

Tab K – Salary Comparisons



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Salary and Compensation Summary 1

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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, as designated by the publication *Academe*. The data are presented based on current dollars and inflation-adjusted constant dollars. Tables 1 through 8 provide this comparison for each USHE institution, with the comparison group listed at the top. The comparison divides faculty salary and compensation levels into four categories of faculty rank and a total (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 2012-13 dollars.

Table 1

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons¹

Institution: University of Utah

Comparison Group: Doctoral Institutions²

	Current Dollars				Constant Dollars (2012-13)			
	2002-03	2007-08	2011-12	2012-13	2002-03	2007-08	2011-12	2012-13
Faculty Salaries								
Professor								
Institution Average	\$87,200	\$109,500	\$118,800	\$125,400	\$110,780	\$119,659	\$120,777	\$125,400
Comparison Group Average	\$92,387	\$109,569	\$120,955	\$123,393	\$117,369	\$119,734	\$122,968	\$123,393
Difference Above/(Below)	(\$5,187)	(\$69)	(\$2,155)	\$2,007	(\$6,589)	(\$75)	(\$2,191)	\$2,007
% Difference Above/Below	-5.6%	-0.1%	-1.8%	1.6%	-5.6%	-0.1%	-1.8%	1.6%
Associate Professor								
Institution Average	\$61,500	\$77,700	\$84,000	\$85,200	\$78,130	\$84,909	\$85,398	\$85,200
Comparison Group Average	\$64,938	\$77,033	\$82,777	\$84,275	\$82,498	\$84,180	\$84,155	\$84,275
Difference Above/(Below)	(\$3,438)	\$667	\$1,223	\$925	(\$4,368)	\$729	\$1,243	\$925
% Difference Above/Below	-5.3%	0.9%	1.5%	1.1%	-5.3%	0.9%	1.5%	1.1%
Assistant Professor								
Institution Average	\$54,100	\$68,700	\$75,400	\$76,600	\$68,729	\$75,074	\$76,655	\$76,600
Comparison Group Average	\$54,986	\$65,416	\$71,465	\$73,212	\$69,855	\$71,485	\$72,654	\$73,212
Difference Above/(Below)	(\$886)	\$3,284	\$3,935	\$3,388	(\$1,126)	\$3,589	\$4,001	\$3,388
% Difference Above/Below	-1.6%	5.0%	5.5%	4.6%	-1.6%	5.0%	5.5%	4.6%
Instructor								
Institution Average	\$38,800	\$62,500	n/a	\$84,500	\$49,292	\$68,299	n/a	\$84,500
Comparison Group Average	\$37,589	\$44,116	\$47,207	\$48,359	\$47,753	\$48,209	\$47,993	\$48,359
Difference Above/(Below)	\$1,211	\$18,384	n/a	\$36,141	\$1,539	\$20,090	n/a	\$36,141
% Difference Above/Below	3.2%	41.7%	n/a	74.7%	3.2%	41.7%	n/a	74.7%
All Ranks Combined								
Institution Average	\$68,900	\$79,000	\$85,400	\$84,700	\$87,531	\$86,329	\$86,821	\$84,700
Comparison Group Average	\$70,357	\$80,962	\$88,393	\$89,657	\$89,382	\$88,473	\$89,864	\$89,657
Difference Above/(Below)	(\$1,457)	(\$1,962)	(\$2,993)	(\$4,957)	(\$1,851)	(\$2,144)	(\$3,043)	(\$4,957)
% Difference Above/Below	-2.1%	-2.4%	-3.4%	-5.5%	-2.1%	-2.4%	-3.4%	-5.5%

Faculty Compensation

Professor								
Institution Average	\$113,800	\$142,500	\$156,900	\$164,900	\$144,573	\$155,721	\$159,511	\$164,900
Comparison Group Average	\$114,670	\$137,104	\$153,279	\$157,404	\$145,678	\$149,824	\$155,830	\$157,404
Difference Above/(Below)	(\$870)	\$5,396	\$3,621	\$7,496	(\$1,105)	\$5,897	\$3,681	\$7,496
% Difference Above/Below	-0.8%	3.9%	2.4%	4.8%	-0.8%	3.9%	2.4%	4.8%
Associate Professor								
Institution Average	\$82,600	\$103,800	\$111,500	\$113,100	\$104,936	\$113,430	\$113,356	\$113,100
Comparison Group Average	\$82,139	\$98,965	\$107,626	\$110,231	\$104,350	\$108,147	\$109,417	\$110,231
Difference Above/(Below)	\$461	\$4,835	\$3,874	\$2,869	\$586	\$5,284	\$3,185	\$2,869
% Difference Above/Below	0.6%	4.9%	3.6%	2.6%	0.6%	4.9%	2.9%	2.6%
Assistant Professor								
Institution Average	\$58,200	\$92,000	\$100,300	\$101,900	\$73,938	\$100,535	\$101,969	\$101,900
Comparison Group Average	\$69,742	\$84,204	\$93,211	\$96,056	\$88,601	\$92,016	\$94,762	\$96,056
Difference Above/(Below)	(\$11,542)	\$7,796	\$7,089	\$5,844	(\$14,663)	\$8,519	\$7,207	\$5,844
% Difference Above/Below	-16.5%	9.3%	7.6%	6.1%	-16.5%	9.3%	7.6%	6.1%
Instructor								
Institution Average	\$44,900	\$90,700	n/a	\$112,900	\$57,041	\$99,115	n/a	\$112,900
Comparison Group Average	\$48,153	\$58,635	\$64,275	\$65,862	\$61,174	\$64,075	\$65,345	\$65,862
Difference Above/(Below)	(\$3,253)	\$32,065	n/a	\$47,038	(\$4,133)	\$35,040	n/a	\$47,038
% Difference Above/Below	-6.8%	54.7%	n/a	71.4%	-6.8%	54.7%	n/a	71.4%
All Ranks Combined								
Institution Average	\$87,200	\$104,800	\$113,400	\$112,400	\$110,780	\$114,523	\$115,287	\$112,400
Comparison Group Average	\$88,123	\$102,990	\$113,987	\$116,434	\$111,952	\$112,545	\$115,884	\$116,434
Difference Above/(Below)	(\$923)	\$1,810	(\$587)	(\$4,034)	(\$1,172)	\$1,978	(\$597)	(\$4,034)
% Difference Above/Below	-1.0%	1.8%	-0.5%	-3.5%	-1.0%	1.8%	-0.5%	-3.5%

Notes:

¹ Sources: "Academe", March/April 2003; March/April 2008; March/April 2012; and March/April 2013² 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 Comparisons¹

