Tab K – Salary Comparisons



Building a Stronger State of Minds

Salary and Compensation

Tab K

USHE Data Book 2013

Salary and Compensation	on Summary1
TABLE 1	University of Utah2
TABLE 2	Utah State University
TABLE 3	Weber State University4
TABLE 4	Southern Utah University5
TABLE 5	Snow College6
TABLE 6	Dixie State College7
TABLE 7	Utah Valley University8
TABLE 8	Salt Lake Community College9
TABLE 9	Current and Constant Dollar Values

SALARY AND COMPENSATION

Background

Two analyses are presented in this tab with regard to salary and compensation levels at USHE institutions.

The first analysis (Tables 1 through 9) outlines relationships over the past ten years between faculty salary and compensation levels at each USHE institution and other institutions of the same classification. The intent is to provide a historical comparison for faculty salary and compensation.

Explanation of Attachments

For the faculty salary and compensation comparison, data from four different points in time in the last ten years provide a historical comparison of not only how USHE faculty salary and compensation levels compare to other institutions, but also what the trend in salary and compensation levels is relative to peer institutions. The data are presented based on current dollars and inflation-adjusted constant dollars. Tables 1 through 9 provide this comparison for each USHE institution, with the comparison group listed at the top. The comparison divides faculty salary and compensation levels into five categories of faculty rank (professor, associate professor, assistant professor, instructor, and all ranks combined). Both a dollar amount and percent difference are identified between the USHE institution average levels and the comparison group average levels for each category of rank.

Table 9 shows Consumer Price Index information that is used to adjust the data in Tables 1 through 8 to constant FY 2011-12 dollars.

Current & Constant Dollars

Ten, Five and One-year Comparisons $^{(1)}$

Institution: University of Utah (2)

Comparison Group: Doctoral Institutions (3)

