
Internal Market Data for Staff Salaries

February 2009

Information and Technology Services

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**The Ohio State
University**

**Internal Market Data
For Staff Salaries**

January 2009

**Office of Human Resources
Information and Technology Services
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Explanatory Notes

Purpose:

This data is being distributed for use as a tool in a college/vp unit's annual compensation planning process. The comparative data provided allow a college/vp unit's key decision-maker(s) to use university-wide data to determine the "internal market position" of the individual incumbents within their unit.

Notes:

1. Includes only "Regular" employees.
2. Excludes title groups: Faculty (which includes Vice Presidents, Deans, etc.) and Students.
3. Excludes Hospitals, bargaining unit staff, and vacant positions.
4. Includes titles with five or more employees, except the "Summary by Pay Range" and "Summary by Pay Range and College/VP Unit", which includes all titles with one or more employees. "Summary of Large Classifications" includes titles with at least one hundred employees.
5. Some repetitious statistics have been eliminated. For example, groups with three or fewer employees have only the actual salary minimum, median, maximum, and average displayed.

Source: University Human Resource System as of January 22, 2009

Definitions:

Actual (Minimum, Average, and Maximum):

Actual Salary information (calculated at 40 hours/week and 12 months/year amount) for the Minimum, Average, and Maximum salary levels of current employees.

Average Years of Service:

Average of the number of years between the OSU adjusted date and the date of this report. If the OSU adjusted date is blank, then the continuous OSU service date is used. 96% of the employees in this report have either the OSU adjusted date or the continuous OSU service date.

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Explanatory Notes (continued)

Percentiles:

For a set of salaries arranged by size, the p th percentile is the value that has $p\%$ of the measurements below it and $(100 - p)\%$ above it.

10th Percentile: the calculated salary that falls at ten percent of the range of salaries for that job title.

25th Percentile: the calculated salary that falls at the first quarter of the range of salaries for that job title.

50th Percentile: the calculated salary that falls at the middle of the range of salaries for that job title.

75th Percentile: the calculated salary that falls at the third quarter of the range of salaries for that job title.

90th Percentile: the calculated salary that falls at ninety percent of the range of salaries for that job title.

Example of how averages and percentiles are derived:

Array – Salaries

1	\$25,000
2	\$25,000
3	\$25,896
4	\$27,500
5	\$27,500
6	\$28,290
7	\$29,456
8	\$30,000
9	\$31,789
10	\$32,659
11	\$33,000
12	\$34,796
13	\$35,000
14	\$38,452

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Explanatory Notes (continued)

For the above array, the following percentiles are derived:

Minimum	\$25,000
10 th Percentile	\$25,269
25 th Percentile	\$27,500
50 th Percentile	\$29,728
75 th Percentile	\$32,915
90 th Percentile	\$34,939
Maximum	\$38,452

Range (Minimum, Midpoint, and Maximum):

Pay Range's dollar amount for the Minimum, Midpoint, and Maximum is for Fiscal Year 2009. Midpoints are not provided for broadbanded pay ranges.

Title Group:

This report includes the following two Title Groups:

- U: Unclassified
- C: Classified Civil Service

**Classified Civil Service
Summary By Pay Range**

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Classified Civil Service Positions - By Pay Range

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
22	18,179	22,578	26,978	50	21,466	21,788	22,194	22,870	24,648	25,917	34,632	23,748	5
23	19,136	23,878	28,621	12	21,258	21,861	22,599	23,764	24,970	29,016	30,014	24,298	3
24	20,030	25,054	30,077	34	22,880	25,459	25,854	26,229	28,704	31,200	34,944	27,424	6
25	21,070	26,395	31,720	37	24,440	24,482	26,104	29,702	32,989	38,376	42,078	30,445	13
26	22,173	27,986	33,800	85	22,173	25,542	27,456	31,470	34,986	42,474	49,462	32,326	12
27	23,275	29,890	36,504	140	23,712	28,579	30,649	33,654	38,615	42,692	57,678	34,884	13
28	24,939	32,323	39,707	215	24,960	29,120	33,675	37,877	42,890	46,883	64,958	38,251	14
29	26,790	35,058	43,326	36	29,203	36,234	40,279	42,380	46,020	52,666	55,640	43,343	19
30	28,995	38,178	47,362	39	35,125	37,170	41,829	44,450	51,272	51,917	58,718	45,544	19
31	31,616	41,850	52,083	19	34,008	35,006	37,232	45,989	58,947	67,371	71,365	48,615	16
33	37,336	49,764	62,192	2	44,616			48,932			53,248	48,932	12
A1	15,226		40,685	380	17,430	23,036	25,636	28,080	32,282	37,482	48,651	29,215	10
A2	22,173		58,115	1,369	22,173	27,934	31,221	36,234	42,370	49,026	75,234	37,425	14
A3	33,738		85,405	24	35,464	48,006	50,586	57,210	59,561	61,027	66,934	55,107	20

**Classified Civil Service
Summary By Pay Range and College/VP Unit**

Internal Market Data for Staff Salaries January 2009

Classified Civil Service Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
22	18,179	22,578	26,978										
Other Units <= 3 Employees				2	33,322			33,977			34,632	33,977	20
Ofc of Acad Affairs & Prv				48	21,466	21,778	22,194	22,838	24,346	25,064	27,664	23,322	4
Total University				50	21,466	21,788	22,194	22,870	24,648	25,917	34,632	23,748	5
23	19,136	23,878	28,621										
Other Units <= 3 Employees				6	21,258	21,258	21,861	23,639	29,016	30,014	30,014	24,905	6
Office of Research				6	22,880		22,880	23,764	23,878		24,981	23,691	1
Total University				12	21,258	21,861	22,599	23,764	24,970	29,016	30,014	24,298	3
24	20,030	25,054	30,077										
Other Units <= 3 Employees				9	22,880	22,880	26,146	29,619	32,032	34,944	34,944	29,416	11
Office of Research				25	24,066	25,459	25,854	26,187	26,666	29,515	30,971	26,706	4
Total University				34	22,880	25,459	25,854	26,229	28,704	31,200	34,944	27,424	6
25	21,070	26,395	31,720										
Food, Agricultrl & Env Sci				21	24,440	24,981	27,373	31,179	35,027	38,459	42,078	31,410	18
Other Units <= 3 Employees				7	25,667	25,667	26,146	29,578	32,552	33,467	33,467	29,337	4
Office of Student Life				9	24,440	24,440	26,042	27,830	32,490	38,376	38,376	29,055	10
Total University				37	24,440	24,482	26,104	29,702	32,989	38,376	42,078	30,445	13
26	22,173	27,986	33,800										
Food, Agricultrl & Env Sci				13	26,874	27,227	30,056	33,800	40,394	43,285	43,846	34,917	20
Other Units <= 3 Employees				13	27,290	29,786	31,054	33,426	34,757	36,379	44,387	33,542	13
College of Veterinary Med				18	22,547	23,046	27,123	31,304	41,517	48,152	49,462	33,394	13
Office of Student Life				4	26,000		29,006	32,011	33,186		34,362	31,096	3

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Classified Civil Service Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Ofc of Business & Finance				27	22,173	22,984	26,728	30,576	35,194	39,270	47,902	30,819	10
Athletics				10	25,168	25,823	27,352	28,766	34,216	36,182	37,357	30,016	9
Total University				85	22,173	25,542	27,456	31,470	34,986	42,474	49,462	32,326	12
27 23,275 29,890 36,504													
College of Law				4	33,384		36,743	41,434	44,980		47,195	40,862	22
Athletics				5	32,947		37,274	40,331	42,619		47,798	40,194	16
Office of Student Life				8	32,344	32,344	33,436	36,806	39,926	57,678	57,678	38,795	10
Food, Agricultrl & Env Sci				7	30,451		32,178	41,517	43,805		43,971	38,079	22
College of Medicine				4	31,616		33,488	35,568	39,645		43,514	36,566	12
Other Units <= 3 Employees				17	23,712	30,202	31,366	33,862	38,834	46,072	46,446	35,570	15
University Libraries				49	27,851	28,891	30,971	34,278	37,710	43,139	46,280	35,101	14
Ofc of Business & Finance				16	25,376	25,522	28,174	31,741	37,024	40,934	41,725	32,864	11
College of Dentistry				5	28,413		30,638	31,221	31,720		36,504	31,699	8
Office of Research				25	26,749	28,392	29,099	30,742	33,197	36,005	41,954	31,490	6
Total University				140	23,712	28,579	30,649	33,654	38,615	42,692	57,678	34,884	13
28 24,939 32,323 39,707													
Ofc of Acad Affairs & Prv				5	39,270		40,019	41,080	41,288		64,958	45,323	26
College of Engineering				4	38,043		39,135	41,808	51,022		58,654	45,078	19
Ofc of Health Sciences				9	26,915	26,915	33,176	40,893	45,240	54,912	54,912	39,885	17
Ofc of Business & Finance				37	32,032	35,006	37,502	39,562	41,954	44,034	51,085	39,838	14
College of Medicine				7	28,080		28,974	36,088	46,218		60,091	39,360	8
University Libraries				42	28,163	30,077	34,237	37,253	46,114	48,235	49,754	39,315	18

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Classified Civil Service Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Food, Agricultrl & Env Sci				8	29,557	29,557	30,347	40,830	45,874	48,714	48,714	39,047	16
Office of Student Life				14	34,008	34,320	34,965	37,877	38,896	44,595	48,797	38,279	16
Office of Research				11	32,011	34,258	35,693	37,877	38,979	42,910	43,347	37,720	12
Other Units <= 3 Employees				11	25,896	29,432	31,595	37,336	42,848	43,326	43,784	36,928	13
College of Veterinary Med				62	24,960	27,040	29,744	34,570	40,290	44,990	58,926	35,749	11
Mathematicl & Physicl Sci				5	27,685		28,974	29,578	42,328		42,806	34,274	13
Total University				215	24,960	29,120	33,675	37,877	42,890	46,883	64,958	38,251	14
29	26,790	35,058	43,326										
Food, Agricultrl & Env Sci				10	37,476	37,780	42,411	47,099	52,632	55,450	55,640	47,126	27
College of Engineering				4	41,205		41,777	42,734	47,892		52,666	44,834	20
Other Units <= 3 Employees				8	37,357	37,357	40,914	44,470	45,259	54,995	54,995	44,205	20
Ofc of Business & Finance				4	41,059		41,496	41,954	46,738		51,501	44,117	16
Athletics				4	36,234		37,586	39,853	41,215		41,662	39,400	8
Office of Student Life				6	29,203		30,389	36,608	44,429		44,824	37,010	16
Total University				36	29,203	36,234	40,279	42,380	46,020	52,666	55,640	43,343	19
30	28,995	38,178	47,362										
Ofc of Business & Finance				11	35,464	40,477	42,515	49,400	51,834	51,917	58,032	47,038	19
Office of Student Life				10	41,018	41,423	43,222	45,479	51,272	51,438	51,584	46,555	20
Ofc of Acad Affairs & Prv				8	38,189	38,189	42,786	43,940	45,729	58,718	58,718	45,227	19
Other Units <= 3 Employees				10	35,125	35,544	37,170	41,870	46,571	53,872	56,077	43,145	16
Total University				39	35,125	37,170	41,829	44,450	51,272	51,917	58,718	45,544	19
31	31,616	41,850	52,083										

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Classified Civil Service Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Office of Student Life				5	57,741		57,845	61,589	67,371		71,365	63,182	24
Ofc of Business & Finance				6	34,008		35,006	45,198	54,413		59,301	45,521	10
Other Units <= 3 Employees				8	35,464	35,464	37,126	38,960	44,035	58,947	58,947	41,832	15
Total University				19	34,008	35,006	37,232	45,989	58,947	67,371	71,365	48,615	16
33	37,336	49,764	62,192										
Other Units <= 3 Employees				2	44,616			48,932			53,248	48,932	12
Total University				2	44,616			48,932			53,248	48,932	12
A1	15,226		40,685										
Biological Sciences				8	29,994	29,994	31,543	34,965	37,596	40,789	40,789	34,874	11
University Libraries				19	27,830	27,830	28,954	34,445	38,626	40,435	41,267	33,886	18
Office of Research				4	25,646		27,789	32,115	37,721		41,142	32,755	17
Ofc of Health Sciences				6	23,920		32,968	33,727	35,734		35,922	32,666	6
College of Law				4	27,040		29,078	32,760	36,130		37,856	32,604	15
Ofc of Acad Affairs & Prv				18	24,814	26,499	28,246	31,377	33,363	41,101	41,517	31,944	15
Other Units <= 3 Employees				29	22,069	23,296	27,893	30,534	33,779	40,851	44,117	31,174	10
Ofc of Development				7	22,797		27,040	30,618	33,010		38,438	30,267	18
College of Dentistry				76	26,000	26,707	27,040	29,151	32,001	35,131	48,651	30,062	7
Newark Campus				5	20,800		26,146	26,790	33,509		40,165	29,482	12
Ofc Enroll Sv&Undrgrd Edu				11	21,965	22,589	25,979	27,622	34,923	37,086	37,274	29,370	21
College of Medicine				30	19,386	25,168	26,874	28,309	31,200	35,381	41,704	29,354	6
Ofc of Business & Finance				31	21,320	24,232	26,062	27,019	31,470	34,445	40,061	28,969	9
College of Engineering				5	19,843		24,398	25,397	33,218		38,834	28,338	15

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Classified Civil Service Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Office of Student Life				35	20,800	22,734	24,086	26,478	30,035	35,277	41,558	27,577	7
Marion Campus				4	21,902		22,818	26,010	31,647		35,006	27,232	10
Mansfield Campus				9	21,882	21,882	22,818	26,395	28,912	35,152	35,152	26,471	9
Food, Agricultrl & Env Sci				79	17,430	20,696	23,026	24,398	27,040	32,739	45,261	25,856	11
Total University				380	17,430	23,036	25,636	28,080	32,282	37,482	48,651	29,215	10
A2	22,173		58,115										
University Relations				4	41,018		42,900	46,623	51,511		54,558	47,206	29
Biological Sciences				12	36,026	38,750	39,853	44,377	51,678	54,787	63,232	46,400	18
College of Social Work				4	36,546		39,676	45,084	50,045		52,728	44,860	21
Office of Research				16	35,173	36,234	38,449	44,450	47,018	48,277	50,939	43,354	18
Athletics				24	32,032	36,421	39,302	42,910	47,393	50,357	52,416	42,856	20
College of Nursing				7	29,869		31,013	39,229	50,544		57,970	41,445	18
College of Pharmacy				13	24,960	28,933	35,006	42,973	46,301	52,582	61,672	41,232	18
Newark Campus				8	28,538	28,538	31,179	37,430	43,878	75,234	75,234	41,093	27
Other Units <= 3 Employees				10	31,200	32,188	35,402	37,898	46,218	53,508	54,350	40,922	12
College of Engineering				44	26,333	31,886	34,819	40,560	44,866	52,894	62,317	40,855	13
College of Humanities				41	31,075	32,261	35,006	39,166	42,474	52,125	68,328	40,838	18
College of Business				27	30,014	31,117	33,010	39,936	45,094	54,163	57,595	40,609	15
Social & Behavioral Scien				14	28,995	34,258	37,398	38,875	42,557	51,043	52,499	40,088	17
Ofc of Health Sciences				36	26,707	30,014	31,429	37,544	45,833	55,744	65,790	39,809	10
Mathematicl & Physicl Sci				34	27,373	28,912	34,070	38,158	43,389	52,686	56,930	39,265	16
Office of Student Life				48	25,834	29,058	34,466	38,293	42,931	47,195	56,930	39,074	14

