

Salary and Compensation Summary 1

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SALARY AND COMPENSATION

Background

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

The first analysis (Tables 1 through 9) outlines relationships over the past ten years between faculty salary and compensation levels at each USHE institution and other institutions of the same classification. The intent is to provide a historical comparison for faculty salary and compensation.

The second analysis (Table 11) presents a benchmark survey for USHE faculty and staff that compares each state-funded position to a market benchmark, if available. The analysis determines how many employees have a salary level less than 90 percent of the market average for similar positions, after adjusting for the value of the benefits package and the employee's longevity. The analysis then calculates the amount necessary to bring that salary level up to 90 percent of the market average. Data in this analysis are based on Fall 2007 salary information.

Explanation of Attachments

For the faculty salary and compensation comparison, data from four different points in time in the last ten years provide a historical comparison of not only how USHE faculty salary and compensation levels compare to other institutions, but also what the trend in salary and compensation levels is relative to peer institutions. The data are presented based on current dollars and inflation-adjusted constant dollars. Tables 1 through 9 provide this comparison for each USHE institution, with the comparison group listed at the top. The comparison divides faculty salary and compensation levels into five categories of faculty rank (professor, associate professor, assistant professor, instructor, and all ranks combined). Both a dollar amount and percent difference are identified between the USHE institution average levels and the comparison group average levels for each category of rank.

Table 10 shows Consumer Price Index information that is used to adjust the data in Tables 1 through 9 to constant FY 2006-07 dollars.

Table 11 contains a summary report of the Fall 2007 study that compares each state funded USHE employee with an appropriate benchmark position. The table shows that 862 faculty (26 percent of those with benchmarks) and 2,214 staff (48 percent of those with benchmarks) are paid less than 90 percent of the market average for a comparable position.

Table 1

USHE Faculty Salary and Compensation Comparisons**Current & Constant Dollars**Ten, Five and One-year Comparisons ⁽¹⁾

Institution: University of Utah

Comparison Group: Public Doctoral Institutions

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06	2006-07	1997-98	2002-03	2005-06	2006-07
Faculty Salaries								
Professor								
Institution Average	\$66,100	\$87,200	\$97,900	\$103,400	\$83,426	\$97,749	\$100,432	\$103,400
Comparison Group Average	\$75,154	\$92,387	\$101,620	\$106,495	\$94,854	\$103,563	\$104,248	\$106,495
Difference Above/(Below)	(\$9,054)	(\$5,187)	(\$3,720)	(\$3,095)	(\$11,428)	(\$5,814)	(\$3,816)	(\$3,095)
% Difference Above/Below	-12.0%	-5.6%	-3.7%	-2.9%	-12.0%	-5.6%	-3.7%	-2.9%
Associate Professor								
Institution Average	\$47,400	\$61,500	\$70,600	\$74,600	\$59,825	\$68,940	\$72,426	\$74,600
Comparison Group Average	\$54,009	\$64,938	\$70,952	\$74,075	\$68,166	\$72,793	\$72,787	\$74,075
Difference Above/(Below)	(\$6,609)	(\$3,438)	(\$352)	\$525	(\$8,341)	(\$3,853)	(\$361)	\$525
% Difference Above/Below	-12.2%	-5.3%	-0.5%	0.7%	-12.2%	-5.3%	-0.5%	0.7%
Assistant Professor								
Institution Average	\$40,100	\$54,100	\$60,800	\$64,000	\$50,611	\$60,644	\$62,372	\$64,000
Comparison Group Average	\$45,149	\$54,986	\$60,440	\$63,131	\$56,984	\$61,638	\$62,003	\$63,131
Difference Above/(Below)	(\$5,049)	(\$886)	\$360	\$869	(\$6,373)	(\$994)	\$369	\$869
% Difference Above/Below	-11.2%	-1.6%	0.6%	1.4%	-11.2%	-1.6%	0.6%	1.4%
Instructor								
Institution Average	\$29,200	\$38,800	\$58,800	\$63,800	\$36,854	\$43,494	n/a	n/a
Comparison Group Average	\$32,478	\$37,589	\$40,670	\$42,541	\$40,991	\$42,136	\$41,722	\$42,541
Difference Above/(Below)	(\$3,278)	\$1,211	\$18,130	\$21,259	(\$4,137)	\$1,358	n/a	n/a
% Difference Above/Below	-10.1%	3.2%	44.6%	50.0%	-10.1%	3.2%	n/a	n/a
All Ranks Combined								
Institution Average	\$52,800	\$68,900	\$71,500	\$74,700	\$66,640	\$77,235	\$73,349	\$74,700
Comparison Group Average	\$59,051	\$70,357	\$76,361	\$79,448	\$74,530	\$78,868	\$78,336	\$79,448
Difference Above/(Below)	(\$6,251)	(\$1,457)	(\$4,861)	(\$4,748)	(\$7,890)	(\$1,633)	(\$4,987)	(\$4,748)
% Difference Above/Below	-10.6%	-2.1%	-6.4%	-6.0%	-10.6%	-2.1%	-6.4%	-6.0%
Faculty Compensation								
Professor								
Institution Average	\$83,800	\$113,800	\$127,000	\$134,500	\$105,766	\$127,566	\$130,284	\$134,500
Comparison Group Average	\$92,499	\$114,670	\$127,535	\$133,713	\$116,745	\$128,542	\$130,833	\$133,713
Difference Above/(Below)	(\$8,699)	(\$870)	(\$535)	\$787	(\$10,979)	(\$976)	(\$549)	\$787
% Difference Above/Below	-9.4%	-0.8%	-0.4%	0.6%	-9.4%	-0.8%	-0.4%	0.6%
Associate Professor ⁽²⁾								
Institution Average	\$61,500	\$82,600	\$93,800	\$99,200	\$77,621	\$92,592	\$96,226	\$99,200
Comparison Group Average	\$67,268	\$82,139	\$91,126	\$95,176	\$84,900	\$92,075	\$93,483	\$95,176
Difference Above/(Below)	(\$5,768)	\$461	\$2,674	\$4,024	(\$7,280)	\$517	\$2,743	\$4,024
% Difference Above/Below	-8.6%	0.6%	2.9%	4.2%	-8.6%	0.6%	2.9%	4.2%
Assistant Professor								
Institution Average	\$52,700	\$58,200	\$81,300	\$85,900	\$66,514	\$65,240	\$83,403	\$85,900
Comparison Group Average	\$56,480	\$69,742	\$77,971	\$81,494	\$71,285	\$78,179	\$79,987	\$81,494
Difference Above/(Below)	(\$3,780)	(\$11,542)	\$3,329	\$4,406	(\$4,771)	(\$12,939)	\$3,416	\$4,406
% Difference Above/Below	-6.7%	-16.5%	4.3%	5.4%	-6.7%	-16.6%	4.3%	5.4%
Instructor								
Institution Average	\$39,800	\$44,900	\$77,900	\$86,300	\$50,232	\$50,332	n/a	n/a
Comparison Group Average	\$41,358	\$48,153	\$53,941	\$56,335	\$52,199	\$53,978	\$55,336	\$56,335
Difference Above/(Below)	(\$1,558)	(\$3,253)	\$23,959	\$29,965	(\$1,967)	(\$3,646)	n/a	n/a
% Difference Above/Below	-3.8%	-6.8%	44.4%	53.2%	-3.8%	-6.8%	n/a	n/a
All Ranks Combined								
Institution Average	\$67,900	\$87,200	\$94,600	\$99,000	\$85,698	\$97,749	\$97,046	\$99,000
Comparison Group Average	\$73,146	\$88,123	\$97,192	\$101,196	\$92,319	\$98,783	\$99,706	\$101,196
Difference Above/(Below)	(\$5,246)	(\$923)	(\$2,592)	(\$2,196)	(\$6,621)	(\$1,034)	(\$2,660)	(\$2,196)
% Difference Above/Below	-7.2%	-1.0%	-2.7%	-2.2%	-7.2%	-1.0%	-2.7%	-2.2%