Institution: Utah State University

Comparison Group: Doctoral Institutions

	Current Dollars				Constant Dollars (2012-13)			
	2002-03	2007-08	2011-12	2012-13	2002-03	2007-08	2011-12	2012-13
Faculty Salaries								
Professor								
Institution Average	\$74,000	\$84,700	\$93,500	\$96,900	\$94,010	\$92,558	\$95,056	\$96,900
Comparison Group Average	\$92,387	\$109,569	\$120,955	\$123,393	\$117,369	\$119,734	\$122,968	\$123,393
Difference Above/(Below)	(\$18,387)	(\$24,869)	(\$27,455)	(\$26,493)	(\$23,359)	(\$27,176)	(\$27,912)	(\$26,493)
% Difference Above/Below	-19.9%	-22.7%	-22.7%	-21.5%	-19.9%	-22.7%	-22.7%	-21.5%
Associate Professor								
Institution Average	\$55,000	\$65,600	\$71,300	\$71,600	\$69,873	\$71,686	\$72,487	\$71,600
Comparison Group Average	\$64,938	\$77,033	\$82,777	\$84,275	\$82,498	\$84,180	\$84,155	\$84,275
Difference Above/(Below)	(\$9,938)	(\$11,433)	(\$11,477)	(\$12,675)	(\$12,625)	(\$12,494)	(\$11,668)	(\$12,675)
% Difference Above/Below	-15.3%	-14.8%	-13.9%	-15.0%	-15.3%	-14.8%	-13.9%	-15.0%
Assistant Professor								
Institution Average	\$47,800	\$61,600	\$62,500	\$64,700	\$60,726	\$67,315	\$63,540	\$64,700
Comparison Group Average	\$54,986	\$65,416	\$71,465	\$73,212	\$69,855	\$71,485	\$72,654	\$73,212
Difference Above/(Below)	(\$7,186)	(\$3,816)	(\$8,965)	(\$8,512)	(\$9,129)	(\$4,170)	(\$9,114)	(\$8,512)
% Difference Above/Below	-13.1%	-5.8%	-12.5%	-11.6%	-13.1%	-5.8%	-12.5%	-11.6%
Instructor								
Institution Average	\$40,100	\$46,000	\$48,700	\$49,400	\$50,943	\$50,268	\$49,511	\$49,400
Comparison Group Average	\$37,589	\$44,116	\$47,207	\$48,359	\$47,753	\$48,209	\$47,993	\$48,359
Difference Above/(Below)	\$2,511	\$1,884	\$1,493	\$1,041	\$3,190	\$2,059	\$1,518	\$1,041
% Difference Above/Below	6.7%	4.3%	3.2%	2.2%	6.7%	4.3%	3.2%	2.2%
All Ranks Combined								
Institution Average	\$57,000	\$67,300	\$72,200	\$72,900	\$72,413	\$73,544	\$73,402	\$72,900
Comparison Group Average	\$70,357	\$80,962	\$88,393	\$89,657	\$89,382	\$88,473	\$89,864	\$89,657
Difference Above/(Below)	(\$13,357)	(\$13,662)	(\$16,193)	(\$16,757)	(\$16,969)	(\$14,929)	(\$16,462)	(\$16,757)
% Difference Above/Below	-19.0%	-16.9%	-18.3%	-18.7%	-19.0%	-16.9%	-18.3%	-18.7%

Faculty Compensation

Professor								
Institution Average	\$97,400	\$114,900	\$126,000	\$131,000	\$123,738	\$125,560	\$128,097	\$131,000
Comparison Group Average	\$114,670	\$137,104	\$153,279	\$157,404	\$145,678	\$149,824	\$155,830	\$157,404
Difference Above/(Below)	(\$17,270)	(\$22,204)	(\$27,279)	(\$26,404)	(\$21,940)	(\$24,264)	(\$27,733)	(\$26,404)
% Difference Above/Below	-15.1%	-16.2%	-17.8%	-16.8%	-15.1%	-16.2%	-17.8%	-16.8%
Associate Professor								
Institution Average	\$74,500	\$91,600	\$99,100	\$100,200	\$94,646	\$100,098	\$100,749	\$100,200
Comparison Group Average	\$82,139	\$98,965	\$107,626	\$110,231	\$104,350	\$108,147	\$109,417	\$110,231
Difference Above/(Below)	(\$7,639)	(\$7,365)	(\$8,526)	(\$10,031)	(\$9,705)	(\$8,048)	(\$8,608)	(\$10,031)
% Difference Above/Below	-9.3%	-7.4%	-7.9%	-9.1%	-9.3%	-7.4%	-7.9%	-9.1%
Assistant Professor								
Institution Average	\$65,700	\$86,500	\$88,100	\$91,500	\$83,466	\$94,525	\$89,566	\$91,500
Comparison Group Average	\$69,742	\$84,204	\$93,211	\$96,056	\$88,601	\$92,016	\$94,762	\$96,056
Difference Above/(Below)	(\$4,042)	\$2,296	(\$5,111)	(\$4,556)	(\$5,135)	\$2,509	(\$5,196)	(\$4,556)
% Difference Above/Below	-5.8%	2.7%	-5.5%	-4.7%	-5.8%	2.7%	-5.5%	-4.7%
Instructor								
Institution Average	\$56,300	\$67,600	\$71,100	\$73,100	\$71,524	\$73,872	\$72,283	\$73,100
Comparison Group Average	\$48,153	\$58,635	\$64,275	\$65,862	\$61,174	\$64,075	\$65,345	\$65,862
Difference Above/(Below)	\$8,147	\$8,965	\$6,825	\$7,238	\$10,350	\$9,797	\$6,938	\$7,238
% Difference Above/Below	16.9%	15.3%	10.6%	11.0%	16.9%	15.3%	10.6%	11.0%
All Ranks Combined								
Institution Average	\$76,800	\$93,500	\$100,000	\$101,600	\$97,568	\$102,175	\$101,664	\$101,600
Comparison Group Average	\$88,123	\$102,990	\$113,987	\$116,434	\$111,952	\$112,545	\$115,884	\$116,434
Difference Above/(Below)	(\$11,323)	(\$9,490)	(\$13,987)	(\$14,834)	(\$14,384)	(\$10,370)	(\$14,220)	(\$14,834)
% Difference Above/Below	-12.8%	-9.2%	-12.3%	-12.7%	-12.8%	-9.2%	-12.3%	-12.7%

Notes:

¹Sources: "Academe", March/April 2003; March/April 2008; March/April 2012; and March/April 2013

