

Job Related Factors that Impact Salaries

01

**Relevant work
experience in
the field or
industry**

Experience directly related to the current position gained through time in the current position, with the institution, or in prior work history.

02

**Education,
training, and
advanced
certifications**

Formal, successfully completed education, and training completed and obtained certifications that are directly related to the current position.

03

**Scarcity
of
talent**

The availability of talent with the specific qualifications for the position

04

**Successful
performance**

Documented successful performance in the current role, relevant previous work history within the institution, or as provided through employment referrals.

05

**Relevant
knowledge, skills,
and abilities**

Additional expertise and attributes that are needed and utilized to perform in the position successfully.

06

**Common pay
rates within the
market**

Assigned market range that is aligned to the institutions desired market benchmark.