Position Title \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Name of Incumbent \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

University\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ PCN\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| Factor | A | B | C | D | E | Notes |
| 1 Knowledge,  Expertise |  |  |  |  |  |  |
| 2  Innovative Thinking |  |  |  |  |  |  |
| 3  Strategic Planning & Assessment |  |  |  |  |  |  |
| 4  Policy, Procedures, etc. |  |  |  |  |  |  |
| 5  Decision Making |  |  |  |  |  |  |
| 6  Resource Mgt. |  |  |  |  |  |  |
| 7  Leadership & Mgt. |  |  |  |  |  |  |
| 8  Comm. & Relationships |  |  |  |  |  |  |
| CEC Results: This position is at the following level, Circle one: University Area Section Department Program  Overall Salary Range Recommendation - Circle one: A B C D E Rationale for recommendation: | | | | | | |