

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



UTAH SYSTEM OF  
HIGHER EDUCATION

*Building a Stronger State of Minds*

Salary and Compensation Summary ..... 1

TABLE 1 University of Utah ..... 2

TABLE 2 Utah State University ..... 3

TABLE 3 Weber State University ..... 4

TABLE 4 Southern Utah University ..... 5

TABLE 5 Snow College ..... 6

TABLE 6 Dixie State University ..... 7

TABLE 7 Utah Valley University ..... 8

TABLE 8 Salt Lake Community College ..... 9

TABLE 9 Consumer Price Index, for Current and Constant Dollar Values ..... 10

## 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 2016-17 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 (2016-17)			
	2006-07	2011-12	2015-16	2016-17	2006-07	2011-12	2015-16	2016-17
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$103,400	\$118,800	\$132,300	\$131,700	\$122,910	\$126,678	\$134,733	\$131,700
Comparison Group Average	\$106,495	\$120,955	\$125,833	\$124,485	\$126,589	\$128,976	\$128,148	\$124,485
Difference Above/(Below)	(\$3,095)	(\$2,155)	\$6,467	\$7,215	(\$3,679)	(\$2,298)	\$6,585	\$7,215
% Difference Above/Below	-2.9%	-1.8%	5.1%	5.8%	-2.9%	-1.8%	5.1%	5.8%
<b>Associate Professor</b>								
Institution Average	\$74,600	\$84,000	\$92,900	\$93,000	\$88,676	\$89,571	\$94,609	\$93,000
Comparison Group Average	\$74,075	\$82,777	\$89,870	\$90,619	\$88,052	\$88,267	\$91,523	\$90,619
Difference Above/(Below)	\$525	\$1,223	\$3,030	\$2,381	\$624	\$1,304	\$3,086	\$2,381
% Difference Above/Below	0.7%	1.5%	3.4%	2.6%	0.7%	1.5%	3.4%	2.6%
<b>Assistant Professor</b>								
Institution Average	\$64,000	\$75,400	\$82,400	\$87,800	\$76,076	\$80,400	\$83,916	\$87,800
Comparison Group Average	\$63,131	\$71,465	\$78,959	\$79,126	\$75,043	\$76,204	\$80,411	\$79,126
Difference Above/(Below)	\$869	\$3,935	\$3,441	\$8,674	\$1,033	\$4,196	\$3,505	\$8,674
% Difference Above/Below	1.4%	5.5%	4.4%	11.0%	1.4%	5.5%	4.4%	11.0%
<b>Instructor</b>								
Institution Average	\$63,800	n/a	n/a	n/a	\$75,838	n/a	n/a	n/a
Comparison Group Average	\$42,541	\$47,207	\$56,975	\$57,673	\$50,568	\$50,338	\$58,023	\$57,673
Difference Above/(Below)	\$21,259	n/a	n/a	n/a	\$25,270	n/a	n/a	n/a
% Difference Above/Below	50.0%	n/a	n/a	n/a	50.0%	n/a	n/a	n/a
<b>All Ranks Combined</b>								
Institution Average	\$74,700	\$85,400	\$94,100	\$93,200	\$88,795	\$91,063	\$95,831	\$93,200
Comparison Group Average	\$79,448	\$88,393	\$95,955	\$92,222	\$94,439	\$94,255	\$97,720	\$92,222
Difference Above/(Below)	(\$4,748)	(\$2,993)	(\$1,855)	\$978	(\$5,644)	(\$3,192)	(\$1,889)	\$978
% Difference Above/Below	-6.0%	-3.4%	-1.9%	1.1%	-6.0%	-3.4%	-1.9%	1.1%

## Faculty Compensation

<b>Professor</b>								
Institution Average	\$134,500	\$156,900	\$174,600	\$172,000	\$159,879	\$167,305	\$177,812	\$172,000
Comparison Group Average	\$133,713	\$153,279	\$161,186	\$160,200	\$158,943	\$163,444	\$164,151	\$160,200
Difference Above/(Below)	\$787	\$3,621	\$13,414	\$11,800	\$936	\$3,861	\$13,661	\$11,800
% Difference Above/Below	0.6%	2.4%	8.3%	7.4%	0.6%	2.4%	8.3%	7.4%
<b>Associate Professor</b>								
Institution Average	\$99,200	\$111,500	\$123,400	\$122,600	\$117,918	\$118,894	\$125,670	\$122,600
Comparison Group Average	\$95,176	\$107,626	\$118,443	\$119,395	\$113,135	\$114,763	\$120,622	\$119,395
Difference Above/(Below)	\$4,024	\$3,874	\$4,957	\$3,205	\$4,783	\$3,341	\$5,048	\$3,205
% Difference Above/Below	4.2%	3.6%	4.2%	2.7%	4.2%	2.9%	4.2%	2.7%
<b>Assistant Professor</b>								
Institution Average	\$85,900	\$100,300	\$109,700	\$115,500	\$102,108	\$106,952	\$111,718	\$115,500
Comparison Group Average	\$81,494	\$93,211	\$103,520	\$104,371	\$96,871	\$99,392	\$105,424	\$104,371
Difference Above/(Below)	\$4,406	\$7,089	\$6,180	\$11,129	\$5,237	\$7,560	\$6,294	\$11,129
% Difference Above/Below	5.4%	7.6%	6.0%	10.7%	5.4%	7.6%	6.0%	10.7%
<b>Instructor</b>								
Institution Average	\$56,300	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$56,335	\$64,275	\$76,020	\$77,611	\$66,965	\$68,538	\$77,418	\$77,611
Difference Above/(Below)	(\$35)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
% Difference Above/Below	-0.1%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>All Ranks Combined</b>								
Institution Average	\$99,000	\$113,400	\$126,800	\$122,700	\$117,680	\$120,920	\$129,132	\$122,700
Comparison Group Average	\$101,196	\$113,987	\$122,017	\$120,665	\$120,290	\$121,546	\$124,261	\$120,665
Difference Above/(Below)	(\$2,196)	(\$587)	\$4,783	\$2,035	(\$2,610)	(\$626)	\$4,871	\$2,035
% Difference Above/Below	-2.2%	-0.5%	3.9%	1.7%	-2.2%	-0.5%	3.9%	1.7%