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

(2) The public doctoral level institution peer group established by ACADEME does not reflect the Regent approved peer group for the University of Utah, 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: Public Doctoral Institutions

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06	2006-07	1997-98	2002-03	2005-06	2006-07
Faculty Salaries								
Professor								
Institution Average	\$57,400	\$74,000	\$76,600	\$81,800	\$72,446	\$82,952	\$78,581	\$81,800
Comparison Group Average	\$75,154	\$92,387	\$101,620	\$106,495	\$94,854	\$103,563	\$104,248	\$106,495
Difference Above/(Below)	(\$17,754)	(\$18,387)	(\$25,020)	(\$24,695)	(\$22,408)	(\$20,611)	(\$25,667)	(\$24,695)
% Difference Above/Below	-23.6%	-19.9%	-24.6%	-23.2%	-23.6%	-19.9%	-24.6%	-23.2%
Associate Professor								
Institution Average	\$47,300	\$55,000	\$59,000	\$62,700	\$59,698	\$61,653	\$60,526	\$62,700
Comparison Group Average	\$54,009	\$64,938	\$70,952	\$74,075	\$68,166	\$72,793	\$72,787	\$74,075
Difference Above/(Below)	(\$6,709)	(\$9,938)	(\$11,952)	(\$11,375)	(\$8,468)	(\$11,140)	(\$12,261)	(\$11,375)
% Difference Above/Below	-12.4%	-15.3%	-16.8%	-15.4%	-12.4%	-15.3%	-16.8%	-15.4%
Assistant Professor								
Institution Average	\$39,400	\$47,800	\$54,500	\$57,400	\$49,728	\$53,582	\$55,909	\$57,400
Comparison Group Average	\$45,149	\$54,986	\$60,440	\$63,131	\$56,984	\$61,638	\$62,003	\$63,131
Difference Above/(Below)	(\$5,749)	(\$7,186)	(\$5,940)	(\$5,731)	(\$7,256)	(\$8,056)	(\$6,094)	(\$5,731)
% Difference Above/Below	-12.7%	-13.1%	-9.8%	-9.1%	-12.7%	-13.1%	-9.8%	-9.1%
Instructor								
Institution Average	\$31,800	\$40,100	\$41,400	\$45,500	\$40,136	\$44,951	\$42,471	\$45,500
Comparison Group Average	\$32,478	\$37,589	\$40,670	\$42,541	\$40,991	\$42,136	\$41,722	\$42,541
Difference Above/(Below)	(\$678)	\$2,511	\$730	\$2,959	(\$855)	\$2,815	\$749	\$2,959
% Difference Above/Below	-2.1%	6.7%	1.8%	7.0%	-2.1%	6.7%	1.8%	7.0%
All Ranks Combined								
Institution Average	\$46,900	\$57,000	\$61,600	\$64,700	\$59,194	\$63,895	\$63,193	\$64,700
Comparison Group Average	\$59,051	\$70,357	\$76,361	\$79,448	\$74,530	\$78,868	\$78,336	\$79,448
Difference Above/(Below)	(\$12,151)	(\$13,357)	(\$14,761)	(\$14,748)	(\$15,336)	(\$14,973)	(\$15,143)	(\$14,748)
% Difference Above/Below	-20.6%	-19.0%	-19.3%	-18.6%	-20.6%	-19.0%	-19.3%	-18.6%
Faculty Compensation								
Professor								
Institution Average	\$75,700	\$97,400	\$103,700	\$109,500	\$95,543	\$109,182	\$106,382	\$109,500
Comparison Group Average	\$92,499	\$114,670	\$127,535	\$133,713	\$116,745	\$128,542	\$130,833	\$133,713
Difference Above/(Below)	(\$16,799)	(\$17,270)	(\$23,835)	(\$24,213)	(\$21,202)	(\$19,360)	(\$24,451)	(\$24,213)
% Difference Above/Below	-18.2%	-15.1%	-18.7%	-18.1%	-18.2%	-15.1%	-18.7%	-18.1%
Associate Professor								
Institution Average	\$63,600	\$74,500	\$82,300	\$86,500	\$80,271	\$83,512	\$84,428	\$86,500
Comparison Group Average	\$67,268	\$82,139	\$91,126	\$95,176	\$84,900	\$92,075	\$93,483	\$95,176
Difference Above/(Below)	(\$3,668)	(\$7,639)	(\$8,826)	(\$8,676)	(\$4,629)	(\$8,563)	(\$9,054)	(\$8,676)
% Difference Above/Below	-5.5%	-9.3%	-9.7%	-9.1%	-5.5%	-9.3%	-9.7%	-9.1%
Assistant Professor								
Institution Average	\$53,800	\$65,700	\$76,700	\$79,800	\$67,902	\$73,648	\$78,684	\$79,800
Comparison Group Average	\$56,480	\$69,742	\$77,971	\$81,494	\$71,285	\$78,179	\$79,987	\$81,494
Difference Above/(Below)	(\$2,680)	(\$4,042)	(\$1,271)	(\$1,694)	(\$3,383)	(\$4,531)	(\$1,303)	(\$1,694)
% Difference Above/Below	-4.7%	-5.8%	-1.6%	-2.1%	-4.7%	-5.8%	-1.6%	-2.1%
Instructor								
Institution Average	\$44,600	\$56,300	\$60,700	\$65,700	\$56,291	\$63,111	\$62,270	\$65,700
Comparison Group Average	\$41,358	\$48,153	\$53,941	\$56,335	\$52,199	\$53,978	\$55,336	\$56,335
Difference Above/(Below)	\$3,242	\$8,147	\$6,759	\$9,365	\$4,092	\$9,133	\$6,934	\$9,365
% Difference Above/Below	7.8%	16.9%	12.5%	16.6%	7.8%	16.9%	12.5%	16.6%
All Ranks Combined								
Institution Average	\$62,900	\$76,800	\$85,400	\$80,400	\$79,388	\$86,090	\$87,609	\$80,400
Comparison Group Average	\$73,146	\$88,123	\$97,192	\$101,196	\$92,319	\$98,783	\$99,706	\$101,196
Difference Above/(Below)	(\$10,246)	(\$11,323)	(\$11,792)	(\$20,796)	(\$12,931)	(\$12,693)	(\$12,097)	(\$20,796)
% Difference Above/Below	-14.0%	-12.8%	-12.1%	-20.6%	-14.0%	-12.8%	-12.1%	-20.6%

