

## **Tab K – Salary Comparisons**



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## **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.

Table 1

## USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons <sup>(1)</sup>

Institution: University of Utah <sup>(2)</sup>

Comparison Group: Doctoral Institutions <sup>(3)</sup>

	Current Dollars				Constant Dollars (2011-12)			
	2001-02	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$86,800	\$103,400	\$116,300	\$118,800	\$110,850	\$115,266	\$119,707	\$118,800
Comparison Group Average	\$89,631	\$106,495	\$118,054	\$120,955	\$114,466	\$118,716	\$121,513	\$120,955
Difference Above/(Below)	(\$2,831)	(\$3,095)	(\$1,754)	(\$2,155)	(\$3,616)	(\$3,450)	(\$1,806)	(\$2,155)
% Difference Above/Below	-3.2%	-2.9%	-1.5%	-1.8%	-3.2%	-2.9%	-1.5%	-1.8%
<b>Associate Professor</b>								
Institution Average	\$59,000	\$74,600	\$80,500	\$84,000	\$75,348	\$83,161	\$82,859	\$84,000
Comparison Group Average	\$63,049	\$74,075	\$81,266	\$82,777	\$80,519	\$82,576	\$83,647	\$82,777
Difference Above/(Below)	(\$4,049)	\$525	(\$766)	\$1,223	(\$5,171)	\$585	(\$788)	\$1,223
% Difference Above/Below	-6.4%	0.7%	-0.9%	1.5%	-6.4%	0.7%	-0.9%	1.5%
<b>Assistant Professor</b>								
Institution Average	\$53,600	\$64,000	\$74,500	\$75,400	\$68,451	\$71,345	\$76,683	\$75,400
Comparison Group Average	\$53,392	\$63,131	\$69,777	\$71,465	\$68,186	\$70,376	\$71,821	\$71,465
Difference Above/(Below)	\$208	\$869	\$4,723	\$3,935	\$265	\$969	\$4,862	\$3,935
% Difference Above/Below	0.4%	1.4%	6.8%	5.5%	0.4%	1.4%	6.8%	5.5%
<b>Instructor</b>								
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
% Difference Above/Below	6.2%	50.0%	n/a	n/a	6.2%	50.0%	n/a	n/a
<b>All Ranks Combined</b>								
Institution Average	\$67,800	\$74,700	\$83,500	\$85,400	\$86,586	\$83,273	\$85,946	\$85,400
Comparison Group Average	\$68,717	\$79,448	\$86,653	\$88,393	\$87,757	\$88,565	\$89,192	\$88,393
Difference Above/(Below)	(\$917)	(\$4,748)	(\$3,153)	(\$2,993)	(\$1,171)	(\$5,292)	(\$3,246)	(\$2,993)
% Difference Above/Below	-1.3%	-6.0%	-3.6%	-3.4%	-1.3%	-6.0%	-3.6%	-3.4%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$111,500	\$134,500	\$154,300	\$156,900	\$142,394	\$149,935	\$158,821	\$156,900
Comparison Group Average	\$110,488	\$133,713	\$149,643	\$153,279	\$141,102	\$149,058	\$154,027	\$153,279
Difference Above/(Below)	\$1,012	\$787	\$4,657	\$3,621	\$1,292	\$877	\$4,794	\$3,621
% Difference Above/Below	0.9%	0.6%	3.1%	2.4%	0.9%	0.6%	3.1%	2.4%
<b>Associate Professor <sup>(2)</sup></b>								
Institution Average	\$77,400	\$99,200	\$108,800	\$111,500	\$98,846	\$110,584	\$111,988	\$111,500
Comparison Group Average	\$78,957	\$95,176	\$105,667	\$107,626	\$100,834	\$106,098	\$108,763	\$107,626
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%	2.9%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
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
<b>All Ranks Combined</b>								
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)
% Difference Above/Below	2.8%	-2.2%	0.2%	-0.5%	2.8%	-2.2%	0.2%	-0.5%

Notes:

(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

Table 2

## USHE Faculty Salary and Compensation Comparisons

### Current & Constant Dollars

Ten, Five and One-year Comparisons <sup>(1)</sup>

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
<b>Faculty Salaries</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
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	\$71,821	\$71,465
Difference Above/(Below)	(\$7,392)	(\$5,731)	(\$7,877)	(\$8,965)	(\$9,440)	(\$6,389)	(\$8,107)	(\$8,965)
% Difference Above/Below	-13.8%	-9.1%	-11.3%	-12.5%	-13.8%	-9.1%	-11.3%	-12.5%
<b>Instructor</b>								
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%
<b>All Ranks Combined</b>								
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

<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
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%
<b>All Ranks Combined</b>								
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	\$115,010	\$113,987
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%

Notes:

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

Table 3

## USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons <sup>(1)</sup>

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
<b>Faculty Salaries</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
Institution Average	\$42,400	\$45,200	\$52,200	\$51,900	\$54,148	\$50,387	\$53,729	\$51,900
Comparison Group Average	\$47,476	\$55,085	\$60,612	\$60,656	\$60,631	\$61,407	\$62,388	\$60,656
Difference Above/(Below)	(\$5,076)	(\$9,885)	(\$8,412)	(\$8,756)	(\$6,483)	(\$11,020)	(\$8,659)	(\$8,756)
% Difference Above/Below	-10.7%	-17.9%	-13.9%	-14.4%	-10.7%	-17.9%	-13.9%	-14.4%
<b>Instructor</b>								
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%
<b>All Ranks Combined</b>								
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%
<b>Faculty Compensation</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
Institution Average	\$57,600	\$66,500	\$73,600	\$74,000	\$73,560	\$74,132	\$75,756	\$74,000
Comparison Group Average	\$59,619	\$71,708	\$80,086	\$79,731	\$76,138	\$79,937	\$82,432	\$79,731
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%
<b>Instructor</b>								
Institution Average	\$52,500	\$60,100	\$59,500	\$60,600	\$67,047	\$66,997	\$61,243	\$60,600
Comparison Group Average	\$46,217	\$53,889	\$58,340	\$59,716	\$59,023	\$60,073	\$60,049	\$59,716
Difference Above/(Below)	\$6,283	\$6,211	\$1,160	\$884	\$8,024	\$6,924	\$1,194	\$884
% Difference Above/Below	13.6%	11.5%	2.0%	1.5%	13.6%	11.5%	2.0%	1.5%
<b>All Ranks Combined</b>								
Institution Average	\$67,800	\$80,400	\$83,400	\$84,300	\$86,586	\$89,627	\$85,844	\$84,300
Comparison Group Average	\$70,975	\$81,867	\$90,970	\$90,111	\$90,641	\$91,262	\$93,635	\$90,111
Difference Above/(Below)	(\$3,175)	(\$1,467)	(\$7,570)	(\$5,811)	(\$4,055)	(\$1,635)	(\$7,791)	(\$5,811)
% Difference Above/Below	-4.5%	-1.8%	-8.3%	-6.4%	-4.5%	-1.8%	-8.3%	-6.4%

Notes:

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

Table 4

## USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons <sup>(1)</sup>

Institution: Southern Utah 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
<b>Faculty Salaries</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
Institution Average	\$50,400	\$53,400	\$61,000	\$62,500	\$64,365	\$59,528	\$62,787	\$62,500
Comparison Group Average	\$57,780	\$65,059	\$71,516	\$71,025	\$73,790	\$72,525	\$73,611	\$71,025
Difference Above/(Below)	(\$7,380)	(\$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%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
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
<b>All Ranks Combined</b>								
Institution Average	\$45,800	\$51,100	\$57,500	\$58,600	\$58,490	\$56,964	\$59,185	\$58,600
Comparison Group Average	\$57,104	\$63,499	\$69,620	\$69,081	\$72,926	\$70,786	\$71,660	\$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%
<b>Faculty Compensation</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
Institution Average	\$69,200	\$73,300	\$85,600	\$88,100	\$88,374	\$81,712	\$88,108	\$88,100
Comparison Group Average	\$72,093	\$84,114	\$93,514	\$93,017	\$92,068	\$93,767	\$96,254	\$93,017
Difference Above/(Below)	(\$2,893)	(\$10,814)	(\$7,914)	(\$4,917)	(\$3,695)	(\$12,055)	(\$8,146)	(\$4,917)
% Difference Above/Below	-4.0%	-12.9%	-8.5%	-5.3%	-4.0%	-12.9%	-8.5%	-5.3%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
Institution Average	\$53,200	\$63,700	n/a	n/a	\$67,941	n/a	n/a	n/a
Comparison Group Average	\$46,217	\$53,889	\$58,340	\$59,716	\$59,023	\$60,073	\$60,049	\$59,716
Difference Above/(Below)	\$6,983	\$9,811	n/a	n/a	\$8,918	n/a	n/a	n/a
% Difference Above/Below	15.1%	18.2%	n/a	n/a	15.1%	n/a	n/a	n/a
<b>All Ranks Combined</b>								
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%

