

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 2013-14 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 (2013-14)			
	2003-04	2008-09	2012-13	2013-14	2003-04	2008-09	2012-13	2013-14
Faculty Salaries								
Professor								
Institution Average	\$88,500	\$113,700	\$125,400	\$126,300	\$111,743	\$124,457	\$127,359	\$126,300
Comparison Group Average	\$94,606	\$115,509	\$123,393	\$126,981	\$119,453	\$126,437	\$125,320	\$126,981
Difference Above/(Below)	(\$6,106)	(\$1,809)	\$2,007	(\$681)	(\$7,710)	(\$1,980)	\$2,039	(\$681)
% Difference Above/Below	-6.5%	-1.6%	1.6%	-0.5%	-6.5%	-1.6%	1.6%	-0.5%
Associate Professor								
Institution Average	\$62,000	\$78,600	\$85,200	\$87,400	\$78,283	\$86,036	\$86,531	\$87,400
Comparison Group Average	\$66,275	\$79,986	\$84,275	\$86,567	\$83,681	\$87,553	\$85,591	\$86,567
Difference Above/(Below)	(\$4,275)	(\$1,386)	\$925	\$833	(\$5,398)	(\$1,517)	\$940	\$833
% Difference Above/Below	-6.5%	-1.7%	1.1%	1.0%	-6.5%	-1.7%	1.1%	1.0%
Assistant Professor								
Institution Average	\$53,400	\$71,600	\$76,600	\$76,900	\$67,425	\$78,374	\$77,796	\$76,900
Comparison Group Average	\$56,277	\$68,048	\$73,212	\$75,432	\$71,057	\$74,486	\$74,356	\$75,432
Difference Above/(Below)	(\$2,877)	\$3,552	\$3,388	\$1,468	(\$3,632)	\$3,888	\$3,440	\$1,468
% Difference Above/Below	-5.1%	5.2%	4.6%	1.9%	-5.1%	5.2%	4.6%	1.9%
Instructor								
Institution Average	\$40,100	\$63,700	n/a	n/a	\$50,632	\$69,726	n/a	n/a
Comparison Group Average	\$37,972	\$45,491	\$48,359	\$50,032	\$47,945	\$49,795	\$49,114	\$50,032
Difference Above/(Below)	\$2,128	\$18,209	n/a	n/a	\$2,687	\$19,931	n/a	n/a
% Difference Above/Below	5.6%	40.0%	n/a	n/a	5.6%	40.0%	n/a	n/a
All Ranks Combined								
Institution Average	\$70,300	\$81,700	\$84,700	\$88,300	\$88,763	\$89,429	\$86,023	\$88,300
Comparison Group Average	\$71,901	\$84,887	\$89,657	\$91,918	\$90,785	\$92,918	\$91,057	\$91,918
Difference Above/(Below)	(\$1,601)	(\$3,187)	(\$4,957)	(\$3,618)	(\$2,022)	(\$3,489)	(\$5,034)	(\$3,618)
% Difference Above/Below	-2.2%	-3.8%	-5.5%	-3.9%	-2.2%	-3.8%	-5.5%	-3.9%

Faculty Compensation

Professor								
Institution Average	\$113,700	\$147,400	\$164,900	\$166,600	\$143,562	\$161,345	\$167,476	\$166,600
Comparison Group Average	\$118,047	\$145,462	\$157,404	\$161,918	\$149,050	\$159,224	\$159,863	\$161,918
Difference Above/(Below)	(\$4,347)	\$1,938	\$7,496	\$4,682	(\$5,488)	\$2,121	\$7,613	\$4,682
% Difference Above/Below	-3.7%	1.3%	4.8%	2.9%	-3.7%	1.3%	4.8%	2.9%
Associate Professor								
Institution Average	\$81,300	\$104,300	\$113,100	\$116,400	\$102,652	\$114,168	\$114,867	\$116,400
Comparison Group Average	\$84,377	\$103,065	\$110,231	\$113,304	\$106,537	\$112,816	\$111,953	\$113,304
Difference Above/(Below)	(\$3,077)	\$1,235	\$2,869	\$3,096	(\$3,885)	\$1,352	\$2,914	\$3,096
% Difference Above/Below	-3.6%	1.2%	2.6%	2.7%	-3.6%	1.2%	2.6%	2.7%
Assistant Professor								
Institution Average	\$70,300	\$95,800	\$101,900	\$102,300	\$88,763	\$104,863	\$103,492	\$102,300
Comparison Group Average	\$71,935	\$87,927	\$96,056	\$99,177	\$90,828	\$96,246	\$97,556	\$99,177
Difference Above/(Below)	(\$1,635)	\$7,873	\$5,844	\$3,123	(\$2,065)	\$8,617	\$5,936	\$3,123
% Difference Above/Below	-2.3%	9.0%	6.1%	3.1%	-2.3%	9.0%	6.1%	3.1%
Instructor								
Institution Average	\$54,100	\$82,800	n/a	n/a	\$68,309	\$90,633	n/a	n/a
Comparison Group Average	\$49,446	\$60,723	\$65,862	\$68,720	\$62,432	\$66,468	\$66,891	\$68,720
Difference Above/(Below)	\$4,654	\$22,077	n/a	n/a	\$5,877	\$24,165	n/a	n/a
% Difference Above/Below	9.4%	36.4%	n/a	n/a	9.4%	36.4%	n/a	n/a
All Ranks Combined								
Institution Average	\$91,300	\$107,400	\$112,400	\$117,200	\$115,279	\$117,561	\$114,156	\$117,200
Comparison Group Average	\$90,773	\$108,487	\$116,434	\$119,628	\$114,613	\$118,751	\$118,253	\$119,628
Difference Above/(Below)	\$527	(\$1,087)	(\$4,034)	(\$2,428)	\$666	(\$1,190)	(\$4,097)	(\$2,428)
% Difference Above/Below	0.6%	-1.0%	-3.5%	-2.0%	0.6%	-1.0%	-3.5%	-2.0%

Notes:

