

2007 USHE Salary Data Request

Introduction

The Utah State Board of Regents is conducting a salary equity analysis for USHE faculty and staff. The attached instructions will assist each institution in preparing two electronic files to be submitted to OCHE by **October 1, 2007**. The data will be unit record data as of **September 1, 2007**, which will facilitate a salary analysis comparing benchmark data to each employee for which benchmarks can be identified. Direct all questions to Kimberly Henrie (phone, 801-366-8423; email, khenrie@utahsbr.edu).

File Preparation

Each institution should **submit two electronic files; one for faculty and one for staff**. Institutions with multiple instructional line items should submit composite files that include employees from all relevant line items (e.g. College of Eastern Utah should submit for both the Price and San Juan campuses). The files should be **ASCII, comma delimited file, with one record per row**. If an institution finds it easier to simply provide two spreadsheets (Excel or Quattro Pro) with one record per row, this will be acceptable.

Positions to Include

Include in the institutional files **all regular, state appropriated employees who are .75 FTE or greater**. Do not include adjuncts, students, wage rated, part-time (less than .75 FTE), seasonal or temporary employees. If an employee is supported by a mix of funding (e.g. tax funds and research grants), include the employee's full base salary amount for the academic year 2007-08. For regular employees who are less than full time but .75 FTE or greater, report an annualized salary as if the employee were full-time.

Analysis

The matrices in Attachment A provide a brief overview of the analysis that will occur in determining salary equity. With the exception of staff positions compared to local benchmark employers, positions from each institution will be compared to equivalent positions at the universe of like institutions in the country. In order to attempt to explain all factors that could cause for some degree of salary inequity, the salary for each position will be adjusted to account for the value of employee benefits and longevity.

File 1: Faculty

Required Data

The faculty file should include six different data elements in each record:

- 1) Reference number
- 2) Discipline code
- 3) Rank code
- 4) Longevity measurement
- 5) 2007-08 salary
- 6) Proportion of salary paid by state funding

Reference Number

Simply begin each unit record with a reference number that can be used to track the record.

The first record in the file should be assigned the reference number 1, the second 2, the third 3, etc.

Discipline Code

Attachment B to these instructions is a set of tables which list various benchmarks to be used in this analysis. Tables 4, 5, 6, and 7 contain the various academic disciplines and their associated CIP codes for which we have comparable salary information. Table 4 should be used by UU and USU. Table 5 should be used by WSU and SUU. Table 6 should be used by UVSC. Table 7 should be used by Snow, DSC, CEU, SLCC and UCAT.

The second element of each record should be the six-digit CIP code representing the faculty member's discipline. **Use only the CIP codes available in the look-up table. If a certain CIP code is not listed in the look-up table, enter the number 000000 for the discipline.**

Rank Code

The third data element in each record should be a numeric code signifying the rank of the faculty member. Use the following codes.

Full Professors	1
Associate Professors	2
Assistant Professors	3
Instructors	4
Not Ranked	5

Longevity Measurement

The fourth element in each record should be a numeric measure for longevity. The best measure for longevity for faculty differs by institution. All campuses should provide the number of full years that the faculty member has been employed at the institution.

2007-08 Salary

The fifth element in each record should be the faculty member's base salary (**assuming a nine-month contract**). For faculty not on a nine-month contract, use the methodology followed in the Academe survey to convert the salary to a nine-month contract equivalent. Exclude overload, stipends, summer school, etc. The amount should be absent of any dollar sign, comma, decimal, or fractional dollars. The format should appear as follows:

65000

The salary amount should represent the most recent salary level as of September 1, 2007, for the faculty member during the 2007-08 academic year. If the faculty member is supported by state as well as other funding, list the full salary amount the faculty member is entitled to from all sources.

Proportion of Salary Paid by State Funding

The sixth and final element in each record should be a numeric representation of the percentage of the faculty member's full salary that is paid from state funding; round to the nearest tenth.

Full-time

For a full-time regular faculty member paid entirely from state funds, enter 1.0. If the faculty member's salary is paid partially by non-state funds, enter the percentage of the salary that is paid by state funds. The element should appear as follows:

Paid Fully From State Funds	1.0
Paid Half From State Funds	0.5

Part-time (.75 FTE or greater)

For part-time regular faculty members paid entirely from state funds who are .75 FTE or greater, enter the employee's FTE. If the faculty member's salary is paid partially by non-state funds, multiply the FTE figure by the state funds percent. For this group of employees, this element should appear as follows:

.8 FTE Paid Fully From State Funds	0.8
.8 FTE Paid Half From State Funds	0.4

Appearance of a Single Record

Below is an example of how a single record should appear in the faculty file. In this example, it is the first record in the file, the full time faculty member teaches Agricultural Business and Management, has the rank of Assistant Professor, has been an Assistant Professor for 3.6 years, has a salary of \$55,000, and is supported 80% by state funds.

1,010101,3,3,55000,0.8

File 2: Staff

Required Data

The staff file should include five different data elements in each record:

- 1) Reference number
- 2) Benchmark code
- 3) Longevity measurement
- 4) 2007-08 salary
- 5) Proportion of salary paid by state funding

Reference Number

Simply begin each unit record with a reference number that can be used to track the record.

The first record in the file should be assigned the reference number 1, the second 2, the third 3, etc.

Benchmark Code

Attachment B to these instructions is a set of tables which list various benchmarks to be used in this analysis. Tables 1, 2, and 3 contain the various staff benchmark positions for which we have comparable salary information. There is a hierarchy in the order in which these tables should be used. Because we have decided to use local benchmarks first whenever possible, Table 1 with positions from the WMG Salt Lake Area survey **should be used as the first source of the match.** If no local benchmark is available, we will then proceed to national benchmarks using the CUPA-HR Administrative and mid-level salary surveys. About 40 positions from the CUPA mid-level survey are also listed in the Radford/AON benchmarks. The tables have a column to reference the common positions between the two benchmark instruments. ***Remember to apply the WMG benchmark position if there is a conflict.***

The second element of each record should be the numeric ***six-digit*** code representing the benchmark that most closely ties to the staff member's responsibility. ***Use only the benchmark codes that are provided in the look-up table.*** Do not use CUPA or WMG benchmark codes. Again, use only the benchmark codes created for this survey for all positions. If a certain position at your institution does not fit within any of the benchmarks, enter the number 000000 for the second data element. Benchmark definitions for all staff positions are found in Attachment C.

Longevity Measurement

The third element in each record should be a numeric measure for longevity. Provide the number of full years of service that the staff member has provided at your institution as of September 1, 2007.

2007-08 Salary

The fourth element in each record should be the staff member's salary. The amount should be absent of any dollar sign, comma, decimal, or fractional dollars. The format should appear as follows:

35000

The salary amount should represent the most recent salary level as of September 1, 2007, you have for the staff member during the 2007-08 academic year. If the staff member is supported by state as well as other funding, list the full salary amount the staff member is entitled to from all sources.

For regular staff members, who are .75 FTE and less than 1.0 FTE, annualize the employee's current salary to the equivalent of a full time salary.

Proportion of Salary Paid by State Funding

The fifth and final element in each record should be a numeric representation of the percentage of the staff member's full salary that is paid from state funding; round to the nearest tenth.

Full-time

For a full-time regular staff member paid entirely from state funds, enter 1.0. If the staff member's salary is paid partially by non-state funds, enter the percentage of the salary that is paid by state funds. The element should appear as follows:

Paid Fully From State Funds	1.0
Paid Half From State Funds	0.5

Part-time (.75 FTE or greater and less than 1.0 FTE)

For part-time regular staff members paid entirely from state funds who are .75 FTE or greater and less than 1.0 FTE, enter the employee's FTE. If the staff member's salary is paid partially by non-state funds, multiply the FTE figure by the state funds percent. For this group of employees, this element should appear as follows:

.8 FTE Paid Fully From State Funds	0.8
.8 FTE Paid Half From State Funds	0.4

Appearance of a Single Record

The following example shows how a single record should appear in the staff file. In this example, the full-time staff member is the fifth record in the file, the staff member's benchmark position is number 83001, he/she has spent 10 full years at the institution, is paid \$40,000 per year, and is supported 50% by state funding.

