

Tab K – Salary Comparisons



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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 2014-15 dollars.

The peer groups established by ACADEME do not reflect the Regent approved peer groups for the USHE institutions and the information presented in these tables should not be used to identify salary equity issues for faculty members.

Table 1

USHE Faculty Salary and Compensation Comparisons**Current & Constant Dollars**Ten, Five and One-year Comparisons ⁽¹⁾

Institution: University of Utah

Comparison Group: Doctoral Institutions

	Current Dollars				Constant Dollars (2014-15)			
	2004-05	2009-10	2013-14	2014-15	2004-05	2009-10	2013-14	2014-15
Faculty Salaries								
Professor								
Institution Average	\$94,000	\$115,700	\$126,300	\$129,000	\$116,059	\$126,345	\$127,220	\$129,000
Comparison Group Average	\$97,948	\$116,700	\$126,981	\$130,039	\$120,934	\$127,437	\$127,905	\$130,039
Difference Above/(Below)	(\$3,948)	(\$1,000)	(\$681)	(\$1,039)	(\$4,875)	(\$1,092)	(\$685)	(\$1,039)
% Difference Above/Below	-4.0%	-0.9%	-0.5%	-0.8%	-4.0%	-0.9%	-0.5%	-0.8%
Associate Professor								
Institution Average	\$66,200	\$79,900	\$87,400	\$89,100	\$81,735	\$87,251	\$88,036	\$89,100
Comparison Group Average	\$68,576	\$80,463	\$86,567	\$88,716	\$84,669	\$87,866	\$87,197	\$88,716
Difference Above/(Below)	(\$2,376)	(\$563)	\$833	\$384	(\$2,934)	(\$615)	\$839	\$384
% Difference Above/Below	-3.5%	-0.7%	1.0%	0.4%	-3.5%	-0.7%	1.0%	0.4%
Assistant Professor								
Institution Average	\$58,700	\$73,100	\$76,900	\$78,400	\$72,475	\$79,826	\$77,460	\$78,400
Comparison Group Average	\$58,310	\$68,718	\$75,432	\$77,446	\$71,994	\$75,041	\$75,981	\$77,446
Difference Above/(Below)	\$390	\$4,382	\$1,468	\$954	\$481	\$4,785	\$1,479	\$954
% Difference Above/Below	0.7%	6.4%	1.9%	1.2%	0.7%	6.4%	1.9%	1.2%
Instructor								
Institution Average	n/a	\$67,100	n/a	n/a	n/a	\$73,274	n/a	n/a
Comparison Group Average	\$39,398	\$45,805	\$50,032	\$50,913	\$48,644	\$50,019	\$50,396	\$50,913
Difference Above/(Below)	n/a	\$21,295	n/a	n/a	n/a	\$23,255	n/a	n/a
% Difference Above/Below	n/a	46.5%	n/a	n/a	n/a	46.5%	n/a	n/a
All Ranks Combined								
Institution Average	\$68,900	\$83,950	\$88,300	\$91,900	\$85,069	\$91,674	\$88,943	\$91,900
Comparison Group Average	\$74,083	\$85,704	\$91,918	\$93,819	\$91,468	\$93,590	\$92,587	\$93,819
Difference Above/(Below)	(\$5,183)	(\$1,754)	(\$3,618)	(\$1,919)	(\$6,399)	(\$1,916)	(\$3,644)	(\$1,919)
% Difference Above/Below	-7.0%	-2.0%	-3.9%	-2.0%	-7.0%	-2.0%	-3.9%	-2.0%
Faculty Compensation								
Professor								
Institution Average	\$121,600	\$149,950	\$166,600	\$173,500	\$150,136	\$163,747	\$167,813	\$173,500
Comparison Group Average	\$122,591	\$147,417	\$161,918	\$165,888	\$151,360	\$160,981	\$163,097	\$165,888
Difference Above/(Below)	(\$991)	\$2,533	\$4,682	\$7,612	(\$1,224)	\$2,766	\$4,716	\$7,612
% Difference Above/Below	-0.8%	1.7%	2.9%	4.6%	-0.8%	1.7%	2.9%	4.6%
Associate Professor								
Institution Average	\$87,300	\$106,200	\$116,400	\$118,200	\$107,787	\$115,971	\$117,247	\$118,200
Comparison Group Average	\$87,572	\$104,005	\$113,304	\$115,948	\$108,123	\$113,574	\$114,129	\$115,948
Difference Above/(Below)	(\$272)	\$2,195	\$3,096	\$2,252	(\$336)	\$2,397	\$3,119	\$2,252
% Difference Above/Below	-0.3%	2.1%	2.7%	1.9%	-0.3%	2.1%	2.7%	1.9%
Assistant Professor								
Institution Average	\$77,500	\$97,500	\$102,300	\$104,400	\$95,687	\$106,471	\$103,045	\$104,400
Comparison Group Average	\$74,706	\$89,268	\$99,177	\$101,468	\$92,238	\$97,481	\$99,899	\$101,468
Difference Above/(Below)	\$2,794	\$8,232	\$3,123	\$2,932	\$3,449	\$8,990	\$3,146	\$2,932
% Difference Above/Below	3.7%	9.2%	3.1%	2.9%	3.7%	9.2%	3.1%	2.9%
Instructor								
Institution Average	n/a	\$87,200	n/a	n/a	n/a	\$95,223	n/a	n/a
Comparison Group Average	\$51,432	\$61,731	\$68,720	\$69,460	\$63,502	\$67,411	\$69,220	\$69,460
Difference Above/(Below)	n/a	\$25,469	n/a	n/a	n/a	\$27,812	n/a	n/a
% Difference Above/Below	n/a	41.3%	n/a	n/a	n/a	41.3%	n/a	n/a
All Ranks Combined								
Institution Average	\$90,500	\$110,500	\$117,200	\$126,400	\$111,738	\$120,667	\$118,053	\$126,400
Comparison Group Average	\$93,794	\$109,933	\$119,628	\$121,903	\$115,805	\$120,048	\$120,499	\$121,903
Difference Above/(Below)	(\$3,294)	\$567	(\$2,428)	\$4,497	(\$4,067)	\$619	(\$2,446)	\$4,497
% Difference Above/Below	-3.5%	0.5%	-2.0%	3.7%	-3.5%	0.5%	-2.0%	3.7%

Notes:

¹ Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015

Table 2

USHE Faculty Salary and Compensation Comparisons**Current & Constant Dollars**Ten, Five and One-year Comparisons ⁽¹⁾**Institution: Utah State University****Comparison Group: Doctoral Institutions**