## Notes:

<sup>1</sup> Sources: "Academe", March/April 2007; March/April 2012; March/April 2016; and March/April 2017<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 (2016-17)			
	2006-07	2011-12	2015-16	2016-17	2006-07	2011-12	2015-16	2016-17
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$81,800	\$93,500	\$102,300	\$104,700	\$97,235	\$99,701	\$104,182	\$104,700
Comparison Group Average	\$106,495	\$120,955	\$125,833	\$124,485	\$126,589	\$128,976	\$128,148	\$124,485
Difference Above/(Below)	(\$24,695)	(\$27,455)	(\$23,533)	(\$19,785)	(\$29,354)	(\$29,275)	(\$23,966)	(\$19,785)
% Difference Above/Below	-23.2%	-22.7%	-18.7%	-15.9%	-23.2%	-22.7%	-18.7%	-15.9%
<b>Associate Professor</b>								
Institution Average	\$62,700	\$71,300	\$79,800	\$82,300	\$74,531	\$76,028	\$81,268	\$82,300
Comparison Group Average	\$74,075	\$82,777	\$89,870	\$90,619	\$88,052	\$88,267	\$91,523	\$90,619
Difference Above/(Below)	(\$11,375)	(\$11,477)	(\$10,070)	(\$8,319)	(\$13,521)	(\$12,239)	(\$10,255)	(\$8,319)
% Difference Above/Below	-15.4%	-13.9%	-11.2%	-9.2%	-15.4%	-13.9%	-11.2%	-9.2%
<b>Assistant Professor</b>								
Institution Average	\$57,400	\$62,500	\$69,100	\$70,700	\$68,231	\$66,645	\$70,371	\$70,700
Comparison Group Average	\$63,131	\$71,465	\$78,959	\$79,126	\$75,043	\$76,204	\$80,411	\$79,126
Difference Above/(Below)	(\$5,731)	(\$8,965)	(\$9,859)	(\$8,426)	(\$6,812)	(\$9,559)	(\$10,040)	(\$8,426)
% Difference Above/Below	-9.1%	-12.5%	-12.5%	-10.6%	-9.1%	-12.5%	-12.5%	-10.6%
<b>Instructor</b>								
Institution Average	\$45,500	\$48,700	\$47,300	\$48,300	\$54,085	\$51,930	\$48,170	\$48,300
Comparison Group Average	\$42,541	\$47,207	\$56,975	\$57,673	\$50,568	\$50,338	\$58,023	\$57,673
Difference Above/(Below)	\$2,959	\$1,493	(\$9,675)	(\$9,373)	\$3,517	\$1,592	(\$9,853)	(\$9,373)
% Difference Above/Below	7.0%	3.2%	-17.0%	-16.3%	7.0%	3.2%	-17.0%	-16.3%
<b>All Ranks Combined</b>								
Institution Average	\$64,700	\$72,200	\$78,800	\$80,500	\$76,908	\$76,988	\$80,249	\$80,500
Comparison Group Average	\$79,448	\$88,393	\$95,955	\$92,222	\$94,439	\$94,255	\$97,720	\$92,222
Difference Above/(Below)	(\$14,748)	(\$16,193)	(\$17,155)	(\$11,722)	(\$17,531)	(\$17,267)	(\$17,471)	(\$11,722)
% Difference Above/Below	-18.6%	-18.3%	-17.9%	-12.7%	-18.6%	-18.3%	-17.9%	-12.7%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$109,500	\$126,000	\$138,900	\$142,100	\$130,161	\$134,356	\$141,455	\$142,100
Comparison Group Average	\$133,713	\$153,279	\$161,186	\$160,200	\$158,943	\$163,444	\$164,151	\$160,200
Difference Above/(Below)	(\$24,213)	(\$27,279)	(\$22,286)	(\$18,100)	(\$28,782)	(\$29,088)	(\$22,696)	(\$18,100)
% Difference Above/Below	-18.1%	-17.8%	-13.8%	-11.3%	-18.1%	-17.8%	-13.8%	-11.3%
<b>Associate Professor</b>								
Institution Average	\$86,500	\$99,100	\$111,400	\$114,600	\$102,822	\$105,672	\$113,449	\$114,600
Comparison Group Average	\$95,176	\$107,626	\$118,443	\$119,395	\$113,135	\$114,763	\$120,622	\$119,395
Difference Above/(Below)	(\$8,676)	(\$8,526)	(\$7,043)	(\$4,795)	(\$10,313)	(\$9,029)	(\$7,173)	(\$4,795)
% Difference Above/Below	-9.1%	-7.9%	-5.9%	-4.0%	-9.1%	-7.9%	-5.9%	-4.0%
<b>Assistant Professor</b>								
Institution Average	\$79,800	\$88,100	\$98,200	\$114,600	\$94,857	\$93,943	\$100,006	\$114,600
Comparison Group Average	\$81,494	\$93,211	\$103,520	\$104,371	\$96,871	\$99,392	\$105,424	\$104,371
Difference Above/(Below)	(\$1,694)	(\$5,111)	(\$5,320)	\$10,229	(\$2,014)	(\$5,449)	(\$5,418)	\$10,229
% Difference Above/Below	-2.1%	-5.5%	-5.1%	9.8%	-2.1%	-5.5%	-5.1%	9.8%
<b>Instructor</b>								
Institution Average	\$65,700	\$71,100	\$71,100	\$100,100	\$78,097	\$75,815	\$72,408	\$100,100
Comparison Group Average	\$56,335	\$64,275	\$76,020	\$77,611	\$66,965	\$68,538	\$77,418	\$77,611
Difference Above/(Below)	\$9,365	\$6,825	(\$4,920)	\$22,489	\$11,132	\$7,277	(\$5,010)	\$22,489
% Difference Above/Below	16.6%	10.6%	-6.5%	29.0%	16.6%	10.6%	-6.5%	29.0%
<b>All Ranks Combined</b>								
Institution Average	\$80,400	\$100,000	\$110,100	\$112,200	\$95,571	\$106,632	\$112,125	\$112,200
Comparison Group Average	\$101,196	\$113,987	\$122,017	\$120,665	\$120,290	\$121,546	\$124,261	\$120,665
Difference Above/(Below)	(\$20,796)	(\$13,987)	(\$11,917)	(\$8,465)	(\$24,719)	(\$14,914)	(\$12,136)	(\$8,465)
% Difference Above/Below	-20.6%	-12.3%	-9.8%	-7.0%	-20.5%	-12.3%	-9.8%	-7.0%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2007; March/April 2012; March/April 2016; and March/April 2017

