

## **Tab K – Salary and Compensation**



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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 2015-16 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 &amp; Constant Dollars

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

Institution: University of Utah

Comparison Group: Doctoral Institutions <sup>(2)</sup>

	Current Dollars				Constant Dollars (2015-16)			
	2005-06	2010-2011	2014-15	2015-16	2005-06	2010-2011	2014-15	2015-16
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$97,900	\$116,300	\$129,000	\$132,300	\$117,226	\$125,341	\$129,870	\$132,300
Comparison Group Average	\$101,620	\$118,054	\$130,039	\$125,833	\$121,680	\$127,231	\$130,916	\$125,833
Difference Above/(Below)	(\$3,720)	(\$1,754)	(\$1,039)	\$6,467	(\$4,454)	(\$1,890)	(\$1,046)	\$6,467
% Difference Above/Below	-3.7%	-1.5%	-0.8%	5.1%	-3.7%	-1.5%	-0.8%	5.1%
<b>Associate Professor</b>								
Institution Average	\$70,600	\$80,500	\$89,100	\$92,900	\$84,537	\$86,758	\$89,701	\$92,900
Comparison Group Average	\$70,952	\$81,266	\$88,716	\$89,870	\$84,958	\$87,583	\$89,315	\$89,870
Difference Above/(Below)	(\$352)	(\$766)	\$384	\$3,030	(\$421)	(\$825)	\$386	\$3,030
% Difference Above/Below	-0.5%	-0.9%	0.4%	3.4%	-0.5%	-0.9%	0.4%	3.4%
<b>Assistant Professor</b>								
Institution Average	\$60,800	\$74,500	\$78,400	\$82,400	\$72,802	\$80,291	\$78,929	\$82,400
Comparison Group Average	\$60,440	\$69,777	\$77,446	\$78,959	\$72,371	\$75,201	\$77,969	\$78,959
Difference Above/(Below)	\$360	\$4,723	\$954	\$3,441	\$431	\$5,090	\$960	\$3,441
% Difference Above/Below	0.6%	6.8%	1.2%	4.4%	0.6%	6.8%	1.2%	4.4%
<b>Instructor</b>								
Institution Average	\$58,800	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$40,670	\$46,300	\$50,913	\$56,975	\$48,698	\$49,899	\$51,257	\$56,975
Difference Above/(Below)	\$18,130	n/a	n/a	n/a	n/a	n/a	n/a	n/a
% Difference Above/Below	44.6%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>All Ranks Combined</b>								
Institution Average	\$71,500	\$83,500	\$91,900	\$94,100	\$85,614	\$89,991	\$92,520	\$94,100
Comparison Group Average	\$76,361	\$86,653	\$93,819	\$95,955	\$91,435	\$93,389	\$94,452	\$95,955
Difference Above/(Below)	(\$4,861)	(\$3,153)	(\$1,919)	(\$1,855)	(\$5,821)	(\$3,398)	(\$1,932)	(\$1,855)
% Difference Above/Below	-6.4%	-3.6%	-2.0%	-1.9%	-6.4%	-3.6%	-2.0%	-1.9%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$127,000	\$154,300	\$173,500	\$174,600	\$152,070	\$166,295	\$174,671	\$174,600
Comparison Group Average	\$127,535	\$149,643	\$165,888	\$161,186	\$152,711	\$161,276	\$167,007	\$161,186
Difference Above/(Below)	(\$535)	\$4,657	\$7,612	\$13,414	(\$641)	\$5,019	\$7,664	\$13,414
% Difference Above/Below	-0.4%	3.1%	4.6%	8.3%	-0.4%	3.1%	4.6%	8.3%
<b>Associate Professor</b>								
Institution Average	\$93,800	\$108,800	\$118,200	\$123,400	\$112,316	\$117,258	\$118,997	\$123,400
Comparison Group Average	\$91,126	\$105,667	\$115,948	\$118,443	\$109,115	\$113,881	\$116,730	\$118,443
Difference Above/(Below)	\$2,674	\$3,133	\$2,252	\$4,957	\$3,202	\$3,377	\$2,267	\$4,957
% Difference Above/Below	2.9%	3.0%	1.9%	4.2%	2.9%	3.0%	1.9%	4.2%
<b>Assistant Professor</b>								
Institution Average	\$81,300	\$100,200	\$104,400	\$109,700	\$97,349	\$107,989	\$105,104	\$109,700
Comparison Group Average	\$77,971	\$91,063	\$101,468	\$103,520	\$93,363	\$98,142	\$102,153	\$103,520
Difference Above/(Below)	\$3,329	\$9,137	\$2,932	\$6,180	\$3,986	\$9,847	\$2,951	\$6,180
% Difference Above/Below	4.3%	10.0%	2.9%	6.0%	4.3%	10.0%	2.9%	6.0%
<b>Instructor</b>								
Institution Average	\$77,900	\$66,000	n/a	n/a	n/a	\$71,131	n/a	n/a
Comparison Group Average	\$53,941	\$63,039	\$69,460	\$76,020	\$64,589	\$67,939	\$69,929	\$76,020
Difference Above/(Below)	\$23,959	\$2,961	n/a	n/a	n/a	\$3,192	n/a	n/a
% Difference Above/Below	44.4%	4.7%	n/a	n/a	n/a	4.7%	n/a	n/a
<b>All Ranks Combined</b>								
Institution Average	\$94,600	\$112,000	\$126,400	\$126,800	\$113,274	\$120,706	\$127,253	\$126,800
Comparison Group Average	\$97,192	\$111,736	\$121,903	\$122,017	\$116,378	\$120,422	\$122,725	\$122,017
Difference Above/(Below)	(\$2,592)	\$264	\$4,497	\$4,783	(\$3,104)	\$284	\$4,528	\$4,783
% Difference Above/Below	-2.7%	0.2%	3.7%	3.9%	-2.7%	0.2%	3.7%	3.9%

## Notes:

<sup>1</sup> Sources: "Academe", March/April 2006; March/April 2011; March/April 2015; and March/April 2016<sup>2</sup> 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 &amp; Constant Dollars

