

Tab K – Salary and Compensation



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Salary and Compensation Summary 1

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SALARY AND COMPENSATION

Explanation of Attachments

For the faculty salary and compensation comparison, data from four different points in time in the last ten years provide a historical comparison of not only how USHE faculty salary and compensation levels compare to other institutions, but also what the trend in salary and compensation levels is relative to peer institutions, as designated by the publication *Academe*. The data are presented based on current dollars and inflation-adjusted constant dollars. Tables 1 through 8 provide this comparison for each USHE institution, with the comparison group listed at the top. The comparison divides faculty salary and compensation levels into four categories of faculty rank and a total (professor, associate professor, assistant professor, instructor, and all ranks combined). Both a dollar amount and percent difference are identified between the USHE institution average levels and the comparison group average levels for each category of rank.

Table 9 shows Consumer Price Index information that is used to adjust the data in Tables 1 through 8 to constant FY 2017-18 dollars.

The peer groups established by ACADEME do not reflect the Regent approved peer groups for the USHE institutions and the information presented in these tables should not be used to identify salary equity issues for individual faculty members.

Table 1

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: University of Utah

Comparison Group: Doctoral Institutions ⁽²⁾

	Current Dollars				Constant Dollars (2017-18)			
	2007-08	2012-13	2016-17	2017-18	2007-08	2012-13	2016-17	2017-18
Faculty Salaries								
Professor								
Institution Average	\$109,500	\$125,400	\$131,700	\$135,100	\$128,335	\$134,492	\$134,669	\$135,100
Comparison Group Average	\$109,569	\$123,393	\$124,485	\$130,376	\$128,416	\$132,339	\$127,291	\$130,376
Difference Above/(Below)	(\$69)	\$2,007	\$7,215	\$4,724	(\$81)	\$2,153	\$7,378	\$4,724
% Difference Above/Below	-0.1%	1.6%	5.8%	3.6%	-0.1%	1.6%	5.8%	3.6%
Associate Professor								
Institution Average	\$77,700	\$85,200	\$93,000	\$94,600	\$91,065	\$91,377	\$95,096	\$94,600
Comparison Group Average	\$77,033	\$84,275	\$90,619	\$93,785	\$90,283	\$90,385	\$92,662	\$93,785
Difference Above/(Below)	\$667	\$925	\$2,381	\$815	\$782	\$992	\$2,434	\$815
% Difference Above/Below	0.9%	1.1%	2.6%	0.9%	0.9%	1.1%	2.6%	0.9%
Assistant Professor								
Institution Average	\$68,700	\$76,600	\$87,800	\$86,500	\$80,517	\$82,154	\$89,779	\$86,500
Comparison Group Average	\$65,416	\$73,212	\$79,126	\$81,626	\$76,668	\$78,520	\$80,910	\$81,626
Difference Above/(Below)	\$3,284	\$3,388	\$8,674	\$4,874	\$3,849	\$3,634	\$8,869	\$4,874
% Difference Above/Below	5.0%	4.6%	11.0%	6.0%	5.0%	4.6%	11.0%	6.0%
Instructor								
Institution Average	\$62,500	n/a	n/a	n/a	\$73,250	n/a	n/a	n/a
Comparison Group Average	\$44,116	\$48,359	\$57,673	\$62,259	\$51,704	\$51,865	\$58,973	\$62,259
Difference Above/(Below)	\$18,384	n/a	n/a	n/a	\$21,546	n/a	n/a	n/a
% Difference Above/Below	41.7%	n/a	n/a	n/a	41.7%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$79,000	\$84,700	\$93,200	\$95,000	\$92,589	\$90,841	\$95,301	\$95,000
Comparison Group Average	\$80,962	\$89,657	\$92,222	\$88,490	\$94,888	\$96,157	\$94,301	\$88,490
Difference Above/(Below)	(\$1,962)	(\$4,957)	\$978	\$6,510	(\$2,299)	(\$5,316)	\$1,000	\$6,510
% Difference Above/Below	-2.4%	-5.5%	1.1%	7.4%	-2.4%	-5.5%	1.1%	7.4%
Faculty Compensation								
Professor								
Institution Average	\$142,500	\$164,900	\$172,000	\$176,300	\$167,011	\$176,856	\$175,877	\$176,300
Comparison Group Average	\$137,104	\$157,404	\$160,200	\$175,246	\$160,687	\$168,816	\$163,811	\$175,246
Difference Above/(Below)	\$5,396	\$7,496	\$11,800	\$1,054	\$6,324	\$8,040	\$12,066	\$1,054
% Difference Above/Below	3.9%	4.8%	7.4%	0.6%	3.9%	4.8%	7.4%	0.6%
Associate Professor								
Institution Average	\$103,800	\$113,100	\$122,600	\$124,600	\$121,654	\$121,300	\$125,364	\$124,600
Comparison Group Average	\$98,965	\$110,231	\$119,395	\$127,538	\$115,988	\$118,223	\$122,086	\$127,538
Difference Above/(Below)	\$4,835	\$2,869	\$3,205	(\$2,938)	\$5,666	\$3,077	\$3,278	(\$2,938)
% Difference Above/Below	4.9%	2.6%	2.7%	-2.3%	4.9%	2.6%	2.7%	-2.3%
Assistant Professor								
Institution Average	\$92,000	\$101,900	\$115,500	\$113,900	\$107,825	\$109,288	\$118,104	\$113,900
Comparison Group Average	\$84,204	\$96,056	\$104,371	\$111,618	\$98,688	\$103,020	\$106,724	\$111,618
Difference Above/(Below)	\$7,796	\$5,844	\$11,129	\$2,282	\$9,137	\$6,268	\$11,380	\$2,282
% Difference Above/Below	9.3%	6.1%	10.7%	2.0%	9.3%	6.1%	10.7%	2.0%
Instructor								
Institution Average	\$90,700	n/a	n/a	n/a	\$106,301	n/a	n/a	n/a
Comparison Group Average	\$58,635	\$65,862	\$77,611	\$86,529	\$68,721	\$70,637	\$79,361	\$86,529
Difference Above/(Below)	\$32,065	n/a	n/a	n/a	\$37,580	n/a	n/a	n/a
% Difference Above/Below	54.7%	n/a	n/a	n/a	54.7%	n/a	n/a	n/a
All Ranks Combined								
Institution Average	\$104,800	\$112,400	\$122,700	\$124,900	\$122,826	\$120,549	\$125,466	\$124,900
Comparison Group Average	\$102,990	\$116,434	\$120,665	\$121,306	\$120,705	\$124,876	\$123,385	\$121,306
Difference Above/(Below)	\$1,810	(\$4,034)	\$2,035	\$3,594	\$2,121	(\$4,327)	\$2,081	\$3,594
% Difference Above/Below	1.8%	-3.5%	1.7%	3.0%	1.8%	-3.5%	1.7%	3.0%