Table 3

**USHE Faculty Salary and Compensation Comparisons**

Current & Constant Dollars

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

Institution: Weber State University

Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2016-17)			
	2006-07	2011-12	2015-16	2016-17	2006-07	2011-12	2015-16	2016-17
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$68,100	\$72,200	\$81,200	\$87,700	\$80,950	\$76,988	\$82,694	\$87,700
Comparison Group Average	\$81,855	\$88,940	\$92,982	\$94,201	\$97,300	\$94,838	\$94,692	\$94,201
Difference Above/(Below)	(\$13,755)	(\$16,740)	(\$11,782)	(\$6,501)	(\$16,350)	(\$17,850)	(\$11,998)	(\$6,501)
% Difference Above/Below	-16.8%	-18.8%	-12.7%	-6.9%	-16.8%	-18.8%	-12.7%	-6.9%
<b>Associate Professor</b>								
Institution Average	\$55,100	\$61,500	\$65,800	\$73,100	\$65,497	\$65,578	\$67,010	\$73,100
Comparison Group Average	\$65,059	\$71,025	\$74,907	\$76,428	\$77,335	\$75,735	\$76,285	\$76,428
Difference Above/(Below)	(\$9,959)	(\$9,525)	(\$9,107)	(\$3,328)	(\$11,838)	(\$10,157)	(\$9,275)	(\$3,328)
% Difference Above/Below	-15.3%	-13.4%	-12.2%	-4.4%	-15.3%	-13.4%	-12.2%	-4.4%
<b>Assistant Professor</b>								
Institution Average	\$45,200	\$51,900	\$62,300	\$67,700	\$53,729	\$55,342	\$63,446	\$67,700
Comparison Group Average	\$55,085	\$60,656	\$65,584	\$66,532	\$65,479	\$64,679	\$66,790	\$66,532
Difference Above/(Below)	(\$9,885)	(\$8,756)	(\$3,284)	\$1,168	(\$11,750)	(\$9,337)	(\$3,344)	\$1,168
% Difference Above/Below	-17.9%	-14.4%	-5.0%	1.8%	-17.9%	-14.4%	-5.0%	1.8%
<b>Instructor</b>								
Institution Average	\$40,800	\$41,600	\$48,500	\$52,200	\$48,498	\$44,359	\$49,392	\$52,200
Comparison Group Average	\$41,073	\$44,631	\$51,879	\$53,848	\$48,823	\$47,591	\$52,833	\$53,848
Difference Above/(Below)	(\$273)	(\$3,031)	(\$3,379)	(\$1,648)	(\$325)	(\$3,232)	(\$3,441)	(\$1,648)
% Difference Above/Below	-0.7%	-6.8%	-6.5%	-3.1%	-0.7%	-6.8%	-6.5%	-3.1%
<b>All Ranks Combined</b>								
Institution Average	\$55,300	\$60,300	\$67,200	\$70,800	\$65,734	\$64,299	\$68,436	\$70,800
Comparison Group Average	\$63,499	\$69,081	\$74,561	\$74,123	\$75,480	\$73,662	\$75,932	\$74,123
Difference Above/(Below)	(\$8,199)	(\$8,781)	(\$7,361)	(\$3,323)	(\$9,746)	(\$9,363)	(\$7,496)	(\$3,323)
% Difference Above/Below	-12.9%	-12.7%	-9.9%	-4.5%	-12.9%	-12.7%	-9.9%	-4.5%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$98,700	\$99,100	\$111,800	\$120,200	\$117,323	\$105,672	\$113,856	\$120,200
Comparison Group Average	\$104,099	\$114,276	\$121,618	\$123,810	\$123,741	\$121,854	\$123,855	\$123,810
Difference Above/(Below)	(\$5,399)	(\$15,176)	(\$9,818)	(\$3,610)	(\$6,418)	(\$16,182)	(\$9,999)	(\$3,610)
% Difference Above/Below	-5.2%	-13.3%	-8.1%	-2.9%	-5.2%	-13.3%	-8.1%	-2.9%
<b>Associate Professor</b>								
Institution Average	\$79,200	\$86,500	\$92,200	\$103,100	\$94,144	\$92,236	\$93,896	\$103,100
Comparison Group Average	\$84,114	\$93,017	\$100,048	\$102,758	\$99,985	\$99,186	\$101,888	\$102,758
Difference Above/(Below)	(\$4,914)	(\$6,517)	(\$7,848)	\$342	(\$5,841)	(\$6,950)	(\$7,992)	\$342
% Difference Above/Below	-5.8%	-7.0%	-7.8%	0.3%	-5.8%	-7.0%	-7.8%	0.3%
<b>Assistant Professor</b>								
Institution Average	\$66,500	\$74,000	\$85,800	\$96,300	\$79,048	\$78,907	\$87,378	\$96,300
Comparison Group Average	\$71,708	\$79,731	\$88,289	\$90,464	\$85,238	\$85,019	\$89,913	\$90,464
Difference Above/(Below)	(\$5,208)	(\$5,731)	(\$2,489)	\$5,836	(\$6,190)	(\$6,112)	(\$2,535)	\$5,836
% Difference Above/Below	-7.3%	-7.2%	-2.8%	6.5%	-7.3%	-7.2%	-2.8%	6.5%
<b>Instructor</b>								
Institution Average	\$60,100	\$60,600	\$69,200	\$77,200	\$71,440	\$64,619	\$70,473	\$77,200
Comparison Group Average	\$53,889	\$59,716	\$69,980	\$74,654	\$64,057	\$63,676	\$71,267	\$74,654
Difference Above/(Below)	\$6,211	\$884	(\$780)	\$2,546	\$7,383	\$943	(\$794)	\$2,546
% Difference Above/Below	11.5%	1.5%	-1.1%	3.4%	11.5%	1.5%	-1.1%	3.4%
<b>All Ranks Combined</b>								
Institution Average	\$80,400	\$84,300	\$93,300	\$100,000	\$95,571	\$89,891	\$95,016	\$100,000
Comparison Group Average	\$81,867	\$90,111	\$97,167	\$99,033	\$97,314	\$96,087	\$98,954	\$99,033
Difference Above/(Below)	(\$1,467)	(\$5,811)	(\$3,867)	\$967	(\$1,743)	(\$6,196)	(\$3,938)	\$967
% Difference Above/Below	-1.8%	-6.4%	-4.0%	1.0%	-1.8%	-6.4%	-4.0%	1.0%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2007; March/April 2012; March/April 2016; and March/April 2017

Table 4

**USHE Faculty Salary and Compensation Comparisons**

Current & Constant Dollars

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

Institution: Southern Utah University      Comparison Group: Public Masters Institutions

