

Compensation University Pay Plan 2022-2023
Professional Administrative

University Position Title	FLSA
Academic Certification Analyst II	Exempt
Academic Certification Analyst III	Exempt
Academic Component Administrator	Exempt
Accompanist	Exempt
Accountant II	Exempt
Accountant III	Exempt
Accountant IV	Exempt
Accreditation & Compliance Specialist	Exempt
Administrator Academic Agreements	Exempt
Admissions Promise Associate	Exempt
Advance Practice Provider	Exempt
Application Developer	Exempt
Application Integration Engineer	Exempt
Area Coordinator	Exempt
Assistant Basketball Coach	Exempt
Assistant Controller	Exempt
Assistant Dance Coach	Exempt
Assistant Dean Academic Engagement Services	Exempt
Assistant Director Academic Advising	Exempt
Assistant Director Academic Success Initiatives	Exempt
Assistant Director Academic Support	Exempt
Assistant Director Admissions	Exempt
Assistant Director Admissions Campus Visits	Exempt
Assistant Director Alumni Engagement	Exempt
Assistant Director Athletics Communications	Exempt
Assistant Director Athletics Compliance & Academic Services	Exempt
Assistant Director Athletics for Sports Medicine	Exempt
Assistant Director Building Maintenance	Exempt
Assistant Director Central Plant & Utilities	Exempt
Assistant Director Civic Engagement	Exempt
Assistant Director Civility Community Standards & Investigator	Exempt
Assistant Director Clinical Services	Exempt
Assistant Director Communications	Exempt
Assistant Director Counseling & Psychological Services DAL & HOU	Exempt
Assistant Director Data Quality	Exempt
Assistant Director Design Services	Exempt
Assistant Director Development College of Nursing & College of Health Sciences	Exempt
Assistant Director Disability Services for Students	Exempt
Assistant Director Diversity & Inclusion Programs	Exempt
Assistant Director Employer Relations	Exempt
Assistant Director External Relations & Outreach	Exempt
Assistant Director Facilities Operations Dallas	Exempt
Assistant Director Facilities Operations Houston	Exempt
Assistant Director Financial Aid Compliance	Exempt
Assistant Director Financial Aid Counseling & Processing	Exempt
Assistant Director Financial Aid Systems & Reporting	Exempt

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University Position Title	FLSA
Assistant Director Fitness & Recreation	Exempt
Assistant Director Graduate Professions & Recruitment	Exempt
Assistant Director Graduate Programs	Exempt
Assistant Director Health & Wellbeing Initiative-Operations	Exempt
Assistant Director Health Promotion & Kinesiology	Exempt
Assistant Director Honors Programs	Exempt
Assistant Director Housing Administrative Services	Exempt
Assistant Director Housing Facilities	Exempt
Assistant Director International Admissions	Exempt
Assistant Director International Student Scholar Services	Exempt
Assistant Director Internships & Experiential Learning	Exempt
Assistant Director Involvement & Special Events	Exempt
Assistant Director Pioneer Center for Student Excellence HOU	Exempt
Assistant Director Residence Education	Exempt
Assistant Director Student Accounts & Collections	Exempt
Assistant Director Student Health Services/Health Promotion	Exempt
Assistant Director Student Life DAL	Exempt
Assistant Director Student Life HOU	Exempt
Assistant Director Veterans & Non-Traditional Student Svcs	Exempt
Assistant Director Visual Media Production	Exempt
Assistant Director Web Administration	Exempt
Assistant General Counsel	Exempt
Assistant Gymnastics Coach I	Exempt
Assistant Gymnastics Coach II	Exempt
Assistant Manager Building Maintenance	Exempt
Assistant Manager Custodial Operations	Exempt
Assistant Provost Student Success	Exempt
Assistant Registrar	Exempt
Assistant Soccer Coach	Exempt
Assistant Softball Coach	Exempt
Assistant Vice President Marketing & Strategic Communication	Exempt
Assistant Vice President Controller	Exempt
Assistant Vice President of University Communications/Public Information Officer	Exempt
Assistant Volleyball Coach	Exempt
Associate Dean Graduate School	Exempt
Associate Dean of Libraries	Exempt
Associate Director Academic Advising	Exempt
Associate Director Admissions	Exempt
Associate Director Admissions Marketing & Communications	Exempt
Associate Director Admissions Processing	Exempt
Associate Director CARE	Exempt
Associate Director Center for Student Development	Exempt
Associate Director Center for Student Leadership	Exempt
Associate Director Center for Women in Politics & Public Policy	Exempt
Associate Director Civility & Community Standards/Civil Rights Investigator	Exempt
Associate Director Clinical Services	Exempt