Table 3

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons¹

Institution: Weber State University

Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2012-13)			
	2002-03	2007-08 ⁽²⁾	2011-12	2012-13	2002-03	2007-08	2011-12	2012-13
Faculty Salaries								
Professor								
Institution Average	\$61,900	\$69,311	\$72,200	\$74,000	\$78,638	\$75,741	\$73,402	\$74,000
Comparison Group Average	\$74,545	\$85,726	\$88,940	\$88,988	\$94,703	\$93,679	\$90,420	\$88,988
Difference Above/(Below)	(\$12,645)	(\$16,415)	(\$16,740)	(\$14,988)	(\$16,065)	(\$17,938)	(\$17,018)	(\$14,988)
% Difference Above/Below	-17.0%	-19.1%	-18.8%	-16.8%	-17.0%	-19.1%	-18.8%	-16.8%
Associate Professor								
Institution Average	\$49,400	\$57,312	\$61,500	\$61,500	\$62,758	\$62,629	\$62,524	\$61,500
Comparison Group Average	\$59,145	\$68,034	\$71,025	\$71,343	\$75,138	\$74,346	\$72,207	\$71,343
Difference Above/(Below)	(\$9,745)	(\$10,722)	(\$9,525)	(\$9,843)	(\$12,380)	(\$11,717)	(\$9,683)	(\$9,843)
% Difference Above/Below	-16.5%	-15.8%	-13.4%	-13.8%	-16.5%	-15.8%	-13.4%	-13.8%
Assistant Professor								
Institution Average	\$42,700	\$51,156	\$51,900	\$54,200	\$54,247	\$55,902	\$52,764	\$54,200
Comparison Group Average	\$49,086	\$57,540	\$60,656	\$61,041	\$62,359	\$62,878	\$61,666	\$61,041
Difference Above/(Below)	(\$6,386)	(\$6,384)	(\$8,756)	(\$6,841)	(\$8,112)	(\$6,976)	(\$8,902)	(\$6,841)
% Difference Above/Below	-13.0%	-11.1%	-14.4%	-11.2%	-13.0%	-11.1%	-14.4%	-11.2%
Instructor								
Institution Average	\$36,400	\$42,011	\$41,600	\$43,800	\$46,243	\$45,909	\$42,292	\$43,800
Comparison Group Average	\$36,398	\$41,794	\$44,631	\$45,258	\$46,240	\$45,672	\$45,374	\$45,258
Difference Above/(Below)	\$2	\$217	(\$3,031)	(\$1,458)	\$3	\$237	(\$3,082)	(\$1,458)
% Difference Above/Below	0.0%	0.5%	-6.8%	-3.2%	0.0%	0.5%	-6.8%	-3.2%
All Ranks Combined								
Institution Average	\$50,200	\$57,767	\$60,300	\$61,600	\$63,775	\$63,126	\$61,304	\$61,600
Comparison Group Average	\$58,440	\$66,107	\$69,081	\$69,149	\$74,243	\$72,240	\$70,231	\$69,149
Difference Above/(Below)	(\$8,240)	(\$8,340)	(\$8,781)	(\$7,549)	(\$10,468)	(\$9,114)	(\$8,927)	(\$7,549)
% Difference Above/Below	-14.1%	-12.6%	-12.7%	-10.9%	-14.1%	-12.6%	-12.7%	-10.9%
Faculty Compensation								
Professor								
Institution Average	\$81,300	\$101,213	\$99,100	\$101,700	\$103,284	\$110,603	\$100,749	\$101,700
Comparison Group Average	\$92,478	\$108,923	\$114,276	\$114,418	\$117,485	\$119,029	\$116,178	\$114,418
Difference Above/(Below)	(\$11,178)	(\$7,710)	(\$15,176)	(\$12,718)	(\$14,201)	(\$8,426)	(\$15,429)	(\$12,718)
% Difference Above/Below	-12.1%	-7.1%	-13.3%	-11.1%	-12.1%	-7.1%	-13.3%	-11.1%
Associate Professor								
Institution Average	\$66,700	\$83,897	\$86,500	\$85,900	\$84,736	\$91,681	\$87,940	\$85,900
Comparison Group Average	\$74,540	\$87,952	\$93,017	\$93,162	\$94,696	\$96,112	\$94,565	\$93,162
Difference Above/(Below)	(\$7,840)	(\$4,055)	(\$6,517)	(\$7,262)	(\$9,960)	(\$4,431)	(\$6,625)	(\$7,262)
% Difference Above/Below	-10.5%	-4.6%	-7.0%	-7.8%	-10.5%	-4.6%	-7.0%	-7.8%
Assistant Professor								
Institution Average	\$58,600	\$74,517	\$74,000	\$76,700	\$74,446	\$81,430	\$75,232	\$76,700
Comparison Group Average	\$62,188	\$74,884	\$79,731	\$80,298	\$79,004	\$81,832	\$81,058	\$80,298
Difference Above/(Below)	(\$3,588)	(\$367)	(\$5,731)	(\$3,598)	(\$4,558)	(\$402)	(\$5,826)	(\$3,598)
% Difference Above/Below	-5.8%	-0.5%	-7.2%	-4.5%	-5.8%	-0.5%	-7.2%	-4.5%
Instructor								
Institution Average	\$50,600	\$63,022	\$60,600	\$63,600	\$64,283	\$68,869	\$61,609	\$63,600
Comparison Group Average	\$46,781	\$54,753	\$59,716	\$60,749	\$59,431	\$59,833	\$60,710	\$60,749
Difference Above/(Below)	\$3,819	\$8,269	\$884	\$2,851	\$4,852	\$9,036	\$899	\$2,851
% Difference Above/Below	8.2%	15.1%	1.5%	4.7%	8.2%	15.1%	1.5%	4.7%
All Ranks Combined								
Institution Average	\$67,400	\$84,572	\$84,300	\$86,100	\$85,626	\$92,418	\$85,703	\$86,100
Comparison Group Average	\$72,978	\$85,265	\$90,111	\$90,213	\$92,712	\$93,176	\$91,611	\$90,213
Difference Above/(Below)	(\$5,578)	(\$693)	(\$5,811)	(\$4,113)	(\$7,086)	(\$758)	(\$5,908)	(\$4,113)
% Difference Above/Below	-7.6%	-0.8%	-6.4%	-4.6%	-7.6%	-0.8%	-6.4%	-4.6%

Notes:

¹ Sources: "Academe", March/April 2003; March/April 2008; March/April 2012; and March/April 2013

