

Actual Wage Determination

1. Name of Foreign National:
2. Job Title: _____ in Department/College/School:
3. Staff _____ Research Fellow
 Faculty¹ _____ Other, i.e.:
4. Number of employees in department in same position (excluding the H-1B beneficiary):
5. Number of employees who are “similarly employed” (excluding the H-1B beneficiary):
6. Wage range for similarly employed individuals (excluding the H-1B beneficiary):

 \$ _____ to \$ _____ per year.

7. Wage rate to be paid to the H-1B beneficiary: \$ _____
8. Salaries of employees are adjusted on a _____ basis (e.g. annual).
9. Adjustments are made based on the following factors (e.g. merit):
10. ***The salary for the position was determined as follows (select all that apply):***

Faculty ¹ and Research Fellows	
	highest degree
	time since degree
	total years of experience
	time in rank
	first faculty appointment
	# of publications
	# of recent publications
	subspecialty
	amount of received award funding
	grant guidelines, e.g. NIH guidelines
	special duties ² :
	Other ² :

Staff and Other - as determined by HR	
	education
	experience
	qualifications
	job responsibility and function
	specialized knowledge
	all of the above

Determination made by:

Name: _____ Title: _____ Uniqname: _____

Signature: _____ Date: _____

¹ Including Research Faculty, Clinical Faculty and Faculty of Practice

² Attach separate document, if needed