

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 2019-20 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

	Current Dollars				Constant Dollars (2019-20)			
	2009-10	2014-15	2018-19	2019-20	2009-10	2014-15	2018-19	2019-20
Faculty Salaries								
Professor								
Institution Average	\$115,700	\$129,000	\$131,700	\$132,300	\$137,324	\$140,209	\$133,766	\$132,300
Comparison Group Average	\$116,700	\$130,039	\$141,314	\$145,899	\$138,511	\$141,338	\$143,531	\$145,899
Difference Above/(Below)	(\$1,000)	(\$1,039)	(\$9,614)	(\$13,599)	(\$1,187)	(\$1,129)	(\$9,765)	(\$13,599)
% Difference Above/Below	-0.9%	-0.8%	-6.8%	-9.3%	-0.9%	-0.8%	-6.8%	-9.3%
Associate Professor								
Institution Average	\$79,900	\$89,100	\$96,700	\$96,100	\$94,833	\$96,842	\$98,217	\$96,100
Comparison Group Average	\$80,463	\$88,716	\$96,650	\$99,743	\$95,501	\$96,425	\$98,166	\$99,743
Difference Above/(Below)	(\$563)	\$384	\$50	(\$3,643)	(\$668)	\$417	\$51	(\$3,643)
% Difference Above/Below	-0.7%	0.4%	0.1%	-3.7%	-0.7%	0.4%	0.1%	-3.7%
Assistant Professor								
Institution Average	\$73,100	\$78,400	\$89,100	\$86,800	\$86,762	\$85,212	\$90,498	\$86,800
Comparison Group Average	\$68,718	\$77,446	\$84,062	\$86,791	\$81,561	\$84,175	\$85,381	\$86,791
Difference Above/(Below)	\$4,382	\$954	\$5,038	\$9	\$5,201	\$1,037	\$5,117	\$9
% Difference Above/Below	6.4%	1.2%	6.0%	0.0%	6.4%	1.2%	6.0%	0.0%
Instructor								
Institution Average	\$67,100	n/a	\$83,900	\$69,300	\$79,641	n/a	n/a	n/a
Comparison Group Average	\$45,805	\$50,913	\$62,659	\$59,073	\$54,366	\$55,337	\$63,642	\$59,073
Difference Above/(Below)	\$21,295	n/a	\$21,241	\$10,227	\$25,275	n/a	n/a	n/a
% Difference Above/Below	46.5%	n/a	33.9%	17.3%	46.5%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$83,950	\$91,900	\$95,100	\$96,600	\$99,640	\$99,885	\$96,592	\$96,600
Comparison Group Average	\$85,704	\$93,819	\$101,312	\$104,560	\$101,722	\$101,971	\$102,901	\$104,560
Difference Above/(Below)	(\$1,754)	(\$1,919)	(\$6,212)	(\$7,960)	(\$2,082)	(\$2,086)	(\$6,309)	(\$7,960)
% Difference Above/Below	-2.0%	-2.0%	-6.1%	-7.6%	-2.0%	-2.0%	-6.1%	-7.6%

Faculty Compensation

Professor								
Institution Average	\$149,950	\$173,500	\$176,500		\$177,975	\$188,576	\$182,984	
Comparison Group Average	\$147,417	\$165,888	\$181,110	Data no longer collected	\$174,968	\$180,302	\$187,763	Data no longer collected
Difference Above/(Below)	\$2,533	\$7,612	(\$4,610)		\$3,007	\$8,274	(\$4,779)	
% Difference Above/Below	1.7%	4.6%	-2.5%		1.7%	4.6%	-2.5%	
Associate Professor								
Institution Average	\$106,200	\$118,200	\$129,500		\$126,048	\$128,471	\$134,257	
Comparison Group Average	\$104,005	\$115,948	\$126,934	Data no longer collected	\$123,443	\$126,023	\$131,597	Data no longer collected
Difference Above/(Below)	\$2,195	\$2,252	\$2,566		\$2,605	\$2,448	\$2,660	
% Difference Above/Below	2.1%	1.9%	2.0%		2.1%	1.9%	2.0%	
Assistant Professor								
Institution Average	\$97,500	\$104,400	\$119,000		\$115,722	\$113,471	\$123,372	
Comparison Group Average	\$89,268	\$101,468	\$110,916	Data no longer collected	\$105,952	\$110,285	\$114,991	Data no longer collected
Difference Above/(Below)	\$8,232	\$2,932	\$8,084		\$9,770	\$3,186	\$8,381	
% Difference Above/Below	9.2%	2.9%	7.3%		9.2%	2.9%	7.3%	
Instructor								
Institution Average	\$87,200	n/a	\$111,900		\$103,497	#VALUE!	n/a	
Comparison Group Average	\$61,731	\$69,460	\$84,965	Data no longer collected	\$73,268	\$75,495	\$88,086	Data no longer collected
Difference Above/(Below)	\$25,469	n/a	\$26,935		\$30,229	#VALUE!	n/a	
% Difference Above/Below	41.3%	n/a	31.7%		41.3%	#VALUE!	n/a	
All Ranks Combined								
Institution Average	\$110,500	\$126,400	\$127,800		\$131,152	\$137,383	\$132,495	
Comparison Group Average	\$109,933	\$121,903	\$132,224	Data no longer collected	\$130,479	\$132,495	\$137,082	Data no longer collected
Difference Above/(Below)	\$567	\$4,497	(\$4,424)		\$673	\$4,888	(\$4,587)	
% Difference Above/Below	0.5%	3.7%	-3.3%		0.5%	3.7%	-3.3%	

Notes:

¹ Sources: "Academe", March/April 2010; March/April 2015; March/April 2019; and March/April 2020

