

Matrix for a Role and Contribution Based Classification System

FACTORS	CONTRIBUTION					
	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6
Knowledge	Contributes through performance of routine/repetitive tasks and activities	Contributes through support, using established processes, methods, and systems	Contributes through substantive experience, collaboration, problem resolution	Contributes through advanced knowledge, skill, expertise	Contributes through implementation of strategic direction	Contributes through setting of strategic direction
Problem Solving						
Impact						
Interpersonal Skills						
Supervisory Responsibility						
Mission/Service Orientation						
Teaming Skills						
Innovation						
Managing Change						
Administrative/Technical Operations < 9 SALARY RANGES >		Academic/Clinical/Research Operations < 8 SALARY RANGES >				
		Administrative/Technical Professionals < 9 SALARY RANGES >				
		Academic/Clinical/Research Professionals < 10 SALARY RANGES >				
				Leadership < 10 SALARY RANGES >		