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Classified Civil Service Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Ofc of Business & Finance				113	24,710	27,310	30,701	37,461	45,302	53,102	61,110	38,756	16
Ofc of Development				36	25,459	33,114	34,746	38,147	41,194	47,590	53,560	38,650	14
Mansfield Campus				15	27,206	32,760	33,779	36,005	45,240	49,046	53,706	38,604	15
College of Public Health				8	31,387	31,387	33,623	36,993	38,397	57,720	57,720	38,392	13
College of Medicine				257	24,960	30,139	33,114	36,587	42,598	47,570	64,917	38,237	11
Education & Human Ecology				59	23,920	28,850	31,949	35,963	43,410	50,336	53,747	38,205	16
College of the Arts				17	31,949	32,614	33,800	38,314	42,494	44,366	47,486	38,124	14
Marion Campus				10	26,666	28,735	35,485	37,066	42,016	47,934	48,797	37,854	11
Exec Dean of Arts & Sci				17	28,018	28,954	33,363	36,379	40,019	50,690	53,726	37,784	17
Lima Campus				6	29,266		32,261	38,210	42,723		45,053	37,620	18
College of Law				14	28,683	29,515	33,176	36,743	42,245	45,760	51,272	37,556	12
Ofc of Acad Affairs & Prv				72	23,691	27,456	30,638	34,299	39,874	48,568	61,131	36,043	13
University Libraries				7	28,683		29,266	34,029	40,040		51,334	35,761	12
Graduate School				8	26,811	26,811	30,316	32,874	37,138	54,538	54,538	35,251	11
Food, Agricultrl & Env Sci				211	22,984	26,957	29,328	33,030	39,000	44,117	60,590	34,748	16
Office of Legal Affairs				4	29,453		30,482	33,155	38,199		41,600	34,341	1
College of Veterinary Med				24	24,128	25,085	28,943	32,698	38,480	41,142	55,806	34,118	11
College of Dentistry				53	26,000	26,790	27,602	30,347	38,646	43,098	53,331	33,135	7
Ofc Enroll Sv&Undrgrd Edu				96	22,173	23,795	26,513	27,934	33,363	40,102	55,037	30,417	11
Total University				1,369	22,173	27,934	31,221	36,234	42,370	49,026	75,234	37,425	14
A3	33,738		85,405										
Ofc of Business & Finance				13	48,381	49,525	56,056	58,490	59,613	60,819	61,027	57,006	21

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Classified Civil Service Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Other Units <= 3 Employees				7	48,006	48,006	48,131	58,864	61,173	66,934	66,934	56,802	16
Food, Agricultrl & Env Sci				4	35,464		38,740	46,831	53,196		54,746	45,968	21
Total University				24	35,464	48,006	50,586	57,210	59,561	61,027	66,934	55,107	20

**Classified Civil Service
By Pay Range and Job Code**

Internal Market Data for Staff Salaries January 2009

Classified Civil Service Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
Pay Range 22		-	18,179	-	22,578	-	26,978		
4284	Early Childhood Teaching Ast 1	48	21,466	22,194	22,838	24,346	27,664	23,322	4
Pay Range 23		-	19,136	-	23,878	-	28,621		
5370	Laboratory Animal Aide	6	22,880	22,880	23,764	23,878	24,981	23,691	
Pay Range 24		-	20,030	-	25,054	-	30,077		
5381	Laboratory Animal Technician 1	24	24,066	25,854	26,125	26,666	30,971	26,589	3
Pay Range 25		-	21,070	-	26,395	-	31,720		
0361	Agricultural Technician 1	22	24,440	26,062	31,616	35,027	42,078	31,286	17
5036	Housekeeping Manager 1	12	24,440	26,073	28,288	31,803	38,376	29,158	9
Pay Range 26		-	22,173	-	27,986	-	33,800		
0012	Account Clerk 2	34	22,173	27,290	32,011	34,757	48,152	32,222	11
0362	Agricultural Technician 2	10	26,874	31,866	36,046	43,202	43,846	36,541	23
4868	Golf Course Worker 2	7	25,168	26,478	27,872	29,182	34,216	28,475	9
8421	Traffic Control Officer	12	24,502	30,826	33,582	35,693	40,581	33,228	10
8535	Veterinary Assistant	11	22,547	23,046	27,477	31,158	41,517	28,721	7
Pay Range 27		-	23,275	-	29,890	-	36,504		
0013	Account Clerk 3	25	25,376	30,035	33,301	37,274	46,446	34,440	11
0031	Accountant 1	5	31,616	33,862	37,565	40,331	40,539	36,783	14
2661	Building Maintenance Supv	5	33,613	35,547	38,064	40,893	57,678	41,159	7
5375	Laboratory Animal Health Tech	10	27,040	30,742	32,084	33,634	38,480	32,090	3
5382	Laboratory Animal Technician 2	15	26,749	29,016	29,723	31,866	41,954	31,089	9
5594	Library Associate 1	58	23,712	30,701	33,738	38,750	47,195	35,044	15
7952	Storekeeper 2	6	28,496	37,170	40,144	41,725	47,798	39,246	24

Internal Market Data for Staff Salaries January 2009

Classified Civil Service Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
Pay Range 28		-	24,939	-	32,323	-	39,707		
2692	Business Services Officer 1	10	34,902	39,270	43,066	44,866	60,091	44,585	13
4308	Electronic Technician 2	9	38,376	40,290	42,848	48,797	58,654	45,286	16
4517	Facilities Support Svcs Spclst	9	30,992	38,418	40,602	41,288	64,958	42,000	12
5037	Housekeeping Manager 2	28	31,595	35,547	38,012	39,458	44,595	37,881	15
5397	Laboratory Animal Technologist	11	28,974	32,011	35,776	38,979	43,347	36,135	9
5595	Library Associate 2	48	25,896	33,706	37,586	46,197	54,912	39,410	18
6291	Personnel Technician 1	14	26,915	30,680	34,497	38,896	46,218	35,155	8
7043	Registered Veterinary Tech	59	24,960	29,744	34,403	39,312	46,051	34,788	9
Pay Range 29		-	26,790	-	35,058	-	43,326		
0032	Accountant 2	6	37,357	38,085	40,425	45,386	45,926	41,267	18
4309	Electronic Technician 3	7	36,234	38,938	41,933	43,867	45,074	41,547	9
4642	Farm Manager 2	5	37,476	45,132	48,084	52,632	55,260	47,717	26
Pay Range 30		-	28,995	-	38,178	-	47,362		
5038	Housekeeping Manager 3	8	40,477	41,423	42,952	47,528	51,293	44,447	15
6292	Personnel Technician 2	14	35,125	39,957	43,940	45,282	58,718	43,754	15
6431	Plant Maintenance Engineer 1	9	42,515	49,400	51,272	51,584	51,917	49,291	24
Pay Range 31		-	31,616	-	41,850	-	52,083		
6432	Plant Maintenance Engineer 2	6	57,741	57,845	60,445	67,371	71,365	62,535	20
Pay Range A1		-	15,226	-	-	-	40,685		
3849	Dental Assistant	53	26,000	27,955	30,430	33,426	48,651	31,326	7
4923	Guest Service Attendant	6	23,920	24,419	25,969	27,269	30,035	26,263	2
5068	Information Assistant	78	17,826	26,270	27,872	32,240	41,517	29,165	9
5598	Library Media Technical Asst	28	21,902	28,226	32,042	37,367	41,267	32,447	16
6119	Office Assistant	141	17,430	24,086	26,894	30,160	44,117	27,810	11

Internal Market Data for Staff Salaries January 2009

Classified Civil Service Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
6144	Office Production Assistant	26	23,691	27,040	30,118	36,400	45,261	31,734	14
7306	Sales Assistant	21	20,800	23,733	25,854	29,557	41,558	27,109	7
7451	Security Officer	27	21,902	26,062	26,957	31,928	40,061	29,068	8
Pay Range A2		-	22,173	-	-	58,115			
2662	Building Maintenance Supt 1	24	39,936	45,094	50,346	53,789	60,632	49,756	20
3850	Dental Assistant-Senior	6	31,574	33,114	38,199	40,435	41,454	37,163	11
5069	Information Associate	269	22,173	27,094	30,659	35,485	51,043	31,552	11
6116	Office Admin Associate	283	26,541	39,499	44,387	51,022	75,234	45,173	16
6120	Office Associate	749	22,984	31,346	34,840	39,839	61,110	35,898	14
6147	Office Staff Coordinator	31	30,888	41,122	45,053	49,046	65,790	45,266	21
7460	Security Supervisor	7	33,883	34,216	36,982	37,981	38,230	36,445	8
Pay Range A3		-	33,738	-	-	85,405			
2663	Building Maintenance Supt 2	24	35,464	50,586	57,210	59,561	66,934	55,107	20

**Classified Civil Service
Summary of Large Classifications
By College/VP Unit
(at least 100 employees)**

Internal Market Data for Staff Salaries January 2009

Classified Civil Service Positions - Summary of Large Classifications by College/VP Unit

Job Code	Job Title	Actual							
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
Pay Range A1		-	15,226	-	-	-	40,685		
6119	Office Assistant								
	Biological Sciences	4	36,275	36,858	37,596	39,270	40,789	38,064	14
	Ofc of Acad Affairs & Prv	10	24,814	27,830	29,661	32,302	38,667	30,189	12
	Office of Student Life	11	24,066	24,274	27,997	35,277	36,754	29,820	13
	Other Units <= 3 Employees	25	20,800	25,646	29,182	30,534	44,117	29,272	10
	College of Medicine	16	19,386	26,728	28,194	29,942	41,704	29,026	8
	Ofc of Business & Finance	6	21,320	26,250	26,978	28,995	38,522	28,174	11
	Ofc Enroll Sv&Undrgrd Edu	6	21,965	22,589	28,059	31,075	37,274	28,170	18
	Food, Agricultrl & Env Sci	63	17,430	22,610	24,398	26,894	43,014	25,473	10
Total University		141	17,430	24,086	26,894	30,160	44,117	27,810	11
Pay Range A2		-	22,173	-	-	-	58,115		
5069	Information Associate								
	Exec Dean of Arts & Sci	6	29,245	34,112	35,807	41,579	50,003	37,759	25
	Office of Student Life	5	25,834	35,942	37,502	37,939	39,749	35,393	8
	Ofc of Development	12	25,459	33,197	36,639	39,593	41,122	35,268	18
	Other Units <= 3 Employees	24	26,811	30,545	33,290	38,147	51,043	35,009	12
	College of Medicine	17	24,960	31,699	33,426	36,587	43,222	33,881	10
	Ofc of Acad Affairs & Prv	14	25,501	30,659	34,008	35,942	39,728	33,515	12
	Food, Agricultrl & Env Sci	24	24,523	30,462	31,564	35,121	41,142	32,143	12
	Ofc of Business & Finance	49	24,710	27,851	30,846	35,942	42,182	32,049	12
	College of Engineering	4	27,934	28,922	32,282	34,944	35,235	31,933	6
	College of Veterinary Med	19	24,128	28,288	31,658	37,440	39,187	31,670	10
	College of Dentistry	27	26,000	26,790	28,579	30,347	41,330	29,264	3
	Ofc Enroll Sv&Undrgrd Edu	68	22,173	25,022	27,040	29,173	46,030	28,148	10
Total University		269	22,173	27,094	30,659	35,485	51,043	31,552	11

Internal Market Data for Staff Salaries January 2009

Classified Civil Service Positions - Summary of Large Classifications by College/VP Unit

Job Code	Job Title	Actual							
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
6116	Office Admin Associate								
	College of Humanities	9	40,019	51,064	52,125	56,181	68,328	52,626	23
	Biological Sciences	5	42,952	44,387	50,253	54,787	63,232	51,122	22
	College of Business	9	39,936	45,094	49,941	54,163	57,595	49,777	18
	College of Pharmacy	7	42,973	44,678	46,301	52,582	61,672	48,773	23
	Athletics	4	42,515	45,521	49,442	50,690	51,022	48,105	24
	Office of Research	4	44,616	45,906	47,736	49,608	50,939	47,757	21
	Ofc of Business & Finance	17	35,506	41,954	45,926	52,437	60,112	47,203	22
	Ofc of Health Sciences	14	34,715	39,416	46,686	53,893	59,946	47,076	12
	Other Units <= 3 Employees	24	26,666	41,184	45,864	53,217	75,234	47,055	19
	Office of Student Life	7	37,731	38,501	41,018	56,930	56,930	45,977	15
	Mathematicl & Physicl Sci	11	36,442	39,811	43,888	52,707	56,930	45,794	13
	Education & Human Ecology	18	33,530	41,850	46,748	50,627	53,747	45,358	18
	Ofc of Acad Affairs & Prv	13	26,541	40,019	46,405	51,917	61,131	45,206	16
	College of Medicine	70	31,200	38,667	43,108	47,570	64,917	44,405	13
	College of Engineering	28	33,842	39,884	42,068	47,466	62,317	44,294	14
	Food, Agricultrl & Env Sci	24	29,806	34,403	39,697	46,394	60,590	40,515	17
	Graduate School	4	31,075	33,769	37,138	46,176	54,538	39,972	15
	College of Dentistry	8	31,013	36,067	40,622	42,463	44,283	39,200	8
	Ofc Enroll Sv&Undrgrd Edu	7	31,512	33,197	35,838	41,766	50,544	38,126	18
	Total University	283	26,541	39,499	44,387	51,022	75,234	45,173	16
6120	Office Associate								
	Biological Sciences	7	36,026	38,750	40,706	49,234	53,102	43,026	14
	Office of Research	11	36,234	37,710	44,138	46,384	47,424	42,496	17
	Athletics	17	32,032	37,939	39,707	43,909	47,923	40,710	19
	University Libraries	4	34,029	35,360	38,366	45,687	51,334	40,524	19
	Other Units <= 3 Employees	22	29,869	33,176	37,721	44,408	57,970	39,624	14

Internal Market Data for Staff Salaries January 2009

Classified Civil Service Positions - Summary of Large Classifications by College/VP Unit

Job Code	Job Title	Actual							
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
	Ofc of Development	20	31,658	35,641	37,336	41,132	53,560	39,159	10
	Social & Behavioral Scien	11	28,995	35,464	38,771	40,768	52,499	39,028	16
	Ofc of Business & Finance	26	25,750	33,072	36,525	44,658	61,110	38,621	17
	College of Humanities	30	31,075	34,424	37,024	40,123	48,235	37,591	16
	Office of Student Life	27	27,331	32,157	36,442	42,266	45,594	36,951	14
	College of the Arts	14	31,949	33,426	35,464	39,894	43,971	36,850	15
	College of Business	16	30,014	32,261	36,421	41,527	42,910	36,399	13
	College of Dentistry	14	27,165	29,141	32,510	44,283	53,331	36,110	13
	College of Engineering	12	26,333	32,583	35,277	39,884	44,658	35,807	11
	College of Medicine	165	26,000	32,011	34,320	39,125	57,824	35,788	10
	College of Law	11	28,683	32,698	34,403	38,854	45,760	35,725	11
	Mansfield Campus	11	27,206	32,802	34,287	39,770	45,240	35,637	16
	Mathematicl & Physicl Sci	20	27,373	32,843	35,963	38,168	49,130	35,482	16
	Education & Human Ecology	39	23,920	30,202	35,110	40,019	49,608	35,207	16
	College of Public Health	6	31,387	31,990	36,057	37,128	37,877	35,083	11
	Lima Campus	4	29,266	30,763	33,530	38,761	42,723	34,762	11
	Newark Campus	4	28,538	28,642	32,812	40,186	43,493	34,414	25
	Office of Legal Affairs	4	29,453	30,482	33,155	38,199	41,600	34,341	1
	Food, Agricultrl & Env Sci	163	22,984	28,496	32,843	38,958	57,554	34,282	16
	Ofc of Acad Affairs & Prv	44	23,691	30,222	32,188	36,390	52,624	34,160	12
	Exec Dean of Arts & Sci	8	28,018	31,065	33,436	37,409	40,019	33,982	9
	Ofc of Health Sciences	18	26,707	30,846	31,574	35,006	44,242	33,391	6
	College of Pharmacy	6	24,960	28,933	33,509	36,338	37,357	32,434	10
	Ofc Enroll Sv&Undrgrd Edu	15	23,920	27,851	30,555	33,675	40,102	30,792	9
	Total University	749	22,984	31,346	34,840	39,839	61,110	35,898	14

