

January 6, 2016

TO: Members of the Higher Education and Employment Advancement Committee
Members of the Higher Education Appropriations Subcommittee
Chairs and Ranking Members of the Appropriations Committee

Attached, please find documentation related to administrative compensation at the University of Connecticut which is being submitted by the university to comply with Public Act No 13-143. We are pleased to note that, once again, the university's current salaries for administrator positions, in aggregate, are consistent with salaries for positions with comparable duties and responsibilities in two public academic comparison markets, the top 20 public research institutions and the top 50 public research institutions.

The report submitted by the university in 2014 was the result of the university's engagement with Sibson Consulting. Sibson Consulting had prepared a report to examine how salaries for administrative positions at UConn compare to salaries for positions with similar duties and responsibilities at comparable public academic institutions. Since the report submitted in 2014, the university has utilized Sibson's framework and methodology for establishing and monitoring salaries, which is represented in the attached report. Survey matches were selected based on the content of the position, not the title. Titles may vary considerably in the market, therefore, comparisons were made comparing job responsibilities and requirements.

Approximately two-thirds of UConn's administrator salaries fall within a range (+/- 15%) of the higher education market median, representing average, yet competitive, compensation. As a top 20 public research institution, UConn remains committed to recruiting and retaining high quality faculty and staff, while practicing fiscal responsibility by ensuring that administrative compensation is consistent with national market standards in higher education.

Please do not hesitate to contact me or Joann Lombardo if you have any questions

Sincerely,



Scott A. Jordan
Executive Vice President for Administration and Chief Financial Officer

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Assistant Dean and Chief Operating Officer, School of Fine Arts	96.6	Top 20 Public Research Universities	114.9	153.4	166.6
		Top 50 Public Research Universities	109.0	130.2	153.1
Assistant Dean of Students, School of Law	129.4	Top 20 Public Research Universities	161.9	183.7	187.2
		Top 50 Public Research Universities	153.8	183.7	201.5
Assistant Dean, Biology Central Services	128.8	Top 20 Public Research Universities	97.7	130.4	141.6
		Top 50 Public Research Universities	92.7	110.7	130.2
Assistant Dean, College of Liberal Arts and Sciences	168.5	Top 20 Public Research Universities	114.9	153.4	166.6
		Top 50 Public Research Universities	109.0	130.2	153.1
Associate Dean, Extension & Associate Director for the Cooperative Extension System	192.8	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	159.3	193.4	194.3
Assistant Dean, Finance & Administration, School of Law	135.0	Top 20 Public Research Universities	114.9	153.4	166.6
		Top 50 Public Research Universities	109.0	130.2	153.1
Assistant Dean, Student and Postdoctoral Affairs (Graduate School)	120.0	Top 20 Public Research Universities	158.8	162.0	176.9
		Top 50 Public Research Universities	142.0	160.2	178.7
Associate Dean of Students	108.0	Top 20 Public Research Universities	136.9	158.1	175.6
		Top 50 Public Research Universities	120.3	135.5	160.3
Associate Director, Residential Life	96.0	Top 20 Public Research Universities	N/A	105.6	N/A
		Top 50 Public Research Universities	79.3	98.2	111.5
Assistant Vice President, Alumni Relations	181.4	Top 20 Public Research Universities	162.9	201.8	258.8
		Top 50 Public Research Universities	168.1	199.6	231.7
Assistant Vice President, Business Affairs and Finance	141.3	Top 20 Public Research Universities	138.6	174.8	198.8
		Top 50 Public Research Universities	134.5	152.3	180.0
Assistant Vice President, Center for Students with Disabilities	142.6	Top 20 Public Research Universities	184.9	211.4	218.5
		Top 50 Public Research Universities	143.5	184.9	206.2

