

## **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 &amp; Constant Dollars

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

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   |
| <b>Faculty Salaries</b>     |                 |           |           |           |                            |           |           |           |
| <b>Professor</b>            |                 |           |           |           |                            |           |           |           |
| 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%     |
| <b>Associate Professor</b>  |                 |           |           |           |                            |           |           |           |
| 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%      |
| <b>Assistant Professor</b>  |                 |           |           |           |                            |           |           |           |
| 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%      |
| <b>Instructor</b>           |                 |           |           |           |                            |           |           |           |
| 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       |
| <b>All Ranks Combined</b>   |                 |           |           |           |                            |           |           |           |
| 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%     |
| <b>Faculty Compensation</b> |                 |           |           |           |                            |           |           |           |
| <b>Professor</b>            |                 |           |           |           |                            |           |           |           |
| 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%      |
| <b>Associate Professor</b>  |                 |           |           |           |                            |           |           |           |
| 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%      |
| <b>Assistant Professor</b>  |                 |           |           |           |                            |           |           |           |
| 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%      |
| <b>Instructor</b>           |                 |           |           |           |                            |           |           |           |
| 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       |
| <b>All Ranks Combined</b>   |                 |           |           |           |                            |           |           |           |
| 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:

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

Table 2

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

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    |
| <b>Faculty Salaries</b>     |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>            |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Assistant Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Instructor</b>           |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>All Ranks Combined</b>   |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Faculty Compensation</b> |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>            |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Assistant Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Instructor</b>           |                 |            |            |            |                            |            |            |            |
| 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%       |
| <b>All Ranks Combined</b>   |                 |            |            |            |                            |            |            |            |
| 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:

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

Table 3

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

Institution: Weber State University

Comparison Group: Public Masters Institutions

|                            | Current Dollars |                        |            |                        | Constant Dollars (2014-15) |            |            |            |
|----------------------------|-----------------|------------------------|------------|------------------------|----------------------------|------------|------------|------------|
|                            | 2004-05         | 2009-10 <sup>(2)</sup> | 2013-14    | 2014-15 <sup>(2)</sup> | 2004-05                    | 2009-10    | 2013-14    | 2014-15    |
| <b>Faculty Salaries</b>    |                 |                        |            |                        |                            |            |            |            |
| <b>Professor</b>           |                 |                        |            |                        |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b> |                 |                        |            |                        |                            |            |            |            |
| 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%     |
| <b>Assistant Professor</b> |                 |                        |            |                        |                            |            |            |            |
| 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%      |
| <b>Instructor</b>          |                 |                        |            |                        |                            |            |            |            |
| 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%      |
| <b>All Ranks Combined</b>  |                 |                        |            |                        |                            |            |            |            |
| 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

|                            |            |            |            |           |            |            |            |           |
|----------------------------|------------|------------|------------|-----------|------------|------------|------------|-----------|
| <b>Professor</b>           |            |            |            |           |            |            |            |           |
| 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%     |
| <b>Associate Professor</b> |            |            |            |           |            |            |            |           |
| 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%     |
| <b>Assistant Professor</b> |            |            |            |           |            |            |            |           |
| 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%      |
| <b>Instructor</b>          |            |            |            |           |            |            |            |           |
| 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%      |
| <b>All Ranks Combined</b>  |            |            |            |           |            |            |            |           |
| 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:

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

Table 4

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

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    |
| <b>Faculty Salaries</b>     |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>            |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Assistant Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Instructor</b>           |                 |            |            |            |                            |            |            |            |
| 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        |
| <b>All Ranks Combined</b>   |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Faculty Compensation</b> |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>            |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Associate Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Assistant Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Instructor</b>           |                 |            |            |            |                            |            |            |            |
| 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        |
| <b>All Ranks Combined</b>   |                 |            |            |            |                            |            |            |            |
| 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:

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

Table 5

## USHE Faculty Salary and Compensation Comparisons

Current &amp; Constant Dollars

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

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    |
| <b>Faculty Salaries</b>     |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>            |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Assistant Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Instructor</b>           |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>All Ranks Combined</b>   |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Faculty Compensation</b> |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>            |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%       |
| <b>Assistant Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Instructor</b>           |                 |            |            |            |                            |            |            |            |
| 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%       |
| <b>All Ranks Combined</b>   |                 |            |            |            |                            |            |            |            |
| 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:

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



Table 6

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

Institution: Dixie State University

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

|                             | Current Dollars |           |           |            | Constant Dollars (2014-15) |           |           |            |
|-----------------------------|-----------------|-----------|-----------|------------|----------------------------|-----------|-----------|------------|
|                             | 2004-05         | 2009-10   | 2013-14   | 2014-15    | 2004-05                    | 2009-10   | 2013-14   | 2014-15    |
| <b>Faculty Salaries</b>     |                 |           |           |            |                            |           |           |            |
| <b>Professor</b>            |                 |           |           |            |                            |           |           |            |
| 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%      |
| <b>Associate Professor</b>  |                 |           |           |            |                            |           |           |            |
| 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%     |
| <b>Assistant Professor</b>  |                 |           |           |            |                            |           |           |            |
| 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%     |
| <b>Instructor</b>           |                 |           |           |            |                            |           |           |            |
| 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%     |
| <b>All Ranks Combined</b>   |                 |           |           |            |                            |           |           |            |
| 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%     |
| <b>Faculty Compensation</b> |                 |           |           |            |                            |           |           |            |
| <b>Professor</b>            |                 |           |           |            |                            |           |           |            |
| 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%      |
| <b>Associate Professor</b>  |                 |           |           |            |                            |           |           |            |
| 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%      |
| <b>Assistant Professor</b>  |                 |           |           |            |                            |           |           |            |
| 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%      |
| <b>Instructor</b>           |                 |           |           |            |                            |           |           |            |
| 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%      |
| <b>All Ranks Combined</b>   |                 |           |           |            |                            |           |           |            |
| 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:

<sup>1</sup> Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015<sup>2</sup> 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 &amp; Constant Dollars

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

Institution: Utah Valley University

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

|                            | Current Dollars |            |            |            | Constant Dollars (2014-15) |            |            |            |
|----------------------------|-----------------|------------|------------|------------|----------------------------|------------|------------|------------|
|                            | 2004-05         | 2009-10    | 2013-14    | 2014-15    | 2004-05                    | 2009-10    | 2013-14    | 2014-15    |
| <b>Faculty Salaries</b>    |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>           |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b> |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Assistant Professor</b> |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Instructor</b>          |                 |            |            |            |                            |            |            |            |
| 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%       |
| <b>All Ranks Combined</b>  |                 |            |            |            |                            |            |            |            |
| 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

|                            |            |            |            |            |            |            |            |            |
|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>Professor</b>           |            |            |            |            |            |            |            |            |
| 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%     |
| <b>Associate Professor</b> |            |            |            |            |            |            |            |            |
| 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%      |
| <b>Assistant Professor</b> |            |            |            |            |            |            |            |            |
| 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%       |
| <b>Instructor</b>          |            |            |            |            |            |            |            |            |
| 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%      |
| <b>All Ranks Combined</b>  |            |            |            |            |            |            |            |            |
| 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:

<sup>1</sup> Sources: "Academe", March/April 2005; March/April 2010; March/April 2014; and March/April 2015<sup>2</sup> 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 <sup>(1)</sup>

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    |
| <b>Faculty Salaries</b>     |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>            |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Assistant Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Instructor</b>           |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>All Ranks Combined</b>   |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Faculty Compensation</b> |                 |            |            |            |                            |            |            |            |
| <b>Professor</b>            |                 |            |            |            |                            |            |            |            |
| 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%     |
| <b>Associate Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%       |
| <b>Assistant Professor</b>  |                 |            |            |            |                            |            |            |            |
| 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%      |
| <b>Instructor</b>           |                 |            |            |            |                            |            |            |            |
| 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%       |
| <b>All Ranks Combined</b>   |                 |            |            |            |                            |            |            |            |
| 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:

<sup>1</sup> 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 Consumers<sup>1</sup>

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

(1982-84=100)

|                     | Consumer Price Index |         |         |                        |
|---------------------|----------------------|---------|---------|------------------------|
|                     | 2004-05              | 2009-10 | 2013-14 | 2014-15 <sup>(2)</sup> |
| 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:

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

<sup>2</sup> 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.