Paculty Salaries		Current Dollars			Constant Dollars (2011-12)				
Professor Institution Average Institution Aver		2001-02	2006-07	2010-2011	2011-2012				2011-2012
Institution Average S88,800 \$103,400 \$116,500 \$118,800 \$110,860 \$118,266 \$118,707 \$118,800 \$100,000 \$10,000 \$100,000 \$100,000 \$116,000 \$116,000 \$116,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000 \$118,000	Faculty Salaries								
Comparison Group Average Difference Above(Below) S89,631 \$106,495 \$118,695 \$110,955 \$114,466 \$118,716 \$121,513 \$120,955 \$108,000 \$32,655 \$33,616 \$18,050 \$2,155 \$32,656 \$32,675 \$32,675 \$32,675 \$32,675 \$32,675 \$32,675 \$32,675 \$32,775 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,075 \$32,	Professor								
Difference Above/(Below) -3.2% -2.9% -1.5% -1.8% -3.2% -2.9% -1.55 \$82,155 \$83,261 \$81,806 \$82,155 \$80,000 \$14,000 \$80,500 \$14,000 \$80,500 \$14,000 \$80,500 \$14,000 \$80,500 \$14,000 \$80,500 \$14,000 \$80,500 \$14,000 \$80,500 \$14,000 \$80,500 \$14,000 \$80,500 \$14,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$15,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,00	Institution Average	\$86,800	\$103,400	\$116,300	\$118,800	\$110,850	\$115,266	\$119,707	\$118,800
% Difference Above/Below Associate Professor Institution Average Comparison Group Average Difference Above/Below) S52,000 S74,600 S80,500 S74,600 S80,500 S75,348 S83,161 S82,859 S84,000 S75,348 S83,161 S82,859 S82,760 S84,000 S75,348 S83,161 S82,859 S82,760 S84,000 S75,400 S68,451 S71,345 S76,663 S76,800 S78,000 S78,400 S75,400 S68,451 S71,345 S76,663 S76,800 S78,000 S78,400 S78,	Comparison Group Average	\$89,631	\$106,495	\$118,054	\$120,955	\$114,466	\$118,716	\$121,513	\$120,955
Associate Professor Institution Average Comparison Group Average Difference Above(Below) Solution Average Solution Average Solution Average Comparison Group Average Difference Above(Below) Assistant Professor Institution Average Comparison Group Average Difference Above(Below) Solution Average Comparison Group Average Solution Solution Average Solution Solution Average Solution	Difference Above/(Below)	(\$2,831)	(\$3,095)	(\$1,754)	(\$2,155)	(\$3,616)	(\$3,450)	(\$1,806)	(\$2,155)
Institution Average	% Difference Above/Below	-3.2%	-2.9%	-1.5%	-1.8%	-3.2%	-2.9%	-1.5%	-1.8%
Comparison Group Average Difference Above/Below) (\$4,049) \$525 (\$766) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$585 (\$788) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,171) \$1,223 (\$5,1	Associate Professor								
Difference Above/(Below) Spillerence Above/(\$59,000	\$74,600	\$80,500		\$75,348	\$83,161	\$82,859	\$84,000
Soliference Above/Below -6.4% 0.7% -0.9% 1.5% -6.4% 0.7% -0.9% 1.5%		\$63,049	\$74,075	\$81,266	\$82,777	\$80,519	\$82,576	\$83,647	\$82,777
Assistant Professor Institution Average	, ,	(\$4,049)		, ,		(\$5,171)		, ,	\$1,223
Institution Average \$53,600 \$64,000 \$74,500 \$75,400 \$68,451 \$71,345 \$76,683 \$75,400 \$75,400 \$00 \$70,370 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,465 \$71,46	% Difference Above/Below	-6.4%	0.7%	-0.9%	1.5%	-6.4%	0.7%	-0.9%	1.5%
Comparison Group Average Difference Above(Below) Say 9.	Assistant Professor								
Difference Above/Below S208 \$869 \$4,723 \$3,935 \$265 \$969 \$4,862 \$3,935 \$158,821 \$15,900 \$111,500 \$110,000 \$111,500 \$113,3713 \$14,043 \$110,584 \$111,588 \$111,500 \$113,501 \$100,200 \$100,200 \$100,300 \$4,276 \$30,834 \$111,598 \$111,500 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000	Institution Average	\$53,600	\$64,000	\$74,500	\$75,400	\$68,451	\$71,345	\$76,683	\$75,400
% Difference Above/Below 0.4% 1.4% 6.8% 5.5% 0.4% 1.4% 6.8% 5.5% Institution Average \$39,100 \$63,800 n/a n/a \$49,934 \$71,122 n/a n/a Comparison Group Average \$36,832 \$42,541 \$46,300 \$47,207 \$47,037 \$47,423 \$47,657 \$47,207 Difference Above/Below \$2,268 \$21,259 n/a n/a \$2,897 \$23,699 n/a n/a All Ranks Combined Institution Average \$67,800 \$74,700 \$83,500 \$86,586 \$83,273 \$85,946 \$85,400 Comparison Group Average \$68,717 \$79,448 \$86,653 \$88,393 \$87,575 \$88,565 \$89,192 \$88,939 % Difference Above/Below -1.3% -6.0% -3.6% -3.4% -1.3% -6.0% -3.6% -3.4% Faculty Compensation Professor Institution Average \$110,488 \$133,713 \$149,643 \$153,279 \$14		\$53,392	\$63,131		\$71,465	\$68,186	\$70,376	\$71,821	\$71,465
Instructor Institution Average S39,100 \$63,800 n/a n/a \$49,934 \$71,122 n/a n/a \$49,000 \$47,207 \$47,037 \$47,423 \$47,657 \$47,207 \$47,007 \$47,037 \$47,423 \$47,657 \$47,207 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007 \$47,007			\$869			\$265			\$3,935
Institution Average	% Difference Above/Below	0.4%	1.4%	6.8%	5.5%	0.4%	1.4%	6.8%	5.5%
Comparison Group Average \$36,832 \$42,541 \$46,300 \$47,207 \$47,037 \$47,423 \$47,657 \$47,207 \$47,037 \$47,423 \$47,657 \$47,207 \$47,007 \$12,897 \$23,669 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707 \$10,707									
Difference Above/(Below) S2,268 \$21,259 n/a n/a n/a 52,897 \$23,699 n/a n/a n/a 6.2% 50.0% n/a n/a 6.2% 50.0% n/a n/a 6.2% 50.0% s.88.393 s.87.75 s.88.565 s.89.192 s.89.393 s.89.393 s.89.757 s.88.565 s.89.192 s.89.393 s.89.893 s.89.757 s.88.565 s.89.192 s.89.893 s.89.893 s.89.893 s.89.757 s.88.565 s.89.192 s.89.893 s.89.893 s.89.893 s.89.295 s.89.893 s.89.295 s.89.295 s.89.295 s.89.295 s.89.295 s.89.295 s.89.295 s.89.295 s.89.295	S S	\$39,100	\$63,800			\$49,934			n/a
## Difference Above/Below									
All Ranks Combined Institution Average \$67,800 \$74,700 \$83,500 \$85,400 \$86,586 \$83,273 \$85,946 \$85,400 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,0	` '	\$2,268		n/a	n/a			n/a	n/a
Institution Average	% Difference Above/Below	6.2%	50.0%	n/a	n/a	6.2%	50.0%	n/a	n/a
Comparison Group Average S68,717 \$79,448 \$86,653 \$88,393 \$87,757 \$88,565 \$89,192 \$88,393 \$80,000 \$80,000 \$142,000 \$142,294 \$112,255 \$110,361 \$112,255 \$110,361 \$112,255 \$110,361 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$113,987 \$11	All Ranks Combined								
Difference Above/Below	· ·								\$85,400
### Page 15									
Professor Institution Average S111,500 S134,500 S154,300 S156,900 S142,394 S149,935 S158,821 S156,900 S166,900		, ,		(, , ,	,		,		
Professor	% Difference Above/Below	-1.3%	-6.0%	-3.6%	-3.4%	-1.3%	-6.0%	-3.6%	-3.4%
Institution Average	Faculty Compensation								
Comparison Group Average Difference Above/(Below) S110,488 \$133,713 \$149,643 \$153,279 \$141,102 \$149,058 \$154,027 \$153,279 \$10fference Above/(Below) \$1,012 \$787 \$4,657 \$3,621 \$1,292 \$877 \$4,794 \$3,621 \$1,000 \$10,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,0	Professor								
Difference Above/Below \$1,012 \$787 \$4,657 \$3,621 \$1,292 \$877 \$4,794 \$3,621 \$0.9% Difference Above/Below 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 2.4% 0.9% 0.6% 3.1% 0.9% 0.6% 3.1% 0.9% 0.6% 3.1% 0.9% 0.6% 3.1% 0.9% 0.6% 3.1% 0.9% 0.6% 3.1% 0.9% 0.6% 3.1% 0.9% 0.6% 3.1% 0.0% 0.6% 3.1% 0.0% 0.6% 3.1% 0.0% 0.6% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Institution Average	\$111,500	\$134,500	\$154,300	\$156,900	\$142,394	\$149,935	\$158,821	\$156,900
## Spifference Above/Below			\$133,713	\$149,643			\$149,058		\$153,279
Associate Professor (2) Institution Average \$77,400 \$99,200 \$108,800 \$111,500 \$98,846 \$110,584 \$111,988 \$111,500 Comparison Group Average Difference Above/(Below) (\$1,557) \$4,024 \$3,133 \$3,874 (\$1,988) \$4,486 \$3,225 \$3,133 % Difference Above/Below -2.0% 4.2% 3.0% 3.6% -2.0% 4.2% 3.0% 3.6% -2.0% 4.2% 3.0% 2.9% Assistant Professor Institution Average \$69,500 \$85,900 \$100,200 \$100,300 \$88,757 \$95,758 \$103,136 \$100,300 Comparison Group Average \$67,183 \$81,494 \$91,063 \$93,211 \$85,798 \$90,846 \$93,731 \$93,211 Difference Above/(Below) \$2,317 \$4,406 \$9,137 \$7,089 \$2,959 \$4,912 \$9,405 \$7,089 % Difference Above/Below 3.4% 5.4% 10.0% 7.6% 3.4% 5.4% 10.0% 7.6% Institution Average \$51,400 \$56,300 \$66,000 n/a \$65,642 n/a \$67,934 n/a Comparison Group Average \$46,919 \$56,335 \$63,039 \$64,275 \$59,919 \$62,800 \$64,886 \$64,275 Difference Above/(Below) \$4,481 (\$35) \$2,961 n/a \$5,723 n/a \$3,048 n/a % Difference Above/Below 9.6% -0.1% 4.7% n/a 9.6% n/a 4.7% n/a All Ranks Combined Institution Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 \$115,010 \$113,987 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)	` ,								
Institution Average	% Difference Above/Below	0.9%	0.6%	3.1%	2.4%	0.9%	0.6%	3.1%	2.4%
Comparison Group Average Difference Above/(Below) William Structor Institution Average Comparison Group Average Difference Above/(Below) Structor Institution Average Structor Institution Average Comparison Group Average Difference Above/(Below) Structor Institution Average Structor Institution Average Comparison Group Average Difference Above/(Below) Structor Institution Average Comparison Group Average Difference Above/(Below) Structor Difference Above/(Below) Structor Institution Average Structor Difference Above/(Below) Structor Difference Ab	Associate Professor (2)								
Difference Above/(Below) (\$1,557) \$4,024 \$3,133 \$3,874 (\$1,988) \$4,486 \$3,225 \$3,133 \$0 Difference Above/Below -2.0% 4.2% 3.0% 3.6% -2.0% 4.2% 3.0% 2.9% Assistant Professor Institution Average \$69,500 \$85,900 \$100,200 \$100,300 \$88,757 \$95,758 \$103,136 \$100,300 Comparison Group Average \$67,183 \$81,494 \$91,063 \$93,211 \$85,798 \$90,846 \$93,731 \$93,211 Difference Above/(Below) \$2,317 \$4,406 \$9,137 \$7,089 \$2,959 \$4,912 \$9,405 \$7,089 \$0 Difference Above/Below 3.4% 5.4% 10.0% 7.6% 3.4% 5.4% 10.0% 7.6% Instructor Institution Average \$51,400 \$56,300 \$66,000 n/a \$65,642 n/a \$67,934 n/a \$67,934 p.6% Difference Above/(Below) \$44,811 (\$35) \$2,961 n/a \$5,723 n/a \$3,048 n/a \$0.00 Difference Above/(Below) \$9.6% -0.1% 4.7% n/a 9.6% n/a 4.7% n/a \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)	Institution Average	\$77,400	\$99,200	\$108,800	\$111,500	\$98,846	\$110,584	\$111,988	\$111,500
## Difference Above/Below		\$78,957	\$95,176	\$105,667	\$107,626	\$100,834	\$106,098	\$108,763	\$107,626
Assistant Professor Institution Average \$69,500 \$85,900 \$100,200 \$100,300 \$88,757 \$95,758 \$103,136 \$100,300 Comparison Group Average \$67,183 \$81,494 \$91,063 \$93,211 \$85,798 \$90,846 \$93,731 \$93,211 Difference Above/(Below) \$2,317 \$4,406 \$9,137 \$7,089 \$2,959 \$4,912 \$9,405 \$7,089 % Difference Above/Below 3.4% 5.4% 10.0% 7.6% 3.4% 5.4% 10.0% 7.6% Instructor Institution Average \$51,400 \$56,300 \$66,000 n/a \$65,642 n/a \$67,934 n/a Comparison Group Average \$46,919 \$56,335 \$63,039 \$64,275 \$59,919 \$62,800 \$64,886 \$64,275 Difference Above/(Below) \$4,481 (\$35) \$2,961 n/a \$5,723 n/a \$3,048 n/a % Difference Above/Below 9.6% -0.1% 4.7% n/a 9.6% n/a 4.7% n/a All Ranks Combined Institution Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 \$115,010 \$113,987 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)				\$3,133	\$3,874		\$4,486	\$3,225	\$3,133
Institution Average	% Difference Above/Below	-2.0%	4.2%	3.0%	3.6%	-2.0%	4.2%	3.0%	2.9%
Comparison Group Average \$67,183 \$81,494 \$91,063 \$93,211 \$85,798 \$90,846 \$93,731 \$93,211 Difference Above/(Below) \$2,317 \$4,406 \$9,137 \$7,089 \$2,959 \$4,912 \$9,405 \$7,089 % Difference Above/(Below) 3.4% 5.4% 10.0% 7.6% 3.4% 5.4% 10.0% 7.6% Instructor Institution Average \$51,400 \$56,300 \$66,000 n/a \$65,642 n/a \$67,934 n/a Comparison Group Average \$46,919 \$56,335 \$63,039 \$64,275 \$59,919 \$62,800 \$64,886 \$64,275 Difference Above/(Below) \$4,481 (\$35) \$2,961 n/a \$5,723 n/a \$3,048 n/a M Ranks Combined Institution Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 <td< td=""><td>Assistant Professor</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Assistant Professor								
Difference Above/(Below) \$2,317 \$4,406 \$9,137 \$7,089 \$2,959 \$4,912 \$9,405 \$7,089 \$0 Difference Above/Below 3.4% 5.4% 10.0% 7.6% 3.4% 5.4% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0% 7.6% 10.0%	Institution Average	\$69,500	\$85,900	\$100,200	\$100,300	\$88,757	\$95,758	\$103,136	\$100,300
% Difference Above/Below 3.4% 5.4% 10.0% 7.6% 3.4% 5.4% 10.0% 7.6% Instructor Institution Average \$51,400 \$56,300 \$66,000 n/a \$65,642 n/a \$67,934 n/a Comparison Group Average \$46,919 \$56,335 \$63,039 \$64,275 \$59,919 \$62,800 \$64,886 \$64,275 Difference Above/(Below) \$4,481 (\$35) \$2,961 n/a \$5,723 n/a \$3,048 n/a M Ranks Combined Institution Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 \$115,010 \$113,987 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 \$2,448) \$271 (\$587)									\$93,211
Instructor Institution Average \$51,400 \$56,300 \$66,000 n/a \$65,642 n/a \$67,934 n/a Comparison Group Average \$46,919 \$56,335 \$63,039 \$64,275 \$59,919 \$62,800 \$64,886 \$64,275 Difference Above/(Below) \$4,481 (\$35) \$2,961 n/a \$5,723 n/a \$3,048 n/a % Difference Above/Below 9.6% -0.1% 4.7% n/a 9.6% n/a 4.7% n/a All Ranks Combined Institution Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 \$115,010 \$113,987 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)	, ,								
Institution Average	% Difference Above/Below	3.4%	5.4%	10.0%	7.6%	3.4%	5.4%	10.0%	7.6%
Comparison Group Average \$46,919 \$56,335 \$63,039 \$64,275 \$59,919 \$62,800 \$64,886 \$64,275 Difference Above/(Below) \$4,481 (\$35) \$2,961 n/a \$5,723 n/a \$3,048 n/a % Difference Above/Below 9.6% -0.1% 4.7% n/a 9.6% n/a 4.7% n/a All Ranks Combined Institution Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 \$115,010 \$113,987 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 \$2,448) \$271 (\$587)	Instructor		*****	****				4:	
Difference Above/(Below) \$4,481 (\$35) \$2,961 n/a \$5,723 n/a \$3,048 n/a \$0.000 pifference Above/Below 9.6% -0.1% 4.7% n/a 9.6% n/a 4.7% n/a 9.6% n/a 4.7% n/a 9.6% n/a 4.7% n/a 9.6% n/a 4.7% n/a n/a \$1,000 pifference Above/Below 99,000 \$112,000 \$113,400 pifference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)									n/a
% Difference Above/Below 9.6% -0.1% 4.7% n/a 9.6% n/a 4.7% n/a All Ranks Combined Institution Average Comparison Group Average Difference Above/(Below) \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 \$2,497 \$2,496 \$2,496 \$264 \$87,900 \$3,061 \$2,448 \$271 \$587									
All Ranks Combined Institution Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 \$115,010 \$113,987 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)	, ,		, ,						
Institution Average \$87,900 \$99,000 \$112,000 \$113,400 \$112,255 \$110,361 \$115,281 \$113,400 Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 \$115,010 \$113,987 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)		7.0%	-0.1/0	4.1 /0	11/4	7.0 /0	11/4	4.770	II/d
Comparison Group Average \$85,503 \$101,196 \$111,736 \$113,987 \$109,194 \$112,809 \$115,010 \$113,987 Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)		¢07 000	¢00 000	¢112 000	¢112 400	¢112.2EE	¢110.241	¢11E 201	\$112.400
Difference Above/(Below) \$2,397 (\$2,196) \$264 (\$587) \$3,061 (\$2,448) \$271 (\$587)	ů.								
	1 0								
70 DINOCONDO 7 MONO DOLON 2.070 2.270 0.270 -0.370 2.070 -2.270 0.270 -0.370									
	, a Billiototico / Ibovo/Bolow	2.070	2.2/0	0.270	0.570	2.070	2.270	0.270	0.570