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Associate Director Consulting & Programming	Exempt
Associate Director Diversity Inclusion & Outreach	Exempt
Associate Director Development Student Life & Athletics	Exempt
Associate Director Dual Enrollment Programs	Exempt
Associate Director Employer Relations Technology & Office Operations	Exempt
Associate Director Financial Aid & Technical Processing	Exempt
Associate Director Fitness & Recreation	Exempt
Associate Director Learning Environments	Exempt
Associate Director Media Services	Exempt
Associate Director New Student Programs	Exempt
Associate Director Operations of Conference Services	Exempt
Associate Director Outreach Engagement & Support	Exempt
Associate Director Scholarships	Exempt
Associate Director Security & Network Operations	Exempt
Associate Director Student Union Programming	Exempt
Associate Director Teaching & Learning with Technology	Exempt
Associate Director University Housing & Dining	Exempt
Associate Grant Program Director	Exempt
Associate Head Athletic Trainer	Exempt
Associate Registrar	Exempt
Associate Vice President Advancement	Exempt
Associate Vice President Auxiliary Services	Exempt
Associate Vice President Budget & Finance	Exempt
Associate Vice President Development	Exempt
Associate Vice President Marketing & Communications & CMCO	Exempt
Associate Vice President Student Engagement	Exempt
Associate Vice President Student Enrichment Health & Support	Exempt
Associate Vice President Technology & Chief Information Officer	Exempt
Biostatistician	Exempt
Business Operations Manager of Risk Management	Exempt
Business Systems Analyst	Exempt
Budget Analyst III	Exempt
Budget & Financial Analyst I	Exempt
Budget & Financial Analyst II	Exempt
Capital Project Manager	Exempt
CARE Case Manager	Exempt
CARE Student Services Program Advisor and Case Manager	Exempt
Career Consultant	Exempt
Chief Audit Executive	Exempt
Chief Nurse	Exempt
Chief of Staff	Exempt
Chief Procurement Officer and HUB Coordinator	Exempt
Clery Compliance Officer Accreditation Manager	Exempt
Clinical Supervisor Exercise & Sports Nutrition Clinic	Exempt
College of Nursing Budget & Financial Analyst	Exempt
Communications Specialist	Exempt

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Competency Laboratory Coordinator	Exempt
Coordinator Academic Credentialing & Compliance	Exempt
Coordinator Academic Programs Nursing	Exempt
Coordinator Academic Testing Services	Exempt
Coordinator Academic Transitions	Exempt
Coordinator Budget & Finance for the School of the Arts & Design	Exempt
Coordinator Budget & Finance for the School of the Sciences	Exempt
Coordinator Budgets for University Advancement	Exempt
Coordinator College Academic Advising	Exempt
Coordinator Communications & Lasso Advisor	Exempt
Coordinator Compliance & Professional Development	Exempt
Coordinator Data Systems & Research	Exempt
Coordinator Data Systems	Exempt
Coordinator Deaf & Hard of Hearing Svcs/ASL Interpreter	Exempt
Coordinator Disability Services for Students	Exempt
Coordinator Dual Enrollment & P-16 Programs	Exempt
Coordinator Family Services	Exempt
Coordinator Field Experience & Assessment	Exempt
Coordinator Health Careers Education	Exempt
Coordinator HEERF	Exempt
Coordinator Human Development, Family Studies, & Counseling Programs	Exempt
Coordinator Internal Funding Operations	Exempt
Coordinator Marketing & Communications	Exempt
Coordinator Operations & Event Mgt	Exempt
Coordinator Outdoor Adventure	Exempt
Coordinator Research Compliance	Exempt
Coordinator Residence Education	Exempt
Coordinator Social Media/Media Relations	Exempt
Coordinator STEM Student Services	Exempt
Coordinator Strategic Programming & Initiatives	Exempt
Coordinator Student Money Management Center	Exempt
Coordinator Student Union Operations	Exempt
Coordinator Student Withdrawals & Support	Exempt
Coordinator Teaching Learning & Academic Excellence	Exempt
Coordinator TRIO SSS Classic	Exempt
Coordinator TRIO SSS STEM	Exempt
Coordinator Tutoring	Exempt
Curator Sue S. Bancroft Women's Leadership Hall	Exempt
Data Management Officer	Exempt
Data & Reporting Developer	Exempt
Dean Arts & Sciences	Exempt
Dean Business	Exempt
Dean Health Sciences	Exempt
Dean Libraries	Exempt
Dean Nursing	Exempt
Dean Professional Education	Exempt