¹ Sources: "Academe", March/April 2004; March/April 2009; March/April 2013; and March/April 2014² 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 (2013-14)			
	2003-04	2008-09	2012-13	2013-14	2003-04	2008-09	2012-13	2013-14
Faculty Salaries								
Professor								
Institution Average	\$73,900	\$88,300	\$96,900	\$98,400	\$93,309	\$96,654	\$98,414	\$98,400
Comparison Group Average	\$94,606	\$115,509	\$123,393	\$126,981	\$119,453	\$126,437	\$125,320	\$126,981
Difference Above/(Below)	(\$20,706)	(\$27,209)	(\$26,493)	(\$28,581)	(\$26,144)	(\$29,783)	(\$26,906)	(\$28,581)
% Difference Above/Below	-21.9%	-23.6%	-21.5%	-22.5%	-21.9%	-24%	-21.5%	-22.5%
Associate Professor								
Institution Average	\$55,100	\$68,600	\$71,600	\$73,900	\$69,571	\$75,090	\$72,718	\$73,900
Comparison Group Average	\$66,275	\$79,986	\$84,275	\$86,567	\$83,681	\$87,553	\$85,591	\$86,567
Difference Above/(Below)	(\$11,175)	(\$11,386)	(\$12,675)	(\$12,667)	(\$14,110)	(\$12,463)	(\$12,873)	(\$12,667)
% Difference Above/Below	-16.9%	-14.2%	-15.0%	-14.6%	-16.9%	-14.2%	-15.0%	-14.6%
Assistant Professor								
Institution Average	\$50,300	\$62,900	\$64,700	\$66,400	\$63,511	\$68,851	\$65,711	\$66,400
Comparison Group Average	\$56,277	\$68,048	\$73,212	\$75,432	\$71,057	\$74,486	\$74,356	\$75,432
Difference Above/(Below)	(\$5,977)	(\$5,148)	(\$8,512)	(\$9,032)	(\$7,546)	(\$5,635)	(\$8,645)	(\$9,032)
% Difference Above/Below	-10.6%	-7.6%	-11.6%	-12.0%	-10.6%	-7.6%	-11.6%	-12.0%
Instructor								
Institution Average	\$40,400	\$46,100	\$49,400	\$50,800	\$51,010	\$50,461	\$50,172	\$50,800
Comparison Group Average	\$37,972	\$45,491	\$48,359	\$50,032	\$47,945	\$49,795	\$49,114	\$50,032
Difference Above/(Below)	\$2,428	\$609	\$1,041	\$768	\$3,065	\$666	\$1,058	\$768
% Difference Above/Below	6.4%	1.3%	2.2%	1.5%	6.4%	1.3%	2.2%	1.5%
All Ranks Combined								
Institution Average	\$57,700	\$70,100	\$72,900	\$74,800	\$72,854	\$76,732	\$74,039	\$74,800
Comparison Group Average	\$71,901	\$84,887	\$89,657	\$91,918	\$90,785	\$92,918	\$91,057	\$91,918
Difference Above/(Below)	(\$14,201)	(\$14,787)	(\$16,757)	(\$17,118)	(\$17,931)	(\$16,186)	(\$17,018)	(\$17,118)
% Difference Above/Below	-19.8%	-17.4%	-18.7%	-18.6%	-19.8%	-17.4%	-18.7%	-18.6%

Faculty Compensation

Professor								
Institution Average	\$97,400	\$118,600	\$131,000	\$133,800	\$122,981	\$129,820	\$133,046	\$133,800
Comparison Group Average	\$118,047	\$145,462	\$157,404	\$161,918	\$149,050	\$159,224	\$159,863	\$161,918
Difference Above/(Below)	(\$20,647)	(\$26,862)	(\$26,404)	(\$28,118)	(\$26,069)	(\$29,404)	(\$26,817)	(\$28,118)
% Difference Above/Below	-17.5%	-18.5%	-16.8%	-17.4%	-17.5%	-18.5%	-16.8%	-17.4%
Associate Professor								
Institution Average	\$74,700	\$94,600	\$100,200	\$103,700	\$94,319	\$103,550	\$101,765	\$103,700
Comparison Group Average	\$84,377	\$103,065	\$110,231	\$113,304	\$106,537	\$112,816	\$111,953	\$113,304
Difference Above/(Below)	(\$9,677)	(\$8,465)	(\$10,031)	(\$9,604)	(\$12,219)	(\$9,266)	(\$10,188)	(\$9,604)
% Difference Above/Below	-11.5%	-8.2%	-9.1%	-8.5%	-11.5%	-8.2%	-9.1%	-8.5%
Assistant Professor								
Institution Average	\$68,800	\$87,600	\$91,500	\$94,400	\$86,869	\$95,888	\$92,929	\$94,400
Comparison Group Average	\$71,935	\$87,927	\$96,056	\$99,177	\$90,828	\$96,246	\$97,556	\$99,177
Difference Above/(Below)	(\$3,135)	(\$327)	(\$4,556)	(\$4,777)	(\$3,959)	(\$358)	(\$4,627)	(\$4,777)
% Difference Above/Below	-4.4%	-0.4%	-4.7%	-4.8%	-4.4%	-0.4%	-4.7%	-4.8%
Instructor								
Institution Average	\$56,800	\$67,000	\$73,100	\$75,300	\$71,718	\$73,339	\$75,477	\$75,300
Comparison Group Average	\$49,466	\$60,723	\$65,862	\$68,720	\$62,458	\$66,468	\$66,891	\$68,720
Difference Above/(Below)	\$7,334	\$6,277	\$7,238	\$6,580	\$9,260	\$6,871	\$8,586	\$6,580
% Difference Above/Below	14.8%	10.3%	11.0%	9.6%	14.8%	10.3%	12.8%	9.6%
All Ranks Combined								
Institution Average	\$77,800	\$96,400	\$101,600	\$104,800	\$98,233	\$105,520	\$103,187	\$104,800
Comparison Group Average	\$90,773	\$108,487	\$116,434	\$119,628	\$114,613	\$118,751	\$118,253	\$119,628
Difference Above/(Below)	(\$12,973)	(\$12,087)	(\$14,834)	(\$14,828)	(\$16,380)	(\$13,231)	(\$15,066)	(\$14,828)
% Difference Above/Below	-14.3%	-11.1%	-12.7%	-12.4%	-14.3%	-11.1%	-12.7%	-12.4%

Notes:

¹ Sources: "Academe", March/April 2004; March/April 2009; March/April 2013; and March/April 2014