Notes:

¹ Sources: "Academe", March/April 2008; March/April 2013; March/April 2017; and March/April 2018² 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 (2017-18)			
	2007-08	2012-13	2016-17	2017-18	2007-08	2012-13	2016-17	2017-18
Faculty Salaries								
Professor								
Institution Average	\$84,700	\$96,900	\$104,700	\$108,200	\$99,269	\$103,926	\$107,060	\$108,200
Comparison Group Average	\$109,569	\$123,393	\$124,485	\$130,376	\$128,416	\$132,339	\$127,291	\$130,376
Difference Above/(Below)	(\$24,869)	(\$26,493)	(\$19,785)	(\$22,176)	(\$29,147)	(\$28,413)	(\$20,231)	(\$22,176)
% Difference Above/Below	-22.7%	-21.5%	-15.9%	-17.0%	-22.7%	-21.5%	-15.9%	-17.0%
Associate Professor								
Institution Average	\$65,600	\$71,600	\$82,300	\$84,400	\$76,884	\$76,791	\$84,155	\$84,400
Comparison Group Average	\$77,033	\$84,275	\$90,619	\$93,785	\$90,283	\$90,385	\$92,662	\$93,785
Difference Above/(Below)	(\$11,433)	(\$12,675)	(\$8,319)	(\$9,385)	(\$13,399)	(\$13,594)	(\$8,507)	(\$9,385)
% Difference Above/Below	-14.8%	-15.0%	-9.2%	-10.0%	-14.8%	-15.0%	-9.2%	-10.0%
Assistant Professor								
Institution Average	\$61,600	\$64,700	\$70,700	\$72,400	\$72,196	\$69,391	\$72,294	\$72,400
Comparison Group Average	\$65,416	\$73,212	\$79,126	\$81,626	\$76,668	\$78,520	\$80,910	\$81,626
Difference Above/(Below)	(\$3,816)	(\$8,512)	(\$8,426)	(\$9,226)	(\$4,472)	(\$9,129)	(\$8,616)	(\$9,226)
% Difference Above/Below	-5.8%	-11.6%	-10.6%	-11.3%	-5.8%	-11.6%	-10.6%	-11.3%
Instructor								
Institution Average	\$46,000	\$49,400	\$48,300	\$49,600	\$53,912	\$52,982	\$49,389	\$49,600
Comparison Group Average	\$44,116	\$48,359	\$57,673	\$62,259	\$51,704	\$51,865	\$58,973	\$62,259
Difference Above/(Below)	\$1,884	\$1,041	(\$9,373)	(\$12,659)	\$2,208	\$1,117	(\$9,584)	(\$12,659)
% Difference Above/Below	4.3%	2.2%	-16.3%	-20.3%	4.3%	2.2%	-16.3%	-20.3%
All Ranks Combined								
Institution Average	\$67,300	\$72,900	\$80,500	\$82,600	\$78,876	\$78,186	\$82,315	\$82,600
Comparison Group Average	\$80,962	\$89,657	\$92,222	\$88,490	\$94,888	\$96,157	\$94,301	\$88,490
Difference Above/(Below)	(\$13,662)	(\$16,757)	(\$11,722)	(\$5,890)	(\$16,012)	(\$17,971)	(\$11,986)	(\$5,890)
% Difference Above/Below	-16.9%	-18.7%	-12.7%	-6.7%	-16.9%	-18.7%	-12.7%	-6.7%
Faculty Compensation								
Professor								
Institution Average	\$114,900	\$131,000	\$142,100	\$148,200	\$134,664	\$140,498	\$145,303	\$148,200
Comparison Group Average	\$137,104	\$157,404	\$160,200	\$175,246	\$160,687	\$168,816	\$163,811	\$175,246
Difference Above/(Below)	(\$22,204)	(\$26,404)	(\$18,100)	(\$27,046)	(\$26,023)	(\$28,318)	(\$18,508)	(\$27,046)
% Difference Above/Below	-16.2%	-16.8%	-11.3%	-15.4%	-16.2%	-16.8%	-11.3%	-15.4%
Associate Professor								
Institution Average	\$91,600	\$100,200	\$114,600	\$118,800	\$107,356	\$107,465	\$117,183	\$118,800
Comparison Group Average	\$98,965	\$110,231	\$119,395	\$127,538	\$115,988	\$118,223	\$122,086	\$127,538
Difference Above/(Below)	(\$7,365)	(\$10,031)	(\$4,795)	(\$8,738)	(\$8,632)	(\$10,758)	(\$4,903)	(\$8,738)
% Difference Above/Below	-7.4%	-9.1%	-4.0%	-6.9%	-7.4%	-9.1%	-4.0%	-6.9%
Assistant Professor								
Institution Average	\$86,500	\$91,500	\$114,600	\$103,900	\$101,379	\$98,134	\$117,183	\$103,900
Comparison Group Average	\$84,204	\$96,056	\$104,371	\$111,618	\$98,688	\$103,020	\$106,724	\$111,618
Difference Above/(Below)	\$2,296	(\$4,556)	\$10,229	(\$7,718)	\$2,691	(\$4,886)	\$10,459	(\$7,718)
% Difference Above/Below	2.7%	-4.7%	9.8%	-6.9%	2.7%	-4.7%	9.8%	-6.9%
Instructor								
Institution Average	\$67,600	\$73,100	\$100,100	\$75,700	\$79,228	\$78,400	\$102,357	\$75,700
Comparison Group Average	\$58,635	\$65,862	\$77,611	\$86,529	\$68,721	\$70,637	\$79,361	\$86,529
Difference Above/(Below)	\$8,965	\$7,238	\$22,489	(\$10,829)	\$10,507	\$7,763	\$22,996	(\$10,829)
% Difference Above/Below	15.3%	11.0%	29.0%	-12.5%	15.3%	11.0%	29.0%	-12.5%
All Ranks Combined								
Institution Average	\$93,500	\$101,600	\$112,200	\$116,500	\$109,583	\$108,966	\$114,729	\$116,500
Comparison Group Average	\$102,990	\$116,434	\$120,665	\$121,306	\$120,705	\$124,876	\$123,385	\$121,306
Difference Above/(Below)	(\$9,490)	(\$14,834)	(\$8,465)	(\$4,806)	(\$11,122)	(\$15,910)	(\$8,656)	(\$4,806)
% Difference Above/Below	-9.2%	-12.7%	-7.0%	-4.0%	-9.2%	-12.7%	-7.0%	-4.0%