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

Institution: Utah State University

Comparison Group: Doctoral Institutions

	Current Dollars				Constant Dollars (2015-16)			
	2005-06	2010-2011	2014-15	2015-16	2005-06	2010-2011	2014-15	2015-16
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$76,600	\$90,700	\$100,700	\$102,300	\$91,721	\$97,751	\$101,379	\$102,300
Comparison Group Average	\$101,620	\$118,054	\$130,039	\$125,833	\$121,680	\$127,231	\$130,916	\$125,833
Difference Above/(Below)	(\$25,020)	(\$27,354)	(\$29,339)	(\$23,533)	(\$29,959)	(\$29,480)	(\$29,537)	(\$23,533)
% Difference Above/Below	-24.6%	-23.2%	-22.6%	-18.7%	-24.6%	-23.2%	-22.6%	-18.7%
<b>Associate Professor</b>								
Institution Average	\$59,000	\$70,000	\$77,500	\$79,800	\$70,647	\$75,441	\$78,023	\$79,800
Comparison Group Average	\$70,952	\$81,266	\$88,716	\$89,870	\$84,958	\$87,583	\$89,315	\$89,870
Difference Above/(Below)	(\$11,952)	(\$11,266)	(\$11,216)	(\$10,070)	(\$14,311)	(\$12,142)	(\$11,292)	(\$10,070)
% Difference Above/Below	-16.8%	-13.9%	-12.6%	-11.2%	-16.8%	-13.9%	-12.6%	-11.2%
<b>Assistant Professor</b>								
Institution Average	\$54,500	\$61,900	\$67,700	\$69,100	\$65,259	\$66,712	\$68,157	\$69,100
Comparison Group Average	\$60,440	\$69,777	\$77,446	\$78,959	\$72,371	\$75,201	\$77,969	\$78,959
Difference Above/(Below)	(\$5,940)	(\$7,877)	(\$9,746)	(\$9,859)	(\$7,112)	(\$8,489)	(\$9,812)	(\$9,859)
% Difference Above/Below	-9.8%	-11.3%	-12.6%	-12.5%	-9.8%	-11.3%	-12.6%	-12.5%
<b>Instructor</b>								
Institution Average	\$41,400	\$48,800	\$47,500	\$47,300	\$49,573	\$52,593	\$47,820	\$47,300
Comparison Group Average	\$40,670	\$46,300	\$50,913	\$56,975	\$48,698	\$49,899	\$51,257	\$56,975
Difference Above/(Below)	\$730	\$2,500	(\$3,413)	(\$9,675)	\$875	\$2,694	(\$3,437)	(\$9,675)
% Difference Above/Below	1.8%	5.4%	-6.7%	-17.0%	1.8%	5.4%	-6.7%	-17.0%
<b>All Ranks Combined</b>								
Institution Average	\$61,600	\$71,100	\$77,100	\$78,800	\$73,760	\$76,627	\$77,620	\$78,800
Comparison Group Average	\$76,361	\$86,653	\$93,819	\$95,955	\$91,435	\$93,389	\$94,452	\$95,955
Difference Above/(Below)	(\$14,761)	(\$15,553)	(\$16,719)	(\$17,155)	(\$17,675)	(\$16,762)	(\$16,832)	(\$17,155)
% Difference Above/Below	-19.3%	-17.9%	-17.8%	-17.9%	-19.3%	-17.9%	-17.8%	-17.9%

**Faculty Compensation**

<b>Professor</b>								
Institution Average	\$103,700	\$122,600	\$137,000	\$138,900	\$124,171	\$132,130	\$137,924	\$138,900
Comparison Group Average	\$127,535	\$149,643	\$165,888	\$161,186	\$152,711	\$161,276	\$167,007	\$161,186
Difference Above/(Below)	(\$23,835)	(\$27,043)	(\$28,888)	(\$22,286)	(\$28,540)	(\$29,146)	(\$29,083)	(\$22,286)
% Difference Above/Below	-18.7%	-18.1%	-17.4%	-13.8%	-18.7%	-18.1%	-17.4%	-13.8%
<b>Associate Professor</b>								
Institution Average	\$82,300	\$97,200	\$108,400	\$111,400	\$98,546	\$104,756	\$109,131	\$111,400
Comparison Group Average	\$91,126	\$105,667	\$115,948	\$118,443	\$109,115	\$113,881	\$116,730	\$118,443
Difference Above/(Below)	(\$8,826)	(\$8,467)	(\$7,548)	(\$7,043)	(\$10,568)	(\$9,125)	(\$7,599)	(\$7,043)
% Difference Above/Below	-9.7%	-8.0%	-6.5%	-5.9%	-9.7%	-8.0%	-6.5%	-5.9%
<b>Assistant Professor</b>								
Institution Average	\$76,700	\$87,100	\$96,300	\$98,200	\$91,841	\$93,871	\$96,950	\$98,200
Comparison Group Average	\$77,971	\$91,063	\$101,468	\$103,520	\$93,363	\$98,142	\$102,153	\$103,520
Difference Above/(Below)	(\$1,271)	(\$3,963)	(\$5,168)	(\$5,320)	(\$1,522)	(\$4,271)	(\$5,203)	(\$5,320)
% Difference Above/Below	-1.6%	-4.4%	-5.1%	-5.1%	-1.6%	-4.4%	-5.1%	-5.1%
<b>Instructor</b>								
Institution Average	\$60,700	\$71,000	\$71,500	\$71,100	\$72,682	\$76,519	\$71,982	\$71,100
Comparison Group Average	\$53,941	\$63,039	\$69,460	\$76,020	\$64,589	\$67,939	\$69,929	\$76,020
Difference Above/(Below)	\$6,759	\$7,961	\$2,040	(\$4,920)	\$8,093	\$8,580	\$2,053	(\$4,920)
% Difference Above/Below	12.5%	12.6%	2.9%	-6.5%	12.5%	12.6%	2.9%	-6.5%
<b>All Ranks Combined</b>								
Institution Average	\$85,400	\$98,500	\$107,900	\$110,100	\$102,258	\$106,157	\$108,628	\$110,100
Comparison Group Average	\$97,192	\$111,736	\$121,903	\$122,017	\$116,378	\$120,422	\$122,725	\$122,017
Difference Above/(Below)	(\$11,792)	(\$13,236)	(\$14,003)	(\$11,917)	(\$14,120)	(\$14,265)	(\$14,097)	(\$11,917)
% Difference Above/Below	-12.1%	-11.8%	-11.5%	-9.8%	-12.1%	-11.8%	-11.5%	-9.8%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2006; March/April 2011; March/April 2015; and March/April 2016