5,103001,10,40000,0.5

USHE Fall 2007 Salary Equity Survey

Analysis Benchmarks and Adjustments

Attachment A

FACULTY POSITIONS

Institution	Benchmark Instrument	Benchmark Level	Longevity	Benchmark Date	Salary/ Compensation	Market
U of U	Oklahoma State National Faculty Survey, Research Extensive Institutions	Rank and Discipline	Adjust for time in rank	2006-2007	Adjust for benefit difference	National
USU	Oklahoma State National Faculty Survey, All Doctoral Institutions	Rank and Discipline	Adjust for time in rank	2006-2007	Adjust for benefit difference	National
WSU and SUU	CUPA-HR 4-year National Faculty Salary Survey (Data on Demand, Public Masters Institutions)	Rank and Discipline	Adjust for time in rank	2006-2007	Adjust for benefit difference	National
UVSC and DSC	CUPA-HR 4-year National Faculty Salary Survey (Data On Demand Public Baccalaureate Institutions)	Rank and Discipline	Adjust for time in rank	2006-2007	Adjust for benefit difference	National
Snow, CEU, SLCC and UCAT	CUPA-HR 2-year National Faculty Salary Survey	Rank (where applicable) and Discipline	Adjust for time in rank	2006-2007	Adjust for benefit difference	National

STAFF POSITIONS

Institution	Administrator Benchmark Instrument	Mid-level Benchmark Instrument	Nonexempt, Other Mid-level, and IT Benchmark Instrument	Benchmark Date	Longevity	Salary/ Compensation
U of U	CUPA-HR Data On Demand: Public Doctoral Extensive with Budget >\$900 M (national market)	CUPA-HR Data On Demand: Public Doctoral Extensive with Budget >\$900 M (national market)	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference
USU	CUPA-HR Data On Demand: Public Doctoral Extensive with Budget between \$250 M and \$900 M	CUPA-HR Data On Demand: Public Doctoral Extensive with Budget between \$250 M and \$900 M	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference
WSU	CUPA-HR Data On Demand: Public Masters I & II with Budget >\$125 M (national market)	CUPA-HR Data On Demand: Public Masters I & II with Budget >\$125 M (national market)	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference
SUU	CUPA-HR Data On Demand: Public Masters I & II with Budget between \$70 M to \$125 M (national market)	CUPA-HR Data On Demand: Public Masters I & II with Budget between \$70 M to \$125 M (national market)	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference
Snow and CEU	CUPA-HR Data On Demand: Public 2Year with Budget between \$15 M to \$35 M (national market)	CUPA-HR Data On Demand: Public 2Year with Budget between \$15 M to \$35 M (national market)	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference
DSC	CUPA-HR Data On Demand: Public 2 and 4 Year with Budget \$35 M to \$60 M (national market)	CUPA-HR Data On Demand: Public 2 and 4 Year with Budget \$35 M to \$60 M (national market)	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference
UVSC	CUPA-HR Data On Demand: Public Bachelors with Budget > \$65 M (national market)	CUPA-HR Data On Demand: Public Bachelors with Budget > \$65 M (national market)	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference
SLCC	CUPA-HR Data On Demand: Public 2Year with Budget > \$50 M (national market)	CUPA-HR Data On Demand: Public 2Year with Budget > \$50 M (national market)	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference
UCAT	CUPA-HR Data On Demand: Public 2Year with Budget < \$15 M (national market)	CUPA-HR Data On Demand: Public 2Year with Budget < \$15 M (national market)	WMG Salt Lake Area Survey (regional market)	2006-2007	Adjust for time at institution	Adjust for benefit difference

This file contains 7 different tables (on separate tabs) with benchmark positions for staff and discipline references for faculty to be used in the USHE Fall 2007 Salary Equity Study. Each table and its use is explained briefly below.

TABLE 1. STAFF POSITIONS

Staff -WMG Salt Lake Areas Survey (Codes 801000 to 820000)

This table contains the benchmarks for mid-level exempt and nonexempt staff positions. Use the code in the left hand column when identifying each benchmark position.

TABLE 2. STAFF POSITIONS

CUPA-HR Mid-level Administrative/Professional Salary Survey (Codes 600000 to 699999)

This table also contains benchmarks for mid-level exempt staff positions. Although Most of the positions are independent, about 40 positions are equivalent to those in Table 1. For these positions, use the code listed in Table 1, so that our focus is first on the statewide market wherever possible. When no statewide benchmark is available, a national benchmark will be used.

TABLE 3. STAFF POSITIONS

CUPA-HR Administrative Compensation Survey (Codes 100000 to 599999)

This table contains benchmarks for higher level staff positions.

TABLE 4. DOCTORAL FACULTY POSITIONS

This table contains the Faculty discipline codes to be used by the University of Utah and Utah State University. These codes correspond with the Oklahoma State Board of Regents Salary Survey for Doctoral Institutions.

TABLE 5. MASTERS FACULTY POSITIONS

WSU, and SUU Discipline Codes

This table contains the Faculty discipline codes to be used by the Masters Universities (ie Weber State University and Southern Utah University)

TABLE 6. BACCALAUREATE FACULTY POSITIONS

UVSC Discipline Codes

This table contains the Faculty discipline codes to be used by Utah Valley State College

TABLE 7. 2 YEAR COLLEGE FACULTY POSITIONS

SLCC, SNOW, CEU, DSC and UCAT Discipline Codes

This table contains the Faculty discipline codes to be used by all two year schools in identifying faculty discipline. Snow College, Dixie State College, College of Eastern Utah, Salt Lake Community College and the Utah College of Applied Technology campuses should use these generalized discipline codes to identify faculty discipline.

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 1. STAFF POSITIONS
 Staff - 2006 WMGSalt Lake Areas Survey (Codes 801000 to 820000)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO WMG ONLY
801001	Administrative Clerical Support 1	1001
801002	Administrative Clerical Support 2	1002
801003	Administrative Clerical Support 3	1003
801004	Administrative Clerical Support 4	1004
801022	Executive Secretary / Administrator 2	1022
801032	Executive Assistant to CEO/President <3,000 ee	1032
801033	Executive Assistant to CEO/President >3,000 ee	1033
801041	Administrative Assistant 1	1041
801042	Administrative Assistant 2	1042
801043	Administrative Assistant 3	1043
801051	Receptionist 1	1051
801052	Receptionist 2	1052
801056	Telephone Operator	1056
801122	Messenger / Mail Clerk	1122
801150	Records/ Micrographic Technician	1150
801801	Paralegal 1	1801
801802	Paralegal 2	1802
801811	Legal Secretary 1	1811
801812	Legal Secretary 2	1812
801821	Attorney 1	1821
801822	Attorney 2	1822
801823	Attorney 3	1823
802001	Human Resource Assistant 1	2001
802002	Human Resource Assistant 2	2002
802003	Human Resource Assistant 3	2003
802011	General Human Resource Representative 1	2011
802012	General Human Resource Representative 1	2012
802013	General Human Resource Representative 1	2013
802112	Compensation Analyst 2	2112
802113	Compensation Analyst 3	2113
802118	Compensation Manager 1	2118
802151	Benefits Analyst 1	2151
802152	Benefits Analyst 2	2152
802153	Benefits Analyst 3	2153
802161	Employment Representative 1	2161
802162	Employment Representative 2	2162
802163	Employment Representative 3	2163
802181	Training and Development Specialist 1	2181
802182	Training and Development Specialist 2	2182
802183	Training and Development Specialist 3	2183
802188	Training and Development Manager 1	2188
802301	Industrial Hygienist 1	2301
802302	Industrial Hygienist 2	2302
802303	Industrial Hygienist 3	2303
802331	Occupational Health Nurse	2331
802382	Environmental Health & Safety Engineer 2	2382
802383	Environmental Health & Safety Engineer 3	2383