	Current Dollars				Constant Dollars (2016-17)			
	2006-07	2011-12	2015-16	2016-17	2006-07	2011-12	2015-16	2016-17
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$65,100	\$79,400	\$82,100	\$83,100	\$77,384	\$84,666	\$83,610	\$83,100
Comparison Group Average	\$81,855	\$88,940	\$92,982	\$94,201	\$97,300	\$94,838	\$94,692	\$94,201
Difference Above/(Below)	(\$16,755)	(\$9,540)	(\$10,882)	(\$11,101)	(\$19,916)	(\$10,172)	(\$11,082)	(\$11,101)
% Difference Above/Below	-20.5%	-10.7%	-11.7%	-11.8%	-20.5%	-10.7%	-11.7%	-11.8%
<b>Associate Professor</b>								
Institution Average	\$53,400	\$62,500	\$66,900	\$70,000	\$63,476	\$66,645	\$68,131	\$70,000
Comparison Group Average	\$65,059	\$71,025	\$74,907	\$76,428	\$77,335	\$75,735	\$76,285	\$76,428
Difference Above/(Below)	(\$11,659)	(\$8,525)	(\$8,007)	(\$6,428)	(\$13,859)	(\$9,090)	(\$8,154)	(\$6,428)
% Difference Above/Below	-17.9%	-12.0%	-10.7%	-8.4%	-17.9%	-12.0%	-10.7%	-8.4%
<b>Assistant Professor</b>								
Institution Average	\$45,700	\$51,900	\$53,500	\$53,800	\$54,323	\$55,342	\$54,484	\$53,800
Comparison Group Average	\$55,085	\$60,656	\$65,584	\$66,532	\$65,479	\$64,679	\$66,790	\$66,532
Difference Above/(Below)	(\$9,385)	(\$8,756)	(\$12,084)	(\$12,732)	(\$11,156)	(\$9,337)	(\$12,306)	(\$12,732)
% Difference Above/Below	-17.0%	-14.4%	-18.4%	-19.1%	-17.0%	-14.4%	-18.4%	-19.1%
<b>Instructor</b>								
Institution Average	\$44,600	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$41,073	\$44,631	\$51,879	\$53,848	\$48,823	\$47,591	\$52,833	\$53,848
Difference Above/(Below)	\$3,527	n/a	n/a	n/a	n/a	n/a	n/a	n/a
% Difference Above/Below	8.6%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>All Ranks Combined</b>								
Institution Average	\$51,100	\$58,600	\$58,300	\$61,400	\$60,742	\$62,486	\$59,372	\$61,400
Comparison Group Average	\$63,499	\$69,081	\$74,561	\$74,123	\$75,480	\$73,662	\$75,932	\$74,123
Difference Above/(Below)	(\$12,399)	(\$10,481)	(\$16,261)	(\$12,723)	(\$14,738)	(\$11,176)	(\$16,560)	(\$12,723)
% Difference Above/Below	-19.5%	-15.2%	-21.8%	-17.2%	-19.5%	-15.2%	-21.8%	-17.2%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$85,800	\$109,400	\$113,200	\$114,300	\$101,989	\$116,655	\$115,282	\$114,300
Comparison Group Average	\$104,099	\$114,276	\$121,618	\$123,810	\$123,741	\$121,854	\$123,855	\$123,810
Difference Above/(Below)	(\$18,299)	(\$4,876)	(\$8,418)	(\$9,510)	(\$21,752)	(\$5,199)	(\$8,573)	(\$9,510)
% Difference Above/Below	-17.6%	-4.3%	-6.9%	-7.7%	-17.6%	-4.3%	-6.9%	-7.7%
<b>Associate Professor</b>								
Institution Average	\$73,300	\$88,100	\$93,900	\$97,600	\$87,131	\$93,943	\$95,627	\$97,600
Comparison Group Average	\$84,114	\$93,017	\$100,048	\$102,758	\$99,985	\$99,186	\$101,888	\$102,758
Difference Above/(Below)	(\$10,814)	(\$4,917)	(\$6,148)	(\$5,158)	(\$12,854)	(\$5,243)	(\$6,261)	(\$5,158)
% Difference Above/Below	-12.9%	-5.3%	-6.1%	-5.0%	-12.9%	-5.3%	-6.1%	-5.0%
<b>Assistant Professor</b>								
Institution Average	\$64,900	\$73,600	\$75,700	\$74,700	\$77,146	\$78,481	\$77,092	\$74,700
Comparison Group Average	\$71,708	\$79,731	\$88,289	\$90,464	\$85,238	\$85,019	\$89,913	\$90,464
Difference Above/(Below)	(\$6,808)	(\$6,131)	(\$12,589)	(\$15,764)	(\$8,092)	(\$6,538)	(\$12,821)	(\$15,764)
% Difference Above/Below	-9.5%	-7.7%	-14.3%	-17.4%	-9.5%	-7.7%	-14.3%	-17.4%
<b>Instructor</b>								
Institution Average	\$63,700	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comparison Group Average	\$53,889	\$59,716	\$69,980	\$74,654	\$64,057	\$63,676	\$71,267	\$74,654
Difference Above/(Below)	\$9,811	n/a	n/a	n/a	n/a	n/a	n/a	n/a
% Difference Above/Below	18.2%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>All Ranks Combined</b>								
Institution Average	\$70,800	\$82,700	\$82,100	\$85,400	\$84,159	\$88,184	\$83,610	\$85,400
Comparison Group Average	\$81,867	\$90,111	\$97,167	\$99,033	\$97,314	\$96,087	\$98,954	\$99,033
Difference Above/(Below)	(\$11,067)	(\$7,411)	(\$15,067)	(\$13,633)	(\$13,155)	(\$7,903)	(\$15,344)	(\$13,633)
% Difference Above/Below	-13.5%	-8.2%	-15.5%	-13.8%	-13.5%	-8.2%	-15.5%	-13.8%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2007; March/April 2012; March/April 2016; and March/April 2017