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Assistant Vice President, Communications - Brand Strategy	168.0	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	97.8	125.6	133.2
Assistant Vice President, Research Compliance	147.0	Top 20 Public Research Universities	187.1	200.4	244.5
		Top 50 Public Research Universities	193.6	213.6	259.2
Assistant Vice President, Student Activities	138.9	Top 20 Public Research Universities	87.5	98.1	120.8
		Top 50 Public Research Universities	84.0	98.1	124.0
Assistant Vice President, Student Affairs	146.6	Top 20 Public Research Universities	114.9	153.4	166.6
		Top 50 Public Research Universities	109.0	130.2	153.1
Assistant Vice Provost and Executive Director of the Center for Career Development	181.9	Top 20 Public Research Universities	112.6	133.9	144.8
		Top 50 Public Research Universities	109.8	121.5	143.1
Assistant Vice Provost, Academic Affairs and Diversity	165.6	Top 20 Public Research Universities	126.3	144.3	191.7
		Top 50 Public Research Universities	104.3	126.5	164.1
Assistant Vice Provost, Center for Excellence in Teaching and Learning	168.3	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	99.4	125.3	146.9
Assistant Vice Provost, Enrichment Programs and Director, Honors Program	148.8	Top 20 Public Research Universities	164.2	223.0	234.7
		Top 50 Public Research Universities	160.8	216.4	237.0
Assistant Vice Provost, Institute for Student Success	162.7	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	124.2	132.1	170.8
Assistant Vice Provost, Institutional Research and Effectiveness	157.5	Top 20 Public Research Universities	152.4	192.2	218.7
		Top 50 Public Research Universities	148.0	167.6	198.1
Assistant Vice Provost, Global Affairs	150.0	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	105.5	112.3	145.2
Assistant Vice Provost, University Libraries	150.9	Top 20 Public Research Universities	N/A	161.7	N/A
		Top 50 Public Research Universities	125.6	139.8	159.3

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Associate Vice President, Diversity and Equity	165.4	Top 20 Public Research Universities	125.6	156.2	194.5
		Top 50 Public Research Universities	116.1	139.8	170.5
Associate Vice President, Facilities Operations	199.5	Top 20 Public Research Universities	213.9	238.7	257.5
		Top 50 Public Research Universities	197.0	223.1	248.4
Associate Vice President, Infrastructure Planning and Strategic Project Management	240.3	Top 20 Public Research Universities	145.9	188.3	215.3
		Top 50 Public Research Universities	137.0	190.8	211.6
Associate Vice President, Sponsored Programs	236.3	Top 20 Public Research Universities	177.0	203.3	256.5
		Top 50 Public Research Universities	146.5	182.5	214.4
Associate Vice President, Research	195.2	Top 20 Public Research Universities	187.1	200.4	244.5
		Top 50 Public Research Universities	193.6	213.6	259.2
Associate Vice President and Dean of Students	187.5	Top 20 Public Research Universities	171.1	197.6	219.4
		Top 50 Public Research Universities	150.3	169.3	200.3
Chief Information Systems Security Officer	162.0	Top 20 Public Research Universities	146.2	157.9	184.2
		Top 50 Public Research Universities	146.5	157.9	176.8
Chief of Police and Director of Public Safety	181.6	Top 20 Public Research Universities	189.0	204.9	226.0
		Top 50 Public Research Universities	144.9	166.5	204.9
Chief of Staff	255.0	Top 20 Public Research Universities	225.0	269.3	306.4
		Top 50 Public Research Universities	213.7	265.5	305.2
Chief Technology Transfer Officer	180.0	Top 20 Public Research Universities	218.8	257.2	281.2
		Top 50 Public Research Universities	186.5	214.2	268.8
Controller	195.1	Top 20 Public Research Universities	190.4	206.6	240.4
		Top 50 Public Research Universities	169.2	192.1	220.8
Dean, College of Agriculture and Natural Resources	281.6	Top 20 Public Research Universities	293.3	314.4	347.8
		Top 50 Public Research Universities	275.5	294.3	330.1

