

2013 – 2014
FACULTY
SALARY
SURVEY
— *by* —
DISCIPLINE



OFFICE OF INSTITUTIONAL RESEARCH
AND INFORMATION MANAGEMENT
OKLAHOMA STATE UNIVERSITY

2013-2014

FACULTY SALARY SURVEY

OF

INSTITUTIONS

BELONGING

TO

Association of Public

and

Land-Grant Universities

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INTRODUCTION

First published in 1974, the Faculty Salary Survey by Discipline is a project directed by Oklahoma State University's Office of Institutional Research and Information Management. The inspiration behind the project emerged from the desire for current salary information for university management. The result is a study which higher education administrators and government officials can use for salary budget decisions.

In an effort to produce a national sample of average faculty salaries by discipline, Doctoral degree-granting institutions from each state and the national service academies were selected to provide low, high, and average salaries for each academic discipline and faculty rank represented on their campuses. With the exception of the service academies, these institutions annually award doctorates in a minimum of five different discipline areas.

The book is arranged by 6-digit CIP codes, with 2-digit and 4-digit summary pages included as needed. Two separate "All Discipline Average" pages are included, one with medical disciplines and one without medical disciplines. Using summaries of the Carnegie Classifications and input from our participants and customers, the basic classifications as defined by the Carnegie Foundation were implemented in our Faculty Salary Survey beginning in 2007-2008. This is the third year the publication reflects the 2010 Carnegie Classifications. Therefore, the salary information is still grouped as follows:

RU/VH (Research Universities – very high research activity)
RU/H (Research Universities – high research activity)
DRU (Doctoral/Research Universities)

Beginning last year, we provided salary information by tenure status as reported by institutions that were able to supply it. Because this is the second year for breaking out salaries this way, we anticipate an increased number of institutions will continue to provide this data in the future.

An additional change last year was the reporting of salaries by both Carnegie Classification and geographic location in the same publication.

Suggestions are encouraged as we continue to evaluate our survey for improvements and enhancements.

LIST OF PARTICIPATING INSTITUTIONS

An invitation to participate in the 2013-2014 Faculty Salary Survey was extended to 147 institutions including many belonging to the Association of Public and Land-Grant Universities (APLU), those who have historically participated in previous years, and others who also award doctoral degrees in five different discipline areas. This year, data from 114 institutions was submitted by the required deadline to be included in the survey.

CARNEGIE CLASS: RESEARCH UNIVERSITY/VERY HIGH RESEARCH ACTIVITY

Arizona State University	University of Delaware
Colorado State University*	University of Florida*
Florida State University	University of Georgia*
Georgia Institute of Technology*	University of Hawaii at Manoa
Georgia State University*	University of Houston (TX)
Indiana University at Bloomington*	University of Illinois at Chicago
Iowa State University*	University of Illinois at Urbana/Champaign
Louisiana State University*	University of Iowa*
Michigan State University*	University of Kansas*
Mississippi State University*	University of Kentucky*
Montana State University*	University of Louisville (KY)
North Carolina State University at Raleigh	University of Maryland at College Park*
North Dakota State University*	University of Massachusetts*
Ohio State University	University of Michigan*
Oregon State University*	University of Minnesota-Twin Cities*
Pennsylvania State University*	University of Missouri at Columbia*
Purdue University (IN)*	University of Nebraska at Lincoln
State University of New York at Buffalo*	University of New Mexico*
Texas A&M University*	University of North Carolina at Chapel Hill*
University of Alabama at Birmingham*	University of Oklahoma
University of Arizona*	University of Oregon*
University of Arkansas*	University of Pittsburgh (PA)*
University of California at Berkeley*	University of South Carolina*
University of California at Davis*	University of Tennessee at Knoxville*
University of California at Irvine*	University of Texas at Austin*
University of California at Los Angeles*	University of Utah*
University of California at Riverside*	University of Virginia*
University of California at San Diego*	University of Wisconsin at Madison*
University of California at Santa Barbara*	Virginia Commonwealth University
University of California at Santa Cruz*	Virginia Polytechnic Institute & State University
University of Colorado at Boulder*	Washington State University*
University of Connecticut*	Wayne State University (MI)*

CARNEGIE CLASS: RESEARCH UNIVERSITY/HIGH RESEARCH ACTIVITY

Auburn University (AL)	University of Maine
Ball State University (IN)*	University of Maryland, Baltimore County*
Baylor University (TX)*	University of Massachusetts at Boston*
Bowling Green State University (OH)*	University of Mississippi*
Clemson University (SC)	University of Missouri at Kansas City
Colorado School of Mines*	University of Missouri at St. Louis
Florida Atlantic University*	University of Montana*
Idaho State University	University of Nevada at Las Vegas*
Kansas State University*	University of Nevada at Reno
Kent State University (OH)*	University of New Hampshire
Miami University (OH)*	University of North Carolina at Greensboro*
New Mexico State University*	University of North Dakota
Ohio University*	University of North Texas*
Oklahoma State University*	University of Rhode Island*
Old Dominion University (VA)*	University of South Dakota*
South Dakota State University*	University of Southern Mississippi
Southern Illinois University at Carbondale	University of Texas at Arlington*
Texas Tech University*	University of Vermont*
University of Alabama*	University of Wisconsin at Milwaukee*
University of Alaska at Fairbanks*	University of Wyoming
University of Colorado at Denver	Utah State University*
University of Idaho*	West Virginia University

CARNEGIE CLASS: DOCTORAL/RESEARCH UNIVERSITY AND OTHER

East Carolina University (NC)	North Carolina A&T State University*
Florida Agricultural and Mechanical University*	Texas Christian University
Indiana University of Pennsylvania (PA)*	U.S. Naval Academy (MD)*

*Institution provided tenured/tenure track and/or non-tenure track salary information.

LIST OF PARTICIPATING INSTITUTIONS BY REGION

REGION 1

Arizona State University	University of California at Santa Barbara*
Idaho State University	University of California at Santa Cruz*
Montana State University*	University of Hawaii at Manoa
North Dakota State University*	University of Idaho*
Oregon State University*	University of Montana*
South Dakota State University*	University of Nevada at Las Vegas*
University of Alaska at Fairbanks*	University of Nevada at Reno
University of Arizona*	University of North Dakota
University of California at Berkeley*	University of Oregon*
University of California at Davis*	University of South Dakota*
University of California at Irvine*	University of Utah*
University of California at Los Angeles*	University of Wyoming
University of California at Riverside*	Utah State University*
University of California at San Diego*	Washington State University*

REGION 2

Baylor University (TX)*	University of Houston (TX)
Colorado School of Mines*	University of Iowa*
Colorado State University*	University of Kansas*
Iowa State University*	University of Missouri at Columbia*
Kansas State University*	University of Missouri at Kansas City
New Mexico State University*	University of Missouri at St. Louis
Oklahoma State University*	University of Nebraska at Lincoln
Texas A&M University*	University of New Mexico*
Texas Christian University	University of North Texas*
Texas Tech University*	University of Oklahoma
University of Arkansas*	University of Texas at Arlington*
University of Colorado at Boulder*	University of Texas at Austin*
University of Colorado at Denver	

REGION 3

Ball State University (IN)*	University of Illinois at Chicago
Bowling Green State University (OH)*	University of Illinois at Urbana /Champaign
Indiana University at Bloomington*	University of Maine
Indiana University of Pennsylvania (PA)*	University of Maryland, Baltimore County*
Kent State University (OH)*	University of Maryland at College Park*
Miami University (OH)*	University of Massachusetts*
Michigan State University*	University of Massachusetts at Boston*
Ohio State University	University of Michigan*
Ohio University*	University of Minnesota – Twin Cities*
Pennsylvania State University *	University of New Hampshire
Purdue University (IN)*	University of Pittsburgh (PA)*
Southern Illinois University at Carbondale	University of Rhode Island*
State University of New York at Buffalo*	University of Vermont*
U. S. Naval Academy (MD)*	University of Wisconsin at Madison*
University of Connecticut*	University of Wisconsin at Milwaukee*
University of Delaware	Wayne State University (MI)*

REGION 4

Auburn University (AL)	University of Florida*
Clemson University (SC)	University of Georgia*
East Carolina University (NC)	University of Kentucky*
Florida Agricultural and Mechanical University*	University of Louisville (KY)
Florida Atlantic University*	University of Mississippi*
Florida State University	University of North Carolina at Chapel Hill*
Georgia Institute of Technology*	University of North Carolina at Greensboro*
Georgia State University*	University of South Carolina*
Louisiana State University*	University of Southern Mississippi
Mississippi State University*	University of Tennessee at Knoxville*
North Carolina A&T State University*	University of Virginia*
North Carolina State University at Raleigh	Virginia Commonwealth University
Old Dominion University (VA)*	Virginia Polytechnic Institute & State University
University of Alabama*	
University of Alabama at Birmingham*	West Virginia University

*Institution provided tenured/tenure track and/or non-tenure track salary information.

COMMENTS

The purpose of this salary study is to provide factual information to assist higher education administrators with salary and budget decisions. One of the most complex problems for academic administrators is the lack of factual data from comparable institutions when discussing salary decisions with faculty, legislators, and public officials. Answers to questions such as: “What is the average salary of assistant professors in a given discipline?” or “Do institutions pay faculty of certain disciplines more than faculty in other disciplines?” may serve to provide better understanding and assist in more accurate salary decisions. If an institution wishes to compare data with another institution that participated in the study, contact should be made with the institution in question to exchange data. A list of contact persons may be obtained from our office. If special studies are desired and no breach of confidentiality exists, we will prepare special reports for a charge equal to the cost incurred by our office. The normal charge is \$150.00 for each study.

The IPEDS coding structure (Classification of Instructional Programs [CIP] produced by the National Center for Education Statistics, U.S. Office of Education, and published in 2010) was used for identification of academic departments. This is the third year to use the 2010 Edition CIP codes and will result in noticeable differences within some of the 2-digit and 4-digit CIP salaries when compared to publications prior to 2011-2012.

Our publication incorporates a mixture of 2-digit, 4-digit and 6-digit CIPs to categorize academic disciplines. The purpose is to alleviate the need for moving or deleting data for which fewer than three institutions responded with a particular CIP. If you do not see data for a CIP that was submitted by your institution, the data will be contained in the next higher CIP level for which there are three institutions reporting. For example, if only two institutions reported data for CIP 40.0807, that data would be included in the numbers for CIP 40.08. We continue to include two “All Discipline Average” summaries, one that includes medical disciplines and one that excludes medical disciplines.

Invitations to participate in the Faculty Salary Survey were mailed to the institutions on October 9, 2013, with a requested return date of January 31, 2014.

If you have any questions concerning the survey, please contact Dr. Christie Hawkins, Oklahoma State University, Office of Institutional Research and Information Management, phone: 405-744-4244; fax: 405-744-4834; e-mail: osuirim@okstate.edu.

NOTE: This publication does not contain individual institutional information. Anyone wishing to have a copy of any institution's individual report should contact that institution directly. A list of participating institutions and their contact person may be obtained from our office.

DEFINITION OF TERMS

NOTE: All salaries which are reported in the survey are based on a 9-10 month academic year salary. Any compensation for summer academic work, fringe benefits or perquisites is not included in the salary data.

AVERAGE SALARY

The average salary is based on the survey information with the assumption that all employees are full-time.

HIGH SALARY

The highest salary of any full-time individual of the defined group for which information is reported.

LOW SALARY

The lowest salary for any full-time individual of the defined group for which information is reported.

SAL FACTOR

This is a ratio comparing the average salary in a specific discipline to the all-discipline average salary for each rank. For example: A Salary Factor of 1.12 for associate professors in Mathematics implies the average salary is 12% above the average salary of all associate professors combined.

NUM

The number of faculty members whose salary was included to compute the average salary. Beneath this number is a percentage which represents the proportion of faculty reported at this rank. This is also known as the Faculty Mix percent.

INS

The number of institutions which have reported salary data for a given academic rank and discipline/major field.

GROUP

Represents a collection of data for a given number of institutions. The groups were defined by the 2010 Carnegie Basic Classification of the institutions.

REGION

Represents a collection of data for a given number of institutions. The regions were defined by a historically utilized division of the United States.

NEW ASST PROF

The collection of assistant professors who were hired for the first time in the fall of 2013. All information for this group was included in the ASST PROF rank for reporting purposes. Thus, new assistant professor information is not combined in the ALL RANKS information. This category is used mainly for new hiring information. All information and calculations are correct when comparing NEW ASST PROF to each other, but as a separate group they do not compose part of the ALL RANKS.

ALL RANKS

The collection of professors, associate professors, assistant professors, and other faculty as a group.

GEOGRAPHIC REGIONS

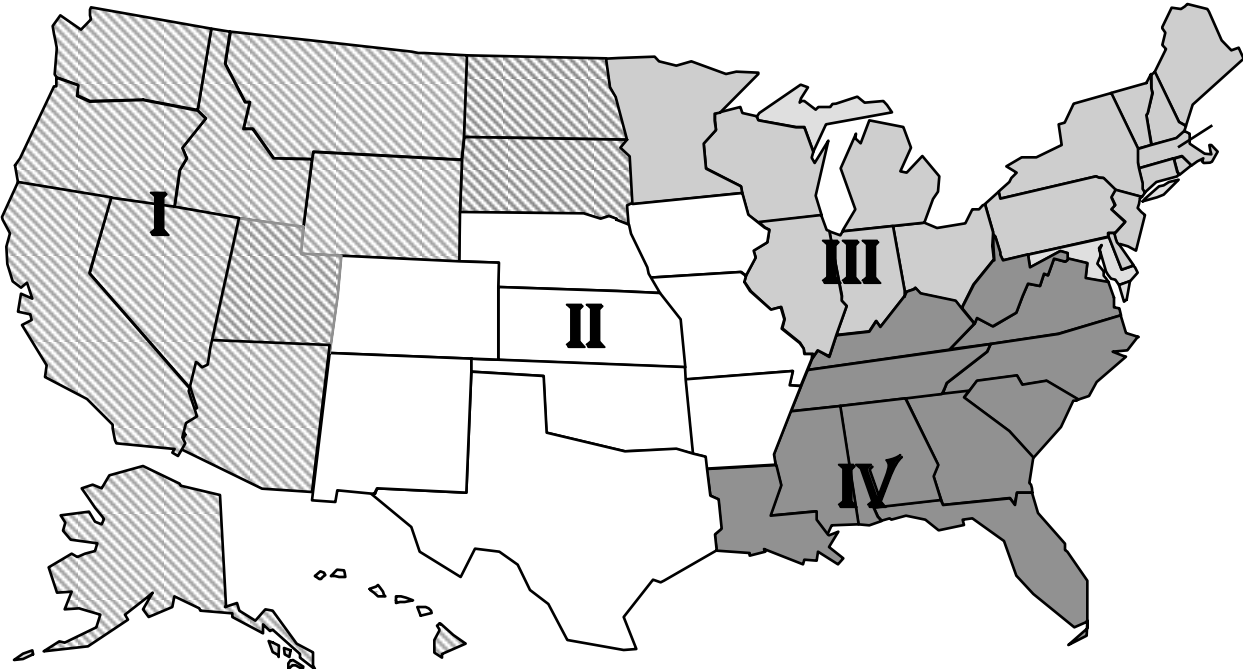


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(Includes Grouped, Non-Grouped and Health Professions)

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01. AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	112,151	2,252	56	82,015	1,138	56	71,435	871	56	72,494	96	33	54,548	240	33	93,581	4,501	57
HIGH	289,058	50%		168,300	25%		127,500	19%		115,000	2%		122,707	5%		289,058		
LOW	32,065			38,002			33,047			51,136			28,800			28,800		
SAL FAC	0.87			0.93			0.92			0.95			1.02			0.97		
TENURED/TENURE TRACK																		
AVG	112,349	1,781	41	81,659	832	40	72,617	569	40	73,216	65	23	61,666	6	2	97,153	3,188	41
HIGH	289,058	56%		168,300	26%		127,500	18%		115,000	2%		74,194	0%		289,058		
LOW	32,065			38,002			45,648			54,375			47,078			32,065		
SAL FAC	0.86			0.93			0.92			0.94			1.07			0.93		
NONTENURE TRACK																		
AVG	88,026	49	16	71,169	58	16	61,769	130	28	65,441	12	9	53,278	195	27	62,177	432	30
HIGH	165,240	11%		108,168	13%		104,001	30%		81,818	3%		122,707	45%		165,240		
LOW	51,065			38,504			33,047			51,136			28,800			28,800		
SAL FAC	0.78			0.77			0.84			0.93			0.99			0.93		
RES UNIV/VERY HIGH ACTVTY																		
AVG	116,319	1,778	35	83,945	858	35	73,553	640	35	74,003	76	25	54,306	181	21	97,120	3,457	35
HIGH	289,058	51%		168,300	25%		127,500	19%		115,000	2%		122,707	5%		289,058		
LOW	32,065			38,504			33,047			51,136			28,800			28,800		
SAL FAC	0.87			0.92			0.92			0.95			0.99			0.95		
RES UNIV/HIGH ACTIVITY																		
AVG	97,515	447	19	76,095	268	18	65,090	219	18	66,763	20	8	56,170	49	10	82,390	983	19
HIGH	180,829	46%		166,464	27%		97,413	22%		80,000	2%		101,400	5%		180,829		
LOW	54,475			38,002			36,818			52,510			33,678			33,678		
SAL FAC	0.89			0.94			0.91			0.92			1.12			1.00		
DOCTORAL RES UNIV																		
AVG	79,975	27	2	76,208	12	3	74,273	12	3				50,999	10	2	73,362	61	3
HIGH	123,031	44%		116,992	20%		126,184	20%					68,159	16%		126,184		
LOW	54,081			56,306			47,123						37,278			37,278		
SAL FAC	0.75			0.94			1.09						0.93			0.91		
REGION I																		
AVG	120,723	542	17	80,965	272	16	70,427	200	16	69,086	16	6	52,470	57	8	97,601	1,071	17
HIGH	200,909	51%		122,834	25%		98,182	19%		85,005	2%		101,400	5%		200,909		
LOW	51,065			38,002			40,295			52,510			32,727			32,727		
SAL FAC	0.92			0.93			0.90			0.98			1.04			0.96		
REGION II																		
AVG	108,218	547	10	78,325	256	11	67,958	232	11	67,391	22	7	51,406	62	7	89,517	1,097	11
HIGH	228,364	50%		166,464	23%		107,733	21%		87,000	2%		122,707	6%		228,364		
LOW	59,846			47,563			36,818			57,276			28,800			28,800		
SAL FAC	0.89			0.92			0.91			0.91			1.00			0.97		
REGION III																		
AVG	118,641	627	16	90,345	324	16	79,827	221	16	81,994	26	11	58,358	49	8	101,688	1,221	16
HIGH	289,058	51%		168,300	27%		127,500	18%		115,000	2%		85,441	4%		289,058		
LOW	68,835			54,626			34,144			65,440			33,678			33,678		
SAL FAC	0.90			0.98			0.99			1.03			1.00			1.01		
REGION IV																		
AVG	99,904	536	13	76,878	286	13	67,552	218	13	69,989	32	9	56,307	72	10	84,816	1,112	13
HIGH	227,379	48%		131,560	26%		126,184	20%		85,000	3%		112,575	7%		227,379		
LOW	32,065			51,560			33,047			51,136			35,000			32,065		
SAL FAC	0.80			0.90			0.89			0.92			1.11			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.01 Agricultural Business and Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	130,800	636	48	92,618	274	47	81,784	191	44	83,843	18	12	60,132	37	17	111,082	1,138	49
HIGH	223,893	56%		168,300	24%		127,500	17%		115,000	2%		122,707	3%		223,893		
LOW	32,065			38,002			36,818			65,000			35,525			32,065		
SAL FAC	1.02			1.05			1.05			1.10			1.13			1.15		
TENURED/TENURE TRACK																		
AVG	133,311	527	35	92,342	207	33	83,217	143	32	85,945	15	9	73,819	2	1	115,378	879	35
HIGH	223,893	60%		168,300	24%		127,500	16%		115,000	2%		74,194	0%		223,893		
LOW	32,065			38,002			60,013			65,000			73,445			32,065		
SAL FAC	1.03			1.05			1.05			1.10			1.28			1.10		
NONTENURE TRACK																		
AVG	90,755	10	6	77,924	5	4	69,947	20	10	65,456	1	1	58,214	24	14	69,377	59	21
HIGH	107,591	17%		95,003	9%		104,001	34%		65,456	2%		122,707	41%		122,707		
LOW	76,603			65,226			36,818			65,456			35,525			35,525		
SAL FAC	0.80			0.84			0.95			0.93			1.09			1.03		
RES UNIV/VERY HIGH ACTVTY																		
AVG	134,992	542	33	95,671	210	31	83,792	155	31	83,843	18	12	57,481	28	13	115,352	935	33
HIGH	223,893	58%		168,300	23%		127,500	17%		115,000	2%		122,707	3%		223,893		
LOW	32,065			57,274			59,993			65,000			35,525			32,065		
SAL FAC	1.01			1.05			1.05			1.08			1.05			1.13		
RES UNIV/HIGH ACTIVITY																		
AVG	106,668	90	14	82,750	61	15	70,969	32	12				68,380	9	4	91,325	192	15
HIGH	180,829	47%		119,021	32%		97,413	17%					101,400	5%		180,829		
LOW	56,129			38,002			36,818						49,643			36,818		
SAL FAC	0.98			1.02			0.99						1.36			1.11		
DOCTORAL RES UNIV																		
AVG	105,706	4	1	79,567	3	1	90,491	4	1							93,044	11	1
HIGH	123,031	36%		87,930	27%		126,184	36%								126,184		
LOW	77,957			72,124			64,087									64,087		
SAL FAC	0.99			0.98			1.32									1.16		
REGION I																		
AVG	144,948	296	13	93,986	108	12	81,527	65	10	81,003	2	2	68,864	7	2	123,606	476	13
HIGH	200,909	62%		121,035	23%		90,318	14%		85,005	0%		101,400	2%		200,909		
LOW	56,129			38,002			60,013			77,000			45,333			38,002		
SAL FAC	1.10			1.08			1.04			1.14			1.37			1.22		
REGION II																		
AVG	121,476	108	10	86,784	49	10	77,065	38	10	76,109	5	3	63,572	6	5	102,894	201	10
HIGH	212,282	54%		134,383	24%		107,733	19%		87,000	3%		122,707	3%		212,282		
LOW	59,846			54,785			36,818			65,000			35,525			35,525		
SAL FAC	1.00			1.02			1.03			1.03			1.23			1.12		
REGION III																		
AVG	125,858	136	13	100,797	73	14	89,237	54	13	99,497	6	3	54,598	7	3	109,910	270	14
HIGH	223,893	50%		168,300	27%		127,500	20%		115,000	2%		66,735	3%		223,893		
LOW	71,996			63,124			59,993			80,991			37,466			37,466		
SAL FAC	0.95			1.10			1.11			1.25			0.93			1.09		
REGION IV																		
AVG	104,666	96	12	82,191	44	11	75,709	34	11	73,928	5	4	57,602	17	7	90,145	191	12
HIGH	179,433	50%		131,560	23%		126,184	18%		85,000	3%		83,996	9%		179,433		
LOW	32,065			57,274			61,365			65,456			37,267			32,065		
SAL FAC	0.84			0.96			1.00			0.97			1.14			0.99		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0101 Agricultural Business and Management, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	149,320	261	8	92,590	56	5	83,318	41	6				47,408	5	2	131,710	363	10
HIGH	200,909	72%		121,035	15%		126,184	11%					61,732	1%		200,909		
LOW	77,957			72,124			64,087						40,480			40,480		
SAL FAC	1.16			1.05			1.07						0.89			1.37		
TENURED/TENURE TRACK																		
AVG	149,766	254	6	92,384	52	4	83,286	38	4							133,749	344	6
HIGH	161,922	74%		102,116	15%		126,184	11%								161,922		
LOW	77,957			72,124			64,087									64,087		
SAL FAC	1.15			1.05			1.05									1.28		
NONTENURE TRACK																		
AVG													42,970	1	1	42,970	1	1
HIGH													42,970	100%		42,970		
LOW													42,970			42,970		
SAL FAC													0.80			0.64		
RES UNIV/VERY HIGH ACTVTY																		
AVG	150,094	256	6	93,327	53	4	82,469	35	4				47,408	5	2	133,220	349	8
HIGH	200,909	73%		121,035	15%		87,970	10%					61,732	1%		200,909		
LOW	100,147			83,276			72,800						40,480			40,480		
SAL FAC	1.12			1.03			1.03						0.86			1.31		
RES UNIV/HIGH ACTIVITY																		
AVG	125,585	1	1				83,823	2	1							97,744	3	1
HIGH	125,585	33%					89,665	67%								125,585		
LOW	125,585						77,980									77,980		
SAL FAC	1.15						1.17									1.19		
DOCTORAL RES UNIV																		
AVG	105,706	4	1	79,567	3	1	90,491	4	1							93,044	11	1
HIGH	123,031	36%		87,930	27%		126,184	36%								126,184		
LOW	77,957			72,124			64,087									64,087		
SAL FAC	0.99			0.98			1.32									1.16		
REGION I																		
AVG	150,094	256	6	93,327	53	4	82,469	35	4							134,468	344	6
HIGH	200,909	74%		121,035	15%		87,970	10%								200,909		
LOW	100,147			83,276			72,800									72,800		
SAL FAC	1.14			1.07			1.05									1.33		
REGION IV																		
AVG	109,682	5	2	79,567	3	1	88,268	6	2				47,408	5	2	81,777	19	4
HIGH	125,585	26%		87,930	16%		126,184	32%					61,732	26%		126,184		
LOW	77,957			72,124			64,087						40,480			40,480		
SAL FAC	0.88			0.93			1.17						0.94			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0103 Agricultural Economics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,508	341	38	89,888	164	38	81,434	136	35	83,774	17	11	63,443	29	15	101,085	670	40
HIGH	223,893	51%		168,300	25%		127,500	20%		115,000	3%		122,707	4%		223,893		
LOW	32,065			38,002			36,818			65,000			35,525			32,065		
SAL FAC	0.92			1.02			1.05			1.10			1.19			1.05		
TENURED/TENURE TRACK																		
AVG	118,062	254	27	88,586	115	26	83,840	99	26	86,012	14	8	73,819	2	1	103,453	470	28
HIGH	223,893	54%		168,300	25%		127,500	21%		115,000	3%		74,194	0%		223,893		
LOW	32,065			38,002			60,013			65,000			73,445			32,065		
SAL FAC	0.91			1.01			1.06			1.10			1.28			0.99		
NONTENURE TRACK																		
AVG	90,755	10	6	77,924	5	4	68,998	17	8	65,456	1	1	60,308	20	12	70,698	52	19
HIGH	107,591	19%		95,003	10%		104,001	33%		65,456	2%		122,707	39%		122,707		
LOW	76,603			65,226			36,818			65,456			35,525			35,525		
SAL FAC	0.80			0.84			0.94			0.93			1.12			1.05		
RES UNIV/VERY HIGH ACTVTY																		
AVG	121,336	253	24	93,474	107	23	84,638	106	24	83,774	17	11	61,222	20	11	104,724	486	25
HIGH	223,893	52%		168,300	22%		127,500	22%		115,000	4%		122,707	4%		223,893		
LOW	32,065			57,274			61,365			65,000			35,525			32,065		
SAL FAC	0.91			1.03			1.06			1.08			1.11			1.03		
RES UNIV/HIGH ACTIVITY																		
AVG	106,504	88	14	83,156	57	15	70,112	30	11				68,380	9	4	91,473	184	15
HIGH	180,829	48%		119,021	31%		97,413	16%					101,400	5%		180,829		
LOW	56,129			38,002			36,818						49,643			36,818		
SAL FAC	0.97			1.03			0.98						1.36			1.11		
REGION I																		
AVG	110,453	29	6	78,850	23	6	82,473	25	5	77,000	1	1	83,511	4	1	91,513	81	7
HIGH	177,001	36%		100,616	28%		90,318	31%		77,000	1%		101,400	5%		177,001		
LOW	56,129			38,002			60,013			77,000			73,445			38,002		
SAL FAC	0.84			0.91			1.05			1.09			1.66			0.90		
REGION II																		
AVG	121,476	108	10	86,784	49	10	77,065	38	10	76,109	5	3	63,572	6	5	102,894	201	10
HIGH	212,282	54%		134,383	24%		107,733	19%		87,000	3%		122,707	3%		212,282		
LOW	59,846			54,785			36,818			65,000			35,525			35,525		
SAL FAC	1.00			1.02			1.03			1.03			1.23			1.12		
REGION III																		
AVG	126,089	113	11	103,349	52	12	89,783	45	11	99,497	6	3	54,598	7	3	110,805	217	12
HIGH	223,893	52%		168,300	24%		127,500	21%		115,000	3%		66,735	3%		223,893		
LOW	71,996			73,977			60,497			80,991			37,466			37,466		
SAL FAC	0.95			1.12			1.11			1.25			0.93			1.10		
REGION IV																		
AVG	104,391	91	11	82,538	40	10	73,018	28	9	73,928	5	4	61,849	12	6	91,156	171	11
HIGH	179,433	53%		131,560	23%		92,000	16%		85,000	3%		83,996	7%		179,433		
LOW	32,065			57,274			61,365			65,456			37,267			32,065		
SAL FAC	0.84			0.96			0.97			0.97			1.22			1.00		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.03 Agricultural Production Operations

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	121,627	23 6	82,906	19 6	58,204	8 4	55,000	1 1	57,819	7 2	91,982	57 12
HIGH	171,513	40%	106,793	33%	68,110	14%	55,000	2%	77,727	12%	171,513	
LOW	80,035		57,175		33,047		55,000		45,665		33,047	
SAL FAC	0.95		0.94		0.75		0.72		1.08		0.95	
TENURED/TENURE TRACK												
AVG	124,287	19 4	95,945	7 1	56,150	2 2	55,000	1 1			112,334	28 5
HIGH	171,513	68%	106,793	25%	57,300	7%	55,000	4%			171,513	
LOW	89,711		83,584		55,000		55,000				55,000	
SAL FAC	0.96		1.09		0.71		0.70				1.08	
NONTENURE TRACK												
AVG	83,829	2 1	76,317	6 4	57,044	5 2			47,674	2 1	67,075	15 5
HIGH	87,623	13%	98,235	40%	65,901	33%			49,684	13%	98,235	
LOW	80,035		57,175		33,047				45,665		33,047	
SAL FAC	0.74		0.83		0.78				0.89		1.00	
RES UNIV/VERY HIGH ACTVTY												
AVG	120,434	21 4	88,435	12 3	56,296	6 2	55,000	1 1	57,819	7 2	94,192	46 7
HIGH	171,513	46%	106,793	26%	65,901	13%	55,000	2%	77,727	15%	171,513	
LOW	80,035		57,175		33,047		55,000		45,665		33,047	
SAL FAC	0.90		0.97		0.70		0.71		1.05		0.92	
RES UNIV/HIGH ACTIVITY												
AVG	134,154	2 2	73,429	7 3	63,927	2 2					82,742	11 5
HIGH	149,090	18%	89,540	64%	68,110	18%					149,090	
LOW	119,218		57,244		59,744						57,244	
SAL FAC	1.23		0.91		0.89						1.00	
REGION I												
AVG	117,818	1 1			58,522	2 2					78,287	3 3
HIGH	117,818	33%			59,744	67%					117,818	
LOW	117,818				57,300						57,300	
SAL FAC	0.89				0.75						0.77	
REGION II												
AVG			70,801	2 2							70,801	2 2
HIGH			73,309	100%							73,309	
LOW			68,293								68,293	
SAL FAC			0.84								0.77	
REGION III												
AVG	131,909	14 1	89,049	11 2							113,050	25 2
HIGH	171,513	56%	106,793	44%							171,513	
LOW	108,411		57,244								57,244	
SAL FAC	1.00		0.97								1.12	
REGION IV												
AVG	104,109	8 4	75,681	6 2	58,098	6 2	55,000	1 1	57,819	7 2	75,566	27 5
HIGH	149,090	30%	89,540	22%	68,110	22%	55,000	4%	77,727	26%	149,090	
LOW	80,035		57,175		33,047		55,000		45,665		33,047	
SAL FAC	0.84		0.88		0.77		0.72		1.14		0.83	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0303 Aquaculture

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	120,210	4	3	83,673	3	1	68,110	1	1				99,996	8	3
HIGH	149,090	50%		89,540	38%		68,110	13%					149,090		
LOW	90,731			73,160			68,110						68,110		
SAL FAC	0.94			0.95			0.88						1.04		
TENURED/TENURE TRACK															
AVG	106,265	2	1										106,265	2	1
HIGH	121,799	100%											121,799		
LOW	90,731												90,731		
SAL FAC	0.82												1.02		
RES UNIV/VERY HIGH ACTVTY															
AVG	106,265	2	1										106,265	2	1
HIGH	121,799	100%											121,799		
LOW	90,731												90,731		
SAL FAC	0.79												1.04		
RES UNIV/HIGH ACTIVITY															
AVG	134,154	2	2	83,673	3	1	68,110	1	1				97,906	6	2
HIGH	149,090	33%		89,540	50%		68,110	17%					149,090		
LOW	119,218			73,160			68,110						68,110		
SAL FAC	1.23			1.03			0.95						1.19		
REGION IV															
AVG	120,210	4	3	83,673	3	1	68,110	1	1				99,996	8	3
HIGH	149,090	50%		89,540	38%		68,110	13%					149,090		
LOW	90,731			73,160			68,110						68,110		
SAL FAC	0.97			0.98			0.90						1.10		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0308 Agroecology and Sustainable Agriculture

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	129,096	15 2	88,017	12 3	56,095	5 1	55,000	1 1	47,674	2 1	99,073	34 3
HIGH	171,513	44%	106,793	35%	65,901	15%	55,000	3%	49,684	6%	171,513	
LOW	89,711		57,175		33,047		55,000		45,665		33,047	
SAL FAC	1.01		1.00		0.72		0.72		0.89		1.03	
TENURED/TENURE TRACK												
AVG	129,096	15 2	95,945	7 1	55,000	1 1	55,000	1 1			115,785	23 2
HIGH	171,513	65%	106,793	30%	55,000	4%	55,000	4%			171,513	
LOW	89,711		83,584		55,000		55,000				55,000	
SAL FAC	0.99		1.09		0.69		0.70				1.11	
NONTENURE TRACK												
AVG			76,918	5 3	56,369	4 1			47,674	2 1	64,129	11 3
HIGH			98,235	46%	65,901	36%			49,684	18%	98,235	
LOW			57,175		33,047				45,665		33,047	
SAL FAC			0.83		0.77				0.89		0.96	
RES UNIV/VERY HIGH ACTVTY												
AVG	129,096	15 2	89,810	11 2	56,095	5 1	55,000	1 1	47,674	2 1	100,005	33 2
HIGH	171,513	46%	106,793	33%	65,901	15%	55,000	3%	49,684	6%	171,513	
LOW	89,711		57,175		33,047		55,000		45,665		33,047	
SAL FAC	0.97		0.99		0.70		0.71		0.87		0.98	
RES UNIV/HIGH ACTIVITY												
AVG			68,293	1 1							68,293	1 1
HIGH			68,293	100%							68,293	
LOW			68,293								68,293	
SAL FAC			0.84								0.83	
REGION II												
AVG			68,293	1 1							68,293	1 1
HIGH			68,293	100%							68,293	
LOW			68,293								68,293	
SAL FAC			0.81								0.74	
REGION III												
AVG	131,909	14 1	95,417	9 1							117,630	23 1
HIGH	171,513	61%	106,793	39%							171,513	
LOW	108,411		83,584								83,584	
SAL FAC	1.00		1.04								1.17	
REGION IV												
AVG	89,711	1 1	64,579	2 1	56,095	5 1	55,000	1 1	47,674	2 1	59,469	10 1
HIGH	89,711	10%	71,984	20%	65,901	50%	55,000	10%	49,684	20%	89,711	
LOW	89,711		57,175		33,047		55,000		45,665		33,047	
SAL FAC	0.72		0.75		0.74		0.72		0.94		0.65	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.06 Applied Horticulture and Horticultural Business Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	91,984	28	5	72,486	17	3	64,724	10	3	67,911	2	1	41,427	2	2	79,613	57	8
HIGH	145,595	49%		91,936	30%		71,586	18%		67,911	4%		45,576	4%		145,595		
LOW	67,420			47,941			59,065			67,911			37,278			37,278		
SAL FAC	0.72			0.83			0.83			0.89			0.78			0.83		
TENURED/TENURE TRACK																		
AVG	92,221	27	4	72,486	17	3	64,369	9	3	67,911	1	1				81,162	53	5
HIGH	145,595	51%		91,936	32%		71,586	17%		67,911	2%					145,595		
LOW	67,420			47,941			59,065			67,911						47,941		
SAL FAC	0.71			0.82			0.81			0.87						0.78		
NONTENURE TRACK																		
AVG							67,911	1	1	67,911	1	1	37,278	1	1	52,595	2	2
HIGH							67,911	50%		67,911	50%		37,278	50%		67,911		
LOW							67,911			67,911			37,278			37,278		
SAL FAC							0.93			0.97			0.69			0.78		
RES UNIV/VERY HIGH ACTVTY																		
AVG	94,920	19	2	72,479	16	2	63,399	6	2	67,911	2	1				81,550	41	3
HIGH	145,595	46%		91,936	39%		67,911	15%		67,911	5%					145,595		
LOW	67,420			47,941			59,065			67,911						47,941		
SAL FAC	0.71			0.80			0.79			0.87						0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	85,786	9	3	72,603	1	1	66,710	4	1				45,576	1	1	77,139	15	4
HIGH	98,162	60%		72,603	7%		71,586	27%					45,576	7%		98,162		
LOW	77,593			72,603			60,624						45,576			45,576		
SAL FAC	0.79			0.90			0.93						0.91			0.94		
DOCTORAL RES UNIV																		
AVG													37,278	1	1	37,278	1	1
HIGH													37,278	100%		37,278		
LOW													37,278			37,278		
SAL FAC													0.68			0.46		
REGION I																		
AVG	90,833	1	1				59,065	1	1							74,949	2	2
HIGH	90,833	50%					59,065	50%								90,833		
LOW	90,833						59,065									59,065		
SAL FAC	0.69						0.75									0.74		
REGION II																		
AVG	95,523	13	2	74,535	9	2	66,710	4	1							83,825	26	2
HIGH	145,595	50%		91,936	35%		71,586	15%								145,595		
LOW	77,593			47,941			60,624									47,941		
SAL FAC	0.78			0.88			0.89									0.91		
REGION III																		
AVG	85,581	1	1										45,576	1	1	65,579	2	2
HIGH	85,581	50%											45,576	50%		85,581		
LOW	85,581												45,576			45,576		
SAL FAC	0.65												0.78			0.65		
REGION IV																		
AVG	89,026	13	1	70,182	8	1	64,266	5	1	67,911	2	1	37,278	1	1	76,941	27	2
HIGH	134,759	48%		76,528	30%		67,911	19%		67,911	7%		37,278	4%		134,759		
LOW	67,420			63,351			61,365			67,911			37,278			37,278		
SAL FAC	0.72			0.82			0.85			0.89			0.74			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0601 Applied Horticulture/Horticulture Operations, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	94,281	21	4	72,479	16	2	64,266	5	1	67,911	2	1			82,402	42	4
HIGH	145,595	50%		91,936	38%		67,911	12%		67,911	5%				145,595		
LOW	67,420			47,941			61,365			67,911					47,941		
SAL FAC	0.74			0.83			0.83			0.89					0.86		
TENURED/TENURE TRACK																	
AVG	94,716	20	3	72,479	16	2	63,355	4	1	67,911	1	1			82,685	40	3
HIGH	145,595	50%		91,936	40%		67,911	10%		67,911	3%				145,595		
LOW	67,420			47,941			61,365			67,911					47,941		
SAL FAC	0.73			0.82			0.80			0.87					0.79		
NONTENURE TRACK																	
AVG							67,911	1	1	67,911	1	1			67,911	1	1
HIGH							67,911	100%		67,911	100%				67,911		
LOW							67,911			67,911					67,911		
SAL FAC							0.93			0.97					1.01		
RES UNIV/VERY HIGH ACTVTY																	
AVG	94,920	19	2	72,479	16	2	64,266	5	1	67,911	2	1			82,112	40	2
HIGH	145,595	48%		91,936	40%		67,911	13%		67,911	5%				145,595		
LOW	67,420			47,941			61,365			67,911					47,941		
SAL FAC	0.71			0.80			0.80			0.87					0.81		
RES UNIV/HIGH ACTIVITY																	
AVG	88,207	2	2												88,207	2	2
HIGH	90,833	100%													90,833		
LOW	85,581														85,581		
SAL FAC	0.81														1.07		
REGION I																	
AVG	90,833	1	1												90,833	1	1
HIGH	90,833	100%													90,833		
LOW	90,833														90,833		
SAL FAC	0.69														0.90		
REGION II																	
AVG	107,691	6	1	74,776	8	1									88,882	14	1
HIGH	145,595	43%		91,936	57%										145,595		
LOW	86,238			47,941											47,941		
SAL FAC	0.88			0.88											0.97		
REGION III																	
AVG	85,581	1	1												85,581	1	1
HIGH	85,581	100%													85,581		
LOW	85,581														85,581		
SAL FAC	0.65														0.85		
REGION IV																	
AVG	89,026	13	1	70,182	8	1	64,266	5	1	67,911	2	1			78,466	26	1
HIGH	134,759	50%		76,528	31%		67,911	19%		67,911	8%				134,759		
LOW	67,420			63,351			61,365			67,911					61,365		
SAL FAC	0.72			0.82			0.85			0.89					0.86		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.08 Agricultural Public Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	98,962	29	9	75,867	14	8	62,290	27	10	71,500	1	1	51,112	6	3	77,902	76	11
HIGH	153,773	38%		85,971	18%		77,070	36%		71,500	1%		58,195	8%		153,773		
LOW	68,697			63,889			44,238			71,500			40,000			40,000		
SAL FAC	0.77			0.86			0.80			0.94			0.96			0.81		
TENURED/TENURE TRACK																		
AVG	98,962	29	9	75,867	14	8	64,520	20	8	71,500	1	1				82,896	63	9
HIGH	153,773	46%		85,971	22%		77,070	32%		71,500	2%					153,773		
LOW	68,697			63,889			56,610			71,500						56,610		
SAL FAC	0.76			0.86			0.81			0.91						0.79		
NONTENURE TRACK																		
AVG							60,627	4	2				51,112	6	3	54,918	10	4
HIGH							62,756	40%					58,195	60%		62,756		
LOW							58,498						40,000			40,000		
SAL FAC							0.83						0.95			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	98,576	17	5	75,877	8	4	65,444	14	5	71,500	1	1	49,082	3	2	79,673	42	6
HIGH	153,773	41%		85,971	19%		77,070	33%		71,500	2%		58,195	7%		153,773		
LOW	70,808			69,117			56,610			71,500			40,000			40,000		
SAL FAC	0.74			0.83			0.82			0.92			0.89			0.78		
RES UNIV/HIGH ACTIVITY																		
AVG	99,510	12	4	75,854	6	4	58,892	13	5				53,143	3	1	75,714	34	5
HIGH	141,453	35%		84,451	18%		72,241	38%					55,636	9%		141,453		
LOW	68,697			63,889			44,238						50,775			44,238		
SAL FAC	0.91			0.94			0.82						1.06			0.92		
REGION I																		
AVG	96,175	2	1	73,312	1	1	59,779	4	1				53,143	3	1	66,421	10	1
HIGH	97,961	20%		73,312	10%		62,756	40%					55,636	30%		97,961		
LOW	94,389			73,312			57,350						50,775			50,775		
SAL FAC	0.73			0.84			0.76						1.06			0.66		
REGION II																		
AVG	101,885	14	4	77,777	7	4	63,727	10	5	71,500	1	1	44,525	2	1	81,732	33	5
HIGH	141,453	42%		85,971	21%		72,241	30%		71,500	3%		49,050	6%		141,453		
LOW	68,697			63,889			58,498			71,500			40,000			40,000		
SAL FAC	0.84			0.92			0.85			0.96			0.86			0.89		
REGION III																		
AVG	95,927	10	2	74,310	4	2	61,990	9	2							78,888	23	3
HIGH	153,773	44%		77,553	17%		77,070	39%								153,773		
LOW	70,808			69,117			44,238									44,238		
SAL FAC	0.72			0.81			0.77									0.78		
REGION IV																		
AVG	97,296	3	2	73,574	2	1	61,880	4	2				58,195	1	1	74,475	10	2
HIGH	130,912	30%		74,180	20%		66,274	40%					58,195	10%		130,912		
LOW	77,520			72,967			56,610						58,195			56,610		
SAL FAC	0.78			0.86			0.82						1.15			0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0801 Agricultural and Extension Education Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	99,398	12	5	76,191	6	4	62,486	11	5	71,500	1	1	51,112	6	3	75,541	35	5
HIGH	134,068	34%		85,971	17%		71,500	31%		71,500	3%		58,195	17%		134,068		
LOW	77,520			72,967			56,610			71,500			40,000			40,000		
SAL FAC	0.78			0.87			0.81			0.94			0.96			0.78		
TENURED/TENURE TRACK																		
AVG	99,398	12	5	76,191	6	4	62,548	9	5	71,500	1	1				81,957	27	5
HIGH	134,068	44%		85,971	22%		71,500	33%		71,500	4%					134,068		
LOW	77,520			72,967			56,610			71,500						56,610		
SAL FAC	0.76			0.87			0.79			0.91						0.78		
NONTENURE TRACK																		
AVG							62,207	2	1				51,112	6	3	53,886	8	3
HIGH							62,756	25%					58,195	75%		62,756		
LOW							61,658						40,000			40,000		
SAL FAC							0.85						0.95			0.80		
RES UNIV/VERY HIGH ACTVTY																		
AVG	102,360	7	3	77,445	4	2	64,855	6	3	71,500	1	1	49,082	3	2	78,134	20	3
HIGH	134,068	35%		85,971	20%		71,500	30%		71,500	5%		58,195	15%		134,068		
LOW	77,520			72,967			56,610			71,500			40,000			40,000		
SAL FAC	0.77			0.85			0.81			0.92			0.89			0.77		
RES UNIV/HIGH ACTIVITY																		
AVG	95,250	5	2	73,685	2	2	59,643	5	2				53,143	3	1	72,084	15	2
HIGH	100,923	33%		74,058	13%		62,756	33%					55,636	20%		100,923		
LOW	82,684			73,312			57,350						50,775			50,775		
SAL FAC	0.87			0.91			0.83						1.06			0.87		
REGION I																		
AVG	96,175	2	1	73,312	1	1	59,779	4	1				53,143	3	1	66,421	10	1
HIGH	97,961	20%		73,312	10%		62,756	40%					55,636	30%		97,961		
LOW	94,389			73,312			57,350						50,775			50,775		
SAL FAC	0.73			0.84			0.76						1.06			0.66		
REGION II																		
AVG	101,219	7	2	78,896	3	2	66,904	3	2	71,500	1	1	44,525	2	1	82,332	15	2
HIGH	134,068	47%		85,971	20%		71,500	20%		71,500	7%		49,050	13%		134,068		
LOW	81,983			74,058			59,103			71,500			40,000			40,000		
SAL FAC	0.83			0.93			0.90			0.96			0.86			0.90		
REGION IV																		
AVG	97,296	3	2	73,574	2	1	61,880	4	2				58,195	1	1	74,475	10	2
HIGH	130,912	30%		74,180	20%		66,274	40%					58,195	10%		130,912		
LOW	77,520			72,967			56,610						58,195			56,610		
SAL FAC	0.78			0.86			0.82						1.15			0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0802 Agricultural Communication/Journalism

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	105,437	12	3	77,026	5	3	62,366	7	3				86,956	24	4
HIGH	153,773	50%		84,451	21%		72,241	29%					153,773		
LOW	68,697			63,889			58,498						58,498		
SAL FAC	0.82			0.88			0.80						0.90		
TENURED/TENURE TRACK															
AVG	105,437	12	3	77,026	5	3	63,694	5	2				89,493	22	3
HIGH	153,773	55%		84,451	23%		72,241	23%					153,773		
LOW	68,697			63,889			59,292						59,292		
SAL FAC	0.81			0.88			0.80						0.86		
NONTENURE TRACK															
AVG							59,046	2	1				59,046	2	1
HIGH							59,594	100%					59,594		
LOW							58,498						58,498		
SAL FAC							0.80						0.88		
RES UNIV/VERY HIGH ACTVTY															
AVG	109,476	5	1	77,380	1	1	59,046	2	1				92,857	8	2
HIGH	153,773	63%		77,380	13%		59,594	25%					153,773		
LOW	79,116			77,380			58,498						58,498		
SAL FAC	0.82			0.85			0.74						0.91		
RES UNIV/HIGH ACTIVITY															
AVG	102,552	7	2	76,938	4	2	63,694	5	2				84,005	16	2
HIGH	141,453	44%		84,451	25%		72,241	31%					141,453		
LOW	68,697			63,889			59,292						59,292		
SAL FAC	0.94			0.95			0.89						1.02		
REGION II															
AVG	102,552	7	2	76,938	4	2	62,366	7	3				81,232	18	3
HIGH	141,453	39%		84,451	22%		72,241	39%					141,453		
LOW	68,697			63,889			58,498						58,498		
SAL FAC	0.84			0.91			0.84						0.88		
REGION III															
AVG	109,476	5	1	77,380	1	1							104,127	6	1
HIGH	153,773	83%		77,380	17%								153,773		
LOW	79,116			77,380									77,380		
SAL FAC	0.83			0.84									1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.09 Animal Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	106,683	510	49	79,639	295	47	69,632	242	45	71,209	32	20	53,472	77	27	87,963	1,124	49
HIGH	230,839	45%		166,464	26%		104,378	22%		84,000	3%		86,697	7%		230,839		
LOW	54,475			38,504			34,144			54,375			28,837			28,837		
SAL FAC	0.83			0.91			0.90			0.94			1.00			0.91		
TENURED/TENURE TRACK																		
AVG	105,048	376	35	79,527	207	33	70,111	156	32	69,848	22	15				90,524	739	35
HIGH	228,364	51%		166,464	28%		96,200	21%		84,000	3%					228,364		
LOW	54,475			53,758			54,135			54,375						53,758		
SAL FAC	0.81			0.90			0.88			0.89						0.87		
NONTENURE TRACK																		
AVG	87,670	10	6	70,318	20	10	59,701	35	14	71,909	3	3	52,519	67	22	59,783	132	26
HIGH	102,652	8%		99,000	15%		82,636	27%		81,818	2%		86,697	51%		102,652		
LOW	65,172			38,504			34,144			58,910			28,837			28,837		
SAL FAC	0.78			0.76			0.81			1.02			0.98			0.89		
RES UNIV/VERY HIGH ACTVTY																		
AVG	109,758	385	30	80,780	201	29	71,610	158	28	72,133	23	14	54,620	55	17	91,129	799	30
HIGH	230,839	48%		130,000	25%		104,378	20%		84,000	3%		86,697	7%		230,839		
LOW	62,253			38,504			34,144			54,375			28,837			28,837		
SAL FAC	0.82			0.89			0.89			0.93			0.99			0.89		
RES UNIV/HIGH ACTIVITY																		
AVG	97,321	124	18	76,932	92	17	65,891	81	16	68,847	9	6	50,336	20	9	80,408	317	18
HIGH	145,528	39%		166,464	29%		86,701	26%		80,000	3%		72,000	6%		166,464		
LOW	54,475			50,181			38,889			59,733			34,648			34,648		
SAL FAC	0.89			0.95			0.92			0.95			1.00			0.98		
DOCTORAL RES UNIV																		
AVG	83,698	1	1	89,463	2	1	66,438	3	1				53,278	2	1	71,062	8	1
HIGH	83,698	13%		116,992	25%		70,727	38%					68,159	25%		116,992		
LOW	83,698			61,934			63,120						38,397			38,397		
SAL FAC	0.79			1.10			0.97						0.97			0.88		
REGION I																		
AVG	92,432	64	11	77,004	55	10	68,119	49	9	70,815	5	4	51,324	15	5	77,915	183	11
HIGH	170,000	35%		122,834	30%		82,030	27%		80,000	3%		86,697	8%		170,000		
LOW	54,475			38,504			54,135			54,375			32,727			32,727		
SAL FAC	0.70			0.89			0.87			1.00			1.02			0.77		
REGION II																		
AVG	107,258	157	10	76,333	88	10	64,474	69	9	63,365	6	4	47,987	23	6	86,377	337	10
HIGH	228,364	47%		166,464	26%		87,193	21%		75,000	2%		65,827	7%		228,364		
LOW	66,667			53,758			38,889			59,733			28,837			28,837		
SAL FAC	0.88			0.90			0.86			0.85			0.93			0.94		
REGION III																		
AVG	116,933	161	16	86,451	83	15	77,264	69	15	77,342	10	7	63,044	21	8	97,775	334	16
HIGH	230,839	48%		115,354	25%		104,378	21%		84,000	3%		85,441	6%		230,839		
LOW	69,786			54,626			34,144			71,100			41,166			34,144		
SAL FAC	0.88			0.94			0.96			0.97			1.08			0.97		
REGION IV																		
AVG	100,211	128	12	77,760	69	12	67,875	55	12	70,091	11	5	51,105	18	8	84,613	270	12
HIGH	176,371	47%		130,000	26%		86,701	20%		78,000	4%		68,159	7%		176,371		
LOW	67,869			60,911			51,084			58,910			35,000			35,000		
SAL FAC	0.81			0.91			0.90			0.92			1.01			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0901 Animal Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,891	439	48	80,053	266	46	69,891	216	41	70,956	28	17	53,521	74	27	88,156	995	48
HIGH	230,839	44%		166,464	27%		104,378	22%		84,000	3%		86,697	7%		230,839		
LOW	54,475			38,504			34,144			54,375			28,837			28,837		
SAL FAC	0.84			0.91			0.90			0.93			1.00			0.91		
TENURED/TENURE TRACK																		
AVG	105,906	331	34	80,034	191	32	70,687	136	30	69,837	20	14				91,117	658	34
HIGH	228,364	50%		166,464	29%		96,200	21%		84,000	3%					228,364		
LOW	54,475			53,758			54,375			54,375						53,758		
SAL FAC	0.82			0.91			0.89			0.89						0.87		
NONTENURE TRACK																		
AVG	87,728	9	6	70,400	19	10	59,701	35	14	71,909	3	3	52,473	65	22	59,589	128	26
HIGH	102,652	7%		99,000	15%		82,636	27%		81,818	2%		86,697	51%		102,652		
LOW	65,172			38,504			34,144			58,910			28,837			28,837		
SAL FAC	0.78			0.76			0.81			1.02			0.98			0.89		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,098	339	29	81,253	182	28	72,220	140	26	72,207	20	12	54,728	53	17	91,683	714	29
HIGH	230,839	48%		130,000	26%		104,378	20%		84,000	3%		86,697	7%		230,839		
LOW	62,253			38,504			34,144			54,375			28,837			28,837		
SAL FAC	0.83			0.89			0.90			0.93			1.00			0.90		
RES UNIV/HIGH ACTIVITY																		
AVG	97,154	99	18	77,160	82	17	65,567	73	14	67,828	8	5	50,178	19	9	79,433	273	18
HIGH	145,528	36%		166,464	30%		86,701	27%		80,000	3%		72,000	7%		166,464		
LOW	54,475			50,181			38,889			59,733			34,648			34,648		
SAL FAC	0.89			0.95			0.92			0.93			1.00			0.96		
DOCTORAL RES UNIV																		
AVG	83,698	1	1	89,463	2	1	66,438	3	1				53,278	2	1	71,062	8	1
HIGH	83,698	13%		116,992	25%		70,727	38%					68,159	25%		116,992		
LOW	83,698			61,934			63,120						38,397			38,397		
SAL FAC	0.79			1.10			0.97						0.97			0.88		
REGION I																		
AVG	93,049	55	10	77,111	51	9	69,378	37	7	70,519	4	3	51,180	14	5	78,560	157	10
HIGH	170,000	35%		122,834	33%		82,030	24%		80,000	3%		86,697	9%		170,000		
LOW	54,475			38,504			54,308			54,375			32,727			32,727		
SAL FAC	0.71			0.89			0.88			1.00			1.02			0.78		
REGION II																		
AVG	107,511	139	10	76,730	81	10	64,740	67	9	63,365	6	4	47,987	23	6	85,808	310	10
HIGH	228,364	45%		166,464	26%		87,193	22%		75,000	2%		65,827	7%		228,364		
LOW	66,667			53,758			38,889			59,733			28,837			28,837		
SAL FAC	0.88			0.91			0.87			0.85			0.93			0.93		
REGION III																		
AVG	117,635	151	16	86,591	82	15	77,255	64	14	77,342	10	7	63,044	21	8	97,898	318	16
HIGH	230,839	48%		115,354	26%		104,378	20%		84,000	3%		85,441	7%		230,839		
LOW	69,786			54,626			34,144			71,100			41,166			34,144		
SAL FAC	0.89			0.94			0.96			0.97			1.08			0.97		
REGION IV																		
AVG	101,484	94	12	77,804	52	12	67,657	48	11	68,886	8	3	51,026	16	8	84,044	210	12
HIGH	176,371	45%		130,000	25%		86,701	23%		78,000	4%		68,159	8%		176,371		
LOW	67,869			60,911			51,084			58,910			35,000			35,000		
SAL FAC	0.82			0.91			0.90			0.91			1.01			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0904 Animal Nutrition

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	98,776	5 2	70,000	1 1	65,325	2 2					86,816	8 3
HIGH	140,100	63%	70,000	13%	69,050	25%					140,100	
LOW	73,168		70,000		61,600						61,600	
SAL FAC	0.77		0.80		0.84						0.90	
TENURED/TENURE TRACK												
AVG	73,168	1 1	70,000	1 1	61,600	1 1					68,256	3 2
HIGH	73,168	33%	70,000	33%	61,600	33%					73,168	
LOW	73,168		70,000		61,600						61,600	
SAL FAC	0.56		0.80		0.78						0.65	
RES UNIV/VERY HIGH ACTVTY												
AVG	73,168	1 1	70,000	1 1	61,600	1 1					68,256	3 2
HIGH	73,168	33%	70,000	33%	61,600	33%					73,168	
LOW	73,168		70,000		61,600						61,600	
SAL FAC	0.55		0.77		0.77						0.67	
RES UNIV/HIGH ACTIVITY												
AVG	105,178	4 1			69,050	1 1					97,952	5 1
HIGH	140,100	80%			69,050	20%					140,100	
LOW	76,027				69,050						69,050	
SAL FAC	0.96				0.96						1.19	
REGION I												
AVG	73,168	1 1			61,600	1 1					67,384	2 1
HIGH	73,168	50%			61,600	50%					73,168	
LOW	73,168				61,600						61,600	
SAL FAC	0.56				0.79						0.67	
REGION IV												
AVG	105,178	4 1	70,000	1 1	69,050	1 1					93,294	6 2
HIGH	140,100	67%	70,000	17%	69,050	17%					140,100	
LOW	76,027		70,000		69,050						69,050	
SAL FAC	0.85		0.82		0.91						1.02	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0905 Dairy Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	101,013	18	6	76,967	6	3	72,889	8	3	75,000	1	1	54,012	2	2	87,387	34	7
HIGH	149,726	53%		93,600	18%		84,840	24%		75,000	3%		54,683	6%		149,726		
LOW	73,777			66,996			64,375			75,000			53,340			53,340		
SAL FAC	0.79			0.88			0.94			0.99			1.01			0.91		
TENURED/TENURE TRACK																		
AVG	103,276	11	2	67,090	2	1	72,587	7	2							88,916	20	2
HIGH	149,726	55%		67,185	10%		84,840	35%								149,726		
LOW	73,777			66,996			64,375									64,375		
SAL FAC	0.79			0.76			0.91									0.85		
NONTENURE TRACK																		
AVG													54,012	2	2	54,012	2	2
HIGH													54,683	100%		54,683		
LOW													53,340			53,340		
SAL FAC													1.01			0.81		
RES UNIV/VERY HIGH ACTVTY																		
AVG	107,293	12	2	84,209	3	1	77,567	5	2	75,000	1	1	54,683	1	1	94,412	21	3
HIGH	149,726	57%		93,600	14%		84,840	24%		75,000	5%		54,683	5%		149,726		
LOW	84,162			70,717			70,241			75,000			54,683			54,683		
SAL FAC	0.80			0.93			0.97			0.96			0.99			0.93		
RES UNIV/HIGH ACTIVITY																		
AVG	88,452	6	4	69,725	3	2	65,091	3	1				53,340	1	1	76,039	13	4
HIGH	103,048	46%		74,996	23%		65,491	23%					53,340	8%		103,048		
LOW	73,777			66,996			64,375						53,340			53,340		
SAL FAC	0.81			0.86			0.91						1.06			0.92		
REGION I																		
AVG	86,718	3	1	67,090	2	1	65,091	3	1				53,340	1	1	71,439	9	1
HIGH	103,048	33%		67,185	22%		65,491	33%					53,340	11%		103,048		
LOW	73,777			66,996			64,375						53,340			53,340		
SAL FAC	0.66			0.77			0.83						1.06			0.71		
REGION III																		
AVG	106,334	10	3	74,996	1	1	78,209	4	1							96,745	15	3
HIGH	149,726	67%		74,996	7%		84,840	27%								149,726		
LOW	84,696			74,996			70,241									70,241		
SAL FAC	0.80			0.81			0.97									0.96		
REGION IV																		
AVG	98,946	5	2	84,209	3	1	75,000	1	1	75,000	1	1	54,683	1	1	87,704	10	3
HIGH	134,369	50%		93,600	30%		75,000	10%		75,000	10%		54,683	10%		134,369		
LOW	83,096			70,717			75,000			75,000			54,683			54,683		
SAL FAC	0.80			0.98			0.99			0.99			1.08			0.96		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.0907 Poultry Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	99,532	40	6	74,279	17	7	63,431	5	3	72,456	2	2	48,793	1	1	89,047	63	7
HIGH	146,874	64%		91,360	27%		77,000	8%		77,000	3%		48,793	2%		146,874		
LOW	73,494			62,168			54,959			67,911			48,793			48,793		
SAL FAC	0.78			0.85			0.82			0.95			0.92			0.92		
TENURED/TENURE TRACK																		
AVG	98,906	28	4	73,001	11	4	60,039	4	2	67,911	1	1				88,664	43	4
HIGH	146,874	65%		85,828	26%		67,911	9%		67,911	2%					146,874		
LOW	73,494			62,168			54,959			67,911						54,959		
SAL FAC	0.76			0.83			0.76			0.87						0.85		
NONTENURE TRACK																		
AVG				68,758	1	1										68,758	1	1
HIGH				68,758	100%											68,758		
LOW				68,758												68,758		
SAL FAC				0.74												1.02		
RES UNIV/VERY HIGH ACTVTY																		
AVG	98,906	28	4	73,673	13	5	60,039	4	2	67,911	1	1	48,793	1	1	87,306	46	5
HIGH	146,874	61%		85,982	28%		67,911	9%		67,911	2%		48,793	2%		146,874		
LOW	73,494			62,168			54,959			67,911			48,793			48,793		
SAL FAC	0.74			0.81			0.75			0.87			0.89			0.86		
RES UNIV/HIGH ACTIVITY																		
AVG	100,993	12	2	76,249	4	2	77,000	1	1	77,000	1	1				93,760	17	2
HIGH	142,727	71%		91,360	24%		77,000	6%		77,000	6%					142,727		
LOW	78,470			66,552			77,000			77,000						66,552		
SAL FAC	0.92			0.94			1.08			1.06						1.14		
REGION II																		
AVG	106,365	17	2	71,749	7	2	55,541	2	1							93,136	26	2
HIGH	146,874	65%		76,042	27%		56,123	8%								146,874		
LOW	82,922			67,759			54,959									54,959		
SAL FAC	0.87			0.85			0.74									1.01		
REGION IV																		
AVG	94,482	23	4	76,050	10	5	68,691	3	2	72,456	2	2	48,793	1	1	86,174	37	5
HIGH	142,727	62%		91,360	27%		77,000	8%		77,000	5%		48,793	3%		142,727		
LOW	73,494			62,168			61,160			67,911			48,793			48,793		
SAL FAC	0.76			0.89			0.91			0.95			0.96			0.95		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.10 Food Science and Technology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,068	164	25	79,097	102	23	71,105	81	23	71,274	13	11	48,914	35	7	87,504	382	28
HIGH	227,379	43%		112,732	27%		89,813	21%		85,000	3%		70,359	9%		227,379		
LOW	60,844			49,394			47,168			51,136			32,727			32,727		
SAL FAC	0.85			0.90			0.92			0.94			0.92			0.91		
TENURED/TENURE TRACK																		
AVG	107,201	129	18	77,372	85	17	71,819	49	15	73,405	8	6	52,182	3	1	90,531	266	20
HIGH	227,379	49%		112,732	32%		89,813	18%		85,000	3%		56,128	1%		227,379		
LOW	61,712			49,394			52,500			65,440			47,078			47,078		
SAL FAC	0.83			0.88			0.91			0.94			0.90			0.87		
NONTENURE TRACK																		
AVG	60,844	1	1	58,091	1	1	63,624	15	8	61,985	3	3	48,607	32	7	53,648	49	14
HIGH	60,844	2%		58,091	2%		77,563	31%		71,000	6%		70,359	65%		77,563		
LOW	60,844			58,091			47,168			51,136			32,727			32,727		
SAL FAC	0.54			0.63			0.87			0.88			0.91			0.80		
RES UNIV/VERY HIGH ACTVTY																		
AVG	109,691	146	20	79,083	96	19	70,938	76	19	70,563	11	9	48,914	35	7	86,997	353	21
HIGH	227,379	41%		112,732	27%		89,813	22%		85,000	3%		70,359	10%		227,379		
LOW	61,712			49,394			47,168			51,136			32,727			32,727		
SAL FAC	0.82			0.87			0.89			0.91			0.89			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	104,019	18	5	79,317	6	4	73,637	5	4	75,188	2	2				93,670	29	7
HIGH	143,114	62%		88,007	21%		81,615	17%		75,375	7%					143,114		
LOW	60,844			58,225			67,000			75,000						58,225		
SAL FAC	0.95			0.98			1.03			1.04						1.14		
REGION I																		
AVG	92,927	39	5	69,229	34	6	67,907	11	4	72,667	3	3	46,303	20	1	73,567	104	7
HIGH	143,114	38%		94,852	33%		75,000	11%		75,000	3%		56,128	19%		143,114		
LOW	60,844			49,394			52,500			71,000			32,727			32,727		
SAL FAC	0.71			0.80			0.87			1.03			0.92			0.73		
REGION II																		
AVG	113,762	27	4	84,607	18	3	70,583	22	4	71,697	3	2	48,279	7	1	87,639	74	4
HIGH	163,023	37%		103,913	24%		85,983	30%		76,000	4%		57,681	10%		163,023		
LOW	75,539			58,064			60,077			63,818			40,800			40,800		
SAL FAC	0.93			1.00			0.95			0.97			0.94			0.95		
REGION III																		
AVG	125,824	48	7	89,261	25	6	79,192	19	7	74,508	3	2	53,755	4	2	104,070	96	7
HIGH	179,741	50%		105,181	26%		89,813	20%		85,000	3%		63,236	4%		179,741		
LOW	90,556			58,225			67,000			68,524			42,420			42,420		
SAL FAC	0.95			0.97			0.98			0.94			0.92			1.03		
REGION IV																		
AVG	103,038	50	9	78,384	25	8	67,415	29	8	67,488	4	4	58,241	4	3	86,106	108	10
HIGH	227,379	46%		112,732	23%		81,615	27%		78,000	4%		70,359	4%		227,379		
LOW	68,465			58,091			47,168			51,136			49,340			47,168		
SAL FAC	0.83			0.91			0.89			0.89			1.15			0.95		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1001 Food Science

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,936	134 23	83,470	74 21	71,262	74 22	71,233	11 9	52,396	15 6	92,153	297 26
HIGH	227,379	45%	112,732	25%	89,813	25%	85,000	4%	70,359	5%	227,379	
LOW	60,844		58,064		47,168		51,136		40,800		40,800	
SAL FAC	0.88		0.95		0.92		0.94		0.98		0.96	
TENURED/TENURE TRACK												
AVG	111,571	100 16	82,203	57 15	72,187	43 14	73,605	7 5			94,733	200 18
HIGH	227,379	50%	112,732	29%	89,813	22%	85,000	4%			227,379	
LOW	61,712		58,064		52,500		65,440				52,500	
SAL FAC	0.86		0.93		0.91		0.94				0.91	
NONTENURE TRACK												
AVG	60,844	1 1	58,091	1 1	63,097	14 7	57,477	2 2	52,396	15 6	57,685	31 12
HIGH	60,844	3%	58,091	3%	77,563	45%	63,818	7%	70,359	48%	77,563	
LOW	60,844		58,091		47,168		51,136		40,800		40,800	
SAL FAC	0.54		0.63		0.86		0.82		0.98		0.86	
RES UNIV/VERY HIGH ACTVTY												
AVG	114,043	117 18	83,837	68 17	71,090	69 18	70,354	9 7	52,396	15 6	91,952	269 19
HIGH	227,379	44%	112,732	25%	89,813	26%	85,000	3%	70,359	6%	227,379	
LOW	61,712		58,064		47,168		51,136		40,800		40,800	
SAL FAC	0.85		0.92		0.89		0.90		0.95		0.90	
RES UNIV/HIGH ACTIVITY												
AVG	105,318	17 5	79,317	6 4	73,637	5 4	75,188	2 2			94,089	28 7
HIGH	143,114	61%	88,007	21%	81,615	18%	75,375	7%			143,114	
LOW	60,844		58,225		67,000		75,000				58,225	
SAL FAC	0.96		0.98		1.03		1.04				1.14	
REGION I												
AVG	93,089	11 3	77,127	6 4	65,216	4 3	75,000	1 1			83,219	21 5
HIGH	143,114	52%	85,563	29%	75,000	19%	75,000	5%			143,114	
LOW	60,844		68,727		52,500		75,000				52,500	
SAL FAC	0.71		0.89		0.83		1.06				0.82	
REGION II												
AVG	113,762	27 4	84,607	18 3	70,583	22 4	71,697	3 2	48,279	7 1	87,639	74 4
HIGH	163,023	37%	103,913	24%	85,983	30%	76,000	4%	57,681	10%	163,023	
LOW	75,539		58,064		60,077		63,818		40,800		40,800	
SAL FAC	0.93		1.00		0.95		0.97		0.94		0.95	
REGION III												
AVG	125,824	48 7	89,261	25 6	79,192	19 7	74,508	3 2	53,755	4 2	104,070	96 7
HIGH	179,741	50%	105,181	26%	89,813	20%	85,000	3%	63,236	4%	179,741	
LOW	90,556		58,225		67,000		68,524		42,420		42,420	
SAL FAC	0.95		0.97		0.98		0.94		0.92		1.03	
REGION IV												
AVG	104,132	48 9	78,384	25 8	67,415	29 8	67,488	4 4	58,241	4 3	86,283	106 10
HIGH	227,379	45%	112,732	24%	81,615	27%	78,000	4%	70,359	4%	227,379	
LOW	68,465		58,091		47,168		51,136		49,340		47,168	
SAL FAC	0.84		0.91		0.89		0.89		1.15		0.95	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1099 Food Science and Technology, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	79,121	3 3	59,194	1 1	71,000	1 1	71,000	1 1			73,511	5 4
HIGH	83,837	60%	59,194	20%	71,000	20%	71,000	20%			83,837	
LOW	71,598		59,194		71,000		71,000				59,194	
SAL FAC	0.62		0.67		0.92		0.93				0.76	
TENURED/TENURE TRACK												
AVG	77,718	2 2	59,194	1 1							71,543	3 3
HIGH	83,837	67%	59,194	33%							83,837	
LOW	71,598		59,194								59,194	
SAL FAC	0.60		0.67								0.68	
NONTENURE TRACK												
AVG					71,000	1 1	71,000	1 1			71,000	1 1
HIGH					71,000	100%	71,000	100%			71,000	
LOW					71,000		71,000				71,000	
SAL FAC					0.97		1.01				1.06	
RES UNIV/VERY HIGH ACTVTY												
AVG	77,718	2 2	59,194	1 1	71,000	1 1	71,000	1 1			71,407	4 3
HIGH	83,837	50%	59,194	25%	71,000	25%	71,000	25%			83,837	
LOW	71,598		59,194		71,000		71,000				59,194	
SAL FAC	0.58		0.65		0.89		0.91				0.70	
RES UNIV/HIGH ACTIVITY												
AVG	81,927	1 1									81,927	1 1
HIGH	81,927	100%									81,927	
LOW	81,927										81,927	
SAL FAC	0.75										0.99	
REGION I												
AVG	83,837	1 1	59,194	1 1	71,000	1 1	71,000	1 1			71,344	3 2
HIGH	83,837	33%	59,194	33%	71,000	33%	71,000	33%			83,837	
LOW	83,837		59,194		71,000		71,000				59,194	
SAL FAC	0.64		0.68		0.90		1.00				0.70	
REGION IV												
AVG	76,763	2 2									76,763	2 2
HIGH	81,927	100%									81,927	
LOW	71,598										71,598	
SAL FAC	0.62										0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.11 Plant Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	101,889	689	44	77,400	338	44	67,783	267	42	67,898	27	16	53,903	44	20	87,319	1,338	46
HIGH	289,058	52%		116,725	25%		113,292	20%		85,000	2%		112,575	3%		289,058		
LOW	51,065			39,764			40,295			52,510			28,800			28,800		
SAL FAC	0.79			0.88			0.87			0.89			1.01			0.91		
TENURED/TENURE TRACK																		
AVG	100,210	527	33	76,408	236	31	67,675	164	29	67,739	17	10	65,811	1	1	88,370	928	33
HIGH	289,058	57%		116,725	25%		101,000	18%		85,000	2%		65,811	0%		289,058		
LOW	56,675			39,764			45,648			57,276			65,811			39,764		
SAL FAC	0.77			0.87			0.85			0.87			1.14			0.85		
NONTENURE TRACK																		
AVG	86,348	18	9	67,644	19	6	59,845	41	17	62,560	4	4	51,847	31	15	63,307	109	23
HIGH	165,240	17%		85,025	17%		84,025	38%		67,275	4%		77,596	28%		165,240		
LOW	51,065			51,560			40,295			52,510			28,800			28,800		
SAL FAC	0.76			0.73			0.82			0.89			0.97			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	105,321	528	29	79,870	255	29	69,975	196	28	70,873	20	12	53,795	33	13	90,382	1,012	29
HIGH	289,058	52%		116,725	25%		113,292	19%		85,000	2%		112,575	3%		289,058		
LOW	51,065			51,560			40,295			57,750			28,800			28,800		
SAL FAC	0.79			0.88			0.87			0.91			0.98			0.89		
RES UNIV/HIGH ACTIVITY																		
AVG	90,631	161	15	69,810	83	15	61,732	71	14	59,398	7	4	54,228	11	7	77,808	326	17
HIGH	158,164	49%		92,713	26%		78,050	22%		63,000	2%		77,596	3%		158,164		
LOW	56,675			39,764			45,648			52,510			33,678			33,678		
SAL FAC	0.83			0.86			0.86			0.82			1.08			0.94		
REGION I																		
AVG	89,149	119	9	70,477	61	8	63,006	57	9	61,881	6	4	57,317	10	5	77,216	247	10
HIGH	170,199	48%		114,545	25%		98,182	23%		70,002	2%		77,596	4%		170,199		
LOW	51,065			39,764			40,295			52,510			41,576			39,764		
SAL FAC	0.68			0.81			0.80			0.87			1.14			0.76		
REGION II																		
AVG	101,419	193	10	72,437	67	10	67,005	80	10	62,182	7	3	50,190	16	6	85,929	356	10
HIGH	226,314	54%		116,725	19%		101,000	23%		70,000	2%		63,597	5%		226,314		
LOW	60,131			47,563			45,648			57,276			28,800			28,800		
SAL FAC	0.83			0.85			0.90			0.84			0.97			0.94		
REGION III																		
AVG	113,076	198	14	86,755	104	15	76,671	55	12	77,240	6	4	52,707	6	3	99,021	363	15
HIGH	289,058	55%		114,955	29%		113,292	15%		85,000	2%		75,474	2%		289,058		
LOW	69,473			56,516			57,832			65,440			33,678			33,678		
SAL FAC	0.85			0.94			0.95			0.97			0.90			0.98		
REGION IV																		
AVG	98,489	179	11	75,342	106	11	65,727	75	11	70,406	8	5	56,608	12	6	83,937	372	11
HIGH	205,756	48%		113,897	29%		83,000	20%		77,729	2%		112,575	3%		205,756		
LOW	67,012			51,560			46,227			63,000			39,230			39,230		
SAL FAC	0.79			0.88			0.87			0.93			1.12			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1101 Plant Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,972	125	13	81,283	60	13	69,704	60	13	67,572	3	2	52,164	13	6	90,054	258	15
HIGH	277,858	48%		114,955	23%		113,292	23%		80,000	1%		77,596	5%		277,858		
LOW	51,065			47,563			40,295			57,276			31,849			31,849		
SAL FAC	0.84			0.93			0.90			0.89			0.98			0.93		
TENURED/TENURE TRACK																		
AVG	104,181	66	8	78,431	34	8	66,420	30	9	57,276	1	1				88,732	130	10
HIGH	209,482	51%		113,897	26%		87,017	23%		57,276	1%					209,482		
LOW	62,813			47,563			45,648			57,276						45,648		
SAL FAC	0.80			0.89			0.84			0.73						0.85		
NONTENURE TRACK																		
AVG	67,249	2	2	85,025	1	1	57,218	6	3				55,929	7	4	59,646	16	6
HIGH	83,433	13%		85,025	6%		72,716	38%					77,596	44%		85,025		
LOW	51,065			85,025			40,295						41,576			40,295		
SAL FAC	0.60			0.92			0.78						1.04			0.89		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,569	77	5	88,057	32	5	72,924	41	7	72,720	2	1	53,180	9	3	95,504	159	7
HIGH	277,858	48%		114,955	20%		113,292	26%		80,000	1%		75,474	6%		277,858		
LOW	51,065			67,465			40,295			65,440			31,849			31,849		
SAL FAC	0.86			0.97			0.91			0.93			0.97			0.94		
RES UNIV/HIGH ACTIVITY																		
AVG	95,786	48	8	73,542	28	8	62,756	19	6	57,276	1	1	49,879	4	3	81,301	99	8
HIGH	139,497	49%		92,713	28%		71,918	19%		57,276	1%		77,596	4%		139,497		
LOW	62,813			47,563			45,648			57,276			33,678			33,678		
SAL FAC	0.88			0.91			0.88			0.79			1.00			0.99		
REGION I																		
AVG	96,442	27	2	74,963	10	2	64,914	14	3				59,586	2	1	82,670	53	3
HIGH	170,199	51%		88,675	19%		87,017	26%					77,596	4%		170,199		
LOW	51,065			60,868			40,295						41,576			40,295		
SAL FAC	0.73			0.86			0.83						1.18			0.82		
REGION II																		
AVG	109,210	44	3	73,158	15	3	68,943	24	3	57,276	1	1	49,937	6	2	88,279	89	3
HIGH	226,314	49%		96,067	17%		85,568	27%		57,276	1%		63,597	7%		226,314		
LOW	62,813			47,563			45,648			57,276			31,849			31,849		
SAL FAC	0.90			0.86			0.92			0.77			0.97			0.96		
REGION III																		
AVG	116,254	38	6	86,462	29	6	75,941	15	4	72,720	2	1	53,815	4	2	96,272	86	6
HIGH	277,858	44%		114,955	34%		113,292	17%		80,000	2%		75,474	5%		277,858		
LOW	71,293			56,516			59,814			65,440			33,678			33,678		
SAL FAC	0.88			0.94			0.94			0.91			0.92			0.96		
REGION IV																		
AVG	104,359	16	2	87,100	6	2	68,531	7	3				44,082	1	1	90,538	30	3
HIGH	164,418	53%		113,897	20%		72,028	23%					44,082	3%		164,418		
LOW	78,060			74,260			64,890						44,082			44,082		
SAL FAC	0.84			1.02			0.91						0.87			0.99		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1102 Agronomy and Crop Science

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	99,823	338 27	76,528	145 23	68,517	118 27	66,803	15 10	54,488	14 8	87,292	615 30
HIGH	213,230	55%	116,725	24%	101,000	19%	77,729	2%	74,004	2%	213,230	
LOW	56,675		39,764		46,227		52,510		42,568		39,764	
SAL FAC	0.78		0.87		0.88		0.88		1.02		0.91	
TENURED/TENURE TRACK												
AVG	97,984	261 20	74,238	95 15	68,672	78 17	67,090	9 6	65,811	1 1	87,468	435 20
HIGH	213,230	60%	116,725	22%	101,000	18%	77,729	2%	65,811	0%	213,230	
LOW	56,675		39,764		48,204		57,750		65,811		39,764	
SAL FAC	0.75		0.84		0.87		0.86		1.14		0.84	
NONTENURE TRACK												
AVG	88,594	12 6	68,540	8 3	60,984	13 9	62,560	4 4	51,509	11 6	67,519	44 13
HIGH	165,240	27%	83,833	18%	84,025	30%	67,275	9%	57,723	25%	165,240	
LOW	62,934		55,702		46,227		52,510		42,568		42,568	
SAL FAC	0.78		0.74		0.83		0.89		0.96		1.01	
RES UNIV/VERY HIGH ACTVTY												
AVG	103,669	262 19	79,869	111 16	71,943	82 18	69,106	12 8	50,928	9 5	91,346	464 19
HIGH	213,230	57%	116,725	24%	101,000	18%	77,729	3%	57,723	2%	213,230	
LOW	60,131		54,654		46,227		57,750		42,568		42,568	
SAL FAC	0.78		0.88		0.90		0.89		0.93		0.90	
RES UNIV/HIGH ACTIVITY												
AVG	86,565	76 8	65,621	34 7	60,713	36 9	57,594	3 2	60,896	5 3	74,836	151 11
HIGH	158,164	50%	86,460	23%	77,750	24%	61,364	2%	74,004	3%	158,164	
LOW	56,675		39,764		48,204		52,510		54,007		39,764	
SAL FAC	0.79		0.81		0.85		0.79		1.22		0.91	
REGION I												
AVG	87,598	71 6	66,134	33 4	63,497	29 6	60,884	4 3	60,896	5 3	76,433	138 7
HIGH	155,849	51%	91,960	24%	98,182	21%	67,275	3%	74,004	4%	155,849	
LOW	56,675		39,764		48,204		52,510		54,007		39,764	
SAL FAC	0.67		0.76		0.81		0.86		1.21		0.76	
REGION II												
AVG	100,153	95 5	73,292	24 4	68,460	28 5	61,757	3 2	51,159	4 2	88,709	151 5
HIGH	208,765	63%	116,725	16%	101,000	19%	65,000	2%	55,825	3%	208,765	
LOW	60,131		61,004		55,765		58,909		46,917		46,917	
SAL FAC	0.82		0.87		0.92		0.83		0.99		0.97	
REGION III												
AVG	112,565	94 7	88,432	44 6	76,571	29 7	74,000	2 2			99,956	167 8
HIGH	213,230	56%	112,185	26%	92,864	17%	76,000	1%			213,230	
LOW	69,473		57,422		57,832		72,000				57,422	
SAL FAC	0.85		0.96		0.95		0.93				0.99	
REGION IV												
AVG	95,195	78 9	74,185	44 9	65,817	32 9	70,874	6 3	50,743	5 3	82,070	159 10
HIGH	156,247	49%	100,000	28%	77,729	20%	77,729	4%	57,723	3%	156,247	
LOW	67,012		55,702		46,227		65,455		42,568		42,568	
SAL FAC	0.77		0.87		0.87		0.93		1.00		0.90	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1103 Horticultural Science

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	103,286	202 21	77,800	113 21	66,487	68 17	71,533	7 5	55,329	15 9	87,955	398 23
HIGH	289,058	51%	114,545	28%	86,256	17%	85,000	2%	112,575	4%	289,058	
LOW	64,587		51,560		46,724		61,364		28,800		28,800	
SAL FAC	0.81		0.89		0.86		0.94		1.04		0.91	
TENURED/TENURE TRACK												
AVG	103,524	178 17	79,356	88 15	68,894	40 11	72,546	5 3			92,047	306 17
HIGH	289,058	58%	114,545	29%	86,256	13%	85,000	2%			289,058	
LOW	64,587		57,608		57,886		61,364				57,608	
SAL FAC	0.80		0.90		0.87		0.93				0.88	
NONTENURE TRACK												
AVG	93,603	3 2	65,189	10 3	60,801	19 7			49,848	11 7	61,308	43 11
HIGH	107,975	7%	73,449	23%	80,050	44%			62,100	26%	107,975	
LOW	75,823		51,560		46,724				28,800		28,800	
SAL FAC	0.83		0.71		0.83				0.93		0.91	
RES UNIV/VERY HIGH ACTVTY												
AVG	104,913	172 16	78,763	96 16	67,472	57 14	78,750	4 3	56,726	13 7	89,319	338 16
HIGH	289,058	51%	114,545	28%	86,256	17%	85,000	1%	112,575	4%	289,058	
LOW	64,587		51,560		46,724		70,000		28,800		28,800	
SAL FAC	0.78		0.87		0.84		1.01		1.03		0.88	
RES UNIV/HIGH ACTIVITY												
AVG	93,956	30 5	72,360	17 5	61,380	11 3	61,909	3 2	46,255	2 2	80,275	60 7
HIGH	138,726	50%	87,956	28%	65,010	18%	63,000	5%	48,690	3%	138,726	
LOW	71,144		57,608		55,161		61,364		43,820		43,820	
SAL FAC	0.86		0.90		0.86		0.85		0.92		0.97	
REGION I												
AVG	88,668	13 4	80,589	11 2	65,455	1 1			48,690	1 1	82,819	26 4
HIGH	142,897	50%	114,545	42%	65,455	4%			48,690	4%	142,897	
LOW	64,587		62,048		65,455				48,690		48,690	
SAL FAC	0.67		0.93		0.83				0.97		0.82	
REGION II												
AVG	98,836	40 5	72,211	17 5	64,018	22 5	64,243	3 2	49,796	6 3	81,038	85 5
HIGH	171,000	47%	93,000	20%	80,050	26%	70,000	4%	60,936	7%	171,000	
LOW	72,469		57,608		46,724		61,364		28,800		28,800	
SAL FAC	0.81		0.85		0.86		0.87		0.97		0.88	
REGION III												
AVG	111,974	66 5	85,255	30 6	78,176	9 4	85,000	2 1	50,490	2 1	100,491	107 6
HIGH	289,058	62%	110,700	28%	86,256	8%	85,000	2%	62,100	2%	289,058	
LOW	70,700		62,340		66,750		85,000		38,880		38,880	
SAL FAC	0.84		0.93		0.97		1.07		0.86		1.00	
REGION IV												
AVG	100,812	83 7	74,902	55 8	65,102	36 7	69,000	2 2	63,583	6 4	84,512	180 8
HIGH	205,756	46%	113,681	31%	83,000	20%	75,000	1%	112,575	3%	205,756	
LOW	71,694		51,560		52,715		63,000		39,230		39,230	
SAL FAC	0.81		0.87		0.86		0.91		1.25		0.93	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1105 Plant Protection and Integrated Pest Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	83,682	7	4	66,729	6	3	61,734	5	3				71,934	18	5
HIGH	92,905	39%		79,879	33%		78,050	28%					92,905		
LOW	74,072			55,636			54,476						54,476		
SAL FAC	0.65			0.76			0.80						0.75		
TENURED/TENURE TRACK															
AVG	83,698	5	2	66,729	6	3	57,227	3	2				70,753	14	3
HIGH	92,905	36%		79,879	43%		58,602	21%					92,905		
LOW	74,072			55,636			54,476						54,476		
SAL FAC	0.64			0.76			0.72						0.68		
NONTENURE TRACK															
AVG	75,839	1	1				58,940	1	1				67,390	2	2
HIGH	75,839	50%					58,940	50%					75,839		
LOW	75,839						58,940						58,940		
SAL FAC	0.67						0.80						1.00		
RES UNIV/VERY HIGH ACTVTY															
AVG	74,956	2	2	64,339	3	2	54,476	1	1				66,234	6	2
HIGH	75,839	33%		79,879	50%		54,476	17%					79,879		
LOW	74,072			55,636			54,476						54,476		
SAL FAC	0.56			0.71			0.68						0.65		
RES UNIV/HIGH ACTIVITY															
AVG	87,173	5	2	69,118	3	1	63,549	4	2				74,784	12	3
HIGH	92,905	42%		73,317	25%		78,050	33%					92,905		
LOW	79,664			65,838			58,602						58,602		
SAL FAC	0.80			0.85			0.89						0.91		
REGION I															
AVG	74,072	1	1	56,569	2	1	54,476	1	1				60,422	4	1
HIGH	74,072	25%		57,501	50%		54,476	25%					74,072		
LOW	74,072			55,636			54,476						54,476		
SAL FAC	0.56			0.65			0.69						0.60		
REGION II															
AVG	86,105	4	1	69,118	3	1	58,715	3	1				72,792	10	1
HIGH	92,905	40%		73,317	30%		58,940	30%					92,905		
LOW	79,664			65,838			58,602						58,602		
SAL FAC	0.71			0.82			0.79						0.79		
REGION III															
AVG							78,050	1	1				78,050	1	1
HIGH							78,050	100%					78,050		
LOW							78,050						78,050		
SAL FAC							0.97						0.77		
REGION IV															
AVG	83,641	2	2	79,879	1	1							82,387	3	2
HIGH	91,443	67%		79,879	33%								91,443		
LOW	75,839			79,879									75,839		
SAL FAC	0.67			0.93									0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1106 Range Science and Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	78,786	6	3	75,245	1	1	60,544	2	2	57,750	1	1			74,339	9	3
HIGH	84,266	67%		75,245	11%		63,338	22%		57,750	11%				84,266		
LOW	70,793			75,245			57,750			57,750					57,750		
SAL FAC	0.61			0.86			0.78			0.76					0.77		
TENURED/TENURE TRACK																	
AVG	78,786	6	3	75,245	1	1	60,544	2	2	57,750	1	1			74,339	9	3
HIGH	84,266	67%		75,245	11%		63,338	22%		57,750	11%				84,266		
LOW	70,793			75,245			57,750			57,750					57,750		
SAL FAC	0.61			0.86			0.76			0.74					0.71		
RES UNIV/VERY HIGH ACTVTY																	
AVG	78,075	4	2	75,245	1	1	60,544	2	2	57,750	1	1			72,662	7	2
HIGH	84,266	57%		75,245	14%		63,338	29%		57,750	14%				84,266		
LOW	70,793			75,245			57,750			57,750					57,750		
SAL FAC	0.58			0.83			0.76			0.74					0.71		
RES UNIV/HIGH ACTIVITY																	
AVG	80,209	2	1												80,209	2	1
HIGH	82,525	100%													82,525		
LOW	77,893														77,893		
SAL FAC	0.73														0.97		
REGION I																	
AVG	78,786	6	3	75,245	1	1	60,544	2	2	57,750	1	1			74,339	9	3
HIGH	84,266	67%		75,245	11%		63,338	22%		57,750	11%				84,266		
LOW	70,793			75,245			57,750			57,750					57,750		
SAL FAC	0.60			0.87			0.77			0.82					0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.12 Soil Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,934	106	18	78,830	52	15	69,756	30	15	74,466	1	1	52,530	4	3	94,589	192	19
HIGH	225,386	55%		113,122	27%		91,060	16%		74,466	1%		64,310	2%		225,386		
LOW	68,316			56,983			41,388			74,466			47,313			41,388		
SAL FAC	0.87			0.90			0.90			0.98			0.99			0.98		
TENURED/TENURE TRACK																		
AVG	113,167	88	13	80,628	39	10	73,497	20	9							99,137	147	13
HIGH	225,386	60%		113,122	27%		88,655	14%								225,386		
LOW	68,316			56,983			55,838									55,838		
SAL FAC	0.87			0.92			0.93									0.95		
NONTENURE TRACK																		
AVG	84,832	4	3	71,678	5	3	58,357	6	5				52,530	4	3	66,210	19	7
HIGH	106,500	21%		91,209	26%		73,388	32%					64,310	21%		106,500		
LOW	76,010			61,337			42,979						47,313			42,979		
SAL FAC	0.75			0.78			0.80						0.98			0.99		
RES UNIV/VERY HIGH ACTVTY																		
AVG	113,569	86	11	79,471	45	11	70,055	25	10				52,530	4	3	95,654	160	11
HIGH	225,386	54%		113,122	28%		88,655	16%					64,310	3%		225,386		
LOW	71,846			56,983			42,979						47,313			42,979		
SAL FAC	0.85			0.87			0.87						0.96			0.94		
RES UNIV/HIGH ACTIVITY																		
AVG	99,606	20	7	74,712	7	4	68,261	5	5	74,466	1	1				89,263	32	8
HIGH	142,734	63%		84,186	22%		91,060	16%		74,466	3%					142,734		
LOW	68,316			66,700			41,388			74,466						41,388		
SAL FAC	0.91			0.92			0.95			1.03						1.08		
REGION I																		
AVG	97,046	19	7	70,044	13	4	63,911	10	5				47,313	1	1	80,020	43	7
HIGH	135,743	44%		86,184	30%		76,646	23%					47,313	2%		135,743		
LOW	68,316			56,983			55,838						47,313			47,313		
SAL FAC	0.74			0.81			0.81						0.94			0.79		
REGION II																		
AVG	111,316	13	1	79,405	7	1	46,490	2	1				48,762	1	1	93,247	23	1
HIGH	131,971	57%		107,360	30%		50,000	9%					48,762	4%		131,971		
LOW	88,168			67,792			42,979						48,762			42,979		
SAL FAC	0.91			0.94			0.62						0.95			1.01		
REGION III																		
AVG	119,578	49	5	89,123	16	5	81,676	13	5	74,466	1	1				107,014	78	6
HIGH	225,386	63%		107,857	21%		91,060	17%		74,466	1%					225,386		
LOW	79,121			67,883			74,466			74,466						67,883		
SAL FAC	0.90			0.97			1.01			0.94						1.06		
REGION IV																		
AVG	104,349	25	5	75,424	16	5	59,762	5	4				57,023	2	1	88,091	48	5
HIGH	198,106	52%		113,122	33%		69,603	10%					64,310	4%		198,106		
LOW	71,846			61,337			41,388						49,736			41,388		
SAL FAC	0.84			0.88			0.79						1.12			0.97		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1201 Soil Science and Agronomy, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	112,310	99	15	80,565	42	13	71,036	24	10	74,466	1	1	54,269	3	2	97,441	168	17
HIGH	225,386	59%		113,122	25%		88,655	14%		74,466	1%		64,310	2%		225,386		
LOW	68,316			56,983			42,979			74,466			48,762			42,979		
SAL FAC	0.88			0.92			0.92			0.98			1.02			1.01		
TENURED/TENURE TRACK																		
AVG	114,389	83	11	83,039	33	8	75,385	17	7							101,625	133	12
HIGH	225,386	62%		113,122	25%		88,655	13%								225,386		
LOW	68,316			56,983			55,838									55,838		
SAL FAC	0.88			0.94			0.95									0.97		
NONTENURE TRACK																		
AVG	84,832	4	3	65,610	3	3	56,634	5	4				54,269	3	2	65,476	15	6
HIGH	106,500	27%		71,492	20%		73,388	33%					64,310	20%		106,500		
LOW	76,010			61,337			42,979						48,762			42,979		
SAL FAC	0.75			0.71			0.77						1.01			0.98		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,846	81	9	81,362	37	10	71,239	21	7				54,269	3	2	98,393	142	10
HIGH	225,386	57%		113,122	26%		88,655	15%					64,310	2%		225,386		
LOW	71,846			56,983			42,979						48,762			42,979		
SAL FAC	0.86			0.89			0.89						0.99			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	100,896	18	6	74,667	5	3	69,619	3	3	74,466	1	1				92,243	26	7
HIGH	142,734	69%		84,186	19%		74,466	12%		74,466	4%					142,734		
LOW	68,316			66,700			65,690			74,466						65,690		
SAL FAC	0.92			0.92			0.97			1.03						1.12		
REGION I																		
AVG	98,537	14	5	71,566	8	3	64,388	7	3							82,854	29	6
HIGH	135,743	48%		86,184	28%		76,646	24%								135,743		
LOW	68,316			56,983			55,838									55,838		
SAL FAC	0.75			0.82			0.82									0.82		
REGION II																		
AVG	111,316	13	1	79,405	7	1	46,490	2	1				48,762	1	1	93,247	23	1
HIGH	131,971	57%		107,360	30%		50,000	9%					48,762	4%		131,971		
LOW	88,168			67,792			42,979						48,762			42,979		
SAL FAC	0.91			0.94			0.62						0.95			1.01		
REGION III																		
AVG	119,578	49	5	89,123	16	5	80,894	12	4	74,466	1	1				107,221	77	6
HIGH	225,386	64%		107,857	21%		88,655	16%		74,466	1%					225,386		
LOW	79,121			67,883			74,466			74,466						67,883		
SAL FAC	0.90			0.97			1.00			0.94						1.06		
REGION IV																		
AVG	105,771	23	4	75,400	11	4	63,483	3	2				57,023	2	1	91,452	39	4
HIGH	198,106	59%		113,122	28%		69,603	8%					64,310	5%		198,106		
LOW	71,846			61,337			55,156						49,736			49,736		
SAL FAC	0.85			0.88			0.84						1.12			1.00		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.1299 Soil Sciences, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	95,777	1 1	75,478	5 2	58,612	4 3					70,762	10 3
HIGH	95,777	10%	91,209	50%	66,972	40%					95,777	
LOW	95,777		66,182		41,388						41,388	
SAL FAC	0.75		0.86		0.76						0.73	
TENURED/TENURE TRACK												
AVG			66,182	1 1	63,043	2 1					64,089	3 2
HIGH			66,182	33%	64,486	67%					66,182	
LOW			66,182		61,600						61,600	
SAL FAC			0.75		0.79						0.61	
NONTENURE TRACK												
AVG			80,782	2 1	66,972	1 1					76,179	3 1
HIGH			91,209	67%	66,972	33%					91,209	
LOW			70,355		66,972						66,972	
SAL FAC			0.87		0.91						1.14	
RES UNIV/VERY HIGH ACTVTY												
AVG			75,915	3 1	64,353	3 2					70,134	6 2
HIGH			91,209	50%	66,972	50%					91,209	
LOW			66,182		61,600						61,600	
SAL FAC			0.83		0.80						0.69	
RES UNIV/HIGH ACTIVITY												
AVG	95,777	1 1	74,823	2 1	41,388	1 1					71,703	4 1
HIGH	95,777	25%	79,756	50%	41,388	25%					95,777	
LOW	95,777		69,889		41,388						41,388	
SAL FAC	0.88		0.93		0.58						0.87	
REGION I												
AVG					63,043	2 1					63,043	2 1
HIGH					64,486	100%					64,486	
LOW					61,600						61,600	
SAL FAC					0.80						0.62	
REGION IV												
AVG	95,777	1 1	75,478	5 2	54,180	2 2					72,691	8 2
HIGH	95,777	13%	91,209	63%	66,972	25%					95,777	
LOW	95,777		66,182		41,388						41,388	
SAL FAC	0.77		0.88		0.72						0.80	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 01.9999 Agriculture, Agriculture Operations, and Related Sciences,

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	111,998	16 2	82,964	6 2	73,388	1 1			56,110	10 3	88,613	33 3
HIGH	182,032	49%	117,763	18%	73,388	3%			79,763	30%	182,032	
LOW	71,070		64,033		73,388				45,500		45,500	
SAL FAC	0.87		0.94		0.95				1.05		0.92	
TENURED/TENURE TRACK												
AVG	114,670	15 2	86,750	5 2	73,388	1 1					106,057	21 2
HIGH	182,032	71%	117,763	24%	73,388	5%					182,032	
LOW	71,070		76,375		73,388						71,070	
SAL FAC	0.88		0.99		0.92						1.01	
NONTENURE TRACK												
AVG	71,918	1 1	64,033	1 1					56,110	10 3	58,087	12 3
HIGH	71,918	8%	64,033	8%					79,763	83%	79,763	
LOW	71,918		64,033						45,500		45,500	
SAL FAC	0.64		0.69						1.05		0.87	
RES UNIV/VERY HIGH ACTVTY												
AVG	111,998	16 2	82,964	6 2	73,388	1 1			56,110	10 3	88,613	33 3
HIGH	182,032	49%	117,763	18%	73,388	3%			79,763	30%	182,032	
LOW	71,070		64,033		73,388				45,500		45,500	
SAL FAC	0.84		0.91		0.92				1.02		0.87	
REGION II												
AVG	112,861	15 1	78,997	4 1	73,388	1 1			47,308	2 1	98,951	22 1
HIGH	182,032	68%	82,915	18%	73,388	5%			49,115	9%	182,032	
LOW	71,070		76,375		73,388				45,500		45,500	
SAL FAC	0.93		0.93		0.98				0.92		1.08	
REGION III												
AVG	99,053	1 1	90,898	2 1					58,310	8 2	67,939	11 2
HIGH	99,053	9%	117,763	18%					79,763	73%	117,763	
LOW	99,053		64,033						51,000		51,000	
SAL FAC	0.75		0.99						1.00		0.67	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03. NATURAL RESOURCES AND CONSERVATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	104,958	648	63	79,250	442	60	68,498	345	61	67,501	39	27	55,127	75	29	86,628	1,510	66
HIGH	238,038	43%		144,426	29%		100,638	23%		90,000	3%		115,196	5%		238,038		
LOW	57,120			34,331			35,194			45,000			32,000			32,000		
SAL FAC	0.82			0.90			0.88			0.89			1.03			0.90		
TENURED/TENURE TRACK																		
AVG	104,588	469	44	79,430	286	43	70,124	209	43	69,468	22	18	60,444	4	3	89,531	968	48
HIGH	238,038	49%		144,426	30%		100,638	22%		90,000	2%		75,171	0%		238,038		
LOW	57,120			48,684			35,194			54,000			42,000			35,194		
SAL FAC	0.80			0.90			0.88			0.89			1.04			0.86		
NONTENURE TRACK																		
AVG	100,104	14	8	75,361	21	12	60,362	41	16	56,977	4	4	55,159	54	22	64,904	130	32
HIGH	151,800	11%		101,740	16%		89,250	32%		70,000	3%		115,196	42%		151,800		
LOW	65,405			58,991			42,245			45,000			32,000			32,000		
SAL FAC	0.89			0.82			0.82			0.81			1.03			0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	108,004	458	36	80,260	297	34	71,065	225	35	70,708	24	17	55,683	41	15	89,692	1,021	37
HIGH	238,038	45%		127,980	29%		100,638	22%		82,375	2%		115,196	4%		238,038		
LOW	60,362			45,206			41,963			53,182			32,000			32,000		
SAL FAC	0.81			0.88			0.89			0.91			1.01			0.88		
RES UNIV/HIGH ACTIVITY																		
AVG	97,921	177	24	76,905	136	24	63,770	117	24	62,370	15	10	54,241	32	12	80,060	462	26
HIGH	161,874	38%		144,426	29%		90,000	25%		90,000	3%		91,961	7%		161,874		
LOW	57,120			34,331			35,194			45,000			35,110			34,331		
SAL FAC	0.90			0.95			0.89			0.86			1.08			0.97		
DOCTORAL RES UNIV																		
AVG	93,469	13	3	81,354	9	2	60,415	3	2				57,890	2	2	83,123	27	3
HIGH	118,404	48%		127,618	33%		67,275	11%					58,000	7%		127,618		
LOW	76,502			69,033			52,632						57,780			52,632		
SAL FAC	0.88			1.00			0.88						1.06			1.03		
REGION I																		
AVG	99,870	144	15	76,037	105	14	64,276	85	16	63,450	9	6	50,102	29	8	80,665	363	17
HIGH	191,480	40%		107,256	29%		92,712	23%		88,000	3%		75,171	8%		191,480		
LOW	63,494			34,331			35,194			45,000			35,110			34,331		
SAL FAC	0.76			0.88			0.82			0.90			1.00			0.80		
REGION II																		
AVG	99,875	101	13	72,529	59	11	65,713	54	13	65,843	6	4	60,274	15	7	82,180	229	13
HIGH	161,874	44%		100,914	26%		82,808	24%		68,795	3%		115,196	7%		161,874		
LOW	57,120			48,684			47,741			61,371			32,000			32,000		
SAL FAC	0.82			0.86			0.88			0.89			1.17			0.89		
REGION III																		
AVG	118,732	188	19	87,240	138	18	75,191	111	18	71,102	14	11	57,734	24	8	95,645	461	19
HIGH	238,038	41%		144,426	30%		100,638	24%		90,000	3%		91,961	5%		238,038		
LOW	71,739			55,930			44,238			45,000			40,000			40,000		
SAL FAC	0.90			0.95			0.93			0.89			0.99			0.95		
REGION IV																		
AVG	98,710	215	16	76,617	140	17	66,040	95	14	67,099	10	6	55,974	7	6	84,496	457	17
HIGH	192,335	47%		127,858	31%		93,000	21%		78,000	2%		72,000	2%		192,335		
LOW	65,405			45,206			44,036			53,182			36,818			36,818		
SAL FAC	0.79			0.89			0.87			0.88			1.10			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.01 Natural Resources Conservation and Research

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,036	248	39	82,304	165	37	71,399	146	35	64,189	15	11	54,967	40	20	89,716	599	44
HIGH	217,008	41%		144,426	28%		100,638	24%		88,000	3%		82,630	7%		217,008		
LOW	63,494			34,331			45,000			45,000			34,558			34,331		
SAL FAC	0.87			0.94			0.92			0.84			1.03			0.93		
TENURED/TENURE TRACK																		
AVG	110,636	181	29	82,366	112	28	73,297	88	25	65,348	7	7	42,000	1	1	93,566	382	33
HIGH	217,008	47%		144,426	29%		100,638	23%		82,375	2%		42,000	0%		217,008		
LOW	65,122			54,100			50,762			54,000			42,000			42,000		
SAL FAC	0.85			0.94			0.92			0.84			0.73			0.90		
NONTENURE TRACK																		
AVG	116,482	8	6	83,575	9	6	62,846	19	9	53,333	3	3	57,137	29	17	69,771	65	22
HIGH	151,800	12%		101,740	14%		89,250	29%		70,000	5%		82,630	45%		151,800		
LOW	72,657			63,541			45,000			45,000			40,000			40,000		
SAL FAC	1.03			0.90			0.86			0.76			1.07			1.04		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,812	181	23	83,935	106	20	74,442	106	21	72,078	6	5	58,015	19	10	93,862	412	23
HIGH	217,008	44%		127,980	26%		100,638	26%		82,375	2%		82,630	5%		217,008		
LOW	72,321			57,477			49,785			65,000			34,558			34,558		
SAL FAC	0.86			0.92			0.93			0.92			1.06			0.92		
RES UNIV/HIGH ACTIVITY																		
AVG	102,650	56	14	79,016	50	15	63,287	38	13	58,930	9	6	51,931	20	9	80,138	164	19
HIGH	145,137	34%		144,426	31%		88,000	23%		88,000	6%		73,008	12%		145,137		
LOW	63,494			34,331			45,000			45,000			37,103			34,331		
SAL FAC	0.94			0.98			0.88			0.81			1.04			0.97		
DOCTORAL RES UNIV																		
AVG	91,596	11	2	81,354	9	2	64,306	2	1				57,780	1	1	83,745	23	2
HIGH	118,404	48%		127,618	39%		67,275	9%					57,780	4%		127,618		
LOW	76,502			69,033			61,337						57,780			57,780		
SAL FAC	0.86			1.00			0.94						1.05			1.04		
REGION I																		
AVG	106,304	67	13	76,817	53	11	66,729	38	12	62,402	7	4	48,781	12	6	84,204	170	15
HIGH	191,480	39%		105,850	31%		89,250	22%		88,000	4%		73,008	7%		191,480		
LOW	63,494			34,331			45,000			45,000			37,103			34,331		
SAL FAC	0.81			0.88			0.85			0.88			0.97			0.83		
REGION II																		
AVG	103,135	51	7	76,032	26	6	70,550	25	7	67,295	2	1	56,241	8	4	85,913	110	7
HIGH	150,750	46%		95,266	24%		82,808	23%		67,500	2%		68,951	7%		150,750		
LOW	72,321			57,477			50,762			67,091			34,558			34,558		
SAL FAC	0.85			0.90			0.94			0.91			1.09			0.94		
REGION III																		
AVG	120,419	88	12	90,223	57	11	75,687	59	11	64,287	5	5	57,366	17	7	95,839	221	13
HIGH	217,008	40%		144,426	26%		100,638	27%		82,375	2%		82,630	8%		217,008		
LOW	71,739			64,236			45,000			45,000			40,000			40,000		
SAL FAC	0.91			0.98			0.94			0.81			0.98			0.95		
REGION IV																		
AVG	108,519	42	7	82,387	29	9	69,140	24	5	70,000	1	1	62,727	3	3	89,740	98	9
HIGH	191,700	43%		127,618	30%		93,000	25%		70,000	1%		72,000	3%		191,700		
LOW	72,657			61,241			50,267			70,000			57,780			50,267		
SAL FAC	0.87			0.96			0.92			0.92			1.24			0.99		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0101 Natural Resources/Conservation, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,623	144	15	81,397	86	17	71,316	65	13	65,023	4	3	58,948	12	7	91,625	307	18
HIGH	191,480	47%		144,426	28%		97,613	21%		80,500	1%		82,630	4%		191,480		
LOW	63,494			55,689			45,000			45,000			34,558			34,558		
SAL FAC	0.86			0.93			0.92			0.86			1.11			0.95		
TENURED/TENURE TRACK																		
AVG	110,994	96	11	82,077	55	12	72,971	38	9	80,500	1	1				94,934	189	12
HIGH	191,480	51%		144,426	29%		97,613	20%		80,500	1%					191,480		
LOW	72,321			57,477			50,762			80,500						50,762		
SAL FAC	0.85			0.93			0.92			1.03						0.91		
NONTENURE TRACK																		
AVG	115,381	4	3	81,991	6	3	59,975	9	5	45,000	1	1	60,892	7	5	73,826	26	8
HIGH	140,451	15%		101,740	23%		74,132	35%		45,000	4%		82,630	27%		140,451		
LOW	72,657			63,541			45,000			45,000			46,000			45,000		
SAL FAC	1.02			0.89			0.82			0.64			1.14			1.10		
RES UNIV/VERY HIGH ACTVTY																		
AVG	112,570	115	10	81,172	65	10	72,256	58	9	71,697	3	2	57,690	8	4	92,984	246	10
HIGH	191,480	47%		98,625	26%		97,613	24%		80,500	1%		82,630	3%		191,480		
LOW	72,321			57,477			49,785			67,091			34,558			34,558		
SAL FAC	0.84			0.89			0.90			0.92			1.05			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	100,229	21	4	82,833	19	6	62,900	6	3	45,000	1	1	62,692	3	2	86,615	49	7
HIGH	145,137	43%		144,426	39%		73,008	12%		45,000	2%		73,008	6%		145,137		
LOW	63,494			55,689			45,000			45,000			49,776			45,000		
SAL FAC	0.92			1.02			0.88			0.62			1.25			1.05		
DOCTORAL RES UNIV																		
AVG	91,919	8	1	75,093	2	1	67,275	1	1				57,780	1	1	84,216	12	1
HIGH	118,404	67%		81,154	17%		67,275	8%					57,780	8%		118,404		
LOW	76,502			69,033			67,275						57,780			57,780		
SAL FAC	0.86			0.92			0.98						1.05			1.05		
REGION I																		
AVG	102,618	25	3	72,698	21	4	69,814	7	2				73,008	1	1	86,182	54	4
HIGH	191,480	46%		99,492	39%		76,910	13%					73,008	2%		191,480		
LOW	63,494			55,689			49,785						73,008			49,785		
SAL FAC	0.78			0.84			0.89						1.45			0.85		
REGION II																		
AVG	99,530	41	3	73,572	18	3	68,372	14	3	67,295	2	1	52,763	5	2	84,949	78	3
HIGH	142,332	53%		93,272	23%		78,587	18%		67,500	3%		63,476	6%		142,332		
LOW	72,321			57,477			50,762			67,091			34,558			34,558		
SAL FAC	0.82			0.87			0.92			0.91			1.02			0.92		
REGION III																		
AVG	123,130	64	7	91,848	38	7	75,651	35	6	62,750	2	2	62,555	5	3	100,923	142	8
HIGH	172,536	45%		144,426	27%		97,613	25%		80,500	1%		82,630	4%		172,536		
LOW	83,286			71,201			45,000			45,000			46,000			45,000		
SAL FAC	0.93			1.00			0.94			0.79			1.07			1.00		
REGION IV																		
AVG	89,941	14	2	73,222	9	3	60,204	9	2				57,780	1	1	76,297	33	3
HIGH	118,404	42%		86,405	27%		67,275	27%					57,780	3%		118,404		
LOW	72,657			62,638			53,968						57,780			53,968		
SAL FAC	0.72			0.85			0.80						1.14			0.84		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0103 Environmental Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,578	41	14	81,001	31	12	74,250	31	9	60,458	3	2	52,669	13	7	86,829	116	16
HIGH	217,008	35%		127,980	27%		100,638	27%		82,375	3%		80,004	11%		217,008		
LOW	65,122			34,331			45,000			45,000			41,500			34,331		
SAL FAC	0.87			0.92			0.96			0.79			0.99			0.90		
TENURED/TENURE TRACK																		
AVG	111,076	38	11	82,529	26	10	78,045	24	7	68,188	2	2	42,000	1	1	93,053	89	13
HIGH	217,008	43%		127,980	29%		100,638	27%		82,375	2%		42,000	1%		217,008		
LOW	65,122			54,100			54,000			54,000			42,000			42,000		
SAL FAC	0.85			0.94			0.98			0.87			0.73			0.89		
NONTENURE TRACK																		
AVG	144,211	1	1				45,000	1	1	45,000	1	1	53,558	12	7	59,422	14	8
HIGH	144,211	7%					45,000	7%		45,000	7%		80,004	86%		144,211		
LOW	144,211						45,000			45,000			41,500			41,500		
SAL FAC	1.28						0.61			0.64			1.00			0.89		
RES UNIV/VERY HIGH ACTVTY																		
AVG	121,881	25	9	92,185	17	6	78,057	22	6	82,375	1	1	52,801	7	4	94,381	71	9
HIGH	217,008	35%		127,980	24%		100,638	31%		82,375	1%		80,004	10%		217,008		
LOW	84,802			70,600			50,267			82,375			41,500			41,500		
SAL FAC	0.91			1.01			0.97			1.06			0.96			0.93		
RES UNIV/HIGH ACTIVITY																		
AVG	95,481	16	5	67,420	14	6	64,945	9	3	49,500	2	1	52,515	6	3	74,915	45	7
HIGH	144,227	36%		82,565	31%		79,568	20%		54,000	4%		68,951	13%		144,227		
LOW	65,122			34,331			45,000			45,000			42,000			34,331		
SAL FAC	0.87			0.83			0.91			0.68			1.05			0.91		
REGION I																		
AVG	94,282	13	5	66,818	12	4	54,676	5	2	49,500	2	1	45,654	4	2	73,043	34	6
HIGH	144,586	38%		82,565	35%		60,521	15%		54,000	6%		51,237	12%		144,586		
LOW	65,122			34,331			45,000			45,000			42,000			34,331		
SAL FAC	0.72			0.77			0.70			0.70			0.91			0.72		
REGION II																		
AVG	114,077	8	3	82,952	6	2	74,940	9	3				62,038	3	2	87,342	26	3
HIGH	150,750	31%		95,266	23%		82,808	35%					68,951	12%		150,750		
LOW	86,824			70,600			63,074						58,563			58,563		
SAL FAC	0.94			0.98			1.00						1.20			0.95		
REGION III																		
AVG	127,019	13	4	97,682	10	3	84,844	12	2	82,375	1	1	52,661	6	3	96,638	41	4
HIGH	217,008	32%		127,980	24%		100,638	29%		82,375	2%		80,004	15%		217,008		
LOW	82,165			74,717			75,750			82,375			41,500			41,500		
SAL FAC	0.96			1.06			1.05			1.04			0.90			0.96		
REGION IV																		
AVG	112,169	7	2	78,227	3	3	67,159	5	2							90,377	15	3
HIGH	156,383	47%		95,000	20%		72,400	33%								156,383		
LOW	84,802			61,241			50,267									50,267		
SAL FAC	0.90			0.91			0.89									0.99		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0104 Environmental Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,124	49	12	84,240	31	9	71,522	30	10	67,500	2	2	63,448	7	5	90,575	117	14
HIGH	191,700	42%		127,618	27%		93,000	26%		70,000	2%		72,000	6%		191,700		
LOW	77,504			66,437			58,000			65,000			49,838			49,838		
SAL FAC	0.86			0.96			0.92			0.89			1.19			0.94		
TENURED/TENURE TRACK																		
AVG	109,059	42	9	83,972	28	9	72,947	19	7	65,000	1	1				93,457	89	12
HIGH	191,700	47%		127,618	32%		93,000	21%		65,000	1%					191,700		
LOW	77,504			66,437			58,000			65,000						58,000		
SAL FAC	0.84			0.95			0.92			0.83						0.89		
NONTENURE TRACK																		
AVG	108,707	3	3	86,743	3	3	67,701	9	4	70,000	1	1	63,448	7	5	74,536	22	6
HIGH	151,800	14%		91,276	14%		89,250	41%		70,000	5%		72,000	32%		151,800		
LOW	77,938			78,100			60,000			70,000			49,838			49,838		
SAL FAC	0.96			0.94			0.92			1.00			1.18			1.11		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,181	35	6	84,576	19	4	75,114	20	5	67,500	2	2	67,790	4	3	93,227	78	6
HIGH	191,700	45%		100,000	24%		93,000	26%		70,000	3%		72,000	5%		191,700		
LOW	77,504			66,437			58,000			65,000			58,400			58,000		
SAL FAC	0.83			0.93			0.94			0.87			1.23			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	112,049	11	5	84,500	5	3	64,673	9	4				57,659	3	2	86,074	28	6
HIGH	133,701	39%		91,708	18%		73,200	32%					64,161	11%		133,701		
LOW	94,724			71,583			60,000						49,838			49,838		
SAL FAC	1.03			1.05			0.90						1.15			1.04		
DOCTORAL RES UNIV																		
AVG	90,734	3	1	83,143	7	2	61,337	1	1							83,231	11	2
HIGH	100,811	27%		127,618	64%		61,337	9%								127,618		
LOW	83,051			72,893			61,337									61,337		
SAL FAC	0.85			1.02			0.90									1.03		
REGION I																		
AVG	100,311	18	6	83,307	5	3	65,702	12	5	65,000	1	1	64,161	1	1	85,409	36	7
HIGH	128,760	50%		91,708	14%		75,180	33%		65,000	3%		64,161	3%		128,760		
LOW	77,504			66,437			58,000			65,000			64,161			58,000		
SAL FAC	0.76			0.96			0.84			0.92			1.28			0.84		
REGION II																		
AVG	133,265	2	1	77,417	2	1	66,046	2	1							92,243	6	1
HIGH	133,701	33%		83,250	33%		66,050	33%								133,701		
LOW	132,828			71,583			66,043									66,043		
SAL FAC	1.09			0.91			0.88									1.00		
REGION III																		
AVG	101,313	8	2	77,789	7	1	73,403	7	2				62,394	4	2	81,478	26	2
HIGH	150,218	31%		85,088	27%		80,378	27%					70,380	15%		150,218		
LOW	77,938			69,908			61,226						49,838			49,838		
SAL FAC	0.76			0.85			0.91						1.07			0.81		
REGION IV																		
AVG	119,687	21	3	87,974	17	4	79,037	9	2	70,000	1	1	65,200	2	2	98,994	49	4
HIGH	191,700	43%		127,618	35%		93,000	18%		70,000	2%		72,000	4%		191,700		
LOW	83,051			72,893			61,337			70,000			58,400			58,400		
SAL FAC	0.96			1.03			1.05			0.92			1.29			1.09		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0199 Natural Resources Conservation and Research, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	138,698	11	3	88,833	14	2	70,971	14	3	70,272	3	1	43,717	5	1	90,489	44	4
HIGH	180,000	25%		105,850	32%		89,250	32%		88,000	7%		56,667	11%		180,000		
LOW	106,501			61,800			50,000			50,083			37,103			37,103		
SAL FAC	1.08			1.01			0.92			0.92			0.82			0.94		
TENURED/TENURE TRACK																		
AVG	156,780	2	1				70,401	1	1							127,987	3	2
HIGH	159,355	67%					70,401	33%								159,355		
LOW	154,205						70,401									70,401		
SAL FAC	1.21						0.89									1.22		
RES UNIV/VERY HIGH ACTVTY																		
AVG	149,527	6	2	89,379	5	1	80,075	6	2							107,324	17	3
HIGH	180,000	35%		105,850	29%		89,250	35%								180,000		
LOW	112,500			61,800			70,401									61,800		
SAL FAC	1.12			0.98			1.00									1.05		
RES UNIV/HIGH ACTIVITY																		
AVG	125,702	5	1	88,530	9	1	64,142	8	1	70,272	3	1	43,717	5	1	79,889	27	1
HIGH	144,517	19%		95,054	33%		88,000	30%		88,000	11%		56,667	19%		144,517		
LOW	106,501			73,333			50,000			50,083			37,103			37,103		
SAL FAC	1.15			1.10			0.90			0.97			0.87			0.97		
REGION I																		
AVG	138,698	11	3	88,833	14	2	71,014	13	2	70,272	3	1	43,717	5	1	90,956	43	3
HIGH	180,000	26%		105,850	33%		89,250	30%		88,000	7%		56,667	12%		180,000		
LOW	106,501			61,800			50,000			50,083			37,103			37,103		
SAL FAC	1.05			1.02			0.91			0.99			0.87			0.90		
REGION IV																		
AVG							70,401	1	1							70,401	1	1
HIGH							70,401	100%								70,401		
LOW							70,401									70,401		
SAL FAC							0.93									0.77		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.02 Natural Resources Management and Policy

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,025	41	12	84,941	36	13	68,880	29	10	74,568	6	5	58,484	5	4	88,449	111	17
HIGH	187,100	37%		123,957	32%		90,000	26%		90,000	5%		91,961	5%		187,100		
LOW	73,512			55,016			37,502			61,371			40,000			37,502		
SAL FAC	0.85			0.97			0.89			0.98			1.10			0.92		
TENURED/TENURE TRACK																		
AVG	107,497	36	9	80,827	25	8	69,969	21	9	74,834	5	4				89,755	82	11
HIGH	187,100	44%		123,957	31%		90,000	26%		90,000	6%					187,100		
LOW	73,512			55,016			37,502			61,371						37,502		
SAL FAC	0.83			0.92			0.88			0.96						0.86		
NONTENURE TRACK																		
AVG							58,810	5	3				50,115	4	3	54,945	9	6
HIGH							64,043	56%					61,602	44%		64,043		
LOW							52,510						40,000			40,000		
SAL FAC							0.80						0.93			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	128,142	15	4	82,881	11	3	70,474	9	4	74,118	2	2	46,285	3	2	94,919	38	6
HIGH	187,100	40%		97,145	29%		82,404	24%		75,000	5%		54,685	8%		187,100		
LOW	95,942			72,364			55,686			73,236			40,000			40,000		
SAL FAC	0.96			0.91			0.88			0.95			0.84			0.93		
RES UNIV/HIGH ACTIVITY																		
AVG	97,996	26	8	85,847	25	10	68,163	20	6	74,793	4	3	76,782	2	2	85,081	73	11
HIGH	161,874	36%		123,957	34%		90,000	27%		90,000	6%		91,961	3%		161,874		
LOW	73,512			55,016			37,502			61,371			61,602			37,502		
SAL FAC	0.90			1.06			0.95			1.03			1.53			1.03		
REGION I																		
AVG	99,958	15	4	81,703	15	5	61,928	12	5	73,236	1	1	49,428	2	1	81,066	44	6
HIGH	157,153	34%		107,256	34%		82,404	27%		73,236	2%		54,685	5%		157,153		
LOW	73,632			55,016			37,502			73,236			44,172			37,502		
SAL FAC	0.76			0.94			0.79			1.03			0.98			0.80		
REGION II																		
AVG	97,519	12	2	67,719	4	1	63,358	5	2	63,086	2	1	40,000	1	1	81,722	22	3
HIGH	161,874	55%		71,300	18%		70,000	23%		64,800	9%		40,000	5%		161,874		
LOW	73,512			63,459			59,436			61,371			40,000			40,000		
SAL FAC	0.80			0.80			0.85			0.85			0.78			0.89		
REGION III																		
AVG	128,603	14	6	92,492	16	6	78,133	12	3	82,667	3	3	76,782	2	2	99,351	44	7
HIGH	187,100	32%		123,957	36%		90,000	27%		90,000	7%		91,961	5%		187,100		
LOW	82,757			55,930			61,800			75,000			61,602			55,930		
SAL FAC	0.97			1.00			0.97			1.04			1.31			0.99		
REGION IV																		
AVG				81,567	1	1										81,567	1	1
HIGH				81,567	100%											81,567		
LOW				81,567												81,567		
SAL FAC				0.95												0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0201 Natural Resources Management and Policy

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,142	32	8	82,786	20	7	68,200	23	7	72,882	5	4	40,000	1	1	88,906	76	11
HIGH	187,100	42%		107,256	26%		90,000	30%		90,000	7%		40,000	1%		187,100		
LOW	73,512			55,016			37,502			61,371			40,000			37,502		
SAL FAC	0.85			0.94			0.88			0.96			0.75			0.92		
TENURED/TENURE TRACK																		
AVG	106,255	28	6	78,377	13	4	69,361	15	6	72,793	4	3				89,901	56	7
HIGH	187,100	50%		100,181	23%		90,000	27%		90,000	7%					187,100		
LOW	73,512			55,016			37,502			61,371						37,502		
SAL FAC	0.82			0.89			0.87			0.93						0.86		
NONTENURE TRACK																		
AVG							58,810	5	3				40,000	1	1	55,675	6	4
HIGH							64,043	83%					40,000	17%		64,043		
LOW							52,510						40,000			40,000		
SAL FAC							0.80						0.75			0.83		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,342	11	3	85,858	8	2	71,582	8	3	74,118	2	2	40,000	1	1	99,974	28	5
HIGH	187,100	39%		97,145	29%		82,404	29%		75,000	7%		40,000	4%		187,100		
LOW	96,772			76,882			55,686			73,236			40,000			40,000		
SAL FAC	1.02			0.94			0.89			0.95			0.73			0.98		
RES UNIV/HIGH ACTIVITY																		
AVG	94,894	21	5	80,738	12	5	66,396	15	4	72,057	3	2				82,449	48	6
HIGH	161,874	44%		107,256	25%		90,000	31%		90,000	6%					161,874		
LOW	73,512			55,016			37,502			61,371						37,502		
SAL FAC	0.87			1.00			0.93			0.99						1.00		
REGION I																		
AVG	97,909	11	3	84,338	10	3	62,219	10	3	73,236	1	1				82,019	31	4
HIGH	157,153	36%		107,256	32%		82,404	32%		73,236	3%					157,153		
LOW	73,632			55,016			37,502			73,236						37,502		
SAL FAC	0.74			0.97			0.79			1.03						0.81		
REGION II																		
AVG	97,519	12	2	67,719	4	1	63,358	5	2	63,086	2	1	40,000	1	1	81,722	22	3
HIGH	161,874	55%		71,300	18%		70,000	23%		64,800	9%		40,000	5%		161,874		
LOW	73,512			63,459			59,436			61,371			40,000			40,000		
SAL FAC	0.80			0.80			0.85			0.85			0.78			0.89		
REGION III																		
AVG	138,367	9	3	90,242	6	3	78,702	8	2	82,500	2	2				105,060	23	4
HIGH	187,100	39%		97,145	26%		90,000	35%		90,000	9%					187,100		
LOW	96,772			76,882			61,800			75,000						61,800		
SAL FAC	1.04			0.98			0.98			1.04						1.04		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0301 Fishing and Fisheries Sciences and Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	100,286	27	6	77,465	20	5	65,124	14	5	65,000	1	1	38,397	2	2	83,263	63	6
HIGH	144,816	43%		125,185	32%		88,994	22%		65,000	2%		39,975	3%		144,816		
LOW	67,599			48,684			54,628			65,000			36,818			36,818		
SAL FAC	0.78			0.88			0.84			0.85			0.72			0.86		
TENURED/TENURE TRACK																		
AVG	103,797	13	4	66,998	5	2	66,140	8	2							85,134	26	4
HIGH	144,816	50%		81,607	19%		88,994	31%								144,816		
LOW	67,599			48,684			54,628									48,684		
SAL FAC	0.80			0.76			0.83									0.81		
NONTENURE TRACK																		
AVG	76,616	2	1	73,633	2	1	64,009	2	2				39,975	1	1	66,927	7	3
HIGH	78,428	29%		82,832	29%		65,455	29%					39,975	14%		82,832		
LOW	74,803			64,434			62,563						39,975			39,975		
SAL FAC	0.68			0.80			0.87						0.75			1.00		
RES UNIV/VERY HIGH ACTVTY																		
AVG	100,434	13	4	80,276	12	3	61,912	4	3	65,000	1	1	36,818	1	1	85,114	30	4
HIGH	135,330	43%		125,185	40%		65,455	13%		65,000	3%		36,818	3%		135,330		
LOW	67,599			48,684			54,628			65,000			36,818			36,818		
SAL FAC	0.75			0.88			0.77			0.83			0.67			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	100,149	14	2	73,247	8	2	66,410	10	2				39,975	1	1	81,580	33	2
HIGH	144,816	42%		81,607	24%		88,994	30%					39,975	3%		144,816		
LOW	75,283			66,880			61,080						39,975			39,975		
SAL FAC	0.92			0.91			0.93						0.80			0.99		
REGION I																		
AVG	107,164	7	1	76,028	3	1	67,785	7	1				39,975	1	1	82,928	18	1
HIGH	144,816	39%		81,607	17%		88,994	39%					39,975	6%		144,816		
LOW	91,263			73,033			62,184						39,975			39,975		
SAL FAC	0.81			0.88			0.86						0.79			0.82		
REGION II																		
AVG	100,570	4	1	53,453	2	1	60,042	2	1							78,659	8	1
HIGH	134,731	50%		58,222	25%		65,455	25%								134,731		
LOW	67,599			48,684			54,628									48,684		
SAL FAC	0.82			0.63			0.80									0.86		
REGION IV																		
AVG	97,206	16	4	80,953	15	3	63,433	5	3	65,000	1	1	36,818	1	1	84,421	37	4
HIGH	139,094	43%		125,185	41%		65,280	14%		65,000	3%		36,818	3%		139,094		
LOW	74,803			64,434			61,080			65,000			36,818			36,818		
SAL FAC	0.78			0.94			0.84			0.86			0.73			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.05 Forestry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	99,204	273	27	77,350	182	26	66,493	123	27	69,252	15	11	57,786	20	9	84,439	598	28
HIGH	212,552	46%		127,858	30%		92,712	21%		79,848	3%		115,196	3%		212,552		
LOW	60,362			45,206			35,194			53,182			32,000			32,000		
SAL FAC	0.77			0.88			0.86			0.91			1.08			0.88		
TENURED/TENURE TRACK																		
AVG	97,846	201	19	78,857	119	17	68,213	75	17	69,669	10	8	66,592	3	2	86,349	398	19
HIGH	212,552	51%		127,858	30%		92,712	19%		79,848	3%		75,171	1%		212,552		
LOW	60,362			50,265			35,194			58,896			57,119			35,194		
SAL FAC	0.75			0.90			0.86			0.89			1.15			0.83		
NONTENURE TRACK																		
AVG	80,631	2	2	69,128	7	6	57,385	13	8	67,909	1	1	55,334	14	7	60,162	36	11
HIGH	95,856	6%		80,393	19%		70,069	36%		67,909	3%		115,196	39%		115,196		
LOW	65,405			58,991			42,245			67,909			32,000			32,000		
SAL FAC	0.71			0.75			0.78			0.97			1.03			0.90		
RES UNIV/VERY HIGH ACTVTY																		
AVG	100,244	217	17	78,279	146	17	68,054	88	17	69,842	14	10	58,981	14	5	86,013	465	17
HIGH	212,552	47%		127,858	31%		92,712	19%		79,848	3%		115,196	3%		212,552		
LOW	60,362			45,206			41,963			53,182			32,000			32,000		
SAL FAC	0.75			0.86			0.85			0.90			1.07			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	95,177	56	10	73,580	36	9	62,569	35	10	61,000	1	1	54,998	6	4	78,937	133	11
HIGH	135,006	42%		108,600	27%		78,995	26%		61,000	1%		75,171	5%		135,006		
LOW	65,036			56,000			35,194			61,000			35,110			35,110		
SAL FAC	0.87			0.91			0.87			0.84			1.10			0.96		
REGION I																		
AVG	91,548	47	4	74,147	25	3	60,986	22	4	61,000	1	1	54,944	10	3	77,380	104	4
HIGH	164,850	45%		95,745	24%		92,712	21%		61,000	1%		75,171	10%		164,850		
LOW	64,619			56,036			35,194			61,000			35,110			35,110		
SAL FAC	0.70			0.85			0.78			0.86			1.09			0.76		
REGION II																		
AVG	96,013	19	3	72,683	15	3	62,333	13	4	67,148	2	2	76,329	3	1	79,076	50	4
HIGH	134,068	38%		100,914	30%		80,830	26%		68,795	4%		115,196	6%		134,068		
LOW	60,362			50,265			47,741			65,500			32,000			32,000		
SAL FAC	0.79			0.86			0.83			0.91			1.48			0.86		
REGION III																		
AVG	111,309	61	9	85,673	50	9	77,031	24	8	76,875	4	3	52,617	4	3	94,480	139	9
HIGH	212,552	44%		110,196	36%		85,603	17%		79,848	3%		61,145	3%		212,552		
LOW	78,172			56,000			44,238			75,500			44,889			44,238		
SAL FAC	0.84			0.93			0.96			0.97			0.90			0.94		
REGION IV																		
AVG	97,027	146	11	74,457	92	11	65,279	64	11	66,999	8	5	55,606	3	2	83,150	305	11
HIGH	192,335	48%		127,858	30%		82,155	21%		78,000	3%		64,856	1%		192,335		
LOW	65,405			45,206			44,036			53,182			45,000			44,036		
SAL FAC	0.78			0.87			0.86			0.88			1.10			0.91		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0501 Forestry, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	99,807	207	21	77,011	143	19	67,050	92	20	69,520	14	10	53,584	9	6	84,974	451	21
HIGH	212,552	46%		127,858	32%		85,603	20%		79,848	3%		75,171	2%		212,552		
LOW	60,362			45,206			35,194			53,182			35,110			35,110		
SAL FAC	0.78			0.88			0.86			0.91			1.01			0.88		
TENURED/TENURE TRACK																		
AVG	99,266	160	16	78,963	101	14	69,182	60	14	70,133	9	7	75,171	1	1	87,217	322	16
HIGH	212,552	50%		127,858	31%		85,603	19%		79,848	3%		75,171	0%		212,552		
LOW	60,362			50,265			35,194			58,896			75,171			35,194		
SAL FAC	0.76			0.90			0.87			0.90			1.30			0.83		
NONTENURE TRACK																		
AVG	80,631	2	2	67,250	6	5	55,387	9	5	67,909	1	1	47,544	6	5	58,631	23	8
HIGH	95,856	9%		77,654	26%		70,069	39%		67,909	4%		61,145	26%		95,856		
LOW	65,405			58,991			42,245			67,909			35,110			35,110		
SAL FAC	0.71			0.73			0.75			0.97			0.89			0.87		
RES UNIV/VERY HIGH ACTVTY																		
AVG	101,943	172	14	78,389	123	14	69,277	69	14	70,176	13	9	52,927	4	3	87,413	368	14
HIGH	212,552	47%		127,858	33%		85,603	19%		79,848	4%		64,856	1%		212,552		
LOW	60,362			45,206			44,036			53,182			44,889			44,036		
SAL FAC	0.76			0.86			0.86			0.90			0.96			0.86		
RES UNIV/HIGH ACTIVITY																		
AVG	89,306	35	7	68,541	20	5	60,367	23	6	61,000	1	1	54,109	5	3	74,163	83	7
HIGH	134,802	42%		80,604	24%		72,426	28%		61,000	1%		75,171	6%		134,802		
LOW	65,036			56,036			35,194			61,000			35,110			35,110		
SAL FAC	0.82			0.85			0.84			0.84			1.08			0.90		
REGION I																		
AVG	87,396	21	3	68,091	12	2	58,179	15	2	61,000	1	1	54,803	3	2	72,343	51	3
HIGH	134,802	41%		80,604	24%		72,426	29%		61,000	2%		75,171	6%		134,802		
LOW	65,036			56,036			35,194			61,000			35,110			35,110		
SAL FAC	0.66			0.78			0.74			0.86			1.09			0.71		
REGION II																		
AVG	96,705	13	2	70,784	12	2	61,823	7	2	68,795	1	1				79,354	32	2
HIGH	134,068	41%		86,505	38%		80,830	22%		68,795	3%					134,068		
LOW	60,362			50,265			48,225			68,795						48,225		
SAL FAC	0.79			0.84			0.83			0.93						0.86		
REGION III																		
AVG	111,399	51	7	85,355	43	7	78,125	22	7	76,875	4	3	50,342	3	2	94,297	119	7
HIGH	212,552	43%		110,196	36%		85,603	19%		79,848	3%		61,145	3%		212,552		
LOW	78,172			65,340			61,026			75,500			44,889			44,889		
SAL FAC	0.84			0.93			0.97			0.97			0.86			0.94		
REGION IV																		
AVG	97,428	122	9	74,682	76	8	65,508	48	9	66,999	8	5	55,606	3	2	83,828	249	9
HIGH	192,335	49%		127,858	31%		82,155	19%		78,000	3%		64,856	1%		192,335		
LOW	65,405			45,206			44,036			53,182			45,000			44,036		
SAL FAC	0.78			0.87			0.87			0.88			1.10			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0502 Forest Sciences and Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	106,686	12	3	79,558	7	4	65,512	11	5				59,442	1	1	84,426	31	6
HIGH	131,990	39%		86,011	23%		78,995	36%					59,442	3%		131,990		
LOW	75,337			56,000			44,238						59,442			44,238		
SAL FAC	0.83			0.91			0.84						1.11			0.88		
TENURED/TENURE TRACK																		
AVG	86,319	4	1	70,539	2	2	61,079	5	1							71,977	11	2
HIGH	97,557	36%		70,979	18%		61,692	46%								97,557		
LOW	75,337			70,098			60,138									60,138		
SAL FAC	0.66			0.80			0.77									0.69		
NONTENURE TRACK																		
AVG							68,062	1	1							68,062	1	1
HIGH							68,062	100%								68,062		
LOW							68,062									68,062		
SAL FAC							0.93									1.01		
RES UNIV/VERY HIGH ACTVTY																		
AVG	86,319	4	1	70,539	2	2	61,079	5	1							71,977	11	2
HIGH	97,557	36%		70,979	18%		61,692	46%								97,557		
LOW	75,337			70,098			60,138									60,138		
SAL FAC	0.65			0.78			0.76									0.71		
RES UNIV/HIGH ACTIVITY																		
AVG	116,869	8	2	83,165	5	2	69,205	6	4				59,442	1	1	91,273	20	4
HIGH	131,990	40%		86,011	25%		78,995	30%					59,442	5%		131,990		
LOW	97,126			56,000			44,238						59,442			44,238		
SAL FAC	1.07			1.03			0.97						1.19			1.11		
REGION I																		
AVG							68,062	1	1							68,062	1	1
HIGH							68,062	100%								68,062		
LOW							68,062									68,062		
SAL FAC							0.87									0.67		
REGION III																		
AVG	120,011	4	1	83,944	2	1	65,000	2	1				59,442	1	1	93,042	9	1
HIGH	120,011	44%		83,944	22%		65,000	22%					59,442	11%		120,011		
LOW	97,126			56,000			44,238						59,442			44,238		
SAL FAC	0.91			0.91			0.81						1.02			0.92		
REGION IV																		
AVG	100,023	8	2	77,803	5	3	65,321	8	3							81,513	21	4
HIGH	131,990	38%		86,011	24%		78,995	38%								131,990		
LOW	75,337			70,098			60,138									60,138		
SAL FAC	0.81			0.91			0.86									0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0506 Forest Management/Forest Resources Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	95,359	12	4	76,271	5	3	62,330	7	2	65,500	1	1	76,329	3	1	81,147	27	4
HIGH	126,878	44%		100,914	19%		66,306	26%		65,500	4%		115,196	11%		126,878		
LOW	73,708			68,288			47,741			65,500			32,000			32,000		
SAL FAC	0.74			0.87			0.80			0.86			1.43			0.84		
TENURED/TENURE TRACK																		
AVG	91,541	7	2	77,866	4	2	66,037	3	1	65,500	1	1				82,169	14	2
HIGH	126,878	50%		100,914	29%		66,306	21%		65,500	7%					126,878		
LOW	73,708			68,288			65,500			65,500						65,500		
SAL FAC	0.70			0.88			0.83			0.84						0.79		
NONTENURE TRACK																		
AVG							55,871	2	1				76,329	3	1	68,146	5	1
HIGH							64,000	40%					115,196	60%		115,196		
LOW							47,741						32,000			32,000		
SAL FAC							0.76						1.42			1.02		
RES UNIV/VERY HIGH ACTVTY																		
AVG	91,541	7	2	77,866	4	2	61,971	5	1	65,500	1	1	76,329	3	1	78,478	19	2
HIGH	126,878	37%		100,914	21%		66,306	26%		65,500	5%		115,196	16%		126,878		
LOW	73,708			68,288			47,741			65,500			32,000			32,000		
SAL FAC	0.68			0.86			0.77			0.84			1.39			0.77		
RES UNIV/HIGH ACTIVITY																		
AVG	100,704	5	2	69,892	1	1	63,230	2	1							87,484	8	2
HIGH	110,747	63%		69,892	13%		63,504	25%								110,747		
LOW	94,131			69,892			62,955									62,955		
SAL FAC	0.92			0.86			0.88									1.06		
REGION II																		
AVG	94,513	6	1	80,280	3	1	61,971	5	1	65,500	1	1	76,329	3	1	79,221	17	1
HIGH	126,878	35%		100,914	18%		66,306	29%		65,500	6%		115,196	18%		126,878		
LOW	79,609			68,288			47,741			65,500			32,000			32,000		
SAL FAC	0.78			0.95			0.83			0.88			1.48			0.86		
REGION III																		
AVG	102,347	4	1													102,347	4	1
HIGH	110,747	100%														110,747		
LOW	95,950															95,950		
SAL FAC	0.77															1.02		
REGION IV																		
AVG	83,920	2	2	70,259	2	2	63,230	2	1							72,469	6	2
HIGH	94,131	33%		70,625	33%		63,504	33%								94,131		
LOW	73,708			69,892			62,955									62,955		
SAL FAC	0.68			0.82			0.84									0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0509 Wood Science and Wood Products/Pulp and Paper Technology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	93,589	10	3	72,283	6	2	64,776	5	2						80,641	21	4	
HIGH	114,170	48%		78,857	29%		68,052	24%							114,170			
LOW	71,305			66,544			62,920								62,920			
SAL FAC	0.73			0.82			0.84								0.84			
TENURED/TENURE TRACK																		
AVG	81,841	2	1												81,841	2	1	
HIGH	89,465	100%													89,465			
LOW	74,217														74,217			
SAL FAC	0.63														0.78			
RES UNIV/VERY HIGH ACTVTY																		
AVG	97,878	8	2	74,461	4	1	65,903	2	1						86,619	14	2	
HIGH	114,170	57%		78,857	29%		68,052	14%							114,170			
LOW	74,217			66,544			63,754								63,754			
SAL FAC	0.73			0.82			0.82								0.85			
RES UNIV/HIGH ACTIVITY																		
AVG	76,434	2	1	67,927	2	1	64,025	3	1						68,685	7	2	
HIGH	81,563	29%		69,252	29%		65,632	43%							81,563			
LOW	71,305			66,601			62,920								62,920			
SAL FAC	0.70			0.84			0.89								0.83			
REGION IV																		
AVG	93,589	10	3	72,283	6	2	64,776	5	2						80,641	21	4	
HIGH	114,170	48%		78,857	29%		68,052	24%							114,170			
LOW	71,305			66,544			62,920								62,920			
SAL FAC	0.75			0.84			0.86								0.89			

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0599 Forestry, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	93,516	6	3	70,327	3	1	60,593	1	1				83,267	10	3
HIGH	135,006	60%		73,237	30%		60,593	10%					135,006		
LOW	73,564			67,559			60,593						60,593		
SAL FAC	0.73			0.80			0.78						0.86		
TENURED/TENURE TRACK															
AVG	88,132	4	2				60,593	1	1				82,624	5	2
HIGH	102,043	80%					60,593	20%					102,043		
LOW	74,398						60,593						60,593		
SAL FAC	0.68						0.76						0.79		
RES UNIV/VERY HIGH ACTVTY															
AVG	83,667	2	1				60,593	1	1				75,976	3	1
HIGH	92,937	67%					60,593	33%					92,937		
LOW	74,398						60,593						60,593		
SAL FAC	0.63						0.76						0.75		
RES UNIV/HIGH ACTIVITY															
AVG	98,441	4	2	70,327	3	1							86,392	7	2
HIGH	135,006	57%		73,237	43%								135,006		
LOW	73,564			67,559									67,559		
SAL FAC	0.90			0.87									1.05		
REGION I															
AVG	92,596	2	1										92,596	2	1
HIGH	102,043	100%											102,043		
LOW	83,150												83,150		
SAL FAC	0.70												0.91		
REGION IV															
AVG	93,976	4	2	70,327	3	1	60,593	1	1				80,935	8	2
HIGH	135,006	50%		73,237	38%		60,593	13%					135,006		
LOW	73,564			67,559			60,593						60,593		
SAL FAC	0.76			0.82			0.80						0.89		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.06 Wildlife and Wildlands Science and Management

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	104,608	51 11	69,217	32 10	63,118	22 8	45,000	1 1	50,414	7 3	82,959	112 12
HIGH	238,038	46%	85,412	29%	73,968	20%	45,000	1%	82,000	6%	238,038	
LOW	57,120		55,706		45,000		45,000		37,635		37,635	
SAL FAC	0.82		0.79		0.81		0.59		0.95		0.86	
TENURED/TENURE TRACK												
AVG	108,956	38 7	70,094	25 8	64,193	17 5					87,300	80 8
HIGH	238,038	48%	85,412	31%	73,968	21%					238,038	
LOW	57,120		55,706		57,120						55,706	
SAL FAC	0.84		0.80		0.81						0.84	
NONTENURE TRACK												
AVG	77,555	2 1	66,416	3 2	55,706	1 1			51,086	6 2	59,715	12 4
HIGH	79,989	17%	70,901	25%	55,706	8%			82,000	50%	82,000	
LOW	75,122		62,447		55,706				37,635		37,635	
SAL FAC	0.69		0.72		0.76				0.95		0.89	
RES UNIV/VERY HIGH ACTVTY												
AVG	116,585	26 3	72,515	15 4	67,404	9 3			44,832	4 1	90,831	54 4
HIGH	238,038	48%	85,412	28%	73,968	17%			53,085	7%	238,038	
LOW	74,549		55,706		61,615				37,635		37,635	
SAL FAC	0.87		0.80		0.84				0.82		0.89	
RES UNIV/HIGH ACTIVITY												
AVG	92,151	25 8	66,308	17 6	60,151	13 5	45,000	1 1	57,856	3 2	75,630	58 8
HIGH	118,629	43%	72,589	29%	70,383	22%	45,000	2%	82,000	5%	118,629	
LOW	57,120		61,014		45,000		45,000		45,188		45,000	
SAL FAC	0.84		0.82		0.84		0.62		1.15		0.92	
REGION I												
AVG	88,328	8 2	67,245	9 3	62,291	5 2			44,832	4 1	69,331	26 3
HIGH	102,609	31%	72,609	35%	64,675	19%			53,085	15%	102,609	
LOW	74,277		55,706		60,500				37,635		37,635	
SAL FAC	0.67		0.77		0.79				0.89		0.69	
REGION II												
AVG	94,097	13 3	69,526	12 3	60,612	8 3			63,594	2 1	76,276	35 3
HIGH	128,398	37%	85,412	34%	67,898	23%			82,000	6%	128,398	
LOW	57,120		61,014		55,706				45,188		45,188	
SAL FAC	0.77		0.82		0.81				1.23		0.83	
REGION III												
AVG	129,553	19 3	73,019	8 2	67,545	7 2	45,000	1 1	46,381	1 1	101,853	35 3
HIGH	238,038	54%	83,891	23%	73,968	20%	45,000	3%	46,381	3%	238,038	
LOW	84,069		66,297		45,000		45,000		46,381		45,000	
SAL FAC	0.98		0.79		0.84		0.57		0.79		1.01	
REGION IV												
AVG	85,782	11 3	63,761	3 2	59,716	2 1					78,395	16 3
HIGH	113,615	69%	64,184	19%	70,383	13%					113,615	
LOW	74,549		62,920		49,048						49,048	
SAL FAC	0.69		0.74		0.79						0.86	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 03.0601 Wildlife, Fish and Wildlands Science and Management

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	104,608	51 11	69,494	28 9	63,154	20 7	45,000	1 1	57,856	3 2	85,465	102 11
HIGH	238,038	50%	85,412	28%	73,968	20%	45,000	1%	82,000	3%	238,038	
LOW	57,120		61,014		45,000		45,000		45,188		45,000	
SAL FAC	0.82		0.79		0.81		0.59		1.09		0.89	
TENURED/TENURE TRACK												
AVG	108,956	38 7	70,642	22 7	64,385	15 4					88,803	75 7
HIGH	238,038	51%	85,412	29%	73,968	20%					238,038	
LOW	57,120		61,014		57,120						57,120	
SAL FAC	0.84		0.80		0.81						0.85	
NONTENURE TRACK												
AVG	77,555	2 1	64,173	2 1	55,706	1 1			63,594	2 1	66,621	7 3
HIGH	79,989	29%	65,899	29%	55,706	14%			82,000	29%	82,000	
LOW	75,122		62,447		55,706				45,188		45,188	
SAL FAC	0.69		0.69		0.76				1.19		0.99	
RES UNIV/VERY HIGH ACTVTY												
AVG	116,585	26 3	74,417	11 3	68,732	7 2					98,430	44 3
HIGH	238,038	59%	85,412	25%	73,968	16%					238,038	
LOW	74,549		64,184		62,593						62,593	
SAL FAC	0.87		0.82		0.86						0.97	
RES UNIV/HIGH ACTIVITY												
AVG	92,151	25 8	66,308	17 6	60,151	13 5	45,000	1 1	57,856	3 2	75,630	58 8
HIGH	118,629	43%	72,589	29%	70,383	22%	45,000	2%	82,000	5%	118,629	
LOW	57,120		61,014		45,000		45,000		45,188		45,000	
SAL FAC	0.84		0.82		0.84		0.62		1.15		0.92	
REGION I												
AVG	88,328	8 2	67,214	5 2	61,982	3 1					76,790	16 2
HIGH	102,609	50%	69,117	31%	64,675	19%					102,609	
LOW	74,277		65,645		60,500						60,500	
SAL FAC	0.67		0.77		0.79						0.76	
REGION II												
AVG	94,097	13 3	69,526	12 3	60,612	8 3			63,594	2 1	76,276	35 3
HIGH	128,398	37%	85,412	34%	67,898	23%			82,000	6%	128,398	
LOW	57,120		61,014		55,706				45,188		45,188	
SAL FAC	0.77		0.82		0.81				1.23		0.83	
REGION III												
AVG	129,553	19 3	73,019	8 2	67,545	7 2	45,000	1 1	46,381	1 1	101,853	35 3
HIGH	238,038	54%	83,891	23%	73,968	20%	45,000	3%	46,381	3%	238,038	
LOW	84,069		66,297		45,000		45,000		46,381		45,000	
SAL FAC	0.98		0.79		0.84		0.57		0.79		1.01	
REGION IV												
AVG	85,782	11 3	63,761	3 2	59,716	2 1					78,395	16 3
HIGH	113,615	69%	64,184	19%	70,383	13%					113,615	
LOW	74,549		62,920		49,048						49,048	
SAL FAC	0.69		0.74		0.79						0.86	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04. ARCHITECTURE AND RELATED SERVICES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,980	471	65	80,240	688	66	65,671	488	66	62,220	65	35	53,397	158	35	82,234	1,805	68
HIGH	254,999	26%		159,600	38%		103,800	27%		85,500	4%		85,773	9%		254,999		
LOW	45,069			47,200			40,000			44,528			29,900			29,900		
SAL FAC	0.87			0.91			0.85			0.82			1.00			0.85		
TENURED/TENURE TRACK																		
AVG	113,005	351	49	80,092	470	49	66,415	311	48	62,957	41	21	50,147	4	3	86,411	1,136	50
HIGH	254,999	31%		159,600	41%		103,800	27%		76,000	4%		60,426	0%		254,999		
LOW	70,158			55,066			51,511			52,000			32,000			32,000		
SAL FAC	0.87			0.91			0.84			0.81			0.87			0.83		
NONTENURE TRACK																		
AVG	95,422	4	2	74,555	11	7	54,511	36	14	53,744	6	4	53,198	129	27	55,704	180	30
HIGH	112,321	2%		100,000	6%		74,475	20%		61,000	3%		85,773	72%		112,321		
LOW	45,069			60,111			40,000			49,232			31,106			31,106		
SAL FAC	0.84			0.81			0.74			0.76			0.99			0.83		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,555	351	44	82,463	501	43	66,867	358	44	62,225	42	22	54,756	97	22	85,559	1,307	44
HIGH	254,999	27%		159,600	38%		103,800	27%		85,500	3%		85,773	7%		254,999		
LOW	60,000			47,200			40,000			44,528			29,900			29,900		
SAL FAC	0.88			0.91			0.83			0.80			1.00			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	95,738	115	20	74,293	181	22	62,601	126	20	62,220	22	12	51,393	59	12	73,549	481	22
HIGH	144,016	24%		149,058	38%		79,116	26%		76,500	5%		75,718	12%		149,058		
LOW	45,069			55,431			45,000			45,000			31,106			31,106		
SAL FAC	0.88			0.92			0.87			0.86			1.03			0.89		
DOCTORAL RES UNIV																		
AVG	94,162	5	1	73,967	6	1	55,321	4	2	62,000	1	1	46,601	2	1	72,300	17	2
HIGH	110,052	29%		81,873	35%		62,000	24%		62,000	6%		55,000	12%		110,052		
LOW	78,768			63,643			49,000			62,000			38,202			38,202		
SAL FAC	0.88			0.91			0.81			0.88			0.85			0.90		
REGION I																		
AVG	116,994	97	14	79,119	110	13	68,693	74	14	61,182	11	6	53,115	23	6	86,699	304	14
HIGH	181,578	32%		116,242	36%		96,000	24%		85,500	4%		72,000	8%		181,578		
LOW	60,000			53,352			50,900			52,000			29,900			29,900		
SAL FAC	0.89			0.91			0.88			0.86			1.06			0.86		
REGION II																		
AVG	105,250	131	16	78,399	172	17	64,877	141	17	64,356	14	7	52,963	59	9	78,618	503	17
HIGH	207,412	26%		122,730	34%		103,800	28%		76,500	3%		78,572	12%		207,412		
LOW	45,069			55,989			40,000			52,000			31,813			31,813		
SAL FAC	0.86			0.93			0.87			0.87			1.03			0.86		
REGION III																		
AVG	109,216	132	19	81,989	210	19	65,643	139	17	61,787	22	12	52,917	48	10	81,850	529	19
HIGH	184,916	25%		115,260	40%		89,574	26%		75,000	4%		85,773	9%		184,916		
LOW	68,005			47,200			40,005			45,000			33,300			33,300		
SAL FAC	0.82			0.89			0.82			0.78			0.90			0.81		
REGION IV																		
AVG	118,827	111	16	80,611	196	17	64,867	134	18	61,721	18	10	55,366	28	10	83,650	469	18
HIGH	254,999	24%		159,600	42%		91,080	29%		76,000	4%		77,008	6%		254,999		
LOW	77,825			55,066			44,528			44,528			31,413			31,413		
SAL FAC	0.96			0.94			0.86			0.81			1.09			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.02 Architecture

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,028	275	46	79,243	434	50	65,076	281	50	61,736	38	20	50,451	96	23	80,574	1,086	50
HIGH	254,999	25%		119,069	40%		98,010	26%		85,500	4%		75,718	9%		254,999		
LOW	45,069			47,200			40,000			49,232			29,900			29,900		
SAL FAC	0.85			0.90			0.84			0.81			0.95			0.84		
TENURED/TENURE TRACK																		
AVG	109,302	196	33	79,508	296	37	65,745	175	37	63,061	24	13	50,147	4	3	84,446	671	37
HIGH	254,999	29%		119,069	44%		98,010	26%		71,000	4%		60,426	1%		254,999		
LOW	70,158			55,989			51,511			54,000			32,000			32,000		
SAL FAC	0.84			0.90			0.83			0.81			0.87			0.81		
NONTENURE TRACK																		
AVG	95,422	4	2	72,010	10	7	53,410	26	9	50,866	4	3	49,270	73	17	53,869	113	22
HIGH	112,321	4%		87,106	9%		74,475	23%		55,000	4%		74,296	65%		112,321		
LOW	45,069			60,111			40,000			49,232			31,106			31,106		
SAL FAC	0.84			0.78			0.73			0.72			0.92			0.80		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,763	197	31	81,550	310	33	65,802	216	33	61,445	25	12	50,173	53	15	83,455	776	33
HIGH	254,999	25%		119,069	40%		98,010	28%		85,500	3%		71,191	7%		254,999		
LOW	60,000			47,200			40,000			49,232			29,900			29,900		
SAL FAC	0.86			0.90			0.82			0.79			0.91			0.82		
RES UNIV/HIGH ACTIVITY																		
AVG	94,571	73	14	73,448	118	16	63,127	62	16	62,296	13	8	50,998	41	7	73,385	294	16
HIGH	144,016	25%		106,813	40%		79,116	21%		67,500	4%		75,718	14%		144,016		
LOW	45,069			58,136			48,595			54,000			31,106			31,106		
SAL FAC	0.87			0.91			0.88			0.86			1.02			0.89		
DOCTORAL RES UNIV																		
AVG	94,162	5	1	73,967	6	1	53,094	3	1				46,601	2	1	72,944	16	1
HIGH	110,052	31%		81,873	38%		58,283	19%					55,000	13%		110,052		
LOW	78,768			63,643			49,000						38,202			38,202		
SAL FAC	0.88			0.91			0.78						0.85			0.91		
REGION I																		
AVG	101,940	44	9	76,293	81	11	66,938	41	11	62,333	6	3	51,760	20	6	77,660	186	11
HIGH	181,578	24%		116,242	44%		96,000	22%		85,500	3%		66,872	11%		181,578		
LOW	60,000			53,352			50,900			52,000			29,900			29,900		
SAL FAC	0.77			0.88			0.85			0.88			1.03			0.77		
REGION II																		
AVG	104,045	102	14	79,141	122	14	64,924	84	14	63,556	9	5	49,216	32	6	80,283	340	14
HIGH	207,412	30%		115,611	36%		98,010	25%		67,000	3%		75,718	9%		207,412		
LOW	45,069			55,989			40,000			55,000			31,813			31,813		
SAL FAC	0.85			0.93			0.87			0.86			0.96			0.87		
REGION III																		
AVG	109,626	59	11	79,760	120	12	64,554	90	12	61,454	15	8	50,532	27	5	78,424	296	12
HIGH	184,916	20%		111,374	41%		89,574	30%		71,000	5%		71,191	9%		184,916		
LOW	75,951			47,200			40,005			49,232			33,300			33,300		
SAL FAC	0.83			0.87			0.80			0.77			0.86			0.78		
REGION IV																		
AVG	120,242	70	12	80,947	111	13	64,822	66	13	59,772	8	4	51,107	17	6	85,414	264	13
HIGH	254,999	27%		119,069	42%		91,080	25%		67,500	3%		71,182	6%		254,999		
LOW	78,261			61,158			49,000			50,000			31,413			31,413		
SAL FAC	0.97			0.94			0.86			0.79			1.01			0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.0201 Architecture

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,841	258	43	79,808	401	47	65,181	270	47	61,757	33	18	50,297	92	22	80,870	1,021	47
HIGH	254,999	25%		119,069	39%		98,010	26%		85,500	3%		75,718	9%		254,999		
LOW	45,069			47,200			40,000			49,232			29,900			29,900		
SAL FAC	0.86			0.91			0.84			0.81			0.94			0.84		
TENURED/TENURE TRACK																		
AVG	110,499	179	30	80,296	265	34	65,964	164	34	63,446	19	11	50,147	4	3	85,092	612	34
HIGH	254,999	29%		119,069	43%		98,010	27%		71,000	3%		60,426	1%		254,999		
LOW	70,158			55,989			51,511			54,000			32,000			32,000		
SAL FAC	0.85			0.91			0.83			0.81			0.87			0.81		
NONTENURE TRACK																		
AVG	95,422	4	2	73,473	8	6	53,410	26	9	50,866	4	3	48,996	69	16	53,634	107	21
HIGH	112,321	4%		87,106	8%		74,475	24%		55,000	4%		74,296	65%		112,321		
LOW	45,069			64,545			40,000			49,232			31,106			31,106		
SAL FAC	0.84			0.79			0.73			0.72			0.91			0.80		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,763	197	31	81,550	310	33	65,802	216	33	61,445	25	12	50,173	53	15	83,455	776	33
HIGH	254,999	25%		119,069	40%		98,010	28%		85,500	3%		71,191	7%		254,999		
LOW	60,000			47,200			40,000			49,232			29,900			29,900		
SAL FAC	0.86			0.90			0.82			0.79			0.91			0.82		
RES UNIV/HIGH ACTIVITY																		
AVG	93,925	56	11	73,866	85	13	63,265	51	13	62,731	8	6	50,674	37	6	72,663	229	13
HIGH	144,016	25%		106,813	37%		79,116	22%		67,500	4%		75,718	16%		144,016		
LOW	45,069			58,136			48,595			54,000			31,106			31,106		
SAL FAC	0.86			0.91			0.88			0.86			1.01			0.88		
DOCTORAL RES UNIV																		
AVG	94,162	5	1	73,967	6	1	53,094	3	1				46,601	2	1	72,944	16	1
HIGH	110,052	31%		81,873	38%		58,283	19%					55,000	13%		110,052		
LOW	78,768			63,643			49,000						38,202			38,202		
SAL FAC	0.88			0.91			0.78						0.85			0.91		
REGION I																		
AVG	101,940	44	9	76,293	81	11	66,938	41	11	62,333	6	3	51,760	20	6	77,660	186	11
HIGH	181,578	24%		116,242	44%		96,000	22%		85,500	3%		66,872	11%		181,578		
LOW	60,000			53,352			50,900			52,000			29,900			29,900		
SAL FAC	0.77			0.88			0.85			0.88			1.03			0.77		
REGION II																		
AVG	104,045	102	14	79,141	122	14	64,924	84	14	63,556	9	5	49,216	32	6	80,283	340	14
HIGH	207,412	30%		115,611	36%		98,010	25%		67,000	3%		75,718	9%		207,412		
LOW	45,069			55,989			40,000			55,000			31,813			31,813		
SAL FAC	0.85			0.93			0.87			0.86			0.96			0.87		
REGION III																		
AVG	114,860	42	8	82,562	87	9	64,842	79	9	61,381	10	6	49,929	23	4	79,125	231	9
HIGH	184,916	18%		111,374	38%		89,574	34%		71,000	4%		71,191	10%		184,916		
LOW	80,127			47,200			40,005			49,232			33,300			33,300		
SAL FAC	0.87			0.90			0.81			0.77			0.85			0.79		
REGION IV																		
AVG	120,242	70	12	80,947	111	13	64,822	66	13	59,772	8	4	51,107	17	6	85,414	264	13
HIGH	254,999	27%		119,069	42%		91,080	25%		67,500	3%		71,182	6%		254,999		
LOW	78,261			61,158			49,000			50,000			31,413			31,413		
SAL FAC	0.97			0.94			0.86			0.79			1.01			0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.03 City/Urban, Community and Regional Planning

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	117,493	68 25	84,969	83 27	68,101	85 29	66,961	13 9	60,636	11 6	87,034	247 31
HIGH	180,000	28%	149,058	34%	103,800	34%	76,500	5%	80,040	5%	180,000	
LOW	68,005		64,322		46,625		58,000		43,500		43,500	
SAL FAC	0.92		0.97		0.88		0.88		1.14		0.90	
TENURED/TENURE TRACK												
AVG	120,070	48 17	84,991	45 17	68,250	49 19	66,938	8 5			91,072	142 20
HIGH	180,000	34%	115,260	32%	103,800	35%	76,000	6%			180,000	
LOW	82,417		67,659		60,386		62,750				60,386	
SAL FAC	0.92		0.97		0.86		0.86				0.87	
NONTENURE TRACK												
AVG					58,645	5 5	58,000	1 1	60,636	11 6	60,014	16 8
HIGH					69,789	31%	58,000	6%	80,040	69%	80,040	
LOW					46,625		58,000		43,500		43,500	
SAL FAC					0.80		0.83		1.13		0.89	
RES UNIV/VERY HIGH ACTVTY												
AVG	120,939	57 18	85,401	68 18	68,531	66 21	65,950	10 7	66,640	7 4	89,345	198 21
HIGH	180,000	29%	122,730	34%	103,800	33%	76,000	5%	80,040	4%	180,000	
LOW	77,825		67,571		55,180		58,000		53,827		53,827	
SAL FAC	0.90		0.94		0.86		0.85		1.21		0.88	
RES UNIV/HIGH ACTIVITY												
AVG	99,636	11 7	83,007	15 9	66,865	18 7	74,494	2 1	50,129	4 2	78,025	48 9
HIGH	136,119	23%	149,058	31%	78,871	38%	76,500	4%	61,508	8%	149,058	
LOW	68,005		64,322		46,625		72,488		43,500		43,500	
SAL FAC	0.91		1.03		0.93		1.03		1.00		0.95	
DOCTORAL RES UNIV												
AVG					62,000	1 1	62,000	1 1			62,000	1 1
HIGH					62,000	100%	62,000	100%			62,000	
LOW					62,000		62,000				62,000	
SAL FAC					0.91		0.88				0.77	
REGION I												
AVG	115,097	4 2	86,194	4 2	69,287	5 2	58,000	1 1			88,585	13 3
HIGH	141,600	31%	95,220	31%	76,140	39%	58,000	8%			141,600	
LOW	91,596		78,312		58,000		58,000				58,000	
SAL FAC	0.87		0.99		0.88		0.82				0.88	
REGION II												
AVG	117,597	14 6	81,332	20 8	68,785	28 9	71,329	3 2			83,855	62 9
HIGH	160,192	23%	122,730	32%	103,800	45%	76,500	5%			160,192	
LOW	92,676		67,571		61,000		65,000				61,000	
SAL FAC	0.96		0.96		0.92		0.96				0.91	
REGION III												
AVG	110,521	27 9	85,842	36 9	66,751	27 8	63,125	4 2	61,741	5 3	86,162	95 9
HIGH	152,418	28%	115,260	38%	78,925	28%	63,500	4%	80,040	5%	152,418	
LOW	68,005		64,322		46,625		62,750		47,506		46,625	
SAL FAC	0.83		0.93		0.83		0.79		1.05		0.86	
REGION IV												
AVG	126,030	23 8	86,551	23 8	68,556	25 10	69,200	5 4	59,715	6 3	90,410	77 10
HIGH	180,000	30%	149,058	30%	78,871	33%	76,000	7%	70,773	8%	180,000	
LOW	77,825		67,420		55,510		62,000		43,500		43,500	
SAL FAC	1.01		1.01		0.91		0.91		1.18		0.99	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.0301 City/Urban, Community and Regional Planning

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	119,345	63 23	85,210	81 25	68,433	80 26	67,374	12 8	63,499	9 5	87,841	233 28
HIGH	180,000	27%	149,058	35%	103,800	34%	76,500	5%	80,040	4%	180,000	
LOW	68,005		64,322		55,180		58,000		43,500		43,500	
SAL FAC	0.93		0.97		0.88		0.89		1.19		0.91	
TENURED/TENURE TRACK												
AVG	123,083	43 15	85,446	43 15	68,238	46 17	66,938	8 5			91,710	132 18
HIGH	180,000	33%	115,260	33%	103,800	35%	76,000	6%			180,000	
LOW	84,220		68,450		60,386		62,750				60,386	
SAL FAC	0.95		0.97		0.86		0.86				0.88	
NONTENURE TRACK												
AVG					61,650	4 4	58,000	1 1	63,499	9 5	62,930	13 7
HIGH					69,789	31%	58,000	8%	80,040	69%	80,040	
LOW					55,180		58,000		43,500		43,500	
SAL FAC					0.84		0.83		1.18		0.94	
RES UNIV/VERY HIGH ACTVTY												
AVG	120,939	57 18	85,401	68 18	68,531	66 21	65,950	10 7	66,640	7 4	89,345	198 21
HIGH	180,000	29%	122,730	34%	103,800	33%	76,000	5%	80,040	4%	180,000	
LOW	77,825		67,571		55,180		58,000		53,827		53,827	
SAL FAC	0.90		0.94		0.86		0.85		1.21		0.88	
RES UNIV/HIGH ACTIVITY												
AVG	104,201	6 5	84,208	13 7	67,973	14 5	74,494	2 1	52,504	2 1	79,330	35 7
HIGH	136,119	17%	149,058	37%	78,871	40%	76,500	6%	61,508	6%	149,058	
LOW	68,005		64,322		55,510		72,488		43,500		43,500	
SAL FAC	0.95		1.04		0.95		1.03		1.05		0.96	
REGION I												
AVG	115,097	4 2	86,194	4 2	69,287	5 2	58,000	1 1			88,585	13 3
HIGH	141,600	31%	95,220	31%	76,140	39%	58,000	8%			141,600	
LOW	91,596		78,312		58,000		58,000				58,000	
SAL FAC	0.87		0.99		0.88		0.82				0.88	
REGION II												
AVG	117,597	14 6	81,332	20 8	68,785	28 9	71,329	3 2			83,855	62 9
HIGH	160,192	23%	122,730	32%	103,800	45%	76,500	5%			160,192	
LOW	92,676		67,571		61,000		65,000				61,000	
SAL FAC	0.96		0.96		0.92		0.96				0.91	
REGION III												
AVG	114,240	22 7	86,468	34 7	67,406	23 6	63,125	4 2	71,066	3 2	88,009	82 7
HIGH	152,418	27%	115,260	42%	78,925	28%	63,500	5%	80,040	4%	152,418	
LOW	68,005		64,322		55,180		62,750		53,827		53,827	
SAL FAC	0.86		0.94		0.84		0.79		1.21		0.87	
REGION IV												
AVG	126,030	23 8	86,551	23 8	68,829	24 9	71,000	4 3	59,715	6 3	90,784	76 9
HIGH	180,000	30%	149,058	30%	78,871	32%	76,000	5%	70,773	8%	180,000	
LOW	77,825		67,420		55,510		66,000		43,500		43,500	
SAL FAC	1.01		1.01		0.91		0.93		1.18		1.00	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.0401 Environmental Design/Architecture

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	132,365	55	5	86,279	39	4	77,016	26	5				65,014	16	1	100,644	136	5
HIGH	162,454	40%		101,846	29%		87,266	19%					78,572	12%		162,454		
LOW	80,990			66,486			58,000						56,651			56,651		
SAL FAC	1.03			0.98			0.99						1.22			1.04		
TENURED/TENURE TRACK																		
AVG	132,365	55	5	86,279	39	4	77,016	26	5							105,395	120	5
HIGH	162,454	46%		101,846	33%		87,266	22%								162,454		
LOW	80,990			66,486			58,000									58,000		
SAL FAC	1.02			0.98			0.97									1.01		
NONTENURE TRACK																		
AVG													65,014	16	1	65,014	16	1
HIGH													78,572	100%		78,572		
LOW													56,651			56,651		
SAL FAC													1.21			0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	132,365	55	5	86,279	39	4	77,016	26	5				65,014	16	1	100,644	136	5
HIGH	162,454	40%		101,846	29%		87,266	19%					78,572	12%		162,454		
LOW	80,990			66,486			58,000						56,651			56,651		
SAL FAC	0.99			0.95			0.96						1.18			0.99		
REGION I																		
AVG	139,697	38	2	101,065	14	1	87,217	12	2							121,406	64	2
HIGH	157,431	59%		101,065	22%		87,266	19%								157,431		
LOW	133,363			101,065			87,200									87,200		
SAL FAC	1.06			1.16			1.11									1.20		
REGION II																		
AVG	110,887	4	1	80,468	3	1	80,437	1	1				65,014	16	1	75,234	24	1
HIGH	124,877	17%		82,693	13%		80,437	4%					78,572	67%		124,877		
LOW	97,298			79,154			80,437						56,651			56,651		
SAL FAC	0.91			0.95			1.08						1.26			0.82		
REGION III																		
AVG	118,613	9	1	89,816	7	1	74,593	5	1							98,533	21	1
HIGH	162,454	43%		101,846	33%		85,085	24%								162,454		
LOW	93,512			71,547			62,409									62,409		
SAL FAC	0.89			0.98			0.93									0.98		
REGION IV																		
AVG	115,133	4	1	71,990	15	1	62,801	8	1							75,659	27	1
HIGH	153,664	15%		81,270	56%		68,500	30%								153,664		
LOW	80,990			66,486			58,000									58,000		
SAL FAC	0.93			0.84			0.83									0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.05 Interior Architecture

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,964	4	3	68,679	23	8	56,658	12	5	52,000	1	1	57,958	3	3	68,220	42	9
HIGH	128,650	10%		99,540	55%		71,050	29%		52,000	2%		60,320	7%		128,650		
LOW	91,081			55,066			51,694			52,000			54,000			51,694		
SAL FAC	0.84			0.78			0.73			0.68			1.09			0.71		
TENURED/TENURE TRACK																		
AVG	109,149	3	2	66,896	18	6	57,024	9	4	52,000	1	1				68,160	30	7
HIGH	128,650	10%		82,193	60%		71,050	30%		52,000	3%					128,650		
LOW	91,081			55,066			51,694			52,000						51,694		
SAL FAC	0.84			0.76			0.72			0.67						0.65		
NONTENURE TRACK																		
AVG							53,416	2	1				57,958	3	3	56,141	5	4
HIGH							54,035	40%					60,320	60%		60,320		
LOW							52,798						54,000			52,798		
SAL FAC							0.73						1.08			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	104,406	1	1	65,068	9	4	57,549	5	2				60,320	1	1	64,880	16	4
HIGH	104,406	6%		82,193	56%		71,050	31%					60,320	6%		104,406		
LOW	104,406			55,066			51,694						60,320			51,694		
SAL FAC	0.78			0.72			0.72						1.10			0.64		
RES UNIV/HIGH ACTIVITY																		
AVG	109,149	3	2	71,001	14	4	56,022	7	3	52,000	1	1	56,777	2	2	70,275	26	5
HIGH	128,650	12%		99,540	54%		59,850	27%		52,000	4%		59,553	8%		128,650		
LOW	91,081			61,101			52,000			52,000			54,000			52,000		
SAL FAC	1.00			0.88			0.78			0.72			1.13			0.85		
REGION I																		
AVG	128,650	1	1													128,650	1	1
HIGH	128,650	100%														128,650		
LOW	128,650															128,650		
SAL FAC	0.98															1.27		
REGION II																		
AVG	101,068	3	2	64,884	10	3	55,384	6	2	52,000	1	1	54,000	1	1	66,917	20	3
HIGH	107,717	15%		74,620	50%		58,000	30%		52,000	5%		54,000	5%		107,717		
LOW	91,081			57,195			52,000			52,000			54,000			52,000		
SAL FAC	0.83			0.77			0.74			0.70			1.05			0.73		
REGION III																		
AVG				67,869	3	1							59,553	1	1	65,790	4	1
HIGH				69,480	75%								59,553	25%		69,480		
LOW				66,074									59,553			59,553		
SAL FAC				0.74									1.02			0.65		
REGION IV																		
AVG				72,718	10	4	57,932	6	3				60,320	1	1	66,770	17	4
HIGH				99,540	59%		71,050	35%					60,320	6%		99,540		
LOW				55,066			51,694						60,320			51,694		
SAL FAC				0.85			0.77						1.19			0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.0501 Interior Architecture

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,964	4	3	68,801	20	7	56,658	12	5	52,000	1	1	57,160	2	2	68,476	38	8
HIGH	128,650	11%		99,540	53%		71,050	32%		52,000	3%		60,320	5%		128,650		
LOW	91,081			55,066			51,694			52,000			54,000			51,694		
SAL FAC	0.84			0.78			0.73			0.68			1.07			0.71		
TENURED/TENURE TRACK																		
AVG	109,149	3	2	66,701	15	5	57,024	9	4	52,000	1	1				68,192	27	6
HIGH	128,650	11%		82,193	56%		71,050	33%		52,000	4%					128,650		
LOW	91,081			55,066			51,694			52,000						51,694		
SAL FAC	0.84			0.76			0.72			0.67						0.65		
NONTENURE TRACK																		
AVG							53,416	2	1				57,160	2	2	55,288	4	3
HIGH							54,035	50%					60,320	50%		60,320		
LOW							52,798						54,000			52,798		
SAL FAC							0.73						1.07			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	104,406	1	1	65,068	9	4	57,549	5	2				60,320	1	1	64,880	16	4
HIGH	104,406	6%		82,193	56%		71,050	31%					60,320	6%		104,406		
LOW	104,406			55,066			51,694						60,320			51,694		
SAL FAC	0.78			0.72			0.72						1.10			0.64		
RES UNIV/HIGH ACTIVITY																		
AVG	109,149	3	2	71,855	11	3	56,022	7	3	52,000	1	1	54,000	1	1	71,091	22	4
HIGH	128,650	14%		99,540	50%		59,850	32%		52,000	5%		54,000	5%		128,650		
LOW	91,081			61,101			52,000			52,000			54,000			52,000		
SAL FAC	1.00			0.89			0.78			0.72			1.08			0.86		
REGION I																		
AVG	128,650	1	1													128,650	1	1
HIGH	128,650	100%														128,650		
LOW	128,650															128,650		
SAL FAC	0.98															1.27		
REGION II																		
AVG	101,068	3	2	64,884	10	3	55,384	6	2	52,000	1	1	54,000	1	1	66,917	20	3
HIGH	107,717	15%		74,620	50%		58,000	30%		52,000	5%		54,000	5%		107,717		
LOW	91,081			57,195			52,000			52,000			54,000			52,000		
SAL FAC	0.83			0.77			0.74			0.70			1.05			0.73		
REGION IV																		
AVG				72,718	10	4	57,932	6	3				60,320	1	1	66,770	17	4
HIGH				99,540	59%		71,050	35%					60,320	6%		99,540		
LOW				55,066			51,694						60,320			51,694		
SAL FAC				0.85			0.77						1.19			0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.06 Landscape Architecture

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,997	56 24	77,919	81 29	61,468	67 30	58,080	10 9	53,193	26 16	76,194	230 34
HIGH	129,357	24%	104,536	35%	75,299	29%	75,000	4%	85,773	11%	129,357	
LOW	72,504		55,431		44,528		44,528		37,450		37,450	
SAL FAC	0.80		0.89		0.79		0.76		1.00		0.79	
TENURED/TENURE TRACK												
AVG	100,216	46 19	78,065	69 22	62,143	45 20	59,212	6 5			79,955	160 25
HIGH	123,600	29%	104,536	43%	75,299	28%	65,000	4%			123,600	
LOW	72,504		55,431		53,467		55,000				53,467	
SAL FAC	0.77		0.89		0.78		0.76				0.77	
NONTENURE TRACK												
AVG					57,895	3 3	61,000	1 1	53,298	23 14	53,828	26 15
HIGH					61,000	12%	61,000	4%	85,773	89%	85,773	
LOW					53,770		61,000		37,450		37,450	
SAL FAC					0.79		0.87		0.99		0.80	
RES UNIV/VERY HIGH ACTVTY												
AVG	105,926	35 14	80,768	55 18	62,781	34 20	59,686	7 6	54,788	17 11	79,543	141 21
HIGH	129,357	25%	104,536	39%	75,299	24%	75,000	5%	85,773	12%	129,357	
LOW	83,853		59,664		44,528		44,528		40,000		40,000	
SAL FAC	0.79		0.89		0.78		0.77		1.00		0.78	
RES UNIV/HIGH ACTIVITY												
AVG	95,447	21 10	71,894	26 11	60,115	33 10	54,333	3 3	50,180	9 5	70,888	89 13
HIGH	109,223	24%	82,840	29%	74,078	37%	63,000	3%	72,000	10%	109,223	
LOW	72,504		55,431		45,000		45,000		37,450		37,450	
SAL FAC	0.87		0.89		0.84		0.75		1.00		0.86	
REGION I												
AVG	96,555	10 5	69,424	11 5	58,626	14 6	58,000	2 2	62,142	3 3	72,011	38 8
HIGH	123,600	26%	78,989	29%	71,046	37%	61,000	5%	72,000	8%	123,600	
LOW	72,504		55,431		53,467		55,000		54,000		53,467	
SAL FAC	0.73		0.80		0.75		0.82		1.24		0.71	
REGION II												
AVG	97,762	8 6	77,208	17 7	61,607	22 8	63,000	1 1	45,567	10 5	68,520	57 8
HIGH	129,357	14%	97,000	30%	74,078	39%	63,000	2%	56,666	18%	129,357	
LOW	76,754		59,610		53,845		63,000		37,450		37,450	
SAL FAC	0.80		0.91		0.82		0.85		0.88		0.75	
REGION III												
AVG	106,011	28 7	82,181	27 7	66,361	11 7	61,667	3 3	54,691	10 5	85,054	76 8
HIGH	124,200	37%	104,536	36%	75,299	15%	75,000	4%	85,773	13%	124,200	
LOW	83,528		69,247		45,000		45,000		44,000		44,000	
SAL FAC	0.80		0.89		0.82		0.78		0.93		0.84	
REGION IV												
AVG	99,585	10 6	77,553	26 10	60,614	20 9	54,201	4 3	64,669	3 3	74,890	59 10
HIGH	110,013	17%	97,474	44%	72,637	34%	60,000	7%	77,008	5%	110,013	
LOW	85,139		59,664		44,528		44,528		55,000		44,528	
SAL FAC	0.80		0.90		0.80		0.71		1.28		0.82	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.0601 Landscape Architecture