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 (2016-17)			
	2006-07	2011-12	2015-16	2016-17	2006-07	2011-12	2015-16	2016-17
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$55,700	\$62,700	\$66,600	\$65,600	\$66,210	\$66,858	\$67,825	\$65,600
Comparison Group Average	\$68,424	\$73,534	\$81,270	\$82,817	\$81,335	\$78,411	\$82,765	\$82,817
Difference Above/(Below)	(\$12,724)	(\$10,834)	(\$14,670)	(\$17,217)	(\$15,125)	(\$11,553)	(\$14,940)	(\$17,217)
% Difference Above/Below	-18.6%	-14.7%	-18.1%	-20.8%	-18.6%	-14.7%	-18.1%	-20.8%
<b>Associate Professor</b>								
Institution Average	\$47,800	\$54,400	\$58,000	\$59,800	\$56,819	\$58,008	\$59,067	\$59,800
Comparison Group Average	\$55,429	\$61,141	\$67,989	\$69,738	\$65,888	\$65,196	\$69,240	\$69,738
Difference Above/(Below)	(\$7,629)	(\$6,741)	(\$9,989)	(\$9,938)	(\$9,069)	(\$7,188)	(\$10,173)	(\$9,938)
% Difference Above/Below	-13.8%	-11.0%	-14.7%	-14.3%	-13.8%	-11.0%	-14.7%	-14.3%
<b>Assistant Professor</b>								
Institution Average	\$40,200	\$44,700	\$49,900	\$47,600	\$47,785	\$47,664	\$50,818	\$47,600
Comparison Group Average	\$48,923	\$53,534	\$58,221	\$60,753	\$58,154	\$57,084	\$59,292	\$60,753
Difference Above/(Below)	(\$8,723)	(\$8,834)	(\$8,321)	(\$13,153)	(\$10,369)	(\$9,420)	(\$8,474)	(\$13,153)
% Difference Above/Below	-17.8%	-16.5%	-14.3%	-21.6%	-17.8%	-16.5%	-14.3%	-21.6%
<b>Instructor</b>								
Institution Average	\$37,800	\$46,200	\$45,200	\$44,200	\$44,932	\$49,264	\$46,031	\$44,200
Comparison Group Average	\$41,915	\$46,786	\$49,728	\$50,959	\$49,824	\$49,889	\$50,643	\$50,959
Difference Above/(Below)	(\$4,115)	(\$586)	(\$4,528)	(\$6,759)	(\$4,892)	(\$625)	(\$4,612)	(\$6,759)
% Difference Above/Below	-9.8%	-1.3%	-9.1%	-13.3%	-9.8%	-1.3%	-9.1%	-13.3%
<b>All Ranks Combined</b>								
Institution Average	\$44,300	\$49,900	\$51,700	\$51,500	\$52,659	\$53,209	\$52,651	\$51,500
Comparison Group Average	\$54,895	\$59,676	\$66,216	\$67,417	\$65,253	\$63,634	\$67,434	\$67,417
Difference Above/(Below)	(\$10,595)	(\$9,776)	(\$14,516)	(\$15,917)	(\$12,594)	(\$10,425)	(\$14,783)	(\$15,917)
% Difference Above/Below	-19.3%	-16.4%	-21.9%	-23.6%	-19.3%	-16.4%	-21.9%	-23.6%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$75,100	\$84,100	\$92,800	\$93,500	\$89,270	\$89,677	\$94,507	\$93,500
Comparison Group Average	\$89,198	\$98,104	\$109,761	\$110,379	\$106,029	\$104,610	\$111,780	\$110,379
Difference Above/(Below)	(\$14,098)	(\$14,004)	(\$16,961)	(\$16,879)	(\$16,759)	(\$14,933)	(\$17,273)	(\$16,879)
% Difference Above/Below	-15.8%	-14.3%	-15.5%	-15.3%	-15.8%	-14.3%	-15.5%	-15.3%
<b>Associate Professor</b>								
Institution Average	\$67,500	\$77,000	\$85,500	\$88,100	\$80,236	\$82,106	\$87,073	\$88,100
Comparison Group Average	\$73,892	\$82,485	\$93,745	\$94,387	\$87,835	\$87,955	\$95,469	\$94,387
Difference Above/(Below)	(\$6,392)	(\$5,485)	(\$8,245)	(\$6,287)	(\$7,598)	(\$5,849)	(\$8,396)	(\$6,287)
% Difference Above/Below	-8.7%	-6.6%	-8.8%	-6.7%	-8.7%	-6.6%	-8.8%	-6.7%
<b>Assistant Professor</b>								
Institution Average	\$57,500	\$64,000	\$73,700	\$71,900	\$68,350	\$68,244	\$75,056	\$71,900
Comparison Group Average	\$66,240	\$72,671	\$82,120	\$82,899	\$78,739	\$77,490	\$83,630	\$82,899
Difference Above/(Below)	(\$8,740)	(\$8,671)	(\$8,420)	(\$10,999)	(\$10,389)	(\$9,246)	(\$8,574)	(\$10,999)
% Difference Above/Below	-13.2%	-11.9%	-10.3%	-13.3%	-13.2%	-11.9%	-10.3%	-13.3%
<b>Instructor</b>								
Institution Average	\$55,900	\$66,400	\$67,800	\$67,000	\$66,448	\$70,803	\$69,047	\$67,000
Comparison Group Average	\$56,504	\$63,538	\$71,053	\$72,719	\$67,166	\$67,752	\$72,360	\$72,719
Difference Above/(Below)	(\$604)	\$2,862	(\$3,253)	(\$5,719)	(\$718)	\$3,051	(\$3,313)	(\$5,719)
% Difference Above/Below	-1.1%	4.5%	-4.6%	-7.9%	-1.1%	4.5%	-4.6%	-7.9%
<b>All Ranks Combined</b>								
Institution Average	\$62,700	\$70,700	\$76,300	\$76,900	\$74,531	\$75,389	\$77,703	\$76,900
Comparison Group Average	\$73,059	\$79,548	\$88,628	\$91,438	\$86,844	\$84,823	\$90,258	\$91,438
Difference Above/(Below)	(\$10,359)	(\$8,848)	(\$12,328)	(\$14,538)	(\$12,313)	(\$9,434)	(\$12,555)	(\$14,538)
% Difference Above/Below	-14.2%	-11.1%	-13.9%	-15.9%	-14.2%	-11.1%	-13.9%	-15.9%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2007; March/April 2012; March/April 2016; and March/April 2017