⁽¹⁾ Sources: "Academe", March/April 2002; March/April 2007; March/April 2011; and March/April 2012

⁽²⁾ The public doctoral level institution peer group established by ACADEME does not reflect the Regent approved peer group for the UofU, and the information presented in this table should not be used to identify salary equity issues for University faculty members

Current & Constant Dollars

Ten, Five and One-year Comparisons (1)

Institution: Utah State University

Comparison Group: Doctoral Institutions

	Current Dollars			Constant Dollars (2011-12)				
	2001-02	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
Faculty Salaries								
Professor								
Institution Average	\$71,800	\$81,800	\$90,700	\$93,500	\$91,694	\$91,187	\$93,357	\$93,500
Comparison Group Average	\$89,631	\$106,495	\$118,054	\$120,955	\$114,466	\$118,716	\$121,513	\$120,955
Difference Above/(Below)	(\$17,831)	(\$24,695)	(\$27,354)	(\$27,455)	(\$22,772)	(\$27,529)	(\$28,156)	(\$27,455)
% Difference Above/Below	-19.9%	-23.2%	-23.2%	-22.7%	-19.9%	-23.2%	-23.2%	-22.7%
Associate Professor	171770	20.270	201270	221770	.,,,,,		20.270	
Institution Average	\$55,200	\$62,700	\$70,000	\$71,300	\$70,495	\$69,895	\$72,051	\$71,300
Comparison Group Average	\$63,049	\$74,075	\$81,266	\$82,777	\$80,519	\$82,576	\$83,647	\$82,777
Difference Above/(Below)	(\$7,849)	(\$11,375)	(\$11,266)	(\$11,477)	(\$10,024)	(\$12,681)	(\$11,596)	(\$11,477)
% Difference Above/Below	-12.4%	-15.4%	-13.9%	-13.9%	-12.4%	-15.4%	-13.9%	-13.9%
	12.470	13.470	13.770	13.770	12.470	10.470	13.770	13.770
Assistant Professor	¢44.000	¢E7 400	¢/1.000	¢42 E00	¢E0 744	¢/2.007	¢/2 71/	¢/2 E00
Institution Average	\$46,000	\$57,400	\$61,900	\$62,500	\$58,746	\$63,987	\$63,714	\$62,500
Comparison Group Average	\$53,392	\$63,131	\$69,777	\$71,465	\$68,186	\$70,376 (\$6,389)	\$71,821	\$71,465
Difference Above/(Below) % Difference Above/Below	(\$7,392) -13.8%	(\$5,731) -9.1%	(\$7,877) -11.3%	(\$8,965) -12.5%	(\$9,440) -13.8%	-9.1%	(\$8,107) -11.3%	(\$8,965) -12.5%
	-13.070	-7.1/0	-11.370	-12.570	-13.070	-7.1/0	-11.370	-12.570
Instructor	# 00.000	A 45 500	A 40 000	A 40 = 22	# F0.000	#F0 700	#50.00	440 700
Institution Average	\$39,800	\$45,500	\$48,800	\$48,700	\$50,828	\$50,722	\$50,230	\$48,700
Comparison Group Average	\$36,832	\$42,541	\$46,300	\$47,207	\$47,037	\$47,423	\$47,657	\$47,207
Difference Above/(Below)	\$2,968	\$2,959	\$2,500	\$1,493	\$3,791	\$3,299	\$2,573	\$1,493
% Difference Above/Below	8.1%	7.0%	5.4%	3.2%	8.1%	7.0%	5.4%	3.2%
All Ranks Combined								
Institution Average	\$55,600	\$64,700	\$71,100	\$72,200	\$71,006	\$72,125	\$73,183	\$72,200
Comparison Group Average	\$68,717	\$79,448	\$86,653	\$88,393	\$87,757	\$88,565	\$89,192	\$88,393
Difference Above/(Below)	(\$13,117)	(\$14,748)	(\$15,553)	(\$16,193)	(\$16,751)	(\$16,440)	(\$16,009)	(\$16,193)
% Difference Above/Below	-19.1%	-18.6%	-17.9%	-18.3%	-19.1%	-18.6%	-17.9%	-18.3%
Faculty Compensation								
Professor								
Institution Average	\$94,700	\$109,500	\$122,600	\$126,000	\$120,939	\$122,066	\$126,192	\$126,000
Comparison Group Average	\$110,488	\$133,713	\$149,643	\$153,279	\$141,102	\$149,058	\$154,027	\$153,279
Difference Above/(Below)	(\$15,788)	(\$24,213)	(\$27,043)	(\$27,279)	(\$20,163)	(\$26,992)	(\$27,835)	(\$27,279)
% Difference Above/Below	-14.3%	-18.1%	-18.1%	-17.8%	-14.3%	-18.1%	-18.1%	-17.8%
Associate Professor								
Institution Average	\$74,500	\$86,500	\$97,200	\$99,100	\$95,142	\$96,427	\$100,048	\$99,100
Comparison Group Average	\$78,957	\$95,176	\$105,667	\$107,626	\$100,834	\$106,098	\$108,763	\$107,626
Difference Above/(Below)	(\$4,457)	(\$8,676)	(\$8,467)	(\$8,526)	(\$5,692)	(\$9,672)	(\$8,715)	(\$8,467)
% Difference Above/Below	-5.6%	-9.1%	-8.0%	-7.9%	-5.6%	-9.1%	-8.0%	-7.9%
Assistant Professor								
Institution Average	\$63,200	\$79,800	\$87,100	\$88,100	\$80,711	\$88,958	\$89,652	\$88,100
Comparison Group Average	\$67,183	\$81,494	\$91,063	\$93,211	\$85,798	\$90,846	\$93,731	\$93,211
Difference Above/(Below)	(\$3,983)	(\$1,694)	(\$3,963)	(\$5,111)	(\$5,087)	(\$1,888)	(\$4,079)	(\$5,111)
% Difference Above/Below	-5.9%	-2.1%	-4.4%	-5.5%	-5.9%	-2.1%	-4.4%	-5.5%
Instructor								
Institution Average	\$55,600	\$65,700	\$71,000	\$71,100	\$71,006	\$73,240	\$73,080	\$71,100
Comparison Group Average	\$46,919	\$56,335	\$63,039	\$64,275	\$59,919	\$62,800	\$64,886	\$64,275
Difference Above/(Below)	\$8,681	\$9,365	\$7,961	\$6,825	\$11,087	\$10,440	\$8,194	\$6,825
% Difference Above/Below	18.5%	16.6%	12.6%	10.6%	18.5%	16.6%	12.6%	10.6%
All Ranks Combined								
Institution Average	\$75,000	\$80,400	\$98,500	\$100,000	\$95,781	\$89,627	\$101,386	\$100,000
Comparison Group Average	\$85,503	\$101,196	\$111,736	\$113,987	\$109,194	\$112,809	\$101,300	\$100,000
Difference Above/(Below)	(\$10,503)	(\$20,796)	(\$13,236)	(\$13,987)	(\$13,413)	(\$23,182)	(\$13,624)	(\$13,987)
% Difference Above/Below	-12.3%	-20.6%	-11.8%	-12.3%	-12.3%	-20.5%	-11.8%	-12.3%