Notes:

¹Sources: "Academe", March/April 2008; March/April 2013; March/April 2017; and March/April 2018

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 (2017-18)			
	2007-08 ⁽²⁾	2012-13	2016-17	2017-18	2007-08	2012-13	2016-17	2017-18
Faculty Salaries								
Professor								
Institution Average	\$69,311	\$74,000	\$87,700	\$90,200	\$81,233	\$79,365	\$89,677	\$90,200
Comparison Group Average	\$85,726	\$88,988	\$94,201	\$97,445	\$100,471	\$95,440	\$96,325	\$97,445
Difference Above/(Below)	(\$16,415)	(\$14,988)	(\$6,501)	(\$7,245)	(\$19,238)	(\$16,075)	(\$6,648)	(\$7,245)
% Difference Above/Below	-19.1%	-16.8%	-6.9%	-7.4%	-19.1%	-16.8%	-6.9%	-7.4%
Associate Professor								
Institution Average	\$57,312	\$61,500	\$73,100	\$71,800	\$67,170	\$65,959	\$74,748	\$71,800
Comparison Group Average	\$68,034	\$71,343	\$76,428	\$79,406	\$79,736	\$76,516	\$78,151	\$79,406
Difference Above/(Below)	(\$10,722)	(\$9,843)	(\$3,328)	(\$7,606)	(\$12,566)	(\$10,557)	(\$3,403)	(\$7,606)
% Difference Above/Below	-15.8%	-13.8%	-4.4%	-9.6%	-15.8%	-13.8%	-4.4%	-9.6%
Assistant Professor								
Institution Average	\$51,156	\$54,200	\$67,700	\$66,400	\$59,955	\$58,130	\$69,226	\$66,400
Comparison Group Average	\$57,540	\$61,041	\$66,532	\$69,067	\$67,437	\$65,467	\$68,032	\$69,067
Difference Above/(Below)	(\$6,384)	(\$6,841)	\$1,168	(\$2,667)	(\$7,482)	(\$7,337)	\$1,194	(\$2,667)
% Difference Above/Below	-11.1%	-11.2%	1.8%	-3.9%	-11.1%	-11.2%	1.8%	-3.9%
Instructor								
Institution Average	\$42,011	\$43,800	\$52,200	\$53,500	\$49,237	\$46,976	\$53,377	\$53,500
Comparison Group Average	\$41,794	\$45,258	\$53,848	\$55,288	\$48,983	\$48,539	\$55,062	\$55,288
Difference Above/(Below)	\$217	(\$1,458)	(\$1,648)	(\$1,788)	\$254	(\$1,563)	(\$1,685)	(\$1,788)
% Difference Above/Below	0.5%	-3.2%	-3.1%	-3.2%	0.5%	-3.2%	-3.1%	-3.2%
All Ranks Combined								
Institution Average	\$57,767	\$61,600	\$70,800	\$72,200	\$67,703	\$66,066	\$72,396	\$72,200
Comparison Group Average	\$66,107	\$69,149	\$74,123	\$74,313	\$77,478	\$74,163	\$75,794	\$74,313
Difference Above/(Below)	(\$8,340)	(\$7,549)	(\$3,323)	(\$2,113)	(\$9,775)	(\$8,097)	(\$3,398)	(\$2,113)
% Difference Above/Below	-12.6%	-10.9%	-4.5%	-2.8%	-12.6%	-10.9%	-4.5%	-2.8%
Faculty Compensation								
Professor								
Institution Average	\$101,213	\$101,700	\$120,200	\$124,000	\$118,622	\$109,074	\$122,910	\$124,000
Comparison Group Average	\$108,923	\$114,418	\$123,810	\$129,462	\$127,659	\$122,714	\$126,601	\$129,462
Difference Above/(Below)	(\$7,710)	(\$12,718)	(\$3,610)	(\$5,462)	(\$9,037)	(\$13,640)	(\$3,691)	(\$5,462)
% Difference Above/Below	-7.1%	-11.1%	-2.9%	-4.2%	-7.1%	-11.1%	-2.9%	-4.2%
Associate Professor								
Institution Average	\$83,897	\$85,900	\$103,100	\$102,600	\$98,328	\$92,128	\$105,424	\$102,600
Comparison Group Average	\$87,952	\$93,162	\$102,758	\$106,907	\$103,080	\$99,917	\$105,074	\$106,907
Difference Above/(Below)	(\$4,055)	(\$7,262)	\$342	(\$4,307)	(\$4,752)	(\$7,789)	\$350	(\$4,307)
% Difference Above/Below	-4.6%	-7.8%	0.3%	-4.0%	-4.6%	-7.8%	0.3%	-4.0%
Assistant Professor								
Institution Average	\$74,517	\$76,700	\$96,300	\$95,400	\$87,334	\$82,261	\$98,471	\$95,400
Comparison Group Average	\$74,884	\$80,298	\$90,464	\$93,627	\$87,765	\$86,120	\$92,503	\$93,627
Difference Above/(Below)	(\$367)	(\$3,598)	\$5,836	\$1,773	(\$431)	(\$3,859)	\$5,968	\$1,773
% Difference Above/Below	-0.5%	-4.5%	6.5%	1.9%	-0.5%	-4.5%	6.5%	1.9%
Instructor								
Institution Average	\$63,022	\$63,600	\$77,200	\$80,000	\$73,862	\$68,211	\$78,940	\$80,000
Comparison Group Average	\$54,753	\$60,749	\$74,654	\$77,427	\$64,171	\$65,154	\$76,337	\$77,427
Difference Above/(Below)	\$8,269	\$2,851	\$2,546	\$2,573	\$9,691	\$3,057	\$2,603	\$2,573
% Difference Above/Below	15.1%	4.7%	3.4%	3.3%	15.1%	4.7%	3.4%	3.3%
All Ranks Combined								
Institution Average	\$84,572	\$86,100	\$100,000	\$102,600	\$99,119	\$92,343	\$102,254	\$102,600
Comparison Group Average	\$85,265	\$90,213	\$99,033	\$100,333	\$99,931	\$96,754	\$101,265	\$100,333
Difference Above/(Below)	(\$693)	(\$4,113)	\$967	\$2,267	(\$812)	(\$4,411)	\$989	\$2,267
% Difference Above/Below	-0.8%	-4.6%	1.0%	2.3%	-0.8%	-4.6%	1.0%	2.3%

Notes:

¹ Sources: "Academe", March/April 2008; March/April 2013; March/April 2017; and March/April 2018