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Deputy CIO & Director Customer Experience & Engagement	Exempt
Development Associate	Exempt
Digital Curator	Exempt
Director Academic Assessment & Accreditation	Exempt
Director Academic Credentialing & Compliance	Exempt
Director Academic Support & Collaboration Services	Exempt
Director Admissions	Exempt
Director Admissions Processing	Exempt
Director Affirmative Action HR Compliance & Performance Management	Exempt
Director Analytics	Exempt
Director Assessment & Planning	Exempt
Director Athletics	Exempt
Director Budget	Exempt
Director Budget & Analysis	Exempt
Director Career Connections Center	Exempt
Director Center for Research Design & Analysis	Exempt
Director Center for Student Leadership	Exempt
Director Center for Student Research	Exempt
Director Center for Women Entrepreneurs	Exempt
Director Center for Women in Politics & Public Policy	Exempt
Director Civility & Community Standards & Coordinator of Title IX	Exempt
Director College Advising & Academic Initiatives	Exempt
Director Communications for Jane Nelson Institute for Women's Leadership	Exempt
Director Communications for Student Life	Exempt
Director Compliance	Exempt
Director Construction Services	Exempt
Director Counseling & Family Therapy Clinic	Exempt
Director Counseling & Psychological Services	Exempt
Director Creative Services	Exempt
Director Data Systems & Research	Exempt
Director Development Annual Giving Phonathon & Special Projects	Exempt
Director Development College of Business	Exempt
Director Development Major Gifts	Exempt
Director Digital Strategies & Innovation	Exempt
Director Disability Services for Students	Exempt
Director Education Abroad Programs	Exempt
Director Educational & Research Technologies	Exempt
Director Emergency Management & Business Continuity	Exempt
Director Employee Relations HR Compliance and Equity	Exempt
Director Enterprise Applications	Exempt
Director Environmental Safety & Health	Exempt
Director Executive Communications & Special Projects	Exempt
Director Executive Communications & Special Projects	Exempt
Director Financial Aid	Exempt
Director Fitness & Recreation	Exempt
Director Governmental & Legislative Affairs	Exempt

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Director Health & Wellbeing Initiative	Exempt
Director Infrastructure	Exempt
Director Internships & Experiential Learning	Exempt
Director JNWL Special Projects	Exempt
Director Marketing & Communication - Dallas	Exempt
Director Marketing & Communication - Houston	Exempt
Director Marketing & Creative Services	Exempt
Director of Operations Student Health Services	Exempt
Director Operations Finance & Administration	Exempt
Director Operations Research & Sponsored Programs	Exempt
Director Parking Services	Exempt
Director Physical Plant	Exempt
Director Pioneer Center for Student Excellence - Dallas & Houston	Exempt
Director Planning and Design Svcs	Exempt
Director Professional Development Center	Exempt
Director Purchasing & Contracts/Associate HUB Coordinator	Exempt
Director Scholar Programs	Exempt
Director Space Management Real Estate & Assets	Exempt
Director Special Collections & University Archives	Exempt
Director Special Events & ID Systems	Exempt
Director Student Accounts & Bursar	Exempt
Director Student Health Services	Exempt
Director Student Money Management Center	Exempt
Director Student Union and Conference Services	Exempt
Director Support Services	Exempt
Director Teaching & Learning with Technology	Exempt
Director Transfer & Compliance	Exempt
Director Undergraduate Academic Programs	Exempt
Director University Academic Advising	Exempt
Director University Web Communications	Exempt
ECM Administrator	Exempt
Education Abroad Advisor	Exempt
Emergency Management Specialist	Exempt
End User Computing Support Engineer	Exempt
ERP Administrator	Exempt
Executive Assistant to the Chancellor & President	Exempt
Executive Assistant to the Executive Vice President & Provost	Exempt
Executive Director & Chief Officer Jane Nelson Institute for Women's Leadership	Exempt
Executive Director Alumni Engagement	Exempt
Executive Director Campus Alliance and Resource Education (CARE)	Exempt
Executive Director Center for Faculty Excellence	Exempt
Executive Director Center for Research Design & Analysis	Exempt
Executive Director Center for Student Development	Exempt
Executive Director Community Engagement	Exempt
Executive Director Diversity Inclusion & Outreach	Exempt
Executive Director Donor Relations & COO TWU Foundation	Exempt