Table 3

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

Institution: Weber State University

Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2015-16)			
	2005-06	2010-2011	2014-15 <sup>(2)</sup>	2015-16	2005-06	2010-2011	2014-15	2015-16
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$66,700	\$69,800	\$78,952	\$81,200	\$79,867	\$75,226	\$79,485	\$81,200
Comparison Group Average	\$78,884	\$89,800	\$91,389	\$92,982	\$94,456	\$96,781	\$92,006	\$92,982
Difference Above/(Below)	(\$12,184)	(\$20,000)	(\$12,437)	(\$11,782)	(\$14,589)	(\$21,555)	(\$12,521)	(\$11,782)
% Difference Above/Below	-15.4%	-22.3%	-13.6%	-12.7%	-15.4%	-22.3%	-13.6%	-12.7%
<b>Associate Professor</b>								
Institution Average	\$53,200	\$60,200	\$63,648	\$65,800	\$63,702	\$64,880	\$64,077	\$65,800
Comparison Group Average	\$62,700	\$71,516	\$73,918	\$74,907	\$75,077	\$77,075	\$74,417	\$74,907
Difference Above/(Below)	(\$9,500)	(\$11,316)	(\$10,270)	(\$9,107)	(\$11,375)	(\$12,195)	(\$10,340)	(\$9,107)
% Difference Above/Below	-15.2%	-15.8%	-13.9%	-12.2%	-15.2%	-15.8%	-13.9%	-12.2%
<b>Assistant Professor</b>								
Institution Average	\$48,200	\$52,200	\$60,829	\$62,300	\$57,715	\$56,258	\$61,239	\$62,300
Comparison Group Average	\$52,873	\$60,612	\$63,953	\$65,584	\$63,310	\$65,324	\$64,384	\$65,584
Difference Above/(Below)	(\$4,673)	(\$8,412)	(\$3,124)	(\$3,284)	(\$5,595)	(\$9,066)	(\$3,145)	(\$3,284)
% Difference Above/Below	-8.8%	-13.9%	-4.9%	-5.0%	-8.8%	-13.9%	-4.9%	-5.0%
<b>Instructor</b>								
Institution Average	\$39,300	\$40,800	\$45,942	\$48,500	\$47,058	\$43,972	\$46,252	\$48,500
Comparison Group Average	\$39,422	\$43,772	\$46,878	\$51,879	\$47,204	\$47,175	\$47,194	\$51,879
Difference Above/(Below)	(\$122)	(\$2,972)	(\$936)	(\$3,379)	(\$146)	(\$3,203)	(\$942)	(\$3,379)
% Difference Above/Below	-0.3%	-6.8%	-2.0%	-6.5%	-0.3%	-6.8%	-2.0%	-6.5%
<b>All Ranks Combined</b>								
Institution Average	\$54,700	\$59,600	\$62,343	\$67,200	\$65,498	\$64,233	\$62,763	\$67,200
Comparison Group Average	\$61,248	\$69,620	\$71,423	\$74,561	\$73,339	\$75,032	\$71,905	\$74,561
Difference Above/(Below)	(\$6,548)	(\$10,020)	(\$9,080)	(\$7,361)	(\$7,841)	(\$10,799)	(\$9,142)	(\$7,361)
% Difference Above/Below	-10.7%	-14.4%	-12.7%	-9.9%	-10.7%	-14.4%	-12.7%	-9.9%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$90,000	\$96,800	\$109,096	\$111,800	\$107,766	\$104,325	\$109,832	\$111,800
Comparison Group Average	\$99,554	\$115,294	\$118,994	\$121,618	\$119,206	\$124,256	\$119,797	\$121,618
Difference Above/(Below)	(\$9,554)	(\$18,494)	(\$9,898)	(\$9,818)	(\$11,440)	(\$19,931)	(\$9,965)	(\$9,818)
% Difference Above/Below	-9.6%	-16.0%	-8.3%	-8.1%	-9.6%	-16.0%	-8.3%	-8.1%
<b>Associate Professor</b>								
Institution Average	\$74,500	\$84,300	\$90,234	\$92,200	\$89,207	\$90,853	\$90,843	\$92,200
Comparison Group Average	\$80,559	\$93,514	\$98,077	\$100,048	\$96,462	\$100,783	\$98,739	\$100,048
Difference Above/(Below)	(\$6,059)	(\$9,214)	(\$7,843)	(\$7,848)	(\$7,255)	(\$9,930)	(\$7,896)	(\$7,848)
% Difference Above/Below	-7.5%	-9.9%	-8.0%	-7.8%	-7.5%	-9.9%	-8.0%	-7.8%
<b>Assistant Professor</b>								
Institution Average	\$67,000	\$73,600	\$87,265	\$85,800	\$80,226	\$79,321	\$87,854	\$85,800
Comparison Group Average	\$68,436	\$80,086	\$84,896	\$88,289	\$81,946	\$86,311	\$85,469	\$88,289
Difference Above/(Below)	(\$1,436)	(\$6,486)	\$2,369	(\$2,489)	(\$1,720)	(\$6,990)	\$2,385	(\$2,489)
% Difference Above/Below	-2.1%	-8.1%	2.8%	-2.8%	-2.1%	-8.1%	2.8%	-2.8%
<b>Instructor</b>								
Institution Average	\$56,900	\$59,500	\$67,103	\$69,200	\$68,132	\$64,125	\$67,556	\$69,200
Comparison Group Average	\$51,505	\$58,340	\$63,412	\$69,980	\$61,672	\$62,875	\$63,840	\$69,980
Difference Above/(Below)	\$5,395	\$1,160	\$3,691	(\$780)	\$6,460	\$1,250	\$3,716	(\$780)
% Difference Above/Below	10.5%	2.0%	5.8%	-1.1%	10.5%	2.0%	5.8%	-1.1%
<b>All Ranks Combined</b>								
Institution Average	\$75,500	\$83,400	\$88,424	\$93,300	\$90,404	\$89,883	\$89,021	\$93,300
Comparison Group Average	\$78,454	\$90,970	\$94,401	\$97,167	\$93,941	\$98,042	\$95,038	\$97,167
Difference Above/(Below)	(\$2,954)	(\$7,570)	(\$5,977)	(\$3,867)	(\$3,537)	(\$8,159)	(\$6,017)	(\$3,867)
% Difference Above/Below	-3.8%	-8.3%	-6.3%	-4.0%	-3.8%	-8.3%	-6.3%	-4.0%

## Notes:

<sup>1</sup> Sources: "Academe", March/April 2006; March/April 2011; March/April 2015; and March/April 2016

