations (UCP 7)	48810	82635
Alumni Relations' Job Family Without a Series		
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		
University Library Assistant - LAW		
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
University Library Assistant		
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
University Librarian		
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
Library Services' Job Family Without a Series		

JOB FAMILY	Minimum	Maximum
University Associate Librarian (UCP 10)	62925	106634
Area Head-University Connecticut Libraries (UCP 11)	68503	116111

STUDENT HEALTH SERVICES
Medical Lab

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

X-Ray

SHS X-Ray Technician (UCP 2)	35190	59480
SHS X-Ray Supervisor (UCP 4)	37903	64087

Nurse

SHS Nurse (UCP 6)	44471	75259
SHS Nurse/Coordinator (UCP 7)	48810	82635

Pharmacist

University Pharmacist I (UCP 6)	44471	75259
University Pharmacist II (UCP 8)	53303	90274

APRN

SHS APRN (UCP 9)	57861	98021
SHS APRN/Coordinator (UCP 10)	62925	106634

Psychiatry

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

Physician

SHS Physician I (UCP 11)	68503	116111
SHS Psysician II (UCP 12)	76617	129882

Student Health Services' Job Family Without a Series

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		
Financial Aid		
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
Student Activities Coordinator		
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
Career Counseling		
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
Deferment		
Deferment Counselor (UCP 4)	37903	64087
Deferment Officer (UCP 5)	40539	68571
Deferment/Collection Officer (UCP 7)	48810	82635
Student Employment		
Student Employment Counselor (UCP 4)	37903	64087
Student Employment Officer (UCP 6)	44471	75259
DRL Room Assignments		
Assignments Coordinator (UCP 5)	40539	68571
Assistant Director - DRL Assignments (UCP 9)	53303	90274
Associate Director - Housing Services (UCP 11)	68503	116111
Orientation Services		
Assistant Orientation Coordinator (UCP 5)	40539	68571
Coordinator - Orientation Services (UCP 7)	48810	82635

JOB FAMILY	Minimum	Maximum
Residence Hall Community		
Community Director (UCP 6)	44471	75259
Residence Hall Complex Coordinator (UCP 7)	48810	82635
Assistant to the Dean of Students		
Asst.to Dean of Students-Regional Campus (UCP 7)	48810	82635
Assistant to the Dean Of Students (UCP 10)	62925	106634
Placement-School of Law		
Asst. Placement Director-School of Law (UCP 7)	48810	82635
Placement Director - School of Law (UCP 8)	53303	90274
Student Services' Job Family Without a Series		
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		
Laboratory Services		
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
Technical Laboratory Services		
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
Animal Care		
Research Laboratory Aide (UCP 1)	34113	57403
Animal Care Specialist (UCP 5)	40539	68571
Animal Care Manager (UCP 7)	48810	82635
Electronic Design		
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
Mechanical Design/Machine Shop		
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
Environmental Health & Safety		
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
Farm Services		
Farm Manager (UCP 7)	48810	82635
Manager - Farm Services (UCP 8)	53303	90274
Technical/Laboratory/Research Services' Job Family Without a Series		
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