	Current Dollars				Constant Dollars (2014-15)			
	2004-05	2009-10	2013-14	2014-15	2004-05	2009-10	2013-14	2014-15
Faculty Salaries								
Professor								
Institution Average	\$74,900	\$89,100	\$98,400	\$100,700	\$92,477	\$97,298	\$99,116	\$100,700
Comparison Group Average	\$97,948	\$116,700	\$126,981	\$130,039	\$120,934	\$127,437	\$127,905	\$130,039
Difference Above/(Below)	(\$23,048)	(\$27,600)	(\$28,581)	(\$29,339)	(\$28,457)	(\$30,139)	(\$28,789)	(\$29,339)
% Difference Above/Below	-23.5%	-23.7%	-22.5%	-22.6%	-23.5%	-24%	-22.5%	-22.6%
Associate Professor								
Institution Average	\$56,400	\$69,100	\$73,900	\$77,500	\$69,636	\$75,458	\$74,438	\$77,500
Comparison Group Average	\$68,576	\$80,463	\$86,567	\$88,716	\$84,669	\$87,866	\$87,197	\$88,716
Difference Above/(Below)	(\$12,176)	(\$11,363)	(\$12,667)	(\$11,216)	(\$15,033)	(\$12,408)	(\$12,759)	(\$11,216)
% Difference Above/Below	-17.8%	-14.1%	-14.6%	-12.6%	-17.8%	-14.1%	-14.6%	-12.6%
Assistant Professor								
Institution Average	\$51,900	\$62,900	\$66,400	\$67,700	\$64,080	\$68,687	\$66,883	\$67,700
Comparison Group Average	\$58,310	\$68,718	\$75,432	\$77,446	\$71,994	\$75,041	\$75,981	\$77,446
Difference Above/(Below)	(\$6,410)	(\$5,818)	(\$9,032)	(\$9,746)	(\$7,914)	(\$6,354)	(\$9,098)	(\$9,746)
% Difference Above/Below	-11.0%	-8.5%	-12.0%	-12.6%	-11.0%	-8.5%	-12.0%	-12.6%
Instructor								
Institution Average	\$39,100	\$51,900	\$50,800	\$47,500	\$48,276	\$56,675	\$51,170	\$47,500
Comparison Group Average	\$39,398	\$45,805	\$50,032	\$50,913	\$48,644	\$50,019	\$50,396	\$50,913
Difference Above/(Below)	(\$298)	\$6,095	\$768	(\$3,413)	(\$368)	\$6,656	\$774	(\$3,413)
% Difference Above/Below	-0.8%	13.3%	1.5%	-6.7%	-0.8%	13.3%	1.5%	-6.7%
All Ranks Combined								
Institution Average	\$58,400	\$70,800	\$74,800	\$77,100	\$72,105	\$77,314	\$75,345	\$77,100
Comparison Group Average	\$74,083	\$85,704	\$91,918	\$93,819	\$91,468	\$93,590	\$92,587	\$93,819
Difference Above/(Below)	(\$15,683)	(\$14,904)	(\$17,118)	(\$16,719)	(\$19,363)	(\$16,276)	(\$17,242)	(\$16,719)
% Difference Above/Below	-21.2%	-17.4%	-18.6%	-17.8%	-21.2%	-17.4%	-18.6%	-17.8%

Faculty Compensation

Professor								
Institution Average	\$99,900	\$119,500	\$133,800	\$137,000	\$123,344	\$130,495	\$134,774	\$137,000
Comparison Group Average	\$122,591	\$147,417	\$161,918	\$165,888	\$151,360	\$160,981	\$163,097	\$165,888
Difference Above/(Below)	(\$22,691)	(\$27,917)	(\$28,118)	(\$28,888)	(\$28,016)	(\$30,486)	(\$28,323)	(\$28,888)
% Difference Above/Below	-18.5%	-18.9%	-17.4%	-17.4%	-18.5%	-18.9%	-17.4%	-17.4%
Associate Professor								
Institution Average	\$77,400	\$95,000	\$103,700	\$108,400	\$95,564	\$103,741	\$104,455	\$108,400
Comparison Group Average	\$87,572	\$104,005	\$113,304	\$115,948	\$108,123	\$113,574	\$114,129	\$115,948
Difference Above/(Below)	(\$10,172)	(\$9,005)	(\$9,604)	(\$7,548)	(\$12,559)	(\$9,834)	(\$9,674)	(\$7,548)
% Difference Above/Below	-11.6%	-8.7%	-8.5%	-6.5%	-11.6%	-8.7%	-8.5%	-6.5%
Assistant Professor								
Institution Average	\$71,800	\$87,400	\$94,400	\$96,300	\$88,650	\$95,442	\$95,087	\$96,300
Comparison Group Average	\$74,706	\$89,268	\$99,177	\$101,468	\$92,238	\$97,481	\$99,899	\$101,468
Difference Above/(Below)	(\$2,906)	(\$1,868)	(\$4,777)	(\$5,168)	(\$3,588)	(\$2,039)	(\$4,812)	(\$5,168)
% Difference Above/Below	-3.9%	-2.1%	-4.8%	-5.1%	-3.9%	-2.1%	-4.8%	-5.1%
Instructor								
Institution Average	\$56,100	\$73,900	\$75,300	\$71,500	\$69,265	\$80,699	\$75,848	\$71,500
Comparison Group Average	\$51,432	\$61,731	\$68,720	\$69,460	\$63,502	\$67,411	\$69,220	\$69,460
Difference Above/(Below)	\$4,668	\$12,169	\$6,580	\$2,040	\$5,763	\$13,288	\$6,628	\$2,040
% Difference Above/Below	9.1%	19.7%	9.6%	2.9%	9.1%	19.7%	9.6%	2.9%
All Ranks Combined								
Institution Average	\$79,800	\$97,200	\$104,800	\$107,900	\$98,527	\$106,143	\$105,563	\$107,900
Comparison Group Average	\$93,794	\$109,933	\$119,628	\$121,903	\$115,805	\$120,048	\$120,499	\$121,903
Difference Above/(Below)	(\$13,994)	(\$12,733)	(\$14,828)	(\$14,003)	(\$17,278)	(\$13,905)	(\$14,936)	(\$14,003)
% Difference Above/Below	-14.9%	-11.6%	-12.4%	-11.5%	-14.9%	-11.6%	-12.4%	-11.5%

Notes:

¹ Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015

Table 3

USHE Faculty Salary and Compensation Comparisons**Current & Constant Dollars**Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Weber State University

Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2014-15)			
	2004-05	2009-10 ⁽²⁾	2013-14	2014-15 ⁽²⁾	2004-05	2009-10	2013-14	2014-15
Faculty Salaries								
Professor								
Institution Average	\$64,000	\$71,500	\$76,500	\$78,952	\$79,019	\$78,079	\$77,057	\$78,952
Comparison Group Average	\$76,665	\$89,648	\$90,517	\$91,389	\$94,656	\$97,896	\$91,176	\$91,389
Difference Above/(Below)	(\$12,665)	(\$18,148)	(\$14,017)	(\$12,437)	(\$15,637)	(\$19,817)	(\$14,119)	(\$12,437)
% Difference Above/Below	-16.5%	-20.2%	-15.5%	-13.6%	-16.5%	-20.2%	-15.5%	-13.6%
Associate Professor								
Institution Average	\$50,400	\$61,600	\$62,800	\$63,648	\$62,228	\$67,268	\$63,257	\$63,648
Comparison Group Average	\$60,963	\$71,075	\$72,869	\$73,918	\$75,269	\$77,615	\$73,400	\$73,918
Difference Above/(Below)	(\$10,563)	(\$9,475)	(\$10,069)	(\$10,270)	(\$13,041)	(\$10,347)	(\$10,143)	(\$10,270)
% Difference Above/Below	-17.3%	-13.3%	-13.8%	-13.9%	-17.3%	-13.3%	-13.8%	-13.9%
Assistant Professor								
Institution Average	\$46,300	\$52,800	\$56,600	\$60,829	\$57,165	\$57,658	\$57,012	\$60,829
Comparison Group Average	\$51,249	\$59,959	\$62,636	\$63,953	\$63,276	\$65,476	\$63,092	\$63,953
Difference Above/(Below)	(\$4,949)	(\$7,159)	(\$6,036)	(\$3,124)	(\$6,111)	(\$7,818)	(\$6,080)	(\$3,124)
% Difference Above/Below	-9.7%	-11.9%	-9.6%	-4.9%	-9.7%	-11.9%	-9.6%	-4.9%
Instructor								
Institution Average	\$37,900	\$43,000	\$43,000	\$45,942	\$46,794	\$46,956	\$43,313	\$45,942
Comparison Group Average	\$38,560	\$48,342	\$46,310	\$46,878	\$47,609	\$52,790	\$46,647	\$46,878
Difference Above/(Below)	(\$660)	(\$5,342)	(\$3,310)	(\$936)	(\$815)	(\$5,834)	(\$3,334)	(\$936)
% Difference Above/Below	-1.7%	-11.1%	-7.1%	-2.0%	-1.7%	-11.1%	-7.1%	-2.0%
All Ranks Combined								
Institution Average	\$52,300	\$60,400	\$62,600	\$62,343	\$64,573	\$65,957	\$63,056	\$62,343
Comparison Group Average	\$60,074	\$69,555	\$70,683	\$71,423	\$74,172	\$75,955	\$71,198	\$71,423
Difference Above/(Below)	(\$7,774)	(\$9,155)	(\$8,083)	(\$9,080)	(\$9,599)	(\$9,998)	(\$8,142)	(\$9,080)
% Difference Above/Below	-12.9%	-13.2%	-11.4%	-12.7%	-12.9%	-13.2%	-11.4%	-12.7%

Faculty Compensation

Professor								
Institution Average	\$85,700	\$96,000	\$105,100	\$109,096	\$105,812	\$104,833	\$105,865	\$109,096
Comparison Group Average	\$96,810	\$113,281	\$116,696	\$118,994	\$119,529	\$123,704	\$117,546	\$118,994
Difference Above/(Below)	(\$11,110)	(\$17,281)	(\$11,596)	(\$9,898)	(\$13,717)	(\$18,871)	(\$11,681)	(\$9,898)
% Difference Above/Below	-11.5%	-15.3%	-9.9%	-8.3%	-11.5%	-15.3%	-9.9%	-8.3%
Associate Professor								
Institution Average	\$70,000	\$86,100	\$88,100	\$90,234	\$86,427	\$94,022	\$88,741	\$90,234
Comparison Group Average	\$78,127	\$91,868	\$95,735	\$98,077	\$96,461	\$100,321	\$96,432	\$98,077
Difference Above/(Below)	(\$8,127)	(\$5,768)	(\$7,635)	(\$7,843)	(\$10,034)	(\$6,299)	(\$7,691)	(\$7,843)
% Difference Above/Below	-10.4%	-6.3%	-8.0%	-8.0%	-10.4%	-6.3%	-8.0%	-8.0%
Assistant Professor								
Institution Average	\$64,000	\$77,300	\$79,500	\$87,265	\$79,019	\$84,412	\$80,079	\$87,265
Comparison Group Average	\$66,155	\$78,128	\$82,458	\$84,896	\$81,680	\$85,316	\$83,058	\$84,896
Difference Above/(Below)	(\$2,155)	(\$828)	(\$2,958)	\$2,369	(\$2,661)	(\$904)	(\$2,979)	\$2,369
% Difference Above/Below	-3.3%	-1.1%	-3.6%	2.8%	-3.3%	-1.1%	-3.6%	2.8%
Instructor								
Institution Average	\$53,700	\$67,600	\$61,300	\$67,103	\$66,302	\$73,820	\$61,746	\$67,103
Comparison Group Average	\$50,234	\$58,683	\$61,928	\$63,412	\$62,023	\$64,082	\$62,379	\$63,412
Difference Above/(Below)	\$3,466	\$8,917	(\$628)	\$3,691	\$4,279	\$9,738	(\$633)	\$3,691
% Difference Above/Below	6.9%	15.2%	-1.0%	5.8%	6.9%	15.2%	-1.0%	5.8%
All Ranks Combined								
Institution Average	\$71,600	\$85,000	\$87,200	\$88,424	\$88,403	\$92,821	\$87,835	\$88,424
Comparison Group Average	\$76,770	\$89,312	\$92,248	\$94,401	\$94,786	\$97,529	\$92,920	\$94,401
Difference Above/(Below)	(\$5,170)	(\$4,312)	(\$5,048)	(\$5,977)	(\$6,383)	(\$4,708)	(\$5,085)	(\$5,977)
% Difference Above/Below	-6.7%	-4.8%	-5.5%	-6.3%	-6.7%	-4.8%	-5.5%	-6.3%

Notes:

¹ Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015⁽²⁾ 2009-10 & 2004-15 data not reported in Academe, received directly from institution

Table 4

USHE Faculty Salary and Compensation Comparisons**Current & Constant Dollars**Ten, Five and One-year Comparisons ⁽¹⁾**Institution: Southern Utah University Comparison Group: Public Masters Institutions**