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	102,647	51 23	78,111	77 28	61,332	64 29	58,080	10 9	54,014	23 15	76,359	215 33
HIGH	129,357	24%	104,536	36%	75,299	30%	75,000	5%	85,773	11%	129,357	
LOW	72,504		55,431		44,528		44,528		37,450		37,450	
SAL FAC	0.80		0.89		0.79		0.76		1.01		0.79	
TENURED/TENURE TRACK												
AVG	100,809	41 18	78,301	65 21	61,984	42 19	59,212	6 5			79,906	148 24
HIGH	123,600	28%	104,536	44%	75,299	28%	65,000	4%			123,600	
LOW	72,504		55,431		53,467		55,000				53,467	
SAL FAC	0.78		0.89		0.78		0.76				0.76	
NONTENURE TRACK												
AVG					57,895	3 3	61,000	1 1	54,258	20 13	54,733	23 14
HIGH					61,000	13%	61,000	4%	85,773	87%	85,773	
LOW					53,770		61,000		37,450		37,450	
SAL FAC					0.79		0.87		1.01		0.82	
RES UNIV/VERY HIGH ACTVTY												
AVG	105,926	35 14	80,768	55 18	62,781	34 20	59,686	7 6	54,788	17 11	79,543	141 21
HIGH	129,357	25%	104,536	39%	75,299	24%	75,000	5%	85,773	12%	129,357	
LOW	83,853		59,664		44,528		44,528		40,000		40,000	
SAL FAC	0.79		0.89		0.78		0.77		1.00		0.78	
RES UNIV/HIGH ACTIVITY												
AVG	95,475	16 9	71,470	22 10	59,690	30 9	54,333	3 3	51,823	6 4	70,291	74 12
HIGH	109,223	22%	82,840	30%	74,078	41%	63,000	4%	72,000	8%	109,223	
LOW	72,504		55,431		45,000		45,000		37,450		37,450	
SAL FAC	0.87		0.88		0.83		0.75		1.03		0.85	
REGION I												
AVG	96,555	10 5	69,424	11 5	58,626	14 6	58,000	2 2	62,142	3 3	72,011	38 8
HIGH	123,600	26%	78,989	29%	71,046	37%	61,000	5%	72,000	8%	123,600	
LOW	72,504		55,431		53,467		55,000		54,000		53,467	
SAL FAC	0.73		0.80		0.75		0.82		1.24		0.71	
REGION II												
AVG	97,762	8 6	77,208	17 7	61,607	22 8	63,000	1 1	45,567	10 5	68,520	57 8
HIGH	129,357	14%	97,000	30%	74,078	39%	63,000	2%	56,666	18%	129,357	
LOW	76,754		59,610		53,845		63,000		37,450		37,450	
SAL FAC	0.80		0.91		0.82		0.85		0.88		0.75	
REGION III												
AVG	108,327	23 6	83,565	23 6	67,107	8 6	61,667	3 3	58,032	7 4	87,813	61 7
HIGH	124,200	38%	104,536	38%	75,299	13%	75,000	5%	85,773	12%	124,200	
LOW	94,762		69,247		45,000		45,000		44,000		44,000	
SAL FAC	0.82		0.91		0.83		0.78		0.99		0.87	
REGION IV												
AVG	99,585	10 6	77,553	26 10	60,614	20 9	54,201	4 3	64,669	3 3	74,890	59 10
HIGH	110,013	17%	97,474	44%	72,637	34%	60,000	7%	77,008	5%	110,013	
LOW	85,139		59,664		44,528		44,528		55,000		44,528	
SAL FAC	0.80		0.90		0.80		0.71		1.28		0.82	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.09 Architectural Sciences and Technology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			109,563	3 1	70,473	7 3	62,500	2 1			82,200	10 3
HIGH			159,600	30%	81,433	70%	65,000	20%			159,600	
LOW			81,028		60,000		60,000				60,000	
SAL FAC			1.25		0.91		0.82				0.85	
TENURED/TENURE TRACK												
AVG			109,563	3 1	70,473	7 3	62,500	2 1			82,200	10 3
HIGH			159,600	30%	81,433	70%	65,000	20%			159,600	
LOW			81,028		60,000		60,000				60,000	
SAL FAC			1.24		0.89		0.80				0.79	
RES UNIV/VERY HIGH ACTVTY												
AVG			109,563	3 1	73,663	5 2					87,125	8 2
HIGH			159,600	38%	81,433	63%					159,600	
LOW			81,028		63,874						63,874	
SAL FAC			1.20		0.92						0.85	
RES UNIV/HIGH ACTIVITY												
AVG					62,500	2 1	62,500	2 1			62,500	2 1
HIGH					65,000	100%	65,000	100%			65,000	
LOW					60,000		60,000				60,000	
SAL FAC					0.87		0.86				0.76	
REGION I												
AVG					62,500	2 1	62,500	2 1			62,500	2 1
HIGH					65,000	100%	65,000	100%			65,000	
LOW					60,000		60,000				60,000	
SAL FAC					0.80		0.88				0.62	
REGION IV												
AVG			109,563	3 1	73,663	5 2					87,125	8 2
HIGH			159,600	38%	81,433	63%					159,600	
LOW			81,028		63,874						63,874	
SAL FAC			1.28		0.97						0.96	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.99 Architecture and Related Services, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	103,570	13	3	86,526	24	2	67,858	10	2	70,000	1	1	54,881	6	4	83,602	53	4
HIGH	144,207	25%		93,265	45%		74,000	19%		70,000	2%		68,810	11%		144,207		
LOW	82,420			73,350			62,153			70,000			49,192			49,192		
SAL FAC	0.81			0.99			0.88			0.92			1.03			0.87		
TENURED/TENURE TRACK																		
AVG	86,892	3	1													86,892	3	1
HIGH	88,849	100%														88,849		
LOW	83,448															83,448		
SAL FAC	0.67															0.83		
NONTENURE TRACK																		
AVG													52,950	3	2	52,950	3	2
HIGH													55,941	100%		55,941		
LOW													50,832			50,832		
SAL FAC													0.99			0.79		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,330	6	1	87,804	16	1	68,207	6	1				51,235	3	2	85,025	31	2
HIGH	144,207	19%		93,265	52%		74,000	19%					52,436	10%		144,207		
LOW	88,497			74,944			62,153						49,192			49,192		
SAL FAC	0.83			0.97			0.85						0.93			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	96,919	7	2	83,970	8	1	67,335	4	1	70,000	1	1	58,528	3	2	81,596	22	2
HIGH	129,194	32%		90,820	36%		70,000	18%		70,000	5%		68,810	14%		129,194		
LOW	82,420			73,350			64,360			70,000			50,832			50,832		
SAL FAC	0.89			1.04			0.94			0.96			1.17			0.99		
REGION III																		
AVG	103,184	9	2	87,804	16	1	68,207	6	1				52,096	5	3	83,423	36	3
HIGH	144,207	25%		93,265	44%		74,000	17%					55,941	14%		144,207		
LOW	83,448			74,944			62,153						49,192			49,192		
SAL FAC	0.78			0.95			0.85						0.89			0.83		
REGION IV																		
AVG	104,439	4	1	83,970	8	1	67,335	4	1	70,000	1	1	68,810	1	1	83,980	17	1
HIGH	129,194	24%		90,820	47%		70,000	24%		70,000	6%		68,810	6%		129,194		
LOW	82,420			73,350			64,360			70,000			68,810			64,360		
SAL FAC	0.84			0.98			0.89			0.92			1.36			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 04.9999 Architecture and Related Services, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,574	10	2	86,526	24	2	67,858	10	2	70,000	1	1	55,629	4	3	84,655	48	3
HIGH	144,207	21%		93,265	50%		74,000	21%		70,000	2%		68,810	8%		144,207		
LOW	82,420			73,350			62,153			70,000			49,192			49,192		
SAL FAC	0.85			0.99			0.88			0.92			1.04			0.88		
NONTEURE TRACK																		
AVG													52,076	1	1	52,076	1	1
HIGH													52,076	100%		52,076		
LOW													52,076			52,076		
SAL FAC													0.97			0.78		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,330	6	1	87,804	16	1	68,207	6	1				51,235	3	2	85,025	31	2
HIGH	144,207	19%		93,265	52%		74,000	19%					52,436	10%		144,207		
LOW	88,497			74,944			62,153						49,192			49,192		
SAL FAC	0.83			0.97			0.85						0.93			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	104,439	4	1	83,970	8	1	67,335	4	1	70,000	1	1	68,810	1	1	83,980	17	1
HIGH	129,194	24%		90,820	47%		70,000	24%		70,000	6%		68,810	6%		129,194		
LOW	82,420			73,350			64,360			70,000			68,810			64,360		
SAL FAC	0.96			1.04			0.94			0.96			1.37			1.02		
REGION III																		
AVG	111,330	6	1	87,804	16	1	68,207	6	1				51,235	3	2	85,025	31	2
HIGH	144,207	19%		93,265	52%		74,000	19%					52,436	10%		144,207		
LOW	88,497			74,944			62,153						49,192			49,192		
SAL FAC	0.84			0.95			0.85						0.88			0.84		
REGION IV																		
AVG	104,439	4	1	83,970	8	1	67,335	4	1	70,000	1	1	68,810	1	1	83,980	17	1
HIGH	129,194	24%		90,820	47%		70,000	24%		70,000	6%		68,810	6%		129,194		
LOW	82,420			73,350			64,360			70,000			68,810			64,360		
SAL FAC	0.84			0.98			0.89			0.92			1.36			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05. AREA, ETHNIC, CULTURAL, GENDER, AND GROUP STUDIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,159	309	63	81,998	431	60	66,556	332	59	66,339	43	24	46,297	135	34	82,759	1,207	74
HIGH	240,107	26%		159,097	36%		160,000	28%		102,273	4%		109,909	11%		240,107		
LOW	58,000			39,654			40,000			41,000			18,729			18,729		
SAL FAC	0.91			0.93			0.86			0.87			0.87			0.86		
TENURED/TENURE TRACK																		
AVG	116,909	240	49	81,490	325	46	67,766	225	44	68,388	31	19	44,966	20	1	87,270	810	55
HIGH	240,107	30%		159,097	40%		105,214	28%		102,273	4%		103,734	3%		240,107		
LOW	58,000			53,632			45,000			53,000			33,116			33,116		
SAL FAC	0.90			0.93			0.85			0.87			0.78			0.84		
NONTENURE TRACK																		
AVG	87,000	1	1	77,792	5	2	49,262	15	6	42,333	3	1	46,250	101	27	48,247	122	29
HIGH	87,000	1%		118,921	4%		75,829	12%		45,000	3%		109,909	83%		118,921		
LOW	87,000			45,090			40,000			41,000			18,729			18,729		
SAL FAC	0.77			0.84			0.67			0.60			0.86			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	119,667	272	44	82,279	368	40	67,599	268	40	65,673	38	21	46,582	106	22	84,697	1,014	48
HIGH	240,107	27%		133,188	36%		160,000	26%		102,273	4%		109,909	11%		240,107		
LOW	58,000			39,654			40,000			41,000			20,520			20,520		
SAL FAC	0.90			0.90			0.84			0.84			0.85			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	98,718	37	19	80,358	63	20	62,187	64	19	71,400	5	3	45,255	29	12	72,578	193	26
HIGH	132,070	19%		159,097	33%		95,500	33%		95,500	3%		69,208	15%		159,097		
LOW	67,896			45,090			41,000			57,000			18,729			18,729		
SAL FAC	0.90			0.99			0.87			0.98			0.90			0.88		
REGION I																		
AVG	120,529	128	20	79,638	139	17	68,428	96	16	59,195	13	5	48,822	19	8	88,990	382	22
HIGH	183,377	34%		118,921	36%		105,214	25%		70,000	3%		69,208	5%		183,377		
LOW	67,896			55,925			40,000			41,000			18,729			18,729		
SAL FAC	0.92			0.92			0.87			0.84			0.97			0.88		
REGION II																		
AVG	107,799	27	10	79,754	70	9	65,010	59	10	74,253	7	5	42,993	11	5	76,658	167	12
HIGH	240,107	16%		129,900	42%		102,273	35%		102,273	4%		59,191	7%		240,107		
LOW	86,650			45,090			45,000			60,000			32,744			32,744		
SAL FAC	0.88			0.94			0.87			1.00			0.83			0.83		
REGION III																		
AVG	116,617	130	23	87,078	164	23	67,970	138	22	72,218	15	8	47,397	58	10	84,836	490	24
HIGH	200,410	27%		159,097	34%		160,000	28%		95,500	3%		109,909	12%		200,410		
LOW	58,000			61,114			41,000			62,248			20,520			20,520		
SAL FAC	0.88			0.95			0.84			0.91			0.81			0.84		
REGION IV																		
AVG	112,647	24	10	75,997	58	11	59,284	39	11	60,000	8	6	44,693	47	11	68,595	168	16
HIGH	178,850	14%		109,800	35%		71,200	23%		70,000	5%		67,615	28%		178,850		
LOW	72,425			39,654			44,565			52,000			28,336			28,336		
SAL FAC	0.91			0.89			0.78			0.79			0.88			0.75		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.01 Area Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	119,075	159 33	80,417	186 32	66,747	133 33	62,937	12 6	47,355	65 16	84,431	543 42
HIGH	183,377	29%	118,921	34%	105,214	25%	95,500	2%	103,734	12%	183,377	
LOW	58,000		53,632		40,000		41,000		18,729		18,729	
SAL FAC	0.93		0.92		0.86		0.83		0.89		0.88	
TENURED/TENURE TRACK												
AVG	121,352	137 27	80,509	158 26	68,607	102 26	67,305	9 5	43,554	17 1	89,575	414 33
HIGH	183,377	33%	108,200	38%	105,214	25%	95,500	2%	103,734	4%	183,377	
LOW	58,000		53,632		45,000		59,000		33,116		33,116	
SAL FAC	0.93		0.91		0.86		0.86		0.75		0.86	
NONTENURE TRACK												
AVG	87,000	1 1	95,994	2 1	45,528	7 4	41,000	2 1	48,016	42 13	50,276	52 14
HIGH	87,000	2%	118,921	4%	53,186	14%	41,000	4%	77,639	81%	118,921	
LOW	87,000		73,066		40,000		41,000		18,729		18,729	
SAL FAC	0.77		1.04		0.62		0.58		0.90		0.75	
RES UNIV/VERY HIGH ACTVTY												
AVG	121,189	146 24	81,013	165 24	67,965	108 24	58,725	10 5	48,042	57 11	86,427	476 29
HIGH	183,377	31%	118,921	35%	105,214	23%	68,000	2%	103,734	12%	183,377	
LOW	58,000		53,632		40,000		41,000		33,116		33,116	
SAL FAC	0.91		0.89		0.85		0.75		0.87		0.85	
RES UNIV/HIGH ACTIVITY												
AVG	95,338	13 9	75,738	21 8	61,487	25 9	84,000	2 1	42,464	8 5	70,250	67 13
HIGH	118,063	19%	94,940	31%	95,500	37%	95,500	3%	60,600	12%	118,063	
LOW	76,505		60,696		41,000		72,500		18,729		18,729	
SAL FAC	0.87		0.94		0.86		1.16		0.85		0.85	
REGION I												
AVG	126,550	93 13	82,261	82 12	71,548	59 11	55,417	6 2	47,016	12 4	94,716	246 16
HIGH	183,377	38%	118,921	33%	105,214	24%	67,500	2%	57,504	5%	183,377	
LOW	82,451		55,925		40,000		41,000		18,729		18,729	
SAL FAC	0.96		0.95		0.91		0.78		0.93		0.94	
REGION II												
AVG	102,907	16 5	77,598	38 5	60,966	22 5	62,000	1 1			78,112	76 5
HIGH	121,293	21%	104,760	50%	71,225	29%	62,000	1%			121,293	
LOW	86,988		62,410		51,512		62,000				51,512	
SAL FAC	0.84		0.92		0.82		0.84				0.85	
REGION III												
AVG	107,670	43 11	80,192	45 11	64,916	40 10	72,150	5 3	47,547	27 6	78,186	155 14
HIGH	158,382	28%	109,000	29%	95,500	26%	95,500	3%	103,734	17%	158,382	
LOW	58,000		62,621		41,000		62,248		33,116		33,116	
SAL FAC	0.81		0.87		0.81		0.91		0.81		0.78	
REGION IV												
AVG	126,779	7 4	78,801	21 4	59,851	12 7			47,313	26 6	68,040	66 7
HIGH	178,850	11%	105,000	32%	71,200	18%			67,615	39%	178,850	
LOW	91,627		53,632		50,750				35,000		35,000	
SAL FAC	1.02		0.92		0.79				0.93		0.75	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0101 African Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	105,281	6	4	79,372	10	2	57,893	4	2				53,426	9	4	73,717	29	6
HIGH	122,847	21%		93,500	35%		66,110	14%					77,639	31%		122,847		
LOW	86,988			62,621			53,525						18,729			18,729		
SAL FAC	0.82			0.90			0.75						1.00			0.77		
TENURED/TENURE TRACK																		
AVG	105,281	6	4	79,372	10	2	57,893	4	2				47,995	3	1	78,303	23	4
HIGH	122,847	26%		93,500	44%		66,110	17%					50,655	13%		122,847		
LOW	86,988			62,621			53,525						45,000			45,000		
SAL FAC	0.81			0.90			0.73						0.83			0.75		
NONTENURE TRACK																		
AVG													56,141	6	3	56,141	6	3
HIGH													77,639	100%		77,639		
LOW													18,729			18,729		
SAL FAC													1.05			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	105,281	6	4	79,372	10	2	57,893	4	2				57,763	8	3	75,681	28	5
HIGH	122,847	21%		93,500	36%		66,110	14%					77,639	29%		122,847		
LOW	86,988			62,621			53,525						45,000			45,000		
SAL FAC	0.79			0.87			0.72						1.05			0.74		
RES UNIV/HIGH ACTIVITY																		
AVG													18,729	1	1	18,729	1	1
HIGH													18,729	100%		18,729		
LOW													18,729			18,729		
SAL FAC													0.37			0.23		
REGION I																		
AVG													18,729	1	1	18,729	1	1
HIGH													18,729	100%		18,729		
LOW													18,729			18,729		
SAL FAC													0.37			0.19		
REGION II																		
AVG	100,141	3	1	74,982	7	1	55,154	3	1							76,212	13	1
HIGH	108,688	23%		92,520	54%		58,021	23%								108,688		
LOW	86,988			62,621			53,525									53,525		
SAL FAC	0.82			0.89			0.74									0.83		
REGION III																		
AVG	104,208	2	2										55,406	4	2	71,673	6	3
HIGH	115,138	33%											77,639	67%		115,138		
LOW	93,278												45,000			45,000		
SAL FAC	0.79												0.95			0.71		
REGION IV																		
AVG	122,847	1	1	89,614	3	1	66,110	1	1				60,120	4	1	77,587	9	1
HIGH	122,847	11%		93,500	33%		66,110	11%					67,615	44%		122,847		
LOW	122,847			82,502			66,110						55,114			55,114		
SAL FAC	0.99			1.05			0.88						1.19			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0102 American/United States Studies/Civilization

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	114,472	38 15	80,521	60 15	62,821	45 16	64,000	3 3	50,510	7 3	82,411	150 16
HIGH	178,850	25%	105,000	40%	74,606	30%	67,500	2%	74,563	5%	178,850	
LOW	86,112		62,410		41,000		62,000		35,000		35,000	
SAL FAC	0.89		0.92		0.81		0.84		0.95		0.86	
TENURED/TENURE TRACK												
AVG	117,169	30 12	81,438	50 12	64,721	32 13	62,250	2 2			86,232	112 13
HIGH	178,850	27%	105,000	45%	74,606	29%	62,500	2%			178,850	
LOW	90,500		62,410		45,000		62,000				45,000	
SAL FAC	0.90		0.93		0.82		0.80				0.83	
NONTENURE TRACK												
AVG					41,000	2 1			50,510	7 3	48,397	9 3
HIGH					41,000	22%			74,563	78%	74,563	
LOW					41,000				35,000		35,000	
SAL FAC					0.56				0.94		0.72	
RES UNIV/VERY HIGH ACTVTY												
AVG	115,815	33 12	81,156	49 11	64,527	34 12	64,000	3 3	59,908	3 1	85,480	119 12
HIGH	178,850	28%	105,000	41%	74,606	29%	67,500	3%	74,563	3%	178,850	
LOW	86,112		62,410		45,000		62,000		49,626		45,000	
SAL FAC	0.87		0.89		0.81		0.82		1.09		0.84	
RES UNIV/HIGH ACTIVITY												
AVG	105,614	5 3	77,689	11 4	57,547	11 4			43,462	4 2	70,629	31 4
HIGH	118,063	16%	94,500	36%	73,542	36%			49,833	13%	118,063	
LOW	92,820		66,412		41,000				35,000		35,000	
SAL FAC	0.97		0.96		0.80				0.87		0.86	
REGION I												
AVG	106,356	7 2	79,359	6 2	62,890	5 2	67,500	1 1			85,283	18 2
HIGH	129,060	39%	90,348	33%	67,980	28%	67,500	6%			129,060	
LOW	86,112		73,320		55,008		67,500				55,008	
SAL FAC	0.81		0.91		0.80		0.95				0.84	
REGION II												
AVG	103,193	10 5	79,353	23 5	62,128	16 5	62,000	1 1			78,594	49 5
HIGH	121,293	20%	104,760	47%	71,225	33%	62,000	2%			121,293	
LOW	90,399		62,410		51,512		62,000				51,512	
SAL FAC	0.85		0.94		0.83		0.84				0.86	
REGION III												
AVG	117,812	18 7	81,644	23 6	63,537	19 7	62,500	1 1	53,095	6 2	83,700	66 7
HIGH	158,382	27%	101,490	35%	74,606	29%	62,500	2%	74,563	9%	158,382	
LOW	91,776		72,227		41,000		62,500		44,097		41,000	
SAL FAC	0.89		0.89		0.79		0.79		0.91		0.83	
REGION IV												
AVG	150,972	3 1	81,518	8 2	62,244	5 2			35,000	1 1	85,369	17 2
HIGH	178,850	18%	105,000	47%	71,200	29%			35,000	6%	178,850	
LOW	127,720		66,412		57,044				35,000		35,000	
SAL FAC	1.22		0.95		0.82				0.69		0.94	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0103 Asian Studies/Civilization

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	97,659	5	4	77,289	18	4	63,296	5	2				45,629	14	1	67,495	42	6
HIGH	117,974	12%		91,964	43%		68,959	12%					52,764	33%		117,974		
LOW	83,360			67,100			56,100						42,504			42,504		
SAL FAC	0.76			0.88			0.82						0.86			0.70		
TENURED/TENURE TRACK																		
AVG	97,659	5	4	76,937	15	3	63,296	5	2							78,353	25	5
HIGH	117,974	20%		91,964	60%		68,959	20%								117,974		
LOW	83,360			67,100			56,100									56,100		
SAL FAC	0.75			0.87			0.80									0.75		
NONTENURE TRACK																		
AVG													45,629	14	1	45,629	14	1
HIGH													52,764	100%		52,764		
LOW													42,504			42,504		
SAL FAC													0.85			0.68		
RES UNIV/VERY HIGH ACTVTY																		
AVG	101,234	4	3	77,289	18	4	63,296	5	2				45,629	14	1	67,108	41	5
HIGH	117,974	10%		91,964	44%		68,959	12%					52,764	34%		117,974		
LOW	91,627			67,100			56,100						42,504			42,504		
SAL FAC	0.76			0.85			0.79						0.83			0.66		
RES UNIV/HIGH ACTIVITY																		
AVG	83,360	1	1													83,360	1	1
HIGH	83,360	100%														83,360		
LOW	83,360															83,360		
SAL FAC	0.76															1.01		
REGION I																		
AVG	83,360	1	1	74,070	1	1										78,715	2	2
HIGH	83,360	50%		74,070	50%											83,360		
LOW	83,360			74,070												74,070		
SAL FAC	0.63			0.85												0.78		
REGION II																		
AVG	97,667	2	1	73,963	7	1	60,580	3	1							74,568	12	1
HIGH	103,000	17%		90,000	58%		66,540	25%								103,000		
LOW	95,000			67,100			56,100									56,100		
SAL FAC	0.80			0.87			0.81									0.81		
REGION III																		
AVG	117,974	1	1	79,048	3	1										88,780	4	2
HIGH	117,974	25%		80,002	75%											117,974		
LOW	117,974			77,928												77,928		
SAL FAC	0.89			0.86												0.88		
REGION IV																		
AVG	91,627	1	1	80,320	7	1	67,370	2	1				45,629	14	1	59,476	24	1
HIGH	91,627	4%		91,964	29%		68,959	8%					52,764	58%		91,964		
LOW	91,627			73,098			65,780						42,504			42,504		
SAL FAC	0.74			0.94			0.89						0.90			0.65		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0107 Latin American Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	118,077	4 4	84,851	6 3	63,670	5 2			39,954	2 2	81,157	17 6
HIGH	134,885	24%	109,000	35%	75,000	29%			43,201	12%	134,885	
LOW	85,792		75,895		50,000				36,706		36,706	
SAL FAC	0.92		0.97		0.82				0.75		0.84	
TENURED/TENURE TRACK												
AVG	112,474	3 3	80,886	2 2	56,357	1 1			36,706	1 1	84,608	7 5
HIGH	132,796	43%	83,802	29%	56,357	14%			36,706	14%	132,796	
LOW	85,792		77,970		56,357				36,706		36,706	
SAL FAC	0.87		0.92		0.71				0.63		0.81	
NONTENURE TRACK												
AVG									43,201	1 1	43,201	1 1
HIGH									43,201	100%	43,201	
LOW									43,201		43,201	
SAL FAC									0.81		0.64	
RES UNIV/VERY HIGH ACTVTY												
AVG	128,838	3 3	84,851	6 3	65,498	4 1			36,706	1 1	85,309	14 5
HIGH	134,885	21%	109,000	43%	75,000	29%			36,706	7%	134,885	
LOW	118,834		75,895		50,000				36,706		36,706	
SAL FAC	0.96		0.93		0.82				0.67		0.84	
RES UNIV/HIGH ACTIVITY												
AVG	85,792	1 1			56,357	1 1			43,201	1 1	61,783	3 1
HIGH	85,792	33%			56,357	33%			43,201	33%	85,792	
LOW	85,792				56,357				43,201		43,201	
SAL FAC	0.79				0.79				0.86		0.75	
REGION I												
AVG			83,802	1 1							83,802	1 1
HIGH			83,802	100%							83,802	
LOW			83,802								83,802	
SAL FAC			0.96								0.83	
REGION II												
AVG	118,834	1 1									118,834	1 1
HIGH	118,834	100%									118,834	
LOW	118,834										118,834	
SAL FAC	0.97										1.29	
REGION III												
AVG	117,824	3 3	85,061	5 2	63,670	5 2			39,954	2 2	78,469	15 4
HIGH	134,885	20%	109,000	33%	75,000	33%			43,201	13%	134,885	
LOW	85,792		75,895		50,000				36,706		36,706	
SAL FAC	0.89		0.92		0.79				0.68		0.78	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0108 Near and Middle Eastern Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	94,130	2	1	78,644	7	2	62,500	5	2	65,000	1	1	52,696	6	3	68,372	20	4
HIGH	100,831	10%		118,921	35%		72,283	25%		65,000	5%		103,734	30%		118,921		
LOW	87,429			64,153			51,000			65,000			35,000			35,000		
SAL FAC	0.73			0.90			0.81			0.85			0.99			0.71		
TENURED/TENURE TRACK																		
AVG	94,130	2	1	71,704	5	2	62,500	5	2	65,000	1	1	85,678	1	1	72,689	13	4
HIGH	100,831	15%		84,289	39%		72,283	39%		65,000	8%		103,734	8%		103,734		
LOW	87,429			64,153			51,000			65,000			67,623			51,000		
SAL FAC	0.72			0.81			0.79			0.83			1.48			0.70		
NONTENURE TRACK																		
AVG				95,994	2	1							46,100	5	2	60,355	7	2
HIGH				118,921	29%								50,000	71%		118,921		
LOW				73,066									35,000			35,000		
SAL FAC				1.04									0.86			0.90		
RES UNIV/VERY HIGH ACTVTY																		
AVG	94,130	2	1	78,644	7	2	62,500	5	2	65,000	1	1	52,696	6	3	68,372	20	4
HIGH	100,831	10%		118,921	35%		72,283	25%		65,000	5%		103,734	30%		118,921		
LOW	87,429			64,153			51,000			65,000			35,000			35,000		
SAL FAC	0.70			0.86			0.78			0.83			0.96			0.67		
REGION I																		
AVG	94,130	2	1	81,059	6	1	65,375	4	1	65,000	1	1	49,333	3	1	72,274	15	1
HIGH	100,831	13%		118,921	40%		72,283	27%		65,000	7%		50,000	20%		118,921		
LOW	87,429			65,967			61,994			65,000			48,000			48,000		
SAL FAC	0.72			0.93			0.83			0.92			0.98			0.71		
REGION III																		
AVG													85,678	1	1	85,678	1	1
HIGH													103,734	100%		103,734		
LOW													67,623			67,623		
SAL FAC													1.46			0.85		
REGION IV																		
AVG				64,153	1	1	51,000	1	1				41,250	2	1	49,413	4	2
HIGH				64,153	25%		51,000	25%					47,500	50%		64,153		
LOW				64,153			51,000						35,000			35,000		
SAL FAC				0.75			0.68						0.81			0.54		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0199 Area Studies, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	133,198	73	11	84,913	55	8	75,223	38	9				42,958	7	3	101,461	173	12
HIGH	183,377	42%		108,200	32%		105,214	22%					62,276	4%		183,377		
LOW	82,451			60,696			51,200						35,000			35,000		
SAL FAC	1.04			0.97			0.97						0.81			1.05		
TENURED/TENURE TRACK																		
AVG	134,044	71	9	85,719	53	7	77,141	35	6							105,410	159	9
HIGH	183,377	45%		108,200	33%		105,214	22%								183,377		
LOW	82,451			70,002			57,006									57,006		
SAL FAC	1.03			0.97			0.97									1.01		
NONTENURE TRACK																		
AVG							53,186	1	1				44,284	6	2	45,556	7	3
HIGH							53,186	14%					62,276	86%		62,276		
LOW							53,186						36,000			36,000		
SAL FAC							0.72						0.83			0.68		
RES UNIV/VERY HIGH ACTVTY																		
AVG	134,815	70	8	85,719	53	7	76,420	36	7				42,958	7	3	102,603	166	9
HIGH	183,377	42%		108,200	32%		105,214	22%					62,276	4%		183,377		
LOW	96,003			70,002			51,200						35,000			35,000		
SAL FAC	1.01			0.94			0.95						0.78			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG	95,451	3	3	63,547	2	1	53,677	2	2							74,400	7	3
HIGH	108,832	43%		66,398	29%		54,167	29%								108,832		
LOW	82,451			60,696			53,186									53,186		
SAL FAC	0.87			0.79			0.75									0.90		
REGION I																		
AVG	133,850	71	9	84,913	55	8	76,503	36	7				37,149	3	1	103,267	165	9
HIGH	183,377	43%		108,200	33%		105,214	22%					38,007	2%		183,377		
LOW	82,451			60,696			54,167						36,000			36,000		
SAL FAC	1.02			0.98			0.98						0.74			1.02		
REGION IV																		
AVG	110,033	2	2				52,193	2	2				47,314	4	2	64,214	8	3
HIGH	111,233	25%					53,186	25%					62,276	50%		111,233		
LOW	108,832						51,200						35,000			35,000		
SAL FAC	0.89						0.69						0.93			0.71		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.02 Ethnic, Cultural Minority, Gender, and Group Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	115,127	150	50	83,198	245	51	66,428	199	51	67,656	31	22	45,315	70	30	81,391	664	65
HIGH	240,107	23%		159,097	37%		160,000	30%		102,273	5%		109,909	11%		240,107		
LOW	67,896			39,654			42,000			45,000			20,520			20,520		
SAL FAC	0.90			0.95			0.86			0.89			0.85			0.84		
TENURED/TENURE TRACK																		
AVG	110,999	103	37	82,418	167	37	67,068	123	36	68,832	22	17	52,966	3	1	84,861	396	47
HIGH	240,107	26%		159,097	42%		102,273	31%		102,273	6%		60,705	1%		240,107		
LOW	67,896			54,829			45,000			53,000			48,897			45,000		
SAL FAC	0.85			0.94			0.85			0.88			0.92			0.81		
NONTENURE TRACK																		
AVG				65,658	3	2	52,529	8	4	45,000	1	1	44,993	59	24	46,740	70	26
HIGH				87,540	4%		75,829	11%		45,000	1%		109,909	84%		109,909		
LOW				45,090			42,000			45,000			20,520			20,520		
SAL FAC				0.71			0.72			0.64			0.84			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,903	126	34	83,308	203	32	67,352	160	32	68,155	28	19	44,885	49	19	83,165	538	40
HIGH	240,107	23%		133,188	38%		160,000	30%		102,273	5%		109,909	9%		240,107		
LOW	72,425			39,654			45,000			45,000			20,520			20,520		
SAL FAC	0.88			0.92			0.84			0.87			0.82			0.82		
RES UNIV/HIGH ACTIVITY																		
AVG	100,549	24	16	82,669	42	19	62,636	39	19	63,000	3	3	46,318	21	11	73,816	126	25
HIGH	132,070	19%		159,097	33%		91,808	31%		67,000	2%		69,208	17%		159,097		
LOW	67,896			45,090			42,000			57,000			28,336			28,336		
SAL FAC	0.92			1.02			0.88			0.87			0.92			0.90		
REGION I																		
AVG	104,530	35	13	75,864	57	10	63,454	37	10	62,434	7	5	51,918	7	5	78,633	136	14
HIGH	157,500	26%		107,500	42%		76,500	27%		70,000	5%		69,208	5%		157,500		
LOW	67,896			57,282			42,000			45,000			41,300			41,300		
SAL FAC	0.79			0.87			0.81			0.88			1.03			0.78		
REGION II																		
AVG	114,913	11	9	82,315	32	9	67,414	37	10	76,295	6	4	42,993	11	5	75,444	91	12
HIGH	240,107	12%		129,900	35%		102,273	41%		102,273	7%		59,191	12%		240,107		
LOW	86,650			45,090			45,000			60,000			32,744			32,744		
SAL FAC	0.94			0.97			0.90			1.03			0.83			0.82		
REGION III																		
AVG	121,038	87	20	89,682	119	22	69,216	98	22	72,252	10	7	47,266	31	10	87,913	335	24
HIGH	200,410	26%		159,097	36%		160,000	29%		82,000	3%		109,909	9%		200,410		
LOW	74,077			61,114			45,000			65,000			20,520			20,520		
SAL FAC	0.91			0.97			0.86			0.91			0.81			0.87		
REGION IV																		
AVG	106,827	17	8	74,406	37	10	59,032	27	9	60,000	8	6	41,449	21	10	68,955	102	15
HIGH	164,141	17%		109,800	36%		70,840	27%		70,000	8%		53,372	21%		164,141		
LOW	72,425			39,654			44,565			52,000			28,336			28,336		
SAL FAC	0.86			0.87			0.78			0.79			0.82			0.76		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0201 African-American/Black Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	119,564	47 19	89,974	81 27	66,290	68 26	64,904	12 10	47,195	25 14	84,140	221 31
HIGH	240,107	21%	133,188	37%	92,832	31%	76,350	5%	70,669	11%	240,107	
LOW	84,392		39,654		45,000		45,000		20,520		20,520	
SAL FAC	0.93		1.02		0.85		0.85		0.89		0.87	
TENURED/TENURE TRACK												
AVG	118,287	34 11	89,544	58 18	68,516	41 16	69,094	9 7			90,409	133 21
HIGH	240,107	26%	133,188	44%	92,832	31%	76,350	7%			240,107	
LOW	84,392		55,959		50,000		56,000				50,000	
SAL FAC	0.91		1.02		0.86		0.88				0.87	
NONTENURE TRACK												
AVG					49,383	3 1	45,000	1 1	47,299	19 11	47,583	22 11
HIGH					56,649	14%	45,000	5%	70,669	86%	70,669	
LOW					45,000		45,000		20,520		20,520	
SAL FAC					0.67		0.64		0.88		0.71	
RES UNIV/VERY HIGH ACTVTY												
AVG	121,519	40 14	89,988	62 20	66,248	52 19	65,685	10 8	46,198	20 9	85,109	174 22
HIGH	240,107	23%	133,188	36%	92,832	30%	76,350	6%	70,669	12%	240,107	
LOW	84,392		39,654		45,000		45,000		20,520		20,520	
SAL FAC	0.91		0.99		0.83		0.84		0.84		0.83	
RES UNIV/HIGH ACTIVITY												
AVG	108,394	7 5	89,927	19 7	66,427	16 7	61,000	2 2	51,182	5 5	80,555	47 9
HIGH	119,126	15%	127,558	40%	76,694	34%	65,000	4%	63,000	11%	127,558	
LOW	94,281		69,474		57,000		57,000		37,132		37,132	
SAL FAC	0.99		1.11		0.93		0.84		1.02		0.98	
REGION I												
AVG	107,220	1 1	75,277	2 2	55,210	5 2	45,000	1 1	53,567	3 2	63,138	11 2
HIGH	107,220	9%	85,944	18%	64,900	46%	45,000	9%	63,000	27%	107,220	
LOW	107,220		64,610		45,000		45,000		46,400		45,000	
SAL FAC	0.81		0.87		0.70		0.64		1.06		0.62	
REGION II												
AVG	151,792	3 3	94,768	8 2	72,831	13 4	74,833	3 1	59,191	1 1	88,781	25 4
HIGH	240,107	12%	129,900	32%	92,832	52%	74,833	12%	59,191	4%	240,107	
LOW	106,567		60,499		50,000		74,833		59,191		50,000	
SAL FAC	1.24		1.12		0.98		1.01		1.15		0.97	
REGION III												
AVG	116,461	38 12	94,597	51 16	68,538	35 15	72,117	3 3	49,144	10 6	90,599	134 18
HIGH	175,752	28%	133,188	38%	82,292	26%	76,350	2%	70,669	8%	175,752	
LOW	84,392		66,445		59,825		65,000		20,520		20,520	
SAL FAC	0.88		1.03		0.85		0.91		0.84		0.90	
REGION IV												
AVG	126,279	5 3	77,736	20 7	59,069	15 5	58,600	5 5	42,595	11 5	69,425	51 7
HIGH	164,141	10%	102,814	39%	70,840	29%	68,000	10%	53,372	22%	164,141	
LOW	99,259		39,654		52,000		52,000		35,000		35,000	
SAL FAC	1.02		0.91		0.78		0.77		0.84		0.76	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0202 American Indian/Native American Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,402	20	10	77,353	18	8	62,825	18	9	64,333	3	2	50,909	3	2	82,779	59	13
HIGH	178,871	34%		93,611	31%		70,000	31%		70,000	5%		69,208	5%		178,871		
LOW	67,896			57,282			53,000			53,000			41,300			41,300		
SAL FAC	0.86			0.88			0.81			0.85			0.95			0.86		
TENURED/TENURE TRACK																		
AVG	104,756	14	6	71,752	8	4	62,548	10	5	53,000	1	1				83,315	32	8
HIGH	178,871	44%		83,100	25%		66,144	31%		53,000	3%					178,871		
LOW	67,896			57,282			53,000			53,000						53,000		
SAL FAC	0.81			0.82			0.79			0.68						0.80		
NONTENURE TRACK																		
AVG				87,540	1	1							50,909	3	2	60,067	4	3
HIGH				87,540	25%								69,208	75%		87,540		
LOW				87,540									41,300			41,300		
SAL FAC				0.95									0.95			0.90		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,427	14	7	77,566	17	7	63,518	15	7	64,333	3	2				85,117	46	9
HIGH	178,871	30%		93,611	37%		70,000	33%		70,000	7%					178,871		
LOW	77,177			57,282			53,000			53,000						53,000		
SAL FAC	0.88			0.85			0.79			0.83						0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	94,011	6	3	73,738	1	1	59,358	3	2				50,909	3	2	74,508	13	4
HIGH	118,827	46%		73,738	8%		63,986	23%					69,208	23%		118,827		
LOW	67,896			73,738			55,320						41,300			41,300		
SAL FAC	0.86			0.91			0.83						1.02			0.90		
REGION I																		
AVG	104,495	12	6	74,087	11	4	62,725	8	5	64,333	3	2	50,909	3	2	80,100	34	7
HIGH	157,500	35%		87,540	32%		70,000	24%		70,000	9%		69,208	9%		157,500		
LOW	67,896			57,282			53,000			53,000			41,300			41,300		
SAL FAC	0.79			0.85			0.80			0.91			1.01			0.79		
REGION II																		
AVG	96,655	1	1	76,541	4	3	58,267	3	2							72,202	8	3
HIGH	96,655	13%		83,100	50%		64,800	38%								96,655		
LOW	96,655			70,846			55,000									55,000		
SAL FAC	0.79			0.90			0.78									0.79		
REGION III																		
AVG	122,492	7	3	90,414	3	1	64,892	7	2							93,114	17	3
HIGH	178,871	41%		93,611	18%		68,457	41%								178,871		
LOW	88,905			85,732			62,000									62,000		
SAL FAC	0.92			0.98			0.81									0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0203 Hispanic-American, Puerto Rican, and Mexican-American/Chica

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	125,098	5	3	82,339	15	5	66,862	12	5	65,000	1	1	34,935	1	1	81,753	33	7
HIGH	143,206	15%		108,900	46%		76,500	36%		65,000	3%		34,935	3%		143,206		
LOW	102,205			70,294			45,000			65,000			34,935			34,935		
SAL FAC	0.98			0.94			0.86			0.85			0.66			0.85		
TENURED/TENURE TRACK																		
AVG	135,135	2	2	81,297	4	3	63,565	7	3	65,000	1	1				80,032	13	5
HIGH	143,206	15%		97,029	31%		67,439	54%		65,000	8%					143,206		
LOW	127,064			70,294			45,000			65,000						45,000		
SAL FAC	1.04			0.92			0.80			0.83						0.77		
RES UNIV/VERY HIGH ACTVTY																		
AVG	125,098	5	3	83,200	14	4	66,862	12	5	65,000	1	1	34,935	1	1	82,111	32	6
HIGH	143,206	16%		108,900	44%		76,500	38%		65,000	3%		34,935	3%		143,206		
LOW	102,205			70,788			45,000			65,000			34,935			34,935		
SAL FAC	0.94			0.91			0.83			0.83			0.64			0.81		
RES UNIV/HIGH ACTIVITY																		
AVG				70,294	1	1										70,294	1	1
HIGH				70,294	100%											70,294		
LOW				70,294												70,294		
SAL FAC				0.87												0.85		
REGION I																		
AVG	120,571	4	2	79,222	8	2	69,188	7	2							84,230	19	2
HIGH	133,258	21%		92,000	42%		76,500	37%								133,258		
LOW	102,205			70,788			63,126									63,126		
SAL FAC	0.92			0.91			0.88									0.83		
REGION II																		
AVG				70,294	1	1										70,294	1	1
HIGH				70,294	100%											70,294		
LOW				70,294												70,294		
SAL FAC				0.83												0.77		
REGION III																		
AVG	143,206	1	1	88,504	6	2	63,605	5	3	65,000	1	1	34,935	1	1	79,015	13	4
HIGH	143,206	8%		108,900	46%		68,000	39%		65,000	8%		34,935	8%		143,206		
LOW	143,206			76,000			45,000			65,000			34,935			34,935		
SAL FAC	1.08			0.96			0.79			0.82			0.60			0.78		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0207 Women's Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,135	49 27	80,005	80 31	67,235	61 27	67,621	10 9	45,252	17 10	80,993	207 40
HIGH	175,871	24%	109,800	39%	90,900	30%	75,333	5%	109,909	8%	175,871	
LOW	72,425		45,090		49,375		55,000		24,610		24,610	
SAL FAC	0.87		0.91		0.87		0.89		0.85		0.84	
TENURED/TENURE TRACK												
AVG	108,629	34 20	79,768	54 22	66,922	42 19	67,453	7 6	49,297	1 1	82,907	131 28
HIGH	171,916	26%	107,500	41%	90,900	32%	75,333	5%	49,297	1%	171,916	
LOW	77,106		54,829		51,466		55,000		49,297		49,297	
SAL FAC	0.84		0.91		0.84		0.86		0.85		0.79	
NONTENURE TRACK												
AVG			54,717	2 2					45,172	15 8	46,295	17 10
HIGH			64,344	12%					109,909	88%	109,909	
LOW			45,090						24,610		24,610	
SAL FAC			0.59						0.84		0.69	
RES UNIV/VERY HIGH ACTVTY												
AVG	114,760	44 24	81,649	72 24	68,192	56 22	67,621	10 9	46,381	15 8	82,581	187 30
HIGH	175,871	24%	109,800	39%	90,900	30%	75,333	5%	109,909	8%	175,871	
LOW	72,425		48,498		49,375		55,000		24,610		24,610	
SAL FAC	0.86		0.90		0.85		0.87		0.84		0.81	
RES UNIV/HIGH ACTIVITY												
AVG	89,037	5 3	65,206	8 7	56,519	5 5			36,784	2 2	66,150	20 10
HIGH	107,124	25%	77,600	40%	61,008	25%			45,232	10%	107,124	
LOW	77,106		45,090		51,466				28,336		28,336	
SAL FAC	0.82		0.81		0.79				0.73		0.80	
REGION I												
AVG	104,822	9 5	79,754	14 4	66,284	7 4	66,347	3 3			84,132	30 5
HIGH	149,728	30%	107,500	47%	74,160	23%	69,000	10%			149,728	
LOW	77,472		64,344		61,008		65,000				61,008	
SAL FAC	0.80		0.92		0.84		0.94				0.83	
REGION II												
AVG	103,607	4 3	78,106	11 5	62,223	12 6	60,000	1 1	43,815	2 2	72,686	29 8
HIGH	118,450	14%	94,502	38%	74,225	41%	60,000	3%	45,232	7%	118,450	
LOW	89,760		45,090		51,466		60,000		42,398		42,398	
SAL FAC	0.85		0.92		0.83		0.81		0.85		0.79	
REGION III												
AVG	122,995	26 12	84,102	40 14	71,369	33 12	73,043	4 3	46,935	11 5	85,758	110 16
HIGH	175,871	24%	101,144	36%	90,900	30%	75,333	4%	109,909	10%	175,871	
LOW	82,397		69,583		57,451		69,000		24,610		24,610	
SAL FAC	0.93		0.91		0.89		0.92		0.80		0.85	
REGION IV												
AVG	93,893	10 7	70,704	15 8	59,500	9 5	62,500	2 2	41,342	4 3	71,062	38 11
HIGH	112,700	26%	109,800	40%	70,000	24%	70,000	5%	51,099	11%	112,700	
LOW	72,425		48,498		49,375		55,000		28,336		28,336	
SAL FAC	0.76		0.83		0.79		0.82		0.82		0.78	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 05.0299 Ethnic, Cultural Minority, Gender, and Group Studies, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,610	8	4	73,196	10	5	65,885	12	5	82,137	2	2	37,107	11	4	68,089	41	7
HIGH	147,726	20%		81,468	24%		102,273	29%		102,273	5%		52,582	27%		147,726		
LOW	93,720			64,273			44,565			62,000			32,744			32,744		
SAL FAC	0.84			0.83			0.85			1.08			0.70			0.71		
TENURED/TENURE TRACK																		
AVG	116,041	3	2	68,679	5	2	69,783	5	2	82,137	2	2				80,033	13	3
HIGH	147,726	23%		71,740	39%		102,273	39%		102,273	15%					147,726		
LOW	98,017			64,273			59,430			62,000						59,430		
SAL FAC	0.89			0.78			0.88			1.05						0.77		
NONTENURE TRACK																		
AVG							60,415	2	1				37,107	11	4	40,693	13	4
HIGH							75,829	15%					52,582	85%		75,829		
LOW							45,000						32,744			32,744		
SAL FAC							0.82						0.69			0.61		
RES UNIV/VERY HIGH ACTVTY																		
AVG	105,124	7	3	74,292	7	2	68,606	10	3	82,137	2	2	37,571	9	3	69,094	33	4
HIGH	147,726	21%		81,468	21%		102,273	30%		102,273	6%		52,582	27%		147,726		
LOW	93,720			67,300			45,000			62,000			32,744			32,744		
SAL FAC	0.79			0.82			0.86			1.05			0.68			0.68		
RES UNIV/HIGH ACTIVITY																		
AVG	125,015	1	1	70,640	3	3	52,283	2	2				35,020	2	1	63,943	8	3
HIGH	125,015	13%		74,168	38%		60,000	25%					37,080	25%		125,015		
LOW	125,015			64,273			44,565						32,960			32,960		
SAL FAC	1.14			0.87			0.73						0.70			0.78		
REGION I																		
AVG	102,552	5	2	78,772	4	2	69,078	4	2							84,935	13	2
HIGH	125,015	39%		81,468	31%		72,108	31%								125,015		
LOW	93,720			74,168			60,000									60,000		
SAL FAC	0.78			0.91			0.88									0.84		
REGION II																		
AVG	102,379	1	1	69,780	4	1	68,393	5	1	102,273	1	1	34,331	5	1	59,674	15	1
HIGH	102,379	7%		71,740	27%		102,273	33%		102,273	7%		36,163	33%		102,379		
LOW	102,379			67,300			45,000			102,273			32,744			32,744		
SAL FAC	0.84			0.82			0.92			1.38			0.67			0.65		
REGION IV																		
AVG	122,872	2	1	68,877	2	2	57,450	3	2	62,000	1	1	39,421	6	3	60,952	13	4
HIGH	147,726	15%		73,480	15%		65,785	23%		62,000	8%		52,582	46%		147,726		
LOW	98,017			64,273			44,565			62,000			32,960			32,960		
SAL FAC	0.99			0.80			0.76			0.82			0.78			0.67		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09. COMMUNICATION, JOURNALISM, AND RELATED PROGRAMS

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	109,804	681 95	76,371	897 98	63,906	715 99	62,383	117 64	50,631	537 64	76,383	2,830 100
HIGH	221,242	24%	131,184	32%	108,654	25%	94,375	4%	120,000	19%	221,242	
LOW	43,500		44,402		35,000		35,000		20,016		20,016	
SAL FAC	0.86		0.87		0.82		0.82		0.95		0.79	
TENURED/TENURE TRACK												
AVG	111,877	492 68	77,381	643 70	65,318	462 70	63,914	72 42	68,876	19 5	84,335	1,616 72
HIGH	221,242	30%	131,184	40%	102,400	29%	94,000	5%	93,636	1%	221,242	
LOW	67,328		45,699		43,299		45,000		45,000		43,299	
SAL FAC	0.86		0.88		0.82		0.82		1.19		0.81	
NONTENURE TRACK												
AVG	104,246	25 11	64,682	35 10	55,636	66 21	53,656	11 6	50,920	397 45	54,985	523 53
HIGH	175,899	5%	93,491	7%	108,654	13%	70,000	2%	120,000	76%	175,899	
LOW	47,306		44,402		40,000		40,000		20,016		20,016	
SAL FAC	0.92		0.70		0.76		0.76		0.95		0.82	
RES UNIV/VERY HIGH ACTVTY												
AVG	114,291	495 56	79,021	571 55	66,205	443 55	64,665	75 37	51,157	299 31	80,929	1,808 56
HIGH	221,242	27%	131,184	32%	108,654	25%	94,375	4%	120,000	17%	221,242	
LOW	47,306		44,402		35,000		35,000		20,016		20,016	
SAL FAC	0.85		0.87		0.83		0.83		0.93		0.79	
RES UNIV/HIGH ACTIVITY												
AVG	98,677	165 34	71,399	293 38	59,646	239 39	58,462	37 23	49,031	216 28	67,960	913 39
HIGH	174,662	18%	106,632	32%	88,298	26%	67,000	4%	103,905	24%	174,662	
LOW	43,500		45,699		40,000		40,000		24,008		24,008	
SAL FAC	0.90		0.88		0.83		0.81		0.98		0.82	
DOCTORAL RES UNIV												
AVG	91,461	21 5	74,665	33 5	63,893	33 5	57,160	5 4	59,184	22 5	71,515	109 5
HIGH	121,249	19%	99,234	30%	102,400	30%	65,000	5%	79,473	20%	121,249	
LOW	73,285		52,500		43,299		52,899		42,504		42,504	
SAL FAC	0.86		0.92		0.93		0.81		1.08		0.89	
REGION I												
AVG	100,678	104 20	75,981	110 19	62,927	106 20	63,502	23 12	41,801	83 14	71,881	403 21
HIGH	165,372	26%	113,753	27%	97,900	26%	72,999	6%	64,017	21%	165,372	
LOW	59,509		51,369		44,298		49,005		24,008		24,008	
SAL FAC	0.76		0.87		0.80		0.90		0.83		0.71	
REGION II												
AVG	106,042	165 22	75,655	274 24	63,131	210 24	59,838	38 20	51,089	132 13	74,555	781 24
HIGH	168,751	21%	119,000	35%	89,000	27%	77,500	5%	120,000	17%	168,751	
LOW	43,500		44,402		40,000		40,000		25,000		25,000	
SAL FAC	0.87		0.89		0.85		0.81		0.99		0.81	
REGION III												
AVG	120,260	232 27	79,608	267 28	66,711	226 28	64,064	31 17	55,929	181 15	82,070	906 28
HIGH	192,385	26%	131,184	30%	108,654	25%	94,000	3%	116,604	20%	192,385	
LOW	76,770		45,699		35,000		35,000		20,016		20,016	
SAL FAC	0.91		0.86		0.83		0.81		0.96		0.81	
REGION IV												
AVG	105,049	180 26	73,829	246 27	61,782	173 27	63,135	25 15	48,598	141 22	73,799	740 27
HIGH	221,242	24%	119,994	33%	102,400	23%	94,375	3%	112,320	19%	221,242	
LOW	47,306		52,075		36,000		36,000		23,400		23,400	
SAL FAC	0.85		0.86		0.82		0.83		0.96		0.81	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.01 Communication and Media Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,528	312	73	75,675	433	78	63,395	360	77	61,407	64	41	44,599	248	47	74,979	1,353	84
HIGH	192,385	23%		131,184	32%		108,654	27%		94,375	5%		103,250	18%		192,385		
LOW	43,500			47,046			35,000			35,000			20,016			20,016		
SAL FAC	0.87			0.86			0.82			0.81			0.84			0.78		
TENURED/TENURE TRACK																		
AVG	112,695	217	51	75,910	301	54	63,737	223	52	62,189	36	24	51,795	4	3	82,851	745	58
HIGH	186,264	29%		131,184	40%		102,400	30%		82,667	5%		57,699	1%		186,264		
LOW	67,955			52,075			47,644			50,000			45,000			45,000		
SAL FAC	0.87			0.86			0.80			0.80			0.90			0.79		
NONTENURE TRACK																		
AVG	175,899	1	1	72,226	6	6	58,468	25	16	53,000	4	4	45,478	175	32	48,452	207	40
HIGH	175,899	1%		93,491	3%		108,654	12%		67,000	2%		103,250	85%		175,899		
LOW	175,899			47,046			40,000			40,000			20,016			20,016		
SAL FAC	1.56			0.78			0.80			0.75			0.85			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	116,513	228	46	79,078	276	44	65,469	236	44	63,660	43	27	43,700	164	23	78,549	904	47
HIGH	192,385	25%		131,184	31%		108,654	26%		94,375	5%		103,250	18%		192,385		
LOW	67,955			52,075			35,000			35,000			20,016			20,016		
SAL FAC	0.87			0.87			0.82			0.82			0.79			0.77		
RES UNIV/HIGH ACTIVITY																		
AVG	98,553	75	24	70,061	145	31	59,416	110	30	57,327	18	12	45,050	75	21	67,815	405	34
HIGH	174,662	19%		106,632	36%		81,165	27%		67,000	4%		69,904	19%		174,662		
LOW	43,500			47,046			40,000			40,000			25,000			25,000		
SAL FAC	0.90			0.87			0.83			0.79			0.90			0.82		
DOCTORAL RES UNIV																		
AVG	93,374	9	3	65,247	12	3	59,708	14	3	53,599	3	2	57,215	9	3	67,595	44	3
HIGH	110,038	21%		90,528	27%		102,400	32%		55,000	7%		79,473	21%		110,038		
LOW	73,285			56,423			52,624			52,899			42,504			42,504		
SAL FAC	0.88			0.80			0.87			0.76			1.04			0.84		
REGION I																		
AVG	102,093	70	17	78,516	65	16	62,951	76	17	63,037	14	8	39,138	64	11	71,051	275	19
HIGH	165,372	26%		113,753	24%		97,900	28%		72,000	5%		60,000	23%		165,372		
LOW	59,509			54,918			44,298			49,005			31,138			31,138		
SAL FAC	0.78			0.90			0.80			0.89			0.78			0.70		
REGION II																		
AVG	106,970	52	14	74,457	120	19	62,283	95	19	59,243	18	13	46,629	35	8	73,001	302	19
HIGH	165,349	17%		107,646	40%		81,165	32%		67,000	6%		69,904	12%		165,349		
LOW	43,500			47,046			40,000			40,000			25,000			25,000		
SAL FAC	0.88			0.88			0.83			0.80			0.90			0.79		
REGION III																		
AVG	125,941	115	22	79,341	132	23	66,657	112	21	61,400	17	9	47,803	69	13	83,458	428	24
HIGH	192,385	27%		131,184	31%		108,654	26%		82,667	4%		103,250	16%		192,385		
LOW	76,770			52,075			35,000			35,000			20,016			20,016		
SAL FAC	0.95			0.86			0.83			0.77			0.82			0.83		
REGION IV																		
AVG	101,396	75	20	71,172	116	20	60,464	77	20	62,492	15	11	45,315	80	15	69,372	348	22
HIGH	177,000	22%		119,994	33%		102,400	22%		94,375	4%		79,473	23%		177,000		
LOW	67,955			52,075			36,000			36,000			27,500			27,500		
SAL FAC	0.82			0.83			0.80			0.82			0.89			0.76		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0101 Speech Communication and Rhetoric

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	112,212	205	44	76,105	262	47	64,202	196	46	63,173	34	21	42,615	152	27	76,078	815	53
HIGH	192,385	25%		131,184	32%		97,900	24%		82,667	4%		103,250	19%		192,385		
LOW	43,500			47,793			36,000			36,000			20,016			20,016		
SAL FAC	0.88			0.87			0.83			0.83			0.80			0.79		
TENURED/TENURE TRACK																		
AVG	113,472	131	28	76,043	166	29	63,355	110	28	64,063	16	10				84,661	407	33
HIGH	186,264	32%		131,184	41%		97,900	27%		82,667	4%					186,264		
LOW	67,955			52,075			51,000			53,000						51,000		
SAL FAC	0.87			0.86			0.80			0.82						0.81		
NONTENURE TRACK																		
AVG	175,899	1	1	76,111	4	4	58,568	10	6	52,500	2	2	43,680	99	16	47,283	114	22
HIGH	175,899	1%		93,491	4%		78,051	9%		54,999	2%		103,250	87%		175,899		
LOW	175,899			63,370			43,268			50,000			20,016			20,016		
SAL FAC	1.56			0.82			0.80			0.75			0.81			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,258	167	31	79,490	181	29	66,561	144	29	65,100	25	15	42,514	113	15	79,931	605	32
HIGH	192,385	28%		131,184	30%		97,900	24%		82,667	4%		103,250	19%		192,385		
LOW	67,955			52,075			36,000			36,000			20,016			20,016		
SAL FAC	0.88			0.87			0.83			0.84			0.77			0.78		
RES UNIV/HIGH ACTIVITY																		
AVG	90,035	38	13	68,542	81	18	57,669	52	17	57,819	9	6	42,908	39	12	64,978	210	21
HIGH	174,662	18%		106,632	39%		78,051	25%		64,000	4%		62,374	19%		174,662		
LOW	43,500			47,793			41,600			54,000			25,000			25,000		
SAL FAC	0.82			0.85			0.81			0.80			0.86			0.79		
REGION I																		
AVG	104,167	48	10	82,451	38	9	66,188	32	9	67,314	8	3	37,028	34	7	75,724	152	12
HIGH	156,750	32%		105,433	25%		97,900	21%		72,000	5%		60,000	22%		156,750		
LOW	59,509			54,918			55,000			55,000			31,138			31,138		
SAL FAC	0.79			0.95			0.84			0.95			0.74			0.75		
REGION II																		
AVG	105,673	34	9	73,387	79	14	60,454	63	14	59,644	13	10	43,423	21	5	71,629	197	14
HIGH	154,000	17%		107,646	40%		75,000	32%		65,500	7%		62,374	11%		154,000		
LOW	43,500			47,793			41,600			50,000			25,000			25,000		
SAL FAC	0.87			0.87			0.81			0.80			0.84			0.78		
REGION III																		
AVG	130,968	68	11	82,354	64	11	72,384	53	10	75,400	5	2	45,923	41	6	88,034	226	12
HIGH	192,385	30%		131,184	28%		90,000	24%		82,667	2%		103,250	18%		192,385		
LOW	80,248			52,075			57,588			64,500			20,016			20,016		
SAL FAC	0.99			0.89			0.90			0.95			0.78			0.87		
REGION IV																		
AVG	100,085	55	14	70,842	81	13	58,761	48	13	57,125	8	6	43,282	56	9	68,697	240	15
HIGH	174,662	23%		113,980	34%		72,798	20%		68,000	3%		59,194	23%		174,662		
LOW	67,955			52,075			36,000			36,000			27,500			27,500		
SAL FAC	0.81			0.83			0.78			0.75			0.85			0.75		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0102 Mass Communication/Media Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	119,039	25 10	77,484	50 11	62,637	46 11	59,273	11 8	53,822	18 8	76,980	139 12
HIGH	177,000	18%	122,877	36%	81,165	33%	69,000	8%	70,992	13%	177,000	
LOW	67,974		57,158		40,000		40,000		34,864		34,864	
SAL FAC	0.93		0.88		0.81		0.78		1.01		0.80	
TENURED/TENURE TRACK												
AVG	125,999	19 7	78,703	39 9	64,765	32 8	61,571	7 6	49,827	3 2	82,638	93 9
HIGH	177,000	20%	122,877	42%	81,165	34%	69,000	8%	52,717	3%	177,000	
LOW	86,782		57,158		48,000		50,000		45,000		45,000	
SAL FAC	0.97		0.89		0.82		0.79		0.86		0.79	
NONTENURE TRACK												
AVG					52,090	4 3	53,500	2 2	55,563	13 6	54,746	17 6
HIGH					67,000	24%	67,000	12%	70,992	77%	70,992	
LOW					40,000		40,000		34,864		34,864	
SAL FAC					0.71		0.76		1.04		0.82	
RES UNIV/VERY HIGH ACTVTY												
AVG	132,174	15 5	75,922	30 6	63,213	18 5	64,800	5 4	55,079	6 4	83,023	69 6
HIGH	177,000	22%	122,877	44%	75,000	26%	69,000	7%	70,992	9%	177,000	
LOW	86,782		57,158		48,000		56,000		42,000		42,000	
SAL FAC	0.99		0.83		0.79		0.83		1.00		0.81	
RES UNIV/HIGH ACTIVITY												
AVG	99,337	10 5	79,826	20 5	62,267	28 6	54,668	6 4	53,194	12 4	71,024	70 6
HIGH	144,000	14%	104,247	29%	81,165	40%	67,000	9%	69,904	17%	144,000	
LOW	67,974		59,733		40,000		40,000		34,864		34,864	
SAL FAC	0.91		0.99		0.87		0.75		1.06		0.86	
REGION I												
AVG	98,201	5 3	68,854	7 2	58,979	10 3	54,668	3 3	46,860	2 1	69,021	24 3
HIGH	124,987	21%	76,121	29%	75,000	42%	64,998	13%	48,720	8%	124,987	
LOW	67,974		57,158		49,005		49,005		45,000		45,000	
SAL FAC	0.75		0.79		0.75		0.77		0.93		0.68	
REGION II												
AVG	113,427	5 2	85,562	13 2	66,518	18 2	57,250	4 2	55,915	7 2	76,004	43 2
HIGH	144,000	12%	104,247	30%	81,165	42%	67,000	9%	69,904	16%	144,000	
LOW	92,387		59,929		40,000		40,000		34,864		34,864	
SAL FAC	0.93		1.01		0.89		0.77		1.09		0.83	
REGION III												
AVG	116,260	10 3	76,640	16 3	57,217	8 2	56,000	1 1	58,491	3 2	81,677	37 3
HIGH	163,629	27%	122,877	43%	64,701	22%	56,000	3%	70,992	8%	163,629	
LOW	76,770		61,702		48,000		56,000		51,764		48,000	
SAL FAC	0.88		0.83		0.71		0.70		1.00		0.81	
REGION IV												
AVG	151,047	5 2	75,263	14 4	63,647	10 4	67,667	3 2	51,368	6 3	78,674	35 4
HIGH	177,000	14%	86,000	40%	73,200	29%	69,000	9%	60,751	17%	177,000	
LOW	110,962		62,779		54,192		65,000		40,444		40,444	
SAL FAC	1.22		0.88		0.84		0.89		1.01		0.86	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0199 Communication and Media Studies, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	100,345	11	3	76,301	12	3	66,145	10	3	74,125	3	2	42,394	10	1	72,204	43	3
HIGH	161,890	26%		119,994	28%		94,375	23%		94,375	7%		50,000	23%		161,890		
LOW	72,589			63,312			58,000			58,000			35,660			35,660		
SAL FAC	0.78			0.87			0.85			0.97			0.80			0.75		
RES UNIV/VERY HIGH ACTVTY																		
AVG	94,190	10	2	75,716	11	2	66,533	9	2	74,125	3	2	42,394	10	1	69,938	40	2
HIGH	140,234	25%		119,994	28%		94,375	23%		94,375	8%		50,000	25%		140,234		
LOW	72,589			63,312			58,000			58,000			35,660			35,660		
SAL FAC	0.70			0.83			0.83			0.95			0.77			0.69		
RES UNIV/HIGH ACTIVITY																		
AVG	161,890	1	1	82,730	1	1	62,650	1	1							102,423	3	1
HIGH	161,890	33%		82,730	33%		62,650	33%								161,890		
LOW	161,890			82,730			62,650									62,650		
SAL FAC	1.48			1.02			0.88									1.24		
REGION III																		
AVG	161,890	1	1	82,730	1	1	62,650	1	1							102,423	3	1
HIGH	161,890	33%		82,730	33%		62,650	33%								161,890		
LOW	161,890			82,730			62,650									62,650		
SAL FAC	1.22			0.90			0.78									1.02		
REGION IV																		
AVG	94,190	10	2	75,716	11	2	66,533	9	2	74,125	3	2	42,394	10	1	69,938	40	2
HIGH	140,234	25%		119,994	28%		94,375	23%		94,375	8%		50,000	25%		140,234		
LOW	72,589			63,312			58,000			58,000			35,660			35,660		
SAL FAC	0.76			0.88			0.88			0.98			0.84			0.77		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.04 Journalism

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,226	259	47	77,303	334	53	63,755	239	50	62,903	37	23	56,510	186	33	78,191	1,018	56
HIGH	221,242	25%		126,076	33%		96,500	24%		94,000	4%		120,000	18%		221,242		
LOW	47,306			44,402			40,893			45,000			23,400			23,400		
SAL FAC	0.84			0.88			0.82			0.83			1.06			0.81		
TENURED/TENURE TRACK																		
AVG	110,247	192	39	78,997	259	43	65,823	172	39	64,770	26	18	82,246	8	3	84,956	631	45
HIGH	221,242	30%		126,076	41%		96,500	27%		94,000	4%		93,636	1%		221,242		
LOW	67,328			51,369			43,299			45,000			59,014			43,299		
SAL FAC	0.85			0.90			0.83			0.83			1.42			0.81		
NONTENURE TRACK																		
AVG	101,260	24	10	62,523	28	5	55,604	35	10	54,702	6	3	56,130	159	27	61,186	246	32
HIGH	142,506	10%		90,853	11%		70,000	14%		70,000	2%		120,000	65%		142,506		
LOW	47,306			44,402			40,893			46,070			23,400			23,400		
SAL FAC	0.90			0.68			0.76			0.78			1.05			0.91		
RES UNIV/VERY HIGH ACTVTY																		
AVG	110,586	209	30	78,311	243	30	65,183	157	28	64,280	24	13	59,111	112	18	81,826	721	31
HIGH	221,242	29%		126,076	34%		96,500	22%		94,000	3%		120,000	16%		221,242		
LOW	47,306			44,402			40,893			45,000			23,400			23,400		
SAL FAC	0.83			0.86			0.81			0.82			1.08			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	100,524	45	16	74,344	85	21	60,839	75	20	60,393	12	9	52,663	73	14	69,245	278	23
HIGH	141,623	16%		102,303	31%		88,298	27%		66,500	4%		84,165	26%		141,623		
LOW	67,328			51,369			45,000			53,019			24,008			24,008		
SAL FAC	0.92			0.92			0.85			0.83			1.05			0.84		
DOCTORAL RES UNIV																		
AVG	78,890	5	1	78,413	6	2	62,969	7	2	60,000	1	1	45,951	1	1	71,140	19	2
HIGH	83,892	26%		90,528	32%		78,202	37%		60,000	5%		45,951	5%		90,528		
LOW	75,012			52,500			43,299			60,000			45,951			43,299		
SAL FAC	0.74			0.96			0.92			0.85			0.84			0.88		
REGION I																		
AVG	99,421	32	7	72,563	43	9	63,241	28	7	64,224	9	5	50,836	17	5	74,472	120	9
HIGH	153,000	27%		102,051	36%		73,998	23%		72,999	8%		64,017	14%		153,000		
LOW	71,028			51,369			49,869			53,019			24,008			24,008		
SAL FAC	0.76			0.84			0.81			0.91			1.01			0.74		
REGION II																		
AVG	104,361	80	14	74,937	122	14	60,075	75	14	57,158	14	8	49,266	69	9	73,399	346	14
HIGH	168,751	23%		108,256	35%		79,000	22%		67,000	4%		120,000	20%		168,751		
LOW	64,500			44,402			40,893			45,000			32,744			32,744		
SAL FAC	0.86			0.88			0.80			0.77			0.96			0.80		
REGION III																		
AVG	115,560	73	16	83,098	78	18	66,939	72	18	69,699	6	6	68,668	57	7	84,469	280	19
HIGH	166,650	26%		126,076	28%		96,500	26%		94,000	2%		116,604	20%		166,650		
LOW	77,177			58,476			45,000			56,000			37,267			37,267		
SAL FAC	0.87			0.90			0.83			0.88			1.17			0.84		
REGION IV																		
AVG	108,977	74	10	77,749	91	12	64,710	64	11	66,375	8	4	54,259	43	12	79,463	272	14
HIGH	221,242	27%		107,068	34%		88,298	24%		72,500	3%		112,320	16%		221,242		
LOW	47,306			52,500			43,299			60,000			23,400			23,400		
SAL FAC	0.88			0.91			0.86			0.87			1.07			0.87		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0401 Journalism

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,254	233	40	77,400	287	44	64,171	211	42	63,277	34	21	56,551	159	27	78,878	890	46
HIGH	221,242	26%		126,076	32%		96,500	24%		94,000	4%		120,000	18%		221,242		
LOW	47,306			44,402			40,893			45,000			23,400			23,400		
SAL FAC	0.85			0.88			0.83			0.83			1.06			0.82		
TENURED/TENURE TRACK																		
AVG	111,467	171	33	79,336	223	36	66,218	152	33	65,566	23	16	82,246	8	3	85,696	554	38
HIGH	221,242	31%		126,076	40%		96,500	27%		94,000	4%		93,636	1%		221,242		
LOW	71,028			51,369			43,299			45,000			59,014			43,299		
SAL FAC	0.86			0.90			0.83			0.84			1.42			0.82		
NONTENURE TRACK																		
AVG	101,260	24	10	62,523	28	5	55,330	32	8	54,702	6	3	56,390	133	22	61,988	217	27
HIGH	142,506	11%		90,853	13%		70,000	15%		70,000	3%		120,000	61%		142,506		
LOW	47,306			44,402			40,893			46,070			23,400			23,400		
SAL FAC	0.90			0.68			0.75			0.78			1.05			0.92		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,004	204	29	78,350	235	29	65,228	156	27	64,280	24	13	58,951	110	16	81,868	705	29
HIGH	221,242	29%		126,076	33%		96,500	22%		94,000	3%		120,000	16%		221,242		
LOW	47,306			44,402			40,893			45,000			23,400			23,400		
SAL FAC	0.83			0.86			0.81			0.82			1.07			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	100,707	24	10	73,522	49	14	61,604	50	14	60,968	9	7	51,271	48	10	67,607	171	16
HIGH	141,623	14%		102,303	29%		88,298	29%		66,500	5%		84,165	28%		141,623		
LOW	71,028			51,369			48,960			53,019			24,008			24,008		
SAL FAC	0.92			0.91			0.86			0.84			1.02			0.82		
DOCTORAL RES UNIV																		
AVG	78,890	5	1	66,299	3	1	56,876	5	1	60,000	1	1	45,951	1	1	65,977	14	1
HIGH	83,892	36%		75,190	21%		63,036	36%		60,000	7%		45,951	7%		83,892		
LOW	75,012			52,500			43,299			60,000			45,951			43,299		
SAL FAC	0.74			0.81			0.83			0.85			0.84			0.82		
REGION I																		
AVG	99,235	31	6	71,902	40	8	63,241	28	7	64,224	9	5	51,348	15	4	74,503	114	8
HIGH	153,000	27%		102,051	35%		73,998	25%		72,999	8%		64,017	13%		153,000		
LOW	71,028			51,369			49,869			53,019			24,008			24,008		
SAL FAC	0.75			0.83			0.81			0.91			1.02			0.74		
REGION II																		
AVG	105,881	70	12	74,916	109	12	60,146	67	12	56,684	12	7	47,264	60	7	73,344	306	12
HIGH	168,751	23%		108,256	36%		79,000	22%		67,000	4%		120,000	20%		168,751		
LOW	64,500			44,402			40,893			45,000			32,744			32,744		
SAL FAC	0.87			0.88			0.81			0.76			0.92			0.80		
REGION III																		
AVG	119,035	58	12	86,760	48	12	68,911	53	12	72,438	5	5	73,661	42	5	88,630	201	13
HIGH	166,650	29%		126,076	24%		96,500	26%		94,000	3%		116,604	21%		166,650		
LOW	88,469			67,893			49,156			60,192			37,267			37,267		
SAL FAC	0.90			0.94			0.86			0.91			1.26			0.88		
REGION IV																		
AVG	108,977	74	10	77,859	90	12	64,878	63	11	66,375	8	4	54,567	42	11	79,742	269	13
HIGH	221,242	28%		107,068	34%		88,298	23%		72,500	3%		112,320	16%		221,242		
LOW	47,306			52,500			43,299			60,000			23,400			23,400		
SAL FAC	0.88			0.91			0.86			0.87			1.08			0.88		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0402 Broadcast Journalism

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	98,611	3 1	70,704	3 1					51,474	2 2	76,362	8 3
HIGH	113,512	38%	74,764	38%					61,600	25%	113,512	
LOW	88,481		64,258						41,347		41,347	
SAL FAC	0.77		0.81						0.97		0.79	
NONTENURE TRACK												
AVG									51,474	2 2	51,474	2 2
HIGH									61,600	100%	61,600	
LOW									41,347		41,347	
SAL FAC									0.96		0.77	
RES UNIV/VERY HIGH ACTVTY												
AVG	98,611	3 1	70,704	3 1					41,347	1 1	78,470	7 2
HIGH	113,512	43%	74,764	43%					41,347	14%	113,512	
LOW	88,481		64,258						41,347		41,347	
SAL FAC	0.74		0.78						0.75		0.77	
RES UNIV/HIGH ACTIVITY												
AVG									61,600	1 1	61,600	1 1
HIGH									61,600	100%	61,600	
LOW									61,600		61,600	
SAL FAC									1.23		0.75	
REGION II												
AVG	98,611	3 1	70,704	3 1					61,600	1 1	81,364	7 2
HIGH	113,512	43%	74,764	43%					61,600	14%	113,512	
LOW	88,481		64,258						61,600		61,600	
SAL FAC	0.81		0.83						1.20		0.89	
REGION IV												
AVG									41,347	1 1	41,347	1 1
HIGH									41,347	100%	41,347	
LOW									41,347		41,347	
SAL FAC									0.82		0.45	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0404 Photojournalism

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	102,873	2 2	74,797	8 2	57,176	2 2					76,539	12 4
HIGH	105,207	17%	83,039	67%	60,231	17%					105,207	
LOW	100,538		61,370		54,120						54,120	
SAL FAC	0.80		0.85		0.74						0.79	
TENURED/TENURE TRACK												
AVG	102,873	2 2	75,782	7 1	60,231	1 1					79,645	10 2
HIGH	105,207	20%	83,039	70%	60,231	10%					105,207	
LOW	100,538		61,370		60,231						60,231	
SAL FAC	0.79		0.86		0.76						0.76	
RES UNIV/HIGH ACTIVITY												
AVG	102,873	2 2	74,797	8 2	57,176	2 2					76,539	12 4
HIGH	105,207	17%	83,039	67%	60,231	17%					105,207	
LOW	100,538		61,370		54,120						54,120	
SAL FAC	0.94		0.93		0.80						0.93	
REGION I												
AVG	105,207	1 1									105,207	1 1
HIGH	105,207	100%									105,207	
LOW	105,207										105,207	
SAL FAC	0.80										1.04	
REGION III												
AVG	100,538	1 1	75,782	7 1	60,231	1 1					76,805	9 1
HIGH	100,538	11%	83,039	78%	60,231	11%					100,538	
LOW	100,538		61,370		60,231						60,231	
SAL FAC	0.76		0.82		0.75						0.76	
REGION IV												
AVG			67,903	1 1	54,120	1 1					61,012	2 2
HIGH			67,903	50%	54,120	50%					67,903	
LOW			67,903		54,120						54,120	
SAL FAC			0.79		0.72						0.67	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.07 Radio, Television, and Digital Communication

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	113,551	56 14	74,575	55 13	67,554	46 13	68,417	6 5	53,975	46 8	79,068	203 17
HIGH	205,372	28%	119,000	27%	95,461	23%	78,750	3%	103,905	23%	205,372	
LOW	68,258		45,699		49,260		58,000		28,693		28,693	
SAL FAC	0.89		0.85		0.87		0.90		1.01		0.82	
TENURED/TENURE TRACK												
AVG	117,331	48 11	78,702	38 8	69,834	38 8	70,100	5 4	63,358	7 1	89,464	131 12
HIGH	205,372	37%	119,000	29%	95,461	29%	78,750	4%	70,027	5%	205,372	
LOW	68,258		45,699		57,841		58,000		54,138		45,699	
SAL FAC	0.90		0.89		0.88		0.90		1.10		0.86	
NONTENURE TRACK												
AVG			79,861	1 1	53,170	1 1			53,462	26 4	54,394	28 5
HIGH			79,861	4%	53,170	4%			103,905	93%	103,905	
LOW			79,861		53,170				28,693		28,693	
SAL FAC			0.86		0.72				1.00		0.81	
RES UNIV/VERY HIGH ACTVTY												
AVG	126,228	29 5	81,331	20 4	75,737	19 3	75,833	3 2	63,358	7 1	95,597	75 5
HIGH	205,372	39%	119,000	27%	95,461	25%	78,750	4%	70,027	9%	205,372	
LOW	86,064		65,588		62,298		70,000		54,138		54,138	
SAL FAC	0.94		0.89		0.94		0.97		1.15		0.94	
RES UNIV/HIGH ACTIVITY												
AVG	99,935	27 9	70,714	35 9	61,795	27 10	61,000	3 3	52,291	39 7	69,383	128 12
HIGH	144,213	21%	96,594	27%	81,263	21%	65,000	2%	103,905	31%	144,213	
LOW	68,258		45,699		49,260		58,000		28,693		28,693	
SAL FAC	0.91		0.87		0.86		0.84		1.04		0.84	
REGION I												
AVG	68,258	1 1	67,091	2 2	57,649	2 2					63,547	5 3
HIGH	68,258	20%	79,861	40%	62,127	40%					79,861	
LOW	68,258		54,320		53,170						53,170	
SAL FAC	0.52		0.77		0.73						0.63	
REGION II												
AVG	112,820	14 2	83,145	9 1	70,280	11 2			61,056	7 1	86,055	41 2
HIGH	151,115	34%	119,000	22%	79,000	27%			69,462	17%	151,115	
LOW	79,845		75,000		62,000				51,200		51,200	
SAL FAC	0.93		0.98		0.94				1.18		0.94	
REGION III												
AVG	116,474	28 6	74,596	31 5	71,884	21 5	70,100	5 4	54,738	28 4	79,777	108 6
HIGH	169,645	26%	98,264	29%	95,461	19%	78,750	5%	103,905	26%	169,645	
LOW	78,343		45,699		57,841		58,000		28,693		28,693	
SAL FAC	0.88		0.81		0.89		0.88		0.93		0.79	
REGION IV												
AVG	111,528	13 5	69,745	13 5	59,127	12 4	60,000	1 1	47,528	11 3	73,243	49 6
HIGH	205,372	27%	93,633	27%	72,839	25%	60,000	2%	62,761	22%	205,372	
LOW	75,343		54,000		49,260		60,000		37,260		37,260	
SAL FAC	0.90		0.81		0.78		0.79		0.94		0.80	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0701 Radio and Television

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,082	39	8	74,032	41	8	64,828	29	8	62,667	3	3	56,065	29	5	78,793	138	9
HIGH	169,645	28%		119,000	30%		79,000	21%		70,000	2%		73,476	21%		169,645		
LOW	75,343			54,000			49,260			58,000			40,000			40,000		
SAL FAC	0.87			0.84			0.84			0.82			1.05			0.82		
TENURED/TENURE TRACK																		
AVG	116,297	31	5	80,169	25	4	66,685	23	5	64,000	2	2	63,358	7	1	88,217	86	5
HIGH	169,645	36%		119,000	29%		79,000	27%		70,000	2%		70,027	8%		169,645		
LOW	79,845			60,000			58,000			58,000			54,138			54,138		
SAL FAC	0.90			0.91			0.84			0.82			1.10			0.84		
NONTENURE TRACK																		
AVG													57,028	10	2	57,028	10	2
HIGH													69,462	100%		69,462		
LOW													46,710			46,710		
SAL FAC													1.06			0.85		
RES UNIV/VERY HIGH ACTVTY																		
AVG	119,268	18	2	80,907	13	2	70,854	10	2	70,000	1	1	63,358	7	1	90,639	48	2
HIGH	169,645	38%		119,000	27%		79,000	21%		70,000	2%		70,027	15%		169,645		
LOW	86,064			71,305			62,298			70,000			54,138			54,138		
SAL FAC	0.89			0.89			0.88			0.90			1.15			0.89		
RES UNIV/HIGH ACTIVITY																		
AVG	104,066	21	6	70,840	28	6	61,656	19	6	59,000	2	2	53,744	22	4	72,475	90	7
HIGH	144,213	23%		96,594	31%		72,839	21%		60,000	2%		73,476	24%		144,213		
LOW	75,343			54,000			49,260			58,000			40,000			40,000		
SAL FAC	0.95			0.88			0.86			0.81			1.07			0.88		
REGION II																		
AVG	112,820	14	2	83,145	9	1	70,280	11	2				61,056	7	1	86,055	41	2
HIGH	151,115	34%		119,000	22%		79,000	27%					69,462	17%		151,115		
LOW	79,845			75,000			62,000						51,200			51,200		
SAL FAC	0.93			0.98			0.94						1.18			0.94		
REGION III																		
AVG	115,426	17	3	73,442	24	3	64,538	7	3	64,000	2	2	59,411	12	2	81,493	60	3
HIGH	169,645	28%		96,594	40%		70,000	12%		70,000	3%		73,476	20%		169,645		
LOW	84,392			60,000			58,000			58,000			45,666			45,666		
SAL FAC	0.87			0.80			0.80			0.80			1.01			0.81		
REGION IV																		
AVG	98,810	8	3	65,548	8	4	59,560	11	3	60,000	1	1	48,555	10	2	66,367	37	4
HIGH	125,753	22%		93,633	22%		72,839	30%		60,000	3%		62,761	27%		125,753		
LOW	75,343			54,000			49,260			60,000			40,000			40,000		
SAL FAC	0.80			0.76			0.79			0.79			0.96			0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0702 Digital Communication and Media/Multimedia

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	138,854	7 2	96,270	2 1	76,997	11 3	78,750	2 1	37,260	1 1	97,559	21 4
HIGH	169,487	33%	98,264	10%	95,461	52%	78,750	10%	37,260	5%	169,487	
LOW	117,566		94,277		54,370		78,750		37,260		37,260	
SAL FAC	1.08		1.10		0.99		1.04		0.70		1.01	
TENURED/TENURE TRACK												
AVG	138,854	7 2	96,270	2 1	79,259	10 2	78,750	2 1			103,006	19 3
HIGH	169,487	37%	98,264	11%	95,461	53%	78,750	11%			169,487	
LOW	117,566		94,277		62,127		78,750				62,127	
SAL FAC	1.07		1.09		1.00		1.01				0.99	
RES UNIV/VERY HIGH ACTVTY												
AVG	138,854	7 2	96,270	2 1	81,163	9 1	78,750	2 1			105,277	18 2
HIGH	169,487	39%	98,264	11%	95,461	50%	78,750	11%			169,487	
LOW	117,566		94,277		75,161		78,750				75,161	
SAL FAC	1.04		1.06		1.01		1.01				1.03	
RES UNIV/HIGH ACTIVITY												
AVG					58,249	2 2			37,260	1 1	51,252	3 2
HIGH					62,127	67%			37,260	33%	62,127	
LOW					54,370				37,260		37,260	
SAL FAC					0.81				0.74		0.62	
REGION I												
AVG					62,127	1 1					62,127	1 1
HIGH					62,127	100%					62,127	
LOW					62,127						62,127	
SAL FAC					0.79						0.61	
REGION III												
AVG	142,402	6 1	96,270	2 1	81,163	9 1	78,750	2 1			104,554	17 1
HIGH	169,487	35%	98,264	12%	95,461	53%	78,750	12%			169,487	
LOW	122,787		94,277		75,161		78,750				75,161	
SAL FAC	1.07		1.05		1.01		0.99				1.04	
REGION IV												
AVG	117,566	1 1			54,370	1 1			37,260	1 1	69,732	3 2
HIGH	117,566	33%			54,370	33%			37,260	33%	117,566	
LOW	117,566				54,370				37,260		37,260	
SAL FAC	0.95				0.72				0.73		0.77	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.09 Public Relations, Advertising, and Applied Communication

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,352	29	8	82,298	39	9	68,936	37	10	67,000	5	3	61,717	20	8	81,327	125	13
HIGH	142,341	23%		108,562	31%		89,000	30%		77,500	4%		98,143	16%		142,341		
LOW	74,310			67,983			49,380			50,000			37,810			37,810		
SAL FAC	0.85			0.94			0.89			0.88			1.16			0.84		
TENURED/TENURE TRACK																		
AVG	111,554	26	6	81,666	31	6	73,544	20	6	77,500	2	1				89,648	77	7
HIGH	142,341	34%		108,562	40%		89,000	26%		77,500	3%					142,341		
LOW	74,310			69,404			62,000			77,500						62,000		
SAL FAC	0.86			0.93			0.93			0.99						0.86		
NONTENURE TRACK																		
AVG							50,000	1	1	50,000	1	1	63,123	16	6	62,351	17	6
HIGH							50,000	6%		50,000	6%		98,143	94%		98,143		
LOW							50,000			50,000			43,250			43,250		
SAL FAC							0.68			0.71			1.18			0.93		
RES UNIV/VERY HIGH ACTVTY																		
AVG	110,954	24	5	83,552	30	7	73,222	26	7	71,250	4	2	72,214	9	3	86,777	89	7
HIGH	142,341	27%		108,562	34%		89,000	29%		77,500	5%		98,143	10%		142,341		
LOW	77,859			69,404			63,676			65,000			59,442			59,442		
SAL FAC	0.83			0.92			0.91			0.91			1.31			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	101,666	5	3	78,116	9	2	58,807	11	3	50,000	1	1	53,129	11	5	67,852	36	6
HIGH	134,833	14%		88,402	25%		83,400	31%		50,000	3%		59,948	31%		134,833		
LOW	74,310			67,983			49,380			50,000			37,810			37,810		
SAL FAC	0.93			0.97			0.82			0.69			1.06			0.82		
REGION I																		
AVG	74,310	1	1										50,200	2	1	58,237	3	1
HIGH	74,310	33%											57,149	67%		74,310		
LOW	74,310												43,250			43,250		
SAL FAC	0.56												1.00			0.58		
REGION II																		
AVG	111,107	8	2	88,583	7	2	75,693	13	2	71,250	4	2	58,756	6	2	83,691	34	3
HIGH	138,629	24%		108,562	21%		89,000	38%		77,500	12%		66,188	18%		138,629		
LOW	77,859			73,416			65,000			65,000			52,000			52,000		
SAL FAC	0.91			1.05			1.01			0.96			1.14			0.91		
REGION III																		
AVG	118,739	7	1	88,605	12	3	73,234	9	3				74,362	6	2	88,227	34	4
HIGH	142,341	21%		98,719	35%		80,509	27%					98,143	18%		142,341		
LOW	101,407			79,500			65,916						47,292			47,292		
SAL FAC	0.90			0.96			0.91						1.27			0.88		
REGION IV																		
AVG	105,914	13	4	76,313	20	4	60,502	15	5	50,000	1	1	55,873	6	3	76,776	54	5
HIGH	134,833	24%		88,929	37%		83,400	28%		50,000	2%		64,478	11%		134,833		
LOW	74,440			67,983			49,380			50,000			37,810			37,810		
SAL FAC	0.85			0.89			0.80			0.66			1.10			0.84		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.0903 Advertising

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,749	24	7	82,803	36	8	71,992	28	8	67,000	5	3	63,810	17	5	83,461	105	10
HIGH	142,341	23%		108,562	34%		89,000	27%		77,500	5%		98,143	16%		142,341		
LOW	74,310			69,404			50,000			50,000			43,250			43,250		
SAL FAC	0.87			0.94			0.93			0.88			1.20			0.87		
TENURED/TENURE TRACK																		
AVG	112,983	22	6	81,756	29	6	73,544	20	6	77,500	2	1				89,118	71	7
HIGH	142,341	31%		108,562	41%		89,000	28%		77,500	3%					142,341		
LOW	74,310			69,404			62,000			77,500						62,000		
SAL FAC	0.87			0.93			0.93			0.99						0.85		
NONTENURE TRACK																		
AVG							50,000	1	1	50,000	1	1	64,157	14	4	63,213	15	4
HIGH							50,000	7%		50,000	7%		98,143	93%		98,143		
LOW							50,000			50,000			43,250			43,250		
SAL FAC							0.68			0.71			1.20			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	112,405	20	5	83,780	28	7	73,222	26	7	71,250	4	2	73,181	8	2	86,380	82	7
HIGH	142,341	24%		108,562	34%		89,000	32%		77,500	5%		98,143	10%		142,341		
LOW	77,859			69,404			63,676			65,000			59,442			59,442		
SAL FAC	0.84			0.92			0.91			0.91			1.33			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	108,473	4	2	79,383	8	1	56,000	2	1	50,000	1	1	55,480	9	3	73,055	23	3
HIGH	134,833	17%		88,402	35%		62,000	9%		50,000	4%		59,948	39%		134,833		
LOW	74,310			73,654			50,000			50,000			43,250			43,250		
SAL FAC	0.99			0.98			0.78			0.69			1.11			0.89		
REGION I																		
AVG	74,310	1	1										50,200	2	1	58,237	3	1
HIGH	74,310	33%											57,149	67%		74,310		
LOW	74,310												43,250			43,250		
SAL FAC	0.56												1.00			0.58		
REGION II																		
AVG	111,107	8	2	88,583	7	2	75,693	13	2	71,250	4	2	58,756	6	2	83,691	34	3
HIGH	138,629	24%		108,562	21%		89,000	38%		77,500	12%		66,188	18%		138,629		
LOW	77,859			73,416			65,000			65,000			52,000			52,000		
SAL FAC	0.91			1.05			1.01			0.96			1.14			0.91		
REGION III																		
AVG	118,739	7	1	88,605	12	3	73,234	9	3				79,776	5	1	89,467	33	3
HIGH	142,341	21%		98,719	36%		80,509	27%					98,143	15%		142,341		
LOW	101,407			79,500			65,916						67,113			65,916		
SAL FAC	0.90			0.96			0.91						1.36			0.89		
REGION IV																		
AVG	110,956	8	3	76,327	17	3	62,108	6	3	50,000	1	1	58,238	4	1	79,737	35	3
HIGH	134,833	23%		88,402	49%		66,228	17%		50,000	3%		59,948	11%		134,833		
LOW	87,539			69,404			50,000			50,000			56,545			50,000		
SAL FAC	0.89			0.89			0.82			0.66			1.15			0.88		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.99 Communication, Journalism, and Related Programs, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	96,293	18	5	66,486	21	5	54,431	21	5	57,693	4	3	46,363	25	4	63,901	85	6
HIGH	141,756	21%		83,297	25%		73,192	25%		60,000	5%		80,214	29%		141,756		
LOW	70,754			56,732			40,000			56,000			30,554			30,554		
SAL FAC	0.75			0.76			0.70			0.76			0.87			0.66		
TENURED/TENURE TRACK																		
AVG	98,754	9	3	66,068	14	3	57,483	9	3	57,833	3	2				72,846	32	4
HIGH	141,756	28%		75,000	44%		62,925	28%		60,000	9%					141,756		
LOW	76,787			59,043			53,950			56,000						53,950		
SAL FAC	0.76			0.75			0.72			0.74						0.70		
NONTENURE TRACK																		
AVG							40,250	4	1				44,374	21	2	43,714	25	2
HIGH							41,000	16%					60,749	84%		60,749		
LOW							40,000						30,554			30,554		
SAL FAC							0.55						0.83			0.65		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,628	5	2	66,183	2	2	60,341	5	2	57,273	1	1	59,339	7	2	74,873	19	3
HIGH	141,756	26%		73,322	11%		73,192	26%		57,273	5%		80,214	37%		141,756		
LOW	89,211			59,043			55,549			57,273			48,000			48,000		
SAL FAC	0.86			0.73			0.75			0.73			1.08			0.73		
RES UNIV/HIGH ACTIVITY																		
AVG	89,241	13	3	66,518	19	3	52,584	16	3	57,833	3	2	41,317	18	2	60,743	66	3
HIGH	119,552	20%		83,297	29%		62,925	24%		60,000	5%		59,055	27%		119,552		
LOW	70,754			56,732			40,000			56,000			30,554			30,554		
SAL FAC	0.82			0.82			0.73			0.80			0.82			0.74		
REGION II																		
AVG	107,846	4	1	73,322	1	1	61,539	4	1	57,273	1	1	63,744	3	1	78,508	12	1
HIGH	134,724	33%		73,322	8%		73,192	33%		57,273	8%		80,214	25%		134,724		
LOW	89,211			73,322			57,273			57,273			53,460			53,460		
SAL FAC	0.88			0.87			0.82			0.77			1.24			0.85		
REGION III																		
AVG	98,754	9	3	66,068	14	3	51,900	12	2	57,833	3	2	44,374	21	2	60,150	56	3
HIGH	141,756	16%		75,000	25%		62,925	21%		60,000	5%		60,749	38%		141,756		
LOW	76,787			59,043			40,000			56,000			30,554			30,554		
SAL FAC	0.75			0.72			0.64			0.73			0.76			0.60		
REGION IV																		
AVG	82,621	5	1	66,323	6	1	54,818	5	2				36,000	1	1	65,949	17	2
HIGH	100,515	29%		83,297	35%		60,603	29%					36,000	6%		100,515		
LOW	70,754			56,732			47,245						36,000			36,000		
SAL FAC	0.67			0.77			0.73						0.71			0.72		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 09.9999 Communication, Journalism, and Related Programs, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	99,323	14	4	66,938	15	4	53,821	17	4	56,924	3	2	46,363	25	4	62,938	71	5
HIGH	141,756	20%		83,297	21%		73,192	24%		57,500	4%		80,214	35%		141,756		
LOW	70,754			56,732			40,000			56,000			30,554			30,554		
SAL FAC	0.77			0.76			0.69			0.75			0.87			0.65		
TENURED/TENURE TRACK																		
AVG	109,206	5	2	66,600	8	2	57,853	5	2	56,750	2	1				76,006	18	3
HIGH	141,756	28%		71,517	44%		62,925	28%		57,500	11%					141,756		
LOW	86,417			59,043			55,549			56,000						55,549		
SAL FAC	0.84			0.76			0.73			0.73						0.73		
NONTENURE TRACK																		
AVG							40,250	4	1				44,374	21	2	43,714	25	2
HIGH							41,000	16%					60,749	84%		60,749		
LOW							40,000						30,554			30,554		
SAL FAC							0.55						0.83			0.65		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,628	5	2	66,183	2	2	60,341	5	2	57,273	1	1	59,339	7	2	74,873	19	3
HIGH	141,756	26%		73,322	11%		73,192	26%		57,273	5%		80,214	37%		141,756		
LOW	89,211			59,043			55,549			57,273			48,000			48,000		
SAL FAC	0.86			0.73			0.75			0.73			1.08			0.73		
RES UNIV/HIGH ACTIVITY																		
AVG	90,820	9	2	67,054	13	2	51,105	12	2	56,750	2	1	41,317	18	2	58,578	52	2
HIGH	119,552	17%		83,297	25%		62,925	23%		57,500	4%		59,055	35%		119,552		
LOW	70,754			56,732			40,000			56,000			30,554			30,554		
SAL FAC	0.83			0.83			0.71			0.78			0.82			0.71		
REGION II																		
AVG	107,846	4	1	73,322	1	1	61,539	4	1	57,273	1	1	63,744	3	1	78,508	12	1
HIGH	134,724	33%		73,322	8%		73,192	33%		57,273	8%		80,214	25%		134,724		
LOW	89,211			73,322			57,273			57,273			53,460			53,460		
SAL FAC	0.88			0.87			0.82			0.77			1.24			0.85		
REGION III																		
AVG	109,206	5	2	66,600	8	2	49,340	8	1	56,750	2	1	44,374	21	2	57,272	42	2
HIGH	141,756	12%		71,517	19%		62,925	19%		57,500	5%		60,749	50%		141,756		
LOW	86,417			59,043			40,000			56,000			30,554			30,554		
SAL FAC	0.82			0.72			0.61			0.71			0.76			0.57		
REGION IV																		
AVG	82,621	5	1	66,323	6	1	54,818	5	2				36,000	1	1	65,949	17	2
HIGH	100,515	29%		83,297	35%		60,603	29%					36,000	6%		100,515		
LOW	70,754			56,732			47,245						36,000			36,000		
SAL FAC	0.67			0.77			0.73						0.71			0.72		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 10. COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICE

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	95,928	8 2	75,101	8 2	66,366	5 2	62,504	2 2	20,530	1 1	78,209	22 4
HIGH	104,219	36%	94,215	36%	72,108	23%	70,008	9%	20,530	5%	104,219	
LOW	86,252		60,210		55,000		55,000		20,530		20,530	
SAL FAC	0.75		0.86		0.86		0.82		0.39		0.81	
TENURED/TENURE TRACK												
AVG	94,850	7 1									94,850	7 1
HIGH	104,219	100%									104,219	
LOW	86,252										86,252	
SAL FAC	0.73										0.91	
RES UNIV/VERY HIGH ACTVTY												
AVG	103,476	1 1	75,101	8 2	66,366	5 2	62,504	2 2			74,008	14 2
HIGH	103,476	7%	94,215	57%	72,108	36%	70,008	14%			103,476	
LOW	103,476		60,210		55,000		55,000				55,000	
SAL FAC	0.77		0.83		0.83		0.80				0.73	
RES UNIV/HIGH ACTIVITY												
AVG	94,850	7 1							20,530	1 1	85,560	8 2
HIGH	104,219	88%							20,530	13%	104,219	
LOW	86,252								20,530		20,530	
SAL FAC	0.87								0.41		1.04	
REGION I												
AVG	103,476	1 1	83,773	3 1	69,207	4 1	70,008	1 1	20,530	1 1	72,461	9 2
HIGH	103,476	11%	94,215	33%	72,108	44%	70,008	11%	20,530	11%	103,476	
LOW	103,476		72,312		66,960		70,008		20,530		20,530	
SAL FAC	0.79		0.96		0.88		0.99		0.41		0.72	
REGION III												
AVG	94,850	7 1									94,850	7 1
HIGH	104,219	100%									104,219	
LOW	86,252										86,252	
SAL FAC	0.72										0.94	
REGION IV												
AVG			69,898	5 1	55,000	1 1	55,000	1 1			67,415	6 1
HIGH			81,600	83%	55,000	17%	55,000	17%			81,600	
LOW			60,210		55,000		55,000				55,000	
SAL FAC			0.82		0.73		0.72				0.74	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 10.03 Graphic Communications

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	103,476	1 1	75,101	8 2	66,366	5 2	62,504	2 2	20,530	1 1	70,443	15 3
HIGH	103,476	7%	94,215	53%	72,108	33%	70,008	13%	20,530	7%	103,476	
LOW	103,476		60,210		55,000		55,000		20,530		20,530	
SAL FAC	0.81		0.86		0.86		0.82		0.39		0.73	
RES UNIV/VERY HIGH ACTVTY												
AVG	103,476	1 1	75,101	8 2	66,366	5 2	62,504	2 2			74,008	14 2
HIGH	103,476	7%	94,215	57%	72,108	36%	70,008	14%			103,476	
LOW	103,476		60,210		55,000		55,000				55,000	
SAL FAC	0.77		0.83		0.83		0.80				0.73	
RES UNIV/HIGH ACTIVITY												
AVG									20,530	1 1	20,530	1 1
HIGH									20,530	100%	20,530	
LOW									20,530		20,530	
SAL FAC									0.41		0.25	
REGION I												
AVG	103,476	1 1	83,773	3 1	69,207	4 1	70,008	1 1	20,530	1 1	72,461	9 2
HIGH	103,476	11%	94,215	33%	72,108	44%	70,008	11%	20,530	11%	103,476	
LOW	103,476		72,312		66,960		70,008		20,530		20,530	
SAL FAC	0.79		0.96		0.88		0.99		0.41		0.72	
REGION IV												
AVG			69,898	5 1	55,000	1 1	55,000	1 1			67,415	6 1
HIGH			81,600	83%	55,000	17%	55,000	17%			81,600	
LOW			60,210		55,000		55,000				55,000	
SAL FAC			0.82		0.73		0.72				0.74	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11. COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	145,184	992 101	105,292	830 101	90,590	456 97	90,801	79 49	64,927	210 56	115,096	2,488 103
HIGH	360,000	40%	197,973	33%	164,800	18%	140,000	3%	131,445	8%	360,000	
LOW	70,304		52,687		48,683		53,000		35,235		35,235	
SAL FAC	1.13		1.20		1.17		1.19		1.22		1.19	
TENURED/TENURE TRACK												
AVG	146,621	781 76	105,611	584 75	92,720	301 69	92,269	50 33	59,533	11 3	122,094	1,677 76
HIGH	360,000	47%	197,973	35%	164,800	18%	135,000	3%	79,519	1%	360,000	
LOW	70,304		52,687		56,504		64,000		51,240		51,240	
SAL FAC	1.13		1.20		1.17		1.18		1.03		1.17	
NONTENURE TRACK												
AVG	103,064	9 7	98,116	11 7	70,723	22 14	56,403	2 2	66,901	163 41	70,574	205 48
HIGH	150,000	4%	130,867	5%	112,767	11%	58,000	1%	131,445	80%	150,000	
LOW	72,616		69,721		48,683		54,806		36,000		36,000	
SAL FAC	0.91		1.06		0.96		0.80		1.25		1.05	
RES UNIV/VERY HIGH ACTVTY												
AVG	149,443	811 55	108,782	543 54	93,629	315 55	94,234	49 27	69,444	117 26	121,996	1,786 55
HIGH	360,000	45%	197,973	30%	164,800	18%	140,000	3%	131,445	7%	360,000	
LOW	70,304		55,099		48,683		54,806		36,000		36,000	
SAL FAC	1.12		1.20		1.17		1.21		1.26		1.20	
RES UNIV/HIGH ACTIVITY												
AVG	127,084	167 41	99,425	259 41	83,221	125 37	84,494	25 19	59,392	90 27	97,850	641 42
HIGH	220,018	26%	150,617	40%	126,000	20%	126,000	4%	126,000	14%	220,018	
LOW	84,069		52,687		48,705		53,000		35,235		35,235	
SAL FAC	1.16		1.23		1.16		1.16		1.19		1.19	
DOCTORAL RES UNIV												
AVG	114,412	14 5	91,883	28 6	88,315	16 5	88,687	5 3	54,863	3 3	94,297	61 6
HIGH	165,300	23%	136,284	46%	113,052	26%	101,435	8%	61,676	5%	165,300	
LOW	89,958		68,000		59,339		80,500		45,696		45,696	
SAL FAC	1.07		1.13		1.29		1.26		1.00		1.17	
REGION I												
AVG	142,042	277 24	105,529	143 23	93,855	101 23	97,088	17 8	61,350	38 14	118,510	559 25
HIGH	332,667	50%	197,973	26%	164,800	18%	140,000	3%	90,000	7%	332,667	
LOW	70,304		76,038		48,683		82,000		36,050		36,050	
SAL FAC	1.08		1.21		1.20		1.37		1.22		1.17	
REGION II												
AVG	135,174	171 19	102,454	175 20	86,149	75 20	89,239	15 10	65,878	34 6	109,330	455 20
HIGH	255,105	38%	179,542	39%	135,000	17%	135,000	3%	95,481	8%	255,105	
LOW	81,358		63,034		48,705		53,000		36,000		36,000	
SAL FAC	1.11		1.21		1.15		1.20		1.28		1.19	
REGION III												
AVG	149,774	335 31	109,445	285 31	91,822	162 29	88,517	18 14	69,486	81 17	118,041	863 31
HIGH	282,391	39%	181,538	33%	134,112	19%	101,435	2%	131,445	9%	282,391	
LOW	87,170		52,687		55,171		64,000		35,235		35,235	
SAL FAC	1.13		1.19		1.14		1.11		1.19		1.17	
REGION IV												
AVG	150,183	209 27	102,116	227 27	88,925	118 25	89,340	29 17	60,267	57 19	112,106	611 27
HIGH	360,000	34%	150,617	37%	126,000	19%	126,000	5%	130,548	9%	360,000	
LOW	72,616		55,099		54,806		54,806		42,674		42,674	
SAL FAC	1.21		1.19		1.18		1.18		1.19		1.23	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11.01 Computer and Information Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	146,634	588	59	105,179	408	58	91,852	222	54	91,328	42	24	60,492	87	30	118,611	1,305	62
HIGH	360,000	45%		187,500	31%		164,800	17%		140,000	3%		90,000	7%		360,000		
LOW	87,170			64,596			48,705			53,000			36,050			36,050		
SAL FAC	1.14			1.20			1.18			1.20			1.13			1.23		
TENURED/TENURE TRACK																		
AVG	148,316	486	45	105,776	289	45	94,843	135	40	94,015	22	15	61,975	5	1	126,519	915	46
HIGH	360,000	53%		181,538	32%		164,800	15%		111,273	2%		79,519	1%		360,000		
LOW	87,170			68,000			63,840			79,500			53,515			53,515		
SAL FAC	1.14			1.20			1.20			1.20			1.07			1.21		
NONTENURE TRACK																		
AVG	124,775	2	2	94,053	6	3	72,757	13	8	56,403	2	2	60,776	70	25	66,088	91	28
HIGH	150,000	2%		114,773	7%		112,767	14%		58,000	2%		87,716	77%		150,000		
LOW	99,550			76,000			54,806			54,806			36,050			36,050		
SAL FAC	1.10			1.02			0.99			0.80			1.13			0.99		
RES UNIV/VERY HIGH ACTVTY																		
AVG	149,877	506	35	108,577	286	35	95,197	156	34	95,342	28	15	64,552	45	13	125,525	993	35
HIGH	360,000	51%		187,500	29%		164,800	16%		140,000	3%		87,716	5%		360,000		
LOW	95,472			64,596			54,806			54,806			36,050			36,050		
SAL FAC	1.12			1.19			1.19			1.22			1.17			1.23		
RES UNIV/HIGH ACTIVITY																		
AVG	128,091	72	21	98,131	111	20	82,001	59	18	80,437	12	8	56,265	40	15	96,467	282	24
HIGH	220,018	26%		150,617	39%		102,637	21%		98,000	4%		90,000	14%		220,018		
LOW	87,170			64,900			48,705			53,000			44,008			44,008		
SAL FAC	1.17			1.21			1.15			1.11			1.12			1.17		
DOCTORAL RES UNIV																		
AVG	116,020	10	3	87,962	11	3	100,333	7	2	100,468	2	1	53,686	2	2	97,916	30	3
HIGH	165,300	33%		136,284	37%		113,052	23%		101,435	7%		61,676	7%		165,300		
LOW	99,748			68,000			76,294			99,500			45,696			45,696		
SAL FAC	1.09			1.08			1.47			1.42			0.98			1.22		
REGION I																		
AVG	143,368	221	16	106,434	86	15	98,609	55	14	101,747	10	4	64,255	19	8	124,625	381	18
HIGH	332,667	58%		187,500	23%		164,800	14%		140,000	3%		90,000	5%		332,667		
LOW	89,189			76,038			76,757			82,000			36,050			36,050		
SAL FAC	1.09			1.23			1.26			1.44			1.28			1.23		
REGION II																		
AVG	135,578	86	10	99,850	80	11	82,266	34	11	82,043	8	5	65,036	8	3	110,409	208	11
HIGH	230,573	41%		125,015	39%		100,900	16%		98,000	4%		76,700	4%		230,573		
LOW	100,942			64,900			48,705			53,000			43,733			43,733		
SAL FAC	1.11			1.18			1.10			1.11			1.26			1.20		
REGION III																		
AVG	149,231	144	16	111,655	97	15	92,414	61	14	92,987	5	4	62,689	22	7	121,408	324	16
HIGH	262,813	44%		181,538	30%		121,009	19%		101,435	2%		80,164	7%		262,813		
LOW	87,170			74,475			55,171			80,000			45,696			45,696		
SAL FAC	1.13			1.21			1.15			1.17			1.07			1.21		
REGION IV																		
AVG	156,113	137	17	103,042	145	17	90,739	72	15	89,317	19	11	56,382	38	12	114,807	392	17
HIGH	360,000	35%		150,617	37%		120,000	18%		111,273	5%		87,716	10%		360,000		
LOW	100,726			64,596			54,806			54,806			45,000			45,000		
SAL FAC	1.26			1.20			1.20			1.18			1.11			1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11.0101 Computer and Information Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	146,234	567	55	105,098	396	55	91,295	209	49	91,744	40	22	59,901	76	26	118,723	1,248	58
HIGH	360,000	45%		187,500	32%		140,000	17%		140,000	3%		90,000	6%		360,000		
LOW	89,189			64,596			48,705			53,000			43,733			43,733		
SAL FAC	1.14			1.20			1.18			1.21			1.12			1.23		
TENURED/TENURE TRACK																		
AVG	147,801	466	41	105,687	277	42	94,010	125	35	95,116	20	13	61,975	5	1	126,244	873	42
HIGH	360,000	53%		181,538	32%		121,009	14%		111,273	2%		79,519	1%		360,000		
LOW	89,189			68,000			63,840			79,500			53,515			53,515		
SAL FAC	1.14			1.20			1.18			1.22			1.07			1.21		
NONTENURE TRACK																		
AVG	150,000	1	1	94,053	6	3	68,790	10	6	56,403	2	2	60,067	59	21	65,081	76	24
HIGH	150,000	1%		114,773	8%		85,174	13%		58,000	3%		87,716	78%		150,000		
LOW	150,000			76,000			54,806			54,806			43,733			43,733		
SAL FAC	1.33			1.02			0.94			0.80			1.12			0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	148,687	496	35	108,330	282	35	94,073	151	33	95,342	28	15	63,737	40	13	124,925	969	35
HIGH	360,000	51%		187,500	29%		140,000	16%		140,000	3%		87,716	4%		360,000		
LOW	95,472			64,596			54,806			54,806			43,733			43,733		
SAL FAC	1.11			1.19			1.17			1.22			1.16			1.23		
RES UNIV/HIGH ACTIVITY																		
AVG	129,323	66	18	97,813	105	18	81,722	52	15	79,925	10	6	55,466	35	12	96,886	258	21
HIGH	220,018	26%		150,617	41%		102,637	20%		98,000	4%		90,000	14%		220,018		
LOW	89,189			64,900			48,705			53,000			44,008			44,008		
SAL FAC	1.18			1.21			1.14			1.10			1.11			1.18		
DOCTORAL RES UNIV																		
AVG	126,156	5	2	88,817	9	2	104,339	6	1	100,468	2	1	61,676	1	1	100,850	21	2
HIGH	165,300	24%		136,284	43%		113,052	29%		101,435	10%		61,676	5%		165,300		
LOW	106,185			68,000			99,500			99,500			61,676			61,676		
SAL FAC	1.18			1.09			1.53			1.42			1.12			1.25		
REGION I																		
AVG	140,261	211	16	105,640	83	15	95,557	50	13	101,747	10	4	61,291	13	7	123,075	357	18
HIGH	183,051	59%		187,500	23%		140,000	14%		140,000	3%		90,000	4%		187,500		
LOW	89,189			76,038			76,757			82,000			44,008			44,008		
SAL FAC	1.07			1.22			1.22			1.44			1.22			1.22		
REGION II																		
AVG	135,578	86	10	99,850	80	11	82,093	33	10	82,043	8	5	65,036	8	3	110,517	207	11
HIGH	230,573	42%		125,015	39%		100,900	16%		98,000	4%		76,700	4%		230,573		
LOW	100,942			64,900			48,705			53,000			43,733			43,733		
SAL FAC	1.11			1.18			1.10			1.11			1.26			1.20		
REGION III																		
AVG	152,426	133	12	112,810	89	12	93,712	54	11	99,645	3	2	64,288	17	4	124,458	293	12
HIGH	262,813	45%		181,538	30%		121,009	18%		101,435	1%		80,164	6%		262,813		
LOW	103,961			74,475			63,000			98,000			50,985			50,985		
SAL FAC	1.15			1.23			1.16			1.25			1.10			1.24		
REGION IV																		
AVG	156,113	137	17	102,935	144	17	90,739	72	15	89,317	19	11	56,382	38	12	114,798	391	17
HIGH	360,000	35%		150,617	37%		120,000	18%		111,273	5%		87,716	10%		360,000		
LOW	100,726			64,596			54,806			54,806			45,000			45,000		
SAL FAC	1.26			1.20			1.20			1.18			1.11			1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11.04 Information Science/Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	146,171	64	14	105,790	95	12	86,830	63	13	93,080	11	7	68,190	54	12	103,469	276	14
HIGH	282,391	23%		179,542	34%		135,000	23%		135,000	4%		131,445	20%		282,391		
LOW	88,061			52,687			56,504			64,000			35,235			35,235		
SAL FAC	1.14			1.20			1.12			1.22			1.28			1.07		
TENURED/TENURE TRACK																		
AVG	147,311	54	10	105,287	78	9	89,363	53	9	92,637	10	6	56,502	5	2	111,505	190	10
HIGH	282,391	28%		179,542	41%		135,000	28%		135,000	5%		66,767	3%		282,391		
LOW	88,061			52,687			56,504			64,000			51,240			51,240		
SAL FAC	1.13			1.20			1.13			1.19			0.98			1.07		
NONTENURE TRACK																		
AVG				113,520	2	1	72,105	3	3				74,496	36	6	76,225	41	8
HIGH				130,867	5%		79,241	7%					131,445	88%		131,445		
LOW				96,172			61,657						36,000			36,000		
SAL FAC				1.23			0.98						1.39			1.14		
RES UNIV/VERY HIGH ACTVTY																		
AVG	155,171	47	7	114,758	58	7	94,618	38	7	96,053	7	4	75,240	36	6	113,146	179	7
HIGH	282,391	26%		179,542	32%		135,000	21%		135,000	4%		131,445	20%		282,391		
LOW	88,061			74,554			61,657			70,000			36,000			36,000		
SAL FAC	1.16			1.26			1.18			1.23			1.37			1.11		
RES UNIV/HIGH ACTIVITY																		
AVG	121,287	17	7	91,732	37	5	74,993	25	6	87,878	4	3	54,089	18	6	85,612	97	7
HIGH	168,586	18%		147,520	38%		97,510	26%		97,510	4%		69,861	19%		168,586		
LOW	94,248			52,687			56,504			64,000			35,235			35,235		
SAL FAC	1.11			1.13			1.05			1.21			1.08			1.04		
REGION I																		
AVG	125,993	3	2				86,464	2	2	97,510	1	1	58,874	2	1	95,522	7	2
HIGH	143,374	43%					97,510	29%		97,510	14%		52,541	29%		143,374		
LOW	107,098						75,418			97,510			52,541			52,541		
SAL FAC	0.96						1.10			1.38			1.17			0.94		
REGION II																		
AVG	135,710	8	3	109,429	21	3	107,168	3	2	132,500	2	1	59,537	10	3	102,394	42	3
HIGH	168,586	19%		179,542	50%		135,000	7%		135,000	5%		95,481	24%		179,542		
LOW	99,475			63,034			56,504			130,000			36,000			36,000		
SAL FAC	1.11			1.29			1.43			1.79			1.16			1.11		
REGION III																		
AVG	150,980	44	7	104,387	67	7	87,910	49	7	86,670	6	4	70,315	39	7	103,954	199	7
HIGH	282,391	22%		156,942	34%		134,112	25%		95,000	3%		131,445	20%		282,391		
LOW	94,248			52,687			58,455			64,000			35,235			35,235		
SAL FAC	1.14			1.13			1.09			1.09			1.20			1.03		
REGION IV																		
AVG	138,683	9	2	108,301	7	2	74,254	9	2	70,675	2	1	75,620	3	1	103,621	28	2
HIGH	217,862	32%		147,179	25%		107,730	32%		71,350	7%		125,172	11%		217,862		
LOW	88,061			79,114			61,657			70,000			48,139			48,139		
SAL FAC	1.12			1.26			0.98			0.93			1.49			1.14		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11.0401 Information Science/Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	151,067	56	12	109,074	77	10	89,943	46	11	96,235	8	5	69,073	48	10	107,098	227	12
HIGH	282,391	25%		179,542	34%		135,000	20%		135,000	4%		131,445	21%		282,391		
LOW	88,061			63,034			56,504			70,000			35,235			35,235		
SAL FAC	1.18			1.24			1.16			1.27			1.30			1.11		
TENURED/TENURE TRACK																		
AVG	153,470	46	8	109,350	60	7	94,537	36	7	96,053	7	4	56,877	4	1	118,161	146	8
HIGH	282,391	32%		179,542	41%		135,000	25%		135,000	5%		66,767	3%		282,391		
LOW	88,061			63,034			56,504			70,000			51,240			51,240		
SAL FAC	1.18			1.24			1.19			1.23			0.98			1.13		
NONTENURE TRACK																		
AVG				113,520	2	1	72,105	3	3				76,456	31	5	78,152	36	7
HIGH				130,867	6%		79,241	8%					131,445	86%		131,445		
LOW				96,172			61,657						36,000			36,000		
SAL FAC				1.23			0.98						1.43			1.16		
RES UNIV/VERY HIGH ACTVTY																		
AVG	155,171	47	7	114,758	58	7	94,618	38	7	96,053	7	4	75,240	36	6	113,146	179	7
HIGH	282,391	26%		179,542	32%		135,000	21%		135,000	4%		131,445	20%		282,391		
LOW	88,061			74,554			61,657			70,000			36,000			36,000		
SAL FAC	1.16			1.26			1.18			1.23			1.37			1.11		
RES UNIV/HIGH ACTIVITY																		
AVG	129,633	9	5	91,722	19	3	67,740	8	4	97,510	1	1	50,571	12	4	84,545	48	5
HIGH	168,586	19%		147,520	40%		97,510	17%		97,510	2%		68,751	25%		168,586		
LOW	99,475			63,034			56,504			97,510			35,235			35,235		
SAL FAC	1.19			1.13			0.95			1.34			1.01			1.03		
REGION I																		
AVG	125,993	3	2				86,464	2	2	97,510	1	1	58,874	2	1	95,522	7	2
HIGH	143,374	43%					97,510	29%		97,510	14%		52,541	29%		143,374		
LOW	107,098						75,418			97,510			52,541			52,541		
SAL FAC	0.96						1.10			1.38			1.17			0.94		
REGION II																		
AVG	135,710	8	3	109,429	21	3	107,168	3	2	132,500	2	1	59,537	10	3	102,394	42	3
HIGH	168,586	19%		179,542	50%		135,000	7%		135,000	5%		95,481	24%		179,542		
LOW	99,475			63,034			56,504			130,000			36,000			36,000		
SAL FAC	1.11			1.29			1.43			1.79			1.16			1.11		
REGION III																		
AVG	159,665	36	5	109,032	49	5	92,959	32	5	88,674	3	2	71,986	33	5	109,605	150	5
HIGH	282,391	24%		156,942	33%		134,112	21%		90,000	2%		131,445	22%		282,391		
LOW	101,525			74,554			58,455			86,022			35,235			35,235		
SAL FAC	1.20			1.18			1.15			1.11			1.23			1.09		
REGION IV																		
AVG	138,683	9	2	108,301	7	2	74,254	9	2	70,675	2	1	75,620	3	1	103,621	28	2
HIGH	217,862	32%		147,179	25%		107,730	32%		71,350	7%		125,172	11%		217,862		
LOW	88,061			79,114			61,657			70,000			48,139			48,139		
SAL FAC	1.12			1.26			0.98			0.93			1.49			1.14		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11.05 Computer Systems Analysis

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	124,368	12	3	108,163	5	2	110,060	1	1				68,826	1	1	116,427	19	3
HIGH	154,577	63%		116,444	26%		110,060	5%					68,826	5%		154,577		
LOW	109,173			102,827			110,060						68,826			68,826		
SAL FAC	0.97			1.23			1.42						1.29			1.21		
TENURED/TENURE TRACK																		
AVG	124,368	12	3	108,163	5	2	110,060	1	1							119,072	18	3
HIGH	154,577	67%		116,444	28%		110,060	6%								154,577		
LOW	109,173			102,827			110,060									102,827		
SAL FAC	0.96			1.23			1.39									1.14		
NONTENURE TRACK																		
AVG													68,826	1	1	68,826	1	1
HIGH													68,826	100%		68,826		
LOW													68,826			68,826		
SAL FAC													1.28			1.03		
RES UNIV/HIGH ACTIVITY																		
AVG	124,368	12	3	108,163	5	2	110,060	1	1				68,826	1	1	116,427	19	3
HIGH	154,577	63%		116,444	26%		110,060	5%					68,826	5%		154,577		
LOW	109,173			102,827			110,060						68,826			68,826		
SAL FAC	1.14			1.34			1.54						1.37			1.41		
REGION II																		
AVG	150,983	1	1	110,000	1	1	110,060	1	1				68,826	1	1	109,967	4	1
HIGH	150,983	25%		110,000	25%		110,060	25%					68,826	25%		150,983		
LOW	150,983			110,000			110,060						68,826			68,826		
SAL FAC	1.24			1.30			1.47						1.34			1.20		
REGION III																		
AVG	121,948	11	2	107,704	4	1										118,150	15	2
HIGH	154,577	73%		116,444	27%											154,577		
LOW	109,173			102,827												102,827		
SAL FAC	0.92			1.17												1.17		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11.07 Computer Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	143,595	317	38	105,029	302	40	90,809	155	37	88,233	24	17	68,128	60	23	114,390	834	41
HIGH	305,093	38%		197,973	36%		123,800	19%		100,008	3%		130,548	7%		305,093		
LOW	70,304			55,099			48,683			68,243			40,089			40,089		
SAL FAC	1.12			1.20			1.17			1.16			1.28			1.19		
TENURED/TENURE TRACK																		
AVG	144,498	219	26	105,315	198	27	92,516	101	24	88,922	16	11	62,483	1	1	119,276	519	28
HIGH	305,093	42%		197,973	38%		123,800	20%		100,008	3%		62,483	0%		305,093		
LOW	70,304			71,633			72,704			81,000			62,483			62,483		
SAL FAC	1.11			1.20			1.17			1.14			1.08			1.14		
NONTENURE TRACK																		
AVG	96,672	6	4	96,181	2	2	65,627	6	3				69,312	50	17	72,371	64	20
HIGH	124,859	9%		122,640	3%		82,000	9%					130,548	78%		130,548		
LOW	72,616			69,721			48,683						40,089			40,089		
SAL FAC	0.86			1.04			0.89						1.29			1.08		
RES UNIV/VERY HIGH ACTVTY																		
AVG	148,101	251	19	107,802	192	19	92,615	113	20	92,732	13	8	69,762	36	11	119,676	592	20
HIGH	305,093	42%		197,973	32%		123,800	19%		100,008	2%		130,548	6%		305,093		
LOW	70,304			55,099			48,683			83,007			40,089			40,089		
SAL FAC	1.11			1.19			1.16			1.19			1.27			1.17		
RES UNIV/HIGH ACTIVITY																		
AVG	127,496	62	17	101,915	98	19	87,503	36	15	83,698	8	7	66,045	23	11	103,021	219	19
HIGH	179,746	28%		145,100	45%		108,908	16%		88,000	4%		85,004	11%		179,746		
LOW	84,069			71,633			68,243			68,243			45,646			45,646		
SAL FAC	1.17			1.26			1.22			1.15			1.32			1.25		
DOCTORAL RES UNIV																		
AVG	110,391	4	2	86,091	12	2	76,618	6	2	80,833	3	2	57,218	1	1	86,590	23	2
HIGH	139,203	17%		107,749	52%		81,000	26%		81,000	13%		57,218	4%		139,203		
LOW	89,958			69,721			59,339			80,500			57,218			57,218		
SAL FAC	1.04			1.06			1.12			1.15			1.04			1.07		
REGION I																		
AVG	137,424	53	9	104,163	57	9	88,248	44	9	89,253	6	3	59,589	15	7	106,494	169	10
HIGH	255,000	31%		197,973	34%		118,710	26%		100,008	4%		89,000	9%		255,000		
LOW	70,304			81,278			48,683			83,007			40,089			40,089		
SAL FAC	1.04			1.20			1.12			1.26			1.18			1.05		
REGION II																		
AVG	135,844	71	9	103,924	65	9	90,295	28	9	86,810	4	4	70,359	15	4	111,641	179	9
HIGH	255,105	40%		135,713	36%		108,908	16%		90,000	2%		85,000	8%		255,105		
LOW	84,069			71,633			82,651			84,240			51,111			51,111		
SAL FAC	1.11			1.23			1.21			1.17			1.37			1.22		
REGION III																		
AVG	152,681	131	12	110,809	110	12	95,224	49	10	86,907	7	6	77,806	17	5	124,361	307	12
HIGH	234,019	43%		145,100	36%		110,781	16%		95,000	2%		105,963	6%		234,019		
LOW	90,000			73,643			68,243			68,243			54,302			54,302		
SAL FAC	1.15			1.20			1.18			1.09			1.33			1.23		
REGION IV																		
AVG	138,549	62	8	97,676	70	10	88,182	34	9	89,500	7	4	62,751	13	7	107,493	179	10
HIGH	305,093	35%		150,000	39%		123,800	19%		100,000	4%		130,548	7%		305,093		
LOW	72,616			55,099			59,339			80,500			42,674			42,674		
SAL FAC	1.12			1.14			1.17			1.18			1.24			1.18		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11.0701 Computer Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	144,460	298	34	105,700	267	36	90,733	141	34	87,847	19	14	71,138	51	20	115,842	757	37
HIGH	305,093	39%		197,973	35%		123,800	19%		100,000	3%		130,548	7%		305,093		
LOW	70,304			55,099			48,683			68,243			42,674			42,674		
SAL FAC	1.13			1.20			1.17			1.16			1.33			1.20		
TENURED/TENURE TRACK																		
AVG	145,414	202	23	105,844	170	24	92,529	88	22	87,895	12	9	62,483	1	1	120,547	461	25
HIGH	305,093	44%		197,973	37%		123,800	19%		93,500	3%		62,483	0%		305,093		
LOW	70,304			71,633			72,704			81,000			62,483			62,483		
SAL FAC	1.12			1.20			1.17			1.12			1.08			1.15		
NONTENURE TRACK																		
AVG	98,006	5	3	96,181	2	2	65,627	6	3				72,933	42	15	75,260	55	18
HIGH	124,859	9%		122,640	4%		82,000	11%					130,548	76%		130,548		
LOW	72,616			69,721			48,683						42,674			42,674		
SAL FAC	0.87			1.04			0.89						1.36			1.12		
RES UNIV/VERY HIGH ACTVTY																		
AVG	148,648	237	17	107,894	171	17	92,640	100	18	93,056	9	6	75,322	28	9	121,366	536	18
HIGH	305,093	44%		197,973	32%		123,800	19%		100,000	2%		130,548	5%		305,093		
LOW	70,304			55,099			48,683			90,000			42,674			42,674		
SAL FAC	1.11			1.19			1.16			1.19			1.37			1.19		
RES UNIV/HIGH ACTIVITY																		
AVG	129,090	58	16	103,044	91	18	87,503	36	15	83,698	8	7	66,045	23	11	103,526	208	18
HIGH	179,746	28%		145,100	44%		108,908	17%		88,000	4%		85,004	11%		179,746		
LOW	84,069			71,633			68,243			68,243			45,646			45,646		
SAL FAC	1.18			1.27			1.22			1.15			1.32			1.26		
DOCTORAL RES UNIV																		
AVG	110,800	3	1	79,006	5	1	75,841	5	1	81,000	2	1				85,126	13	1
HIGH	139,203	23%		92,684	39%		81,000	39%		81,000	15%					139,203		
LOW	89,958			69,721			59,339			81,000						59,339		
SAL FAC	1.04			0.97			1.11			1.15						1.06		
REGION I																		
AVG	136,760	46	8	104,469	46	8	87,908	36	8	87,500	3	2	67,190	9	6	108,510	137	9
HIGH	255,000	34%		197,973	34%		118,710	26%		88,000	2%		89,000	7%		255,000		
LOW	70,304			81,278			48,683			87,000			56,375			48,683		
SAL FAC	1.04			1.20			1.12			1.24			1.34			1.07		
REGION II																		
AVG	135,844	71	9	103,924	65	9	90,295	28	9	86,810	4	4	70,359	15	4	111,641	179	9
HIGH	255,105	40%		135,713	36%		108,908	16%		90,000	2%		85,000	8%		255,105		
LOW	84,069			71,633			82,651			84,240			51,111			51,111		
SAL FAC	1.11			1.23			1.21			1.17			1.37			1.22		
REGION III																		
AVG	155,269	120	10	112,495	93	10	95,062	44	9	85,558	6	5	80,627	15	4	126,788	272	10
HIGH	234,019	44%		145,100	34%		110,781	16%		92,500	2%		105,963	6%		234,019		
LOW	100,000			73,643			68,243			68,243			54,302			54,302		
SAL FAC	1.17			1.22			1.18			1.08			1.38			1.26		
REGION IV																		
AVG	139,031	61	7	98,401	63	9	88,415	33	8	91,000	6	3	63,212	12	6	108,618	169	9
HIGH	305,093	36%		150,000	37%		123,800	20%		100,000	4%		130,548	7%		305,093		
LOW	72,616			55,099			59,339			81,000			42,674			42,674		
SAL FAC	1.12			1.15			1.17			1.20			1.25			1.19		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 11.0901 Computer Systems Networking and Telecommunications

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	135,649	4	3	117,206	10	3	100,984	4	3	126,000	1	1	69,792	5	2	107,285	23	4
HIGH	162,531	17%		144,242	44%		126,000	17%		126,000	4%		126,000	22%		162,531		
LOW	119,556			96,500			83,912			126,000			41,018			41,018		
SAL FAC	1.06			1.34			1.30			1.66			1.31			1.11		
TENURED/TENURE TRACK																		
AVG	135,649	4	3	117,206	10	3	100,984	4	3	126,000	1	1				117,699	18	3
HIGH	162,531	22%		144,242	56%		126,000	22%		126,000	6%					162,531		
LOW	119,556			96,500			83,912			126,000						83,912		
SAL FAC	1.04			1.33			1.27			1.61						1.13		
NONTENURE TRACK																		
AVG													83,367	3	1	83,367	3	1
HIGH													126,000	100%		126,000		
LOW													60,007			60,007		
SAL FAC													1.55			1.24		
RES UNIV/VERY HIGH ACTVTY																		
AVG	122,371	1	1	118,076	2	1	83,912	1	1							110,609	4	1
HIGH	122,371	25%		124,616	50%		83,912	25%								124,616		
LOW	122,371			111,536			83,912									83,912		
SAL FAC	0.92			1.30			1.05									1.09		
RES UNIV/HIGH ACTIVITY																		
AVG	140,074	3	2	116,988	8	2	106,675	3	2	126,000	1	1	69,792	5	2	106,585	19	3
HIGH	162,531	16%		144,242	42%		126,000	16%		126,000	5%		126,000	26%		162,531		
LOW	119,556			96,500			84,025			126,000			41,018			41,018		
SAL FAC	1.28			1.45			1.49			1.74			1.39			1.29		
REGION I																		
AVG													49,430	2	1	49,430	2	1
HIGH													57,843	100%		57,843		
LOW													41,018			41,018		
SAL FAC													0.98			0.49		
REGION III																		
AVG	126,688	3	2	105,648	5	2	83,969	2	2							107,624	10	2
HIGH	138,135	30%		124,616	50%		84,025	20%								138,135		
LOW	119,556			96,500			83,912									83,912		
SAL FAC	0.96			1.15			1.04									1.07		
REGION IV																		
AVG	162,531	1	1	128,763	5	1	118,000	2	1	126,000	1	1	83,367	3	1	117,495	11	1
HIGH	162,531	9%		144,242	46%		126,000	18%		126,000	9%		126,000	27%		162,531		
LOW	162,531			120,510			110,000			126,000			60,007			60,007		
SAL FAC	1.31			1.50			1.56			1.66			1.64			1.29		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 12. PERSONAL AND CULINARY SERVICES

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	97,080	1 1	71,422	6 3	78,391	2 2	54,806	1 1	61,301	13 2	67,241	22 5
HIGH	97,080	5%	86,166	27%	101,975	9%	54,806	5%	88,090	59%	101,975	
LOW	97,080		57,690		54,806		54,806		9,953		9,953	
SAL FAC	0.76		0.81		1.01		0.72		1.15		0.70	
TENURED/TENURE TRACK												
AVG			86,166	1 1	101,975	1 1			76,197	8 1	79,772	10 1
HIGH			86,166	10%	101,975	10%			88,090	80%	101,975	
LOW			86,166		101,975				59,778		59,778	
SAL FAC			0.98		1.29				1.32		0.76	
NONTENURE TRACK												
AVG			75,099	2 1	54,806	1 1	54,806	1 1			68,335	3 1
HIGH			82,715	67%	54,806	33%	54,806	33%			82,715	
LOW			67,483		54,806		54,806				54,806	
SAL FAC			0.81		0.75		0.78				1.02	
RES UNIV/VERY HIGH ACTVTY												
AVG			75,099	2 1	54,806	1 1	54,806	1 1			68,335	3 1
HIGH			82,715	67%	54,806	33%	54,806	33%			82,715	
LOW			67,483		54,806		54,806				54,806	
SAL FAC			0.83		0.68		0.70				0.67	
RES UNIV/HIGH ACTIVITY												
AVG	97,080	1 1	64,055	3 1					37,467	5 1	52,953	9 3
HIGH	97,080	11%	74,248	33%					47,734	56%	97,080	
LOW	97,080		57,690						9,953		9,953	
SAL FAC	0.89		0.79						0.75		0.64	
DOCTORAL RES UNIV												
AVG			86,166	1 1	101,975	1 1			76,197	8 1	79,772	10 1
HIGH			86,166	10%	101,975	10%			88,090	80%	101,975	
LOW			86,166		101,975				59,778		59,778	
SAL FAC			1.06		1.49				1.39		0.99	
REGION I												
AVG									37,467	5 1	37,467	5 1
HIGH									47,734	100%	47,734	
LOW									9,953		9,953	
SAL FAC									0.74		0.37	
REGION III												
AVG	97,080	1 1	71,422	6 3	78,391	2 2	54,806	1 1	76,197	8 1	75,998	17 4
HIGH	97,080	6%	86,166	35%	101,975	12%	54,806	6%	88,090	47%	101,975	
LOW	97,080		57,690		54,806		54,806		59,778		54,806	
SAL FAC	0.73		0.78		0.97		0.69		1.30		0.75	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 12.05 Culinary Arts and Related Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	97,080	1 1	86,166	1 1	101,975	1 1			68,837	9 2	75,396	12 3
HIGH	97,080	8%	86,166	8%	101,975	8%			88,090	75%	101,975	
LOW	97,080		86,166		101,975				9,953		9,953	
SAL FAC	0.76		0.98		1.31				1.29		0.78	
TENURED/TENURE TRACK												
AVG			86,166	1 1	101,975	1 1			76,197	8 1	79,772	10 1
HIGH			86,166	10%	101,975	10%			88,090	80%	101,975	
LOW			86,166		101,975				59,778		59,778	
SAL FAC			0.98		1.29				1.32		0.76	
RES UNIV/HIGH ACTIVITY												
AVG	97,080	1 1							9,953	1 1	53,517	2 2
HIGH	97,080	50%							9,953	50%	97,080	
LOW	97,080								9,953		9,953	
SAL FAC	0.89								0.20		0.65	
DOCTORAL RES UNIV												
AVG			86,166	1 1	101,975	1 1			76,197	8 1	79,772	10 1
HIGH			86,166	10%	101,975	10%			88,090	80%	101,975	
LOW			86,166		101,975				59,778		59,778	
SAL FAC			1.06		1.49				1.39		0.99	
REGION I												
AVG									9,953	1 1	9,953	1 1
HIGH									9,953	100%	9,953	
LOW									9,953		9,953	
SAL FAC									0.20		0.10	
REGION III												
AVG	97,080	1 1	86,166	1 1	101,975	1 1			76,197	8 1	81,345	11 2
HIGH	97,080	9%	86,166	9%	101,975	9%			88,090	73%	101,975	
LOW	97,080		86,166		101,975				59,778		59,778	
SAL FAC	0.73		0.94		1.27				1.30		0.81	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13. EDUCATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,521	1,745	110	76,494	2,233	111	65,560	1,969	110	73,087	384	83	48,589	800	69	78,278	6,747	111
HIGH	264,845	26%		190,550	33%		170,765	29%		170,765	6%		206,321	12%		264,845		
LOW	50,172			13,638			10,800			10,800			17,000			10,800		
SAL FAC	0.85			0.87			0.85			0.96			0.91			0.81		
TENURED/TENURE TRACK																		
AVG	109,488	1,221	80	77,075	1,476	81	65,129	1,085	80	65,047	203	59	48,253	4	3	84,074	3,786	81
HIGH	264,845	32%		190,550	39%		92,509	29%		92,007	5%		62,000	0%		264,845		
LOW	52,401			29,846			31,512			50,000			34,729			29,846		
SAL FAC	0.84			0.88			0.82			0.83			0.83			0.80		
NONTENURE TRACK																		
AVG	88,928	47	20	70,320	104	33	58,914	323	42	57,972	49	17	48,686	545	48	55,992	1,019	56
HIGH	175,909	5%		115,710	10%		94,950	32%		82,964	5%		206,321	54%		206,321		
LOW	60,000			13,638			34,763			40,000			17,000			13,638		
SAL FAC	0.79			0.76			0.80			0.82			0.91			0.83		
RES UNIV/VERY HIGH ACTVTY																		
AVG	113,133	1,188	63	78,864	1,323	63	65,607	1,147	63	65,770	206	44	48,746	435	34	81,895	4,093	63
HIGH	264,845	29%		190,550	32%		118,996	28%		92,007	5%		206,321	11%		264,845		
LOW	52,401			30,088			37,923			48,698			21,000			21,000		
SAL FAC	0.85			0.87			0.82			0.84			0.89			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	98,485	488	42	72,552	797	43	65,556	759	42	82,964	165	34	47,651	341	31	72,071	2,385	43
HIGH	209,504	21%		136,680	33%		170,765	32%		170,765	7%		100,148	14%		209,504		
LOW	50,172			29,846			10,800			10,800			17,000			10,800		
SAL FAC	0.90			0.90			0.92			1.14			0.95			0.87		
DOCTORAL RES UNIV																		
AVG	100,089	69	5	76,559	113	5	64,762	63	5	63,692	13	5	59,076	24	4	78,272	269	5
HIGH	168,687	26%		149,831	42%		78,202	23%		75,000	5%		106,260	9%		168,687		
LOW	62,126			13,638			55,544			55,544			42,735			13,638		
SAL FAC	0.94			0.94			0.95			0.90			1.08			0.97		
REGION I																		
AVG	110,139	356	28	75,765	385	28	62,756	354	28	62,462	48	13	47,640	149	15	78,531	1,244	28
HIGH	216,699	29%		161,258	31%		83,733	29%		80,000	4%		96,000	12%		216,699		
LOW	56,493			36,878			31,512			47,008			31,500			31,500		
SAL FAC	0.84			0.87			0.80			0.88			0.95			0.78		
REGION II																		
AVG	106,640	327	24	75,088	440	24	63,681	386	24	65,152	70	20	48,139	211	12	75,255	1,364	24
HIGH	222,749	24%		190,550	32%		118,996	28%		82,964	5%		100,148	16%		222,749		
LOW	50,172			48,852			34,763			40,000			17,000			17,000		
SAL FAC	0.87			0.89			0.85			0.88			0.93			0.82		
REGION III																		
AVG	114,638	549	31	81,020	707	31	72,315	601	30	93,015	135	26	48,642	226	19	83,856	2,083	31
HIGH	260,052	26%		139,129	34%		170,765	29%		170,765	7%		95,000	11%		260,052		
LOW	55,614			29,846			10,800			10,800			22,909			10,800		
SAL FAC	0.86			0.88			0.90			1.17			0.83			0.83		
REGION IV																		
AVG	102,050	513	27	73,213	701	28	61,832	628	28	60,685	131	24	49,638	214	23	74,478	2,056	28
HIGH	264,845	25%		150,132	34%		94,950	31%		80,000	6%		206,321	10%		264,845		
LOW	52,582			13,638			42,000			45,000			21,000			13,638		
SAL FAC	0.82			0.85			0.82			0.80			0.98			0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.01 Education, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,516	363	40	80,130	393	39	66,851	332	40	65,578	41	14	47,068	188	19	82,439	1,276	47
HIGH	243,873	28%		190,550	31%		108,326	26%		92,007	3%		97,981	15%		243,873		
LOW	52,401			29,846			34,763			50,000			17,000			17,000		
SAL FAC	0.92			0.91			0.86			0.86			0.88			0.86		
TENURED/TENURE TRACK																		
AVG	119,238	269	32	79,615	277	32	67,409	196	32	66,397	32	11				90,756	742	36
HIGH	243,873	36%		190,550	37%		92,007	26%		92,007	4%					243,873		
LOW	52,401			29,846			51,377			58,000						29,846		
SAL FAC	0.92			0.90			0.85			0.85						0.87		
NONTENURE TRACK																		
AVG	86,894	13	6	76,580	22	10	60,818	60	13	54,000	3	2	43,358	148	16	53,006	243	20
HIGH	147,000	5%		103,700	9%		94,649	25%		58,000	1%		80,083	61%		147,000		
LOW	66,575			54,857			34,763			50,000			17,000			17,000		
SAL FAC	0.77			0.83			0.83			0.77			0.81			0.79		
RES UNIV/VERY HIGH ACTVTY																		
AVG	120,390	285	28	81,456	265	26	67,542	223	25	65,415	21	7	47,252	122	13	85,725	895	30
HIGH	243,873	32%		190,550	30%		100,731	25%		92,007	2%		95,000	14%		243,873		
LOW	52,401			54,857			37,923			50,000			22,909			22,909		
SAL FAC	0.90			0.90			0.84			0.84			0.86			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	107,193	64	11	76,800	121	12	65,433	105	14	65,750	20	7	46,729	66	6	73,337	356	16
HIGH	200,000	18%		136,680	34%		108,326	30%		78,000	6%		97,981	19%		200,000		
LOW	61,340			29,846			34,763			54,000			17,000			17,000		
SAL FAC	0.98			0.95			0.91			0.91			0.93			0.89		
DOCTORAL RES UNIV																		
AVG	106,178	14	1	87,500	7	1	65,589	4	1							94,454	25	1
HIGH	110,038	56%		90,528	28%		78,202	16%								110,038		
LOW	92,737			80,109			58,321									58,321		
SAL FAC	1.00			1.07			0.96									1.17		
REGION I																		
AVG	129,632	115	14	83,237	87	13	69,605	61	14				43,814	17	5	96,929	280	14
HIGH	152,778	41%		96,197	31%		83,733	22%					57,348	6%		152,778		
LOW	65,499			57,257			37,923						38,002			37,923		
SAL FAC	0.98			0.96			0.89						0.87			0.96		
REGION II																		
AVG	100,787	70	6	75,501	125	8	65,047	111	8	65,388	25	5	46,440	115	4	69,011	421	8
HIGH	200,000	17%		190,550	30%		108,326	26%		78,000	6%		97,981	27%		200,000		
LOW	52,401			49,783			34,763			54,000			17,000			17,000		
SAL FAC	0.83			0.89			0.87			0.88			0.90			0.75		
REGION III																		
AVG	116,332	138	15	82,490	142	14	68,090	114	14	66,183	11	7	49,316	51	9	85,494	445	19
HIGH	243,873	31%		127,563	32%		100,731	26%		92,007	3%		95,000	12%		243,873		
LOW	61,340			29,846			40,640			50,000			22,909			22,909		
SAL FAC	0.88			0.90			0.85			0.83			0.84			0.85		
REGION IV																		
AVG	116,041	40	5	79,442	39	4	64,483	46	4	65,200	5	2	49,653	5	1	84,264	130	6
HIGH	182,160	31%		129,030	30%		94,649	35%		67,000	4%		60,749	4%		182,160		
LOW	70,845			54,857			51,765			63,500			41,392			41,392		
SAL FAC	0.93			0.93			0.85			0.86			0.98			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0101 Education, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	118,401	336	36	79,890	364	35	66,933	311	35	65,578	41	14	46,882	174	16	82,562	1,185	42
HIGH	243,873	28%		190,550	31%		108,326	26%		92,007	4%		97,981	15%		243,873		
LOW	52,401			29,846			34,763			50,000			17,000			17,000		
SAL FAC	0.92			0.91			0.86			0.86			0.88			0.86		
TENURED/TENURE TRACK																		
AVG	120,225	244	28	79,507	256	28	67,678	184	27	66,397	32	11				90,850	684	31
HIGH	243,873	36%		190,550	37%		92,007	27%		92,007	5%					243,873		
LOW	52,401			29,846			53,248			58,000						29,846		
SAL FAC	0.93			0.90			0.85			0.85						0.87		
NONTENURE TRACK																		
AVG	87,999	12	5	76,818	17	8	59,414	51	11	54,000	3	2	42,729	134	13	51,952	214	17
HIGH	147,000	6%		103,700	8%		94,649	24%		58,000	1%		75,850	63%		147,000		
LOW	66,575			54,857			34,763			50,000			17,000			17,000		
SAL FAC	0.78			0.83			0.81			0.77			0.80			0.77		
RES UNIV/VERY HIGH ACTVTY																		
AVG	120,421	278	26	81,486	255	24	67,499	211	23	65,415	21	7	46,785	112	11	86,143	856	28
HIGH	243,873	33%		190,550	30%		100,731	25%		92,007	3%		95,000	13%		243,873		
LOW	52,401			54,857			37,923			50,000			22,909			22,909		
SAL FAC	0.90			0.90			0.84			0.84			0.85			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	108,720	58	10	76,155	109	11	65,738	100	12	65,750	20	7	47,058	62	5	73,246	329	14
HIGH	200,000	18%		136,680	33%		108,326	30%		78,000	6%		97,981	19%		200,000		
LOW	65,499			29,846			34,763			54,000			17,000			17,000		
SAL FAC	1.00			0.94			0.92			0.91			0.94			0.89		
REGION I																		
AVG	130,073	113	13	83,706	85	12	70,367	57	13				44,533	11	4	98,925	266	13
HIGH	152,778	43%		96,197	32%		83,733	21%					57,348	4%		152,778		
LOW	65,499			59,320			37,923						38,002			37,923		
SAL FAC	0.99			0.96			0.90						0.89			0.98		
REGION II																		
AVG	100,787	70	6	75,501	125	8	65,047	111	8	65,388	25	5	46,440	115	4	69,011	421	8
HIGH	200,000	17%		190,550	30%		108,326	26%		78,000	6%		97,981	27%		200,000		
LOW	52,401			49,783			34,763			54,000			17,000			17,000		
SAL FAC	0.83			0.89			0.87			0.88			0.90			0.75		
REGION III																		
AVG	118,477	113	12	81,991	115	11	68,236	97	10	66,183	11	7	48,343	43	7	85,637	368	15
HIGH	243,873	31%		127,563	31%		100,731	26%		92,007	3%		95,000	12%		243,873		
LOW	67,558			29,846			40,640			50,000			22,909			22,909		
SAL FAC	0.89			0.89			0.85			0.83			0.83			0.85		
REGION IV																		
AVG	116,041	40	5	79,442	39	4	64,483	46	4	65,200	5	2	49,653	5	1	84,264	130	6
HIGH	182,160	31%		129,030	30%		94,649	35%		67,000	4%		60,749	4%		182,160		
LOW	70,845			54,857			51,765			63,500			41,392			41,392		
SAL FAC	0.93			0.93			0.85			0.86			0.98			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.03 Curriculum and Instruction

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	103,136	290	44	75,171	395	50	62,755	328	47	63,326	49	26	48,524	105	22	76,280	1,118	52
HIGH	194,255	26%		124,988	35%		84,492	29%		82,000	4%		106,260	9%		194,255		
LOW	55,614			52,458			40,000			40,000			21,000			21,000		
SAL FAC	0.80			0.86			0.81			0.83			0.91			0.79		
TENURED/TENURE TRACK																		
AVG	103,403	204	33	75,626	297	38	63,771	206	35	64,561	33	18	62,000	1	1	80,161	708	40
HIGH	183,171	29%		124,988	42%		84,492	29%		76,500	5%		62,000	0%		183,171		
LOW	59,420			54,597			47,312			55,006			62,000			47,312		
SAL FAC	0.80			0.86			0.80			0.83			1.07			0.77		
NONTENURE TRACK																		
AVG	71,832	3	3	68,069	20	11	60,015	50	13	53,680	5	4	50,430	78	16	56,365	151	21
HIGH	87,791	2%		87,460	13%		82,090	33%		71,401	3%		106,260	52%		106,260		
LOW	63,007			52,458			40,000			40,000			21,000			21,000		
SAL FAC	0.64			0.74			0.82			0.76			0.94			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	106,701	204	25	77,284	275	27	64,958	196	26	66,782	29	15	50,006	46	10	80,516	721	27
HIGH	183,512	28%		124,988	38%		84,492	27%		82,000	4%		74,607	6%		183,512		
LOW	55,614			52,458			40,272			53,182			21,000			21,000		
SAL FAC	0.80			0.85			0.81			0.86			0.91			0.79		
RES UNIV/HIGH ACTIVITY																		
AVG	94,901	81	18	70,387	109	21	59,416	128	20	58,313	20	11	46,353	58	11	68,226	376	23
HIGH	194,255	22%		101,543	29%		75,898	34%		71,401	5%		71,828	15%		194,255		
LOW	57,867			54,597			40,000			40,000			26,235			26,235		
SAL FAC	0.87			0.87			0.83			0.80			0.93			0.83		
DOCTORAL RES UNIV																		
AVG	91,060	5	1	69,761	11	2	61,651	4	1				106,260	1	1	75,025	21	2
HIGH	112,289	24%		92,583	52%		64,890	19%					106,260	5%		112,289		
LOW	66,333			57,760			58,696						106,260			57,760		
SAL FAC	0.86			0.86			0.90						1.94			0.93		
REGION I																		
AVG	94,134	30	5	70,624	32	6	57,829	26	6	62,984	6	2	46,004	11	2	71,653	99	7
HIGH	141,359	30%		92,000	32%		71,401	26%		71,401	6%		56,719	11%		141,359		
LOW	61,058			54,597			47,312			55,006			31,500			31,500		
SAL FAC	0.72			0.81			0.74			0.89			0.91			0.71		
REGION II																		
AVG	102,608	107	16	74,140	139	16	62,423	118	15	63,000	16	9	53,366	32	5	76,662	396	16
HIGH	194,255	27%		116,443	35%		82,090	30%		76,500	4%		74,607	8%		194,255		
LOW	57,867			52,458			40,000			40,000			30,000			30,000		
SAL FAC	0.84			0.88			0.84			0.85			1.04			0.83		
REGION III																		
AVG	110,855	83	13	79,337	111	13	66,060	83	13	67,648	16	9	38,790	23	4	81,275	300	14
HIGH	183,512	28%		124,988	37%		84,492	28%		82,000	5%		62,000	8%		183,512		
LOW	55,614			55,620			40,272			47,700			26,235			26,235		
SAL FAC	0.84			0.86			0.82			0.85			0.66			0.81		
REGION IV																		
AVG	98,647	70	10	73,637	113	15	61,696	101	13	57,698	11	6	51,002	39	11	72,590	323	15
HIGH	159,162	22%		106,364	35%		79,000	31%		63,000	3%		106,260	12%		159,162		
LOW	66,333			57,760			42,000			50,000			21,000			21,000		
SAL FAC	0.79			0.86			0.82			0.76			1.01			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0301 Curriculum and Instruction

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	103,342	284	41	75,423	376	47	62,814	320	45	63,672	45	24	48,318	101	20	76,493	1,081	48
HIGH	194,255	26%		124,988	35%		84,492	30%		82,000	4%		106,260	9%		194,255		
LOW	55,614			52,458			40,000			40,000			21,000			21,000		
SAL FAC	0.81			0.86			0.81			0.84			0.91			0.79		
TENURED/TENURE TRACK																		
AVG	103,707	198	30	75,997	278	35	63,826	199	33	64,684	30	17				80,537	675	36
HIGH	183,171	29%		124,988	41%		84,492	30%		76,500	4%					183,171		
LOW	59,420			54,597			47,312			55,006						47,312		
SAL FAC	0.80			0.86			0.80			0.83						0.77		
NONTENURE TRACK																		
AVG	71,832	3	3	68,069	20	11	60,015	50	13	53,680	5	4	50,409	75	15	56,475	148	20
HIGH	87,791	2%		87,460	14%		82,090	34%		71,401	3%		106,260	51%		106,260		
LOW	63,007			52,458			40,000			40,000			21,000			21,000		
SAL FAC	0.64			0.74			0.82			0.76			0.94			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	106,701	204	25	77,284	275	27	64,958	196	26	66,782	29	15	50,006	46	10	80,516	721	27
HIGH	183,512	28%		124,988	38%		84,492	27%		82,000	4%		74,607	6%		183,512		
LOW	55,614			52,458			40,272			53,182			21,000			21,000		
SAL FAC	0.80			0.85			0.81			0.86			0.91			0.79		
RES UNIV/HIGH ACTIVITY																		
AVG	95,022	75	15	70,308	93	19	59,350	120	18	58,036	16	9	45,807	54	9	68,014	342	20
HIGH	194,255	22%		101,543	27%		75,898	35%		71,401	5%		71,828	16%		194,255		
LOW	57,867			54,597			40,000			40,000			26,235			26,235		
SAL FAC	0.87			0.87			0.83			0.80			0.91			0.83		
DOCTORAL RES UNIV																		
AVG	91,060	5	1	70,909	8	1	61,651	4	1				106,260	1	1	76,413	18	1
HIGH	112,289	28%		92,583	44%		64,890	22%					106,260	6%		112,289		
LOW	66,333			57,760			58,696						106,260			57,760		
SAL FAC	0.86			0.87			0.90						1.94			0.95		
REGION I																		
AVG	94,134	30	5	70,624	32	6	57,829	26	6	62,984	6	2	46,004	11	2	71,653	99	7
HIGH	141,359	30%		92,000	32%		71,401	26%		71,401	6%		56,719	11%		141,359		
LOW	61,058			54,597			47,312			55,006			31,500			31,500		
SAL FAC	0.72			0.81			0.74			0.89			0.91			0.71		
REGION II																		
AVG	102,608	107	16	74,140	139	16	62,423	118	15	63,000	16	9	53,366	32	5	76,662	396	16
HIGH	194,255	27%		116,443	35%		82,090	30%		76,500	4%		74,607	8%		194,255		
LOW	57,867			52,458			40,000			40,000			30,000			30,000		
SAL FAC	0.84			0.88			0.84			0.85			1.04			0.83		
REGION III																		
AVG	112,216	77	10	80,767	95	11	66,663	75	11	70,389	12	7	35,647	19	2	82,671	266	11
HIGH	183,512	29%		124,988	36%		84,492	28%		82,000	5%		55,800	7%		183,512		
LOW	55,614			55,620			40,272			54,162			26,235			26,235		
SAL FAC	0.85			0.88			0.83			0.88			0.61			0.82		
REGION IV																		
AVG	98,647	70	10	73,826	110	14	61,696	101	13	57,698	11	6	51,002	39	11	72,645	320	14
HIGH	159,162	22%		106,364	34%		79,000	32%		63,000	3%		106,260	12%		159,162		
LOW	66,333			57,760			42,000			50,000			21,000			21,000		
SAL FAC	0.79			0.86			0.82			0.76			1.01			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.04 Educational Administration and Supervision

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,400	302	67	78,382	340	73	64,633	310	72	65,033	65	38	55,739	56	24	83,687	1,008	78
HIGH	264,845	30%		161,258	34%		118,996	31%		80,000	6%		100,148	6%		264,845		
LOW	50,172			31,375			40,909			47,008			32,720			31,375		
SAL FAC	0.89			0.89			0.83			0.86			1.05			0.87		
TENURED/TENURE TRACK																		
AVG	114,244	201	46	78,067	218	51	65,932	171	49	66,081	34	24				86,875	590	54
HIGH	264,845	34%		161,258	37%		83,146	29%		77,000	6%					264,845		
LOW	62,126			31,375			48,750			53,250						31,375		
SAL FAC	0.88			0.89			0.83			0.85						0.83		
NONTENURE TRACK																		
AVG	99,756	15	10	73,679	17	8	57,802	44	18	61,049	8	4	54,262	42	17	64,163	118	30
HIGH	175,909	13%		112,507	14%		93,555	37%		76,750	7%		100,148	36%		175,909		
LOW	60,000			55,678			40,909			49,015			33,610			33,610		
SAL FAC	0.88			0.80			0.79			0.87			1.01			0.96		
RES UNIV/VERY HIGH ACTVTY																		
AVG	122,396	206	38	81,344	223	40	67,631	188	39	67,919	42	25	59,420	28	8	89,507	645	41
HIGH	264,845	32%		161,258	35%		118,996	29%		80,000	7%		96,000	4%		264,845		
LOW	60,000			31,375			40,909			53,000			40,800			31,375		
SAL FAC	0.92			0.89			0.84			0.87			1.08			0.88		
RES UNIV/HIGH ACTIVITY																		
AVG	98,273	90	27	72,330	113	31	59,741	118	31	58,787	21	12	52,057	28	16	73,137	349	35
HIGH	162,980	26%		112,507	32%		77,961	34%		67,500	6%		100,148	8%		162,980		
LOW	50,172			54,156			42,025			47,008			32,720			32,720		
SAL FAC	0.90			0.89			0.83			0.81			1.04			0.89		
DOCTORAL RES UNIV																		
AVG	81,791	6	2	84,240	4	2	67,988	4	2	70,000	2	1				78,547	14	2
HIGH	106,337	43%		94,824	29%		75,000	29%		75,000	14%					106,337		
LOW	62,126			69,057			65,000			65,000						62,126		
SAL FAC	0.77			1.03			0.99			0.99						0.98		
REGION I																		
AVG	117,396	53	13	79,701	58	15	62,042	54	15	63,280	13	7	51,539	10	5	84,059	175	17
HIGH	216,699	30%		161,258	33%		80,000	31%		80,000	7%		96,000	6%		216,699		
LOW	56,493			49,875			44,304			47,008			33,610			33,610		
SAL FAC	0.89			0.92			0.79			0.89			1.02			0.83		
REGION II																		
AVG	106,227	44	12	73,317	71	13	63,434	55	12	65,778	9	7	59,037	16	6	76,951	186	14
HIGH	199,940	24%		105,412	38%		118,996	30%		77,000	5%		100,148	9%		199,940		
LOW	50,172			62,379			50,727			56,502			34,356			34,356		
SAL FAC	0.87			0.87			0.85			0.89			1.15			0.84		
REGION III																		
AVG	120,767	113	20	82,159	113	22	66,287	100	22	65,773	25	12	55,016	19	5	88,709	345	23
HIGH	260,052	33%		139,129	33%		93,555	29%		76,750	7%		93,687	6%		260,052		
LOW	67,803			55,678			40,909			50,000			40,800			40,800		
SAL FAC	0.91			0.89			0.82			0.83			0.94			0.88		
REGION IV																		
AVG	108,763	92	22	76,916	98	23	65,033	101	23	64,898	18	12	56,009	11	8	81,882	302	24
HIGH	264,845	31%		109,080	33%		85,618	33%		80,000	6%		73,876	4%		264,845		
LOW	60,000			31,375			45,000			52,000			32,720			31,375		
SAL FAC	0.88			0.90			0.86			0.85			1.10			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0401 Educational Leadership and Administration, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	113,878	245	54	78,097	286	61	64,197	240	58	65,132	52	32	56,323	37	19	83,821	808	64
HIGH	264,845	30%		161,258	35%		118,996	30%		80,000	6%		100,148	5%		264,845		
LOW	50,172			31,375			40,909			47,008			32,720			31,375		
SAL FAC	0.89			0.89			0.83			0.86			1.06			0.87		
TENURED/TENURE TRACK																		
AVG	112,904	159	37	77,402	182	42	65,568	130	38	65,856	26	19				86,120	471	43
HIGH	264,845	34%		161,258	39%		83,146	28%		77,000	6%					264,845		
LOW	62,126			31,375			48,750			53,250						31,375		
SAL FAC	0.87			0.88			0.83			0.84						0.82		
NONTENURE TRACK																		
AVG	96,564	13	8	76,457	14	7	57,515	37	15	63,156	6	3	55,635	24	13	65,785	88	25
HIGH	175,909	15%		112,507	16%		93,555	42%		76,750	7%		100,148	27%		175,909		
LOW	60,000			58,266			40,909			49,015			33,610			33,610		
SAL FAC	0.85			0.83			0.78			0.90			1.04			0.98		
RES UNIV/VERY HIGH ACTVTY																		
AVG	122,882	168	30	80,976	190	32	67,801	143	30	68,295	36	22	65,217	11	4	90,708	512	32
HIGH	264,845	33%		161,258	37%		118,996	28%		80,000	7%		96,000	2%		264,845		
LOW	60,000			31,375			40,909			53,250			43,000			31,375		
SAL FAC	0.92			0.89			0.85			0.88			1.19			0.89		
RES UNIV/HIGH ACTIVITY																		
AVG	95,508	73	23	72,435	95	28	58,734	95	27	58,014	16	10	52,560	26	15	71,971	289	31
HIGH	153,490	25%		112,507	33%		77,961	33%		67,500	6%		100,148	9%		153,490		
LOW	50,172			54,156			42,025			47,008			32,720			32,720		
SAL FAC	0.87			0.90			0.82			0.80			1.05			0.87		
DOCTORAL RES UNIV																		
AVG	70,975	4	1	69,057	1	1	65,975	2	1							69,272	7	1
HIGH	75,728	57%		69,057	14%		66,950	29%								75,728		
LOW	62,126			69,057			65,000									62,126		
SAL FAC	0.67			0.85			0.97									0.86		
REGION I																		
AVG	116,518	50	12	79,836	57	15	61,901	53	14	62,761	12	6	51,539	10	5	83,369	170	16
HIGH	216,699	29%		161,258	34%		80,000	31%		80,000	7%		96,000	6%		216,699		
LOW	56,493			49,875			44,304			47,008			33,610			33,610		
SAL FAC	0.89			0.92			0.79			0.89			1.02			0.82		
REGION II																		
AVG	106,639	43	12	73,413	70	13	63,455	52	12	65,778	9	7	59,973	15	6	77,354	180	14
HIGH	199,940	24%		105,412	39%		118,996	29%		77,000	5%		100,148	8%		199,940		
LOW	50,172			62,379			50,727			56,502			34,356			34,356		
SAL FAC	0.87			0.87			0.85			0.89			1.16			0.84		
REGION III																		
AVG	121,699	81	13	83,412	78	15	65,938	62	14	67,348	16	8	50,322	2	1	92,164	223	15
HIGH	260,052	36%		139,129	35%		93,555	28%		76,750	7%		50,643	1%		260,052		
LOW	67,803			59,641			40,909			50,000			50,000			40,909		
SAL FAC	0.92			0.91			0.82			0.85			0.86			0.92		
REGION IV																		
AVG	107,482	71	17	75,803	81	18	64,912	73	18	64,277	15	11	56,833	10	7	81,184	235	19
HIGH	264,845	30%		109,080	35%		80,264	31%		80,000	6%		73,876	4%		264,845		
LOW	60,000			31,375			45,000			52,000			32,720			31,375		
SAL FAC	0.87			0.88			0.86			0.85			1.12			0.89		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0406 Higher Education/Higher Education Administration

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	121,789	34	10	79,081	27	10	66,050	38	9	64,742	6	3	50,818	15	2	83,756	114	12
HIGH	184,113	30%		102,000	24%		85,618	33%		73,000	5%		55,604	13%		184,113		
LOW	77,299			55,678			51,000			53,000			40,800			40,800		
SAL FAC	0.95			0.90			0.85			0.85			0.95			0.87		
TENURED/TENURE TRACK																		
AVG	125,904	28	8	84,669	20	7	68,183	22	7	69,750	4	3				95,982	70	8
HIGH	184,113	40%		102,000	29%		78,000	31%		73,000	6%					184,113		
LOW	77,304			66,622			55,000			64,000						55,000		
SAL FAC	0.97			0.96			0.86			0.89						0.92		
NONTENURE TRACK																		
AVG	120,508	2	2	60,718	3	1	53,675	4	1	54,727	2	1	50,818	15	2	58,339	24	3
HIGH	133,409	8%		64,623	13%		56,455	17%		56,455	8%		55,604	63%		133,409		
LOW	107,607			55,678			51,000			53,000			40,800			40,800		
SAL FAC	1.07			0.66			0.73			0.78			0.95			0.87		
RES UNIV/VERY HIGH ACTVTY																		
AVG	124,712	26	5	82,214	19	4	66,795	29	5	64,891	5	2	51,234	14	1	84,760	88	5
HIGH	184,113	30%		102,000	22%		85,618	33%		73,000	6%		55,604	16%		184,113		
LOW	77,304			55,678			51,000			53,000			40,800			40,800		
SAL FAC	0.93			0.90			0.83			0.83			0.93			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	112,291	8	5	71,639	8	6	63,650	9	4	64,000	1	1	45,000	1	1	80,357	26	7
HIGH	162,980	31%		94,901	31%		74,606	35%		64,000	4%		45,000	4%		162,980		
LOW	77,299			59,390			58,000			64,000			45,000			45,000		
SAL FAC	1.03			0.89			0.89			0.88			0.90			0.98		
REGION II																		
AVG	88,480	1	1	66,622	1	1	63,067	3	1				45,000	1	1	64,884	6	1
HIGH	88,480	17%		66,622	17%		64,192	50%					45,000	17%		88,480		
LOW	88,480			66,622			62,000						45,000			45,000		
SAL FAC	0.73			0.79			0.84						0.87			0.71		
REGION III																		
AVG	123,878	22	4	79,834	17	4	67,021	18	3	64,891	5	2	51,234	14	1	84,594	71	4
HIGH	184,113	31%		102,000	24%		78,000	25%		73,000	7%		55,604	20%		184,113		
LOW	77,299			55,678			51,000			53,000			40,800			40,800		
SAL FAC	0.93			0.87			0.83			0.82			0.88			0.84		
REGION IV																		
AVG	120,640	11	5	79,043	9	5	65,548	17	5	64,000	1	1				85,209	37	7
HIGH	180,144	30%		99,556	24%		85,618	46%		64,000	3%					180,144		
LOW	82,168			59,390			55,000			64,000						55,000		
SAL FAC	0.97			0.92			0.87			0.84						0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0499 Educational Administration and Supervision, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	105,142	8	3	83,686	5	2	66,811	6	3				87,391	19	4
HIGH	135,540	42%		98,872	26%		73,374	32%					135,540		
LOW	76,559			74,387			57,881						57,881		
SAL FAC	0.82			0.95			0.86						0.91		
TENURED/TENURE TRACK															
AVG	94,136	5	2	84,636	2	1	71,741	2	1				87,048	9	2
HIGH	128,711	56%		87,648	22%		73,374	22%					128,711		
LOW	76,559			81,625			70,108						70,108		
SAL FAC	0.72			0.96			0.90						0.83		
RES UNIV/VERY HIGH ACTVTY															
AVG	105,142	8	3	83,686	5	2	66,811	6	3				87,391	19	4
HIGH	135,540	42%		98,872	26%		73,374	32%					135,540		
LOW	76,559			74,387			57,881						57,881		
SAL FAC	0.79			0.92			0.83						0.86		
REGION IV															
AVG	105,142	8	3	83,686	5	2	66,811	6	3				87,391	19	4
HIGH	135,540	42%		98,872	26%		73,374	32%					135,540		
LOW	76,559			74,387			57,881						57,881		
SAL FAC	0.85			0.98			0.88						0.96		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.05 Educational/Instructional Media Design

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	103,807	11	7	72,700	22	10	61,656	12	6	61,000	1	1	45,789	5	4	74,202	50	12
HIGH	134,987	22%		100,794	44%		70,925	24%		61,000	2%		59,472	10%		134,987		
LOW	85,703			55,806			58,315			61,000			34,729			34,729		
SAL FAC	0.81			0.83			0.80			0.80			0.86			0.77		
TENURED/TENURE TRACK																		
AVG	105,618	10	6	75,014	14	6	61,307	8	3	61,000	1	1	36,900	2	1	78,548	34	7
HIGH	134,987	29%		91,140	41%		63,797	24%		61,000	3%		39,071	6%		134,987		
LOW	90,580			63,756			58,315			61,000			34,729			34,729		
SAL FAC	0.81			0.85			0.77			0.78			0.64			0.75		
NONTENURE TRACK																		
AVG							70,925	1	1				52,827	1	1	61,876	2	2
HIGH							70,925	50%					52,827	50%		70,925		
LOW							70,925						52,827			52,827		
SAL FAC							0.97						0.98			0.92		
RES UNIV/VERY HIGH ACTVTY																		
AVG	101,568	6	3	71,599	5	2	62,766	3	1				36,900	2	1	76,844	16	3
HIGH	124,410	38%		82,894	31%		63,797	19%					39,071	13%		124,410		
LOW	90,580			63,756			61,213						34,729			34,729		
SAL FAC	0.76			0.79			0.78						0.67			0.75		
RES UNIV/HIGH ACTIVITY																		
AVG	106,494	5	4	73,023	17	8	61,286	9	5	61,000	1	1	51,716	3	3	72,959	34	9
HIGH	134,987	15%		100,794	50%		70,925	27%		61,000	3%		59,472	9%		134,987		
LOW	85,703			55,806			58,315			61,000			42,848			42,848		
SAL FAC	0.97			0.90			0.86			0.84			1.03			0.89		
REGION I																		
AVG	106,882	1	1	68,460	6	3	61,510	7	3				51,716	3	3	64,904	17	4
HIGH	106,882	6%		91,140	35%		70,925	41%					59,472	18%		106,882		
LOW	106,882			55,806			58,315						42,848			42,848		
SAL FAC	0.81			0.79			0.78						1.03			0.64		
REGION II																		
AVG				64,464	1	1										64,464	1	1
HIGH				64,464	100%											64,464		
LOW				64,464												64,464		
SAL FAC				0.76												0.70		
REGION III																		
AVG	108,803	6	2	79,803	5	2	62,766	3	1				36,900	2	1	82,121	16	2
HIGH	134,987	38%		89,698	31%		63,797	19%					39,071	13%		134,987		
LOW	91,504			73,440			61,213						34,729			34,729		
SAL FAC	0.82			0.87			0.78						0.63			0.82		
REGION IV																		
AVG	95,544	4	4	72,515	10	4	60,500	2	2	61,000	1	1				76,771	16	5
HIGH	113,395	25%		100,794	63%		61,000	13%		61,000	6%					113,395		
LOW	85,703			59,350			60,000			61,000						59,350		
SAL FAC	0.77			0.85			0.80			0.80						0.84		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0501 Educational/Instructional Technology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	101,710	9	6	71,406	19	9	61,656	12	6	61,000	1	1	45,789	5	4	72,020	45	11
HIGH	124,410	20%		100,794	42%		70,925	27%		61,000	2%		59,472	11%		124,410		
LOW	85,703			55,806			58,315			61,000			34,729			34,729		
SAL FAC	0.79			0.81			0.80			0.80			0.86			0.75		
TENURED/TENURE TRACK																		
AVG	103,711	8	5	73,410	11	5	61,307	8	3	61,000	1	1	36,900	2	1	75,912	29	6
HIGH	124,410	28%		91,140	38%		63,797	28%		61,000	3%		39,071	7%		124,410		
LOW	90,580			63,756			58,315			61,000			34,729			34,729		
SAL FAC	0.80			0.83			0.77			0.78			0.64			0.73		
NONTENURE TRACK																		
AVG							70,925	1	1				52,827	1	1	61,876	2	2
HIGH							70,925	50%					52,827	50%		70,925		
LOW							70,925						52,827			52,827		
SAL FAC							0.97						0.98			0.92		
RES UNIV/VERY HIGH ACTVTY																		
AVG	101,568	6	3	71,599	5	2	62,766	3	1				36,900	2	1	76,844	16	3
HIGH	124,410	38%		82,894	31%		63,797	19%					39,071	13%		124,410		
LOW	90,580			63,756			61,213						34,729			34,729		
SAL FAC	0.76			0.79			0.78						0.67			0.75		
RES UNIV/HIGH ACTIVITY																		
AVG	101,993	3	3	71,337	14	7	61,286	9	5	61,000	1	1	51,716	3	3	69,359	29	8
HIGH	113,395	10%		100,794	48%		70,925	31%		61,000	3%		59,472	10%		113,395		
LOW	85,703			55,806			58,315			61,000			42,848			42,848		
SAL FAC	0.93			0.88			0.86			0.84			1.03			0.84		
REGION I																		
AVG	106,882	1	1	68,460	6	3	61,510	7	3				51,716	3	3	64,904	17	4
HIGH	106,882	6%		91,140	35%		70,925	41%					59,472	18%		106,882		
LOW	106,882			55,806			58,315						42,848			42,848		
SAL FAC	0.81			0.79			0.78						1.03			0.64		
REGION II																		
AVG				64,464	1	1										64,464	1	1
HIGH				64,464	100%											64,464		
LOW				64,464												64,464		
SAL FAC				0.76												0.70		
REGION III																		
AVG	106,582	4	1	78,167	2	1	62,766	3	1				36,900	2	1	76,796	11	1
HIGH	124,410	36%		82,894	18%		63,797	27%					39,071	18%		124,410		
LOW	96,748			73,440			61,213						34,729			34,729		
SAL FAC	0.80			0.85			0.78						0.63			0.76		
REGION IV																		
AVG	95,544	4	4	72,515	10	4	60,500	2	2	61,000	1	1				76,771	16	5
HIGH	113,395	25%		100,794	63%		61,000	13%		61,000	6%					113,395		
LOW	85,703			59,350			60,000			61,000						59,350		
SAL FAC	0.77			0.85			0.80			0.80						0.84		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.06 Educational Assessment, Evaluation, and Research

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	105,046	52	16	75,728	51	17	62,451	44	18	63,956	7	6	55,746	4	3	81,426	151	21
HIGH	191,709	34%		115,710	34%		71,183	29%		67,500	5%		65,484	3%		191,709		
LOW	75,858			55,428			52,000			56,195			42,500			42,500		
SAL FAC	0.82			0.86			0.81			0.84			1.05			0.85		
TENURED/TENURE TRACK																		
AVG	105,915	25	8	78,926	28	8	63,916	20	9	64,500	4	3				84,056	73	10
HIGH	143,231	34%		107,764	38%		68,814	27%		66,000	6%					143,231		
LOW	81,836			63,093			56,980			63,000						56,980		
SAL FAC	0.82			0.90			0.81			0.83						0.80		
NONTENURE TRACK																		
AVG	75,858	1	1	89,948	2	2	64,729	2	2				57,500	2	2	71,459	7	4
HIGH	75,858	14%		115,710	29%		65,000	29%					60,000	29%		115,710		
LOW	75,858			64,186			64,457						55,000			55,000		
SAL FAC	0.67			0.97			0.88						1.07			1.07		
RES UNIV/VERY HIGH ACTVTY																		
AVG	113,596	27	7	75,638	24	5	63,758	15	6	66,500	3	3	54,328	3	2	86,982	69	7
HIGH	191,709	39%		107,764	35%		68,814	22%		67,500	4%		65,484	4%		191,709		
LOW	87,702			55,428			56,980			66,000			42,500			42,500		
SAL FAC	0.85			0.83			0.80			0.85			0.99			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	95,813	25	9	75,807	27	12	61,774	29	12	62,049	4	3	60,000	1	1	76,751	82	14
HIGH	129,202	31%		115,710	33%		71,183	35%		65,000	5%		60,000	1%		129,202		
LOW	75,858			57,000			52,000			56,195			60,000			52,000		
SAL FAC	0.88			0.94			0.86			0.86			1.20			0.93		
REGION I																		
AVG	99,476	12	3	78,479	13	4	62,914	18	5	64,500	2	1				77,823	43	5
HIGH	129,202	28%		115,710	30%		66,840	42%		65,000	5%					129,202		
LOW	91,189			64,704			56,980			64,000						56,980		
SAL FAC	0.76			0.90			0.80			0.91						0.77		
REGION II																		
AVG	117,829	20	2	79,466	16	2	65,733	5	2	66,750	2	2	53,992	2	1	94,528	43	2
HIGH	191,709	47%		107,764	37%		67,500	12%		67,500	5%		65,484	5%		191,709		
LOW	87,702			66,695			63,038			66,000			42,500			42,500		
SAL FAC	0.97			0.94			0.88			0.90			1.05			1.03		
REGION III																		
AVG	90,418	2	2	75,576	5	4	62,563	3	2							74,640	10	4
HIGH	99,000	20%		95,334	50%		63,815	30%								99,000		
LOW	81,836			63,101			60,633									60,633		
SAL FAC	0.68			0.82			0.78									0.74		
REGION IV																		
AVG	96,182	18	9	70,151	17	7	61,057	18	9	61,732	3	3	57,500	2	2	75,234	55	10
HIGH	117,812	33%		88,101	31%		71,183	33%		66,000	6%		60,000	4%		117,812		
LOW	75,858			55,428			52,000			56,195			55,000			52,000		
SAL FAC	0.77			0.82			0.81			0.81			1.13			0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0601 Educational Evaluation and Research

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	89,025	7 5	72,956	14 5	60,922	20 6	59,598	2 2	55,000	1 1	69,476	42 6
HIGH	112,325	17%	115,710	33%	68,814	48%	63,000	5%	55,000	2%	115,710	
LOW	78,725		57,000		52,000		56,195		55,000		52,000	
SAL FAC	0.69		0.83		0.79		0.78		1.03		0.72	
TENURED/TENURE TRACK												
AVG	95,783	3 3	74,415	6 2	63,117	9 3	63,000	1 1			72,327	18 3
HIGH	112,325	17%	88,101	33%	68,814	50%	63,000	6%			112,325	
LOW	83,835		63,093		56,980		63,000				56,980	
SAL FAC	0.74		0.85		0.80		0.81				0.69	
NONTENURE TRACK												
AVG			115,710	1 1	64,729	2 2			55,000	1 1	75,042	4 2
HIGH			115,710	25%	65,000	50%			55,000	25%	115,710	
LOW			115,710		64,457				55,000		55,000	
SAL FAC			1.25		0.88				1.03		1.12	
RES UNIV/VERY HIGH ACTVTY												
AVG	101,757	2 2	73,456	4 1	62,677	8 2			55,000	1 1	70,250	15 2
HIGH	112,325	13%	88,101	27%	68,814	53%			55,000	7%	112,325	
LOW	91,189		63,093		56,980				55,000		55,000	
SAL FAC	0.76		0.81		0.78				1.00		0.69	
RES UNIV/HIGH ACTIVITY												
AVG	83,932	5 3	72,757	10 4	59,752	12 4	59,598	2 2			69,046	27 4
HIGH	95,412	19%	115,710	37%	68,640	44%	63,000	7%			115,710	
LOW	78,725		57,000		52,000		56,195				52,000	
SAL FAC	0.77		0.90		0.83		0.82				0.84	
REGION I												
AVG	93,301	2 2	75,375	6 2	62,297	10 3					70,101	18 3
HIGH	95,412	11%	115,710	33%	66,840	56%					115,710	
LOW	91,189		64,704		56,980						56,980	
SAL FAC	0.71		0.87		0.79						0.69	
REGION IV												
AVG	87,315	5 3	71,143	8 3	59,547	10 3	59,598	2 2	55,000	1 1	69,008	24 3
HIGH	112,325	21%	88,101	33%	68,814	42%	63,000	8%	55,000	4%	112,325	
LOW	78,725		57,000		52,000		56,195		55,000		52,000	
SAL FAC	0.70		0.83		0.79		0.78		1.08		0.76	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0603 Educational Statistics and Research Methods

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	96,937	9	5	70,069	11	6	61,909	10	5	66,000	1	1			75,410	30	7
HIGH	117,812	30%		78,854	37%		68,746	33%		66,000	3%				117,812		
LOW	75,858			55,428			54,130			66,000					54,130		
SAL FAC	0.76			0.80			0.80			0.87					0.78		
TENURED/TENURE TRACK																	
AVG	117,812	1	1	76,788	2	1	66,912	2	1						81,042	5	1
HIGH	117,812	20%		78,854	40%		68,746	40%							117,812		
LOW	117,812			74,722			65,077								65,077		
SAL FAC	0.91			0.87			0.84								0.78		
NONTENURE TRACK																	
AVG	75,858	1	1	64,186	1	1									70,022	2	1
HIGH	75,858	50%		64,186	50%										75,858		
LOW	75,858			64,186											64,186		
SAL FAC	0.67			0.69											1.04		
RES UNIV/VERY HIGH ACTVTY																	
AVG	101,380	4	2	62,512	4	2	63,150	2	2	66,000	1	1			78,187	10	2
HIGH	105,186	40%		70,420	40%		66,000	20%		66,000	10%				105,186		
LOW	95,130			55,428			60,300			66,000					55,428		
SAL FAC	0.76			0.69			0.79			0.85					0.77		
RES UNIV/HIGH ACTIVITY																	
AVG	93,382	5	3	74,388	7	4	61,599	8	3						74,021	20	5
HIGH	117,812	25%		78,854	35%		68,746	40%							117,812		
LOW	75,858			64,186			54,130								54,130		
SAL FAC	0.85			0.92			0.86								0.90		
REGION I																	
AVG				74,327	2	1	62,620	4	1						66,522	6	1
HIGH				74,507	33%		63,993	67%							74,507		
LOW				74,146			61,672								61,672		
SAL FAC				0.86			0.80								0.66		
REGION III																	
AVG	99,000	1	1	77,150	2	2									84,433	3	2
HIGH	99,000	33%		77,370	67%										99,000		
LOW	99,000			76,930											76,930		
SAL FAC	0.75			0.84											0.84		
REGION IV																	
AVG	96,679	8	4	66,830	7	3	61,436	6	4	66,000	1	1			76,660	21	4
HIGH	117,812	38%		78,854	33%		68,746	29%		66,000	5%				117,812		
LOW	75,858			55,428			54,130			66,000					54,130		
SAL FAC	0.78			0.78			0.81			0.87					0.84		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0604 Educational Assessment, Testing, and Measurement

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	115,378	10	2	79,235	13	2	64,878	2	2	66,000	1	1	60,000	1	1	91,292	26	3
HIGH	143,231	39%		107,764	50%		66,000	8%		66,000	4%		60,000	4%		143,231		
LOW	87,702			66,695			63,756			66,000			60,000			60,000		
SAL FAC	0.90			0.90			0.84			0.87			1.13			0.95		
TENURED/TENURE TRACK																		
AVG	115,378	10	2	79,235	13	2	64,878	2	2	66,000	1	1				92,543	25	3
HIGH	143,231	40%		107,764	52%		66,000	8%		66,000	4%					143,231		
LOW	87,702			66,695			63,756			66,000						63,756		
SAL FAC	0.89			0.90			0.82			0.84						0.89		
NONTENURE TRACK																		
AVG													60,000	1	1	60,000	1	1
HIGH													60,000	100%		60,000		
LOW													60,000			60,000		
SAL FAC													1.12			0.89		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,378	10	2	79,495	11	1	66,000	1	1	66,000	1	1				95,192	22	2
HIGH	143,231	46%		107,764	50%		66,000	5%		66,000	5%					143,231		
LOW	87,702			66,695			66,000			66,000						66,000		
SAL FAC	0.86			0.87			0.82			0.85						0.93		
RES UNIV/HIGH ACTIVITY																		
AVG				77,805	2	1	63,756	1	1				60,000	1	1	69,842	4	1
HIGH				80,609	50%		63,756	25%					60,000	25%		80,609		
LOW				75,000			63,756						60,000			60,000		
SAL FAC				0.96			0.89						1.20			0.85		
REGION II																		
AVG	116,923	9	1	79,495	11	1	66,000	1	1	66,000	1	1				94,893	21	1
HIGH	143,231	43%		107,764	52%		66,000	5%		66,000	5%					143,231		
LOW	87,702			66,695			66,000			66,000						66,000		
SAL FAC	0.96			0.94			0.88			0.89						1.03		
REGION IV																		
AVG	101,469	1	1	77,805	2	1	63,756	1	1				60,000	1	1	76,167	5	2
HIGH	101,469	20%		80,609	40%		63,756	20%					60,000	20%		101,469		
LOW	101,469			75,000			63,756						60,000			60,000		
SAL FAC	0.82			0.91			0.84						1.18			0.84		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.09 Social and Philosophical Foundations of Education

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	115,637	43	9	78,605	45	9	64,717	26	7	68,835	6	3	55,862	7	2	87,465	121	12
HIGH	172,276	36%		157,169	37%		92,007	22%		92,007	5%		75,658	6%		172,276		
LOW	82,164			61,320			52,034			59,000			42,630			42,630		
SAL FAC	0.90			0.90			0.83			0.91			1.05			0.91		
TENURED/TENURE TRACK																		
AVG	117,497	36	7	79,571	38	7	65,215	22	6	68,201	5	3				90,503	96	9
HIGH	172,276	38%		157,169	40%		92,007	23%		92,007	5%					172,276		
LOW	82,164			64,503			58,580			59,000						58,580		
SAL FAC	0.90			0.90			0.82			0.87						0.87		
NONTENURE TRACK																		
AVG				62,611	1	1	58,969	3	2	72,000	1	1	55,862	7	2	57,323	11	3
HIGH				62,611	9%		72,000	27%		72,000	9%		75,658	64%		75,658		
LOW				62,611			52,034			72,000			42,630			42,630		
SAL FAC				0.68			0.80			1.02			1.04			0.85		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,676	36	6	81,173	32	5	64,654	23	4	68,835	6	3	53,610	6	1	88,356	97	6
HIGH	172,276	37%		157,169	33%		92,007	24%		92,007	6%		75,658	6%		172,276		
LOW	82,164			62,611			52,034			59,000			42,630			42,630		
SAL FAC	0.87			0.89			0.81			0.88			0.98			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	115,435	7	3	72,285	13	4	65,200	3	3				69,372	1	1	83,863	24	6
HIGH	161,600	29%		94,091	54%		71,000	13%					69,372	4%		161,600		
LOW	86,081			61,320			58,580						69,372			58,580		
SAL FAC	1.06			0.89			0.91						1.38			1.02		
REGION I																		
AVG	103,002	10	2	93,552	8	2	68,200	3	1							94,430	21	2
HIGH	143,412	48%		157,169	38%		69,065	14%								157,169		
LOW	84,446			71,400			67,291									67,291		
SAL FAC	0.78			1.08			0.87									0.93		
REGION II																		
AVG	153,248	6	1													153,248	6	1
HIGH	172,276	100%														172,276		
LOW	134,531															134,531		
SAL FAC	1.26															1.67		
REGION III																		
AVG	114,797	18	4	79,874	21	5	68,404	11	5	73,502	4	2	69,372	1	1	89,520	51	7
HIGH	161,600	35%		104,670	41%		92,007	22%		92,007	8%		69,372	2%		161,600		
LOW	86,081			64,512			58,580			65,000			69,372			58,580		
SAL FAC	0.87			0.87			0.85			0.92			1.18			0.89		
REGION IV																		
AVG	106,280	9	2	69,466	16	2	60,466	12	1	59,500	2	1	53,610	6	1	72,447	43	2
HIGH	123,690	21%		77,509	37%		73,596	28%		60,000	5%		75,658	14%		123,690		
LOW	82,164			61,320			52,034			59,000			42,630			42,630		
SAL FAC	0.86			0.81			0.80			0.78			1.06			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.0901 Social and Philosophical Foundations of Education

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	115,674	40	8	80,092	34	6	64,962	25	6	68,835	6	3	55,862	7	2	88,351	106	9
HIGH	172,276	38%		157,169	32%		92,007	24%		92,007	6%		75,658	7%		172,276		
LOW	82,164			61,320			52,034			59,000			42,630			42,630		
SAL FAC	0.90			0.91			0.84	0.90		0.91			1.05			0.92		
TENURED/TENURE TRACK																		
AVG	117,712	33	6	81,837	27	4	65,531	21	5	68,201	5	3				92,225	81	6
HIGH	172,276	41%		157,169	33%		92,007	26%		92,007	6%					172,276		
LOW	82,164			64,503			58,604			59,000						58,604		
SAL FAC	0.91			0.93			0.83	0.87		0.87						0.88		
NONTENURE TRACK																		
AVG				62,611	1	1	58,969	3	2	72,000	1	1	55,862	7	2	57,323	11	3
HIGH				62,611	9%		72,000	27%		72,000	9%		75,658	64%		75,658		
LOW				62,611			52,034			72,000			42,630			42,630		
SAL FAC				0.68			0.80	1.02		1.02			1.04			0.85		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,676	36	6	81,173	32	5	64,654	23	4	68,835	6	3	53,610	6	1	88,356	97	6
HIGH	172,276	37%		157,169	33%		92,007	24%		92,007	6%		75,658	6%		172,276		
LOW	82,164			62,611			52,034			59,000			42,630			42,630		
SAL FAC	0.87			0.89			0.81	0.88		0.88			0.98			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	115,659	4	2	62,800	2	1	68,511	2	2				69,372	1	1	88,292	9	3
HIGH	126,647	44%		64,280	22%		71,000	22%					69,372	11%		126,647		
LOW	107,740			61,320			66,021						69,372			61,320		
SAL FAC	1.06			0.78			0.96						1.38			1.07		
REGION I																		
AVG	103,002	10	2	93,552	8	2	68,200	3	1							94,430	21	2
HIGH	143,412	48%		157,169	38%		69,065	14%								157,169		
LOW	84,446			71,400			67,291									67,291		
SAL FAC	0.78			1.08			0.87									0.93		
REGION II																		
AVG	153,248	6	1													153,248	6	1
HIGH	172,276	100%														172,276		
LOW	134,531															134,531		
SAL FAC	1.26															1.67		
REGION III																		
AVG	114,729	15	3	86,326	10	2	69,387	10	4	73,502	4	2	69,372	1	1	92,984	36	4
HIGH	143,395	42%		104,670	28%		92,007	28%		92,007	11%		69,372	3%		143,395		
LOW	99,263			76,742			60,600			65,000			69,372			60,600		
SAL FAC	0.87			0.94			0.86	0.92		0.92			1.18			0.92		
REGION IV																		
AVG	106,280	9	2	69,466	16	2	60,466	12	1	59,500	2	1	53,610	6	1	72,447	43	2
HIGH	123,690	21%		77,509	37%		73,596	28%		60,000	5%		75,658	14%		123,690		
LOW	82,164			61,320			52,034			59,000			42,630			42,630		
SAL FAC	0.86			0.81			0.80	0.78		0.78			1.06			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.10 Special Education and Teaching

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	105,369	133	31	74,244	153	38	61,883	152	34	62,232	32	19	52,222	53	19	76,471	491	39
HIGH	222,749	27%		105,000	31%		78,202	31%		75,000	7%		67,467	11%		222,749		
LOW	72,849			52,287			46,015			48,698			29,979			29,979		
SAL FAC	0.82			0.85			0.80			0.82			0.98			0.79		
TENURED/TENURE TRACK																		
AVG	106,057	106	23	75,457	95	26	64,520	88	24	65,486	21	13				83,350	289	27
HIGH	222,749	37%		100,000	33%		78,202	30%		75,000	7%					222,749		
LOW	72,849			57,102			55,544			57,500						55,544		
SAL FAC	0.82			0.86			0.81			0.84						0.80		
NONTENURE TRACK																		
AVG				65,432	16	8	55,221	36	13	54,970	7	4	52,582	39	14	55,885	91	20
HIGH				99,067	18%		71,454	40%		67,000	8%		67,467	43%		99,067		
LOW				52,287			46,015			48,698			39,475			39,475		
SAL FAC				0.71			0.75			0.78			0.98			0.83		
RES UNIV/VERY HIGH ACTVTY																		
AVG	109,953	80	15	73,901	68	14	63,039	81	15	63,694	17	7	51,232	17	6	80,482	246	15
HIGH	222,749	33%		105,000	28%		77,000	33%		75,000	7%		62,614	7%		222,749		
LOW	76,548			52,287			46,015			48,698			40,000			40,000		
SAL FAC	0.82			0.81			0.79			0.82			0.93			0.79		
RES UNIV/HIGH ACTIVITY																		
AVG	98,648	42	14	74,414	70	22	60,327	64	17	60,223	14	11	52,651	33	11	71,534	209	22
HIGH	131,064	20%		99,742	34%		76,237	31%		68,000	7%		67,467	16%		131,064		
LOW	72,849			54,517			49,620			50,000			29,979			29,979		
SAL FAC	0.90			0.92			0.84			0.83			1.05			0.87		
DOCTORAL RES UNIV																		
AVG	97,693	11	2	75,000	15	2	62,744	7	2	65,500	1	1	53,117	3	2	77,727	36	2
HIGH	110,038	31%		90,528	42%		78,202	19%		65,500	3%		62,044	8%		110,038		
LOW	81,216			61,806			55,544			65,500			45,696			45,696		
SAL FAC	0.92			0.92			0.92			0.93			0.97			0.96		
REGION I																		
AVG	100,850	36	8	74,400	32	10	63,307	32	7	59,000	2	2	51,654	10	3	77,761	110	10
HIGH	164,132	33%		96,000	29%		76,237	29%		68,000	2%		54,615	9%		164,132		
LOW	80,660			52,629			46,015			50,000			45,145			45,145		
SAL FAC	0.77			0.86			0.81			0.83			1.03			0.77		
REGION II																		
AVG	133,584	18	5	75,447	18	5	65,670	20	5	67,714	7	4	56,155	2	1	89,453	58	5
HIGH	222,749	31%		100,000	31%		77,000	35%		75,000	12%		56,410	3%		222,749		
LOW	75,000			52,425			53,078			57,500			55,900			52,425		
SAL FAC	1.10			0.89			0.88			0.91			1.09			0.97		
REGION III																		
AVG	106,017	24	7	76,829	45	12	62,281	45	11	62,812	10	7	49,374	19	5	73,252	133	12
HIGH	166,915	18%		105,000	34%		78,202	34%		68,500	8%		66,513	14%		166,915		
LOW	79,857			61,796			50,113			55,086			29,979			29,979		
SAL FAC	0.80			0.83			0.77			0.79			0.84			0.73		
REGION IV																		
AVG	98,810	55	11	71,778	58	11	59,353	55	11	59,330	13	6	54,582	22	10	74,015	190	12
HIGH	183,961	29%		99,742	31%		67,975	29%		67,000	7%		67,467	12%		183,961		
LOW	72,849			52,287			48,698			48,698			40,000			40,000		
SAL FAC	0.80			0.84			0.79			0.78			1.08			0.81		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1001 Special Education and Teaching, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	106,621	116	27	74,489	114	32	62,362	120	26	62,524	26	14	53,358	38	15	78,275	388	33
HIGH	222,749	30%		105,000	29%		77,000	31%		75,000	7%		67,467	10%		222,749		
LOW	72,849			52,287			46,015			48,698			29,979			29,979		
SAL FAC	0.83			0.85			0.80			0.82			1.00			0.81		
TENURED/TENURE TRACK																		
AVG	106,860	93	20	76,071	67	21	65,561	66	19	66,471	17	10				85,672	226	22
HIGH	222,749	41%		100,000	30%		77,000	29%		75,000	8%					222,749		
LOW	72,849			57,102			56,527			57,500						56,527		
SAL FAC	0.82			0.86			0.83			0.85						0.82		
NONTENURE TRACK																		
AVG				65,432	16	8	55,268	31	11	54,970	7	4	54,777	26	11	57,321	73	16
HIGH				99,067	22%		68,623	43%		67,000	10%		67,467	36%		99,067		
LOW				52,287			46,015			48,698			40,000			40,000		
SAL FAC				0.71			0.75			0.78			1.02			0.85		
RES UNIV/VERY HIGH ACTVTY																		
AVG	109,953	80	15	73,901	68	14	63,039	81	15	63,694	17	7	51,232	17	6	80,482	246	15
HIGH	222,749	33%		105,000	28%		77,000	33%		75,000	7%		62,614	7%		222,749		
LOW	76,548			52,287			46,015			48,698			40,000			40,000		
SAL FAC	0.82			0.81			0.79			0.82			0.93			0.79		
RES UNIV/HIGH ACTIVITY																		
AVG	99,216	36	12	75,357	46	18	60,957	39	11	60,315	9	7	55,079	21	9	74,452	142	18
HIGH	131,064	25%		99,742	32%		76,237	28%		68,000	6%		67,467	15%		131,064		
LOW	72,849			54,517			49,620			50,000			29,979			29,979		
SAL FAC	0.91			0.93			0.85			0.83			1.10			0.90		
REGION I																		
AVG	100,850	36	8	74,400	32	10	63,044	31	6	59,000	2	2	51,654	10	3	77,819	109	10
HIGH	164,132	33%		96,000	29%		76,237	28%		68,000	2%		54,615	9%		164,132		
LOW	80,660			52,629			46,015			50,000			45,145			45,145		
SAL FAC	0.77			0.86			0.80			0.83			1.03			0.77		
REGION II																		
AVG	133,584	18	5	74,960	16	5	65,725	19	5	67,714	7	4	56,155	2	1	90,272	55	5
HIGH	222,749	33%		100,000	29%		77,000	35%		75,000	13%		56,410	4%		222,749		
LOW	75,000			52,425			53,078			57,500			55,900			52,425		
SAL FAC	1.10			0.88			0.88			0.91			1.09			0.98		
REGION III																		
AVG	112,756	11	4	81,282	19	7	67,438	17	5	65,567	5	3	51,935	6	2	80,052	53	7
HIGH	166,915	21%		105,000	36%		74,190	32%		68,500	9%		66,513	11%		166,915		
LOW	84,164			61,796			54,571			57,834			29,979			29,979		
SAL FAC	0.85			0.88			0.84			0.82			0.89			0.79		
REGION IV																		
AVG	99,855	51	10	71,643	47	10	59,130	53	10	58,816	12	5	54,357	20	9	74,157	171	11
HIGH	183,961	30%		99,742	28%		67,975	31%		67,000	7%		67,467	12%		183,961		
LOW	72,849			52,287			48,698			48,698			40,000			40,000		
SAL FAC	0.80			0.84			0.78			0.77			1.07			0.81		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.11 Student Counseling and Personnel Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	102,901	142 32	76,433	175 41	63,472	138 37	64,234	29 19	50,146	29 11	78,928	484 43
HIGH	217,473	29%	122,832	36%	81,600	29%	76,500	6%	74,314	6%	217,473	
LOW	52,582		13,638		43,551		45,000		31,930		13,638	
SAL FAC	0.80		0.87		0.82		0.84		0.94		0.82	
TENURED/TENURE TRACK												
AVG	104,364	114 23	77,326	127 28	65,875	74 25	65,218	19 14			84,421	315 29
HIGH	217,473	36%	122,832	40%	81,600	24%	75,672	6%			217,473	
LOW	52,582		53,859		53,988		55,544				52,582	
SAL FAC	0.80		0.88		0.83		0.83				0.81	
NONTENURE TRACK												
AVG	92,485	3 2	65,857	7 5	60,110	31 9	55,003	3 3	50,199	27 9	58,195	68 16
HIGH	103,754	4%	93,204	10%	77,564	46%	64,008	4%	74,314	40%	103,754	
LOW	85,200		13,638		45,000		45,000		31,930		13,638	
SAL FAC	0.82		0.71		0.82		0.78		0.94		0.87	
RES UNIV/VERY HIGH ACTVTY												
AVG	104,778	95 14	79,039	91 16	66,204	71 14	68,414	15 8	52,844	14 5	83,346	271 16
HIGH	217,473	35%	122,832	34%	81,600	26%	76,500	6%	69,003	5%	217,473	
LOW	52,582		61,524		53,988		57,000		35,350		35,350	
SAL FAC	0.78		0.87		0.83		0.88		0.96		0.82	
RES UNIV/HIGH ACTIVITY												
AVG	97,979	33 15	73,116	57 22	60,245	58 20	59,760	10 9	46,851	14 5	71,303	162 24
HIGH	209,504	20%	101,975	35%	75,610	36%	70,000	6%	74,314	9%	209,504	
LOW	64,583		53,859		43,551		45,000		31,930		31,930	
SAL FAC	0.90		0.90		0.84		0.82		0.94		0.87	
DOCTORAL RES UNIV												
AVG	101,772	14 3	74,649	27 3	62,716	9 3	59,749	4 2	58,500	1 1	79,672	51 3
HIGH	143,490	28%	117,381	53%	76,294	18%	61,732	8%	58,500	2%	143,490	
LOW	77,566		13,638		55,544		55,544		58,500		13,638	
SAL FAC	0.96		0.92		0.92		0.85		1.07		0.99	
REGION I												
AVG	90,275	21 9	71,379	21 10	62,777	15 8	66,870	4 3	49,020	5 2	73,895	62 10
HIGH	125,726	34%	85,000	34%	76,500	24%	76,500	7%	56,000	8%	125,726	
LOW	64,583		55,580		53,988		56,600		42,543		42,543	
SAL FAC	0.69		0.82		0.80		0.94		0.97		0.73	
REGION II												
AVG	99,702	7 3	72,363	14 3	58,383	14 3	59,000	2 1	43,522	8 1	66,896	43 4
HIGH	120,392	16%	80,979	33%	62,760	33%	62,000	5%	51,763	19%	120,392	
LOW	73,207		63,754		43,551		56,000		36,364		36,364	
SAL FAC	0.82		0.85		0.78		0.80		0.84		0.73	
REGION III												
AVG	111,003	63 9	82,805	67 12	66,697	52 11	65,609	11 8	56,573	8 2	86,642	190 12
HIGH	209,504	33%	122,832	35%	81,600	27%	75,672	6%	69,003	4%	209,504	
LOW	83,986		61,524		55,544		55,544		45,432		45,432	
SAL FAC	0.84		0.90		0.83		0.82		0.97		0.86	
REGION IV												
AVG	98,531	51 11	72,818	73 16	61,964	57 15	62,968	12 7	51,045	8 6	75,561	189 17
HIGH	217,473	27%	117,381	39%	80,509	30%	74,167	6%	74,314	4%	217,473	
LOW	52,582		13,638		45,000		45,000		31,930		13,638	
SAL FAC	0.79		0.85		0.82		0.83		1.01		0.83	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1101 Counselor Education/School Counseling and Guidance Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	102,289	112 24	77,144	124 33	63,695	110 29	65,218	22 14	50,345	25 9	78,941	371 35
HIGH	217,473	30%	122,832	33%	81,600	30%	76,500	6%	74,314	7%	217,473	
LOW	52,582		53,859		43,551		45,000		31,930		31,930	
SAL FAC	0.80		0.88		0.82		0.86		0.94		0.82	
TENURED/TENURE TRACK												
AVG	103,686	86 16	77,995	88 21	67,522	48 18	67,596	12 9			85,683	222 22
HIGH	217,473	39%	122,832	40%	81,600	22%	75,672	5%			217,473	
LOW	52,582		53,859		55,719		57,000				52,582	
SAL FAC	0.80		0.89		0.85		0.86				0.82	
NONTENURE TRACK												
AVG	92,485	3 2	73,991	5 3	60,314	30 8	55,003	3 3	50,761	24 8	59,276	62 13
HIGH	103,754	5%	93,204	8%	77,564	48%	64,008	5%	74,314	39%	103,754	
LOW	85,200		61,524		45,000		45,000		31,930		31,930	
SAL FAC	0.82		0.80		0.82		0.78		0.95		0.88	
RES UNIV/VERY HIGH ACTVTY												
AVG	104,964	84 12	79,852	78 14	66,703	60 12	69,015	14 7	54,792	11 4	84,336	233 14
HIGH	217,473	36%	122,832	34%	81,600	26%	76,500	6%	69,003	5%	217,473	
LOW	52,582		61,524		55,000		57,000		35,350		35,350	
SAL FAC	0.79		0.88		0.83		0.89		1.00		0.83	
RES UNIV/HIGH ACTIVITY												
AVG	94,263	28 12	72,551	46 19	60,085	50 17	58,575	8 7	46,851	14 5	69,833	138 21
HIGH	134,089	20%	101,975	33%	75,610	36%	70,000	6%	74,314	10%	134,089	
LOW	64,583		53,859		43,551		45,000		31,930		31,930	
SAL FAC	0.86		0.90		0.84		0.81		0.94		0.85	
REGION I												
AVG	90,725	19 7	71,104	17 8	64,139	12 6	67,827	3 2	54,000	2 1	76,204	50 8
HIGH	125,726	38%	85,000	34%	76,500	24%	76,500	6%	56,000	4%	125,726	
LOW	64,583		55,580		55,680		56,600		52,000		52,000	
SAL FAC	0.69		0.82		0.82		0.96		1.07		0.75	
REGION II												
AVG	99,702	7 3	72,363	14 3	58,383	14 3	59,000	2 1	43,522	8 1	66,896	43 4
HIGH	120,392	16%	80,979	33%	62,760	33%	62,000	5%	51,763	19%	120,392	
LOW	73,207		63,754		43,551		56,000		36,364		36,364	
SAL FAC	0.82		0.85		0.78		0.80		0.84		0.73	
REGION III												
AVG	112,489	38 5	85,324	43 8	68,446	32 7	67,645	8 5	56,573	8 2	87,491	121 8
HIGH	181,726	31%	122,832	36%	81,600	26%	75,672	7%	69,003	7%	181,726	
LOW	83,986		61,524		56,000		58,000		45,432		45,432	
SAL FAC	0.85		0.93		0.85		0.85		0.97		0.87	
REGION IV												
AVG	99,168	48 9	73,500	50 14	62,099	52 13	63,574	9 6	49,980	7 5	76,523	157 15
HIGH	217,473	31%	111,291	32%	80,509	33%	74,167	6%	74,314	5%	217,473	
LOW	52,582		53,859		45,000		45,000		31,930		31,930	
SAL FAC	0.80		0.86		0.82		0.84		0.99		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1102 College Student Counseling and Personnel Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	89,938	1 1	68,597	16 3	59,452	4 2	61,150	3 1			67,871	21 4
HIGH	89,938	5%	117,381	76%	61,732	19%	61,732	14%			117,381	
LOW	89,938		13,638		54,358		60,720				13,638	
SAL FAC	0.70		0.78		0.77		0.80				0.70	
TENURED/TENURE TRACK												
AVG	89,938	1 1	72,080	12 1	59,452	4 2	61,150	3 1			70,159	17 2
HIGH	89,938	6%	117,381	71%	61,732	24%	61,732	18%			117,381	
LOW	89,938		59,673		54,358		60,720				54,358	
SAL FAC	0.69		0.82		0.75		0.78				0.67	
NONTENURE TRACK												
AVG			45,522	2 2							45,522	2 2
HIGH			77,406	100%							77,406	
LOW			13,638								13,638	
SAL FAC			0.49								0.68	
RES UNIV/VERY HIGH ACTVTY												
AVG			72,985	3 2	54,358	1 1					68,329	4 3
HIGH			77,406	75%	54,358	25%					77,406	
LOW			69,550		54,358						54,358	
SAL FAC			0.80		0.68						0.67	
DOCTORAL RES UNIV												
AVG	89,938	1 1	67,584	13 1	61,150	3 1	61,150	3 1			67,764	17 1
HIGH	89,938	6%	117,381	77%	61,732	18%	61,732	18%			117,381	
LOW	89,938		13,638		60,720		60,720				13,638	
SAL FAC	0.84		0.83		0.89		0.87				0.84	
REGION III												
AVG			77,406	1 1							77,406	1 1
HIGH			77,406	100%							77,406	
LOW			77,406								77,406	
SAL FAC			0.84								0.77	
REGION IV												
AVG	89,938	1 1	68,010	15 2	59,452	4 2	61,150	3 1			67,395	20 3
HIGH	89,938	5%	117,381	75%	61,732	20%	61,732	15%			117,381	
LOW	89,938		13,638		54,358		60,720				13,638	
SAL FAC	0.72		0.79		0.79		0.81				0.74	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.12 Teacher Education and Professional Development, Specific Le

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	100,618	163 39	73,535	331 41	62,354	287 41	61,486	64 28	50,096	148 25	71,099	929 44
HIGH	163,917	18%	150,132	36%	85,147	31%	82,964	7%	94,701	16%	163,917	
LOW	59,556		30,088		45,000		45,000		30,000		30,000	
SAL FAC	0.78		0.84		0.80		0.81		0.94		0.74	
TENURED/TENURE TRACK												
AVG	100,113	109 26	75,757	209 26	64,256	144 26	63,887	30 14			77,919	462 29
HIGH	158,657	24%	150,132	45%	80,866	31%	79,000	7%			158,657	
LOW	59,556		30,088		50,000		55,000				30,088	
SAL FAC	0.77		0.86		0.81		0.82				0.75	
NONTENURE TRACK												
AVG	90,759	5 5	63,537	9 7	59,941	53 12	58,560	16 7	52,027	76 17	57,039	143 20
HIGH	107,851	4%	83,976	6%	85,147	37%	82,964	11%	94,701	53%	107,851	
LOW	64,067		52,447		45,000		45,000		34,356		34,356	
SAL FAC	0.80		0.69		0.82		0.83		0.97		0.85	
RES UNIV/VERY HIGH ACTVTY												
AVG	103,517	86 18	76,924	180 19	64,079	170 19	64,690	37 14	50,685	84 10	72,884	520 20
HIGH	163,917	17%	150,132	35%	85,147	33%	79,000	7%	94,701	16%	163,917	
LOW	64,067		30,088		45,150		55,000		34,356		30,088	
SAL FAC	0.77		0.85		0.80		0.83		0.92		0.72	
RES UNIV/HIGH ACTIVITY												
AVG	97,572	73 18	69,083	136 19	59,683	110 20	56,525	24 12	48,929	60 13	68,652	379 21
HIGH	138,720	19%	107,069	36%	82,964	29%	82,964	6%	71,711	16%	138,720	
LOW	59,556		48,852		45,000		45,000		30,000		30,000	
SAL FAC	0.89		0.85		0.83		0.78		0.98		0.83	
DOCTORAL RES UNIV												
AVG	93,907	4 3	73,237	15 3	62,422	7 2	61,667	3 2	55,221	4 2	71,067	30 3
HIGH	116,380	13%	86,166	50%	65,000	23%	65,000	10%	66,536	13%	116,380	
LOW	68,984		64,890		60,000		60,000		48,572		48,572	
SAL FAC	0.88		0.90		0.91		0.87		1.01		0.88	
REGION I												
AVG	93,710	41 9	70,461	78 8	61,566	89 9	60,189	16 5	48,398	67 7	65,673	275 10
HIGH	138,720	15%	93,600	28%	76,659	32%	70,000	6%	70,480	24%	138,720	
LOW	64,002		47,500		45,150		48,422		37,908		37,908	
SAL FAC	0.71		0.81		0.78		0.85		0.96		0.65	
REGION II												
AVG	101,643	14 3	67,328	17 3	61,835	11 3	66,655	3 2	61,238	6 2	75,317	48 3
HIGH	138,092	29%	81,722	35%	82,964	23%	82,964	6%	62,215	13%	138,092	
LOW	59,556		48,852		55,000		55,000		60,000		48,852	
SAL FAC	0.83		0.79		0.83		0.90		1.19		0.82	
REGION III												
AVG	109,063	40 12	81,241	101 15	67,505	76 13	68,115	14 9	55,222	34 7	77,991	251 15
HIGH	158,657	16%	109,889	40%	85,147	30%	79,000	6%	94,701	14%	158,657	
LOW	69,455		56,137		47,002		53,000		38,950		38,950	
SAL FAC	0.82		0.88		0.84		0.86		0.94		0.77	
REGION IV												
AVG	99,605	68 15	70,328	135 15	59,510	111 16	58,661	31 12	46,988	41 9	69,858	355 16
HIGH	163,917	19%	150,132	38%	74,473	31%	70,000	9%	69,057	12%	163,917	
LOW	64,067		30,088		45,000		45,000		30,000		30,000	
SAL FAC	0.80		0.82		0.79		0.77		0.93		0.77	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1201 Adult and Continuing Education and Teaching

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	97,716	36	7	71,897	59	8	60,445	29	7	57,951	10	5	50,272	14	3	74,032	138	9
HIGH	133,713	26%		150,132	43%		79,200	21%		73,008	7%		69,057	10%		150,132		
LOW	73,450			30,088			45,000			45,000			40,000			30,088		
SAL FAC	0.76			0.82			0.78			0.76			0.94			0.77		
TENURED/TENURE TRACK																		
AVG	98,275	34	6	72,286	55	6	62,634	19	6	64,085	6	3				78,770	108	6
HIGH	133,713	32%		150,132	51%		79,200	18%		73,008	6%					150,132		
LOW	73,450			30,088			50,000			58,500						30,088		
SAL FAC	0.76			0.82			0.79			0.82						0.75		
NONTENURE TRACK																		
AVG	101,166	1	1	61,200	1	1	56,984	9	3	48,750	4	2	50,272	14	3	55,161	25	3
HIGH	101,166	4%		61,200	4%		74,473	36%		60,000	16%		69,057	56%		101,166		
LOW	101,166			61,200			45,000			45,000			40,000			40,000		
SAL FAC	0.90			0.66			0.78			0.69			0.94			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	103,027	27	5	75,322	43	5	63,227	24	6	63,501	7	4	57,020	7	2	78,585	101	6
HIGH	133,713	27%		150,132	43%		79,200	24%		73,008	7%		69,057	7%		150,132		
LOW	79,203			30,088			50,000			58,500			49,000			30,088		
SAL FAC	0.77			0.83			0.79			0.81			1.04			0.77		
RES UNIV/HIGH ACTIVITY																		
AVG	81,785	9	2	62,693	16	3	47,091	5	1	45,000	3	1	43,523	7	1	61,602	37	3
HIGH	95,737	24%		72,672	43%		50,455	14%		45,000	8%		49,726	19%		95,737		
LOW	73,450			57,300			45,000			45,000			40,000			40,000		
SAL FAC	0.75			0.78			0.66			0.62			0.87			0.75		
REGION I																		
AVG				68,190	2	1										68,190	2	1
HIGH				72,672	100%											72,672		
LOW				63,708												63,708		
SAL FAC				0.79												0.67		
REGION III																		
AVG	101,747	5	1	88,409	5	1	76,104	2	1	73,008	1	1				91,916	12	1
HIGH	116,136	42%		98,388	42%		79,200	17%		73,008	8%					116,136		
LOW	84,420			75,816			73,008			73,008						73,008		
SAL FAC	0.77			0.96			0.95			0.92						0.91		
REGION IV																		
AVG	97,066	31	6	70,452	52	6	59,285	27	6	56,278	9	4	50,272	14	3	72,395	124	7
HIGH	133,713	25%		150,132	42%		74,473	22%		67,000	7%		69,057	11%		150,132		
LOW	73,450			30,088			45,000			45,000			40,000			30,088		
SAL FAC	0.78			0.82			0.78			0.74			0.99			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1202 Elementary Education and Teaching

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,133	28 9	69,081	62 12	59,470	71 15	58,676	20 8	45,962	19 6	67,836	180 16
HIGH	163,917	16%	97,817	34%	70,212	39%	68,000	11%	64,362	11%	163,917	
LOW	64,067		53,820		45,000		45,000		30,000		30,000	
SAL FAC	0.79		0.79		0.77		0.77		0.86		0.70	
TENURED/TENURE TRACK												
AVG	95,990	14 4	72,428	21 4	63,175	19 6	62,500	2 1			75,281	54 7
HIGH	135,000	26%	97,817	39%	70,212	35%	64,000	4%			135,000	
LOW	74,495		62,583		57,108		61,000				57,108	
SAL FAC	0.74		0.82		0.80		0.80				0.72	
NONTENURE TRACK												
AVG	79,069	2 2	65,528	3 3	58,780	20 3	61,125	8 2	49,404	7 3	58,630	32 6
HIGH	94,070	6%	67,873	9%	68,000	63%	68,000	25%	64,362	22%	94,070	
LOW	64,067		63,710		50,000		55,000		42,925		42,925	
SAL FAC	0.70		0.71		0.80		0.87		0.92		0.87	
RES UNIV/VERY HIGH ACTVTY												
AVG	100,202	18 4	71,003	29 5	60,172	38 5	62,000	11 3	47,377	8 3	70,197	93 6
HIGH	163,917	19%	97,817	31%	68,000	41%	68,000	12%	53,000	9%	163,917	
LOW	64,067		62,583		50,000		55,000		42,925		42,925	
SAL FAC	0.75		0.78		0.75		0.80		0.86		0.69	
RES UNIV/HIGH ACTIVITY												
AVG	102,807	10 5	67,392	33 7	58,661	33 10	54,614	9 5	44,933	11 3	65,311	87 10
HIGH	135,000	12%	86,710	38%	70,212	38%	67,102	10%	64,362	13%	135,000	
LOW	80,484		53,820		45,000		45,000		30,000		30,000	
SAL FAC	0.94		0.83		0.82		0.75		0.90		0.79	
REGION I												
AVG	101,812	5 2	67,814	10 2	60,139	13 3	48,422	1 1	39,936	1 1	69,274	29 3
HIGH	135,000	17%	76,800	35%	70,212	45%	48,422	3%	39,936	3%	135,000	
LOW	80,484		62,292		47,840		48,422		39,936		39,936	
SAL FAC	0.77		0.78		0.77		0.68		0.79		0.68	
REGION II												
AVG					63,748	1 1					63,748	1 1
HIGH					63,748	100%					63,748	
LOW					63,748						63,748	
SAL FAC					0.85						0.69	
REGION III												
AVG	100,794	1 1	77,877	2 2	65,894	5 3	65,551	2 2	64,362	1 1	72,264	9 3
HIGH	100,794	11%	86,710	22%	67,102	56%	67,102	22%	64,362	11%	100,794	
LOW	100,794		69,043		64,000		64,000		64,362		64,000	
SAL FAC	0.76		0.85		0.82		0.82		1.10		0.72	
REGION IV												
AVG	100,994	22 6	68,983	50 8	58,603	52 8	58,471	17 5	45,235	17 4	67,286	141 9
HIGH	163,917	16%	97,817	36%	68,000	37%	68,000	12%	60,810	12%	163,917	
LOW	64,067		53,820		45,000		45,000		30,000		30,000	
SAL FAC	0.81		0.80		0.78		0.77		0.89		0.74	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1205 Secondary Education and Teaching

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,655	17 10	74,801	40 10	62,142	40 11	61,200	5 4	53,365	16 5	71,324	113 13
HIGH	138,720	15%	108,300	35%	76,659	35%	70,000	4%	71,711	14%	138,720	
LOW	64,002		57,509		49,754		53,000		34,356		34,356	
SAL FAC	0.79		0.85		0.80		0.80		1.00		0.74	
TENURED/TENURE TRACK												
AVG	98,494	8 5	76,628	28 5	63,441	23 7	63,000	1 1			74,452	59 8
HIGH	124,417	14%	92,967	48%	70,776	39%	63,000	2%			124,417	
LOW	68,984		62,930		56,430		63,000				56,430	
SAL FAC	0.76		0.87		0.80		0.81				0.71	
NONTENURE TRACK												
AVG			60,916	2 2	60,272	9 3	60,000	2 1	52,932	15 4	56,087	26 6
HIGH			64,323	8%	76,659	35%	60,000	8%	71,711	58%	76,659	
LOW			57,509		50,000		60,000		34,356		34,356	
SAL FAC			0.66		0.82		0.85		0.99		0.84	
RES UNIV/VERY HIGH ACTVTY												
AVG	104,898	4 3	76,037	28 4	61,249	23 4	66,500	2 2	38,803	6 1	68,692	61 4
HIGH	117,900	7%	108,300	46%	70,000	38%	70,000	3%	45,613	10%	117,900	
LOW	82,000		57,509		50,000		63,000		34,356		34,356	
SAL FAC	0.78		0.84		0.76		0.85		0.71		0.67	
RES UNIV/HIGH ACTIVITY												
AVG	103,297	12 6	71,514	9 5	63,865	14 6	53,000	1 1	63,239	8 3	76,354	43 8
HIGH	138,720	28%	83,331	21%	76,659	33%	53,000	2%	71,711	19%	138,720	
LOW	64,002		61,481		49,754		53,000		59,856		49,754	
SAL FAC	0.95		0.88		0.89		0.73		1.26		0.93	
DOCTORAL RES UNIV												
AVG	68,984	1 1	73,119	3 1	60,943	3 1	60,000	2 1	57,554	2 1	65,142	9 1
HIGH	68,984	11%	82,106	33%	62,830	33%	60,000	22%	66,536	22%	82,106	
LOW	68,984		64,890		60,000		60,000		48,572		48,572	
SAL FAC	0.65		0.90		0.89		0.85		1.05		0.81	
REGION I												
AVG	102,163	4 2	71,940	3 1	64,290	9 3			59,856	1 1	74,290	17 3
HIGH	138,720	24%	74,760	18%	76,659	53%			59,856	6%	138,720	
LOW	64,002		66,888		49,754				59,856		49,754	
SAL FAC	0.78		0.83		0.82				1.19		0.73	
REGION II												
AVG					62,000	1 1			61,846	4 1	61,877	5 1
HIGH					62,000	20%			62,215	80%	62,215	
LOW					62,000				61,477		61,477	
SAL FAC					0.83				1.20		0.67	
REGION III												
AVG	110,589	4 3	78,212	16 3	65,333	6 3	53,000	1 1	66,224	3 1	78,773	29 3
HIGH	124,950	14%	92,967	55%	69,314	21%	53,000	3%	71,711	10%	124,950	
LOW	97,715		61,481		53,000		53,000		63,257		53,000	
SAL FAC	0.83		0.85		0.81		0.67		1.13		0.78	
REGION IV												
AVG	97,459	9 5	72,610	21 6	60,544	24 4	63,250	4 3	43,491	8 2	67,789	62 6
HIGH	124,417	15%	108,300	34%	70,000	39%	70,000	7%	66,536	13%	124,417	
LOW	68,984		57,509		50,000		60,000		34,356		34,356	
SAL FAC	0.78		0.85		0.80		0.83		0.86		0.74	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1206 Teacher Education, Multiple Levels

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	99,297	19	4	74,417	33	4	63,368	40	4	64,043	14	3	58,116	7	4	73,575	99	5
HIGH	158,657	19%		108,909	33%		85,147	40%		79,000	14%		86,596	7%		158,657		
LOW	76,406			52,447			50,000			50,000			44,395			44,395		
SAL FAC	0.77			0.85			0.82			0.84			1.09			0.76		
TENURED/TENURE TRACK																		
AVG	99,538	17	3	75,452	30	3	63,326	28	3	65,123	13	3				76,385	75	3
HIGH	158,657	23%		108,909	40%		80,866	37%		79,000	17%					158,657		
LOW	76,406			59,287			55,000			55,000						55,000		
SAL FAC	0.77			0.86			0.80			0.83						0.73		
NONTENURE TRACK																		
AVG	97,245	2	2	64,071	3	2	63,467	12	3	50,000	1	1	58,116	7	4	64,797	24	4
HIGH	107,851	8%		83,976	13%		85,147	50%		50,000	4%		86,596	29%		107,851		
LOW	86,639			52,447			50,000			50,000			44,395			44,395		
SAL FAC	0.86			0.69			0.86			0.71			1.08			0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	96,219	15	3	76,589	23	3	66,285	25	3	66,450	10	2	62,209	3	2	76,494	66	3
HIGH	158,657	23%		108,909	35%		85,147	38%		79,000	15%		86,596	5%		158,657		
LOW	76,406			59,287			55,000			55,000			46,850			46,850		
SAL FAC	0.72			0.84			0.83			0.85			1.13			0.75		
RES UNIV/HIGH ACTIVITY																		
AVG	110,838	4	1	69,423	10	1	58,507	15	1	58,025	4	1	55,046	4	2	67,738	33	2
HIGH	132,853	12%		78,394	30%		65,587	46%		62,100	12%		70,480	12%		132,853		
LOW	102,432			52,447			50,000			50,000			44,395			44,395		
SAL FAC	1.01			0.86			0.82			0.80			1.10			0.82		
REGION I																		
AVG	95,093	13	2	67,323	23	2	58,288	25	2	58,060	10	2	53,394	3	1	68,781	64	2
HIGH	132,853	20%		78,394	36%		65,587	39%		62,100	16%		70,480	5%		132,853		
LOW	76,406			52,447			50,000			50,000			44,395			44,395		
SAL FAC	0.72			0.78			0.74			0.82			1.06			0.68		
REGION II																		
AVG													60,000	1	1	60,000	1	1
HIGH													60,000	100%		60,000		
LOW													60,000			60,000		
SAL FAC													1.16			0.65		
REGION III																		
AVG	108,405	6	2	90,735	10	2	71,836	15	2	79,000	4	1	62,209	3	2	82,999	34	2
HIGH	158,657	18%		108,909	29%		85,147	44%		79,000	12%		86,596	9%		158,657		
LOW	86,044			70,181			57,273			79,000			46,850			46,850		
SAL FAC	0.82			0.99			0.89			0.99			1.06			0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1210 Early Childhood Education and Teaching

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	91,170	6	3	71,630	6	5	65,019	6	4	68,000	1	1	43,837	6	2	67,914	24	8
HIGH	117,096	25%		82,148	25%		68,000	25%		68,000	4%		53,250	25%		117,096		
LOW	72,184			58,894			61,360			68,000			37,908			37,908		
SAL FAC	0.71			0.82			0.84	0.71		0.89			0.82			0.70		
TENURED/TENURE TRACK																		
AVG	91,170	6	3	70,452	3	3	65,578	5	3	68,000	1	1				77,591	14	6
HIGH	117,096	43%		82,148	21%		68,000	36%		68,000	7%					117,096		
LOW	72,184			58,894			61,360			68,000						58,894		
SAL FAC	0.70			0.80			0.83			0.87						0.74		
NONTENURE TRACK																		
AVG													43,837	6	2	43,837	6	2
HIGH													53,250	100%		53,250		
LOW													37,908			37,908		
SAL FAC													0.82			0.65		
RES UNIV/HIGH ACTIVITY																		
AVG	91,170	6	3	71,892	5	4	65,019	6	4	68,000	1	1	43,837	6	2	67,809	23	7
HIGH	117,096	26%		82,148	22%		68,000	26%		68,000	4%		53,250	26%		117,096		
LOW	72,184			58,894			61,360			68,000			37,908			37,908		
SAL FAC	0.83			0.89			0.91			0.94			0.87			0.82		
DOCTORAL RES UNIV																		
AVG				70,315	1	1										70,315	1	1
HIGH				70,315	100%											70,315		
LOW				70,315												70,315		
SAL FAC				0.86												0.87		
REGION I																		
AVG	79,151	4	1	58,894	1	1	66,266	2	1				43,140	5	1	60,311	12	2
HIGH	89,514	33%		58,894	8%		66,625	17%					53,250	42%		89,514		
LOW	72,184			58,894			65,908						37,908			37,908		
SAL FAC	0.60			0.68			0.84						0.86			0.60		
REGION II																		
AVG	117,096	1	1													117,096	1	1
HIGH	117,096	100%														117,096		
LOW	117,096															117,096		
SAL FAC	0.96															1.27		
REGION III																		
AVG				78,903	3	2	67,027	2	1	68,000	1	1	47,323	1	1	69,681	6	2
HIGH				82,148	50%		68,000	33%		68,000	17%		47,323	17%		82,148		
LOW				75,350			66,054			68,000			47,323			47,323		
SAL FAC				0.86			0.83			0.85			0.81			0.69		
REGION IV																		
AVG	113,318	1	1	67,088	2	2	61,763	2	2							74,204	5	3
HIGH	113,318	20%		70,315	40%		62,220	40%								113,318		
LOW	113,318			63,860			61,360									61,360		
SAL FAC	0.91			0.78			0.82									0.81		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1299 Teacher Education and Professional Development, Specific Le

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,167	39	8	77,735	87	8	65,740	70	7	67,073	7	4	50,425	71	5	71,627	267	9
HIGH	142,182	15%		109,889	33%		78,392	26%		70,000	3%		94,701	27%		142,182		
LOW	71,298			47,500			45,150			64,008			38,950			38,950		
SAL FAC	0.84			0.89			0.85			0.88			0.95			0.74		
TENURED/TENURE TRACK																		
AVG	119,685	16	4	84,427	41	4	69,987	28	3	67,750	2	2				86,307	85	5
HIGH	142,182	19%		109,889	48%		78,392	33%		68,000	2%					142,182		
LOW	92,596			65,735			58,833			67,500						58,833		
SAL FAC	0.92			0.96			0.88			0.87						0.83		
NONTENURE TRACK																		
AVG													58,082	14	2	58,082	14	2
HIGH													94,701	100%		94,701		
LOW													38,950			38,950		
SAL FAC													1.08			0.87		
RES UNIV/VERY HIGH ACTVTY																		
AVG	112,460	19	5	81,715	57	5	67,223	57	4	67,073	7	4	50,999	60	3	70,913	193	6
HIGH	142,182	10%		109,889	30%		78,392	30%		70,000	4%		94,701	31%		142,182		
LOW	73,878			47,500			45,150			64,008			43,000			43,000		
SAL FAC	0.84			0.90			0.84			0.86			0.93			0.70		
RES UNIV/HIGH ACTIVITY																		
AVG	102,138	20	3	70,173	30	3	59,236	13	3				47,294	11	2	73,489	74	3
HIGH	138,092	27%		80,219	41%		65,154	18%					58,097	15%		138,092		
LOW	71,298			48,852			50,000						38,950			38,950		
SAL FAC	0.93			0.87			0.83						0.94			0.89		
REGION I																		
AVG	91,610	14	3	73,290	39	3	63,186	39	3	66,802	5	2	48,544	57	3	62,900	149	3
HIGH	104,919	9%		93,600	26%		74,760	26%		70,000	3%		59,748	38%		104,919		
LOW	73,878			47,500			45,150			64,008			43,000			43,000		
SAL FAC	0.70			0.84			0.81			0.94			0.96			0.62		
REGION II																		
AVG	109,111	9	1	63,306	7	1	59,293	3	1							84,369	19	1
HIGH	138,092	47%		76,161	37%		62,352	16%								138,092		
LOW	71,298			48,852			56,032									48,852		
SAL FAC	0.89			0.75			0.79									0.92		
REGION III																		
AVG	119,210	15	3	84,427	41	4	69,987	28	3	67,750	2	2	58,082	14	2	81,861	98	4
HIGH	142,182	15%		109,889	42%		78,392	29%		68,000	2%		94,701	14%		142,182		
LOW	92,596			65,735			58,833			67,500			38,950			38,950		
SAL FAC	0.90			0.92			0.87			0.85			0.99			0.81		
REGION IV																		
AVG	126,812	1	1													126,812	1	1
HIGH	126,812	100%														126,812		
LOW	126,812															126,812		
SAL FAC	1.02															1.39		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.13 Teacher Education and Professional Development, Specific Su

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
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	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	98,361	191	45	74,534	283	52	75,641	285	49	109,562	78	23	48,992	102	26	77,160	861	55
HIGH	211,169	22%		133,976	33%		170,765	33%		170,765	9%		98,182	12%		211,169		
LOW	65,035			36,878			10,800			10,800			25,445			10,800		
SAL FAC	0.77			0.85			0.98			1.44			0.92			0.80		
TENURED/TENURE TRACK																		
AVG	98,297	116	30	74,796	154	34	63,571	140	31	61,909	20	13				77,612	410	36
HIGH	211,169	28%		120,644	38%		92,509	34%		75,000	5%					211,169		
LOW	65,035			36,878			31,512			50,000						31,512		
SAL FAC	0.76			0.85			0.80			0.79						0.74		
NONTENURE TRACK																		
AVG	76,999	6	3	69,903	9	7	59,335	32	14	61,818	5	2	50,011	65	18	55,719	112	25
HIGH	84,684	5%		90,528	8%		69,042	29%		65,000	5%		67,741	58%		90,528		
LOW	66,023			50,389			49,993			58,091			25,445			25,445		
SAL FAC	0.68			0.76			0.81			0.88			0.93			0.83		
RES UNIV/VERY HIGH ACTVTY																		
AVG	100,559	119	22	76,773	131	26	63,611	147	26	62,020	27	12	48,032	37	10	76,387	434	27
HIGH	211,169	27%		120,644	30%		92,509	34%		75,000	6%		67,741	9%		211,169		
LOW	65,035			50,389			48,000			50,000			25,445			25,445		
SAL FAC	0.75			0.84			0.79			0.80			0.87			0.75		
RES UNIV/HIGH ACTIVITY																		
AVG	94,657	65	20	72,123	127	22	91,838	121	20	137,577	49	10	46,944	50	13	79,262	363	24
HIGH	142,373	18%		133,976	35%		170,765	33%		170,765	14%		67,097	14%		170,765		
LOW	67,314			36,878			10,800			10,800			26,235			10,800		
SAL FAC	0.87			0.89			1.28			1.90			0.94			0.96		
DOCTORAL RES UNIV																		
AVG	95,381	7	3	75,052	25	4	64,372	17	3	65,000	2	1	58,189	15	3	70,486	64	4
HIGH	135,645	11%		93,077	39%		70,000	27%		65,000	3%		98,182	23%		135,645		
LOW	68,909			63,063			58,902			65,000			42,735			42,735		
SAL FAC	0.90			0.92			0.94			0.92			1.06			0.88		
REGION I																		
AVG	92,314	29	10	69,120	46	11	58,958	41	12	63,150	4	4	45,994	15	5	68,426	131	13
HIGH	143,748	22%		98,690	35%		79,480	31%		72,000	3%		58,949	12%		143,748		
LOW	67,314			36,878			31,512			50,000			40,640			31,512		
SAL FAC	0.70			0.80			0.75			0.89			0.91			0.68		
REGION II																		
AVG	99,473	27	7	77,144	21	8	63,683	33	7	65,500	2	1	53,007	11	4	75,983	92	8
HIGH	142,373	29%		111,140	23%		92,509	36%		66,000	2%		64,715	12%		142,373		
LOW	66,023			60,405			51,418			65,000			25,445			25,445		
SAL FAC	0.82			0.91			0.85			0.88			1.03			0.83		
REGION III																		
AVG	107,477	40	12	79,551	80	15	105,159	93	14	158,000	39	6	51,355	25	6	91,290	238	16
HIGH	211,169	17%		118,846	34%		170,765	39%		170,765	16%		67,553	11%		211,169		
LOW	78,695			59,026			10,800			10,800			26,235			10,800		
SAL FAC	0.81			0.86			1.31			1.99			0.88			0.91		
REGION IV																		
AVG	96,053	95	16	73,011	136	18	61,516	118	16	60,613	33	12	47,850	51	11	71,885	400	18
HIGH	187,911	24%		133,976	34%		75,675	30%		73,100	8%		98,182	13%		187,911		
LOW	65,035			56,547			47,314			50,000			34,000			34,000		
SAL FAC	0.77			0.85			0.81			0.80			0.94			0.79		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1301 Agricultural Teacher Education

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	105,793	37	13	77,341	42	19	65,774	42	16	63,821	4	3	50,147	14	7	78,720	135	21
HIGH	187,911	27%		133,976	31%		92,509	31%		72,000	3%		67,741	10%		187,911		
LOW	67,314			36,878			31,512			58,091			40,640			31,512		
SAL FAC	0.83			0.88			0.85			0.84			0.94			0.82		
TENURED/TENURE TRACK																		
AVG	104,592	25	8	74,927	28	13	65,489	33	12	62,596	2	2				79,929	86	14
HIGH	187,911	29%		111,140	33%		92,509	38%		62,600	2%					187,911		
LOW	67,314			36,878			31,512			62,592						31,512		
SAL FAC	0.80			0.85			0.83			0.80						0.76		
NONTENURE TRACK																		
AVG	79,957	3	1	50,389	1	1	62,373	3	1	58,091	1	1	50,147	14	7	56,163	21	8
HIGH	84,684	14%		50,389	5%		68,727	14%		58,091	5%		67,741	67%		84,684		
LOW	74,802			50,389			58,091			58,091			40,640			40,640		
SAL FAC	0.71			0.55			0.85			0.83			0.93			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	113,800	24	7	80,832	26	12	68,412	29	10	64,228	3	2	54,871	5	4	84,418	84	13
HIGH	187,911	29%		111,140	31%		92,509	35%		72,000	4%		67,741	6%		187,911		
LOW	74,802			50,389			48,000			58,091			46,865			46,865		
SAL FAC	0.85			0.89			0.85			0.82			1.00			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	91,010	13	6	71,669	16	7	59,890	13	6	62,600	1	1	47,522	9	3	69,335	51	8
HIGH	142,373	26%		133,976	31%		75,675	26%		62,600	2%		52,586	18%		142,373		
LOW	67,314			36,878			31,512			62,600			40,640			31,512		
SAL FAC	0.83			0.89			0.84			0.86			0.95			0.84		
REGION I																		
AVG	87,627	5	3	63,483	13	5	56,629	11	5	62,600	1	1	46,992	8	2	61,143	37	6
HIGH	118,418	14%		83,868	35%		66,950	30%		62,600	3%		52,586	22%		118,418		
LOW	67,314			36,878			31,512			62,600			40,640			31,512		
SAL FAC	0.67			0.73			0.72			0.88			0.93			0.60		
REGION II																		
AVG	103,814	14	4	83,450	10	5	68,823	12	4				57,304	2	2	84,957	38	5
HIGH	142,373	37%		111,140	26%		92,509	32%					62,845	5%		142,373		
LOW	81,639			74,153			60,099						51,763			51,763		
SAL FAC	0.85			0.98			0.92						1.11			0.92		
REGION III																		
AVG	137,367	4	1	89,924	5	3	77,493	5	2	72,000	1	1				99,040	14	3
HIGH	128,424	29%		97,128	36%		82,013	36%		72,000	7%					128,424		
LOW	128,424			68,772			72,000			72,000						68,772		
SAL FAC	1.04			0.98			0.96			0.91						0.98		
REGION IV																		
AVG	105,239	14	5	81,351	14	6	66,162	14	5	60,342	2	1	52,877	4	3	81,522	46	7
HIGH	187,911	30%		133,976	30%		75,675	30%		62,592	4%		67,741	9%		187,911		
LOW	74,802			67,800			58,091			58,091			46,865			46,865		
SAL FAC	0.85			0.95			0.88			0.79			1.04			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1302 Art Teacher Education

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	91,682	12	3	72,992	9	5	57,868	13	4	55,000	1	1	40,000	1	1	72,840	35	6
HIGH	95,316	34%		71,810	26%		62,328	37%		55,000	3%		40,000	3%		95,316		
LOW	80,389			56,547			54,234			55,000			40,000			40,000		
SAL FAC	0.72			0.83			0.75			0.72			0.75			0.76		
TENURED/TENURE TRACK																		
AVG							56,217	5	1							56,217	5	1
HIGH							59,500	100%								59,500		
LOW							55,000									55,000		
SAL FAC							0.71									0.54		
RES UNIV/VERY HIGH ACTVTY																		
AVG	91,682	12	3	75,030	7	3	58,900	8	3	55,000	1	1	40,000	1	1	76,307	28	3
HIGH	95,316	43%		67,128	25%		62,328	29%		55,000	4%		40,000	4%		95,316		
LOW	80,389			56,547			54,234			55,000			40,000			40,000		
SAL FAC	0.69			0.83			0.73			0.71			0.73			0.75		
RES UNIV/HIGH ACTIVITY																		
AVG				65,861	2	2	56,217	5	1							58,972	7	3
HIGH				71,810	29%		59,500	71%								71,810		
LOW				59,911			55,000									55,000		
SAL FAC				0.81			0.79									0.72		
REGION II																		
AVG							56,217	5	1							56,217	5	1
HIGH							59,500	100%								59,500		
LOW							55,000									55,000		
SAL FAC							0.75									0.61		
REGION III																		
AVG	94,166	6	1	78,996	6	3	64,112	3	1							82,087	15	3
HIGH	79,068	40%		71,810	40%		62,328	20%								79,068		
LOW	118,344			59,911			65,004									59,911		
SAL FAC	0.71			0.86			0.80									0.82		
REGION IV																		
AVG	89,198	6	2	60,985	3	2	55,773	5	2	55,000	1	1	40,000	1	1	69,134	15	2
HIGH	95,316	40%		65,146	20%		57,110	33%		55,000	7%		40,000	7%		95,316		
LOW	80,389			56,547			54,234			55,000			40,000			40,000		
SAL FAC	0.72			0.71			0.74			0.72			0.79			0.76		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1305 English/Language Arts Teacher Education

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	91,151	8 2	72,421	11 3	60,533	14 4	62,750	4 1			71,918	33 4
HIGH	132,000	24%	79,548	33%	65,000	42%	65,000	12%			132,000	
LOW	74,710		60,170		52,020		60,000				52,020	
SAL FAC	0.71		0.82		0.78		0.83				0.75	
TENURED/TENURE TRACK												
AVG	91,151	8 2	73,647	10 2	60,321	9 3					74,391	27 3
HIGH	132,000	30%	79,548	37%	64,248	33%					132,000	
LOW	74,710		67,220		52,020						52,020	
SAL FAC	0.70		0.84		0.76						0.71	
NONTENURE TRACK												
AVG					62,750	4 1	62,750	4 1			62,750	4 1
HIGH					65,000	100%	65,000	100%			65,000	
LOW					60,000		60,000				60,000	
SAL FAC					0.85		0.89				0.94	
RES UNIV/VERY HIGH ACTVTY												
AVG	91,151	8 2	73,647	10 2	61,505	12 2	62,750	4 1			73,458	30 2
HIGH	132,000	27%	79,548	33%	65,000	40%	65,000	13%			132,000	
LOW	74,710		67,220		52,020		60,000				52,020	
SAL FAC	0.68		0.81		0.77		0.81				0.72	
RES UNIV/HIGH ACTIVITY												
AVG			60,170	1 1	54,703	2 2					56,525	3 2
HIGH			60,170	33%	55,825	67%					60,170	
LOW			60,170		53,580						53,580	
SAL FAC			0.74		0.76						0.69	
REGION II												
AVG					55,825	1 1					55,825	1 1
HIGH					55,825	100%					55,825	
LOW					55,825						55,825	
SAL FAC					0.75						0.61	
REGION III												
AVG	88,179	1 1	74,941	6 1	61,010	6 1					69,530	13 1
HIGH	88,179	8%	79,548	46%	64,248	46%					88,179	
LOW	88,179		69,423		52,020						52,020	
SAL FAC	0.67		0.81		0.76						0.69	
REGION IV												
AVG	91,575	7 1	69,398	5 2	60,797	7 2	62,750	4 1			74,400	19 2
HIGH	132,000	37%	76,685	26%	65,000	37%	65,000	21%			132,000	
LOW	74,710		60,170		53,580		60,000				53,580	
SAL FAC	0.74		0.81		0.80		0.83				0.82	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1307 Health Teacher Education

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	80,840	2 2	67,691	8 2	55,621	4 3	61,740	1 1	46,930	6 3	60,363	20 5
HIGH	88,002	10%	76,667	40%	61,740	20%	61,740	5%	59,000	30%	88,002	
LOW	73,678		59,670		48,006		61,740		34,000		34,000	
SAL FAC	0.63		0.77		0.72		0.81		0.88		0.63	
TENURED/TENURE TRACK												
AVG	73,678	1 1	69,762	4 1	61,740	1 1	61,740	1 1			69,078	6 2
HIGH	73,678	17%	76,667	67%	61,740	17%	61,740	17%			76,667	
LOW	73,678		63,007		61,740		61,740				61,740	
SAL FAC	0.57		0.79		0.78		0.79				0.66	
NONTENURE TRACK												
AVG					56,389	1 1			34,304	1 1	45,347	2 2
HIGH					56,389	50%			34,304	50%	56,389	
LOW					56,389				34,304		34,304	
SAL FAC					0.77				0.64		0.68	
RES UNIV/VERY HIGH ACTVTY												
AVG	73,678	1 1	69,762	4 1	59,065	2 1	61,740	1 1	46,661	5 2	58,680	12 3
HIGH	73,678	8%	76,667	33%	61,740	17%	61,740	8%	59,000	42%	76,667	
LOW	73,678		63,007		56,389		61,740		34,000		34,000	
SAL FAC	0.55		0.77		0.74		0.79		0.85		0.58	
RES UNIV/HIGH ACTIVITY												
AVG	88,002	1 1	65,619	4 1	52,178	2 2			48,276	1 1	62,889	8 2
HIGH	88,002	13%	70,074	50%	56,349	25%			48,276	13%	88,002	
LOW	88,002		59,670		48,006				48,276		48,006	
SAL FAC	0.81		0.81		0.73				0.96		0.76	
REGION I												
AVG					48,006	1 1					48,006	1 1
HIGH					48,006	100%					48,006	
LOW					48,006						48,006	
SAL FAC					0.61						0.47	
REGION III												
AVG	88,002	1 1	65,619	4 1	56,349	1 1			48,276	1 1	65,015	7 1
HIGH	88,002	14%	70,074	57%	56,349	14%			48,276	14%	88,002	
LOW	88,002		59,670		56,349				48,276		48,276	
SAL FAC	0.66		0.71		0.70				0.82		0.65	
REGION IV												
AVG	73,678	1 1	69,762	4 1	59,065	2 1	61,740	1 1	46,661	5 2	58,680	12 3
HIGH	73,678	8%	76,667	33%	61,740	17%	61,740	8%	59,000	42%	76,667	
LOW	73,678		63,007		56,389		61,740		34,000		34,000	
SAL FAC	0.59		0.81		0.78		0.81		0.92		0.64	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1309 Technology Teacher Education/Industrial Arts Teacher Educat

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	110,446	5 2	85,637	3 2	68,759	6 3	72,000	1 1	37,367	1 1	83,938	15 4
HIGH	143,748	33%	98,690	20%	79,480	40%	72,000	7%	37,367	7%	143,748	
LOW	96,103		74,844		57,232		72,000		37,367		37,367	
SAL FAC	0.86		0.98		0.89		0.95		0.70		0.87	
TENURED/TENURE TRACK												
AVG	109,831	1 1	98,690	1 1	74,493	3 1	72,000	1 1			86,400	5 1
HIGH	109,831	20%	98,690	20%	79,480	60%	72,000	20%			109,831	
LOW	109,831		98,690		72,000		72,000				72,000	
SAL FAC	0.85		1.12		0.94		0.92				0.83	
NONTENURE TRACK												
AVG									37,367	1 1	37,367	1 1
HIGH									37,367	100%	37,367	
LOW									37,367		37,367	
SAL FAC									0.70		0.56	
RES UNIV/VERY HIGH ACTVTY												
AVG	110,600	4 1	79,110	2 1	63,025	3 2			37,367	1 1	82,706	10 3
HIGH	143,748	40%	83,376	20%	65,928	30%			37,367	10%	143,748	
LOW	96,103		74,844		57,232				37,367		37,367	
SAL FAC	0.83		0.87		0.79				0.68		0.81	
RES UNIV/HIGH ACTIVITY												
AVG	109,831	1 1	98,690	1 1	74,493	3 1	72,000	1 1			86,400	5 1
HIGH	109,831	20%	98,690	20%	79,480	60%	72,000	20%			109,831	
LOW	109,831		98,690		72,000		72,000				72,000	
SAL FAC	1.01		1.22		1.04		0.99				1.05	
REGION I												
AVG	110,446	5 2	85,637	3 2	71,065	5 2	72,000	1 1			89,574	13 2
HIGH	143,748	39%	98,690	23%	79,480	39%	72,000	8%			143,748	
LOW	96,103		74,844		65,916		72,000				65,916	
SAL FAC	0.84		0.99		0.91		1.02				0.89	
REGION IV												
AVG					57,232	1 1			37,367	1 1	47,300	2 2
HIGH					57,232	50%			37,367	50%	57,232	
LOW					57,232				37,367		37,367	
SAL FAC					0.76				0.74		0.52	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1311 Mathematics Teacher Education

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	97,537	23	5	70,030	15	4	61,022	14	3	59,000	4	3	63,096	2	1	79,154	54	8
HIGH	149,361	43%		81,556	28%		66,560	26%		65,000	7%		64,715	4%		149,361		
LOW	79,379			58,000			52,118			53,000			61,477			52,118		
SAL FAC	0.76			0.80			0.79			0.78			1.18			0.82		
TENURED/TENURE TRACK																		
AVG	101,538	13	3	70,762	8	3	63,593	6	2	64,500	2	2				83,987	27	5
HIGH	130,570	48%		78,683	30%		66,560	22%		65,000	7%					130,570		
LOW	79,379			66,569			60,000			64,000						60,000		
SAL FAC	0.78			0.80			0.80			0.83						0.80		
NONTENURE TRACK																		
AVG													63,096	2	1	63,096	2	1
HIGH													64,715	100%		64,715		
LOW													61,477			61,477		
SAL FAC													1.18			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	98,340	19	2	69,461	13	2	60,313	12	2	57,333	3	2				79,436	44	2
HIGH	149,361	43%		81,556	30%		65,000	27%		65,000	7%					149,361		
LOW	79,379			58,000			52,118			53,000						52,118		
SAL FAC	0.74			0.76			0.75			0.74						0.78		
RES UNIV/HIGH ACTIVITY																		
AVG	93,720	4	3	73,727	2	2	65,280	2	1	64,000	1	1	63,096	2	1	77,908	10	6
HIGH	99,170	40%		78,683	20%		66,560	20%		64,000	10%		64,715	20%		99,170		
LOW	85,595			68,771			64,000			64,000			61,477			61,477		
SAL FAC	0.86			0.91			0.91			0.88			1.26			0.95		
REGION I																		
AVG	89,669	2	2	68,771	1	1										82,703	3	2
HIGH	93,743	67%		68,771	33%											93,743		
LOW	85,595			68,771												68,771		
SAL FAC	0.68			0.79												0.82		
REGION II																		
AVG													63,096	2	1	63,096	2	1
HIGH													64,715	100%		64,715		
LOW													61,477			61,477		
SAL FAC													1.22			0.69		
REGION III																		
AVG				78,683	1	1										78,683	1	1
HIGH				78,683	100%											78,683		
LOW				78,683												78,683		
SAL FAC				0.85												0.78		
REGION IV																		
AVG	98,286	21	3	69,461	13	2	61,022	14	3	59,000	4	3				79,611	48	4
HIGH	149,361	44%		81,556	27%		66,560	29%		65,000	8%					149,361		
LOW	79,379			58,000			52,118			53,000						52,118		
SAL FAC	0.79			0.81			0.81			0.78						0.87		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1312 Music Teacher Education

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	89,307	7	4	69,379	12	5	53,251	2	2				47,776	3	3	71,147	24	6
HIGH	101,039	29%		92,920	50%		59,122	8%					53,837	13%		101,039		
LOW	65,035			57,380			47,380						42,000			42,000		
SAL FAC	0.70			0.79			0.69						0.90			0.74		
TENURED/TENURE TRACK																		
AVG	88,408	6	3	67,461	9	3	59,122	1	1							74,795	16	4
HIGH	101,039	38%		82,317	56%		59,122	6%								101,039		
LOW	65,035			60,493			59,122									59,122		
SAL FAC	0.68			0.77			0.75									0.72		
NONTENURE TRACK																		
AVG													50,664	2	2	50,664	2	2
HIGH													53,837	100%		53,837		
LOW													47,491			47,491		
SAL FAC													0.94			0.76		
RES UNIV/VERY HIGH ACTVTY																		
AVG	79,624	2	1										47,491	1	1	68,913	3	1
HIGH	94,213	67%											47,491	33%		94,213		
LOW	65,035												47,491			47,491		
SAL FAC	0.60												0.86			0.68		
RES UNIV/HIGH ACTIVITY																		
AVG	93,180	5	3	69,379	12	5	53,251	2	2				47,919	2	2	71,466	21	5
HIGH	101,039	24%		92,920	57%		59,122	10%					53,837	10%		101,039		
LOW	84,260			57,380			47,380						42,000			42,000		
SAL FAC	0.85			0.86			0.74						0.96			0.87		
REGION II																		
AVG	92,800	4	2	69,726	4	2	59,122	1	1				53,837	1	1	76,306	10	2
HIGH	101,039	40%		82,317	40%		59,122	10%					53,837	10%		101,039		
LOW	84,260			60,493			59,122						53,837			53,837		
SAL FAC	0.76			0.82			0.79						1.04			0.83		
REGION III																		
AVG				84,010	2	1										84,010	2	1
HIGH				92,920	100%											92,920		
LOW				75,100												75,100		
SAL FAC				0.91												0.83		
REGION IV																		
AVG	84,649	3	2	64,271	6	2	47,380	1	1				44,746	2	2	64,704	12	3
HIGH	94,700	25%		68,963	50%		47,380	8%					47,491	17%		94,700		
LOW	65,035			57,380			47,380						42,000			42,000		
SAL FAC	0.68			0.75			0.63						0.88			0.71		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1314 Physical Education Teaching and Coaching

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	92,372	38 17	72,231	73 18	100,161	96 17	136,943	49 10	45,267	28 10	83,685	235 20
HIGH	138,437	16%	120,644	31%	170,765	41%	170,765	21%	61,775	12%	170,765	
LOW	66,023		56,014		10,800		10,800		25,445		10,800	
SAL FAC	0.72		0.82		1.29		1.80		0.85		0.87	
TENURED/TENURE TRACK												
AVG	91,597	25 11	73,105	37 11	61,955	29 10	61,071	7 5			74,632	91 12
HIGH	138,437	28%	120,644	41%	76,602	32%	73,000	8%			138,437	
LOW	68,909		56,084		47,853		50,000				47,853	
SAL FAC	0.70		0.83		0.78		0.78				0.71	
NONTENURE TRACK												
AVG	75,101	2 2	68,247	5 4	56,123	11 4			47,282	13 6	55,595	31 8
HIGH	84,178	7%	89,642	16%	65,694	36%			61,775	42%	89,642	
LOW	66,023		59,026		49,993				25,445		25,445	
SAL FAC	0.66		0.74		0.76				0.88		0.83	
RES UNIV/VERY HIGH ACTVTY												
AVG	95,916	19 8	75,199	31 8	61,788	37 9	61,688	8 6	45,338	10 3	71,063	97 9
HIGH	138,437	20%	120,644	32%	76,602	38%	73,000	8%	61,775	10%	138,437	
LOW	66,023		59,026		49,993		50,000		25,445		25,445	
SAL FAC	0.72		0.83		0.77		0.79		0.82		0.70	
RES UNIV/HIGH ACTIVITY												
AVG	91,407	16 8	70,160	40 9	126,426	57 7	151,626	41 4	44,618	17 6	94,106	130 10
HIGH	138,090	12%	93,017	31%	170,765	44%	170,765	32%	58,949	13%	170,765	
LOW	69,381		56,014		10,800		10,800		35,583		10,800	
SAL FAC	0.84		0.87		1.77		2.09		0.89		1.14	
DOCTORAL RES UNIV												
AVG	75,074	3 1	67,651	2 1	61,514	2 1			55,598	1 1	67,394	8 1
HIGH	83,475	38%	68,892	25%	63,288	25%			55,598	13%	83,475	
LOW	68,909		66,410		59,740				55,598		55,598	
SAL FAC	0.71		0.83		0.90				1.01		0.84	
REGION I												
AVG	77,266	8 4	63,937	15 4	52,516	8 4	50,000	1 1	46,817	4 3	62,417	35 5
HIGH	89,264	23%	81,099	43%	61,890	23%	50,000	3%	58,949	11%	89,264	
LOW	69,381		56,014		47,853		50,000		40,747		40,747	
SAL FAC	0.59		0.74		0.67		0.71		0.93		0.62	
REGION II												
AVG	87,591	6 1	73,517	6 1	62,129	12 1	65,500	2 1	44,425	4 1	67,496	28 1
HIGH	115,677	21%	99,442	21%	69,848	43%	66,000	7%	61,775	14%	115,677	
LOW	66,023		60,405		51,418		65,000		25,445		25,445	
SAL FAC	0.72		0.87		0.83		0.88		0.86		0.73	
REGION III												
AVG	108,667	10 4	77,749	17 5	149,125	44 3	167,972	35 2	55,399	1 1	125,351	72 5
HIGH	138,437	14%	104,702	24%	170,765	61%	170,765	49%	55,399	1%	170,765	
LOW	84,178		59,026		10,800		10,800		55,399		10,800	
SAL FAC	0.82		0.84		1.85		2.11		0.95		1.24	
REGION IV												
AVG	91,414	14 8	72,885	35 8	59,010	32 9	59,107	11 6	44,585	19 5	65,662	100 9
HIGH	125,078	14%	120,644	35%	69,243	32%	66,000	11%	61,365	19%	125,078	
LOW	68,909		57,683		47,314		50,000		35,583		35,583	
SAL FAC	0.74		0.85		0.78		0.78		0.88		0.72	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1315 Reading Teacher Education

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	98,549	3 3	75,415	10 4	60,627	7 5	62,083	3 3	55,232	8 3	68,430	28 7
HIGH	105,000	11%	91,870	36%	72,000	25%	72,000	11%	67,097	29%	105,000	
LOW	91,406		65,326		55,038		55,250		43,438		43,438	
SAL FAC	0.77		0.86		0.78		0.82		1.04		0.71	
TENURED/TENURE TRACK												
AVG	105,000	1 1	76,611	6 2	58,537	3 2	57,125	2 2			74,028	10 3
HIGH	105,000	10%	90,133	60%	61,360	30%	59,000	20%			105,000	
LOW	105,000		68,839		55,250		55,250				55,250	
SAL FAC	0.81		0.87		0.74		0.73				0.71	
NONTENURE TRACK												
AVG					58,925	3 2			55,232	8 3	56,239	11 3
HIGH					61,720	27%			67,097	73%	67,097	
LOW					55,038				43,438		43,438	
SAL FAC					0.80				1.03		0.84	
RES UNIV/VERY HIGH ACTVTY												
AVG					55,250	1 1	55,250	1 1	48,997	1 1	52,124	2 2
HIGH					55,250	50%	55,250	50%	48,997	50%	55,250	
LOW					55,250		55,250		48,997		48,997	
SAL FAC					0.69		0.71		0.89		0.51	
RES UNIV/HIGH ACTIVITY												
AVG	98,549	3 3	75,415	10 4	61,523	6 4	65,500	2 2	56,123	7 2	69,684	26 5
HIGH	105,000	12%	91,870	39%	72,000	23%	72,000	8%	67,097	27%	105,000	
LOW	91,406		65,326		55,038		59,000		43,438		43,438	
SAL FAC	0.90		0.93		0.86		0.90		1.12		0.85	
REGION II												
AVG					61,720	1 1			55,370	2 1	57,487	3 1
HIGH					61,720	33%			61,065	67%	61,720	
LOW					61,720				49,675		49,675	
SAL FAC					0.83				1.07		0.63	
REGION III												
AVG	99,240	1 1	82,876	2 2	62,352	3 2	72,000	1 1	56,424	5 1	66,743	11 2
HIGH	99,240	9%	91,870	18%	72,000	27%	72,000	9%	67,097	46%	99,240	
LOW	99,240		73,882		55,038		72,000		43,438		43,438	
SAL FAC	0.75		0.90		0.77		0.91		0.96		0.66	
REGION IV												
AVG	98,203	2 2	73,550	8 2	58,537	3 2	57,125	2 2	48,997	1 1	72,101	14 4
HIGH	105,000	14%	90,133	57%	61,360	21%	59,000	14%	48,997	7%	105,000	
LOW	91,406		65,326		55,250		55,250		48,997		48,997	
SAL FAC	0.79		0.86		0.77		0.75		0.97		0.79	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1316 Science Teacher Education/General Science Teacher Education

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			72,128	5 4	63,425	2 2			36,636	1 1	65,516	8 4
HIGH			91,810	63%	66,560	25%			36,636	13%	91,810	
LOW			60,410		60,290				36,636		36,636	
SAL FAC			0.82		0.82				0.69		0.68	
TENURED/TENURE TRACK												
AVG			68,640	1 1	66,560	1 1					67,600	2 1
HIGH			68,640	50%	66,560	50%					68,640	
LOW			68,640		66,560						66,560	
SAL FAC			0.78		0.84						0.65	
RES UNIV/HIGH ACTIVITY												
AVG			72,128	5 4	63,425	2 2			36,636	1 1	65,516	8 4
HIGH			91,810	63%	66,560	25%			36,636	13%	91,810	
LOW			60,410		60,290				36,636		36,636	
SAL FAC			0.89		0.89				0.73		0.80	
REGION III												
AVG			91,810	1 1							91,810	1 1
HIGH			91,810	100%							91,810	
LOW			91,810								91,810	
SAL FAC			1.00								0.91	
REGION IV												
AVG			67,207	4 3	63,425	2 2			36,636	1 1	61,759	7 3
HIGH			78,748	57%	66,560	29%			36,636	14%	78,748	
LOW			60,410		60,290				36,636		36,636	
SAL FAC			0.78		0.84				0.72		0.68	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1320 Trade and Industrial Teacher Education

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	96,184	6	4	73,168	11	4	64,270	7	4	63,000	1	1	39,813	6	2	69,024	30	6
HIGH	118,575	20%		86,234	37%		72,350	23%		63,000	3%		58,670	20%		118,575		
LOW	83,647			62,968			55,188			63,000			26,235			26,235		
SAL FAC	0.75			0.83			0.83			0.83			0.75			0.72		
TENURED/TENURE TRACK																		
AVG	100,341	3	2	72,247	7	3	66,728	5	3	63,000	1	1				76,026	15	4
HIGH	118,575	20%		86,234	47%		72,350	33%		63,000	7%					118,575		
LOW	83,647			62,968			63,000			63,000						62,968		
SAL FAC	0.77			0.82			0.84			0.81						0.73		
NONTENURE TRACK																		
AVG													42,735	1	1	42,735	1	1
HIGH													42,735	100%		42,735		
LOW													42,735			42,735		
SAL FAC													0.80			0.64		
RES UNIV/VERY HIGH ACTVTY																		
AVG	83,647	1	1	62,968	1	1										73,308	2	1
HIGH	83,647	50%		62,968	50%											83,647		
LOW	83,647			62,968												62,968		
SAL FAC	0.63			0.69												0.72		
RES UNIV/HIGH ACTIVITY																		
AVG	98,691	5	3	75,319	6	2	63,321	5	3	63,000	1	1	39,229	5	1	69,434	21	4
HIGH	118,575	24%		86,234	29%		72,350	24%		63,000	5%		58,670	24%		118,575		
LOW	90,495			66,560			55,188			63,000			26,235			26,235		
SAL FAC	0.90			0.93			0.88			0.87			0.78			0.84		
DOCTORAL RES UNIV																		
AVG				72,492	4	1	66,644	2	1				42,735	1	1	66,570	7	1
HIGH				84,209	57%		70,000	29%					42,735	14%		84,209		
LOW				63,750			63,288						42,735			42,735		
SAL FAC				0.89			0.98						0.78			0.83		
REGION II																		
AVG							72,350	1	1							72,350	1	1
HIGH							72,350	100%								72,350		
LOW							72,350									72,350		
SAL FAC							0.97									0.79		
REGION III																		
AVG	90,495	2	1	74,780	4	1	58,127	2	1				39,229	5	1	60,962	13	1
HIGH	90,495	15%		79,488	31%		61,065	15%					58,670	39%		90,495		
LOW	90,495			68,445			55,188						26,235			26,235		
SAL FAC	0.68			0.81			0.72						0.67			0.61		
REGION IV																		
AVG	99,028	4	3	72,247	7	3	65,322	4	2	63,000	1	1	42,735	1	1	75,367	16	4
HIGH	118,575	25%		86,234	44%		70,000	25%		63,000	6%		42,735	6%		118,575		
LOW	83,647			62,968			63,000			63,000			42,735			42,735		
SAL FAC	0.80			0.84			0.86			0.83			0.84			0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1321 Computer Teacher Education

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	111,874	3 1	63,298	2 2					42,294	1 1	84,085	6 3
HIGH	141,787	50%	65,524	33%					42,294	17%	141,787	
LOW	91,062		61,071						42,294		42,294	
SAL FAC	0.87		0.72						0.79		0.87	
TENURED/TENURE TRACK												
AVG	111,874	3 1	65,524	1 1							100,287	4 1
HIGH	141,787	75%	65,524	25%							141,787	
LOW	91,062		65,524								65,524	
SAL FAC	0.86		0.74								0.96	
NONTENURE TRACK												
AVG									42,294	1 1	42,294	1 1
HIGH									42,294	100%	42,294	
LOW									42,294		42,294	
SAL FAC									0.79		0.63	
RES UNIV/HIGH ACTIVITY												
AVG	111,874	3 1	63,298	2 2					42,294	1 1	84,085	6 3
HIGH	141,787	50%	65,524	33%					42,294	17%	141,787	
LOW	91,062		61,071						42,294		42,294	
SAL FAC	1.02		0.78						0.84		1.02	
REGION I												
AVG									42,294	1 1	42,294	1 1
HIGH									42,294	100%	42,294	
LOW									42,294		42,294	
SAL FAC									0.84		0.42	
REGION II												
AVG	111,874	3 1	65,524	1 1							100,287	4 1
HIGH	141,787	75%	65,524	25%							141,787	
LOW	91,062		65,524								65,524	
SAL FAC	0.92		0.77								1.09	
REGION III												
AVG			61,071	1 1							61,071	1 1
HIGH			61,071	100%							61,071	
LOW			61,071								61,071	
SAL FAC			0.66								0.61	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1399 Teacher Education and Professional Development, Specific Su

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	112,991	14	4	76,871	21	4	63,103	18	4	64,396	6	3	41,894	3	1	79,602	56	5
HIGH	211,169	25%		93,991	38%		73,100	32%		73,100	11%		45,124	5%		211,169		
LOW	86,487			63,998			53,092			53,250			36,992			36,992		
SAL FAC	0.88			0.88			0.81			0.85			0.79			0.83		
TENURED/TENURE TRACK																		
AVG	211,169	1	1	63,998	1	1	55,233	4	1	53,250	2	1				82,683	6	2
HIGH	211,169	17%		63,998	17%		58,110	67%		53,250	33%					211,169		
LOW	211,169			63,998			53,250			53,250						53,250		
SAL FAC	1.63			0.73			0.70			0.68						0.79		
NONTENURE TRACK																		
AVG							60,289	1	1				41,894	3	1	46,493	4	1
HIGH							60,289	25%					45,124	75%		60,289		
LOW							60,289						36,992			36,992		
SAL FAC							0.82						0.78			0.69		
RES UNIV/VERY HIGH ACTVTY																		
AVG	121,761	8	3	77,057	12	3	62,928	15	3	63,675	5	2	41,894	3	1	78,115	38	4
HIGH	211,169	21%		93,991	32%		73,100	40%		73,100	13%		45,124	8%		211,169		
LOW	86,487			63,998			53,092			53,250			36,992			36,992		
SAL FAC	0.91			0.85			0.79			0.82			0.76			0.77		
RES UNIV/HIGH ACTIVITY																		
AVG	101,297	6	1	76,623	9	1	63,978	3	1	68,000	1	1				82,740	18	1
HIGH	119,193	33%		86,134	50%		69,767	17%		68,000	6%					119,193		
LOW	88,390			70,819			54,167			689,000						54,167		
SAL FAC	0.93			0.95			0.89			0.94						1.00		
REGION I																		
AVG	101,297	6	1	76,623	9	1	63,978	3	1	68,000	1	1				82,740	18	1
HIGH	119,193	33%		86,134	50%		69,767	17%		68,000	6%					119,193		
LOW	88,390			70,819			54,167			689,000						54,167		
SAL FAC	0.77			0.88			0.82			0.96						0.82		
REGION III																		
AVG	165,461	2	2	67,840	1	1	53,092	1	1							112,963	4	2
HIGH	211,169	50%		67,840	25%		53,092	25%								211,169		
LOW	119,752			67,840			53,092									53,092		
SAL FAC	1.25			0.74			0.66									1.12		
REGION IV																		
AVG	107,194	6	1	77,895	11	2	63,631	14	2	63,675	5	2	41,894	3	1	74,015	34	2
HIGH	162,710	18%		93,991	32%		73,100	41%		73,100	15%		45,124	9%		162,710		
LOW	86,487			63,998			53,250			53,250			36,992			36,992		
SAL FAC	0.86			0.91			0.84			0.84			0.83			0.81		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.14 Teaching English or French as a Second or Foreign Language

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	110,802	7 1	76,802	4 3	51,296	17 6	64,306	3 3	39,291	91 11	46,473	119 15
HIGH	125,628	6%	79,356	3%	69,528	14%	69,418	3%	56,905	77%	125,628	
LOW	103,512		72,756		35,560		56,000		25,200		25,200	
SAL FAC	0.86		0.87		0.66		0.85		0.74		0.48	
NONTENURE TRACK												
AVG					37,517	7 2			41,589	49 7	41,080	56 8
HIGH					41,000	13%			56,905	88%	56,905	
LOW					35,560				30,000		30,000	
SAL FAC					0.51				0.78		0.61	
RES UNIV/VERY HIGH ACTVTY												
AVG	110,802	7 1	76,056	2 1	68,481	4 1	67,500	1 1	40,069	69 7	48,371	82 8
HIGH	125,628	9%	79,356	2%	69,528	5%	67,500	1%	56,905	84%	125,628	
LOW	103,512		72,756		67,368		67,500		25,200		25,200	
SAL FAC	0.83		0.84		0.85		0.87		0.73		0.47	
RES UNIV/HIGH ACTIVITY												
AVG			77,547	2 2	46,008	13 5	62,709	2 2	36,850	22 4	42,268	37 7
HIGH			78,750	5%	69,418	35%	69,418	5%	51,843	60%	78,750	
LOW			76,344		35,560		56,000		32,512		32,512	
SAL FAC			0.96		0.64		0.86		0.74		0.51	
REGION I												
AVG	110,802	7 1	76,152	3 2	60,500	8 2	67,500	1 1	42,553	10 3	68,343	28 4
HIGH	125,628	25%	79,356	11%	69,528	29%	67,500	4%	51,843	36%	125,628	
LOW	103,512		72,756		43,915		67,500		36,175		36,175	
SAL FAC	0.84		0.88		0.77		0.95		0.85		0.68	
REGION II												
AVG					41,000	1 1			30,225	16 1	30,859	17 2
HIGH					41,000	6%			36,000	94%	41,000	
LOW					41,000				25,200		25,200	
SAL FAC					0.55				0.59		0.34	
REGION III												
AVG			78,750	1 1	41,576	7 2	69,418	1 1	41,472	41 5	42,248	49 7
HIGH			78,750	2%	69,418	14%	69,418	2%	56,905	84%	78,750	
LOW			78,750		35,560		69,418		30,000		30,000	
SAL FAC			0.86		0.52		0.87		0.71		0.42	
REGION IV												
AVG					56,000	1 1	56,000	1 1	40,248	24 2	40,878	25 2
HIGH					56,000	4%	56,000	4%	45,331	96%	56,000	
LOW					56,000		56,000		34,634		34,634	
SAL FAC					0.74		0.74		0.79		0.45	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.1401 Teaching English as a Second or Foreign Language/ESL Langua

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	110,802	7 1	76,802	4 3	51,296	17 6	64,306	3 3	38,622	81 8	46,635	109 12
HIGH	125,628	6%	79,356	4%	69,528	16%	69,418	3%	56,905	74%	125,628	
LOW	103,512		72,756		35,560		56,000		25,200		25,200	
SAL FAC	0.86		0.87		0.66		0.85		0.72		0.48	
NONTENURE TRACK												
AVG					37,517	7 2			40,789	39 4	40,291	46 5
HIGH					41,000	15%			56,905	85%	56,905	
LOW					35,560				30,000		30,000	
SAL FAC					0.51				0.76		0.60	
RES UNIV/VERY HIGH ACTVTY												
AVG	110,802	7 1	76,056	2 1	68,481	4 1	67,500	1 1	39,414	63 5	48,483	76 6
HIGH	125,628	9%	79,356	3%	69,528	5%	67,500	1%	56,905	83%	125,628	
LOW	103,512		72,756		67,368		67,500		25,200		25,200	
SAL FAC	0.83		0.84		0.85		0.87		0.72		0.48	
RES UNIV/HIGH ACTIVITY												
AVG			77,547	2 2	46,008	13 5	62,709	2 2	35,850	18 3	42,379	33 6
HIGH			78,750	6%	69,418	39%	69,418	6%	51,843	55%	78,750	
LOW			76,344		35,560		56,000		32,512		32,512	
SAL FAC			0.96		0.64		0.86		0.72		0.51	
REGION I												
AVG	110,802	7 1	76,152	3 2	60,500	8 2	67,500	1 1	42,281	9 2	69,207	27 3
HIGH	125,628	26%	79,356	11%	69,528	30%	67,500	4%	51,843	33%	125,628	
LOW	103,512		72,756		43,915		67,500		36,175		36,175	
SAL FAC	0.84		0.88		0.77		0.95		0.84		0.68	
REGION II												
AVG					41,000	1 1			30,225	16 1	30,859	17 2
HIGH					41,000	6%			36,000	94%	41,000	
LOW					41,000				25,200		25,200	
SAL FAC					0.55				0.59		0.34	
REGION III												
AVG			78,750	1 1	41,576	7 2	69,418	1 1	40,571	32 3	41,701	40 5
HIGH			78,750	3%	69,418	18%	69,418	3%	56,905	80%	78,750	
LOW			78,750		35,560		69,418		30,000		30,000	
SAL FAC			0.86		0.52		0.87		0.69		0.41	
REGION IV												
AVG					56,000	1 1	56,000	1 1	40,248	24 2	40,878	25 2
HIGH					56,000	4%	56,000	4%	45,331	96%	56,000	
LOW					56,000		56,000		34,634		34,634	
SAL FAC					0.74		0.74		0.79		0.45	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.99 Education, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	129,532	39	6	83,958	31	8	68,721	26	5	66,063	8	4	70,818	8	5	96,228	104	11
HIGH	251,380	38%		138,924	30%		94,950	25%		70,000	8%		206,321	8%		251,380		
LOW	69,067			63,188			49,655			54,000			39,828			39,828		
SAL FAC	1.01			0.96			0.89			0.87			1.33			1.00		
TENURED/TENURE TRACK																		
AVG	135,349	30	3	84,635	18	5	71,342	15	3	68,375	4	2	57,213	1	1	104,863	64	6
HIGH	251,380	47%		120,930	28%		82,519	23%		70,000	6%		57,213	2%		251,380		
LOW	96,854			66,122			65,950			66,500			57,213			57,213		
SAL FAC	1.04			0.96			0.90			0.87			0.99			1.00		
NONTENURE TRACK																		
AVG	69,067	1	1	63,188	1	1	67,319	4	1	54,000	1	1	72,762	7	4	70,066	13	4
HIGH	69,067	8%		63,188	8%		94,950	31%		54,000	8%		206,321	54%		206,321		
LOW	69,067			63,188			54,000			54,000			39,828			39,828		
SAL FAC	0.61			0.68			0.92			0.77			1.36			1.04		
RES UNIV/VERY HIGH ACTVTY																		
AVG	131,748	37	5	85,706	27	5	68,721	26	5	66,063	8	4	80,180	6	4	98,506	96	8
HIGH	251,380	39%		138,924	28%		94,950	27%		70,000	8%		206,321	6%		251,380		
LOW	69,067			63,188			49,655			54,000			49,631			49,631		
SAL FAC	0.99			0.94			0.86			0.85			1.46			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	88,529	2	1	72,157	4	3							42,733	2	1	68,894	8	3
HIGH	88,529	25%		79,264	50%								45,637	25%		88,529		
LOW	86,007			64,337									39,828			39,828		
SAL FAC	0.81			0.89									0.85			0.84		
REGION I																		
AVG													57,213	1	1	57,213	1	1
HIGH													57,213	100%		57,213		
LOW													57,213			57,213		
SAL FAC													1.14			0.57		
REGION II																		
AVG	124,190	6	1	88,868	9	1	66,281	6	1	67,000	3	1				92,507	21	1
HIGH	163,200	29%		138,924	43%		70,000	29%		70,000	14%					163,200		
LOW	105,000			69,104			63,000			63,000						63,000		
SAL FAC	1.02			1.05			0.89			0.90						1.01		
REGION III																		
AVG	133,442	22	3	85,582	16	5	70,492	14	3	68,375	4	2	48,314	3	2	98,852	55	6
HIGH	251,380	40%		120,930	29%		82,519	26%		70,000	7%		59,477	6%		251,380		
LOW	86,007			66,122			49,655			66,500			39,828			39,828		
SAL FAC	1.01			0.93			0.88			0.86			0.83			0.98		
REGION IV																		
AVG	124,625	11	2	72,262	6	2	67,029	6	1	54,000	1	1	91,097	4	2	95,223	27	3
HIGH	185,766	41%		82,700	22%		94,950	22%		54,000	4%		206,321	15%		206,321		
LOW	69,067			63,188			54,000			54,000			49,631			49,631		
SAL FAC	1.00			0.84			0.89			0.71			1.80			1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 13.9999 Education, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	131,748	37	5	84,519	29	6	68,721	26	5	66,063	8	4	84,773	5	3	98,313	97	8
HIGH	251,380	38%		138,924	30%		94,950	27%		70,000	8%		206,321	5%		251,380		
LOW	69,067			63,188			49,655			54,000			49,631			49,631		
SAL FAC	1.03			0.96			0.89			0.87			1.59			1.02		
TENURED/TENURE TRACK																		
AVG	135,349	30	3	85,357	17	4	71,342	15	3	68,375	4	2				106,156	62	4
HIGH	251,380	48%		120,930	27%		82,519	24%		70,000	7%					251,380		
LOW	96,854			66,122			65,950			66,500						65,950		
SAL FAC	1.04			0.97			0.90			0.87						1.02		
NONTENURE TRACK																		
AVG	69,067	1	1	63,188	1	1	67,319	4	1	54,000	1	1	84,773	5	3	75,036	11	3
HIGH	69,067	9%		63,188	9%		94,950	36%		54,000	9%		206,321	46%		206,321		
LOW	69,067			63,188			54,000			54,000			49,631			49,631		
SAL FAC	0.61			0.68			0.92			0.77			1.58			1.12		
RES UNIV/VERY HIGH ACTVTY																		
AVG	131,748	37	5	85,706	27	5	68,721	26	5	66,063	8	4	84,773	5	3	98,941	95	7
HIGH	251,380	39%		138,924	28%		94,950	27%		70,000	8%		206,321	5%		251,380		
LOW	69,067			63,188			49,655			54,000			49,631			49,631		
SAL FAC	0.99			0.94			0.86			0.85			1.54			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG				68,497	2	1										68,497	2	1
HIGH				72,657	100%											72,657		
LOW				64,337												64,337		
SAL FAC				0.85												0.83		
REGION II																		
AVG	124,190	6	1	88,868	9	1	66,281	6	1	67,000	3	1				92,507	21	1
HIGH	163,200	29%		138,924	43%		70,000	29%		70,000	14%					163,200		
LOW	105,000			69,104			63,000			63,000						63,000		
SAL FAC	1.02			1.05			0.89			0.90						1.01		
REGION III																		
AVG	137,933	20	2	86,977	14	3	70,492	14	3	68,375	4	2	59,477	1	1	102,504	49	4
HIGH	251,380	41%		120,930	29%		82,519	29%		70,000	8%		59,477	2%		251,380		
LOW	96,854			66,122			49,655			66,500			59,477			49,655		
SAL FAC	1.04			0.94			0.88			0.86			1.02			1.02		
REGION IV																		
AVG	124,625	11	2	72,262	6	2	67,029	6	1	54,000	1	1	91,097	4	2	95,223	27	3
HIGH	185,766	41%		82,700	22%		94,950	22%		54,000	4%		206,321	15%		206,321		
LOW	69,067			63,188			54,000			54,000			49,631			49,631		
SAL FAC	1.00			0.84			0.89			0.71			1.80			1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14. ENGINEERING

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	142,529	5,571	104	98,953	3,349	103	85,168	2,659	103	83,579	392	77	63,902	438	56	114,827	12,017	104
HIGH	390,000	46%		191,303	28%		138,760	22%		103,888	3%		128,477	4%		390,000		
LOW	40,329			36,000			24,844			35,604			20,000			20,000		
SAL FAC	1.11			1.13			1.10			1.10			1.20			1.19		
TENURED/TENURE TRACK																		
AVG	143,148	4,194	75	99,307	2,350	75	87,373	1,742	75	85,981	270	57	53,789	1	1	118,981	8,287	76
HIGH	390,000	51%		162,200	28%		138,760	21%		103,888	3%		53,789	0%		390,000		
LOW	49,301			42,307			47,272			58,000			53,789			42,307		
SAL FAC	1.10			1.13			1.10			1.10			0.93			1.14		
NONTENURE TRACK																		
AVG	116,222	52	22	84,757	89	28	67,074	198	31	66,416	33	15	64,268	368	41	71,455	707	49
HIGH	320,236	7%		155,230	13%		124,929	28%		85,428	5%		128,477	52%		320,236		
LOW	52,813			36,000			28,523			40,909			20,000			20,000		
SAL FAC	1.03			0.92			0.91			0.95			1.20			1.07		
RES UNIV/VERY HIGH ACTVTY																		
AVG	146,072	4,523	61	100,446	2,506	61	86,173	2,048	61	84,012	294	48	65,414	301	30	118,210	9,378	61
HIGH	390,000	48%		191,303	27%		138,760	22%		100,909	3%		128,477	3%		390,000		
LOW	40,329			36,000			28,523			35,604			26,000			26,000		
SAL FAC	1.09			1.10			1.08			1.08			1.19			1.16		
RES UNIV/HIGH ACTIVITY																		
AVG	127,594	972	38	94,253	776	37	81,838	557	37	81,886	87	25	60,292	130	24	102,909	2,435	38
HIGH	340,000	40%		154,860	32%		120,646	23%		103,888	4%		99,632	5%		340,000		
LOW	57,500			42,307			24,844			60,000			20,000			20,000		
SAL FAC	1.17			1.17			1.14			1.13			1.20			1.25		
DOCTORAL RES UNIV																		
AVG	122,686	76	5	97,564	67	5	81,410	54	5	85,408	11	4	65,929	7	2	101,562	204	5
HIGH	212,000	37%		138,133	33%		107,243	27%		101,435	5%		71,852	3%		212,000		
LOW	77,697			62,028			47,272			60,750			58,150			47,272		
SAL FAC	1.15			1.20			1.19			1.21			1.20			1.26		
REGION I																		
AVG	140,693	1,137	26	97,569	591	25	84,711	494	26	81,278	51	10	65,351	40	9	115,868	2,262	26
HIGH	270,070	50%		162,000	26%		129,333	22%		98,000	2%		99,632	2%		270,070		
LOW	50,000			42,307			36,835			52,000			35,804			35,804		
SAL FAC	1.07			1.12			1.08			1.15			1.30			1.14		
REGION II																		
AVG	139,525	1,164	24	97,561	774	24	85,399	605	24	83,198	93	21	65,676	151	13	111,174	2,694	24
HIGH	340,000	43%		191,303	29%		120,646	23%		103,888	4%		115,764	6%		340,000		
LOW	55,354			47,065			24,844			40,909			20,000			20,000		
SAL FAC	1.14			1.15			1.14			1.12			1.27			1.21		
REGION III																		
AVG	147,584	1,855	28	103,577	998	28	87,290	868	27	85,935	126	24	62,596	127	16	119,765	3,848	28
HIGH	320,236	48%		164,928	26%		138,760	23%		101,435	3%		128,477	3%		320,236		
LOW	40,329			47,278			33,948			50,004			26,000			26,000		
SAL FAC	1.11			1.13			1.08			1.08			1.07			1.19		
REGION IV																		
AVG	139,848	1,415	26	96,197	986	26	82,633	692	26	82,398	122	22	62,568	120	18	111,244	3,213	26
HIGH	390,000	44%		160,000	31%		127,060	22%		96,000	4%		95,200	4%		390,000		
LOW	49,301			36,000			33,004			35,604			26,172			26,172		
SAL FAC	1.13			1.12			1.09			1.09			1.23			1.22		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.01 Engineering, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	151,126	689	30	101,814	242	28	87,726	221	29	78,824	14	12	58,074	64	12	124,892	1,216	41
HIGH	298,863	57%		191,303	20%		100,896	18%		100,000	1%		88,170	5%		298,863		
LOW	50,000			59,405			43,364			43,364			35,333			35,333		
SAL FAC	1.18			1.16			1.13			1.04			1.09			1.30		
TENURED/TENURE TRACK																		
AVG	151,841	664	22	103,449	195	20	91,735	160	18	80,047	6	6				133,143	1,019	26
HIGH	298,863	65%		159,765	19%		100,896	16%		90,000	1%					298,863		
LOW	87,783			59,405			63,000			63,000						59,405		
SAL FAC	1.17			1.18			1.16			1.02						1.27		
NONTENURE TRACK																		
AVG	146,154	3	3	92,049	6	4	62,270	17	6	46,684	2	2	57,323	54	10	64,310	80	13
HIGH	252,818	4%		107,918	8%		90,577	21%		50,004	3%		88,170	68%		252,818		
LOW	63,570			73,882			43,364			43,364			35,333			35,333		
SAL FAC	1.29			1.00			0.85			0.66			1.07			0.96		
RES UNIV/VERY HIGH ACTVTY																		
AVG	151,174	677	23	102,563	231	24	88,682	201	22	77,639	11	9	56,454	49	8	126,622	1,158	31
HIGH	227,364	59%		191,303	20%		100,896	17%		100,000	1%		88,170	4%		227,364		
LOW	50,000			59,405			43,364			43,364			35,333			35,333		
SAL FAC	1.13			1.13			1.11			1.00			1.03			1.24		
RES UNIV/HIGH ACTIVITY																		
AVG	166,910	8	6	88,168	5	3	77,874	14	6	85,500	2	2	62,314	9	3	95,200	36	9
HIGH	298,863	22%		102,668	14%		90,000	39%		90,000	6%		86,205	25%		298,863		
LOW	90,390			72,000			60,410			81,000			54,719			54,719		
SAL FAC	1.53			1.09			1.09			1.18			1.24			1.16		
DOCTORAL RES UNIV																		
AVG	111,380	4	1	84,347	6	1	78,687	6	1	78,500	1	1	64,942	6	1	82,426	22	1
HIGH	144,900	18%		86,727	27%		79,677	27%		78,500	5%		68,500	27%		144,900		
LOW	85,625			79,598			78,000			78,500			58,150			58,150		
SAL FAC	1.05			1.04			1.15			1.11			1.18			1.02		
REGION I																		
AVG	152,447	634	9	104,703	170	10	93,387	146	10	89,000	2	1				134,827	950	10
HIGH	170,683	67%		113,490	18%		100,896	15%		90,000	0%					170,683		
LOW	50,000			72,934			72,499			88,000						50,000		
SAL FAC	1.16			1.21			1.19			1.26						1.33		
REGION II																		
AVG	169,503	6	4	112,410	7	4	79,859	6	3	81,000	1	1	69,655	7	2	106,563	26	7
HIGH	298,863	23%		191,303	27%		85,000	23%		81,000	4%		88,170	27%		298,863		
LOW	107,778			87,059			73,537			81,000			54,196			54,196		
SAL FAC	1.39			1.33			1.07			1.09			1.35			1.16		
REGION III																		
AVG	146,347	23	8	107,163	25	7	83,542	23	5	83,177	5	4	54,382	31	4	94,631	102	12
HIGH	227,364	23%		159,765	25%		100,880	23%		100,000	5%		72,548	30%		227,364		
LOW	90,390			72,000			50,004			50,004			35,333			35,333		
SAL FAC	1.10			1.16			1.04			1.05			0.93			0.94		
REGION IV																		
AVG	118,891	26	9	84,337	40	7	72,877	46	11	71,441	6	6	59,358	26	6	82,321	138	12
HIGH	252,818	19%		107,918	29%		90,577	33%		84,500	4%		79,400	19%		252,818		
LOW	63,570			59,405			43,364			43,364			42,545			42,545		
SAL FAC	0.96			0.98			0.96			0.94			1.17			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.0101 Engineering, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	151,520	683	28	102,186	234	25	88,016	214	28	78,848	13	11	57,453	56	10	125,908	1,187	38
HIGH	298,863	58%		191,303	20%		100,896	18%		100,000	1%		88,170	5%		298,863		
LOW	50,000			59,405			43,364			43,364			35,333			35,333		
SAL FAC	1.18			1.16			1.13			1.04			1.08			1.31		
TENURED/TENURE TRACK																		
AVG	152,009	662	21	103,319	194	19	91,735	160	18	80,047	6	6				133,220	1,016	24
HIGH	298,863	65%		159,765	19%		100,896	16%		90,000	1%					298,863		
LOW	87,783			59,405			63,000			63,000						59,405		
SAL FAC	1.17			1.17			1.16			1.02						1.27		
NONTENURE TRACK																		
AVG	146,154	3	3	91,959	5	3	61,173	16	6	46,684	2	2	57,418	52	9	63,984	76	12
HIGH	252,818	4%		107,918	7%		90,577	21%		50,004	3%		88,170	68%		252,818		
LOW	63,570			73,882			43,364			43,364			35,333			35,333		
SAL FAC	1.29			0.99			0.83			0.66			1.07			0.95		
RES UNIV/VERY HIGH ACTVTY																		
AVG	151,174	677	23	102,449	230	23	88,682	201	22	77,639	11	9	56,454	49	8	126,620	1,157	30
HIGH	227,364	59%		191,303	20%		100,896	17%		100,000	1%		88,170	4%		227,364		
LOW	50,000			59,405			43,364			43,364			35,333			35,333		
SAL FAC	1.13			1.13			1.11			1.00			1.03			1.24		
RES UNIV/HIGH ACTIVITY																		
AVG	190,524	6	5	87,086	4	2	77,725	13	6	85,500	2	2	64,450	7	2	98,435	30	8
HIGH	298,863	20%		102,668	13%		90,000	43%		90,000	7%		86,205	23%		298,863		
LOW	107,778			72,000			60,410			81,000			56,268			56,268		
SAL FAC	1.74			1.08			1.09			1.18			1.29			1.19		
REGION I																		
AVG	152,447	634	9	104,775	169	9	93,480	145	10	89,000	2	1				134,929	948	10
HIGH	170,683	67%		113,490	18%		100,896	15%		90,000	0%					170,683		
LOW	50,000			72,934			72,499			88,000						50,000		
SAL FAC	1.16			1.21			1.19			1.26						1.33		
REGION II																		
AVG	169,503	6	4	112,410	7	4	79,859	6	3	81,000	1	1	69,655	7	2	106,563	26	7
HIGH	298,863	23%		191,303	27%		85,000	23%		81,000	4%		88,170	27%		298,863		
LOW	107,778			87,059			73,537			81,000			54,196			54,196		
SAL FAC	1.39			1.33			1.07			1.09			1.35			1.16		
REGION III																		
AVG	151,136	21	7	106,262	24	6	83,542	23	5	83,177	5	4	54,350	29	3	95,070	97	10
HIGH	227,364	22%		159,765	25%		100,880	24%		100,000	5%		72,548	30%		227,364		
LOW	108,899			72,000			50,004			50,004			35,333			35,333		
SAL FAC	1.14			1.15			1.04			1.05			0.93			0.94		
REGION IV																		
AVG	120,257	22	8	84,335	34	6	72,005	40	10	70,029	5	5	57,682	20	5	82,301	116	11
HIGH	252,818	19%		107,918	29%		90,577	35%		84,500	4%		79,400	17%		252,818		
LOW	63,570			59,405			43,364			43,364			42,545			42,545		
SAL FAC	0.97			0.98			0.95			0.92			1.14			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.0201 Aerospace, Aeronautical and Astronautical/Space Engineering

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	149,737	220 20	102,413	114 21	88,621	90 22	89,337	16 11	64,774	16 5	121,886	440 22
HIGH	298,808	50%	135,723	26%	114,460	21%	95,628	4%	115,764	4%	298,808	
LOW	72,479		51,934		36,835		80,000		33,873		33,873	
SAL FAC	1.17		1.17		1.14		1.17		1.22		1.26	
TENURED/TENURE TRACK												
AVG	151,138	191 16	104,459	96 17	90,009	73 17	90,030	13 9			126,295	360 17
HIGH	298,808	53%	135,723	27%	114,460	20%	95,628	4%			298,808	
LOW	96,203		77,974		74,740		80,000				74,740	
SAL FAC	1.16		1.19		1.13		1.15				1.21	
NONTENURE TRACK												
AVG	72,479	1 1	72,195	4 2	42,963	2 1			64,774	16 5	64,503	23 7
HIGH	72,479	4%	108,400	17%	49,091	9%			115,764	70%	115,764	
LOW	72,479		51,934		36,835				33,873		33,873	
SAL FAC	0.64		0.78		0.59				1.21		0.96	
RES UNIV/VERY HIGH ACTVTY												
AVG	150,787	205 16	102,014	99 16	89,210	78 17	89,000	13 9	64,774	16 5	123,129	398 17
HIGH	298,808	52%	133,320	25%	114,460	20%	95,500	3%	115,764	4%	298,808	
LOW	72,479		51,934		36,835		80,000		33,873		33,873	
SAL FAC	1.13		1.12		1.11		1.14		1.18		1.21	
RES UNIV/HIGH ACTIVITY												
AVG	135,196	14 3	102,887	12 4	83,015	10 4	85,000	1 1			109,932	36 4
HIGH	205,119	39%	135,723	33%	86,360	28%	85,000	3%			205,119	
LOW	93,534		82,231		77,735		85,000				77,735	
SAL FAC	1.24		1.27		1.16		1.17				1.33	
DOCTORAL RES UNIV												
AVG	138,133	1 1	113,697	3 1	93,692	2 1	93,692	2 1			111,101	6 1
HIGH	138,133	17%	114,987	50%	95,628	33%	95,628	33%			138,133	
LOW	138,133		113,052		91,756		91,756				91,756	
SAL FAC	1.30		1.40		1.37		1.33				1.38	
REGION I												
AVG	124,793	12 1	98,250	6 1	71,894	7 2	87,500	2 1			103,611	25 2
HIGH	241,303	48%	111,432	24%	88,000	28%	88,000	8%			241,303	
LOW	98,718		90,252		36,835		87,000				36,835	
SAL FAC	0.95		1.13		0.92		1.24				1.02	
REGION II												
AVG	150,316	73 5	102,492	27 6	89,780	27 6	87,333	3 3	73,446	7 2	124,467	134 6
HIGH	298,808	55%	121,850	20%	105,000	20%	92,000	2%	115,764	5%	298,808	
LOW	99,714		82,231		77,735		80,000		53,560		53,560	
SAL FAC	1.23		1.21		1.20		1.18		1.43		1.35	
REGION III												
AVG	156,585	64 7	102,949	41 7	92,840	29 7	91,397	6 4	90,927	1 1	126,116	135 7
HIGH	227,590	47%	133,320	30%	104,603	22%	95,628	4%	90,927	1%	227,590	
LOW	72,479		51,934		76,500		85,000		90,927		51,934	
SAL FAC	1.18		1.12		1.15		1.15		1.55		1.25	
REGION IV												
AVG	147,186	71 7	102,436	40 7	87,267	27 7	88,800	5 3	53,917	8 2	118,734	146 7
HIGH	286,200	49%	135,723	27%	114,460	19%	95,000	3%	78,750	6%	286,200	
LOW	93,534		82,791		74,740		84,000		33,873		33,873	
SAL FAC	1.19		1.20		1.16		1.17		1.06		1.30	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.03 Agricultural Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	119,085	166	32	88,283	135	29	77,472	80	26	76,974	7	5	59,241	28	15	96,681	409	32
HIGH	218,710	41%		127,188	33%		138,760	20%		91,636	2%		86,688	7%		218,710		
LOW	58,578			42,307			50,441			56,610			35,804			35,804		
SAL FAC	0.93			1.01			1.00			1.01			1.11			1.00		
TENURED/TENURE TRACK																		
AVG	117,931	129	22	87,198	92	22	78,769	59	21	80,368	6	4	53,789	1	1	99,418	281	22
HIGH	218,710	46%		127,188	33%		138,760	21%		91,636	2%		53,789	0%		218,710		
LOW	58,578			42,307			58,141			69,545			53,789			42,307		
SAL FAC	0.91			0.99			0.99			1.03			0.93			0.95		
NONTENURE TRACK																		
AVG	86,083	2	2	76,451	5	5	65,264	8	6	56,610	1	1	59,980	24	12	64,514	39	13
HIGH	99,211	5%		114,849	13%		78,865	21%		56,610	3%		86,688	62%		114,849		
LOW	72,954			56,918			53,264			56,610			35,804			35,804		
SAL FAC	0.76			0.83			0.89			0.81			1.12			0.96		
RES UNIV/VERY HIGH ACTVTY																		
AVG	122,631	136	23	89,641	109	22	78,853	62	20	76,091	3	3	59,420	20	10	99,468	327	23
HIGH	218,710	42%		127,188	33%		138,760	19%		91,636	1%		86,688	6%		218,710		
LOW	72,954			56,918			50,441			56,610			40,910			40,910		
SAL FAC	0.92			0.99			0.98			0.98			1.08			0.98		
RES UNIV/HIGH ACTIVITY																		
AVG	103,009	30	9	82,588	26	7	72,712	18	6	77,637	4	2	58,795	8	5	85,570	82	9
HIGH	148,134	37%		116,939	32%		81,000	22%		81,000	5%		83,656	10%		148,134		
LOW	58,578			42,307			58,141			69,545			35,804			35,804		
SAL FAC	0.94			1.02			1.02			1.07			1.17			1.04		
REGION I																		
AVG	108,681	26	8	84,755	32	8	73,346	22	8	72,537	3	2	54,494	5	4	87,341	85	8
HIGH	185,455	31%		116,939	38%		92,727	26%		81,000	4%		83,656	6%		185,455		
LOW	58,578			42,307			56,610			56,610			35,804			35,804		
SAL FAC	0.83			0.98			0.93			1.02			1.08			0.86		
REGION II																		
AVG	122,240	38	5	86,614	24	5	78,036	14	4	74,773	2	1	61,087	8	3	98,869	84	5
HIGH	218,710	45%		113,495	29%		93,586	17%		80,000	2%		70,110	10%		218,710		
LOW	79,740			71,964			63,414			69,545			55,000			55,000		
SAL FAC	1.00			1.02			1.04			1.01			1.19			1.08		
REGION III																		
AVG	130,930	60	10	97,954	35	7	83,591	24	7	85,832	2	2	59,075	5	3	109,563	124	10
HIGH	206,546	48%		127,188	28%		138,760	19%		91,636	2%		73,740	4%		206,546		
LOW	85,234			85,751			50,441			80,028			46,960			46,960		
SAL FAC	0.99			1.06			1.04			1.08			1.01			1.09		
REGION IV																		
AVG	105,749	42	9	84,065	44	9	74,272	20	7				60,221	10	5	88,172	116	9
HIGH	155,078	36%		110,819	38%		88,430	17%					86,688	9%		155,078		
LOW	72,954			65,049			53,264						40,910			40,910		
SAL FAC	0.85			0.98			0.98						1.19			0.97		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.0301 Agricultural Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	119,334	164	31	88,335	130	28	77,470	79	25	76,974	7	5	59,241	28	15	96,841	401	31
HIGH	218,710	41%		127,188	32%		138,760	20%		91,636	2%		86,688	7%		218,710		
LOW	58,578			42,307			50,441			56,610			35,804			35,804		
SAL FAC	0.93			1.01			1.00			1.01			1.11			1.01		
TENURED/TENURE TRACK																		
AVG	118,235	127	21	87,213	87	21	78,788	58	20	80,368	6	4	53,789	1	1	99,732	273	21
HIGH	218,710	47%		127,188	32%		138,760	21%		91,636	2%		53,789	0%		218,710		
LOW	58,578			42,307			58,141			69,545			53,789			42,307		
SAL FAC	0.91			0.99			0.99			1.03			0.93			0.95		
NONTENURE TRACK																		
AVG	86,083	2	2	76,451	5	5	65,264	8	6	56,610	1	1	59,980	24	12	64,514	39	13
HIGH	99,211	5%		114,849	13%		78,865	21%		56,610	3%		86,688	62%		114,849		
LOW	72,954			56,918			53,264			56,610			35,804			35,804		
SAL FAC	0.76			0.83			0.89			0.81			1.12			0.96		
RES UNIV/VERY HIGH ACTVTY																		
AVG	122,989	134	22	89,772	104	21	78,874	61	19	76,091	3	3	59,420	20	10	99,738	319	22
HIGH	218,710	42%		127,188	33%		138,760	19%		91,636	1%		86,688	6%		218,710		
LOW	72,954			56,918			50,441			56,610			40,910			40,910		
SAL FAC	0.92			0.99			0.98			0.98			1.08			0.98		
RES UNIV/HIGH ACTIVITY																		
AVG	103,009	30	9	82,588	26	7	72,712	18	6	77,637	4	2	58,795	8	5	85,570	82	9
HIGH	148,134	37%		116,939	32%		81,000	22%		81,000	5%		83,656	10%		148,134		
LOW	58,578			42,307			58,141			69,545			35,804			35,804		
SAL FAC	0.94			1.02			1.02			1.07			1.17			1.04		
REGION I																		
AVG	109,519	24	7	84,354	27	7	73,142	21	7	72,537	3	2	54,494	5	4	87,201	77	7
HIGH	185,455	31%		116,939	35%		92,727	27%		81,000	4%		83,656	7%		185,455		
LOW	58,578			42,307			56,610			56,610			35,804			35,804		
SAL FAC	0.83			0.97			0.93			1.02			1.08			0.86		
REGION II																		
AVG	122,240	38	5	86,614	24	5	78,036	14	4	74,773	2	1	61,087	8	3	98,869	84	5
HIGH	218,710	45%		113,495	29%		93,586	17%		80,000	2%		70,110	10%		218,710		
LOW	79,740			71,964			63,414			69,545			55,000			55,000		
SAL FAC	1.00			1.02			1.04			1.01			1.19			1.08		
REGION III																		
AVG	130,930	60	10	97,954	35	7	83,591	24	7	85,832	2	2	59,075	5	3	109,563	124	10
HIGH	206,546	48%		127,188	28%		138,760	19%		91,636	2%		73,740	4%		206,546		
LOW	85,234			85,751			50,441			80,028			46,960			46,960		
SAL FAC	0.99			1.06			1.04			1.08			1.01			1.09		
REGION IV																		
AVG	105,749	42	9	84,065	44	9	74,272	20	7				60,221	10	5	88,172	116	9
HIGH	155,078	36%		110,819	38%		88,430	17%					86,688	9%		155,078		
LOW	72,954			65,049			53,264						40,910			40,910		
SAL FAC	0.85			0.98			0.98						1.19			0.97		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.0401 Architectural Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	121,363	12	3	98,210	15	3	73,087	11	3				53,833	1	1	97,110	39	3
HIGH	134,244	31%		116,001	39%		85,266	28%					53,833	3%		134,244		
LOW	100,150			77,680			59,590						53,833			53,833		
SAL FAC	0.95			1.12			0.94						1.01			1.01		
TENURED/TENURE TRACK																		
AVG	121,237	10	2	97,392	10	2	68,126	7	2							98,636	27	2
HIGH	134,244	37%		116,001	37%		85,266	26%								134,244		
LOW	100,150			77,680			59,590									59,590		
SAL FAC	0.93			1.11			0.86									0.94		
NONTENURE TRACK																		
AVG				100,890	1	1	72,007	1	1				53,833	1	1	75,577	3	2
HIGH				100,890	33%		72,007	33%					53,833	33%		100,890		
LOW				100,890			72,007						53,833			53,833		
SAL FAC				1.09			0.98						1.00			1.13		
RES UNIV/VERY HIGH ACTVTY																		
AVG	125,354	8	2	105,953	10	2	82,437	5	2							107,589	23	2
HIGH	134,244	35%		116,001	44%		85,266	22%								134,244		
LOW	111,959			96,552			72,007									72,007		
SAL FAC	0.94			1.17			1.03									1.06		
RES UNIV/HIGH ACTIVITY																		
AVG	113,382	4	1	82,724	5	1	65,296	6	1				53,833	1	1	82,047	16	1
HIGH	123,977	25%		92,341	31%		72,468	38%					53,833	6%		123,977		
LOW	100,150			77,680			59,590						53,833			53,833		
SAL FAC	1.04			1.02			0.91						1.07			1.00		
REGION II																		
AVG	116,252	6	2	90,218	9	2	71,872	9	2				53,833	1	1	88,406	25	2
HIGH	132,026	24%		102,683	36%		85,075	36%					53,833	4%		132,026		
LOW	100,150			77,680			59,590						53,833			53,833		
SAL FAC	0.95			1.06			0.96						1.04			0.96		
REGION III																		
AVG	126,474	6	1	110,198	6	1	78,557	2	1							112,653	14	1
HIGH	134,244	43%		116,001	43%		85,266	14%								134,244		
LOW	119,718			100,890			72,007									72,007		
SAL FAC	0.95			1.20			0.98									1.12		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.05 Biomedical/Medical Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	152,285	160	34	103,635	198	33	83,453	179	38	83,786	32	19	50,193	12	6	110,065	549	40
HIGH	320,236		29%	162,000		36%	127,060		33%	100,000		6%	72,000		2%	320,236		
LOW	52,813			53,271			24,844			57,260			30,273			24,844		
SAL FAC	1.19			1.18			1.08			1.10			0.94			1.14		
TENURED/TENURE TRACK																		
AVG	148,480	121	21	104,563	125	22	87,228	94	26	87,937	12	9				115,400	340	27
HIGH	290,000		36%	162,000		37%	120,235		28%	95,000		4%				290,000		
LOW	70,050			76,934			55,340			76,500						55,340		
SAL FAC	1.14			1.19			1.10			1.12						1.10		
NONTENURE TRACK																		
AVG	162,233	4	3	75,557	10	7	60,798	21	8	69,842	7	6	55,979	6	5	73,588	41	15
HIGH	320,236		10%	92,284		24%	90,000		51%	85,000		17%	72,000		15%	320,236		
LOW	52,813			53,271			35,059			57,260			30,273			30,273		
SAL FAC	1.44			0.82			0.83			0.99			1.04			1.10		
RES UNIV/VERY HIGH ACTVTY																		
AVG	152,771	151	29	103,812	183	29	83,758	159	32	83,805	30	18	55,979	6	5	111,662	499	33
HIGH	320,236		30%	162,000		37%	127,060		32%	100,000		6%	72,000		1%	320,236		
LOW	52,813			53,271			35,059			57,260			30,273			30,273		
SAL FAC	1.14			1.14			1.05			1.08			1.02			1.10		
RES UNIV/HIGH ACTIVITY																		
AVG	144,120	9	5	101,478	15	4	81,025	20	6	83,500	2	1	44,407	6	1	94,124	50	7
HIGH	197,646		18%	136,971		30%	94,151		40%	85,000		4%	53,000		12%	197,646		
LOW	98,206			81,340			24,844			82,000			35,640			24,844		
SAL FAC	1.32			1.26			1.13			1.15			0.89			1.14		
REGION I																		
AVG	137,642	8	3	111,927	20	3	83,166	18	6	85,000	2	1				105,145	46	6
HIGH	179,813		17%	162,000		44%	120,235		39%	95,000		4%				179,813		
LOW	98,206			87,640			43,364			75,000						43,364		
SAL FAC	1.05			1.29			1.06			1.20						1.04		
REGION II																		
AVG	149,223	29	7	103,916	37	7	84,819	28	8	85,373	5	4	46,482	7	2	107,650	101	8
HIGH	272,000		29%	140,549		37%	103,000		28%	100,000		5%	58,930		7%	272,000		
LOW	70,050			77,385			24,844			61,364			35,640			24,844		
SAL FAC	1.22			1.23			1.14			1.15			0.90			1.17		
REGION III																		
AVG	144,476	78	12	103,550	73	11	83,278	84	12	82,893	16	9	51,236	4	3	108,906	239	13
HIGH	320,236		33%	145,000		31%	103,000		35%	95,000		7%	62,395		2%	320,236		
LOW	52,813			53,271			36,000			57,260			30,273			30,273		
SAL FAC	1.09			1.12			1.03			1.04			0.88			1.08		
REGION IV																		
AVG	170,395	45	12	101,136	68	12	83,076	49	12	84,223	9	5	72,000	1	1	114,649	163	13
HIGH	290,000		28%	156,394		42%	127,060		30%	94,005		6%	72,000		1%	290,000		
LOW	94,158			54,573			35,059			60,000			72,000			35,059		
SAL FAC	1.37			1.18			1.10			1.11			1.42			1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.0501 Bioengineering and Biomedical Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	152,407	156	33	104,242	192	32	83,927	171	36	84,296	30	18	48,492	10	5	110,825	529	38
HIGH	320,236	30%		162,000	36%		127,060	32%		100,000	6%		72,000	2%		320,236		
LOW	52,813			54,573			24,844			57,273			30,273			24,844		
SAL FAC	1.19			1.19			1.08			1.11			0.91			1.15		
TENURED/TENURE TRACK																		
AVG	148,513	117	20	104,641	122	21	87,369	89	24	87,295	11	8				115,604	328	25
HIGH	290,000	36%		162,000	37%		120,235	27%		94,000	3%					290,000		
LOW	70,050			76,934			55,340			76,500						55,340		
SAL FAC	1.14			1.19			1.10			1.12						1.11		
NONTENURE TRACK																		
AVG	162,233	4	3	79,214	7	6	61,874	18	7	71,940	6	5	54,619	4	4	76,837	33	14
HIGH	320,236	12%		92,284	21%		90,000	55%		85,000	18%		72,000	12%		320,236		
LOW	52,813			58,780			35,059			57,273			30,273			30,273		
SAL FAC	1.44			0.86			0.84			1.02			1.02			1.15		
RES UNIV/VERY HIGH ACTVTY																		
AVG	152,914	147	28	104,477	177	28	84,311	151	30	84,353	28	17	54,619	4	4	112,568	479	31
HIGH	320,236	31%		162,000	37%		127,060	32%		100,000	6%		72,000	1%		320,236		
LOW	52,813			54,573			35,059			57,273			30,273			30,273		
SAL FAC	1.14			1.15			1.05			1.08			0.99			1.10		
RES UNIV/HIGH ACTIVITY																		
AVG	144,120	9	5	101,478	15	4	81,025	20	6	83,500	2	1	44,407	6	1	94,124	50	7
HIGH	197,646	18%		136,971	30%		94,151	40%		85,000	4%		53,000	12%		197,646		
LOW	98,206			81,340			24,844			82,000			35,640			24,844		
SAL FAC	1.32			1.26			1.13			1.15			0.89			1.14		
REGION I																		
AVG	137,642	8	3	111,927	20	3	83,405	16	5	85,000	2	1				106,231	44	5
HIGH	179,813	18%		162,000	46%		120,235	36%		95,000	5%					179,813		
LOW	98,206			87,640			43,364			75,000						43,364		
SAL FAC	1.05			1.29			1.06			1.20						1.05		
REGION II																		
AVG	149,223	29	7	103,916	37	7	84,819	28	8	85,373	5	4	46,482	7	2	107,650	101	8
HIGH	272,000	29%		140,549	37%		103,000	28%		100,000	5%		58,930	7%		272,000		
LOW	70,050			77,385			24,844			61,364			35,640			24,844		
SAL FAC	1.22			1.23			1.14			1.15			0.90			1.17		
REGION III																		
AVG	144,311	74	11	105,282	67	10	84,247	78	11	83,859	14	8	43,773	2	2	110,370	221	12
HIGH	320,236	34%		145,000	30%		103,000	35%		95,000	6%		57,273	1%		320,236		
LOW	52,813			76,000			36,000			57,273			30,273			30,273		
SAL FAC	1.09			1.14			1.05			1.05			0.75			1.10		
REGION IV																		
AVG	170,395	45	12	101,136	68	12	83,076	49	12	84,223	9	5	72,000	1	1	114,649	163	13
HIGH	290,000	28%		156,394	42%		127,060	30%		94,005	6%		72,000	1%		290,000		
LOW	94,158			54,573			35,059			60,000			72,000			35,059		
SAL FAC	1.37			1.18			1.10			1.11			1.42			1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.07 Chemical Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	148,875	534	69	98,667	248	68	86,668	249	64	84,033	34	24	62,829	28	15	120,215	1,059	69
HIGH	300,000	50%		146,107	23%		120,646	24%		95,000	3%		128,477	3%		300,000		
LOW	55,702			47,278			33,004			69,000			20,000			20,000		
SAL FAC	1.16			1.12			1.12			1.10			1.18			1.25		
TENURED/TENURE TRACK																		
AVG	147,530	384	48	98,484	170	47	87,942	171	46	84,008	28	19			121,975	725	48	
HIGH	300,000	53%		146,107	23%		120,646	24%		95,000	4%				300,000			
LOW	71,916			69,728			69,000			69,000					69,000			
SAL FAC	1.14			1.12			1.11			1.07					1.17			
NONTENURE TRACK																		
AVG	95,505	6	4	74,713	3	3	59,534	11	8				62,273	24	11	66,968	44	20
HIGH	150,750	14%		104,902	7%		90,207	25%					128,477	55%		150,750		
LOW	55,702			47,278			33,004						20,000			20,000		
SAL FAC	0.85			0.81			0.81						1.16			1.00		
RES UNIV/VERY HIGH ACTVTY																		
AVG	152,578	431	47	99,273	178	46	87,279	185	44	84,653	21	14	73,926	13	9	124,584	807	47
HIGH	278,715	53%		146,107	22%		111,040	23%		95,000	3%		128,477	2%		278,715		
LOW	55,702			47,278			33,004			71,500			49,091			33,004		
SAL FAC	1.14			1.09			1.09			1.09			1.34			1.22		
RES UNIV/HIGH ACTIVITY																		
AVG	135,940	95	20	97,334	68	20	85,418	60	19	83,031	13	10	53,211	15	6	106,959	238	20
HIGH	300,000	40%		126,000	29%		120,646	25%		95,000	6%		85,008	6%		300,000		
LOW	82,189			77,900			36,000			69,000			20,000			20,000		
SAL FAC	1.24			1.20			1.19			1.14			1.06			1.30		
DOCTORAL RES UNIV																		
AVG	102,966	8	2	90,086	2	2	77,177	4	1						93,758	14	2	
HIGH	168,000	57%		97,490	14%		79,995	29%							168,000			
LOW	77,697			82,682			75,900								75,900			
SAL FAC	0.97			1.11			1.13								1.16			
REGION I																		
AVG	130,254	49	10	95,068	42	9	83,204	32	10	80,744	7	5	81,673	3	3	105,420	126	10
HIGH	225,000	39%		126,000	33%		106,667	25%		85,004	6%		85,008	2%		225,000		
LOW	79,070			78,814			73,800			73,800			75,006			73,800		
SAL FAC	0.99			1.09			1.06			1.14			1.62			1.04		
REGION II																		
AVG	149,116	131	17	100,180	56	17	89,927	61	17	85,333	6	4	58,040	10	5	120,970	258	17
HIGH	300,000	51%		140,000	22%		120,646	24%		95,000	2%		77,500	4%		300,000		
LOW	89,254			71,960			59,833			80,000			20,000			20,000		
SAL FAC	1.22			1.18			1.20			1.15			1.13			1.32		
REGION III																		
AVG	156,440	210	22	100,446	80	22	87,154	88	20	84,609	11	9	60,832	10	2	126,716	388	22
HIGH	270,588	54%		146,107	21%		111,040	23%		95,000	3%		128,477	3%		270,588		
LOW	55,702			47,278			36,000			69,000			32,727			32,727		
SAL FAC	1.18			1.09			1.08			1.06			1.04			1.26		
REGION IV																		
AVG	143,958	144	20	97,583	70	20	84,747	68	17	84,922	10	6	65,094	5	5	117,244	287	20
HIGH	278,715	50%		133,882	24%		105,000	24%		94,760	4%		83,500	2%		278,715		
LOW	71,916			48,577			33,004			71,500			49,091			33,004		
SAL FAC	1.16			1.14			1.12			1.12			1.28			1.29		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.0701 Chemical Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	149,882	512	66	98,582	240	65	87,028	237	61	84,147	30	22	67,176	19	13	121,331	1,008	66
HIGH	300,000	51%		146,107	24%		120,646	24%		95,000	3%		128,477	2%		300,000		
LOW	55,702			47,278			33,004			69,000			20,000			20,000		
SAL FAC	1.17			1.12			1.12			1.11			1.26			1.26		
TENURED/TENURE TRACK																		
AVG	148,383	365	45	98,349	162	44	87,941	161	43	84,147	24	17				122,458	688	45
HIGH	300,000	53%		146,107	24%		120,646	23%		95,000	4%					300,000		
LOW	71,916			69,728			69,000			69,000						69,000		
SAL FAC	1.14			1.12			1.11			1.08						1.17		
NONTENURE TRACK																		
AVG	101,860	3	3	74,713	3	3	64,402	9	6				67,447	15	9	70,701	30	17
HIGH	150,750	10%		104,902	10%		90,207	30%					128,477	50%		150,750		
LOW	55,702			47,278			33,004						20,000			20,000		
SAL FAC	0.90			0.81			0.88						1.26			1.05		
RES UNIV/VERY HIGH ACTVTY																		
AVG	153,264	419	45	99,175	171	44	87,565	176	42	85,001	17	12	73,836	12	8	125,288	778	45
HIGH	278,715	54%		146,107	22%		111,040	23%		95,000	2%		128,477	2%		278,715		
LOW	55,702			47,278			33,004			71,500			49,091			33,004		
SAL FAC	1.15			1.09			1.09			1.09			1.34			1.23		
RES UNIV/HIGH ACTIVITY																		
AVG	137,627	85	19	97,322	67	19	86,061	57	18	83,031	13	10	55,760	7	5	108,864	216	19
HIGH	300,000	39%		126,000	31%		120,646	26%		95,000	6%		85,008	3%		300,000		
LOW	88,247			77,900			67,300			69,000			20,000			20,000		
SAL FAC	1.26			1.20			1.20			1.14			1.11			1.32		
DOCTORAL RES UNIV																		
AVG	102,966	8	2	90,086	2	2	77,177	4	1							93,758	14	2
HIGH	168,000	57%		97,490	14%		79,995	29%								168,000		
LOW	77,697			82,682			75,900									75,900		
SAL FAC	0.97			1.11			1.13									1.16		
REGION I																		
AVG	131,153	44	9	94,498	38	8	83,631	28	9	81,301	4	4	85,006	2	2	106,012	112	9
HIGH	225,000	39%		126,000	34%		106,667	25%		85,004	4%		85,008	2%		225,000		
LOW	79,070			78,814			73,800			73,800			85,004			73,800		
SAL FAC	1.00			1.09			1.07			1.15			1.69			1.05		
REGION II																		
AVG	149,116	131	17	100,180	56	17	89,927	61	17	85,333	6	4	58,040	10	5	120,970	258	17
HIGH	300,000	51%		140,000	22%		120,646	24%		95,000	2%		77,500	4%		300,000		
LOW	89,254			71,960			59,833			80,000			20,000			20,000		
SAL FAC	1.22			1.18			1.20			1.15			1.13			1.32		
REGION III																		
AVG	159,092	193	20	100,366	76	20	87,945	80	18	83,800	10	8	100,238	2	1	129,825	351	20
HIGH	270,588	55%		146,107	22%		111,040	23%		95,000	3%		128,477	1%		270,588		
LOW	55,702			47,278			44,779			69,000			72,000			44,779		
SAL FAC	1.20			1.09			1.09			1.05			1.71			1.29		
REGION IV																		
AVG	143,958	144	20	97,583	70	20	84,747	68	17	84,922	10	6	65,094	5	5	117,244	287	20
HIGH	278,715	50%		133,882	24%		105,000	24%		94,760	4%		83,500	2%		278,715		
LOW	71,916			48,577			33,004			71,500			49,091			33,004		
SAL FAC	1.16			1.14			1.12			1.12			1.28			1.29		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.08 Civil Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	132,516	710	80	95,330	493	80	83,184	391	80	80,857	64	44	66,173	65	28	107,240	1,659	80
HIGH	390,000	43%		154,860	30%		113,992	24%		100,000	4%		118,151	4%		390,000		
LOW	57,500			62,053			42,443			65,000			31,909			31,909		
SAL FAC	1.03			1.09			1.07			1.06			1.24			1.11		
TENURED/TENURE TRACK																		
AVG	131,910	488	56	94,363	346	56	83,828	256	56	81,460	44	30				108,699	1,090	56
HIGH	390,000	45%		145,375	32%		106,667	24%		100,000	4%					390,000		
LOW	68,300			62,053			66,500			66,500						62,053		
SAL FAC	1.02			1.07			1.06			1.04						1.04		
NONTENURE TRACK																		
AVG	123,843	8	5	99,068	8	6	74,632	17	9	74,137	5	3	66,277	52	19	76,452	85	27
HIGH	208,000	9%		122,678	9%		113,992	20%		85,000	6%		118,151	61%		208,000		
LOW	74,095			85,698			42,443			65,000			31,909			31,909		
SAL FAC	1.10			1.07			1.02			1.06			1.24			1.14		
RES UNIV/VERY HIGH ACTVTY																		
AVG	135,344	550	48	97,448	333	48	84,846	282	48	82,338	46	30	69,444	40	16	110,866	1,205	48
HIGH	390,000	46%		145,375	28%		113,992	23%		100,000	4%		118,151	3%		390,000		
LOW	68,300			62,053			42,443			65,000			31,909			31,909		
SAL FAC	1.01			1.07			1.06			1.06			1.26			1.09		
RES UNIV/HIGH ACTIVITY																		
AVG	123,703	153	30	91,358	152	30	78,984	104	30	77,073	18	14	60,941	25	12	98,043	434	30
HIGH	285,000	35%		154,860	35%		92,989	24%		84,460	4%		99,632	6%		285,000		
LOW	57,500			67,519			61,200			65,000			39,626			39,626		
SAL FAC	1.13			1.13			1.10			1.06			1.22			1.19		
DOCTORAL RES UNIV																		
AVG	102,994	7	2	82,643	8	2	76,855	5	2							88,319	20	2
HIGH	122,868	35%		87,875	40%		81,130	25%								122,868		
LOW	85,923			77,944			68,360									68,360		
SAL FAC	0.97			1.01			1.12									1.10		
REGION I																		
AVG	121,166	110	17	91,221	90	17	79,781	64	17	77,864	12	9	68,190	12	6	99,501	276	17
HIGH	270,070	40%		117,600	33%		106,667	23%		91,750	4%		99,632	4%		270,070		
LOW	68,300			68,206			65,000			65,000			49,167			49,167		
SAL FAC	0.92			1.05			1.02			1.10			1.36			0.98		
REGION II																		
AVG	129,857	178	19	93,888	118	19	83,014	97	19	80,162	17	12	63,474	31	8	104,277	424	19
HIGH	285,000	42%		145,375	28%		99,704	23%		88,000	4%		93,230	7%		285,000		
LOW	57,500			74,306			54,361			70,000			39,626			39,626		
SAL FAC	1.07			1.11			1.11			1.08			1.23			1.14		
REGION III																		
AVG	140,236	240	23	100,708	155	23	85,332	140	23	83,161	19	11	74,389	7	4	113,899	542	23
HIGH	243,975	44%		154,860	29%		113,992	26%		100,000	4%		118,151	1%		243,975		
LOW	76,405			62,053			42,443			65,000			31,909			31,909		
SAL FAC	1.06			1.09			1.06			1.05			1.27			1.13		
REGION IV																		
AVG	131,797	182	21	93,073	130	21	82,447	90	21	81,105	16	12	66,306	15	10	106,718	417	21
HIGH	390,000	44%		130,135	31%		95,155	22%		88,000	4%		87,309	4%		390,000		
LOW	85,923			67,519			59,289			68,850			46,227			46,227		
SAL FAC	1.06			1.09			1.09			1.07			1.31			1.17		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.0801 Civil Engineering, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	132,832	685 75	95,191	457 75	83,260	369 74	81,255	57 40	66,109	63 27	107,611	1,574 75
HIGH	390,000	44%	145,375	29%	113,992	23%	100,000	4%	118,151	4%	390,000	
LOW	57,500		62,053		42,443		65,000		31,909		31,909	
SAL FAC	1.04		1.08		1.07		1.07		1.24		1.12	
TENURED/TENURE TRACK												
AVG	132,355	465 51	94,428	314 51	83,938	237 51	81,735	38 27			109,339	1,016 51
HIGH	390,000	46%	145,375	31%	106,667	23%	100,000	4%			390,000	
LOW	68,300		62,053		66,500		66,500				62,053	
SAL FAC	1.02		1.07		1.06		1.05				1.05	
NONTENURE TRACK												
AVG	123,843	8 5	99,068	8 6	74,032	16 8	74,137	5 3	66,199	50 18	76,558	82 26
HIGH	208,000	10%	122,678	10%	113,992	20%	85,000	6%	118,151	61%	208,000	
LOW	74,095		85,698		42,443		65,000		31,909		31,909	
SAL FAC	1.10		1.07		1.01		1.06		1.23		1.14	
RES UNIV/VERY HIGH ACTVTY												
AVG	135,576	534 45	97,355	316 45	84,925	268 45	82,494	42 28	69,509	38 15	111,214	1,156 45
HIGH	390,000	46%	145,375	27%	113,992	23%	100,000	4%	118,151	3%	390,000	
LOW	68,300		62,053		42,443		65,000		31,909		31,909	
SAL FAC	1.01		1.07		1.06		1.06		1.26		1.09	
RES UNIV/HIGH ACTIVITY												
AVG	124,105	144 28	90,804	133 28	78,946	96 27	77,788	15 12	60,941	25 12	98,117	398 28
HIGH	285,000	36%	134,700	33%	92,989	24%	84,460	4%	99,632	6%	285,000	
LOW	57,500		67,519		61,200		65,000		39,626		39,626	
SAL FAC	1.14		1.12		1.10		1.07		1.22		1.19	
DOCTORAL RES UNIV												
AVG	102,994	7 2	82,643	8 2	76,855	5 2					88,319	20 2
HIGH	122,868	35%	87,875	40%	81,130	25%					122,868	
LOW	85,923		77,944		68,360						68,360	
SAL FAC	0.97		1.01		1.12						1.10	
REGION I												
AVG	120,817	98 15	89,898	77 15	79,185	51 15	76,445	8 7	68,186	10 5	99,502	236 15
HIGH	270,070	42%	117,600	33%	106,667	22%	91,750	3%	99,632	4%	270,070	
LOW	68,300		68,206		65,000		65,000		49,167		49,167	
SAL FAC	0.92		1.04		1.01		1.08		1.36		0.98	
REGION II												
AVG	130,175	174 18	94,283	110 18	83,149	94 18	80,484	15 11	63,474	31 8	104,658	409 18
HIGH	285,000	43%	145,375	27%	99,704	23%	88,000	4%	93,230	8%	285,000	
LOW	57,500		74,306		54,361		70,000		39,626		39,626	
SAL FAC	1.07		1.11		1.11		1.09		1.23		1.14	
REGION III												
AVG	140,745	231 21	100,784	140 21	85,435	134 20	84,170	18 10	74,389	7 4	114,435	512 21
HIGH	243,975	45%	134,700	27%	113,992	26%	100,000	4%	118,151	1%	243,975	
LOW	76,405		62,053		42,443		65,000		31,909		31,909	
SAL FAC	1.06		1.09		1.06		1.06		1.27		1.14	
REGION IV												
AVG	131,797	182 21	93,073	130 21	82,447	90 21	81,105	16 12	66,306	15 10	106,718	417 21
HIGH	390,000	44%	130,135	31%	95,155	22%	88,000	4%	87,309	4%	390,000	
LOW	85,923		67,519		59,289		68,850		46,227		46,227	
SAL FAC	1.06		1.09		1.09		1.07		1.31		1.17	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.09 Computer Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	150,234	128	14	103,215	103	16	88,211	69	17	86,118	16	9	69,678	17	7	117,136	317	19
HIGH	264,682	40%		129,751	33%		104,500	22%		97,375	5%		116,420	5%		264,682		
LOW	69,105			56,160			53,182			60,000			33,399			33,399		
SAL FAC	1.17			1.18			1.14			1.13			1.31			1.22		
TENURED/TENURE TRACK																		
AVG	153,672	110	9	103,433	79	11	93,518	46	11	92,543	9	6				125,008	235	13
HIGH	264,682	47%		128,000	34%		104,500	20%		97,375	4%					264,682		
LOW	99,244			82,408			76,125			80,000						76,125		
SAL FAC	1.18			1.18			1.18			1.18						1.20		
NONTENURE TRACK																		
AVG	69,105	1	1	68,076	2	1	67,201	10	3	72,500	4	2	71,850	14	6	69,747	27	6
HIGH	69,105	4%		79,992	7%		80,000	37%		80,000	15%		116,420	52%		116,420		
LOW	69,105			56,160			53,182			60,000			33,399			33,399		
SAL FAC	0.61			0.74			0.92			1.03			1.34			1.04		
RES UNIV/VERY HIGH ACTVTY																		
AVG	157,780	99	7	106,143	73	8	88,822	57	9	85,526	15	8	71,114	16	6	120,691	245	9
HIGH	264,682	40%		129,751	30%		104,500	23%		97,375	6%		116,420	7%		264,682		
LOW	69,105			56,160			53,182			60,000			33,399			33,399		
SAL FAC	1.18			1.17			1.11			1.10			1.29			1.18		
RES UNIV/HIGH ACTIVITY																		
AVG	124,473	29	7	96,091	30	8	85,306	12	8	95,000	1	1	46,691	1	1	105,039	72	10
HIGH	184,208	40%		126,157	42%		99,666	17%		95,000	1%		46,691	1%		184,208		
LOW	100,726			82,408			76,125			95,000			46,691			46,691		
SAL FAC	1.14			1.19			1.19			1.31			0.93			1.27		
REGION I																		
AVG	124,025	4	2	102,376	8	4	81,848	3	3							104,043	15	4
HIGH	129,200	27%		126,157	53%		85,000	20%								129,200		
LOW	115,223			87,400			80,000									80,000		
SAL FAC	0.94			1.18			1.04									1.03		
REGION II																		
AVG	135,563	23	3	100,835	23	3	89,653	16	4	90,000	4	3	59,539	3	1	108,465	65	4
HIGH	189,977	35%		113,302	35%		99,666	25%		95,000	6%		68,068	5%		189,977		
LOW	103,054			83,858			76,125			87,000			50,000			50,000		
SAL FAC	1.11			1.19			1.20			1.21			1.16			1.18		
REGION III																		
AVG	164,208	78	4	109,153	41	4	90,059	38	4	87,152	9	3	77,873	10	3	128,649	167	4
HIGH	264,682	47%		128,000	25%		104,500	23%		97,375	5%		116,420	6%		264,682		
LOW	69,105			56,160			53,182			60,000			33,399			33,399		
SAL FAC	1.24			1.19			1.12			1.10			1.33			1.28		
REGION IV																		
AVG	122,072	23	5	97,346	31	5	82,026	12	6	77,840	3	3	56,794	4	3	100,527	70	7
HIGH	165,025	33%		129,751	44%		94,694	17%		86,520	4%		70,000	6%		165,025		
LOW	99,244			81,250			70,000			70,000			46,691			46,691		
SAL FAC	0.98			1.14			1.09			1.02			1.12			1.10		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.0901 Computer Engineering, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	137,732	73 13	100,091	83 13	82,581	45 15	82,366	12 8	54,735	11 6	106,982	212 16
HIGH	235,395	34%	129,751	39%	99,666	21%	95,000	6%	70,000	5%	235,395	
LOW	99,244		56,160		53,182		60,000		33,399		33,399	
SAL FAC	1.07		1.14		1.06		1.08		1.03		1.11	
TENURED/TENURE TRACK												
AVG	139,242	56 8	99,111	59 8	87,791	22 9	88,678	5 5			113,697	137 10
HIGH	235,395	41%	125,631	43%	99,666	16%	95,000	4%			235,395	
LOW	99,244		82,408		76,125		80,000				76,125	
SAL FAC	1.07		1.13		1.11		1.13				1.09	
NONTENURE TRACK												
AVG			68,076	2 1	67,201	10 3	72,500	4 2	52,933	8 5	61,581	20 5
HIGH			79,992	10%	80,000	50%	80,000	20%	70,000	40%	80,000	
LOW			56,160		53,182		60,000		33,399		33,399	
SAL FAC			0.74		0.92		1.03		0.99		0.92	
RES UNIV/VERY HIGH ACTVTY												
AVG	146,472	44 6	102,516	55 7	81,559	34 8	81,217	11 7	55,539	10 5	107,773	143 8
HIGH	235,395	31%	129,751	39%	97,857	24%	94,869	8%	70,000	7%	235,395	
LOW	99,244		56,160		53,182		60,000		33,399		33,399	
SAL FAC	1.10		1.13		1.02		1.04		1.01		1.06	
RES UNIV/HIGH ACTIVITY												
AVG	124,473	29 7	95,327	28 6	85,739	11 7	95,000	1 1	46,691	1 1	105,343	69 8
HIGH	184,208	42%	112,917	41%	99,666	16%	95,000	1%	46,691	1%	184,208	
LOW	100,726		82,408		76,125		95,000		46,691		46,691	
SAL FAC	1.14		1.18		1.20		1.31		0.93		1.28	
REGION I												
AVG	124,025	4 2	100,908	6 2	82,500	2 2					105,546	12 2
HIGH	129,200	33%	112,917	50%	85,000	17%					129,200	
LOW	115,223		93,568		80,000						80,000	
SAL FAC	0.94		1.16		1.05						1.04	
REGION II												
AVG	135,563	23 3	100,835	23 3	89,653	16 4	90,000	4 3	59,539	3 1	108,465	65 4
HIGH	189,977	35%	113,302	35%	99,666	25%	95,000	6%	68,068	5%	189,977	
LOW	103,054		83,858		76,125		87,000		50,000		50,000	
SAL FAC	1.11		1.19		1.20		1.21		1.16		1.18	
REGION III												
AVG	157,946	23 3	102,835	23 3	75,492	15 3	78,974	5 2	49,073	4 2	112,717	65 3
HIGH	235,395	35%	125,631	35%	97,857	23%	94,869	8%	63,000	6%	235,395	
LOW	110,608		56,160		53,182		60,000		33,399		33,399	
SAL FAC	1.19		1.12		0.94		0.99		0.84		1.12	
REGION IV												
AVG	122,072	23 5	97,346	31 5	82,026	12 6	77,840	3 3	56,794	4 3	100,527	70 7
HIGH	165,025	33%	129,751	44%	94,694	17%	86,520	4%	70,000	6%	165,025	
LOW	99,244		81,250		70,000		70,000		46,691		46,691	
SAL FAC	0.98		1.14		1.09		1.02		1.12		1.10	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.10 Electrical, Electronics and Communications Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	142,782	1,146	88	101,266	688	88	88,709	407	84	87,603	55	37	65,107	66	32	118,639	2,307	88
HIGH	330,124	50%		162,200	30%		119,513	18%		103,000	2%		102,688	3%		330,124		
LOW	40,329			62,028			36,818			60,000			26,000			26,000		
SAL FAC	1.11			1.15			1.14			1.15			1.22			1.23		
TENURED/TENURE TRACK																		
AVG	142,761	816	63	101,031	484	63	90,494	259	59	88,782	40	27				121,123	1,559	63
HIGH	330,124	52%		162,200	31%		119,513	17%		103,000	3%					330,124		
LOW	49,301			62,028			62,770			79,000						49,301		
SAL FAC	1.10			1.15			1.14			1.14						1.16		
NONTENURE TRACK																		
AVG	98,590	4	4	89,538	11	9	73,371	36	15	73,314	4	4	64,346	56	27	71,252	107	37
HIGH	123,709	4%		155,230	10%		113,461	34%		85,428	4%		102,688	52%		155,230		
LOW	71,712			67,690			36,818			60,000			26,000			26,000		
SAL FAC	0.87			0.97			1.00			1.04			1.20			1.06		
RES UNIV/VERY HIGH ACTVTY																		
AVG	147,275	901	51	102,807	497	51	89,184	315	51	87,083	42	28	68,761	37	18	122,530	1,750	51
HIGH	330,124	52%		162,200	28%		119,513	18%		100,909	2%		102,688	2%		330,124		
LOW	40,329			66,642			36,818			60,000			26,172			26,172		
SAL FAC	1.10			1.13			1.11			1.12			1.25			1.20		
RES UNIV/HIGH ACTIVITY																		
AVG	126,918	233	34	96,875	176	34	86,861	82	30	88,524	9	7	60,445	29	14	106,726	520	34
HIGH	242,469	45%		138,756	34%		108,866	16%		103,000	2%		91,800	6%		242,469		
LOW	77,674			68,251			57,938			84,000			26,000			26,000		
SAL FAC	1.16			1.20			1.21			1.22			1.21			1.30		
DOCTORAL RES UNIV																		
AVG	113,426	12	3	101,715	15	3	88,916	10	3	90,984	4	2				102,054	37	3
HIGH	158,454	32%		138,133	41%		107,243	27%		101,435	11%					158,454		
LOW	84,365			62,028			62,279			81,000						62,028		
SAL FAC	1.07			1.25			1.30			1.29						1.27		
REGION I																		
AVG	135,226	132	16	96,614	100	16	84,618	59	15	87,000	7	5	71,077	7	5	110,742	298	16
HIGH	250,000	44%		145,600	34%		100,008	20%		98,000	2%		85,004	2%		250,000		
LOW	74,678			68,251			51,012			79,000			42,798			42,798		
SAL FAC	1.03			1.11			1.08			1.23			1.41			1.09		
REGION II																		
AVG	140,345	266	22	99,648	172	22	88,967	107	22	82,910	13	10	65,603	22	10	115,404	567	22
HIGH	279,376	47%		162,200	30%		119,513	19%		103,000	2%		99,094	4%		279,376		
LOW	55,354			66,642			60,000			60,000			26,000			26,000		
SAL FAC	1.15			1.18			1.19			1.12			1.27			1.26		
REGION III																		
AVG	148,025	432	27	107,042	210	27	90,882	155	26	91,445	20	12	63,771	19	9	124,662	816	27
HIGH	279,867	53%		155,230	26%		114,650	19%		101,435	3%		102,688	2%		279,867		
LOW	40,329			67,690			36,818			80,000			41,727			36,818		
SAL FAC	1.12			1.16			1.13			1.15			1.09			1.24		
REGION IV																		
AVG	140,820	316	23	98,987	206	23	87,279	86	21	86,828	15	10	63,590	18	8	117,477	626	23
HIGH	330,124	51%		148,664	33%		113,461	14%		95,000	2%		95,200	3%		330,124		
LOW	49,301			62,028			52,586			80,000			26,172			26,172		
SAL FAC	1.13			1.16			1.16			1.14			1.25			1.29		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.1001 Electrical and Electronics Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	143,216	1,079	82	101,472	650	81	89,052	377	78	87,644	53	35	66,484	51	29	119,356	2,157	82
HIGH	330,124	50%		162,200	30%		119,513	18%		103,000	3%		102,688	2%		330,124		
LOW	40,329			62,028			36,818			60,000			26,000			26,000		
SAL FAC	1.12			1.16			1.15			1.15			1.25			1.24		
TENURED/TENURE TRACK																		
AVG	143,121	756	57	101,221	452	57	90,302	239	54	88,902	38	25				121,309	1,447	57
HIGH	330,124	52%		162,200	31%		119,513	17%		103,000	3%					330,124		
LOW	49,301			62,028			62,770			79,000						49,301		
SAL FAC	1.10			1.15			1.14			1.14						1.16		
NONTENURE TRACK																		
AVG	123,709	1	1	91,995	8	6	76,039	28	13	73,314	4	4	65,780	41	24	72,894	78	33
HIGH	123,709	1%		155,230	10%		113,461	36%		85,428	5%		102,688	53%		155,230		
LOW	123,709			67,690			36,818			60,000			26,000			26,000		
SAL FAC	1.10			1.00			1.04			1.04			1.23			1.09		
RES UNIV/VERY HIGH ACTVTY																		
AVG	147,668	864	48	103,003	474	48	89,675	296	48	87,113	40	26	69,681	32	16	123,159	1,666	48
HIGH	330,124	52%		162,200	29%		119,513	18%		100,909	2%		102,688	2%		330,124		
LOW	40,329			66,642			36,818			60,000			26,172			26,172		
SAL FAC	1.10			1.13			1.12			1.12			1.27			1.21		
RES UNIV/HIGH ACTIVITY																		
AVG	126,027	203	31	96,943	161	30	86,473	71	27	88,524	9	7	61,100	19	13	106,810	454	31
HIGH	242,469	45%		138,756	36%		108,866	16%		103,000	2%		85,004	4%		242,469		
LOW	77,674			68,251			57,938			84,000			26,000			26,000		
SAL FAC	1.15			1.20			1.21			1.22			1.22			1.30		
DOCTORAL RES UNIV																		
AVG	113,426	12	3	101,715	15	3	88,916	10	3	90,984	4	2				102,054	37	3
HIGH	158,454	32%		138,133	41%		107,243	27%		101,435	11%					158,454		
LOW	84,365			62,028			62,279			81,000						62,028		
SAL FAC	1.07			1.25			1.30			1.29						1.27		
REGION I																		
AVG	132,780	107	14	96,562	86	14	85,893	47	13	87,200	5	3	75,682	5	4	109,907	245	14
HIGH	250,000	44%		145,600	35%		99,999	19%		98,000	2%		85,004	2%		250,000		
LOW	74,985			68,251			57,938			79,000			59,250			57,938		
SAL FAC	1.01			1.11			1.09			1.23			1.50			1.09		
REGION II																		
AVG	140,345	266	22	99,648	172	22	88,959	106	22	82,910	13	10	64,900	20	10	115,601	564	22
HIGH	279,376	47%		162,200	31%		119,513	19%		103,000	2%		99,094	4%		279,376		
LOW	55,354			66,642			60,000			60,000			26,000			26,000		
SAL FAC	1.15			1.18			1.19			1.12			1.26			1.26		
REGION III																		
AVG	149,978	390	23	108,183	186	22	91,304	138	22	91,445	20	12	71,208	8	7	127,123	722	23
HIGH	279,867	54%		155,230	26%		107,426	19%		101,435	3%		102,688	1%		279,867		
LOW	40,329			67,690			36,818			80,000			45,000			36,818		
SAL FAC	1.13			1.18			1.13			1.15			1.22			1.26		
REGION IV																		
AVG	140,820	316	23	98,987	206	23	87,279	86	21	86,828	15	10	63,590	18	8	117,477	626	23
HIGH	330,124	51%		148,664	33%		113,461	14%		95,000	2%		95,200	3%		330,124		
LOW	49,301			62,028			52,586			80,000			26,172			26,172		
SAL FAC	1.13			1.16			1.16			1.14			1.25			1.29		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.1101 Engineering Mechanics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	140,626	27	4	100,280	12	2	86,702	10	2	84,000	1	1	65,065	1	1	118,647	50	4
HIGH	249,966	54%		117,282	24%		100,974	20%		84,000	2%		65,065	2%		249,966		
LOW	94,789			82,485			75,699			84,000			65,065			65,065		
SAL FAC	1.10			1.14			1.12			1.10			1.22			1.23		
TENURED/TENURE TRACK																		
AVG	144,473	16	2	106,371	4	1	95,558	2	1							133,099	22	2
HIGH	249,966	73%		108,324	18%		100,656	9%								249,966		
LOW	117,612			102,384			89,613									89,613		
SAL FAC	1.11			1.21			1.20									1.27		
NONTENURE TRACK																		
AVG	134,480	1	1	90,243	1	1	75,699	1	1							100,141	3	2
HIGH	134,480	33%		90,243	33%		75,699	33%								134,480		
LOW	134,480			90,243			75,699									75,699		
SAL FAC	1.19			0.98			1.03									1.49		
RES UNIV/VERY HIGH ACTVTY																		
AVG	140,862	26	3	100,280	12	2	86,702	10	2	84,000	1	1	65,065	1	1	118,324	49	3
HIGH	249,966	53%		117,282	25%		100,974	20%		84,000	2%		65,065	2%		249,966		
LOW	94,789			82,485			75,699			84,000			65,065			65,065		
SAL FAC	1.05			1.10			1.08			1.08			1.18			1.16		
RES UNIV/HIGH ACTIVITY																		
AVG	134,480	1	1													134,480	1	1
HIGH	134,480	100%														134,480		
LOW	134,480															134,480		
SAL FAC	1.23															1.63		
REGION I																		
AVG	134,480	1	1													134,480	1	1
HIGH	134,480	100%														134,480		
LOW	134,480															134,480		
SAL FAC	1.02															1.33		
REGION III																		
AVG	145,719	15	1	103,145	5	1	88,938	3	1							129,058	23	1
HIGH	249,966	65%		108,324	22%		100,656	13%								249,966		
LOW	117,612			90,243			75,699									75,699		
SAL FAC	1.10			1.12			1.10									1.28		
REGION IV																		
AVG	134,240	11	2	98,233	7	1	85,743	7	1	84,000	1	1	65,065	1	1	108,828	26	2
HIGH	192,666	42%		117,282	27%		100,974	27%		84,000	4%		65,065	4%		192,666		
LOW	94,789			82,485			80,104			84,000			65,065			65,065		
SAL FAC	1.08			1.15			1.13			1.11			1.28			1.20		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.1201 Engineering Physics/Applied Physics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	137,653	25 2	88,812	7 2	73,525	4 2					121,031	36 3
HIGH	222,399	69%	105,985	19%	76,316	11%					222,399	
LOW	92,150		79,931		67,874						67,874	
SAL FAC	1.07		1.01		0.95						1.26	
TENURED/TENURE TRACK												
AVG	137,653	25 2	88,812	7 2	75,409	3 1					122,549	35 2
HIGH	222,399	71%	105,985	20%	76,316	9%					222,399	
LOW	92,150		79,931		74,012						74,012	
SAL FAC	1.06		1.01		0.95						1.17	
NONTENURE TRACK												
AVG					67,874	1 1					67,874	1 1
HIGH					67,874	100%					67,874	
LOW					67,874						67,874	
SAL FAC					0.92						1.01	
RES UNIV/VERY HIGH ACTVTY												
AVG	149,858	16 1	101,598	2 1							144,496	18 1
HIGH	222,399	89%	105,985	11%							222,399	
LOW	108,276		97,210								97,210	
SAL FAC	1.12		1.12								1.42	
RES UNIV/HIGH ACTIVITY												
AVG	115,955	9 1	83,697	5 1	73,525	4 2					97,566	18 2
HIGH	136,613	50%	86,653	28%	76,316	22%					136,613	
LOW	92,150		79,931		67,874						67,874	
SAL FAC	1.06		1.04		1.03						1.18	
REGION I												
AVG					67,874	1 1					67,874	1 1
HIGH					67,874	100%					67,874	
LOW					67,874						67,874	
SAL FAC					0.87						0.67	
REGION II												
AVG	115,955	9 1	83,697	5 1	75,409	3 1					99,312	17 1
HIGH	136,613	53%	86,653	29%	76,316	18%					136,613	
LOW	92,150		79,931		74,012						74,012	
SAL FAC	0.95		0.99		1.01						1.08	
REGION III												
AVG	149,858	16 1	101,598	2 1							144,496	18 1
HIGH	222,399	89%	105,985	11%							222,399	
LOW	108,276		97,210								97,210	
SAL FAC	1.13		1.10								1.43	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.14 Environmental/Environmental Health Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	134,812	20	6	93,234	14	4	82,057	11	6	77,501	2	2	50,833	1	1	107,717	46	7
HIGH	178,883	44%		103,965	30%		88,565	24%		80,001	4%		50,833	2%		178,883		
LOW	101,807			83,192			75,000			75,000			50,833			50,833		
SAL FAC	1.05			1.06			1.06			1.02			0.95			1.12		
TENURED/TENURE TRACK																		
AVG	135,249	10	4	93,689	8	2	82,757	5	3	80,001	1	1				109,382	23	4
HIGH	178,883	44%		100,944	35%		85,080	22%		80,001	4%					178,883		
LOW	101,807			88,409			79,689			80,001						79,689		
SAL FAC	1.04			1.06			1.04			1.02						1.05		
NONTENURE TRACK																		
AVG							88,565	1	1							88,565	1	1
HIGH							88,565	100%								88,565		
LOW							88,565									88,565		
SAL FAC							1.21									1.32		
RES UNIV/VERY HIGH ACTVTY																		
AVG	139,826	5	2	96,675	3	1	82,003	2	2	80,001	1	1				115,316	10	2
HIGH	174,301	50%		100,944	30%		84,175	20%		80,001	10%					174,301		
LOW	115,074			90,324			80,001			80,001						80,001		
SAL FAC	1.05			1.06			1.02			1.03						1.13		
RES UNIV/HIGH ACTIVITY																		
AVG	133,141	15	4	92,295	11	3	82,069	9	4	75,000	1	1	50,833	1	1	105,606	36	5
HIGH	178,883	42%		103,965	31%		88,565	25%		75,000	3%		50,833	3%		178,883		
LOW	101,807			83,192			75,000			75,000			50,833			50,833		
SAL FAC	1.22			1.14			1.15			1.03			1.01			1.28		
REGION I																		
AVG	116,999	5	2	92,728	6	2	83,189	3	3	80,001	1	1	50,833	1	1	96,117	15	3
HIGH	138,978	33%		100,944	40%		88,565	20%		80,001	7%		50,833	7%		138,978		
LOW	101,807			83,192			80,001			80,001			50,833			50,833		
SAL FAC	0.89			1.07			1.06			1.13			1.01			0.95		
REGION II																		
AVG	161,209	2	1	91,897	5	1	83,260	3	1							103,168	10	1
HIGH	178,883	20%		97,358	50%		85,080	30%								178,883		
LOW	143,534			88,409			79,689									79,689		
SAL FAC	1.32			1.08			1.11									1.12		
REGION III																		
AVG	139,484	7	2				84,004	1	1							132,549	8	2
HIGH	174,301	88%					84,175	13%								174,301		
LOW	114,920						83,832									83,832		
SAL FAC	1.05						1.04									1.32		
REGION IV																		
AVG	135,408	6	1	96,473	3	1	79,820	4	1	75,000	1	1				109,319	13	1
HIGH	166,193	46%		103,965	23%		84,960	31%		75,000	8%					166,193		
LOW	112,848			86,891			75,000			75,000						75,000		
SAL FAC	1.09			1.13			1.06			0.99						1.20		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.1401 Environmental/Environmental Health Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	135,678	18	5	92,295	11	3	82,263	10	5	75,000	1	1	50,833	1	1	108,273	40	6
HIGH	178,883	45%		103,965	28%		88,565	25%		75,000	3%		50,833	3%		178,883		
LOW	101,807			83,192			75,000			75,000			50,833			50,833		
SAL FAC	1.06			1.05			1.06			0.99			0.95			1.12		
TENURED/TENURE TRACK																		
AVG	137,305	8	3	91,897	5	1	83,446	4	2							111,277	17	3
HIGH	178,883	47%		97,358	29%		85,080	24%								178,883		
LOW	101,807			88,409			79,689									79,689		
SAL FAC	1.06			1.04			1.05									1.06		
NONTENURE TRACK																		
AVG							88,565	1	1							88,565	1	1
HIGH							88,565	100%								88,565		
LOW							88,565									88,565		
SAL FAC							1.21									1.32		
RES UNIV/VERY HIGH ACTVTY																		
AVG	148,359	3	1				84,004	1	1							132,270	4	1
HIGH	174,301	75%					84,175	25%								174,301		
LOW	123,192						83,832									83,832		
SAL FAC	1.11						1.05									1.30		
RES UNIV/HIGH ACTIVITY																		
AVG	133,141	15	4	92,295	11	3	82,069	9	4	75,000	1	1	50,833	1	1	105,606	36	5
HIGH	178,883	42%		103,965	31%		88,565	25%		75,000	3%		50,833	3%		178,883		
LOW	101,807			83,192			75,000			75,000			50,833			50,833		
SAL FAC	1.22			1.14			1.15			1.03			1.01			1.28		
REGION I																		
AVG	110,314	3	1	88,780	3	1	84,783	2	2				50,833	1	1	90,853	9	2
HIGH	115,167	33%		92,149	33%		88,565	22%					50,833	11%		115,167		
LOW	101,807			83,192			81,000						50,833			50,833		
SAL FAC	0.84			1.02			1.08						1.01			0.90		
REGION II																		
AVG	161,209	2	1	91,897	5	1	83,260	3	1							103,168	10	1
HIGH	178,883	20%		97,358	50%		85,080	30%								178,883		
LOW	143,534			88,409			79,689									79,689		
SAL FAC	1.32			1.08			1.11									1.12		
REGION III																		
AVG	139,484	7	2				84,004	1	1							132,549	8	2
HIGH	174,301	88%					84,175	13%								174,301		
LOW	114,920						83,832									83,832		
SAL FAC	1.05						1.04									1.32		
REGION IV																		
AVG	135,408	6	1	96,473	3	1	79,820	4	1	75,000	1	1				109,319	13	1
HIGH	166,193	46%		103,965	23%		84,960	31%		75,000	8%					166,193		
LOW	112,848			86,891			75,000			75,000						75,000		
SAL FAC	1.09			1.13			1.06			0.99						1.20		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.18 Materials Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	154,508	214	24	101,467	106	22	84,325	73	22	84,494	12	10	62,898	10	5	125,570	403	26
HIGH	268,525	53%		148,745	26%		118,000	18%		93,000	3%		84,000	3%		268,525		
LOW	68,433			66,536			38,388			54,818			39,053			38,388		
SAL FAC	1.21			1.16			1.09			1.11			1.18			1.30		
TENURED/TENURE TRACK																		
AVG	156,571	146	16	102,989	70	15	89,021	34	13	89,736	7	5				132,381	250	17
HIGH	268,525	58%		148,745	28%		118,000	14%		93,000	3%					268,525		
LOW	96,392			71,690			76,710			85,000						71,690		
SAL FAC	1.21			1.17			1.12			1.15						1.27		
NONTENURE TRACK																		
AVG	107,403	5	3	75,042	5	2	62,582	12	6	60,137	2	2	65,548	9	4	72,682	31	9
HIGH	150,750	16%		83,480	16%		90,867	39%		65,455	7%		84,000	29%		150,750		
LOW	68,433			66,536			45,667			54,818			50,000			45,667		
SAL FAC	0.95			0.81			0.85			0.86			1.22			1.08		
RES UNIV/VERY HIGH ACTVTY																		
AVG	155,783	187	18	101,504	88	16	84,083	59	15	83,993	10	8	62,898	10	5	126,900	344	18
HIGH	268,525	54%		137,800	26%		118,000	17%		93,000	3%		84,000	3%		268,525		
LOW	68,433			66,536			38,388			54,818			39,053			38,388		
SAL FAC	1.17			1.12			1.05			1.08			1.14			1.24		
RES UNIV/HIGH ACTIVITY																		
AVG	145,676	27	6	101,286	18	6	85,347	14	7	87,000	2	2				117,818	59	8
HIGH	190,792	46%		148,745	31%		97,028	24%		90,000	3%					190,792		
LOW	96,392			82,326			70,000			84,000						70,000		
SAL FAC	1.33			1.25			1.19			1.20						1.43		
REGION I																		
AVG	171,561	4	2	102,738	5	2	78,000	1	1							127,793	10	2
HIGH	268,525	40%		134,133	50%		78,000	10%								268,525		
LOW	115,269			71,690			78,000									71,690		
SAL FAC	1.30			1.18			0.99									1.26		
REGION II																		
AVG	152,392	28	4	96,316	13	3	76,334	10	3	77,728	2	2	67,415	3	1	120,086	54	4
HIGH	241,364	52%		115,000	24%		91,179	19%		90,000	4%		79,554	6%		241,364		
LOW	99,458			82,326			45,667			65,455			55,000			45,667		
SAL FAC	1.25			1.14			1.02			1.05			1.31			1.31		
REGION III																		
AVG	150,604	86	9	100,296	39	8	88,882	30	10	90,131	5	4	63,843	2	2	125,208	157	10
HIGH	233,490	55%		148,745	25%		103,750	19%		92,577	3%		74,504	1%		233,490		
LOW	68,433			66,536			58,909			84,000			53,182			53,182		
SAL FAC	1.14			1.09			1.10			1.13			1.09			1.24		
REGION IV																		
AVG	157,912	96	9	103,635	49	9	82,748	32	8	81,564	5	4	59,811	5	2	127,388	182	10
HIGH	267,800	53%		137,800	27%		118,000	18%		93,000	3%		84,000	3%		267,800		
LOW	106,069			82,972			38,388			54,818			39,053			38,388		
SAL FAC	1.27			1.21			1.10			1.07			1.18			1.40		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.1801 Materials Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	154,611	212	23	101,160	104	21	84,413	70	20	84,494	12	10	62,898	10	5	125,849	396	24
HIGH	268,525	54%		137,800	26%		118,000	18%		93,000	3%		84,000	3%		268,525		
LOW	68,433			66,536			38,388			54,818			39,053			38,388		
SAL FAC	1.21			1.15			1.09			1.11			1.18			1.31		
TENURED/TENURE TRACK																		
AVG	156,752	144	15	102,566	68	14	89,058	32	12	89,736	7	5				132,773	244	16
HIGH	268,525	59%		137,800	28%		118,000	13%		93,000	3%					268,525		
LOW	99,458			71,690			76,710			85,000						71,690		
SAL FAC	1.21			1.17			1.12			1.15						1.27		
NONTENURE TRACK																		
AVG	107,403	5	3	75,042	5	2	62,582	12	6	60,137	2	2	65,548	9	4	72,682	31	9
HIGH	150,750	16%		83,480	16%		90,867	39%		65,455	7%		84,000	29%		150,750		
LOW	68,433			66,536			45,667			54,818			50,000			45,667		
SAL FAC	0.95			0.81			0.85			0.86			1.22			1.08		
RES UNIV/VERY HIGH ACTVTY																		
AVG	155,783	187	18	101,504	88	16	84,083	59	15	83,993	10	8	62,898	10	5	126,900	344	18
HIGH	268,525	54%		137,800	26%		118,000	17%		93,000	3%		84,000	3%		268,525		
LOW	68,433			66,536			38,388			54,818			39,053			38,388		
SAL FAC	1.17			1.12			1.05			1.08			1.14			1.24		
RES UNIV/HIGH ACTIVITY																		
AVG	145,843	25	5	99,272	16	5	86,182	11	5	87,000	2	2				118,893	52	6
HIGH	183,315	48%		133,169	31%		97,028	21%		90,000	4%					183,315		
LOW	99,458			82,326			76,710			84,000						76,710		
SAL FAC	1.34			1.23			1.20			1.20						1.44		
REGION I																		
AVG	171,561	4	2	102,738	5	2	78,000	1	1							127,793	10	2
HIGH	268,525	40%		134,133	50%		78,000	10%								268,525		
LOW	115,269			71,690			78,000									71,690		
SAL FAC	1.30			1.18			0.99									1.26		
REGION II																		
AVG	152,392	28	4	96,316	13	3	76,334	10	3	77,728	2	2	67,415	3	1	120,086	54	4
HIGH	241,364	52%		115,000	24%		91,179	19%		90,000	4%		79,554	6%		241,364		
LOW	99,458			82,326			45,667			65,455			55,000			45,667		
SAL FAC	1.25			1.14			1.02			1.05			1.31			1.31		
REGION III																		
AVG	150,771	84	8	99,371	37	7	89,615	27	8	90,131	5	4	63,843	2	2	125,925	150	8
HIGH	233,490	56%		120,563	25%		103,750	18%		92,577	3%		74,504	1%		233,490		
LOW	68,433			66,536			58,909			84,000			53,182			53,182		
SAL FAC	1.14			1.08			1.11			1.13			1.09			1.25		
REGION IV																		
AVG	157,912	96	9	103,635	49	9	82,748	32	8	81,564	5	4	59,811	5	2	127,388	182	10
HIGH	267,800	53%		137,800	27%		118,000	18%		93,000	3%		84,000	3%		267,800		
LOW	106,069			82,972			38,388			54,818			39,053			38,388		
SAL FAC	1.27			1.21			1.10			1.07			1.18			1.40		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.19 Mechanical Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	138,148	955	86	97,351	547	86	84,933	528	81	83,805	85	42	67,189	82	32	111,523	2,112	86
HIGH	340,000	45%		153,300	26%		129,333	25%		100,000	4%		98,182	4%		340,000		
LOW	56,940			36,000			28,523			40,909			28,000			28,000		
SAL FAC	1.08			1.11			1.10			1.10			1.26			1.16		
TENURED/TENURE TRACK																		
AVG	138,450	682	61	98,205	380	61	86,455	357	58	86,650	68	34				114,591	1,419	61
HIGH	340,000	48%		153,300	27%		129,333	25%		100,000	5%					340,000		
LOW	73,654			69,667			47,272			75,000			47,272			47,272		
SAL FAC	1.07			1.12			1.09			1.11						1.10		
NONTENURE TRACK																		
AVG	117,152	10	6	75,716	17	11	66,297	32	18	60,000	6	4	67,045	71	25	71,849	130	38
HIGH	149,164	8%		133,425	13%		124,929	25%		75,005	5%		96,306	55%		149,164		
LOW	81,621			36,000			28,523			40,909			28,000			28,000		
SAL FAC	1.04			0.82			0.90			0.85			1.25			1.07		
RES UNIV/VERY HIGH ACTVTY																		
AVG	142,734	703	48	98,679	381	48	86,460	378	48	85,671	57	25	68,033	51	17	115,063	1,513	48
HIGH	280,000	47%		153,300	25%		129,333	25%		96,000	4%		98,182	3%		280,000		
LOW	56,940			36,000			28,523			40,909			28,000			28,000		
SAL FAC	1.07			1.09			1.08			1.10			1.24			1.13		
RES UNIV/HIGH ACTIVITY																		
AVG	125,205	234	35	93,321	150	35	81,549	142	31	80,194	27	16	65,597	30	14	102,237	556	35
HIGH	340,000	42%		133,425	27%		111,792	26%		100,000	5%		90,000	5%		340,000		
LOW	73,654			49,080			33,750			60,000			48,000			33,750		
SAL FAC	1.15			1.15			1.14			1.11			1.31			1.24		
DOCTORAL RES UNIV																		
AVG	127,297	18	3	103,496	16	3	72,848	8	2	75,000	1	1	71,852	1	1	107,021	43	3
HIGH	170,000	42%		122,731	37%		99,500	19%		75,000	2%		71,852	2%		170,000		
LOW	95,237			69,667			47,272			75,000			71,852			47,272		
SAL FAC	1.20			1.27			1.07			1.06			1.31			1.33		
REGION I																		
AVG	121,958	94	16	92,418	73	16	82,487	96	15	83,292	10	5	60,715	8	4	98,211	271	16
HIGH	240,248	35%		118,244	27%		129,333	35%		93,006	4%		69,700	3%		240,248		
LOW	80,800			49,080			53,555			75,005			56,400			49,080		
SAL FAC	0.93			1.06			1.05			1.18			1.21			0.97		
REGION II																		
AVG	137,511	216	23	96,509	150	23	84,370	141	23	83,207	30	16	68,920	43	12	107,343	550	23
HIGH	340,000	39%		133,551	27%		111,792	26%		100,000	6%		98,182	8%		340,000		
LOW	73,654			60,811			28,523			40,909			28,000			28,000		
SAL FAC	1.13			1.14			1.13			1.12			1.34			1.17		
REGION III																		
AVG	143,349	383	26	102,078	178	26	87,517	160	24	83,736	22	11	60,212	14	8	119,617	735	26
HIGH	273,768	52%		131,925	24%		124,929	22%		93,594	3%		70,982	2%		273,768		
LOW	65,000			55,406			33,948			60,000			48,000			33,948		
SAL FAC	1.08			1.11			1.09			1.05			1.03			1.19		
REGION IV																		
AVG	136,878	262	21	94,918	146	21	84,176	131	19	84,877	23	10	71,603	17	8	111,447	556	21
HIGH	280,000	47%		153,300	26%		104,335	24%		96,000	4%		90,900	3%		280,000		
LOW	56,940			36,000			47,272			49,080			56,840			36,000		
SAL FAC	1.10			1.11			1.11			1.12			1.41			1.22		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.1901 Mechanical Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	138,418	923	81	97,494	518	81	84,822	502	76	83,909	76	38	67,342	79	30	111,851	2,022	81
HIGH	340,000	46%		153,300	26%		129,333	25%		100,000	4%		98,182	4%		340,000		
LOW	56,940			36,000			28,523			40,909			28,000			28,000		
SAL FAC	1.08			1.11			1.09			1.10			1.26			1.16		
TENURED/TENURE TRACK																		
AVG	138,865	655	57	98,172	359	57	86,258	336	54	86,364	61	31				114,950	1,350	57
HIGH	340,000	49%		153,300	27%		129,333	25%		100,000	5%					340,000		
LOW	73,654			69,667			47,272			75,000						47,272		
SAL FAC	1.07			1.12			1.09			1.10						1.10		
NONTENURE TRACK																		
AVG	117,152	10	6	78,926	14	9	65,781	31	17	60,000	6	4	67,217	68	23	72,247	123	34
HIGH	149,164	8%		133,425	11%		124,929	25%		75,005	5%		96,306	55%		149,164		
LOW	81,621			36,000			28,523			40,909			28,000			28,000		
SAL FAC	1.04			0.85			0.90			0.85			1.25			1.08		
RES UNIV/VERY HIGH ACTVTY																		
AVG	142,955	687	46	98,578	368	46	86,346	365	46	85,181	51	23	68,257	50	16	115,249	1,470	46
HIGH	280,000	47%		153,300	25%		129,333	25%		96,000	4%		98,182	3%		280,000		
LOW	56,940			36,000			28,523			40,909			28,000			28,000		
SAL FAC	1.07			1.08			1.08			1.09			1.24			1.13		
RES UNIV/HIGH ACTIVITY																		
AVG	125,039	218	32	93,799	134	32	81,253	129	28	81,576	24	14	65,547	28	13	102,445	509	32
HIGH	340,000	43%		133,425	26%		111,792	25%		100,000	5%		90,000	6%		340,000		
LOW	73,654			70,205			33,750			64,286			48,000			33,750		
SAL FAC	1.14			1.16			1.14			1.12			1.31			1.24		
DOCTORAL RES UNIV																		
AVG	127,297	18	3	103,496	16	3	72,848	8	2	75,000	1	1	71,852	1	1	107,021	43	3
HIGH	170,000	42%		122,731	37%		99,500	19%		75,000	2%		71,852	2%		170,000		
LOW	95,237			69,667			47,272			75,000			71,852			47,272		
SAL FAC	1.20			1.27			1.07			1.06			1.31			1.33		
REGION I																		
AVG	121,434	87	15	91,656	63	15	81,720	85	14	78,985	6	4	61,268	7	3	97,993	242	15
HIGH	240,248	36%		118,244	26%		129,333	35%		85,000	3%		69,700	3%		240,248		
LOW	80,800			70,659			53,555			75,005			56,400			53,555		
SAL FAC	0.92			1.06			1.04			1.11			1.22			0.97		
REGION II																		
AVG	137,511	216	23	96,509	150	23	84,370	141	23	83,207	30	16	68,920	43	12	107,343	550	23
HIGH	340,000	39%		133,551	27%		111,792	26%		100,000	6%		98,182	8%		340,000		
LOW	73,654			60,811			28,523			40,909			28,000			28,000		
SAL FAC	1.13			1.14			1.13			1.12			1.34			1.17		
REGION III																		
AVG	144,220	358	22	103,101	159	22	87,664	145	20	85,575	17	8	59,197	12	7	120,839	674	22
HIGH	273,768	53%		131,925	24%		124,929	22%		93,594	3%		70,982	2%		273,768		
LOW	65,000			63,501			33,948			60,000			48,000			33,948		
SAL FAC	1.09			1.12			1.09			1.08			1.01			1.20		
REGION IV																		
AVG	136,878	262	21	94,918	146	21	84,176	131	19	84,877	23	10	71,603	17	8	111,447	556	21
HIGH	280,000	47%		153,300	26%		104,335	24%		96,000	4%		90,900	3%		280,000		
LOW	56,940			36,000			47,272			49,080			56,840			36,000		
SAL FAC	1.10			1.11			1.11			1.12			1.41			1.22		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.2001 Metallurgical Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	132,237	21	4	108,107	6	3	83,394	7	3	85,000	1	1			117,923	34	4
HIGH	185,915	62%		136,000	18%		90,268	21%		85,000	3%				185,915		
LOW	78,339			92,553			60,600			85,000					60,600		
SAL FAC	1.03			1.23			1.08			1.12					1.22		
TENURED/TENURE TRACK																	
AVG	132,237	21	4	108,107	6	3	83,394	7	3	85,000	1	1			117,923	34	4
HIGH	185,915	62%		136,000	18%		90,268	21%		85,000	3%				185,915		
LOW	78,339			92,553			60,600			85,000					60,600		
SAL FAC	1.02			1.23			1.05			1.09					1.13		
RES UNIV/VERY HIGH ACTVTY																	
AVG	85,294	6	1	136,000	1	1	60,600	1	1						88,546	8	1
HIGH	104,200	75%		136,000	13%		60,600	13%							136,000		
LOW	78,339			136,000			60,600								60,600		
SAL FAC	0.64			1.50			0.76								0.87		
RES UNIV/HIGH ACTIVITY																	
AVG	151,014	15	3	102,528	5	2	87,193	6	2	85,000	1	1			126,962	26	3
HIGH	185,915	58%		107,426	19%		90,268	23%		85,000	4%				185,915		
LOW	96,822			92,553			85,000			85,000					85,000		
SAL FAC	1.38			1.27			1.22			1.17					1.54		
REGION I																	
AVG	91,837	7	2	136,000	1	1	60,600	1	1						93,273	9	2
HIGH	131,093	78%		136,000	11%		60,600	11%							136,000		
LOW	78,339			136,000			60,600								60,600		
SAL FAC	0.70			1.57			0.77								0.92		
REGION II																	
AVG	149,653	8	1	100,687	3	1	87,951	4	1						123,406	15	1
HIGH	165,000	53%		105,618	20%		90,268	27%							165,000		
LOW	130,364			92,553			86,425								86,425		
SAL FAC	1.23			1.19			1.18								1.34		
REGION IV																	
AVG	156,148	6	1	105,289	2	1	85,677	2	1	85,000	1	1			131,882	10	1
HIGH	185,915	60%		107,426	20%		86,354	20%		85,000	10%				185,915		
LOW	96,822			103,152			85,000			85,000					85,000		
SAL FAC	1.26			1.23			1.13			1.12					1.45		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.2101 Mining and Mineral Engineering

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	131,112	32 9	95,793	29 9	80,048	18 7	85,000	2 2	61,211	8 2	102,346	87 10
HIGH	197,734	37%	120,876	33%	95,319	21%	90,000	2%	89,895	9%	197,734	
LOW	72,000		66,300		47,300		80,000		38,664		38,664	
SAL FAC	1.02		1.09		1.03		1.12		1.15		1.06	
TENURED/TENURE TRACK												
AVG	129,808	20 5	95,732	17 5	82,627	11 4	85,000	2 2			106,927	48 6
HIGH	194,000	42%	120,876	35%	95,319	23%	90,000	4%			194,000	
LOW	97,911		66,300		70,154		80,000				66,300	
SAL FAC	1.00		1.09		1.04		1.09				1.02	
NONTENURE TRACK												
AVG	72,000	1 1	96,708	1 1	72,687	2 1			63,998	7 1	69,279	11 2
HIGH	72,000	9%	96,708	9%	81,675	18%			89,895	64%	96,708	
LOW	72,000		96,708		67,653				38,664		38,664	
SAL FAC	0.64		1.05		0.99				1.19		1.03	
RES UNIV/VERY HIGH ACTVTY												
AVG	135,541	20 4	94,997	18 5	82,782	13 4	85,000	2 2	61,211	8 2	101,468	59 5
HIGH	197,734	34%	120,876	31%	95,319	22%	90,000	3%	89,895	14%	197,734	
LOW	72,000		66,300		67,653		80,000		38,664		38,664	
SAL FAC	1.01		1.04		1.03		1.09		1.11		1.00	
RES UNIV/HIGH ACTIVITY												
AVG	123,729	12 5	97,095	11 4	72,939	5 3					104,196	28 5
HIGH	149,279	43%	116,144	39%	85,000	18%					149,279	
LOW	82,607		88,704		47,300						47,300	
SAL FAC	1.13		1.20		1.02						1.26	
REGION I												
AVG	124,797	10 3	84,653	7 3	70,951	5 3					99,786	22 4
HIGH	194,000	46%	103,337	32%	80,800	23%					194,000	
LOW	72,000		66,300		47,300						47,300	
SAL FAC	0.95		0.97		0.90						0.99	
REGION II												
AVG	123,059	2 1	99,295	3 1							108,801	5 1
HIGH	126,075	40%	116,144	60%							126,075	
LOW	120,042		89,121								89,121	
SAL FAC	1.01		1.17								1.18	
REGION III												
AVG	129,704	10 2	100,906	12 2	83,813	7 1	90,000	1 1	63,998	7 1	98,405	36 2
HIGH	193,671	28%	120,876	33%	95,319	19%	90,000	3%	89,895	19%	193,671	
LOW	97,911		87,705		67,653		90,000		38,664		38,664	
SAL FAC	0.98		1.10		1.04		1.13		1.09		0.98	
REGION IV												
AVG	140,446	10 3	96,666	7 3	83,235	6 3	80,000	1 1	41,700	1 1	109,260	24 3
HIGH	197,734	42%	110,353	29%	86,050	25%	80,000	4%	41,700	4%	197,734	
LOW	82,607		88,074		80,000		80,000		41,700		41,700	
SAL FAC	1.13		1.13		1.10		1.05		0.82		1.20	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.23 Nuclear Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED			
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	158,470	63	9	109,080	30	8	92,353	22	7	88,476	5	3				132,937	115	9
HIGH	242,703	55%		137,583	26%		120,926	19%		90,000	4%					242,703		
LOW	100,456			84,515			80,091			84,375						80,091		
SAL FAC	1.24			1.24			1.19			1.16						1.38		
TENURED/TENURE TRACK																		
AVG	160,442	48	6	113,172	16	5	92,419	15	5	88,476	5	3				137,952	79	6
HIGH	242,703	61%		137,583	20%		120,926	19%		90,000	6%					242,703		
LOW	100,456			92,311			80,091			84,375						80,091		
SAL FAC	1.23			1.29			1.16			1.13						1.32		
NONTENURE TRACK																		
AVG	171,819	1	1	102,648	3	1										119,941	4	1
HIGH	171,819	25%		106,968	75%											171,819		
LOW	171,819			100,272												100,272		
SAL FAC	1.52			1.11												1.79		
RES UNIV/VERY HIGH ACTVTY																		
AVG	159,615	61	8	109,219	26	7	92,353	22	7	88,476	5	3				134,018	109	8
HIGH	242,703	56%		137,583	24%		120,926	20%		90,000	5%					242,703		
LOW	100,456			84,515			80,091			84,375						80,091		
SAL FAC	1.19			1.20			1.15			1.14						1.31		
RES UNIV/HIGH ACTIVITY																		
AVG	123,523	2	1	108,181	4	1										113,295	6	1
HIGH	130,000	33%		132,829	67%											132,829		
LOW	117,046			86,986												86,986		
SAL FAC	1.13			1.34												1.37		
REGION I																		
AVG	129,208	8	2	105,899	6	2	85,025	4	1	86,189	2	1				111,620	18	2
HIGH	155,754	44%		132,829	33%		88,002	22%		88,002	11%					155,754		
LOW	113,508			86,986			80,091			84,375						80,091		
SAL FAC	0.98			1.22			1.08			1.22						1.10		
REGION II																		
AVG	145,132	11	2	114,573	8	1	89,179	2	1							128,162	21	2
HIGH	202,500	52%		137,583	38%		93,153	10%								202,500		
LOW	100,456			99,737			85,205									85,205		
SAL FAC	1.19			1.35			1.19									1.39		
REGION III																		
AVG	169,007	30	3	111,876	10	3	94,296	8	3	90,000	1	1				144,653	48	3
HIGH	242,703	63%		135,000	21%		100,000	17%		90,000	2%					242,703		
LOW	124,722			84,515			90,000			90,000						84,515		
SAL FAC	1.28			1.22			1.17			1.13						1.44		
REGION IV																		
AVG	163,089	14	2	100,277	6	2	94,867	8	2	90,000	2	1				130,138	28	2
HIGH	237,220	50%		106,260	21%		120,926	29%		90,000	7%					237,220		
LOW	116,429			92,311			85,008			90,000						85,008		
SAL FAC	1.31			1.17			1.26			1.19						1.43		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.2301 Nuclear Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	161,350	57	8	109,633	28	7	93,981	18	6	90,000	3	2			135,518	103	8
HIGH	242,703	55%		137,583	27%		120,926	18%		90,000	3%				242,703		
LOW	100,456			84,515			85,008			90,000					84,515		
SAL FAC	1.26			1.25			1.21			1.18					1.41		
TENURED/TENURE TRACK																	
AVG	164,633	42	5	114,863	14	4	95,108	11	4	90,000	3	2			142,819	67	5
HIGH	242,703	63%		137,583	21%		120,926	16%		90,000	5%				242,703		
LOW	100,456			92,311			85,205			90,000					85,205		
SAL FAC	1.27			1.31			1.20			1.15					1.37		
NONTENURE TRACK																	
AVG	171,819	1	1	102,648	3	1									119,941	4	1
HIGH	171,819	25%		106,968	75%										171,819		
LOW	171,819			100,272											100,272		
SAL FAC	1.52			1.11											1.79		
RES UNIV/VERY HIGH ACTVTY																	
AVG	162,726	55	7	109,875	24	6	93,981	18	6	90,000	3	2			136,893	97	7
HIGH	242,703	57%		137,583	25%		120,926	19%		90,000	3%				242,703		
LOW	100,456			84,515			85,008			90,000					84,515		
SAL FAC	1.22			1.21			1.17			1.15					1.34		
RES UNIV/HIGH ACTIVITY																	
AVG	123,523	2	1	108,181	4	1									113,295	6	1
HIGH	130,000	33%		132,829	67%										132,829		
LOW	117,046			86,986											86,986		
SAL FAC	1.13			1.34											1.37		
REGION I																	
AVG	123,523	2	1	108,181	4	1									113,295	6	1
HIGH	130,000	33%		132,829	67%										132,829		
LOW	117,046			86,986											86,986		
SAL FAC	0.94			1.25											1.12		
REGION II																	
AVG	145,132	11	2	114,573	8	1	89,179	2	1						128,162	21	2
HIGH	202,500	52%		137,583	38%		93,153	10%							202,500		
LOW	100,456			99,737			85,205								85,205		
SAL FAC	1.19			1.35			1.19								1.39		
REGION III																	
AVG	169,007	30	3	111,876	10	3	94,296	8	3	90,000	1	1			144,653	48	3
HIGH	242,703	63%		135,000	21%		100,000	17%		90,000	2%				242,703		
LOW	124,722			84,515			90,000			90,000					84,515		
SAL FAC	1.28			1.22			1.17			1.13					1.44		
REGION IV																	
AVG	163,089	14	2	100,277	6	2	94,867	8	2	90,000	2	1			130,138	28	2
HIGH	237,220	50%		106,260	21%		120,926	29%		90,000	7%				237,220		
LOW	116,429			92,311			85,008			90,000					85,008		
SAL FAC	1.31			1.17			1.26			1.19					1.43		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.2401 Ocean Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	123,092	46	6	93,826	34	6	80,183	21	6	68,143	2	2	31,997	1	1	103,609	102	7
HIGH	221,121	45%		138,133	33%		93,691	21%		78,286	2%		31,997	1%		221,121		
LOW	91,423			77,369			58,000			58,000			31,997			31,997		
SAL FAC	0.96			1.07			1.03			0.90			0.60			1.08		
TENURED/TENURE TRACK																		
AVG	122,850	42	4	93,227	30	3	80,606	17	4	68,143	2	2				104,796	89	5
HIGH	221,121	47%		138,133	34%		93,691	19%		78,286	2%					221,121		
LOW	91,423			77,369			58,000			58,000						58,000		
SAL FAC	0.95			1.06			1.02			0.87						1.00		
NONTENURE TRACK																		
AVG				90,011	1	1	72,512	2	1				31,997	1	1	66,758	4	2
HIGH				90,011	25%		73,407	50%					31,997	25%		90,011		
LOW				90,011			71,617						31,997			31,997		
SAL FAC				0.97			0.99						0.60			1.00		
RES UNIV/VERY HIGH ACTVTY																		
AVG	125,873	29	3	93,693	24	3	79,206	11	4	58,000	1	1				105,785	64	4
HIGH	221,121	45%		112,739	38%		86,520	17%		58,000	2%					221,121		
LOW	99,811			77,369			58,000			58,000						58,000		
SAL FAC	0.94			1.03			0.99			0.74						1.04		
RES UNIV/HIGH ACTIVITY																		
AVG	110,175	11	2	83,541	5	2	75,006	4	1				31,997	1	1	93,412	21	2
HIGH	120,923	52%		90,011	24%		78,000	19%					31,997	5%		120,923		
LOW	91,423			79,245			71,617						31,997			31,997		
SAL FAC	1.01			1.03			1.05						0.64			1.13		
DOCTORAL RES UNIV																		
AVG	133,336	6	1	104,746	5	1	85,425	6	1	78,286	1	1				108,017	17	1
HIGH	165,300	35%		138,133	29%		93,691	35%		78,286	6%					165,300		
LOW	128,540			86,284			62,563			78,286						62,563		
SAL FAC	1.25			1.29			1.25			1.11						1.34		
REGION I																		
AVG	113,831	2	1	102,996	1	1	86,520	1	1							104,295	4	1
HIGH	116,841	50%		102,996	25%		86,520	25%								116,841		
LOW	110,820			102,996			86,520									86,520		
SAL FAC	0.86			1.19			1.10									1.03		
REGION II																		
AVG	125,911	25	1	92,637	21	1	80,593	8	1							106,257	54	1
HIGH	221,121	46%		112,739	39%		83,496	15%								221,121		
LOW	99,811			77,369			76,941									76,941		
SAL FAC	1.03			1.09			1.08									1.16		
REGION III																		
AVG	124,174	11	2	102,290	6	2	81,257	10	2	78,286	1	1				103,416	27	2
HIGH	165,300	41%		138,133	22%		93,691	37%		78,286	4%					165,300		
LOW	103,961			86,284			62,563			78,286						62,563		
SAL FAC	0.94			1.11			1.01			0.98						1.03		
REGION IV																		
AVG	115,113	8	2	87,993	6	2	70,000	2	2	58,000	1	1	31,997	1	1	95,345	17	3
HIGH	155,455	47%		102,102	35%		82,000	12%		58,000	6%		31,997	6%		155,455		
LOW	91,423			79,245			58,000			58,000			31,997			31,997		
SAL FAC	0.93			1.03			0.93			0.76			0.63			1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.2501 Petroleum Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	147,733	46	9	103,876	18	7	89,651	29	9	89,500	2	2	92,840	2	1	120,537	95	9
HIGH	210,000	48%		129,418	19%		118,000	31%		90,000	2%		95,294	2%		210,000		
LOW	74,912			80,746			75,000			89,000			90,387			74,912		
SAL FAC	1.15			1.18			1.16			1.18			1.74			1.25		
TENURED/TENURE TRACK																		
AVG	150,807	33	6	105,169	14	5	92,119	19	6	89,500	2	2				124,231	66	6
HIGH	210,000	50%		129,418	21%		118,000	29%		90,000	3%					210,000		
LOW	74,912			80,746			82,865			89,000						74,912		
SAL FAC	1.16			1.20			1.16			1.14						1.19		
NONTENURE TRACK																		
AVG													92,840	2	1	92,840	2	1
HIGH													95,294	100%		95,294		
LOW													90,387			90,387		
SAL FAC													1.73			1.38		
RES UNIV/VERY HIGH ACTVTY																		
AVG	154,483	33	4	103,666	13	4	90,699	17	4	89,000	1	1				126,786	63	4
HIGH	210,000	52%		129,418	21%		97,200	27%		89,000	2%					210,000		
LOW	74,912			80,746			82,865			89,000						74,912		
SAL FAC	1.16			1.14			1.13			1.14						1.24		
RES UNIV/HIGH ACTIVITY																		
AVG	130,598	13	5	104,421	5	3	88,167	12	5	90,000	1	1	92,840	2	1	108,236	32	5
HIGH	146,810	41%		111,008	16%		118,000	38%		90,000	3%		95,294	6%		146,810		
LOW	107,717			95,594			75,000			90,000			90,387			75,000		
SAL FAC	1.20			1.29			1.23			1.24			1.85			1.31		
REGION I																		
AVG	113,860	4	2				80,346	5	2							95,241	9	2
HIGH	118,080	44%					87,223	56%								118,080		
LOW	107,717						75,000									75,000		
SAL FAC	0.86						1.02									0.94		
REGION II																		
AVG	153,871	36	5	106,983	15	5	93,018	19	5	89,500	2	2	92,840	2	1	126,349	72	5
HIGH	210,000	50%		129,418	21%		118,000	26%		90,000	3%		95,294	3%		210,000		
LOW	74,912			98,388			84,000			89,000			90,387			74,912		
SAL FAC	1.26			1.26			1.25			1.21			1.80			1.38		
REGION IV																		
AVG	133,487	6	2	88,341	3	2	86,160	5	2							106,910	14	2
HIGH	154,905	43%		95,594	21%		91,670	36%								154,905		
LOW	115,216			80,746			82,865									80,746		
SAL FAC	1.08			1.03			1.14									1.17		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.2701 Systems Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	138,382	24	6	98,106	26	6	85,515	16	6	81,289	5	5	72,990	3	2	108,104	69	6
HIGH	214,364	35%		155,250	38%		101,435	23%		95,628	7%		74,291	4%		214,364		
LOW	103,000			77,183			57,273			57,273			71,179			57,273		
SAL FAC	1.08			1.12			1.10			1.07			1.37			1.12		
TENURED/TENURE TRACK																		
AVG	137,714	22	5	99,975	23	5	87,398	15	5	87,293	4	4				110,668	60	5
HIGH	214,364	37%		155,250	38%		101,435	25%		95,628	7%					214,364		
LOW	103,000			80,525			78,000			78,000						78,000		
SAL FAC	1.06			1.14			1.10			1.12						1.06		
NONTENURE TRACK																		
AVG	145,732	2	2	83,779	3	2	57,273	1	1	57,273	1	1	72,990	3	2	91,005	9	3
HIGH	184,091	22%		91,100	33%		57,273	11%		57,273	11%		74,291	33%		184,091		
LOW	107,372			77,183			57,273			57,273			71,179			57,273		
SAL FAC	1.29			0.91			0.78			0.82			1.36			1.36		
RES UNIV/VERY HIGH ACTVTY																		
AVG	147,944	14	4	98,542	18	4	84,349	10	4	77,606	3	3	72,990	3	2	109,054	45	4
HIGH	214,364	31%		155,250	40%		96,055	22%		93,845	7%		74,291	7%		214,364		
LOW	103,000			77,183			57,273			57,273			71,179			57,273		
SAL FAC	1.11			1.08			1.05			1.00			1.33			1.07		
RES UNIV/HIGH ACTIVITY																		
AVG	114,468	3	1	84,472	5	1	78,000	3	1	78,000	1	1				90,888	11	1
HIGH	117,721	27%		90,315	46%		78,000	27%		78,000	9%					117,721		
LOW	111,283			80,525			78,000			78,000						78,000		
SAL FAC	1.05			1.04			1.09			1.07						1.10		
DOCTORAL RES UNIV																		
AVG	129,508	7	1	118,214	3	1	96,918	3	1	95,628	1	1				119,381	13	1
HIGH	153,820	54%		120,795	23%		101,435	23%		95,628	8%					153,820		
LOW	124,668			116,923			93,691			95,628						93,691		
SAL FAC	1.22			1.45			1.42			1.36						1.48		
REGION I																		
AVG	126,849	1	1	110,139	4	1	85,098	4	1	81,700	1	1				100,866	9	1
HIGH	126,849	11%		155,250	44%		92,025	44%		81,700	11%					155,250		
LOW	126,849			84,800			81,700			81,700						81,700		
SAL FAC	0.96			1.27			1.08			1.15						1.00		
REGION III																		
AVG	136,331	8	2	102,976	5	2	87,007	4	2	76,451	2	2				114,915	17	2
HIGH	184,091	47%		120,795	29%		101,435	24%		95,628	12%					184,091		
LOW	124,668			77,183			57,273			57,273						57,273		
SAL FAC	1.03			1.12			1.08			0.96						1.14		
REGION IV																		
AVG	140,245	15	3	93,842	17	3	84,978	8	3	85,923	2	2	72,990	3	2	106,925	43	3
HIGH	214,364	35%		109,829	40%		96,055	19%		93,845	5%		74,291	7%		214,364		
LOW	103,000			80,525			78,000			78,000			71,179			71,179		
SAL FAC	1.13			1.10			1.12			1.13			1.44			1.17		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.32 Polymer/Plastics Engineering

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	173,049	14 2	119,499	4 1	76,187	5 2			89,672	1 1	140,470	24 3
HIGH	262,361	58%	144,952	17%	92,466	21%			89,672	4%	262,361	
LOW	130,624		102,348		49,980				89,672		49,980	
SAL FAC	1.35		1.36		0.98				1.68		1.46	
TENURED/TENURE TRACK												
AVG	176,312	13 1	111,015	3 1	87,545	2 1					155,566	18 1
HIGH	262,361	72%	117,785	17%	89,820	11%					262,361	
LOW	140,775		102,348		85,270						85,270	
SAL FAC	1.36		1.26		1.10						1.49	
NONTENURE TRACK												
AVG			144,952	1 1	77,933	2 1			89,672	1 1	97,623	4 1
HIGH			144,952	25%	92,466	50%			89,672	25%	144,952	
LOW			144,952		63,400				89,672		63,400	
SAL FAC			1.57		1.06				1.67		1.46	
RES UNIV/VERY HIGH ACTVTY												
AVG	173,049	14 2	119,499	4 1	82,739	4 1			89,672	1 1	144,405	23 2
HIGH	262,361	61%	144,952	17%	92,466	17%			89,672	4%	262,361	
LOW	130,624		102,348		63,400				89,672		63,400	
SAL FAC	1.29		1.31		1.03				1.63		1.42	
RES UNIV/HIGH ACTIVITY												
AVG					49,980	1 1					49,980	1 1
HIGH					49,980	100%					49,980	
LOW					49,980						49,980	
SAL FAC					0.70						0.61	
REGION III												
AVG	173,049	14 2	119,499	4 1	76,187	5 2			89,672	1 1	140,470	24 3
HIGH	262,361	58%	144,952	17%	92,466	21%			89,672	4%	262,361	
LOW	130,624		102,348		49,980				89,672		49,980	
SAL FAC	1.31		1.30		0.95				1.53		1.39	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.35 Industrial Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	144,145	210	37	100,235	180	38	84,035	132	36	85,183	24	17	68,245	13	9	112,696	535	41
HIGH	311,565	39%		164,928	34%		113,640	25%		103,888	5%		91,572	2%		311,565		
LOW	75,000			67,913			48,926			60,750			26,000			26,000		
SAL FAC	1.12			1.14			1.08			1.12			1.28			1.17		
TENURED/TENURE TRACK																		
AVG	144,067	147	26	99,877	124	28	86,464	92	26	87,238	17	12				114,373	363	30
HIGH	311,565	41%		144,760	34%		113,640	25%		103,888	5%					311,565		
LOW	75,000			74,482			60,750			60,750						60,750		
SAL FAC	1.11			1.13			1.09			1.12						1.09		
NONTENURE TRACK																		
AVG	128,000	1	1	85,739	3	3	70,034	10	7	61,364	1	1	68,170	12	8	73,215	26	12
HIGH	128,000	4%		100,000	12%		90,000	39%		61,364	4%		91,572	46%		128,000		
LOW	128,000			67,913			48,926			61,364			26,000			26,000		
SAL FAC	1.13			0.93			0.95			0.87			1.27			1.09		
RES UNIV/VERY HIGH ACTVTY																		
AVG	146,860	171	27	103,608	129	26	85,263	107	26	85,417	21	14	67,893	12	8	115,552	419	28
HIGH	311,565	41%		164,928	31%		113,640	26%		96,000	5%		91,572	3%		311,565		
LOW	75,000			77,929			48,926			61,364			26,000			26,000		
SAL FAC	1.10			1.14			1.06			1.10			1.23			1.13		
RES UNIV/HIGH ACTIVITY																		
AVG	134,430	34	8	93,148	44	11	80,555	20	8	94,944	2	2	72,468	1	1	104,573	99	11
HIGH	218,222	34%		115,824	44%		103,888	20%		103,888	2%		72,468	1%		218,222		
LOW	92,350			74,482			56,751			86,000			72,468			56,751		
SAL FAC	1.23			1.15			1.13			1.31			1.45			1.27		
DOCTORAL RES UNIV																		
AVG	117,347	5	2	82,614	7	1	71,675	5	2	60,750	1	1				89,612	17	2
HIGH	164,000	29%		100,049	41%		84,092	29%		60,750	6%					164,000		
LOW	96,679			67,913			60,750			60,750						60,750		
SAL FAC	1.10			1.01			1.05			0.86						1.11		
REGION I																		
AVG	130,888	14	3	99,044	10	3	77,742	10	4	77,000	1	1	55,395	1	1	104,448	35	4
HIGH	181,710	40%		112,432	29%		86,860	29%		77,000	3%		55,395	3%		181,710		
LOW	75,000			88,000			70,000			77,000			55,395			55,395		
SAL FAC	0.99			1.14			0.99			1.09			1.10			1.03		
REGION II																		
AVG	135,527	47	11	95,818	54	12	82,658	28	9	86,609	6	3	76,503	3	2	106,726	132	12
HIGH	227,532	36%		125,049	41%		113,640	21%		103,888	5%		91,572	2%		227,532		
LOW	92,350			74,482			56,751			61,364			65,469			56,751		
SAL FAC	1.11			1.13			1.11			1.17			1.48			1.16		
REGION III																		
AVG	150,156	69	10	106,676	52	12	87,185	48	11	89,500	5	4	66,642	8	5	116,531	177	12
HIGH	232,974	39%		164,928	29%		97,970	27%		94,000	3%		86,100	5%		232,974		
LOW	108,564			80,100			48,926			87,500			26,000			26,000		
SAL FAC	1.13			1.16			1.08			1.13			1.14			1.16		
REGION IV																		
AVG	146,343	80	13	98,915	64	11	82,954	46	12	83,354	12	9	69,141	1	1	114,780	191	13
HIGH	311,565	42%		160,000	34%		110,000	24%		96,000	6%		69,141	1%		311,565		
LOW	96,679			67,913			60,750			60,750			69,141			60,750		
SAL FAC	1.18			1.15			1.10			1.10			1.36			1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.3501 Industrial Engineering

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	144,419	207	36	100,329	170	34	83,916	121	33	84,974	23	16	69,020	11	7	113,681	509	37
HIGH	311,565	41%		164,928	33%		113,640	24%		103,888	5%		91,572	2%		311,565		
LOW	75,000			67,913			48,926			60,750			26,000			26,000		
SAL FAC	1.13			1.14			1.08			1.12			1.29			1.18		
TENURED/TENURE TRACK																		
AVG	144,459	144	25	99,986	114	24	86,424	83	23	87,065	16	11				115,465	341	26
HIGH	311,565	42%		144,760	33%		113,640	24%		103,888	5%					311,565		
LOW	75,000			74,482			60,750			60,750						60,750		
SAL FAC	1.11			1.14			1.09			1.11						1.11		
NONTENURE TRACK																		
AVG	128,000	1	1	85,739	3	3	67,896	8	5	61,364	1	1	69,008	10	6	73,567	22	10
HIGH	128,000	5%		100,000	14%		90,000	36%		61,364	5%		91,572	46%		128,000		
LOW	128,000			67,913			48,926			61,364			26,000			26,000		
SAL FAC	1.13			0.93			0.93			0.87			1.29			1.10		
RES UNIV/VERY HIGH ACTVTY																		
AVG	147,246	168	26	103,611	123	24	85,342	100	24	85,188	20	13	68,675	10	6	116,465	401	26
HIGH	311,565	42%		164,928	31%		113,640	25%		96,000	5%		91,572	3%		311,565		
LOW	75,000			77,929			48,926			61,364			26,000			26,000		
SAL FAC	1.10			1.14			1.06			1.09			1.25			1.14		
RES UNIV/HIGH ACTIVITY																		
AVG	134,430	34	8	93,339	40	9	78,832	16	7	94,944	2	2	72,468	1	1	105,912	91	9
HIGH	218,222	37%		115,824	44%		103,888	18%		103,888	2%		72,468	1%		218,222		
LOW	92,350			74,482			56,751			86,000			72,468			56,751		
SAL FAC	1.23			1.15			1.10			1.31			1.45			1.29		
DOCTORAL RES UNIV																		
AVG	117,347	5	2	82,614	7	1	71,675	5	2	60,750	1	1				89,612	17	2
HIGH	164,000	29%		100,049	41%		84,092	29%		60,750	6%					164,000		
LOW	96,679			67,913			60,750			60,750						60,750		
SAL FAC	1.10			1.01			1.05			0.86						1.11		
REGION I																		
AVG	130,888	14	3	98,574	8	2	75,605	7	3	77,000	1	1				108,630	29	3
HIGH	181,710	48%		112,432	28%		86,860	24%		77,000	3%					181,710		
LOW	75,000			88,000			70,000			77,000						70,000		
SAL FAC	0.99			1.13			0.96			1.09						1.07		
REGION II																		
AVG	135,527	47	11	95,818	54	12	82,658	28	9	86,609	6	3	76,503	3	2	106,726	132	12
HIGH	227,532	36%		125,049	41%		113,640	21%		103,888	5%		91,572	2%		227,532		
LOW	92,350			74,482			56,751			61,364			65,469			56,751		
SAL FAC	1.11			1.13			1.11			1.17			1.48			1.16		
REGION III																		
AVG	151,289	66	9	108,242	44	9	87,358	40	9	89,375	4	3	65,796	7	4	119,125	157	9
HIGH	232,974	42%		164,928	28%		97,970	26%		94,000	3%		86,100	5%		232,974		
LOW	108,564			80,100			48,926			87,500			26,000			26,000		
SAL FAC	1.14			1.18			1.08			1.12			1.12			1.18		
REGION IV																		
AVG	146,343	80	13	98,915	64	11	82,954	46	12	83,354	12	9	69,141	1	1	114,780	191	13
HIGH	311,565	42%		160,000	34%		110,000	24%		96,000	6%		69,141	1%		311,565		
LOW	96,679			67,913			60,750			60,750			69,141			60,750		
SAL FAC	1.18			1.15			1.10			1.10			1.36			1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.99 Engineering, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	138,135	36 10	95,774	41 10	75,320	38 10	74,766	7 4	62,410	9 4	99,383	124 15
HIGH	249,966	29%	133,855	33%	106,628	31%	90,000	6%	90,000	7%	249,966	
LOW	78,261		69,000		33,455		52,000		40,569		33,455	
SAL FAC	1.08		1.09		0.97		0.98		1.17		1.03	
TENURED/TENURE TRACK												
AVG	136,175	22 5	94,787	22 5	84,314	12 4	85,000	1 1			108,802	56 6
HIGH	249,966	39%	118,403	39%	106,628	21%	85,000	2%			249,966	
LOW	83,862		69,000		75,000		85,000				69,000	
SAL FAC	1.05		1.08		1.06		1.09				1.04	
NONTENURE TRACK												
AVG	88,978	2 2	106,265	4 3	65,440	11 2			63,961	8 3	73,382	25 4
HIGH	99,694	8%	133,855	16%	88,697	44%			90,000	32%	133,855	
LOW	78,261		89,109		33,455				40,569		33,455	
SAL FAC	0.79		1.15		0.89				1.19		1.09	
RES UNIV/VERY HIGH ACTVTY												
AVG	136,396	27 5	97,466	33 7	73,294	29 7	69,673	5 3	62,410	9 4	97,819	98 10
HIGH	249,966	28%	133,855	34%	106,628	30%	85,000	5%	90,000	9%	249,966	
LOW	78,261		81,917		33,455		52,000		40,569		33,455	
SAL FAC	1.02		1.07		0.91		0.89		1.14		0.96	
RES UNIV/HIGH ACTIVITY												
AVG	138,980	8 4	88,797	8 3	84,623	6 2	87,500	2 1			105,907	22 4
HIGH	197,378	36%	95,634	36%	90,000	27%	90,000	9%			197,378	
LOW	88,523		69,000		78,400		85,000				69,000	
SAL FAC	1.27		1.10		1.18		1.21				1.29	
DOCTORAL RES UNIV												
AVG	178,330	1 1			76,300	3 1					101,808	4 1
HIGH	178,330	25%			78,900	75%					178,330	
LOW	178,330				75,000						75,000	
SAL FAC	1.67				1.12						1.26	
REGION I												
AVG					64,078	3 1	52,000	1 1			64,078	3 1
HIGH					72,100	100%	52,000	33%			72,100	
LOW					52,000		52,000				52,000	
SAL FAC					0.82		0.73				0.63	
REGION III												
AVG	120,126	7 5	95,653	12 6	75,779	5 4			63,961	8 3	89,978	32 8
HIGH	249,966	22%	133,855	38%	88,740	16%			90,000	25%	249,966	
LOW	78,261		69,000		54,542				40,569		40,569	
SAL FAC	0.91		1.04		0.94				1.09		0.89	
REGION IV												
AVG	142,482	29 5	95,824	29 4	76,368	30 5	78,561	6 3	50,000	1 1	103,954	89 6
HIGH	203,564	33%	118,403	33%	106,628	34%	90,000	7%	50,000	1%	203,564	
LOW	83,862		81,917		33,455		61,364		50,000		33,455	
SAL FAC	1.15		1.12		1.01		1.03		0.99		1.14	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 14.9999 Engineering, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	139,553	35 9	96,834	39 9	75,320	38 10	74,766	7 4	62,410	9 4	99,874	121 14
HIGH	249,966	29%	133,855	32%	106,628	31%	90,000	6%	90,000	7%	249,966	
LOW	78,261		81,917		33,455		52,000		40,569		33,455	
SAL FAC	1.09		1.10		0.97		0.98		1.17		1.04	
TENURED/TENURE TRACK												
AVG	138,444	21 4	96,015	21 4	84,314	12 4	85,000	1 1			109,915	54 5
HIGH	249,966	39%	118,403	39%	106,628	22%	85,000	2%			249,966	
LOW	83,862		81,917		75,000		85,000				75,000	
SAL FAC	1.07		1.09		1.06		1.09				1.05	
NONTENURE TRACK												
AVG	88,978	2 2	106,265	4 3	65,440	11 2			63,961	8 3	73,382	25 4
HIGH	99,694	8%	133,855	16%	88,697	44%			90,000	32%	133,855	
LOW	78,261		89,109		33,455				40,569		33,455	
SAL FAC	0.79		1.15		0.89				1.19		1.09	
RES UNIV/VERY HIGH ACTVTY												
AVG	136,396	27 5	97,466	33 7	73,294	29 7	69,673	5 3	62,410	9 4	97,819	98 10
HIGH	249,966	28%	133,855	34%	106,628	30%	85,000	5%	90,000	9%	249,966	
LOW	78,261		81,917		33,455		52,000		40,569		33,455	
SAL FAC	1.02		1.07		0.91		0.89		1.14		0.96	
RES UNIV/HIGH ACTIVITY												
AVG	146,188	7 3	93,363	6 2	84,623	6 2	87,500	2 1			110,065	19 3
HIGH	197,378	37%	95,634	32%	90,000	32%	90,000	11%			197,378	
LOW	105,401		90,749		78,400		85,000				78,400	
SAL FAC	1.34		1.15		1.18		1.21				1.34	
DOCTORAL RES UNIV												
AVG	178,330	1 1			76,300	3 1					101,808	4 1
HIGH	178,330	25%			78,900	75%					178,330	
LOW	178,330				75,000						75,000	
SAL FAC	1.67				1.12						1.26	
REGION I												
AVG					64,078	3 1	52,000	1 1			64,078	3 1
HIGH					72,100	100%	52,000	33%			72,100	
LOW					52,000		52,000				52,000	
SAL FAC					0.82		0.73				0.63	
REGION III												
AVG	125,394	6 4	99,764	10 5	75,779	5 4			63,961	8 3	91,055	29 7
HIGH	249,966	21%	133,855	35%	88,740	17%			90,000	28%	249,966	
LOW	78,261		88,230		54,542				40,569		40,569	
SAL FAC	0.95		1.08		0.94				1.09		0.90	
REGION IV												
AVG	142,482	29 5	95,824	29 4	76,368	30 5	78,561	6 3	50,000	1 1	103,954	89 6
HIGH	203,564	33%	118,403	33%	106,628	34%	90,000	7%	50,000	1%	203,564	
LOW	83,862		81,917		33,455		61,364		50,000		33,455	
SAL FAC	1.15		1.12		1.01		1.03		0.99		1.14	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15. ENGINEERING TECHNOLOGIES AND ENGINEERING-RELATED FIELDS

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	110,282	130 32	84,137	190 30	71,269	133 30	69,652	18 11	57,426	94 18	82,631	547 35
HIGH	188,837	24%	166,910	35%	122,496	24%	85,000	3%	81,441	17%	188,837	
LOW	69,639		55,777		50,254		54,000		26,182		26,182	
SAL FAC	0.86		0.96		0.92		0.92		1.08		0.86	
TENURED/TENURE TRACK												
AVG	110,106	96 19	82,656	118 20	72,522	78 19	72,860	9 6			88,973	292 21
HIGH	188,837	33%	166,910	40%	92,308	27%	85,000	3%			188,837	
LOW	69,639		58,498		50,254		60,000				50,254	
SAL FAC	0.85		0.94		0.91		0.93				0.85	
NONTENURE TRACK												
AVG	88,088	1 1	70,486	5 5	71,630	13 5			58,891	46 11	62,780	65 15
HIGH	88,088	2%	77,504	8%	101,975	20%			81,441	71%	101,975	
LOW	88,088		61,530		54,171				26,182		26,182	
SAL FAC	0.78		0.76		0.98				1.10		0.94	
RES UNIV/VERY HIGH ACTVTY												
AVG	116,503	64 10	88,796	94 11	76,005	46 9	78,875	4 3	63,012	13 5	92,712	217 12
HIGH	188,837	30%	166,910	43%	122,496	21%	83,000	2%	81,441	6%	188,837	
LOW	76,760		61,614		51,500		72,000		43,962		43,962	
SAL FAC	0.87		0.98		0.95		1.01		1.15		0.91	
RES UNIV/HIGH ACTIVITY												
AVG	104,321	52 18	78,757	71 15	68,507	60 17	67,000	11 6	50,200	50 10	75,695	233 19
HIGH	159,510	22%	109,262	31%	92,308	26%	85,000	5%	73,129	22%	159,510	
LOW	69,639		55,777		50,254		54,000		26,182		26,182	
SAL FAC	0.95		0.97		0.96		0.92		1.00		0.92	
DOCTORAL RES UNIV												
AVG	103,980	14 4	81,895	25 4	69,339	27 4	67,079	3 2	66,739	31 3	76,744	97 4
HIGH	130,124	14%	119,455	26%	101,975	28%	70,000	3%	79,853	32%	130,124	
LOW	78,376		67,080		56,246		61,237		45,696		45,696	
SAL FAC	0.98		1.01		1.01		0.95		1.22		0.95	
REGION I												
AVG	123,744	16 5	85,790	16 4	68,296	13 3	72,000	1 1	51,240	27 4	78,110	72 7
HIGH	180,431	22%	125,000	22%	122,496	18%	72,000	1%	73,129	38%	180,431	
LOW	74,152		65,311		51,047		72,000		42,453		42,453	
SAL FAC	0.94		0.99		0.87		1.02		1.02		0.77	
REGION II												
AVG	104,027	31 8	83,524	57 8	72,731	23 7	83,000	1 1	51,603	15 4	82,798	126 8
HIGH	159,510	25%	121,998	45%	85,932	18%	83,000	1%	72,742	12%	159,510	
LOW	69,639		58,498		50,254		83,000		26,182		26,182	
SAL FAC	0.85		0.99		0.97		1.12		1.00		0.90	
REGION III												
AVG	109,413	56 11	85,554	71 9	72,713	56 11	71,026	9 6	61,561	25 5	85,637	208 11
HIGH	188,837	27%	166,910	34%	101,975	27%	85,000	4%	79,853	12%	188,837	
LOW	76,760		65,304		54,171		56,419		43,308		43,308	
SAL FAC	0.83		0.93		0.90		0.89		1.05		0.85	
REGION IV												
AVG	111,287	27 8	82,133	46 9	69,419	41 9	65,643	7 3	63,018	27 5	80,358	141 9
HIGH	178,600	19%	132,838	33%	82,500	29%	70,000	5%	81,441	19%	178,600	
LOW	75,830		55,777		54,000		54,000		44,000		44,000	
SAL FAC	0.90		0.96		0.92		0.86		1.24		0.88	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.0101 Architectural Engineering Technology/Technician

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	115,370	4 2	78,634	8 2	69,967	8 3	61,000	3 1	49,567	4 1	77,023	24 3
HIGH	178,600	17%	87,000	33%	82,500	33%	65,000	13%	57,202	17%	178,600	
LOW	75,830		55,777		54,000		54,000		44,000		44,000	
SAL FAC	0.90		0.90		0.90		0.80		0.93		0.80	
TENURED/TENURE TRACK												
AVG					69,068	1 1					69,068	1 1
HIGH					69,068	100%					69,068	
LOW					69,068						69,068	
SAL FAC					0.87						0.66	
RES UNIV/VERY HIGH ACTVTY												
AVG	137,300	2 1	87,000	4 1	80,848	3 1					96,127	9 1
HIGH	178,600	22%	87,000	44%	82,500	33%					178,600	
LOW	96,000		87,000		79,000						79,000	
SAL FAC	1.03		0.96		1.01						0.94	
RES UNIV/HIGH ACTIVITY												
AVG	93,439	2 1	70,267	4 1	62,031	4 1	61,000	3 1	49,567	4 1	65,310	14 1
HIGH	111,048	14%	80,797	29%	65,123	29%	65,000	21%	57,202	29%	111,048	
LOW	75,830		55,777		54,000		54,000		44,000		44,000	
SAL FAC	0.86		0.87		0.87		0.84		0.99		0.79	
DOCTORAL RES UNIV												
AVG					69,068	1 1					69,068	1 1
HIGH					69,068	100%					69,068	
LOW					69,068						69,068	
SAL FAC					1.01						0.86	
REGION IV												
AVG	115,370	4 2	78,634	8 2	69,967	8 3	61,000	3 1	49,567	4 1	77,023	24 3
HIGH	178,600	17%	87,000	33%	82,500	33%	65,000	13%	57,202	17%	178,600	
LOW	75,830		55,777		54,000		54,000		44,000		44,000	
SAL FAC	0.93		0.92		0.93		0.80		0.98		0.85	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.0201 Civil Engineering Technology/Technician

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	94,925	3 2			64,020	1 1			46,998	2 1	73,799	6 3
HIGH	115,050	50%			64,020	17%			48,236	33%	115,050	
LOW	78,376				64,020				45,760		45,760	
SAL FAC	0.74				0.83				0.88		0.77	
TENURED/TENURE TRACK												
AVG	78,376	1 1									78,376	1 1
HIGH	78,376	100%									78,376	
LOW	78,376										78,376	
SAL FAC	0.60										0.75	
RES UNIV/HIGH ACTIVITY												
AVG	103,200	2 1			64,020	1 1			46,998	2 1	72,883	5 2
HIGH	115,050	40%			64,020	20%			48,236	40%	115,050	
LOW	91,350				64,020				45,760		45,760	
SAL FAC	0.94				0.89				0.94		0.88	
DOCTORAL RES UNIV												
AVG	78,376	1 1									78,376	1 1
HIGH	78,376	100%									78,376	
LOW	78,376										78,376	
SAL FAC	0.74										0.97	
REGION I												
AVG									46,998	2 1	46,998	2 1
HIGH									48,236	100%	48,236	
LOW									45,760		45,760	
SAL FAC									0.93		0.46	
REGION III												
AVG	103,200	2 1			64,020	1 1					90,140	3 1
HIGH	115,050	67%			64,020	33%					115,050	
LOW	91,350				64,020						64,020	
SAL FAC	0.78				0.79						0.90	
REGION IV												
AVG	78,376	1 1									78,376	1 1
HIGH	78,376	100%									78,376	
LOW	78,376										78,376	
SAL FAC	0.63										0.86	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.03 Electrical Engineering Technologies/Technicians

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	119,670	24	5	87,388	22	8	69,364	14	6	73,000	2	2	57,317	6	3	92,570	66	11
HIGH	155,000	36%		117,874	33%		79,500	21%		78,000	3%		72,742	9%		155,000		
LOW	79,210			68,254			56,246			68,000			46,946			46,946		
SAL FAC	0.93			1.00			0.89			0.96			1.08			0.96		
TENURED/TENURE TRACK																		
AVG	117,789	20	3	83,457	12	5	69,011	11	5	73,000	2	2				95,730	43	7
HIGH	155,000	47%		98,587	28%		79,500	26%		78,000	5%					155,000		
LOW	79,210			68,254			56,246			68,000						56,246		
SAL FAC	0.91			0.95			0.87			0.93						0.92		
NONTENURE TRACK																		
AVG				76,726	1	1	73,482	2	1				58,000	1	1	70,423	4	2
HIGH				76,726	25%		75,222	50%					58,000	25%		76,726		
LOW				76,726			71,654						58,000			58,000		
SAL FAC				0.83			1.00						1.08			1.05		
RES UNIV/VERY HIGH ACTVTY																		
AVG	119,006	12	2	94,628	13	3	76,116	4	1	78,000	1	1	69,402	2	1	100,048	31	3
HIGH	151,028	39%		117,874	42%		79,500	13%		78,000	3%		72,742	7%		151,028		
LOW	98,182			68,254			71,654			78,000			66,061			66,061		
SAL FAC	0.89			1.04			0.95			1.00			1.26			0.98		
RES UNIV/HIGH ACTIVITY																		
AVG	123,469	10	2	78,011	8	4	69,637	3	3	68,000	1	1	51,275	4	2	90,911	25	6
HIGH	155,000	40%		88,961	32%		75,911	12%		68,000	4%		58,000	16%		155,000		
LOW	98,113			71,127			65,000			68,000			46,946			46,946		
SAL FAC	1.13			0.96			0.97			0.94			1.02			1.10		
DOCTORAL RES UNIV																		
AVG	104,667	2	1	68,293	1	1	65,388	7	2							73,534	10	2
HIGH	130,124	20%		68,293	10%		69,144	70%								130,124		
LOW	79,210			68,293			56,246									56,246		
SAL FAC	0.98			0.84			0.96									0.91		
REGION I																		
AVG	126,286	9	1	82,844	2	2							51,275	4	2	100,491	15	3
HIGH	155,000	60%		88,961	13%								58,000	27%		155,000		
LOW	110,310			76,726									46,946			46,946		
SAL FAC	0.96			0.95									1.02			0.99		
REGION II																		
AVG	139,402	3	1	97,765	7	1	75,911	1	1				69,402	2	1	101,329	13	2
HIGH	151,028	23%		117,874	54%		75,911	8%					72,742	15%		151,028		
LOW	120,261			84,518			75,911						66,061			66,061		
SAL FAC	1.14			1.15			1.02						1.35			1.10		
REGION III																		
AVG	110,798	10	2	87,139	7	2	73,893	5	2	78,000	1	1				94,883	22	2
HIGH	121,909	46%		98,587	32%		79,500	23%		78,000	5%					121,909		
LOW	98,113			68,254			65,000			78,000						65,000		
SAL FAC	0.84			0.95			0.92			0.98						0.94		
REGION IV																		
AVG	104,667	2	1	77,087	6	3	65,714	8	3	68,000	1	1				74,848	16	4
HIGH	130,124	13%		95,810	38%		69,144	50%		68,000	6%					130,124		
LOW	79,210			68,293			56,246			68,000						56,246		
SAL FAC	0.84			0.90			0.87			0.90						0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.0303 Electrical, Electronic and Communications Engineering Techn

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	119,006	12	2	89,184	18	5	73,029	7	4	73,000	2	2	57,317	6	3	90,430	43	8
HIGH	151,028	28%		117,874	42%		79,500	16%		78,000	5%		72,742	14%		151,028		
LOW	98,182			68,254			62,830			68,000			46,946			46,946		
SAL FAC	0.93			1.02			0.94			0.96			1.08			0.94		
TENURED/TENURE TRACK																		
AVG	112,207	9	1	84,423	10	3	72,848	5	4	73,000	2	2				92,430	24	5
HIGH	121,909	38%		98,587	42%		79,500	21%		78,000	8%					121,909		
LOW	98,182			68,254			62,830			68,000						62,830		
SAL FAC	0.86			0.96			0.92			0.93						0.88		
NONTENURE TRACK																		
AVG				76,726	1	1	73,482	2	1				58,000	1	1	70,423	4	2
HIGH				76,726	25%		75,222	50%					58,000	25%		76,726		
LOW				76,726			71,654						58,000			58,000		
SAL FAC				0.83			1.00						1.08			1.05		
RES UNIV/VERY HIGH ACTVTY																		
AVG	119,006	12	2	94,628	13	3	76,116	4	1	78,000	1	1	69,402	2	1	100,048	31	3
HIGH	151,028	39%		117,874	42%		79,500	13%		78,000	3%		72,742	7%		151,028		
LOW	98,182			68,254			71,654			78,000			66,061			66,061		
SAL FAC	0.89			1.04			0.95			1.00			1.26			0.98		
RES UNIV/HIGH ACTIVITY																		
AVG				75,029	5	2	71,956	2	2	68,000	1	1	51,275	4	2	65,832	11	4
HIGH				81,180	46%		75,911	18%		68,000	9%		58,000	36%		81,180		
LOW				71,127			68,000			68,000			46,946			46,946		
SAL FAC				0.93			1.01			0.94			1.02			0.80		
DOCTORAL RES UNIV																		
AVG							62,830	1	1							62,830	1	1
HIGH							62,830	100%								62,830		
LOW							62,830									62,830		
SAL FAC							0.92									0.78		
REGION I																		
AVG				76,726	1	1							51,275	4	2	56,365	5	2
HIGH				76,726	20%								58,000	80%		76,726		
LOW				76,726									46,946			46,946		
SAL FAC				0.88									1.02			0.56		
REGION II																		
AVG	139,402	3	1	97,765	7	1	75,911	1	1				69,402	2	1	101,329	13	2
HIGH	151,028	23%		117,874	54%		75,911	8%					72,742	15%		151,028		
LOW	120,261			84,518			75,911						66,061			66,061		
SAL FAC	1.14			1.15			1.02						1.35			1.10		
REGION III																		
AVG	112,207	9	1	89,999	5	1	76,116	4	1	78,000	1	1				98,018	18	1
HIGH	121,909	50%		98,587	28%		79,500	22%		78,000	6%					121,909		
LOW	98,182			68,254			71,654			78,000						68,254		
SAL FAC	0.85			0.98			0.95			0.98						0.97		
REGION IV																		
AVG				78,846	5	2	65,415	2	2	68,000	1	1				75,009	7	3
HIGH				95,810	71%		68,000	29%		68,000	14%					95,810		
LOW				71,127			62,830			68,000						62,830		
SAL FAC				0.92			0.87			0.90						0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.06 Industrial Production Technologies/Technicians

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,419	17	7	83,166	31	6	70,899	20	6	73,125	4	2	62,154	13	3	82,065	81	8
HIGH	188,837	21%		119,455	38%		83,600	25%		82,500	5%		75,503	16%		188,837		
LOW	84,978			61,614			51,047			70,000			43,308			43,308		
SAL FAC	0.85			0.95			0.91			0.96			1.17			0.85		
TENURED/TENURE TRACK																		
AVG	117,763	10	4	80,782	16	4	77,050	9	3	76,250	2	1				90,388	35	5
HIGH	188,837	29%		104,030	46%		83,600	26%		82,500	6%					188,837		
LOW	86,192			61,614			70,000			70,000						61,614		
SAL FAC	0.91			0.92			0.97			0.98						0.87		
NONTENURE TRACK																		
AVG													59,958	1	1	59,958	1	1
HIGH													59,958	100%		59,958		
LOW													59,958			59,958		
SAL FAC													1.12			0.89		
RES UNIV/VERY HIGH ACTVTY																		
AVG	120,403	6	1	82,218	10	2	79,482	5	1							92,476	21	2
HIGH	188,837	29%		104,030	48%		83,600	24%								188,837		
LOW	103,214			61,614			74,619									61,614		
SAL FAC	0.90			0.90			0.99									0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	102,595	5	4	80,629	9	2	64,154	7	3	76,250	2	1	43,308	1	1	78,683	22	4
HIGH	135,999	23%		98,827	41%		82,500	32%		82,500	9%		43,308	5%		135,999		
LOW	84,978			72,378			51,047			70,000			43,308			43,308		
SAL FAC	0.94			1.00			0.90			1.05			0.86			0.95		
DOCTORAL RES UNIV																		
AVG	101,289	6	2	85,860	12	2	71,436	8	2	70,000	2	1	63,725	12	2	78,269	38	2
HIGH	118,545	16%		119,455	32%		80,454	21%		70,000	5%		75,503	32%		119,455		
LOW	86,888			75,144			61,762			70,000			57,775			57,775		
SAL FAC	0.95			1.05			1.05			0.99			1.16			0.97		
REGION I																		
AVG	90,894	1	1				57,625	4	1							64,279	5	1
HIGH	90,894	20%					66,670	80%								90,894		
LOW	90,894						51,047									51,047		
SAL FAC	0.69						0.73									0.64		
REGION II																		
AVG	135,999	1	1													135,999	1	1
HIGH	135,999	100%														135,999		
LOW	135,999															135,999		
SAL FAC	1.12															1.48		
REGION III																		
AVG	112,056	9	3	82,568	18	3	76,999	8	3	76,250	2	1	43,308	1	1	87,612	36	3
HIGH	188,837	25%		104,030	50%		83,600	22%		82,500	6%		43,308	3%		188,837		
LOW	84,978			70,560			66,078			70,000			43,308			43,308		
SAL FAC	0.85			0.90			0.96			0.96			0.74			0.87		
REGION IV																		
AVG	101,289	6	2	83,995	13	3	71,436	8	2	70,000	2	1	63,725	12	2	77,842	39	3
HIGH	118,545	15%		119,455	33%		80,454	21%		70,000	5%		75,503	31%		119,455		
LOW	86,888			61,614			61,762			70,000			57,775			57,775		
SAL FAC	0.82			0.98			0.95			0.92			1.26			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.0612 Industrial Technology/Technician

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,939	10	4	81,465	19	4	70,541	12	4	76,250	2	1	43,308	1	1	84,215	42	5
HIGH	188,837	24%		104,030	45%		83,600	29%		82,500	5%		43,308	2%		188,837		
LOW	84,978			61,614			51,047			70,000			43,308			43,308		
SAL FAC	0.86			0.93			0.91			1.00			0.81			0.87		
TENURED/TENURE TRACK																		
AVG	115,440	8	2	81,446	14	3	78,559	7	2	76,250	2	1				90,127	29	3
HIGH	188,837	28%		104,030	48%		83,600	24%		82,500	7%					188,837		
LOW	86,192			61,614			70,000			70,000						61,614		
SAL FAC	0.89			0.93			0.99			0.98						0.86		
RES UNIV/VERY HIGH ACTVTY																		
AVG	120,403	6	1	82,218	10	2	79,482	5	1							92,476	21	2
HIGH	188,837	29%		104,030	48%		83,600	24%								188,837		
LOW	103,214			61,614			74,619									61,614		
SAL FAC	0.90			0.90			0.99									0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	94,244	4	3	80,629	9	2	64,154	7	3	76,250	2	1	43,308	1	1	75,953	21	3
HIGH	114,911	19%		98,827	43%		82,500	33%		82,500	10%		43,308	5%		114,911		
LOW	84,978			72,378			51,047			70,000			43,308			43,308		
SAL FAC	0.86			1.00			0.90			1.05			0.86			0.92		
REGION I																		
AVG	90,894	1	1				57,625	4	1							64,279	5	1
HIGH	90,894	20%					66,670	80%								90,894		
LOW	90,894						51,047									51,047		
SAL FAC	0.69						0.73									0.64		
REGION III																		
AVG	112,056	9	3	82,568	18	3	76,999	8	3	76,250	2	1	43,308	1	1	87,612	36	3
HIGH	188,837	25%		104,030	50%		83,600	22%		82,500	6%		43,308	3%		188,837		
LOW	84,978			70,560			66,078			70,000			43,308			43,308		
SAL FAC	0.85			0.90			0.96			0.96			0.74			0.87		
REGION IV																		
AVG				61,614	1	1										61,614	1	1
HIGH				61,614	100%											61,614		
LOW				61,614												61,614		
SAL FAC				0.72												0.68		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.08 Mechanical Engineering Related Technologies/Technicians

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,200	17	5	82,759	25	6	70,847	19	7	65,125	4	3	49,545	6	2	83,369	67	10
HIGH	166,206	25%		125,000	37%		122,496	28%		72,000	6%		61,800	9%		166,206		
LOW	88,627			65,304			51,500			56,419			45,000			45,000		
SAL FAC	0.86			0.94			0.91			0.86			0.93			0.87		
TENURED/TENURE TRACK																		
AVG	107,902	10	3	78,287	11	4	72,742	5	3	68,500	1	1				88,611	26	6
HIGH	166,206	39%		95,808	42%		79,600	19%		68,500	4%					166,206		
LOW	88,627			66,587			68,500			68,500						66,587		
SAL FAC	0.83			0.89			0.92			0.88						0.85		
RES UNIV/VERY HIGH ACTVTY																		
AVG	116,355	11	3	85,104	19	3	77,063	9	3	72,000	1	1	51,395	4	1	88,280	43	5
HIGH	166,206	26%		125,000	44%		122,496	21%		72,000	2%		61,800	9%		166,206		
LOW	88,627			65,311			51,500			72,000			45,000			45,000		
SAL FAC	0.87			0.94			0.96			0.92			0.93			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	98,917	6	2	75,334	6	3	65,252	10	4	62,833	3	2	45,846	2	1	74,572	24	5
HIGH	101,746	25%		92,100	25%		91,080	42%		68,500	13%		46,692	8%		101,746		
LOW	91,652			65,304			56,196			56,419			45,000			45,000		
SAL FAC	0.91			0.93			0.91			0.87			0.91			0.90		
REGION I																		
AVG	124,464	4	1	87,422	13	2	76,815	7	1	72,000	1	1	51,395	4	1	84,915	28	2
HIGH	147,980	14%		125,000	46%		122,496	25%		72,000	4%		61,800	14%		147,980		
LOW	92,611			65,311			51,500			72,000			45,000			45,000		
SAL FAC	0.95			1.01			0.98			1.02			1.02			0.84		
REGION II																		
AVG				92,100	1	1										92,100	1	1
HIGH				92,100	100%											92,100		
LOW				92,100												92,100		
SAL FAC				1.09												1.00		
REGION III																		
AVG	107,858	10	3	75,912	10	2	65,534	8	4	60,000	2	1	45,846	2	1	81,788	30	5
HIGH	166,206	33%		95,808	33%		91,080	27%		60,000	7%		46,692	7%		166,206		
LOW	88,627			65,304			56,196			56,419			45,000			45,000		
SAL FAC	0.81			0.82			0.81			0.75			0.78			0.81		
REGION IV																		
AVG	98,991	3	1	81,271	1	1	71,028	4	2	68,500	1	1				82,794	8	2
HIGH	101,746	38%		81,271	13%		76,259	50%		68,500	13%					101,746		
LOW	95,561			81,271			68,500			68,500						68,500		
SAL FAC	0.80			0.95			0.94			0.90						0.91		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.0805 Mechanical Engineering/Mechanical Technology/Technician

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			74,850	4 2	91,080	1 1					78,096	5 3
HIGH			92,100	80%	91,080	20%					92,100	
LOW			66,587		91,080						66,587	
SAL FAC			0.85		1.17						0.81	
TENURED/TENURE TRACK												
AVG			74,850	4 2							74,850	4 2
HIGH			92,100	100%							92,100	
LOW			66,587								66,587	
SAL FAC			0.85								0.72	
RES UNIV/VERY HIGH ACTVTY												
AVG			69,100	3 1							69,100	3 1
HIGH			71,942	100%							71,942	
LOW			66,587								66,587	
SAL FAC			0.76								0.68	
RES UNIV/HIGH ACTIVITY												
AVG			92,100	1 1	91,080	1 1					91,590	2 2
HIGH			92,100	50%	91,080	50%					92,100	
LOW			92,100		91,080						91,080	
SAL FAC			1.14		1.27						1.11	
REGION I												
AVG			69,100	3 1							69,100	3 1
HIGH			71,942	100%							71,942	
LOW			66,587								66,587	
SAL FAC			0.80								0.68	
REGION II												
AVG			92,100	1 1							92,100	1 1
HIGH			92,100	100%							92,100	
LOW			92,100								92,100	
SAL FAC			1.09								1.00	
REGION III												
AVG					91,080	1 1					91,080	1 1
HIGH					91,080	100%					91,080	
LOW					91,080						91,080	
SAL FAC					1.13						0.90	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.10 Construction Engineering Technologies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	115,328	19	6	84,194	33	10	71,258	19	8				68,767	7	3	87,242	78	10
HIGH	144,562	24%		132,838	42%		83,671	24%					81,441	9%		144,562		
LOW	88,609			67,004			64,480						51,937			51,937		
SAL FAC	0.90			0.96			0.92						1.29			0.91		
TENURED/TENURE TRACK																		
AVG	117,125	15	4	83,404	25	8	69,835	12	6							90,000	52	8
HIGH	144,562	29%		132,838	48%		83,671	23%								144,562		
LOW	88,609			67,004			64,480									64,480		
SAL FAC	0.90			0.95			0.88									0.86		
NONTENURE TRACK																		
AVG				77,504	1	1	75,589	5	2				68,767	7	3	72,063	13	4
HIGH				77,504	8%		82,211	39%					81,441	54%		82,211		
LOW				77,504			70,709						51,937			51,937		
SAL FAC				0.84			1.03						1.28			1.07		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,585	17	4	83,140	26	5	72,699	14	4				72,561	5	1	88,551	62	5
HIGH	144,562	27%		132,838	42%		83,671	23%					81,441	8%		144,562		
LOW	88,609			67,004			66,368						65,959			65,959		
SAL FAC	0.86			0.91			0.91						1.32			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	121,644	2	2	88,108	6	4	67,294	4	3				59,281	2	2	82,834	14	4
HIGH	138,546	14%		105,428	43%		70,015	29%					66,625	14%		138,546		
LOW	104,742			72,231			64,480						51,937			51,937		
SAL FAC	1.11			1.09			0.94						1.18			1.01		
DOCTORAL RES UNIV																		
AVG				88,113	1	1	66,950	1	1							77,532	2	1
HIGH				88,113	50%		66,950	50%								88,113		
LOW				88,113			66,950									66,950		
SAL FAC				1.08			0.98									0.96		
REGION I																		
AVG				70,466	1	1										70,466	1	1
HIGH				70,466	100%											70,466		
LOW				70,466												70,466		
SAL FAC				0.81												0.70		
REGION II																		
AVG	107,907	7	2	81,637	14	3	68,426	6	2				66,625	1	1	84,838	28	3
HIGH	125,782	25%		105,428	50%		70,079	21%					66,625	4%		125,782		
LOW	88,609			67,004			66,621						66,625			66,621		
SAL FAC	0.89			0.96			0.92						1.29			0.92		
REGION III																		
AVG	109,856	5	3	86,760	10	3	74,397	8	3				51,937	1	1	86,000	24	3
HIGH	138,546	21%		95,979	42%		83,671	33%					51,937	4%		138,546		
LOW	99,974			78,411			66,042						51,937			51,937		
SAL FAC	0.83			0.94			0.92						0.89			0.85		
REGION IV																		
AVG	126,657	7	1	87,176	8	3	69,635	5	3				72,561	5	1	91,800	25	3
HIGH	144,562	28%		132,838	32%		81,738	20%					81,441	20%		144,562		
LOW	102,056			72,231			64,480						65,959			64,480		
SAL FAC	1.02			1.02			0.92						1.43			1.01		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.1001 Construction Engineering Technology/Technician

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,585	17	4	83,704	29	8	71,638	17	6				71,572	6	2	87,285	69	8
HIGH	144,562	25%		132,838	42%		83,671	25%					81,441	9%		144,562		
LOW	88,609			67,004			64,480						65,959			64,480		
SAL FAC	0.89			0.95			0.92						1.34			0.91		
TENURED/TENURE TRACK																		
AVG	115,595	14	3	83,141	23	7	70,179	11	5							89,636	48	7
HIGH	144,562	29%		132,838	48%		83,671	23%								144,562		
LOW	88,609			67,004			64,480									64,480		
SAL FAC	0.89			0.94			0.88									0.86		
NONTENURE TRACK																		
AVG				77,504	1	1	75,589	5	2				71,572	6	2	73,740	12	3
HIGH				77,504	8%		82,211	42%					81,441	50%		82,211		
LOW				77,504			70,709						65,959			65,959		
SAL FAC				0.84			1.03						1.33			1.10		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,585	17	4	83,140	26	5	72,699	14	4				72,561	5	1	88,551	62	5
HIGH	144,562	27%		132,838	42%		83,671	23%					81,441	8%		144,562		
LOW	88,609			67,004			66,368						65,959			65,959		
SAL FAC	0.86			0.91			0.91						1.32			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG				88,830	2	2	66,560	2	1				66,625	1	1	75,481	5	2
HIGH				105,428	40%		68,640	40%					66,625	20%		105,428		
LOW				72,231			64,480						66,625			64,480		
SAL FAC				1.10			0.93						1.33			0.92		
DOCTORAL RES UNIV																		
AVG				88,113	1	1	66,950	1	1							77,532	2	1
HIGH				88,113	50%		66,950	50%								88,113		
LOW				88,113			66,950									66,950		
SAL FAC				1.08			0.98									0.96		
REGION I																		
AVG				70,466	1	1										70,466	1	1
HIGH				70,466	100%											70,466		
LOW				70,466												70,466		
SAL FAC				0.81												0.70		
REGION II																		
AVG	107,907	7	2	81,637	14	3	68,426	6	2				66,625	1	1	84,838	28	3
HIGH	125,782	25%		105,428	50%		70,079	21%					66,625	4%		125,782		
LOW	88,609			67,004			66,621						66,625			66,621		
SAL FAC	0.89			0.96			0.92						1.29			0.92		
REGION III																		
AVG	101,998	3	1	86,103	6	1	76,520	6	1							85,449	15	1
HIGH	105,380	20%		95,979	40%		83,671	40%								105,380		
LOW	99,974			81,111			70,709									70,709		
SAL FAC	0.77			0.94			0.95									0.85		
REGION IV																		
AVG	126,657	7	1	87,176	8	3	69,635	5	3				72,561	5	1	91,800	25	3
HIGH	144,562	28%		132,838	32%		81,738	20%					81,441	20%		144,562		
LOW	102,056			72,231			64,480						65,959			64,480		
SAL FAC	1.02			1.02			0.92						1.43			1.01		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.13 Drafting/Design Engineering Technologies/Technicians

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	93,326	4	1	98,656	8	1	72,446	7	2	82,500	1	1	47,760	4	3	80,901	23	5
HIGH	105,564	17%		166,910	35%		82,500	30%		82,500	4%		55,100	17%		166,910		
LOW	76,760			72,063			59,424			82,500			42,453			42,453		
SAL FAC	0.73			1.12			0.93			1.08			0.90			0.84		
TENURED/TENURE TRACK																		
AVG	93,326	4	1	98,656	8	1	78,924	4	1	82,500	1	1				92,391	16	1
HIGH	105,564	25%		166,910	50%		82,500	25%		82,500	6%					166,910		
LOW	76,760			72,063			75,300			82,500						72,063		
SAL FAC	0.72			1.12			0.99			1.06						0.88		
NONTENURE TRACK																		
AVG							63,809	3	2				46,744	2	2	56,983	5	4
HIGH							70,600	60%					49,525	40%		70,600		
LOW							59,424						43,962			43,962		
SAL FAC							0.87						0.87			0.85		
RES UNIV/VERY HIGH ACTVTY																		
AVG	93,326	4	1	98,656	8	1	72,446	7	2	82,500	1	1	43,962	1	1	85,682	20	3
HIGH	105,564	20%		166,910	40%		82,500	35%		82,500	5%		43,962	5%		166,910		
LOW	76,760			72,063			59,424			82,500			43,962			43,962		
SAL FAC	0.70			1.08			0.90			1.06			0.80			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG													49,026	3	2	49,026	3	2
HIGH													55,100	100%		55,100		
LOW													42,453			42,453		
SAL FAC													0.98			0.59		
REGION I																		
AVG													47,171	3	2	47,171	3	2
HIGH													55,100	100%		55,100		
LOW													42,453			42,453		
SAL FAC													0.94			0.47		
REGION III																		
AVG	93,326	4	1	98,656	8	1	74,616	6	1	82,500	1	1	49,525	1	1	87,357	19	2
HIGH	105,564	21%		166,910	42%		82,500	32%		82,500	5%		49,525	5%		166,910		
LOW	76,760			72,063			61,402			82,500			49,525			49,525		
SAL FAC	0.70			1.07			0.93			1.04			0.85			0.87		
REGION IV																		
AVG							59,424	1	1							59,424	1	1
HIGH							59,424	100%								59,424		
LOW							59,424									59,424		
SAL FAC							0.79									0.65		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.15 Engineering-Related Fields

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	115,163	8 3	99,242	9 3	82,114	2 2			58,527	1 1	101,862	20 3
HIGH	158,643	40%	116,474	45%	86,205	10%			58,527	5%	158,643	
LOW	88,088		68,304		78,023				58,527		58,527	
SAL FAC	0.90		1.13		1.06				1.10		1.06	
TENURED/TENURE TRACK												
AVG	119,078	6 1	105,662	5 1	86,205	1 1					110,749	12 1
HIGH	158,643	50%	116,474	42%	86,205	8%					158,643	
LOW	100,820		87,176		86,205						86,205	
SAL FAC	0.92		1.20		1.09						1.06	
NONTENURE TRACK												
AVG	88,088	1 1	68,304	1 1							78,196	2 1
HIGH	88,088	50%	68,304	50%							88,088	
LOW	88,088		68,304								68,304	
SAL FAC	0.78		0.74								1.17	
RES UNIV/VERY HIGH ACTVTY												
AVG	114,651	7 2	99,436	6 2	86,205	1 1					106,098	14 2
HIGH	158,643	50%	116,474	43%	86,205	7%					158,643	
LOW	88,088		68,304		86,205						68,304	
SAL FAC	0.86		1.09		1.08						1.04	
RES UNIV/HIGH ACTIVITY												
AVG	118,748	1 1	98,854	3 1	78,023	1 1			58,527	1 1	91,977	6 1
HIGH	118,748	17%	109,262	50%	78,023	17%			58,527	17%	118,748	
LOW	118,748		89,544		78,023				58,527		58,527	
SAL FAC	1.09		1.22		1.09				1.17		1.12	
REGION II												
AVG	88,088	1 1	68,304	1 1							78,196	2 1
HIGH	88,088	50%	68,304	50%							88,088	
LOW	88,088		68,304								68,304	
SAL FAC	0.72		0.81								0.85	
REGION III												
AVG	119,078	6 1	105,662	5 1	86,205	1 1					110,749	12 1
HIGH	158,643	50%	116,474	42%	86,205	8%					158,643	
LOW	100,820		87,176		86,205						86,205	
SAL FAC	0.90		1.15		1.07						1.10	
REGION IV												
AVG	118,748	1 1	98,854	3 1	78,023	1 1			58,527	1 1	91,977	6 1
HIGH	118,748	17%	109,262	50%	78,023	17%			58,527	17%	118,748	
LOW	118,748		89,544		78,023				58,527		58,527	
SAL FAC	0.96		1.15		1.03				1.15		1.01	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 15.99 Engineering Technologies/Technicians, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	115,169	3 2	85,976	14 3	71,786	7 3	83,000	1 1	63,437	5 2	81,684	29 3
HIGH	125,438	10%	121,998	48%	83,000	24%	83,000	3%	67,779	17%	125,438	
LOW	95,868		67,080		65,780		83,000		51,121		51,121	
SAL FAC	0.90		0.98		0.93		1.09		1.19		0.85	
TENURED/TENURE TRACK												
AVG	110,653	2 1	68,966	3 1	68,446	4 1					77,999	9 1
HIGH	125,438	22%	70,677	33%	73,846	44%					125,438	
LOW	95,868		67,080		65,780						65,780	
SAL FAC	0.85		0.78		0.86						0.75	
NONTENURE TRACK												
AVG			68,365	1 1					51,121	1 1	59,743	2 1
HIGH			68,365	50%					51,121	50%	68,365	
LOW			68,365						51,121		51,121	
SAL FAC			0.74						0.95		0.89	
RES UNIV/VERY HIGH ACTVTY												
AVG			97,755	7 1	83,000	1 1	83,000	1 1			95,911	8 1
HIGH			121,998	88%	83,000	13%	83,000	13%			121,998	
LOW			86,144		83,000		83,000				83,000	
SAL FAC			1.08		1.04		1.07				0.94	
DOCTORAL RES UNIV												
AVG	115,169	3 2	74,196	7 2	69,917	6 2			63,437	5 2	76,265	21 2
HIGH	125,438	14%	84,398	33%	74,875	29%			67,779	24%	125,438	
LOW	95,868		67,080		65,780				51,121		51,121	
SAL FAC	1.08		0.91		1.02				1.16		0.95	
REGION II												
AVG			97,755	7 1	83,000	1 1	83,000	1 1			95,911	8 1
HIGH			121,998	88%	83,000	13%	83,000	13%			121,998	
LOW			86,144		83,000		83,000				83,000	
SAL FAC			1.15		1.11		1.12				1.04	
REGION IV												
AVG	115,169	3 2	74,196	7 2	69,917	6 2			63,437	5 2	76,265	21 2
HIGH	125,438	14%	84,398	33%	74,875	29%			67,779	24%	125,438	
LOW	95,868		67,080		65,780				51,121		51,121	
SAL FAC	0.93		0.87		0.93				1.25		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16. FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	106,732	1,240	106	72,991	1,580	110	59,959	1,000	109	59,539	152	66	42,961	1,248	68	71,280	5,068	111
HIGH	217,125	25%		130,912	31%		85,471	20%		80,000	3%		76,000	25%		217,125		
LOW	37,428			26,706			21,000			28,000			18,600			18,600		
SAL FAC	0.83			0.83			0.77			0.78			0.81			0.74		
TENURED/TENURE TRACK																		
AVG	107,827	1,004	78	73,416	1,171	80	61,647	663	79	62,478	100	42	48,621	37	4	82,400	2,875	81
HIGH	213,831	35%		126,604	41%		85,471	23%		80,000	4%		67,623	1%		213,831		
LOW	53,160			26,706			39,750			50,000			36,249			26,706		
SAL FAC	0.83			0.83			0.78			0.80			0.84			0.79		
NONTENURE TRACK																		
AVG	99,775	11	7	70,185	28	10	44,512	76	19	46,146	18	10	42,280	996	49	43,705	1,111	52
HIGH	164,286	1%		100,145	3%		70,576	7%		68,000	2%		75,486	90%		164,286		
LOW	40,738			43,268			21,000			37,000			18,600			18,600		
SAL FAC	0.88			0.76			0.61			0.66			0.79			0.65		
RES UNIV/VERY HIGH ACTVTY																		
AVG	110,367	1,016	63	75,047	1,174	64	62,156	731	62	61,326	115	39	43,668	891	38	74,654	3,812	64
HIGH	217,125	27%		130,912	31%		85,471	19%		80,000	3%		76,000	23%		217,125		
LOW	40,738			42,737			27,391			28,000			20,232			20,232		
SAL FAC	0.83			0.83			0.78			0.79			0.79			0.73		
RES UNIV/HIGH ACTIVITY																		
AVG	88,873	206	39	65,941	365	42	53,088	248	43	53,041	32	24	40,525	333	27	59,928	1,152	43
HIGH	179,219	18%		99,460	32%		73,156	22%		67,560	3%		67,924	29%		179,219		
LOW	37,428			26,706			21,000			37,000			18,600			18,600		
SAL FAC	0.81			0.82			0.74			0.73			0.81			0.73		
DOCTORAL RES UNIV																		
AVG	105,955	18	4	76,876	41	4	64,633	21	4	60,042	5	3	50,502	24	3	73,350	104	4
HIGH	138,133	17%		126,604	39%		81,485	20%		70,288	5%		71,807	23%		138,133		
LOW	67,130			52,611			53,636			52,335			38,957			38,957		
SAL FAC	1.00			0.94			0.95			0.85			0.92			0.91		
REGION I																		
AVG	115,341	294	26	75,968	253	27	61,114	205	26	57,555	29	11	44,162	163	15	79,625	915	28
HIGH	185,400	32%		111,842	28%		85,471	22%		73,684	3%		67,920	18%		185,400		
LOW	55,000			50,398			37,000			37,000			27,747			27,747		
SAL FAC	0.88			0.87			0.78			0.81			0.88			0.79		
REGION II																		
AVG	94,812	207	23	68,970	318	24	57,876	232	24	58,840	41	13	41,594	209	12	65,920	966	24
HIGH	162,138	21%		130,912	33%		81,400	24%		74,000	4%		71,807	22%		162,138		
LOW	37,428			37,750			27,391			40,000			20,025			20,025		
SAL FAC	0.78			0.81			0.77			0.79			0.81			0.72		
REGION III																		
AVG	109,329	538	31	76,496	649	32	62,724	356	32	61,234	55	26	45,543	431	19	76,202	1,974	32
HIGH	217,125	27%		126,604	33%		85,344	18%		80,000	3%		75,486	22%		217,125		
LOW	53,160			51,653			21,000			28,000			18,600			18,600		
SAL FAC	0.82			0.83			0.78			0.77			0.78			0.76		
REGION IV																		
AVG	99,465	201	26	68,130	360	27	56,396	207	27	59,280	27	16	40,662	445	22	61,243	1,213	27
HIGH	194,000	17%		109,000	30%		74,300	17%		73,000	2%		76,000	37%		194,000		
LOW	40,738			26,706			34,000			34,000			25,165			25,165		
SAL FAC	0.80			0.80			0.75			0.78			0.80			0.67		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.01 Linguistic, Comparative, and Related Language Studies and S