⁽¹⁾ Sources: "Academe", March/April 2002; March/April 2007; March/April 2011; and March/April 2012

Current & Constant Dollars

Ten, Five and One-year Comparisons (1)

Institution: Weber State University

Comparison Group: Public Masters Institutions

	Current Dollars			Constant Dollars (2011-12)				
	2001-02	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
Faculty Salaries								
Professor								
Institution Average	\$62,300	\$68,100	\$69,800	\$72,200	\$79,562	\$75,915	\$71,845	\$72,200
Comparison Group Average	\$72,770	\$81,855	\$89,800	\$88,940	\$92,933	\$91,249	\$92,431	\$88,940
Difference Above/(Below)	(\$10,470)	(\$13,755)	(\$20,000)	(\$16,740)	(\$13,371)	(\$15,334)	(\$20,586)	(\$16,740)
% Difference Above/Below	-14.4%	-16.8%	-22.3%	-18.8%	-14.4%	-16.8%	-22.3%	-18.8%
Associate Professor								
Institution Average	\$50,400	\$55,100	\$60,200	\$61,500	\$64,365	\$61,423	\$61,964	\$61,500
Comparison Group Average	\$57,780	\$65,059	\$71,516	\$71,025	\$73,790	\$72,525	\$73,611	\$71,025
Difference Above/(Below)	(\$7,380)	(\$9,959)	(\$11,316)	(\$9,525)	(\$9,425)	(\$11,102)	(\$11,647)	(\$9,525)
% Difference Above/Below	-12.8%	-15.3%	-15.8%	-13.4%	-12.8%	-15.3%	-15.8%	-13.4%
	12.070		10.070	101170	12.070		10.070	
Assistant Professor	¢ 40, 400	¢4E 200	¢E2 200	¢E1 000	¢E 4 1 4 0	¢E0 207	¢E2 720	¢E1 000
Institution Average	\$42,400	\$45,200	\$52,200	\$51,900	\$54,148	\$50,387	\$53,729	\$51,900
Comparison Group Average Difference Above/(Below)	\$47,476	\$55,085	\$60,612	\$60,656	\$60,631	\$61,407	\$62,388	\$60,656
% Difference Above/Below	(\$5,076) -10.7%	(\$9,885) -17.9%	(\$8,412) -13.9%	(\$8,756)	(\$6,483) -10.7%	(\$11,020) -17.9%	(\$8,659)	(\$8,756) -14.4%
	-10.7%	-17.9%	-13.9%	-14.4%	-10.776	-17.9%	-13.9%	-14.470
Instructor								
Institution Average	\$37,900	\$40,800	\$40,800	\$41,600	\$48,401	\$45,482	\$41,995	\$41,600
Comparison Group Average	\$36,275	\$41,073	\$43,772	\$44,631	\$46,326	\$45,787	\$45,054	\$44,631
Difference Above/(Below)	\$1,625	(\$273)	(\$2,972)	(\$3,031)	\$2,075	(\$305)	(\$3,059)	(\$3,031)
% Difference Above/Below	4.5%	-0.7%	-6.8%	-6.8%	4.5%	-0.7%	-6.8%	-6.8%
All Ranks Combined								
Institution Average	\$50,800	\$55,300	\$59,600	\$60,300	\$64,876	\$61,646	\$61,346	\$60,300
Comparison Group Average	\$57,104	\$63,499	\$69,620	\$69,081	\$72,926	\$70,786	\$71,660	\$69,081
Difference Above/(Below)	(\$6,304)	(\$8,199)	(\$10,020)	(\$8,781)	(\$8,050)	(\$9,140)	(\$10,314)	(\$8,781)
% Difference Above/Below	-11.0%	-12.9%	-14.4%	-12.7%	-11.0%	-12.9%	-14.4%	-12.7%
Faculty Compensation								
Professor								
Institution Average	\$81,400	\$98,700	\$96,800	\$99,100	\$103,954	\$110,027	\$99,636	\$99,100
Comparison Group Average	\$89,457	\$104,099	\$115,294	\$114,276	\$114,244	\$116,045	\$118,672	\$114,276
Difference Above/(Below)	(\$8,057)	(\$5,399)	(\$18,494)	(\$15,176)	(\$10,290)	(\$6,018)	(\$19,036)	(\$15,176)
% Difference Above/Below	-9.0%	-5.2%	-16.0%	-13.3%	-9.0%	-5.2%	-16.0%	-13.3%
Associate Professor								
Institution Average	\$67,500	\$79,200	\$84,300	\$86,500	\$86,203	\$88,289	\$86,770	\$86,500
Comparison Group Average	\$72,093	\$84,114	\$93,514	\$93,017	\$92,068	\$93,767	\$96,254	\$93,017
Difference Above/(Below)	(\$4,593)	(\$4,914)	(\$9,214)	(\$6,517)	(\$5,866)	(\$5,478)	(\$9,484)	(\$6,517)
% Difference Above/Below	-6.4%	-5.8%	-9.9%	-7.0%	-6.4%	-5.8%	-9.9%	-7.0%
Assistant Professor								
Assistant Professor Institution Average	\$57,600	\$66,500	\$73,600	\$74,000	\$73,560	\$74,132	\$75,756	\$74,000
Comparison Group Average	\$57,600	\$71,708	\$80,086	\$74,000	\$75,500	\$74,132	\$82,432	\$74,000
Difference Above/(Below)	(\$2,019)	(\$5,208)	(\$6,486)	(\$5,731)	(\$2,578)	(\$5,805)	(\$6,676)	(\$5,731)
% Difference Above/Below	-3.4%	-7.3%	-8.1%	-7.2%	-3.4%	-7.3%	-8.1%	-7.2%
	0.170	71070	0.1.70	7.12.70		7.070		
Instructor	¢E2 E00	¢60 100	¢E0 E00	\$40,400	\$67.047	\$66,997	\$41.242	\$40,400
Institution Average Comparison Group Average	\$52,500 \$46,217	\$60,100 \$52,000	\$59,500	\$60,600	\$67,047		\$61,243	\$60,600
Difference Above/(Below)	\$46,217 \$6,283	\$53,889 \$6,211	\$58,340 \$1,160	\$59,716 \$884	\$59,023 \$8,024	\$60,073 \$6,924	\$60,049 \$1,194	\$59,716 \$884
% Difference Above/Below	13.6%	11.5%	2.0%	1.5%	13.6%	11.5%	2.0%	1.5%
	13.070	11.370	2.070	1.370	13.070	11.370	2.070	1.570
All Ranks Combined	6/7.000	¢00.400	¢00 400	¢0.4.000	¢0/ 50/	¢00.707	¢0E 044	¢04.200
Institution Average	\$67,800	\$80,400	\$83,400	\$84,300	\$86,586	\$89,627	\$85,844	\$84,300
Comparison Group Average	\$70,975 (\$2,175)	\$81,867 (\$1,447)	\$90,970	\$90,111 (\$E 011)	\$90,641	\$91,262	\$93,635	\$90,111
Difference Above/(Below) % Difference Above/Below	(\$3,175) -4.5%	(\$1,467) -1.8%	(\$7,570) -8.3%	(\$5,811)	(\$4,055) -4.5%	(\$1,635)	(\$7,791)	(\$5,811)
/o Dilletetice Above/Below	-4.5%	-1.8%	-8.3%	-6.4%	-4.5%	-1.8%	-8.3%	-6.4%

⁽¹⁾ Sources: "Academe", March/April 2002; March/April 2007; March/April 2011; and March/April 2012

Current & Constant Dollars

Ten, Five and One-year Comparisons (1)

