The basic factor that determines salary at UT Tyler is the job classification. A salary range is assigned to each classification. The salary range consists of a minimum and maximum salary. A new employee is ordinarily appointed to a salary between minimum and mid-point dependent upon qualifications of the applicant, internal equity within the department and availability of funds. A salary range for a classification is based to a reasonable extent on:

- Duties
- Training
- Experience, and responsibilities required
- Salaries paid in competing job markets
- Availability of qualified personnel.

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