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

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 Comprehensive Institutions

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06	2006-07	1997-98	2002-03	2005-06	2006-07
Faculty Salaries								
Professor								
Institution Average	\$53,900	\$61,900	\$66,700	\$68,100	\$68,028	\$69,388	\$68,425	\$68,100
Comparison Group Average	\$61,839	\$74,545	\$78,884	\$81,855	\$78,048	\$83,563	\$80,924	\$81,855
Difference Above/(Below)	(\$7,939)	(\$12,645)	(\$12,184)	(\$13,755)	(\$10,020)	(\$14,175)	(\$12,499)	(\$13,755)
% Difference Above/Below	-12.8%	-17.0%	-15.4%	-16.8%	-12.8%	-17.0%	-15.4%	-16.8%
Associate Professor								
Institution Average	\$43,200	\$49,400	\$53,200	\$55,100	\$54,524	\$55,376	\$54,576	\$55,100
Comparison Group Average	\$49,577	\$59,145	\$62,700	\$65,059	\$62,572	\$66,300	\$64,321	\$65,059
Difference Above/(Below)	(\$6,377)	(\$9,745)	(\$9,500)	(\$9,959)	(\$8,048)	(\$10,924)	(\$9,745)	(\$9,959)
% Difference Above/Below	-12.9%	-16.5%	-15.2%	-15.3%	-12.9%	-16.5%	-15.2%	-15.3%
Assistant Professor								
Institution Average	\$31,900	\$42,700	\$48,200	\$45,200	\$40,262	\$47,865	\$49,447	\$45,200
Comparison Group Average	\$40,762	\$49,086	\$52,873	\$55,085	\$51,447	\$55,024	\$54,240	\$55,085
Difference Above/(Below)	(\$8,862)	(\$6,386)	(\$4,673)	(\$9,885)	(\$11,185)	(\$7,159)	(\$4,793)	(\$9,885)
% Difference Above/Below	-21.7%	-13.0%	-8.8%	-17.9%	-21.7%	-13.0%	-8.8%	-17.9%
Instructor								
Institution Average	\$32,700	\$36,400	\$39,300	\$40,800	\$41,271	\$40,803	\$40,316	\$40,800
Comparison Group Average	\$31,065	\$36,398	\$39,422	\$41,073	\$39,208	\$40,801	\$40,442	\$41,073
Difference Above/(Below)	\$1,635	\$2	(\$122)	(\$273)	\$2,063	\$2	(\$126)	(\$273)
% Difference Above/Below	5.3%	0.0%	-0.3%	-0.7%	5.3%	0.0%	-0.3%	-0.7%
All Ranks Combined								
Institution Average	\$45,100	\$50,200	\$54,700	\$55,300	\$56,922	\$56,273	\$56,115	\$55,300
Comparison Group Average	\$49,852	\$58,440	\$61,248	\$63,499	\$62,919	\$65,509	\$62,832	\$63,499
Difference Above/(Below)	(\$4,752)	(\$8,240)	(\$6,548)	(\$8,199)	(\$5,997)	(\$9,236)	(\$6,717)	(\$8,199)
% Difference Above/Below	-9.5%	-14.1%	-10.7%	-12.9%	-9.5%	-14.1%	-10.7%	-12.9%
Faculty Compensation								
Professor								
Institution Average	\$70,200	\$81,300	\$90,000	\$98,700	\$88,601	\$91,135	\$92,328	\$98,700
Comparison Group Average	\$76,006	\$92,478	\$99,554	\$104,099	\$95,929	\$103,665	\$102,129	\$104,099
Difference Above/(Below)	(\$5,806)	(\$11,178)	(\$9,554)	(\$5,399)	(\$7,328)	(\$12,530)	(\$9,801)	(\$5,399)
% Difference Above/Below	-7.6%	-12.1%	-9.6%	-5.2%	-7.6%	-12.1%	-9.6%	-5.2%
Associate Professor								
Institution Average	\$57,400	\$66,700	\$74,500	\$79,200	\$72,446	\$74,769	\$76,427	\$79,200
Comparison Group Average	\$61,580	\$74,540	\$80,559	\$84,114	\$77,722	\$83,557	\$82,642	\$84,114
Difference Above/(Below)	(\$4,180)	(\$7,840)	(\$6,059)	(\$4,914)	(\$5,276)	(\$8,788)	(\$6,216)	(\$4,914)
% Difference Above/Below	-6.8%	-10.5%	-7.5%	-5.8%	-6.8%	-10.5%	-7.5%	-5.8%
Assistant Professor								
Institution Average	\$50,800	\$58,600	\$67,000	\$66,500	\$64,116	\$65,689	\$68,733	\$66,500
Comparison Group Average	\$50,986	\$62,188	\$68,436	\$71,708	\$64,351	\$69,711	\$70,206	\$71,708
Difference Above/(Below)	(\$186)	(\$3,588)	(\$1,436)	(\$5,208)	(\$235)	(\$4,022)	(\$1,473)	(\$5,208)
% Difference Above/Below	-0.4%	-5.8%	-2.1%	-7.3%	-0.4%	-5.8%	-2.1%	-7.3%
Instructor								
Institution Average	\$44,800	\$50,600	\$56,900	\$60,100	\$56,543	\$56,721	\$58,372	\$60,100
Comparison Group Average	\$39,189	\$46,781	\$51,505	\$53,889	\$49,461	\$52,440	\$52,837	\$53,889
Difference Above/(Below)	\$5,611	\$3,819	\$5,395	\$6,211	\$7,082	\$4,281	\$5,535	\$6,211
% Difference Above/Below	14.3%	8.2%	10.5%	11.5%	14.3%	8.2%	10.5%	11.5%
All Ranks Combined								
Institution Average	\$59,600	\$67,400	\$75,500	\$80,400	\$75,223	\$75,553	\$77,453	\$80,400
Comparison Group Average	\$61,731	\$72,978	\$78,454	\$81,867	\$77,912	\$81,806	\$80,483	\$81,867
Difference Above/(Below)	(\$2,131)	(\$5,578)	(\$2,954)	(\$1,467)	(\$2,689)	(\$6,253)	(\$3,030)	(\$1,467)
% Difference Above/Below	-3.5%	-7.6%	-3.8%	-1.8%	-3.5%	-7.6%	-3.8%	-1.8%