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Dean, College of Liberal Arts and Sciences	330.7	Top 20 Public Research Universities	301.7	342.1	365.4
		Top 50 Public Research Universities	291.3	313.5	358.6
Dean, NEAG School of Education	336.0	Top 20 Public Research Universities	260.5	276.2	302.3
		Top 50 Public Research Universities	254.0	274.5	296.7
Dean, School of Business	418.6	Top 20 Public Research Universities	428.7	478.7	522.8
		Top 50 Public Research Universities	387.7	435.3	478.4
Dean, School of Engineering	315.0	Top 20 Public Research Universities	368.9	385.2	397.5
		Top 50 Public Research Universities	348.2	362.4	386.3
Dean, School of Fine Arts (Interim)	226.3	Top 20 Public Research Universities	276.2	294.0	296.4
		Top 50 Public Research Universities	276.2	294.0	296.4
Dean, School of Law	288.8	Top 20 Public Research Universities	384.3	429.8	465.3
		Top 50 Public Research Universities	359.5	379.1	429.1
Dean, School of Nursing	265.4	Top 20 Public Research Universities	262.8	329.3	385.1
		Top 50 Public Research Universities	226.6	275.1	309.0
Dean, School of Pharmacy	295.0	Top 20 Public Research Universities	323.0	338.3	341.3
		Top 50 Public Research Universities	290.6	317.5	337.4
Dean, School of Social Work	180.4	Top 20 Public Research Universities	N/A	308.2	N/A
		Top 50 Public Research Universities	233.3	285.7	317.
Department Head, Student Affairs (Information Technology)	124.9	Top 20 Public Research Universities	130.8	153.3	168.4
		Top 50 Public Research Universities	108.3	130.3	150.5
Deputy Chief of Police	142.1	Top 20 Public Research Universities	123.4	154.4	161.9
		Top 50 Public Research Universities	105.6	116.7	145.9
Director, Accelerated Projects & Program Management	146.4	Top 20 Public Research Universities	128.2	130.7	169.5
		Top 50 Public Research Universities	111.9	128.2	152.4

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Director, Accounting and Associate Controller	145.1	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	109.6	122.4	141.3
Director, Accounts Payable	115.0	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	109.6	122.4	141.3
Director, Admissions	160.1	Top 20 Public Research Universities	150.2	171.8	219.8
		Top 50 Public Research Universities	137.7	158.9	184.4
Director, Athletics	496.1	Top 20 Public Research Universities	236.8	451.0	667.4
		Top 50 Public Research Universities	272.9	451.0	688.3
Director, Audit Services	164.6	Top 20 Public Research Universities	135.3	157.6	205.8
		Top 50 Public Research Universities	126.7	140.5	168.6
Director, Audit, Compliance and Ethics	185.0	Top 20 Public Research Universities	159.2	185.4	242.1
		Top 50 Public Research Universities	149.1	165.3	197.7
Director, Benton Museum of Art	126.0	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	136.0	178.7	200.3
Director, Budget Office	147.0	Top 20 Public Research Universities	177.0	195.6	227.6
		Top 50 Public Research Universities	155.2	173.4	197.5
Director, CEN-ASC	136.7	Top 20 Public Research Universities	150.4	160.5	167.7
		Top 50 Public Research Universities	130.2	156.7	173.5
Director, Community Standards	104.7	Top 20 Public Research Universities	150.9	164.6	177.8
		Top 50 Public Research Universities	137.9	157.9	168.9
Director, Compliance and Ethics	149.3	Top 20 Public Research Universities	135.3	157.6	205.8
		Top 50 Public Research Universities	126.7	140.5	168.1
Director, Construction Assurance	124.5	Top 20 Public Research Universities	135.3	157.6	205.8
		Top 50 Public Research Universities	126.7	140.5	168.1

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Director, Counseling Program for Intercollegiate Athletes	115.5	Top 20 Public Research Universities	74.3	103.5	122.2
		Top 50 Public Research Universities	99.3	114.	149.
Director, CT Sea Grant	158.4	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	82.2	86.7	97.3
Director, Deferred Maintenance and Regional Campus Operations	181.6	Top 20 Public Research Universities	133.3	138.3	143.5
		Top 50 Public Research Universities	112.0	128.0	138.5
Director, Dining Services	161.7	Top 20 Public Research Universities	154.5	164.0	179.0
		Top 50 Public Research Universities	134.5	150.2	179.0
Director, Energy Services	130.0	Top 20 Public Research Universities	133.3	138.3	143.5
		Top 50 Public Research Universities	112.0	128.0	138.5
Director, Facilities Building Trades	130.0	Top 20 Public Research Universities	133.3	138.3	143.5
		Top 50 Public Research Universities	112.0	128.0	138.5
Director, Facilities Work Planning	128.0	Top 20 Public Research Universities	133.3	138.3	143.5
		Top 50 Public Research Universities	112.0	128.0	138.5
Director, Finance Systems	150.0	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	104.3	133.2	167.2
Director, Financial Aid Services	157.4	Top 20 Public Research Universities	143.0	150.6	163.6
		Top 50 Public Research Universities	133.0	144.4	163.2
Director, Government Relations for Health Affairs	138.0	Top 20 Public Research Universities	131.4	142.6	182.9
		Top 50 Public Research Universities	134.3	165.1	197.2
Director, Hartford Executive MBA and Part-Time MBA and Executive Education Program	154.2	Top 20 Public Research Universities	174.2	206.9	223.9
		Top 50 Public Research Universities	164.4	199.8	223.9

