

Tab K – Salary Comparisons



UTAH SYSTEM OF
HIGHER EDUCATION

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 2017-18 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 individual faculty members.

Table 1

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: University of Utah

Comparison Group: Doctoral Institutions ⁽²⁾

	Current Dollars				Constant Dollars (2018-19)			
	2008-09	2013-14	2017-18	2018-19	2008-09	2013-14	2017-18	2018-19
Faculty Salaries								
Professor								
Institution Average	\$113,700	\$126,300	\$135,100	\$131,700	\$134,151	\$136,138	\$137,900	\$131,700
Comparison Group Average	\$115,509	\$126,981	\$130,376	\$141,314	\$136,286	\$136,872	\$133,078	\$141,314
Difference Above/(Below)	(\$1,809)	(\$681)	\$4,724	(\$9,614)	(\$2,135)	(\$734)	\$4,822	(\$9,614)
% Difference Above/Below	-1.6%	-0.5%	3.6%	-6.8%	-1.6%	-0.5%	3.6%	-6.8%
Associate Professor								
Institution Average	\$78,600	\$87,400	\$94,600	\$96,700	\$92,738	\$94,208	\$96,560	\$96,700
Comparison Group Average	\$79,986	\$86,567	\$93,785	\$96,650	\$94,373	\$93,310	\$95,729	\$96,650
Difference Above/(Below)	(\$1,386)	\$833	\$815	\$50	(\$1,635)	\$898	\$831	\$50
% Difference Above/Below	-1.7%	1.0%	0.9%	0.1%	-1.7%	1.0%	0.9%	0.1%
Assistant Professor								
Institution Average	\$71,600	\$76,900	\$86,500	\$89,100	\$84,479	\$82,890	\$88,293	\$89,100
Comparison Group Average	\$68,048	\$75,432	\$81,626	\$84,062	\$80,288	\$81,308	\$83,318	\$84,062
Difference Above/(Below)	\$3,552	\$1,468	\$4,874	\$5,038	\$4,191	\$1,582	\$4,975	\$5,038
% Difference Above/Below	5.2%	1.9%	6.0%	6.0%	5.2%	1.9%	6.0%	6.0%
Instructor								
Institution Average	\$63,700	n/a	n/a	\$83,900	\$75,158	n/a	n/a	n/a
Comparison Group Average	\$45,491	\$50,032	\$62,259	\$62,659	\$53,673	\$53,929	\$63,549	\$62,659
Difference Above/(Below)	\$18,209	n/a	n/a	n/a	\$21,485	n/a	n/a	n/a
% Difference Above/Below	40.0%	n/a	n/a	n/a	40.0%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$81,700	\$88,300	\$95,000	\$95,100	\$96,395	\$95,178	\$96,969	\$95,100
Comparison Group Average	\$84,887	\$91,918	\$88,490	\$101,312	\$100,156	\$99,078	\$90,324	\$101,312
Difference Above/(Below)	(\$3,187)	(\$3,618)	\$6,510	(\$6,212)	(\$3,761)	(\$3,900)	\$6,645	(\$6,212)
% Difference Above/Below	-3.8%	-3.9%	7.4%	-6.1%	-3.8%	-3.9%	7.4%	-6.1%
Faculty Compensation								
Professor								
Institution Average	\$147,400	\$166,600	\$176,300	\$176,500	\$173,913	\$179,577	\$179,954	\$176,500
Comparison Group Average	\$145,462	\$161,918	\$175,246	\$181,110	\$171,626	\$174,530	\$178,878	\$181,110
Difference Above/(Below)	\$1,938	\$4,682	\$1,054	(\$4,610)	\$2,287	\$5,047	\$1,076	(\$4,610)
% Difference Above/Below	1.3%	2.9%	0.6%	-2.5%	1.3%	2.9%	0.6%	-2.5%
Associate Professor								
Institution Average	\$104,300	\$116,400	\$124,600	\$129,500	\$123,060	\$125,467	\$127,182	\$129,500
Comparison Group Average	\$103,065	\$113,304	\$127,538	\$126,934	\$121,603	\$122,130	\$130,181	\$126,934
Difference Above/(Below)	\$1,235	\$3,096	(\$2,938)	\$2,566	\$1,457	\$3,337	(\$2,999)	\$2,566
% Difference Above/Below	1.2%	2.7%	-2.3%	2.0%	1.2%	2.7%	-2.3%	2.0%
Assistant Professor								
Institution Average	\$95,800	\$102,300	\$113,900	\$119,000	\$113,032	\$110,269	\$116,260	\$119,000
Comparison Group Average	\$87,927	\$99,177	\$111,618	\$110,916	\$103,742	\$106,902	\$113,931	\$110,916
Difference Above/(Below)	\$7,873	\$3,123	\$2,282	\$8,084	\$9,290	\$3,367	\$2,329	\$8,084
% Difference Above/Below	9.0%	3.1%	2.0%	7.3%	9.0%	3.1%	2.0%	7.3%
Instructor								
Institution Average	\$82,800	n/a	n/a	\$111,900	\$97,693	n/a	n/a	n/a
Comparison Group Average	\$60,723	\$68,720	\$86,529	\$84,965	\$71,645	\$74,073	\$88,322	\$84,965
Difference Above/(Below)	\$22,077	n/a	n/a	n/a	\$26,048	n/a	n/a	n/a
% Difference Above/Below	36.4%	n/a	n/a	n/a	36.4%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$107,400	\$117,200	\$124,900	\$127,800	\$126,718	\$126,329	\$127,488	\$127,800
Comparison Group Average	\$108,487	\$119,628	\$121,306	\$132,224	\$128,001	\$128,946	\$123,820	\$132,224
Difference Above/(Below)	(\$1,087)	(\$2,428)	\$3,594	(\$4,424)	(\$1,283)	(\$2,617)	\$3,668	(\$4,424)
% Difference Above/Below	-1.0%	-2.0%	3.0%	-3.3%	-1.0%	-2.0%	3.0%	-3.3%

Notes:

¹ Sources: "Academe", March/April 2009; March/April 2014; March/April 2018; and March/April 2019² The public doctoral level institution peer group established by ACADEME does not reflect the Regent approved peer group for the UofU, and the information presented in this table should not be used to identify salary equity issues for University faculty members.

