



Prairie View A&M University

Job Evaluation Model

FACTOR 3: LEADERSHIP/SUPERVISORY RESPONSIBILITIES	
This factor measures the degree of responsibility for other employees and direct control over the quantity and quality of others' work.	
Level 1 (0 points)	No supervisory responsibility for employees or students.
Level 2 (20 points)	Lead worker over others in similar jobs and/or provide work leadership and direction for students and/or employees.
Level 3 (40 points)	Supervises a section within the department or a small department of direct reports. Includes some human resources responsibilities for direct reports. Confers with manager or director about human resources and operational issues. If no supervisory responsibilities, serves as single incumbent for critical function.
Level 4 (60 points)	Assistant Manager over supervisors of a small department of direct reports. Includes some human resources responsibilities for direct reports. Confers with manager or director about human resources and operational issues. If no supervisory responsibilities, serves as single incumbent for critical function.
Level 5 (80 points)	Manager of one department. May manage staff through supervisors and has some human resources responsibilities for direct reports. Organizes and directs the work activities of staff. Performs performance evaluations and makes disciplinary recommendations.
Level 6 (100 points)	Manager of more than one department. Manages staff through supervisors and has some human resources responsibilities for direct reports. Organizes and directs the work activities of staff. Performs performance evaluations and makes disciplinary recommendations.
Level 7 (125 points)	Assists the Director in supervising and directing the work activities of staff in department, functional area or program. Supervises managers and provides overall direction and expectations for the department, functional area, or program. Has human resources responsibilities and authority for staff. This position typically reports to the director.
Level 8 (150 points)	Responsible for overall direction of a distinct and independently structured department through subordinate associate or assistant directors. Has human resources responsibilities and authority to hire, discipline, and terminate staff. This position typically reports to a senior executive.
Level 9 (175 points)	Responsible for overall direction of more than one distinct and independently structured department through subordinate associate or assistant directors. Has human resources responsibilities and authority to hire, discipline, and terminate staff. This position typically reports to a senior executive.