

Tab K – Salary Comparisons



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Salary and Compensation Summary 1

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SALARY AND COMPENSATION

Background

Two analyses are presented in this tab with regard to salary and compensation levels at USHE institutions.

The first analysis (Tables 1 through 9) outlines relationships over the past ten years between faculty salary and compensation levels at each USHE institution and other institutions of the same classification. The intent is to provide a historical comparison for faculty 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. The data are presented based on current dollars and inflation-adjusted constant dollars. Tables 1 through 9 provide this comparison for each USHE institution, with the comparison group listed at the top. The comparison divides faculty salary and compensation levels into five categories of faculty rank (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 2010-11 dollars.

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 ⁽³⁾

	Current Dollars				Constant Dollars (2010-11)			
	2000-01	2005-06	2009-10 ⁽²⁾	2010-2011	2000-01	2005-06	2009-10	2010-2011
Faculty Salaries								
Professor								
Institution Average	\$81,200	\$97,900	\$115,700	\$116,300	\$102,531	\$108,771	\$118,023	\$116,300
Comparison Group Average	\$84,007	\$101,620	\$116,700	\$118,054	\$106,075	\$112,904	\$119,043	\$118,054
Difference Above/(Below)	(\$2,807)	(\$3,720)	(\$1,000)	(\$1,754)	(\$3,544)	(\$4,133)	(\$1,020)	(\$1,754)
% Difference Above/Below	-3.3%	-3.7%	-0.9%	-1.5%	-3.3%	-3.7%	-0.9%	-0.0148576
Associate Professor								
Institution Average	\$55,200	\$70,600	\$79,900	\$80,500	\$69,701	\$78,439	\$81,504	\$80,500
Comparison Group Average	\$60,571	\$70,952	\$80,463	\$81,266	\$76,483	\$78,830	\$82,079	\$81,266
Difference Above/(Below)	(\$5,371)	(\$352)	(\$563)	(\$766)	(\$6,782)	(\$391)	(\$575)	(\$766)
% Difference Above/Below	-8.9%	-0.5%	-0.7%	-0.9%	-8.9%	-0.5%	-0.7%	-0.9%
Assistant Professor								
Institution Average	\$49,400	\$60,800	\$73,100	\$74,500	\$62,377	\$67,551	\$74,568	\$74,500
Comparison Group Average	\$50,635	\$60,440	\$68,718	\$69,777	\$63,937	\$67,151	\$70,098	\$69,777
Difference Above/(Below)	(\$1,235)	\$360	\$4,382	\$4,723	(\$1,560)	\$400	\$4,470	\$4,723
% Difference Above/Below	-2.4%	0.6%	6.4%	6.8%	-2.4%	0.6%	6.4%	6.8%
Instructor								
Institution Average	\$39,600	\$58,800	\$67,100	n/a	\$50,003	n/a	\$68,447	n/a
Comparison Group Average	\$35,210	\$40,670	\$45,805	\$46,300	\$44,459	\$45,186	\$46,725	\$46,300
Difference Above/(Below)	\$4,390	\$18,130	\$21,295	n/a	\$5,544	n/a	\$21,722	n/a
% Difference Above/Below	12.5%	44.6%	46.5%	n/a	12.5%	n/a	46.5%	n/a
All Ranks Combined								
Institution Average	\$64,000	\$71,500	\$83,950	\$83,500	\$80,812	\$79,439	\$85,636	\$83,500
Comparison Group Average	\$64,703	\$76,361	\$85,704	\$86,653	\$81,700	\$84,840	\$87,425	\$86,653
Difference Above/(Below)	(\$703)	(\$4,861)	(\$1,754)	(\$3,153)	(\$888)	(\$5,401)	(\$1,789)	(\$3,153)
% Difference Above/Below	-1.1%	-6.4%	-2.0%	-3.6%	-1.1%	-6.4%	-2.0%	-3.6%
Faculty Compensation								
Professor								
Institution Average	\$104,100	\$127,000	\$149,950	\$154,300	\$131,446	\$141,102	\$152,961	\$154,300
Comparison Group Average	\$102,894	\$127,535	\$147,417	\$149,643	\$129,924	\$141,696	\$150,377	\$149,643
Difference Above/(Below)	\$1,206	(\$535)	\$2,533	\$4,657	\$1,522	(\$594)	\$2,584	\$4,657
% Difference Above/Below	1.2%	-0.4%	1.7%	3.1%	1.2%	-0.4%	1.7%	3.1%
Associate Professor ⁽²⁾								
Institution Average	\$72,300	\$93,800	\$106,200	\$108,800	\$91,293	\$104,215	\$108,333	\$108,800
Comparison Group Average	\$75,350	\$91,126	\$104,005	\$105,667	\$95,144	\$101,244	\$106,093	\$105,667
Difference Above/(Below)	(\$3,050)	\$2,674	\$2,195	\$3,133	(\$3,851)	\$2,971	\$2,239	\$3,133
% Difference Above/Below	-4.0%	2.9%	2.1%	3.0%	-4.0%	2.9%	2.1%	3.0%
Assistant Professor								
Institution Average	\$64,400	\$81,300	\$97,500	\$100,200	\$81,317	\$90,327	\$99,458	\$100,200
Comparison Group Average	\$63,421	\$77,971	\$89,268	\$91,063	\$80,081	\$86,629	\$91,061	\$91,063
Difference Above/(Below)	\$979	\$3,329	\$8,232	\$9,137	\$1,236	\$3,698	\$8,397	\$9,137
% Difference Above/Below	1.5%	4.3%	9.2%	10.0%	1.5%	4.3%	9.2%	10.0%
Instructor								
Institution Average	\$53,000	\$77,900	\$87,200	\$66,000	\$66,923	n/a	\$88,951	\$66,000
Comparison Group Average	\$44,890	\$53,941	\$61,731	\$63,039	\$56,682	\$59,930	\$62,971	\$63,039
Difference Above/(Below)	\$8,110	\$23,959	\$25,469	\$2,961	\$10,241	n/a	\$25,980	\$2,961
% Difference Above/Below	18.1%	44.4%	41.3%	4.7%	18.1%	n/a	41.3%	4.7%
All Ranks Combined								
Institution Average	\$82,900	\$94,600	\$110,500	\$112,000	\$104,677	\$105,104	\$112,719	\$112,000
Comparison Group Average	\$80,013	\$97,192	\$109,933	\$111,736	\$101,032	\$107,984	\$112,140	\$111,736
Difference Above/(Below)	\$2,887	(\$2,592)	\$567	\$264	\$3,645	(\$2,880)	\$579	\$264
% Difference Above/Below	3.6%	-2.7%	0.5%	0.2%	3.6%	-2.7%	0.5%	0.2%

Notes:

(1) Sources: "Academe", March/April 2001; March/April 2006; March/April 2010; and March/April 2011

(2) 2009-10 Data reported to Academe was incorrect, updated numbers received directly from school

(3) 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 (2010-11)			
	2000-01	2005-06	2009-10	2010-2011	2000-01	2005-06	2009-10	2010-2011
Faculty Salaries								
Professor								
Institution Average	\$67,500	\$76,600	\$89,100	\$90,700	\$85,232	\$85,105	\$90,889	\$90,700
Comparison Group Average	\$84,007	\$101,620	\$116,700	\$118,054	\$106,075	\$112,904	\$119,043	\$118,054
Difference Above/(Below)	(\$16,507)	(\$25,020)	(\$27,600)	(\$27,354)	(\$20,843)	(\$27,799)	(\$28,154)	(\$27,354)
% Difference Above/Below	-19.6%	-24.6%	-23.7%	-23.2%	-19.6%	-24.6%	-24%	-23%
Associate Professor								
Institution Average	\$53,200	\$59,000	\$69,100	\$70,000	\$67,175	\$65,551	\$70,488	\$70,000
Comparison Group Average	\$60,571	\$70,952	\$80,463	\$81,266	\$76,483	\$78,830	\$82,079	\$81,266
Difference Above/(Below)	(\$7,371)	(\$11,952)	(\$11,363)	(\$11,266)	(\$9,308)	(\$13,279)	(\$11,591)	(\$11,266)
% Difference Above/Below	-12.2%	-16.8%	-14.1%	-13.9%	-12.2%	-16.8%	-14.1%	-13.9%
Assistant Professor								
Institution Average	\$44,400	\$54,500	\$62,900	\$61,900	\$56,064	\$60,552	\$64,163	\$61,900
Comparison Group Average	\$50,635	\$60,440	\$68,718	\$69,777	\$63,937	\$67,151	\$70,098	\$69,777
Difference Above/(Below)	(\$6,235)	(\$5,940)	(\$5,818)	(\$7,877)	(\$7,873)	(\$6,599)	(\$5,935)	(\$7,877)
% Difference Above/Below	-12.3%	-9.8%	-8.5%	-11.3%	-12.3%	-9.8%	-8.5%	-11.3%
Instructor								
Institution Average	\$37,300	\$41,400	\$51,900	\$48,800	\$47,098	\$45,997	\$52,942	\$48,800
Comparison Group Average	\$35,210	\$40,670	\$45,805	\$46,300	\$44,459	\$45,186	\$46,725	\$46,300
Difference Above/(Below)	\$2,090	\$730	\$6,095	\$2,500	\$2,639	\$811	\$6,217	\$2,500
% Difference Above/Below	5.9%	1.8%	13.3%	5.4%	5.9%	1.8%	13.3%	5.4%
All Ranks Combined								
Institution Average	\$53,000	\$61,600	\$70,800	\$71,100	\$66,923	\$68,440	\$72,222	\$71,100
Comparison Group Average	\$64,703	\$76,361	\$85,704	\$86,653	\$81,700	\$84,840	\$87,425	\$86,653
Difference Above/(Below)	(\$11,703)	(\$14,761)	(\$14,904)	(\$15,553)	(\$14,777)	(\$16,400)	(\$15,203)	(\$15,553)
% Difference Above/Below	-18.1%	-19.3%	-17.4%	-17.9%	-18.1%	-19.3%	-17.4%	-17.9%

Faculty Compensation

Professor								
Institution Average	\$88,700	\$103,700	\$119,500	\$122,600	\$112,001	\$115,215	\$121,900	\$122,600
Comparison Group Average	\$102,894	\$127,535	\$147,417	\$149,643	\$129,924	\$141,696	\$150,377	\$149,643
Difference Above/(Below)	(\$14,194)	(\$23,835)	(\$27,917)	(\$27,043)	(\$17,923)	(\$26,481)	(\$28,477)	(\$27,043)
% Difference Above/Below	-13.8%	-18.7%	-18.9%	-18.1%	-13.8%	-18.7%	-18.9%	-18.1%
Associate Professor								
Institution Average	\$71,200	\$82,300	\$95,000	\$97,200	\$89,904	\$91,438	\$96,908	\$97,200
Comparison Group Average	\$75,350	\$91,126	\$104,005	\$105,667	\$95,144	\$101,244	\$106,093	\$105,667
Difference Above/(Below)	(\$4,150)	(\$8,826)	(\$9,005)	(\$8,467)	(\$5,240)	(\$9,806)	(\$9,186)	(\$8,467)
% Difference Above/Below	-5.5%	-9.7%	-8.7%	-8.0%	-5.5%	-9.7%	-8.7%	-8.0%
Assistant Professor								
Institution Average	\$60,400	\$76,700	\$87,400	\$87,100	\$76,267	\$85,217	\$89,155	\$87,100
Comparison Group Average	\$63,421	\$77,971	\$89,268	\$91,063	\$80,081	\$86,629	\$91,061	\$91,063
Difference Above/(Below)	(\$3,021)	(\$1,271)	(\$1,868)	(\$3,963)	(\$3,814)	(\$1,412)	(\$1,906)	(\$3,963)
% Difference Above/Below	-4.8%	-1.6%	-2.1%	-4.4%	-4.8%	-1.6%	-2.1%	-4.4%
Instructor								
Institution Average	\$51,600	\$60,700	\$73,900	\$71,000	\$65,155	\$67,440	\$75,384	\$71,000
Comparison Group Average	\$44,890	\$53,941	\$61,731	\$63,039	\$56,682	\$59,930	\$62,971	\$63,039
Difference Above/(Below)	\$6,710	\$6,759	\$12,169	\$7,961	\$8,473	\$7,510	\$12,413	\$7,961
% Difference Above/Below	14.9%	12.5%	19.7%	12.6%	14.9%	12.5%	19.7%	12.6%
All Ranks Combined								
Institution Average	\$70,900	\$85,400	\$97,200	\$98,500	\$89,525	\$94,883	\$99,152	\$98,500
Comparison Group Average	\$80,013	\$97,192	\$109,933	\$111,736	\$101,032	\$107,984	\$112,140	\$111,736
Difference Above/(Below)	(\$9,113)	(\$11,792)	(\$12,733)	(\$13,236)	(\$11,507)	(\$13,101)	(\$12,988)	(\$13,236)
% Difference Above/Below	-11.4%	-12.1%	-11.6%	-11.8%	-11.4%	-12.1%	-11.6%	-11.8%

Notes:

(1) Sources: "Academe", March/April 2001; March/April 2006; March/April 2010; and March/April 2011

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 (2010-11)			
	2000-01	2005-06	2009-10 ⁽²⁾	2010-2011	2000-01	2005-06	2009-10	2010-2011
Faculty Salaries								
Professor								
Institution Average	\$59,000	\$66,700	\$71,500	\$69,800	\$74,499	\$74,106	\$72,936	\$69,800
Comparison Group Average	\$68,828	\$78,884	\$89,648	\$89,800	\$86,909	\$87,643	\$91,448	\$89,800
Difference Above/(Below)	(\$9,828)	(\$12,184)	(\$18,148)	(\$20,000)	(\$12,410)	(\$13,537)	(\$18,512)	(\$20,000)
% Difference Above/Below	-14.3%	-15.4%	-20.2%	-22.3%	-14.3%	-15.4%	-20.2%	-22.3%
Associate Professor								
Institution Average	\$47,800	\$53,200	\$61,600	\$60,200	\$60,357	\$59,107	\$62,837	\$60,200
Comparison Group Average	\$54,886	\$62,700	\$71,075	\$71,516	\$69,304	\$69,662	\$72,502	\$71,516
Difference Above/(Below)	(\$7,086)	(\$9,500)	(\$9,475)	(\$11,316)	(\$8,947)	(\$10,555)	(\$9,665)	(\$11,316)
% Difference Above/Below	-12.9%	-15.2%	-13.3%	-15.8%	-12.9%	-15.2%	-13.3%	-15.8%
Assistant Professor								
Institution Average	\$40,200	\$48,200	\$52,800	\$52,200	\$50,760	\$53,552	\$53,860	\$52,200
Comparison Group Average	\$45,147	\$52,873	\$59,959	\$60,612	\$57,007	\$58,744	\$61,163	\$60,612
Difference Above/(Below)	(\$4,947)	(\$4,673)	(\$7,159)	(\$8,412)	(\$6,247)	(\$5,192)	(\$7,303)	(\$8,412)
% Difference Above/Below	-11.0%	-8.8%	-11.9%	-13.9%	-11.0%	-8.8%	-11.9%	-13.9%
Instructor								
Institution Average	\$36,400	\$39,300	\$43,000	\$40,800	\$45,962	\$43,664	\$43,863	\$40,800
Comparison Group Average	\$34,404	\$39,422	\$48,342	\$43,772	\$43,442	\$43,799	\$49,313	\$43,772
Difference Above/(Below)	\$1,996	(\$122)	(\$5,342)	(\$2,972)	\$2,520	(\$135)	(\$5,450)	(\$2,972)
% Difference Above/Below	5.8%	-0.3%	-11.1%	-6.8%	5.8%	-0.3%	-11.1%	-6.8%
All Ranks Combined								
Institution Average	\$48,600	\$54,700	\$60,400	\$59,600	\$61,367	\$60,774	\$61,613	\$59,600
Comparison Group Average	\$54,458	\$61,248	\$69,555	\$69,620	\$68,764	\$68,049	\$70,952	\$69,620
Difference Above/(Below)	(\$5,858)	(\$6,548)	(\$9,155)	(\$10,020)	(\$7,397)	(\$7,275)	(\$9,339)	(\$10,020)
% Difference Above/Below	-10.8%	-10.7%	-13.2%	-14.4%	-10.8%	-10.7%	-13.2%	-14.4%
Faculty Compensation								
Professor								
Institution Average	\$77,600	\$90,000	\$96,000	\$96,800	\$97,985	\$99,993	\$97,928	\$96,800
Comparison Group Average	\$84,697	\$99,554	\$113,281	\$115,294	\$106,946	\$110,608	\$115,556	\$115,294
Difference Above/(Below)	(\$7,097)	(\$9,554)	(\$17,281)	(\$18,494)	(\$8,961)	(\$10,615)	(\$17,628)	(\$18,494)
% Difference Above/Below	-8.4%	-9.6%	-15.3%	-16.0%	-8.4%	-9.6%	-15.3%	-16.0%
Associate Professor								
Institution Average	\$64,500	\$74,500	\$86,100	\$84,300	\$81,444	\$82,772	\$87,829	\$84,300
Comparison Group Average	\$68,487	\$80,559	\$91,868	\$93,514	\$86,478	\$89,504	\$93,713	\$93,514
Difference Above/(Below)	(\$3,987)	(\$6,059)	(\$5,768)	(\$9,214)	(\$5,034)	(\$6,732)	(\$5,884)	(\$9,214)
% Difference Above/Below	-5.8%	-7.5%	-6.3%	-9.9%	-5.8%	-7.5%	-6.3%	-9.9%
Assistant Professor								
Institution Average	\$55,200	\$67,000	\$77,300	\$73,600	\$69,701	\$74,439	\$78,852	\$73,600
Comparison Group Average	\$56,582	\$68,436	\$78,128	\$80,086	\$71,446	\$76,035	\$79,697	\$80,086
Difference Above/(Below)	(\$1,382)	(\$1,436)	(\$828)	(\$6,486)	(\$1,745)	(\$1,596)	(\$845)	(\$6,486)
% Difference Above/Below	-2.4%	-2.1%	-1.1%	-8.1%	-2.4%	-2.1%	-1.1%	-8.1%
Instructor								
Institution Average	\$50,900	\$56,900	\$67,600	\$59,500	\$64,271	\$63,218	\$68,957	\$59,500
Comparison Group Average	\$43,588	\$51,505	\$58,683	\$58,340	\$55,038	\$57,224	\$59,861	\$58,340
Difference Above/(Below)	\$7,312	\$5,395	\$8,917	\$1,160	\$9,233	\$5,994	\$9,096	\$1,160
% Difference Above/Below	16.8%	10.5%	15.2%	2.0%	16.8%	10.5%	15.2%	2.0%
All Ranks Combined								
Institution Average	\$65,400	\$75,500	\$85,000	\$83,400	\$82,580	\$83,883	\$86,707	\$83,400
Comparison Group Average	\$67,447	\$78,454	\$89,312	\$90,970	\$85,165	\$87,165	\$91,105	\$90,970
Difference Above/(Below)	(\$2,047)	(\$2,954)	(\$4,312)	(\$7,570)	(\$2,585)	(\$3,282)	(\$4,398)	(\$7,570)
% Difference Above/Below	-3.0%	-3.8%	-4.8%	-8.3%	-3.0%	-3.8%	-4.8%	-8.3%

Notes:

(1) Sources: "Academe", March/April 2001; March/April 2006; March/April 2010; and March/April 2011

(2) 2009-10 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 (2010-11)			
	2000-01 ⁽²⁾	2005-06 ⁽²⁾	2009-10	2010-2011	2000-01 ⁽²⁾	2005-06 ⁽²⁾	2009-10	2010-2011
Faculty Salaries								
Professor								
Institution Average	n/a	n/a	\$74,700	\$76,900	n/a	n/a	\$76,200	\$76,900
Comparison Group Average	\$68,828	\$78,884	\$89,648	\$89,808	\$86,909	\$87,643	\$91,448	\$89,808
Difference Above/(Below)	n/a	n/a	(\$14,948)	(\$12,908)	n/a	n/a	(\$15,248)	(\$12,908)
% Difference Above/Below	n/a	n/a	-16.7%	-14.4%	n/a	n/a	-16.7%	-14.4%
Associate Professor								
Institution Average	n/a	n/a	\$60,200	\$61,000	n/a	n/a	\$61,409	\$61,000
Comparison Group Average	\$54,886	\$62,700	\$71,075	\$71,516	\$69,304	\$69,662	\$72,502	\$71,516
Difference Above/(Below)	n/a	n/a	(\$10,875)	(\$10,516)	n/a	n/a	(\$11,093)	(\$10,516)
% Difference Above/Below	n/a	n/a	-15.3%	-14.7%	n/a	n/a	-15.3%	-14.7%
Assistant Professor								
Institution Average	n/a	n/a	\$49,800	\$51,100	n/a	n/a	\$50,800	\$51,100
Comparison Group Average	\$45,147	\$52,873	\$59,959	\$60,612	\$57,007	\$58,744	\$61,163	\$60,612
Difference Above/(Below)	n/a	n/a	(\$10,159)	(\$9,512)	n/a	n/a	(\$10,363)	(\$9,512)
% Difference Above/Below	n/a	n/a	-16.9%	-15.7%	n/a	n/a	-16.9%	-15.7%
Instructor								
Institution Average	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$34,404	\$39,422	\$48,342	\$43,772	\$43,442	\$43,799	\$49,313	\$43,772
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	n/a	n/a	\$57,000	\$57,500	n/a	n/a	\$58,145	\$57,500
Comparison Group Average	\$54,458	\$61,248	\$69,555	\$69,620	\$68,764	\$68,049	\$70,952	\$69,620
Difference Above/(Below)	n/a	n/a	(\$12,555)	(\$12,120)	n/a	n/a	(\$12,807)	(\$12,120)
% Difference Above/Below	n/a	n/a	-18.1%	-17.4%	n/a	n/a	-18.1%	-17.4%
Faculty Compensation								
Professor								
Institution Average	n/a	n/a	\$103,300	\$106,600	n/a	n/a	\$105,374	\$106,600
Comparison Group Average	\$84,697	\$99,554	\$113,281	\$115,294	\$106,946	\$110,608	\$115,556	\$115,294
Difference Above/(Below)	n/a	n/a	(\$9,981)	(\$8,694)	n/a	n/a	(\$10,182)	(\$8,694)
% Difference Above/Below	n/a	n/a	-8.8%	-7.5%	n/a	n/a	-8.8%	-7.5%
Associate Professor								
Institution Average	n/a	n/a	\$84,800	\$85,600	n/a	n/a	\$86,503	\$85,600
Comparison Group Average	\$68,487	\$80,559	\$91,868	\$93,514	\$86,478	\$89,504	\$93,713	\$93,514
Difference Above/(Below)	n/a	n/a	(\$7,068)	(\$7,914)	n/a	n/a	(\$7,210)	(\$7,914)
% Difference Above/Below	n/a	n/a	-7.7%	-8.5%	n/a	n/a	-7.7%	-8.5%
Assistant Professor								
Institution Average	n/a	n/a	\$70,700	\$72,700	n/a	n/a	\$72,120	\$72,700
Comparison Group Average	\$56,582	\$68,436	\$78,128	\$80,086	\$71,446	\$76,035	\$79,697	\$80,086
Difference Above/(Below)	n/a	n/a	(\$7,428)	(\$7,386)	n/a	n/a	(\$7,577)	(\$7,386)
% Difference Above/Below	n/a	n/a	-9.5%	-9.2%	n/a	n/a	-9.5%	-9.2%
Instructor								
Institution Average	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$43,588	\$51,505	\$58,683	\$58,340	\$55,038	\$57,224	\$59,861	\$58,340
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	n/a	n/a	\$80,300	\$81,200	n/a	n/a	\$81,912	\$81,200
Comparison Group Average	\$67,447	\$78,454	\$89,312	\$90,970	\$85,165	\$87,165	\$91,105	\$90,970
Difference Above/(Below)	n/a	n/a	(\$9,012)	(\$9,770)	n/a	n/a	(\$9,193)	(\$9,770)
% Difference Above/Below	n/a	n/a	-10.1%	-10.7%	n/a	n/a	-10.1%	-10.7%

Notes:

(1) Sources: "Academe", March/April 2001; March/April 2006; March/April 2010; and March/April 2011