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 (2013-14)			
	2003-04	2008-09	2012-13	2013-14	2003-04	2008-09	2012-13	2013-14
Faculty Salaries								
Professor								
Institution Average	\$62,600	\$70,900	\$74,000	\$76,500	\$79,041	\$77,608	\$75,156	\$76,500
Comparison Group Average	\$74,872	\$88,357	\$88,988	\$90,517	\$94,536	\$96,716	\$90,378	\$90,517
Difference Above/(Below)	(\$12,272)	(\$17,457)	(\$14,988)	(\$14,017)	(\$15,495)	(\$19,108)	(\$15,222)	(\$14,017)
% Difference Above/Below	-16.4%	-19.8%	-16.8%	-15.5%	-16.4%	-19.8%	-16.8%	-15.5%
Associate Professor								
Institution Average	\$49,300	\$60,600	\$61,500	\$62,800	\$62,248	\$66,333	\$62,461	\$62,800
Comparison Group Average	\$59,365	\$70,308	\$71,343	\$72,869	\$74,956	\$76,960	\$72,457	\$72,869
Difference Above/(Below)	(\$10,065)	(\$9,708)	(\$9,843)	(\$10,069)	(\$12,708)	(\$10,627)	(\$9,996)	(\$10,069)
% Difference Above/Below	-17.0%	-13.8%	-13.8%	-13.8%	-17.0%	-13.8%	-13.8%	-13.8%
Assistant Professor								
Institution Average	\$43,600	\$51,800	\$54,200	\$56,600	\$55,051	\$56,701	\$55,047	\$56,600
Comparison Group Average	\$49,795	\$59,416	\$61,041	\$62,636	\$62,873	\$65,037	\$61,994	\$62,636
Difference Above/(Below)	(\$6,195)	(\$7,616)	(\$6,841)	(\$6,036)	(\$7,822)	(\$8,336)	(\$6,947)	(\$6,036)
% Difference Above/Below	-12.4%	-12.8%	-11.2%	-9.6%	-12.4%	-12.8%	-11.2%	-9.6%
Instructor								
Institution Average	\$37,000	\$43,700	\$43,800	\$43,000	\$46,718	\$47,834	\$44,484	\$43,000
Comparison Group Average	\$36,981	\$43,183	\$45,258	\$46,310	\$46,694	\$47,268	\$45,965	\$46,310
Difference Above/(Below)	\$19	\$517	(\$1,458)	(\$3,310)	\$24	\$566	(\$1,481)	(\$3,310)
% Difference Above/Below	0.1%	1.2%	-3.2%	-7.1%	0.1%	1.2%	-3.2%	-7.1%
All Ranks Combined								
Institution Average	\$50,700	\$59,700	\$61,600	\$62,600	\$64,016	\$65,348	\$62,562	\$62,600
Comparison Group Average	\$58,629	\$68,227	\$69,149	\$70,683	\$74,027	\$74,682	\$70,229	\$70,683
Difference Above/(Below)	(\$7,929)	(\$8,527)	(\$7,549)	(\$8,083)	(\$10,011)	(\$9,334)	(\$7,667)	(\$8,083)
% Difference Above/Below	-13.5%	-12.5%	-10.9%	-11.4%	-13.5%	-12.5%	-10.9%	-11.4%

Faculty Compensation

Professor								
Institution Average	\$82,500	\$97,300	\$101,700	\$105,100	\$104,167	\$106,505	\$103,288	\$105,100
Comparison Group Average	\$93,947	\$112,123	\$114,418	\$116,696	\$118,621	\$122,731	\$116,205	\$116,696
Difference Above/(Below)	(\$11,447)	(\$14,823)	(\$12,718)	(\$11,596)	(\$14,454)	(\$16,226)	(\$12,917)	(\$11,596)
% Difference Above/Below	-12.2%	-13.2%	-11.1%	-9.9%	-12.2%	-13.2%	-11.1%	-9.9%
Associate Professor								
Institution Average	\$66,600	\$85,200	\$85,900	\$88,100	\$84,092	\$93,261	\$87,242	\$88,100
Comparison Group Average	\$75,636	\$90,765	\$93,162	\$95,735	\$95,501	\$99,352	\$94,617	\$95,735
Difference Above/(Below)	(\$9,036)	(\$5,565)	(\$7,262)	(\$7,635)	(\$11,409)	(\$6,091)	(\$7,375)	(\$7,635)
% Difference Above/Below	-11.9%	-6.1%	-7.8%	-8.0%	-11.9%	-6.1%	-7.8%	-8.0%
Assistant Professor								
Institution Average	\$59,400	\$73,800	\$76,700	\$79,500	\$75,001	\$80,782	\$77,898	\$79,500
Comparison Group Average	\$63,888	\$77,216	\$80,298	\$82,458	\$80,667	\$84,521	\$81,552	\$82,458
Difference Above/(Below)	(\$4,488)	(\$3,416)	(\$3,598)	(\$2,958)	(\$5,666)	(\$3,739)	(\$3,654)	(\$2,958)
% Difference Above/Below	-7.0%	-4.4%	-4.5%	-3.6%	-7.0%	-4.4%	-4.5%	-3.6%
Instructor								
Institution Average	\$51,400	\$64,100	\$63,600	\$61,300	\$64,899	\$70,164	\$64,593	\$61,300
Comparison Group Average	\$47,741	\$56,596	\$60,749	\$61,928	\$60,279	\$61,950	\$61,698	\$61,928
Difference Above/(Below)	\$3,659	\$7,504	\$2,851	(\$628)	\$4,620	\$8,214	\$2,895	(\$628)
% Difference Above/Below	7.7%	13.3%	4.7%	-1.0%	7.7%	13.3%	4.7%	-1.0%
All Ranks Combined								
Institution Average	\$68,100	\$83,600	\$86,100	\$87,200	\$85,985	\$91,509	\$87,445	\$87,200
Comparison Group Average	\$74,444	\$87,898	\$90,213	\$92,248	\$93,996	\$96,214	\$91,622	\$92,248
Difference Above/(Below)	(\$6,344)	(\$4,298)	(\$4,113)	(\$5,048)	(\$8,011)	(\$4,705)	(\$4,177)	(\$5,048)
% Difference Above/Below	-8.5%	-4.9%	-4.6%	-5.5%	-8.5%	-4.9%	-4.6%	-5.5%

Notes:

¹ Sources: "Academe", March/April 2004; March/April 2009; March/April 2013; and March/April 2014

