

**University of Houston-Victoria
Administrative & Professional Pay Plan
Fiscal Year 12**

PAY GRADE	MIN		20%		40%		60%		80%		MAX	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
8	4,808.33	57,700	5,533.33	66,400	6,250.00	75,000	6,975.00	83,700	7,691.67	92,300	8,416.67	101,000
	Sr Dir, Information Technology		Sr Dir, Libraries		Sr Director of Enrollment Mgmt							
7	4,291.67	51,500	4,933.33	59,200	5,583.33	67,000	6,225.00	74,700	6,866.67	82,400	7,508.33	90,100
	Comptroller		Dir, Budget		Dir, Business Svcs				Dir, Facilities Services			
	Dir, Human Resources/AA		Interim Dir, Marketing/Communications									
6	3,833.33	46,000	4,408.33	52,900	4,983.33	59,800	5,558.33	66,700	6,133.33	73,600	6,708.33	80,500
	Dir, Financial Aid		Dir, Institutional Research		Dir, SBDC				Dir, Counseling Center			
	Mgr, Network Planning & Dev		Registrar		Sr Systems Administrator							
5	3,425.00	41,100	3,941.67	47,300	4,450.00	53,400	4,966.67	59,600	5,483.33	65,800	5,991.67	71,900
	Assoc Dir, SBDC		Bursar		Athletic Director				Dir, Academic & Career Svcs			
	Dir, Corp & Foundation Relations		Associate Director, Library		Head Technical Svcs Librarian				Mgr, General Accounting			
	Mgr, Payroll		Dir, Stewardship & Planned Giving		Dir, Services, School of A&S				Mgr, Web Svcs			
	User Svcs Administrator		Asst Director, Facilities Services		Dir, Student Life & Services				Mgr, Purchasing			
	Mgr, Benefits/HRMS		Dir, Student Retent & Acad Success		Network Administrator							
4	3,058.33	36,700	3,425.00	41,100	3,791.67	45,500	4,158.33	49,900	4,525.00	54,300	4,891.67	58,700
	Apps Programmer/Database Analyst		Apps Programmer/Developer		Asst Registrar				Budget Analyst			
	Librarian, Special Collections		LAN Administrator		Instructional Designer				LAN Administrator			
	Mgr, Academic Center		Mgr, Communications		Mgr, Creative Svcs				Sr Accountant			
	Mgr, Student Recruitment & Marketing		Mgr, Web Projects		Research Administrator				Librarian, Web Services			
	Librarian, Catalog		Librarian, Access Svcs		Librarian, Instruction & Outreach							
3	2,733.33	32,800	3,058.33	36,700	3,391.67	40,700	3,716.67	44,600	4,041.67	48,500	4,375.00	52,500
	Accountant		Systems Support Analyst		Coord, Athletics				Coord, Constituent Relations			
	Coord, Financial Aid		Coord, Int'l Students		Coord, Records				Coord, Student Financial Svcs			
	Coord, Training & Development		Exec Admin Asst		Marketing Specialist				Sr Business Advisor			
	Trainer, Head Athletic		Network Specialist		Mgr, Acad User Svcs				Mgr, Building Maintenance			
	Mgr, Safety & Risk		PeopleSoft Functional Analyst		Web Developer							
	Sr Coord, Student Recruitment		Sr Coord, Student Svcs		Coord, Sr LEAD							
	Systems Analyst		Telecom Analyst									
2	2,441.67	29,300	2,733.33	32,800	3,025.00	36,300	3,316.67	39,800	3,616.67	43,400	3,908.33	46,900
	Coord, Student Retention		Assistant Editor		Business Advisor				Certification Analyst			
	Communications Spec		Coord, Career Svcs		Coord, Int'l Student Svcs				Coord, Marketing/Recruitment			
	Coord, Accounting Svcs		Coord, SBDC Training		Coord, Special Events				Coord, Student Recruitment			
	Coord, Student Svcs		Coord, Testing		Coord, Student Retent & Parent Prgms				Coord, Business Services			
	Financial Aid Spec		Graphic Designer		Multimedia Spec				Systems Specialist			
	Sports Information Specialist		Sr Admin Asst		Student Svcs Generalist				Coord, Tutoring			
	PC Specialist		Coord, LEAD Student Recruitment		Coord, Student Advising				Coord, Grants & Contracts			
1	2,183.33	26,200	2,441.67	29,300	2,708.33	32,500	2,966.67	35,600	3,233.33	38,800	3,491.67	41,900
	Accounts Payable Spec		Admin Asst		Advising Spec				Student Receivables Specialist			
	Purchasing Specialist		Grant Facilitator		Int'l Student Spec				Career Services Specialist			