**Unclassified
Summary By Pay Range**

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range

Pay Range				Actual									
Pay Range	Min-imum	Mid-point	Max-imum	Head-count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
00				812	16,640	44,910	52,716	71,684	108,050	152,736	648,000	90,137	10
54	15,621	19,334	23,046	13	16,640	17,222	18,034	20,509	20,800	22,942	27,518	20,152	4
56	18,366	22,880	27,394	10	18,366	18,408	18,658	19,791	23,920	27,331	29,702	21,692	0
57	19,760	24,669	29,578	8	22,610	22,610	28,153	35,058	40,206	42,037	42,037	33,935	10
58	22,173	27,778	33,384	415	22,173	23,504	24,752	26,582	29,536	33,176	47,299	27,605	5
59	24,024	30,150	36,275	260	24,024	26,322	28,434	31,855	34,393	38,074	53,019	31,961	6
60	25,813	33,010	40,206	213	26,652	29,266	30,996	35,027	38,875	45,624	60,154	36,095	8
61	28,371	36,431	44,491	480	28,380	31,227	33,732	37,093	42,000	46,514	72,006	38,436	8
62	30,992	39,915	48,838	947	30,992	34,932	37,464	42,012	48,303	54,267	75,252	43,550	8
63	34,216	44,481	54,746	653	34,216	38,301	41,927	47,016	52,632	60,002	165,000	48,355	11
64	37,107	48,818	60,528	694	37,471	43,890	47,584	53,034	60,000	67,824	92,448	54,713	10
65	40,498	54,028	67,558	292	40,669	48,558	53,856	59,990	71,328	79,464	110,659	62,553	12
66	44,138	59,332	74,526	172	45,363	55,167	64,197	72,750	81,297	90,904	185,000	73,699	12

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range

Pay Range				Actual									
Pay Range	Min-imum	Mid-point	Max-imum	Head-count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
67	49,046	66,394	83,741	220	49,046	59,475	67,662	78,366	88,334	99,234	169,968	79,503	12
68	53,206	72,821	92,435	141	53,321	57,469	66,999	77,000	90,037	113,928	157,197	81,223	11
69	59,488	82,118	104,749	12	85,812	99,120	103,239	109,125	154,251	172,008	195,040	128,108	18
70	64,542	89,679	114,816	3	105,000			150,564			152,633	136,066	3
71	70,658	98,842	127,026	2	112,728			122,118			131,508	122,118	10
79	22,984	27,539	32,094	21	26,458	27,435	28,621	29,286	34,070	36,005	37,066	30,891	5
80	25,626	30,950	36,275	7	32,677		32,822	35,090	37,378		45,052	36,260	10
82	28,558	35,006	41,454	8	33,218	33,218	39,468	47,902	52,426	56,867	56,867	46,210	9
83	30,430	37,565	44,699	6	43,493		46,530	54,600	57,013		67,163	53,900	14
84	31,886	39,593	47,299	7	35,360		36,421	37,544	39,395		50,544	39,310	9
85	33,530	41,995	50,461	14	40,560	40,560	40,560	41,818	42,661	44,013	46,405	42,118	5
86	36,109	45,552	54,995	1	55,307			55,307			55,307	55,307	17
87	38,709	49,379	60,050	4	38,709		40,508	48,046	55,916		58,047	48,212	12

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range

Pay Range				Actual									
Pay Range	Min-imum	Mid-point	Max-imum	Head-count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
88	41,475	53,456	65,437	3	55,536			58,155			70,368	61,353	17
89	44,637	58,271	71,906	10	53,789	54,074	57,845	63,378	68,874	70,050	70,217	63,145	16
90	48,859	64,126	79,394	1	69,555			69,555			69,555	69,555	12
A2	22,173		58,115	304	25,480	30,992	34,050	37,991	44,522	48,880	71,282	39,291	7
A3	33,738		85,405	1,051	33,738	42,660	47,610	55,164	63,407	71,412	93,783	56,327	9
A4	50,024		127,691	467	50,700	65,000	71,580	81,276	93,156	104,743	180,000	83,981	11
A5	75,504		187,990	36	85,392	90,408	101,502	123,633	141,867	162,350	196,392	124,743	15

Unclassified
Summary By Pay Range and College/VP Unit

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
00													
Ofc of Development				10	19,829	72,941	126,264	167,820	200,384	265,242	265,584	166,671	12
Office of Legal Affairs				5	128,738		128,738	128,738	140,080		155,037	136,266	11
Office of Research				42	48,784	61,534	85,942	110,542	160,868	221,632	288,752	130,797	11
University Libraries				5	101,880		109,920	111,228	116,004		207,211	129,249	22
Government Affairs				4	115,692		115,753	123,665	140,800		150,083	128,276	13
University Relations				4	105,334		112,322	127,289	142,675		150,083	127,499	14
Ofc of Acad Affairs & Prv				36	47,492	56,030	77,112	99,906	149,754	194,505	300,000	120,550	13
Ofc of Health Sciences				64	40,922	47,741	58,734	81,746	153,831	243,954	464,598	117,919	10
College of Business				15	63,594	64,709	80,000	104,305	125,000	138,667	162,922	106,187	8
Ofc of Business & Finance				37	65,772	73,493	86,148	93,664	125,377	140,700	260,004	105,838	11
Social & Behavioral Scien				8	20,417	20,417	83,355	106,404	134,552	154,032	154,032	102,884	11
Athletics				113	16,640	37,893	46,817	80,004	110,443	168,000	648,000	101,156	7
Ofc Enroll Sv&Undrgrd Edu				12	51,750	59,006	65,490	92,370	129,397	153,253	153,482	96,904	11
Exec Dean of Arts & Sci				9	49,404	49,404	55,890	64,008	84,312	300,000	300,000	96,030	7
Office of Student Life				65	38,256	48,432	65,640	90,000	131,460	140,605	167,558	94,468	12
College of Law				15	27,311	51,500	58,546	77,015	88,000	117,361	349,753	92,636	5
Education & Human Ecology				11	52,668	58,248	65,004	86,472	131,772	132,804	138,852	91,429	8
College of Engineering				36	26,278	33,280	71,177	90,070	103,588	133,068	153,096	87,454	10
Other Units <= 3 Employees				17	42,848	48,360	66,979	78,756	112,078	130,000	131,060	86,345	14
College of Public Health				4	60,341		65,465	80,807	97,746		104,467	81,605	20
College of Veterinary Med				6	36,000		41,436	76,086	97,692		156,456	80,626	10
Mathematicl & Physicl Sci				13	48,000	48,000	53,088	66,624	90,144	125,676	137,004	76,175	10

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
College of Pharmacy				10	54,250	54,786	56,788	63,915	82,968	109,016	127,172	72,014	10
University Outreach				6	30,696		44,712	53,226	65,004		178,537	70,900	11
College of Medicine				50	36,057	46,291	51,500	58,535	72,620	117,656	160,038	69,460	8
Biological Sciences				6	53,479		57,000	68,940	80,004		82,800	68,527	12
Food, Agricultrl & Env Sci				209	18,595	42,588	46,428	54,468	61,104	73,152	178,644	57,521	10
Total University				812	16,640	44,910	52,716	71,684	108,050	152,736	648,000	90,137	10
54	15,621	19,334	23,046										
Other Units <= 3 Employees				9	16,640	16,640	18,720	20,800	22,027	27,518	27,518	20,798	3
Food, Agricultrl & Env Sci				4	17,680		17,857	18,158	19,542		20,800	18,699	6
Total University				13	16,640	17,222	18,034	20,509	20,800	22,942	27,518	20,152	4
56	18,366	22,880	27,394										
Ofc of Health Sciences				4	23,920		23,920	24,440	27,331		29,702	25,626	1
Education & Human Ecology				6	18,366		18,450	19,011	19,573		20,010	19,070	0
Total University				10	18,366	18,408	18,658	19,791	23,920	27,331	29,702	21,692	0
57	19,760	24,669	29,578										
Other Units <= 3 Employees				8	22,610	22,610	28,153	35,058	40,206	42,037	42,037	33,935	10
Total University				8	22,610	22,610	28,153	35,058	40,206	42,037	42,037	33,935	10
58	22,173	27,778	33,384										
College of Optometry				16	22,443	22,880	23,681	33,457	36,109	38,626	38,813	31,127	6
College of Veterinary Med				13	22,173	22,984	24,398	29,515	33,286	42,869	45,011	30,298	7
Ofc of Acad Affairs & Prv				37	24,440	25,480	26,811	28,600	29,682	33,717	47,299	29,257	5
Office of Student Life				12	22,173	23,296	23,556	27,498	30,888	35,381	43,077	28,539	4
Biological Sciences				22	23,525	24,211	25,480	26,343	30,139	33,155	38,771	27,928	4
Other Units <= 3 Employees				13	22,298	23,816	24,960	27,040	32,115	32,323	34,008	27,819	6

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Ofc of Health Sciences				25	22,173	22,173	23,504	27,997	30,389	33,259	39,062	27,807	2
Food, Agricultrl & Env Sci				218	22,173	23,566	24,523	26,343	28,621	32,074	40,560	27,104	7
College of Medicine				32	22,880	23,566	24,960	26,000	28,402	29,994	34,798	26,772	1
Social & Behavioral Scien				11	22,173	23,400	23,899	25,958	28,496	31,387	31,470	26,505	2
College of Dentistry				10	22,173	22,870	24,419	25,834	27,872	28,974	29,723	25,865	1
Education & Human Ecology				6	24,544		24,544	24,814	25,480		28,371	25,428	1
Total University				415	22,173	23,504	24,752	26,582	29,536	33,176	47,299	27,605	5
59	24,024	30,150	36,275										
Biological Sciences				5	24,045		33,280	34,008	47,611		53,019	38,393	7
Mathematicl & Physicl Sci				10	32,406	32,458	34,008	35,662	38,563	43,690	46,800	36,731	14
University Relations				7	32,001		33,592	34,466	35,131		37,107	34,497	7
Other Units <= 3 Employees				13	25,397	26,000	31,803	34,570	36,795	39,624	44,658	34,424	9
College of Veterinary Med				22	24,024	26,000	30,264	33,894	35,027	39,333	45,282	33,337	7
Education & Human Ecology				8	27,040	27,040	28,714	30,898	34,528	46,592	46,592	32,739	7
Ofc of Acad Affairs & Prv				10	27,019	27,758	28,995	31,637	34,611	38,501	42,141	32,404	6
College of Business				7	27,539		30,326	32,323	35,360		35,838	32,332	0
College of Medicine				46	24,024	26,000	28,912	32,016	33,800	36,670	44,782	31,849	5
Social & Behavioral Scien				17	24,024	27,810	29,120	31,762	34,070	37,939	38,210	31,775	2
College of Engineering				5	24,128		32,739	33,301	33,946		34,154	31,653	9
Office of Research				5	28,080		28,496	30,014	32,011		38,251	31,371	5
College of Dentistry				8	26,894	26,894	28,974	30,129	32,698	35,464	35,464	30,745	3
Office of Student Life				5	27,518		27,934	28,766	31,221		38,230	30,734	6
Food, Agricultrl & Env Sci				66	24,024	25,771	26,894	29,609	33,072	38,522	41,330	30,442	9

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Ofc of Health Sciences				22	27,040	27,560	27,997	29,994	32,011	33,280	36,109	30,303	2
Lima Campus				4	28,621		28,870	29,162	31,169		33,134	30,020	2
Total University				260	24,024	26,322	28,434	31,855	34,393	38,074	53,019	31,961	6
60	25,813	33,010	40,206										
College of Engineering				5	36,795		36,828	40,810	50,832		51,588	43,371	14
College of the Arts				5	29,266		38,002	45,744	46,218		53,040	42,454	20
University Relations				14	35,880	36,000	37,620	39,704	43,202	50,212	55,490	41,152	8
Athletics				10	34,861	35,110	38,168	39,270	41,933	46,894	50,814	40,125	9
University Libraries				13	30,312	32,172	35,292	40,260	44,508	47,040	47,570	40,018	15
Exec Dean of Arts & Sci				25	35,004	35,004	36,228	37,656	40,608	48,168	51,984	39,296	8
Other Units <= 3 Employees				24	28,371	29,988	31,674	37,333	42,134	48,672	60,154	38,516	8
Office of Research				4	34,008		34,341	36,083	42,074		46,654	38,207	11
Biological Sciences				6	27,768		33,048	33,850	35,027		50,010	35,592	8
College of Dentistry				6	30,859		32,756	33,607	33,969		47,694	35,415	9
Ofc Enroll Sv&Undrgrd Edu				30	29,500	29,640	30,680	33,877	36,404	38,981	40,653	34,118	6
Food, Agricultrl & Env Sci				4	28,008		31,516	35,390	36,460		37,164	33,988	5
Ofc of Acad Affairs & Prv				5	28,038		28,288	34,000	34,008		42,037	33,274	4
College of Medicine				24	26,707	28,309	30,358	32,542	34,206	36,608	42,640	32,712	8
Office of Student Life				13	26,916	27,360	29,856	31,320	33,300	36,900	42,072	32,154	4
Education & Human Ecology				11	26,652	27,036	28,320	30,480	30,996	32,028	36,672	30,256	2
Ofc of Health Sciences				14	27,082	29,120	29,120	29,494	30,139	30,971	30,992	29,578	1
Total University				213	26,652	29,266	30,996	35,027	38,875	45,624	60,154	36,095	8
61	28,371	36,431	44,491										
University Relations				5	37,000		41,602	46,504	53,142		56,742	46,998	14