Institution: Southern Utah University

Comparison Group: Public Masters Institutions

					Constant Dollars (2011-12)			
	2001-02	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
Faculty Salaries								
Professor								
Institution Average	\$62,100	\$65,100	\$76,900	\$79,400	\$79,307	\$72,571	\$79,153	\$79,400
Comparison Group Average	\$72,770	\$81,855	\$89,808	\$88,940	\$92,933	\$91,249	\$92,439	\$88,940
Difference Above/(Below)	(\$10,670)	(\$16,755)	(\$12,908)	(\$9,540)	(\$13,626)	(\$18,678)	(\$13,286)	(\$9,540)
% Difference Above/Below	-14.7%	-20.5%	-14.4%	-10.7%	-14.7%	-20.5%	-14.4%	-10.7%
Associate Professor	¢E0 400	¢E2 400	¢/1 000	¢/2 F00	¢/42/F	¢E0 E20	¢/2.707	¢/2.500
Institution Average Comparison Group Average	\$50,400 \$57,780	\$53,400 \$65,059	\$61,000 \$71,516	\$62,500 \$71,025	\$64,365 \$73,790	\$59,528 \$72,525	\$62,787 \$73,611	\$62,500 \$71,025
Difference Above/(Below)	(\$7,380)	(\$11,659)	(\$10,516)	(\$8,525)	(\$9,425)	(\$12,997)	(\$10,824)	(\$8,525)
% Difference Above/Below	-12.8%	-17.9%	-14.7%	-12.0%	-12.8%	-17.9%	-14.7%	-12.0%
Assistant Professor								
Institution Average	\$40,700	\$45,700	\$51,100	\$51,900	\$51,977	\$50,945	\$52,597	\$51,900
Comparison Group Average	\$47,476	\$55,085	\$60,612	\$60,656	\$60,631	\$61,407	\$62,388	\$60,656
Difference Above/(Below)	(\$6,776)	(\$9,385)	(\$9,512)	(\$8,756)	(\$8,654)	(\$10,462)	(\$9,791)	(\$8,756)
% Difference Above/Below	-14.3%	-17.0%	-15.7%	-14.4%	-14.3%	-17.0%	-15.7%	-14.4%
Instructor								
Institution Average	\$37,400	\$44,600	n/a	n/a	\$47,763	n/a	n/a	n/a
Comparison Group Average	\$36,275	\$41,073	\$43,772	\$44,631	\$46,326	\$45,787	\$45,054	\$0
Difference Above/(Below)	\$1,125	\$3,527	n/a	n/a	\$1,437	n/a	n/a	n/a
% Difference Above/Below	3.1%	8.6%	n/a	n/a	3.1%	n/a	n/a	n/a
All Ranks Combined	¢4F 000	¢F1 100	¢F7 F00	¢E0 /00	¢E0 400	¢E/ 0/4	¢E0 10E	¢E0.700
Institution Average Comparison Group Average	\$45,800 \$57,104	\$51,100 \$63,499	\$57,500 \$69,620	\$58,600 \$69,081	\$58,490 \$72,926	\$56,964 \$70,786	\$59,185 \$71,660	\$58,600 \$69,081
Difference Above/(Below)	(\$11,304)	(\$12,399)	(\$12,120)	(\$10,481)	(\$14,436)	(\$13,822)	(\$12,475)	(\$10,481)
% Difference Above/Below	-19.8%	-19.5%	-17.4%	-15.2%	-19.8%	-19.5%	-17.4%	-15.2%
Faculty Compensation								
Professor								
Institution Average	\$83,500	\$85,800	\$106,600	\$109,400	\$106,636	\$95,646	\$109,723	\$109,400
Comparison Group Average	\$89,457	\$104,099	\$115,294	\$114,276	\$114,244	\$116,045	\$118,672	\$114,276
Difference Above/(Below)	(\$5,957)	(\$18,299)	(\$8,694)	(\$4,876)	(\$7,608)	(\$20,399)	(\$8,949)	(\$4,876)
% Difference Above/Below	-6.7%	-17.6%	-7.5%	-4.3%	-6.7%	-17.6%	-7.5%	-4.3%
Associate Professor	* 4 0 000	470.000	405 (00	****	****	404 740	400 100	400 400
Institution Average	\$69,200	\$73,300	\$85,600	\$88,100	\$88,374	\$81,712 \$93,767	\$88,108	\$88,100
Comparison Group Average Difference Above/(Below)	\$72,093 (\$2,893)	\$84,114 (\$10,814)	\$93,514 (\$7,914)	\$93,017 (\$4,917)	\$92,068 (\$3,695)	(\$12,055)	\$96,254 (\$8,146)	\$93,017 (\$4,917)
% Difference Above/Below	-4.0%	-12.9%	-8.5%	-5.3%	-4.0%	-12.9%	-8.5%	-5.3%
Assistant Professor								
Institution Average	\$57,200	\$64,900	\$72,700	\$73,600	\$73,049	\$72,348	\$74,830	\$73,600
Comparison Group Average	\$59,619	\$71,708	\$80,086	\$79,731	\$76,138	\$79,937	\$82,432	\$79,731
Difference Above/(Below)	(\$2,419)	(\$6,808)	(\$7,386)	(\$6,131)	(\$3,089)	(\$7,589)	(\$7,602)	(\$6,131)
% Difference Above/Below	-4.1%	-9.5%	-9.2%	-7.7%	-4.1%	-9.5%	-9.2%	-7.7%
Instructor	AFO 00	A/2 725			4/3.04			
Institution Average	\$53,200	\$63,700	n/a	n/a	\$67,941	n/a	n/a	n/a
Comparison Group Average Difference Above/(Below)	\$46,217 \$6,983	\$53,889 \$9,811	\$58,340 n/a	\$59,716	\$59,023 \$8,918	\$60,073 n/a	\$60,049 n/a	\$59,716
% Difference Above/Below	\$6,983 15.1%	18.2%	n/a	n/a n/a	15.1%	n/a	n/a	n/a n/a
All Ranks Combined				-				
Institution Average	\$63,500	\$70,800	\$81,200	\$82,700	\$81,094	\$78,925	\$83,579	\$82,700
Comparison Group Average	\$70,975	\$81,867	\$90,970	\$90,111	\$90,641	\$91,262	\$93,635	\$90,111
Difference Above/(Below)	(\$7,475)	(\$11,067)	(\$9,770)	(\$7,411)	(\$9,547)	(\$12,337)	(\$10,056)	(\$7,411)
% Difference Above/Below	-10.5%	-13.5%	-10.7%	-8.2%	-10.5%	-13.5%	-10.7%	-8.2%

⁽¹⁾ Sources: "Academe", March/April 2002; March/April 2007; March/April 2011; and March/April 2012

Current & Constant Dollars

Ten, Five and One-year Comparisons (1)