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 (2017-18)			
	2007-08	2012-13	2016-17	2017-18	2007-08	2012-13	2016-17	2017-18
Faculty Salaries								
Professor								
Institution Average	\$69,500	\$78,900	\$83,100	\$85,400	\$81,455	\$84,621	\$84,973	\$85,400
Comparison Group Average	\$85,726	\$88,988	\$94,201	\$97,445	\$100,471	\$95,440	\$96,325	\$97,445
Difference Above/(Below)	(\$16,226)	(\$10,088)	(\$11,101)	(\$12,045)	(\$19,016)	(\$10,819)	(\$11,352)	(\$12,045)
% Difference Above/Below	-18.9%	-11.3%	-11.8%	-12.4%	-18.9%	-11.3%	-11.8%	-12.4%
Associate Professor								
Institution Average	\$57,300	\$63,500	\$70,000	\$72,900	\$67,156	\$68,104	\$71,578	\$72,900
Comparison Group Average	\$68,034	\$71,343	\$76,428	\$79,406	\$79,736	\$76,516	\$78,151	\$79,406
Difference Above/(Below)	(\$10,734)	(\$7,843)	(\$6,428)	(\$6,506)	(\$12,580)	(\$8,412)	(\$6,573)	(\$6,506)
% Difference Above/Below	-15.8%	-11.0%	-8.4%	-8.2%	-15.8%	-11.0%	-8.4%	-8.2%
Assistant Professor								
Institution Average	\$48,000	\$52,400	\$53,800	\$56,600	\$56,256	\$56,199	\$55,013	\$56,600
Comparison Group Average	\$57,540	\$61,041	\$66,532	\$69,067	\$67,437	\$65,467	\$68,032	\$69,067
Difference Above/(Below)	(\$9,540)	(\$8,641)	(\$12,732)	(\$12,467)	(\$11,181)	(\$9,268)	(\$13,019)	(\$12,467)
% Difference Above/Below	-16.6%	-14.2%	-19.1%	-18.1%	-16.6%	-14.2%	-19.1%	-18.1%
Instructor								
Institution Average	n/a	n/a	n/a	\$32,300	n/a	n/a	n/a	\$32,300
Comparison Group Average	\$41,794	\$45,258	\$53,848	\$55,288	\$48,983	\$48,539	\$52,833	\$55,288
Difference Above/(Below)	n/a	n/a	n/a	(\$22,988)	n/a	n/a	n/a	(\$22,988)
% Difference Above/Below	n/a	n/a	n/a	-41.6%	n/a	n/a	n/a	-41.6%
All Ranks Combined								
Institution Average	\$54,200	\$59,400	\$61,400	\$61,200	\$63,523	\$63,707	\$62,784	\$61,200
Comparison Group Average	\$66,107	\$69,149	\$74,123	\$74,313	\$77,478	\$74,163	\$75,794	\$74,313
Difference Above/(Below)	(\$11,907)	(\$9,749)	(\$12,723)	(\$13,113)	(\$13,955)	(\$10,456)	(\$13,010)	(\$13,113)
% Difference Above/Below	-18.0%	-14.1%	-17.2%	-17.6%	-18.0%	-14.1%	-17.2%	-17.6%
Faculty Compensation								
Professor								
Institution Average	\$96,000	\$109,300	\$114,300	\$114,000	\$112,513	\$117,225	\$116,877	\$114,000
Comparison Group Average	\$108,923	\$114,418	\$123,810	\$129,462	\$127,659	\$122,714	\$126,601	\$129,462
Difference Above/(Below)	(\$12,923)	(\$5,118)	(\$9,510)	(\$15,462)	(\$15,146)	(\$5,489)	(\$9,724)	(\$15,462)
% Difference Above/Below	-11.9%	-4.5%	-7.7%	-11.9%	-11.9%	-4.5%	-7.7%	-11.9%
Associate Professor								
Institution Average	\$81,200	\$90,000	\$97,600	\$101,500	\$95,167	\$96,525	\$99,800	\$101,500
Comparison Group Average	\$87,952	\$93,162	\$102,758	\$106,907	\$103,080	\$99,917	\$105,074	\$106,907
Difference Above/(Below)	(\$6,752)	(\$3,162)	(\$5,158)	(\$5,407)	(\$7,913)	(\$3,392)	(\$5,274)	(\$5,407)
% Difference Above/Below	-7.7%	-3.4%	-5.0%	-5.1%	-7.7%	-3.4%	-5.0%	-5.1%
Assistant Professor								
Institution Average	\$68,400	\$74,200	\$74,700	\$81,300	\$80,165	\$79,580	\$76,384	\$81,300
Comparison Group Average	\$74,884	\$80,298	\$90,464	\$93,627	\$87,765	\$86,120	\$92,503	\$93,627
Difference Above/(Below)	(\$6,484)	(\$6,098)	(\$15,764)	(\$12,327)	(\$7,600)	(\$6,540)	(\$16,119)	(\$12,327)
% Difference Above/Below	-8.7%	-7.6%	-17.4%	-13.2%	-8.7%	-7.6%	-17.4%	-13.2%
Instructor								
Institution Average	n/a	n/a	n/a	\$53,400	n/a	n/a	n/a	\$53,400
Comparison Group Average	\$54,753	\$60,749	\$74,654	\$77,427	\$64,171	\$65,154	\$71,267	\$77,427
Difference Above/(Below)	n/a	n/a	n/a	(\$24,027)	n/a	n/a	n/a	(\$24,027)
% Difference Above/Below	n/a	n/a	n/a	-31.0%	n/a	n/a	n/a	-31.0%
All Ranks Combined								
Institution Average	\$76,700	\$84,000	\$85,400	\$87,000	\$89,893	\$90,090	\$87,325	\$87,000
Comparison Group Average	\$85,265	\$90,213	\$99,033	\$100,333	\$99,931	\$96,754	\$101,265	\$100,333
Difference Above/(Below)	(\$8,565)	(\$6,213)	(\$13,633)	(\$13,333)	(\$10,038)	(\$6,664)	(\$13,940)	(\$13,333)
% Difference Above/Below	-10.0%	-6.9%	-13.8%	-13.3%	-10.0%	-6.9%	-13.8%	-13.3%

Notes:

¹ Sources: "Academe", March/April 2008; March/April 2013; March/April 2017; and March/April 2018