Table 4

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons¹

Institution: Southern Utah University

Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2012-13)			
	2002-03	2007-08	2011-12	2012-13	2002-03	2007-08	2011-12	2012-13
Faculty Salaries								
Professor								
Institution Average	\$60,100	\$69,500	\$79,400	\$78,900	\$76,352	\$75,948	\$80,722	\$78,900
Comparison Group Average	\$74,545	\$85,726	\$88,940	\$88,988	\$94,703	\$93,679	\$90,420	\$88,988
Difference Above/(Below)	(\$14,445)	(\$16,226)	(\$9,540)	(\$10,088)	(\$18,351)	(\$17,731)	(\$9,698)	(\$10,088)
% Difference Above/Below	-19.4%	-18.9%	-10.7%	-11.3%	-19.4%	-18.9%	-10.7%	-11.3%
Associate Professor								
Institution Average	\$50,900	\$57,300	\$62,500	\$63,500	\$64,664	\$62,616	\$63,540	\$63,500
Comparison Group Average	\$59,145	\$68,034	\$71,025	\$71,343	\$75,138	\$74,346	\$72,207	\$71,343
Difference Above/(Below)	(\$8,245)	(\$10,734)	(\$8,525)	(\$7,843)	(\$10,474)	(\$11,730)	(\$8,667)	(\$7,843)
% Difference Above/Below	-13.9%	-15.8%	-12.0%	-11.0%	-13.9%	-15.8%	-12.0%	-11.0%
Assistant Professor								
Institution Average	\$40,200	\$48,000	\$51,900	\$52,400	\$51,071	\$52,453	\$52,764	\$52,400
Comparison Group Average	\$49,086	\$57,540	\$60,656	\$61,041	\$62,359	\$62,878	\$61,666	\$61,041
Difference Above/(Below)	(\$8,886)	(\$9,540)	(\$8,756)	(\$8,641)	(\$11,288)	(\$10,425)	(\$8,902)	(\$8,641)
% Difference Above/Below	-18.1%	-16.6%	-14.4%	-14.2%	-18.1%	-16.6%	-14.4%	-14.2%
Instructor								
Institution Average	\$39,100	n/a	n/a	n/a	\$49,673	n/a	n/a	n/a
Comparison Group Average	\$36,398	\$41,794	\$44,631	\$45,258	\$46,240	\$45,672	\$45,374	\$45,258
Difference Above/(Below)	\$2,702	n/a	n/a	n/a	\$3,433	n/a	n/a	n/a
% Difference Above/Below	7.4%	n/a	n/a	n/a	7.4%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$46,100	\$54,200	\$58,600	\$59,400	\$58,566	\$59,229	\$59,575	\$59,400
Comparison Group Average	\$58,440	\$66,107	\$69,081	\$69,149	\$74,243	\$72,240	\$70,231	\$69,149
Difference Above/(Below)	(\$12,340)	(\$11,907)	(\$10,481)	(\$9,749)	(\$15,677)	(\$13,011)	(\$10,656)	(\$9,749)
% Difference Above/Below	-21.1%	-18.0%	-15.2%	-14.1%	-21.1%	-18.0%	-15.2%	-14.1%
Faculty Compensation								
Professor								
Institution Average	\$78,700	\$96,000	\$109,400	\$109,300	\$99,981	\$104,907	\$111,221	\$109,300
Comparison Group Average	\$92,478	\$108,923	\$114,276	\$114,418	\$117,485	\$119,029	\$116,178	\$114,418
Difference Above/(Below)	(\$13,778)	(\$12,923)	(\$4,876)	(\$5,118)	(\$17,504)	(\$14,122)	(\$4,957)	(\$5,118)
% Difference Above/Below	-14.9%	-11.9%	-4.3%	-4.5%	-14.9%	-11.9%	-4.3%	-4.5%
Associate Professor								
Institution Average	\$67,900	\$81,200	\$88,100	\$90,000	\$86,261	\$88,733	\$89,566	\$90,000
Comparison Group Average	\$74,540	\$87,952	\$93,017	\$93,162	\$94,696	\$96,112	\$94,565	\$93,162
Difference Above/(Below)	(\$6,640)	(\$6,752)	(\$4,917)	(\$3,162)	(\$8,436)	(\$7,379)	(\$4,999)	(\$3,162)
% Difference Above/Below	-8.9%	-7.7%	-5.3%	-3.4%	-8.9%	-7.7%	-5.3%	-3.4%
Assistant Professor								
Institution Average	\$55,200	\$68,400	\$73,600	\$74,200	\$70,127	\$74,746	\$74,825	\$74,200
Comparison Group Average	\$62,188	\$74,884	\$79,731	\$80,298	\$79,004	\$81,832	\$81,058	\$80,298
Difference Above/(Below)	(\$6,988)	(\$6,484)	(\$6,131)	(\$6,098)	(\$8,877)	(\$7,086)	(\$6,233)	(\$6,098)
% Difference Above/Below	-11.2%	-8.7%	-7.7%	-7.6%	-11.2%	-8.7%	-7.7%	-7.6%
Instructor								
Institution Average	\$53,900	n/a	n/a	n/a	\$68,475	n/a	n/a	n/a
Comparison Group Average	\$46,781	\$54,753	\$59,716	\$60,749	\$59,431	\$59,833	\$60,710	\$60,749
Difference Above/(Below)	\$7,119	n/a	n/a	n/a	\$9,044	n/a	n/a	n/a
% Difference Above/Below	15.2%	n/a	n/a	n/a	15.2%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$62,100	\$76,700	\$82,700	\$84,000	\$78,892	\$83,816	\$84,076	\$84,000
Comparison Group Average	\$72,978	\$85,265	\$90,111	\$90,213	\$92,712	\$93,176	\$91,611	\$90,213
Difference Above/(Below)	(\$10,878)	(\$8,565)	(\$7,411)	(\$6,213)	(\$13,820)	(\$9,360)	(\$7,535)	(\$6,213)
% Difference Above/Below	-14.9%	-10.0%	-8.2%	-6.9%	-14.9%	-10.0%	-8.2%	-6.9%

Notes:

¹ Sources: "Academe", March/April 2003; March/April 2008; March/April 2012; and March/April 2013