Notes:

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

Table 5

## USHE Faculty Salary and Compensation Comparisons

### Current & Constant Dollars

Ten, Five and One-year Comparisons <sup>(1)</sup>

Institution: Snow College

	Current Dollars				Constant Dollars (2011-12)			
	2001-02	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
<b>Faculty Salaries</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
Institution Average	\$37,900	\$40,200	\$42,700	\$44,700	\$48,401	\$44,813	\$43,951	\$44,700
Comparison Group Average	\$42,755	\$48,923	\$54,307	\$53,534	\$54,601	\$54,537	\$55,898	\$53,534
Difference Above/(Below)	(\$4,855)	(\$8,723)	(\$11,607)	(\$8,834)	(\$6,200)	(\$9,724)	(\$11,947)	(\$8,834)
% Difference Above/Below	-11.4%	-17.8%	-21.4%	-16.5%	-11.4%	-17.8%	-21.4%	-16.5%
<b>Instructor</b>								
Institution Average	\$32,000	\$37,800	\$44,500	\$46,200	\$40,867	\$42,138	\$45,804	\$46,200
Comparison Group Average	\$35,445	\$41,915	\$47,072	\$46,786	\$45,266	\$46,725	\$48,451	\$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%
<b>All Ranks Combined</b>								
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%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$73,900	\$75,100	\$86,200	\$84,100	\$94,376	\$83,718	\$88,726	\$84,100
Comparison Group Average	\$77,121	\$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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
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%
<b>All Ranks Combined</b>								
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



Table 6

## USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons <sup>(1)</sup>

Institution: Dixie State College

Comparison Group: Public General Baccalaureate <sup>(2)</sup>

	Current Dollars				Constant Dollars (2011-12)			
	2001-02 <sup>(3)</sup>	2006-07	2010-2011	2011-2012	2001-02	2006-07	2010-2011	2011-2012
<b>Faculty Salaries</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
Institution Average	n/a	\$39,300	\$44,200	\$44,900	n/a	\$43,810	\$45,495	\$44,900
Comparison Group Average	\$35,445	\$41,915	\$47,282	\$46,682	\$45,266	\$46,725	\$48,667	\$46,682
Difference Above/(Below)	n/a	(\$2,615)	(\$3,082)	(\$1,782)	n/a	(\$2,915)	(\$3,172)	(\$1,782)
% Difference Above/Below	n/a	-6.2%	-6.5%	-3.8%	n/a	-6.2%	-6.5%	-3.8%
<b>All Ranks Combined</b>								
Institution Average	\$43,300	\$52,300	\$58,100	\$57,700	\$55,297	\$58,302	\$59,802	\$57,700
Comparison Group Average	\$47,934	\$54,895	\$65,199	\$65,240	\$61,215	\$61,195	\$67,109	\$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%
<b>Faculty Compensation</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
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	\$63,264	\$63,074	\$59,084	\$62,988	\$65,118	\$63,074
Difference Above/(Below)	n/a	\$1,296	\$4,136	\$3,426	n/a	\$1,445	\$4,257	\$3,426
% Difference Above/Below	n/a	2.3%	6.5%	5.4%	n/a	2.3%	6.5%	5.4%
<b>All Ranks Combined</b>								
Institution Average	\$60,300	\$74,600	\$83,100	\$81,800	\$77,008	\$83,161	\$85,535	\$81,800
Comparison Group Average	\$61,377	\$73,059	\$85,092	\$86,274	\$78,383	\$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%

Notes:

(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.