Table 5

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Snow College

Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2017-18)			
	2007-08	2012-13	2016-17	2017-18	2007-08	2012-13	2016-17	2017-18
Faculty Salaries								
Professor								
Institution Average	\$60,200	\$61,200	\$65,600	\$67,300	\$70,555	\$65,637	\$67,079	\$67,300
Comparison Group Average	\$71,910	\$74,845	\$82,817	\$85,233	\$84,279	\$80,272	\$84,684	\$85,233
Difference Above/(Below)	(\$11,710)	(\$13,645)	(\$17,217)	(\$17,933)	(\$13,724)	(\$14,635)	(\$17,605)	(\$17,933)
% Difference Above/Below	-16.3%	-18.2%	-20.8%	-21.0%	-16.3%	-18.2%	-20.8%	-21.0%
Associate Professor								
Institution Average	\$51,400	\$57,000	\$59,800	\$63,600	\$60,241	\$61,133	\$61,148	\$63,600
Comparison Group Average	\$58,708	\$60,876	\$69,738	\$70,403	\$68,806	\$65,290	\$71,310	\$70,403
Difference Above/(Below)	(\$7,308)	(\$3,876)	(\$9,938)	(\$6,803)	(\$8,565)	(\$4,157)	(\$10,162)	(\$6,803)
% Difference Above/Below	-12.4%	-6.4%	-14.3%	-9.7%	-12.4%	-6.4%	-14.3%	-9.7%
Assistant Professor								
Institution Average	\$44,000	\$45,600	\$47,600	\$48,900	\$51,568	\$48,906	\$48,673	\$48,900
Comparison Group Average	\$51,329	\$52,754	\$60,753	\$60,728	\$60,158	\$56,579	\$62,123	\$60,728
Difference Above/(Below)	(\$7,329)	(\$7,154)	(\$13,153)	(\$11,828)	(\$8,590)	(\$7,673)	(\$13,450)	(\$11,828)
% Difference Above/Below	-14.3%	-13.6%	-21.6%	-19.5%	-14.3%	-13.6%	-21.7%	-19.5%
Instructor								
Institution Average	\$43,200	\$43,700	\$44,200	\$49,300	\$50,631	\$46,868	\$45,196	\$49,300
Comparison Group Average	\$44,174	\$45,314	\$50,959	\$56,008	\$51,772	\$48,599	\$52,108	\$56,008
Difference Above/(Below)	(\$974)	(\$1,614)	(\$6,759)	(\$6,708)	(\$1,141)	(\$1,731)	(\$6,912)	(\$6,708)
% Difference Above/Below	-2.2%	-3.6%	-13.3%	-12.0%	-2.2%	-3.6%	-13.3%	-12.0%
All Ranks Combined								
Institution Average	\$48,100	\$50,600	\$51,500	\$53,300	\$56,374	\$54,269	\$52,661	\$53,300
Comparison Group Average	\$57,772	\$59,002	\$67,417	\$66,627	\$67,709	\$63,280	\$68,937	\$66,627
Difference Above/(Below)	(\$9,672)	(\$8,402)	(\$15,917)	(\$13,327)	(\$11,335)	(\$9,011)	(\$16,276)	(\$13,327)
% Difference Above/Below	-16.7%	-14.2%	-23.6%	-20.0%	-16.7%	-14.2%	-23.6%	-20.0%
Faculty Compensation								
Professor								
Institution Average	\$85,700	\$85,100	\$93,500	\$95,100	\$100,441	\$91,270	\$95,608	\$95,100
Comparison Group Average	\$95,096	\$97,149	\$110,379	\$116,477	\$111,453	\$104,193	\$112,867	\$116,477
Difference Above/(Below)	(\$9,396)	(\$12,049)	(\$16,879)	(\$21,377)	(\$11,012)	(\$12,923)	(\$17,259)	(\$21,377)
% Difference Above/Below	-9.9%	-12.4%	-15.3%	-18.4%	-9.9%	-12.4%	-15.3%	-18.4%
Associate Professor								
Institution Average	\$76,300	\$82,900	\$88,100	\$94,300	\$89,424	\$88,911	\$90,086	\$94,300
Comparison Group Average	\$78,625	\$82,019	\$94,387	\$99,903	\$92,149	\$87,966	\$96,515	\$99,903
Difference Above/(Below)	(\$2,325)	\$881	(\$6,287)	(\$5,603)	(\$2,725)	\$945	(\$6,429)	(\$5,603)
% Difference Above/Below	-3.0%	1.1%	-6.7%	-5.6%	-3.0%	1.1%	-6.7%	-5.6%
Assistant Professor								
Institution Average	\$66,300	\$68,100	\$71,900	\$73,700	\$77,704	\$73,038	\$73,521	\$73,700
Comparison Group Average	\$69,450	\$72,688	\$82,899	\$88,403	\$81,396	\$77,958	\$84,768	\$88,403
Difference Above/(Below)	(\$3,150)	(\$4,588)	(\$10,999)	(\$14,703)	(\$3,692)	(\$4,920)	(\$11,247)	(\$14,703)
% Difference Above/Below	-4.5%	-6.3%	-13.3%	-16.6%	-4.5%	-6.3%	-13.3%	-16.6%
Instructor								
Institution Average	\$66,200	\$65,000	\$67,000	\$75,000	\$77,587	\$69,713	\$68,510	\$75,000
Comparison Group Average	\$58,915	\$62,637	\$72,719	\$84,677	\$69,049	\$67,178	\$74,358	\$84,677
Difference Above/(Below)	\$7,285	\$2,363	(\$5,719)	(\$9,677)	\$8,538	\$2,535	(\$5,848)	(\$9,677)
% Difference Above/Below	12.4%	3.8%	-7.9%	-11.4%	12.4%	3.8%	-7.9%	-11.4%
All Ranks Combined								
Institution Average	\$71,800	\$74,000	\$76,900	\$80,100	\$84,150	\$79,365	\$78,634	\$80,100
Comparison Group Average	\$77,142	\$72,073	\$91,438	\$95,166	\$90,411	\$77,299	\$93,499	\$95,166
Difference Above/(Below)	(\$5,342)	\$1,927	(\$14,538)	(\$15,066)	(\$6,261)	\$2,066	(\$14,865)	(\$15,066)
% Difference Above/Below	-6.9%	2.7%	-15.9%	-15.8%	-6.9%	2.7%	-15.9%	-15.8%

Notes:

¹ Sources: "Academe", March/April 2008; March/April 2013; March/April 2017; and March/April 2018