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Director, Hartford Regional Campus	155.5	Top 20 Public Research Universities	163.5	199.1	227.1
		Top 50 Public Research Universities	160.5	181.5	202.0
Director, Human Resources	157.2	Top 20 Public Research Universities	149.0	171.2	180.3
		Top 50 Public Research Universities	123.3	156.9	179.4
Director, Industry Partnerships	162.8	Top 20 Public Research Universities	137.6	164.3	191.2
		Top 50 Public Research Universities	133.4	160.0	183.5
Director, Jorgensen Performing Arts	137.7	Top 20 Public Research Universities	130.9	161.9	183.7
		Top 50 Public Research Universities	94.0	126.7	169.7
Director, Logistics Administration	135.8	Top 20 Public Research Universities	139.9	167.5	189.9
		Top 50 Public Research Universities	114.8	139.6	170.8
Director, Payroll Services	141.0	Top 20 Public Research Universities	107.8	136.3	145.9
		Top 50 Public Research Universities	103.1	119.	144.4
Director, Planning, Architecture, and Engineering Services	157.5	Top 20 Public Research Universities	128.2	130.7	169.5
		Top 50 Public Research Universities	111.9	128.2	152.4
Director, Procurement Services	162.8	Top 20 Public Research Universities	133.7	157.8	195.9
		Top 50 Public Research Universities	121.7	138.5	184.2
Director, Project and Program Management	169.8	Top 20 Public Research Universities	128.2	130.7	169.5
		Top 50 Public Research Universities	111.9	128.2	152.4
Director, Office of Animal Care	240.4	Top 20 Public Research Universities	177.7	193.8	225.0
		Top 50 Public Research Universities	164.6	181.6	220.3
Director, Office of Faculty and Staff Labor Relations	173.1	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	106.6	119.	155.2
Director, Office of Environmental Policy	178.2	Top 20 Public Research Universities	131.6	171.4	211.1
		Top 50 Public Research Universities	129.5	147.6	178.7

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Director, Office of Summer and Winter Programs	90.3	Top 20 Public Research Universities	100.9	107.5	110.8
		Top 50 Public Research Universities	82.1	97.5	107.9
Director, Office of Veterans Affairs and Military Programs	117.6	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	105.5	112.3	145.2
Director, Residential Life	149.6	Top 20 Public Research Universities	150.9	164.6	177.8
		Top 50 Public Research Universities	137.9	157.9	168.9
Director, Residential Services	145.0	Top 20 Public Research Universities	133.3	138.3	143.5
		Top 50 Public Research Universities	112.0	128.0	138.5
Director, School of Social Work Organizational and Skill Development Unit	108.9	Top 20 Public Research Universities	100.1	108.3	124.7
		Top 50 Public Research Universities	91.7	100.2	109.1
Director, Sponsored Programs	148.0	Top 20 Public Research Universities	150.5	172.8	218.0
		Top 50 Public Research Universities	124.5	155.1	182.3
Director, Stamford Regional Campus	147.8	Top 20 Public Research Universities	163.5	199.1	227.1
		Top 50 Public Research Universities	160.5	181.5	202.0
Director, Student Union	112.9	Top 20 Public Research Universities	123.0	157.5	167.9
		Top 50 Public Research Universities	101.2	131.2	154.6
Director, UConn Recreation	125.3	Top 20 Public Research Universities	113.5	129.2	153.6
		Top 50 Public Research Universities	98.7	115.3	143.3
Director, University Communications	109.5	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	97.8	125.6	133.2
Director, University Communications	122.5	Top 20 Public Research Universities	98.4	119.2	120.0
		Top 50 Public Research Universities	91.6	106.5	120.1
Director, University Events and Conference Services	134.2	Top 20 Public Research Universities	N/A	94.3	N/A
		Top 50 Public Research Universities	93.3	110.7	118.6