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 1. STAFF POSITIONS
 Staff - 2006 WMGSalt Lake Areas Survey (Codes 801000 to 820000)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO WMG ONLY
802418	Human Resource Manager	2418
803061	Trade Show /Exhibits/ Events Specialist 1	3061
803062	Trade Show /Exhibits/ Events Specialist 2	3062
803063	Trade Show /Exhibits/ Events Specialist 3	3063
803101	Customer Service Representative 1	3101
803102	Customer Service Representative 2	3102
803201	Public Relations Specialist 1	3201
803202	Public Relations Specialist 2	3202
803227	Product Manager	3227
803252	Marketing Analyst 2	3252
803253	Marketing Analyst 3	3253
803351	Graphic Design Specialist 1	3351
803352	Graphic Design Specialist 2	3352
803353	Graphic Design Specialist 3	3353
803503	Call Center Representative 1 (inbound)	3503
803507	Call Center Sales Supervisor	3507
803838	Art Director	3838
804001	Accounting Assistant 1	4001
804002	Accounting Assistant 2	4002
804003	Accounting Assistant 3	4003
804021	Accountant 1	4021
804022	Accountant 2	4022
804023	Accountant 3	4023
804024	Accountant 4	4024
804052	Payroll Assistant 2	4052
804053	Payroll Assistant 3	4053
804098	Payroll Manager 1	4098
804151	Financial Analyst 1	4151
804152	Financial Analyst 2	4152
804153	Financial Analyst 3	4153
804154	Financial Analyst 4	4154
804171	Business Analyst 1	4171
804251	Internal Auditor 1	4251
804252	Internal Auditor 2	4252
804253	Internal Auditor 3	4253
804254	Internal Auditor 4	4254
804298	Internal Audit Manager	4298
804352	Collections Specialist 2	4352
804353	Collections Specialist 3	4353
804357	Collections Supervisor	4357
804487	General Accounting Supervisor	4487
804488	General Accounting Manager 1	4488
804498	Controller	4498
805001	Purchasing Assistant 1	5001
805002	Purchasing Assistant 2	5002
805003	Purchasing Assistant 3	5003
805011	Buyer 1	5011

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 1. STAFF POSITIONS
 Staff - 2006 WMGSalt Lake Areas Survey (Codes 801000 to 820000)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO WMG ONLY
805012	Buyer 2	5012
805013	Buyer 3	5013
805047	Purchasing Supervisor	5047
804057	Purchasing Manager 1	4057
805051	Contract Administrator 1	5051
805052	Contract Administrator 2	5052
805053	Contract Administrator 3	5053
805058	Contract Administration Manager 1	5058
805101	Materials Handler 1	5101
805102	Materials Handler 2	5102
805103	Materials Handler 3	5103
805104	Materials Handler 4	5104
805107	Material Handling Supervisor	5107
805121	Production Expeditor/Dispatcher 1	5121
805122	Production Expeditor/Dispatcher 2	5122
805123	Production Expeditor/Dispatcher 3	5123
805211	Shipping/Receiving Clerk 1	5211
805212	Shipping/Receiving Clerk 2	5212
805213	Shipping/Receiving Clerk 3	5213
805283	Light Truck Operator	5283
805285	Heavy Truck/vehicle Operator	5285
805296	Stores/Shipping/Receiving Supervisor 1	5296
805297	Stores/Shipping/Receiving Supervisor 2	5297
805298	Stores/Shipping/Receiving Manager 1	5298
805321	Production Planner/Scheduler 1	5321
805322	Production Planner/Scheduler 2	5322
805323	Production Planner/Scheduler 3	5323
805324	Master Scheduler	5324
805331	Inventory Supply Analyst 1	5331
805332	Inventory Supply Analyst 2	5332
805333	Inventory Supply Analyst 3	5333
805397	Production Planning Supervisor	5397
805443	Traffic Analyst 3	5443
805498	Material Managers 1	5498
806002	Computer Operator 2	6002
806003	Computer Operator 3	6003
806004	Computer Operator 4	6004
806011	Data Entry Operator 1	6011
806012	Data Entry Operator 2	6012
806013	Data Entry Operator 3	6013
806032	Database Administrator 2	6032
806033	Database Administrator 3	6033
806097	Computer Operations Supervisor	6097
806098	Computer Operations Manager 1	6098
806122	Network Systems Engineer / Analyst 1	6122
806123	Network Systems Engineer / Analyst 2	6123
806124	Network Systems Engineer / Analyst 3	6124

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 1. STAFF POSITIONS
 Staff - 2006 WMGSalt Lake Areas Survey (Codes 801000 to 820000)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO WMG ONLY
806125	Network Systems Engineer / Analyst 4	6125
806141	Telecommunications / Networks Technician 1	6141
806142	Telecommunications / Networks Technician 2	6142
806143	Telecommunications / Networks Technician 3	6143
806261	PC Support Technician 1 (In-House)	6261
806262	PC Support Technician 2 (In-House)	6262
806263	PC Support Technician 3 (In-House)	6263
806271	MIS/Help Desk Coordinator 1	6271
806272	MIS/Help Desk Coordinator 2	6272
806273	MIS/Help Desk Coordinator 3	6273
806311	Programmer / Analyst 1	6311
806312	Programmer / Analyst 2	6312
806313	Programmer / Analyst 3	6313
806314	Programmer / Analyst 4	6314
806321	Software Technician 1	6321
806324	Software Technician 4	6324
806341	Software/Systems Programmer 1	6341
806342	Software/Systems Programmer 2	6342
806343	Software/Systems Programmer 3	6343
806344	Software/Systems Programmer 4	6344
806348	Systems Programming Manager 1	6348
806351	Systems Analyst 1	6351
806352	Systems Analyst 2	6352
806353	Systems Analyst 3	6353
806354	Systems Analyst 4	6354
806401	Software Systems Design Engineer 1	6401
806402	Software Systems Design Engineer 2	6402
806403	Software Systems Design Engineer 3	6403
806404	Software Systems Design Engineer 4	6404
806405	Software Systems Design Engineer 5	6405
806442	Computer Networks Security Specialist 2	6442
806443	Computer Networks Security Specialist 3	6443
806444	Computer Networks Security Specialist 4	6444
806457	Information Technology Project Manager 1	6457
806458	Information Technology Project Manager 2	6458
806498	Information Technology Manager 1	6498
806499	Information Technology Manager 2	6499
806511	Facilities Maintenance Technician 1	6511
806512	Facilities Maintenance Technician 2	6512
806513	Facilities Maintenance Technician 3	6513
806532	Electro-Mechanical Maintenance Technician 2	6532
806533	Electro-Mechanical Maintenance Technician 3	6533
806542	Machine Maintenance Mechanic 2	6542
806543	Machine Maintenance Mechanic 3	6543
806545	Maintenance Mechanic Journey Level	6545
806557	Line Maintenance Supervisor	6557
806558	Line Maintenance Manager 1	6558

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 1. STAFF POSITIONS
 Staff - 2006 WMGSalt Lake Areas Survey (Codes 801000 to 820000)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO WMG ONLY
806563	Maintenance Electrician - Journey Level	6563
806573	Maintenance Plumber - Journey Level	6573
806581	Painter 1	6581
806582	Painter 2	6582
806593	Air Conditioning / Refrigeration Mechanic	6593
806603	Maintenance Carpenter - Journey Level	6603
806612	Groundskeeper	6612
806641	Janitor / Custodian 1	6641
806642	Janitor / Custodian 2	6642
806671	Security Guard 1	6671
806672	Security Guard 2	6672
806687	Security Supervisor	6687
806688	Security Manager 1	6688
806697	Facilities Supervisor	6697
806698	Facilities Manager 1	6698
807012	Electronics Assembler 2	7012
807033	Electro-Mechanical Fabricator 3	7033
807061	Production worker 1	7061
807062	Production worker 2	7062
807063	Production worker 3	7063
807064	Production worker 4	7064
807421	Welder 1	7421
807422	Welder 2	7422
807441	Machinist 1	7441
807442	Machinist 2	7442
807443	Machinist 3	7443
807456	Journey Machinist	7456
807485	Tool and Die Maker	7485
807801	Receiving Inspector 1	7801
807802	Receiving Inspector 2	7802
807803	Receiving Inspector 3	7803
807841	In Process Inspector 1	7841
807842	In Process Inspector 2	7842
807843	In Process Inspector 3	7843
807906	Production Supervisor 1 - Manufacturing /Assembly	7906
807907	Production Supervisor 2 - Manufacturing /Assembly	7907
807998	Production Manufacturing / Assembly Manager1	7998
807999	Production Manufacturing / Assembly Manager 2	7999
808001	Document Control Clerk 1	8001
808002	Document Control Clerk 2	8002
808003	Document Control Clerk 3	8003
808051	Technical Writer 1	8051
808052	Technical Writer 2	8052
808053	Technical Writer 3	8053
808121	Designer 1	8121
808122	Designer 2	8122
800812	Designer 3	812