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

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 Comprehensive Institutions

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06 ⁽²⁾	2006-07	1997-98	2002-03	2005-06 ⁽²⁾	2006-07
Faculty Salaries								
Professor								
Institution Average	\$52,400	\$60,100	n/a	\$65,100	\$66,135	\$67,370	n/a	n/a
Comparison Group Average	\$61,839	\$74,545	\$78,884	\$81,855	\$78,048	\$83,563	\$80,924	\$81,855
Difference Above/(Below)	(\$9,439)	(\$14,445)	n/a	(\$16,755)	(\$11,913)	(\$16,193)	n/a	n/a
% Difference Above/Below	-15.3%	-19.4%	n/a	-20.5%	-15.3%	-19.4%	n/a	n/a
Associate Professor								
Institution Average	\$41,800	\$50,900	n/a	\$53,400	\$52,757	\$57,057	n/a	n/a
Comparison Group Average	\$49,577	\$59,145	\$62,700	\$65,059	\$62,572	\$66,300	\$64,321	\$65,059
Difference Above/(Below)	(\$7,777)	(\$8,245)	n/a	(\$11,659)	(\$9,815)	(\$9,243)	n/a	n/a
% Difference Above/Below	-15.7%	-13.9%	n/a	-17.9%	-15.7%	-13.9%	n/a	n/a
Assistant Professor								
Institution Average	\$33,600	\$40,200	n/a	\$45,700	\$42,407	\$45,063	n/a	n/a
Comparison Group Average	\$40,762	\$49,086	\$52,873	\$55,085	\$51,447	\$55,024	\$54,240	\$55,085
Difference Above/(Below)	(\$7,162)	(\$8,886)	n/a	(\$9,385)	(\$9,040)	(\$9,961)	n/a	n/a
% Difference Above/Below	-17.6%	-18.1%	n/a	-17.0%	-17.6%	-18.1%	n/a	n/a
Instructor								
Institution Average	\$29,300	\$39,100	n/a	\$44,600	\$36,980	\$43,830	n/a	n/a
Comparison Group Average	\$31,065	\$36,398	\$39,422	\$41,073	\$39,208	\$40,801	\$40,442	\$41,073
Difference Above/(Below)	(\$1,765)	\$2,702	n/a	\$3,527	(\$2,228)	\$3,029	n/a	n/a
% Difference Above/Below	-5.7%	7.4%	n/a	8.6%	-5.7%	7.4%	n/a	n/a
All Ranks Combined								
Institution Average	\$38,500	\$46,100	n/a	\$51,100	\$48,592	\$51,677	n/a	n/a
Comparison Group Average	\$49,852	\$58,440	\$61,248	\$63,499	\$62,919	\$65,509	\$62,832	\$63,499
Difference Above/(Below)	(\$11,352)	(\$12,340)	n/a	(\$12,399)	(\$14,327)	(\$13,832)	n/a	n/a
% Difference Above/Below	-22.8%	-21.1%	n/a	-19.5%	-22.8%	-21.1%	n/a	n/a
Faculty Compensation								
Professor								
Institution Average	\$69,300	\$78,700	n/a	\$85,800	\$87,465	\$88,220	n/a	n/a
Comparison Group Average	\$76,006	\$92,478	\$99,554	\$104,099	\$95,929	\$103,665	\$102,129	\$104,099
Difference Above/(Below)	(\$6,706)	(\$13,778)	n/a	(\$18,299)	(\$8,464)	(\$15,445)	n/a	n/a
% Difference Above/Below	-8.8%	-14.9%	n/a	-17.6%	-8.8%	-14.9%	n/a	n/a
Associate Professor								
Institution Average	\$56,300	\$67,900	n/a	\$73,300	\$71,058	\$76,114	n/a	n/a
Comparison Group Average	\$61,580	\$74,540	\$80,559	\$84,114	\$77,722	\$83,557	\$82,642	\$84,114
Difference Above/(Below)	(\$5,280)	(\$6,640)	n/a	(\$10,814)	(\$6,664)	(\$7,443)	n/a	n/a
% Difference Above/Below	-8.6%	-8.9%	n/a	-12.9%	-8.6%	-8.9%	n/a	n/a
Assistant Professor								
Institution Average	\$46,300	\$55,200	n/a	\$64,900	\$58,436	\$61,878	n/a	n/a
Comparison Group Average	\$50,986	\$62,188	\$68,436	\$71,708	\$64,351	\$69,711	\$70,206	\$71,708
Difference Above/(Below)	(\$4,686)	(\$6,988)	n/a	(\$6,808)	(\$5,915)	(\$7,833)	n/a	n/a
% Difference Above/Below	-9.2%	-11.2%	n/a	-9.5%	-9.2%	-11.2%	n/a	n/a
Instructor								
Institution Average	\$41,100	\$53,900	n/a	\$63,700	\$51,873	\$60,420	n/a	n/a
Comparison Group Average	\$39,189	\$46,781	\$51,505	\$53,889	\$49,461	\$52,440	\$52,837	\$53,889
Difference Above/(Below)	\$1,911	\$7,119	n/a	\$9,811	\$2,412	\$7,980	n/a	n/a
% Difference Above/Below	4.9%	15.2%	n/a	18.2%	4.9%	15.2%	n/a	n/a
All Ranks Combined								
Institution Average	\$52,300	\$62,100	n/a	\$70,800	\$66,009	\$69,612	n/a	n/a
Comparison Group Average	\$61,731	\$72,978	\$78,454	\$81,867	\$77,912	\$81,806	\$80,483	\$81,867
Difference Above/(Below)	(\$9,431)	(\$10,878)	n/a	(\$11,067)	(\$11,903)	(\$12,194)	n/a	n/a
% Difference Above/Below	-15.3%	-14.9%	n/a	-13.5%	-15.3%	-14.9%	n/a	n/a