Table 2

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Utah State University

Comparison Group: Doctoral Institutions

	Current Dollars				Constant Dollars (2018-19)			
	2008-09	2013-14	2017-18	2018-19	2008-09	2013-14	2017-18	2018-19
Faculty Salaries								
Professor								
Institution Average	\$88,300	\$98,400	\$108,200	\$111,400	\$104,183	\$106,065	\$110,442	\$111,400
Comparison Group Average	\$115,509	\$126,981	\$130,376	\$141,314	\$136,286	\$136,872	\$133,078	\$141,314
Difference Above/(Below)	(\$27,209)	(\$28,581)	(\$22,176)	(\$29,914)	(\$32,103)	(\$30,807)	(\$22,636)	(\$29,914)
% Difference Above/Below	-23.6%	-22.5%	-17.0%	-21.2%	-23.6%	-22.5%	-17.0%	-21.2%
Associate Professor								
Institution Average	\$68,600	\$73,900	\$84,400	\$86,400	\$80,939	\$79,656	\$86,149	\$86,400
Comparison Group Average	\$79,986	\$86,567	\$93,785	\$96,650	\$94,373	\$93,310	\$95,729	\$96,650
Difference Above/(Below)	(\$11,386)	(\$12,667)	(\$9,385)	(\$10,250)	(\$13,434)	(\$13,654)	(\$9,580)	(\$10,250)
% Difference Above/Below	-14.2%	-14.6%	-10.0%	-10.6%	-14.2%	-14.6%	-10.0%	-10.6%
Assistant Professor								
Institution Average	\$62,900	\$66,400	\$72,400	\$73,900	\$74,214	\$71,572	\$73,900	\$73,900
Comparison Group Average	\$68,048	\$75,432	\$81,626	\$84,062	\$80,288	\$81,308	\$83,318	\$84,062
Difference Above/(Below)	(\$5,148)	(\$9,032)	(\$9,226)	(\$10,162)	(\$6,074)	(\$9,736)	(\$9,418)	(\$10,162)
% Difference Above/Below	-7.6%	-12.0%	-11.3%	-12.1%	-7.6%	-12.0%	-11.3%	-12.1%
Instructor								
Institution Average	\$46,100	\$50,800	\$49,600	\$49,900	\$54,392	\$54,757	\$50,628	\$49,900
Comparison Group Average	\$45,491	\$50,032	\$62,259	\$62,659	\$53,673	\$53,929	\$63,549	\$62,659
Difference Above/(Below)	\$609	\$768	(\$12,659)	(\$12,759)	\$719	\$828	(\$12,921)	(\$12,759)
% Difference Above/Below	1.3%	1.5%	-20.3%	-20.4%	1.3%	1.5%	-20.3%	-20.4%
All Ranks Combined								
Institution Average	\$70,100	\$74,800	\$82,600	\$84,000	\$82,709	\$80,626	\$84,312	\$84,000
Comparison Group Average	\$84,887	\$91,918	\$88,490	\$101,312	\$100,156	\$99,078	\$90,324	\$101,312
Difference Above/(Below)	(\$14,787)	(\$17,118)	(\$5,890)	(\$17,312)	(\$17,447)	(\$18,452)	(\$6,012)	(\$17,312)
% Difference Above/Below	-17.4%	-18.6%	-6.7%	-17.1%	-17.4%	-18.6%	-6.7%	-17.1%
Faculty Compensation								
Professor								
Institution Average	\$118,600	\$133,800	\$148,200	\$152,200	\$139,933	\$144,222	\$151,271	\$152,200
Comparison Group Average	\$145,462	\$161,918	\$175,246	\$181,110	\$171,626	\$174,530	\$178,878	\$181,110
Difference Above/(Below)	(\$26,862)	(\$28,118)	(\$27,046)	(\$28,910)	(\$31,693)	(\$30,308)	(\$27,607)	(\$28,910)
% Difference Above/Below	-18.5%	-17.4%	-15.4%	-16.0%	-18.5%	-17.4%	-15.4%	-16.0%
Associate Professor								
Institution Average	\$94,600	\$103,700	\$118,800	\$121,400	\$111,616	\$111,778	\$121,262	\$121,400
Comparison Group Average	\$103,065	\$113,304	\$127,538	\$126,934	\$121,603	\$122,130	\$130,181	\$126,934
Difference Above/(Below)	(\$8,465)	(\$9,604)	(\$8,738)	(\$5,534)	(\$9,987)	(\$10,352)	(\$8,919)	(\$5,534)
% Difference Above/Below	-8.2%	-8.5%	-6.9%	-4.4%	-8.2%	-8.5%	-6.9%	-4.4%
Assistant Professor								
Institution Average	\$87,600	\$94,400	\$103,900	\$105,800	\$103,357	\$101,753	\$106,053	\$105,800
Comparison Group Average	\$87,927	\$99,177	\$111,618	\$110,916	\$103,742	\$106,902	\$113,931	\$110,916
Difference Above/(Below)	(\$327)	(\$4,777)	(\$7,718)	(\$5,116)	(\$385)	(\$5,149)	(\$7,878)	(\$5,116)
% Difference Above/Below	-0.4%	-4.8%	-6.9%	-4.6%	-0.4%	-4.8%	-6.9%	-4.6%
Instructor								
Institution Average	\$67,000	\$75,300	\$75,700	\$76,300	\$79,051	\$81,165	\$77,269	\$76,300
Comparison Group Average	\$60,723	\$68,720	\$86,529	\$84,965	\$71,645	\$74,073	\$88,322	\$84,965
Difference Above/(Below)	\$6,277	\$6,580	(\$10,829)	(\$8,665)	\$7,406	\$7,092	(\$11,053)	(\$8,665)
% Difference Above/Below	10.3%	9.6%	-12.5%	-10.2%	10.3%	9.6%	-12.5%	-10.2%
All Ranks Combined								
Institution Average	\$96,400	\$104,800	\$116,500	\$118,500	\$113,740	\$112,963	\$118,914	\$118,500
Comparison Group Average	\$108,487	\$119,628	\$121,306	\$132,224	\$128,001	\$128,946	\$123,820	\$132,224
Difference Above/(Below)	(\$12,087)	(\$14,828)	(\$4,806)	(\$13,724)	(\$14,261)	(\$15,983)	(\$4,906)	(\$13,724)
% Difference Above/Below	-11.1%	-12.4%	-4.0%	-10.4%	-11.1%	-12.4%	-4.0%	-10.4%

Notes:

¹ Sources: "Academe", March/April 2009; March/April 2014; March/April 2018; and March/April 2019