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 (2019-20)			
	2009-10	2014-15	2018-19	2019-20	2009-10	2014-15	2018-19	2019-20
Faculty Salaries								
Professor								
Institution Average	\$89,100	\$100,700	\$111,400	\$114,700	\$105,752	\$109,450	\$113,148	\$114,700
Comparison Group Average	\$116,700	\$130,039	\$141,314	\$145,899	\$138,511	\$141,338	\$143,531	\$145,899
Difference Above/(Below)	(\$27,600)	(\$29,339)	(\$29,914)	(\$31,199)	(\$32,759)	(\$31,888)	(\$30,383)	(\$31,199)
% Difference Above/Below	-23.7%	-22.6%	-21.2%	-21.4%	-23.7%	-22.6%	-21.2%	-21.4%
Associate Professor								
Institution Average	\$69,100	\$77,500	\$86,400	\$86,400	\$82,014	\$84,234	\$87,755	\$86,400
Comparison Group Average	\$80,463	\$88,716	\$96,650	\$99,743	\$95,501	\$96,425	\$98,166	\$99,743
Difference Above/(Below)	(\$11,363)	(\$11,216)	(\$10,250)	(\$13,343)	(\$13,487)	(\$12,191)	(\$10,411)	(\$13,343)
% Difference Above/Below	-14.1%	-12.6%	-10.6%	-13.4%	-14.1%	-12.6%	-10.6%	-13.4%
Assistant Professor								
Institution Average	\$62,900	\$67,700	\$73,900	\$73,900	\$74,656	\$73,583	\$75,059	\$73,900
Comparison Group Average	\$68,718	\$77,446	\$84,062	\$86,791	\$81,561	\$84,175	\$85,381	\$86,791
Difference Above/(Below)	(\$5,818)	(\$9,746)	(\$10,162)	(\$12,891)	(\$6,905)	(\$10,592)	(\$10,322)	(\$12,891)
% Difference Above/Below	-8.5%	-12.6%	-12.1%	-14.9%	-8.5%	-12.6%	-12.1%	-14.9%
Instructor								
Institution Average	\$51,900	\$47,500	\$49,900	\$49,900	\$61,600	\$51,627	\$50,683	\$49,900
Comparison Group Average	\$45,805	\$50,913	\$62,659	\$59,073	\$54,366	\$55,337	\$63,642	\$59,073
Difference Above/(Below)	\$6,095	(\$3,413)	(\$12,759)	(\$9,173)	\$7,234	(\$3,710)	(\$12,959)	(\$9,173)
% Difference Above/Below	13.3%	-6.7%	-20.4%	-15.5%	13.3%	-6.7%	-20.4%	-15.5%
All Ranks Combined								
Institution Average	\$70,800	\$77,100	\$84,000	\$84,000	\$84,032	\$83,799	\$85,318	\$84,000
Comparison Group Average	\$85,704	\$93,819	\$101,312	\$104,560	\$101,722	\$101,971	\$102,901	\$104,560
Difference Above/(Below)	(\$14,904)	(\$16,719)	(\$17,312)	(\$20,560)	(\$17,690)	(\$18,172)	(\$17,583)	(\$20,560)
% Difference Above/Below	-17.4%	-17.8%	-17.1%	-19.7%	-17.4%	-17.8%	-17.1%	-19.7%

Faculty Compensation

Professor								
Institution Average	\$119,500	\$137,000	\$152,200		\$141,834	\$148,904	\$154,588	
Comparison Group Average	\$147,417	\$165,888	\$181,110	Data no longer collected	\$174,968	\$180,302	\$183,951	Data no longer collected
Difference Above/(Below)	(\$27,917)	(\$28,888)	(\$28,910)		(\$33,134)	(\$31,398)	(\$29,363)	
% Difference Above/Below	-18.9%	-17.4%	-16.0%		-18.9%	-17.4%	-16.0%	
Associate Professor								
Institution Average	\$95,000	\$108,400	\$121,400		\$112,755	\$117,819	\$123,305	
Comparison Group Average	\$104,005	\$115,948	\$126,934	Data no longer collected	\$123,443	\$126,023	\$128,925	Data no longer collected
Difference Above/(Below)	(\$9,005)	(\$7,548)	(\$5,534)		(\$10,688)	(\$8,204)	(\$5,620)	
% Difference Above/Below	-8.7%	-6.5%	-4.4%		-8.7%	-6.5%	-4.4%	
Assistant Professor								
Institution Average	\$87,400	\$96,300	\$105,800		\$103,735	\$104,668	\$107,460	
Comparison Group Average	\$89,268	\$101,468	\$110,916	Data no longer collected	\$105,952	\$110,285	\$112,656	Data no longer collected
Difference Above/(Below)	(\$1,868)	(\$5,168)	(\$5,116)		(\$2,217)	(\$5,617)	(\$5,196)	
% Difference Above/Below	-2.1%	-5.1%	-4.6%		-2.1%	-5.1%	-4.6%	
Instructor								
Institution Average	\$73,900	\$71,500	\$76,300		\$87,711	\$77,713	\$77,497	
Comparison Group Average	\$61,731	\$69,460	\$84,965	Data no longer collected	\$73,268	\$75,495	\$86,298	Data no longer collected
Difference Above/(Below)	\$12,169	\$2,040	(\$8,665)		\$14,443	\$2,218	(\$8,801)	
% Difference Above/Below	19.7%	2.9%	-10.2%		19.7%	2.9%	-10.2%	
All Ranks Combined								
Institution Average	\$97,200	\$107,900	\$118,500		\$115,366	\$117,276	\$120,359	
Comparison Group Average	\$109,933	\$121,903	\$132,224	Data no longer collected	\$130,479	\$132,495	\$134,298	Data no longer collected
Difference Above/(Below)	(\$12,733)	(\$14,003)	(\$13,724)		(\$15,113)	(\$15,219)	(\$13,939)	
% Difference Above/Below	-11.6%	-11.5%	-10.4%		-11.6%	-11.5%	-10.4%	

Notes:

¹ Sources: "Academe", March/April 2010; March/April 2015; March/April 2019; and March/April 2020