	Current Dollars				Constant Dollars (2014-15)			
	2004-05	2009-10	2013-14	2014-15	2004-05	2009-10	2013-14	2014-15
Faculty Salaries								
Professor								
Institution Average	\$60,800	\$74,700	\$79,400	\$82,000	\$75,068	\$81,573	\$79,978	\$82,000
Comparison Group Average	\$76,665	\$89,648	\$90,517	\$91,389	\$94,656	\$97,896	\$91,176	\$91,389
Difference Above/(Below)	(\$15,865)	(\$14,948)	(\$11,117)	(\$9,389)	(\$19,588)	(\$16,323)	(\$11,198)	(\$9,389)
% Difference Above/Below	-20.7%	-16.7%	-12.3%	-10.3%	-20.7%	-16.7%	-12.3%	-10.3%
Associate Professor								
Institution Average	\$51,700	\$60,200	\$63,900	\$65,900	\$63,833	\$65,739	\$64,365	\$65,900
Comparison Group Average	\$60,963	\$71,075	\$72,869	\$73,918	\$75,269	\$77,615	\$73,400	\$73,918
Difference Above/(Below)	(\$9,263)	(\$10,875)	(\$8,969)	(\$8,018)	(\$11,436)	(\$11,876)	(\$9,035)	(\$8,018)
% Difference Above/Below	-15.2%	-15.3%	-12.3%	-10.8%	-15.2%	-15.3%	-12.3%	-10.8%
Assistant Professor								
Institution Average	\$42,000	\$49,800	\$52,300	\$53,800	\$51,856	\$54,382	\$52,681	\$53,800
Comparison Group Average	\$51,249	\$59,959	\$62,636	\$63,953	\$63,276	\$65,476	\$63,092	\$63,953
Difference Above/(Below)	(\$9,249)	(\$10,159)	(\$10,336)	(\$10,153)	(\$11,420)	(\$11,094)	(\$10,411)	(\$10,153)
% Difference Above/Below	-18.0%	-16.9%	-16.5%	-15.9%	-18.0%	-16.9%	-16.5%	-15.9%
Instructor								
Institution Average	\$40,700	n/a	n/a	n/a	\$50,251	n/a	n/a	n/a
Comparison Group Average	\$38,560	\$48,342	\$46,310	\$46,878	\$47,609	\$52,790	\$46,647	\$46,878
Difference Above/(Below)	\$2,140	n/a	n/a	n/a	\$2,642	n/a	n/a	n/a
% Difference Above/Below	5.5%	n/a	n/a	n/a	5.5%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$47,700	\$57,000	\$59,900	\$59,400	\$58,894	\$62,244	\$60,336	\$59,400
Comparison Group Average	\$60,074	\$69,555	\$70,683	\$71,423	\$74,172	\$75,955	\$71,198	\$71,423
Difference Above/(Below)	(\$12,374)	(\$12,555)	(\$10,783)	(\$12,023)	(\$15,278)	(\$13,711)	(\$10,862)	(\$12,023)
% Difference Above/Below	-20.6%	-18.1%	-15.3%	-16.8%	-20.6%	-18.1%	-15.3%	-16.8%
Faculty Compensation								
Professor								
Institution Average	\$83,000	\$103,300	\$110,200	\$113,800	\$102,478	\$112,804	\$111,002	\$113,800
Comparison Group Average	\$96,810	\$113,281	\$116,696	\$118,994	\$119,529	\$123,704	\$117,546	\$118,994
Difference Above/(Below)	(\$13,810)	(\$9,981)	(\$6,496)	(\$5,194)	(\$17,051)	(\$10,900)	(\$6,544)	(\$5,194)
% Difference Above/Below	-14.3%	-8.8%	-5.6%	-4.4%	-14.3%	-8.8%	-5.6%	-4.4%
Associate Professor								
Institution Average	\$71,800	\$84,800	\$91,200	\$92,800	\$88,650	\$92,602	\$91,864	\$92,800
Comparison Group Average	\$78,127	\$91,868	\$95,735	\$98,077	\$96,461	\$100,321	\$96,432	\$98,077
Difference Above/(Below)	(\$6,327)	(\$7,068)	(\$4,535)	(\$5,277)	(\$7,812)	(\$7,719)	(\$4,568)	(\$5,277)
% Difference Above/Below	-8.1%	-7.7%	-4.7%	-5.4%	-8.1%	-7.7%	-4.7%	-5.4%
Assistant Professor								
Institution Average	\$59,900	\$70,700	\$75,000	\$76,900	\$73,957	\$77,205	\$75,546	\$76,900
Comparison Group Average	\$66,155	\$78,128	\$82,458	\$84,896	\$81,680	\$85,316	\$83,058	\$84,896
Difference Above/(Below)	(\$6,255)	(\$7,428)	(\$7,458)	(\$7,996)	(\$7,723)	(\$8,111)	(\$7,512)	(\$7,996)
% Difference Above/Below	-9.5%	-9.5%	-9.0%	-9.4%	-9.5%	-9.5%	-9.0%	-9.4%
Instructor								
Institution Average	\$58,300	n/a	n/a	n/a	\$71,981	n/a	n/a	n/a
Comparison Group Average	\$50,234	\$58,683	\$61,928	\$63,412	\$62,023	\$64,082	\$62,379	\$63,412
Difference Above/(Below)	\$8,066	n/a	n/a	n/a	\$9,958	n/a	n/a	n/a
% Difference Above/Below	16.1%	n/a	n/a	n/a	16.1%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$66,900	\$80,300	\$85,200	\$83,900	\$82,600	\$87,688	\$85,820	\$83,900
Comparison Group Average	\$76,770	\$89,312	\$92,248	\$94,401	\$94,786	\$97,529	\$92,920	\$94,401
Difference Above/(Below)	(\$9,870)	(\$9,012)	(\$7,048)	(\$10,501)	(\$12,186)	(\$9,841)	(\$7,100)	(\$10,501)
% Difference Above/Below	-12.9%	-10.1%	-7.6%	-11.1%	-12.9%	-10.1%	-7.6%	-11.1%

Notes:

¹ Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015

Table 5

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Snow College

Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2014-15)			
	2004-05	2009-10	2013-14	2014-15	2004-05	2009-10	2013-14	2014-15
Faculty Salaries								
Professor								
Institution Average	\$57,200	\$62,900	\$63,200	\$63,000	\$70,623	\$68,687	\$63,660	\$63,000
Comparison Group Average	\$66,405	\$74,103	\$77,671	\$79,234	\$81,988	\$80,921	\$78,236	\$79,234
Difference Above/(Below)	(\$9,205)	(\$11,203)	(\$14,471)	(\$16,234)	(\$11,365)	(\$12,234)	(\$14,576)	(\$16,234)
% Difference Above/Below	-13.9%	-15.1%	-18.6%	-20.5%	-13.9%	-15.1%	-18.6%	-20.5%
Associate Professor								
Institution Average	\$50,200	\$55,500	\$57,000	\$59,100	\$61,981	\$60,606	\$57,415	\$59,100
Comparison Group Average	\$53,889	\$60,592	\$62,280	\$63,304	\$66,535	\$66,167	\$62,733	\$63,304
Difference Above/(Below)	(\$3,689)	(\$5,092)	(\$5,280)	(\$4,204)	(\$4,554)	(\$5,561)	(\$5,318)	(\$4,204)
% Difference Above/Below	-6.8%	-8.4%	-8.5%	-6.6%	-6.8%	-8.4%	-8.5%	-6.6%
Assistant Professor								
Institution Average	\$42,000	\$45,300	\$48,300	\$49,600	\$51,856	\$49,468	\$48,652	\$49,600
Comparison Group Average	\$47,652	\$53,757	\$53,768	\$54,801	\$58,835	\$58,703	\$54,159	\$54,801
Difference Above/(Below)	(\$5,652)	(\$8,457)	(\$5,468)	(\$5,201)	(\$6,979)	(\$9,235)	(\$5,507)	(\$5,201)
% Difference Above/Below	-11.9%	-15.7%	-10.2%	-9.5%	-11.9%	-15.7%	-10.2%	-9.5%
Instructor								
Institution Average	\$37,500	\$45,200	\$45,100	\$46,000	\$46,300	\$49,359	\$45,428	\$46,000
Comparison Group Average	\$40,564	\$45,979	\$47,049	\$48,013	\$50,083	\$50,209	\$47,392	\$48,013
Difference Above/(Below)	(\$3,064)	(\$779)	(\$1,949)	(\$2,013)	(\$3,783)	(\$850)	(\$1,964)	(\$2,013)
% Difference Above/Below	-7.6%	-1.7%	-4.1%	-4.2%	-7.6%	-1.7%	-4.1%	-4.2%
All Ranks Combined								
Institution Average	\$45,100	\$50,900	\$51,500	\$52,200	\$55,684	\$55,583	\$51,875	\$52,200
Comparison Group Average	\$53,084	\$59,467	\$61,199	\$61,976	\$65,541	\$64,938	\$61,645	\$61,976
Difference Above/(Below)	(\$7,984)	(\$8,567)	(\$9,699)	(\$9,776)	(\$9,857)	(\$9,355)	(\$9,770)	(\$9,776)
% Difference Above/Below	-15.0%	-14.4%	-15.8%	-15.8%	-15.0%	-14.4%	-15.8%	-15.8%
Faculty Compensation								
Professor								
Institution Average	\$80,900	\$87,500	\$87,800	\$87,200	\$99,885	\$95,551	\$88,439	\$87,200
Comparison Group Average	\$85,390	\$96,495	\$101,530	\$103,982	\$105,429	\$105,373	\$102,269	\$103,982
Difference Above/(Below)	(\$4,490)	(\$8,995)	(\$13,730)	(\$16,782)	(\$5,544)	(\$9,822)	(\$13,830)	(\$16,782)
% Difference Above/Below	-5.3%	-9.3%	-13.5%	-16.1%	-5.3%	-9.3%	-13.5%	-16.1%
Associate Professor								
Institution Average	\$71,900	\$80,600	\$84,700	\$90,200	\$88,773	\$88,016	\$85,317	\$90,200
Comparison Group Average	\$70,282	\$80,806	\$84,431	\$86,201	\$86,775	\$88,241	\$85,046	\$86,201
Difference Above/(Below)	\$1,618	(\$206)	\$269	\$3,999	\$1,998	(\$225)	\$271	\$3,999
% Difference Above/Below	2.3%	-0.3%	0.3%	4.6%	2.3%	-0.3%	0.3%	4.6%
Assistant Professor								
Institution Average	\$62,600	\$64,500	\$72,400	\$71,200	\$77,291	\$70,435	\$72,927	\$71,200
Comparison Group Average	\$63,061	\$72,832	\$74,593	\$76,381	\$77,860	\$79,533	\$75,136	\$76,381
Difference Above/(Below)	(\$461)	(\$8,332)	(\$2,193)	(\$5,181)	(\$569)	(\$9,098)	(\$2,209)	(\$5,181)
% Difference Above/Below	-0.7%	-11.4%	-2.9%	-6.8%	-0.7%	-11.4%	-2.9%	-6.8%
Instructor								
Institution Average	\$57,100	\$65,800	\$67,200	\$67,200	\$70,500	\$71,854	\$67,689	\$67,200
Comparison Group Average	\$53,596	\$62,800	\$64,188	\$66,938	\$66,174	\$68,578	\$64,655	\$66,938
Difference Above/(Below)	\$3,504	\$3,000	\$3,012	\$262	\$4,326	\$3,276	\$3,034	\$262
% Difference Above/Below	6.5%	4.8%	4.7%	0.4%	6.5%	4.8%	4.7%	0.4%
All Ranks Combined								
Institution Average	\$67,300	\$73,100	\$76,100	\$76,500	\$83,094	\$79,826	\$76,654	\$76,500
Comparison Group Average	\$69,323	\$79,356	\$82,506	\$84,147	\$85,591	\$86,657	\$83,107	\$84,147
Difference Above/(Below)	(\$2,023)	(\$6,256)	(\$6,406)	(\$7,647)	(\$2,497)	(\$6,831)	(\$6,453)	(\$7,647)
% Difference Above/Below	-2.9%	-7.9%	-7.8%	-9.1%	-2.9%	-7.9%	-7.8%	-9.1%

Notes:

¹ Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015

Table 6

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Dixie State University

Comparison Group: Public General Baccalaureate ²

	Current Dollars				Constant Dollars (2014-15)			
	2004-05	2009-10	2013-14	2014-15	2004-05	2009-10	2013-14	2014-15
Faculty Salaries								
Professor								
Institution Average	\$55,300	\$76,500	\$78,500	\$79,100	\$68,277	\$83,539	\$79,072	\$79,100
Comparison Group Average	\$66,405	\$84,537	\$87,262	\$87,182	\$81,988	\$92,315	\$87,897	\$87,182
Difference Above/(Below)	(\$11,105)	(\$8,037)	(\$8,762)	(\$8,082)	(\$13,711)	(\$8,776)	(\$8,825)	(\$8,082)
% Difference Above/Below	-16.7%	-9.5%	-10.0%	-9.3%	-16.7%	-9.5%	-10.0%	-9.3%
Associate Professor								
Institution Average	\$47,400	\$61,400	\$62,300	\$63,400	\$58,524	\$67,049	\$62,754	\$63,400
Comparison Group Average	\$53,889	\$68,359	\$70,849	\$72,526	\$66,535	\$74,649	\$71,365	\$72,526
Difference Above/(Below)	(\$6,489)	(\$6,959)	(\$8,549)	(\$9,126)	(\$8,011)	(\$7,600)	(\$8,611)	(\$9,126)
% Difference Above/Below	-12.0%	-10.2%	-12.1%	-12.6%	-12.0%	-10.2%	-12.1%	-12.6%
Assistant Professor								
Institution Average	\$40,300	\$51,100	\$52,700	\$53,800	\$49,757	\$55,802	\$53,084	\$53,800
Comparison Group Average	\$47,652	\$57,001	\$59,873	\$61,000	\$58,835	\$62,246	\$60,309	\$61,000
Difference Above/(Below)	(\$7,352)	(\$5,901)	(\$7,173)	(\$7,200)	(\$9,078)	(\$6,444)	(\$7,225)	(\$7,200)
% Difference Above/Below	-15.4%	-10.4%	-12.0%	-11.8%	-15.4%	-10.4%	-12.0%	-11.8%
Instructor								
Institution Average	\$34,900	\$44,500	\$46,700	\$45,800	\$43,090	\$48,594	\$47,040	\$45,800
Comparison Group Average	\$40,564	\$44,476	\$49,297	\$51,104	\$50,083	\$48,568	\$49,656	\$51,104
Difference Above/(Below)	(\$5,664)	\$24	(\$2,597)	(\$5,304)	(\$6,993)	\$26	(\$2,616)	(\$5,304)
% Difference Above/Below	-14.0%	0.1%	-5.3%	-10.4%	-14.0%	0.1%	-5.3%	-10.4%
All Ranks Combined								
Institution Average	\$43,300	\$57,600	\$58,400	\$58,100	\$53,461	\$62,900	\$58,825	\$58,100
Comparison Group Average	\$53,084	\$64,804	\$67,328	\$68,575	\$65,541	\$70,767	\$67,818	\$68,575
Difference Above/(Below)	(\$9,784)	(\$7,204)	(\$8,928)	(\$10,475)	(\$12,080)	(\$7,867)	(\$8,993)	(\$10,475)
% Difference Above/Below	-18.4%	-11.1%	-13.3%	-15.3%	-18.4%	-11.1%	-13.3%	-15.3%
Faculty Compensation								
Professor								
Institution Average	\$76,900	\$105,000	\$108,800	\$110,400	\$94,946	\$114,661	\$109,592	\$110,400
Comparison Group Average	\$85,390	\$106,658	\$113,255	\$115,921	\$105,429	\$116,471	\$114,080	\$115,921
Difference Above/(Below)	(\$8,490)	(\$1,658)	(\$4,455)	(\$5,521)	(\$10,483)	(\$1,810)	(\$4,488)	(\$5,521)
% Difference Above/Below	-9.9%	-1.6%	-3.9%	-4.8%	-9.9%	-1.6%	-3.9%	-4.8%
Associate Professor								
Institution Average	\$66,900	\$87,700	\$88,900	\$90,400	\$82,600	\$95,769	\$89,547	\$90,400
Comparison Group Average	\$70,282	\$88,036	\$94,084	\$98,105	\$86,775	\$96,136	\$94,769	\$98,105
Difference Above/(Below)	(\$3,382)	(\$336)	(\$5,184)	(\$7,705)	(\$4,175)	(\$367)	(\$5,222)	(\$7,705)
% Difference Above/Below	-4.8%	-0.4%	-5.5%	-7.9%	-4.8%	-0.4%	-5.5%	-7.9%
Assistant Professor								
Institution Average	\$58,000	\$72,800	\$75,900	\$77,900	\$71,611	\$79,498	\$76,453	\$77,900
Comparison Group Average	\$63,061	\$74,142	\$80,159	\$83,616	\$77,860	\$80,964	\$80,743	\$83,616
Difference Above/(Below)	(\$5,061)	(\$1,342)	(\$4,259)	(\$5,716)	(\$6,249)	(\$1,466)	(\$4,290)	(\$5,716)
% Difference Above/Below	-8.0%	-1.8%	-5.3%	-6.8%	-8.0%	-1.8%	-5.3%	-6.8%
Instructor								
Institution Average	\$51,500	\$66,500	\$68,600	\$67,100	\$63,586	\$72,619	\$69,099	\$67,100
Comparison Group Average	\$53,596	\$58,836	\$67,835	\$71,321	\$66,174	\$64,249	\$68,329	\$71,321
Difference Above/(Below)	(\$2,096)	\$7,664	\$765	(\$4,221)	(\$2,588)	\$8,370	\$770	(\$4,221)
% Difference Above/Below	-3.9%	13.0%	1.1%	-5.9%	-3.9%	13.0%	1.1%	-5.9%
All Ranks Combined								
Institution Average	\$61,800	\$81,900	\$83,400	\$83,300	\$76,303	\$89,436	\$84,007	\$83,300
Comparison Group Average	\$69,323	\$83,335	\$89,217	\$93,087	\$85,591	\$91,003	\$89,867	\$93,087
Difference Above/(Below)	(\$7,523)	(\$1,435)	(\$5,817)	(\$9,787)	(\$9,288)	(\$1,567)	(\$5,860)	(\$9,787)
% Difference Above/Below	-10.9%	-1.7%	-6.5%	-10.5%	-10.9%	-1.7%	-6.5%	-10.5%

Notes:

¹ Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015² Comparisons 2004-05 are with Public Two-year Colleges with Rank, for 2009-10 thru 2014-2015 General Public Baccalaureate Institutions.