Table 6

**USHE Faculty Salary and Compensation Comparisons**

**Current & 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 (2016-17)			
	2006-07	2011-12	2015-16	2016-17	2006-07	2011-12	2015-16	2016-17
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$66,000	\$77,100	\$79,379	\$82,200	\$78,453	\$82,213	\$80,839	\$82,200
Comparison Group Average	\$68,424	\$84,524	\$87,751	\$87,139	\$81,335	\$90,129	\$89,365	\$87,139
Difference Above/(Below)	(\$2,424)	(\$7,424)	(\$8,372)	(\$4,939)	(\$2,882)	(\$7,916)	(\$8,526)	(\$4,939)
% Difference Above/Below	-3.5%	-8.8%	-9.5%	-5.7%	-3.5%	-8.8%	-9.5%	-5.7%
<b>Associate Professor</b>								
Institution Average	\$54,800	\$59,200	\$65,002	\$66,200	\$65,140	\$63,126	\$66,198	\$66,200
Comparison Group Average	\$55,429	\$69,021	\$71,145	\$71,379	\$65,888	\$73,598	\$72,454	\$71,379
Difference Above/(Below)	(\$629)	(\$9,821)	(\$6,143)	(\$5,179)	(\$748)	(\$10,472)	(\$6,256)	(\$5,179)
% Difference Above/Below	-1.1%	-14.2%	-8.6%	-7.3%	-1.1%	-14.2%	-8.6%	-7.3%
<b>Assistant Professor</b>								
Institution Average	\$46,800	\$52,000	\$54,881	\$56,600	\$55,631	\$55,448	\$55,890	\$56,600
Comparison Group Average	\$48,923	\$57,348	\$60,791	\$60,382	\$58,154	\$61,151	\$61,909	\$60,382
Difference Above/(Below)	(\$2,123)	(\$5,348)	(\$5,910)	(\$3,782)	(\$2,523)	(\$5,703)	(\$6,019)	(\$3,782)
% Difference Above/Below	-4.3%	-9.3%	-9.7%	-6.3%	-4.3%	-9.3%	-9.7%	-6.3%
<b>Instructor</b>								
Institution Average	\$39,300	\$44,900	\$49,178	\$50,300	\$46,715	\$47,878	\$50,083	\$50,300
Comparison Group Average	\$41,915	\$46,682	\$49,886	\$48,760	\$49,824	\$49,778	\$50,804	\$48,760
Difference Above/(Below)	(\$2,615)	(\$1,782)	(\$708)	\$1,540	(\$3,109)	(\$1,900)	(\$721)	\$1,540
% Difference Above/Below	-6.2%	-3.8%	-1.4%	3.2%	-6.2%	-3.8%	-1.4%	3.2%
<b>All Ranks Combined</b>								
Institution Average	\$52,300	\$57,700	\$60,944	\$62,200	\$62,168	\$61,526	\$62,065	\$62,200
Comparison Group Average	\$54,895	\$65,240	\$69,895	\$67,733	\$65,253	\$69,567	\$71,181	\$67,733
Difference Above/(Below)	(\$2,595)	(\$7,540)	(\$8,951)	(\$5,533)	(\$3,085)	(\$8,041)	(\$9,116)	(\$5,533)
% Difference Above/Below	-4.7%	-11.6%	-12.8%	-8.2%	-4.7%	-11.6%	-12.8%	-8.2%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$92,400	\$106,000	\$106,085	\$116,500	\$109,835	\$113,030	\$108,036	\$116,500
Comparison Group Average	\$89,198	\$110,789	\$116,379	\$117,927	\$106,029	\$118,136	\$118,520	\$117,927
Difference Above/(Below)	\$3,202	(\$4,789)	(\$10,294)	(\$1,427)	\$3,806	(\$5,106)	(\$10,484)	(\$1,427)
% Difference Above/Below	3.6%	-4.3%	-8.8%	-1.2%	3.6%	-4.3%	-8.8%	-1.2%
<b>Associate Professor</b>								
Institution Average	\$78,100	\$84,000	\$91,223	\$95,600	\$92,837	\$89,571	\$92,901	\$95,600
Comparison Group Average	\$73,892	\$91,576	\$95,948	\$96,989	\$87,835	\$97,649	\$97,713	\$96,989
Difference Above/(Below)	\$4,208	(\$7,576)	(\$4,725)	(\$1,389)	\$5,002	(\$8,078)	(\$4,812)	(\$1,389)
% Difference Above/Below	5.7%	-8.3%	-4.9%	-1.4%	5.7%	-8.3%	-4.9%	-1.4%
<b>Assistant Professor</b>								
Institution Average	\$67,300	\$73,700	\$79,709	\$83,200	\$79,999	\$78,588	\$81,175	\$83,200
Comparison Group Average	\$66,240	\$76,408	\$83,833	\$82,914	\$78,739	\$81,475	\$85,375	\$82,914
Difference Above/(Below)	\$1,060	(\$2,708)	(\$4,124)	\$286	\$1,260	(\$2,887)	(\$4,200)	\$286
% Difference Above/Below	1.6%	-3.5%	-4.9%	0.3%	1.6%	-3.5%	-4.9%	0.3%
<b>Instructor</b>								
Institution Average	\$57,800	\$66,500	\$79,156	\$75,900	\$68,706	\$70,910	\$80,612	\$75,900
Comparison Group Average	\$56,504	\$63,074	\$67,855	\$68,035	\$67,166	\$67,257	\$69,103	\$68,035
Difference Above/(Below)	\$1,296	\$3,426	\$11,301	\$7,865	\$1,540	\$3,653	\$11,509	\$7,865
% Difference Above/Below	2.3%	5.4%	16.7%	11.6%	2.3%	5.4%	16.7%	11.6%
<b>All Ranks Combined</b>								
Institution Average	\$74,600	\$81,800	\$86,811	\$90,500	\$88,676	\$87,225	\$88,408	\$90,500
Comparison Group Average	\$73,059	\$86,274	\$92,551	\$90,687	\$86,844	\$91,995	\$94,253	\$90,687
Difference Above/(Below)	\$1,541	(\$4,474)	(\$5,740)	(\$187)	\$1,832	(\$4,770)	(\$5,845)	(\$187)
% Difference Above/Below	2.1%	-5.2%	-6.2%	-0.2%	2.1%	-5.2%	-6.2%	-0.2%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2007; March/April 2012; March/April 2016; and March/April 2017