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Executive Director Financial Aid	Exempt
Executive Director Honors Programs	Exempt
Executive Director Human Resources	Exempt
Executive Director International Affairs	Exempt
Executive Director Pioneer Center for Student Excellence	Exempt
Executive Director Public Safety	Exempt
Executive Director Risk Management	Exempt
Executive Director University Housing & Dining	Exempt
Executive Director Woodcock Institute	Exempt
Facilities Management Systems Engineer	Exempt
Financial Reporting Analyst	Exempt
Financial Systems Analyst	Exempt
General Counsel & Secretary to Board of Regents/CCO	Exempt
Graduate Reader/Editor	Exempt
Grant Coordinator	Exempt
Grant Project Manager	Exempt
Head Basketball Coach	Exempt
Head Dance Coach	Exempt
Head Gymnastics Coach	Exempt
Head Soccer Coach	Exempt
Head Softball Coach	Exempt
Head Sports Performance Coach	Exempt
Head STUNT Coach	Exempt
Head Synchronized Swimming Coach	Exempt
Head Volleyball Coach	Exempt
Head Women's Wrestling Coach	Exempt
Human Resources Records & Operations Administrator	Exempt
Infrastructure Architect	Exempt
Instructional Accessibility Designer	Exempt
Instructional Designer	Exempt
Instructional Technologist	Exempt
Instructional Technology Specialist	Exempt
Integration Analyst II	Exempt
Investigator	Exempt
ITS Business Analyst	Exempt
Lead Staff Physician	Exempt
Learning Environments Architect	Exempt
Librarian Academic Outreach	Exempt
Librarian Catalog & Metadata Services	Exempt
Librarian Children's	Exempt
Librarian Collections Projects & Resources	Exempt
Librarian Data Assessment & Organizational Management	Exempt
Librarian Digital Contnet	Exempt
Librarian Digital Projects	Exempt
Librarian Humanities	Exempt
Librarian Sciences	Exempt

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Librarian Special Collections Generalist	Exempt
Librarian Special Collections Processing	Exempt
Librarian Health Sciences - Dallas	Exempt
Librarian Health Sciences - Houston	Exempt
Librarian Senior Health Sciences - Denton	Exempt
Licensed Mental Health Clinician	Exempt
Licensed Professional Counselor	Exempt
Licensed or Staff Psychologist	Exempt
Manager Academic Budgets	Exempt
Manager Access Services	Exempt
Manager Accounting	Exempt
Manager Advancement Events	Exempt
Manager Benefits & Wellbeing	Exempt
Manager Business Applications	Exempt
Manager Center Research Design & Analysis	Exempt
Manager Library Collections Administration	Exempt
Manager Campus & Technology - DAL	Exempt
Manager Campus & Technology - HOU	Exempt
Manager Communications	Exempt
Manager Compensation	Exempt
Manager Construction Services	Exempt
Manager Corporate Card Programs	Exempt
Manager Curriculum Catalogs & Academic Communications	Exempt
Manager Custodial Operations	Exempt
Manager Dallas Campus Library	Exempt
Manager Data Systems for My1CV	Exempt
Manager Data Warehouse & Integrations	Exempt
Manager Digital Collections	Exempt
Manager Digital Content	Exempt
Manager Digital Content - Bilingual	Exempt
Manager Digital Initiatives & Assessment	Exempt
Manager Digital Workplace Applications	Exempt
Manager Employee Development & Communications	Exempt
Manager End User Computing	Exempt
Manager Events & Student Programs	Exempt
Manager Events Outreach & Communications	Exempt
Manager Facilities Business & Support Services	Exempt
Manager Health Sciences Operations	Exempt
Manager Housing Assignments & Accounts	Exempt
Manager Houston Campus Library	Exempt
Manager HR Accounting & Reporting	Exempt
Manager JNWL Events & Engagement	Exempt
Manager Landscape Operations	Exempt
Manager Legal Operations	Exempt
Manager Learning Management Systems	Exempt
Manager Library Administrative Services	Exempt