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Athletics				23	30,826	36,334	38,372	41,309	46,524	52,104	70,008	43,449	6
Other Units <= 3 Employees				17	31,050	32,840	37,644	40,041	44,696	59,172	61,668	42,483	10
Social & Behavioral Scien				10	33,804	33,944	38,400	41,934	48,096	49,692	49,980	42,360	4
Mathematicl & Physicl Sci				17	29,776	31,179	34,512	37,080	46,860	54,205	64,560	41,469	12
College of Law				7	38,066		38,500	40,127	42,500		44,628	40,822	4
College of Pharmacy				6	37,493		37,500	41,529	42,286		43,400	40,623	8
Newark Campus				9	31,120	31,120	35,612	38,256	43,672	52,786	52,786	39,797	11
College of Business				6	34,000		36,132	40,772	42,036		45,028	39,790	11
Exec Dean of Arts & Sci				11	30,012	36,336	36,336	39,096	43,896	44,796	48,924	39,385	8
College of Engineering				28	32,004	33,832	35,103	38,962	41,826	44,040	56,856	39,100	6
College of Dentistry				12	29,751	31,020	33,696	37,999	44,071	46,792	47,915	38,707	10
College of Medicine				72	29,484	31,963	34,121	37,604	42,624	45,699	54,350	38,370	8
Marion Campus				8	34,556	34,556	36,537	38,055	39,548	42,975	42,975	38,226	8
Lima Campus				8	33,400	33,400	34,078	35,501	41,258	48,927	48,927	38,000	8
Biological Sciences				22	29,196	31,224	32,510	36,054	42,000	48,732	63,636	38,000	5
Ofc Enroll Sv&Undrgrd Edu				41	28,560	30,900	32,640	36,609	40,296	43,722	68,598	37,936	9
Food, Agricultrl & Env Sci				62	28,380	30,696	32,448	35,856	42,168	46,176	51,773	37,366	11
Ofc of Business & Finance				20	29,848	31,584	33,394	35,797	38,199	46,727	47,923	37,030	9
Ofc of Health Sciences				35	28,980	31,066	33,950	36,849	39,330	42,119	44,800	36,544	6
College of Veterinary Med				6	29,016		31,500	36,900	39,948		42,732	36,166	4
Education & Human Ecology				10	31,092	32,550	34,464	36,006	37,008	38,028	38,940	35,710	6
Ofc of Acad Affairs & Prv				19	28,567	28,617	31,147	32,178	36,000	43,659	72,006	35,454	5
Office of Student Life				26	31,117	32,004	32,004	32,808	35,868	42,468	43,008	34,511	2

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Total University				480	28,380	31,227	33,732	37,093	42,000	46,514	72,006	38,436	8
62	30,992	39,915	48,838										
Other Units <= 3 Employees				7	41,303	41,303	44,666	56,669	61,055	64,151	64,151	54,703	10
Graduate School				4	42,546		47,318	55,139	58,521		58,854	52,919	22
College of Humanities				34	35,004	42,000	45,492	49,872	55,692	60,300	68,004	50,592	14
Mathematicl & Physicl Sci				34	32,004	42,786	44,520	47,964	54,267	58,500	73,656	49,928	11
College of Law				8	36,471	36,471	38,855	50,605	56,318	67,257	67,257	49,411	8
College of Veterinary Med				16	33,551	37,452	43,008	47,556	57,384	63,984	64,344	49,358	15
University Relations				31	35,880	38,314	44,723	50,192	54,723	57,306	63,861	49,151	11
Biological Sciences				13	36,528	38,988	40,008	50,292	55,284	61,041	64,176	48,934	11
College of Engineering				42	33,468	40,008	44,088	47,620	53,291	59,422	64,548	48,544	12
College of Public Health				5	41,309		46,139	49,916	50,005		52,000	47,874	7
College of Social Work				5	38,960		39,860	42,270	49,524		68,063	47,735	11
Ofc of Development				7	41,820		42,848	45,000	53,016		53,568	47,470	10
College of Nursing				8	37,008	37,008	40,110	43,536	54,078	55,520	55,520	45,997	7
Lima Campus				13	32,664	37,260	42,049	44,505	50,210	52,858	53,622	45,325	9
College of Dentistry				11	33,333	36,230	37,136	45,000	51,840	53,992	57,559	45,276	10
Athletics				36	34,500	37,674	40,592	43,021	50,076	53,092	75,252	45,168	6
University Libraries				25	31,410	33,500	37,968	44,712	50,436	52,488	59,544	44,482	12
Social & Behavioral Scien				25	32,760	36,900	39,780	43,200	52,044	54,060	57,564	44,480	7
College of the Arts				12	36,960	39,228	40,422	44,846	47,442	49,046	53,556	44,383	8
Newark Campus				8	33,500	33,500	35,628	42,846	51,553	61,201	61,201	44,344	9
Marion Campus				8	32,039	32,039	36,713	42,849	50,470	60,087	60,087	44,024	9

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
College of Business				17	32,522	35,744	39,000	42,000	49,707	50,810	60,380	43,444	6
Education & Human Ecology				41	31,752	33,948	36,036	41,616	48,564	53,952	65,928	43,323	9
College of Medicine				64	32,448	35,350	37,913	41,908	45,322	51,929	70,390	42,781	7
Mansfield Campus				12	35,000	35,394	36,297	42,046	47,262	48,234	57,010	42,593	12
College of Optometry				12	31,928	36,199	36,455	38,184	48,312	53,962	60,990	42,389	9
Ofc of Acad Affairs & Prv				74	30,992	35,592	37,932	40,300	45,224	47,856	67,180	41,655	6
Ofc of Business & Finance				59	31,466	33,821	36,000	39,552	47,280	51,593	56,076	41,450	9
Exec Dean of Arts & Sci				12	31,980	32,676	36,888	40,500	45,632	52,116	54,144	41,335	6
Ofc of Health Sciences				21	34,021	35,880	36,500	38,738	41,944	47,950	73,266	41,275	4
Ofc Enroll Sv&Undrgrd Edu				41	32,160	35,088	37,398	39,987	43,576	48,300	53,248	41,045	8
University Outreach				6	31,992		36,108	41,040	46,248		48,948	40,896	14
Office of Research				39	32,192	34,790	36,636	37,746	43,035	53,079	56,710	40,429	4
Office of Student Life				113	31,440	34,008	35,676	38,604	42,000	47,040	66,024	39,766	5
Food, Agricultrl & Env Sci				84	30,996	31,992	34,218	39,120	43,272	49,332	59,352	39,624	8
Total University				947	30,992	34,932	37,464	42,012	48,303	54,267	75,252	43,550	8
63	34,216	44,481	54,746										
Lima Campus				4	40,244		45,370	51,213	80,778		109,626	63,074	13
Other Units <= 3 Employees				12	34,216	37,002	38,532	48,194	60,977	85,905	165,000	58,930	6
Social & Behavioral Scien				13	40,008	42,912	51,568	57,420	64,008	65,556	71,592	56,695	9
Mathematicl & Physicl Sci				23	41,160	42,984	46,008	53,696	63,360	65,004	75,012	54,500	15
College of Social Work				6	43,880		48,000	54,863	55,000		68,076	54,114	10
Mansfield Campus				6	43,200		45,215	50,106	60,645		68,497	52,962	9
College of Humanities				9	42,504	42,504	47,256	50,700	57,228	72,000	72,000	52,821	16

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Athletics				7	39,254		45,605	53,843	57,970		67,405	52,380	14
College of Engineering				39	37,356	40,008	43,596	50,710	56,520	64,824	78,228	51,167	11
Newark Campus				12	38,833	39,278	45,518	49,794	55,941	64,500	65,421	51,074	11
College of Business				5	39,963		44,684	47,970	57,898		64,249	50,953	12
University Relations				10	36,050	37,525	41,619	51,253	57,894	62,837	64,708	50,739	14
College of Veterinary Med				17	37,260	39,852	42,557	49,188	56,400	63,840	73,224	50,609	15
Ofc Enroll Sv&Undrgrd Edu				36	35,000	40,000	44,244	49,859	54,733	61,048	78,900	50,177	12
College of the Arts				4	41,724		43,650	48,798	55,428		58,836	49,539	9
Biological Sciences				19	37,920	40,752	41,952	48,216	56,436	63,720	68,316	49,161	13
Office of Research				22	42,240	43,251	44,462	48,731	50,806	55,396	57,665	48,554	11
Ofc of Development				12	39,144	40,331	41,724	46,863	49,950	51,504	70,020	47,615	10
Ofc of Health Sciences				37	35,356	38,850	41,405	45,286	50,562	60,002	80,730	47,428	9
Ofc of Business & Finance				75	34,224	38,712	41,412	45,456	52,260	59,400	65,167	47,427	10
College of Dentistry				8	36,073	36,073	41,138	45,924	54,225	60,544	60,544	47,399	10
Marion Campus				4	41,320		42,923	45,884	51,710		56,179	47,317	10
Exec Dean of Arts & Sci				6	37,560		40,236	46,710	55,488		56,136	47,140	10
Ofc of Acad Affairs & Prv				34	34,216	35,859	39,264	46,773	53,430	59,052	67,074	47,112	10
Education & Human Ecology				28	35,868	37,932	39,150	46,128	51,139	55,488	65,484	46,177	11
Food, Agricultrl & Env Sci				83	34,932	37,080	40,008	45,504	50,124	55,116	72,960	46,174	14
Office of Student Life				46	34,992	38,172	42,000	45,168	48,984	54,660	63,636	45,887	5
College of Pharmacy				5	34,216		43,117	46,685	49,232		53,303	45,311	11
College of Medicine				56	34,865	36,408	39,015	44,142	48,666	51,448	55,491	43,896	10
College of Law				6	34,873		34,955	45,451	49,581		51,875	43,698	6

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
College of Optometry				5	35,868		40,814	44,989	45,000		50,628	43,460	7
College of Public Health				4	37,800		39,863	42,821	43,725		43,733	41,794	6
Total University				653	34,216	38,301	41,927	47,016	52,632	60,002	165,000	48,355	11
64	37,107	48,818	60,528										
Mathematical & Physical Sci				14	56,615	58,572	60,000	66,864	70,980	78,084	81,084	67,189	14
University Libraries				5	44,364		64,740	68,500	70,128		74,808	64,508	21
Social & Behavioral Scien				18	45,924	47,364	54,744	60,666	66,504	85,740	92,448	63,037	14
College of Engineering				17	47,327	49,644	53,964	63,620	66,696	76,104	76,800	62,122	14
Lima Campus				7	47,739		56,190	64,804	67,574		70,625	62,053	14
Biological Sciences				4	48,450		50,655	53,853	69,779		84,713	60,217	19
College of Dentistry				5	47,000		53,768	58,417	60,085		79,798	59,814	18
University Relations				8	49,655	49,655	53,235	57,390	62,616	75,945	75,945	59,010	16
Athletics				21	47,848	50,004	52,285	56,254	63,000	73,116	75,924	58,825	8
Other Units <= 3 Employees				22	44,712	45,241	51,405	58,467	62,100	72,800	82,608	58,786	7
Exec Dean of Arts & Sci				10	44,004	44,004	46,692	60,666	64,734	66,954	67,164	56,600	13
Ofc of Business & Finance				55	38,104	45,900	50,496	55,524	65,832	68,436	71,724	56,589	10
Ofc of Acad Affairs & Prv				75	39,305	45,000	48,800	53,074	61,668	72,500	92,093	55,896	11
College of Medicine				71	38,000	45,000	48,000	55,463	60,569	63,747	78,573	55,244	11
Ofc Enroll Sv&Undrgrd Edu				21	41,948	46,688	48,000	53,688	60,394	66,753	71,878	54,865	11
Ofc of Development				9	46,356	46,356	52,380	53,784	55,776	64,164	64,164	54,443	9
College of Humanities				11	47,112	49,464	50,004	54,000	58,008	58,080	62,016	54,056	9
Education & Human Ecology				48	39,240	41,100	46,340	53,154	57,684	67,824	79,906	53,609	8
College of Public Health				9	45,088	45,088	46,761	52,020	58,128	63,744	63,744	52,810	6

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Office of Student Life				61	38,904	43,320	47,124	52,008	56,004	61,632	81,300	52,618	8
Office of Research				33	41,323	43,470	47,584	51,462	57,018	63,265	67,382	52,433	9
College of Optometry				8	43,261	43,261	44,968	49,858	57,940	67,752	67,752	52,068	12
Food, Agricultrl & Env Sci				88	38,004	41,208	44,298	49,092	56,196	62,448	82,812	51,231	11
Newark Campus				4	43,497		44,249	50,305	55,955		56,300	50,102	3
College of the Arts				9	41,892	41,892	42,012	46,824	52,224	67,120	67,120	49,899	11
College of Business				16	39,500	43,050	46,477	50,816	52,800	55,050	57,230	49,761	7
Marion Campus				4	42,838		46,211	50,180	50,888		51,000	48,549	12
Ofc of Health Sciences				41	37,471	41,615	43,890	47,000	51,750	55,640	61,168	47,785	5
Total University				694	37,471	43,890	47,584	53,034	60,000	67,824	92,448	54,713	10
65	40,498	54,028	67,558										
College of Optometry				6	51,134		62,100	80,761	82,765		85,951	73,912	11
College of Pharmacy				4	50,000		57,106	66,557	89,781		110,659	73,443	20
Social & Behavioral Scien				11	56,933	62,228	67,644	75,312	79,464	80,892	83,220	73,033	13
Ofc Enroll Sv&Undrgrd Edu				6	55,887		60,076	72,764	76,165		82,422	70,013	18
Office of Student Life				21	54,960	57,000	59,412	69,180	73,116	83,316	90,888	69,168	13
Biological Sciences				5	60,012		65,256	71,124	72,684		75,300	68,875	11
Mathematicl & Physicl Sci				19	45,432	54,864	56,724	72,276	78,660	81,000	87,600	68,338	10
Other Units <= 3 Employees				11	47,164	47,388	49,627	59,968	81,793	83,074	89,500	66,345	17
College of Business				12	46,500	52,975	56,640	62,645	74,478	79,220	102,964	66,343	14
Ofc of Development				8	53,844	53,844	55,229	59,598	74,826	88,164	88,164	65,164	16
Mansfield Campus				5	57,920		59,725	60,286	64,684		82,098	64,943	16
Ofc of Business & Finance				21	49,452	53,004	54,382	60,013	74,616	79,476	93,924	63,866	9

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Food, Agricultrl & Env Sci				17	50,004	52,284	54,588	63,012	70,548	72,960	74,964	62,667	16
Ofc of Acad Affairs & Prv				13	42,725	49,210	54,141	57,942	73,508	77,800	81,250	62,337	10
Education & Human Ecology				16	46,260	50,688	54,000	60,444	69,354	72,540	93,360	62,184	14
College of Veterinary Med				6	55,368		56,928	62,514	67,284		67,284	61,982	8
Athletics				4	51,106		56,513	63,632	65,516		65,689	61,014	8
College of Dentistry				6	43,206		52,231	60,687	69,253		72,824	59,815	12
College of Engineering				19	42,709	45,000	48,612	57,547	70,685	74,832	78,660	59,213	8
Marion Campus				5	56,879		56,999	57,097	57,141		60,630	57,749	9
Office of Research				17	40,669	46,568	53,777	56,088	59,605	72,846	75,911	57,231	9
Ofc of Health Sciences				12	41,600	47,134	47,829	52,161	62,742	67,548	80,078	55,738	11
University Relations				13	48,205	48,649	51,371	55,836	58,299	59,280	60,768	54,829	11
College of Medicine				30	41,698	44,564	46,575	52,372	60,422	66,385	80,479	54,292	10
College of Law				5	47,644		47,789	47,873	48,558		62,000	50,773	4
Total University				292	40,669	48,558	53,856	59,990	71,328	79,464	110,659	62,553	12
66	44,138	59,332	74,526										
College of Business				7	61,800		78,309	82,081	84,500		91,703	80,192	15
College of Engineering				4	75,372		76,482	79,128	81,989		83,315	79,236	16
Ofc Enroll Sv&Undrgrd Edu				12	69,756	71,180	72,599	77,595	85,702	86,156	90,904	79,017	13
Mathematicl & Physicl Sci				6	68,184		68,316	71,754	93,048		95,004	78,010	11
College of Veterinary Med				5	66,084		72,828	80,004	82,404		82,416	76,747	12
Food, Agricultrl & Env Sci				5	65,124		71,976	72,768	84,132		85,500	75,900	18
Office of Student Life				21	57,084	60,000	68,748	71,616	83,208	93,564	110,250	75,787	15
Ofc of Acad Affairs & Prv				12	62,100	65,762	68,094	71,872	84,632	91,538	92,375	75,343	18