Table 3

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Weber State University

Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2018-19)			
	2008-09	2013-14	2017-18	2018-19	2008-09	2013-14	2017-18	2018-19
Faculty Salaries								
Professor								
Institution Average	\$70,900	\$76,500	\$90,200	\$92,200	\$83,653	\$82,459	\$92,069	\$92,200
Comparison Group Average	\$88,357	\$90,517	\$97,445	\$100,831	\$104,250	\$97,568	\$99,464	\$100,831
Difference Above/(Below)	(\$17,457)	(\$14,017)	(\$7,245)	(\$8,631)	(\$20,597)	(\$15,109)	(\$7,395)	(\$8,631)
% Difference Above/Below	-19.8%	-15.5%	-7.4%	-8.6%	-19.8%	-15.5%	-7.4%	-8.6%
Associate Professor								
Institution Average	\$60,600	\$62,800	\$71,800	\$75,500	\$71,500	\$67,692	\$73,288	\$75,500
Comparison Group Average	\$70,308	\$72,869	\$79,406	\$82,304	\$82,954	\$78,545	\$81,052	\$82,304
Difference Above/(Below)	(\$9,708)	(\$10,069)	(\$7,606)	(\$6,804)	(\$11,454)	(\$10,853)	(\$7,764)	(\$6,804)
% Difference Above/Below	-13.8%	-13.8%	-9.6%	-8.3%	-13.8%	-13.8%	-9.6%	-8.3%
Assistant Professor								
Institution Average	\$51,800	\$56,600	\$66,400	\$67,600	\$61,117	\$61,009	\$67,776	\$67,600
Comparison Group Average	\$59,416	\$62,636	\$69,067	\$71,534	\$70,103	\$67,515	\$70,498	\$71,534
Difference Above/(Below)	(\$7,616)	(\$6,036)	(\$2,667)	(\$3,934)	(\$8,986)	(\$6,506)	(\$2,722)	(\$3,934)
% Difference Above/Below	-12.8%	-9.6%	-3.9%	-5.5%	-12.8%	-9.6%	-3.9%	-5.5%
Instructor								
Institution Average	\$43,700	\$43,000	\$53,500	\$55,400	\$51,560	\$46,349	\$54,609	\$55,400
Comparison Group Average	\$43,183	\$46,310	\$55,288	\$57,383	\$50,950	\$49,917	\$56,434	\$57,383
Difference Above/(Below)	\$517	(\$3,310)	(\$1,788)	(\$1,983)	\$610	(\$3,568)	(\$1,825)	(\$1,983)
% Difference Above/Below	1.2%	-7.1%	-3.2%	-3.5%	1.2%	-7.1%	-3.2%	-3.5%
All Ranks Combined								
Institution Average	\$59,700	\$62,600	\$72,200	\$73,900	\$70,438	\$67,476	\$73,696	\$73,900
Comparison Group Average	\$68,227	\$70,683	\$74,313	\$79,341	\$80,499	\$76,189	\$75,853	\$79,341
Difference Above/(Below)	(\$8,527)	(\$8,083)	(\$2,113)	(\$5,441)	(\$10,061)	(\$8,713)	(\$2,157)	(\$5,441)
% Difference Above/Below	-12.5%	-11.4%	-2.8%	-6.9%	-12.5%	-11.4%	-2.8%	-6.9%

Faculty Compensation

Professor								
Institution Average	\$97,300	\$105,100	\$124,000	\$126,800	\$114,801	\$113,287	\$126,570	\$126,800
Comparison Group Average	\$112,123	\$116,696	\$129,462	\$132,885	\$132,291	\$125,786	\$132,145	\$132,885
Difference Above/(Below)	(\$14,823)	(\$11,596)	(\$5,462)	(\$6,085)	(\$17,490)	(\$12,499)	(\$5,575)	(\$6,085)
% Difference Above/Below	-13.2%	-9.9%	-4.2%	-4.6%	-13.2%	-9.9%	-4.2%	-4.6%
Associate Professor								
Institution Average	\$85,200	\$88,100	\$102,600	\$107,700	\$100,525	\$94,962	\$104,726	\$107,700
Comparison Group Average	\$90,765	\$95,735	\$106,907	\$110,233	\$107,091	\$103,192	\$109,123	\$110,233
Difference Above/(Below)	(\$5,565)	(\$7,635)	(\$4,307)	(\$2,533)	(\$6,566)	(\$8,230)	(\$4,397)	(\$2,533)
% Difference Above/Below	-6.1%	-8.0%	-4.0%	-2.3%	-6.1%	-8.0%	-4.0%	-2.3%
Assistant Professor								
Institution Average	\$73,800	\$79,500	\$95,400	\$97,200	\$87,074	\$85,693	\$97,377	\$97,200
Comparison Group Average	\$77,216	\$82,458	\$93,627	\$96,787	\$91,105	\$88,881	\$95,567	\$96,787
Difference Above/(Below)	(\$3,416)	(\$2,958)	\$1,773	\$413	(\$4,031)	(\$3,188)	\$1,810	\$413
% Difference Above/Below	-4.4%	-3.6%	1.9%	0.4%	-4.4%	-3.6%	1.9%	0.4%
Instructor								
Institution Average	\$64,100	\$61,300	\$80,000	\$82,100	\$75,630	\$66,075	\$81,658	\$82,100
Comparison Group Average	\$56,596	\$61,928	\$77,427	\$78,927	\$66,776	\$66,752	\$79,032	\$78,927
Difference Above/(Below)	\$7,504	(\$628)	\$2,573	\$3,173	\$8,854	(\$677)	\$2,626	\$3,173
% Difference Above/Below	13.3%	-1.0%	3.3%	4.0%	13.3%	-1.0%	3.3%	4.0%
All Ranks Combined								
Institution Average	\$83,600	\$87,200	\$102,600	\$104,900	\$98,637	\$93,992	\$104,726	\$104,900
Comparison Group Average	\$87,898	\$92,248	\$100,333	\$106,462	\$103,708	\$99,434	\$102,412	\$106,462
Difference Above/(Below)	(\$4,298)	(\$5,048)	\$2,267	(\$1,562)	(\$5,071)	(\$5,442)	\$2,314	(\$1,562)
% Difference Above/Below	-4.9%	-5.5%	2.3%	-1.5%	-4.9%	-5.5%	2.3%	-1.5%

Notes:

¹ Sources: "Academe", March/April 2009; March/April 2014; March/April 2018; and March/April 2019