Table 5

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons¹

Institution: Snow College

Comparison Group: Public Two-year Colleges with Rank

	Current Dollars				Constant Dollars (2012-13)			
	2002-03	2007-08	2011-12	2012-13	2002-03	2007-08	2011-12	2012-13
Faculty Salaries								
Professor								
Institution Average	\$54,600	\$60,200	\$62,700	\$61,200	\$69,364	\$65,785	\$63,744	\$61,200
Comparison Group Average	\$65,730	\$71,910	\$73,534	\$74,845	\$83,504	\$78,582	\$74,758	\$74,845
Difference Above/(Below)	(\$11,130)	(\$11,710)	(\$10,834)	(\$13,645)	(\$14,140)	(\$12,797)	(\$11,014)	(\$13,645)
% Difference Above/Below	-16.9%	-16.3%	-14.7%	-18.2%	-16.9%	-16.3%	-14.7%	-18.2%
Associate Professor								
Institution Average	\$47,500	\$51,400	\$54,400	\$57,000	\$60,344	\$56,169	\$55,305	\$57,000
Comparison Group Average	\$51,696	\$58,708	\$61,141	\$60,876	\$65,675	\$64,155	\$62,159	\$60,876
Difference Above/(Below)	(\$4,196)	(\$7,308)	(\$6,741)	(\$3,876)	(\$5,331)	(\$7,986)	(\$6,854)	(\$3,876)
% Difference Above/Below	-8.1%	-12.4%	-11.0%	-6.4%	-8.1%	-12.4%	-11.0%	-6.4%
Assistant Professor								
Institution Average	\$42,000	\$44,000	\$44,700	\$45,600	\$53,357	\$48,082	\$45,444	\$45,600
Comparison Group Average	\$45,653	\$51,329	\$53,534	\$52,754	\$57,998	\$56,091	\$54,425	\$52,754
Difference Above/(Below)	(\$3,653)	(\$7,329)	(\$8,834)	(\$7,154)	(\$4,641)	(\$8,009)	(\$8,981)	(\$7,154)
% Difference Above/Below	-8.0%	-14.3%	-16.5%	-13.6%	-8.0%	-14.3%	-16.5%	-13.6%
Instructor								
Institution Average	\$33,900	\$43,200	\$46,200	\$43,700	\$43,067	\$47,208	\$46,969	\$43,700
Comparison Group Average	\$38,215	\$44,174	\$46,786	\$45,314	\$48,549	\$48,272	\$47,565	\$45,314
Difference Above/(Below)	(\$4,315)	(\$974)	(\$586)	(\$1,614)	(\$5,482)	(\$1,064)	(\$596)	(\$1,614)
% Difference Above/Below	-11.3%	-2.2%	-1.3%	-3.6%	-11.3%	-2.2%	-1.3%	-3.6%
All Ranks Combined								
Institution Average	\$44,300	\$48,100	\$49,900	\$50,600	\$56,279	\$52,563	\$50,731	\$50,600
Comparison Group Average	\$51,824	\$57,772	\$59,676	\$59,002	\$65,838	\$63,132	\$60,669	\$59,002
Difference Above/(Below)	(\$7,524)	(\$9,672)	(\$9,776)	(\$8,402)	(\$9,559)	(\$10,569)	(\$9,938)	(\$8,402)
% Difference Above/Below	-14.5%	-16.7%	-16.4%	-14.2%	-14.5%	-16.7%	-16.4%	-14.2%
Faculty Compensation								
Professor								
Institution Average	\$77,900	\$85,700	\$84,100	\$85,100	\$98,965	\$93,651	\$85,500	\$85,100
Comparison Group Average	\$83,093	\$95,096	\$98,104	\$97,149	\$105,562	\$103,919	\$99,737	\$97,149
Difference Above/(Below)	(\$5,193)	(\$9,396)	(\$14,004)	(\$12,049)	(\$6,597)	(\$10,268)	(\$14,237)	(\$12,049)
% Difference Above/Below	-6.2%	-9.9%	-14.3%	-12.4%	-6.2%	-9.9%	-14.3%	-12.4%
Associate Professor								
Institution Average	\$69,200	\$76,300	\$77,000	\$82,900	\$87,912	\$83,379	\$78,282	\$82,900
Comparison Group Average	\$66,372	\$78,625	\$82,485	\$82,019	\$84,320	\$85,920	\$83,858	\$82,019
Difference Above/(Below)	\$2,828	(\$2,325)	(\$5,485)	\$881	\$3,593	(\$2,541)	(\$5,576)	\$881
% Difference Above/Below	4.3%	-3.0%	-6.6%	1.1%	4.3%	-3.0%	-6.6%	1.1%
Assistant Professor								
Institution Average	\$61,900	\$66,300	\$64,000	\$68,100	\$78,638	\$72,451	\$65,065	\$68,100
Comparison Group Average	\$59,566	\$69,450	\$72,671	\$72,688	\$75,673	\$75,893	\$73,881	\$72,688
Difference Above/(Below)	\$2,334	(\$3,150)	(\$8,671)	(\$4,588)	\$2,965	(\$3,442)	(\$8,816)	(\$4,588)
% Difference Above/Below	3.9%	-4.5%	-11.9%	-6.3%	3.9%	-4.5%	-11.9%	-6.3%
Instructor								
Institution Average	\$51,900	\$66,200	\$66,400	\$65,000	\$65,934	\$72,342	\$67,505	\$65,000
Comparison Group Average	\$49,946	\$58,915	\$63,538	\$62,637	\$63,452	\$64,381	\$64,596	\$62,637
Difference Above/(Below)	\$1,954	\$7,285	\$2,862	\$2,363	\$2,482	\$7,961	\$2,909	\$2,363
% Difference Above/Below	3.9%	12.4%	4.5%	3.8%	3.9%	12.4%	4.5%	3.8%
All Ranks Combined								
Institution Average	\$64,900	\$71,800	\$70,700	\$74,000	\$82,450	\$78,461	\$71,877	\$74,000
Comparison Group Average	\$66,391	\$77,142	\$79,548	\$72,073	\$84,344	\$84,299	\$80,872	\$72,073
Difference Above/(Below)	(\$1,491)	(\$5,342)	(\$8,848)	\$1,927	(\$1,894)	(\$5,838)	(\$8,995)	\$1,927
% Difference Above/Below	-2.2%	-6.9%	-11.1%	2.7%	-2.2%	-6.9%	-11.1%	2.7%

Notes:

¹ Sources: "Academe", March/April 2003; March/April 2008; March/April 2012; and March/April 2013