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

(2) SUU did not report data to the Academe Survey

Table 5

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Snow College

Comparison Group: Public Two-year Colleges with Rank

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06	2006-07	1997-98	2002-03	2005-06	2006-07
Faculty Salaries								
Professor								
Institution Average	\$47,000	\$54,600	\$57,100	\$55,700	\$59,320	\$61,205	\$58,577	\$55,700
Comparison Group Average	\$53,024	\$65,730	\$66,011	\$68,424	\$66,923	\$73,681	\$67,718	\$68,424
Difference Above/(Below)	(\$6,024)	(\$11,130)	(\$8,911)	(\$12,724)	(\$7,603)	(\$12,476)	(\$9,141)	(\$12,724)
% Difference Above/Below	-11.4%	-16.9%	-13.5%	-18.6%	-11.4%	-16.9%	-13.5%	-18.6%
Associate Professor								
Institution Average	\$41,000	\$47,500	\$47,400	\$47,800	\$51,747	\$53,246	\$48,626	\$47,800
Comparison Group Average	\$44,567	\$51,696	\$53,405	\$55,429	\$56,249	\$57,950	\$54,786	\$55,429
Difference Above/(Below)	(\$3,567)	(\$4,196)	(\$6,005)	(\$7,629)	(\$4,502)	(\$4,704)	(\$6,160)	(\$7,629)
% Difference Above/Below	-8.0%	-8.1%	-11.2%	-13.8%	-8.0%	-8.1%	-11.2%	-13.8%
Assistant Professor								
Institution Average	\$33,900	\$42,000	\$38,900	\$40,200	\$42,786	\$47,081	\$39,906	\$40,200
Comparison Group Average	\$38,574	\$45,653	\$47,116	\$48,923	\$48,685	\$51,176	\$48,334	\$48,923
Difference Above/(Below)	(\$4,674)	(\$3,653)	(\$8,216)	(\$8,723)	(\$5,899)	(\$4,095)	(\$8,428)	(\$8,723)
% Difference Above/Below	-12.1%	-8.0%	-17.4%	-17.8%	-12.1%	-8.0%	-17.4%	-17.8%
Instructor								
Institution Average	\$29,700	\$33,900	\$33,900	\$37,800	\$37,485	\$38,001	\$34,777	\$37,800
Comparison Group Average	\$33,782	\$38,215	\$40,266	\$41,915	\$42,637	\$42,838	\$41,307	\$41,915
Difference Above/(Below)	(\$4,082)	(\$4,315)	(\$6,366)	(\$4,115)	(\$5,152)	(\$4,837)	(\$6,530)	(\$4,115)
% Difference Above/Below	-12.1%	-11.3%	-15.8%	-9.8%	-12.1%	-11.3%	-15.8%	-9.8%
All Ranks Combined								
Institution Average	\$37,800	\$44,300	\$44,000	\$44,300	\$47,708	\$49,659	\$45,138	\$44,300
Comparison Group Average	\$44,192	\$51,824	\$52,719	\$54,895	\$55,776	\$58,093	\$54,082	\$54,895
Difference Above/(Below)	(\$6,392)	(\$7,524)	(\$8,719)	(\$10,595)	(\$8,068)	(\$8,434)	(\$8,944)	(\$10,595)
% Difference Above/Below	-14.5%	-14.5%	-16.5%	-19.3%	-14.5%	-14.5%	-16.5%	-19.3%
Faculty Compensation								
Professor								
Institution Average	\$65,100	\$77,900	\$79,800	\$75,100	\$82,164	\$87,324	\$81,864	\$75,100
Comparison Group Average	\$66,305	\$83,093	\$85,223	\$89,198	\$83,685	\$93,145	\$87,427	\$89,198
Difference Above/(Below)	(\$1,205)	(\$5,193)	(\$5,423)	(\$14,098)	(\$1,521)	(\$5,821)	(\$5,563)	(\$14,098)
% Difference Above/Below	-1.8%	-6.2%	-6.4%	-15.8%	-1.8%	-6.2%	-6.4%	-15.8%
Associate Professor								
Institution Average	\$57,400	\$69,200	\$69,500	\$67,500	\$72,446	\$77,571	\$71,297	\$67,500
Comparison Group Average	\$56,326	\$66,372	\$70,023	\$73,892	\$71,090	\$74,401	\$71,834	\$73,892
Difference Above/(Below)	\$1,074	\$2,828	(\$523)	(\$6,392)	\$1,356	\$3,170	(\$537)	(\$6,392)
% Difference Above/Below	1.9%	4.3%	-0.7%	-8.7%	1.9%	4.3%	-0.7%	-8.7%
Assistant Professor								
Institution Average	\$48,600	\$61,900	\$58,200	\$57,500	\$61,339	\$69,388	\$59,705	\$57,500
Comparison Group Average	\$49,340	\$59,566	\$63,166	\$66,240	\$62,273	\$66,772	\$64,800	\$66,240
Difference Above/(Below)	(\$740)	\$2,334	(\$4,966)	(\$8,740)	(\$934)	\$2,616	(\$5,095)	(\$8,740)
% Difference Above/Below	-1.5%	3.9%	-7.9%	-13.2%	-1.5%	3.9%	-7.9%	-13.2%
Instructor								
Institution Average	\$43,200	\$51,900	\$53,900	\$55,900	\$54,524	\$58,178	\$55,294	\$55,900
Comparison Group Average	\$42,961	\$49,946	\$53,774	\$56,504	\$54,222	\$55,988	\$55,165	\$56,504
Difference Above/(Below)	\$239	\$1,954	\$126	(\$604)	\$302	\$2,190	\$129	(\$604)
% Difference Above/Below	0.6%	3.9%	0.2%	-1.1%	0.6%	3.9%	0.2%	-1.1%
All Ranks Combined								
Institution Average	\$53,500	\$64,900	\$64,800	\$62,700	\$67,524	\$72,751	\$66,476	\$62,700
Comparison Group Average	\$55,739	\$66,391	\$69,393	\$73,059	\$70,349	\$74,422	\$71,188	\$73,059
Difference Above/(Below)	(\$2,239)	(\$1,491)	(\$4,593)	(\$10,359)	(\$2,825)	(\$1,671)	(\$4,712)	(\$10,359)
% Difference Above/Below	-4.0%	-2.2%	-6.6%	-14.2%	-4.0%	-2.2%	-6.6%	-14.2%