(2) 2014-15 data not reported in Academe, received directly from institution

Table 4

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Southern Utah University Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2018-19)			
	2008-09	2013-14	2017-18	2018-19	2008-09	2013-14	2017-18	2018-19
Faculty Salaries								
Professor								
Institution Average	\$74,600	\$79,400	\$85,400	\$88,000	\$88,018	\$85,585	\$87,170	\$88,000
Comparison Group Average	\$88,357	\$90,517	\$94,201	\$100,831	\$104,250	\$97,568	\$96,153	\$100,831
Difference Above/(Below)	(\$13,757)	(\$11,117)	(\$8,801)	(\$12,831)	(\$16,232)	(\$11,983)	(\$8,983)	(\$12,831)
% Difference Above/Below	-15.6%	-12.3%	-9.3%	-12.7%	-15.6%	-12.3%	-9.3%	-12.7%
Associate Professor								
Institution Average	\$60,700	\$63,900	\$72,900	\$72,000	\$71,618	\$68,877	\$74,411	\$72,000
Comparison Group Average	\$70,308	\$72,869	\$76,428	\$82,304	\$82,954	\$78,545	\$78,012	\$82,304
Difference Above/(Below)	(\$9,608)	(\$8,969)	(\$3,528)	(\$10,304)	(\$11,336)	(\$9,668)	(\$3,601)	(\$10,304)
% Difference Above/Below	-13.7%	-12.3%	-4.6%	-12.5%	-13.7%	-12.3%	-4.6%	-12.5%
Assistant Professor								
Institution Average	\$50,000	\$52,300	\$56,600	\$58,300	\$58,994	\$56,374	\$57,773	\$58,300
Comparison Group Average	\$59,416	\$62,636	\$66,532	\$71,534	\$70,103	\$67,515	\$67,911	\$71,534
Difference Above/(Below)	(\$9,416)	(\$10,336)	(\$9,932)	(\$13,234)	(\$11,109)	(\$11,141)	(\$10,138)	(\$13,234)
% Difference Above/Below	-15.8%	-16.5%	-14.9%	-18.5%	-15.8%	-16.5%	-14.9%	-18.5%
Instructor								
Institution Average	n/a	n/a	\$32,300	n/a	n/a	n/a	\$32,969	#VALUE!
Comparison Group Average	\$43,183	\$46,310	\$53,848	\$57,383	\$50,950	\$49,917	\$54,964	\$57,383
Difference Above/(Below)	n/a	n/a	(\$21,548)	n/a	n/a	n/a	(\$21,995)	#VALUE!
% Difference Above/Below	n/a	n/a	-40.0%	n/a	n/a	n/a	-40.0%	#VALUE!
All Ranks Combined								
Institution Average	\$56,700	\$59,900	\$61,200	\$63,200	\$66,899	\$64,566	\$62,468	\$63,200
Comparison Group Average	\$68,227	\$70,683	\$74,123	\$79,341	\$80,499	\$76,189	\$75,659	\$79,341
Difference Above/(Below)	(\$11,527)	(\$10,783)	(\$12,923)	(\$16,141)	(\$13,600)	(\$11,623)	(\$13,191)	(\$16,141)
% Difference Above/Below	-16.9%	-15.3%	-17.4%	-20.3%	-16.9%	-15.3%	-17.4%	-20.3%
Faculty Compensation								
Professor								
Institution Average	\$102,700	\$110,200	\$114,000	\$121,000	\$121,173	\$118,784	\$116,362	\$121,000
Comparison Group Average	\$112,123	\$116,696	\$123,810	\$132,885	\$132,291	\$125,786	\$126,376	\$132,885
Difference Above/(Below)	(\$9,423)	(\$6,496)	(\$9,810)	(\$11,885)	(\$11,118)	(\$7,002)	(\$10,014)	(\$11,885)
% Difference Above/Below	-8.4%	-5.6%	-7.9%	-8.9%	-8.4%	-5.6%	-7.9%	-8.9%
Associate Professor								
Institution Average	\$85,500	\$91,200	\$101,500	\$100,200	\$100,879	\$98,304	\$103,603	\$100,200
Comparison Group Average	\$90,765	\$95,735	\$102,758	\$110,233	\$107,091	\$103,192	\$104,888	\$110,233
Difference Above/(Below)	(\$5,265)	(\$4,535)	(\$1,258)	(\$10,033)	(\$6,212)	(\$4,888)	(\$1,285)	(\$10,033)
% Difference Above/Below	-5.8%	-4.7%	-1.2%	-9.1%	-5.8%	-4.7%	-1.2%	-9.1%
Assistant Professor								
Institution Average	\$71,100	\$75,000	\$81,300	\$82,300	\$83,889	\$80,842	\$82,985	\$82,300
Comparison Group Average	\$77,216	\$82,458	\$90,464	\$96,787	\$91,105	\$88,881	\$92,339	\$96,787
Difference Above/(Below)	(\$6,116)	(\$7,458)	(\$9,164)	(\$14,487)	(\$7,216)	(\$8,039)	(\$9,354)	(\$14,487)
% Difference Above/Below	-7.9%	-9.0%	-10.1%	-15.0%	-7.9%	-9.0%	-10.1%	-15.0%
Instructor								
Institution Average	n/a	n/a	\$53,400	n/a	n/a	n/a	\$54,507	#VALUE!
Comparison Group Average	\$56,596	\$61,928	\$74,654	\$78,927	\$66,776	\$66,752	\$76,201	\$78,927
Difference Above/(Below)	n/a	n/a	(\$21,254)	n/a	n/a	n/a	(\$21,694)	#VALUE!
% Difference Above/Below	n/a	n/a	-28.5%	n/a	n/a	n/a	-28.5%	#VALUE!
All Ranks Combined								
Institution Average	\$79,900	\$85,200	\$87,000	\$88,300	\$94,272	\$91,837	\$88,803	\$88,300
Comparison Group Average	\$87,898	\$92,248	\$99,033	\$106,462	\$103,708	\$99,434	\$101,085	\$106,462
Difference Above/(Below)	(\$7,998)	(\$7,048)	(\$12,033)	(\$18,162)	(\$9,436)	(\$7,597)	(\$12,282)	(\$18,162)
% Difference Above/Below	-9.1%	-7.6%	-12.2%	-17.1%	-9.1%	-7.6%	-12.2%	-17.1%

Notes:

¹ Sources: "Academe", March/April 2009; March/April 2014; March/April 2018; and March/April 2019