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

Table 4

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

Institution: Southern Utah University

Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2015-16)			
	2005-06 <sup>(2)</sup>	2010-2011	2014-15	2015-16	2005-06 <sup>(2)</sup>	2010-2011	2014-15	2015-16
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	n/a	\$76,900	\$82,000	\$82,100	n/a	\$82,878	\$82,553	\$82,100
Comparison Group Average	\$78,884	\$89,808	\$91,389	\$92,982	\$94,456	\$96,789	\$92,006	\$92,982
Difference Above/(Below)	n/a	(\$12,908)	(\$9,389)	(\$10,882)	n/a	(\$13,911)	(\$9,453)	(\$10,882)
% Difference Above/Below	n/a	-14.4%	-10.3%	-11.7%	n/a	-14.4%	-10.3%	-11.7%
<b>Associate Professor</b>								
Institution Average	n/a	\$61,000	\$65,900	\$66,900	n/a	\$65,742	\$66,345	\$66,900
Comparison Group Average	\$62,700	\$71,516	\$73,918	\$74,907	\$75,077	\$77,075	\$74,417	\$74,907
Difference Above/(Below)	n/a	(\$10,516)	(\$8,018)	(\$8,007)	n/a	(\$11,333)	(\$8,072)	(\$8,007)
% Difference Above/Below	n/a	-14.7%	-10.8%	-10.7%	n/a	-14.7%	-10.8%	-10.7%
<b>Assistant Professor</b>								
Institution Average	n/a	\$51,100	\$53,800	\$53,500	n/a	\$55,072	\$54,163	\$53,500
Comparison Group Average	\$52,873	\$60,612	\$63,953	\$65,584	\$63,310	\$65,324	\$64,384	\$65,584
Difference Above/(Below)	n/a	(\$9,512)	(\$10,153)	(\$12,084)	n/a	(\$10,252)	(\$10,221)	(\$12,084)
% Difference Above/Below	n/a	-15.7%	-15.9%	-18.4%	n/a	-15.7%	-15.9%	-18.4%
<b>Instructor</b>								
Institution Average	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$39,422	\$43,772	\$46,878	\$51,879	\$47,204	\$47,175	\$47,194	\$51,879
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
<b>All Ranks Combined</b>								
Institution Average	n/a	\$57,500	\$59,400	\$58,300	n/a	\$61,970	\$59,801	\$58,300
Comparison Group Average	\$61,248	\$69,620	\$71,423	\$74,561	\$73,339	\$75,032	\$71,905	\$74,561
Difference Above/(Below)	n/a	(\$12,120)	(\$12,023)	(\$16,261)	n/a	(\$13,062)	(\$12,104)	(\$16,261)
% Difference Above/Below	n/a	-17.4%	-16.8%	-21.8%	n/a	-17.4%	-16.8%	-21.8%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	n/a	\$106,600	\$113,800	\$113,200	n/a	\$114,887	\$114,568	\$113,200
Comparison Group Average	\$99,554	\$115,294	\$118,994	\$121,618	\$119,206	\$124,256	\$119,797	\$121,618
Difference Above/(Below)	n/a	(\$8,694)	(\$5,194)	(\$8,418)	n/a	(\$9,369)	(\$5,229)	(\$8,418)
% Difference Above/Below	n/a	-7.5%	-4.4%	-6.9%	n/a	-7.5%	-4.4%	-6.9%
<b>Associate Professor</b>								
Institution Average	n/a	\$85,600	\$92,800	\$93,900	n/a	\$92,254	\$93,426	\$93,900
Comparison Group Average	\$80,559	\$93,514	\$98,077	\$100,048	\$96,462	\$100,783	\$98,739	\$100,048
Difference Above/(Below)	n/a	(\$7,914)	(\$5,277)	(\$6,148)	n/a	(\$8,529)	(\$5,313)	(\$6,148)
% Difference Above/Below	n/a	-8.5%	-5.4%	-6.1%	n/a	-8.5%	-5.4%	-6.1%
<b>Assistant Professor</b>								
Institution Average	n/a	\$72,700	\$76,900	\$75,700	n/a	\$78,351	\$77,419	\$75,700
Comparison Group Average	\$68,436	\$80,086	\$84,896	\$88,289	\$81,946	\$86,311	\$85,469	\$88,289
Difference Above/(Below)	n/a	(\$7,386)	(\$7,996)	(\$12,589)	n/a	(\$7,960)	(\$8,050)	(\$12,589)
% Difference Above/Below	n/a	-9.2%	-9.4%	-14.3%	n/a	-9.2%	-9.4%	-14.3%
<b>Instructor</b>								
Institution Average	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$51,505	\$58,340	\$63,412	\$69,980	\$61,672	\$62,875	\$63,840	\$69,980
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
<b>All Ranks Combined</b>								
Institution Average	n/a	\$81,200	\$83,900	\$82,100	n/a	\$87,512	\$84,466	\$82,100
Comparison Group Average	\$78,454	\$90,970	\$94,401	\$97,167	\$93,941	\$98,042	\$95,038	\$97,167
Difference Above/(Below)	n/a	(\$9,770)	(\$10,501)	(\$15,067)	n/a	(\$10,530)	(\$10,572)	(\$15,067)
% Difference Above/Below	n/a	-10.7%	-11.1%	-15.5%	n/a	-10.7%	-11.1%	-15.5%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2006; March/April 2011; March/April 2015; and March/April 2016