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Other Units <= 3 Employees				22	52,629	54,132	60,000	70,991	76,668	81,064	185,000	74,084	14
Ofc of Business & Finance				18	46,463	49,496	54,240	76,173	83,208	106,272	112,224	72,903	8
Ofc of Health Sciences				6	55,167		60,000	66,017	69,959		106,945	70,684	7
College of Medicine				33	45,363	51,783	60,980	70,000	80,032	83,076	117,728	70,617	11
Office of Research				21	46,948	51,000	55,800	67,379	73,858	83,416	108,054	67,921	8
Total University				172	45,363	55,167	64,197	72,750	81,297	90,904	185,000	73,699	12
67	49,046	66,394	83,741										
Ofc of Development				6	65,004		67,704	72,318	92,352		169,968	89,944	18
Office of Research				8	69,926	69,926	80,346	86,796	98,992	109,868	109,868	89,008	17
Ofc of Business & Finance				15	65,126	65,584	73,196	80,052	100,428	107,136	119,040	85,743	10
Athletics				13	63,269	79,699	80,080	82,760	88,256	96,816	111,780	85,009	10
University Relations				7	51,525		65,031	88,285	94,241		124,095	82,785	14
Other Units <= 3 Employees				36	51,216	62,961	68,053	80,904	93,623	103,020	125,400	82,323	15
Mathematicl & Physicl Sci				4	67,500		74,028	83,778	90,012		93,024	82,020	7
Ofc of Health Sciences				19	53,655	62,723	72,887	83,957	89,894	101,318	102,231	81,142	11
Ofc of Acad Affairs & Prv				29	50,612	55,176	69,630	77,377	90,000	115,008	121,320	80,625	10
College of Business				6	61,213		63,288	72,423	84,475		108,634	77,076	13
College of Engineering				19	52,104	59,154	70,980	76,954	85,992	90,975	91,932	75,578	10
College of Medicine				14	49,046	51,888	63,176	73,500	86,004	91,320	104,424	73,667	10
Education & Human Ecology				21	52,500	57,660	67,488	75,900	80,892	83,808	92,544	73,598	11
Food, Agricultrl & Env Sci				23	52,764	56,664	58,416	67,320	85,008	87,732	96,396	70,491	10
Total University				220	49,046	59,475	67,662	78,366	88,334	99,234	169,968	79,503	12
68	53,206	72,821	92,435										
Ofc of Business & Finance				14	56,268	63,392	77,559	103,757	124,089	129,840	143,868	100,690	15

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Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Other Units <= 3 Employees				23	53,344	57,469	74,100	85,368	114,227	119,400	152,928	91,040	14
Mathematicl & Physicl Sci				8	66,624	66,624	76,542	84,936	101,412	113,184	113,184	88,199	11
College of Engineering				8	53,321	53,321	73,644	88,476	95,648	134,412	134,412	87,908	13
University Relations				7	75,520		77,729	79,413	90,469		98,051	82,903	21
Office of Research				8	57,801	57,801	70,612	76,453	84,240	88,175	88,175	76,073	6
Ofc of Health Sciences				28	53,971	56,925	67,416	73,155	80,939	91,908	157,197	75,824	7
Education & Human Ecology				17	54,684	55,280	58,332	67,088	77,000	94,536	134,496	71,937	8
College of Medicine				28	55,000	56,823	63,195	73,827	78,992	86,994	88,278	71,609	10
Total University				141	53,321	57,469	66,999	77,000	90,037	113,928	157,197	81,223	11
69	59,488	82,118	104,749										
Ofc of Business & Finance				4	85,812		96,287	133,037	165,660		172,008	130,974	23
Other Units <= 3 Employees				8	99,120	99,120	103,239	109,125	147,258	195,040	195,040	126,675	16
Total University				12	85,812	99,120	103,239	109,125	154,251	172,008	195,040	128,108	18
70	64,542	89,679	114,816										
Other Units <= 3 Employees				3	105,000			150,564			152,633	136,066	3
Total University				3	105,000			150,564			152,633	136,066	3
71	70,658	98,842	127,026										
Other Units <= 3 Employees				2	112,728			122,118			131,508	122,118	10
Total University				2	112,728			122,118			131,508	122,118	10
79	22,984	27,539	32,094										
College of Medicine				7	26,458		26,915	32,136	36,837		37,066	31,625	4
Office of Student Life				13	27,446	28,558	29,120	29,286	31,803	35,173	36,005	30,660	7
Other Units <= 3 Employees				1	28,766			28,766			28,766	28,766	0
Total University				21	26,458	27,435	28,621	29,286	34,070	36,005	37,066	30,891	5

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
80	25,626	30,950	36,275										
Other Units <= 3 Employees				1	45,052			45,052			45,052	45,052	26
College of Veterinary Med				6	32,677		32,822	34,559	36,774		37,378	34,795	8
Total University				7	32,677		32,822	35,090	37,378		45,052	36,260	10
82	28,558	35,006	41,454										
College of Veterinary Med				4	44,699		47,902	51,199	54,080		56,867	50,991	14
Other Units <= 3 Employees				4	33,218	33,218	36,098	39,468	46,758	53,560	53,560	41,428	5
Total University				8	33,218	33,218	39,468	47,902	52,426	56,867	56,867	46,210	9
83	30,430	37,565	44,699										
Other Units <= 3 Employees				6	43,493	43,493	46,530	54,600	57,013	67,163	67,163	53,900	14
Total University				6	43,493		46,530	54,600	57,013		67,163	53,900	14
84	31,886	39,593	47,299										
Other Units <= 3 Employees				1	39,395			39,395			39,395	39,395	1
College of Medicine				6	35,360		36,421	37,464	38,522		50,544	39,296	10
Total University				7	35,360		36,421	37,544	39,395		50,544	39,310	9
85	33,530	41,995	50,461										
College of Medicine				4	41,912		42,692	43,742	45,209		46,405	43,950	8
Office of Student Life				10	40,560	40,560	40,560	40,997	42,569	42,661	42,661	41,385	4
Total University				14	40,560	40,560	40,560	41,818	42,661	44,013	46,405	42,118	5
86	36,109	45,552	54,995										
Other Units <= 3 Employees				1	55,307			55,307			55,307	55,307	17
Total University				1	55,307			55,307			55,307	55,307	17
87	38,709	49,379	60,050										
Other Units <= 3 Employees				4	38,709	38,709	40,508	48,046	55,916	58,047	58,047	48,212	12

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Total University				4	38,709		40,508	48,046	55,916		58,047	48,212	12
88	41,475	53,456	65,437										
Other Units <= 3 Employees				3	55,536			58,155			70,368	61,353	17
Total University				3	55,536			58,155			70,368	61,353	17
89	44,637	58,271	71,906										
College of Medicine				10	53,789	54,074	57,845	63,378	68,874	70,050	70,217	63,145	16
Total University				10	53,789	54,074	57,845	63,378	68,874	70,050	70,217	63,145	16
90	48,859	64,126	79,394										
Other Units <= 3 Employees				1	69,555			69,555			69,555	69,555	12
Total University				1	69,555			69,555			69,555	69,555	12
A2	22,173		58,115										
College of Engineering				7	43,576		45,386	46,509	50,835		54,558	48,107	9
Social & Behavioral Scien				5	27,456		41,662	45,552	50,502		61,651	45,365	5
College of Dentistry				4	35,714		36,858	39,021	48,599		57,158	42,728	9
Ofc of Business & Finance				16	32,074	33,114	35,506	43,087	45,687	50,066	52,707	41,662	7
College of Humanities				5	38,522		40,019	40,102	43,306		45,698	41,529	6
Office of Student Life				15	27,997	29,120	30,139	40,102	53,726	53,997	58,448	40,337	8
College of Medicine				69	25,480	30,014	34,320	38,626	45,510	52,437	71,282	40,261	8
Ofc of Acad Affairs & Prv				66	26,832	31,970	35,381	39,416	44,762	47,653	54,621	39,807	11
Office of Research				11	32,219	34,070	35,776	36,837	44,907	45,614	47,237	39,155	4
Other Units <= 3 Employees				21	28,205	31,387	33,363	37,336	42,286	49,546	52,166	38,324	8
Education & Human Ecology				11	31,928	32,011	33,987	35,776	40,914	41,454	53,622	37,589	3
College of the Arts				5	31,387		34,091	36,005	36,088		48,838	37,282	10
Ofc Enroll Sv&Undrgrd Edu				9	31,013	31,013	32,510	35,110	39,749	46,592	46,592	36,689	7

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Ofc of Health Sciences				42	29,058	30,992	32,781	35,350	39,395	42,141	48,880	36,273	3
Food, Agricultrl & Env Sci				5	30,846		32,178	36,400	36,629		44,720	36,155	7
College of Veterinary Med				5	26,000		31,200	35,443	39,312		46,883	35,768	4
College of Pharmacy				4	30,867		31,647	34,393	39,634		42,910	35,641	8
College of Business				4	30,992		31,574	32,417	35,526		38,376	33,550	2
Total University				304	25,480	30,992	34,050	37,991	44,522	48,880	71,282	39,291	7
A3	33,738		85,405										
College of Public Health				4	45,693		48,596	64,375	77,250		77,250	62,923	5
Ofc of Acad Affairs & Prv				211	35,004	45,320	50,292	58,656	68,004	79,308	93,096	60,042	11
Social & Behavioral Scien				29	38,892	40,493	50,436	60,228	68,532	73,992	77,952	59,499	8
Athletics				8	38,004	38,004	43,567	51,515	76,898	88,503	88,503	58,808	7
Ofc of Business & Finance				154	35,000	44,311	51,004	58,524	65,790	73,223	93,756	58,607	9
College of Nursing				7	38,148		48,864	53,904	72,324		79,608	58,291	9
Other Units <= 3 Employees				22	41,105	45,000	48,012	59,455	64,325	75,000	80,387	57,974	8
Ofc Enroll Sv&Undrgrd Edu				36	38,066	48,682	51,638	56,916	62,768	69,342	82,446	57,870	13
Mathematicl & Physicl Sci				26	36,000	46,722	53,589	57,246	63,216	70,008	81,372	57,859	10
University Libraries				5	46,584		57,000	59,004	62,160		64,464	57,842	2
Ofc of Development				15	42,636	45,000	46,800	53,856	68,316	75,276	76,008	57,487	5
College of Dentistry				16	41,468	44,671	48,171	59,032	64,791	69,453	72,380	57,443	8
Office of Student Life				62	39,996	44,880	47,844	54,907	62,940	66,912	85,464	56,089	8
Exec Dean of Arts & Sci				6	40,128		51,720	57,681	61,632		66,504	55,891	5
College of Engineering				29	44,304	45,000	50,436	53,976	60,228	69,552	76,052	55,645	10
College of Medicine				128	35,000	40,365	44,421	53,421	61,904	70,324	93,783	54,487	8

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Education & Human Ecology				21	37,008	42,036	50,280	54,000	60,900	63,324	69,120	54,313	9
College of Humanities				13	40,176	40,176	44,616	52,284	62,112	69,632	70,416	54,256	9
Office of Research				92	38,141	40,329	46,341	51,506	61,253	66,102	74,550	53,432	7
University Relations				7	38,250		40,010	56,035	60,957		71,005	52,993	5
College of Pharmacy				5	42,545		42,649	53,362	57,859		66,886	52,660	13
Ofc of Health Sciences				92	33,738	38,535	44,769	49,470	56,058	64,000	82,600	51,501	6
College of Veterinary Med				7	44,064		47,004	51,204	53,064		63,948	51,444	8
College of Business				17	38,000	43,050	44,660	53,000	56,315	58,500	64,630	51,068	4
Food, Agricultrl & Env Sci				31	35,004	38,412	44,208	48,840	55,680	66,180	79,680	50,803	12
Newark Campus				4	40,336		42,146	46,718	55,716		61,953	48,931	14
Lima Campus				4	35,290		35,670	41,903	55,267		62,778	45,469	11
Total University				1,051	33,738	42,660	47,610	55,164	63,407	71,412	93,783	56,327	9
A4	50,024		127,691										
Office of Legal Affairs				8	83,160	83,160	93,969	98,778	110,413	180,000	180,000	108,685	4
Office of Research				37	64,437	69,723	72,611	89,472	97,365	121,985	154,407	91,681	11
Mathematicl & Physicl Sci				6	71,436		82,692	85,248	93,936		113,376	88,656	17
College of Pharmacy				9	75,639	75,639	82,847	84,381	90,542	100,701	100,701	86,436	11
Social & Behavioral Scien				11	71,928	72,960	79,584	84,492	91,800	96,468	98,064	85,511	14
Office of Student Life				20	63,636	70,131	77,348	83,286	93,564	101,220	112,224	85,120	8
Ofc of Acad Affairs & Prv				121	60,900	70,716	76,320	82,356	92,604	102,024	131,916	85,057	14
Ofc of Development				71	53,184	61,896	67,800	79,536	93,996	113,340	168,744	84,229	8
College of Medicine				77	50,700	57,938	70,260	81,104	91,910	101,657	161,079	82,468	9
Other Units <= 3 Employees				25	56,911	61,968	67,680	74,220	96,000	103,358	115,692	80,922	8

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and College/VP Unit

Pay Range				Actual									
Pay Range	Min-imum	Mid-Point	Max-imum	Head-Count	Min-imum	10th %tile	25th %tile	50th %tile	75th %tile	90th %tile	Max-imum	Average	Avg. Years of Service
Ofc Enroll Sv&Undrgrd Edu				11	62,333	70,735	70,974	80,257	84,330	90,896	112,672	80,485	22
Ofc of Business & Finance				26	55,728	62,580	69,223	73,674	87,984	98,709	120,291	78,153	12
Ofc of Health Sciences				17	57,639	63,143	70,000	74,666	77,974	101,026	114,012	77,997	6
College of Veterinary Med				8	51,108	51,108	65,844	78,996	86,724	104,832	104,832	77,383	14
College of Engineering				10	61,956	64,098	68,772	72,726	78,738	96,486	105,732	75,975	15
Education & Human Ecology				6	61,896		65,004	67,104	86,544		98,388	74,340	12
Exec Dean of Arts & Sci				4	70,044		70,812	72,432	74,904		76,524	72,858	8
Total University				467	50,700	65,000	71,580	81,276	93,156	104,743	180,000	83,981	11
A5	75,504		187,990										
Office of Student Life				6	135,825		135,828	139,152	170,352		196,392	152,783	20
Office of Research				5	123,606		127,763	142,206	143,724		162,350	139,930	9
Ofc of Acad Affairs & Prv				13	90,408	96,504	103,608	109,248	137,592	142,740	177,036	119,368	17
College of Medicine				5	85,392		98,176	112,865	147,899		148,348	118,536	14
Other Units <= 3 Employees				7	89,748	89,748	89,772	94,932	113,652	139,573	139,573	104,278	9
Total University				36	85,392	90,408	101,502	123,633	141,867	162,350	196,392	124,743	15