Table 5

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Snow College

Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2018-19)			
	2008-09	2013-14	2017-18	2018-19	2008-09	2013-14	2017-18	2018-19
Faculty Salaries								
Professor								
Institution Average	\$63,000	\$63,200	\$67,300	\$73,500	\$74,332	\$68,123	\$68,695	\$73,500
Comparison Group Average	\$74,933	\$77,671	\$85,233	\$91,418	\$88,411	\$83,721	\$86,999	\$91,418
Difference Above/(Below)	(\$11,933)	(\$14,471)	(\$17,933)	(\$17,918)	(\$14,079)	(\$15,598)	(\$18,304)	(\$17,918)
% Difference Above/Below	-15.9%	-18.6%	-21.0%	-19.6%	-15.9%	-18.6%	-21.0%	-19.6%
Associate Professor								
Institution Average	\$55,600	\$57,000	\$63,600	\$69,600	\$65,601	\$61,440	\$64,918	\$69,600
Comparison Group Average	\$60,737	\$62,280	\$70,403	\$74,444	\$71,662	\$67,131	\$71,862	\$74,444
Difference Above/(Below)	(\$5,137)	(\$5,280)	(\$6,803)	(\$4,844)	(\$6,061)	(\$5,691)	(\$6,944)	(\$4,844)
% Difference Above/Below	-8.5%	-8.5%	-9.7%	-6.5%	-8.5%	-8.5%	-9.7%	-6.5%
Assistant Professor								
Institution Average	\$46,800	\$48,300	\$48,900	\$57,800	\$55,218	\$52,062	\$49,913	\$57,800
Comparison Group Average	\$53,427	\$53,768	\$60,728	\$63,868	\$63,037	\$57,956	\$61,987	\$63,868
Difference Above/(Below)	(\$6,627)	(\$5,468)	(\$11,828)	(\$6,068)	(\$7,819)	(\$5,894)	(\$12,074)	(\$6,068)
% Difference Above/Below	-12.4%	-10.2%	-19.5%	-9.5%	-12.4%	-10.2%	-19.5%	-9.5%
Instructor								
Institution Average	\$46,400	\$45,100	\$49,300	\$55,700	\$54,746	\$48,613	\$50,322	\$55,700
Comparison Group Average	\$46,063	\$47,049	\$56,008	\$65,004	\$54,348	\$50,714	\$57,169	\$65,004
Difference Above/(Below)	\$337	(\$1,949)	(\$6,708)	(\$9,304)	\$398	(\$2,101)	(\$6,847)	(\$9,304)
% Difference Above/Below	0.7%	-4.1%	-12.0%	-14.3%	0.7%	-4.1%	-12.0%	-14.3%
All Ranks Combined								
Institution Average	\$51,300	\$51,500	\$53,300	\$59,900	\$60,527	\$55,512	\$54,405	\$59,900
Comparison Group Average	\$59,311	\$61,199	\$66,627	\$72,824	\$69,979	\$65,966	\$68,008	\$72,824
Difference Above/(Below)	(\$8,011)	(\$9,699)	(\$13,327)	(\$12,924)	(\$9,452)	(\$10,454)	(\$13,603)	(\$12,924)
% Difference Above/Below	-13.5%	-15.8%	-20.0%	-17.7%	-13.5%	-15.8%	-20.0%	-17.7%
Faculty Compensation								
Professor								
Institution Average	\$86,100	\$87,800	\$95,100	\$103,200	\$101,587	\$94,639	\$97,071	\$103,200
Comparison Group Average	\$96,717	\$101,530	\$116,477	\$120,441	\$114,114	\$109,439	\$118,891	\$120,441
Difference Above/(Below)	(\$10,617)	(\$13,730)	(\$21,377)	(\$17,241)	(\$12,527)	(\$14,800)	(\$21,820)	(\$17,241)
% Difference Above/Below	-11.0%	-13.5%	-18.4%	-14.3%	-11.0%	-13.5%	-18.4%	-14.3%
Associate Professor								
Institution Average	\$77,800	\$84,700	\$94,300	\$102,400	\$91,794	\$91,298	\$96,254	\$102,400
Comparison Group Average	\$80,683	\$84,431	\$99,903	\$101,320	\$95,195	\$91,008	\$101,973	\$101,320
Difference Above/(Below)	(\$2,883)	\$269	(\$5,603)	\$1,080	(\$3,401)	\$290	(\$5,719)	\$1,080
% Difference Above/Below	-3.6%	0.3%	-5.6%	1.1%	-3.6%	0.3%	-5.6%	1.1%
Assistant Professor								
Institution Average	\$66,600	\$72,400	\$73,700	\$85,200	\$78,579	\$78,040	\$75,227	\$85,200
Comparison Group Average	\$72,304	\$74,593	\$88,403	\$89,934	\$85,309	\$80,403	\$90,235	\$89,934
Difference Above/(Below)	(\$5,704)	(\$2,193)	(\$14,703)	(\$4,734)	(\$6,730)	(\$2,363)	(\$15,008)	(\$4,734)
% Difference Above/Below	-7.9%	-2.9%	-16.6%	-5.3%	-7.9%	-2.9%	-16.6%	-5.3%
Instructor								
Institution Average	\$67,900	\$67,200	\$75,000	\$83,700	\$80,113	\$72,434	\$76,554	\$83,700
Comparison Group Average	\$62,207	\$64,188	\$84,677	\$95,857	\$73,396	\$69,188	\$86,432	\$95,857
Difference Above/(Below)	\$5,693	\$3,012	(\$9,677)	(\$12,157)	\$6,717	\$3,246	(\$9,878)	(\$12,157)
% Difference Above/Below	9.2%	4.7%	-11.4%	-12.7%	9.2%	4.7%	-11.4%	-12.7%
All Ranks Combined								
Institution Average	\$72,800	\$76,100	\$80,100	\$88,600	\$85,895	\$82,028	\$81,760	\$88,600
Comparison Group Average	\$78,756	\$82,506	\$95,166	\$99,660	\$92,922	\$88,933	\$97,138	\$99,660
Difference Above/(Below)	(\$5,956)	(\$6,406)	(\$15,066)	(\$11,060)	(\$7,027)	(\$6,905)	(\$15,378)	(\$11,060)
% Difference Above/Below	-7.6%	-7.8%	-15.8%	-11.1%	-7.6%	-7.8%	-15.8%	-11.1%

Notes:

¹ Sources: "Academe", March/April 2009; March/April 2014; March/April 2018; and March/April 2019