Table 7

## USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons <sup>(1)</sup>

Institution: Utah Valley University

Comparison Group: Public Masters Institutions <sup>(2)</sup>

	Current Dollars				Constant Dollars (2011-12)			
	2001-02	2006-07	2010-2011	2011-2012 <sup>(3)</sup>	2001-02	2006-07	2010-2011	2011-2012 <sup>(3)</sup>
<b>Faculty Salaries</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
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%
<b>All Ranks Combined</b>								
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%
<b>Faculty Compensation</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
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%
<b>All Ranks Combined</b>								
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	\$78,383	\$85,832	\$93,635	\$90,111
Difference Above/(Below)	\$4,823	\$3,004	(\$6,670)	(\$5,130)	\$6,160	\$3,349	(\$6,865)	(\$5,130)
% Difference Above/Below	7.9%	3.9%	-7.3%	-5.7%	7.9%	3.9%	-7.3%	-5.7%

**Notes:**

(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.

Table 8

## USHE Faculty Salary and Compensation Comparisons

### Current & Constant Dollars

Ten, Five and One-year Comparisons <sup>(1)</sup>

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
<b>Faculty Salaries</b>								
<b>Professor</b>								
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%
<b>Associate Professor</b>								
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)	(\$4,746)	(\$7,029)	(\$10,369)	(\$8,341)	(\$6,062)	(\$7,836)	(\$10,673)	(\$8,341)
% Difference Above/Below	-9.9%	-12.7%	-16.9%	-13.6%	-9.9%	-12.7%	-16.9%	-13.6%
<b>Assistant Professor</b>								
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)	(\$2,155)	(\$5,823)	(\$6,507)	(\$5,134)	(\$2,752)	(\$6,491)	(\$6,698)	(\$5,134)
% Difference Above/Below	-5.0%	-11.9%	-12.0%	-9.6%	-5.0%	-11.9%	-12.0%	-9.6%
<b>Instructor</b>								
Institution Average	\$35,900	\$38,200	\$40,700	\$41,600	\$45,847	\$42,584	\$41,892	\$41,600
Comparison Group Average	\$35,445	\$41,915	\$47,072	\$46,786	\$45,266	\$46,725	\$48,451	\$46,786
Difference Above/(Below)	\$455	(\$3,715)	(\$6,372)	(\$5,186)	\$581	(\$4,141)	(\$6,559)	(\$5,186)
% Difference Above/Below	1.3%	-8.9%	-13.5%	-11.1%	1.3%	-8.9%	-13.5%	-11.1%
<b>All Ranks Combined</b>								
Institution Average	\$41,100	\$44,600	\$48,000	\$49,500	\$52,488	\$49,718	\$49,406	\$49,500
Comparison Group Average	\$47,934	\$54,895	\$60,532	\$59,676	\$61,215	\$61,195	\$62,306	\$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%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$66,200	\$76,000	\$84,500	\$86,400	\$84,543	\$84,722	\$86,976	\$86,400
Comparison Group Average	\$77,121	\$89,198	\$98,405	\$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%
<b>Associate Professor</b>								
Institution Average	\$60,300	\$70,500	\$75,900	\$77,500	\$77,008	\$78,591	\$78,124	\$77,500
Comparison Group Average	\$61,874	\$73,892	\$82,733	\$82,485	\$79,018	\$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%
<b>Assistant Professor</b>								
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%
<b>Instructor</b>								
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%
<b>All Ranks Combined</b>								
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%

Notes:

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

Table 9

## USHE Faculty Salary and Compensation Comparisons

### Current and Constant Dollar Values

Consumer Price Index for all Urban Consumers <sup>(1)</sup>

U.S. City Average, All Items, Not Seasonally Adjusted  
(1982-84=100)

	Consumer Price Index			
	2001-02	2006-07	2010-11	2011-12 <sup>(2)</sup>
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 Inflation	1.277	1.115	1.029	1.000

#### Notes:

(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.