Unclassified
By Pay Range and Job Code

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	
Pay Range 00		-	-	-	-	-	-	-	-
0057	Acting Assistant Director	5	30,696	44,712	48,648	57,804	65,004	49,373	12
0567	Assistant Coach-Major Sports	15	104,034	135,000	168,000	183,600	275,400	172,792	5
0570	Assistant Coach	45	24,000	40,008	46,125	50,004	80,004	46,649	4
0632	Assistant Dean & Admin Dir	15	51,750	69,072	80,784	104,467	127,172	84,791	19
0766	Assistant Director-Libraries	5	78,862	101,880	109,920	111,228	116,004	103,579	23
1199	Assistant Vice President	9	126,054	129,144	140,052	150,636	264,900	152,786	13
2100	Associate Director	52	30,000	61,686	73,767	88,764	173,532	78,539	11
2228	Associate Director-Athletics	7	99,881	100,440	109,533	114,444	120,595	109,425	15
2397	Associate Vice President	17	19,829	178,344	203,879	225,000	305,000	202,327	13
3169	Clinical Assoc-Vet Medicine	5	41,436	94,200	105,738	109,360	121,362	94,419	5
3490	Consultant	5	55,890	58,248	83,200	123,108	183,040	100,697	4
3868	Dentist-Health Services	6	85,000	94,785	113,466	131,460	132,840	111,836	3
4034	Director-00	121	49,404	86,148	100,000	127,026	349,753	112,121	11
4610	Faculty Coordinator-Nisonger	6	56,958	60,142	78,496	99,862	131,594	84,258	18
4928	Head Coach	29	51,419	76,590	89,301	95,244	166,914	90,371	13
5257	Interpreter-Disability Srvcs	6	38,256	40,736	41,640	43,120	52,668	43,010	7
5500	Law Librarian	6	51,500	55,847	62,441	82,787	87,380	67,066	7
6209	OSU Extension Educator 1	8	34,008	38,682	45,306	51,060	60,408	45,564	15
6210	OSU Extension Educator 2	95	37,404	44,316	49,020	54,564	73,176	49,881	9
6211	OSU Extension Educator 3	51	28,752	52,764	58,020	63,732	78,576	58,504	12
6212	OSU Extension Educator 4	16	55,068	59,160	61,128	63,942	71,640	61,592	13

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	
6383	Physician,Health Services-Ex	12	122,640	136,633	137,919	142,452	167,558	140,285	13
7215	Research Scientist	149	36,057	53,088	61,024	84,036	157,500	68,925	8
7527	Senior Researcher	8	27,311	52,523	64,772	77,362	89,940	63,320	5
7533	Senior Research Scientist	8	91,025	100,094	124,800	149,391	153,096	124,086	17
8260	Teacher-Nisonger Center	5	40,922	42,890	44,173	47,741	75,188	50,183	9
Pay Range 54		-	15,621	-	19,334	-	23,046		
7080	Research Aide	13	16,640	18,034	20,509	20,800	27,518	20,152	4
Pay Range 56		-	18,366	-	22,880	-	27,394		
0842	Asst Early Chldhd Specialist	6	18,366	18,450	19,011	19,573	20,010	19,070	
Pay Range 57		-	19,760	-	24,669	-	29,578		
5425	Lab Preparator	5	23,754	32,552	33,363	36,754	38,397	32,964	9
Pay Range 58		-	22,173	-	27,778	-	33,384		
0530	Assistant Catering Manager	12	22,173	23,556	27,498	30,888	43,077	28,539	4
4281	Early Childhood Teacher 1	35	25,230	26,832	28,787	30,035	47,299	29,502	5
5403	Lab Demonstrator	5	29,515	32,620	33,286	34,382	38,771	33,715	14
6180	Optometric Technician	16	22,443	23,681	33,457	36,109	38,813	31,127	6
6195	OSUE Program Assistant 1	189	22,173	24,710	26,354	28,621	40,560	27,082	7
7090	Research Assistant 1-B/H	125	22,173	24,274	26,000	28,995	39,062	26,930	3
7100	Research Assistant 1-Social	18	22,173	23,899	25,480	28,371	33,259	26,579	2

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
Pay Range 59		-	24,024	-	30,150	-	36,275			
2611	Broadcast Technician 2	6	33,592	34,070	34,788	35,131	37,107	34,913	7	
6196	OSUE Program Assistant 2	15	25,168	27,685	30,098	32,365	35,922	30,242	13	
6790	Program Assistant	98	24,024	29,016	31,086	34,611	53,019	32,113	5	
7105	Research Assistant 2-B/H	111	24,024	27,518	31,637	34,008	47,611	31,577	6	
7115	Research Assistant 2-Social	14	27,810	29,120	31,418	32,344	37,939	31,267	2	
Pay Range 60		-	25,813	-	33,010	-	40,206			
0002	Academic Advisor	12	28,008	36,750	37,389	45,300	51,588	40,212	8	
0004	Academic Counselor	37	30,696	35,004	36,576	38,556	53,040	38,198	7	
0276	Admission Counselor	9	29,500	29,500	30,385	36,422	40,601	32,984	5	
0629	Assistant Curator	12	33,048	36,279	39,756	44,472	47,040	39,922	16	
0852	Asst Manager - Food Service	11	26,916	27,360	30,780	32,844	36,900	30,876	3	
2602	Broadcast Producer	7	35,880	36,000	37,620	50,212	55,490	41,590	12	
3207	Clinical Research Assistant	36	26,707	29,494	30,898	33,592	42,640	31,481	5	
3509	Coord-Enrollment Services	5	30,014	30,680	31,970	35,797	36,317	32,956	4	
3656	Counselor-Student Fin Aids	8	29,780	31,642	33,409	33,752	34,471	32,732	7	
4286	Early Childhood Specialist	10	26,652	28,320	30,018	30,996	32,028	29,615	2	
4938	Hazardous Waste Specialist	5	28,954	31,054	31,450	36,396	38,834	33,337	10	
5114	Instructional Aids Assistant	8	28,371	31,283	34,726	46,228	50,482	37,916	13	
Pay Range 61		-	28,371	-	36,431	-	44,491			
0003	Academic Advisor And Staff Ast	38	32,500	35,612	37,380	41,820	49,980	39,026	7	

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
0005	Academic Counselor & Staff Ast	32	30,003	35,772	40,211	44,277	56,856	40,569	8	
0277	Admissions Couns And Staff Ast	26	29,004	33,400	36,501	41,315	57,402	37,828	8	
2420	Athletic Equipment Assistant	6	38,709	39,520	41,132	41,662	48,339	41,749	8	
2755	Career Advisor	8	36,336	37,092	37,989	39,534	42,500	38,508	4	
3560	Coordinator-Academic Studies	5	30,240	31,147	32,175	32,351	34,479	32,078	4	
3574	Coordinator-Building Services	8	36,421	39,541	44,533	53,154	57,533	46,051	8	
3863	Dental Technician 3	6	39,702	41,407	44,071	46,792	47,915	43,993	15	
4659	Financial Services Rep	9	35,693	35,797	37,606	46,218	47,923	40,236	11	
5690	Manager-Animal Herd	14	32,232	32,760	36,270	44,904	47,880	38,355	11	
6188	Ophthalmic Technician	8	32,136	36,639	38,709	41,870	50,981	39,694	12	
7165	Research Associate 1-B/H	162	28,380	33,696	36,949	41,258	63,636	37,696	8	
7170	Research Associate 1-Physical	14	29,776	36,507	38,028	45,180	64,560	40,979	11	
7175	Research Associate 1-Social	14	32,497	34,084	38,233	42,333	59,172	39,380	5	
7260	Residence Hall Director	22	32,004	32,004	32,808	34,644	42,924	34,096	2	
7743	Staff Assistant-T&P	5	31,008	32,160	35,796	36,012	36,156	34,226	6	
7979	Stdnt Fin Aid & Staff Asst	23	30,000	31,230	34,629	40,451	68,598	37,750	9	
Pay Range 62		-	30,992	-	39,915	-	48,838			
0006	Academic Program Coordinator	27	32,604	40,440	44,160	51,432	60,300	45,881	11	
0030	Accountant	64	31,344	36,857	37,926	43,469	53,076	39,559	4	
0221	Administrative Associate 1	196	31,410	40,576	46,353	53,021	73,656	46,994	11	
0864	Asst Mgr Fawcett Ctr Food Svc	5	31,440	32,436	32,592	32,844	41,448	34,152	4	
1187	Assistant Trainer	5	40,500	41,625	41,625	41,625	42,492	41,573	1	

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	
2306	Associate Editor	23	35,700	40,008	44,723	48,689	56,925	45,400	9
2595	Broadcast Manager	5	48,007	49,023	51,261	51,464	54,443	50,840	22
3514	Coord-Campus Events&Activities	11	33,288	36,000	38,220	42,797	44,304	38,746	3
3583	Coor-Intl Students & Scholars	10	35,000	39,235	39,378	48,763	67,180	43,403	6
3613	Coord-Recreational Sports	14	34,032	35,208	35,896	37,968	48,708	37,517	4
3624	Coordinator-Student Programs	6	35,394	40,008	41,315	44,808	49,332	42,029	7
3678	Curator	11	36,528	38,988	46,104	54,493	59,352	46,553	10
4910	Graphic Designer	31	34,008	36,608	38,813	45,576	54,496	41,088	4
4920	Greenhouse Coordinator	8	31,008	34,812	39,822	50,478	56,352	42,198	14
5031	Hotel Sales Manager	8	36,372	38,508	41,448	45,492	47,844	41,889	5
5115	Instructional Lab Supv-Chem	7	45,132	48,636	58,500	69,132	70,440	58,406	6
5116	Instructional Lab Supervisor	5	33,468	36,960	42,024	47,460	47,484	41,479	8
5572	Librarian 2	8	41,066	44,856	47,531	50,505	52,488	47,417	11
5683	Manager-Admissions Information	5	33,496	36,175	36,199	37,109	37,398	36,075	8
5706	Manager-Building Services	9	32,012	35,400	38,124	48,660	53,772	41,268	11
5817	Manager-Food Service	18	32,016	36,216	41,070	41,892	50,508	40,369	5
6795	Program Assoc-Health System	7	38,355	39,458	42,016	45,760	47,902	42,539	12
6800	Program Coordinator	328	30,992	36,600	40,583	46,036	75,252	42,060	7
7506	Senior Instrument Maker	5	42,786	45,989	46,446	54,267	61,485	50,195	10
7729	Staff Assistant	21	31,466	36,608	44,000	50,259	67,257	45,081	9
7891	Statistical Information Spec 1	5	35,006	41,870	41,870	43,264	53,248	43,052	4
8460	Tv Producer	8	39,096	40,565	47,496	52,457	56,885	47,127	11

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
Pay Range 63		-	34,216	-	44,481	-	54,746			
0010	Academic Program Specialist	30	35,868	43,416	48,858	52,902	72,000	49,191	17	
0014	Academic Counselor-Athletics	5	40,000	41,400	43,988	53,071	61,048	47,901	6	
0662	Assist Director-Academic Stud	9	36,528	47,328	48,204	60,180	73,224	52,290	14	
0720	Assistant Dir-Enrollment Svcs	22	41,400	47,530	51,877	55,919	78,900	53,224	15	
0799	Asst Dir 1-Recreational Sports	10	45,000	45,396	50,658	54,660	63,636	51,079	6	
0875	Assistant Manager-Univ Svcs	8	35,796	37,176	43,194	44,598	49,056	41,849	15	
0894	Asst Manager-Reprographics	16	37,692	40,250	46,704	54,954	61,020	47,938	10	
1111	Assistant To Dean 1	7	39,278	40,244	50,495	63,840	64,249	52,265	11	
2497	Benefits Consultant	5	41,615	43,730	45,905	48,128	60,336	47,943	7	
3536	Coord-Facilities Planning	5	34,714	44,304	44,989	50,004	57,898	46,382	6	
3545	Coord-Planning And Scheduling	7	44,244	47,615	50,304	54,013	57,244	50,863	4	
3559	Coordinator Academic Advis	7	37,800	40,008	46,116	56,520	71,592	50,423	13	
3604	Coordinator-Public Relations	16	35,354	39,424	42,612	49,298	65,556	44,715	6	
3644	Counselor-Office Disability Sv	6	35,004	35,360	43,279	45,828	53,616	42,728	5	
3885	Design Engineer	11	42,012	46,392	50,292	56,412	67,074	52,074	13	
3897	Development Officer 1	8	36,050	39,702	43,262	46,170	47,261	42,697	9	
4350	Environmental Safety Officer	6	38,820	39,012	39,515	47,146	49,146	42,192	6	
4912	Grants Development Specialist	6	37,466	37,836	45,776	56,196	65,484	48,089	4	
5117	Instructional Aids Associate	22	38,833	42,504	47,233	56,100	75,012	49,836	11	
5248	Interior Designer	5	38,172	47,724	51,420	61,671	65,167	52,831	8	
5263	IRB Protocol Analyst	5	42,240	43,251	43,344	44,335	47,000	44,034	3	

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
5428	Laboratory Services Coord	14	34,216	36,408	45,118	48,342	53,738	43,738	8	
5430	Laboratory Supervisor	41	35,004	46,800	49,891	59,112	78,228	52,882	14	
5573	Librarian 3	7	41,328	47,904	55,396	64,500	72,960	56,114	16	
5679	Manager-Department Farms	8	42,120	45,558	47,316	51,600	61,584	49,082	20	
5712	Mgr-Dining Commons Operation	13	38,664	43,116	44,904	47,952	56,484	45,414	7	
5765	Manager-OARDC Branches	7	42,132	44,844	49,236	54,648	57,324	49,704	15	
6824	Program Coordinator-Ysp	10	34,216	34,815	36,487	40,731	53,430	38,615	7	
6846	Project Coordinator	25	34,216	42,000	44,055	50,774	60,587	46,671	10	
7167	Research Associate 1-Engineer	14	37,356	39,455	46,210	49,080	54,240	45,194	6	
7180	Research Associate 2-B/H	131	34,896	40,500	45,000	50,328	80,730	45,923	11	
7185	Research Associate 2-Physical	11	41,160	45,684	47,104	53,696	57,665	49,089	8	
7190	Research Associate 2-Social	19	36,987	42,912	47,120	56,853	65,016	48,439	7	
8112	Supervisor-Animal Lab	7	42,560	44,462	48,604	48,983	52,030	47,414	17	
8675	Wellness & Prev Specialist	6	34,865	35,527	36,582	38,872	39,158	36,931	4	
Pay Range 64		-	37,107	-	48,818	-	60,528			
0015	Academic Planning Specialist	5	41,100	46,752	51,345	52,008	58,776	49,996	6	
0222	Administrative Associate 2	87	41,208	55,222	60,089	66,732	92,448	61,363	15	
0735	Assistant Director-Food Svcs	8	45,804	50,736	54,444	56,862	81,300	56,399	12	
0793	Assistant Director-Programs	6	45,432	46,379	53,167	57,230	58,240	52,269	9	
0803	Asst Dir-Housing Education	11	41,616	52,008	52,728	57,996	60,324	53,473	6	
0813	Assistant Director-Ohio Unions	6	38,904	41,112	43,806	48,000	55,716	45,224	3	
2415	Athletic Trainer	6	51,187	51,756	52,353	56,101	56,254	53,334	7	