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 (2013-14)			
	2003-04	2008-09	2012-13	2013-14	2003-04	2008-09	2012-13	2013-14
Faculty Salaries								
Professor								
Institution Average	\$59,100	\$74,600	\$78,900	\$79,400	\$74,622	\$81,658	\$80,132	\$79,400
Comparison Group Average	\$74,872	\$88,357	\$88,988	\$90,517	\$94,536	\$96,716	\$90,378	\$90,517
Difference Above/(Below)	(\$15,772)	(\$13,757)	(\$10,088)	(\$11,117)	(\$19,914)	(\$15,058)	(\$10,246)	(\$11,117)
% Difference Above/Below	-21.1%	-15.6%	-11.3%	-12.3%	-21.1%	-15.6%	-11.3%	-12.3%
Associate Professor								
Institution Average	\$50,100	\$60,700	\$63,500	\$63,900	\$63,258	\$66,443	\$64,492	\$63,900
Comparison Group Average	\$59,365	\$70,308	\$71,343	\$72,869	\$74,956	\$76,960	\$72,457	\$72,869
Difference Above/(Below)	(\$9,265)	(\$9,608)	(\$7,843)	(\$8,969)	(\$11,698)	(\$10,517)	(\$7,965)	(\$8,969)
% Difference Above/Below	-15.6%	-13.7%	-11.0%	-12.3%	-15.6%	-13.7%	-11.0%	-12.3%
Assistant Professor								
Institution Average	\$40,600	\$50,000	\$52,400	\$52,300	\$51,263	\$54,730	\$53,218	\$52,300
Comparison Group Average	\$49,795	\$59,416	\$61,041	\$62,636	\$62,873	\$65,037	\$61,994	\$62,636
Difference Above/(Below)	(\$9,195)	(\$9,416)	(\$8,641)	(\$10,336)	(\$11,610)	(\$10,307)	(\$8,776)	(\$10,336)
% Difference Above/Below	-18.5%	-15.8%	-14.2%	-16.5%	-18.5%	-15.8%	-14.2%	-16.5%
Instructor								
Institution Average	\$39,300	n/a	n/a	n/a	\$49,622	n/a	n/a	n/a
Comparison Group Average	\$36,981	\$43,183	\$45,258	\$46,310	\$46,694	\$47,268	\$45,965	\$46,310
Difference Above/(Below)	\$2,319	n/a	n/a	n/a	\$2,928	n/a	n/a	n/a
% Difference Above/Below	6.3%	n/a	n/a	n/a	6.3%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$46,200	\$56,700	\$59,400	\$59,900	\$58,334	\$62,064	\$60,328	\$59,900
Comparison Group Average	\$58,629	\$68,227	\$69,149	\$70,683	\$74,027	\$74,682	\$70,229	\$70,683
Difference Above/(Below)	(\$12,429)	(\$11,527)	(\$9,749)	(\$10,783)	(\$15,693)	(\$12,618)	(\$9,901)	(\$10,783)
% Difference Above/Below	-21.2%	-16.9%	-14.1%	-15.3%	-21.2%	-16.9%	-14.1%	-15.3%
Faculty Compensation								
Professor								
Institution Average	\$80,400	\$102,700	\$109,300	\$110,200	\$101,516	\$112,416	\$111,007	\$110,200
Comparison Group Average	\$93,947	\$112,123	\$114,418	\$116,696	\$118,621	\$122,731	\$116,205	\$116,696
Difference Above/(Below)	(\$13,547)	(\$9,423)	(\$5,118)	(\$6,496)	(\$17,105)	(\$10,315)	(\$5,198)	(\$6,496)
% Difference Above/Below	-14.4%	-8.4%	-4.5%	-5.6%	-14.4%	-8.4%	-4.5%	-5.6%
Associate Professor								
Institution Average	\$69,400	\$85,500	\$90,000	\$91,200	\$87,627	\$93,589	\$91,406	\$91,200
Comparison Group Average	\$75,636	\$90,765	\$93,162	\$95,735	\$95,501	\$99,352	\$94,617	\$95,735
Difference Above/(Below)	(\$6,236)	(\$5,265)	(\$3,162)	(\$4,535)	(\$7,874)	(\$5,763)	(\$3,211)	(\$4,535)
% Difference Above/Below	-8.2%	-5.8%	-3.4%	-4.7%	-8.2%	-5.8%	-3.4%	-4.7%
Assistant Professor								
Institution Average	\$57,700	\$71,100	\$74,200	\$75,000	\$72,854	\$77,827	\$75,359	\$75,000
Comparison Group Average	\$63,888	\$77,216	\$80,298	\$82,458	\$80,667	\$84,521	\$81,552	\$82,458
Difference Above/(Below)	(\$6,188)	(\$6,116)	(\$6,098)	(\$7,458)	(\$7,813)	(\$6,694)	(\$6,193)	(\$7,458)
% Difference Above/Below	-9.7%	-7.9%	-7.6%	-9.0%	-9.7%	-7.9%	-7.6%	-9.0%
Instructor								
Institution Average	\$56,100	n/a	n/a	n/a	\$70,834	n/a	n/a	n/a
Comparison Group Average	\$47,741	\$56,596	\$60,749	\$61,928	\$60,279	\$61,950	\$61,698	\$61,928
Difference Above/(Below)	\$8,359	n/a	n/a	n/a	\$10,555	n/a	n/a	n/a
% Difference Above/Below	17.5%	n/a	n/a	n/a	17.5%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$64,600	\$79,900	\$84,000	\$85,200	\$81,566	\$87,459	\$85,312	\$85,200
Comparison Group Average	\$74,444	\$87,898	\$90,213	\$92,248	\$93,996	\$96,214	\$91,622	\$92,248
Difference Above/(Below)	(\$9,844)	(\$7,998)	(\$6,213)	(\$7,048)	(\$12,430)	(\$8,755)	(\$6,310)	(\$7,048)
% Difference Above/Below	-13.2%	-9.1%	-6.9%	-7.6%	-13.2%	-9.1%	-6.9%	-7.6%

Notes:

¹ Sources: "Academe", March/April 2004; March/April 2009; March/April 2013; and March/April 2014