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

(2) Snow did not report data to the Academe Survey

Table 6

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Dixie State College ⁽²⁾

Comparison Group: Public Two-year Colleges with Rank

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06	2006-07	1997-98	2002-03	2005-06	2006-07
Faculty Salaries								
Professor								
Institution Average	n/a	n/a	\$58,800	\$66,000	n/a	n/a	\$60,321	\$66,000
Comparison Group Average	\$53,024	\$60,998	\$66,011	\$68,424	\$66,923	\$68,377	\$67,718	\$68,424
Difference Above/(Below)	n/a	n/a	(\$7,211)	(\$2,424)	n/a	n/a	(\$7,397)	(\$2,424)
% Difference Above/Below	n/a	n/a	-10.9%	-3.5%	n/a	n/a	-10.9%	-3.5%
Associate Professor								
Institution Average	n/a	n/a	\$48,500	\$54,800	n/a	n/a	\$49,754	\$54,800
Comparison Group Average	\$44,567	\$48,047	\$53,405	\$55,429	\$56,249	\$53,859	\$54,786	\$55,429
Difference Above/(Below)	n/a	n/a	(\$4,905)	(\$629)	n/a	n/a	(\$5,032)	(\$629)
% Difference Above/Below	n/a	n/a	-9.2%	-1.1%	n/a	n/a	-9.2%	-1.1%
Assistant Professor								
Institution Average	n/a	n/a	\$42,900	\$46,800	n/a	n/a	\$44,009	\$46,800
Comparison Group Average	\$38,574	\$42,756	\$47,116	\$48,923	\$48,685	\$47,928	\$48,334	\$48,923
Difference Above/(Below)	n/a	n/a	(\$4,216)	(\$2,123)	n/a	n/a	(\$4,325)	(\$2,123)
% Difference Above/Below	n/a	n/a	-8.9%	-4.3%	n/a	n/a	-8.9%	-4.3%
Instructor								
Institution Average	n/a	n/a	\$36,200	\$39,300	n/a	n/a	\$37,136	\$39,300
Comparison Group Average	\$33,782	\$35,446	\$40,266	\$41,915	\$42,637	\$39,734	\$41,307	\$41,915
Difference Above/(Below)	n/a	n/a	(\$4,066)	(\$2,615)	n/a	n/a	(\$4,171)	(\$2,615)
% Difference Above/Below	n/a	n/a	-10.1%	-6.2%	n/a	n/a	-10.1%	-6.2%
All Ranks Combined								
Institution Average	\$39,600	\$43,500	\$45,100	\$52,300	\$49,980	\$48,762	\$46,266	\$52,300
Comparison Group Average	\$40,973	\$49,483	\$52,719	\$54,895	\$51,713	\$55,469	\$54,082	\$54,895
Difference Above/(Below)	(\$1,373)	(\$5,983)	(\$7,619)	(\$2,595)	(\$1,733)	(\$6,707)	(\$7,816)	(\$2,595)
% Difference Above/Below	-3.4%	-12.1%	-14.5%	-4.7%	-3.4%	-12.1%	-14.5%	-4.7%
Faculty Compensation								
Professor								
Institution Average	n/a	n/a	\$82,500	\$92,400	n/a	n/a	\$84,634	\$92,400
Comparison Group Average	\$66,305	\$77,122	\$85,223	\$89,198	\$83,685	\$86,451	\$87,427	\$89,198
Difference Above/(Below)	n/a	n/a	(\$2,723)	\$3,202	n/a	n/a	(\$2,793)	\$3,202
% Difference Above/Below	n/a	n/a	-3.2%	3.6%	n/a	n/a	-3.2%	3.6%
Associate Professor								
Institution Average	n/a	n/a	\$69,500	\$78,100	n/a	n/a	\$71,297	\$78,100
Comparison Group Average	\$56,326	\$61,875	\$70,023	\$73,892	\$71,090	\$69,360	\$71,834	\$73,892
Difference Above/(Below)	n/a	n/a	(\$523)	\$4,208	n/a	n/a	(\$537)	\$4,208
% Difference Above/Below	n/a	n/a	-0.7%	5.7%	n/a	n/a	-0.7%	5.7%
Assistant Professor								
Institution Average	n/a	n/a	\$61,700	\$67,300	n/a	n/a	\$63,296	\$67,300
Comparison Group Average	\$49,340	\$54,986	\$63,166	\$66,240	\$62,273	\$61,638	\$64,800	\$66,240
Difference Above/(Below)	n/a	n/a	(\$1,466)	\$1,060	n/a	n/a	(\$1,504)	\$1,060
% Difference Above/Below	n/a	n/a	-2.3%	1.6%	n/a	n/a	-2.3%	1.6%
Instructor								
Institution Average	n/a	n/a	\$53,500	\$57,800	n/a	n/a	\$54,884	\$57,800
Comparison Group Average	\$42,961	\$46,266	\$53,774	\$56,504	\$54,222	\$51,863	\$55,165	\$56,504
Difference Above/(Below)	n/a	n/a	(\$274)	\$1,296	n/a	n/a	(\$281)	\$1,296
% Difference Above/Below	n/a	n/a	-0.5%	2.3%	n/a	n/a	-0.5%	2.3%
All Ranks Combined								
Institution Average	\$54,300	\$62,200	\$64,800	\$74,600	\$68,533	\$69,724	\$66,476	\$74,600
Comparison Group Average	\$51,079	\$61,555	\$69,393	\$73,059	\$64,468	\$69,001	\$71,188	\$73,059
Difference Above/(Below)	\$3,221	\$645	(\$4,593)	\$1,541	\$4,065	\$723	(\$4,712)	\$1,541
% Difference Above/Below	6.3%	1.0%	-6.6%	2.1%	6.3%	1.0%	-6.6%	2.1%

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

(2) Dixie State College is compared to Two Year Schools with Rank

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

Table 7

USHE Faculty Salary and Compensation Comparisons**Current & Constant Dollars**Ten, Five and One-year Comparisons ⁽¹⁾Institution: College of Eastern Utah ⁽²⁾

Comparison Group: Public Two-Year Institutions No Rank

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06 ⁽³⁾	2006-07	1997-98	2002-03	2005-06 ⁽³⁾	2006-07
Faculty Salaries								
All Ranks Combined								
Institution Average	\$37,400	\$43,200	n/a	\$51,630	\$47,203	\$48,426	n/a	\$51,630
Comparison Group Average	\$40,973	\$49,483	\$50,382	\$50,474	\$51,713	\$55,469	\$51,685	\$50,474
Difference Above/(Below)	(\$3,573)	(\$6,283)	n/a	\$1,156	(\$4,510)	(\$7,043)	n/a	\$1,156
% Difference Above/(Below)	-8.7%	-12.7%	n/a	2.3%	-8.7%	-12.7%	n/a	2.3%
Faculty Compensation								
All Ranks Combined								
Institution Average	\$50,900	\$63,000	n/a	\$70,839	\$64,242	\$70,621	n/a	\$70,839
Comparison Group Average	\$51,079	\$61,555	\$63,028	\$63,456	\$64,468	\$69,001	\$64,658	\$63,456
Difference Above/(Below)	(\$179)	\$1,445	n/a	\$7,383	(\$226)	\$1,620	n/a	\$7,383
% Difference Above/(Below)	-0.4%	2.3%	n/a	11.6%	-0.4%	2.3%	n/a	11.6%

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

(2) CEU does not have rank for faculty.

(3) Data not reported in Academe survey

(4) 2006-07 and 2004-05 Data not reported in Academe, received directly from institution

Table 8

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Utah Valley State College

Comparison Group: Public General Baccalaureate ⁽²⁾

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06	2006-07	1997-98	2002-03	2005-06	2006-07
Faculty Salaries								
Professor								
Institution Average	\$41,500	\$52,200	\$60,000	\$63,400	\$52,378	\$58,515	\$61,552	\$63,400
Comparison Group Average	\$53,024	\$65,730	\$73,406	\$76,745	\$66,923	\$73,681	\$75,304	\$76,745
Difference Above/(Below)	(\$11,524)	(\$13,530)	(\$13,406)	(\$13,345)	(\$14,545)	(\$15,166)	(\$13,752)	(\$13,345)
% Difference Above/Below	-21.7%	-20.6%	-18.3%	-17.4%	-21.7%	-20.6%	-18.3%	-17.4%
Associate Professor								
Institution Average	\$39,400	\$50,000	\$55,200	\$56,600	\$49,728	\$56,048	\$56,628	\$56,600
Comparison Group Average	\$44,567	\$51,696	\$59,913	\$62,716	\$56,249	\$57,950	\$61,462	\$62,716
Difference Above/(Below)	(\$5,167)	(\$1,696)	(\$4,713)	(\$6,116)	(\$6,521)	(\$1,902)	(\$4,834)	(\$6,116)
% Difference Above/Below	-11.6%	-3.3%	-7.9%	-9.8%	-11.6%	-3.3%	-7.9%	-9.8%
Assistant Professor								
Institution Average	\$38,000	\$47,600	\$51,200	\$52,800	\$47,961	\$53,358	\$52,524	\$52,800
Comparison Group Average	\$38,574	\$45,653	\$49,546	\$51,854	\$48,685	\$51,176	\$50,827	\$51,854
Difference Above/(Below)	(\$574)	\$1,947	\$1,654	\$946	(\$724)	\$2,182	\$1,697	\$946
% Difference Above/Below	-1.5%	4.3%	3.3%	1.8%	-1.5%	4.3%	3.3%	1.8%
Instructor								
Institution Average	\$35,100	\$41,900	\$44,400	\$46,400	\$44,301	\$46,969	\$45,548	\$46,400
Comparison Group Average	\$33,782	\$38,215	\$39,422	\$41,041	\$42,637	\$42,838	\$40,442	\$41,041
Difference Above/(Below)	\$1,318	\$3,685	\$4,978	\$5,359	\$1,664	\$4,131	\$5,106	\$5,359
% Difference Above/Below	3.9%	9.6%	12.6%	13.1%	3.9%	9.6%	12.6%	13.1%
All Ranks Combined								
Institution Average	\$38,900	\$48,100	\$61,600	\$55,600	\$49,097	\$53,919	\$63,193	\$55,600
Comparison Group Average	\$44,192	\$51,824	\$61,248	\$59,595	\$55,776	\$58,093	\$62,832	\$59,595
Difference Above/(Below)	(\$5,292)	(\$3,724)	\$352	(\$3,995)	(\$6,679)	(\$4,174)	\$361	(\$3,995)
% Difference Above/Below	-12.0%	-7.2%	0.6%	-6.7%	-12.0%	-7.2%	0.6%	-6.7%
Faculty Compensation								
Professor								
Institution Average	\$56,000	\$71,000	\$83,600	\$89,100	\$70,679	\$79,589	\$85,762	\$89,100
Comparison Group Average	\$66,305	\$83,093	\$93,728	\$98,083	\$83,685	\$93,145	\$96,152	\$98,083
Difference Above/(Below)	(\$10,305)	(\$12,093)	(\$10,128)	(\$8,983)	(\$13,006)	(\$13,556)	(\$10,390)	(\$8,983)
% Difference Above/Below	-15.5%	-14.6%	-10.8%	-9.2%	-15.5%	-14.6%	-10.8%	-9.2%
Associate Professor								
Institution Average	\$53,300	\$69,300	\$79,500	\$81,500	\$67,271	\$77,683	\$81,556	\$81,500
Comparison Group Average	\$56,326	\$66,372	\$77,832	\$81,463	\$71,090	\$74,401	\$79,845	\$81,463
Difference Above/(Below)	(\$3,026)	\$2,928	\$1,668	\$37	(\$3,819)	\$3,282	\$1,711	\$37
% Difference Above/Below	-5.4%	4.4%	2.1%	0.0%	-5.4%	4.4%	2.1%	0.0%
Assistant Professor								
Institution Average	\$51,400	\$66,500	\$73,600	\$76,600	\$64,873	\$74,544	\$75,503	\$76,600
Comparison Group Average	\$49,340	\$59,566	\$64,371	\$67,460	\$62,273	\$66,772	\$66,036	\$67,460
Difference Above/(Below)	\$2,060	\$6,934	\$9,229	\$9,140	\$2,600	\$7,772	\$9,467	\$9,140
% Difference Above/Below	4.2%	11.6%	14.3%	13.5%	4.2%	11.6%	14.3%	13.5%
Instructor								
Institution Average	\$47,900	\$59,800	\$66,400	\$68,700	\$60,456	\$67,034	\$68,117	\$68,700
Comparison Group Average	\$42,961	\$49,946	\$51,966	\$54,185	\$54,222	\$55,988	\$53,310	\$54,185
Difference Above/(Below)	\$4,939	\$9,854	\$14,434	\$14,515	\$6,234	\$11,046	\$14,807	\$14,515
% Difference Above/Below	11.5%	19.7%	27.8%	26.8%	11.5%	19.7%	27.8%	26.8%
All Ranks Combined								
Institution Average	\$52,700	\$66,900	\$76,300	\$80,000	\$66,514	\$74,993	\$78,273	\$80,000
Comparison Group Average	\$55,739	\$66,391	\$73,447	\$76,996	\$70,349	\$74,422	\$75,346	\$76,996
Difference Above/(Below)	(\$3,039)	\$509	\$2,853	\$3,004	(\$3,835)	\$571	\$2,927	\$3,004
% Difference Above/Below	-5.5%	0.8%	3.9%	3.9%	-5.5%	0.8%	3.9%	3.9%

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

(2) Comparisons 1990 through 2002-03 are with Public Two-year Colleges with Rank, for 2003-04 and beyond Public General Baccalaureate Institutions.