Table 5

**USHE Faculty Salary and Compensation Comparisons**

Current &amp; Constant Dollars

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

Institution: Snow College

Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2015-16)			
	2005-06	2010-2011	2014-15	2015-16	2005-06	2010-2011	2014-15	2015-16
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$57,100	\$62,500	\$63,000	\$66,600	\$68,372	\$67,358	\$63,425	\$66,600
Comparison Group Average	\$66,011	\$74,092	\$79,234	\$81,270	\$79,042	\$79,852	\$79,769	\$81,270
Difference Above/(Below)	(\$8,911)	(\$11,592)	(\$16,234)	(\$14,670)	(\$10,670)	(\$12,494)	(\$16,344)	(\$14,670)
% Difference Above/Below	-13.5%	-15.6%	-20.5%	-18.1%	-13.5%	-15.6%	-20.5%	-18.1%
<b>Associate Professor</b>								
Institution Average	\$47,400	\$54,200	\$59,100	\$58,000	\$56,757	\$58,413	\$59,499	\$58,000
Comparison Group Average	\$53,405	\$61,469	\$63,304	\$67,989	\$63,947	\$66,247	\$63,731	\$67,989
Difference Above/(Below)	(\$6,005)	(\$7,269)	(\$4,204)	(\$9,989)	(\$7,190)	(\$7,834)	(\$4,232)	(\$9,989)
% Difference Above/Below	-11.2%	-11.8%	-6.6%	-14.7%	-11.2%	-11.8%	-6.6%	-14.7%
<b>Assistant Professor</b>								
Institution Average	\$38,900	\$42,700	\$49,600	\$49,900	\$46,579	\$46,019	\$49,935	\$49,900
Comparison Group Average	\$47,116	\$54,307	\$54,801	\$58,221	\$56,417	\$58,529	\$55,171	\$58,221
Difference Above/(Below)	(\$8,216)	(\$11,607)	(\$5,201)	(\$8,321)	(\$9,838)	(\$12,510)	(\$5,236)	(\$8,321)
% Difference Above/Below	-17.4%	-21.4%	-9.5%	-14.3%	-17.4%	-21.4%	-9.5%	-14.3%
<b>Instructor</b>								
Institution Average	\$33,900	\$44,500	\$46,000	\$45,200	\$40,592	\$47,959	\$46,310	\$45,200
Comparison Group Average	\$40,266	\$47,072	\$48,013	\$49,728	\$48,215	\$50,731	\$48,337	\$49,728
Difference Above/(Below)	(\$6,366)	(\$2,572)	(\$2,013)	(\$4,528)	(\$7,623)	(\$2,772)	(\$2,027)	(\$4,528)
% Difference Above/Below	-15.8%	-5.5%	-4.2%	-9.1%	-15.8%	-5.5%	-4.2%	-9.1%
<b>All Ranks Combined</b>								
Institution Average	\$44,000	\$50,100	\$52,200	\$51,700	\$52,686	\$53,995	\$52,552	\$51,700
Comparison Group Average	\$52,719	\$60,532	\$61,976	\$66,216	\$63,126	\$65,237	\$62,394	\$66,216
Difference Above/(Below)	(\$8,719)	(\$10,432)	(\$9,776)	(\$14,516)	(\$10,440)	(\$11,242)	(\$9,842)	(\$14,516)
% Difference Above/Below	-16.5%	-17.2%	-15.8%	-21.9%	-16.5%	-17.2%	-15.8%	-21.9%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$79,800	\$86,200	\$87,200	\$92,800	\$95,553	\$92,901	\$87,788	\$92,800
Comparison Group Average	\$85,223	\$98,405	\$103,982	\$109,761	\$102,046	\$106,055	\$104,684	\$109,761
Difference Above/(Below)	(\$5,423)	(\$12,205)	(\$16,782)	(\$16,961)	(\$6,493)	(\$13,154)	(\$16,896)	(\$16,961)
% Difference Above/Below	-6.4%	-12.4%	-16.1%	-15.5%	-6.4%	-12.4%	-16.1%	-15.5%
<b>Associate Professor</b>								
Institution Average	\$69,500	\$77,900	\$90,200	\$85,500	\$83,220	\$83,956	\$90,809	\$85,500
Comparison Group Average	\$70,023	\$82,733	\$86,201	\$93,745	\$83,846	\$89,164	\$86,783	\$93,745
Difference Above/(Below)	(\$523)	(\$4,833)	\$3,999	(\$8,245)	(\$626)	(\$5,209)	\$4,026	(\$8,245)
% Difference Above/Below	-0.7%	-5.8%	4.6%	-8.8%	-0.7%	-5.8%	4.6%	-8.8%
<b>Assistant Professor</b>								
Institution Average	\$58,200	\$63,700	\$71,200	\$73,700	\$69,689	\$68,652	\$71,680	\$73,700
Comparison Group Average	\$63,166	\$74,051	\$76,381	\$82,120	\$75,635	\$79,807	\$76,896	\$82,120
Difference Above/(Below)	(\$4,966)	(\$10,351)	(\$5,181)	(\$8,420)	(\$5,946)	(\$11,155)	(\$5,216)	(\$8,420)
% Difference Above/Below	-7.9%	-14.0%	-6.8%	-10.3%	-7.9%	-14.0%	-6.8%	-10.3%
<b>Instructor</b>								
Institution Average	\$53,900	\$66,000	\$67,200	\$67,800	\$64,540	\$71,131	\$67,653	\$67,800
Comparison Group Average	\$53,774	\$64,055	\$66,938	\$71,053	\$64,389	\$69,034	\$67,390	\$71,053
Difference Above/(Below)	\$126	\$1,945	\$262	(\$3,253)	\$151	\$2,097	\$263	(\$3,253)
% Difference Above/Below	0.2%	3.0%	0.4%	-4.6%	0.2%	3.0%	0.4%	-4.6%
<b>All Ranks Combined</b>								
Institution Average	\$64,800	\$72,600	\$76,500	\$76,300	\$77,592	\$78,244	\$77,016	\$76,300
Comparison Group Average	\$69,393	\$81,122	\$84,147	\$88,628	\$83,091	\$87,428	\$84,715	\$88,628
Difference Above/(Below)	(\$4,593)	(\$8,522)	(\$7,647)	(\$12,328)	(\$5,499)	(\$9,184)	(\$7,699)	(\$12,328)
% Difference Above/Below	-6.6%	-10.5%	-9.1%	-13.9%	-6.6%	-10.5%	-9.1%	-13.9%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2006; March/April 2011; March/April 2015; and March/April 2016