Table 7

USHE Faculty Salary and Compensation Comparisons**Current & Constant Dollars**Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Utah Valley University

Comparison Group: Public Masters Institutions ⁽²⁾

	Current Dollars				Constant Dollars (2014-15)			
	2004-05	2009-10	2013-14	2014-15	2004-05	2009-10	2013-14	2014-15
Faculty Salaries								
Professor								
Institution Average	\$55,900	\$72,200	\$77,800	\$77,500	\$69,018	\$78,843	\$78,366	\$77,500
Comparison Group Average	\$71,249	\$89,648	\$90,517	\$91,389	\$87,969	\$97,896	\$91,176	\$91,389
Difference Above/(Below)	(\$15,349)	(\$17,448)	(\$12,717)	(\$13,889)	(\$18,951)	(\$19,053)	(\$12,810)	(\$13,889)
% Difference Above/Below	-21.5%	-19.5%	-14.0%	-15.2%	-21.5%	-19.5%	-14.0%	-15.2%
Associate Professor								
Institution Average	\$53,800	\$61,100	\$65,300	\$65,200	\$66,425	\$66,722	\$65,775	\$65,200
Comparison Group Average	\$57,814	\$71,075	\$72,869	\$73,918	\$71,381	\$77,615	\$73,400	\$73,918
Difference Above/(Below)	(\$4,014)	(\$9,975)	(\$7,569)	(\$8,718)	(\$4,956)	(\$10,893)	(\$7,625)	(\$8,718)
% Difference Above/Below	-6.9%	-14.0%	-10.4%	-11.8%	-6.9%	-14.0%	-10.4%	-11.8%
Assistant Professor								
Institution Average	\$50,700	\$56,100	\$60,100	\$60,400	\$62,598	\$61,262	\$60,538	\$60,400
Comparison Group Average	\$48,194	\$59,959	\$62,636	\$63,953	\$59,504	\$65,476	\$63,092	\$63,953
Difference Above/(Below)	\$2,506	(\$3,859)	(\$2,536)	(\$3,553)	\$3,094	(\$4,214)	(\$2,554)	(\$3,553)
% Difference Above/Below	5.2%	-6.4%	-4.0%	-5.6%	5.2%	-6.4%	-4.0%	-5.6%
Instructor								
Institution Average	\$45,400	\$47,800	\$47,900	\$49,000	\$56,054	\$52,198	\$48,249	\$49,000
Comparison Group Average	\$38,662	\$48,342	\$46,310	\$46,878	\$47,735	\$52,790	\$46,647	\$46,878
Difference Above/(Below)	\$6,738	(\$542)	\$1,590	\$2,122	\$8,319	(\$592)	\$1,602	\$2,122
% Difference Above/Below	17.4%	-1.1%	3.4%	4.5%	17.4%	-1.1%	3.4%	4.5%
All Ranks Combined								
Institution Average	\$51,700	\$59,900	\$63,900	\$63,900	\$63,833	\$65,411	\$64,365	\$63,900
Comparison Group Average	\$55,518	\$69,555	\$70,683	\$71,423	\$68,547	\$75,955	\$71,198	\$71,423
Difference Above/(Below)	(\$3,818)	(\$9,655)	(\$6,783)	(\$7,523)	(\$4,714)	(\$10,544)	(\$6,833)	(\$7,523)
% Difference Above/Below	-6.9%	-13.9%	-9.6%	-10.5%	-6.9%	-13.9%	-9.6%	-10.5%

Faculty Compensation

Professor								
Institution Average	\$77,500	\$100,400	\$106,600	\$106,300	\$95,687	\$109,638	\$107,376	\$106,300
Comparison Group Average	\$89,561	\$113,281	\$116,696	\$118,994	\$110,579	\$123,704	\$117,546	\$118,994
Difference Above/(Below)	(\$12,061)	(\$12,881)	(\$10,096)	(\$12,694)	(\$14,892)	(\$14,066)	(\$10,170)	(\$12,694)
% Difference Above/Below	-13.5%	-11.4%	-8.7%	-10.7%	-13.5%	-11.4%	-8.7%	-10.7%
Associate Professor								
Institution Average	\$75,900	\$87,400	\$94,100	\$93,900	\$93,712	\$95,442	\$94,785	\$93,900
Comparison Group Average	\$73,727	\$91,868	\$95,735	\$98,077	\$91,029	\$100,321	\$96,432	\$98,077
Difference Above/(Below)	\$2,173	(\$4,468)	(\$1,635)	(\$4,177)	\$2,683	(\$4,879)	(\$1,647)	(\$4,177)
% Difference Above/Below	2.9%	-4.9%	-1.7%	-4.3%	2.9%	-4.9%	-1.7%	-4.3%
Assistant Professor								
Institution Average	\$72,100	\$81,200	\$88,900	\$89,100	\$89,020	\$88,671	\$89,547	\$89,100
Comparison Group Average	\$61,651	\$78,128	\$82,458	\$84,896	\$76,119	\$85,316	\$83,058	\$84,896
Difference Above/(Below)	\$10,449	\$3,072	\$6,442	\$4,204	\$12,901	\$3,355	\$6,489	\$4,204
% Difference Above/Below	16.9%	3.9%	7.8%	5.0%	16.9%	3.9%	7.8%	5.0%
Instructor								
Institution Average	\$67,000	\$71,000	\$76,800	\$77,700	\$82,723	\$77,533	\$77,359	\$77,700
Comparison Group Average	\$49,416	\$58,683	\$61,928	\$63,412	\$61,013	\$64,082	\$62,379	\$63,412
Difference Above/(Below)	\$17,584	\$12,317	\$14,872	\$14,288	\$21,710	\$13,451	\$14,980	\$14,288
% Difference Above/Below	35.6%	21.0%	24.0%	22.5%	35.6%	21.0%	24.0%	22.5%
All Ranks Combined								
Institution Average	\$72,900	\$85,700	\$92,700	\$92,600	\$90,008	\$93,585	\$93,375	\$92,600
Comparison Group Average	\$70,432	\$89,312	\$92,248	\$94,401	\$86,961	\$97,529	\$92,920	\$94,401
Difference Above/(Below)	\$2,468	(\$3,612)	\$452	(\$1,801)	\$3,047	(\$3,944)	\$455	(\$1,801)
% Difference Above/Below	3.5%	-4.0%	0.5%	-1.9%	3.5%	-4.0%	0.5%	-1.9%

Notes:

¹ Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015² Comparison 2004-05 are with Public General Baccalareaute, and 2009-10 through 2014-15 are with Public Masters Institutions.