<sup>2</sup> Comparisons 2006-07 are with Public Two-year Colleges with Rank, for 2011-12 thru 2016-17 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 (2016-17)			
	2006-07	2011-12 <sup>3</sup>	2015-16	2016-17	2006-07	2011-12	2015-16	2016-17
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$63,400	\$75,402	\$82,200	\$84,800	\$75,363	\$80,402	\$83,712	\$84,800
Comparison Group Average	\$76,745	\$88,940	\$92,982	\$94,201	\$91,226	\$94,838	\$94,692	\$94,201
Difference Above/(Below)	(\$13,345)	(\$13,538)	(\$10,782)	(\$9,401)	(\$15,863)	(\$14,436)	(\$10,980)	(\$9,401)
% Difference Above/Below	-17.4%	-15.2%	-11.6%	-10.0%	-17.4%	-15.2%	-11.6%	-10.0%
<b>Associate Professor</b>								
Institution Average	\$56,600	\$63,035	\$69,300	\$72,000	\$67,280	\$67,215	\$70,575	\$72,000
Comparison Group Average	\$62,716	\$71,025	\$74,907	\$76,428	\$74,550	\$75,735	\$76,285	\$76,428
Difference Above/(Below)	(\$6,116)	(\$7,990)	(\$5,607)	(\$4,428)	(\$7,270)	(\$8,520)	(\$5,710)	(\$4,428)
% Difference Above/Below	-9.8%	-11.2%	-7.5%	-5.8%	-9.8%	-11.2%	-7.5%	-5.8%
<b>Assistant Professor</b>								
Institution Average	\$52,800	\$57,307	\$63,200	\$65,300	\$62,763	\$61,107	\$64,362	\$65,300
Comparison Group Average	\$51,854	\$60,656	\$65,584	\$66,532	\$61,638	\$64,679	\$66,790	\$66,532
Difference Above/(Below)	\$946	(\$3,349)	(\$2,384)	(\$1,232)	\$1,125	(\$3,572)	(\$2,428)	(\$1,232)
% Difference Above/Below	1.8%	-5.5%	-3.6%	-1.9%	1.8%	-5.5%	-3.6%	-1.9%
<b>Instructor</b>								
Institution Average	\$46,400	\$51,013	\$52,400	\$55,800	\$55,155	\$54,396	\$53,364	\$55,800
Comparison Group Average	\$41,041	\$44,631	\$51,879	\$53,848	\$48,785	\$47,591	\$52,833	\$53,848
Difference Above/(Below)	\$5,359	\$6,382	\$521	\$1,952	\$6,370	\$6,805	\$531	\$1,952
% Difference Above/Below	13.1%	14.3%	1.0%	3.6%	13.1%	14.3%	1.0%	3.6%
<b>All Ranks Combined</b>								
Institution Average	\$55,600	\$63,716	\$67,600	\$77,500	\$66,091	\$67,941	\$68,843	\$77,500
Comparison Group Average	\$59,595	\$69,081	\$74,561	\$74,123	\$70,840	\$73,662	\$75,932	\$74,123
Difference Above/(Below)	(\$3,995)	(\$5,365)	(\$6,961)	\$3,377	(\$4,749)	(\$5,721)	(\$7,089)	\$3,377
% Difference Above/Below	-6.7%	-7.8%	-9.3%	4.6%	-6.7%	-7.8%	-9.3%	4.6%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$89,100	\$98,354	\$109,500	\$115,300	\$105,912	\$104,877	\$111,514	\$115,300
Comparison Group Average	\$98,083	\$114,276	\$121,618	\$123,810	\$116,590	\$121,854	\$123,855	\$123,810
Difference Above/(Below)	(\$8,983)	(\$15,922)	(\$12,118)	(\$8,510)	(\$10,678)	(\$16,977)	(\$12,341)	(\$8,510)
% Difference Above/Below	-9.2%	-13.9%	-10.0%	-6.9%	-9.2%	-13.9%	-10.0%	-6.9%
<b>Associate Professor</b>								
Institution Average	\$81,500	\$84,370	\$96,500	\$102,500	\$96,878	\$89,965	\$98,275	\$102,500
Comparison Group Average	\$81,463	\$93,017	\$100,048	\$102,758	\$96,834	\$99,186	\$101,888	\$102,758
Difference Above/(Below)	\$37	(\$8,647)	(\$3,548)	(\$258)	\$44	(\$9,221)	(\$3,613)	(\$258)
% Difference Above/Below	0.0%	-9.3%	-3.5%	-0.3%	0.0%	-9.3%	-3.5%	-0.3%
<b>Assistant Professor</b>								
Institution Average	\$76,600	\$77,389	\$90,400	\$95,800	\$91,053	\$82,521	\$92,063	\$95,800
Comparison Group Average	\$67,460	\$79,731	\$88,289	\$90,464	\$80,189	\$85,019	\$89,913	\$90,464
Difference Above/(Below)	\$9,140	(\$2,342)	\$2,111	\$5,336	\$10,864	(\$2,498)	\$2,150	\$5,336
% Difference Above/Below	13.5%	-2.9%	2.4%	5.9%	13.5%	-2.9%	2.4%	5.9%
<b>Instructor</b>								
Institution Average	\$68,700	\$71,701	\$79,600	\$86,300	\$81,663	\$76,456	\$81,064	\$86,300
Comparison Group Average	\$54,185	\$59,716	\$69,980	\$74,654	\$64,409	\$63,676	\$71,267	\$74,654
Difference Above/(Below)	\$14,515	\$11,985	\$9,620	\$11,646	\$17,254	\$12,780	\$9,797	\$11,646
% Difference Above/Below	26.8%	20.1%	13.7%	15.6%	26.8%	20.1%	13.7%	15.6%
<b>All Ranks Combined</b>								
Institution Average	\$80,000	\$84,981	\$94,800	\$99,800	\$95,095	\$90,617	\$96,544	\$99,800
Comparison Group Average	\$76,996	\$90,111	\$97,167	\$99,033	\$91,524	\$96,087	\$98,954	\$99,033
Difference Above/(Below)	\$3,004	(\$5,130)	(\$2,367)	\$767	\$3,571	(\$5,470)	(\$2,410)	\$767
% Difference Above/Below	3.9%	-5.7%	-2.4%	0.8%	3.9%	-5.7%	-2.4%	0.8%

## Notes:

<sup>1</sup> Sources: "Academe", March/April 2007; March/April 2012; March/April 2016; and March/April 2017<sup>2</sup> Comparison 2006-07 are with Public General Baccalareate, and 2011-12 through 2016-17 are with Public Masters Institutions.

