

**Goshen College**  
**Administrative Salary Ranking Tool - Current as of 11/10/2006**

Level	Education	Experience	Reports To	Supervision of	Internal Interaction	External Contacts	Independence & Resp/Judge.	Data Reports Budget	Recruitment Retention	Research and Development	Specialized Skills/Knowledge
1	PhD Preferred Masters Required	5+ Closely Related Experience Required	President or Provost	Supervision of all in the Area	Regular interaction with many depts with campus-wide effects.	Frequent crucial contact with many publics. Sets the image.	Responsible for all aspects of major division. Set & initiate institutional priorities	Sets & monitors division budget	Exceptional direct impact or oversight/ leadership of RR&D	Responsible for R&D decisions impacting the long-term direction of a dept or affecting the entire campus	Exceptional breadth of mgmt knowledge or exceptional technical and specialized skills/knowledge
2	PhD Encouraged Masters Preferred BA Required	5+ Closely Related Experience Required	Level 1	Broad Supervision of Faculty and Staff	Regular interaction which affects many depts.	Frequent substantial contact with varied external publics.	Responsible for dept. directions & progress. Develops policy within dept.	Sets & monitors dept. budget. Develops reports which affects outside dept. Makes decisions based on own & others reports	Significant direct impact on RR&D	Shares responsibility for R&D decisions impacting long-term direction of a dept or affecting the entire campus	Well developed management knowledge or well developed technical and specialized skills/knowledge
3	Masters Encouraged Added Training Expected BA Required	3+ Related Experience Required	Level 2 or 1	Staff and Some Faculty	Regular interaction w/ significant effects on others	Frequent contact with targeted external audience	Works independently. Assumes initiative in problem solving. Participates in policy developmt.	Responsible for dept. data analysis & reports Decision making based on own reports. Some budgeting responsibility.	Considerable impact on RR&D	Participates in R&D projects affecting the entire campus or responsible for R&D projects that affect own dept or a portion of the larger campus	High levels of broad management knowledge or high levels of technical and specialized skills/knowledge
4	Added Training Encouraged BA Required	Related Experience Required	Level 3 or 2	Staff and Students	Frequent contact Some effect on others	Some contact with targeted audience	Works with little supervision. Helps to solve problems within policy guidelines.	Compiles reports & assembles data - some interpretational analysis	Some direct impact on RR&D	Works on R&D projects directed by others that affect own department or portions of campus	Some broad management knowledge or some technical and specialized skills/knowledge
5	BA Preferred	Related Experience Preferred	Level 3 or 2	Students	Limited effect on others	Occasional contact	Work directed by others. May participate in some problem solving.	Gathers & records data and information	Minimal direct impact on RR&D	Minimal or no R&D involvement	Minimal broad management knowledge and minimal technical and specialized skills/knowledge