

Faculty

Institution	Benchmark Instrument	# of Appropriated Faculty	Positions Benchmarked by Institution	% of Appropriated Faculty Benchmarked by Inst.	Weighted Average Percentage of Pay to Market Median
U of U	Category I (Doctoral)	1142	761	67%	96.2%
USU	Category I (Doctoral)	657	526	80%	77.8%
WSU	Category IIA (Master's)	472	472	100%	86.8%
SUU	Category IIA (Master's)	255	204	80%	84.8%
Snow	Category III (Associate's with Ranks)	116	116	100%	90.9%
DSU	Category IIB (Baccalaureate)	192	146	76%	90.0%
UVU	Category IIA (Master's)	570	429	75%	92.3%
SLCC	Category III (Associate's with Ranks)	361	119	33%	87.4%

System Faculty Average Pay compared to Market	88.67%
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Notes:

- 1) Benchmark Data is 2012-2013
- 2) Institutional Salaries were adjusted down by the institutions average increase from FY13-to FY14 (Budget Form I-1, Faculty Percentages)
- 3) Benchmark Instrument used was Academe, Average Salary by Category, Affiliation, and Academic Rank (2012-13 Dollars)

USHE Fall 2013 Salary Equity Survey - Staff

Admin

Institution	Benchmarked Positions	Average Pay Compared to Market
University of Utah	24	84.6%
Utah State University	42	91.4%
Weber State University	43	93.5%
Southern Utah University	28	95.3%
Snow College	10	83.8%
Dixie State University	36	81.8%
Utah Valley University	53	84.3%
Salt Lake Community College	42	90.7%

	Benchmarked Positions	Average Pay Compared to Market
System - Admin	278	88.4%

Professional

Institution	Benchmarked Positions	Average Pay Compared to Market
University of Utah*	790	94.5%
Utah State University	591	91.4%
Weber State University	363	95.3%
Southern Utah University	190	99.1%
Snow College	49	99.9%
Dixie State University	142	80.9%
Utah Valley University	573	87.8%
Salt Lake Community College	197	94.2%

	Benchmarked Positions	Average Pay Compared to Market
System - Professional	2895	92.3%

Combined Staff

Institution	Benchmarked Positions	Average Pay Compared to Market
University of Utah	814	94.2%
Utah State University	633	91.4%
Weber State University	406	95.1%
Southern Utah University	218	98.6%
Snow College	59	96.5%
Dixie State University	178	81.1%
Utah Valley University	626	87.5%
Salt Lake Community College	239	93.7%

	Benchmarked Positions	Average Pay Compared to Market
System - Combined	3173	92.01%