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 1. STAFF POSITIONS
 Staff - 2006 WMGSalt Lake Areas Survey (Codes 801000 to 820000)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO WMG ONLY
808211	Electronic Development Technician 1	8211
808212	Electronic Development Technician 2	8212
808213	Electronic Development Technician 3	8213
808214	Electronic Development Technician 4	8214
808282	Chemistry Technician 2	8282
808283	Chemistry Technician 3	8283
808301	Test Technician 1	8301
808302	Test Technician 2	8302
808303	Test Technician 3	8303
808331	Instrumentation /Calibration Technician 1	8331
808332	Instrumentation /Calibration Technician 2	8332
808333	Instrumentation /Calibration Technician 3	8333
808334	Instrumentation /Calibration Technician 4	8334
808361	Production Technician 1	8361
808362	Production Technician 2	8362
808363	Production Technician 3	8363
808364	Production Technician 4	8364
808431	Geographic Information Systems Analyst 1	8431
808432	Geographic Information Systems Analyst 2	8432
808433	Geographic Information Systems Analyst 3	8433
810001	Engineer / Scientist 1	10001
810002	Engineer / Scientist 2	10002
810003	Engineer / Scientist 3	10003
810004	Engineer / Scientist 4	10004
810005	Engineer / Scientist 5	10005
810007	Engineer / Scientist Project Leader / Supervisor	10007
810008	Engineer /Scientist Supervisor / Manager 1	10008
810009	Engineer / Scientist Manager 2 Director	10009
810101	Electronics Hardware Engineer 1	10101
810102	Electronics Hardware Engineer 2	10102
810103	Electronics Hardware Engineer 3	10103
810104	Electronics Hardware Engineer 4	10104
810105	Electronics Hardware Engineer 5	10105
810301	Mechanical Engineer 1	10301
810302	Mechanical Engineer 2	10302
810303	Mechanical Engineer 3	10303
810304	Mechanical Engineer 4	10304
810305	Mechanical Engineer 5	10305
810341	Manufacturing Engineer 1	10341
810342	Manufacturing Engineer 2	10342
810343	Manufacturing Engineer 3	10343
810344	Manufacturing Engineer 4	10344
810345	Manufacturing Engineer 5	10345
810361	Process Engineer 1	10361
810362	Process Engineer 2	10362
810363	Process Engineer 3	10363
810364	Process Engineer 4	10364

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 1. STAFF POSITIONS
 Staff - 2006 WMGSalt Lake Areas Survey (Codes 801000 to 820000)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO WMG ONLY
810641	Chemist 1	10641
810642	Chemist 2	10642
810643	Chemist 3	10643
810901	Quality Engineer 1	10901
810902	Quality Engineer 2	10902
810903	Quality Engineer 3	10903
810904	Quality Engineer 4	10904
810905	Quality Engineer 5	10905
812041	Branch Teller 1	12041
812042	Branch Teller 2	12042
812043	Branch Teller 3	12043
814501	Retail Sales Clerk	14501
815060	Food Service Operator	15060
815061	Hot Cook	15061
816010	Enrollment Processor 1	16010
816011	Enrollment Processor 2	16011
816012	Enrollment Processor 3	16012
816401	Medical Records Transcriptionist	16401
816411	Pharmacy Technician	16411
816415	Pharmacist	16415
816425	Medical Laboratory Technician	16425
816435	Physical Therapist	16435
816451	Radiological Technologist	16451
816474	Psychiatric Technician	16474
816506	Coder/Biller	16506
816507	Medical Assistant 1	16507
816508	Medical Assistant 2	16508
816601	Nurse Practitioner/Clinician/Physicians Assistant 1	16601
816602	Nurse Practitioner/Clinician/Physicians Assistant 2	16602
816603	Nurse Practitioner/Clinician/Physicians Assistant 3	16603
816711	Licensed Vocational Nurse 1	16711
816721	Registered Nurse 1	16721
816722	Registered Nurse 2	16722
816723	Registered Nurse 3	16723
816748	Nursing Shift Supervisor	16748

DO NOT USE FOR REFERENCE TO WMG ONLY
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Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 2. STAFF POSITIONS

CUPA-HR Mid-level Administrative/Professional Salary Survey (Codes 600000 to 699999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
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GENERAL ADMINISTRATION

600100	Reference Librarian	100
600101	Reference Specialist	101
600102	Catalog Librarian	102
600103	Cataloging Specialist	103
600111	Buyer-Journey	111
600112	Buyer-Senior	112
600113	Buyer-Supervisory	113
600121	Public Information Specialist	121
600125	Shipping & Receiving Supervisor	125
600129	Assistant Editor	129
600130	Editor	130
600131	Graphic Designer	131
600132	Writer	132
600133	Assistant Writer	133
600140	Print Shop Supervisor	140
600145	Mail Services Supervisor	145
600150	Contract & Grant Specialist	150
600155	Evaluator	155
600158	Administrative Specialist	158
600160	Museum Curator	160
600165	Day Care Teacher	165
600166	Day Care Site Director	166
600170	Producer/Director(Television)	170
600171	Program Manager(Television)	171
600172	Television Engineer Senior	172
600173	Manager FM Radio Station	173
600175	Staff Attorney	175
600179	Coordinator, Disability Services	179
600180	Training Specialist	180
600181	EEO/Affirmative Action Specialist	181
600182	Employee Relations Analyst	182
600183	Employee Relations Analyst Senior	183
600184	Employee Relations Unit Supervisor	184
600185	Personnel Analyst	185
600186	Personnel Analyst Senior	186
600187	Credential Analyst	187
600188	Compensation Analyst	188
600189	Compensation Analyst Senior	189
600190	Compensation/Classification Unit Supervisor	190
600191	Benefits Specialist	191
600192	Benefits Specialist Senior	192
600193	Benefits Unit Supervisor	193

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 2. STAFF POSITIONS

CUPA-HR Mid-level Administrative/Professional Salary Survey (Codes 600000 to 699999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
600194	Labor Relations Analyst	194
600195	Labor Relations Analyst Senior	195
600196	Labor Relations Unit Supervisor	196
600197	Employment Analyst	197
600198	Employment Analyst Senior	198
600199	Employment Unit Supervisor	199
<u>ACCOUNTING AND FINANCE</u>		
600200	Accountant	200
600201	Accountant Senior	201
600202	Accounting Unit Supervisor	202
600210	Auditor	210
600211	Auditor Senior	211
600220	Budget Analyst	220
600221	Budget Analyst Senior	221
600222	Budget Unit Supervisor	222
600230	Department Business Manager (Small Unit)	230
600231	Department Business Manager (Large Unit)	231
600250	Head Cashier	250
600260	Collections Supervisor	260
<u>INFORMATION SYSTEMS</u>		
600310	Programmer Analyst	310
600311	Programmer Analyst Senior	311
600312	Programmer Analyst Supervisor	312
600320	Systems Programmer	320
600321	Systems Programmer Senior	321
600322	Systems Programmer Supervisor	322
600330	Database Administrator (Mainframe)	330
600340	Local Area Network Specialist	340
600350	Personal Computer Specialist	350
600360	Microcomputer Support Analyst	360
600370	Help Desk Manager	370
600380	Telecommunications Manager	380
600390	Web Master	390
600391	Web Designer	391
600392	Web Developer	392
600393	Digital Resources Manager	393
600394	Email Administrator	394
600395	Network Administrator	395
600396	Server Database Administrator	396
600397	Systems Administrator	397
600398	Systems Analyst	398
600399	Systems Report Writer	399
<u>PHYSICAL PLANT/SECURITY</u>		

