

## **Langston University Pay Grade Review**

Langston University undertook a review of the current pay grade in the spring of 2011 to replace the current, outdated (2004) pay grades that are over 7 years old. The goal of this project was to produce a structured but flexible tool to assist managers in setting pay of new and current employees that is understood, fair, and equitable.

## STAFF PAY GRADES AND POSITIONS

Grades	Average of Min	Average of Mid	Average of Max
<b>1</b>	<b>\$15,080</b>	<b>\$21,866</b>	<b>\$28,073</b>
Cashier I Clerk I Copy Center Operator I PBX Operator Teaching Assistant			
<b>2</b>	<b>\$16,609</b>	<b>\$23,296</b>	<b>\$29,984</b>
Cashier II Clerk II Extension Assistant Farm Worker I Secretary I Technical Assistant			
<b>3</b>	<b>\$18,613</b>	<b>\$26,280</b>	<b>\$33,947</b>
Administrative Assistant I Animal Technician I Farm Worker II Outreach Assistant I Research Technician I Secretary II			
<b>4</b>	<b>\$19,387</b>	<b>\$28,097</b>	<b>\$36,806</b>
Clerk III Copy Center Operator II Secretary III			
<b>5</b>	<b>\$21,581</b>	<b>\$30,780</b>	<b>\$39,978</b>
Administrative Assistant II Cashier III Coordinator I Data Control Analyst I Manager I Outreach Assistant II Research Technician II			
<b>6</b>	<b>\$23,932</b>	<b>\$34,521</b>	<b>\$45,109</b>
Administrative Specialist I Animal Technician II Counselor I Farm Worker III Outreach Specialist I Police Officer			

Research Analyst I Yearbook Advisor			
<b>7</b>	<b>\$24,250</b>	<b>\$35,621</b>	<b>\$46,993</b>
Administrative Assistant III Animal Technician III Auto CAD Technician Benefits Analyst Data Control Analyst II Executive Secretary I Extension Specialist I Nurse I Research Technician III			
<b>8</b>	<b>\$27,986</b>	<b>\$40,973</b>	<b>\$53,959</b>
Administrative Specialist II Animal Technician IV Assistant Registrar Athletic Trainer I Executive Secretary II Farm Worker IV Outreach Specialist II Publications Specialist			
<b>9</b>	<b>\$29,763</b>	<b>\$42,994</b>	<b>\$56,225</b>
Coordinator II Counselor II Extension Specialist II Manager II Research Analyst II Research Technician IV			
<b>10</b>	<b>\$33,204</b>	<b>\$47,813</b>	<b>\$62,422</b>
Athletic Trainer II Bursar Counselor III (Admission Counselor) Executive Assistant I Executive Secretary III Nurse II Police Captain Research Associate I System Analyst I			
<b>11</b>	<b>\$37,936</b>	<b>\$55,604</b>	<b>\$73,272</b>
Coordinator III Executive Assistant II Extension Specialist III			

Manager III			
Outreach Specialist III			
Research Associate II			
System Analyst II			
<b>12</b>	<b>\$41,545</b>	<b>\$62,926</b>	<b>\$84,308</b>
Extension Specialist IV			
Outreach Specialist IV			
Research Scientist I			
<b>13</b>	<b>\$43,031</b>	<b>\$65,206</b>	<b>\$87,381</b>
Research Scientist II			
System Analyst III			
<b>14</b>	<b>\$53,842</b>	<b>\$77,725</b>	<b>\$101,607</b>
Research Scientist III			
<b>15</b>	<b>\$54,821</b>	<b>\$80,300</b>	<b>\$105,779</b>
Architect II			
Civil Engineer			
Electrical Engineer			
Research Scientist IV			

## ADMINISTRATIVE PAY GRADES AND POSITIONS

<b>1A</b>	<b>\$29,051</b>	<b>\$42,954</b>	<b>\$56,858</b>
Basketball Coach (Assistant) Deputy Police Chief Director I Football Coach (Assistant)			
<b>2A</b>	<b>\$36,067</b>	<b>\$52,986</b>	<b>\$69,904</b>
Assistant Director Associate Director Police Chief			
<b>3A</b>	<b>\$45,877</b>	<b>\$66,070</b>	<b>\$86,264</b>
Assistant to the Dean Assistant to The Vice-President Business Manager Director II Head Basketball Coach Head Football Coach Manager IV			
<b>4A</b>	<b>\$52,582</b>	<b>\$76,150</b>	<b>\$99,718</b>
Assistant Vice President Director III Special Assistant to the President			
<b>5A</b>	<b>\$63,253</b>	<b>\$89,969</b>	<b>\$116,685</b>
Associate Administrator Assistant Dean Associate Vice President Athletic Director Chief of Staff Director IV			
<b>6A</b>	<b>\$66,250</b>	<b>\$95,553</b>	<b>\$124,857</b>
Assistant Affirmative Action officer Associate Dean Chief Information Officer Dean University Physician			
<b>7A</b>	<b>\$78,107</b>	<b>\$111,527</b>	<b>\$144,947</b>
Affirmative Action Officer Provost Vice-President			

## **FACULTY PAY GRADES**

<b>I</b>	<b>\$26,711</b>	<b>\$41,381</b>	<b>\$56,050</b>
Instructor			
<b>II</b>	<b>\$40,025</b>	<b>\$60,352</b>	<b>\$80,679</b>
Assistant Professor			
<b>III</b>	<b>\$44,123</b>	<b>\$66,355</b>	<b>\$88,587</b>
Associate Professor			
<b>IV</b>	<b>\$50,053</b>	<b>\$73,254</b>	<b>\$96,455</b>
Professor			