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 (2019-20)			
	2009-10 ⁽²⁾	2014-15 ⁽²⁾	2018-19 ⁽²⁾	2019-20 ⁽²⁾	2009-10	2014-15	2018-19	2019-20
Faculty Salaries								
Professor								
Institution Average	\$71,500	\$78,952	\$92,200	\$91,680	\$84,863	\$85,812	\$93,646	\$91,680
Comparison Group Average	\$89,648	\$91,389	\$100,831	\$101,926	\$106,403	\$99,330	\$102,413	\$101,926
Difference Above/(Below)	(\$18,148)	(\$12,437)	(\$8,631)	(\$10,246)	(\$21,540)	(\$13,518)	(\$8,767)	(\$10,246)
% Difference Above/Below	-20.2%	-13.6%	-8.6%	-10.1%	-20.2%	-13.6%	-8.6%	-10.1%
Associate Professor								
Institution Average	\$61,600	\$63,648	\$75,500	\$74,655	\$73,113	\$69,178	\$76,684	\$74,655
Comparison Group Average	\$71,075	\$73,918	\$82,304	\$83,057	\$84,359	\$80,341	\$83,595	\$83,057
Difference Above/(Below)	(\$9,475)	(\$10,270)	(\$6,804)	(\$8,402)	(\$11,246)	(\$11,163)	(\$6,911)	(\$8,402)
% Difference Above/Below	-13.3%	-13.9%	-8.3%	-10.1%	-13.3%	-13.9%	-8.3%	-10.1%
Assistant Professor								
Institution Average	\$52,800	\$60,829	\$67,600	\$68,536	\$62,668	\$66,114	\$68,661	\$68,536
Comparison Group Average	\$59,959	\$63,953	\$71,534	\$72,949	\$71,165	\$69,510	\$72,656	\$72,949
Difference Above/(Below)	(\$7,159)	(\$3,124)	(\$3,934)	(\$4,413)	(\$8,497)	(\$3,396)	(\$3,995)	(\$4,413)
% Difference Above/Below	-11.9%	-4.9%	-5.5%	-6.0%	-11.9%	-4.9%	-5.5%	-6.0%
Instructor								
Institution Average	\$43,000	\$45,942	\$55,400	\$55,724	\$51,036	\$49,934	\$56,269	\$55,724
Comparison Group Average	\$48,342	\$46,878	\$57,383	\$52,725	\$57,377	\$50,951	\$58,283	\$52,725
Difference Above/(Below)	(\$5,342)	(\$936)	(\$1,983)	\$2,999	(\$6,341)	(\$1,017)	(\$2,014)	\$2,999
% Difference Above/Below	-11.1%	-2.0%	-3.5%	5.7%	-11.1%	-2.0%	-3.5%	5.7%
All Ranks Combined								
Institution Average	\$60,400	\$62,343	\$73,900	\$74,181	\$71,688	\$67,760	\$75,059	\$74,181
Comparison Group Average	\$69,555	\$71,423	\$79,341	\$80,494	\$82,554	\$77,629	\$80,586	\$80,494
Difference Above/(Below)	(\$9,155)	(\$9,080)	(\$5,441)	(\$6,313)	(\$10,866)	(\$9,869)	(\$5,527)	(\$6,313)
% Difference Above/Below	-13.2%	-12.7%	-6.9%	-7.8%	-13.2%	-12.7%	-6.9%	-7.8%

Faculty Compensation

Professor								
Institution Average	\$96,000	\$109,096	\$126,800		\$113,942	\$118,575	\$128,789	
Comparison Group Average	\$113,281	\$118,994	\$132,885	Data no longer collected	\$134,453	\$129,334	\$134,970	Data no longer collected
Difference Above/(Below)	(\$17,281)	(\$9,898)	(\$6,085)		(\$20,511)	(\$10,759)	(\$6,181)	
% Difference Above/Below	-15.3%	-8.3%	-4.6%		-15.3%	-8.3%	-4.6%	
Associate Professor								
Institution Average	\$86,100	\$90,234	\$107,700		\$102,192	\$98,074	\$109,390	
Comparison Group Average	\$91,868	\$98,077	\$110,233	Data no longer collected	\$109,038	\$106,599	\$111,962	Data no longer collected
Difference Above/(Below)	(\$5,768)	(\$7,843)	(\$2,533)		(\$6,846)	(\$8,525)	(\$2,572)	
% Difference Above/Below	-6.3%	-8.0%	-2.3%		-6.3%	-8.0%	-2.3%	
Assistant Professor								
Institution Average	\$77,300	\$87,265	\$97,200		\$91,747	\$94,848	\$98,725	
Comparison Group Average	\$78,128	\$84,896	\$96,787	Data no longer collected	\$92,730	\$92,273	\$98,305	Data no longer collected
Difference Above/(Below)	(\$828)	\$2,369	\$413		(\$983)	\$2,575	\$420	
% Difference Above/Below	-1.1%	2.8%	0.4%		-1.1%	2.8%	0.4%	
Instructor								
Institution Average	\$67,600	\$67,103	\$82,100		\$80,234	\$72,934	\$83,388	
Comparison Group Average	\$58,683	\$63,412	\$78,927	Data no longer collected	\$69,651	\$68,922	\$80,165	Data no longer collected
Difference Above/(Below)	\$8,917	\$3,691	\$3,173		\$10,583	\$4,012	\$3,223	
% Difference Above/Below	15.2%	5.8%	4.0%		15.2%	5.8%	4.0%	
All Ranks Combined								
Institution Average	\$85,000	\$88,424	\$104,900		\$100,886	\$96,108	\$106,546	
Comparison Group Average	\$89,312	\$94,401	\$106,462	Data no longer collected	\$106,004	\$102,604	\$108,132	Data no longer collected
Difference Above/(Below)	(\$4,312)	(\$5,977)	(\$1,562)		(\$5,118)	(\$6,496)	(\$1,586)	
% Difference Above/Below	-4.8%	-6.3%	-1.5%		-4.8%	-6.3%	-1.5%	

Notes:

¹ Sources: "Academe", March/April 2010; March/April 2015; March/April 2019; and March/April 2020

² Data not reported in Academe and 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 (2019-20)			
	2009-10	2014-15	2018-19	2019-20	2009-10	2014-15	2018-19	2019-20
Faculty Salaries								
Professor								
Institution Average	\$74,700	\$82,000	\$88,000	\$88,200	\$88,661	\$89,125	\$89,381	\$88,200
Comparison Group Average	\$89,648	\$91,389	\$100,831	\$101,926	\$106,403	\$99,330	\$102,413	\$101,926
Difference Above/(Below)	(\$14,948)	(\$9,389)	(\$12,831)	(\$13,726)	(\$17,742)	(\$10,205)	(\$13,032)	(\$13,726)
% Difference Above/Below	-16.7%	-10.3%	-12.7%	-13.5%	-16.7%	-10.3%	-12.7%	-13.5%
Associate Professor								
Institution Average	\$60,200	\$65,900	\$72,000	\$72,800	\$71,451	\$71,626	\$73,130	\$72,800
Comparison Group Average	\$71,075	\$73,918	\$82,304	\$83,057	\$84,359	\$80,341	\$83,595	\$83,057
Difference Above/(Below)	(\$10,875)	(\$8,018)	(\$10,304)	(\$10,257)	(\$12,908)	(\$8,715)	(\$10,465)	(\$10,257)
% Difference Above/Below	-15.3%	-10.8%	-12.5%	-12.3%	-15.3%	-10.8%	-12.5%	-12.3%
Assistant Professor								
Institution Average	\$49,800	\$53,800	\$58,300	\$58,900	\$59,107	\$58,475	\$59,215	\$58,900
Comparison Group Average	\$59,959	\$63,953	\$71,534	\$72,949	\$71,165	\$69,510	\$72,656	\$72,949
Difference Above/(Below)	(\$10,159)	(\$10,153)	(\$13,234)	(\$14,049)	(\$12,058)	(\$11,035)	(\$13,441)	(\$14,049)
% Difference Above/Below	-16.9%	-15.9%	-18.5%	-19.3%	-16.9%	-15.9%	-18.5%	-19.3%
Instructor								
Institution Average	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$48,342	\$46,878	\$57,383	\$52,725	\$57,377	\$50,951	\$58,283	\$52,725
Difference Above/(Below)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
% Difference Above/Below	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$57,000	\$59,400	\$63,200	\$66,300	\$67,653	\$64,561	\$64,191	\$66,300
Comparison Group Average	\$69,555	\$71,423	\$79,341	\$80,494	\$82,554	\$77,629	\$80,586	\$80,494
Difference Above/(Below)	(\$12,555)	(\$12,023)	(\$16,141)	(\$14,194)	(\$14,901)	(\$13,068)	(\$16,395)	(\$14,194)
% Difference Above/Below	-18.1%	-16.8%	-20.3%	-17.6%	-18.1%	-16.8%	-20.3%	-17.6%

Faculty Compensation

Professor								
Institution Average	\$103,300	\$113,800	\$121,000		\$122,606	\$123,688	\$122,898	
Comparison Group Average	\$113,281	\$118,994	\$132,885	Data no longer collected	\$134,453	\$129,334	\$134,970	Data no longer collected
Difference Above/(Below)	(\$9,981)	(\$5,194)	(\$11,885)		(\$11,847)	(\$5,646)	(\$12,072)	
% Difference Above/Below	-8.8%	-4.4%	-8.9%		-8.8%	-4.4%	-8.9%	
Associate Professor								
Institution Average	\$84,800	\$92,800	\$100,200		\$100,649	\$100,863	\$101,772	
Comparison Group Average	\$91,868	\$98,077	\$110,233	Data no longer collected	\$109,038	\$106,599	\$111,962	Data no longer collected
Difference Above/(Below)	(\$7,068)	(\$5,277)	(\$10,033)		(\$8,389)	(\$5,736)	(\$10,190)	
% Difference Above/Below	-7.7%	-5.4%	-9.1%		-7.7%	-5.4%	-9.1%	
Assistant Professor								
Institution Average	\$70,700	\$76,900	\$82,300		\$83,913	\$83,582	\$83,591	
Comparison Group Average	\$78,128	\$84,896	\$96,787	Data no longer collected	\$92,730	\$92,273	\$98,305	Data no longer collected
Difference Above/(Below)	(\$7,428)	(\$7,996)	(\$14,487)		(\$8,817)	(\$8,691)	(\$14,714)	
% Difference Above/Below	-9.5%	-9.4%	-15.0%		-9.5%	-9.4%	-15.0%	
Instructor								
Institution Average	n/a	n/a	n/a		n/a	n/a	n/a	
Comparison Group Average	\$58,683	\$63,412	\$78,927	Data no longer collected	\$69,651	\$68,922	\$80,165	Data no longer collected
Difference Above/(Below)	n/a	n/a	n/a		n/a	n/a	n/a	
% Difference Above/Below	n/a	n/a	n/a		n/a	n/a	n/a	
All Ranks Combined								
Institution Average	\$80,300	\$83,900	\$88,300		\$95,308	\$91,190	\$89,685	
Comparison Group Average	\$89,312	\$94,401	\$106,462	Data no longer collected	\$106,004	\$102,604	\$108,132	Data no longer collected
Difference Above/(Below)	(\$9,012)	(\$10,501)	(\$18,162)		(\$10,696)	(\$11,414)	(\$18,447)	
% Difference Above/Below	-10.1%	-11.1%	-17.1%		-10.1%	-11.1%	-17.1%	

Notes:

¹ Sources: "Academe", March/April 2010; March/April 2015; March/April 2019; and March/April 2020

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 (2019-20)			
	2009-10	2014-15	2018-19	2019-20	2009-10	2014-15	2018-19	2019-20
Faculty Salaries								
Professor								
Institution Average	\$62,900	\$63,000	\$73,500	\$73,700	\$74,656	\$68,474	\$74,653	\$73,700
Comparison Group Average	\$74,103	\$79,234	\$91,418	\$91,949	\$87,952	\$86,119	\$92,852	\$91,949
Difference Above/(Below)	(\$11,203)	(\$16,234)	(\$17,918)	(\$18,249)	(\$13,296)	(\$17,645)	(\$18,199)	(\$18,249)
% Difference Above/Below	-15.1%	-20.5%	-19.6%	-19.8%	-15.1%	-20.5%	-19.6%	-19.8%
Associate Professor								
Institution Average	\$55,500	\$59,100	\$69,600	\$65,100	\$65,873	\$64,235	\$70,692	\$65,100
Comparison Group Average	\$60,592	\$63,304	\$74,444	\$74,847	\$71,916	\$68,805	\$75,612	\$74,847
Difference Above/(Below)	(\$5,092)	(\$4,204)	(\$4,844)	(\$9,747)	(\$6,043)	(\$4,570)	(\$4,920)	(\$9,747)
% Difference Above/Below	-8.4%	-6.6%	-6.5%	-13.0%	-8.4%	-6.6%	-6.5%	-13.0%
Assistant Professor								
Institution Average	\$45,300	\$49,600	\$57,800	\$58,600	\$53,766	\$53,910	\$58,707	\$58,600
Comparison Group Average	\$53,757	\$54,801	\$63,868	\$63,996	\$63,804	\$59,563	\$64,870	\$63,996
Difference Above/(Below)	(\$8,457)	(\$5,201)	(\$6,068)	(\$5,396)	(\$10,038)	(\$5,653)	(\$6,163)	(\$5,396)
% Difference Above/Below	-15.7%	-9.5%	-9.5%	-8.4%	-15.7%	-9.5%	-9.5%	-8.4%
Instructor								
Institution Average	\$45,200	\$46,000	\$55,700	\$54,700	\$53,648	\$49,997	\$56,574	\$54,700
Comparison Group Average	\$45,979	\$48,013	\$65,004	\$53,885	\$54,572	\$52,185	\$66,024	\$53,885
Difference Above/(Below)	(\$779)	(\$2,013)	(\$9,304)	\$815	(\$924)	(\$2,188)	(\$9,450)	\$815
% Difference Above/Below	-1.7%	-4.2%	-14.3%	1.5%	-1.7%	-4.2%	-14.3%	1.5%
All Ranks Combined								
Institution Average	\$50,900	\$52,200	\$59,900	\$60,200	\$60,413	\$56,736	\$60,840	\$60,200
Comparison Group Average	\$59,467	\$61,976	\$72,824	\$73,578	\$70,581	\$67,361	\$73,966	\$73,578
Difference Above/(Below)	(\$8,567)	(\$9,776)	(\$12,924)	(\$13,378)	(\$10,168)	(\$10,625)	(\$13,126)	(\$13,378)
% Difference Above/Below	-14.4%	-15.8%	-17.7%	-18.2%	-14.4%	-15.8%	-17.7%	-18.2%
Faculty Compensation								
Professor								
Institution Average	\$87,500	\$87,200	\$103,200		\$103,853	\$94,777	\$104,819	
Comparison Group Average	\$96,495	\$103,982	\$120,441	Data no longer collected	\$114,529	\$113,017	\$122,331	Data no longer collected
Difference Above/(Below)	(\$8,995)	(\$16,782)	(\$17,241)		(\$10,676)	(\$18,240)	(\$17,512)	
% Difference Above/Below	-9.3%	-16.1%	-14.3%		-9.3%	-16.1%	-14.3%	
Associate Professor								
Institution Average	\$80,600	\$90,200	\$102,400		\$95,664	\$98,038	\$104,006	
Comparison Group Average	\$80,806	\$86,201	\$101,320	Data no longer collected	\$95,908	\$93,691	\$102,910	Data no longer collected
Difference Above/(Below)	(\$206)	\$3,999	\$1,080		(\$244)	\$4,347	\$1,096	
% Difference Above/Below	-0.3%	4.6%	1.1%		-0.3%	4.6%	1.1%	
Assistant Professor								
Institution Average	\$64,500	\$71,200	\$85,200		\$76,555	\$77,387	\$86,537	
Comparison Group Average	\$72,832	\$76,381	\$89,934	Data no longer collected	\$86,444	\$83,018	\$91,345	Data no longer collected
Difference Above/(Below)	(\$8,332)	(\$5,181)	(\$4,734)		(\$9,889)	(\$5,631)	(\$4,808)	
% Difference Above/Below	-11.4%	-6.8%	-5.3%		-11.4%	-6.8%	-5.3%	
Instructor								
Institution Average	\$65,800	\$67,200	\$83,700		\$78,098	\$73,039	\$85,013	
Comparison Group Average	\$62,800	\$66,938	\$95,857	Data no longer collected	\$74,537	\$72,754	\$97,361	Data no longer collected
Difference Above/(Below)	\$3,000	\$262	(\$12,157)		\$3,561	\$285	(\$12,348)	
% Difference Above/Below	4.8%	0.4%	-12.7%		4.8%	0.4%	-12.7%	
All Ranks Combined								
Institution Average	\$73,100	\$76,500	\$88,600		\$86,762	\$83,147	\$89,990	
Comparison Group Average	\$79,356	\$84,147	\$99,660	Data no longer collected	\$94,187	\$91,459	\$101,223	Data no longer collected
Difference Above/(Below)	(\$6,256)	(\$7,647)	(\$11,060)		(\$7,425)	(\$8,312)	(\$11,233)	
% Difference Above/Below	-7.9%	-9.1%	-11.1%		-7.9%	-9.1%	-11.1%	

Notes:

¹ Sources: "Academe", March/April 2010; March/April 2015; March/April 2019; and March/April 2020

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 (2019-20)			
	2009-10	2014-15	2018-19	2019-20	2009-10	2014-15	2018-19	2019-20
Faculty Salaries								
Professor								
Institution Average	\$76,500	\$79,100	\$84,100	\$87,300	\$90,797	\$85,973	\$85,419	\$87,300
Comparison Group Average	\$84,537	\$87,182	\$93,924	\$99,150	\$100,336	\$94,757	\$95,398	\$99,150
Difference Above/(Below)	(\$8,037)	(\$8,082)	(\$9,824)	(\$11,850)	(\$9,539)	(\$8,784)	(\$9,979)	(\$11,850)
% Difference Above/Below	-9.5%	-9.3%	-10.5%	-12.0%	-9.5%	-9.3%	-10.5%	-12.0%
Associate Professor								
Institution Average	\$61,400	\$63,400	\$70,900	\$69,800	\$72,875	\$68,909	\$72,012	\$69,800
Comparison Group Average	\$68,359	\$72,526	\$77,761	\$81,331	\$81,135	\$78,828	\$78,981	\$81,331
Difference Above/(Below)	(\$6,959)	(\$9,126)	(\$6,861)	(\$11,531)	(\$8,260)	(\$9,919)	(\$6,969)	(\$11,531)
% Difference Above/Below	-10.2%	-12.6%	-8.8%	-14.2%	-10.2%	-12.6%	-8.8%	-14.2%
Assistant Professor								
Institution Average	\$51,100	\$53,800	\$60,800	\$62,300	\$60,650	\$58,475	\$61,754	\$62,300
Comparison Group Average	\$57,001	\$61,000	\$66,516	\$68,581	\$67,654	\$66,300	\$67,560	\$68,581
Difference Above/(Below)	(\$5,901)	(\$7,200)	(\$5,716)	(\$6,281)	(\$7,004)	(\$7,825)	(\$5,806)	(\$6,281)
% Difference Above/Below	-10.4%	-11.8%	-8.6%	-9.2%	-10.4%	-11.8%	-8.6%	-9.2%
Instructor								
Institution Average	\$44,500	\$45,800	\$52,200	\$51,500	\$52,817	\$49,780	\$53,019	\$51,500
Comparison Group Average	\$44,476	\$51,104	\$58,995	\$52,119	\$52,788	\$55,544	\$59,921	\$52,119
Difference Above/(Below)	\$24	(\$5,304)	(\$6,795)	(\$619)	\$29	(\$5,764)	(\$6,902)	(\$619)
% Difference Above/Below	0.1%	-10.4%	-11.5%	-1.2%	0.1%	-10.4%	-11.5%	-1.2%
All Ranks Combined								
Institution Average	\$57,600	\$58,100	\$66,400	\$66,700	\$68,365	\$63,148	\$67,442	\$66,700
Comparison Group Average	\$64,804	\$68,575	\$73,826	\$77,555	\$76,916	\$74,534	\$74,984	\$77,555
Difference Above/(Below)	(\$7,204)	(\$10,475)	(\$7,426)	(\$10,855)	(\$8,551)	(\$11,386)	(\$7,542)	(\$10,855)
% Difference Above/Below	-11.1%	-15.3%	-10.1%	-14.0%	-11.1%	-15.3%	-10.1%	-14.0%

Faculty Compensation

Professor								
Institution Average	\$105,000	\$110,400	\$118,500		\$124,624	\$119,993	\$120,359	
Comparison Group Average	\$106,658	\$115,921	\$125,977	Data no longer collected	\$126,592	\$125,994	\$127,953	Data no longer collected
Difference Above/(Below)	(\$1,658)	(\$5,521)	(\$7,477)		(\$1,968)	(\$6,001)	(\$7,594)	
% Difference Above/Below	-1.6%	-4.8%	-5.9%		-1.6%	-4.8%	-5.9%	
Associate Professor								
Institution Average	\$87,700	\$90,400	\$102,200		\$104,091	\$98,255	\$103,803	
Comparison Group Average	\$88,036	\$98,105	\$105,980	Data no longer collected	\$104,489	\$106,629	\$107,643	Data no longer collected
Difference Above/(Below)	(\$336)	(\$7,705)	(\$3,780)		(\$398)	(\$8,374)	(\$3,840)	
% Difference Above/Below	-0.4%	-7.9%	-3.6%		-0.4%	-7.9%	-3.6%	
Assistant Professor								
Institution Average	\$72,800	\$77,900	\$89,500		\$86,406	\$84,669	\$90,904	
Comparison Group Average	\$74,142	\$83,616	\$92,227	Data no longer collected	\$87,999	\$90,881	\$93,674	Data no longer collected
Difference Above/(Below)	(\$1,342)	(\$5,716)	(\$2,727)		(\$1,593)	(\$6,212)	(\$2,770)	
% Difference Above/Below	-1.8%	-6.8%	-3.0%		-1.8%	-6.8%	-3.0%	
Instructor								
Institution Average	\$66,500	\$67,100	\$81,300		\$78,928	\$72,930	\$82,575	
Comparison Group Average	\$58,836	\$71,321	\$84,586	Data no longer collected	\$69,832	\$77,518	\$85,913	Data no longer collected
Difference Above/(Below)	\$7,664	(\$4,221)	(\$3,286)		\$9,096	(\$4,588)	(\$3,338)	
% Difference Above/Below	13.0%	-5.9%	-3.9%		13.0%	-5.9%	-3.9%	
All Ranks Combined								
Institution Average	\$81,900	\$83,300	\$96,500		\$97,207	\$90,538	\$98,014	
Comparison Group Average	\$83,335	\$93,087	\$101,239	Data no longer collected	\$98,910	\$101,175	\$102,827	Data no longer collected
Difference Above/(Below)	(\$1,435)	(\$9,787)	(\$4,739)		(\$1,703)	(\$10,637)	(\$4,813)	
% Difference Above/Below	-1.7%	-10.5%	-4.7%		-1.7%	-10.5%	-4.7%	

Notes:

¹ Sources: "Academe", March/April 2010; March/April 2015; March/April 2019; and March/April 2020

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 (2019-20)			
	2009-10	2014-15	2018-19	2019-20	2009-10	2014-15	2018-19	2019-20
Faculty Salaries								
Professor								
Institution Average	\$72,200	\$77,500	\$91,400	\$93,300	\$85,694	\$84,234	\$92,834	\$93,300
Comparison Group Average	\$89,648	\$91,389	\$100,831	\$101,926	\$106,403	\$99,330	\$102,413	\$101,926
Difference Above/(Below)	(\$17,448)	(\$13,889)	(\$9,431)	(\$8,626)	(\$20,709)	(\$15,096)	(\$9,579)	(\$8,626)
% Difference Above/Below	-19.5%	-15.2%	-9.4%	-8.5%	-19.5%	-15.2%	-9.4%	-8.5%
Associate Professor								
Institution Average	\$61,100	\$65,200	\$74,700	\$77,600	\$72,519	\$70,865	\$75,872	\$77,600
Comparison Group Average	\$71,075	\$73,918	\$82,304	\$83,057	\$84,359	\$80,341	\$83,595	\$83,057
Difference Above/(Below)	(\$9,975)	(\$8,718)	(\$7,604)	(\$5,457)	(\$11,840)	(\$9,476)	(\$7,723)	(\$5,457)
% Difference Above/Below	-14.0%	-11.8%	-9.2%	-6.6%	-14.0%	-11.8%	-9.2%	-6.6%
Assistant Professor								
Institution Average	\$56,100	\$60,400	\$68,200	\$70,900	\$66,585	\$65,648	\$69,270	\$70,900
Comparison Group Average	\$59,959	\$63,953	\$71,534	\$72,949	\$71,165	\$69,510	\$72,656	\$72,949
Difference Above/(Below)	(\$3,859)	(\$3,553)	(\$3,334)	(\$2,049)	(\$4,580)	(\$3,862)	(\$3,386)	(\$2,049)
% Difference Above/Below	-6.4%	-5.6%	-4.7%	-2.8%	-6.4%	-5.6%	-4.7%	-2.8%
Instructor								
Institution Average	\$47,800	\$49,000	n/a	n/a	\$56,734	\$53,258	n/a	n/a
Comparison Group Average	\$48,342	\$46,878	\$57,383	\$52,725	\$57,377	\$50,951	\$58,283	\$52,725
Difference Above/(Below)	(\$542)	\$2,122	n/a	n/a	(\$643)	\$2,307	n/a	n/a
% Difference Above/Below	-1.1%	4.5%	n/a	n/a	-1.1%	4.5%	n/a	n/a
All Ranks Combined								
Institution Average	\$59,900	\$63,900	\$72,800	\$74,700	\$71,095	\$69,452	\$73,942	\$74,700
Comparison Group Average	\$69,555	\$71,423	\$79,341	\$80,494	\$82,554	\$77,629	\$80,586	\$80,494
Difference Above/(Below)	(\$9,655)	(\$7,523)	(\$6,541)	(\$5,794)	(\$11,459)	(\$8,177)	(\$6,644)	(\$5,794)
% Difference Above/Below	-13.9%	-10.5%	-8.2%	-7.2%	-13.9%	-10.5%	-8.2%	-7.2%
Faculty Compensation								
Professor								
Institution Average	\$100,400	\$106,300	\$132,000		\$119,164	\$115,537	\$134,071	
Comparison Group Average	\$113,281	\$118,994	\$132,885	Data no longer collected	\$134,453	\$129,334	\$134,970	Data no longer collected
Difference Above/(Below)	(\$12,881)	(\$12,694)	(\$885)		(\$15,289)	(\$13,797)	(\$899)	
% Difference Above/Below	-11.4%	-10.7%	-0.7%		-11.4%	-10.7%	-0.7%	
Associate Professor								
Institution Average	\$87,400	\$93,900	\$107,900		\$103,735	\$102,059	\$109,593	
Comparison Group Average	\$91,868	\$98,077	\$110,233	Data no longer collected	\$109,038	\$106,599	\$111,962	Data no longer collected
Difference Above/(Below)	(\$4,468)	(\$4,177)	(\$2,333)		(\$5,303)	(\$4,540)	(\$2,369)	
% Difference Above/Below	-4.9%	-4.3%	-2.1%		-4.9%	-4.3%	-2.1%	
Assistant Professor								
Institution Average	\$81,200	\$89,100	\$98,500		\$96,376	\$96,842	\$100,045	
Comparison Group Average	\$78,128	\$84,896	\$96,787	Data no longer collected	\$92,730	\$92,273	\$98,305	Data no longer collected
Difference Above/(Below)	\$3,072	\$4,204	\$1,713		\$3,646	\$4,569	\$1,740	
% Difference Above/Below	3.9%	5.0%	1.8%		3.9%	5.0%	1.8%	
Instructor								
Institution Average	\$71,000	\$77,700	n/a		\$84,270	\$84,451	n/a	
Comparison Group Average	\$58,683	\$63,412	\$78,927	Data no longer collected	\$69,651	\$68,922	\$80,165	Data no longer collected
Difference Above/(Below)	\$12,317	\$14,288	n/a		\$14,619	\$15,529	n/a	
% Difference Above/Below	21.0%	22.5%	n/a		21.0%	22.5%	n/a	
All Ranks Combined								
Institution Average	\$85,700	\$92,600	\$105,100		\$101,717	\$100,646	\$106,749	
Comparison Group Average	\$89,312	\$94,401	\$106,462	Data no longer collected	\$106,004	\$102,604	\$108,132	Data no longer collected
Difference Above/(Below)	(\$3,612)	(\$1,801)	(\$1,362)		(\$4,287)	(\$1,958)	(\$1,383)	
% Difference Above/Below	-4.0%	-1.9%	-1.3%		-4.0%	-1.9%	-1.3%	

Notes:

¹ Sources: "Academe", March/April 2010; March/April 2015; March/April 2019; and March/April 2020

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 (2019-20)			
	2009-10	2014-15	2018-19	2019-20	2009-10	2014-15	2018-19	2019-20
Faculty Salaries								
Professor								
Institution Average	\$57,400	\$62,200	\$76,200	\$77,300	\$68,128	\$67,605	\$77,395	\$77,300
Comparison Group Average	\$74,103	\$79,234	\$91,418	\$91,949	\$87,952	\$86,119	\$92,852	\$91,949
Difference Above/(Below)	(\$16,703)	(\$17,034)	(\$15,218)	(\$14,649)	(\$19,824)	(\$18,514)	(\$15,457)	(\$14,649)
% Difference Above/Below	-22.5%	-21.5%	-16.6%	-15.9%	-22.5%	-21.5%	-16.6%	-15.9%
Associate Professor								
Institution Average	\$51,600	\$55,100	\$61,300	\$61,500	\$61,244	\$59,888	\$62,262	\$61,500
Comparison Group Average	\$60,592	\$63,304	\$74,444	\$74,847	\$71,916	\$68,805	\$75,612	\$74,847
Difference Above/(Below)	(\$8,992)	(\$8,204)	(\$13,144)	(\$13,347)	(\$10,672)	(\$8,917)	(\$13,350)	(\$13,347)
% Difference Above/Below	-14.8%	-13.0%	-17.7%	-17.8%	-14.8%	-13.0%	-17.7%	-17.8%
Assistant Professor								
Institution Average	\$48,200	\$49,000	\$53,800	\$55,300	\$57,208	\$53,258	\$54,644	\$55,300
Comparison Group Average	\$53,757	\$54,801	\$63,868	\$63,996	\$63,804	\$59,563	\$64,870	\$63,996
Difference Above/(Below)	(\$5,557)	(\$5,801)	(\$10,068)	(\$8,696)	(\$6,596)	(\$6,305)	(\$10,226)	(\$8,696)
% Difference Above/Below	-10.3%	-10.6%	-15.8%	-13.6%	-10.3%	-10.6%	-15.8%	-13.6%
Instructor								
Institution Average	\$42,500	\$43,400	\$46,800	\$43,000	\$50,443	\$47,171	\$47,534	\$43,000
Comparison Group Average	\$45,979	\$48,013	\$65,004	\$53,885	\$54,572	\$52,185	\$66,024	\$53,885
Difference Above/(Below)	(\$3,479)	(\$4,613)	(\$18,204)	(\$10,885)	(\$4,129)	(\$5,014)	(\$18,490)	(\$10,885)
% Difference Above/Below	-7.6%	-9.6%	-28.0%	-20.2%	-7.6%	-9.6%	-28.0%	-20.2%
All Ranks Combined								
Institution Average	\$48,800	\$51,300	\$59,700	\$60,700	\$57,920	\$55,758	\$60,637	\$60,700
Comparison Group Average	\$59,467	\$61,976	\$72,824	\$73,578	\$70,581	\$67,361	\$73,966	\$73,578
Difference Above/(Below)	(\$10,667)	(\$10,676)	(\$13,124)	(\$12,878)	(\$12,661)	(\$11,603)	(\$13,329)	(\$12,878)
% Difference Above/Below	-17.9%	-17.2%	-18.0%	-17.5%	-17.9%	-17.2%	-18.0%	-17.5%

Faculty Compensation

Professor								
Institution Average	\$83,700	\$90,900	\$110,500		\$99,343	\$98,798	\$112,234	
Comparison Group Average	\$96,495	\$103,982	\$120,441	Data no longer collected	\$114,529	\$113,017	\$122,331	Data no longer collected
Difference Above/(Below)	(\$12,795)	(\$13,082)	(\$9,941)		(\$15,186)	(\$14,219)	(\$10,097)	
% Difference Above/Below	-13.3%	-12.6%	-8.3%		-13.3%	-12.6%	-8.3%	
Associate Professor								
Institution Average	\$76,100	\$91,400	\$92,100		\$90,323	\$99,342	\$93,545	
Comparison Group Average	\$80,806	\$86,201	\$101,320	Data no longer collected	\$95,908	\$93,691	\$102,910	Data no longer collected
Difference Above/(Below)	(\$4,706)	\$5,199	(\$9,220)		(\$5,585)	\$5,651	(\$9,365)	
% Difference Above/Below	-5.8%	6.0%	-9.1%		-5.8%	6.0%	-9.1%	
Assistant Professor								
Institution Average	\$73,300	\$75,000	\$82,500		\$86,999	\$81,517	\$83,794	
Comparison Group Average	\$72,832	\$76,381	\$89,934	Data no longer collected	\$86,444	\$83,018	\$91,345	Data no longer collected
Difference Above/(Below)	\$468	(\$1,381)	(\$7,434)		\$555	(\$1,501)	(\$7,551)	
% Difference Above/Below	0.6%	-1.8%	-8.3%		0.6%	-1.8%	-8.3%	
Instructor								
Institution Average	\$65,600	\$67,300	\$71,600		\$77,860	\$73,148	\$72,723	
Comparison Group Average	\$62,800	\$66,938	\$95,857	Data no longer collected	\$74,537	\$72,754	\$97,361	Data no longer collected
Difference Above/(Below)	\$2,800	\$362	(\$24,257)		\$3,323	\$394	(\$24,638)	
% Difference Above/Below	4.5%	0.5%	-25.3%		4.5%	0.5%	-25.3%	
All Ranks Combined								
Institution Average	\$73,300	\$77,200	\$89,900		\$86,999	\$83,908	\$91,310	
Comparison Group Average	\$79,356	\$84,147	\$99,660	Data no longer collected	\$94,187	\$91,459	\$101,223	Data no longer collected
Difference Above/(Below)	(\$6,056)	(\$6,947)	(\$9,760)		(\$7,188)	(\$7,551)	(\$9,913)	
% Difference Above/Below	-7.6%	-8.3%	-9.8%		-7.6%	-8.3%	-9.8%	

Notes:

¹ Sources: "Academe", March/April 2010; March/April 2015; March/April 2019; and March/April 2020

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			
	2009-10	2014-15	2018-19	2019-20 ⁽²⁾
Monthly Price Index				
July	215.4	238.3	252.0	256.6
August	215.8	237.9	252.1	256.6
September	216.0	238.0	252.4	256.8
October	216.2	237.4	252.9	257.3
November	216.3	236.2	252.0	257.2
December	215.9	234.8	251.2	257.0
January	216.7	233.7	251.7	258.0
February	216.7	234.7	252.8	258.7
March	217.6	236.1	254.2	258.1
April	218.0	236.6	255.5	256.4
May	218.2	237.8	256.1	256.4
June	218.0	238.6	256.1	257.8
Fiscal Year Average				
CPI	216.7	236.7	253.3	257.2
Dollar Inflator	1.187	1.087	1.016	1.000

Notes:

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

² Average for the state fiscal year based on the average of July through December of the previous year and January to June for the year listed. For complete time series see Tab G, Table 3, Consumer Price Index.