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 2. STAFF POSITIONS

CUPA-HR Mid-level Administrative/Professional Salary Survey (Codes 600000 to 699999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
600400	Assistant Police Chief	400
600401	Police Lieutenant	401
600402	Police Sergeant	402
600403	Police Officer	403
600405	Security Guard	405
600410	Environmental Health and Safety Specialist	410
600420	Safety Officer	420
600430	Skilled Crafts Supervisor	430
600440	Coordinator Construction Projects	440
600445	Architect	445
600450	Facilities Utilization Planner	450
600470	Facilities Engineer	470
600480	Manager of Inventory	480
<u>EXTRACURRICULAR EVENTS</u>		
600501	Head Coach-Minor Sport	501
600503	Assistant Coach-Minor Sport	503
600505	Head Coach-Major Sport	505
600507	Assistant Coach-Major Sport	507
600508	Assistant Athletic Trainer/Physical Therapist	508
600509	Head Athletic Trainer	509
600510	Ticket Manager (Athletic Event)	510
600521	Events Technical Services Coordinator	521
600530	Intramural/Recreation Coordinator	530
<u>EXTERNAL AFFAIRS</u>		
600600	Annual Giving Officer	600
600610	Alumni Relations Officer	610
600620	Coordinator Resource Development	620
600630	Major Gift Officers	630
<u>STUDENT SERVICES</u>		
600700	Student Activities Officer	700
600710	Conference/Workshop Education Coordinator	710
600711	Continuing Education Spec	711
600720	Academic Advisor/Counselor	720
600721	Student Career Counselor	721
600722	Admissions Representative-High School Relations	722

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 2. STAFF POSITIONS
 CUPA-HR Mid-level Administrative/Professional Salary Survey (Codes 600000 to 699999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
600730	Counseling Psychologist	730
600731	Counselor	731
600740	Cooperative Program Coordinator	740
600741	Study Abroad Advisor	741
600745	Academic Support Center Coordinator	745
600750	Financial Aid Counselor	750
600760	Textbook Manager	760
600770	Residence Hall Manager-Room and Board Included	770
600771	Residence Hall Manager-Room and Board Not Included	771
600780	Food Service Manager (Unit)	780
<u>ENGINEERING/RESEARCH</u>		
600800	Electrical/Electronic Engineer	800
600801	Electrical/Electronic Engineer Senior	801
600810	Mechanical Engineer	810
600811	Mechanical Engineer Senior	811
600830	Research Assistant-Natural/Physical Sciences	830
600831	Research Assistant Senior-Natural/Physical Sciences	831
600832	Research Assistant Social/Behavioral Sciences	832
600833	Research Assistant Senior-Social/Behavioral Sciences	833
600850	Lab Coordinator	850
600855	Laboratory Technician II	855
600856	Laboratory Technician IV	856
600860	Research Field Technician	860
600865	Research Computer Specialist	865
600880	Electronic Technician Supervisor	880
600881	Research Project Engineer	881
600890	Veterinarian	890
600891	Animal Care Manager	891

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 2. STAFF POSITIONS
 CUPA-HR Mid-level Administrative/Professional Salary Survey (Codes 600000 to 699999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
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MEDICAL

600900	Nurse Practitioner	900
600901	Staff Nurse	901
600902	Staff Physician	902
600910	Clinical Research Nurse	910
600920	Pharmacist	920

DO NOT USE
 FOR REFERENCE TO
 CUPA-HR ONLY

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 3. STAFF POSITIONS
 CUPA-HR Administrative Compensation Survey (Codes 100000 to 599999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
<u>EXECUTIVE</u>		
101000	Chief Executive Officer of a System or District (President or Chancellor)	101.00
101100	Assistant to the President of a System or District	101.10
102000	Chief Executive Officer of a Single Institution (President or Chancellor)	102.00
102100	Assistant to the President of a Single Institution	102.10
103000	Executive Vice President	103.00
<u>ACADEMIC</u>		
201000	Chief Academic Officer (Provost)	201.00
201100	Associate Chief Academic Officer	201.10
202000	Chief Health Professions Officer	202.00
203000	Director Library Services	203.00
203200	Acquisitions Librarian	203.20
203300	Chief Technical Services Librarian	203.30
203400	Chief Public Services Librarian	203.40
204000	Director, Institutional Research	204.00
204100	Associate Director, Institutional Research	204.10
205000	Director Educational Media Services	205.00
206000	Director Learning Resources Center	206.00
207000	Director International Education	207.00
207100	Director International Studies Education	207.10
208000	Director Academic Computing	208.00
208100	Associate Director Academic Computing	208.10
244000	Chief Research Officer	244.00
245000	Chief Technology Transfer Officer	245.00
245100	Senior Technology Licensing Officer	245.10
209000	Director, Sponsored Research & Programs	209.00
<u>Deans</u>		
210000	Dean, Architecture	210.00
211000	Dean, Agriculture	211.00
212000	Dean, Arts & Letters	212.00
213000	Dean, Arts & Sciences	213.00
214000	Dean, Business	214.00
215000	Dean, Communications	215.00
216000	Dean, Continuing Education	216.00
251000	Dean, Cooperative Extension	251.00
217000	Dean, Dentistry	217.00
218000	Dean, Education	218.00
219000	Dean, Engineering	219.00

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 3. STAFF POSITIONS
 CUPA-HR Administrative Compensation Survey (Codes 100000 to 599999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
221000	Dean, External Degree Programs	221.00
222000	Dean, Fine Arts	222.00
223000	Dean, Graduate Program	223.00
224000	Dean, Health-related Professions	224.00
225000	Dean, Home Economics	225.00
226000	Dean, Humanities	226.00
227000	Dean, Instruction	227.00
228000	Dean, Law	228.00
229000	Dean, Library and Information Sciences	229.00
230000	Dean, Mathematics	230.00
231000	Dean, Medicine	231.00
232000	Dean, Music	232.00
233000	Dean, Nursing	233.00
234000	Dean, Occupational Studies, Vocational Education	234.00
235000	Dean, Pharmacy	235.00
236000	Dean, Public Health	236.00
237000	Dean, Sciences	237.00
238000	Dean, Social Sciences	238.00
239000	Dean, Social Work	239.00
240000	Dean, Special Programs	240.00
241000	Dean, Undergraduate Programs	241.00
242000	Dean, Veterinary Medicine	242.00
250000	Dean, Honors Program	250.00
243000	Director, Continuing Education	243.00
260000	Director, Distance Learning	260.00
261000	Director, Teaching Center	261.00
<u>ADMINISTRATIVE</u>		
301000	Chief Business Officer	301.00
301010	Chief Administrative Officer	301.01
301020	Chief Financial Officer	301.02
301030	Chief Investment Officer	301.03
301100	Director Environmental Health and Safety	301.10
301200	Director Telecommunications/Networking	301.20
302000	Chief Planning Officer	302.00
303000	Chief Budgeting Officer	303.00
303100	Associate Budget Director	303.10
304000	Chief Planning and Budget Officer	304.00
305000	General Counsel	305.00
306000	Chief Personnel/Human Resources Officer	306.00
306100	Associate Director Personnel/Human Resources	306.10