Table 6

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Dixie State University

Comparison Group: Public General Baccalaureate

	Current Dollars				Constant Dollars (2018-19)			
	2008-09	2013-14	2017-18	2018-19	2008-09	2013-14	2017-18	2018-19
Faculty Salaries								
Professor								
Institution Average	\$75,700	\$78,500	\$80,800	\$84,100	\$89,316	\$84,615	\$82,474	\$84,100
Comparison Group Average	\$88,357	\$87,262	\$92,458	\$93,924	\$104,250	\$94,059	\$94,374	\$93,924
Difference Above/(Below)	(\$12,657)	(\$8,762)	(\$11,658)	(\$9,824)	(\$14,934)	(\$9,444)	(\$11,900)	(\$9,824)
% Difference Above/Below	-14.3%	-10.0%	-12.6%	-10.5%	-14.3%	-10.0%	-12.6%	-10.5%
Associate Professor								
Institution Average	\$61,500	\$62,300	\$69,400	\$70,900	\$72,562	\$67,153	\$70,838	\$70,900
Comparison Group Average	\$70,308	\$70,849	\$75,007	\$77,761	\$82,954	\$76,368	\$76,561	\$77,761
Difference Above/(Below)	(\$8,808)	(\$8,549)	(\$5,607)	(\$6,861)	(\$10,392)	(\$9,215)	(\$5,723)	(\$6,861)
% Difference Above/Below	-12.5%	-12.1%	-7.5%	-8.8%	-12.5%	-12.1%	-7.5%	-8.8%
Assistant Professor								
Institution Average	\$51,500	\$52,700	\$58,100	\$60,800	\$60,763	\$56,805	\$59,304	\$60,800
Comparison Group Average	\$59,416	\$59,873	\$64,206	\$66,516	\$70,103	\$64,537	\$65,537	\$66,516
Difference Above/(Below)	(\$7,916)	(\$7,173)	(\$6,106)	(\$5,716)	(\$9,340)	(\$7,732)	(\$6,233)	(\$5,716)
% Difference Above/Below	-13.3%	-12.0%	-9.5%	-8.6%	-13.3%	-12.0%	-9.5%	-8.6%
Instructor								
Institution Average	\$43,800	\$46,700	\$51,900	\$52,200	\$51,678	\$50,338	\$52,976	\$52,200
Comparison Group Average	\$43,183	\$49,297	\$56,100	\$58,995	\$50,950	\$53,137	\$57,263	\$58,995
Difference Above/(Below)	\$617	(\$2,597)	(\$4,200)	(\$6,795)	\$728	(\$2,799)	(\$4,287)	(\$6,795)
% Difference Above/Below	1.4%	-5.3%	-7.5%	-11.5%	1.4%	-5.3%	-7.5%	-11.5%
All Ranks Combined								
Institution Average	\$57,600	\$58,400	\$64,200	\$66,400	\$67,961	\$62,949	\$65,530	\$66,400
Comparison Group Average	\$68,227	\$67,328	\$70,576	\$73,826	\$80,499	\$72,572	\$72,039	\$73,826
Difference Above/(Below)	(\$10,627)	(\$8,928)	(\$6,376)	(\$7,426)	(\$12,538)	(\$9,623)	(\$6,509)	(\$7,426)
% Difference Above/Below	-15.6%	-13.3%	-9.0%	-10.1%	-15.6%	-13.3%	-9.0%	-10.1%
Faculty Compensation								
Professor								
Institution Average	\$104,400	\$108,800	\$101,600	\$118,500	\$123,178	\$117,275	\$103,706	\$118,500
Comparison Group Average	\$112,123	\$113,255	\$125,649	\$125,977	\$132,291	\$122,077	\$128,253	\$125,977
Difference Above/(Below)	(\$7,723)	(\$4,455)	(\$24,049)	(\$7,477)	(\$9,113)	(\$4,802)	(\$24,547)	(\$7,477)
% Difference Above/Below	-6.9%	-3.9%	-19.1%	-5.9%	-6.9%	-3.9%	-19.1%	-5.9%
Associate Professor								
Institution Average	\$86,800	\$88,900	\$96,500	\$102,200	\$102,413	\$95,825	\$98,500	\$102,200
Comparison Group Average	\$90,765	\$94,084	\$103,229	\$105,980	\$107,091	\$101,413	\$105,368	\$105,980
Difference Above/(Below)	(\$3,965)	(\$5,184)	(\$6,729)	(\$3,780)	(\$4,678)	(\$5,588)	(\$6,868)	(\$3,780)
% Difference Above/Below	-4.4%	-5.5%	-6.5%	-3.6%	-4.4%	-5.5%	-6.5%	-3.6%
Assistant Professor								
Institution Average	\$72,900	\$75,900	\$89,100	\$89,500	\$86,013	\$81,812	\$90,946	\$89,500
Comparison Group Average	\$77,216	\$80,159	\$89,374	\$92,227	\$91,105	\$86,403	\$91,226	\$92,227
Difference Above/(Below)	(\$4,316)	(\$4,259)	(\$274)	(\$2,727)	(\$5,092)	(\$4,591)	(\$280)	(\$2,727)
% Difference Above/Below	-5.6%	-5.3%	-0.3%	-3.0%	-5.6%	-5.3%	-0.3%	-3.0%
Instructor								
Institution Average	\$64,900	\$68,600	\$90,900	\$81,300	\$76,574	\$73,944	\$92,784	\$81,300
Comparison Group Average	\$56,596	\$67,835	\$79,564	\$84,586	\$66,776	\$73,119	\$81,213	\$84,586
Difference Above/(Below)	\$8,304	\$765	\$11,336	(\$3,286)	\$9,798	\$825	\$11,571	(\$3,286)
% Difference Above/Below	14.7%	1.1%	14.2%	-3.9%	14.7%	1.1%	14.2%	-3.9%
All Ranks Combined								
Institution Average	\$81,300	\$83,400	\$93,100	\$96,500	\$95,923	\$89,896	\$95,029	\$96,500
Comparison Group Average	\$87,898	\$89,217	\$97,358	\$101,239	\$103,708	\$96,166	\$99,376	\$101,239
Difference Above/(Below)	(\$6,598)	(\$5,817)	(\$4,258)	(\$4,739)	(\$7,785)	(\$6,270)	(\$4,347)	(\$4,739)
% Difference Above/Below	-7.5%	-6.5%	-4.4%	-4.7%	-7.5%	-6.5%	-4.4%	-4.7%

Notes:

¹ Sources: "Academe", March/April 2009; March/April 2014; March/April 2018; and March/April 2019