Table 5

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Snow College

Comparison Group: Public Two-year Colleges with Rank

	Current Dollars				Constant Dollars (2010-11)			
	2000-01	2005-06	2009-10	2010-2011	2000-01	2005-06	2009-10	2010-2011
Faculty Salaries								
Professor								
Institution Average	n/a	\$57,100	\$62,900	\$62,500	n/a	\$63,440	\$64,163	\$62,500
Comparison Group Average	\$57,932	\$66,011	\$74,103	\$74,092	\$73,150	\$73,341	\$75,591	\$74,092
Difference Above/(Below)	n/a	(\$8,911)	(\$11,203)	(\$11,592)	n/a	(\$9,901)	(\$11,428)	(\$11,592)
% Difference Above/Below	n/a	-13.5%	-15.1%	-15.6%	n/a	-13.5%	-15.1%	-15.6%
Associate Professor								
Institution Average	n/a	\$47,400	\$55,500	\$54,200	n/a	\$52,663	\$56,614	\$54,200
Comparison Group Average	\$47,323	\$53,405	\$60,592	\$61,469	\$59,754	\$59,335	\$61,809	\$61,469
Difference Above/(Below)	n/a	(\$6,005)	(\$5,092)	(\$7,269)	n/a	(\$6,672)	(\$5,195)	(\$7,269)
% Difference Above/Below	n/a	-11.2%	-8.4%	-11.8%	n/a	-11.2%	-8.4%	-11.8%
Assistant Professor								
Institution Average	n/a	\$38,900	\$45,300	\$42,700	n/a	\$43,219	\$46,210	\$42,700
Comparison Group Average	\$41,575	\$47,116	\$53,757	\$54,307	\$52,496	\$52,348	\$54,836	\$54,307
Difference Above/(Below)	n/a	(\$8,216)	(\$8,457)	(\$11,607)	n/a	(\$9,129)	(\$8,626)	(\$11,607)
% Difference Above/Below	n/a	-17.4%	-15.7%	-21.4%	n/a	-17.4%	-15.7%	-21.4%
Instructor								
Institution Average	n/a	\$33,900	\$45,200	\$44,500	n/a	\$37,664	\$46,108	\$44,500
Comparison Group Average	\$35,573	\$40,266	\$45,979	\$47,072	\$44,918	\$44,737	\$46,902	\$47,072
Difference Above/(Below)	n/a	(\$6,366)	(\$779)	(\$2,572)	n/a	(\$7,073)	(\$794)	(\$2,572)
% Difference Above/Below	n/a	-15.8%	-1.7%	-5.5%	n/a	-15.8%	-1.7%	-5.5%
All Ranks Combined								
Institution Average	n/a	\$44,000	\$50,900	\$50,100	n/a	\$48,886	\$51,922	\$50,100
Comparison Group Average	\$46,650	\$52,719	\$59,467	\$60,532	\$58,905	\$58,573	\$60,661	\$60,532
Difference Above/(Below)	n/a	(\$8,719)	(\$8,567)	(\$10,432)	n/a	(\$9,687)	(\$8,739)	(\$10,432)
% Difference Above/Below	n/a	-16.5%	-14.4%	-17.2%	n/a	-16.5%	-14.4%	-17.2%
Faculty Compensation								
Professor								
Institution Average	n/a	\$79,800	\$87,500	\$86,200	n/a	\$88,661	\$89,257	\$86,200
Comparison Group Average	\$72,403	\$85,223	\$96,495	\$98,405	\$91,423	\$94,686	\$98,433	\$98,405
Difference Above/(Below)	n/a	(\$5,423)	(\$8,995)	(\$12,205)	n/a	(\$6,025)	(\$9,176)	(\$12,205)
% Difference Above/Below	n/a	-6.4%	-9.3%	-12.4%	n/a	-6.4%	-9.3%	-12.4%
Associate Professor								
Institution Average	n/a	\$69,500	\$80,600	\$77,900	n/a	\$77,217	\$82,218	\$77,900
Comparison Group Average	\$59,638	\$70,023	\$80,806	\$82,733	\$75,305	\$77,798	\$82,429	\$82,733
Difference Above/(Below)	n/a	(\$523)	(\$206)	(\$4,833)	n/a	(\$581)	(\$210)	(\$4,833)
% Difference Above/Below	n/a	-0.7%	-0.3%	-5.8%	n/a	-0.7%	-0.3%	-5.8%
Assistant Professor								
Institution Average	n/a	\$58,200	\$64,500	\$63,700	n/a	\$64,662	\$65,795	\$63,700
Comparison Group Average	\$52,904	\$63,166	\$72,832	\$74,051	\$66,802	\$70,180	\$74,294	\$74,051
Difference Above/(Below)	n/a	(\$4,966)	(\$8,332)	(\$10,351)	n/a	(\$5,518)	(\$8,499)	(\$10,351)
% Difference Above/Below	n/a	-7.9%	-11.4%	-14.0%	n/a	-7.9%	-11.4%	-14.0%
Instructor								
Institution Average	n/a	\$53,900	\$65,800	\$66,000	n/a	\$59,885	\$67,121	\$66,000
Comparison Group Average	\$45,562	\$53,774	\$62,800	\$64,055	\$57,531	\$59,745	\$64,061	\$64,055
Difference Above/(Below)	n/a	\$126	\$3,000	\$1,945	n/a	\$140	\$3,060	\$1,945
% Difference Above/Below	n/a	0.2%	4.8%	3.0%	n/a	0.2%	4.8%	3.0%
All Ranks Combined								
Institution Average	n/a	\$64,800	\$73,100	\$72,600	n/a	\$71,995	\$74,568	\$72,600
Comparison Group Average	\$58,935	\$69,393	\$79,356	\$81,122	\$74,417	\$77,098	\$80,949	\$81,122
Difference Above/(Below)	n/a	(\$4,593)	(\$6,256)	(\$8,522)	n/a	(\$5,103)	(\$6,381)	(\$8,522)
% Difference Above/Below	n/a	-6.6%	-7.9%	-10.5%	n/a	-6.6%	-7.9%	-10.5%

Notes:

(1) Sources: "Academe", March/April 2001; March/April 2006; March/April 2010; and March/April 2011

Table 6

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Dixie State College

Comparison Group: Public General Baccalaureate ⁽²⁾

	Current Dollars				Constant Dollars (2010-11)			
	2000-01	2005-06	2009-10	2010-2011 ⁽²⁾	2000-01	2005-06	2009-10	2010-2011
Faculty Salaries								
Professor								
Institution Average	n/a	\$58,800	\$76,500	\$77,400	n/a	\$65,329	\$78,036	\$77,400
Comparison Group Average	\$57,932	\$66,011	\$84,537	\$84,398	\$73,150	\$73,341	\$86,235	\$84,398
Difference Above/(Below)	n/a	(\$7,211)	(\$8,037)	(\$6,998)	n/a	(\$8,012)	(\$8,199)	(\$6,998)
% Difference Above/Below	n/a	-10.9%	-9.5%	-8.3%	n/a	-10.9%	-9.5%	-8.3%
Associate Professor								
Institution Average	n/a	\$48,500	\$61,400	\$60,100	n/a	\$53,885	\$62,633	\$60,100
Comparison Group Average	\$47,323	\$53,405	\$68,359	\$68,996	\$59,754	\$59,335	\$69,732	\$68,996
Difference Above/(Below)	n/a	(\$4,905)	(\$6,959)	(\$8,896)	n/a	(\$5,450)	(\$7,099)	(\$8,896)
% Difference Above/Below	n/a	-9.2%	-10.2%	-12.9%	n/a	-9.2%	-10.2%	-12.9%
Assistant Professor								
Institution Average	n/a	\$42,900	\$51,100	\$51,600	n/a	\$47,664	\$52,126	\$51,600
Comparison Group Average	\$41,575	\$47,116	\$57,001	\$57,544	\$52,496	\$52,348	\$58,146	\$57,544
Difference Above/(Below)	n/a	(\$4,216)	(\$5,901)	(\$5,944)	n/a	(\$4,684)	(\$6,020)	(\$5,944)
% Difference Above/Below	n/a	-8.9%	-10.4%	-10.3%	n/a	-8.9%	-10.4%	-10.3%
Instructor								
Institution Average	n/a	\$36,200	\$44,500	\$44,200	n/a	\$40,220	\$45,394	\$44,200
Comparison Group Average	\$35,573	\$40,266	\$44,476	\$47,282	\$44,918	\$44,737	\$45,369	\$47,282
Difference Above/(Below)	n/a	(\$4,066)	\$24	(\$3,082)	n/a	(\$4,517)	\$25	(\$3,082)
% Difference Above/Below	n/a	-10.1%	0.1%	-6.5%	n/a	-10.1%	0.1%	-6.5%
All Ranks Combined								
Institution Average	n/a	\$45,100	\$57,600	\$58,100	n/a	\$50,108	\$58,757	\$58,100
Comparison Group Average	\$46,650	\$52,719	\$64,804	\$65,199	\$58,905	\$58,573	\$66,105	\$65,199
Difference Above/(Below)	n/a	(\$7,619)	(\$7,204)	(\$7,099)	n/a	(\$8,465)	(\$7,348)	(\$7,099)
% Difference Above/Below	n/a	-14.5%	-11.1%	-10.9%	n/a	-14.5%	-11.1%	-10.9%
Faculty Compensation								
Professor								
Institution Average	n/a	\$82,500	\$105,000	\$107,100	n/a	\$91,661	\$107,108	\$107,100
Comparison Group Average	\$72,403	\$85,223	\$106,658	\$108,072	\$91,423	\$94,686	\$108,800	\$108,072
Difference Above/(Below)	n/a	(\$2,723)	(\$1,658)	(\$972)	n/a	(\$3,025)	(\$1,692)	(\$972)
% Difference Above/Below	n/a	-3.2%	-1.6%	-0.9%	n/a	-3.2%	-1.6%	-0.9%
Associate Professor								
Institution Average	n/a	\$69,500	\$87,700	\$86,700	n/a	\$77,217	\$89,461	\$86,700
Comparison Group Average	\$59,638	\$70,023	\$88,036	\$89,658	\$75,305	\$77,798	\$89,804	\$89,658
Difference Above/(Below)	n/a	(\$523)	(\$336)	(\$2,958)	n/a	(\$581)	(\$343)	(\$2,958)
% Difference Above/Below	n/a	-0.7%	-0.4%	-3.3%	n/a	-0.7%	-0.4%	-3.3%
Assistant Professor								
Institution Average	n/a	\$61,700	\$72,800	\$73,900	n/a	\$68,551	\$74,262	\$73,900
Comparison Group Average	\$52,904	\$63,166	\$74,142	\$75,795	\$66,802	\$70,180	\$75,631	\$75,795
Difference Above/(Below)	n/a	(\$1,466)	(\$1,342)	(\$1,895)	n/a	(\$1,629)	(\$1,369)	(\$1,895)
% Difference Above/Below	n/a	-2.3%	-1.8%	-2.5%	n/a	-2.3%	-1.8%	-2.5%
Instructor								
Institution Average	n/a	\$53,500	\$66,500	\$67,400	n/a	\$59,440	\$67,835	\$67,400
Comparison Group Average	\$45,562	\$53,774	\$58,836	\$63,264	\$57,531	\$59,745	\$60,017	\$63,264
Difference Above/(Below)	n/a	(\$274)	\$7,664	\$4,136	n/a	(\$305)	\$7,818	\$4,136
% Difference Above/Below	n/a	-0.5%	13.0%	6.5%	n/a	-0.5%	13.0%	6.5%
All Ranks Combined								
Institution Average	n/a	\$64,800	\$81,900	\$83,100	n/a	\$71,995	\$83,545	\$83,100
Comparison Group Average	\$58,935	\$69,393	\$83,335	\$85,092	\$74,417	\$77,098	\$85,008	\$85,092
Difference Above/(Below)	n/a	(\$4,593)	(\$1,435)	(\$1,992)	n/a	(\$5,103)	(\$1,463)	(\$1,992)
% Difference Above/Below	n/a	-6.6%	-1.7%	-2.3%	n/a	-6.6%	-1.7%	-2.3%

Notes:

(1) Sources: "Academe", March/April 2001; March/April 2006; March/April 2010; and March/April 2011

(2) Comparisons 2000-01 are with Public Two-year Colleges with Rank, for 2005-06 Public General and 2009 thru 2010-2011 Baccalaureate Institutions.

(3) Dixie State College did not report rank data to Academe survey 1997-98, 2002-03, or 2003-04

Table 7

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Utah Valley University

Comparison Group: Public Masters Institutions ⁽²⁾

	Current Dollars				Constant Dollars (2010-11)			
	2000-01	2005-06	2009-10	2010-2011 ⁽²⁾	2000-01	2005-06	2009-10	2010-2011
Faculty Salaries								
Professor								
Institution Average	n/a	\$60,000	\$72,200	\$73,400	n/a	\$66,662	\$73,650	\$73,400
Comparison Group Average	\$62,059	\$73,406	\$89,648	\$89,808	\$78,362	\$81,557	\$91,448	\$89,808
Difference Above/(Below)	n/a	(\$13,406)	(\$17,448)	(\$16,408)	n/a	(\$14,895)	(\$17,798)	(\$16,408)
% Difference Above/Below	n/a	-18.3%	-19.5%	-18.3%	n/a	-18.3%	-19.5%	-18.3%
Associate Professor								
Institution Average	n/a	\$55,200	\$61,100	\$61,300	n/a	\$61,329	\$62,327	\$61,300
Comparison Group Average	\$50,811	\$59,913	\$71,075	\$71,516	\$64,159	\$66,566	\$72,502	\$71,516
Difference Above/(Below)	n/a	(\$4,713)	(\$9,975)	(\$10,216)	n/a	(\$5,237)	(\$10,175)	(\$10,216)
% Difference Above/Below	n/a	-7.9%	-14.0%	-14.3%	n/a	-7.9%	-14.0%	-14.3%
Assistant Professor								
Institution Average	n/a	\$51,200	\$56,100	\$56,800	n/a	\$56,885	\$57,226	\$56,800
Comparison Group Average	\$42,311	\$49,546	\$59,959	\$60,612	\$53,426	\$55,047	\$61,163	\$60,612
Difference Above/(Below)	n/a	\$1,654	(\$3,859)	(\$3,812)	n/a	\$1,838	(\$3,937)	(\$3,812)
% Difference Above/Below	n/a	3.3%	-6.4%	-6.3%	n/a	3.3%	-6.4%	-6.3%
Instructor								
Institution Average	n/a	\$44,400	\$47,800	\$47,600	n/a	\$49,330	\$48,760	\$47,600
Comparison Group Average	\$34,428	\$39,422	\$48,342	\$47,772	\$43,472	\$43,799	\$49,313	\$47,772
Difference Above/(Below)	n/a	\$4,978	(\$542)	\$3,828	n/a	\$5,531	(\$553)	\$3,828
% Difference Above/Below	n/a	12.6%	-1.1%	8.7%	n/a	12.6%	-1.1%	8.7%
All Ranks Combined								
Institution Average	n/a	\$61,600	\$59,900	\$59,500	n/a	\$68,440	\$61,103	\$59,500
Comparison Group Average	\$48,901	\$61,248	\$69,555	\$69,620	\$61,747	\$68,049	\$70,952	\$69,620
Difference Above/(Below)	n/a	\$352	(\$9,655)	(\$10,120)	n/a	\$391	(\$9,849)	(\$10,120)
% Difference Above/Below	n/a	0.6%	-13.9%	-14.5%	n/a	0.6%	-13.9%	-14.5%
Faculty Compensation								
Professor								
Institution Average	n/a	\$83,600	\$100,400	\$98,200	n/a	\$92,883	\$102,416	\$98,200
Comparison Group Average	\$76,864	\$93,728	\$113,281	\$115,294	\$97,056	\$104,135	\$115,556	\$115,294
Difference Above/(Below)	n/a	(\$10,128)	(\$12,881)	(\$17,094)	n/a	(\$11,252)	(\$13,140)	(\$17,094)
% Difference Above/Below	n/a	-10.8%	-11.4%	-14.8%	n/a	-10.8%	-11.4%	-14.8%
Associate Professor								
Institution Average	n/a	\$79,500	\$87,400	\$86,200	n/a	\$88,327	\$89,155	\$86,200
Comparison Group Average	\$63,728	\$77,832	\$91,868	\$93,514	\$80,469	\$86,474	\$93,713	\$93,514
Difference Above/(Below)	n/a	\$1,668	(\$4,468)	(\$7,314)	n/a	\$1,853	(\$4,558)	(\$7,314)
% Difference Above/Below	n/a	2.1%	-4.9%	-7.8%	n/a	2.1%	-4.9%	-7.8%
Assistant Professor								
Institution Average	n/a	\$73,600	\$81,200	\$81,600	n/a	\$81,772	\$82,831	\$81,600
Comparison Group Average	\$53,230	\$64,371	\$78,128	\$80,086	\$67,213	\$71,519	\$79,697	\$80,086
Difference Above/(Below)	n/a	\$9,229	\$3,072	\$1,514	n/a	\$10,253	\$3,134	\$1,514
% Difference Above/Below	n/a	14.3%	3.9%	1.9%	n/a	14.3%	3.9%	1.9%
Instructor								
Institution Average	n/a	\$66,400	\$71,000	\$72,500	n/a	\$73,773	\$72,426	\$72,500
Comparison Group Average	\$43,589	\$51,966	\$58,683	\$58,340	\$55,040	\$57,736	\$59,861	\$58,340
Difference Above/(Below)	n/a	\$14,434	\$12,317	\$14,160	n/a	\$16,037	\$12,565	\$14,160
% Difference Above/Below	n/a	27.8%	21.0%	24.3%	n/a	27.8%	21.0%	24.3%
All Ranks Combined								
Institution Average	n/a	\$76,300	\$85,700	\$84,300	n/a	\$84,772	\$87,421	\$84,300
Comparison Group Average	\$60,904	\$73,447	\$89,312	\$90,970	\$76,903	\$81,602	\$91,105	\$90,970
Difference Above/(Below)	n/a	\$2,853	(\$3,612)	(\$6,670)	n/a	\$3,170	(\$3,684)	(\$6,670)
% Difference Above/Below	n/a	3.9%	-4.0%	-7.3%	n/a	3.9%	-4.0%	-7.3%

Notes:

(1) Sources: "Academe", March/April 2001; March/April 2006; March/April 2010; and March/April 2011

(2) Comparisons 1990 thru 2002-03 are with Public Two-year Colleges with Rank, for 2003-04 thru 2007-08 Public General Baccalaureate Institutions, for 2008-09 thru 2010-2011 Public Masters Institutions

(3) 2003-04 Data not reported in Academe, received directly from institution

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: Public Two-year Colleges with Rank

	Current Dollars				Constant Dollars (2010-11)			
	2000-01	2005-06	2009-10	2010-2011	2000-01	2005-06	2009-10	2010-2011
Faculty Salaries								
Professor								
Institution Average	\$45,300	\$50,100	\$57,400	\$57,600	\$57,200	\$55,663	\$58,553	\$57,600
Comparison Group Average	\$57,932	\$66,011	\$74,103	\$74,092	\$73,150	\$73,341	\$75,591	\$74,092
Difference Above/(Below)	(\$12,632)	(\$15,911)	(\$16,703)	(\$16,492)	(\$15,950)	(\$17,678)	(\$17,038)	(\$16,492)
% Difference Above/Below	-21.8%	-24.1%	-22.5%	-22.3%	-21.8%	-24.1%	-22.5%	-22.3%
Associate Professor								
Institution Average	\$41,100	\$45,800	\$51,600	\$51,100	\$51,897	\$50,886	\$52,636	\$51,100
Comparison Group Average	\$47,323	\$53,405	\$60,592	\$61,469	\$59,754	\$59,335	\$61,809	\$61,469
Difference Above/(Below)	(\$6,223)	(\$7,605)	(\$8,992)	(\$10,369)	(\$7,857)	(\$8,449)	(\$9,173)	(\$10,369)
% Difference Above/Below	-13.2%	-14.2%	-14.8%	-16.9%	-13.1%	-14.2%	-14.8%	-16.9%
Assistant Professor								
Institution Average	\$38,100	\$41,200	\$48,200	\$47,800	\$48,109	\$45,775	\$49,168	\$47,800
Comparison Group Average	\$41,575	\$47,116	\$53,757	\$54,307	\$52,496	\$52,348	\$54,836	\$54,307
Difference Above/(Below)	(\$3,475)	(\$5,916)	(\$5,557)	(\$6,507)	(\$4,387)	(\$6,573)	(\$5,668)	(\$6,507)
% Difference Above/Below	-8.4%	-12.6%	-10.3%	-12.0%	-8.4%	-12.6%	-10.3%	-12.0%
Instructor								
Institution Average	\$34,700	\$36,300	\$42,500	\$40,700	\$43,815	\$40,331	\$43,353	\$40,700
Comparison Group Average	\$35,573	\$40,266	\$45,979	\$47,072	\$44,918	\$44,737	\$46,902	\$47,072
Difference Above/(Below)	(\$873)	(\$3,966)	(\$3,479)	(\$6,372)	(\$1,103)	(\$4,406)	(\$3,549)	(\$6,372)
% Difference Above/Below	-2.5%	-9.8%	-7.6%	-13.5%	-2.5%	-9.8%	-7.6%	-13.5%
All Ranks Combined								
Institution Average	\$39,200	\$42,300	\$48,800	\$48,000	\$49,498	\$46,997	\$49,780	\$48,000
Comparison Group Average	\$46,650	\$52,719	\$59,467	\$60,532	\$58,905	\$58,573	\$60,661	\$60,532
Difference Above/(Below)	(\$7,450)	(\$10,419)	(\$10,667)	(\$12,532)	(\$9,407)	(\$11,576)	(\$10,881)	(\$12,532)
% Difference Above/Below	-16.0%	-19.8%	-17.9%	-20.7%	-16.0%	-19.8%	-17.9%	-20.7%
Faculty Compensation								
Professor								
Institution Average	\$62,400	\$72,300	\$83,700	\$84,500	\$78,792	\$80,328	\$85,381	\$84,500
Comparison Group Average	\$72,403	\$85,223	\$96,495	\$98,405	\$91,423	\$94,686	\$98,433	\$98,405
Difference Above/(Below)	(\$10,003)	(\$12,923)	(\$12,795)	(\$13,905)	(\$12,631)	(\$14,358)	(\$13,052)	(\$13,905)
% Difference Above/Below	-13.8%	-15.2%	-13.3%	-14.1%	-13.8%	-15.2%	-13.3%	-14.1%
Associate Professor								
Institution Average	\$57,100	\$66,400	\$76,100	\$75,900	\$72,100	\$73,773	\$77,628	\$75,900
Comparison Group Average	\$59,638	\$70,023	\$80,806	\$82,733	\$75,305	\$77,798	\$82,429	\$82,733
Difference Above/(Below)	(\$2,538)	(\$3,623)	(\$4,706)	(\$6,833)	(\$3,205)	(\$4,025)	(\$4,800)	(\$6,833)
% Difference Above/Below	-4.3%	-5.2%	-5.8%	-8.3%	-4.3%	-5.2%	-5.8%	-8.3%
Assistant Professor								
Institution Average	\$53,600	\$62,600	\$73,300	\$73,100	\$67,680	\$69,551	\$74,772	\$73,100
Comparison Group Average	\$52,904	\$63,166	\$72,832	\$74,051	\$66,802	\$70,180	\$74,294	\$74,051
Difference Above/(Below)	\$696	(\$566)	\$468	(\$951)	\$878	(\$629)	\$478	(\$951)
% Difference Above/Below	1.3%	-0.9%	0.6%	-1.3%	1.3%	-0.9%	0.6%	-1.3%
Instructor								
Institution Average	\$49,900	\$55,900	\$65,600	\$64,100	\$63,008	\$62,107	\$66,917	\$64,100
Comparison Group Average	\$45,562	\$53,774	\$62,800	\$64,055	\$57,531	\$59,745	\$64,061	\$64,055
Difference Above/(Below)	\$4,338	\$2,126	\$2,800	\$45	\$5,477	\$2,362	\$2,856	\$45
% Difference Above/Below	9.5%	4.0%	4.5%	0.1%	9.5%	4.0%	4.5%	0.1%
All Ranks Combined								
Institution Average	\$55,100	\$63,100	\$73,300	\$72,800	\$69,574	\$70,106	\$74,772	\$72,800
Comparison Group Average	\$58,935	\$69,393	\$79,356	\$81,122	\$74,417	\$77,098	\$80,949	\$81,122
Difference Above/(Below)	(\$3,835)	(\$6,293)	(\$6,056)	(\$8,322)	(\$4,843)	(\$6,992)	(\$6,177)	(\$8,322)
% Difference Above/Below	-6.5%	-9.1%	-7.6%	-10.3%	-6.5%	-9.1%	-7.6%	-10.3%

Notes:

(1) Sources: "Academe", March/April 2001; March/April 2006; March/April 2010; and March/April 2011

Table 9

USHE Faculty Salary and Compensation Comparisons

Current and Constant Dollar Values

Consumer Price Index for all Urban Consumers ⁽¹⁾

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

Consumer Price Index

FY 2000-01	2005-06	2009-10	2010-11 ⁽²⁾
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Monthly Price Index				
July	172.8	195.4	215.4	218.0
August	172.8	196.4	215.8	218.3
September	173.7	198.8	216.0	218.4
October	174.0	199.2	216.2	218.7
November	174.1	197.6	216.3	218.8
December	174.0	196.8	215.9	219.2
January	175.1	198.3	216.7	220.2
February	175.8	198.7	216.7	221.3
March	176.2	199.8	217.6	223.5
April	176.9	201.5	218.0	224.9
May	177.7	202.5	218.2	226.0
June	178.0	202.9	218.0	225.7
Fiscal Year Average				
CPI	175.1	199.0	216.7	221.1
Dollar Inflation	1.263	1.111	1.020	1.000

Notes:

(1) Source: U.S. Bureau of Labor Statistics, <http://data.bls.gov/cgi-bin/surveymost>

(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.