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 (2013-14)			
	2003-04	2008-09	2012-13	2013-14	2003-04	2008-09	2012-13	2013-14
Faculty Salaries								
Professor								
Institution Average	\$56,700	\$63,000	\$61,200	\$63,200	\$71,591	\$68,960	\$62,156	\$63,200
Comparison Group Average	\$64,439	\$74,933	\$74,845	\$77,671	\$81,363	\$82,022	\$76,014	\$77,671
Difference Above/(Below)	(\$7,739)	(\$11,933)	(\$13,645)	(\$14,471)	(\$9,772)	(\$13,062)	(\$13,858)	(\$14,471)
% Difference Above/Below	-12.0%	-15.9%	-18.2%	-18.6%	-12.0%	-15.9%	-18.2%	-18.6%
Associate Professor								
Institution Average	\$48,500	\$55,600	\$57,000	\$57,000	\$61,238	\$60,860	\$57,890	\$57,000
Comparison Group Average	\$51,859	\$60,737	\$60,876	\$62,280	\$65,479	\$66,483	\$61,827	\$62,280
Difference Above/(Below)	(\$3,359)	(\$5,137)	(\$3,876)	(\$5,280)	(\$4,241)	(\$5,623)	(\$3,937)	(\$5,280)
% Difference Above/Below	-6.5%	-8.5%	-6.4%	-8.5%	-6.5%	-8.5%	-6.4%	-8.5%
Assistant Professor								
Institution Average	\$41,900	\$46,800	\$45,600	\$48,300	\$52,904	\$51,228	\$46,312	\$48,300
Comparison Group Average	\$45,239	\$53,427	\$52,754	\$53,768	\$57,120	\$58,482	\$53,578	\$53,768
Difference Above/(Below)	(\$3,339)	(\$6,627)	(\$7,154)	(\$5,468)	(\$4,216)	(\$7,254)	(\$7,266)	(\$5,468)
% Difference Above/Below	-7.4%	-12.4%	-13.6%	-10.2%	-7.4%	-12.4%	-13.6%	-10.2%
Instructor								
Institution Average	\$34,100	\$46,400	\$43,700	\$45,100	\$43,056	\$50,790	\$44,383	\$45,100
Comparison Group Average	\$39,062	\$46,063	\$45,314	\$47,049	\$49,321	\$50,421	\$46,022	\$47,049
Difference Above/(Below)	(\$4,962)	\$337	(\$1,614)	(\$1,949)	(\$6,265)	\$369	(\$1,639)	(\$1,949)
% Difference Above/Below	-12.7%	0.7%	-3.6%	-4.1%	-12.7%	0.7%	-3.6%	-4.1%
All Ranks Combined								
Institution Average	\$44,200	\$51,300	\$50,600	\$51,500	\$55,808	\$56,153	\$51,390	\$51,500
Comparison Group Average	\$51,088	\$59,311	\$59,002	\$61,199	\$64,506	\$64,922	\$59,924	\$61,199
Difference Above/(Below)	(\$6,888)	(\$8,011)	(\$8,402)	(\$9,699)	(\$8,698)	(\$8,769)	(\$8,534)	(\$9,699)
% Difference Above/Below	-13.5%	-13.5%	-14.2%	-15.8%	-13.5%	-13.5%	-14.2%	-15.8%
Faculty Compensation								
Professor								
Institution Average	\$81,100	\$86,100	\$85,100	\$87,800	\$102,400	\$94,246	\$86,429	\$87,800
Comparison Group Average	\$82,605	\$96,717	\$97,149	\$101,530	\$104,300	\$105,867	\$98,666	\$101,530
Difference Above/(Below)	(\$1,505)	(\$10,617)	(\$12,049)	(\$13,730)	(\$1,900)	(\$11,621)	(\$12,237)	(\$13,730)
% Difference Above/Below	-1.8%	-11.0%	-12.4%	-13.5%	-1.8%	-11.0%	-12.4%	-13.5%
Associate Professor								
Institution Average	\$70,800	\$77,800	\$82,900	\$84,700	\$89,395	\$85,160	\$84,195	\$84,700
Comparison Group Average	\$67,348	\$80,683	\$82,019	\$84,431	\$85,036	\$88,316	\$83,300	\$84,431
Difference Above/(Below)	\$3,452	(\$2,883)	\$881	\$269	\$4,359	(\$3,156)	\$895	\$269
% Difference Above/Below	5.1%	-3.6%	1.1%	0.3%	5.1%	-3.6%	1.1%	0.3%
Assistant Professor								
Institution Average	\$61,900	\$66,600	\$68,100	\$72,400	\$78,157	\$72,901	\$69,164	\$72,400
Comparison Group Average	\$59,179	\$72,304	\$72,688	\$74,593	\$74,721	\$79,144	\$73,823	\$74,593
Difference Above/(Below)	\$2,721	(\$5,704)	(\$4,588)	(\$2,193)	\$3,436	(\$6,243)	(\$4,659)	(\$2,193)
% Difference Above/Below	4.6%	-7.9%	-6.3%	-2.9%	4.6%	-7.9%	-6.3%	-2.9%
Instructor								
Institution Average	\$52,200	\$67,900	\$65,000	\$67,200	\$65,910	\$74,324	\$66,015	\$67,200
Comparison Group Average	\$50,875	\$62,207	\$62,637	\$64,188	\$64,237	\$68,092	\$63,615	\$64,188
Difference Above/(Below)	\$1,325	\$5,693	\$2,363	\$3,012	\$1,673	\$6,232	\$2,400	\$3,012
% Difference Above/Below	2.6%	9.2%	3.8%	4.7%	2.6%	9.2%	3.8%	4.7%
All Ranks Combined								
Institution Average	\$64,700	\$72,800	\$74,000	\$76,100	\$81,693	\$79,687	\$75,156	\$76,100
Comparison Group Average	\$66,250	\$78,756	\$72,073	\$82,506	\$83,650	\$86,207	\$73,199	\$82,506
Difference Above/(Below)	(\$1,550)	(\$5,956)	\$1,927	(\$6,406)	(\$1,957)	(\$6,520)	\$1,957	(\$6,406)
% Difference Above/Below	-2.3%	-7.6%	2.7%	-7.8%	-2.3%	-7.6%	2.7%	-7.8%

Notes:

¹ Sources: "Academe", March/April 2004; March/April 2009; March/April 2013; and March/April 2014