Table 6

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons¹

Institution: Dixie State University

Comparison Group: Public General Baccalaureate²

	Current Dollars				Constant Dollars (2012-13)			
	2002-03	2007-08	2011-12	2012-13	2002-03	2007-08	2011-12	2012-13
Faculty Salaries								
Professor								
Institution Average	n/a	\$74,400	\$77,100	\$77,400	n/a	\$81,303	\$78,383	\$77,400
Comparison Group Average	\$65,730	\$71,910	\$84,524	\$86,427	\$83,504	\$78,582	\$85,931	\$86,427
Difference Above/(Below)	n/a	\$2,490	(\$7,424)	(\$9,027)	n/a	\$2,721	(\$7,548)	(\$9,027)
% Difference Above/Below	n/a	3.5%	-8.8%	-10.4%	n/a	3.5%	-8.8%	-10.4%
Associate Professor								
Institution Average	n/a	\$59,300	\$59,200	\$60,500	n/a	\$64,802	\$60,185	\$60,500
Comparison Group Average	\$51,696	\$58,708	\$69,021	\$70,066	\$65,675	\$64,155	\$70,170	\$70,066
Difference Above/(Below)	n/a	\$592	(\$9,821)	(\$9,566)	n/a	\$647	(\$9,985)	(\$9,566)
% Difference Above/Below	n/a	1.0%	-14.2%	-13.7%	n/a	1.0%	-14.2%	-13.7%
Assistant Professor								
Institution Average	n/a	\$49,800	\$52,000	\$51,700	n/a	\$54,420	\$52,865	\$51,700
Comparison Group Average	\$45,653	\$51,329	\$57,348	\$58,591	\$57,998	\$56,091	\$58,302	\$58,591
Difference Above/(Below)	n/a	(\$1,529)	(\$5,348)	(\$6,891)	n/a	(\$1,671)	(\$5,437)	(\$6,891)
% Difference Above/Below	n/a	-3.0%	-9.3%	-11.8%	n/a	-3.0%	-9.3%	-11.8%
Instructor								
Institution Average	n/a	\$42,400	\$44,900	\$46,100	n/a	\$46,334	\$45,647	\$46,100
Comparison Group Average	\$38,215	\$44,174	\$46,682	\$48,798	\$48,549	\$48,272	\$47,459	\$48,798
Difference Above/(Below)	n/a	(\$1,774)	(\$1,782)	(\$2,698)	n/a	(\$1,938)	(\$1,812)	(\$2,698)
% Difference Above/Below	n/a	-4.0%	-3.8%	-5.5%	n/a	-4.0%	-3.8%	-5.5%
All Ranks Combined								
Institution Average	\$43,500	\$56,400	\$57,700	\$58,200	\$55,263	\$61,633	\$58,660	\$58,200
Comparison Group Average	\$51,824	\$57,772	\$65,240	\$66,298	\$65,838	\$63,132	\$66,326	\$66,298
Difference Above/(Below)	(\$8,324)	(\$1,372)	(\$7,540)	(\$8,098)	(\$10,575)	(\$1,499)	(\$7,666)	(\$8,098)
% Difference Above/Below	-16.1%	-2.4%	-11.6%	-12.2%	-16.1%	-2.4%	-11.6%	-12.2%
Faculty Compensation								
Professor								
Institution Average	n/a	\$103,400	\$106,000	\$107,100	n/a	\$112,993	\$107,764	\$107,100
Comparison Group Average	\$83,093	\$95,096	\$110,789	\$112,682	\$105,562	\$103,919	\$112,633	\$112,682
Difference Above/(Below)	n/a	\$8,304	(\$4,789)	(\$5,582)	n/a	\$9,074	(\$4,869)	(\$5,582)
% Difference Above/Below	n/a	8.7%	-4.3%	-5.0%	n/a	8.7%	-4.3%	-5.0%
Associate Professor								
Institution Average	n/a	\$84,400	\$84,000	\$86,300	n/a	\$92,230	\$85,398	\$86,300
Comparison Group Average	\$66,372	\$78,625	\$91,576	\$93,307	\$84,320	\$85,920	\$93,100	\$93,307
Difference Above/(Below)	n/a	\$5,775	(\$7,576)	(\$7,007)	n/a	\$6,310	(\$7,702)	(\$7,007)
% Difference Above/Below	n/a	7.3%	-8.3%	-7.5%	n/a	7.3%	-8.3%	-7.5%
Assistant Professor								
Institution Average	n/a	\$71,400	\$73,700	\$73,600	n/a	\$78,024	\$74,927	\$73,600
Comparison Group Average	\$59,566	\$69,450	\$76,408	\$79,018	\$75,673	\$75,893	\$77,680	\$79,018
Difference Above/(Below)	n/a	\$1,950	(\$2,708)	(\$5,418)	n/a	\$2,131	(\$2,753)	(\$5,418)
% Difference Above/Below	n/a	2.8%	-3.5%	-6.9%	n/a	2.8%	-3.5%	-6.9%
Instructor								
Institution Average	n/a	\$62,600	\$66,500	\$67,500	n/a	\$68,408	\$67,607	\$67,500
Comparison Group Average	\$49,946	\$58,915	\$63,074	\$67,054	\$63,452	\$64,381	\$64,124	\$67,054
Difference Above/(Below)	n/a	\$3,685	\$3,426	\$446	n/a	\$4,027	\$3,483	\$446
% Difference Above/Below	n/a	6.3%	5.4%	0.7%	n/a	6.3%	5.4%	0.7%
All Ranks Combined								
Institution Average	\$62,200	\$80,300	\$81,800	\$82,600	\$79,020	\$87,750	\$83,161	\$82,600
Comparison Group Average	\$66,391	\$77,142	\$86,274	\$88,223	\$84,344	\$84,299	\$87,710	\$88,223
Difference Above/(Below)	(\$4,191)	\$3,158	(\$4,474)	(\$5,623)	(\$5,324)	\$3,451	(\$4,549)	(\$5,623)
% Difference Above/Below	-6.3%	4.1%	-5.2%	-6.4%	-6.3%	4.1%	-5.2%	-6.4%

Notes:

¹ Sources: "Academe", March/April 2003; March/April 2008; March/April 2012; and March/April 2013² Comparisons 2002-03 are with Public Two-year Colleges with Rank, for 2007-08 thru 2011-2013 General Public Baccalaureate Institutions.

