

**Salary Justification Form
Personnel Actions Requiring Board Action**

Name: _____

Title: _____

Salary: \$ _____

Conference: \$ _____ (Required for Athletic Department hires, provide median salary for the same/similar position within the University Conference)

**Internal Salary Data:
(Include titles and salaries for comparable positions within the University community)**

Name	Job Title	Annual Salary
1.		
2.		
3.		
4.		
5.		

**External Market Data:
(Include any data from external sources relevant to the University's salary determination. This could include, but is not limited to, data from other A&M System members, databases, labor-market survey statistics, or comparative analytics.)**

Name	Job Title	Annual Salary
1.		
2.		
3.		
4.		
5.		

Comments, if necessary: