

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 2007-08 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 (2007-08) | | | |
|----------------------------|-----------------|-----------|-----------|-----------|----------------------------|-----------|-----------|-----------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$66,100 | \$87,200 | \$103,400 | \$109,500 | \$83,426 | \$101,375 | \$107,236 | \$109,500 |
| Comparison Group Average | \$75,154 | \$92,387 | \$106,495 | \$109,569 | \$94,854 | \$107,405 | \$110,446 | \$109,569 |
| Difference Above/(Below) | (\$9,054) | (\$5,187) | (\$3,095) | (\$69) | (\$11,428) | (\$6,030) | (\$3,210) | (\$69) |
| % Difference Above/Below | -12.0% | -5.6% | -2.9% | -0.1% | -12.0% | -5.6% | -2.9% | -0.1% |
| Associate Professor | | | | | | | | |
| Institution Average | \$47,400 | \$61,500 | \$74,600 | \$77,700 | \$59,825 | \$71,497 | \$77,367 | \$77,700 |
| Comparison Group Average | \$54,009 | \$64,938 | \$74,075 | \$77,033 | \$68,166 | \$75,494 | \$76,823 | \$77,033 |
| Difference Above/(Below) | (\$6,609) | (\$3,438) | \$525 | \$667 | (\$8,341) | (\$3,997) | \$544 | \$667 |
| % Difference Above/Below | -12.2% | -5.3% | 0.7% | 0.9% | -12.2% | -5.3% | 0.7% | 0.9% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$40,100 | \$54,100 | \$64,000 | \$68,700 | \$50,611 | \$62,894 | \$66,374 | \$68,700 |
| Comparison Group Average | \$45,149 | \$54,986 | \$63,131 | \$65,416 | \$56,984 | \$63,924 | \$65,473 | \$65,416 |
| Difference Above/(Below) | (\$5,049) | (\$886) | \$869 | \$3,284 | (\$6,373) | (\$1,030) | \$901 | \$3,284 |
| % Difference Above/Below | -11.2% | -1.6% | 1.4% | 5.0% | -11.2% | -1.6% | 1.4% | 5.0% |
| Instructor | | | | | | | | |
| Institution Average | \$29,200 | \$38,800 | \$63,800 | \$62,500 | \$36,854 | \$45,107 | \$66,167 | \$62,500 |
| Comparison Group Average | \$32,478 | \$37,589 | \$42,541 | \$44,116 | \$40,991 | \$43,699 | \$44,119 | \$44,116 |
| Difference Above/(Below) | (\$3,278) | \$1,211 | \$21,259 | \$18,384 | (\$4,137) | \$1,408 | \$22,048 | \$18,384 |
| % Difference Above/Below | -10.1% | 3.2% | 50.0% | 41.7% | -10.1% | 3.2% | 50.0% | 41.7% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$52,800 | \$68,900 | \$74,700 | \$79,000 | \$66,640 | \$80,100 | \$77,471 | \$79,000 |
| Comparison Group Average | \$59,051 | \$70,357 | \$79,448 | \$80,962 | \$74,530 | \$81,794 | \$82,395 | \$80,962 |
| Difference Above/(Below) | (\$6,251) | (\$1,457) | (\$4,748) | (\$1,962) | (\$7,890) | (\$1,694) | (\$4,924) | (\$1,962) |
| % Difference Above/Below | -10.6% | -2.1% | -6.0% | -2.4% | -10.6% | -2.1% | -6.0% | -2.4% |

Faculty Compensation

| | | | | | | | | |
|---|-----------|------------|-----------|-----------|------------|------------|-----------|-----------|
| Professor | | | | | | | | |
| Institution Average | \$83,800 | \$113,800 | \$134,500 | \$142,500 | \$105,766 | \$132,298 | \$139,489 | \$142,500 |
| Comparison Group Average | \$92,499 | \$114,670 | \$133,713 | \$137,104 | \$116,745 | \$133,310 | \$138,673 | \$137,104 |
| Difference Above/(Below) | (\$8,699) | (\$870) | \$787 | \$5,396 | (\$10,979) | (\$1,012) | \$816 | \$5,396 |
| % Difference Above/Below | -9.4% | -0.8% | 0.6% | 3.9% | -9.4% | -0.8% | 0.6% | 3.9% |
| Associate Professor ⁽²⁾ | | | | | | | | |
| Institution Average | \$61,500 | \$82,600 | \$99,200 | \$103,800 | \$77,621 | \$96,027 | \$102,880 | \$103,800 |
| Comparison Group Average | \$67,268 | \$82,139 | \$95,176 | \$98,965 | \$84,900 | \$95,491 | \$98,707 | \$98,965 |
| Difference Above/(Below) | (\$5,768) | \$461 | \$4,024 | \$4,835 | (\$7,280) | \$536 | \$4,173 | \$4,835 |
| % Difference Above/Below | -8.6% | 0.6% | 4.2% | 4.9% | -8.6% | 0.6% | 4.2% | 4.9% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$52,700 | \$58,200 | \$85,900 | \$92,000 | \$66,514 | \$67,661 | \$89,087 | \$92,000 |
| Comparison Group Average | \$56,480 | \$69,742 | \$81,494 | \$84,204 | \$71,285 | \$81,079 | \$84,517 | \$84,204 |
| Difference Above/(Below) | (\$3,780) | (\$11,542) | \$4,406 | \$7,796 | (\$4,771) | (\$13,418) | \$4,570 | \$7,796 |
| % Difference Above/Below | -6.7% | -16.5% | 5.4% | 9.3% | -6.7% | -16.5% | 5.4% | 9.3% |
| Instructor | | | | | | | | |
| Institution Average | \$39,800 | \$44,900 | \$56,300 | \$90,700 | \$50,232 | \$52,199 | n/a | n/a |
| Comparison Group Average | \$41,358 | \$48,153 | \$56,335 | \$58,635 | \$52,199 | \$55,980 | \$58,425 | \$58,635 |
| Difference Above/(Below) | (\$1,558) | (\$3,253) | (\$35) | \$32,065 | (\$1,967) | (\$3,781) | n/a | n/a |
| % Difference Above/Below | -3.8% | -6.8% | -0.1% | 54.7% | -3.8% | -6.8% | n/a | n/a |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$67,900 | \$87,200 | \$99,000 | \$104,800 | \$85,698 | \$101,375 | \$102,672 | \$104,800 |
| Comparison Group Average | \$73,146 | \$88,123 | \$101,196 | \$102,990 | \$92,319 | \$102,448 | \$104,950 | \$102,990 |
| Difference Above/(Below) | (\$5,246) | (\$923) | (\$2,196) | \$1,810 | (\$6,621) | (\$1,073) | (\$2,278) | \$1,810 |
| % Difference Above/Below | -7.2% | -1.0% | -2.2% | 1.8% | -7.2% | -1.0% | -2.2% | 1.8% |

Notes: (1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

(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 (2007-08) | | | |
|----------------------------|-----------------|------------|------------|------------|----------------------------|------------|------------|------------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$57,400 | \$74,000 | \$81,800 | \$84,700 | \$72,446 | \$86,029 | \$84,834 | \$84,700 |
| Comparison Group Average | \$75,154 | \$92,387 | \$106,495 | \$109,569 | \$94,854 | \$107,405 | \$110,446 | \$109,569 |
| Difference Above/(Below) | (\$17,754) | (\$18,387) | (\$24,695) | (\$24,869) | (\$22,408) | (\$21,376) | (\$25,612) | (\$24,869) |
| % Difference Above/Below | -23.6% | -19.9% | -23.2% | -22.7% | -23.6% | -19.9% | -23.2% | -22.7% |
| Associate Professor | | | | | | | | |
| Institution Average | \$47,300 | \$55,000 | \$62,700 | \$65,600 | \$59,698 | \$63,940 | \$65,026 | \$65,600 |
| Comparison Group Average | \$54,009 | \$64,938 | \$74,075 | \$77,033 | \$68,166 | \$75,494 | \$76,823 | \$77,033 |
| Difference Above/(Below) | (\$6,709) | (\$9,938) | (\$11,375) | (\$11,433) | (\$8,468) | (\$11,554) | (\$11,797) | (\$11,433) |
| % Difference Above/Below | -12.4% | -15.3% | -15.4% | -14.8% | -12.4% | -15.3% | -15.4% | -14.8% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$39,400 | \$47,800 | \$57,400 | \$61,600 | \$49,728 | \$55,570 | \$59,529 | \$61,600 |
| Comparison Group Average | \$45,149 | \$54,986 | \$63,131 | \$65,416 | \$56,984 | \$63,924 | \$65,473 | \$65,416 |
| Difference Above/(Below) | (\$5,749) | (\$7,186) | (\$5,731) | (\$3,816) | (\$7,256) | (\$8,354) | (\$5,944) | (\$3,816) |
| % Difference Above/Below | -12.7% | -13.1% | -9.1% | -5.8% | -12.7% | -13.1% | -9.1% | -5.8% |
| Instructor | | | | | | | | |
| Institution Average | \$31,800 | \$40,100 | \$45,500 | \$46,000 | \$40,136 | \$46,618 | \$47,188 | \$46,000 |
| Comparison Group Average | \$32,478 | \$37,589 | \$42,541 | \$44,116 | \$40,991 | \$43,699 | \$44,119 | \$44,116 |
| Difference Above/(Below) | (\$678) | \$2,511 | \$2,959 | \$1,884 | (\$855) | \$2,919 | \$3,069 | \$1,884 |
| % Difference Above/Below | -2.1% | 6.7% | 7.0% | 4.3% | -2.1% | 6.7% | 7.0% | 4.3% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$46,900 | \$57,000 | \$64,700 | \$67,300 | \$59,194 | \$66,265 | \$67,100 | \$67,300 |
| Comparison Group Average | \$59,051 | \$70,357 | \$79,448 | \$80,962 | \$74,530 | \$81,794 | \$82,395 | \$80,962 |
| Difference Above/(Below) | (\$12,151) | (\$13,357) | (\$14,748) | (\$13,662) | (\$15,336) | (\$15,529) | (\$15,295) | (\$13,662) |
| % Difference Above/Below | -20.6% | -19.0% | -18.6% | -16.9% | -20.6% | -19.0% | -18.6% | -16.9% |

Faculty Compensation

| | | | | | | | | |
|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Professor | | | | | | | | |
| Institution Average | \$75,700 | \$97,400 | \$109,500 | \$114,900 | \$95,543 | \$113,233 | \$113,562 | \$114,900 |
| Comparison Group Average | \$92,499 | \$114,670 | \$133,713 | \$137,104 | \$116,745 | \$133,310 | \$138,673 | \$137,104 |
| Difference Above/(Below) | (\$16,799) | (\$17,270) | (\$24,213) | (\$22,204) | (\$21,202) | (\$20,077) | (\$25,111) | (\$22,204) |
| % Difference Above/Below | -18.2% | -15.1% | -18.1% | -16.2% | -18.2% | -15.1% | -18.1% | -16.2% |
| Associate Professor | | | | | | | | |
| Institution Average | \$63,600 | \$74,500 | \$86,500 | \$91,600 | \$80,271 | \$86,610 | \$89,709 | \$91,600 |
| Comparison Group Average | \$67,268 | \$82,139 | \$95,176 | \$98,965 | \$84,900 | \$95,491 | \$98,707 | \$98,965 |
| Difference Above/(Below) | (\$3,668) | (\$7,639) | (\$8,676) | (\$7,365) | (\$4,629) | (\$8,881) | (\$8,998) | (\$7,365) |
| % Difference Above/Below | -5.5% | -9.3% | -9.1% | -7.4% | -5.5% | -9.3% | -9.1% | -7.4% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$53,800 | \$65,700 | \$79,800 | \$86,500 | \$67,902 | \$76,380 | \$82,760 | \$86,500 |
| Comparison Group Average | \$56,480 | \$69,742 | \$81,494 | \$84,204 | \$71,285 | \$81,079 | \$84,517 | \$84,204 |
| Difference Above/(Below) | (\$2,680) | (\$4,042) | (\$1,694) | \$2,296 | (\$3,383) | (\$4,699) | (\$1,757) | \$2,296 |
| % Difference Above/Below | -4.7% | -5.8% | -2.1% | 2.7% | -4.7% | -5.8% | -2.1% | 2.7% |
| Instructor | | | | | | | | |
| Institution Average | \$44,600 | \$56,300 | \$65,700 | \$67,600 | \$56,291 | \$65,452 | \$68,137 | \$67,600 |
| Comparison Group Average | \$41,358 | \$48,153 | \$56,335 | \$58,635 | \$52,199 | \$55,980 | \$58,425 | \$58,635 |
| Difference Above/(Below) | \$3,242 | \$8,147 | \$9,365 | \$8,965 | \$4,092 | \$9,472 | \$9,712 | \$8,965 |
| % Difference Above/Below | 7.8% | 16.9% | 16.6% | 15.3% | 7.8% | 16.9% | 16.6% | 15.3% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$62,900 | \$76,800 | \$80,400 | \$93,500 | \$79,388 | \$89,284 | \$83,383 | \$93,500 |
| Comparison Group Average | \$73,146 | \$88,123 | \$101,196 | \$102,990 | \$92,319 | \$102,448 | \$104,950 | \$102,990 |
| Difference Above/(Below) | (\$10,246) | (\$11,323) | (\$20,796) | (\$9,490) | (\$12,931) | (\$13,164) | (\$21,567) | (\$9,490) |
| % Difference Above/Below | -14.0% | -12.8% | -20.6% | -9.2% | -14.0% | -12.8% | -20.5% | -9.2% |

Notes:

(1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

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 (2007-08) | | | |
|-----------------------------|-----------------|------------|------------|------------|----------------------------|------------|------------|------------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$53,900 | \$61,900 | \$68,100 | \$69,311 | \$68,028 | \$71,962 | \$70,626 | \$69,311 |
| Comparison Group Average | \$61,839 | \$74,545 | \$81,855 | \$85,726 | \$78,048 | \$86,662 | \$84,891 | \$85,726 |
| Difference Above/(Below) | (\$7,939) | (\$12,645) | (\$13,755) | (\$16,415) | (\$10,020) | (\$14,700) | (\$14,265) | (\$16,415) |
| % Difference Above/Below | -12.8% | -17.0% | -16.8% | -19.1% | -12.8% | -17.0% | -16.8% | -19.1% |
| Associate Professor | | | | | | | | |
| Institution Average | \$43,200 | \$49,400 | \$55,100 | \$57,312 | \$54,524 | \$57,430 | \$57,144 | \$57,312 |
| Comparison Group Average | \$49,577 | \$59,145 | \$65,059 | \$68,034 | \$62,572 | \$68,759 | \$67,472 | \$68,034 |
| Difference Above/(Below) | (\$6,377) | (\$9,745) | (\$9,959) | (\$10,722) | (\$8,048) | (\$11,329) | (\$10,328) | (\$10,722) |
| % Difference Above/Below | -12.9% | -16.5% | -15.3% | -15.8% | -12.9% | -16.5% | -15.3% | -15.8% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$31,900 | \$42,700 | \$45,200 | \$51,156 | \$40,262 | \$49,641 | \$46,877 | \$51,156 |
| Comparison Group Average | \$40,762 | \$49,086 | \$55,085 | \$57,540 | \$51,447 | \$57,065 | \$57,128 | \$57,540 |
| Difference Above/(Below) | (\$8,862) | (\$6,386) | (\$9,885) | (\$6,384) | (\$11,185) | (\$7,424) | (\$10,251) | (\$6,384) |
| % Difference Above/Below | -21.7% | -13.0% | -17.9% | -11.1% | -21.7% | -13.0% | -17.9% | -11.1% |
| Instructor | | | | | | | | |
| Institution Average | \$32,700 | \$36,400 | \$40,800 | \$42,011 | \$41,271 | \$42,317 | \$42,314 | \$42,011 |
| Comparison Group Average | \$31,065 | \$36,398 | \$41,073 | \$41,794 | \$39,208 | \$42,315 | \$42,597 | \$41,794 |
| Difference Above/(Below) | \$1,635 | \$2 | (\$273) | \$217 | \$2,063 | \$2 | (\$283) | \$217 |
| % Difference Above/Below | 5.3% | 0.0% | -0.7% | 0.5% | 5.3% | 0.0% | -0.7% | 0.5% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$45,100 | \$50,200 | \$55,300 | \$57,767 | \$56,922 | \$58,360 | \$57,351 | \$57,767 |
| Comparison Group Average | \$49,852 | \$58,440 | \$63,499 | \$66,107 | \$62,919 | \$67,940 | \$65,855 | \$66,107 |
| Difference Above/(Below) | (\$4,752) | (\$8,240) | (\$8,199) | (\$8,340) | (\$5,997) | (\$9,580) | (\$8,504) | (\$8,340) |
| % Difference Above/Below | -9.5% | -14.1% | -12.9% | -12.6% | -9.5% | -14.1% | -12.9% | -12.6% |
| Faculty Compensation | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$70,200 | \$81,300 | \$98,700 | \$101,213 | \$88,601 | \$94,516 | \$102,361 | \$101,213 |
| Comparison Group Average | \$76,006 | \$92,478 | \$104,099 | \$108,923 | \$95,929 | \$107,511 | \$107,961 | \$108,923 |
| Difference Above/(Below) | (\$5,806) | (\$11,178) | (\$5,399) | (\$7,710) | (\$7,328) | (\$12,995) | (\$5,600) | (\$7,710) |
| % Difference Above/Below | -7.6% | -12.1% | -5.2% | -7.1% | -7.6% | -12.1% | -5.2% | -7.1% |
| Associate Professor | | | | | | | | |
| Institution Average | \$57,400 | \$66,700 | \$79,200 | \$83,897 | \$72,446 | \$77,542 | \$82,138 | \$83,897 |
| Comparison Group Average | \$61,580 | \$74,540 | \$84,114 | \$87,952 | \$77,722 | \$86,657 | \$87,234 | \$87,952 |
| Difference Above/(Below) | (\$4,180) | (\$7,840) | (\$4,914) | (\$4,055) | (\$5,276) | (\$9,114) | (\$5,096) | (\$4,055) |
| % Difference Above/Below | -6.8% | -10.5% | -5.8% | -4.6% | -6.8% | -10.5% | -5.8% | -4.6% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$50,800 | \$58,600 | \$66,500 | \$74,517 | \$64,116 | \$68,126 | \$68,967 | \$74,517 |
| Comparison Group Average | \$50,986 | \$62,188 | \$71,708 | \$74,884 | \$64,351 | \$72,297 | \$74,368 | \$74,884 |
| Difference Above/(Below) | (\$186) | (\$3,588) | (\$5,208) | (\$367) | (\$235) | (\$4,171) | (\$5,401) | (\$367) |
| % Difference Above/Below | -0.4% | -5.8% | -7.3% | -0.5% | -0.4% | -5.8% | -7.3% | -0.5% |
| Instructor | | | | | | | | |
| Institution Average | \$44,800 | \$50,600 | \$60,100 | \$63,022 | \$56,543 | \$58,825 | \$62,329 | \$63,022 |
| Comparison Group Average | \$39,189 | \$46,781 | \$53,889 | \$54,753 | \$49,461 | \$54,385 | \$55,888 | \$54,753 |
| Difference Above/(Below) | \$5,611 | \$3,819 | \$6,211 | \$8,269 | \$7,082 | \$4,440 | \$6,441 | \$8,269 |
| % Difference Above/Below | 14.3% | 8.2% | 11.5% | 15.1% | 14.3% | 8.2% | 11.5% | 15.1% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$59,600 | \$67,400 | \$80,400 | \$84,572 | \$75,223 | \$78,356 | \$83,383 | \$84,572 |
| Comparison Group Average | \$61,731 | \$72,978 | \$81,867 | \$85,265 | \$77,912 | \$84,841 | \$84,904 | \$85,265 |
| Difference Above/(Below) | (\$2,131) | (\$5,578) | (\$1,467) | (\$693) | (\$2,689) | (\$6,485) | (\$1,521) | (\$693) |
| % Difference Above/Below | -3.5% | -7.6% | -1.8% | -0.8% | -3.5% | -7.6% | -1.8% | -0.8% |

Notes: (1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

(2) 2007-08 Salaries were supplied by WSU.

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 (2007-08) | | | |
|-----------------------------|-----------------|------------|------------|------------|----------------------------|------------|-----------|-----------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$52,400 | \$60,100 | \$65,100 | \$69,500 | \$66,135 | \$69,869 | n/a | n/a |
| Comparison Group Average | \$61,839 | \$74,545 | \$81,855 | \$85,726 | \$78,048 | \$86,662 | \$84,891 | \$85,726 |
| Difference Above/(Below) | (\$9,439) | (\$14,445) | (\$16,755) | (\$16,226) | (\$11,913) | (\$16,793) | n/a | n/a |
| % Difference Above/Below | -15.3% | -19.4% | -20.5% | -18.9% | -15.3% | -19.4% | n/a | n/a |
| Associate Professor | | | | | | | | |
| Institution Average | \$41,800 | \$50,900 | \$53,400 | \$57,300 | \$52,757 | \$59,174 | n/a | n/a |
| Comparison Group Average | \$49,577 | \$59,145 | \$65,059 | \$68,034 | \$62,572 | \$68,759 | \$67,472 | \$68,034 |
| Difference Above/(Below) | (\$7,777) | (\$8,245) | (\$11,659) | (\$10,734) | (\$9,815) | (\$9,585) | n/a | n/a |
| % Difference Above/Below | -15.7% | -13.9% | -17.9% | -15.8% | -15.7% | -13.9% | n/a | n/a |
| Assistant Professor | | | | | | | | |
| Institution Average | \$33,600 | \$40,200 | \$45,700 | \$48,000 | \$42,407 | \$46,735 | n/a | n/a |
| Comparison Group Average | \$40,762 | \$49,086 | \$55,085 | \$57,540 | \$51,447 | \$57,065 | \$57,128 | \$57,540 |
| Difference Above/(Below) | (\$7,162) | (\$8,886) | (\$9,385) | (\$9,540) | (\$9,040) | (\$10,330) | n/a | n/a |
| % Difference Above/Below | -17.6% | -18.1% | -17.0% | -16.6% | -17.6% | -18.1% | n/a | n/a |
| Instructor | | | | | | | | |
| Institution Average | \$29,300 | \$39,100 | \$44,600 | n/a | \$36,980 | \$45,456 | n/a | n/a |
| Comparison Group Average | \$31,065 | \$36,398 | \$41,073 | \$41,794 | \$39,208 | \$42,315 | \$42,597 | \$41,794 |
| Difference Above/(Below) | (\$1,765) | \$2,702 | \$3,527 | n/a | (\$2,228) | \$3,141 | n/a | n/a |
| % Difference Above/Below | -5.7% | 7.4% | 8.6% | n/a | -5.7% | 7.4% | n/a | n/a |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$38,500 | \$46,100 | \$51,100 | \$54,200 | \$48,592 | \$53,594 | n/a | n/a |
| Comparison Group Average | \$49,852 | \$58,440 | \$63,499 | \$66,107 | \$62,919 | \$67,940 | \$65,855 | \$66,107 |
| Difference Above/(Below) | (\$11,352) | (\$12,340) | (\$12,399) | (\$11,907) | (\$14,327) | (\$14,346) | n/a | n/a |
| % Difference Above/Below | -22.8% | -21.1% | -19.5% | -18.0% | -22.8% | -21.1% | n/a | n/a |
| Faculty Compensation | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$69,300 | \$78,700 | \$85,800 | \$96,000 | \$87,465 | \$91,493 | n/a | n/a |
| Comparison Group Average | \$76,006 | \$92,478 | \$104,099 | \$108,923 | \$95,929 | \$107,511 | \$107,961 | \$108,923 |
| Difference Above/(Below) | (\$6,706) | (\$13,778) | (\$18,299) | (\$12,923) | (\$8,464) | (\$16,018) | n/a | n/a |
| % Difference Above/Below | -8.8% | -14.9% | -17.6% | -11.9% | -8.8% | -14.9% | n/a | n/a |
| Associate Professor | | | | | | | | |
| Institution Average | \$56,300 | \$67,900 | \$73,300 | \$81,200 | \$71,058 | \$78,937 | n/a | n/a |
| Comparison Group Average | \$61,580 | \$74,540 | \$84,114 | \$87,952 | \$77,722 | \$86,657 | \$87,234 | \$87,952 |
| Difference Above/(Below) | (\$5,280) | (\$6,640) | (\$10,814) | (\$6,752) | (\$6,664) | (\$7,719) | n/a | n/a |
| % Difference Above/Below | -8.6% | -8.9% | -12.9% | -7.7% | -8.6% | -8.9% | n/a | n/a |
| Assistant Professor | | | | | | | | |
| Institution Average | \$46,300 | \$55,200 | \$64,900 | \$68,400 | \$58,436 | \$64,173 | n/a | n/a |
| Comparison Group Average | \$50,986 | \$62,188 | \$71,708 | \$74,884 | \$64,351 | \$72,297 | \$74,368 | \$74,884 |
| Difference Above/(Below) | (\$4,686) | (\$6,988) | (\$6,808) | (\$6,484) | (\$5,915) | (\$8,124) | n/a | n/a |
| % Difference Above/Below | -9.2% | -11.2% | -9.5% | -8.7% | -9.2% | -11.2% | n/a | n/a |
| Instructor | | | | | | | | |
| Institution Average | \$41,100 | \$53,900 | \$63,700 | n/a | \$51,873 | \$62,662 | n/a | n/a |
| Comparison Group Average | \$39,189 | \$46,781 | \$53,889 | \$54,753 | \$49,461 | \$54,385 | \$55,888 | \$54,753 |
| Difference Above/(Below) | \$1,911 | \$7,119 | \$9,811 | n/a | \$2,412 | \$8,277 | n/a | n/a |
| % Difference Above/Below | 4.9% | 15.2% | 18.2% | n/a | 4.9% | 15.2% | n/a | n/a |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$52,300 | \$62,100 | \$70,800 | \$76,700 | \$66,009 | \$72,195 | n/a | n/a |
| Comparison Group Average | \$61,731 | \$72,978 | \$81,867 | \$85,265 | \$77,912 | \$84,841 | \$84,904 | \$85,265 |
| Difference Above/(Below) | (\$9,431) | (\$10,878) | (\$11,067) | (\$8,565) | (\$11,903) | (\$12,646) | n/a | n/a |
| % Difference Above/Below | -15.3% | -14.9% | -13.5% | -10.0% | -15.3% | -14.9% | n/a | n/a |

Notes:

(1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

(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 (2007-08) | | | |
|-----------------------------|-----------------|------------|------------|------------|----------------------------|------------|------------|------------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$47,000 | \$54,600 | \$55,700 | \$60,200 | \$59,320 | \$63,475 | \$57,766 | \$60,200 |
| Comparison Group Average | \$53,024 | \$65,730 | \$68,424 | \$71,910 | \$66,923 | \$76,415 | \$70,962 | \$71,910 |
| Difference Above/(Below) | (\$6,024) | (\$11,130) | (\$12,724) | (\$11,710) | (\$7,603) | (\$12,940) | (\$13,196) | (\$11,710) |
| % Difference Above/Below | -11.4% | -16.9% | -18.6% | -16.3% | -11.4% | -16.9% | -18.6% | -16.3% |
| Associate Professor | | | | | | | | |
| Institution Average | \$41,000 | \$47,500 | \$47,800 | \$51,400 | \$51,747 | \$55,221 | \$49,573 | \$51,400 |
| Comparison Group Average | \$44,567 | \$51,696 | \$55,429 | \$58,708 | \$56,249 | \$60,099 | \$57,485 | \$58,708 |
| Difference Above/(Below) | (\$3,567) | (\$4,196) | (\$7,629) | (\$7,308) | (\$4,502) | (\$4,878) | (\$7,912) | (\$7,308) |
| % Difference Above/Below | -8.0% | -8.1% | -13.8% | -12.4% | -8.0% | -8.1% | -13.8% | -12.4% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$33,900 | \$42,000 | \$40,200 | \$44,000 | \$42,786 | \$48,827 | \$41,691 | \$44,000 |
| Comparison Group Average | \$38,574 | \$45,653 | \$48,923 | \$51,329 | \$48,685 | \$53,074 | \$50,738 | \$51,329 |
| Difference Above/(Below) | (\$4,674) | (\$3,653) | (\$8,723) | (\$7,329) | (\$5,899) | (\$4,247) | (\$9,047) | (\$7,329) |
| % Difference Above/Below | -12.1% | -8.0% | -17.8% | -14.3% | -12.1% | -8.0% | -17.8% | -14.3% |
| Instructor | | | | | | | | |
| Institution Average | \$29,700 | \$33,900 | \$37,800 | \$43,200 | \$37,485 | \$39,411 | \$39,202 | \$43,200 |
| Comparison Group Average | \$33,782 | \$38,215 | \$41,915 | \$44,174 | \$42,637 | \$44,427 | \$43,470 | \$44,174 |
| Difference Above/(Below) | (\$4,082) | (\$4,315) | (\$4,115) | (\$974) | (\$5,152) | (\$5,016) | (\$4,268) | (\$974) |
| % Difference Above/Below | -12.1% | -11.3% | -9.8% | -2.2% | -12.1% | -11.3% | -9.8% | -2.2% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$37,800 | \$44,300 | \$44,300 | \$48,100 | \$47,708 | \$51,501 | \$45,943 | \$48,100 |
| Comparison Group Average | \$44,192 | \$51,824 | \$54,895 | \$57,772 | \$55,776 | \$60,248 | \$56,931 | \$57,772 |
| Difference Above/(Below) | (\$6,392) | (\$7,524) | (\$10,595) | (\$9,672) | (\$8,068) | (\$8,747) | (\$10,988) | (\$9,672) |
| % Difference Above/Below | -14.5% | -14.5% | -19.3% | -16.7% | -14.5% | -14.5% | -19.3% | -16.7% |
| Faculty Compensation | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$65,100 | \$77,900 | \$75,100 | \$85,700 | \$82,164 | \$90,563 | \$77,886 | \$85,700 |
| Comparison Group Average | \$66,305 | \$83,093 | \$89,198 | \$95,096 | \$83,685 | \$96,600 | \$92,507 | \$95,096 |
| Difference Above/(Below) | (\$1,205) | (\$5,193) | (\$14,098) | (\$9,396) | (\$1,521) | (\$6,037) | (\$14,621) | (\$9,396) |
| % Difference Above/Below | -1.8% | -6.2% | -15.8% | -9.9% | -1.8% | -6.2% | -15.8% | -9.9% |
| Associate Professor | | | | | | | | |
| Institution Average | \$57,400 | \$69,200 | \$67,500 | \$76,300 | \$72,446 | \$80,449 | \$70,004 | \$76,300 |
| Comparison Group Average | \$56,326 | \$66,372 | \$73,892 | \$78,625 | \$71,090 | \$77,161 | \$76,633 | \$78,625 |
| Difference Above/(Below) | \$1,074 | \$2,828 | (\$6,392) | (\$2,325) | \$1,356 | \$3,288 | (\$6,629) | (\$2,325) |
| % Difference Above/Below | 1.9% | 4.3% | -8.7% | -3.0% | 1.9% | 4.3% | -8.7% | -3.0% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$48,600 | \$61,900 | \$57,500 | \$66,300 | \$61,339 | \$71,962 | \$59,633 | \$66,300 |
| Comparison Group Average | \$49,340 | \$59,566 | \$66,240 | \$69,450 | \$62,273 | \$69,249 | \$68,697 | \$69,450 |
| Difference Above/(Below) | (\$740) | \$2,334 | (\$8,740) | (\$3,150) | (\$934) | \$2,713 | (\$9,064) | (\$3,150) |
| % Difference Above/Below | -1.5% | 3.9% | -13.2% | -4.5% | -1.5% | 3.9% | -13.2% | -4.5% |
| Instructor | | | | | | | | |
| Institution Average | \$43,200 | \$51,900 | \$55,900 | \$66,200 | \$54,524 | \$60,336 | \$57,974 | \$66,200 |
| Comparison Group Average | \$42,961 | \$49,946 | \$56,504 | \$58,915 | \$54,222 | \$58,065 | \$58,600 | \$58,915 |
| Difference Above/(Below) | \$239 | \$1,954 | (\$604) | \$7,285 | \$302 | \$2,271 | (\$626) | \$7,285 |
| % Difference Above/Below | 0.6% | 3.9% | -1.1% | 12.4% | 0.6% | 3.9% | -1.1% | 12.4% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$53,500 | \$64,900 | \$62,700 | \$71,800 | \$67,524 | \$75,450 | \$65,026 | \$71,800 |
| Comparison Group Average | \$55,739 | \$66,391 | \$73,059 | \$77,142 | \$70,349 | \$77,183 | \$75,769 | \$77,142 |
| Difference Above/(Below) | (\$2,239) | (\$1,491) | (\$10,359) | (\$5,342) | (\$2,825) | (\$1,733) | (\$10,743) | (\$5,342) |
| % Difference Above/Below | -4.0% | -2.2% | -14.2% | -6.9% | -4.0% | -2.2% | -14.2% | -6.9% |

Notes: (1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

(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 (2007-08) | | | |
|-----------------------------|-----------------|-----------|-----------|-----------|----------------------------|-----------|-----------|-----------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | n/a | n/a | \$66,000 | \$74,400 | n/a | n/a | \$68,448 | \$74,400 |
| Comparison Group Average | \$53,024 | \$65,730 | \$68,424 | \$71,910 | \$66,923 | \$76,415 | \$70,962 | \$71,910 |
| Difference Above/(Below) | n/a | n/a | (\$2,424) | \$2,490 | n/a | n/a | (\$2,514) | \$2,490 |
| % Difference Above/Below | n/a | n/a | -3.5% | 3.5% | n/a | n/a | -3.5% | 3.5% |
| Associate Professor | | | | | | | | |
| Institution Average | n/a | n/a | \$54,800 | \$59,300 | n/a | n/a | \$56,833 | \$59,300 |
| Comparison Group Average | \$44,567 | \$51,696 | \$55,429 | \$58,708 | \$56,249 | \$60,099 | \$57,485 | \$58,708 |
| Difference Above/(Below) | n/a | n/a | (\$629) | \$592 | n/a | n/a | (\$652) | \$592 |
| % Difference Above/Below | n/a | n/a | -1.1% | 1.0% | n/a | n/a | -1.1% | 1.0% |
| Assistant Professor | | | | | | | | |
| Institution Average | n/a | n/a | \$46,800 | \$49,800 | n/a | n/a | \$48,536 | \$49,800 |
| Comparison Group Average | \$38,574 | \$45,653 | \$48,923 | \$51,329 | \$48,685 | \$53,074 | \$50,738 | \$51,329 |
| Difference Above/(Below) | n/a | n/a | (\$2,123) | (\$1,529) | n/a | n/a | (\$2,202) | (\$1,529) |
| % Difference Above/Below | n/a | n/a | -4.3% | -3.0% | n/a | n/a | -4.3% | -3.0% |
| Instructor | | | | | | | | |
| Institution Average | n/a | n/a | \$39,300 | \$42,400 | n/a | n/a | \$40,758 | \$42,400 |
| Comparison Group Average | \$33,782 | \$38,215 | \$41,915 | \$44,174 | \$42,637 | \$44,427 | \$43,470 | \$44,174 |
| Difference Above/(Below) | n/a | n/a | (\$2,615) | (\$1,774) | n/a | n/a | (\$2,712) | (\$1,774) |
| % Difference Above/Below | n/a | n/a | -6.2% | -4.0% | n/a | n/a | -6.2% | -4.0% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$39,600 | \$43,500 | \$52,300 | \$56,400 | \$49,980 | \$50,571 | \$54,240 | \$56,400 |
| Comparison Group Average | \$40,973 | \$51,824 | \$54,895 | \$57,772 | \$51,713 | \$60,248 | \$56,931 | \$57,772 |
| Difference Above/(Below) | (\$1,373) | (\$8,324) | (\$2,595) | (\$1,372) | (\$1,733) | (\$9,677) | (\$2,691) | (\$1,372) |
| % Difference Above/Below | -3.4% | -16.1% | -4.7% | -2.4% | -3.4% | -16.1% | -4.7% | -2.4% |
| Faculty Compensation | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | n/a | n/a | \$92,400 | \$103,400 | n/a | n/a | \$95,828 | \$103,400 |
| Comparison Group Average | \$66,305 | \$83,093 | \$89,198 | \$95,096 | \$83,685 | \$96,600 | \$92,507 | \$95,096 |
| Difference Above/(Below) | n/a | n/a | \$3,202 | \$8,304 | n/a | n/a | \$3,321 | \$8,304 |
| % Difference Above/Below | n/a | n/a | 3.6% | 8.7% | n/a | n/a | 3.6% | 8.7% |
| Associate Professor | | | | | | | | |
| Institution Average | n/a | n/a | \$78,100 | \$84,400 | n/a | n/a | \$80,997 | \$84,400 |
| Comparison Group Average | \$56,326 | \$66,372 | \$73,892 | \$78,625 | \$71,090 | \$77,161 | \$76,633 | \$78,625 |
| Difference Above/(Below) | n/a | n/a | \$4,208 | \$5,775 | n/a | n/a | \$4,364 | \$5,775 |
| % Difference Above/Below | n/a | n/a | 5.7% | 7.3% | n/a | n/a | 5.7% | 7.3% |
| Assistant Professor | | | | | | | | |
| Institution Average | n/a | n/a | \$67,300 | \$71,400 | n/a | n/a | \$69,797 | \$71,400 |
| Comparison Group Average | \$49,340 | \$59,566 | \$66,240 | \$69,450 | \$62,273 | \$69,249 | \$68,697 | \$69,450 |
| Difference Above/(Below) | n/a | n/a | \$1,060 | \$1,950 | n/a | n/a | \$1,100 | \$1,950 |
| % Difference Above/Below | n/a | n/a | 1.6% | 2.8% | n/a | n/a | 1.6% | 2.8% |
| Instructor | | | | | | | | |
| Institution Average | n/a | n/a | \$57,800 | \$62,600 | n/a | n/a | \$59,944 | \$62,600 |
| Comparison Group Average | \$42,961 | \$49,946 | \$56,504 | \$58,915 | \$54,222 | \$58,065 | \$58,600 | \$58,915 |
| Difference Above/(Below) | n/a | n/a | \$1,296 | \$3,685 | n/a | n/a | \$1,344 | \$3,685 |
| % Difference Above/Below | n/a | n/a | 2.3% | 6.3% | n/a | n/a | 2.3% | 6.3% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$54,300 | \$62,200 | \$74,600 | \$80,300 | \$68,533 | \$72,311 | \$77,367 | \$80,300 |
| Comparison Group Average | \$51,079 | \$66,391 | \$73,059 | \$77,142 | \$64,468 | \$77,183 | \$75,769 | \$77,142 |
| Difference Above/(Below) | \$3,221 | (\$4,191) | \$1,541 | \$3,158 | \$4,065 | (\$4,872) | \$1,598 | \$3,158 |
| % Difference Above/Below | 6.3% | -6.3% | 2.1% | 4.1% | 6.3% | -6.3% | 2.1% | 4.1% |

Notes:

(1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

(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, 2002-03, or 2003-04

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 (2007-08) | | | |
|-----------------------------|-----------------|-----------|----------|-----------|----------------------------|-----------|----------|-----------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$37,400 | \$43,200 | \$51,630 | \$51,834 | \$47,203 | \$50,222 | \$53,545 | \$51,834 |
| Comparison Group Average | \$40,973 | \$49,483 | \$50,474 | \$55,316 | \$51,713 | \$57,527 | \$52,346 | \$55,316 |
| Difference Above/(Below) | (\$3,573) | (\$6,283) | \$1,156 | (\$3,482) | (\$4,510) | (\$7,305) | \$1,199 | (\$3,482) |
| % Difference Above/(Below) | -8.7% | -12.7% | 2.3% | -6.3% | -8.7% | -12.7% | 2.3% | -6.3% |
| Faculty Compensation | | | | | | | | |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$50,900 | \$63,000 | \$70,839 | \$75,797 | \$64,242 | \$73,241 | \$73,467 | \$75,797 |
| Comparison Group Average | \$51,079 | \$61,555 | \$63,456 | \$69,698 | \$64,468 | \$71,561 | \$65,810 | \$69,698 |
| Difference Above/(Below) | (\$179) | \$1,445 | \$7,383 | \$6,099 | (\$226) | \$1,680 | \$7,657 | \$6,099 |
| % Difference Above/(Below) | -0.4% | 2.3% | 11.6% | 8.8% | -0.4% | 2.3% | 11.6% | 8.8% |

Notes:

(1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

(2) CEU does not have rank for faculty.

(3) Data not reported in Academe survey

(4) 2007-08, 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 University ⁽³⁾

Comparison Group: Public General Baccalaureate ⁽²⁾

| | Current Dollars | | | | Constant Dollars (2007-08) | | | |
|-----------------------------|-----------------|------------|------------|------------|----------------------------|------------|------------|------------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$41,500 | \$52,200 | \$63,400 | \$66,400 | \$52,378 | \$60,685 | \$65,752 | \$66,400 |
| Comparison Group Average | \$53,024 | \$65,730 | \$76,745 | \$80,408 | \$66,923 | \$76,415 | \$79,592 | \$80,408 |
| Difference Above/(Below) | (\$11,524) | (\$13,530) | (\$13,345) | (\$14,008) | (\$14,545) | (\$15,730) | (\$13,840) | (\$14,008) |
| % Difference Above/Below | -21.7% | -20.6% | -17.4% | -17.4% | -21.7% | -20.6% | -17.4% | -17.4% |
| Associate Professor | | | | | | | | |
| Institution Average | \$39,400 | \$50,000 | \$56,600 | \$59,100 | \$49,728 | \$58,128 | \$58,700 | \$59,100 |
| Comparison Group Average | \$44,567 | \$51,696 | \$62,716 | \$65,431 | \$56,249 | \$60,099 | \$65,043 | \$65,431 |
| Difference Above/(Below) | (\$5,167) | (\$1,696) | (\$6,116) | (\$6,331) | (\$6,521) | (\$1,971) | (\$6,343) | (\$6,331) |
| % Difference Above/Below | -11.6% | -3.3% | -9.8% | -9.7% | -11.6% | -3.3% | -9.8% | -9.7% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$38,000 | \$47,600 | \$52,800 | \$54,200 | \$47,961 | \$55,337 | \$54,759 | \$54,200 |
| Comparison Group Average | \$38,574 | \$45,653 | \$51,854 | \$54,844 | \$48,685 | \$53,074 | \$53,778 | \$54,844 |
| Difference Above/(Below) | (\$574) | \$1,947 | \$946 | (\$644) | (\$724) | \$2,263 | \$981 | (\$644) |
| % Difference Above/Below | -1.5% | 4.3% | 1.8% | -1.2% | -1.5% | 4.3% | 1.8% | -1.2% |
| Instructor | | | | | | | | |
| Institution Average | \$35,100 | \$41,900 | \$46,400 | \$45,300 | \$44,301 | \$48,711 | \$48,121 | \$45,300 |
| Comparison Group Average | \$33,782 | \$38,215 | \$41,041 | \$44,349 | \$42,637 | \$44,427 | \$42,563 | \$44,349 |
| Difference Above/(Below) | \$1,318 | \$3,685 | \$5,359 | \$951 | \$1,664 | \$4,284 | \$5,558 | \$951 |
| % Difference Above/Below | 3.9% | 9.6% | 13.1% | 2.1% | 3.9% | 9.6% | 13.1% | 2.1% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$38,900 | \$48,100 | \$55,600 | \$56,400 | \$49,097 | \$55,919 | \$57,663 | \$56,400 |
| Comparison Group Average | \$44,192 | \$51,824 | \$59,595 | \$62,477 | \$55,776 | \$60,248 | \$61,806 | \$62,477 |
| Difference Above/(Below) | (\$5,292) | (\$3,724) | (\$3,995) | (\$6,077) | (\$6,679) | (\$4,329) | (\$4,143) | (\$6,077) |
| % Difference Above/Below | -12.0% | -7.2% | -6.7% | -9.7% | -12.0% | -7.2% | -6.7% | -9.7% |
| Faculty Compensation | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$56,000 | \$71,000 | \$89,100 | \$93,200 | \$70,679 | \$82,541 | \$92,405 | \$93,200 |
| Comparison Group Average | \$66,305 | \$83,093 | \$98,083 | \$102,362 | \$83,685 | \$96,600 | \$101,721 | \$102,362 |
| Difference Above/(Below) | (\$10,305) | (\$12,093) | (\$8,983) | (\$9,162) | (\$13,006) | (\$14,059) | (\$9,316) | (\$9,162) |
| % Difference Above/Below | -15.5% | -14.6% | -9.2% | -9.0% | -15.5% | -14.6% | -9.2% | -9.0% |
| Associate Professor | | | | | | | | |
| Institution Average | \$53,300 | \$69,300 | \$81,500 | \$85,400 | \$67,271 | \$80,565 | \$84,523 | \$85,400 |
| Comparison Group Average | \$56,326 | \$66,372 | \$81,463 | \$84,257 | \$71,090 | \$77,161 | \$84,485 | \$84,257 |
| Difference Above/(Below) | (\$3,026) | \$2,928 | \$37 | \$1,143 | (\$3,819) | \$3,404 | \$38 | \$1,143 |
| % Difference Above/Below | -5.4% | 4.4% | 0.0% | 1.4% | -5.4% | 4.4% | 0.0% | 1.4% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$51,400 | \$66,500 | \$76,600 | \$79,700 | \$64,873 | \$77,310 | \$79,442 | \$79,700 |
| Comparison Group Average | \$49,340 | \$59,566 | \$67,460 | \$71,214 | \$62,273 | \$69,249 | \$69,962 | \$71,214 |
| Difference Above/(Below) | \$2,060 | \$6,934 | \$9,140 | \$8,486 | \$2,600 | \$8,061 | \$9,480 | \$8,486 |
| % Difference Above/Below | 4.2% | 11.6% | 13.5% | 11.9% | 4.2% | 11.6% | 13.6% | 11.9% |
| Instructor | | | | | | | | |
| Institution Average | \$47,900 | \$59,800 | \$68,700 | \$64,600 | \$60,456 | \$69,521 | \$71,248 | \$64,600 |
| Comparison Group Average | \$42,961 | \$49,946 | \$54,185 | \$57,705 | \$54,222 | \$58,065 | \$56,195 | \$57,705 |
| Difference Above/(Below) | \$4,939 | \$9,854 | \$14,515 | \$6,895 | \$6,234 | \$11,456 | \$15,053 | \$6,895 |
| % Difference Above/Below | 11.5% | 19.7% | 26.8% | 11.9% | 11.5% | 19.7% | 26.8% | 11.9% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$52,700 | \$66,900 | \$80,000 | \$81,600 | \$66,514 | \$77,775 | \$82,968 | \$81,600 |
| Comparison Group Average | \$55,739 | \$66,391 | \$76,996 | \$80,387 | \$70,349 | \$77,183 | \$79,852 | \$80,387 |
| Difference Above/(Below) | (\$3,039) | \$509 | \$3,004 | \$1,213 | (\$3,835) | \$592 | \$3,116 | \$1,213 |
| % Difference Above/Below | -5.5% | 0.8% | 3.9% | 1.5% | -5.5% | 0.8% | 3.9% | 1.5% |

Notes:

(1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

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

(3) Effective July 1, 2008 Utah Valley State College name was changed to Utah Valley University

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 (2007-08) | | | |
|-----------------------------|-----------------|------------|------------|------------|----------------------------|------------|------------|------------|
| | 1997-98 | 2002-03 | 2006-07 | 2007-08 | 1997-98 | 2002-03 | 2006-07 | 2007-08 |
| Faculty Salaries | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$42,600 | \$47,000 | \$52,600 | \$55,600 | \$53,766 | \$54,640 | \$54,551 | \$55,600 |
| Comparison Group Average | \$53,024 | \$65,730 | \$68,424 | \$71,910 | \$66,923 | \$76,415 | \$70,962 | \$71,910 |
| Difference Above/(Below) | (\$10,424) | (\$18,730) | (\$15,824) | (\$16,310) | (\$13,157) | (\$21,775) | (\$16,411) | (\$16,310) |
| % Difference Above/Below | -19.7% | -28.5% | -23.1% | -22.7% | -19.7% | -28.5% | -23.1% | -22.7% |
| Associate Professor | | | | | | | | |
| Institution Average | \$38,700 | \$43,000 | \$48,400 | \$50,900 | \$48,844 | \$49,990 | \$50,195 | \$50,900 |
| Comparison Group Average | \$44,567 | \$51,696 | \$55,429 | \$58,708 | \$56,249 | \$60,099 | \$57,485 | \$58,708 |
| Difference Above/(Below) | (\$5,867) | (\$8,696) | (\$7,029) | (\$7,808) | (\$7,405) | (\$10,109) | (\$7,290) | (\$7,808) |
| % Difference Above/Below | -13.2% | -16.8% | -12.7% | -13.3% | -13.2% | -16.8% | -12.7% | -13.3% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$34,800 | \$39,500 | \$43,100 | \$46,400 | \$43,922 | \$45,921 | \$44,699 | \$46,400 |
| Comparison Group Average | \$38,574 | \$45,653 | \$48,923 | \$51,329 | \$48,685 | \$53,074 | \$50,738 | \$51,329 |
| Difference Above/(Below) | (\$3,774) | (\$6,153) | (\$5,823) | (\$4,929) | (\$4,763) | (\$7,153) | (\$6,039) | (\$4,929) |
| % Difference Above/Below | -9.8% | -13.5% | -11.9% | -9.6% | -9.8% | -13.5% | -11.9% | -9.6% |
| Instructor | | | | | | | | |
| Institution Average | \$32,900 | \$34,600 | \$38,200 | \$41,200 | \$41,524 | \$40,224 | \$39,617 | \$41,200 |
| Comparison Group Average | \$33,782 | \$38,215 | \$41,915 | \$44,174 | \$42,637 | \$44,427 | \$43,470 | \$44,174 |
| Difference Above/(Below) | (\$882) | (\$3,615) | (\$3,715) | (\$2,974) | (\$1,113) | (\$4,203) | (\$3,853) | (\$2,974) |
| % Difference Above/Below | -2.6% | -9.5% | -8.9% | -6.7% | -2.6% | -9.5% | -8.9% | -6.7% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$36,700 | \$39,900 | \$44,600 | \$47,500 | \$46,320 | \$46,386 | \$46,254 | \$47,500 |
| Comparison Group Average | \$44,192 | \$51,824 | \$54,895 | \$57,772 | \$55,776 | \$60,248 | \$56,931 | \$57,772 |
| Difference Above/(Below) | (\$7,492) | (\$11,924) | (\$10,295) | (\$10,272) | (\$9,456) | (\$13,862) | (\$10,677) | (\$10,272) |
| % Difference Above/Below | -17.0% | -23.0% | -18.8% | -17.8% | -17.0% | -23.0% | -18.8% | -17.8% |
| Faculty Compensation | | | | | | | | |
| Professor | | | | | | | | |
| Institution Average | \$57,400 | \$66,000 | \$76,000 | \$80,600 | \$72,446 | \$76,728 | \$78,819 | \$80,600 |
| Comparison Group Average | \$66,305 | \$83,093 | \$89,198 | \$95,096 | \$83,685 | \$96,600 | \$92,507 | \$95,096 |
| Difference Above/(Below) | (\$8,905) | (\$17,093) | (\$13,198) | (\$14,496) | (\$11,239) | (\$19,872) | (\$13,688) | (\$14,496) |
| % Difference Above/Below | -13.4% | -20.6% | -14.8% | -15.2% | -13.4% | -20.6% | -14.8% | -15.2% |
| Associate Professor | | | | | | | | |
| Institution Average | \$52,600 | \$60,700 | \$70,500 | \$74,900 | \$66,388 | \$70,567 | \$73,115 | \$74,900 |
| Comparison Group Average | \$56,326 | \$66,372 | \$73,892 | \$78,625 | \$71,090 | \$77,161 | \$76,633 | \$78,625 |
| Difference Above/(Below) | (\$3,726) | (\$5,672) | (\$3,392) | (\$3,725) | (\$4,703) | (\$6,594) | (\$3,518) | (\$3,725) |
| % Difference Above/Below | -6.6% | -8.5% | -4.6% | -4.7% | -6.6% | -8.5% | -4.6% | -4.7% |
| Assistant Professor | | | | | | | | |
| Institution Average | \$48,000 | \$57,000 | \$65,200 | \$69,800 | \$60,582 | \$66,265 | \$67,619 | \$69,800 |
| Comparison Group Average | \$49,340 | \$59,566 | \$66,240 | \$69,450 | \$62,273 | \$69,249 | \$68,697 | \$69,450 |
| Difference Above/(Below) | (\$1,340) | (\$2,566) | (\$1,040) | \$350 | (\$1,691) | (\$2,984) | (\$1,078) | \$350 |
| % Difference Above/Below | -2.7% | -4.3% | -1.6% | 0.5% | -2.7% | -4.3% | -1.6% | 0.5% |
| Instructor | | | | | | | | |
| Institution Average | \$45,700 | \$50,800 | \$58,500 | \$63,400 | \$57,679 | \$59,058 | \$60,670 | \$63,400 |
| Comparison Group Average | \$42,961 | \$49,946 | \$56,504 | \$58,915 | \$54,222 | \$58,065 | \$58,600 | \$58,915 |
| Difference Above/(Below) | \$2,739 | \$854 | \$1,996 | \$4,485 | \$3,457 | \$993 | \$2,070 | \$4,485 |
| % Difference Above/Below | 6.4% | 1.7% | 3.5% | 7.6% | 6.4% | 1.7% | 3.5% | 7.6% |
| All Ranks Combined | | | | | | | | |
| Institution Average | \$50,200 | \$57,200 | \$66,400 | \$71,000 | \$63,359 | \$66,498 | \$68,863 | \$71,000 |
| Comparison Group Average | \$55,739 | \$66,391 | \$73,059 | \$77,142 | \$70,349 | \$77,183 | \$75,769 | \$77,142 |
| Difference Above/(Below) | (\$5,539) | (\$9,191) | (\$6,659) | (\$6,142) | (\$6,990) | (\$10,685) | (\$6,906) | (\$6,142) |
| % Difference Above/Below | -9.9% | -13.8% | -9.1% | -8.0% | -9.9% | -13.8% | -9.1% | -8.0% |

Notes:

(1) Sources: "Academe", March/April 1999; March/April 2004; March/April 2007; and March/April 2008

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 | | | |
|---------------------|----------------------|---------|---------|---------|
| | FY 1998-99 | 2003-04 | 2006-07 | 2007-08 |
| Monthly Price Index | | | | |
| July | 163.2 | 183.9 | 203.5 | 208.299 |
| August | 163.4 | 184.6 | 203.9 | 207.917 |
| September | 163.6 | 185.2 | 202.9 | 208.49 |
| October | 164.0 | 185.0 | 201.8 | 208.936 |
| November | 164.0 | 184.5 | 201.5 | 210.277 |
| December | 163.9 | 184.3 | 201.8 | 210.036 |
| January | 164.3 | 185.2 | 202.416 | 211.08 |
| February | 164.5 | 186.2 | 203.499 | 211.693 |
| March | 165.0 | 187.4 | 205.352 | 213.528 |
| April | 166.2 | 188.0 | 206.686 | 214.823 |
| May | 166.2 | 189.1 | 207.949 | 216.632 |
| June | 166.2 | 189.7 | 208.352 | 218.815 |
| Fiscal Year Average | | | | |
| CPI | 164.5 | 186.1 | 204.1 | 211.7 |
| Dollar Inflator | 1.287 | 1.138 | 1.037 | 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 University | 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.