Table 6

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Dixie State University

Comparison Group: Public General Baccalaureate ²

	Current Dollars				Constant Dollars (2017-18)			
	2007-08	2012-13	2016-17	2017-18	2007-08	2012-13	2016-17	2017-18
Faculty Salaries								
Professor								
Institution Average	\$74,400	\$77,400	\$82,200	\$80,800	\$87,197	\$83,012	\$84,053	\$80,800
Comparison Group Average	\$71,910	\$86,427	\$87,139	\$92,458	\$84,279	\$92,693	\$89,103	\$92,458
Difference Above/(Below)	\$2,490	(\$9,027)	(\$4,939)	(\$11,658)	\$2,918	(\$9,681)	(\$5,050)	(\$11,658)
% Difference Above/Below	3.5%	-10.4%	-5.7%	-12.6%	3.5%	-10.4%	-5.7%	-12.6%
Associate Professor								
Institution Average	\$59,300	\$60,500	\$66,200	\$69,400	\$69,500	\$64,886	\$67,692	\$69,400
Comparison Group Average	\$58,708	\$70,066	\$71,379	\$75,007	\$68,806	\$75,146	\$72,988	\$75,007
Difference Above/(Below)	\$592	(\$9,566)	(\$5,179)	(\$5,607)	\$694	(\$10,260)	(\$5,296)	(\$5,607)
% Difference Above/Below	1.0%	-13.7%	-7.3%	-7.5%	1.0%	-13.7%	-7.3%	-7.5%
Assistant Professor								
Institution Average	\$49,800	\$51,700	\$56,600	\$58,100	\$58,366	\$55,448	\$57,876	\$58,100
Comparison Group Average	\$51,329	\$58,591	\$60,382	\$64,206	\$60,158	\$62,839	\$61,743	\$64,206
Difference Above/(Below)	(\$1,529)	(\$6,891)	(\$3,782)	(\$6,106)	(\$1,792)	(\$7,391)	(\$3,867)	(\$6,106)
% Difference Above/Below	-3.0%	-11.8%	-6.3%	-9.5%	-3.0%	-11.8%	-6.3%	-9.5%
Instructor								
Institution Average	\$42,400	\$46,100	\$50,300	\$51,900	\$49,693	\$49,442	\$51,434	\$51,900
Comparison Group Average	\$44,174	\$48,798	\$48,760	\$56,100	\$51,772	\$52,336	\$49,859	\$56,100
Difference Above/(Below)	(\$1,774)	(\$2,698)	\$1,540	(\$4,200)	(\$2,079)	(\$2,894)	\$1,575	(\$4,200)
% Difference Above/Below	-4.0%	-5.5%	3.2%	-7.5%	-4.0%	-5.5%	3.2%	-7.5%
All Ranks Combined								
Institution Average	\$56,400	\$58,200	\$62,200	\$64,200	\$66,101	\$62,420	\$63,602	\$64,200
Comparison Group Average	\$57,772	\$66,298	\$67,733	\$70,576	\$67,709	\$71,105	\$69,260	\$70,576
Difference Above/(Below)	(\$1,372)	(\$8,098)	(\$5,533)	(\$6,376)	(\$1,608)	(\$8,685)	(\$5,658)	(\$6,376)
% Difference Above/Below	-2.4%	-12.2%	-8.2%	-9.0%	-2.4%	-12.2%	-8.2%	-9.0%
Faculty Compensation								
Professor								
Institution Average	\$103,400	\$107,100	\$116,500	\$101,600	\$121,186	\$114,865	\$119,126	\$101,600
Comparison Group Average	\$95,096	\$112,682	\$117,927	\$125,649	\$111,453	\$120,852	\$120,585	\$125,649
Difference Above/(Below)	\$8,304	(\$5,582)	(\$1,427)	(\$24,049)	\$9,733	(\$5,987)	(\$1,459)	(\$24,049)
% Difference Above/Below	8.7%	-5.0%	-1.2%	-19.1%	8.7%	-5.0%	-1.2%	-19.1%
Associate Professor								
Institution Average	\$84,400	\$86,300	\$95,600	\$96,500	\$98,917	\$92,557	\$97,755	\$96,500
Comparison Group Average	\$78,625	\$93,307	\$96,989	\$103,229	\$92,149	\$100,072	\$99,175	\$103,229
Difference Above/(Below)	\$5,775	(\$7,007)	(\$1,389)	(\$6,729)	\$6,768	(\$7,515)	(\$1,420)	(\$6,729)
% Difference Above/Below	7.3%	-7.5%	-1.4%	-6.5%	7.3%	-7.5%	-1.4%	-6.5%
Assistant Professor								
Institution Average	\$71,400	\$73,600	\$83,200	\$89,100	\$83,681	\$78,936	\$85,076	\$89,100
Comparison Group Average	\$69,450	\$79,018	\$82,914	\$89,374	\$81,396	\$84,747	\$84,783	\$89,374
Difference Above/(Below)	\$1,950	(\$5,418)	\$286	(\$274)	\$2,285	(\$5,811)	\$293	(\$274)
% Difference Above/Below	2.8%	-6.9%	0.3%	-0.3%	2.8%	-6.9%	0.3%	-0.3%
Instructor								
Institution Average	\$62,600	\$67,500	\$75,900	\$90,900	\$73,368	\$72,394	\$77,611	\$90,900
Comparison Group Average	\$58,915	\$67,054	\$68,035	\$79,564	\$69,049	\$71,916	\$69,569	\$79,564
Difference Above/(Below)	\$3,685	\$446	\$7,865	\$11,336	\$4,319	\$478	\$8,042	\$11,336
% Difference Above/Below	6.3%	0.7%	11.6%	14.2%	6.3%	0.7%	11.6%	14.2%
All Ranks Combined								
Institution Average	\$80,300	\$82,600	\$90,500	\$93,100	\$94,112	\$88,589	\$92,540	\$93,100
Comparison Group Average	\$77,142	\$88,223	\$90,687	\$97,358	\$90,411	\$94,620	\$92,731	\$97,358
Difference Above/(Below)	\$3,158	(\$5,623)	(\$187)	(\$4,258)	\$3,701	(\$6,031)	(\$191)	(\$4,258)
% Difference Above/Below	4.1%	-6.4%	-0.2%	-4.4%	4.1%	-6.4%	-0.2%	-4.4%

Notes:

¹ Sources: "Academe", March/April 2008; March/April 2013; March/April 2017; and March/April 2018² Comparisons 2007-08 are with Public Two-year Colleges with Rank, for 2012-13 through 2017-2018 General Public Baccalaureate Institution