Institution: Snow College

		Currer	nt Dollars		(Constant Do	ollars (2011-12	2)
	2001-02	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
Faculty Salaries				•				
Professor								
Institution Average	\$51,700	\$55,700	\$62,500	\$62,700	\$66,025	\$62,092	\$64,331	\$62,700
Comparison Group Average	\$60,997	\$68,424	\$74,092	\$73,534	\$77,898	\$76,276	\$76,263	\$73,534
Difference Above/(Below)	(\$9,297)	(\$12,724)	(\$11,592)	(\$10,834)	(\$11,873)	(\$14,184)	(\$11,932)	(\$10,834)
% Difference Above/Below	-15.2%	-18.6%	-15.6%	-14.7%	-15.2%	-18.6%	-15.6%	-14.7%
Associate Professor								
Institution Average	\$42,600	\$47,800	\$54,200	\$54,400	\$54,404	\$53,286	\$55,788	\$54,400
Comparison Group Average	\$48,046	\$55,429	\$61,469	\$61,141	\$61,359	\$61,790	\$63,270	\$61,141
Difference Above/(Below)	(\$5,446)	(\$7,629)	(\$7,269)	(\$6,741)	(\$6,955)	(\$8,504)	(\$7,482)	(\$6,741)
% Difference Above/Below	-11.3%	-13.8%	-11.8%	-11.0%	-11.3%	-13.8%	-11.8%	-11.0%
Assistant Professor	407.000	* 40.000	440.700	444.700	* 10 101	* 44.040	\$40.0E4	444 700
Institution Average	\$37,900	\$40,200	\$42,700	\$44,700	\$48,401	\$44,813	\$43,951	\$44,700
Comparison Group Average Difference Above/(Below)	\$42,755	\$48,923	\$54,307	\$53,534	\$54,601	\$54,537	\$55,898 (\$11,047)	\$53,534
% Difference Above/(Below)	(\$4,855) -11.4%	(\$8,723) -17.8%	(\$11,607) -21.4%	(\$8,834) -16.5%	(\$6,200) -11.4%	(\$9,724) -17.8%	(\$11,947) -21.4%	(\$8,834) -16.5%
	-11.470	-17.070	-21.470	-10.3%	-11.470	-17.0%	-21.470	-10.3%
Instructor	¢22.000	¢27 000	¢44 E00	¢4/ 200	\$40.047	¢42.120	¢45.004	¢44 200
Institution Average Comparison Group Average	\$32,000 \$35,445	\$37,800 \$41,915	\$44,500 \$47,072	\$46,200 \$46,786	\$40,867 \$45,266	\$42,138 \$46,725	\$45,804 \$48,451	\$46,200 \$46,786
Difference Above/(Below)	(\$3,445)	(\$4,115)	(\$2,572)	(\$586)	(\$4,399)	(\$4,587)	(\$2,647)	(\$586)
% Difference Above/Below	-9.7%	-9.8%	-5.5%	-1.3%	-9.7%	-9.8%	-5.5%	-1.3%
	-7.770	-7.070	-5.570	-1.570	-7.770	-7.070	-5.570	-1.570
All Ranks Combined Institution Average	\$42,000	\$44,300	\$50,100	\$49,900	\$53,637	\$49,384	\$51,568	\$49,900
Comparison Group Average	\$47,934	\$54,895	\$60,532	\$59,676	\$61,215	\$61,195	\$62,306	\$59,676
Difference Above/(Below)	(\$5,934)	(\$10,595)	(\$10,432)	(\$9,776)	(\$7,578)	(\$11,811)	(\$10,738)	(\$9,776)
% Difference Above/Below	-12.4%	-19.3%	-17.2%	-16.4%	-12.4%	-19.3%	-17.2%	-16.4%
Faculty Compensation	T							
Professor Institution Average	\$73,900	\$75,100	\$86,200	\$84,100	\$94,376	\$83,718	\$88,726	\$84,100
Comparison Group Average	\$73,900	\$89,198	\$98,405	\$98,104	\$98,490	\$99,434	\$101,288	\$98,104
Difference Above/(Below)	(\$3,221)	(\$14,098)	(\$12,205)	(\$14,004)	(\$4,114)	(\$15,716)	(\$12,562)	(\$14,004)
% Difference Above/Below	-4.2%	-15.8%	-12.4%	-14.3%	-4.2%	-15.8%	-12.4%	-14.3%
Associate Professor								
Institution Average	\$61,900	\$67,500	\$77,900	\$77,000	\$79,051	\$75,246	\$80,182	\$77,000
Comparison Group Average	\$61,874	\$73,892	\$82,733	\$82,485	\$79,018	\$82,372	\$85,157	\$82,485
Difference Above/(Below)	\$26	(\$6,392)	(\$4,833)	(\$5,485)	\$33	(\$7,126)	(\$4,975)	(\$5,485)
% Difference Above/Below	0.0%	-8.7%	-5.8%	-6.6%	0.0%	-8.7%	-5.8%	-6.6%
Assistant Professor								
Institution Average	\$57,600	\$57,500	\$63,700	\$64,000	\$73,560	\$64,099	\$65,566	\$64,000
Comparison Group Average	\$54,985	\$66,240	\$74,051	\$72,671	\$70,220	\$73,842	\$76,221	\$72,671
Difference Above/(Below)	\$2,615	(\$8,740)	(\$10,351)	(\$8,671)	\$3,340	(\$9,743)	(\$10,655)	(\$8,671)
% Difference Above/Below	4.8%	-13.2%	-14.0%	-11.9%	4.8%	-13.2%	-14.0%	-11.9%
Instructor								
Institution Average	\$47,700	\$55,900	\$66,000	\$66,400	\$60,917	\$62,315	\$67,934	\$66,400
Comparison Group Average	\$46,265	\$56,504	\$64,055	\$63,538	\$59,084	\$62,988	\$65,932	\$63,538
Difference Above/(Below)	\$1,435	(\$604)	\$1,945	\$2,862	\$1,833	(\$673)	\$2,002	\$2,862
% Difference Above/Below	3.1%	-1.1%	3.0%	4.5%	3.1%	-1.1%	3.0%	4.5%
All Ranks Combined	1							
Institution Average	\$61,600	\$62,700	\$72,600	\$70,700	\$78,668	\$69,895	\$74,727	\$70,700
Comparison Group Average	\$61,377	\$73,059	\$81,122	\$79,548	\$78,383	\$81,443	\$83,499	\$79,548
Difference Above/(Below)	\$223	(\$10,359)	(\$8,522)	(\$8,848)	\$285	(\$11,548)	(\$8,772)	(\$8,848)
% Difference Above/Below	0.4%	-14.2%	-10.5%	-11.1%	0.4%	-14.2%	-10.5%	-11.1%

Notes: (1) Sources: "Academe", March/April 2002; March/April 2007; March/April 2011; and March/April 2012

Current & Constant Dollars

Ten, Five and One-year Comparisons $^{(1)}$

Institution: Dixie State College

Comparison Group: Public General Baccalaureate (2)

	Current Dollars				Constant Dollars (2011-12)			
	2001-02 (3)	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
Faculty Salaries								
Professor								
Institution Average	n/a	\$66,000	\$77,400	\$77,100	n/a	\$73,574	\$79,668	\$77,100
Comparison Group Average	\$60,997	\$68,424	\$84,398	\$84,524	\$77,898	\$76,276	\$86,871	\$84,524
Difference Above/(Below)	n/a	(\$2,424)	(\$6,998)	(\$7,424)	n/a	(\$2,702)	(\$7,203)	(\$7,424)
% Difference Above/Below	n/a	-3.5%	-8.3%	-8.8%	n/a	-3.5%	-8.3%	-8.8%
Associate Professor								
Institution Average	n/a	\$54,800	\$60,100	\$59,200	n/a	\$61,089	\$61,861	\$59,200
Comparison Group Average	\$48,046	\$55,429	\$68,996	\$69,021	\$61,359	\$61,790	\$71,017	\$69,021
Difference Above/(Below)	n/a	(\$629)	(\$8,896)	(\$9,821)	n/a	(\$701)	(\$9,156)	(\$9,821)
% Difference Above/Below	n/a	-1.1%	-12.9%	-14.2%	n/a	-1.1%	-12.9%	-14.2%
Assistant Professor								
Institution Average	n/a	\$46,800	\$51,600	\$52,000	n/a	\$52,171	\$53,112	\$52,000
Comparison Group Average	\$42,755	\$48,923	\$57,544	\$57,348	\$54,601	\$54,537	\$59,230	\$57,348
Difference Above/(Below)	n/a	(\$2,123)	(\$5,944)	(\$5,348)	n/a	(\$2,366)	(\$6,118)	(\$5,348)
% Difference Above/Below	n/a	-4.3%	-10.3%	-9.3%	n/a	-4.3%	-10.3%	-9.3%
Instructor	,	***	***	****	,	440.040	A 15 105	****
Institution Average	n/a	\$39,300	\$44,200	\$44,900	n/a	\$43,810	\$45,495	\$44,900
Comparison Group Average Difference Above/(Below)	\$35,445 n/a	\$41,915 (\$2,615)	\$47,282 (\$3,082)	\$46,682 (\$1,782)	\$45,266 n/a	\$46,725 (\$2,915)	\$48,667 (\$3,172)	\$46,682 (\$1,782)
% Difference Above/Below	n/a	-6.2%	-6.5%	-3.8%	n/a	-6.2%	-6.5%	-3.8%
	TI/a	-0.270	-0.570	-3.070	11/4	-0.270	-0.570	-3.070
All Ranks Combined	\$43,300	\$52,300	¢E0 100	¢E7 700	\$55,297	¢E0 202	¢E0 000	¢E7 700
Institution Average Comparison Group Average	\$43,300	\$52,300 \$54,895	\$58,100 \$65,199	\$57,700 \$65,240	\$61,215	\$58,302 \$61,195	\$59,802 \$67,109	\$57,700 \$65,240
Difference Above/(Below)	(\$4,634)	(\$2,595)	(\$7,099)	(\$7,540)	(\$5,918)	(\$2,893)	(\$7,307)	(\$7,540)
% Difference Above/Below	-9.7%	-4.7%	-10.9%	-11.6%	-9.7%	-4.7%	-10.9%	-11.6%
Faculty Componentian								
Faculty Compensation Professor								
Institution Average	n/a	\$92,400	\$107,100	\$106,000	n/a	\$103,004	\$110,238	\$106,000
Comparison Group Average	\$77,121	\$89,198	\$108,072	\$110,789	\$98,490	\$99,434	\$111,238	\$110,789
Difference Above/(Below)	n/a	\$3,202	(\$972)	(\$4,789)	n/a	\$3,570	(\$1,000)	(\$4,789)
% Difference Above/Below	n/a	3.6%	-0.9%	-4.3%	n/a	3.6%	-0.9%	-4.3%
Associate Professor								
Institution Average	n/a	\$78,100	\$86,700	\$84,000	n/a	\$87,063	\$89,240	\$84,000
Comparison Group Average	\$61,874	\$73,892	\$89,658	\$91,576	\$79,018	\$82,372	\$92,285	\$91,576
Difference Above/(Below)	n/a	\$4,208	(\$2,958)	(\$7,576)	n/a	\$4,691	(\$3,045)	(\$7,576)
% Difference Above/Below	n/a	5.7%	-3.3%	-8.3%	n/a	5.7%	-3.3%	-8.3%
Assistant Professor								
Institution Average	n/a	\$67,300	\$73,900	\$73,700	n/a	\$75,023	\$76,065	\$73,700
Comparison Group Average	\$54,985	\$66,240	\$75,795	\$76,408	\$70,220	\$73,842	\$78,016	\$76,408
Difference Above/(Below)	n/a	\$1,060	(\$1,895)	(\$2,708)	n/a	\$1,181	(\$1,951)	(\$2,708)
% Difference Above/Below	n/a	1.6%	-2.5%	-3.5%	n/a	1.6%	-2.5%	-3.5%
Instructor								
Institution Average	n/a	\$57,800	\$67,400	\$66,500	n/a	\$64,433	\$69,375	\$66,500
Comparison Group Average	\$46,265	\$56,504 \$1,206	\$63,264	\$63,074	\$59,084	\$62,988 \$1.44E	\$65,118	\$63,074
Difference Above/(Below) % Difference Above/Below	n/a n/a	\$1,296 2.3%	\$4,136 6.5%	\$3,426 5.4%	n/a n/a	\$1,445 2.3%	\$4,257 6.5%	\$3,426 5.4%
	11/4	2.370	0.570	5.470	11/4	2.370	0.570	5.470
All Ranks Combined Institution Average	\$60,300	\$74,600	\$83,100	\$81,800	\$77,008	\$83,161	\$85,535	\$81,800
Comparison Group Average	\$61,377	\$74,000	\$65,100 \$85,092	\$86,274	\$77,006	\$81,443	\$87,585	\$86,274
Difference Above/(Below)	(\$1,077)	\$1,541	(\$1,992)	(\$4,474)	(\$1,375)	\$1,718	(\$2,050)	(\$4,474)
% Difference Above/Below	-1.8%	2.1%	-2.3%	-5.2%	-1.8%	2.1%	-2.3%	-5.2%
Notos	<u> </u>							