Table 8

**USHE Faculty Salary and Compensation Comparisons**

Current & Constant Dollars

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

Institution: Salt Lake Community College

Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2016-17)			
	2006-07	2011-12	2015-16	2016-17	2006-07	2011-12	2015-16	2016-17
<b>Faculty Salaries</b>								
<b>Professor</b>								
Institution Average	\$52,600	\$59,500	\$68,600	\$73,600	\$62,525	\$63,446	\$69,862	\$73,600
Comparison Group Average	\$68,424	\$73,534	\$81,270	\$82,817	\$81,335	\$78,411	\$82,765	\$82,817
Difference Above/(Below)	(\$15,824)	(\$14,034)	(\$12,670)	(\$9,217)	(\$18,810)	(\$14,965)	(\$12,903)	(\$9,217)
% Difference Above/Below	-23.1%	-19.1%	-15.6%	-11.1%	-23.1%	-19.1%	-15.6%	-11.1%
<b>Associate Professor</b>								
Institution Average	\$48,400	\$52,800	\$58,700	\$61,900	\$57,532	\$56,302	\$59,780	\$61,900
Comparison Group Average	\$55,429	\$61,141	\$67,989	\$69,738	\$65,888	\$65,196	\$69,240	\$69,738
Difference Above/(Below)	(\$7,029)	(\$8,341)	(\$9,289)	(\$7,838)	(\$8,356)	(\$8,894)	(\$9,460)	(\$7,838)
% Difference Above/Below	-12.7%	-13.6%	-13.7%	-11.2%	-12.7%	-13.6%	-13.7%	-11.2%
<b>Assistant Professor</b>								
Institution Average	\$43,100	\$48,400	\$48,800	\$51,700	\$51,232	\$51,610	\$49,698	\$51,700
Comparison Group Average	\$48,923	\$53,534	\$58,221	\$60,753	\$58,154	\$57,084	\$59,292	\$60,753
Difference Above/(Below)	(\$5,823)	(\$5,134)	(\$9,421)	(\$9,053)	(\$6,922)	(\$5,474)	(\$9,594)	(\$9,053)
% Difference Above/Below	-11.9%	-9.6%	-16.2%	-14.9%	-11.9%	-9.6%	-16.2%	-14.9%
<b>Instructor</b>								
Institution Average	\$38,200	\$41,600	\$43,500	\$46,000	\$45,408	\$44,359	\$44,300	\$46,000
Comparison Group Average	\$41,915	\$46,786	\$49,728	\$50,959	\$49,824	\$49,889	\$50,643	\$50,959
Difference Above/(Below)	(\$3,715)	(\$5,186)	(\$6,228)	(\$4,959)	(\$4,416)	(\$5,530)	(\$6,343)	(\$4,959)
% Difference Above/Below	-8.9%	-11.1%	-12.5%	-9.7%	-8.9%	-11.1%	-12.5%	-9.7%
<b>All Ranks Combined</b>								
Institution Average	\$44,600	\$49,500	\$55,600	\$58,700	\$53,015	\$52,783	\$56,623	\$58,700
Comparison Group Average	\$54,895	\$59,676	\$66,216	\$67,417	\$65,253	\$63,634	\$67,434	\$67,417
Difference Above/(Below)	(\$10,295)	(\$10,176)	(\$10,616)	(\$8,717)	(\$12,238)	(\$10,851)	(\$10,811)	(\$8,717)
% Difference Above/Below	-18.8%	-17.1%	-16.0%	-12.9%	-18.8%	-17.1%	-16.0%	-12.9%
<b>Faculty Compensation</b>								
<b>Professor</b>								
Institution Average	\$76,000	\$86,400	\$99,300	\$105,700	\$90,340	\$92,130	\$101,127	\$105,700
Comparison Group Average	\$89,198	\$98,104	\$109,761	\$110,379	\$106,029	\$104,610	\$111,780	\$110,379
Difference Above/(Below)	(\$13,198)	(\$11,704)	(\$10,461)	(\$4,679)	(\$15,689)	(\$12,480)	(\$10,653)	(\$4,679)
% Difference Above/Below	-14.8%	-11.9%	-9.5%	-4.2%	-14.8%	-11.9%	-9.5%	-4.2%
<b>Associate Professor</b>								
Institution Average	\$70,500	\$77,500	\$87,200	\$91,400	\$83,802	\$82,640	\$88,804	\$91,400
Comparison Group Average	\$73,892	\$82,485	\$93,745	\$94,387	\$87,835	\$87,955	\$95,469	\$94,387
Difference Above/(Below)	(\$3,392)	(\$4,985)	(\$6,545)	(\$2,987)	(\$4,032)	(\$5,315)	(\$6,665)	(\$2,987)
% Difference Above/Below	-4.6%	-6.0%	-7.0%	-3.2%	-4.6%	-6.0%	-7.0%	-3.2%
<b>Assistant Professor</b>								
Institution Average	\$65,200	\$73,500	\$74,700	\$78,700	\$77,502	\$78,374	\$76,074	\$78,700
Comparison Group Average	\$66,240	\$72,671	\$82,120	\$82,899	\$78,739	\$77,490	\$83,630	\$82,899
Difference Above/(Below)	(\$1,040)	\$829	(\$7,420)	(\$4,199)	(\$1,237)	\$884	(\$7,556)	(\$4,199)
% Difference Above/Below	-1.6%	1.1%	-9.0%	-5.1%	-1.6%	1.1%	-9.0%	-5.1%
<b>Instructor</b>								
Institution Average	\$58,500	\$65,000	\$64,600	\$69,400	\$69,538	\$69,311	\$65,788	\$69,400
Comparison Group Average	\$56,504	\$63,538	\$71,053	\$72,719	\$67,166	\$67,752	\$72,360	\$72,719
Difference Above/(Below)	\$1,996	\$1,462	(\$6,453)	(\$3,319)	\$2,372	\$1,559	(\$6,572)	(\$3,319)
% Difference Above/Below	3.5%	2.3%	-9.1%	-4.6%	3.5%	2.3%	-9.1%	-4.6%
<b>All Ranks Combined</b>								
Institution Average	\$66,400	\$74,300	\$83,100	\$87,300	\$78,929	\$79,227	\$84,629	\$87,300
Comparison Group Average	\$73,059	\$79,548	\$88,628	\$91,438	\$86,844	\$84,823	\$90,258	\$91,438
Difference Above/(Below)	(\$6,659)	(\$5,248)	(\$5,528)	(\$4,138)	(\$7,915)	(\$5,596)	(\$5,629)	(\$4,138)
% Difference Above/Below	-9.1%	-6.6%	-6.2%	-4.5%	-9.1%	-6.6%	-6.2%	-4.5%

Notes:

<sup>1</sup> Sources: "Academe", March/April 2007; March/April 2012; March/April 2016; and March/April 2017

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			
	2006-07	2011-12	2015-16	2016-17 <sup>(2)</sup>
Monthly Price Index				
July	203.5	225.9	238.7	240.6
August	203.9	226.5	238.3	240.8
September	202.9	226.9	237.9	241.4
October	201.8	226.4	237.8	241.7
November	201.5	226.2	237.3	241.4
December	201.8	225.7	236.5	241.4
January	202.4	226.7	236.9	242.8
February	203.5	227.7	237.1	243.6
March	205.4	229.4	238.1	243.8
April	206.7	230.1	239.3	244.5
May	207.9	229.8	240.2	244.7
June	208.4	229.5	241.0	245.0
Fiscal Year Average				
CPI	204.1	227.6	238.3	242.7
Dollar Inflator	1.189	1.066	1.018	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