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
2685	Business Manager 1	33	42,570	50,496	55,008	61,948	76,104	56,832	12	
3508	Coordinator-Grant Funds	23	40,492	44,919	46,932	53,082	67,752	48,563	6	
3530	Coordinator-College Commun	5	45,168	46,350	49,539	54,846	55,050	50,191	9	
5819	Marketing & Promotions Coord	9	40,476	45,890	49,655	55,610	61,800	50,066	6	
6820	Program Manager	218	38,000	46,824	51,756	57,576	92,093	53,039	9	
6825	Program Specialist	53	38,004	43,890	51,816	60,000	84,713	54,045	8	
6875	Psychiatric Counselor	10	45,000	52,500	55,787	59,378	74,472	57,356	17	
7041	Regulatory Compliance Officer	12	37,471	41,002	45,469	48,408	59,784	45,469	6	
7465	Senior Accountant	46	41,323	48,476	50,845	55,824	68,436	51,952	8	
7470	Senior Auditor	9	55,020	55,788	65,208	67,620	68,292	63,135	4	
7508	Senior Graphic Designer	14	43,261	47,868	52,382	57,680	71,878	54,725	13	
7509	Senior Engineer-Renov/Constr	7	52,800	58,858	69,361	70,094	71,054	65,449	13	
7892	Statistical Information Spec 2	8	52,000	55,586	61,794	65,120	67,951	60,619	9	
8315	Technical Editor	11	43,524	45,468	50,715	54,744	56,544	50,200	16	
8442	Treasury Mangement Officer 2	9	45,900	51,288	53,952	65,832	71,724	57,015	10	
Pay Range 65		-	40,498	-	54,028	-	67,558			
0800	Asst Dir-Regional Campus	6	56,879	56,999	60,178	64,684	81,793	63,452	14	
0801	Asst Dir 2-Recreational Sports	5	57,000	58,068	58,308	59,412	73,116	61,181	14	
3479	Construction Manager	6	51,033	55,857	58,047	60,013	62,400	57,566	13	
3975	Dir-College Communications	5	58,008	61,104	62,844	67,464	74,964	64,877	15	
3983	Director-Career Services	5	46,500	55,757	56,376	62,622	62,669	56,785	6	
4207	Director-Student Services	5	53,868	56,184	56,760	57,900	74,676	59,878	10	

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
4270	Editor	12	46,680	50,813	56,083	58,461	72,900	56,022	13	
4515	Facilities Engineer	6	50,028	53,250	60,495	66,096	67,440	59,634	5	
4518	Facilities Service Manager	7	45,000	50,206	56,470	73,945	81,000	61,465	15	
5118	Instructional Development Spec	14	42,725	50,004	54,740	68,044	74,832	57,405	4	
5871	Mgr-Mrktnng Communications	5	47,164	53,004	53,844	57,141	59,280	54,087	10	
6823	Program Manager-Community Dev	5	41,600	57,920	60,286	75,911	82,098	63,563	12	
6879	Psychologist	7	54,960	56,088	69,180	72,840	90,888	68,078	16	
7183	Research Associate 2-Engineer	14	42,709	48,810	52,500	58,283	70,685	54,387	8	
7499	Senior Design Engineer	9	52,808	60,422	66,264	74,004	79,332	66,622	13	
7525	Senior Research Associate-B/H	50	41,698	50,000	55,536	65,256	85,951	58,311	8	
7528	Senior Research Assoc-Physical	16	45,432	55,050	58,044	67,530	80,220	60,678	10	
7531	Senior Research Assoc-Social	15	47,644	48,558	67,770	75,864	83,220	64,700	11	
7581	Senior IRB Protocol Analyst	5	54,149	55,610	55,905	57,275	57,540	56,096	8	
Pay Range 66		44,138	59,332	74,526						
0225	Administrative Manager	43	53,000	67,551	76,289	82,081	95,004	75,145	14	
2243	Assoc Dir 2-Enrollment Svcs	5	69,756	79,000	85,376	85,593	86,156	81,176	14	
2270	Assoc Dir-Recreational Sports	5	68,748	71,616	72,732	89,548	95,004	79,530	24	
2369	Associate Registrar	5	72,870	73,035	76,189	85,811	90,904	79,762	15	
2686	Business Manager 2	29	56,650	65,762	71,484	74,760	185,000	74,988	14	
3436	Clinical Program Manager	6	51,783	60,237	60,450	64,119	71,025	61,344	9	
4103	D-Marketing and Communication	8	59,584	60,000	61,218	72,989	83,946	66,493	4	
6231	Pathologist Assistant	5	50,484	70,008	75,432	81,168	83,076	72,034	4	

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
7058	Regulatory Manager	6	45,363	47,489	61,680	66,000	117,728	66,657	10
7305	Safety Engineer	5	46,463	49,496	49,546	54,240	64,584	52,866	7
8333	Technology Licensing Associate	8	47,900	52,887	57,957	83,026	108,054	67,962	5
Pay Range 67		-	49,046	-	66,394	-	83,741		
0690	Assistant Director-Athletics	9	79,699	80,080	82,760	87,038	111,780	86,011	8
3148	Clinical Laboratory Manager	10	49,046	53,655	70,763	78,396	104,424	69,388	9
3439	College Fiscal/Personnel Ofcr	8	80,000	91,140	100,026	104,789	106,904	97,352	21
3898	Development Officer 2	6	51,525	60,882	66,993	69,630	75,279	65,217	9
6810	Program Director	112	50,612	64,299	74,436	85,506	169,968	75,865	11
6857	Prgm Mgr-Genetic Screening	6	65,250	78,302	84,861	85,924	89,926	81,521	6
7459	Sr Construction Manager	5	65,126	65,584	73,196	74,011	80,052	71,594	6
7526	Senior Research Assoc-Engineer	15	61,504	71,616	76,954	83,514	90,975	76,665	8
Pay Range 68		-	53,206	-	72,821	-	92,435		
2303	Assoc Dir-WOSU Public Media	6	77,729	79,317	79,617	90,469	98,051	84,133	24
3217	Clinical Research Manager	34	53,971	60,811	68,953	79,950	88,278	69,957	9
4292	Education Resource Specialist	12	54,684	56,700	60,300	72,420	87,967	65,213	6
7238	Research Specialist	35	53,321	66,679	75,602	87,468	113,184	76,731	8
7493	Senior Consulting Rsrch Statn	10	68,257	69,893	73,155	76,779	90,037	75,400	8
7686	Special Assistant to Dean	7	95,804	110,004	119,400	134,496	152,928	123,039	19
Pay Range 79		-	22,984	-	27,539	-	32,094		
5877	Medical Assistant	16	26,458	28,590	29,120	34,299	37,066	30,878	4

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
6240	Patient Care Technician	5	27,446	29,973	30,285	31,803	35,173	30,936	8	
Pay Range 80		-	25,626	-	30,950	-	36,275			
5880	Medical Lab Technologist	6	32,677	32,822	34,559	36,774	37,378	34,795	8	
Pay Range 84		-	31,886	-	39,593	-	47,299			
0420	Anatomic Pathology Technolgst	5	35,360	36,421	37,544	38,522	50,544	39,678	11	
Pay Range 85		-	33,530	-	41,995	-	50,461			
5613	Licensed Pract Nurse-Pharmclgy	14	40,560	40,560	41,818	42,661	46,405	42,118	5	
Pay Range 89		-	44,637	-	58,271	-	71,906			
2456	Audiologist	5	54,358	68,874	68,874	69,883	70,217	66,441	14	
Pay Range A2		-	22,173	-	-	-	58,115			
3131	Clinical Research Data Coord	28	26,936	30,992	33,072	35,797	48,880	33,844	3	
3193	Clinical Lab Technologist	68	25,480	34,622	39,499	47,850	71,282	41,483	9	
5035	Human Resources Associate	25	31,512	35,464	36,754	40,165	48,838	38,268	2	
6332	Pharmacy Technician	10	26,000	29,120	30,503	31,200	33,426	30,123	3	
8193	Systems Specialist-A&P	161	26,832	35,006	39,707	44,741	61,651	39,835	8	
8343	Telecommunications Technician	8	37,253	39,146	42,037	44,990	48,880	42,310	8	
Pay Range A3		-	33,738	-	-	-	85,405			
0727	Asst Dir-Facilities Management	15	56,244	60,600	63,528	75,344	85,263	67,374	14	
0730	Asst Director of Development	9	42,636	43,050	45,324	47,025	47,472	45,286	4	

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
2416	Asst Administrator-Medical Ctr	5	53,000	53,820	54,354	60,608	72,883	58,933	13	
2494	Behavioral Support Specialist	18	33,738	35,722	38,486	41,220	52,999	39,593	3	
3132	Clinical Research Data Manager	10	40,412	43,050	46,752	58,761	68,352	50,607	7	
3206	Clinical Research Coordinator	74	35,800	43,260	47,556	50,702	59,619	47,532	5	
3218	Clinical Research Specialist	52	35,000	53,019	60,605	65,964	93,783	61,146	7	
3507	Coord-Student Services	6	43,872	43,872	44,490	46,800	47,844	45,228	2	
3856	Dental Hygienist	12	44,671	52,313	58,426	62,772	69,453	57,636	8	
4414	Executive Assistant	19	48,689	58,488	65,000	71,388	79,680	64,794	13	
5033	Human Resource Consultant	15	41,626	53,325	60,733	65,136	72,001	59,596	6	
5044	Human Resources Generalist	21	42,660	47,526	50,000	59,000	75,986	53,247	11	
5046	Human Resource Specialist	14	41,766	46,503	49,338	54,240	69,840	51,920	8	
5663	Manager-Facilities Management	12	56,004	56,768	59,703	63,988	67,084	60,374	6	
6845	Project Manager-Fac Ops Dev	24	35,000	50,570	60,576	63,739	66,326	57,406	4	
6902	Purchasing Manager	11	42,204	50,133	52,524	59,376	61,953	53,971	16	
7210	Research Nurse	12	48,864	60,851	71,649	77,250	81,037	68,674	10	
7263	Resource Planning Analyst	62	38,066	51,324	59,191	66,744	93,756	59,666	11	
7484	Senior Buyer	12	38,141	39,810	44,430	45,712	47,436	43,011	4	
7580	Sr Sponsored Program Officer	21	47,191	48,347	50,592	61,327	74,062	55,330	10	
7720	Sponsored Program Officer	15	38,500	39,655	39,905	42,883	53,340	41,763	3	
7803	Staff Training & Devtpt Coord	18	36,566	47,244	49,219	57,035	64,883	51,373	8	
8187	Systems Analyst	39	41,442	48,000	53,292	57,477	75,000	53,514	9	
8189	Systems Developer/Engineer	342	35,004	49,140	55,593	64,104	92,424	56,929	9	

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - By Pay Range and Job Code

Job Code	Job Title	Actual							Average	Avg. Years of Service
		Head-Count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum			
8235	Systems Manager - Not Sap	160	35,376	49,230	57,414	65,856	93,096	58,630	10	
8674	Web Communications Specialist	13	35,290	38,000	41,105	45,228	48,906	41,924	5	
Pay Range A4		-	50,024	-	-	127,691				
0260	Administrator-Medical Center	16	54,026	75,546	93,421	100,533	161,079	92,116	11	
2319	Associate Legal Counsel	9	83,160	95,000	98,804	119,600	180,000	112,289	5	
2404	Asoc Administrator-Medical Ctr	15	50,700	55,403	64,237	65,205	74,796	61,196	7	
3666	Director of Development	48	53,184	64,047	69,516	76,602	115,716	71,948	6	
4018	Director-A4	21	69,629	87,533	95,000	105,732	154,407	96,838	11	
6034	Nurse Practitioner	5	71,406	73,333	79,667	86,520	88,607	79,907	14	
6046	Nursing-A4	19	70,578	76,412	83,959	90,179	99,415	83,564	9	
7555	SR Systms Dev/Eng-Not Sap	95	55,728	71,703	77,436	85,921	112,224	79,498	13	
7556	SR Systms Dev/Eng-Sap	28	66,156	78,314	90,780	96,630	145,325	90,874	12	
7564	Senior Systems Manager-Sap	31	66,240	86,412	92,712	100,701	127,812	93,277	14	
7565	Senior Systems Manager-Not Sap	74	56,911	72,000	80,155	92,388	131,916	82,319	14	
7569	Senior Systems Consultant	26	56,472	70,561	84,977	95,000	121,960	87,016	7	
7574	Sr Project Manager-Fac Ops Dev	12	65,571	70,219	72,416	75,600	90,000	73,981	8	
7661	Senior Director of Development	22	77,340	88,368	95,034	113,340	168,744	103,400	12	
7781	Staff Pharmacist	11	75,639	82,847	85,394	93,120	95,328	87,025	10	
Pay Range A5		-	75,504	-	-	187,990				
1218	Asst Vp-Student Life	5	135,825	135,828	138,540	139,764	196,392	149,270	18	
4024	Director-A5	24	90,408	105,306	114,318	140,551	177,036	121,447	13	

Unclassified
Summary of Large Classifications
By College/VP Unit
(at least 100 employees)

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - Summary of Large Classifications by College/VP Unit

Job Code	Job Title	Actual							
		Head-count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
Pay Range 00		-	-	-	-	-	-	-	-
4034	Director-00								
	Ofc of Health Sciences	4	114,381	119,291	175,205	263,741	301,272	191,516	10
	College of Law	4	77,015	82,508	97,421	228,297	349,753	155,403	5
	Office of Research	13	81,537	110,000	138,387	152,633	220,000	134,221	15
	Ofc Enroll Sv&Undrgrd Edu	5	91,589	99,072	125,017	133,776	153,482	120,587	13
	Other Units <= 3 Employees	16	66,017	83,988	103,157	145,518	178,537	114,076	15
	College of Business	8	63,594	102,110	112,152	126,013	138,667	110,351	9
	Ofc of Acad Affairs & Prv	16	69,954	73,080	98,448	121,472	249,600	110,311	8
	Education & Human Ecology	4	71,655	82,616	113,190	135,828	138,852	109,222	15
	Ofc of Business & Finance	26	73,493	87,983	94,832	125,046	140,700	101,734	9
	Office of Student Life	15	56,712	80,004	95,544	115,584	126,264	95,668	15
	Athletics	5	68,004	70,008	91,521	97,438	146,016	94,597	3
	Exec Dean of Arts & Sci	5	49,404	51,000	64,008	80,964	122,736	73,622	7
	Total University	121	49,404	86,148	100,000	127,026	349,753	112,121	11
7215	Research Scientist								
	Social & Behavioral Scien	4	76,000	83,355	98,515	111,344	116,368	97,349	7
	College of Engineering	22	70,749	85,494	92,429	103,508	134,904	95,859	10
	Office of Research	12	48,784	57,682	63,503	93,105	111,084	72,188	10
	Mathematicl & Physicl Sci	9	48,000	50,004	63,624	90,144	125,676	71,233	9
	Ofc of Health Sciences	25	44,000	52,164	61,736	80,028	107,549	66,817	7
	Biological Sciences	5	53,479	57,000	63,708	74,172	82,800	66,232	13
	Other Units <= 3 Employees	6	42,848	60,341	65,002	67,068	85,104	64,227	8
	College of Pharmacy	6	55,322	56,788	59,369	68,022	82,968	63,640	7
	College of Medicine	42	36,057	50,600	57,115	60,657	157,500	59,666	7
	Food, Agricultrl & Env Sci	18	41,556	46,008	54,302	60,000	84,036	54,969	7
	Total University	149	36,057	53,088	61,024	84,036	157,500	68,925	8

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - Summary of Large Classifications by College/VP Unit