⁽¹⁾ Sources: "Academe", March/April 2002; March/April 2007; March/April 2011; and March/April 2012

⁽²⁾ Comparisons 2001-02 are with Public Two-year Colleges with Rank, for 2006-07 thru 2011-2012 General Public Baccalaureate Institutions.

⁽³⁾ Dixie State College did not report rank data to Academe survey 2001-02.

Current & Constant Dollars

Ten, Five and One-year Comparisons $^{(1)}$

Institution: Utah Valley University

Comparison Group: Public Masters Institutions (2)

	Current Dollars				Constant Dollars (2011-12)			
	2001-02	2006-07	2010-2011	2011-2012 ⁽³⁾	2001-02	2006-07	2010-2011	2011-2012 ⁽³⁾
Faculty Salaries								
Professor								
Institution Average	\$51,200	\$63,400	\$73,400	\$75,402	\$65,386	\$70,676	\$75,551	\$75,402
Comparison Group Average	\$60,997	\$76,745	\$89,808	\$88,940	\$77,898	\$85,552	\$92,439	\$88,940
Difference Above/(Below)	(\$9,797)	(\$13,345)	(\$16,408)	(\$13,538)	(\$12,512)	(\$14,876)	(\$16,888)	(\$13,538)
% Difference Above/Below	-16.1%	-17.4%	-18.3%	-15.2%	-16.1%	-17.4%	-18.3%	-15.2%
Associate Professor								
Institution Average	\$48,900	\$56,600	\$61,300	\$63,035	\$62,449	\$63,095	\$63,096	\$63,035
Comparison Group Average	\$48,046	\$62,716	\$71,516	\$71,025	\$61,359	\$69,913	\$73,611	\$71,025
Difference Above/(Below)	\$854	(\$6,116)	(\$10,216)	(\$7,990)	\$1,090	(\$6,818)	(\$10,515)	(\$7,990)
% Difference Above/Below	1.8%	-9.8%	-14.3%	-11.2%	1.8%	-9.8%	-14.3%	-11.2%
Assistant Professor								
Institution Average	\$46,400	\$52,800	\$56,800	\$57,307	\$59,256	\$58,859	\$58,464	\$57,307
Comparison Group Average	\$42,755	\$51,854	\$60,612	\$60,656	\$54,601	\$57,805	\$62,388	\$60,656
Difference Above/(Below)	\$3,645	\$946	(\$3,812)	(\$3,349)	\$4,655	\$1,054	(\$3,924)	(\$3,349)
% Difference Above/Below	8.5%	1.8%	-6.3%	-5.5%	8.5%	1.8%	-6.3%	-5.5%
Instructor								
Institution Average	\$41,800	\$46,400	\$47,600	\$51,013	\$53,382	\$51,725	\$48,995	\$51,013
Comparison Group Average	\$35,445	\$41,041	\$43,772	\$44,631	\$45,266	\$45,751	\$45,054	\$44,631
Difference Above/(Below)	\$6,355	\$5,359	\$3,828	\$6,382	\$8,116	\$5,974	\$3,941	\$6,382
% Difference Above/Below	17.9%	13.1%	8.7%	14.3%	17.9%	13.1%	8.7%	14.3%
All Ranks Combined								
Institution Average	\$47,300	\$55,600	\$59,500	\$63,716	\$60,406	\$61,981	\$61,243	\$63,716
Comparison Group Average	\$47,934	\$59,595	\$69,620	\$69,081	\$61,215	\$66,434	\$71,660	\$69,081
Difference Above/(Below)	(\$634)	(\$3,995)	(\$10,120)	(\$5,365)	(\$809)	(\$4,453)	(\$10,417)	(\$5,365)
% Difference Above/Below	-1.3%	-6.7%	-14.5%	-7.8%	-1.3%	-6.7%	-14.5%	-7.8%
Faculty Compensation								
Professor								
Institution Average	\$70,400	\$89,100	\$98,200	\$98,354	\$89,906	\$99,325	\$101,077	\$98,354
Comparison Group Average	\$77,121	\$98,083	\$115,294	\$114,276	\$98,490	\$109,339	\$118,672	\$114,276
Difference Above/(Below)	(\$6,721)	(\$8,983)	(\$17,094)	(\$15,922)	(\$8,584)	(\$10,014)	(\$17,595)	(\$15,922)
% Difference Above/Below	-8.7%	-9.2%	-14.8%	-13.9%	-8.7%	-9.2%	-14.8%	-13.9%
Associate Professor								
Institution Average	\$67,800	\$81,500	\$86,200	\$84,370	\$86,586	\$90,853	\$88,726	\$84,370
Comparison Group Average	\$61,874	\$81,463	\$93,514	\$93,017	\$79,018	\$90,812	\$96,254	\$93,017
Difference Above/(Below)	\$5,926	\$37	(\$7,314)	(\$8,647)	\$7,568	\$41	(\$7,528)	(\$8,647)
% Difference Above/Below	9.6%	0.0%	-7.8%	-9.3%	9.6%	0.0%	-7.8%	-9.3%
Assistant Professor								
Institution Average	\$65,300	\$76,600	\$81,600	\$77,389	\$83,393	\$85,391	\$83,991	\$77,389
Comparison Group Average	\$54,985	\$67,460	\$80,086	\$79,731	\$70,220	\$75,202	\$82,432	\$79,731
Difference Above/(Below)	\$10,315	\$9,140	\$1,514	(\$2,342)	\$13,173	\$10,189	\$1,559	(\$2,342)
% Difference Above/Below	18.8%	13.5%	1.9%	-2.9%	18.8%	13.5%	1.9%	-2.9%
Instructor								
Institution Average	\$60,700	\$68,700	\$72,500	\$71,701	\$77,519	\$76,584	\$74,624	\$71,701
Comparison Group Average	\$46,265	\$54,185	\$58,340	\$59,716	\$59,084	\$60,403	\$60,049	\$59,716
Difference Above/(Below)	\$14,435	\$14,515	\$14,160	\$11,985	\$18,435	\$16,181	\$14,575	\$11,985
% Difference Above/Below	31.2%	26.8%	24.3%	20.1%	31.2%	26.8%	24.3%	20.1%
All Ranks Combined	4// 005	400.000	AC 1 22	40100	404546	400 101	401 77	401.001
Institution Average	\$66,200	\$80,000	\$84,300	\$84,981	\$84,543	\$89,181	\$86,770	\$84,981
Comparison Group Average	\$61,377	\$76,996	\$90,970	\$90,111 (\$5,120)	\$78,383	\$85,832	\$93,635	\$90,111
Difference Above/(Below) % Difference Above/Below	\$4,823 7.9%	\$3,004 3.9%	(\$6,670) -7.3%	(\$5,130) -5.7%	\$6,160 7.9%	\$3,349 3.9%	(\$6,865) -7.3%	(\$5,130) -5.7%
70 DIRECTION ADOVE/DEIOW	1.7/0	J.7/0	-1.3/0	-J.1 /0	1.770	J.7/0	-1.370	-3.170

⁽¹⁾ Sources: "Academe", March/April 2002; March/April 2007; March/April 2011; and March/April 2012

⁽²⁾ Comparison 2001-02 are with Public Two-year Colleges with Rank, 2006-2007 Public General Baccalareaute, and 2010-2012 Public Masters Institutions.