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 (2017-18)			
	2007-08	2012-13	2016-17	2017-18	2007-08	2012-13	2016-17	2017-18
Faculty Salaries								
Professor								
Institution Average	\$66,400	\$76,400	\$84,800	\$88,500	\$77,821	\$81,939	\$86,712	\$88,500
Comparison Group Average	\$80,408	\$88,988	\$94,201	\$97,445	\$94,239	\$95,440	\$96,325	\$97,445
Difference Above/(Below)	(\$14,008)	(\$12,588)	(\$9,401)	(\$8,945)	(\$16,418)	(\$13,501)	(\$9,613)	(\$8,945)
% Difference Above/Below	-17.4%	-14.1%	-10.0%	-9.2%	-17.4%	-14.1%	-10.0%	-9.2%
Associate Professor								
Institution Average	\$59,100	\$64,300	\$72,000	\$72,800	\$69,266	\$68,962	\$73,623	\$72,800
Comparison Group Average	\$65,431	\$71,343	\$76,428	\$79,406	\$76,686	\$76,516	\$78,151	\$79,406
Difference Above/(Below)	(\$6,331)	(\$7,043)	(\$4,428)	(\$6,606)	(\$7,420)	(\$7,554)	(\$4,528)	(\$6,606)
% Difference Above/Below	-9.7%	-9.9%	-5.8%	-8.3%	-9.7%	-9.9%	-5.8%	-8.3%
Assistant Professor								
Institution Average	\$54,200	\$59,200	\$65,300	\$67,500	\$63,523	\$63,492	\$66,772	\$67,500
Comparison Group Average	\$54,844	\$61,041	\$66,532	\$69,067	\$64,278	\$65,467	\$68,032	\$69,067
Difference Above/(Below)	(\$644)	(\$1,841)	(\$1,232)	(\$1,567)	(\$755)	(\$1,975)	(\$1,260)	(\$1,567)
% Difference Above/Below	-1.2%	-3.0%	-1.9%	-2.3%	-1.2%	-3.0%	-1.9%	-2.3%
Instructor								
Institution Average	\$45,300	\$50,200	\$55,800	n/a	\$53,092	\$53,840	\$57,058	n/a
Comparison Group Average	\$44,349	\$45,258	\$53,848	\$55,288	\$51,977	\$48,539	\$55,062	\$55,288
Difference Above/(Below)	\$951	\$4,942	\$1,952	n/a	\$1,115	\$5,301	\$1,996	n/a
% Difference Above/Below	2.1%	10.9%	3.6%	n/a	2.1%	10.9%	3.6%	n/a
All Ranks Combined								
Institution Average	\$56,400	\$62,300	\$77,500	\$71,000	\$66,101	\$66,817	\$79,247	\$71,000
Comparison Group Average	\$62,477	\$69,149	\$74,123	\$74,313	\$73,223	\$74,163	\$75,794	\$74,313
Difference Above/(Below)	(\$6,077)	(\$6,849)	\$3,377	(\$3,313)	(\$7,122)	(\$7,346)	\$3,453	(\$3,313)
% Difference Above/Below	-9.7%	-9.9%	4.6%	-4.5%	-9.7%	-9.9%	4.6%	-4.5%
Faculty Compensation								
Professor								
Institution Average	\$93,200	\$102,400	\$115,300	\$119,300	\$109,231	\$109,824	\$117,899	\$119,300
Comparison Group Average	\$102,362	\$114,418	\$123,810	\$129,462	\$119,969	\$122,714	\$126,601	\$129,462
Difference Above/(Below)	(\$9,162)	(\$12,018)	(\$8,510)	(\$10,162)	(\$10,738)	(\$12,890)	(\$8,702)	(\$10,162)
% Difference Above/Below	-9.0%	-10.5%	-6.9%	-7.8%	-9.0%	-10.5%	-6.9%	-7.8%
Associate Professor								
Institution Average	\$85,400	\$90,200	\$102,500	\$103,600	\$100,089	\$96,740	\$104,811	\$103,600
Comparison Group Average	\$84,257	\$93,162	\$102,758	\$106,907	\$98,750	\$99,917	\$105,074	\$106,907
Difference Above/(Below)	\$1,143	(\$2,962)	(\$258)	(\$3,307)	\$1,339	(\$3,177)	(\$263)	(\$3,307)
% Difference Above/Below	1.4%	-3.2%	-0.3%	-3.1%	1.4%	-3.2%	-0.3%	-3.1%
Assistant Professor								
Institution Average	\$79,700	\$85,200	\$95,800	\$96,300	\$93,409	\$91,377	\$97,960	\$96,300
Comparison Group Average	\$71,214	\$80,298	\$90,464	\$93,627	\$83,463	\$86,120	\$92,503	\$93,627
Difference Above/(Below)	\$8,486	\$4,902	\$5,336	\$2,673	\$9,946	\$5,257	\$5,457	\$2,673
% Difference Above/Below	11.9%	6.1%	5.9%	2.9%	11.9%	6.1%	5.9%	2.9%
Instructor								
Institution Average	\$64,600	\$76,200	\$86,300	n/a	\$75,712	\$81,725	\$88,245	n/a
Comparison Group Average	\$57,705	\$60,749	\$74,654	\$77,427	\$67,631	\$65,154	\$76,337	\$77,427
Difference Above/(Below)	\$6,895	\$15,451	\$11,646	n/a	\$8,081	\$16,571	\$11,908	n/a
% Difference Above/Below	11.9%	25.4%	15.6%	n/a	11.9%	25.4%	15.6%	n/a
All Ranks Combined								
Institution Average	\$81,600	\$88,300	\$99,800	\$101,800	\$95,636	\$94,702	\$102,050	\$101,800
Comparison Group Average	\$80,387	\$90,213	\$99,033	\$100,333	\$94,214	\$96,754	\$101,265	\$100,333
Difference Above/(Below)	\$1,213	(\$1,913)	\$767	\$1,467	\$1,422	(\$2,052)	\$785	\$1,467
% Difference Above/Below	1.5%	-2.1%	0.8%	1.5%	1.5%	-2.1%	0.8%	1.5%

Notes:

¹ Sources: "Academe", March/April 2008; March/April 2013; March/April 2017; and March/April 2018² Comparison 2007-08 are with Public General Baccalareate, and 2012-2013 through 2017-2018 are with Public Masters Institutions.