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Director, University Planning	183.8	Top 20 Public Research Universities	128.2	130.7	169.5
		Top 50 Public Research Universities	111.9	128.2	152.4
Director, Waterbury and Torrington (Interim) Regional Campuses	188.9	Top 20 Public Research Universities	163.5	199.1	227.1
		Top 50 Public Research Universities	160.5	181.5	202.0
Executive Director, Data Warehouse and Business Analytics	140.0	Top 20 Public Research Universities	N/A	N/A	N/A
		Top 50 Public Research Universities	104.3	133.2	167.2
Executive Vice President, Administration and Chief Financial Officer	275.0	Top 20 Public Research Universities	280.8	309.7	362.5
		Top 50 Public Research Universities	266.0	298.2	347.9
Fire Chief	133.1	Top 20 Public Research Universities	123.4	154.4	161.9
		Top 50 Public Research Universities	105.6	116.7	145.9
Master Planner and Chief University Architect	255.0	Top 20 Public Research Universities	171.7	221.6	253.3
		Top 50 Public Research Universities	161.1	224.4	249.0
President	585.0	Top 20 Public Research Universities	557.8	592.0	691.4
		Top 50 Public Research Universities	570.8	592.0	687.2
Provost and Executive Vice President Academic Affairs	407.9	Top 20 Public Research Universities	418.7	462.3	493.1
		Top 50 Public Research Universities	383.4	442.5	462.3
Senior Director, Government Relations	163.5	Top 20 Public Research Universities	144.5	156.8	201.2
		Top 50 Public Research Universities	147.8	181.6	217.0
State Executive Director, CT Small Business Development Center	152.3	Top 20 Public Research Universities	101.7	121.4	141.3
		Top 50 Public Research Universities	98.6	118.3	135.6
University Bursar	142.0	Top 20 Public Research Universities	102.7	115.0	133.9
		Top 50 Public Research Universities	106.0	122.8	138.4
University Registrar	121.8	Top 20 Public Research Universities	145.4	161.9	179.5
		Top 50 Public Research Universities	134.6	150.2	165.9

Competitive Assessment Results by Position Detail

Position	UConn Salary as of October 31, 2015 (\$000)	Market Salary (\$000)			
		Survey Data Cut	P.25	P.50	P.75
Vice President and General Counsel	250.0	Top 20 Public Research Universities	271.2	287.1	315.0
		Top 50 Public Research Universities	228.7	278.7	315.0
Vice President, Enrollment Planning and Management	281.1	Top 20 Public Research Universities	217.4	220.5	259.2
		Top 50 Public Research Universities	187.1	220.5	245.0
Vice President, Research	370.8	Top 20 Public Research Universities	300.0	349.5	374.2
		Top 50 Public Research Universities	291.8	331.4	361.5
Vice President, Student Affairs	273.0	Top 20 Public Research Universities	255.9	282.3	293.2
		Top 50 Public Research Universities	232.9	274.1	287.3
Vice President, University Communications	250.8	Top 20 Public Research Universities	204.4	258.0	301.7
		Top 50 Public Research Universities	207.3	247.4	284.0
Vice Provost and Chief Information Officer	231.0	Top 20 Public Research Universities	292.2	338.8	362.6
		Top 50 Public Research Universities	269.1	296.1	328.7
Vice Provost and Chief Operations Officer for Academic Affairs	226.8	Top 20 Public Research Universities	256.5	274.3	286.3
		Top 50 Public Research Universities	240.0	259.3	284.3
Vice Provost and Dean of the Graduate School	224.8	Top 20 Public Research Universities	232.6	251.9	306.5
		Top 50 Public Research Universities	217.4	248.1	274.7
Vice Provost, Academic Affairs	278.1	Top 20 Public Research Universities	256.5	274.3	286.3
		Top 50 Public Research Universities	240.0	259.3	284.3
Vice Provost, Global Affairs	225.8	Top 20 Public Research Universities	256.5	274.3	286.3
		Top 50 Public Research Universities	240.0	259.3	284.3
Vice Provost, Strategic Initiatives	220.5	Top 20 Public Research Universities	256.5	274.3	286.3
		Top 50 Public Research Universities	240.0	259.3	284.3
Vice Provost, University Libraries	240.4	Top 20 Public Research Universities	242.3	273.1	281.3
		Top 50 Public Research Universities	226.6	245.3	278.1