^{(3) 2011-2012} Data not reported in Academe, received directly from institution.

Current & Constant Dollars

Ten, Five and One-year Comparisons (1)

Institution: Salt Lake Community College

Comparison Group: Public Two-year Colleges with Rank

	Current Dollars			Constant Dollars (2011-12)				
	2001-02	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
Faculty Salaries								
Professor								
Institution Average	\$47,900	\$52,600	\$57,600	\$59,500	\$61,172	\$58,636	\$59,288	\$59,500
Comparison Group Average	\$60,997	\$68,424	\$74,092	\$73,534	\$77,898	\$76,276	\$76,263	\$73,534
Difference Above/(Below)	(\$13,097)	(\$15,824)	(\$16,492)	(\$14,034)	(\$16,726)	(\$17,640)	(\$16,975)	(\$14,034)
% Difference Above/Below	-21.5%	-23.1%	-22.3%	-19.1%	-21.5%	-23.1%	-22.3%	-19.1%
Associate Professor								
Institution Average	\$43,300	\$48,400	\$51,100	\$52,800	\$55,297	\$53,954	\$52,597	\$52,800
Comparison Group Average	\$48,046	\$55,429	\$61,469	\$61,141	\$61,359	\$61,790	\$63,270	\$61,141
Difference Above/(Below) % Difference Above/Below	(\$4,746) -9.9%	(\$7,029) -12.7%	(\$10,369) -16.9%	(\$8,341) -13.6%	(\$6,062) -9.9%	(\$7,836) -12.7%	(\$10,673) -16.9%	(\$8,341) -13.6%
	-9.9%	-12.770	-10.9%	-13.0%	-9.9%	-12.770	-10.9%	-13.0%
Assistant Professor								
Institution Average	\$40,600	\$43,100	\$47,800	\$48,400	\$51,849	\$48,046	\$49,200	\$48,400
Comparison Group Average	\$42,755	\$48,923	\$54,307	\$53,534	\$54,601	\$54,537	\$55,898	\$53,534
Difference Above/(Below) % Difference Above/Below	(\$2,155)	(\$5,823)	(\$6,507)	(\$5,134)	(\$2,752)	(\$6,491)	(\$6,698)	(\$5,134)
	-5.0%	-11.9%	-12.0%	-9.6%	-5.0%	-11.9%	-12.0%	-9.6%
Instructor	*05.000	***	440.700	0.14 (00	A45.047	* 40 F0 4	* 14 000	444 (00
Institution Average	\$35,900	\$38,200	\$40,700	\$41,600	\$45,847	\$42,584	\$41,892	\$41,600
Comparison Group Average Difference Above/(Below)	\$35,445	\$41,915 (\$2,715)	\$47,072	\$46,786	\$45,266	\$46,725	\$48,451 (\$6,559)	\$46,786 (\$5,186)
% Difference Above/(Below)	\$455 1.3%	(\$3,715) -8.9%	(\$6,372) -13.5%	(\$5,186) -11.1%	\$581 1.3%	(\$4,141)	(\$0,559)	(\$5,186) -11.1%
	1.370	-0.770	-13.370	-11.170	1.370	-0.770	-13.370	-11.170
All Ranks Combined	¢ 41 100	¢44.400	¢ 40,000	¢ 40 500	#F0.400	¢ 40 710	±40.407	¢ 40 500
Institution Average Comparison Group Average	\$41,100 \$47,934	\$44,600 \$54,895	\$48,000 \$60,532	\$49,500 \$59,676	\$52,488 \$61,215	\$49,718 \$61,195	\$49,406 \$62,306	\$49,500 \$59,676
Difference Above/(Below)	(\$6,834)	(\$10,295)	(\$12,532)	(\$10,176)	(\$8,727)	(\$11,477)	(\$12,900)	(\$10,176)
% Difference Above/Below	-14.3%	-18.8%	-20.7%	-17.1%	-14.3%	-18.8%	-20.7%	-17.1%
	11.070	10.070	20.770	17.170	11.070	10.070	20.770	17.170
Faculty Compensation								
Professor	¢44 200	\$76,000	\$84,500	404 400	\$84,543	\$84,722	\$86,976	\$86,400
Institution Average Comparison Group Average	\$66,200 \$77,121	\$70,000	\$98,405	\$86,400 \$98,104	\$98,490	\$99,434	\$101,288	\$98,104
Difference Above/(Below)	(\$10,921)	(\$13,198)	(\$13,905)	(\$11,704)	(\$13,947)	(\$14,712)	(\$14,312)	(\$11,704)
% Difference Above/Below	-14.2%	-14.8%	-14.1%	-11.9%	-14.2%	-14.8%	-14.1%	-11.9%
	111270	1 11070		,		1 11070		,
Associate Professor Institution Average	\$60,300	\$70,500	\$75,900	\$77,500	\$77,008	\$78,591	\$78,124	\$77,500
Comparison Group Average	\$61,874	\$70,300	\$82,733	\$82,485	\$77,008	\$82,372	\$85,157	\$82,485
Difference Above/(Below)	(\$1,574)	(\$3,392)	(\$6,833)	(\$4,985)	(\$2,010)	(\$3,781)	(\$7,033)	(\$4,985)
% Difference Above/Below	-2.5%	-4.6%	-8.3%	-6.0%	-2.5%	-4.6%	-8.3%	-6.0%
Assistant Professor								
Institution Average	\$57,300	\$65,200	\$73,100	\$73,500	\$73,177	\$72,682	\$75,242	\$73,500
Comparison Group Average	\$54,985	\$66,240	\$74,051	\$72,671	\$70,220	\$73,842	\$76,221	\$72,671
Difference Above/(Below)	\$2,315	(\$1,040)	(\$951)	\$829	\$2,957	(\$1,160)	(\$979)	\$829
% Difference Above/Below	4.2%	-1.6%	-1.3%	1.1%	4.2%	-1.6%	-1.3%	1.1%
Instructor								
Institution Average	\$51,500	\$58,500	\$64,100	\$65,000	\$65,770	\$65,213	\$65,978	\$65,000
Comparison Group Average	\$46,265	\$56,504	\$64,055	\$63,538	\$59,084	\$62,988	\$65,932	\$63,538
Difference Above/(Below)	\$5,235	\$1,996	\$45	\$1,462	\$6,686	\$2,225	\$46	\$1,462
% Difference Above/Below	11.3%	3.5%	0.1%	2.3%	11.3%	3.5%	0.1%	2.3%
All Ranks Combined								
Institution Average	\$57,800	\$66,400	\$72,800	\$74,300	\$73,815	\$74,020	\$74,933	\$74,300
Comparison Group Average	\$61,377	\$73,059	\$81,122	\$79,548	\$78,383	\$81,443	\$83,499	\$79,548
Difference Above/(Below)	(\$3,577)	(\$6,659)	(\$8,322)	(\$5,248)	(\$4,568)	(\$7,423)	(\$8,566)	(\$5,248)
% Difference Above/Below	-5.8%	-9.1%	-10.3%	-6.6%	-5.8%	-9.1%	-10.3%	-6.6%

⁽¹⁾ Sources: "Academe", March/April 2002; March/April 2007; March/April 2011; and March/April 2012

Current and Constant Dollar Values

Consumer Price Index for all Urban Consumers ⁽¹⁾ U.S. City Average, All Items, Not Seasonally Adjusted (1982-84=100)

Consumer Price Index
2001-02 2006-07 2010-11 2011-12 (2)

Monthly Price Index	_	_	_	
July	177.5	203.5	218.0	225.9
August	177.5	203.9	218.3	226.5
September	178.3	202.9	218.4	226.9
October	177.7	201.8	218.7	226.4
November	177.4	201.5	218.8	226.2
December	176.7	201.8	219.2	225.7
January	177.1	202.4	220.2	226.7
February	177.8	203.5	221.3	227.7
March	178.8	205.4	223.5	229.4
April	179.8	206.7	224.9	230.1
May	179.8	207.9	226.0	229.8
June	179.9	208.4	225.7	229.5
Fiscal Year Average				
CPI	178.2	204.1	221.1	227.6
Dollar Inflator	1.277	1.115	1.029	1.000

⁽¹⁾ Source: U.S. Bureau of Labor Statistics, http://data.bls.gov/cgi-bin/surveymost

⁽²⁾ Average for the state fiscal year based on the average of July through December of the previous year and January to June for the year listed. For complete time series see Tab G, Table 3, Consumer Price Index.