Table 8

USHE Faculty Salary and Compensation Comparisons**Current & Constant Dollars**Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Salt Lake Community College

Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2014-15)			
	2004-05	2009-10	2013-14	2014-15	2004-05	2009-10	2013-14	2014-15
Faculty Salaries								
Professor								
Institution Average	\$47,600	\$57,400	\$60,700	\$62,200	\$58,770	\$62,681	\$61,142	\$62,200
Comparison Group Average	\$66,405	\$74,103	\$77,671	\$79,234	\$81,988	\$80,921	\$78,236	\$79,234
Difference Above/(Below)	(\$18,805)	(\$16,703)	(\$16,971)	(\$17,034)	(\$23,218)	(\$18,240)	(\$17,094)	(\$17,034)
% Difference Above/Below	-28.3%	-22.5%	-21.8%	-21.5%	-28.3%	-22.5%	-21.8%	-21.5%
Associate Professor								
Institution Average	\$43,800	\$51,600	\$53,700	\$55,100	\$54,079	\$56,348	\$54,091	\$55,100
Comparison Group Average	\$53,889	\$60,592	\$62,280	\$63,304	\$66,535	\$66,167	\$62,733	\$63,304
Difference Above/(Below)	(\$10,089)	(\$8,992)	(\$8,580)	(\$8,204)	(\$12,456)	(\$9,819)	(\$8,642)	(\$8,204)
% Difference Above/Below	-18.7%	-14.8%	-13.8%	-13.0%	-18.7%	-14.8%	-13.8%	-13.0%
Assistant Professor								
Institution Average	\$39,600	\$48,200	\$48,700	\$49,000	\$48,893	\$52,635	\$49,055	\$49,000
Comparison Group Average	\$47,652	\$53,757	\$53,768	\$54,801	\$58,835	\$58,703	\$54,159	\$54,801
Difference Above/(Below)	(\$8,052)	(\$5,557)	(\$5,068)	(\$5,801)	(\$9,942)	(\$6,068)	(\$5,104)	(\$5,801)
% Difference Above/Below	-16.9%	-10.3%	-9.4%	-10.6%	-16.9%	-10.3%	-9.4%	-10.6%
Instructor								
Institution Average	\$35,200	\$42,500	\$42,100	\$43,400	\$43,461	\$46,410	\$42,407	\$43,400
Comparison Group Average	\$40,564	\$45,979	\$47,049	\$48,013	\$50,083	\$50,209	\$47,392	\$48,013
Difference Above/(Below)	(\$5,364)	(\$3,479)	(\$4,949)	(\$4,613)	(\$6,622)	(\$3,799)	(\$4,985)	(\$4,613)
% Difference Above/Below	-13.2%	-7.6%	-10.5%	-9.6%	-13.2%	-7.6%	-10.5%	-9.6%
All Ranks Combined								
Institution Average	\$40,500	\$48,800	\$50,300	\$51,300	\$50,004	\$53,290	\$50,666	\$51,300
Comparison Group Average	\$53,084	\$59,467	\$61,199	\$61,976	\$65,541	\$64,938	\$61,645	\$61,976
Difference Above/(Below)	(\$12,584)	(\$10,667)	(\$10,899)	(\$10,676)	(\$15,537)	(\$11,648)	(\$10,979)	(\$10,676)
% Difference Above/Below	-23.7%	-17.9%	-17.8%	-17.2%	-23.7%	-17.9%	-17.8%	-17.2%
Faculty Compensation								
Professor								
Institution Average	\$68,700	\$83,700	\$89,400	\$90,900	\$84,822	\$91,401	\$90,051	\$90,900
Comparison Group Average	\$85,390	\$96,495	\$101,530	\$103,982	\$105,429	\$105,373	\$102,269	\$103,982
Difference Above/(Below)	(\$16,690)	(\$12,795)	(\$12,130)	(\$13,082)	(\$20,607)	(\$13,972)	(\$12,218)	(\$13,082)
% Difference Above/Below	-19.5%	-13.3%	-11.9%	-12.6%	-19.5%	-13.3%	-11.9%	-12.6%
Associate Professor								
Institution Average	\$63,100	\$76,100	\$80,000	\$91,400	\$77,908	\$83,102	\$80,582	\$91,400
Comparison Group Average	\$70,282	\$80,806	\$84,431	\$86,201	\$86,775	\$88,241	\$85,046	\$86,201
Difference Above/(Below)	(\$7,182)	(\$4,706)	(\$4,431)	\$5,199	(\$8,867)	(\$5,139)	(\$4,464)	\$5,199
% Difference Above/Below	-10.2%	-5.8%	-5.2%	6.0%	-10.2%	-5.8%	-5.2%	6.0%
Assistant Professor								
Institution Average	\$59,100	\$73,300	\$74,500	\$75,000	\$72,969	\$80,044	\$75,042	\$75,000
Comparison Group Average	\$63,061	\$72,832	\$74,593	\$76,381	\$77,860	\$79,533	\$75,136	\$76,381
Difference Above/(Below)	(\$3,961)	\$468	(\$93)	(\$1,381)	(\$4,891)	\$511	(\$94)	(\$1,381)
% Difference Above/Below	-6.3%	0.6%	-0.1%	-1.8%	-6.3%	0.6%	-0.1%	-1.8%
Instructor								
Institution Average	\$51,500	\$65,600	\$66,000	\$67,300	\$63,586	\$71,636	\$66,481	\$67,300
Comparison Group Average	\$53,596	\$62,800	\$64,188	\$66,938	\$66,174	\$68,578	\$64,655	\$66,938
Difference Above/(Below)	(\$2,096)	\$2,800	\$1,812	\$362	(\$2,588)	\$3,058	\$1,826	\$362
% Difference Above/Below	-3.9%	4.5%	2.8%	0.5%	-3.9%	4.5%	2.8%	0.5%
All Ranks Combined								
Institution Average	\$61,800	\$73,300	\$76,200	\$77,200	\$76,303	\$80,044	\$76,755	\$77,200
Comparison Group Average	\$69,323	\$79,356	\$82,506	\$84,147	\$85,591	\$86,657	\$83,107	\$84,147
Difference Above/(Below)	(\$7,523)	(\$6,056)	(\$6,306)	(\$6,947)	(\$9,288)	(\$6,613)	(\$6,352)	(\$6,947)
% Difference Above/Below	-10.9%	-7.6%	-7.6%	-8.3%	-10.9%	-7.6%	-7.6%	-8.3%

Notes:

¹ Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015

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				
	2004-05	2009-10	2013-14	2014-15 ⁽²⁾
Monthly Price Index				
July	189.4	215.4	233.6	238.3
August	189.5	215.8	233.9	237.9
September	189.9	216.0	234.1	238.0
October	190.9	216.2	233.5	237.4
November	191.0	216.3	233.1	236.2
December	190.3	215.9	233.0	234.8
January	190.7	216.7	233.9	233.7
February	191.8	216.7	234.8	234.7
March	193.3	217.6	236.3	236.1
April	194.6	218.0	237.1	236.6
May	194.4	218.2	237.9	237.8
June	194.5	218.0	238.3	238.6
Fiscal Year Average				
CPI	191.7	216.7	235.0	236.7
Dollar Inflator	1.235	1.092	1.007	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.