Table 7

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Utah Valley University

Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2018-19)			
	2008-09	2013-14	2017-18	2018-19	2008-09	2013-14	2017-18	2018-19
Faculty Salaries								
Professor								
Institution Average	\$71,000	\$77,800	\$88,500	\$91,400	\$83,771	\$83,860	\$90,334	\$91,400
Comparison Group Average	\$88,357	\$90,517	\$94,201	\$100,831	\$104,250	\$97,568	\$96,153	\$100,831
Difference Above/(Below)	(\$17,357)	(\$12,717)	(\$5,701)	(\$9,431)	(\$20,479)	(\$13,708)	(\$5,819)	(\$9,431)
% Difference Above/Below	-19.6%	-14.0%	-6.1%	-9.4%	-19.6%	-14.0%	-6.1%	-9.4%
Associate Professor								
Institution Average	\$60,500	\$65,300	\$72,800	\$74,700	\$71,382	\$70,386	\$74,309	\$74,700
Comparison Group Average	\$70,308	\$72,869	\$76,428	\$82,304	\$82,954	\$78,545	\$78,012	\$82,304
Difference Above/(Below)	(\$9,808)	(\$7,569)	(\$3,628)	(\$7,604)	(\$11,572)	(\$8,159)	(\$3,703)	(\$7,604)
% Difference Above/Below	-14.0%	-10.4%	-4.7%	-9.2%	-13.9%	-10.4%	-4.7%	-9.2%
Assistant Professor								
Institution Average	\$55,600	\$60,100	\$67,500	\$68,200	\$65,601	\$64,781	\$68,899	\$68,200
Comparison Group Average	\$59,416	\$62,636	\$66,532	\$71,534	\$70,103	\$67,515	\$67,911	\$71,534
Difference Above/(Below)	(\$3,816)	(\$2,536)	\$968	(\$3,334)	(\$4,502)	(\$2,734)	\$988	(\$3,334)
% Difference Above/Below	-6.4%	-4.0%	1.5%	-4.7%	-6.4%	-4.0%	1.5%	-4.7%
Instructor								
Institution Average	\$47,700	\$47,900	n/a	n/a	\$56,280	\$51,631	n/a	n/a
Comparison Group Average	\$43,183	\$46,310	\$53,848	\$57,383	\$50,950	\$49,917	\$54,964	\$57,383
Difference Above/(Below)	\$4,517	\$1,590	n/a	n/a	\$5,330	\$1,714	n/a	n/a
% Difference Above/Below	10.5%	3.4%	n/a	n/a	10.5%	3.4%	n/a	n/a
All Ranks Combined								
Institution Average	\$58,400	\$63,900	\$71,000	\$72,800	\$68,904	\$68,877	\$72,471	\$72,800
Comparison Group Average	\$68,227	\$70,683	\$74,123	\$79,341	\$80,499	\$76,189	\$75,659	\$79,341
Difference Above/(Below)	(\$9,827)	(\$6,783)	(\$3,123)	(\$6,541)	(\$11,595)	(\$7,312)	(\$3,188)	(\$6,541)
% Difference Above/Below	-14.4%	-9.6%	-4.2%	-8.2%	-14.4%	-9.6%	-4.2%	-8.2%
Faculty Compensation								
Professor								
Institution Average	\$98,700	\$106,600	\$119,300	\$132,000	\$116,453	\$114,903	\$121,772	\$132,000
Comparison Group Average	\$112,123	\$116,696	\$123,810	\$132,885	\$132,291	\$125,786	\$126,376	\$132,885
Difference Above/(Below)	(\$13,423)	(\$10,096)	(\$4,510)	(\$885)	(\$15,838)	(\$10,883)	(\$4,604)	(\$885)
% Difference Above/Below	-12.0%	-8.7%	-3.6%	-0.7%	-12.0%	-8.7%	-3.6%	-0.7%
Associate Professor								
Institution Average	\$87,000	\$94,100	\$103,600	\$107,900	\$102,649	\$101,430	\$105,747	\$107,900
Comparison Group Average	\$90,765	\$95,735	\$102,758	\$110,233	\$107,091	\$103,192	\$104,888	\$110,233
Difference Above/(Below)	(\$3,765)	(\$1,635)	\$842	(\$2,333)	(\$4,442)	(\$1,762)	\$859	(\$2,333)
% Difference Above/Below	-4.1%	-1.7%	0.8%	-2.1%	-4.1%	-1.7%	0.8%	-2.1%
Assistant Professor								
Institution Average	\$80,800	\$88,900	\$96,300	\$98,500	\$95,334	\$95,825	\$98,296	\$98,500
Comparison Group Average	\$77,216	\$82,458	\$90,464	\$96,787	\$91,105	\$88,881	\$92,339	\$96,787
Difference Above/(Below)	\$3,584	\$6,442	\$5,836	\$1,713	\$4,229	\$6,944	\$5,957	\$1,713
% Difference Above/Below	4.6%	7.8%	6.5%	1.8%	4.6%	7.8%	6.5%	1.8%
Instructor								
Institution Average	\$71,200	\$76,800	n/a	n/a	\$84,007	\$82,782	n/a	n/a
Comparison Group Average	\$56,596	\$61,928	\$74,654	\$78,927	\$66,776	\$66,752	\$76,201	\$78,927
Difference Above/(Below)	\$14,604	\$14,872	n/a	n/a	\$17,231	\$16,030	n/a	n/a
% Difference Above/Below	25.8%	24.0%	n/a	n/a	25.8%	24.0%	n/a	n/a
All Ranks Combined								
Institution Average	\$83,800	\$92,700	\$101,800	\$105,100	\$98,873	\$99,921	\$103,910	\$105,100
Comparison Group Average	\$87,898	\$92,248	\$99,033	\$106,462	\$103,708	\$99,434	\$101,085	\$106,462
Difference Above/(Below)	(\$4,098)	\$452	\$2,767	(\$1,362)	(\$4,835)	\$487	\$2,825	(\$1,362)
% Difference Above/Below	-4.7%	0.5%	2.8%	-1.3%	-4.7%	0.5%	2.8%	-1.3%

Notes:

¹ Sources: "Academe", March/April 2009; March/April 2014; March/April 2018; and March/April 2019