Table 6

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

Institution: Dixie State University

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

	Current Dollars				Constant Dollars (2015-16)			
	2005-06	2010-2011	2014-15	2015-16	2005-06	2010-2011	2014-15	2015-16
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$58,800	\$77,400	\$79,100	\$79,379	\$70,407	\$83,417	\$79,634	\$79,379
Comparison Group Average	\$66,011	\$84,398	\$87,182	\$87,751	\$79,042	\$90,959	\$87,770	\$87,751
Difference Above/(Below)	(\$7,211)	(\$6,998)	(\$8,082)	(\$8,372)	(\$8,635)	(\$7,542)	(\$8,136)	(\$8,372)
% Difference Above/Below	-10.9%	-8.3%	-9.3%	-9.5%	-10.9%	-8.3%	-9.3%	-9.5%
<b>Associate Professor</b>								
Institution Average	\$48,500	\$60,100	\$63,400	\$65,002	\$58,074	\$64,772	\$63,828	\$65,002
Comparison Group Average	\$53,405	\$68,996	\$72,526	\$71,145	\$63,947	\$74,359	\$73,015	\$71,145
Difference Above/(Below)	(\$4,905)	(\$8,896)	(\$9,126)	(\$6,143)	(\$5,873)	(\$9,587)	(\$9,187)	(\$6,143)
% Difference Above/Below	-9.2%	-12.9%	-12.6%	-8.6%	-9.2%	-12.9%	-12.6%	-8.6%
<b>Assistant Professor</b>								
Institution Average	\$42,900	\$51,600	\$53,800	\$54,881	\$51,369	\$55,611	\$54,163	\$54,881
Comparison Group Average	\$47,116	\$57,544	\$61,000	\$60,791	\$56,417	\$62,017	\$61,412	\$60,791
Difference Above/(Below)	(\$4,216)	(\$5,944)	(\$7,200)	(\$5,910)	(\$5,048)	(\$6,406)	(\$7,249)	(\$5,910)
% Difference Above/Below	-8.9%	-10.3%	-11.8%	-9.7%	-8.9%	-10.3%	-11.8%	-9.7%
<b>Instructor</b>								
Institution Average	\$36,200	\$44,200	\$45,800	\$49,178	\$43,346	\$47,636	\$46,109	\$49,178
Comparison Group Average	\$40,266	\$47,282	\$51,104	\$49,886	\$48,215	\$50,957	\$51,449	\$49,886
Difference Above/(Below)	(\$4,066)	(\$3,082)	(\$5,304)	(\$708)	(\$4,869)	(\$3,321)	(\$5,340)	(\$708)
% Difference Above/Below	-10.1%	-6.5%	-10.4%	-1.4%	-10.1%	-6.5%	-10.4%	-1.4%
<b>All Ranks Combined</b>								
Institution Average	\$45,100	\$58,100	\$58,100	\$60,944	\$54,003	\$62,616	\$58,492	\$60,944
Comparison Group Average	\$52,719	\$65,199	\$68,575	\$69,895	\$63,126	\$70,267	\$69,038	\$69,895
Difference Above/(Below)	(\$7,619)	(\$7,099)	(\$10,475)	(\$8,951)	(\$9,123)	(\$7,651)	(\$10,546)	(\$8,951)
% Difference Above/Below	-14.5%	-10.9%	-15.3%	-12.8%	-14.5%	-10.9%	-15.3%	-12.8%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$82,500	\$107,100	\$110,400	\$106,085	\$98,786	\$115,425	\$111,145	\$106,085
Comparison Group Average	\$85,223	\$108,072	\$115,921	\$116,379	\$102,046	\$116,473	\$116,703	\$116,379
Difference Above/(Below)	(\$2,723)	(\$972)	(\$5,521)	(\$10,294)	(\$3,260)	(\$1,048)	(\$5,558)	(\$10,294)
% Difference Above/Below	-3.2%	-0.9%	-4.8%	-8.8%	-3.2%	-0.9%	-4.8%	-8.8%
<b>Associate Professor</b>								
Institution Average	\$69,500	\$86,700	\$90,400	\$91,223	\$83,220	\$93,440	\$91,010	\$91,223
Comparison Group Average	\$70,023	\$89,658	\$98,105	\$95,948	\$83,846	\$96,628	\$98,767	\$95,948
Difference Above/(Below)	(\$523)	(\$2,958)	(\$7,705)	(\$4,725)	(\$626)	(\$3,188)	(\$7,757)	(\$4,725)
% Difference Above/Below	-0.7%	-3.3%	-7.9%	-4.9%	-0.7%	-3.3%	-7.9%	-4.9%
<b>Assistant Professor</b>								
Institution Average	\$61,700	\$73,900	\$77,900	\$79,709	\$73,880	\$79,645	\$78,426	\$79,709
Comparison Group Average	\$63,166	\$75,795	\$83,616	\$83,833	\$75,635	\$81,687	\$84,180	\$83,833
Difference Above/(Below)	(\$1,466)	(\$1,895)	(\$5,716)	(\$4,124)	(\$1,755)	(\$2,042)	(\$5,754)	(\$4,124)
% Difference Above/Below	-2.3%	-2.5%	-6.8%	-4.9%	-2.3%	-2.5%	-6.8%	-4.9%
<b>Instructor</b>								
Institution Average	\$53,500	\$67,400	\$67,100	\$79,156	\$64,061	\$72,639	\$67,553	\$79,156
Comparison Group Average	\$53,774	\$63,264	\$71,321	\$67,855	\$64,389	\$68,182	\$71,802	\$67,855
Difference Above/(Below)	(\$274)	\$4,136	(\$4,221)	\$11,301	(\$328)	\$4,457	(\$4,249)	\$11,301
% Difference Above/Below	-0.5%	6.5%	-5.9%	16.7%	-0.5%	6.5%	-5.9%	16.7%
<b>All Ranks Combined</b>								
Institution Average	\$64,800	\$83,100	\$83,300	\$86,811	\$77,592	\$89,560	\$83,862	\$86,811
Comparison Group Average	\$69,393	\$85,092	\$93,087	\$92,551	\$83,091	\$91,707	\$93,715	\$92,551
Difference Above/(Below)	(\$4,593)	(\$1,992)	(\$9,787)	(\$5,740)	(\$5,499)	(\$2,147)	(\$9,853)	(\$5,740)
% Difference Above/Below	-6.6%	-2.3%	-10.5%	-6.2%	-6.6%	-2.3%	-10.5%	-6.2%

## Notes:

<sup>1</sup> Sources: "Academe", March/April 2006; March/April 2011; March/April 2015; and March/April 2016<sup>2</sup> Comparisons 2005-06 are with Public Two-year Colleges with Rank, for 2009-10 thru 2015-16 General Public Baccalaureate Institutions.

Table 7

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

Institution: Utah Valley University

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

	Current Dollars				Constant Dollars (2015-16)			
	2005-06	2010-2011	2014-15	2015-16	2005-06	2010-2011	2014-15	2015-16
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$60,000	\$73,400	\$77,500	\$82,200	\$71,844	\$79,106	\$78,023	\$82,200
Comparison Group Average	\$73,406	\$89,808	\$91,389	\$92,982	\$87,897	\$96,789	\$92,006	\$92,982
Difference Above/(Below)	(\$13,406)	(\$16,408)	(\$13,889)	(\$10,782)	(\$16,053)	(\$17,683)	(\$13,983)	(\$10,782)
% Difference Above/Below	-18.3%	-18.3%	-15.2%	-11.6%	-18.3%	-18.3%	-15.2%	-11.6%
<b>Associate Professor</b>								
Institution Average	\$55,200	\$61,300	\$65,200	\$69,300	\$66,097	\$66,065	\$65,640	\$69,300
Comparison Group Average	\$59,913	\$71,516	\$73,918	\$74,907	\$71,740	\$77,075	\$74,417	\$74,907
Difference Above/(Below)	(\$4,713)	(\$10,216)	(\$8,718)	(\$5,607)	(\$5,643)	(\$11,010)	(\$8,777)	(\$5,607)
% Difference Above/Below	-7.9%	-14.3%	-11.8%	-7.5%	-7.9%	-14.3%	-11.8%	-7.5%
<b>Assistant Professor</b>								
Institution Average	\$51,200	\$56,800	\$60,400	\$63,200	\$61,307	\$61,215	\$60,808	\$63,200
Comparison Group Average	\$49,546	\$60,612	\$63,953	\$65,584	\$59,327	\$65,324	\$64,384	\$65,584
Difference Above/(Below)	\$1,654	(\$3,812)	(\$3,553)	(\$2,384)	\$1,980	(\$4,109)	(\$3,576)	(\$2,384)
% Difference Above/Below	3.3%	-6.3%	-5.6%	-3.6%	3.3%	-6.3%	-5.6%	-3.6%
<b>Instructor</b>								
Institution Average	\$44,400	\$47,600	\$49,000	\$52,400	\$53,165	\$51,300	\$49,331	\$52,400
Comparison Group Average	\$39,422	\$43,772	\$46,878	\$51,879	\$47,204	\$47,175	\$47,194	\$51,879
Difference Above/(Below)	\$4,978	\$3,828	\$2,122	\$521	\$5,961	\$4,125	\$2,137	\$521
% Difference Above/Below	12.6%	8.7%	4.5%	1.0%	12.6%	8.7%	4.5%	1.0%
<b>All Ranks Combined</b>								
Institution Average	\$61,600	\$59,500	\$63,900	\$67,600	\$73,760	\$64,125	\$64,331	\$67,600
Comparison Group Average	\$61,248	\$69,620	\$71,423	\$74,561	\$73,339	\$75,032	\$71,905	\$74,561
Difference Above/(Below)	\$352	(\$10,120)	(\$7,523)	(\$6,961)	\$421	(\$10,907)	(\$7,574)	(\$6,961)
% Difference Above/Below	0.6%	-14.5%	-10.5%	-9.3%	0.6%	-14.5%	-10.5%	-9.3%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$83,600	\$98,200	\$106,300	\$109,500	\$100,103	\$105,834	\$107,017	\$109,500
Comparison Group Average	\$93,728	\$115,294	\$118,994	\$121,618	\$112,230	\$124,256	\$119,797	\$121,618
Difference Above/(Below)	(\$10,128)	(\$17,094)	(\$12,694)	(\$12,118)	(\$12,127)	(\$18,422)	(\$12,780)	(\$12,118)
% Difference Above/Below	-10.8%	-14.8%	-10.7%	-10.0%	-10.8%	-14.8%	-10.7%	-10.0%
<b>Associate Professor</b>								
Institution Average	\$79,500	\$86,200	\$93,900	\$96,500	\$95,194	\$92,901	\$94,534	\$96,500
Comparison Group Average	\$77,832	\$93,514	\$98,077	\$100,048	\$93,196	\$100,783	\$98,739	\$100,048
Difference Above/(Below)	\$1,668	(\$7,314)	(\$4,177)	(\$3,548)	\$1,997	(\$7,882)	(\$4,205)	(\$3,548)
% Difference Above/Below	2.1%	-7.8%	-4.3%	-3.5%	2.1%	-7.8%	-4.3%	-3.5%
<b>Assistant Professor</b>								
Institution Average	\$73,600	\$81,600	\$89,100	\$90,400	\$88,129	\$87,943	\$89,701	\$90,400
Comparison Group Average	\$64,371	\$80,086	\$84,896	\$88,289	\$77,078	\$86,311	\$85,469	\$88,289
Difference Above/(Below)	\$9,229	\$1,514	\$4,204	\$2,111	\$11,051	\$1,632	\$4,232	\$2,111
% Difference Above/Below	14.3%	1.9%	5.0%	2.4%	14.3%	1.9%	5.0%	2.4%
<b>Instructor</b>								
Institution Average	\$66,400	\$72,500	\$77,700	\$79,600	\$79,508	\$78,136	\$78,224	\$79,600
Comparison Group Average	\$51,966	\$58,340	\$63,412	\$69,980	\$62,224	\$62,875	\$63,840	\$69,980
Difference Above/(Below)	\$14,434	\$14,160	\$14,288	\$9,620	\$17,284	\$15,261	\$14,384	\$9,620
% Difference Above/Below	27.8%	24.3%	22.5%	13.7%	27.8%	24.3%	22.5%	13.7%
<b>All Ranks Combined</b>								
Institution Average	\$76,300	\$84,300	\$92,600	\$94,800	\$91,362	\$90,853	\$93,225	\$94,800
Comparison Group Average	\$73,447	\$90,970	\$94,401	\$97,167	\$87,946	\$98,042	\$95,038	\$97,167
Difference Above/(Below)	\$2,853	(\$6,670)	(\$1,801)	(\$2,367)	\$3,416	(\$7,189)	(\$1,813)	(\$2,367)
% Difference Above/Below	3.9%	-7.3%	-1.9%	-2.4%	3.9%	-7.3%	-1.9%	-2.4%

## Notes:

<sup>1</sup> Sources: "Academe", March/April 2006; March/April 2011; March/April 2015; and March/April 2016<sup>2</sup> Comparison 2004-05 are with Public General Baccalareaute, and 2009-10 through 2014-15 are with Public Masters Institutions.