Job Code	Job Title	Actual							
		Head-count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
Pay Range 58		-	22,173	-	27,778	-	33,384		
7090	Research Assistant 1-B/H								
	Ofc of Health Sciences	24	22,173	23,504	27,269	30,337	39,062	27,580	2
	Biological Sciences	21	23,525	25,480	26,208	28,995	33,176	27,411	3
	Food, Agricultrl & Env Sci	28	22,173	23,681	26,291	28,330	36,899	27,054	9
	College of Medicine	30	22,880	24,960	25,979	28,413	34,798	26,735	1
	College of Veterinary Med	8	22,173	23,494	24,471	29,494	31,720	26,101	1
	College of Dentistry	10	22,173	24,419	25,834	27,872	29,723	25,865	1
	Other Units <= 3 Employees	4	24,544	24,544	25,012	26,260	27,040	25,402	0
Total University		125	22,173	24,274	26,000	28,995	39,062	26,930	3
Pay Range 59		-	24,024	-	30,150	-	36,275		
7105	Research Assistant 2-B/H								
	Biological Sciences	4	24,045	28,662	33,644	40,810	47,611	34,736	7
	College of Veterinary Med	13	24,024	30,722	33,904	34,819	45,282	33,222	7
	Other Units <= 3 Employees	8	25,397	27,914	32,146	35,714	39,624	32,071	4
	College of Medicine	36	24,024	27,789	32,167	33,790	44,782	31,702	5
	Food, Agricultrl & Env Sci	31	24,960	26,562	28,371	34,070	41,330	31,013	10
	Ofc of Health Sciences	19	27,040	27,997	29,973	32,011	36,109	30,261	2
Total University		111	24,024	27,518	31,637	34,008	47,611	31,577	6
Pay Range 61		-	28,371	-	36,431	-	44,491		
7165	Research Associate 1-B/H								
	Other Units <= 3 Employees	7	34,008	36,180	41,019	43,400	44,696	39,956	8
	College of Medicine	56	29,484	34,794	38,212	42,744	54,350	38,667	8
	Biological Sciences	17	30,000	33,132	36,792	38,904	63,636	38,043	6
	Food, Agricultrl & Env Sci	39	28,380	32,052	35,976	39,876	51,773	37,115	11
	Ofc of Health Sciences	33	28,980	34,000	37,141	39,330	44,800	36,687	6

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - Summary of Large Classifications by College/VP Unit

Job Code	Job Title	Actual							
		Head-count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
	College of Veterinary Med	6	29,016	31,500	36,900	39,948	42,732	36,166	4
	College of Dentistry	4	32,445	33,696	35,505	36,179	36,295	34,938	5
	Total University	162	28,380	33,696	36,949	41,258	63,636	37,696	8
Pay Range	62 -	30,992 -	39,915	-	48,838				
0221	Administrative Associate 1								
	College of Humanities	14	42,000	47,004	53,706	60,005	68,004	53,475	16
	College of Veterinary Med	7	33,551	45,636	56,460	63,036	63,984	53,379	17
	Biological Sciences	7	40,008	41,916	54,600	61,041	64,176	52,474	10
	Mathematicl & Physicl Sci	10	41,508	44,004	48,468	54,564	73,656	51,119	12
	College of Engineering	16	45,348	46,905	49,830	53,400	62,052	50,801	15
	Other Units <= 3 Employees	26	31,980	43,576	50,478	54,000	73,266	49,770	11
	College of Medicine	10	41,800	42,125	48,097	54,892	70,390	49,574	12
	College of Business	7	42,000	42,889	49,707	50,005	60,380	48,435	7
	Education & Human Ecology	17	34,140	41,688	48,312	50,748	65,928	47,500	9
	Social & Behavioral Scien	14	33,000	37,764	42,864	52,044	54,540	43,964	6
	Food, Agricultrl & Env Sci	8	36,900	38,376	42,156	47,724	52,644	43,257	9
	College of the Arts	5	39,228	39,840	41,004	46,356	49,046	43,095	8
	Ofc of Business & Finance	20	33,588	36,642	40,230	47,976	55,008	42,198	10
	Office of Research	17	32,192	35,954	40,641	47,134	54,004	42,099	6
	Office of Student Life	4	31,944	36,164	41,867	45,051	46,752	40,607	16
	Ofc of Acad Affairs & Prv	9	35,000	37,350	40,000	43,575	46,644	40,411	5
	University Libraries	5	31,410	32,376	33,500	41,196	59,544	39,605	10
	Total University	196	31,410	40,576	46,353	53,021	73,656	46,994	11
6800	Program Coordinator								
	Lima Campus	8	37,260	45,810	49,971	51,671	53,622	48,223	8
	Athletics	6	34,569	37,674	43,647	52,744	75,252	47,922	4
	College of Engineering	10	38,004	40,008	43,296	53,400	64,548	47,723	7

Internal Market Data for Staff Salaries January 2009

Unclassified Positions - Summary of Large Classifications by College/VP Unit

Job Code	Job Title	Actual							
		Head-count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
	College of Humanities	10	38,672	45,492	46,836	50,076	56,520	47,655	14
	Social & Behavioral Scien	7	37,320	39,780	49,416	53,520	57,564	47,513	13
	College of Social Work	4	38,960	39,410	41,065	55,166	68,063	47,288	11
	College of Nursing	4	37,008	39,636	48,210	54,838	55,520	47,237	12
	Office of Research	4	37,746	39,995	46,572	53,805	56,710	46,900	7
	College of Veterinary Med	7	37,452	40,008	43,512	47,652	64,344	45,619	9
	University Libraries	8	37,500	39,912	45,894	50,778	51,708	45,297	17
	Other Units <= 3 Employees	18	32,099	41,820	44,233	51,768	53,962	45,054	8
	Marion Campus	7	32,039	36,602	41,701	54,939	60,087	44,028	9
	Newark Campus	7	33,500	35,502	36,743	53,421	61,201	43,581	8
	Mathematicl & Physicl Sci	8	32,004	37,686	44,772	47,400	54,000	43,215	7
	Office of Student Life	24	34,860	37,752	39,726	46,536	66,024	42,508	6
	College of Dentistry	7	33,333	36,230	39,369	49,369	53,992	42,040	8
	Ofc of Acad Affairs & Prv	28	30,992	38,704	41,641	45,840	54,200	41,965	5
	University Outreach	4	31,992	35,034	42,162	47,598	48,948	41,316	15
	Ofc Enroll Sv&Undrgrd Edu	26	32,160	37,907	39,943	45,419	50,365	40,784	8
	Exec Dean of Arts & Sci	8	32,676	38,508	40,500	41,400	49,023	40,314	6
	College of Business	10	32,522	36,313	39,039	41,000	50,810	39,951	6
	Mansfield Campus	5	35,000	36,610	39,095	42,964	45,177	39,769	7
	College of Medicine	38	32,448	36,214	38,799	42,315	58,510	39,732	6
	Education & Human Ecology	17	31,752	33,948	36,000	41,520	56,004	38,756	7
	Food, Agricultrl & Env Sci	44	30,996	32,988	36,648	43,128	53,160	38,229	6
	Ofc of Health Sciences	9	34,021	35,880	36,422	36,528	41,600	36,871	1
	Total University	328	30,992	36,600	40,583	46,036	75,252	42,060	7
	Pay Range 63	-	34,216	-	44,481	-	54,746		
7180	Research Associate 2-B/H								
	Biological Sciences	12	37,920	41,976	48,546	55,962	68,316	50,058	13

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Job Code	Job Title	Actual							
		Head-count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
	Office of Research	4	45,000	47,679	50,366	50,591	50,806	49,135	3
	Ofc of Health Sciences	25	37,329	40,707	45,000	51,428	80,730	47,551	9
	Other Units <= 3 Employees	10	38,004	44,747	46,851	49,232	57,552	46,733	7
	College of Veterinary Med	6	37,260	39,852	45,954	51,876	56,400	46,216	14
	College of Medicine	37	34,896	41,600	44,705	49,479	54,404	45,365	12
	Food, Agricultrl & Env Sci	37	34,932	38,304	42,132	46,572	57,960	43,427	14
	Total University	131	34,896	40,500	45,000	50,328	80,730	45,923	11
	Pay Range 64	-	37,107	-	48,818	-	60,528		
6820	Program Manager								
	Lima Campus	5	47,739	56,190	64,804	67,574	70,625	61,386	16
	Exec Dean of Arts & Sci	4	48,216	55,308	64,572	66,954	67,164	61,131	15
	Athletics	5	47,848	55,160	61,704	63,000	69,729	59,488	5
	Ofc of Acad Affairs & Prv	32	40,707	48,616	52,760	62,751	92,093	56,384	10
	Other Units <= 3 Employees	23	42,012	45,924	51,744	64,740	77,406	55,159	10
	College of Medicine	22	38,000	47,250	56,015	60,791	78,573	54,881	13
	College of Humanities	7	50,004	50,976	54,000	58,008	58,080	54,413	6
	College of Engineering	5	47,327	49,644	51,564	56,749	65,736	54,204	8
	College of Public Health	6	45,088	45,742	52,765	58,128	63,744	53,039	8
	Education & Human Ecology	28	39,240	46,340	53,294	56,220	79,906	52,463	7
	Ofc of Development	4	46,356	49,356	53,598	55,308	55,776	52,332	8
	Ofc of Health Sciences	9	46,793	47,350	51,750	53,000	61,168	52,050	5
	Office of Research	4	44,505	47,857	51,336	52,563	53,664	50,210	15
	Ofc Enroll Sv&Undrgrd Edu	10	41,948	46,688	47,815	52,961	56,461	49,128	8
	College of Business	7	39,500	43,050	50,089	53,335	57,230	48,792	9
	Food, Agricultrl & Env Sci	37	38,208	44,160	48,564	52,584	61,620	48,620	11
	Office of Student Life	10	43,320	47,972	48,000	50,688	53,652	48,368	6
	Total University	218	38,000	46,824	51,756	57,576	92,093	53,039	9

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Job Code	Job Title	Actual							
		Head-count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
Pay Range 67		-	49,046	-	66,394	-	83,741		
6810	Program Director								
	Ofc of Development	4	65,004	68,016	72,318	121,788	169,968	94,902	17
	Ofc of Health Sciences	10	62,723	77,150	87,252	91,080	102,231	85,378	14
	Ofc of Acad Affairs & Prv	19	50,612	63,799	72,197	93,150	118,019	77,834	10
	College of Medicine	8	63,176	70,000	73,911	86,126	91,320	76,821	13
	Other Units <= 3 Employees	27	51,216	64,338	76,000	81,543	125,400	75,756	10
	Education & Human Ecology	19	52,500	66,924	76,644	82,032	92,544	73,381	10
	College of Engineering	6	52,104	59,154	73,440	87,132	91,932	72,867	13
	Food, Agricultrl & Env Sci	19	52,764	58,416	64,812	77,472	92,976	68,063	10
	Total University	112	50,612	64,299	74,436	85,506	169,968	75,865	11
Pay Range A2		-	22,173	-		-	58,115		
8193	Systems Specialist-A&P								
	College of Engineering	7	43,576	45,386	46,509	50,835	54,558	48,107	9
	Social & Behavioral Scien	5	27,456	41,662	45,552	50,502	61,651	45,365	5
	Office of Student Life	4	40,102	40,206	40,976	43,108	44,574	41,657	9
	College of Humanities	5	38,522	40,019	40,102	43,306	45,698	41,529	6
	Ofc of Business & Finance	13	32,074	36,400	42,910	44,803	52,707	41,472	5
	Ofc of Acad Affairs & Prv	52	26,832	35,058	39,000	46,020	54,621	39,649	13
	Office of Research	10	32,219	35,776	38,709	44,907	47,237	39,470	4
	Ofc of Health Sciences	11	30,763	36,046	39,957	42,141	47,528	39,450	3
	Other Units <= 3 Employees	25	28,205	33,530	37,336	42,910	52,166	38,695	8
	Education & Human Ecology	9	32,011	34,154	36,400	40,914	53,622	38,619	4
	Ofc Enroll Sv&Undrgrd Edu	7	31,013	32,885	38,667	42,162	46,592	38,025	8
	College of the Arts	5	31,387	34,091	36,005	36,088	48,838	37,282	10
	Food, Agricultrl & Env Sci	4	30,846	31,512	34,403	40,674	44,720	36,093	8
	College of Business	4	30,992	31,574	32,417	35,526	38,376	33,550	2

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Job Code	Job Title	Actual							
		Head-count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	Avg. Years of Service
Total University		161	26,832	35,006	39,707	44,741	61,651	39,835	8
Pay Range A3 - 33,738 - 85,405									
8189	Systems Developer/Engineer								
	Ofc of Development	4	60,456	64,386	70,158	73,638	75,276	69,012	5
	Ofc of Acad Affairs & Prv	121	35,004	50,004	58,008	67,668	88,764	59,335	12
	College of Engineering	13	48,500	51,998	60,216	64,272	76,052	59,280	12
	Ofc Enroll Sv&Undrgrd Edu	21	38,066	51,860	57,670	66,032	82,446	58,780	14
	Social & Behavioral Scien	16	38,892	50,154	57,762	61,224	77,952	56,669	8
	Mathematicl & Physicl Sci	8	45,504	50,130	54,600	57,252	81,372	56,355	6
	University Libraries	4	46,584	51,792	58,002	60,582	62,160	56,187	2
	Office of Research	35	42,925	48,438	55,566	62,000	67,068	55,867	7
	Other Units <= 3 Employees	21	40,128	47,331	53,150	61,632	79,608	55,658	6
	Education & Human Ecology	16	37,008	51,336	54,192	60,918	69,120	55,466	7
	Ofc of Business & Finance	24	36,720	45,198	51,294	59,982	92,424	54,972	8
	Office of Student Life	20	43,008	50,118	54,282	57,649	66,912	54,863	5
	College of Humanities	8	40,176	40,980	54,948	64,506	70,416	53,933	8
	College of Business	12	44,000	48,750	55,192	57,290	64,630	53,631	3
	College of Veterinary Med	5	44,064	47,004	51,504	53,064	63,948	51,917	3
	College of Pharmacy	4	42,545	42,597	48,005	55,611	57,859	49,104	10
	Food, Agricultrl & Env Sci	10	35,004	44,208	48,018	49,140	55,680	46,765	11
Total University		342	35,004	49,140	55,593	64,104	92,424	56,929	9
8235	Systems Manager - Not Sap								
	Office of Student Life	8	49,812	59,964	64,404	72,426	85,464	66,108	7
	Ofc of Acad Affairs & Prv	42	37,692	52,200	60,534	75,384	93,096	63,745	12
	Social & Behavioral Scien	13	40,044	63,204	65,004	70,032	75,480	62,983	9
	Athletics	4	38,004	41,062	59,868	82,059	88,503	61,561	9
	Mathematicl & Physicl Sci	16	46,722	55,086	59,706	64,170	70,140	59,217	12

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Job Code	Job Title	Actual							Avg. Years of Service
		Head-count	Min-imum	25th %tile	50th %tile	75th %tile	Max-imum	Average	
	Office of Research	5	46,667	55,122	61,532	64,844	66,809	58,995	7
	College of Humanities	4	44,616	48,450	57,198	65,872	69,632	57,161	11
	Other Units <= 3 Employees	27	36,050	47,004	53,879	64,325	80,387	55,201	10
	Ofc of Business & Finance	14	35,376	46,056	52,218	59,676	73,223	53,879	9
	College of Engineering	10	44,304	45,434	52,278	54,360	61,788	51,936	6
	Food, Agricultrl & Env Sci	17	36,924	45,420	49,404	55,944	75,060	51,441	13
	Total University	160	35,376	49,230	57,414	65,856	93,096	58,630	10