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 (2013-14)			
	2003-04	2008-09	2012-13	2013-14	2003-04	2008-09	2012-13	2013-14
Faculty Salaries								
Professor								
Institution Average	n/a	\$75,700	\$77,400	\$78,500	n/a	\$82,862	\$78,609	\$78,500
Comparison Group Average	\$64,439	\$88,357	\$86,427	\$87,262	\$81,363	\$96,716	\$87,777	\$87,262
Difference Above/(Below)	n/a	(\$12,657)	(\$9,027)	(\$8,762)	n/a	(\$13,854)	(\$9,168)	(\$8,762)
% Difference Above/Below	n/a	-14.3%	-10.4%	-10.0%	n/a	-14.3%	-10.4%	-10.0%
Associate Professor								
Institution Average	n/a	\$61,500	\$60,500	\$62,300	n/a	\$67,318	\$61,445	\$62,300
Comparison Group Average	\$51,859	\$70,308	\$70,066	\$70,849	\$65,479	\$76,960	\$71,160	\$70,849
Difference Above/(Below)	n/a	(\$8,808)	(\$9,566)	(\$8,549)	n/a	(\$9,642)	(\$9,715)	(\$8,549)
% Difference Above/Below	n/a	-12.5%	-13.7%	-12.1%	n/a	-12.5%	-13.7%	-12.1%
Assistant Professor								
Institution Average	n/a	\$51,500	\$51,700	\$52,700	n/a	\$56,372	\$52,508	\$52,700
Comparison Group Average	\$45,239	\$59,416	\$58,591	\$59,873	\$57,120	\$65,037	\$59,506	\$59,873
Difference Above/(Below)	n/a	(\$7,916)	(\$6,891)	(\$7,173)	n/a	(\$8,665)	(\$6,998)	(\$7,173)
% Difference Above/Below	n/a	-13.3%	-11.8%	-12.0%	n/a	-13.3%	-11.8%	-12.0%
Instructor								
Institution Average	n/a	\$43,800	\$46,100	\$46,700	n/a	\$47,944	\$46,820	\$46,700
Comparison Group Average	\$39,062	\$43,183	\$48,798	\$49,297	\$49,321	\$47,268	\$49,560	\$49,297
Difference Above/(Below)	n/a	\$617	(\$2,698)	(\$2,597)	n/a	\$676	(\$2,740)	(\$2,597)
% Difference Above/Below	n/a	1.4%	-5.5%	-5.3%	n/a	1.4%	-5.5%	-5.3%
All Ranks Combined								
Institution Average	\$43,500	\$57,600	\$58,200	\$58,400	\$54,925	\$63,049	\$59,109	\$58,400
Comparison Group Average	\$51,088	\$68,227	\$66,298	\$67,328	\$64,506	\$74,682	\$67,334	\$67,328
Difference Above/(Below)	(\$7,588)	(\$10,627)	(\$8,098)	(\$8,928)	(\$9,581)	(\$11,633)	(\$8,225)	(\$8,928)
% Difference Above/Below	-14.9%	-15.6%	-12.2%	-13.3%	-14.9%	-15.6%	-12.2%	-13.3%
Faculty Compensation								
Professor								
Institution Average	n/a	\$104,400	\$107,100	\$108,800	n/a	\$114,277	\$108,773	\$108,800
Comparison Group Average	\$82,605	\$112,123	\$112,682	\$113,255	\$104,300	\$122,731	\$114,442	\$113,255
Difference Above/(Below)	n/a	(\$7,723)	(\$5,582)	(\$4,455)	n/a	(\$8,454)	(\$5,669)	(\$4,455)
% Difference Above/Below	n/a	-6.9%	-5.0%	-3.9%	n/a	-6.9%	-5.0%	-3.9%
Associate Professor								
Institution Average	n/a	\$86,800	\$86,300	\$88,900	n/a	\$95,012	\$87,648	\$88,900
Comparison Group Average	\$67,348	\$90,765	\$93,307	\$94,084	\$85,036	\$99,352	\$94,764	\$94,084
Difference Above/(Below)	n/a	(\$3,965)	(\$7,007)	(\$5,184)	n/a	(\$4,340)	(\$7,116)	(\$5,184)
% Difference Above/Below	n/a	-4.4%	-7.5%	-5.5%	n/a	-4.4%	-7.5%	-5.5%
Assistant Professor								
Institution Average	n/a	\$72,900	\$73,600	\$75,900	n/a	\$79,797	\$74,750	\$75,900
Comparison Group Average	\$59,179	\$77,216	\$79,018	\$80,159	\$74,721	\$84,521	\$80,252	\$80,159
Difference Above/(Below)	n/a	(\$4,316)	(\$5,418)	(\$4,259)	n/a	(\$4,724)	(\$5,502)	(\$4,259)
% Difference Above/Below	n/a	-5.6%	-6.9%	-5.3%	n/a	-5.6%	-6.9%	-5.3%
Instructor								
Institution Average	n/a	\$64,900	\$67,500	\$68,600	n/a	\$71,040	\$68,554	\$68,600
Comparison Group Average	\$50,875	\$56,596	\$67,054	\$67,835	\$64,237	\$61,950	\$68,101	\$67,835
Difference Above/(Below)	n/a	\$8,304	\$446	\$765	n/a	\$9,090	\$453	\$765
% Difference Above/Below	n/a	14.7%	0.7%	1.1%	n/a	14.7%	0.7%	1.1%
All Ranks Combined								
Institution Average	\$61,000	\$81,300	\$82,600	\$83,400	\$77,021	\$88,992	\$83,890	\$83,400
Comparison Group Average	\$66,250	\$87,898	\$88,223	\$89,217	\$83,650	\$96,214	\$89,601	\$89,217
Difference Above/(Below)	(\$5,250)	(\$6,598)	(\$5,623)	(\$5,817)	(\$6,629)	(\$7,222)	(\$5,711)	(\$5,817)
% Difference Above/Below	-7.9%	-7.5%	-6.4%	-6.5%	-7.9%	-7.5%	-6.4%	-6.5%

Notes:

¹ Sources: "Academe", March/April 2004; March/April 2009; March/April 2013; and March/April 2014² Comparisons 2003-04 are with Public Two-year Colleges with Rank, for 2008-09 thru 2013-2014 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 (2013-14)			
	2003-04 ⁽³⁾	2008-09	2012-13	2013-14	2003-04	2008-09	2012-13	2013-14
Faculty Salaries								
Professor								
Institution Average	\$53,700	\$71,000	\$76,400	\$77,800	\$67,804	\$77,717	\$77,593	\$77,800
Comparison Group Average	\$68,996	\$88,357	\$88,988	\$90,517	\$87,117	\$96,716	\$90,378	\$90,517
Difference Above/(Below)	(\$15,296)	(\$17,357)	(\$12,588)	(\$12,717)	(\$19,313)	(\$18,999)	(\$12,785)	(\$12,717)
% Difference Above/Below	-22.2%	-19.6%	-14.1%	-14.0%	-22.2%	-19.6%	-14.1%	-14.0%
Associate Professor								
Institution Average	\$51,300	\$60,500	\$64,300	\$65,300	\$64,773	\$66,224	\$65,304	\$65,300
Comparison Group Average	\$55,887	\$70,308	\$71,343	\$72,869	\$70,565	\$76,960	\$72,457	\$72,869
Difference Above/(Below)	(\$4,587)	(\$9,808)	(\$7,043)	(\$7,569)	(\$5,792)	(\$10,736)	(\$7,153)	(\$7,569)
% Difference Above/Below	-8.2%	-14.0%	-9.9%	-10.4%	-8.2%	-14.0%	-9.9%	-10.4%
Assistant Professor								
Institution Average	\$48,100	\$55,600	\$59,200	\$60,100	\$60,733	\$60,860	\$60,125	\$60,100
Comparison Group Average	\$46,387	\$59,416	\$61,041	\$62,636	\$58,570	\$65,037	\$61,994	\$62,636
Difference Above/(Below)	\$1,713	(\$3,816)	(\$1,841)	(\$2,536)	\$2,163	(\$4,177)	(\$1,869)	(\$2,536)
% Difference Above/Below	3.7%	-6.4%	-3.0%	-4.0%	3.7%	-6.4%	-3.0%	-4.0%
Instructor								
Institution Average	\$42,500	\$47,700	\$50,200	\$47,900	\$53,662	\$52,213	\$50,984	\$47,900
Comparison Group Average	\$37,516	\$43,183	\$45,258	\$46,310	\$47,369	\$47,268	\$45,965	\$46,310
Difference Above/(Below)	\$4,984	\$4,517	\$4,942	\$1,590	\$6,293	\$4,945	\$5,019	\$1,590
% Difference Above/Below	13.3%	10.5%	10.9%	3.4%	13.3%	10.5%	10.9%	3.4%
All Ranks Combined								
Institution Average	\$49,100	\$58,400	\$62,300	\$63,900	\$61,995	\$63,925	\$63,273	\$63,900
Comparison Group Average	\$53,809	\$68,227	\$69,149	\$70,683	\$67,941	\$74,682	\$70,229	\$70,683
Difference Above/(Below)	(\$4,709)	(\$9,827)	(\$6,849)	(\$6,783)	(\$5,946)	(\$10,757)	(\$6,956)	(\$6,783)
% Difference Above/Below	-8.8%	-14.4%	-9.9%	-9.6%	-8.8%	-14.4%	-9.9%	-9.6%

Faculty Compensation

Professor								
Institution Average	\$74,000	\$98,700	\$102,400	\$106,600	\$93,435	\$108,038	\$103,999	\$106,600
Comparison Group Average	\$86,973	\$112,123	\$114,418	\$116,696	\$109,815	\$122,731	\$116,205	\$116,696
Difference Above/(Below)	(\$12,973)	(\$13,423)	(\$12,018)	(\$10,096)	(\$16,380)	(\$14,693)	(\$12,206)	(\$10,096)
% Difference Above/Below	-14.9%	-12.0%	-10.5%	-8.7%	-14.9%	-12.0%	-10.5%	-8.7%
Associate Professor								
Institution Average	\$71,900	\$87,000	\$90,200	\$94,100	\$90,783	\$95,231	\$91,609	\$94,100
Comparison Group Average	\$71,661	\$90,765	\$93,162	\$95,735	\$90,482	\$99,352	\$94,617	\$95,735
Difference Above/(Below)	\$239	(\$3,765)	(\$2,962)	(\$1,635)	\$302	(\$4,121)	(\$3,008)	(\$1,635)
% Difference Above/Below	0.3%	-4.1%	-3.2%	-1.7%	0.3%	-4.1%	-3.2%	-1.7%
Assistant Professor								
Institution Average	\$68,400	\$80,800	\$85,200	\$88,900	\$86,364	\$88,444	\$86,531	\$88,900
Comparison Group Average	\$59,758	\$77,216	\$80,298	\$82,458	\$75,453	\$84,521	\$81,552	\$82,458
Difference Above/(Below)	\$8,642	\$3,584	\$4,902	\$6,442	\$10,911	\$3,923	\$4,979	\$6,442
% Difference Above/Below	14.5%	4.6%	6.1%	7.8%	14.5%	4.6%	6.1%	7.8%
Instructor								
Institution Average	\$61,600	\$71,200	\$76,200	\$76,800	\$77,778	\$77,936	\$77,390	\$76,800
Comparison Group Average	\$48,613	\$56,596	\$60,749	\$61,928	\$61,380	\$61,950	\$61,698	\$61,928
Difference Above/(Below)	\$12,987	\$14,604	\$15,451	\$14,872	\$16,398	\$15,986	\$15,692	\$14,872
% Difference Above/Below	26.7%	25.8%	25.4%	24.0%	26.7%	25.8%	25.4%	24.0%
All Ranks Combined								
Institution Average	\$69,300	\$83,800	\$88,300	\$92,700	\$87,501	\$91,728	\$89,679	\$92,700
Comparison Group Average	\$68,686	\$87,898	\$90,213	\$92,248	\$86,725	\$96,214	\$91,622	\$92,248
Difference Above/(Below)	\$614	(\$4,098)	(\$1,913)	\$452	\$776	(\$4,486)	(\$1,943)	\$452
% Difference Above/Below	0.9%	-4.7%	-2.1%	0.5%	0.9%	-4.7%	-2.1%	0.5%

Notes:

¹ Sources: "Academe", March/April 2004; March/April 2009; March/April 2013; and March/April 2014

² Comparison 2003-04 and 2008-09 are with Public General Baccalareate, and 2012-2013 and 2013-2014 Public Masters Institutions.