2015 Top 20 Public Research Universities

Institution	Location	CUPA-HR Survey Participant
Clemson University	Clemson, SC	x
College of William and Mary	Williamsburg, VA	x
Georgia Institute of Technology	Atlanta, GA	x
Pennsylvania State University - University Park	University Park, PA	x
Purdue University - West Lafayette	West Lafayette, IN	x
Ohio State University - Columbus	Columbus, OH	x
University of Alabama	Tuscaloosa, AL	x
University of California - Berkeley	Berkeley, CA	x
University of California - Davis	Davis, CA	x
University of California - Irvine	Irvine, CA	x
University of California - Los Angeles	Los Angeles, CA	x
University of California - San Diego	San Diego, CA	x
University of California - Santa Barbara	Santa Barbara, CA	x
University of Florida	Gainesville, FL	x
University of Illinois at Urbana-Champaign	Champaign, IL	x
University of Michigan - Ann Arbor	Ann Arbor, MI	x
University of North Carolina - Chapel Hill	Chapel Hill, NC	x

2015 Top 20 Public Research Universities

Institution	Location	CUPA-HR Survey Participant
University of Virginia	Charlottesville, VA	x
University of Washington	Seattle, WA	x
University of Wisconsin - Madison	Madison, WI	x

2015 Top 50 Public Research Universities

Institution	Location	CUPA-HR Survey Participant
Auburn University	Auburn, AL	x
Clemson University	Clemson, SC	x
College of William and Mary	Williamsburg, VA	x
Colorado School of the Mines	Golden, CO	x
Florida State University	Tallahassee, FL	x
Georgia Institute of Technology	Atlanta, GA	x
Indiana University at Bloomington	Bloomington, IN	x
Iowa State University	Ames, IA	x
Miami University - Oxford	Oxford, OH	x
Michigan State University	East Lansing, MI	x
North Carolina State University	Raleigh, NC	x
Pennsylvania State University - University Park	University Park, PA	x
Purdue University - West Lafayette	West Lafayette, IN	x
Rutgers, the State University of New Jersey - New Brunswick	Piscataway, NJ	x
State University of New York at Binghamton	Binghamton, NY	x
State University of New York at Buffalo	Buffalo, NY	x
State University of New York at Stony Brook	Stony Brook, NY	x

2015 Top 50 Public Research Universities

Institution	Location	CUPA-HR Survey Participant
State University of New York College of Environmental Science and Forestry	Syracuse, NY	x
Texas A&M University	College Station, TX	x
Ohio State University - Columbus	Columbus, OH	x
University of Alabama	Tuscaloosa, AL	x
University of California - Berkeley	Berkeley, CA	x
University of California - Davis	Davis, CA	x
University of California - Irvine	Irvine, CA	x
University of California - Los Angeles	Los Angeles, CA	x
University of California - San Diego	San Diego, CA	x
University of California - Santa Barbara	Santa Barbara, CA	x
University of California - Santa Cruz	Santa Cruz, CA	x
University of Colorado - Boulder	Boulder, CO	x
University of Delaware	Newark, DE	x
University of Florida	Gainesville, FL	x
University of Georgia	Athens, GA	x
University of Illinois at Urbana-Champaign	Champaign, IL	x
University of Iowa	Iowa City, IA	x

2015 Top 50 Public Research Universities

Institution	Location	CUPA-HR Survey Participant
University of Maryland - College Park	College Park, MD	x
University of Massachusetts	Amherst, MA	x
University of Michigan - Ann Arbor	Ann Arbor, MI	x
University of Minnesota	Minneapolis, MN	x
University of Missouri - Columbia	Columbia, MO	x
University of Nebraska - Lincoln	Lincoln, NE	x
University of New Hampshire	Durham, NH	x
University of North Carolina - Chapel Hill	Chapel Hill, NC	x
University of Oklahoma	Norman, OK	x
University of Pittsburgh	Pittsburgh, PA	x
University of Texas - Austin	Austin, TX	x
University of Vermont	Burlington, VT	x
University of Virginia	Charlottesville, VA	x
University of Washington	Seattle, WA	x
University of Wisconsin - Madison	Madison, WI	x
Virginia Tech	Blacksburg, VA	x