Table 8

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Salt Lake Community College

Comparison Group: Associate's with Ranks

	Current Dollars				Constant Dollars (2017-18)			
	2007-08	2012-13	2016-17	2017-18	2007-08	2012-13	2016-17	2017-18
Faculty Salaries								
Professor								
Institution Average	\$55,600	\$59,600	\$73,600	\$74,900	\$65,164	\$63,921	\$75,259	\$74,900
Comparison Group Average	\$71,910	\$74,845	\$82,817	\$85,233	\$84,279	\$80,272	\$84,684	\$85,233
Difference Above/(Below)	(\$16,310)	(\$15,245)	(\$9,217)	(\$10,333)	(\$19,115)	(\$16,351)	(\$9,425)	(\$10,333)
% Difference Above/Below	-22.7%	-20.4%	-11.1%	-12.1%	-22.7%	-20.4%	-11.1%	-12.1%
Associate Professor								
Institution Average	\$50,900	\$52,600	\$61,900	\$61,100	\$59,655	\$56,414	\$63,295	\$61,100
Comparison Group Average	\$58,708	\$60,876	\$69,738	\$70,403	\$68,806	\$65,290	\$71,310	\$70,403
Difference Above/(Below)	(\$7,808)	(\$8,276)	(\$7,838)	(\$9,303)	(\$9,151)	(\$8,876)	(\$8,015)	(\$9,303)
% Difference Above/Below	-13.3%	-13.6%	-11.2%	-13.2%	-13.3%	-13.6%	-11.2%	-13.2%
Assistant Professor								
Institution Average	\$46,400	\$48,300	\$51,700	\$52,300	\$54,381	\$51,802	\$52,865	\$52,300
Comparison Group Average	\$51,329	\$52,754	\$60,753	\$60,728	\$60,158	\$56,579	\$62,123	\$60,728
Difference Above/(Below)	(\$4,929)	(\$4,454)	(\$9,053)	(\$8,428)	(\$5,777)	(\$4,777)	(\$9,258)	(\$8,428)
% Difference Above/Below	-9.6%	-8.4%	-14.9%	-13.9%	-9.6%	-8.4%	-14.9%	-13.9%
Instructor								
Institution Average	\$41,200	\$41,000	\$46,000	\$46,600	\$48,287	\$43,973	\$47,037	\$46,600
Comparison Group Average	\$44,174	\$45,314	\$50,959	\$56,008	\$51,772	\$48,599	\$52,108	\$56,008
Difference Above/(Below)	(\$2,974)	(\$4,314)	(\$4,959)	(\$9,408)	(\$3,485)	(\$4,626)	(\$5,071)	(\$9,408)
% Difference Above/Below	-6.7%	-9.5%	-9.7%	-16.8%	-6.7%	-9.5%	-9.7%	-16.8%
All Ranks Combined								
Institution Average	\$47,500	\$49,600	\$58,700	\$58,700	\$55,670	\$53,196	\$60,023	\$58,700
Comparison Group Average	\$57,772	\$59,002	\$67,417	\$66,627	\$67,709	\$63,280	\$68,937	\$66,627
Difference Above/(Below)	(\$10,272)	(\$9,402)	(\$8,717)	(\$7,927)	(\$12,039)	(\$10,084)	(\$8,914)	(\$7,927)
% Difference Above/Below	-17.8%	-15.9%	-12.9%	-11.9%	-17.8%	-15.9%	-12.9%	-11.9%
Faculty Compensation								
Professor								
Institution Average	\$80,600	\$87,500	\$105,700	\$108,300	\$94,464	\$93,844	\$108,083	\$108,300
Comparison Group Average	\$95,096	\$97,149	\$110,379	\$116,477	\$111,453	\$104,193	\$112,867	\$116,477
Difference Above/(Below)	(\$14,496)	(\$9,649)	(\$4,679)	(\$8,177)	(\$16,989)	(\$10,349)	(\$4,784)	(\$8,177)
% Difference Above/Below	-15.2%	-9.9%	-4.2%	-7.0%	-15.2%	-9.9%	-4.2%	-7.0%
Associate Professor								
Institution Average	\$74,900	\$78,200	\$91,400	\$91,600	\$87,783	\$83,870	\$93,460	\$91,600
Comparison Group Average	\$78,625	\$82,019	\$94,387	\$99,903	\$92,149	\$87,966	\$96,515	\$99,903
Difference Above/(Below)	(\$3,725)	(\$3,819)	(\$2,987)	(\$8,303)	(\$4,366)	(\$4,096)	(\$3,055)	(\$8,303)
% Difference Above/Below	-4.7%	-4.7%	-3.2%	-8.3%	-4.7%	-4.7%	-3.2%	-8.3%
Assistant Professor								
Institution Average	\$69,800	\$73,800	\$78,700	\$80,100	\$81,806	\$79,151	\$80,474	\$80,100
Comparison Group Average	\$69,450	\$72,688	\$82,899	\$88,403	\$81,396	\$77,958	\$84,768	\$88,403
Difference Above/(Below)	\$350	\$1,112	(\$4,199)	(\$8,303)	\$410	\$1,193	(\$4,294)	(\$8,303)
% Difference Above/Below	0.5%	1.5%	-5.1%	-9.4%	0.5%	1.5%	-5.1%	-9.4%
Instructor								
Institution Average	\$63,400	\$64,000	\$69,400	\$71,800	\$74,305	\$68,640	\$70,964	\$71,800
Comparison Group Average	\$58,915	\$62,637	\$72,719	\$84,677	\$69,049	\$67,178	\$74,358	\$84,677
Difference Above/(Below)	\$4,485	\$1,363	(\$3,319)	(\$12,877)	\$5,256	\$1,462	(\$3,394)	(\$12,877)
% Difference Above/Below	7.6%	2.2%	-4.6%	-15.2%	7.6%	2.2%	-4.6%	-15.2%
All Ranks Combined								
Institution Average	\$71,000	\$74,900	\$87,300	\$88,200	\$83,213	\$80,331	\$89,268	\$88,200
Comparison Group Average	\$77,142	\$72,073	\$91,438	\$95,166	\$90,411	\$77,299	\$93,499	\$95,166
Difference Above/(Below)	(\$6,142)	\$2,827	(\$4,138)	(\$6,966)	(\$7,198)	\$3,032	(\$4,231)	(\$6,966)
% Difference Above/Below	-8.0%	3.9%	-4.5%	-7.3%	-8.0%	3.9%	-4.5%	-7.3%

Notes:

¹Sources: "Academe", March/April 2008; March/April 2013; March/April 2017; and March/April 2018

Table 9

USHE Faculty Salary and Compensation Comparisons

Current and Constant Dollar Values

Consumer Price Index for all Urban Consumers¹

U.S. City Average, All Items, Not Seasonally Adjusted

(1982-84=100)

	Consumer Price Index			
	2007-08	2012-13	2016-17	2017-18 ⁽²⁾
Monthly Price Index				
July	208.3	229.1	240.6	244.8
August	207.9	230.4	240.8	245.5
September	208.5	231.4	241.4	246.8
October	208.9	231.3	241.7	246.7
November	210.3	230.2	241.4	246.7
December	210.0	229.6	241.4	246.5
January	211.1	230.3	242.8	247.9
February	211.7	232.2	243.6	249.0
March	213.5	232.8	243.8	249.6
April	214.8	232.5	244.5	250.5
May	216.6	232.9	244.7	251.6
June	218.8	233.5	245.0	252.0
Fiscal Year Average				
CPI	211.7	231.4	242.7	248.1
Dollar Inflator	1.172	1.073	1.023	1.000

Notes:

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

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