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 (2013-14)			
	2003-04	2008-09	2012-13	2013-14	2003-04	2008-09	2012-13	2013-14
Faculty Salaries								
Professor								
Institution Average	\$46,900	\$57,300	\$59,600	\$60,700	\$59,218	\$62,721	\$60,531	\$60,700
Comparison Group Average	\$64,439	\$74,933	\$74,845	\$77,671	\$81,363	\$82,022	\$76,014	\$77,671
Difference Above/(Below)	(\$17,539)	(\$17,633)	(\$15,245)	(\$16,971)	(\$22,145)	(\$19,301)	(\$15,483)	(\$16,971)
% Difference Above/Below	-27.2%	-23.5%	-20.4%	-21.8%	-27.2%	-23.5%	-20.4%	-21.8%
Associate Professor								
Institution Average	\$42,700	\$52,500	\$52,600	\$53,700	\$53,915	\$57,467	\$53,422	\$53,700
Comparison Group Average	\$51,859	\$60,737	\$60,876	\$62,280	\$65,479	\$66,483	\$61,827	\$62,280
Difference Above/(Below)	(\$9,159)	(\$8,237)	(\$8,276)	(\$8,580)	(\$11,564)	(\$9,016)	(\$8,405)	(\$8,580)
% Difference Above/Below	-17.7%	-13.6%	-13.6%	-13.8%	-17.7%	-13.6%	-13.6%	-13.8%
Assistant Professor								
Institution Average	\$39,300	\$48,200	\$48,300	\$48,700	\$49,622	\$52,760	\$49,054	\$48,700
Comparison Group Average	\$45,239	\$53,427	\$52,754	\$53,768	\$57,120	\$58,482	\$53,578	\$53,768
Difference Above/(Below)	(\$5,939)	(\$5,227)	(\$4,454)	(\$5,068)	(\$7,498)	(\$5,722)	(\$4,524)	(\$5,068)
% Difference Above/Below	-13.1%	-9.8%	-8.4%	-9.4%	-13.1%	-9.8%	-8.4%	-9.4%
Instructor								
Institution Average	\$34,300	\$42,100	\$41,000	\$42,100	\$43,308	\$46,083	\$41,640	\$42,100
Comparison Group Average	\$39,062	\$46,063	\$45,314	\$47,049	\$49,321	\$50,421	\$46,022	\$47,049
Difference Above/(Below)	(\$4,762)	(\$3,963)	(\$4,314)	(\$4,949)	(\$6,013)	(\$4,338)	(\$4,382)	(\$4,949)
% Difference Above/Below	-12.2%	-8.6%	-9.5%	-10.5%	-12.2%	-8.6%	-9.5%	-10.5%
All Ranks Combined								
Institution Average	\$39,600	\$48,900	\$49,600	\$50,300	\$50,000	\$53,526	\$50,375	\$50,300
Comparison Group Average	\$51,088	\$59,311	\$59,002	\$61,199	\$64,506	\$64,922	\$59,924	\$61,199
Difference Above/(Below)	(\$11,488)	(\$10,411)	(\$9,402)	(\$10,899)	(\$14,506)	(\$11,396)	(\$9,549)	(\$10,899)
% Difference Above/Below	-22.5%	-17.6%	-15.9%	-17.8%	-22.5%	-17.6%	-15.9%	-17.8%
Faculty Compensation								
Professor								
Institution Average	\$67,200	\$83,400	\$87,500	\$89,400	\$84,849	\$91,290	\$88,867	\$89,400
Comparison Group Average	\$82,605	\$96,717	\$97,149	\$101,530	\$104,300	\$105,867	\$98,666	\$101,530
Difference Above/(Below)	(\$15,405)	(\$13,317)	(\$9,649)	(\$12,130)	(\$19,451)	(\$14,577)	(\$9,799)	(\$12,130)
% Difference Above/Below	-18.6%	-13.8%	-9.9%	-11.9%	-18.6%	-13.8%	-9.9%	-11.9%
Associate Professor								
Institution Average	\$61,300	\$76,800	\$78,200	\$80,000	\$77,400	\$84,066	\$79,421	\$80,000
Comparison Group Average	\$67,348	\$80,683	\$82,019	\$84,431	\$85,036	\$88,316	\$83,300	\$84,431
Difference Above/(Below)	(\$6,048)	(\$3,883)	(\$3,819)	(\$4,431)	(\$7,636)	(\$4,250)	(\$3,879)	(\$4,431)
% Difference Above/Below	-9.0%	-4.8%	-4.7%	-5.2%	-9.0%	-4.8%	-4.7%	-5.2%
Assistant Professor								
Institution Average	\$58,000	\$73,200	\$73,800	\$74,500	\$73,233	\$80,125	\$74,953	\$74,500
Comparison Group Average	\$59,179	\$72,304	\$72,688	\$74,593	\$74,721	\$79,144	\$73,823	\$74,593
Difference Above/(Below)	(\$1,179)	\$896	\$1,112	(\$93)	(\$1,488)	\$981	\$1,130	(\$93)
% Difference Above/Below	-2.0%	1.2%	1.5%	-0.1%	-2.0%	1.2%	1.5%	-0.1%
Instructor								
Institution Average	\$51,700	\$65,500	\$64,000	\$66,000	\$65,278	\$71,697	\$65,000	\$66,000
Comparison Group Average	\$50,875	\$62,207	\$62,637	\$64,188	\$64,237	\$68,092	\$63,615	\$64,188
Difference Above/(Below)	\$825	\$3,293	\$1,363	\$1,812	\$1,041	\$3,605	\$1,385	\$1,812
% Difference Above/Below	1.6%	5.3%	2.2%	2.8%	1.6%	5.3%	2.2%	2.8%
All Ranks Combined								
Institution Average	\$58,100	\$73,400	\$74,900	\$76,200	\$73,359	\$80,344	\$76,070	\$76,200
Comparison Group Average	\$66,250	\$78,756	\$72,073	\$82,506	\$83,650	\$86,207	\$73,199	\$82,506
Difference Above/(Below)	(\$8,150)	(\$5,356)	\$2,827	(\$6,306)	(\$10,291)	(\$5,863)	\$2,871	(\$6,306)
% Difference Above/Below	-12.3%	-6.8%	3.9%	-7.6%	-12.3%	-6.8%	3.9%	-7.6%

Notes:

¹ Sources: "Academe", March/April 2004; March/April 2009; March/April 2013; and March/April 2014

Table 9

USHE Faculty Salary and Compensation Comparisons
Current and Constant Dollar ValuesConsumer Price Index for all Urban Consumers¹

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

(1982-84=100)

	Consumer Price Index			
	2003-04	2008-09	2012-13	2013-14 ⁽²⁾
Monthly Price Index				
July	183.9	220.0	229.1	233.6
August	184.6	219.1	230.4	233.9
September	185.2	218.8	231.4	234.1
October	185.0	216.6	231.3	233.5
November	184.5	212.4	230.2	233.1
December	184.3	210.2	229.6	233.0
January	185.2	211.1	230.3	233.9
February	186.2	212.2	232.2	234.8
March	187.4	212.7	232.8	236.3
April	188.0	213.2	232.5	237.1
May	189.1	213.9	232.9	237.9
June	189.7	215.7	233.5	238.3
Fiscal Year Average				
CPI	186.1	214.7	231.4	235.0
Dollar Inflator	1.263	1.095	1.016	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.