Table 8

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Salt Lake Community College Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2018-19)			
	2008-09	2013-14	2017-18	2018-19	2008-09	2013-14	2017-18	2018-19
Faculty Salaries								
Professor								
Institution Average	\$57,300	\$60,700	\$74,900	\$76,200	\$67,607	\$65,428	\$76,452	\$76,200
Comparison Group Average	\$74,933	\$77,671	\$82,817	\$91,418	\$88,411	\$83,721	\$84,533	\$91,418
Difference Above/(Below)	(\$17,633)	(\$16,971)	(\$7,917)	(\$15,218)	(\$20,804)	(\$18,293)	(\$8,081)	(\$15,218)
% Difference Above/Below	-23.5%	-21.8%	-9.6%	-16.6%	-23.5%	-21.8%	-9.6%	-16.6%
Associate Professor								
Institution Average	\$52,500	\$53,700	\$61,100	\$61,300	\$61,943	\$57,883	\$62,366	\$61,300
Comparison Group Average	\$60,737	\$62,280	\$69,738	\$74,444	\$71,662	\$67,131	\$71,183	\$74,444
Difference Above/(Below)	(\$8,237)	(\$8,580)	(\$8,638)	(\$13,144)	(\$9,719)	(\$9,248)	(\$8,817)	(\$13,144)
% Difference Above/Below	-13.6%	-13.8%	-12.4%	-17.7%	-13.6%	-13.8%	-12.4%	-17.7%
Assistant Professor								
Institution Average	\$48,200	\$48,700	\$52,300	\$53,800	\$56,870	\$52,493	\$53,384	\$53,800
Comparison Group Average	\$53,427	\$53,768	\$60,753	\$63,868	\$63,037	\$57,956	\$62,012	\$63,868
Difference Above/(Below)	(\$5,227)	(\$5,068)	(\$8,453)	(\$10,068)	(\$6,167)	(\$5,463)	(\$8,628)	(\$10,068)
% Difference Above/Below	-9.8%	-9.4%	-13.9%	-15.8%	-9.8%	-9.4%	-13.9%	-15.8%
Instructor								
Institution Average	\$42,100	\$42,100	\$46,600	\$46,800	\$49,673	\$45,379	\$47,566	\$46,800
Comparison Group Average	\$46,063	\$47,049	\$50,959	\$65,004	\$54,348	\$50,714	\$52,015	\$65,004
Difference Above/(Below)	(\$3,963)	(\$4,949)	(\$4,359)	(\$18,204)	(\$4,675)	(\$5,335)	(\$4,449)	(\$18,204)
% Difference Above/Below	-8.6%	-10.5%	-8.6%	-28.0%	-8.6%	-10.5%	-8.6%	-28.0%
All Ranks Combined								
Institution Average	\$48,900	\$50,300	\$58,700	\$59,700	\$57,696	\$54,218	\$59,916	\$59,700
Comparison Group Average	\$59,311	\$61,199	\$67,417	\$72,824	\$69,979	\$65,966	\$68,814	\$72,824
Difference Above/(Below)	(\$10,411)	(\$10,899)	(\$8,717)	(\$13,124)	(\$12,283)	(\$11,748)	(\$8,898)	(\$13,124)
% Difference Above/Below	-17.6%	-17.8%	-12.9%	-18.0%	-17.6%	-17.8%	-12.9%	-18.0%
Faculty Compensation								
Professor								
Institution Average	\$83,400	\$89,400	\$108,300	\$110,500	\$98,401	\$96,364	\$110,544	\$110,500
Comparison Group Average	\$96,717	\$101,530	\$110,379	\$120,441	\$114,114	\$109,439	\$112,666	\$120,441
Difference Above/(Below)	(\$13,317)	(\$12,130)	(\$2,079)	(\$9,941)	(\$15,713)	(\$13,075)	(\$2,122)	(\$9,941)
% Difference Above/Below	-13.8%	-11.9%	-1.9%	-8.3%	-13.8%	-11.9%	-1.9%	-8.3%
Associate Professor								
Institution Average	\$76,800	\$80,000	\$91,600	\$92,100	\$90,614	\$86,232	\$93,498	\$92,100
Comparison Group Average	\$80,683	\$84,431	\$94,387	\$101,320	\$95,195	\$91,008	\$96,343	\$101,320
Difference Above/(Below)	(\$3,883)	(\$4,431)	(\$2,787)	(\$9,220)	(\$4,581)	(\$4,776)	(\$2,845)	(\$9,220)
% Difference Above/Below	-4.8%	-5.2%	-3.0%	-9.1%	-4.8%	-5.2%	-3.0%	-9.1%
Assistant Professor								
Institution Average	\$73,200	\$74,500	\$80,100	\$82,500	\$86,367	\$80,303	\$81,760	\$82,500
Comparison Group Average	\$72,304	\$74,593	\$82,899	\$89,934	\$85,309	\$80,403	\$84,617	\$89,934
Difference Above/(Below)	\$896	(\$93)	(\$2,799)	(\$7,434)	\$1,058	(\$100)	(\$2,857)	(\$7,434)
% Difference Above/Below	1.2%	-0.1%	-3.4%	-8.3%	1.2%	-0.1%	-3.4%	-8.3%
Instructor								
Institution Average	\$65,500	\$66,000	\$71,800	\$71,600	\$77,282	\$71,141	\$73,288	\$71,600
Comparison Group Average	\$62,207	\$64,188	\$72,719	\$95,857	\$73,396	\$69,188	\$74,226	\$95,857
Difference Above/(Below)	\$3,293	\$1,812	(\$919)	(\$24,257)	\$3,886	\$1,953	(\$938)	(\$24,257)
% Difference Above/Below	5.3%	2.8%	-1.3%	-25.3%	5.3%	2.8%	-1.3%	-25.3%
All Ranks Combined								
Institution Average	\$73,400	\$76,200	\$88,200	\$89,900	\$86,602	\$82,136	\$90,028	\$89,900
Comparison Group Average	\$78,756	\$82,506	\$91,438	\$99,660	\$92,922	\$88,933	\$93,333	\$99,660
Difference Above/(Below)	(\$5,356)	(\$6,306)	(\$3,238)	(\$9,760)	(\$6,320)	(\$6,797)	(\$3,305)	(\$9,760)
% Difference Above/Below	-6.8%	-7.6%	-3.5%	-9.8%	-6.8%	-7.6%	-3.5%	-9.8%

Notes:

¹ Sources: "Academe", March/April 2009; March/April 2014; March/April 2018; and March/April 2019

Table 9

USHE Faculty Salary and Compensation Comparisons

Current and Constant Dollar Values

Consumer Price Index for all Urban Consumers¹

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

	Consumer Price Index			
	2008-09	2013-14	2017-18	2018-19 ⁽²⁾
Monthly Price Index				
July	220.0	233.6	244.8	252.0
August	219.1	233.9	245.5	252.1
September	218.8	234.1	246.8	252.4
October	216.6	233.5	246.7	252.9
November	212.4	233.1	246.7	252.0
December	210.2	233.0	246.5	251.2
January	211.1	233.9	247.9	251.7
February	212.2	234.8	249.0	252.8
March	212.7	236.3	249.6	254.2
April	213.2	237.1	250.5	255.5
May	213.9	237.9	251.6	256.1
June	215.7	238.3	252.0	256.1
Fiscal Year Average				
CPI	214.7	235.0	248.1	253.3
Dollar Inflator	1.180	1.078	1.021	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