Table 7

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons¹

Institution: Utah Valley University

Comparison Group: Public Masters Institutions²

	Current Dollars				Constant Dollars (2012-13)			
	2002-03	2007-08	2011-12 ³	2012-13	2002-03	2007-08	2011-12	2012-13
Faculty Salaries								
Professor								
Institution Average	\$52,200	\$66,400	\$75,402	\$76,400	\$66,315	\$72,560	\$76,657	\$76,400
Comparison Group Average	\$65,730	\$80,408	\$88,940	\$88,988	\$83,504	\$87,868	\$90,420	\$88,988
Difference Above/(Below)	(\$13,530)	(\$14,008)	(\$13,538)	(\$12,588)	(\$17,189)	(\$15,308)	(\$13,763)	(\$12,588)
% Difference Above/Below	-20.6%	-17.4%	-15.2%	-14.1%	-20.6%	-17.4%	-15.2%	-14.1%
Associate Professor								
Institution Average	\$50,000	\$59,100	\$63,035	\$64,300	\$63,521	\$64,583	\$64,084	\$64,300
Comparison Group Average	\$51,696	\$65,431	\$71,025	\$71,343	\$65,675	\$71,501	\$72,207	\$71,343
Difference Above/(Below)	(\$1,696)	(\$6,331)	(\$7,990)	(\$7,043)	(\$2,154)	(\$6,918)	(\$8,123)	(\$7,043)
% Difference Above/Below	-3.3%	-9.7%	-11.2%	-9.9%	-3.3%	-9.7%	-11.2%	-9.9%
Assistant Professor								
Institution Average	\$47,600	\$54,200	\$57,307	\$59,200	\$60,472	\$59,229	\$58,261	\$59,200
Comparison Group Average	\$45,653	\$54,844	\$60,656	\$61,041	\$57,998	\$59,932	\$61,666	\$61,041
Difference Above/(Below)	\$1,947	(\$644)	(\$3,349)	(\$1,841)	\$2,474	(\$703)	(\$3,405)	(\$1,841)
% Difference Above/Below	4.3%	-1.2%	-5.5%	-3.0%	4.3%	-1.2%	-5.5%	-3.0%
Instructor								
Institution Average	\$41,900	\$45,300	\$51,013	\$50,200	\$53,230	\$49,503	\$51,862	\$50,200
Comparison Group Average	\$38,215	\$44,349	\$44,631	\$45,258	\$48,549	\$48,464	\$45,374	\$45,258
Difference Above/(Below)	\$3,685	\$951	\$6,382	\$4,942	\$4,681	\$1,039	\$6,488	\$4,942
% Difference Above/Below	9.6%	2.1%	14.3%	10.9%	9.6%	2.1%	14.3%	10.9%
All Ranks Combined								
Institution Average	\$48,100	\$56,400	\$63,716	\$62,300	\$61,107	\$61,633	\$64,776	\$62,300
Comparison Group Average	\$51,824	\$62,477	\$69,081	\$69,149	\$65,838	\$68,273	\$70,231	\$69,149
Difference Above/(Below)	(\$3,724)	(\$6,077)	(\$5,365)	(\$6,849)	(\$4,731)	(\$6,640)	(\$5,455)	(\$6,849)
% Difference Above/Below	-7.2%	-9.7%	-7.8%	-9.9%	-7.2%	-9.7%	-7.8%	-9.9%

Faculty Compensation

Professor								
Institution Average	\$71,000	\$93,200	\$98,354	\$102,400	\$90,199	\$101,847	\$99,991	\$102,400
Comparison Group Average	\$83,093	\$102,362	\$114,276	\$114,418	\$105,562	\$111,859	\$116,178	\$114,418
Difference Above/(Below)	(\$12,093)	(\$9,162)	(\$15,922)	(\$12,018)	(\$15,363)	(\$10,012)	(\$16,187)	(\$12,018)
% Difference Above/Below	-14.6%	-9.0%	-13.9%	-10.5%	-14.6%	-9.0%	-13.9%	-10.5%
Associate Professor								
Institution Average	\$69,300	\$85,400	\$84,370	\$90,200	\$88,039	\$93,323	\$85,774	\$90,200
Comparison Group Average	\$66,372	\$84,257	\$93,017	\$93,162	\$84,320	\$92,074	\$94,565	\$93,162
Difference Above/(Below)	\$2,928	\$1,143	(\$8,647)	(\$2,962)	\$3,720	\$1,249	(\$8,791)	(\$2,962)
% Difference Above/Below	4.4%	1.4%	-9.3%	-3.2%	4.4%	1.4%	-9.3%	-3.2%
Assistant Professor								
Institution Average	\$66,500	\$79,700	\$77,389	\$85,200	\$84,482	\$87,094	\$78,677	\$85,200
Comparison Group Average	\$59,566	\$71,214	\$79,731	\$80,298	\$75,673	\$77,821	\$81,058	\$80,298
Difference Above/(Below)	\$6,934	\$8,486	(\$2,342)	\$4,902	\$8,809	\$9,273	(\$2,381)	\$4,902
% Difference Above/Below	11.6%	11.9%	-2.9%	6.1%	11.6%	11.9%	-2.9%	6.1%
Instructor								
Institution Average	\$59,800	\$64,600	\$71,701	\$76,200	\$75,971	\$70,593	\$72,894	\$76,200
Comparison Group Average	\$49,946	\$57,705	\$59,716	\$60,749	\$63,452	\$63,059	\$60,710	\$60,749
Difference Above/(Below)	\$9,854	\$6,895	\$11,985	\$15,451	\$12,519	\$7,534	\$12,184	\$15,451
% Difference Above/Below	19.7%	11.9%	20.1%	25.4%	19.7%	11.9%	20.1%	25.4%
All Ranks Combined								
Institution Average	\$66,900	\$81,600	\$84,981	\$88,300	\$84,990	\$89,171	\$86,395	\$88,300
Comparison Group Average	\$66,391	\$80,387	\$90,111	\$90,213	\$84,344	\$87,845	\$91,611	\$90,213
Difference Above/(Below)	\$509	\$1,213	(\$5,130)	(\$1,913)	\$646	\$1,326	(\$5,216)	(\$1,913)
% Difference Above/Below	0.8%	1.5%	-5.7%	-2.1%	0.8%	1.5%	-5.7%	-2.1%

Notes:

¹ Sources: "Academe", March/April 2003; March/April 2008; March/April 2012; and March/April 2013² Comparison 2002-03 are with Public Two-year Colleges with Rank, 2007-2008 Public General Baccalareute, and 2011-2012 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 Comparisons¹