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 3. STAFF POSITIONS
 CUPA-HR Administrative Compensation Survey (Codes 100000 to 599999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
306200	Manager Benefits	306.20
306300	Manager Training and Development	306.30
306400	Manager Employee Relations	306.40
306500	Manager Labor Relations	306.50
306600	Manager Employment	306.60
306700	Manager Wage and Salary/Manager Compensation	306.70
306800	Manager Personnel Information Systems	306.80
307000	Director Affirmative Action/Equal Employment Opportunity	307.00
307100	Associate Director Affirmative Action/Equal Employment Opportunity	307.10
308000	Director, Personnel and Affirmative Action	308.00
309000	Chief Information Systems Officer	309.00
309100	Associate Director Information Systems	309.10
309200	Database Administrator	309.20
309300	Systems Analyst (Highest Level)	309.30
310000	Director Administrative Computing	310.00
310100	Associate Director Administrative Computing	310.10
312000	Chief Physical Plant/Facilities Management Officer	312.00
312100	Associate Director Physical Plant/Facilities Management	312.10
312200	Manager Landscape and Grounds	312.20
312300	Manager Building Maintenance Trades	312.30
312400	Manager Technical Trades	312.40
312500	Manager Custodial Services	312.50
312600	Manager Power Plant	312.60
313000	Comptroller	313.00
313100	Manager Payroll	313.10
313200	Assistant Comptroller	313.20
313300	Restricted Funds Accountant	313.30
314000	Director, Accounting	314.00
315000	Bursar	315.00
315100	Associate Bursar	315.10
316000	Director, Purchasing/Materials Management	316.00
316100	Associate Director, Purchasing/Materials Management	316.10
317000	Director Bookstore	317.00
317100	Associate Director Bookstore	317.10
318000	Director, Internal Audit	318.00
319000	Director Auxiliary Services	319.00

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 3. STAFF POSITIONS
 CUPA-HR Administrative Compensation Survey (Codes 100000 to 599999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
320000	Director Campus Security	320.00
321000	Director Risk Management and Insurance	321.00
322000	Administrator, Hospital Medical Center	322.00
322100	Director, Medical Center Public Relations/Affairs	322.10
322200	Director, Medical Center Public Personnel	322.20
<u>EXTERNAL AFFAIRS</u>		
401000	Chief Development Officer	401.00
401100	Director Annual Giving	401.10
401200	Director, Corporate/Foundation Relations	401.20
401400	Director, Planned Giving	401.40
402000	Chief Public Relations Officer	402.00
402100	Director Governmental/Legislative Relations	402.10
403000	Chief Development and Public Relations Officer	403.00
404000	Director, Alumni Affairs	404.00
405000	Director, Development and Alumni Affairs	405.00
406000	Director, Major Gifts	406.00
407000	Director, Church Relations	407.00
408000	Director, Community Services	408.00
409000	Director, Publications	409.00
409100	Associate Director Publications	409.10
409200	Manager, Printing Services	409.20
410000	Director, Information Office	410.00
411000	Director, News Bureau	411.00
412000	Director, Marketing	412.00

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 3. STAFF POSITIONS
 CUPA-HR Administrative Compensation Survey (Codes 100000 to 599999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
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STUDENT SERVICES

501000	Chief Student Affairs Officer	501.00
501100	Associate Chief Student Affairs Officer	501.10
501500	Dean of Students	501.50
502000	Chief Admissions Officer	502.00
502100	Associate Director, Admissions	502.10
502150	Director, Academic Advising	502.15
503000	Director, Admissions and Registrar	503.00
504000	Registrar	504.00
504100	Associate Registrar	504.10
504200	Assistant Registrar	504.20
505000	Director, Admissions and Financial Aid	505.00
506000	Director, Student Financial Aid	506.00
506100	Associate Director, Student Financial Aid	506.10
507000	Director, Food Services	507.00
507100	Associate Director, Food Services	507.10
508000	Director, Student Housing	508.00
508100	Associate Director, Std Housing	508.10
508200	Housing Officer/Administrative Operations	508.20
508300	Housing Officer/Residence Life	508.30
509000	Director of Union and Student Activities	509.00
510000	Director, Foreign Students	510.00
511000	Director, Student Union	511.00
511100	Associate Director, Student Union	511.10
512000	Director, Student Activities	512.00
512100	Assistant Director, Student Activities	512.10
513000	Director, Career Development and Placement	513.00
514000	Director, Student Counseling	514.00
514100	Associate Director, Student Counseling	514.10
515000	Director, Student Health Services (Physician Administrator)	515.00
516000	Director, Student Health Services (Nurse Administrator)	516.00
516100	Director, Student Health Services (Non Medical Administrator)	516.10
517000	Director, Campus Ministries	517.00
518000	Director, Athletics	518.00
519000	Director, Sports Information	519.00
520000	Director, Men's Athletic Programs	520.00
521000	Director, Women's Athletic Programs	521.00
522000	Director, Campus Recreation/Intramurals	522.00

Utah System of Higher Education
 Fall 2007 Salary Equity Study
 Position Benchmarks

TABLE 3. STAFF POSITIONS
 CUPA-HR Administrative Compensation Survey (Codes 100000 to 599999)

USHE Benchmark Code	Position	DO NOT USE FOR REFERENCE TO CUPA-HR ONLY
522100	Assistant Director, Campus Recreation/Intramurals	522.10
523000	Chief, Enrollment Management	523.00
524000	Director, Minority Affairs	524.00
525000	Director, Conferences	525.00
526000	Director, Woman's Center	526.00

DO NOT USE
FOR REFERENCE TO
CUPA-HR ONLY

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

- 10000
- 10100
- 10101
- 10103
- 10300
- 10600
- 10601
- 10800
- 10900
- 10901
- 10905
- 10907
- 11000
- 11001
- 11099
- 11100
- 11101
- 11102
- 11103
- 11106
- 11201
- 30000
- 30100
- 30101
- 30103
- 30104
- 30200
- 30201
- 30300
- 30301
- 30500
- 30501
- 30502
- 30601
- 39999
- 40000
- 40201
- 40300
- 40301
- 40401
- 40501
- 40601
- 50000

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

50100
50101
50102
50103
50107
50199
50200
50201
50202
50203
50207
50299
90000
90100
90101
90102
90400
90401
90402
90499
90700
90701
90900
90903
99999
110000
110100
110101
110400
110401
110700
110701
130000
130100
130101
130200
130201
130300
130301
130400
130401
130406
130501

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

130600
130601
130603
130901
131000
131001
131100
131101
131200
131201
131202
131205
131206
131210
131299
131300
131301
131302
131307
131308
131309
131311
131314
131399
131401
139900
139999
140000
140100
140101
140201
140300
140301
140401
140500
140501
140700
140701
140800
140801
140900
140901
141000

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

- 141001
- 141101
- 141401
- 141800
- 141801
- 141900
- 141901
- 142101
- 142300
- 142301
- 142501
- 142701
- 142800
- 143101
- 143500
- 143501
- 143701
- 149999
- 150000
- 150101
- 150200
- 150303
- 150600
- 150612
- 150800
- 151001
- 151501
- 159999
- 160000
- 160100
- 160101
- 160102
- 160104
- 160300
- 160301
- 160399
- 160400
- 160402
- 160500
- 160501
- 160900
- 160901
- 160905

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

160999
161100
161200
161299
169999
190000
190100
190101
190400
190401
190402
190500
190501
190600
190601
190700
190701
190707
190901
220000
220100
220101
220302
230000
230100
230101
230401
230501
231000
231001
240000
240100
240101
240103
240199
250000
250101
260000
260100
260101
260200
260202
260204

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

- 260300
- 260301
- 260305
- 260400
- 260401
- 260403
- 260406
- 260499
- 260500
- 260502
- 260503
- 260700
- 260701
- 260702
- 260706
- 260800
- 260801
- 260806
- 260900
- 260901
- 260910
- 260999
- 261000
- 261001
- 261004
- 261100
- 261102
- 261300
- 261301
- 261302
- 261309
- 269999
- 270000
- 270100
- 270101
- 270300
- 270301
- 270500
- 270501
- 300000
- 300100
- 300101
- 301101

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

301201
301401
301501
301901
302000
302401
309900
309999
310000
310101
310301
310500
310501
310505
380000
380100
380101
380200
380201
380206
400000
400101
400200
400201
400400
400401
400500
400501
400600
400601
400607
400699
400800
400801
409999
420000
420100
420101
420201
420801
421701
421801
430000