Table 8

## USHE Faculty Salary and Compensation Comparisons

## Current &amp; Constant Dollars

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

Institution: Salt Lake Community College

Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2015-16)			
	2005-06	2010-2011	2014-15	2015-16	2005-06	2010-2011	2014-15	2015-16
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$50,100	\$57,600	\$62,200	\$68,600	\$59,990	\$62,078	\$62,620	\$68,600
Comparison Group Average	\$66,011	\$74,092	\$79,234	\$81,270	\$79,042	\$79,852	\$79,769	\$81,270
Difference Above/(Below)	(\$15,911)	(\$16,492)	(\$17,034)	(\$12,670)	(\$19,052)	(\$17,774)	(\$17,149)	(\$12,670)
% Difference Above/Below	-24.1%	-22.3%	-21.5%	-15.6%	-24.1%	-22.3%	-21.5%	-15.6%
<b>Associate Professor</b>								
Institution Average	\$45,800	\$51,100	\$55,100	\$58,700	\$54,841	\$55,072	\$55,472	\$58,700
Comparison Group Average	\$53,405	\$61,469	\$63,304	\$67,989	\$63,947	\$66,247	\$63,731	\$67,989
Difference Above/(Below)	(\$7,605)	(\$10,369)	(\$8,204)	(\$9,289)	(\$9,106)	(\$11,175)	(\$8,259)	(\$9,289)
% Difference Above/Below	-14.2%	-16.9%	-13.0%	-13.7%	-14.2%	-16.9%	-13.0%	-13.7%
<b>Assistant Professor</b>								
Institution Average	\$41,200	\$47,800	\$49,000	\$48,800	\$49,333	\$51,516	\$49,331	\$48,800
Comparison Group Average	\$47,116	\$54,307	\$54,801	\$58,221	\$56,417	\$58,529	\$55,171	\$58,221
Difference Above/(Below)	(\$5,916)	(\$6,507)	(\$5,801)	(\$9,421)	(\$7,084)	(\$7,013)	(\$5,840)	(\$9,421)
% Difference Above/Below	-12.6%	-12.0%	-10.6%	-16.2%	-12.6%	-12.0%	-10.6%	-16.2%
<b>Instructor</b>								
Institution Average	\$36,300	\$40,700	\$43,400	\$43,500	\$43,466	\$43,864	\$43,693	\$43,500
Comparison Group Average	\$40,266	\$47,072	\$48,013	\$49,728	\$48,215	\$50,731	\$48,337	\$49,728
Difference Above/(Below)	(\$3,966)	(\$6,372)	(\$4,613)	(\$6,228)	(\$4,749)	(\$6,867)	(\$4,644)	(\$6,228)
% Difference Above/Below	-9.8%	-13.5%	-9.6%	-12.5%	-9.8%	-13.5%	-9.6%	-12.5%
<b>All Ranks Combined</b>								
Institution Average	\$42,300	\$48,000	\$51,300	\$55,600	\$50,650	\$51,731	\$51,646	\$55,600
Comparison Group Average	\$52,719	\$60,532	\$61,976	\$66,216	\$63,126	\$65,237	\$62,394	\$66,216
Difference Above/(Below)	(\$10,419)	(\$12,532)	(\$10,676)	(\$10,616)	(\$12,476)	(\$13,506)	(\$10,748)	(\$10,616)
% Difference Above/Below	-19.8%	-20.7%	-17.2%	-16.0%	-19.8%	-20.7%	-17.2%	-16.0%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$72,300	\$84,500	\$90,900	\$99,300	\$86,572	\$91,069	\$91,513	\$99,300
Comparison Group Average	\$85,223	\$98,405	\$103,982	\$109,761	\$102,046	\$106,055	\$104,684	\$109,761
Difference Above/(Below)	(\$12,923)	(\$13,905)	(\$13,082)	(\$10,461)	(\$15,474)	(\$14,986)	(\$13,171)	(\$10,461)
% Difference Above/Below	-15.2%	-14.1%	-12.6%	-9.5%	-15.2%	-14.1%	-12.6%	-9.5%
<b>Associate Professor</b>								
Institution Average	\$66,400	\$75,900	\$91,400	\$87,200	\$79,508	\$81,800	\$92,017	\$87,200
Comparison Group Average	\$70,023	\$82,733	\$86,201	\$93,745	\$83,846	\$89,164	\$86,783	\$93,745
Difference Above/(Below)	(\$3,623)	(\$6,833)	\$5,199	(\$6,545)	(\$4,338)	(\$7,364)	\$5,234	(\$6,545)
% Difference Above/Below	-5.2%	-8.3%	6.0%	-7.0%	-5.2%	-8.3%	6.0%	-7.0%
<b>Assistant Professor</b>								
Institution Average	\$62,600	\$73,100	\$75,000	\$74,700	\$74,957	\$78,782	\$75,506	\$74,700
Comparison Group Average	\$63,166	\$74,051	\$76,381	\$82,120	\$75,635	\$79,807	\$76,896	\$82,120
Difference Above/(Below)	(\$566)	(\$951)	(\$1,381)	(\$7,420)	(\$678)	(\$1,025)	(\$1,390)	(\$7,420)
% Difference Above/Below	-0.9%	-1.3%	-1.8%	-9.0%	-0.9%	-1.3%	-1.8%	-9.0%
<b>Instructor</b>								
Institution Average	\$55,900	\$64,100	\$67,300	\$64,600	\$66,935	\$69,083	\$67,754	\$64,600
Comparison Group Average	\$53,774	\$64,055	\$66,938	\$71,053	\$64,389	\$69,034	\$67,390	\$71,053
Difference Above/(Below)	\$2,126	\$45	\$362	(\$6,453)	\$2,546	\$49	\$364	(\$6,453)
% Difference Above/Below	4.0%	0.1%	0.5%	-9.1%	4.0%	0.1%	0.5%	-9.1%
<b>All Ranks Combined</b>								
Institution Average	\$63,100	\$72,800	\$77,200	\$83,100	\$75,556	\$78,459	\$77,721	\$83,100
Comparison Group Average	\$69,393	\$81,122	\$84,147	\$88,628	\$83,091	\$87,428	\$84,715	\$88,628
Difference Above/(Below)	(\$6,293)	(\$8,322)	(\$6,947)	(\$5,528)	(\$7,535)	(\$8,969)	(\$6,994)	(\$5,528)
% Difference Above/Below	-9.1%	-10.3%	-8.3%	-6.2%	-9.1%	-10.3%	-8.3%	-6.2%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2006; March/April 2011; March/April 2015; and March/April 2016

Table 9

**USHE Faculty Salary and Compensation Comparisons**

**Current and Constant Dollar Values**

Consumer Price Index for all Urban Consumers<sup>1</sup>

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

	Consumer Price Index			
	2005-06	2010-11	2014-15	2015-16 <sup>(2)</sup>
Monthly Price Index				
July	195.4	218.0	238.3	238.7
August	196.4	218.3	237.9	238.3
September	198.8	218.4	238.0	237.9
October	199.2	218.7	237.4	237.8
November	197.6	218.8	236.2	237.3
December	196.8	219.2	234.8	236.5
January	198.3	220.2	233.7	236.9
February	198.7	221.3	234.7	237.1
March	199.8	223.5	236.1	238.1
April	201.5	224.9	236.6	239.3
May	202.5	226.0	237.8	240.2
June	202.9	225.7	238.6	241.0
Fiscal Year Average				
CPI	199.0	221.1	236.7	238.3
Dollar Inflator	1.197	1.078	1.007	1.000

Notes:

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

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