Institution: Salt Lake Community College

Comparison Group: Public Two-year Colleges with Rank

	Current Dollars				Constant Dollars (2012-13)			
	2002-03	2007-08	2011-12	2012-13	2002-03	2007-08	2011-12	2012-13
Faculty Salaries								
Professor								
Institution Average	\$47,000	\$55,600	\$59,500	\$59,600	\$59,709	\$60,758	\$60,490	\$59,600
Comparison Group Average	\$65,730	\$71,910	\$73,534	\$74,845	\$83,504	\$78,582	\$74,758	\$74,845
Difference Above/(Below)	(\$18,730)	(\$16,310)	(\$14,034)	(\$15,245)	(\$23,795)	(\$17,824)	(\$14,268)	(\$15,245)
% Difference Above/Below	-28.5%	-22.7%	-19.1%	-20.4%	-28.5%	-22.7%	-19.1%	-20.4%
Associate Professor								
Institution Average	\$43,000	\$50,900	\$52,800	\$52,600	\$54,628	\$55,622	\$53,679	\$52,600
Comparison Group Average	\$51,696	\$58,708	\$61,141	\$60,876	\$65,675	\$64,155	\$62,159	\$60,876
Difference Above/(Below)	(\$8,696)	(\$7,808)	(\$8,341)	(\$8,276)	(\$11,047)	(\$8,533)	(\$8,480)	(\$8,276)
% Difference Above/Below	-16.8%	-13.3%	-13.6%	-13.6%	-16.8%	-13.3%	-13.6%	-13.6%
Assistant Professor								
Institution Average	\$39,500	\$46,400	\$48,400	\$48,300	\$50,181	\$50,705	\$49,206	\$48,300
Comparison Group Average	\$45,653	\$51,329	\$53,534	\$52,754	\$57,998	\$56,091	\$54,425	\$52,754
Difference Above/(Below)	(\$6,153)	(\$4,929)	(\$5,134)	(\$4,454)	(\$7,817)	(\$5,386)	(\$5,219)	(\$4,454)
% Difference Above/Below	-13.5%	-9.6%	-9.6%	-8.4%	-13.5%	-9.6%	-9.6%	-8.4%
Instructor								
Institution Average	\$34,600	\$41,200	\$41,600	\$41,000	\$43,956	\$45,022	\$42,292	\$41,000
Comparison Group Average	\$38,215	\$44,174	\$46,786	\$45,314	\$48,549	\$48,272	\$47,565	\$45,314
Difference Above/(Below)	(\$3,615)	(\$2,974)	(\$5,186)	(\$4,314)	(\$4,593)	(\$3,250)	(\$5,273)	(\$4,314)
% Difference Above/Below	-9.5%	-6.7%	-11.1%	-9.5%	-9.5%	-6.7%	-11.1%	-9.5%
All Ranks Combined								
Institution Average	\$39,900	\$47,500	\$49,500	\$49,600	\$50,689	\$51,907	\$50,324	\$49,600
Comparison Group Average	\$51,824	\$57,772	\$59,676	\$59,002	\$65,838	\$63,132	\$60,669	\$59,002
Difference Above/(Below)	(\$11,924)	(\$10,272)	(\$10,176)	(\$9,402)	(\$15,149)	(\$11,225)	(\$10,345)	(\$9,402)
% Difference Above/Below	-23.0%	-17.8%	-17.1%	-15.9%	-23.0%	-17.8%	-17.1%	-15.9%
Faculty Compensation								
Professor								
Institution Average	\$66,000	\$80,600	\$86,400	\$87,500	\$83,847	\$88,078	\$87,838	\$87,500
Comparison Group Average	\$83,093	\$95,096	\$98,104	\$97,149	\$105,562	\$103,919	\$99,737	\$97,149
Difference Above/(Below)	(\$17,093)	(\$14,496)	(\$11,704)	(\$9,649)	(\$21,715)	(\$15,841)	(\$11,899)	(\$9,649)
% Difference Above/Below	-20.6%	-15.2%	-11.9%	-9.9%	-20.6%	-15.2%	-11.9%	-9.9%
Associate Professor								
Institution Average	\$60,700	\$74,900	\$77,500	\$78,200	\$77,114	\$81,849	\$78,790	\$78,200
Comparison Group Average	\$66,372	\$78,625	\$82,485	\$82,019	\$84,320	\$85,920	\$83,858	\$82,019
Difference Above/(Below)	(\$5,672)	(\$3,725)	(\$4,985)	(\$3,819)	(\$7,206)	(\$4,071)	(\$5,068)	(\$3,819)
% Difference Above/Below	-8.5%	-4.7%	-6.0%	-4.7%	-8.5%	-4.7%	-6.0%	#VALUE!
Assistant Professor								
Institution Average	\$57,000	\$69,800	\$73,500	\$73,800	\$72,413	\$76,276	\$74,723	\$73,800
Comparison Group Average	\$59,566	\$69,450	\$72,671	\$72,688	\$75,673	\$75,893	\$73,881	\$72,688
Difference Above/(Below)	(\$2,566)	\$350	\$829	\$1,112	(\$3,260)	\$383	\$842	\$1,112
% Difference Above/Below	-4.3%	0.5%	1.1%	1.5%	-4.3%	0.5%	1.1%	1.5%
Instructor								
Institution Average	\$50,800	\$63,400	\$65,000	\$64,000	\$64,537	\$69,282	\$66,082	\$64,000
Comparison Group Average	\$49,946	\$58,915	\$63,538	\$62,637	\$63,452	\$64,381	\$64,596	\$62,637
Difference Above/(Below)	\$854	\$4,485	\$1,462	\$1,363	\$1,085	\$4,901	\$1,486	\$1,363
% Difference Above/Below	1.7%	7.6%	2.3%	2.2%	1.7%	7.6%	2.3%	2.2%
All Ranks Combined								
Institution Average	\$57,200	\$71,000	\$74,300	\$74,900	\$72,667	\$77,587	\$75,537	\$74,900
Comparison Group Average	\$66,391	\$77,142	\$79,548	\$72,073	\$84,344	\$84,299	\$80,872	\$72,073
Difference Above/(Below)	(\$9,191)	(\$6,142)	(\$5,248)	\$2,827	(\$11,677)	(\$6,712)	(\$5,335)	\$2,827
% Difference Above/Below	-13.8%	-8.0%	-6.6%	3.9%	-13.8%	-8.0%	-6.6%	3.9%

Notes:

¹ Sources: "Academe", March/April 2003; March/April 2008; March/April 2012; and March/April 2013

Table 9

USHE Faculty Salary and Compensation Comparisons

Current and Constant Dollar Values

Consumer Price Index for all Urban Consumers¹

U.S. City Average, All Items, Not Seasonally Adjusted

(1982-84=100)

	Consumer Price Index			
	2002-03	2007-08	2011-12	2012-13 ⁽²⁾
Monthly Price Index				
July	180.1	208.3	225.9	229.1
August	180.7	207.9	226.5	230.4
September	181.0	208.5	226.9	231.4
October	181.3	208.9	226.4	231.3
November	181.3	210.3	226.2	230.2
December	180.9	210.0	225.7	229.6
January	181.7	211.1	226.7	230.3
February	183.1	211.7	227.7	232.2
March	184.2	213.5	229.4	232.8
April	183.8	214.8	230.1	232.5
May	183.5	216.6	229.8	232.9
June	183.7	218.8	229.5	233.5
Fiscal Year Average				
CPI	182.1	211.7	227.6	231.4
Dollar Inflator	1.270	1.093	1.017	1.000

Notes:

¹ Source: U.S. Bureau of Labor Statistics, <http://data.bls.gov/>

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.