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

430100
430103
430104
430107
440000
440400
440401
440501
440700
440701
450000
450101
450200
450201
450401
450600
450601
450700
450701
450901
451000
451001
451100
451101
451200
451201
459999
470600
490000
490100
490101
500000
500100
500101
500300
500301
500400
500401
500404
500408
500409
500500
500501

Utah System of Higher Education
Fall 2007 Salary Equity Study
Position Benchmarks

TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

500600
500601
500602
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500903
500904
510000
510200
510201
510204
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510510
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510602
510700
510701
510702
510800
510900
510913
511000
511005
511099
511100
511200
511201
511500
511501
511504
511505

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TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

511600
511601
511606
511701
512000
512001
512003
512200
512201
512202
512207
512300
512306
512308
512310
512400
512401
512500
512501
519900
519999
520000
520101
520200
520201
520203
520205
520300
520301
520600
520601
520800
520801
520900
520901
520904
521000
521001
521002
521003
521101
521200
521201

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TABLE 4. FACULTY POSITIONS
UU and USU Discipline Codes (OSU SBR)

CIP Code

521300
521301
521400
521401
521701
522001
529999
540000
540100
540101
540104
600000
600200
600203
600218
600221
600228
600234
600238
600241
600242
600244
600251
600255
600258
600299
888888
999999

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TABLE 5. FACULTY POSITIONS
 WSU and SUU Discipline Codes

CIP Code	Discipline
010000	Agricultural Business and Production - General
010100	Agricultural Business and Production - Business and Management
010900	Agricultural Business and Production - Animal Sciences
011000	Agricultural Business and Production - Food Science and Technology
011100	Agricultural Business and Production - Plant Sciences
030000	Natural Resources and Conservation
040000	Architecture and Related Services
050000	Area, Ethnic and Cultural Studies - Area Studies
050200	Area, Ethnic and Cultural Studies - Ethnic, Cultural Minority & Gender Studies
059900	Area, Ethnic and Cultural Studies - Other
090100	Communications, Journalism, and Related Programs - Communication and Media Studies
090400	Communications, Journalism, and Related Programs - Journalism
090700	Communications, Journalism, and Related Programs - Radio, Television and Digital Communications
090900	Communications, Journalism, and Related Programs - Public Relations, Advertising, and Applied Communications
099900	Communications, Journalism, and Related Programs - Other
100300	Communications Technologies/Technicians and Support Services - Graphic Communications
110100	Computer and Information Sciences and Support Services - General
110200	Computer and Information Sciences and Support Services - Programming
110400	Computer and Information Sciences and Support Services - Information Science/Studies
110700	Computer and Information Sciences and Support Services - Computer Sciences
111000	Computer and Information Sciences and Support Services - Information Technology Admin & Mgt
119900	Computer and Information Sciences and Support Services - Other
130100	Education - General
130200	Education - Bilingual, Multilingual, Multicultural
130300	Education - Curriculum and Instruction
130400	Education - Educational Administration and Supervision
130500	Education - Educational Instructional Media Design
130600	Education - Assessment, Evaluation and Research
130900	Education - Social and Philosophical Foundations
131000	Education - Special Education and Teaching
131100	Education - Student Counseling and Personnel Services
131200	Education - Teacher Education and Professional Development, Specific Levels and Methods
131300	Education - Teacher Education and Professional Development, Specific Subject Areas
131400	Education - Teach English, French as a Second/Foreign Language
139900	Education - Other
140000	Engineering - General
140700	Engineering - Chemical
140800	Engineering - Civil
140900	Engineering - Computer General
141000	Engineering -Electrical, Electronics, and Communications
141400	Engineering - Environmental/Environmental Health
141900	Engineering - Mechanical
143500	Engineering - Industrial
149900	Engineering - Other
150000	Engineering-Related Technologies/Technicians - General
150300	Engineering-Related Technologies/Technicians - Electrical
150600	Engineering-Related Technologies/Technicians - Industrial Production
150700	Engineering-Related Technologies/Technicians - Quality Control & Safety
150800	Engineering-Related Technologies/Technicians - Mechanical Engineering Related
151000	Engineering-Related Technologies/Technicians - Construction Engineering Related
151100	Engineering-Related Technologies/Technicians - Engineering Related
160100	Foreign Languages, Literatures, and Linguistics - Linguistic, Comp, Related Studies & Srvcs
160300	Foreign Languages, Literatures, and Linguistics - East Asain

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 Position Benchmarks

TABLE 5. FACULTY POSITIONS
 WSU and SUU Discipline Codes

CIP Code	Discipline
160500	Foreign Languages, Literatures, and Linguistics - Germanic
160900	Foreign Languages, Literatures, and Linguistics - Romance
161200	Foreign Languages, Literatures, and Linguistics - Classical & Classics
169900	Foreign Languages, Literatures, and Linguistics - Other
190000	Family and Consumer Sciences/Human Sciences - Work and Family Studies
190100	Family and Consumer Sciences/Human Sciences - General
190500	Family and Consumer Sciences/Human Sciences - Foods, Nutrition & Related Srvc
190700	Family and Consumer Sciences/Human Sciences - Human Dev, Family Studies & Related Srvc
190900	Family and Consumer Sciences/Human Sciences - Apparel and Textiles
199900	Family and Consumer Sciences/Human Sciences - Other
220000	Legal Professions and Studies - Non Professional General Legal Studies (Undergrad)
220100	Legal Professions and Studies - (Law LL.B. & J.D)
230100	English Language and Literature/Letters - General
230400	English Language and Literature/Letters - Composition
230500	English Language and Literature/Letters - Creative Writing
230700	English Language and Literature/Letters - American Lit
230800	English Language and Literature/Letters - English Lit
231000	English Language and Literature/Letters - Speech and Rhetorical Studies
231100	English Language and Literature/Letters - Technical and Business Writing
239900	English Language and Literature/Letters - Other
240100	Liberal Arts and Sciences, General Studies and Humanities
250100	Library Science
260100	Biological and Biomedical Sciences - General
260200	Biological and Biomedical Sciences - Biochemistry, Biophysics, Molecular
260300	Biological and Biomedical Sciences - Botany/Plant
260400	Biological and Biomedical Sciences -Cell/Cellular and Anatomical Sciences
260500	Biological and Biomedical Sciences -Micro Sci / Immunology
260700	Biological and Biomedical Sciences - Zoology/Animal Biology
260800	Biological and Biomedical Sciences - Genetics
260900	Biological and Biomedical Sciences - Physiology, Pathology & Related
261300	Biological and Biomedical Sciences - Ecology, Evolution & Population
270100	Mathematics and Statistics - Mathematics
270300	Mathematics and Statistics - Applied Mathematics
270500	Mathematics and Statistics - Statistics
279900	Mathematics and Statistics -Other
309900	Multi/Interdisciplinary Studies - Other
310100	Parks, Recreation, Leisure, and Fitness Studies
310300	Parks, Recreation, Leisure, and Fitness Studies - Facilities Mgmt
310500	Parks, Recreation, Leisure, and Fitness Studies -Health and Physical Education/Fitness
319900	Parks, Recreation, Leisure, and Fitness Studies - Other
380100	Philosophy and Religious Studies - Philosophy
380200	Philosophy and Religious Studies -Religion/Religious Studies
389900	Philosophy and Religious Studies - Other
400100	Physical Sciences
400200	Physical Sciences - Astronomy & Astrophysics
400500	Physical Sciences - Chemistry
400600	Physical Sciences - Geological and Earth Sciences/Geosciences
400800	Physical Sciences - Physics
409900	Physical Sciences - Other
420100	Psychology - General
420200	Psychology - Clinical
420600	Psychology - Counseling
420700	Psychology - Developmental & Child
420800	Psychology - Experimental

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TABLE 5. FACULTY POSITIONS
 WSU and SUU Discipline Codes