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University Position Title	FLSA
Manager Library Events & External Relations	Exempt
Manager Library Instruction & Services	Exempt
Manager Marketing & Communications	Exempt
Manager Music Events & Operations	Exempt
Manager Nursing Simulation Laboratory	Exempt
Manager Nursing Student Services	Exempt
Manager Payment Operations	Exempt
Manager Payroll	Exempt
Manager Performance Facilities	Exempt
Manager Planning & Design Services	Exempt
Manager Platforms & Unified Communications	Exempt
Manager Police Telecommunications	Exempt
Manager Procurement Services/Assistant HUB Coordinator	Exempt
Manager Project Integrated Marketing	Exempt
Manager Public Safety Operations	Exempt
Manager Purchasing & Contracts/Assistant HUB Coordinator	Exempt
Manager Recruitment	Exempt
Manager Relationship & Project Management	Exempt
Manager Reporting & Analysis	Exempt
Manager Research & User Experience	Exempt
Manager Scholarships	Exempt
Manager Social Media & Media Relations	Exempt
Manager Special Collections & Research Support Services	Exempt
Manager Special Events	Exempt
Manager Stewardship Programs	Exempt
Manager Strategic Sourcing & Contracting/Assistant HUB Coordinator	Exempt
Manager Technology Service Desk	Exempt
Manager University Scheduling & Curriculum Management	Exempt
Manager Web Communications	Exempt
Managing Editor Texas Woman's University Book Series	Exempt
Media Services Specialist	Exempt
Music Therapy Clinical Training Coordinator	Exempt
Network Engineer	Exempt
Nursing Administrative Coordinator	Exempt
Nursing Clinical Coordinator	Exempt
Nursing Compliance Officer	Exempt
Nursing Data & Admissions Manager	Exempt
Nursing Laboratory Administrator	Exempt
Occupational Therapist Assistant	Exempt
Outreach & Brand Strategy Manager	Exempt
Outreach & Engagement Specialist	Exempt
Patrol Services Lieutenant	Exempt
Police Captain	Exempt
Post Doctoral Resident	Exempt
Program Coordinator	Exempt
Program Director	Exempt

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Project Director TRIO SSS Classic	Exempt
Project Director TRIO SSS STEM	Exempt
Project Manager Physical Plant	Exempt
Project Manager Planning & Design	Exempt
Provost and Vice President Academic Affairs	Exempt
Psychology Intern	Exempt
Radiation Safety Officer	Exempt
Recruitment Ambassador	Exempt
Registrar	Exempt
Research Administrative Associate - Houston	Exempt
Research Administrative Specialist	Exempt
Research Assistant	Exempt
Research Associate	Exempt
Research Compliance Specialist	Exempt
Residence Director	Exempt
Security Engineer	Exempt
Security Operations Lead	Exempt
Senior Academic Advisor & Retention Specialist	Exempt
Senior Application Developer	Exempt
Senior Associate Controller	Exempt
Senior Associate Vice President & Chief Facilities Officer Facilities Mgt & Construction	Exempt
Senior Associate Vice President for HR & Chief Human Resources Officer	Exempt
Senior Auditor	Exempt
Senior Budget & Financial Analyst Systems	Exempt
Senior Business Systems Analyst	Exempt
Senior Case Manager	Exempt
Senior Database Administrator	Exempt
Senior Design Specialist	Exempt
Senior Director Development College of Nursing & Health Sciences	Exempt
Senior Director Development College of Arts & Sciences	Exempt
Senior Director of Operations and Entrepreneurial Leadership	Exempt
Senior EEO & ER Investigator	Exempt
Senior Environmental Health & Safety Specialist	Exempt
Senior Functional Systems Administrator	Exempt
Senior Grant Project Manager	Exempt
Senior HR Generalist	Exempt
Senior Information Security Analyst	Exempt
Senior Infrastructure Architect	Exempt
Senior Integration Analyst	Exempt
Senior Instructional Producer	Exempt
Senior Internal Auditor	Exempt
Senior Manager Financial Systems	Exempt
Senior Manager Student Life Financial Analyst & Budgets	Exempt
Senior Manager Student-Centered Applications	Exempt
Senior Network Engineer	Exempt
Senior Outreach & Engagement Specialist	Exempt

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University Position Title	FLSA
Senior Project Manager - Planning & Design	Exempt
Senior Salesforce Developer	Exempt
Senior Staff Nurse	Exempt
Senior Statistician	Exempt
Senior Statistical Consulting Director	Exempt
Senior Systems Administrator	Exempt
Senior Systems Engineer	Exempt
Senior Technology Operations Specialist	Exempt
Senior Video Producer	Exempt
Senior Web Design Specialist	Exempt
Small Business Advisor	Exempt
Special Assistant to the Vice President of Finance & Administration	Exempt
Special Collections Librarian - Children's	Exempt
Special Projects Advisor	Exempt
Special Services Lieutenant	Exempt
Sports Information Director	Exempt
Statewide Program Manager	Exempt
Staff Physician	Exempt
STEM Project Advisor	Exempt
Student Legal Services Advisor	Exempt
Student Life Administrator	Exempt
Supervisor Laboratory Services	Exempt
Technical Director SOA Dance	Exempt
Technical Director SOA Drama	Exempt
Technical Director SOA Visual Arts	Exempt
Technical Lead	Exempt
Technology Project Manager	Exempt
Texas State Affairs & Financial Analyst	Exempt
Training & Development Specialist	Exempt