Table 9

USHE Faculty Salary and Compensation Comparisons

Current & Constant Dollars

Ten, Five and One-year Comparisons ⁽¹⁾

Institution: Salt Lake Community College

Comparison Group: Public Two-year Colleges with Rank

	Current Dollars				Constant Dollars (2006-07)			
	1997-98	2002-03	2005-06	2006-07	1997-98	2002-03	2005-06	2006-07
Faculty Salaries								
Professor								
Institution Average	\$42,600	\$47,000	\$50,100	\$52,600	\$53,766	\$52,686	\$51,396	\$52,600
Comparison Group Average	\$53,024	\$65,730	\$66,011	\$68,424	\$66,923	\$73,681	\$67,718	\$68,424
Difference Above/(Below)	(\$10,424)	(\$18,730)	(\$15,911)	(\$15,824)	(\$13,157)	(\$20,995)	(\$16,322)	(\$15,824)
% Difference Above/Below	-19.7%	-28.5%	-24.1%	-23.1%	-19.7%	-28.5%	-24.1%	-23.1%
Associate Professor								
Institution Average	\$38,700	\$43,000	\$45,800	\$48,400	\$48,844	\$48,202	\$46,984	\$48,400
Comparison Group Average	\$44,567	\$51,696	\$53,405	\$55,429	\$56,249	\$57,950	\$54,786	\$55,429
Difference Above/(Below)	(\$5,867)	(\$8,696)	(\$7,605)	(\$7,029)	(\$7,405)	(\$9,748)	(\$7,802)	(\$7,029)
% Difference Above/Below	-13.2%	-16.8%	-14.2%	-12.7%	-13.2%	-16.8%	-14.2%	-12.7%
Assistant Professor								
Institution Average	\$34,800	\$39,500	\$41,200	\$43,100	\$43,922	\$44,278	\$42,265	\$43,100
Comparison Group Average	\$38,574	\$45,653	\$47,116	\$48,923	\$48,685	\$51,176	\$48,334	\$48,923
Difference Above/(Below)	(\$3,774)	(\$6,153)	(\$5,916)	(\$5,823)	(\$4,763)	(\$6,898)	(\$6,069)	(\$5,823)
% Difference Above/Below	-9.8%	-13.5%	-12.6%	-11.9%	-9.8%	-13.5%	-12.6%	-11.9%
Instructor								
Institution Average	\$32,900	\$34,600	\$36,300	\$38,200	\$41,524	\$38,786	\$37,239	\$38,200
Comparison Group Average	\$33,782	\$38,215	\$40,266	\$41,915	\$42,637	\$42,838	\$41,307	\$41,915
Difference Above/(Below)	(\$882)	(\$3,615)	(\$3,966)	(\$3,715)	(\$1,113)	(\$4,052)	(\$4,068)	(\$3,715)
% Difference Above/Below	-2.6%	-9.5%	-9.8%	-8.9%	-2.6%	-9.5%	-9.8%	-8.9%
All Ranks Combined								
Institution Average	\$36,700	\$39,900	\$42,300	\$44,600	\$46,320	\$44,727	\$43,394	\$44,600
Comparison Group Average	\$44,192	\$51,824	\$52,719	\$54,895	\$55,776	\$58,093	\$54,082	\$54,895
Difference Above/(Below)	(\$7,492)	(\$11,924)	(\$10,419)	(\$10,295)	(\$9,456)	(\$13,366)	(\$10,688)	(\$10,295)
% Difference Above/Below	-17.0%	-23.0%	-19.8%	-18.8%	-17.0%	-23.0%	-19.8%	-18.8%
Faculty Compensation								
Professor								
Institution Average	\$57,400	\$66,000	\$72,300	\$76,000	\$72,446	\$73,984	\$74,170	\$76,000
Comparison Group Average	\$66,305	\$83,093	\$85,223	\$89,198	\$83,685	\$93,145	\$87,427	\$89,198
Difference Above/(Below)	(\$8,905)	(\$17,093)	(\$12,923)	(\$13,198)	(\$11,239)	(\$19,161)	(\$13,257)	(\$13,198)
% Difference Above/Below	-13.4%	-20.6%	-15.2%	-14.8%	-13.4%	-20.6%	-15.2%	-14.8%
Associate Professor								
Institution Average	\$52,600	\$60,700	\$66,400	\$70,500	\$66,388	\$68,043	\$68,117	\$70,500
Comparison Group Average	\$56,326	\$66,372	\$70,023	\$73,892	\$71,090	\$74,401	\$71,834	\$73,892
Difference Above/(Below)	(\$3,726)	(\$5,672)	(\$3,623)	(\$3,392)	(\$4,703)	(\$6,358)	(\$3,717)	(\$3,392)
% Difference Above/Below	-6.6%	-8.5%	-5.2%	-4.6%	-6.6%	-8.5%	-5.2%	-4.6%
Assistant Professor								
Institution Average	\$48,000	\$57,000	\$62,600	\$65,200	\$60,582	\$63,895	\$64,219	\$65,200
Comparison Group Average	\$49,340	\$59,566	\$63,166	\$66,240	\$62,273	\$66,772	\$64,800	\$66,240
Difference Above/(Below)	(\$1,340)	(\$2,566)	(\$566)	(\$1,040)	(\$1,691)	(\$2,877)	(\$581)	(\$1,040)
% Difference Above/Below	-2.7%	-4.3%	-0.9%	-1.6%	-2.7%	-4.3%	-0.9%	-1.6%
Instructor								
Institution Average	\$45,700	\$50,800	\$55,900	\$58,500	\$57,679	\$56,945	\$57,346	\$58,500
Comparison Group Average	\$42,961	\$49,946	\$53,774	\$56,504	\$54,222	\$55,988	\$55,165	\$56,504
Difference Above/(Below)	\$2,739	\$854	\$2,126	\$1,996	\$3,457	\$957	\$2,181	\$1,996
% Difference Above/Below	6.4%	1.7%	4.0%	3.5%	6.4%	1.7%	4.0%	3.5%
All Ranks Combined								
Institution Average	\$50,200	\$57,200	\$63,100	\$66,400	\$63,359	\$64,119	\$64,732	\$66,400
Comparison Group Average	\$55,739	\$66,391	\$69,393	\$73,059	\$70,349	\$74,422	\$71,188	\$73,059
Difference Above/(Below)	(\$5,539)	(\$9,191)	(\$6,293)	(\$6,659)	(\$6,990)	(\$10,303)	(\$6,456)	(\$6,659)
% Difference Above/Below	-9.9%	-13.8%	-9.1%	-9.1%	-9.9%	-13.8%	-9.1%	-9.1%

Notes:

(1) Sources: "Academe", March/April 1998; March/April 2003; March/April 2006; and March/April 2007

Table 10

USHE Faculty Salary and Compensation Comparisons

Current and Constant Dollar Values

Consumer Price Index for all Urban Consumers ⁽¹⁾

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

	Consumer Price Index			
	1997-98	2002-03	2005-06	2006-07
Monthly Price Index				
July	160.5	180.1	195.4	203.5
August	160.8	180.7	196.4	203.9
September	161.2	181.0	198.8	202.9
October	161.6	181.3	199.2	201.8
November	161.5	181.3	197.6	201.5
December	161.3	180.9	196.8	201.8
January	161.6	181.7	198.3	202.416
February	161.9	183.1	198.7	203.499
March	162.2	184.2	199.8	205.352
April	162.5	183.8	201.5	206.686
May	162.8	183.5	202.5	207.949
June	163.0	183.7	202.9	208.352
Fiscal Year Average				
CPI	161.7	182.1	199.0	204.1
Dollar Inflator	1.262	1.121	1.026	1.000

Notes:

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

(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.

Table 11

Utah System of Higher Education
 Fall 2007 Salary Equity Analysis ⁽¹⁾

		FTE Positions at less than 90% of Benchmark ⁽²⁾	State-funded FTE Positions with Benchmarks	Dollars ⁽³⁾	Average
University of Utah	Faculty	250	891	\$2,494,263	\$9,977
	Staff	901	1,586	\$7,907,269	\$8,776
	Total	1,151	2,477	\$10,401,532	\$9,037
Utah State University	Faculty	203	533	\$1,738,892	\$8,566
	Staff	560	996	\$3,788,380	\$6,765
	Total	763	1,529	\$5,527,272	\$7,244
Weber State University	Faculty	43	441	\$144,607	\$3,363
	Staff	140	361	\$839,416	\$5,996
	Total	183	802	\$984,023	\$5,377
Southern Utah University	Faculty	68	210	\$317,013	\$4,662
	Staff	130	289	\$618,131	\$4,755
	Total	198	499	\$935,144	\$4,723
Snow College	Faculty	33	113	\$134,158	\$4,065
	Staff	29	109	\$177,909	\$6,135
	Total	62	222	\$312,067	\$5,033
Dixie State College	Faculty	4	97	\$56,956	\$14,239
	Staff	44	142	\$223,835	\$5,087
	Total	48	239	\$280,791	\$5,850
College of Eastern Utah	Faculty	10	72	\$38,525	\$3,853
	Staff	24	93	\$131,618	\$5,484
	Total	34	165	\$170,143	\$5,004
Utah Valley State College	Faculty	35	351	\$134,930	\$3,855
	Staff	186	388	\$858,216	\$4,614
	Total	221	739	\$993,146	\$4,494
Salt Lake Community College	Faculty	54	316	\$135,686	\$2,513
	Staff	111	365	\$485,745	\$4,376
	Total	165	681	\$621,431	\$3,766
Utah College of Applied Technology	Faculty	162	241	\$1,615,520	\$9,972
	Staff	82	232	\$752,409	\$9,176
	Total	244	473	\$2,367,929	\$9,705
State Board of Regents	Faculty	n/a	n/a	n/a	n/a
	Staff	7	33	\$15,608	\$2,230
	Total	7	33	\$15,608	\$2,230
USHE TOTAL	Faculty	862	3,265	\$6,810,550	\$7,901
	Staff	2,214	4,594	\$15,798,536	\$7,136
	Total	3,076	7,859	\$22,609,086	\$7,350

Notes:

(1) Data compiled Fall 2007.

(2) Number of state-funded full-time equivalent employees with adjusted salaries less than 90% of market.

(3) Dollars represent amount needed to bring employees' salaries up to 90% of market.