CIP Code	Discipline
420900	Psychology - Industrial and Organizational
421700	Psychology - School
421800	Psychology - Educational
430100	Security and Protective Services - Criminal Justice and Corrections
440000	Public Administration and Social Service Professions - General
440400	Public Administration and Social Service Professions - Public Administration
440700	Public Administration and Social Service Professions - Social Work
450100	Social Sciences - General
450200	Social Sciences - Anthropology
450400	Social Sciences - Criminology
450600	Social Sciences - Economics
450700	Social Sciences - Geography and Cartography
451000	Social Sciences - Political Science and Government
451100	Social Sciences - Sociology
459900	Social Sciences - Other
500100	Visual and Performing Arts - General
500300	Visual and Performing Arts - Dance
500400	Visual and Performing Arts - Design and Applied Arts
500500	Visual and Performing Arts - Drama/Theatre Arts and Stagecraft
500600	Visual and Performing Arts - Film, Video & Photographic Art
500700	Visual and Performing Arts - Fine and Studio Art
500900	Visual and Performing Arts - Music
509900	Visual and Performing Arts - Other
510000	Health Professions and Related Clinical Sciences - General
510200	Health Professions and Related Clinical Sciences - Communication Disorders Sciences and Services
510600	Health Professions and Related Clinical Sciences - Dental Support Services and Allied Professions
510700	Health Professions and Related Clinical Sciences - Health and Medical Administrative Services
510800	Health Professions and Related Clinical Sciences - Allied Health and Medical Assisting Services
510900	Health Professions and Related Clinical Sciences - Allied Health Diagnostic, Intervention and Treatment Professions
511000	Health Professions and Related Clinical Sciences - Clinical/Medical Laboratory Sciences and Allied Professions
511500	Health Professions and Related Clinical Sciences - Mental and Social Health Srvsc & Allied Professionals
511600	Health Professions and Related Clinical Sciences - Nursing
512000	Health Professions and Related Clinical Sciences - Pharmacy/Pharmaceutical Sciences and Administration
512200	Health Professions and Related Clinical Sciences - Public Health
512300	Health Professions and Related Clinical Sciences - Rehabilitation and Therapeutic Professions
519900	Health Professions and Related Clinical Sciences - Other
520100	Business, Management, Marketing, and Related Support Services - General
520200	Business, Management, Marketing, and Related Support Services - Administration, Management and Operations
520300	Business, Management, Marketing, and Related Support Services - Accounting and Related Services
520400	Business, Management, Marketing, and Related Support Services - Business Operations Support and Assistant Services
520600	Business, Management, Marketing, and Related Support Services - Managerial Economics
520700	Business, Management, Marketing, and Related Support Services - Entrepreneurial and Small Business Operations
520800	Business, Management, Marketing, and Related Support Services - Finance and Financial Management Services
520900	Business, Management, Marketing, and Related Support Services - Hospitality Admin & Mgmt
521000	Business, Management, Marketing, and Related Support Services - Human Resources Management and Services
521100	Business, Management, Marketing, and Related Support Services - International Business
521200	Business, Management, Marketing, and Related Support Services - Management Information Systems and Services
521300	Business, Management, Marketing, and Related Support Services - Mgt Sciences and Quantitative Methods
521400	Business, Management, Marketing, and Related Support Services - Marketing
529900	Business, Management, Marketing, and Related Support Services - Other
540100	History - Other

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TABLE 6. FACULTY POSITIONS
 UVSC Discipline Codes

CIP Code	Discipline
030000	Natural Resources and Conservation
090100	Communications, Journalism, and Related Programs - Communication and Media Studies
110100	Computer and Information Sciences and Support Services - General
110700	Computer and Information Sciences and Support Services - Computer Sciences
130100	Education - General
131000	Education - Special Education and Teaching
131200	Education - Teacher Education and Professional Development, Specific Levels and Methods
131300	Education - Teacher Education and Professional Development, Specific Subject Areas
150000	Engineering-Related Technologies/Technicians - General
150600	Engineering-Related Technologies/Technicians - Industrial Production
160100	Foreign Languages, Literatures, and Linguistics - Linguistic, Comp, Related Studies & Srvcs
160500	Foreign Languages, Literatures, and Linguistics - Germanic
160900	Foreign Languages, Literatures, and Linguistics - Romance
230100	English Language and Literature/Letters - General
230400	English Language and Literature/Letters - Composition
231000	English Language and Literature/Letters - Speech and Rhetorical Studies
240100	Liberal Arts and Sciences, General Studies and Humanities
260100	Biological and Biomedical Sciences - General
261300	Biological and Biomedical Sciences - Ecology, Evolution & Population
270100	Mathematics and Statistics - Mathematics
310100	Parks, Recreation, Leisure, and Fitness Studies
310300	Parks, Recreation, Leisure, and Fitness Studies - Facilities Mgmt
310500	Parks, Recreation, Leisure, and Fitness Studies -Health and Physical Education/Fitness
380100	Philosophy and Religious Studies - Philosophy
400100	Physical Sciences
400500	Physical Sciences - Chemistry
400600	Physical Sciences - Geological and Earth Sciences/Geosciences
400800	Physical Sciences - Physics
420100	Psychology - General
430100	Security and Protective Services - Criminal Justice and Corrections
440700	Public Administration and Social Service Professions - Social Work
450100	Social Sciences - General
450200	Social Sciences - Anthropology
450600	Social Sciences - Economics
450700	Social Sciences - Geography and Cartography
451000	Social Sciences - Political Science and Government
451100	Social Sciences - Sociology
500500	Visual and Performing Arts - Drama/Theatre Arts and Stagecraft
500700	Visual and Performing Arts - Fine and Studio Art
500900	Visual and Performing Arts - Music
510900	Health Professions and Related Clinical Sciences - Allied Health Diagnostic, Intervention and Treatment Professions
511600	Health Professions and Related Clinical Sciences - Nursing
520100	Business, Management, Marketing, and Related Support Services - General
520200	Business, Management, Marketing, and Related Support Services - Administration, Management and Operations
520300	Business, Management, Marketing, and Related Support Services - Accounting and Related Services
520400	Business, Management, Marketing, and Related Support Services - Business Operations Support and Assistant Services
520600	Business, Management, Marketing, and Related Support Services - Managerial Economics
520800	Business, Management, Marketing, and Related Support Services - Finance and Financial Management Services
521000	Business, Management, Marketing, and Related Support Services - Human Resources Management and Services
521200	Business, Management, Marketing, and Related Support Services - Management Information Systems and Services
521400	Business, Management, Marketing, and Related Support Services - Marketing
540100	History - Other

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TABLE 7. 2 YEAR COLLEGE FACULTY POSITIONS
 SNOW, DSC, CEU, SLCC, UCAT

CIP Code	Discipline
010000	Agricultural Business and Production
040000	Architecture and Related Services
090000	Communications, Journalism, and Related Programs
100000	Communications Technologies/Technicians and Support Services
110000	Computer and Information Sciences and Support Services
120000	Personal and Culinary Services
130000	Education
140000	Engineering
150000	Engineering-Related Technologies/Technicians
160000	Foreign Languages, Literatures, and Linguistics
190000	Family and Consumer Sciences/Human Sciences
220300	Legal Support Services
230000	English Language and Literature/Letters
240000	Liberal Arts and Sciences, General Studies and Humanities
250300	Library Assistant
260000	Biological and Biomedical Sciences
270000	Mathematics and Statistics
310000	Parks, Recreation, Leisure, and Fitness Studies
320000	Basic Skills
380100	Philosophy
400000	Physical Sciences
410000	Science Technologies/Technicians
420000	Psychology
430100	Criminal Justice and Corrections
430200	Fire Protection
440000	Public Administration and Social Service Professions
450000	Social Sciences
460000	Construction Trades
470000	Mechanic and Repair Technologies/Technicians
480000	Precision Production
490000	Transportation and Materials Moving
500000	Visual and Performing Arts
510600	Dental Support Services and Allied Professions
510700	Health and Medical Administrative Services
510800	Allied Health and Medical Assisting Services
510900	Allied Health Diagnostic, Intervention and Treatment Professions
511000	Clinical/Medical Laboratory Sciences and Allied Professions
511600	Nursing
520000	Business, Management, Marketing, and Related Support Services
540000	History