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,467	614	86	71,948	788	89	59,177	510	88	58,248	62	42	40,349	580	47	71,224	2,492	93
HIGH	217,125	25%		126,604	32%		85,471	21%		80,000	3%		76,000	23%		217,125		
LOW	37,428			37,750			30,881			34,000			20,025			20,025		
SAL FAC	0.85			0.82			0.76			0.77			0.76			0.74		
TENURED/TENURE TRACK																		
AVG	112,290	494	62	73,370	566	63	61,012	312	62	60,966	31	24	48,603	4	2	84,468	1,376	66
HIGH	173,232	36%		126,604	41%		85,471	23%		80,000	2%		51,043	0%		173,232		
LOW	59,700			50,398			39,750			50,000			42,985			39,750		
SAL FAC	0.86			0.83			0.77			0.78			0.84			0.81		
NONTENURE TRACK																		
AVG	109,578	7	3	76,052	17	6	47,512	37	12	47,222	9	5	39,864	440	32	42,631	501	35
HIGH	164,286	1%		100,145	3%		70,576	7%		68,000	2%		75,486	88%		164,286		
LOW	54,020			46,879			30,881			37,000			20,025			20,025		
SAL FAC	0.97			0.82			0.65			0.67			0.74			0.64		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,909	480	54	74,987	548	53	61,873	339	53	60,081	39	25	41,287	381	28	76,336	1,748	55
HIGH	217,125	28%		125,144	31%		85,471	19%		80,000	2%		76,000	22%		217,125		
LOW	55,000			42,737			34,000			34,000			20,520			20,520		
SAL FAC	0.87			0.82			0.77			0.77			0.75			0.75		
RES UNIV/HIGH ACTIVITY																		
AVG	84,453	125	30	63,637	210	34	53,075	160	33	53,661	20	15	38,351	189	18	57,984	684	36
HIGH	148,933	18%		93,332	31%		71,658	23%		67,560	3%		65,725	28%		148,933		
LOW	37,428			37,750			30,881			37,000			20,025			20,025		
SAL FAC	0.77			0.79			0.74			0.74			0.77			0.70		
DOCTORAL RES UNIV																		
AVG	113,265	9	2	74,594	30	2	64,846	11	2	64,992	3	2	42,400	10	1	73,242	60	2
HIGH	138,133	15%		126,604	50%		81,485	18%		70,288	5%		47,817	17%		138,133		
LOW	67,130			52,611			53,636			56,000			38,957			38,957		
SAL FAC	1.06			0.92			0.95			0.92			0.77			0.91		
REGION I																		
AVG	123,697	214	21	78,597	169	21	62,112	121	21	55,753	11	6	39,081	31	7	90,619	535	23
HIGH	185,400	40%		111,842	32%		85,471	23%		73,684	2%		57,165	6%		185,400		
LOW	55,000			50,398			37,000			37,000			27,747			27,747		
SAL FAC	0.94			0.90			0.79			0.79			0.78			0.90		
REGION II																		
AVG	86,324	85	19	64,020	126	20	55,420	99	20	55,871	15	8	36,090	102	9	59,640	412	20
HIGH	145,475	21%		100,091	31%		76,825	24%		74,000	4%		65,725	25%		145,475		
LOW	37,428			37,750			30,881			40,000			20,025			20,025		
SAL FAC	0.71			0.76			0.74			0.75			0.70			0.65		
REGION III																		
AVG	114,113	206	24	77,302	253	26	64,310	138	24	62,718	21	16	47,616	129	13	80,003	726	27
HIGH	217,125	28%		126,604	35%		85,344	19%		80,000	3%		75,486	18%		217,125		
LOW	60,000			55,681			38,328			45,000			20,520			20,520		
SAL FAC	0.86			0.84			0.80			0.79			0.81			0.79		
REGION IV																		
AVG	90,795	109	22	65,783	240	22	54,627	152	23	56,197	15	12	38,892	318	18	56,600	819	23
HIGH	149,001	13%		94,741	29%		70,136	19%		65,308	2%		76,000	39%		149,001		
LOW	60,594			42,737			34,000			34,000			26,000			26,000		
SAL FAC	0.73			0.77			0.72			0.74			0.77			0.62		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0101 Foreign Languages and Literatures, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,586	422	57	71,490	575	60	58,825	380	61	55,964	44	26	40,111	463	35	69,716	1,840	63
HIGH	217,125	23%		126,604	31%		85,471	21%		73,684	2%		76,000	25%		217,125		
LOW	37,428			37,750			30,881			34,000			20,025			20,025		
SAL FAC	0.85			0.81			0.76			0.74			0.75			0.72		
TENURED/TENURE TRACK																		
AVG	114,498	338	39	73,621	409	40	60,705	214	41	57,979	18	12	51,043	1	1	85,087	962	43
HIGH	170,389	35%		126,604	43%		85,471	22%		70,288	2%		51,043	0%		170,389		
LOW	59,700			50,398			39,750			50,000			51,043			39,750		
SAL FAC	0.88			0.84			0.77			0.74			0.88			0.81		
NONTENURE TRACK																		
AVG	76,894	2	2	61,455	3	3	48,799	26	9	46,875	8	4	39,659	342	23	40,671	373	24
HIGH	99,768	1%		83,365	1%		70,576	7%		68,000	2%		75,486	92%		99,768		
LOW	54,020			46,879			30,881			37,000			20,025			20,025		
SAL FAC	0.68			0.66			0.66			0.67			0.74			0.61		
RES UNIV/VERY HIGH ACTVTY																		
AVG	116,895	329	37	74,219	415	36	61,241	261	37	57,714	29	16	41,345	308	21	74,621	1,313	38
HIGH	217,125	25%		125,144	32%		85,471	20%		73,684	2%		76,000	24%		217,125		
LOW	55,000			42,737			34,000			34,000			21,000			21,000		
SAL FAC	0.87			0.82			0.76			0.74			0.75			0.73		
RES UNIV/HIGH ACTIVITY																		
AVG	80,375	86	19	61,749	145	23	52,465	114	23	49,980	13	9	37,659	155	14	55,368	500	24
HIGH	148,933	17%		93,332	29%		67,530	23%		57,000	3%		65,725	31%		148,933		
LOW	37,428			37,750			30,881			37,000			20,025			20,025		
SAL FAC	0.74			0.76			0.73			0.69			0.75			0.67		
DOCTORAL RES UNIV																		
AVG	124,961	7	1	90,145	15	1	77,753	5	1	69,488	2	1				96,877	27	1
HIGH	138,133	26%		126,604	56%		81,485	19%		70,288	7%					138,133		
LOW	95,628			78,286			68,689			68,689						68,689		
SAL FAC	1.17			1.11			1.14			0.98						1.20		
REGION I																		
AVG	125,246	198	17	79,499	144	18	62,568	104	17	55,643	9	4	38,482	29	5	92,357	475	19
HIGH	185,400	42%		111,842	30%		85,471	22%		73,684	2%		57,165	6%		185,400		
LOW	55,000			50,398			37,000			37,000			27,747			27,747		
SAL FAC	0.95			0.92			0.80			0.79			0.76			0.91		
REGION II																		
AVG	80,083	60	13	62,194	106	14	53,644	78	15	53,577	13	6	36,071	98	9	55,897	342	15
HIGH	145,475	18%		96,139	31%		68,000	23%		68,000	4%		65,725	29%		145,475		
LOW	37,428			37,750			30,881			40,000			20,025			20,025		
SAL FAC	0.66			0.73			0.72			0.72			0.70			0.61		
REGION III																		
AVG	114,481	74	8	78,179	130	9	66,800	70	9	59,774	8	5	51,337	68	5	78,368	342	9
HIGH	217,125	22%		126,604	38%		85,344	21%		70,288	2%		75,486	20%		217,125		
LOW	72,599			58,261			45,000			45,000			30,296			30,296		
SAL FAC	0.86			0.85			0.83			0.75			0.88			0.78		
REGION IV																		
AVG	90,781	90	19	66,169	195	19	54,582	128	20	56,211	14	11	38,916	268	16	56,519	681	20
HIGH	149,001	13%		94,741	29%		70,136	19%		65,308	2%		76,000	39%		149,001		
LOW	60,594			42,737			34,000			34,000			26,000			26,000		
SAL FAC	0.73			0.77			0.72			0.74			0.77			0.62		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0102 Linguistics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,928	129	33	76,029	129	33	62,643	75	28	66,443	10	10	40,832	83	15	77,725	416	37
HIGH	182,822	31%		106,237	31%		80,000	18%		80,000	2%		66,650	20%		182,822		
LOW	65,008			52,969			50,000			50,000			22,032			22,032		
SAL FAC	0.87			0.87			0.81			0.87			0.77			0.81		
TENURED/TENURE TRACK																		
AVG	109,142	98	27	74,347	90	26	62,718	60	22	69,635	6	6	50,193	2	1	85,002	250	29
HIGH	170,676	39%		106,237	36%		80,000	24%		80,000	2%		50,980	1%		170,676		
LOW	65,008			52,969			50,092			62,500			49,406			49,406		
SAL FAC	0.84			0.84			0.79			0.89			0.87			0.81		
NONTENURE TRACK																		
AVG	122,651	5	1	79,180	14	3	51,166	2	2	50,000	1	1	40,025	75	12	50,270	96	14
HIGH	164,286	5%		100,145	15%		52,331	2%		50,000	1%		66,650	78%		164,286		
LOW	100,145			60,535			50,000			50,000			22,032			22,032		
SAL FAC	1.09			0.86			0.70			0.71			0.75			0.75		
RES UNIV/VERY HIGH ACTVTY																		
AVG	113,388	117	26	78,480	104	24	64,183	59	23	66,806	8	8	41,112	68	12	80,491	348	27
HIGH	182,822	34%		106,237	30%		80,000	17%		80,000	2%		66,650	20%		182,822		
LOW	65,008			52,969			50,000			50,000			22,032			22,032		
SAL FAC	0.85			0.86			0.80			0.86			0.75			0.79		
RES UNIV/HIGH ACTIVITY																		
AVG	97,697	12	7	65,833	25	9	56,965	16	5	64,990	2	2	39,565	15	3	63,575	68	10
HIGH	123,094	18%		81,242	37%		71,581	24%		67,560	3%		58,815	22%		123,094		
LOW	70,996			53,397			50,092			62,420			33,000			33,000		
SAL FAC	0.89			0.81			0.80			0.90			0.79			0.77		
REGION I																		
AVG	105,275	14	4	74,560	22	5	59,564	15	5	56,250	2	2	47,752	2	2	77,417	53	5
HIGH	151,761	26%		100,000	42%		73,440	28%		62,500	4%		51,504	4%		151,761		
LOW	65,008			52,969			50,000			50,000			44,000			44,000		
SAL FAC	0.80			0.86			0.76			0.79			0.95			0.76		
REGION II																		
AVG	99,649	24	7	73,697	20	7	62,737	17	5	70,780	2	2	39,150	1	1	80,181	62	7
HIGH	131,510	39%		100,091	32%		76,825	27%		74,000	3%		39,150	2%		131,510		
LOW	70,996			57,125			50,092			67,560			39,150			39,150		
SAL FAC	0.82			0.87			0.84			0.95			0.76			0.87		
REGION III																		
AVG	119,224	81	17	80,910	63	16	67,505	29	13	68,395	6	6	43,428	41	9	86,414	214	19
HIGH	182,822	38%		106,237	29%		80,000	14%		80,000	3%		66,650	19%		182,822		
LOW	72,235			57,553			50,000			62,420			22,032			22,032		
SAL FAC	0.90			0.88			0.84			0.86			0.74			0.86		
REGION IV																		
AVG	91,618	10	5	66,504	24	5	55,758	14	5				37,792	39	3	54,791	87	6
HIGH	131,850	12%		93,200	28%		62,956	16%					57,393	45%		131,850		
LOW	72,708			53,397			50,800						26,050			26,050		
SAL FAC	0.74			0.78			0.74						0.75			0.60		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0104 Comparative Literature

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	115,047	34	10	73,464	29	9	62,610	21	9	67,510	2	2	38,418	8	4	83,306	92	12
HIGH	173,232	37%		93,777	32%		77,724	23%		70,020	2%		55,512	9%		173,232		
LOW	60,000			55,681			50,750			65,000			20,520			20,520		
SAL FAC	0.90			0.84			0.81	0.90		0.89	0.84		0.72			0.86		
TENURED/TENURE TRACK																		
AVG	116,221	31	9	72,615	27	8	62,081	19	8	67,510	2	2	42,985	1	1	87,000	78	11
HIGH	173,232	40%		93,777	35%		77,724	24%		70,020	3%		42,985	1%		173,232		
LOW	85,122			55,681			50,750			65,000			42,985			42,985		
SAL FAC	0.89			0.83			0.78	0.86		0.86	0.74		0.74			0.83		
NONTENURE TRACK																		
AVG													37,766	7	3	37,766	7	3
HIGH													55,512	100%		55,512		
LOW													20,520			20,520		
SAL FAC													0.70			0.56		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,047	34	10	73,464	29	9	63,382	19	8	67,510	2	2	40,059	5	3	85,593	87	11
HIGH	173,232	39%		93,777	33%		77,724	22%		70,020	2%		55,512	6%		173,232		
LOW	60,000			55,681			50,750			65,000			20,520			20,520		
SAL FAC	0.86			0.81			0.79	0.87		0.87	0.73		0.73			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG							55,275	2	1				35,683	3	1	43,520	5	1
HIGH							55,550	40%					36,243	60%		55,550		
LOW							55,000						34,636			34,636		
SAL FAC							0.77						0.71			0.53		
REGION I																		
AVG	87,975	1	1	64,911	3	1	57,521	2	1							66,292	6	1
HIGH	87,975	17%		68,427	50%		58,000	33%								87,975		
LOW	87,975			62,289			57,042									57,042		
SAL FAC	0.67			0.75			0.73									0.66		
REGION II																		
AVG	141,000	1	1				58,963	4	2				35,683	3	1	60,487	8	2
HIGH	141,000	13%					63,800	50%					36,243	38%		141,000		
LOW	141,000						55,000						34,636			34,636		
SAL FAC	1.16						0.79						0.69			0.66		
REGION III																		
AVG	120,682	25	7	76,621	20	7	68,377	11	4	67,510	2	2	40,074	4	2	91,032	60	7
HIGH	173,232	42%		93,777	33%		77,724	18%		70,020	3%		55,512	7%		173,232		
LOW	60,000			55,681			60,013			65,000			20,520			20,520		
SAL FAC	0.91			0.83			0.85	0.85		0.85	0.68		0.68			0.90		
REGION IV																		
AVG	95,079	7	1	67,219	6	1	52,941	4	2				40,000	1	1	73,368	18	2
HIGH	110,730	39%		76,191	33%		58,000	22%					40,000	6%		110,730		
LOW	85,707			61,214			50,750						40,000			40,000		
SAL FAC	0.77			0.78			0.70						0.79			0.81		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.03 East Asian Languages, Literatures, and Linguistics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	107,152	49 13	75,033	64 17	60,991	64 20	64,143	7 6	45,276	110 17	65,980	287 24
HIGH	213,831	17%	114,000	22%	73,156	22%	67,500	2%	67,924	38%	213,831	
LOW	73,000		53,500		21,000		60,000		18,600		18,600	
SAL FAC	0.84		0.85		0.79		0.84		0.85		0.68	
TENURED/TENURE TRACK												
AVG	108,178	28 10	73,737	36 13	61,302	48 17	62,800	5 5	44,653	4 2	75,902	116 18
HIGH	213,831	24%	98,727	31%	73,156	41%	65,000	4%	55,485	3%	213,831	
LOW	73,000		57,750		51,445		60,000		36,249		36,249	
SAL FAC	0.83		0.84		0.77		0.80		0.77		0.73	
NONTENURE TRACK												
AVG			61,750	2 2	21,000	2 1			43,474	86 13	43,381	90 13
HIGH			70,000	2%	21,000	2%			67,924	96%	70,000	
LOW			53,500		21,000				18,600		18,600	
SAL FAC			0.67		0.29				0.81		0.65	
RES UNIV/VERY HIGH ACTVTY												
AVG	108,183	47 11	76,044	59 13	63,163	53 12	64,333	6 5	45,985	85 9	68,965	244 14
HIGH	213,831	19%	114,000	24%	73,156	22%	67,500	3%	67,920	35%	213,831	
LOW	73,000		57,750		51,445		60,000		33,003		33,003	
SAL FAC	0.81		0.84		0.79		0.83		0.84		0.68	
RES UNIV/HIGH ACTIVITY												
AVG	82,926	2 2	63,100	5 4	50,528	11 8	63,000	1 1	42,866	25 8	49,042	43 10
HIGH	90,996	5%	73,267	12%	63,000	26%	63,000	2%	67,924	58%	90,996	
LOW	74,855		53,500		21,000		63,000		18,600		18,600	
SAL FAC	0.76		0.78		0.71		0.87		0.86		0.60	
REGION I												
AVG	99,993	10 1	72,683	13 4	63,042	22 5	65,000	3 2	48,224	35 6	62,745	80 7
HIGH	114,804	13%	82,524	16%	69,528	28%	67,500	4%	67,920	44%	114,804	
LOW	85,044		65,000		53,952		60,000		33,003		33,003	
SAL FAC	0.76		0.84		0.80		0.92		0.96		0.62	
REGION II												
AVG	106,563	7 3	74,806	10 4	60,134	13 4	63,500	2 2	46,457	17 3	65,223	47 5
HIGH	129,994	15%	92,552	21%	70,555	28%	64,000	4%	52,530	36%	129,994	
LOW	88,000		60,012		51,445		63,000		39,867		39,867	
SAL FAC	0.87		0.88		0.81		0.86		0.90		0.71	
REGION III												
AVG	109,300	29 8	76,353	38 7	59,709	27 9	63,500	2 2	41,738	49 7	68,031	143 10
HIGH	213,831	20%	114,000	27%	73,156	19%	65,000	1%	67,924	34%	213,831	
LOW	73,000		53,500		21,000		62,000		18,600		18,600	
SAL FAC	0.82		0.83		0.74		0.80		0.71		0.68	
REGION IV												
AVG	111,633	3 1	69,247	3 2	61,320	2 2			50,844	9 1	66,051	17 2
HIGH	134,000	18%	80,000	18%	70,000	12%			60,000	53%	134,000	
LOW	96,000		57,740		52,640				36,000		36,000	
SAL FAC	0.90		0.81		0.81				1.00		0.73	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0301 Chinese Language and Literature

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	90,996	1 1	65,504	2 2	62,755	2 2	63,000	1 1	47,276	8 2	55,825	13 4
HIGH	90,996	8%	73,267	15%	63,000	15%	63,000	8%	57,799	62%	90,996	
LOW	90,996		57,740		62,509		63,000		44,122		44,122	
SAL FAC	0.71		0.75		0.81		0.83		0.89		0.58	
TENURED/TENURE TRACK												
AVG	90,996	1 1	73,267	1 1	62,755	2 2	63,000	1 1			72,443	4 3
HIGH	90,996	25%	73,267	25%	63,000	50%	63,000	25%			90,996	
LOW	90,996		73,267		62,509		63,000				62,509	
SAL FAC	0.70		0.83		0.79		0.81				0.69	
NONTENURE TRACK												
AVG									47,276	8 2	47,276	8 2
HIGH									57,799	100%	57,799	
LOW									44,122		44,122	
SAL FAC									0.88		0.70	
RES UNIV/VERY HIGH ACTVTY												
AVG					62,509	1 1					62,509	1 1
HIGH					62,509	100%					62,509	
LOW					62,509						62,509	
SAL FAC					0.78						0.61	
RES UNIV/HIGH ACTIVITY												
AVG	90,996	1 1	65,504	2 2	63,000	1 1	63,000	1 1	47,276	8 2	55,268	12 3
HIGH	90,996	8%	73,267	17%	63,000	8%	63,000	8%	57,799	67%	90,996	
LOW	90,996		57,740		63,000		63,000		44,122		44,122	
SAL FAC	0.83		0.81		0.88		0.87		0.94		0.67	
REGION I												
AVG					62,509	1 1					62,509	1 1
HIGH					62,509	100%					62,509	
LOW					62,509						62,509	
SAL FAC					0.80						0.62	
REGION II												
AVG			73,267	1 1	63,000	1 1	63,000	1 1	45,611	6 1	51,242	8 1
HIGH			73,267	13%	63,000	13%	63,000	13%	48,838	75%	73,267	
LOW			73,267		63,000		63,000		44,122		44,122	
SAL FAC			0.86		0.84		0.85		0.89		0.56	
REGION III												
AVG	90,996	1 1							52,272	2 1	65,180	3 1
HIGH	90,996	33%							57,799	67%	90,996	
LOW	90,996								46,745		46,745	
SAL FAC	0.69								0.89		0.65	
REGION IV												
AVG			57,740	1 1							57,740	1 1
HIGH			57,740	100%							57,740	
LOW			57,740								57,740	
SAL FAC			0.67								0.63	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0302 Japanese Language and Literature

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG					55,929	4 4			48,252	6 3	51,322	10 5
HIGH					60,324	40%			55,478	60%	60,324	
LOW					52,640				39,867		39,867	
SAL FAC					0.72				0.91		0.53	
TENURED/TENURE TRACK												
AVG					57,025	3 3					57,025	3 3
HIGH					60,324	100%					60,324	
LOW					53,952						53,952	
SAL FAC					0.72						0.55	
NONTENURE TRACK												
AVG									48,252	6 3	48,252	6 3
HIGH									55,478	100%	55,478	
LOW									39,867		39,867	
SAL FAC									0.90		0.72	
RES UNIV/VERY HIGH ACTVTY												
AVG					53,952	1 1					53,952	1 1
HIGH					53,952	100%					53,952	
LOW					53,952						53,952	
SAL FAC					0.67						0.53	
RES UNIV/HIGH ACTIVITY												
AVG					56,588	3 3			48,252	6 3	51,030	9 4
HIGH					60,324	33%			55,478	67%	60,324	
LOW					52,640				39,867		39,867	
SAL FAC					0.79				0.96		0.62	
REGION I												
AVG					55,376	2 2			46,025	1 1	52,259	3 2
HIGH					56,799	67%			46,025	33%	56,799	
LOW					53,952				46,025		46,025	
SAL FAC					0.71				0.91		0.52	
REGION II												
AVG									43,511	2 1	43,511	2 1
HIGH									47,155	100%	47,155	
LOW									39,867		39,867	
SAL FAC									0.84		0.47	
REGION III												
AVG					60,324	1 1			52,154	3 1	54,197	4 1
HIGH					60,324	25%			55,478	75%	60,324	
LOW					60,324				47,931		47,931	
SAL FAC					0.75				0.89		0.54	
REGION IV												
AVG					52,640	1 1					52,640	1 1
HIGH					52,640	100%					52,640	
LOW					52,640						52,640	
SAL FAC					0.70						0.58	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0399 East Asian Languages, Literatures, and Linguistics, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	106,795	18	3	78,972	21	3	65,010	17	2	65,667	3	2	53,444	20	3	75,721	76	3
HIGH	162,655	24%		98,727	28%		69,528	22%		67,500	4%		67,920	26%		162,655		
LOW	85,044			66,237			57,000			62,000			36,249			36,249		
SAL FAC	0.83			0.90			0.84			0.86			1.00			0.79		
TENURED/TENURE TRACK																		
AVG	107,672	5	1	76,239	6	1	62,265	6	1	62,000	1	1	41,042	3	1	74,626	20	1
HIGH	125,692	25%		98,727	30%		68,578	30%		62,000	5%		43,980	15%		125,692		
LOW	93,240			66,237			57,000			62,000			36,249			36,249		
SAL FAC	0.83			0.87			0.78			0.79			0.71			0.71		
RES UNIV/VERY HIGH ACTVTY																		
AVG	106,795	18	3	78,972	21	3	65,010	17	2	65,667	3	2	53,444	20	3	75,721	76	3
HIGH	162,655	24%		98,727	28%		69,528	22%		67,500	4%		67,920	26%		162,655		
LOW	85,044			66,237			57,000			62,000			36,249			36,249		
SAL FAC	0.80			0.87			0.81			0.84			0.97			0.74		
REGION I																		
AVG	99,993	10	1	77,061	6	1	66,507	11	1	67,500	2	1	56,477	16	1	72,035	43	1
HIGH	114,804	23%		82,524	14%		69,528	26%		67,500	5%		67,920	37%		114,804		
LOW	85,044			69,996			60,000			67,500			50,004			50,004		
SAL FAC	0.76			0.89			0.85			0.95			1.12			0.71		
REGION III																		
AVG	115,297	8	2	79,736	15	2	62,265	6	1	62,000	1	1	41,314	4	2	80,523	33	2
HIGH	162,655	24%		98,727	46%		68,578	18%		62,000	3%		43,980	12%		162,655		
LOW	92,341			66,237			57,000			62,000			36,249			36,249		
SAL FAC	0.87			0.87			0.77			0.78			0.71			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.04 Slavic, Baltic and Albanian Languages, Literatures, and Lin

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	106,793	42 19	77,405	37 18	60,964	27 13	49,000	2 2	47,700	24 9	78,001	130 22
HIGH	189,040	32%	103,470	29%	76,680	21%	70,000	2%	67,710	19%	189,040	
LOW	74,893		60,533		28,000		28,000		32,445		28,000	
SAL FAC	0.83		0.88		0.79		0.64		0.89		0.81	
TENURED/TENURE TRACK												
AVG	105,558	35 15	75,562	26 14	63,325	20 9	70,000	1 1	57,073	3 1	84,486	84 16
HIGH	189,040	42%	103,470	31%	76,680	24%	70,000	1%	64,308	4%	189,040	
LOW	74,893		60,533		52,707		70,000		48,741		48,741	
SAL FAC	0.81		0.86		0.80		0.90		0.99		0.81	
NONTENURE TRACK												
AVG			69,400	1 1	40,500	2 2			46,361	21 8	46,833	24 11
HIGH			69,400	4%	41,000	8%			67,710	88%	69,400	
LOW			69,400		40,000				32,445		32,445	
SAL FAC			0.75		0.55				0.86		0.70	
RES UNIV/VERY HIGH ACTVTY												
AVG	108,257	37 14	77,320	31 14	61,984	24 10	49,000	2 2	48,095	22 7	78,492	114 15
HIGH	189,040	33%	103,470	27%	76,680	21%	70,000	2%	67,710	19%	189,040	
LOW	77,414		62,973		28,000		28,000		33,731		28,000	
SAL FAC	0.81		0.85		0.77		0.63		0.87		0.77	
RES UNIV/HIGH ACTIVITY												
AVG	95,959	5 5	77,848	6 4	52,802	3 3			43,358	2 2	74,500	16 7
HIGH	111,211	31%	99,460	38%	60,953	19%			54,270	13%	111,211	
LOW	74,893		60,533		41,000				32,445		32,445	
SAL FAC	0.88		0.96		0.74				0.87		0.90	
REGION I												
AVG	93,163	4 1	75,712	3 1	40,000	1 1			47,844	2 2	73,548	10 3
HIGH	99,865	40%	82,888	30%	40,000	10%			54,270	20%	99,865	
LOW	81,802		68,247		40,000				41,418		40,000	
SAL FAC	0.71		0.87		0.51				0.95		0.73	
REGION II												
AVG	90,523	4 3	76,169	4 2	55,660	5 3			32,445	1 1	69,822	14 3
HIGH	115,000	29%	103,470	29%	61,050	36%			32,445	7%	115,000	
LOW	74,893		62,973		52,707				32,445		32,445	
SAL FAC	0.74		0.90		0.75				0.63		0.76	
REGION III												
AVG	105,173	26 13	77,227	23 13	62,391	17 8	28,000	1 1	47,735	19 5	76,216	85 14
HIGH	173,232	31%	99,460	27%	76,680	20%	28,000	1%	64,487	22%	173,232	
LOW	77,414		60,533		28,000		28,000		33,731		28,000	
SAL FAC	0.79		0.84		0.77		0.35		0.82		0.76	
REGION IV												
AVG	127,008	8 2	79,423	7 2	66,767	4 1	70,000	1 1	54,855	2 1	92,800	21 2
HIGH	189,040	38%	93,000	33%	70,000	19%	70,000	5%	67,710	10%	189,040	
LOW	99,176		69,400		65,390		70,000		42,000		42,000	
SAL FAC	1.02		0.93		0.88		0.92		1.08		1.02	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0402 Russian Language and Literature

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	96,504	10	6	78,362	9	4	55,333	6	5				46,881	8	4	72,041	33	8
HIGH	111,211	30%		99,460	27%		67,168	18%					54,270	24%		111,211		
LOW	74,893			60,533			40,000						32,445			32,445		
SAL FAC	0.75			0.89			0.71						0.88			0.75		
TENURED/TENURE TRACK																		
AVG	95,757	9	5	73,492	7	3	62,749	4	3							81,363	20	5
HIGH	111,211	45%		82,888	35%		67,168	20%								111,211		
LOW	74,893			60,533			56,452									56,452		
SAL FAC	0.74			0.84			0.79									0.78		
NONTENURE TRACK																		
AVG							40,500	2	2				46,881	8	4	45,605	10	6
HIGH							41,000	20%					54,270	80%		54,270		
LOW							40,000						32,445			32,445		
SAL FAC							0.55						0.87			0.68		
RES UNIV/VERY HIGH ACTVTY																		
AVG	94,666	6	2	75,652	6	2	57,864	3	2				48,056	6	2	70,659	21	3
HIGH	103,920	29%		82,888	29%		67,168	14%					53,548	29%		103,920		
LOW	81,802			68,247			40,000						41,418			40,000		
SAL FAC	0.71			0.83			0.72						0.87			0.69		
RES UNIV/HIGH ACTIVITY																		
AVG	99,261	4	4	83,781	3	2	52,802	3	3				43,358	2	2	74,459	12	5
HIGH	111,211	33%		99,460	25%		60,953	25%					54,270	17%		111,211		
LOW	74,893			60,533			41,000						32,445			32,445		
SAL FAC	0.91			1.04			0.74						0.87			0.90		
REGION I																		
AVG	93,163	4	1	75,712	3	1	40,000	1	1				47,844	2	2	73,548	10	3
HIGH	99,865	40%		82,888	30%		40,000	10%					54,270	20%		99,865		
LOW	81,802			68,247			40,000						41,418			40,000		
SAL FAC	0.71			0.87			0.51						0.95			0.73		
REGION II																		
AVG	74,893	1	1				56,452	1	1				32,445	1	1	54,597	3	1
HIGH	74,893	33%					56,452	33%					32,445	33%		74,893		
LOW	74,893						56,452						32,445			32,445		
SAL FAC	0.61						0.76						0.63			0.59		
REGION III																		
AVG	103,499	5	4	79,687	6	3	58,886	4	3				49,383	5	1	73,904	20	4
HIGH	111,211	25%		99,460	30%		67,168	20%					53,548	25%		111,211		
LOW	91,425			60,533			41,000						43,160			41,000		
SAL FAC	0.78			0.87			0.73						0.84			0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.05 Germanic Languages, Literatures, and Linguistics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	103,943	79 25	74,613	87 26	57,880	37 16	64,214	7 5	47,548	43 15	76,784	246 31
HIGH	179,219	32%	106,301	35%	70,000	15%	70,000	3%	72,835	18%	179,219	
LOW	59,420		42,770		27,391		58,000		34,000		27,391	
SAL FAC	0.81		0.85		0.75		0.84		0.89		0.80	
TENURED/TENURE TRACK												
AVG	101,524	68 20	74,722	66 21	62,100	27 14	64,214	7 5	48,112	3 1	83,270	164 25
HIGH	170,400	42%	106,301	40%	70,000	17%	70,000	4%	54,999	2%	170,400	
LOW	59,420		42,770		55,000		58,000		45,210		42,770	
SAL FAC	0.78		0.85		0.78		0.82		0.83		0.80	
NONTENURE TRACK												
AVG			61,937	3 2	41,243	7 2			48,163	37 12	48,011	47 13
HIGH			78,800	6%	58,573	15%			72,835	79%	78,800	
LOW			51,834		27,391				34,000		27,391	
SAL FAC			0.67		0.56				0.90		0.72	
RES UNIV/VERY HIGH ACTVTY												
AVG	104,084	69 18	75,526	71 18	58,473	35 15	64,214	7 5	48,126	37 10	77,224	212 20
HIGH	170,400	33%	106,301	34%	70,000	17%	70,000	3%	72,835	18%	170,400	
LOW	59,420		42,770		27,391		58,000		34,000		27,391	
SAL FAC	0.78		0.83		0.73		0.82		0.88		0.76	
RES UNIV/HIGH ACTIVITY												
AVG	102,971	10 7	70,561	16 8	47,500	2 1			43,982	6 5	74,046	34 11
HIGH	179,219	29%	92,054	47%	55,000	6%			55,694	18%	179,219	
LOW	64,392		56,228		40,000				35,960		35,960	
SAL FAC	0.94		0.87		0.66				0.88		0.90	
REGION I												
AVG	88,320	11 4	67,307	6 5	60,473	6 3	66,501	1 1	39,786	5 3	69,183	28 7
HIGH	112,869	39%	84,917	21%	66,501	21%	66,501	4%	44,000	18%	112,869	
LOW	64,392		56,228		56,007		66,501		36,000		36,000	
SAL FAC	0.67		0.77		0.77		0.94		0.79		0.68	
REGION II												
AVG	100,959	14 5	69,865	25 6	54,506	15 4	65,000	3 2	47,410	11 3	69,218	65 7
HIGH	142,750	22%	92,054	39%	68,000	23%	68,000	5%	55,694	17%	142,750	
LOW	75,816		42,770		27,391		59,000		40,000		27,391	
SAL FAC	0.83		0.82		0.73		0.88		0.92		0.75	
REGION III												
AVG	106,653	48 13	78,845	45 12	60,088	13 8	70,000	1 1	48,807	24 7	81,691	130 14
HIGH	170,400	37%	106,301	35%	70,000	10%	70,000	1%	72,835	19%	170,400	
LOW	59,420		57,619		40,000		70,000		34,000		34,000	
SAL FAC	0.80		0.86		0.75		0.88		0.83		0.81	
REGION IV												
AVG	117,875	6 3	72,075	11 3	60,000	3 1	59,000	2 1	50,920	3 2	79,688	23 3
HIGH	179,219	26%	94,000	48%	62,000	13%	60,000	9%	69,000	13%	179,219	
LOW	90,929		58,030		58,000		58,000		35,960		35,960	
SAL FAC	0.95		0.84		0.79		0.78		1.00		0.88	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0501 German Language and Literature

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	104,396	69 20	74,602	71 21	57,694	34 13	64,214	7 5	47,568	37 12	76,880	211 23
HIGH	179,219	33%	106,301	34%	70,000	16%	70,000	3%	72,835	18%	179,219	
LOW	59,420		42,770		27,391		58,000		34,000		27,391	
SAL FAC	0.81		0.85		0.74		0.84		0.89		0.80	
TENURED/TENURE TRACK												
AVG	103,002	62 16	75,180	57 17	62,510	25 12	64,214	7 5	48,112	3 1	84,207	147 18
HIGH	170,400	42%	106,301	39%	70,000	17%	70,000	5%	54,999	2%	170,400	
LOW	59,420		42,770		55,000		58,000		45,210		42,770	
SAL FAC	0.79		0.85		0.79		0.82		0.83		0.81	
NONTENURE TRACK												
AVG			61,937	3 2	41,243	7 2			48,306	31 9	48,097	41 10
HIGH			78,800	7%	58,573	17%			72,835	76%	78,800	
LOW			51,834		27,391				34,000		27,391	
SAL FAC			0.67		0.56				0.90		0.72	
RES UNIV/VERY HIGH ACTVTY												
AVG	103,812	61 15	75,611	59 15	58,331	32 12	64,214	7 5	48,004	32 8	77,154	184 15
HIGH	170,400	33%	106,301	32%	70,000	17%	70,000	4%	72,835	17%	170,400	
LOW	59,420		42,770		27,391		58,000		34,000		27,391	
SAL FAC	0.78		0.83		0.73		0.82		0.87		0.76	
RES UNIV/HIGH ACTIVITY												
AVG	108,846	8 5	69,641	12 6	47,500	2 1			44,779	5 4	75,013	27 8
HIGH	179,219	30%	92,054	44%	55,000	7%			55,694	19%	179,219	
LOW	64,392		56,228		40,000				35,960		35,960	
SAL FAC	1.00		0.86		0.66				0.89		0.91	
REGION I												
AVG	89,834	10 3	63,785	5 4	61,366	5 2	66,501	1 1	42,745	2 1	73,163	22 4
HIGH	112,869	46%	67,957	23%	66,501	23%	66,501	5%	44,000	9%	112,869	
LOW	64,392		56,228		58,869		66,501		41,490		41,490	
SAL FAC	0.68		0.73		0.78		0.94		0.85		0.72	
REGION II												
AVG	102,547	11 4	70,356	23 5	54,506	15 4	65,000	3 2	47,410	11 3	68,089	60 6
HIGH	142,750	18%	92,054	38%	68,000	25%	68,000	5%	55,694	18%	142,750	
LOW	78,277		42,770		27,391		59,000		40,000		27,391	
SAL FAC	0.84		0.83		0.73		0.88		0.92		0.74	
REGION III												
AVG	106,422	42 10	80,212	32 9	59,742	11 6	70,000	1 1	47,631	21 6	82,018	106 10
HIGH	170,400	40%	106,301	30%	70,000	10%	70,000	1%	72,835	20%	170,400	
LOW	59,420		57,619		40,000		70,000		34,000		34,000	
SAL FAC	0.80		0.87		0.74		0.88		0.81		0.81	
REGION IV												
AVG	117,875	6 3	72,075	11 3	60,000	3 1	59,000	2 1	50,920	3 2	79,688	23 3
HIGH	179,219	26%	94,000	48%	62,000	13%	60,000	9%	69,000	13%	179,219	
LOW	90,929		58,030		58,000		58,000		35,960		35,960	
SAL FAC	0.95		0.84		0.79		0.78		1.00		0.88	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.09 Romance Languages, Literatures, and Linguistics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	102,453	276	46	72,147	398	49	59,750	211	46	59,657	38	24	43,351	380	30	68,041	1,265	50
HIGH	194,000	22%		109,000	32%		81,400	17%		70,000	3%		71,352	30%		194,000		
LOW	64,500			26,706			28,000			28,000			20,232			20,232		
SAL FAC	0.80			0.82			0.77			0.78			0.81			0.71		
TENURED/TENURE TRACK																		
AVG	102,121	235	37	71,475	317	39	61,670	144	35	63,370	27	17	46,795	19	3	78,917	715	40
HIGH	194,000	33%		109,000	44%		81,400	20%		70,000	4%		64,794	3%		194,000		
LOW	65,837			26,706			49,118			54,000			38,745			26,706		
SAL FAC	0.79			0.81			0.78			0.81			0.81			0.76		
NONTENURE TRACK																		
AVG	96,581	3	3	58,806	3	2	44,105	22	5	44,600	4	3	42,949	331	25	43,601	359	28
HIGH	119,796	1%		89,427	1%		62,500	6%		50,000	1%		71,352	92%		119,796		
LOW	80,000			43,268			39,222			42,000			20,232			20,232		
SAL FAC	0.85			0.64			0.60			0.63			0.80			0.65		
RES UNIV/VERY HIGH ACTVTY																		
AVG	104,456	228	31	73,614	301	32	62,224	155	30	61,897	30	16	43,597	287	19	70,166	971	32
HIGH	194,000	24%		109,000	31%		81,400	16%		70,000	3%		71,352	30%		194,000		
LOW	64,500			43,268			28,000			28,000			20,232			20,232		
SAL FAC	0.78			0.81			0.78			0.79			0.79			0.69		
RES UNIV/HIGH ACTIVITY																		
AVG	92,936	48	15	67,594	97	17	52,899	56	16	51,259	8	8	42,591	93	11	61,023	294	18
HIGH	136,922	16%		90,478	33%		73,156	19%		60,000	3%		64,794	32%		136,922		
LOW	70,948			26,706			38,074			38,074			32,000			26,706		
SAL FAC	0.85			0.84			0.74			0.71			0.85			0.74		
REGION I																		
AVG	92,957	43	9	69,255	51	10	56,419	35	9	58,500	9	5	42,588	74	9	62,342	203	11
HIGH	136,922	21%		101,034	25%		69,528	17%		67,500	4%		58,914	37%		136,922		
LOW	70,948			50,834			39,222			42,000			32,994			32,994		
SAL FAC	0.71			0.80			0.72			0.83			0.85			0.62		
REGION II																		
AVG	98,633	60	11	70,584	111	12	58,928	61	12	55,486	7	5	44,600	54	3	69,076	286	12
HIGH	161,250	21%		96,663	39%		81,400	21%		66,000	2%		64,794	19%		161,250		
LOW	64,500			43,268			40,400			43,200			32,445			32,445		
SAL FAC	0.81			0.83			0.79			0.75			0.87			0.75		
REGION III																		
AVG	104,939	136	19	73,536	191	19	61,299	97	19	60,925	19	12	43,457	165	10	70,346	589	19
HIGH	179,093	23%		94,502	32%		77,004	17%		70,000	3%		71,352	28%		179,093		
LOW	70,311			51,653			28,000			28,000			20,232			20,232		
SAL FAC	0.79			0.80			0.76			0.77			0.74			0.70		
REGION IV																		
AVG	110,545	37	7	73,382	45	8	60,660	18	6	64,833	3	2	43,022	87	8	65,386	187	8
HIGH	194,000	20%		109,000	24%		74,300	10%		66,250	2%		70,400	47%		194,000		
LOW	71,650			26,706			50,750			62,000			29,000			26,706		
SAL FAC	0.89			0.86			0.80			0.85			0.85			0.72		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0901 French Language and Literature

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	101,346	82	22	73,065	87	24	60,537	50	20	61,111	9	8	43,781	41	13	74,957	260	26
HIGH	178,680	32%		109,000	34%		77,004	19%		70,000	4%		63,300	16%		178,680		
LOW	70,948			57,070			40,000			42,000			29,000			29,000		
SAL FAC	0.79			0.83			0.78			0.80			0.82			0.78		
TENURED/TENURE TRACK																		
AVG	100,512	75	18	72,612	70	17	62,082	33	14	63,000	7	6	51,550	2	1	82,072	180	19
HIGH	171,822	42%		109,000	39%		74,300	18%		70,000	4%		55,850	1%		171,822		
LOW	70,948			57,070			53,407			56,000			47,250			47,250		
SAL FAC	0.77			0.83			0.78			0.81			0.89			0.79		
NONTENURE TRACK																		
AVG							40,800	5	1				43,592	38	11	43,268	43	11
HIGH							41,000	12%					63,300	88%		63,300		
LOW							40,000						29,000			29,000		
SAL FAC							0.56						0.81			0.64		
RES UNIV/VERY HIGH ACTVTY																		
AVG	103,488	67	15	73,745	76	15	64,199	36	13	61,750	8	7	43,069	28	8	77,563	207	17
HIGH	178,680	32%		109,000	37%		77,004	17%		70,000	4%		63,300	14%		178,680		
LOW	72,485			57,553			42,000			42,000			29,000			29,000		
SAL FAC	0.77			0.81			0.80			0.79			0.78			0.76		
RES UNIV/HIGH ACTIVITY																		
AVG	91,781	15	7	68,362	11	9	51,121	14	7	56,000	1	1	45,315	13	5	64,783	53	9
HIGH	120,370	28%		78,280	21%		73,156	26%		56,000	2%		60,178	25%		120,370		
LOW	70,948			57,070			40,000			56,000			32,800			32,800		
SAL FAC	0.84			0.85			0.71			0.77			0.90			0.79		
REGION I																		
AVG	85,011	12	3	65,602	7	3	57,210	1	1				40,000	1	1	75,074	21	4
HIGH	105,169	57%		73,528	33%		57,210	5%					40,000	5%		105,169		
LOW	70,948			57,070			57,210						40,000			40,000		
SAL FAC	0.65			0.76			0.73						0.79			0.74		
REGION II																		
AVG	95,684	17	6	72,714	22	7	61,447	15	6	61,000	2	2	46,221	15	3	70,165	69	7
HIGH	124,885	25%		95,918	32%		73,156	22%		66,000	3%		53,643	22%		124,885		
LOW	73,500			60,178			53,407			56,000			37,920			37,920		
SAL FAC	0.78			0.86			0.82			0.82			0.90			0.76		
REGION III																		
AVG	106,612	38	9	73,011	44	11	59,943	30	10	61,143	7	6	48,204	8	5	78,731	120	11
HIGH	178,680	32%		93,767	37%		77,004	25%		70,000	6%		60,178	7%		178,680		
LOW	79,140			57,553			40,000			42,000			32,800			32,800		
SAL FAC	0.80			0.79			0.74			0.77			0.82			0.78		
REGION IV																		
AVG	107,492	15	4	77,516	14	3	62,412	4	3				39,769	17	4	72,466	50	4
HIGH	154,100	30%		109,000	28%		74,300	8%					63,300	34%		154,100		
LOW	71,650			58,850			53,300						29,000			29,000		
SAL FAC	0.87			0.90			0.83						0.78			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0902 Italian Language and Literature

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	123,575	1 1	78,048	3 2	53,085	2 1			41,412	3 3	65,347	9 4
HIGH	123,575	11%	90,400	33%	53,440	22%			50,007	33%	123,575	
LOW	123,575		70,010		52,730				34,230		34,230	
SAL FAC	0.96		0.89		0.68				0.78		0.68	
TENURED/TENURE TRACK												
AVG	123,575	1 1	71,872	2 1							89,106	3 1
HIGH	123,575	33%	73,735	67%							123,575	
LOW	123,575		70,010								70,010	
SAL FAC	0.95		0.82								0.85	
NONTENURE TRACK												
AVG									45,004	2 2	45,004	2 2
HIGH									50,007	100%	50,007	
LOW									40,000		40,000	
SAL FAC									0.84		0.67	
RES UNIV/HIGH ACTIVITY												
AVG	123,575	1 1	78,048	3 2	53,085	2 1			41,412	3 3	65,347	9 4
HIGH	123,575	11%	90,400	33%	53,440	22%			50,007	33%	123,575	
LOW	123,575		70,010		52,730				34,230		34,230	
SAL FAC	1.13		0.97		0.74				0.83		0.79	
REGION II												
AVG									40,000	1 1	40,000	1 1
HIGH									40,000	100%	40,000	
LOW									40,000		40,000	
SAL FAC									0.78		0.44	
REGION III												
AVG	123,575	1 1	78,048	3 2					50,007	1 1	81,545	5 2
HIGH	123,575	20%	90,400	60%					50,007	20%	123,575	
LOW	123,575		70,010						50,007		50,007	
SAL FAC	0.93		0.85						0.85		0.81	
REGION IV												
AVG					53,085	2 1			34,230	1 1	46,800	3 1
HIGH					53,440	67%			34,230	33%	53,440	
LOW					52,730				34,230		34,230	
SAL FAC					0.70				0.68		0.51	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0905 Spanish Language and Literature

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	105,511	108	28	72,527	185	30	60,062	96	29	58,122	17	12	42,498	156	17	68,272	545	32
HIGH	194,000	20%		100,000	34%		81,400	18%		69,750	3%		71,352	29%		194,000		
LOW	64,500			26,706			28,000			28,000			20,232			20,232		
SAL FAC	0.82			0.83			0.77			0.76			0.80			0.71		
TENURED/TENURE TRACK																		
AVG	106,080	85	21	71,243	139	24	61,019	71	22	62,286	14	9	44,721	14	2	77,275	309	25
HIGH	194,000	28%		100,000	45%		81,400	23%		69,750	5%		64,794	5%		194,000		
LOW	71,074			26,706			49,118			54,000			38,745			26,706		
SAL FAC	0.82			0.81			0.77			0.80			0.77			0.74		
NONTENURE TRACK																		
AVG	84,974	2	2	89,427	1	1	44,000	3	2	50,000	1	1	42,559	134	14	43,531	140	15
HIGH	89,948	1%		89,427	1%		50,000	2%		50,000	1%		71,352	96%		89,948		
LOW	80,000			89,427			41,000			50,000			20,232			20,232		
SAL FAC	0.75			0.97			0.60			0.71			0.79			0.65		
RES UNIV/VERY HIGH ACTVTY																		
AVG	108,972	86	17	74,310	136	19	62,363	69	18	61,333	12	7	43,280	91	8	72,564	382	19
HIGH	194,000	23%		100,000	36%		81,400	18%		69,750	3%		71,352	24%		194,000		
LOW	64,500			50,304			28,000			28,000			20,232			20,232		
SAL FAC	0.82			0.82			0.78			0.79			0.79			0.71		
RES UNIV/HIGH ACTIVITY																		
AVG	91,984	22	11	67,578	49	11	54,184	27	11	50,415	5	5	41,405	65	9	58,216	163	13
HIGH	129,204	14%		90,478	30%		71,346	17%		55,000	3%		64,794	40%		129,204		
LOW	71,074			26,706			38,074			38,074			32,000			26,706		
SAL FAC	0.84			0.84			0.76			0.69			0.83			0.71		
REGION I																		
AVG	96,087	11	4	65,701	14	5	54,675	12	4	56,400	5	3	41,026	16	5	62,062	53	6
HIGH	135,205	21%		100,000	26%		60,000	23%		59,333	9%		50,888	30%		135,205		
LOW	71,074			56,700			49,478			50,000			33,000			33,000		
SAL FAC	0.73			0.76			0.70			0.80			0.82			0.61		
REGION II																		
AVG	102,040	36	10	71,972	77	10	60,793	37	10	60,000	3	3	44,081	38	3	69,892	188	10
HIGH	161,250	19%		96,663	41%		81,400	20%		66,000	2%		64,794	20%		161,250		
LOW	64,500			50,304			49,118			55,000			32,445			32,445		
SAL FAC	0.84			0.85			0.81			0.81			0.86			0.76		
REGION III																		
AVG	105,257	50	12	75,566	79	11	61,256	41	12	58,009	8	5	42,497	84	6	68,165	254	12
HIGH	177,912	20%		94,502	31%		72,108	16%		69,750	3%		71,352	33%		177,912		
LOW	78,445			60,010			28,000			28,000			20,232			20,232		
SAL FAC	0.79			0.82			0.76			0.73			0.73			0.68		
REGION IV																		
AVG	127,453	11	2	65,740	15	4	58,182	6	3	62,000	1	1	40,473	18	3	69,314	50	4
HIGH	194,000	22%		97,000	30%		67,100	12%		62,000	2%		52,500	36%		194,000		
LOW	73,400			26,706			50,750			62,000			35,260			26,706		
SAL FAC	1.03			0.77			0.77			0.82			0.80			0.76		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.0999 Romance Languages, Literatures, and Linguistics, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	97,800	11	3	76,930	16	3	64,497	6	2	66,250	2	1	45,178	51	3	59,497	84	3
HIGH	134,100	13%		90,000	19%		67,500	7%		66,250	2%		70,400	61%		134,100		
LOW	85,500			64,733			61,056			66,250			37,500			37,500		
SAL FAC	0.76			0.88			0.83			0.87			0.85			0.62		
TENURED/TENURE TRACK																		
AVG	97,800	11	3	76,930	16	3	64,497	6	2	66,250	2	1				81,626	33	3
HIGH	134,100	33%		90,000	49%		67,500	18%		66,250	6%					134,100		
LOW	85,500			64,733			61,056			66,250						61,056		
SAL FAC	0.75			0.87			0.81			0.85						0.78		
NONTENURE TRACK																		
AVG													45,178	51	3	45,178	51	3
HIGH													70,400	100%		70,400		
LOW													37,500			37,500		
SAL FAC													0.84			0.67		
RES UNIV/VERY HIGH ACTVTY																		
AVG	97,800	11	3	76,930	16	3	64,497	6	2	66,250	2	1	45,178	51	3	59,497	84	3
HIGH	134,100	13%		90,000	19%		67,500	7%		66,250	2%		70,400	61%		134,100		
LOW	85,500			64,733			61,056			66,250			37,500			37,500		
SAL FAC	0.73			0.85			0.80			0.85			0.82			0.58		
REGION IV																		
AVG	97,800	11	3	76,930	16	3	64,497	6	2	66,250	2	1	45,178	51	3	59,497	84	3
HIGH	134,100	13%		90,000	19%		67,500	7%		66,250	2%		70,400	61%		134,100		
LOW	85,500			64,733			61,056			66,250			37,500			37,500		
SAL FAC	0.79			0.90			0.85			0.87			0.89			0.65		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.11 Middle/Near Eastern and Semitic Languages, Literatures, and

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	105,024	24	6	81,283	28	8	65,735	30	6	62,231	13	2	48,410	24	7	74,815	106	11
HIGH	162,138	23%		125,300	26%		75,000	28%		71,000	12%		67,623	23%		162,138		
LOW	53,160			52,520			48,000			61,500			33,300			33,300		
SAL FAC	0.82			0.93			0.85			0.82			0.91			0.78		
TENURED/TENURE TRACK																		
AVG	105,249	22	5	81,211	21	7	65,352	26	5	62,231	13	2	59,299	2	1	82,234	71	8
HIGH	162,138	31%		125,300	30%		75,000	37%		71,000	18%		67,623	3%		162,138		
LOW	53,160			52,520			48,000			61,500			55,137			48,000		
SAL FAC	0.81			0.92			0.82			0.80			1.02			0.79		
NONTENURE TRACK																		
AVG													47,420	22	6	47,420	22	6
HIGH													65,000	100%		65,000		
LOW													33,300			33,300		
SAL FAC													0.88			0.71		
RES UNIV/VERY HIGH ACTVTY																		
AVG	105,408	22	5	81,935	27	7	65,735	30	6	62,231	13	2	49,644	20	4	75,719	99	7
HIGH	162,138	22%		125,300	27%		75,000	30%		71,000	13%		67,623	20%		162,138		
LOW	53,160			52,520			48,000			61,500			33,300			33,300		
SAL FAC	0.79			0.90			0.82			0.80			0.90			0.74		
RES UNIV/HIGH ACTIVITY																		
AVG	100,801	2	1	63,691	1	1							42,237	4	3	62,034	7	4
HIGH	108,177	29%		63,691	14%								56,646	57%		108,177		
LOW	93,425			63,691									34,000			34,000		
SAL FAC	0.92			0.79									0.84			0.75		
REGION I																		
AVG				52,520	1	1										52,520	1	1
HIGH				52,520	100%											52,520		
LOW				52,520												52,520		
SAL FAC				0.60												0.52		
REGION II																		
AVG	118,763	5	1	88,271	6	1	64,320	18	1	61,500	12	1	35,000	1	1	77,207	30	2
HIGH	162,138	17%		125,300	20%		75,000	60%		61,500	40%		35,000	3%		162,138		
LOW	75,500			70,600			48,000			61,500			35,000			35,000		
SAL FAC	0.97			1.04			0.86			0.83			0.68			0.84		
REGION III																		
AVG	101,409	19	5	80,657	21	6	67,858	12	5	71,000	1	1	48,993	23	6	74,156	75	8
HIGH	146,160	25%		125,004	28%		73,551	16%		71,000	1%		67,623	31%		146,160		
LOW	53,160			63,691			63,000			71,000			33,300			33,300		
SAL FAC	0.77			0.88			0.84			0.89			0.84			0.74		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.1101 Arabic Language and Literature

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			58,106	2 2					42,237	4 3	47,526	6 4
HIGH			63,691	33%					56,646	67%	63,691	
LOW			52,520						34,000		34,000	
SAL FAC			0.66						0.79		0.49	
TENURED/TENURE TRACK												
AVG			58,106	2 2							58,106	2 2
HIGH			63,691	100%							63,691	
LOW			52,520								52,520	
SAL FAC			0.66								0.56	
NONTENURE TRACK												
AVG									42,237	4 3	42,237	4 3
HIGH									56,646	100%	56,646	
LOW									34,000		34,000	
SAL FAC									0.79		0.63	
RES UNIV/VERY HIGH ACTVTY												
AVG			52,520	1 1							52,520	1 1
HIGH			52,520	100%							52,520	
LOW			52,520								52,520	
SAL FAC			0.58								0.52	
RES UNIV/HIGH ACTIVITY												
AVG			63,691	1 1					42,237	4 3	46,527	5 3
HIGH			63,691	20%					56,646	80%	63,691	
LOW			63,691						34,000		34,000	
SAL FAC			0.79						0.84		0.56	
REGION I												
AVG			52,520	1 1							52,520	1 1
HIGH			52,520	100%							52,520	
LOW			52,520								52,520	
SAL FAC			0.60								0.52	
REGION II												
AVG									35,000	1 1	35,000	1 1
HIGH									35,000	100%	35,000	
LOW									35,000		35,000	
SAL FAC									0.68		0.38	
REGION III												
AVG			63,691	1 1					44,649	3 2	49,409	4 2
HIGH			63,691	25%					56,646	75%	63,691	
LOW			63,691						34,000		34,000	
SAL FAC			0.69						0.76		0.49	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.12 Classics and Classical Languages, Literatures, and Linguist

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	106,067	111 32	75,877	112 37	60,579	68 29	59,150	14 12	46,245	35 15	79,784	326 39
HIGH	164,700	34%	130,912	34%	78,046	21%	74,000	4%	72,857	11%	164,700	
LOW	40,738		48,458		40,000		40,000		25,165		25,165	
SAL FAC	0.83		0.86		0.78		0.78		0.87		0.83	
TENURED/TENURE TRACK												
AVG	105,990	86 25	76,524	84 28	62,478	49 22	63,900	10 9	55,256	1 1	84,818	220 30
HIGH	164,700	39%	99,114	38%	78,046	22%	74,000	5%	55,256	1%	164,700	
LOW	70,368		55,531		47,442		54,000		55,256		47,442	
SAL FAC	0.82		0.87		0.79		0.82		0.96		0.81	
NONTENURE TRACK												
AVG	40,738	1 1	58,583	2 2	40,500	6 4	40,667	3 2	45,724	30 12	45,452	39 18
HIGH	40,738	3%	68,708	5%	42,000	15%	42,000	8%	72,857	77%	72,857	
LOW	40,738		48,458		40,000		40,000		25,165		25,165	
SAL FAC	0.36		0.63		0.55		0.58		0.85		0.68	
RES UNIV/VERY HIGH ACTVTY												
AVG	106,448	100 26	77,070	85 25	62,066	56 22	61,555	11 9	44,637	24 10	82,048	265 27
HIGH	164,700	38%	130,912	32%	78,046	21%	74,000	4%	72,857	9%	164,700	
LOW	40,738		48,458		40,000		40,000		25,165		25,165	
SAL FAC	0.80		0.85		0.77		0.79		0.81		0.80	
RES UNIV/HIGH ACTIVITY												
AVG	102,604	11 6	72,119	27 12	53,635	12 7	50,333	3 3	49,754	11 5	69,947	61 12
HIGH	158,415	18%	91,661	44%	59,213	20%	55,000	5%	57,876	18%	158,415	
LOW	76,552		55,280		41,000		42,000		32,000		32,000	
SAL FAC	0.94		0.89		0.75		0.69		0.99		0.85	
REGION I												
AVG	82,656	5 2	69,363	1 1	48,950	6 2	46,668	3 2			64,695	12 2
HIGH	89,838	42%	69,363	8%	60,003	50%	60,003	25%			89,838	
LOW	70,368		69,363		40,000		40,000				40,000	
SAL FAC	0.63		0.80		0.62		0.66				0.64	
REGION II												
AVG	101,819	26 8	74,617	32 8	62,385	17 7	63,000	2 2	46,943	12 4	76,539	87 8
HIGH	158,415	30%	130,912	37%	75,205	20%	70,000	2%	61,311	14%	158,415	
LOW	67,844		48,458		47,442		56,000		32,000		32,000	
SAL FAC	0.84		0.88		0.84		0.85		0.91		0.83	
REGION III												
AVG	111,574	52 15	77,993	54 18	62,138	30 14	61,400	5 5	49,322	16 8	83,334	152 19
HIGH	162,436	34%	98,362	36%	78,046	20%	74,000	3%	72,857	11%	162,436	
LOW	67,752		52,655		41,000		54,000		33,300		33,300	
SAL FAC	0.84		0.85		0.77		0.77		0.84		0.83	
REGION IV												
AVG	103,964	28 7	73,177	25 10	60,064	15 6	63,775	4 3	38,017	7 3	78,767	75 10
HIGH	164,700	37%	93,319	33%	73,000	20%	73,000	5%	50,600	9%	164,700	
LOW	40,738		55,280		40,000		42,000		25,165		25,165	
SAL FAC	0.84		0.85		0.79		0.84		0.75		0.87	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.1203 Latin Language and Literature

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,906	4 2	71,180	5 3	56,770	4 1			55,256	1 1	74,704	14 3
HIGH	119,103	29%	78,270	36%	62,672	29%			55,256	7%	119,103	
LOW	75,292		55,280		50,000				55,256		50,000	
SAL FAC	0.79		0.81		0.73				1.04		0.78	
TENURED/TENURE TRACK												
AVG	104,108	3 1	74,117	3 1	56,770	4 1			55,256	1 1	74,274	11 1
HIGH	119,103	27%	76,160	27%	62,672	36%			55,256	9%	119,103	
LOW	75,292		70,937		50,000				55,256		50,000	
SAL FAC	0.80		0.84		0.72				0.96		0.71	
RES UNIV/VERY HIGH ACTVTY												
AVG	104,108	3 1	74,117	3 1	56,770	4 1			55,256	1 1	74,274	11 1
HIGH	119,103	27%	76,160	27%	62,672	36%			55,256	9%	119,103	
LOW	75,292		70,937		50,000				55,256		50,000	
SAL FAC	0.78		0.82		0.71				1.01		0.73	
RES UNIV/HIGH ACTIVITY												
AVG	95,300	1 1	66,775	2 2							76,283	3 2
HIGH	95,300	33%	78,270	67%							95,300	
LOW	95,300		55,280								55,280	
SAL FAC	0.87		0.83								0.93	
REGION III												
AVG	101,906	4 2	75,155	4 2	56,770	4 1			55,256	1 1	76,199	13 2
HIGH	119,103	31%	78,270	31%	62,672	31%			55,256	8%	119,103	
LOW	75,292		70,937		50,000				55,256		50,000	
SAL FAC	0.77		0.82		0.70				0.94		0.76	
REGION IV												
AVG			55,280	1 1							55,280	1 1
HIGH			55,280	100%							55,280	
LOW			55,280								55,280	
SAL FAC			0.65								0.61	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.99 Foreign Languages, Literatures, and Linguistics, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	106,854	21	6	73,516	47	4	62,299	30	6	58,648	7	4	46,098	19	5	72,171	117	11
HIGH	176,667	18%		93,141	40%		78,202	26%		62,500	6%		53,216	16%		176,667		
LOW	74,487			58,005			55,550			52,335			35,000			35,000		
SAL FAC	0.83			0.84			0.80			0.77			0.86			0.75		
TENURED/TENURE TRACK																		
AVG	106,854	21	6	73,516	47	4	62,299	30	6	61,060	5	3	47,455	1	1	76,925	99	9
HIGH	176,667	21%		93,141	48%		78,202	30%		62,500	5%		47,455	1%		176,667		
LOW	74,487			58,005			55,550			60,000			47,455			47,455		
SAL FAC	0.82			0.84			0.79			0.78			0.82			0.74		
NONTENURE TRACK																		
AVG										52,617	2	1	46,023	18	4	46,023	18	4
HIGH										52,899	11%		53,216	100%		53,216		
LOW										52,335			35,000			35,000		
SAL FAC										0.75			0.86			0.69		
RES UNIV/VERY HIGH ACTVTY																		
AVG	108,332	17	5	71,387	40	3	61,720	23	4	61,060	5	3	46,339	13	3	72,248	93	8
HIGH	176,667	18%		93,141	43%		71,982	25%		62,500	5%		53,216	14%		176,667		
LOW	74,487			58,005			56,004			60,000			35,000			35,000		
SAL FAC	0.81			0.79			0.77			0.78			0.84			0.71		
RES UNIV/HIGH ACTIVITY																		
AVG							55,550	1	1				45,339	2	1	48,743	3	2
HIGH							55,550	33%					46,326	67%		55,550		
LOW							55,550						44,352			44,352		
SAL FAC							0.78						0.90			0.59		
DOCTORAL RES UNIV																		
AVG	100,570	4	1	85,682	7	1	65,645	6	1	52,617	2	1	45,696	4	1	75,177	21	1
HIGH	110,038	19%		90,528	33%		78,202	29%		52,899	10%		45,696	19%		110,038		
LOW	94,999			80,109			58,321			52,335			45,696			45,696		
SAL FAC	0.94			1.05			0.96			0.75			0.83			0.93		
REGION I																		
AVG	110,250	1	1				60,300	1	1	60,300	1	1	41,893	3	2	59,246	5	4
HIGH	110,250	20%					60,300	20%		60,300	20%		46,326	60%		110,250		
LOW	110,250						60,300			60,300			35,000			35,000		
SAL FAC	0.84						0.77			0.85			0.83			0.59		
REGION II																		
AVG	122,553	1	1													122,553	1	1
HIGH	122,553	100%														122,553		
LOW	122,553															122,553		
SAL FAC	1.01															1.33		
REGION III																		
AVG	107,342	12	2	77,619	20	2	62,625	17	3	57,559	4	2	46,048	5	2	76,580	54	4
HIGH	176,667	22%		93,141	37%		78,202	32%		62,500	7%		47,455	9%		176,667		
LOW	88,051			61,315			55,550			52,335			45,696			45,696		
SAL FAC	0.81			0.84			0.78			0.72			0.79			0.76		
REGION IV																		
AVG	103,288	7	2	70,476	27	2	62,005	12	2	60,000	2	1	47,268	11	1	68,244	57	2
HIGH	158,667	12%		88,763	47%		68,833	21%		60,000	4%		53,216	19%		158,667		
LOW	74,487			58,005			57,500			60,000			38,358			38,358		
SAL FAC	0.83			0.82			0.82			0.79			0.93			0.75		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 16.9999 Foreign Languages, Literatures, and Linguistics, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,332	17	5	71,387	40	3	61,785	22	3	61,250	4	2	46,205	15	4	71,803	94	8
HIGH	176,667	18%		93,141	43%		71,982	23%		62,500	4%		53,216	16%		176,667		
LOW	74,487			58,005			56,004			60,000			35,000			35,000		
SAL FAC	0.84			0.81			0.80			0.81			0.87			0.75		
TENURED/TENURE TRACK																		
AVG	108,332	17	5	71,387	40	3	61,785	22	3	61,250	4	2	47,455	1	1	76,298	80	6
HIGH	176,667	21%		93,141	50%		71,982	28%		62,500	5%		47,455	1%		176,667		
LOW	74,487			58,005			56,004			60,000			47,455			47,455		
SAL FAC	0.83			0.81			0.78			0.78			0.82			0.73		
NONTENURE TRACK																		
AVG													46,116	14	3	46,116	14	3
HIGH													53,216	100%		53,216		
LOW													35,000			35,000		
SAL FAC													0.86			0.69		
RES UNIV/VERY HIGH ACTVTY																		
AVG	108,332	17	5	71,387	40	3	61,785	22	3	61,250	4	2	46,339	13	3	72,378	92	7
HIGH	176,667	19%		93,141	44%		71,982	24%		62,500	4%		53,216	14%		176,667		
LOW	74,487			58,005			56,004			60,000			35,000			35,000		
SAL FAC	0.81			0.79			0.77			0.79			0.84			0.71		
RES UNIV/HIGH ACTIVITY																		
AVG													45,339	2	1	45,339	2	1
HIGH													46,326	100%		46,326		
LOW													44,352			44,352		
SAL FAC													0.90			0.55		
REGION I																		
AVG	110,250	1	1										41,893	3	2	58,982	4	3
HIGH	110,250	25%											46,326	75%		110,250		
LOW	110,250												35,000			35,000		
SAL FAC	0.84												0.83			0.58		
REGION II																		
AVG	122,553	1	1													122,553	1	1
HIGH	122,553	100%														122,553		
LOW	122,553															122,553		
SAL FAC	1.01															1.33		
REGION III																		
AVG	110,728	8	1	73,277	13	1	61,520	10	1	62,500	2	1	47,455	1	1	78,159	32	2
HIGH	176,667	25%		93,141	41%		71,982	31%		62,500	6%		47,455	3%		176,667		
LOW	88,051			61,315			56,004			62,500			47,455			47,455		
SAL FAC	0.84			0.80			0.76			0.79			0.81			0.78		
REGION IV																		
AVG	103,288	7	2	70,476	27	2	62,005	12	2	60,000	2	1	47,268	11	1	68,244	57	2
HIGH	158,667	12%		88,763	47%		68,833	21%		60,000	4%		53,216	19%		158,667		
LOW	74,487			58,005			57,500			60,000			38,358			38,358		
SAL FAC	0.83			0.82			0.82			0.79			0.93			0.75		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19. FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,073	486	67	78,041	609	72	67,425	534	70	68,286	95	37	48,776	286	49	79,855	1,915	73
HIGH	490,909	25%		129,870	32%		101,500	28%		91,000	5%		96,233	15%		490,909		
LOW	40,910			39,272			38,448			45,000			20,455			20,455		
SAL FAC	0.89			0.89			0.87			0.90			0.91			0.83		
TENURED/TENURE TRACK																		
AVG	113,127	323	49	77,604	408	52	68,004	331	52	68,952	68	27	52,779	15	3	84,961	1,077	52
HIGH	490,909	30%		129,870	38%		101,000	31%		91,000	6%		60,720	1%		490,909		
LOW	58,250			44,305			38,448			50,000			45,000			38,448		
SAL FAC	0.87			0.88			0.86			0.88			0.91			0.81		
NONTENURE TRACK																		
AVG	77,053	6	4	72,263	15	10	63,892	63	21	62,234	7	5	47,922	204	34	53,290	288	38
HIGH	108,150	2%		105,958	5%		99,089	22%		80,000	2%		77,364	71%		108,150		
LOW	40,910			39,272			40,407			49,092			20,455			20,455		
SAL FAC	0.68			0.78			0.87			0.89			0.89			0.79		
RES UNIV/VERY HIGH ACTVTY																		
AVG	118,799	342	38	79,302	361	39	69,695	318	38	70,872	55	18	48,733	157	25	84,101	1,178	39
HIGH	490,909	29%		129,870	31%		101,500	27%		90,002	5%		96,233	13%		490,909		
LOW	40,910			39,272			42,375			49,092			20,455			20,455		
SAL FAC	0.89			0.87			0.87			0.91			0.89			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	103,075	135	26	75,899	219	30	64,363	184	29	64,532	34	16	48,563	118	22	73,339	656	31
HIGH	184,772	21%		113,479	33%		99,089	28%		91,000	5%		76,942	18%		184,772		
LOW	58,250			48,812			38,448			45,000			27,811			27,811		
SAL FAC	0.94			0.94			0.90			0.89			0.97			0.89		
DOCTORAL RES UNIV																		
AVG	99,464	9	3	78,524	29	3	62,480	32	3	65,856	6	3	51,685	11	2	70,867	81	3
HIGH	121,440	11%		118,404	36%		78,000	40%		78,000	7%		69,311	14%		121,440		
LOW	77,546			59,008			52,899			52,899			42,000			42,000		
SAL FAC	0.93			0.96			0.91			0.93			0.94			0.88		
REGION I																		
AVG	110,082	102	15	73,343	116	15	63,936	104	15	65,730	13	4	46,728	38	11	78,226	360	16
HIGH	260,100	28%		109,200	32%		101,500	29%		81,500	4%		69,972	11%		260,100		
LOW	58,250			44,305			40,407			50,000			34,491			34,491		
SAL FAC	0.84			0.84			0.81			0.93			0.93			0.77		
REGION II																		
AVG	108,401	123	13	77,291	160	14	68,005	140	13	68,106	25	9	45,910	117	9	75,171	540	14
HIGH	222,172	23%		113,479	30%		95,950	26%		91,000	5%		76,942	22%		222,172		
LOW	70,220			39,272			38,448			50,000			20,455			20,455		
SAL FAC	0.89			0.91			0.91			0.92			0.89			0.82		
REGION III																		
AVG	122,327	167	21	81,827	163	23	69,777	148	23	70,617	24	11	52,144	67	13	87,316	545	23
HIGH	490,909	31%		129,870	30%		101,000	27%		86,004	4%		96,233	12%		490,909		
LOW	67,889			52,108			42,405			45,000			29,955			29,955		
SAL FAC	0.92			0.89			0.87			0.89			0.89			0.87		
REGION IV																		
AVG	111,163	94	18	78,322	170	20	66,957	142	19	67,735	33	13	51,706	64	16	77,832	470	20
HIGH	184,772	20%		127,963	36%		99,089	30%		90,002	7%		69,924	14%		184,772		
LOW	40,910			59,008			47,619			49,092			27,811			27,811		
SAL FAC	0.90			0.91			0.89			0.89			1.02			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.01 Family and Consumer Sciences/Human Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,645	72	19	76,963	82	21	66,193	77	21	66,553	11	7	51,265	42	10	78,855	273	26
HIGH	148,552	26%		118,404	30%		84,585	28%		78,000	4%		74,981	15%		148,552		
LOW	58,250			48,812			43,549			52,899			29,955			29,955		
SAL FAC	0.86			0.88			0.85			0.88			0.96			0.82		
TENURED/TENURE TRACK																		
AVG	113,486	64	16	76,972	64	16	67,064	63	18	66,340	10	7	47,440	1	1	85,738	192	20
HIGH	148,552	33%		118,404	33%		84,585	33%		78,000	5%		47,440	1%		148,552		
LOW	58,250			48,812			47,440			52,899			47,440			47,440		
SAL FAC	0.87			0.87			0.85			0.85			0.82			0.82		
NONTENURE TRACK																		
AVG	81,073	1	1	66,760	2	2	58,363	8	6	68,680	1	1	51,016	39	8	53,422	50	12
HIGH	81,073	2%		69,647	4%		68,680	16%		68,680	2%		74,981	78%		81,073		
LOW	81,073			63,873			43,549			68,680			29,955			29,955		
SAL FAC	0.72			0.72			0.80			0.98			0.95			0.80		
RES UNIV/VERY HIGH ACTVTY																		
AVG	124,771	45	9	82,531	37	8	72,480	33	8	71,167	3	2	49,178	15	4	90,753	130	11
HIGH	148,552	35%		106,002	29%		84,585	25%		72,000	2%		65,456	12%		148,552		
LOW	73,673			65,485			54,975			70,000			36,700			36,700		
SAL FAC	0.93			0.91			0.90			0.91			0.89			0.89		
RES UNIV/HIGH ACTIVITY																		
AVG	85,115	24	8	69,865	34	11	61,424	31	11	64,420	4	3	52,424	27	6	66,705	116	13
HIGH	113,930	21%		87,256	29%		76,134	27%		75,000	3%		74,981	23%		113,930		
LOW	58,250			48,812			43,549			55,000			29,955			29,955		
SAL FAC	0.78			0.86			0.86			0.89			1.05			0.81		
DOCTORAL RES UNIV																		
AVG	103,008	3	2	80,176	11	2	61,607	13	2	65,225	4	2				73,773	27	2
HIGH	121,440	11%		118,404	41%		78,000	48%		78,000	15%					121,440		
LOW	77,546			65,567			52,899			52,899						52,899		
SAL FAC	0.97			0.98			0.90			0.92						0.92		
REGION I																		
AVG	117,286	34	6	73,961	18	5	69,710	17	5				54,235	7	4	90,575	76	6
HIGH	148,552	45%		95,762	24%		84,585	22%					64,008	9%		148,552		
LOW	58,250			48,812			47,440						45,843			45,843		
SAL FAC	0.89			0.85			0.89						1.08			0.89		
REGION II																		
AVG	93,629	11	4	78,125	17	5	67,305	17	5	71,295	4	2	58,856	16	2	72,851	61	7
HIGH	136,714	18%		106,002	28%		76,134	28%		75,000	7%		74,981	26%		136,714		
LOW	78,198			63,873			55,770			68,680			41,000			41,000		
SAL FAC	0.77			0.92			0.90			0.96			1.14			0.79		
REGION III																		
AVG	112,831	21	7	78,652	30	8	64,619	33	8	61,300	3	3	40,364	9	1	77,685	93	9
HIGH	147,273	23%		97,520	32%		82,680	36%		72,000	3%		50,000	10%		147,273		
LOW	87,319			56,529			43,549			52,899			29,955			29,955		
SAL FAC	0.85			0.85			0.80			0.77			0.69			0.77		
REGION IV																		
AVG	96,566	6	2	75,999	17	3	63,521	10	3	65,750	4	2	46,850	10	3	69,188	43	4
HIGH	143,062	14%		118,404	40%		78,000	23%		78,000	9%		65,456	23%		143,062		
LOW	73,673			61,500			55,000			55,000			36,700			36,700		
SAL FAC	0.78			0.89			0.84			0.87			0.92			0.76		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0101 Family and Consumer Sciences/Human Sciences, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	111,268	69 17	77,470	70 18	68,010	62 19	67,918	10 6	54,238	33 9	81,653	234 23
HIGH	148,552	30%	118,404	30%	84,585	27%	78,000	4%	74,981	14%	148,552	
LOW	58,250		48,812		47,440		55,000		36,700		36,700	
SAL FAC	0.87		0.88		0.88		0.89		1.02		0.85	
TENURED/TENURE TRACK												
AVG	114,330	61 14	77,657	52 13	68,386	52 16	67,833	9 6	47,440	1 1	88,047	166 17
HIGH	148,552	37%	118,404	31%	84,585	31%	78,000	5%	47,440	1%	148,552	
LOW	58,250		48,812		47,440		55,000		47,440		47,440	
SAL FAC	0.88		0.88		0.86		0.87		0.82		0.84	
NONTENURE TRACK												
AVG	81,073	1 1	66,760	2 2	63,905	4 4	68,680	1 1	54,212	30 7	56,664	37 10
HIGH	81,073	3%	69,647	5%	68,680	11%	68,680	3%	74,981	81%	81,073	
LOW	81,073		63,873		54,975		68,680		36,700		36,700	
SAL FAC	0.72		0.72		0.87		0.98		1.01		0.84	
RES UNIV/VERY HIGH ACTVTY												
AVG	124,771	45 9	82,531	37 8	72,480	33 8	71,167	3 2	49,178	15 4	90,753	130 11
HIGH	148,552	35%	106,002	29%	84,585	25%	72,000	2%	65,456	12%	148,552	
LOW	73,673		65,485		54,975		70,000		36,700		36,700	
SAL FAC	0.93		0.91		0.90		0.91		0.89		0.89	
RES UNIV/HIGH ACTIVITY												
AVG	84,718	22 7	69,513	27 9	62,554	22 10	64,420	4 3	58,454	18 5	69,315	89 11
HIGH	113,930	25%	87,256	30%	76,134	25%	75,000	5%	74,981	20%	113,930	
LOW	58,250		48,812		47,440		55,000		45,000		45,000	
SAL FAC	0.78		0.86		0.87		0.89		1.17		0.84	
DOCTORAL RES UNIV												
AVG	99,493	2 1	82,076	6 1	64,084	7 1	69,333	3 1			76,002	15 1
HIGH	121,440	13%	118,404	40%	78,000	47%	78,000	20%			121,440	
LOW	77,546		65,567		59,483		60,000				59,483	
SAL FAC	0.93		1.01		0.94		0.98				0.94	
REGION I												
AVG	117,286	34 6	73,961	18 5	69,710	17 5			54,235	7 4	90,575	76 6
HIGH	148,552	45%	95,762	24%	84,585	22%			64,008	9%	148,552	
LOW	58,250		48,812		47,440				45,843		45,843	
SAL FAC	0.89		0.85		0.89				1.08		0.89	
REGION II												
AVG	93,629	11 4	78,125	17 5	67,305	17 5	71,295	4 2	58,856	16 2	72,851	61 7
HIGH	136,714	18%	106,002	28%	76,134	28%	75,000	7%	74,981	26%	136,714	
LOW	78,198		63,873		55,770		68,680		41,000		41,000	
SAL FAC	0.77		0.92		0.90		0.96		1.14		0.79	
REGION III												
AVG	115,581	18 5	81,751	18 5	69,565	18 6	65,500	2 2			88,966	54 6
HIGH	147,273	33%	97,520	33%	82,680	33%	72,000	4%			147,273	
LOW	90,635		56,529		54,975		59,000				54,975	
SAL FAC	0.87		0.89		0.86		0.82				0.88	
REGION IV												
AVG	96,566	6 2	75,999	17 3	63,521	10 3	65,750	4 2	46,850	10 3	69,188	43 4
HIGH	143,062	14%	118,404	40%	78,000	23%	78,000	9%	65,456	23%	143,062	
LOW	73,673		61,500		55,000		55,000		36,700		36,700	
SAL FAC	0.78		0.89		0.84		0.87		0.92		0.76	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.04 Family and Consumer Economics and Related Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	113,770	43	9	79,690	61	9	67,863	40	11	77,142	8	6	46,355	18	5	82,112	162	12
HIGH	260,100	27%		115,000	38%		101,500	25%		91,000	5%		62,529	11%		260,100		
LOW	75,738			44,305			42,375			55,636			34,491			34,491		
SAL FAC	0.89			0.91			0.88			1.01			0.87			0.85		
TENURED/TENURE TRACK																		
AVG	104,526	23	7	81,812	39	7	71,441	15	8	81,625	4	4				86,577	77	9
HIGH	155,000	30%		115,000	51%		101,000	20%		91,000	5%					155,000		
LOW	75,738			44,305			57,686			63,500						44,305		
SAL FAC	0.80			0.93			0.90			1.04						0.83		
NONTENURE TRACK																		
AVG				70,000	1	1	71,025	9	3	80,000	1	1	53,465	4	3	65,935	14	4
HIGH				70,000	7%		87,555	64%		80,000	7%		59,140	29%		87,555		
LOW				70,000			53,182			80,000			39,273			39,273		
SAL FAC				0.76			0.97			1.14			1.00			0.98		
RES UNIV/VERY HIGH ACTVTY																		
AVG	112,690	37	6	77,746	54	7	66,239	25	7	77,106	6	4	43,987	15	3	81,554	131	7
HIGH	260,100	28%		115,000	41%		101,500	19%		87,000	5%		62,529	12%		260,100		
LOW	75,738			44,305			42,375			55,636			34,491			34,491		
SAL FAC	0.84			0.85			0.83			0.99			0.80			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	120,429	6	3	94,686	7	2	70,571	15	4	77,250	2	2	58,195	3	2	84,469	31	5
HIGH	130,480	19%		100,000	23%		91,000	48%		91,000	7%		59,140	10%		130,480		
LOW	110,686			82,461			57,686			63,500			57,286			57,286		
SAL FAC	1.10			1.17			0.99			1.06			1.16			1.03		
REGION I																		
AVG	111,974	26	4	77,166	32	3	61,733	20	4	77,500	2	1	45,401	6	3	81,996	84	5
HIGH	260,100	31%		94,304	38%		101,500	24%		80,000	2%		57,286	7%		260,100		
LOW	75,738			44,305			42,375			75,000			34,491			34,491		
SAL FAC	0.85			0.89			0.79			1.09			0.90			0.81		
REGION II																		
AVG	129,770	6	2	82,138	18	3	74,351	7	3	77,909	4	3	44,469	10	1	78,592	41	3
HIGH	158,887	15%		100,000	44%		91,000	17%		91,000	10%		62,529	24%		158,887		
LOW	117,939			64,203			55,636			55,636			35,051			35,051		
SAL FAC	1.06			0.97			1.00			1.05			0.86			0.86		
REGION III																		
AVG	105,849	5	1	115,000	1	1	83,990	2	2							101,528	8	2
HIGH	119,786	63%		115,000	13%		101,000	25%								119,786		
LOW	95,140			115,000			66,980									66,980		
SAL FAC	0.80			1.25			1.04									1.01		
REGION IV																		
AVG	112,154	6	2	79,828	10	2	71,947	11	2	75,250	2	2	58,650	2	1	82,066	29	2
HIGH	155,000	21%		101,900	35%		87,555	38%		87,000	7%		59,140	7%		155,000		
LOW	80,910			65,982			62,363			63,500			58,160			58,160		
SAL FAC	0.90			0.93			0.95			0.99			1.16			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0401 Family Resource Management Studies, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,880	33	6	83,551	44	7	69,600	33	9	80,214	7	5	47,488	7	3	87,141	117	9
HIGH	260,100	28%		115,000	38%		101,500	28%		91,000	6%		59,140	6%		260,100		
LOW	80,001			55,417			42,375			63,500			34,491			34,491		
SAL FAC	0.92			0.95			0.90			1.05			0.89			0.90		
TENURED/TENURE TRACK																		
AVG	112,464	16	5	84,958	31	6	75,651	11	7	81,625	4	4				90,781	58	7
HIGH	155,000	28%		115,000	53%		101,000	19%		91,000	7%					155,000		
LOW	80,910			55,417			60,873			63,500						55,417		
SAL FAC	0.87			0.97			0.95			1.04						0.87		
NONTENURE TRACK																		
AVG				70,000	1	1	71,025	9	3	80,000	1	1	52,191	3	2	66,600	13	3
HIGH				70,000	8%		87,555	69%		80,000	8%		59,140	23%		87,555		
LOW				70,000			53,182			80,000			39,273			39,273		
SAL FAC				0.76			0.97			1.14			0.97			0.99		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,142	28	4	81,444	37	5	67,271	21	5	81,400	5	3	43,023	5	2	87,047	91	5
HIGH	260,100	31%		115,000	41%		101,500	23%		87,000	6%		51,758	6%		260,100		
LOW	80,001			55,417			42,375			75,000			34,491			34,491		
SAL FAC	0.88			0.90			0.84			1.04			0.78			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	122,010	5	2	94,686	7	2	73,675	12	4	77,250	2	2	58,650	2	1	87,471	26	4
HIGH	130,480	19%		100,000	27%		91,000	46%		91,000	8%		59,140	8%		130,480		
LOW	110,686			82,461			60,873			63,500			58,160			58,160		
SAL FAC	1.12			1.17			1.03			1.06			1.17			1.06		
REGION I																		
AVG	121,402	19	2	79,681	24	2	62,200	16	3	77,500	2	1	43,023	5	2	84,833	64	3
HIGH	260,100	30%		89,803	38%		101,500	25%		80,000	3%		51,758	8%		260,100		
LOW	80,001			55,417			42,375			75,000			34,491			34,491		
SAL FAC	0.92			0.92			0.79			1.09			0.86			0.84		
REGION II																		
AVG	127,075	3	1	94,514	9	2	85,548	4	2	85,333	3	2				98,378	16	2
HIGH	130,480	19%		100,000	56%		91,000	25%		91,000	19%					130,480		
LOW	121,575			84,548			80,000			80,000						80,000		
SAL FAC	1.04			1.12			1.15			1.15						1.07		
REGION III																		
AVG	105,849	5	1	115,000	1	1	83,990	2	2							101,528	8	2
HIGH	119,786	63%		115,000	13%		101,000	25%								119,786		
LOW	95,140			115,000			66,980									66,980		
SAL FAC	0.80			1.25			1.04									1.01		
REGION IV																		
AVG	112,154	6	2	79,828	10	2	71,947	11	2	75,250	2	2	58,650	2	1	82,066	29	2
HIGH	155,000	21%		101,900	35%		87,555	38%		87,000	7%		59,140	7%		155,000		
LOW	80,910			65,982			62,363			63,500			58,160			58,160		
SAL FAC	0.90			0.93			0.95			0.99			1.16			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.05 Foods, Nutrition, and Related Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,984	117 31	79,072	136 34	68,998	147 34	69,509	30 16	52,337	78 24	79,912	478 38
HIGH	225,000	25%	127,963	29%	90,002	31%	90,002	6%	77,364	16%	225,000	
LOW	40,910		39,272		38,448		45,000		31,373		31,373	
SAL FAC	0.88		0.90		0.89		0.91		0.98		0.83	
TENURED/TENURE TRACK												
AVG	112,492	72 21	77,229	76 24	68,664	81 23	70,624	20 11			85,286	229 26
HIGH	222,172	31%	127,963	33%	90,002	35%	90,002	9%			222,172	
LOW	69,503		51,525		38,448		50,000				38,448	
SAL FAC	0.87		0.88		0.87		0.90				0.82	
NONTENURE TRACK												
AVG	74,530	2 2	74,179	6 6	63,170	17 9	57,986	3 2	51,144	50 17	56,336	75 19
HIGH	108,150	3%	105,958	8%	89,029	23%	63,500	4%	77,364	67%	108,150	
LOW	40,910		39,272		40,407		49,092		31,373		31,373	
SAL FAC	0.66		0.80		0.86		0.83		0.95		0.84	
RES UNIV/VERY HIGH ACTVTY												
AVG	118,074	80 18	79,281	83 18	70,809	96 20	71,827	19 8	54,385	42 14	83,416	301 21
HIGH	225,000	27%	127,963	28%	90,002	32%	90,002	6%	77,364	14%	225,000	
LOW	40,910		39,272		43,935		49,092		35,017		35,017	
SAL FAC	0.88		0.87		0.88		0.92		0.99		0.82	
RES UNIV/HIGH ACTIVITY												
AVG	101,709	34 11	78,193	48 14	65,578	44 12	65,931	10 7	49,074	29 8	74,322	155 15
HIGH	162,560	22%	110,000	31%	89,029	28%	70,002	7%	76,942	19%	162,560	
LOW	69,503		61,973		38,448		45,000		31,373		31,373	
SAL FAC	0.93		0.97		0.92		0.91		0.98		0.90	
DOCTORAL RES UNIV												
AVG	105,039	3 2	84,046	5 2	65,654	7 2	61,237	1 1	53,569	7 2	71,360	22 2
HIGH	117,624	14%	111,320	23%	76,294	32%	61,237	5%	69,311	32%	117,624	
LOW	87,456		70,841		61,237		61,237		44,182		44,182	
SAL FAC	0.99		1.03		0.96		0.87		0.98		0.89	
REGION I												
AVG	104,521	25 5	74,283	34 7	63,607	36 7	63,497	7 3	46,486	13 6	74,378	108 9
HIGH	225,000	23%	109,200	32%	81,640	33%	81,500	7%	69,972	12%	225,000	
LOW	69,503		51,525		40,407		50,000		35,017		35,017	
SAL FAC	0.79		0.86		0.81		0.90		0.92		0.73	
REGION II												
AVG	114,384	35 7	77,226	36 7	69,590	35 7	67,002	3 3	51,375	25 4	80,180	131 7
HIGH	222,172	27%	110,000	28%	89,029	27%	70,000	2%	76,942	19%	222,172	
LOW	78,900		39,272		38,448		65,000		31,373		31,373	
SAL FAC	0.94		0.91		0.93		0.90		1.00		0.87	
REGION III												
AVG	124,937	35 9	81,106	30 11	74,168	33 9	73,489	9 5	52,517	16 6	88,542	114 11
HIGH	213,228	31%	105,958	26%	86,332	29%	79,000	8%	77,364	14%	213,228	
LOW	80,694		62,805		45,000		45,000		35,688		35,688	
SAL FAC	0.94		0.88		0.92		0.92		0.90		0.88	
REGION IV												
AVG	101,357	22 10	83,747	36 9	69,062	43 11	70,761	11 5	56,388	24 8	76,542	125 11
HIGH	152,182	18%	127,963	29%	90,002	34%	90,002	9%	69,924	19%	152,182	
LOW	40,910		67,513		49,092		49,092		38,242		38,242	
SAL FAC	0.82		0.98		0.91		0.93		1.11		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0501 Foods, Nutrition, and Wellness Studies, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	115,430	102	25	79,641	107	25	70,035	118	27	72,281	25	13	52,621	62	16	81,804	389	28
HIGH	225,000	26%		111,285	28%		90,002	30%		90,002	6%		77,364	16%		225,000		
LOW	40,910			39,272			38,448			45,000			31,373			31,373		
SAL FAC	0.90			0.91			0.90			0.95			0.99			0.85		
TENURED/TENURE TRACK																		
AVG	116,488	61	17	77,710	59	18	70,452	61	19	75,616	15	8				88,333	181	20
HIGH	222,172	34%		110,000	33%		90,002	34%		90,002	8%					222,172		
LOW	69,503			51,525			38,448			62,477						38,448		
SAL FAC	0.90			0.88			0.89			0.97						0.85		
NONTENURE TRACK																		
AVG	74,530	2	2	74,179	6	6	63,016	16	8	57,986	3	2	52,442	39	11	57,899	63	13
HIGH	108,150	3%		105,958	10%		89,029	25%		63,500	5%		77,364	62%		108,150		
LOW	40,910			39,272			40,407			49,092			31,373			31,373		
SAL FAC	0.66			0.80			0.86			0.83			0.98			0.86		
RES UNIV/VERY HIGH ACTVTY																		
AVG	122,290	68	14	80,275	65	14	72,582	75	16	76,514	15	6	54,972	35	9	86,013	243	16
HIGH	225,000	28%		111,285	27%		90,002	31%		90,002	6%		77,364	14%		225,000		
LOW	40,910			39,272			43,935			49,092			35,688			35,688		
SAL FAC	0.91			0.88			0.91			0.98			1.00			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	101,709	34	11	78,659	42	11	65,591	43	11	65,931	10	7	49,574	27	7	74,799	146	12
HIGH	162,560	23%		110,000	29%		89,029	30%		70,002	7%		76,942	19%		162,560		
LOW	69,503			61,973			38,448			45,000			31,373			31,373		
SAL FAC	0.93			0.97			0.92			0.91			0.99			0.91		
REGION I																		
AVG	113,579	16	3	77,526	22	5	65,868	25	5	73,120	4	2	46,274	10	3	77,154	73	6
HIGH	225,000	22%		109,200	30%		81,640	34%		81,500	6%		50,000	14%		225,000		
LOW	69,503			51,525			40,407			62,477			39,900			39,900		
SAL FAC	0.86			0.89			0.84			1.03			0.92			0.76		
REGION II																		
AVG	114,384	35	7	77,226	36	7	69,590	35	7	67,002	3	3	51,375	25	4	80,180	131	7
HIGH	222,172	27%		110,000	28%		89,029	27%		70,000	2%		76,942	19%		222,172		
LOW	78,900			39,272			38,448			65,000			31,373			31,373		
SAL FAC	0.94			0.91			0.93			0.90			1.00			0.87		
REGION III																		
AVG	126,885	32	7	80,951	23	7	74,970	27	7	75,021	8	4	55,246	9	3	92,787	91	7
HIGH	213,228	35%		105,958	25%		86,332	30%		79,000	9%		77,364	10%		213,228		
LOW	80,694			62,805			45,000			45,000			35,688			35,688		
SAL FAC	0.96			0.88			0.93			0.94			0.94			0.92		
REGION IV																		
AVG	99,620	19	8	83,615	26	6	69,598	31	8	71,337	10	4	56,564	18	6	77,048	94	8
HIGH	152,182	20%		111,285	28%		90,002	33%		90,002	11%		69,924	19%		152,182		
LOW	40,910			67,723			49,092			49,092			40,000			40,000		
SAL FAC	0.80			0.98			0.92			0.94			1.12			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0504 Human Nutrition

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	126,204	3 2	87,987	8 2	70,926	10 3	65,000	1 1	55,749	3 2	81,626	24 3
HIGH	131,988	13%	127,963	33%	77,364	42%	65,000	4%	69,972	13%	131,988	
LOW	119,723		78,360		61,812		65,000		38,242		38,242	
SAL FAC	0.98		1.00		0.91		0.85		1.05		0.85	
TENURED/TENURE TRACK												
AVG	131,988	1 1	99,505	3 1	70,113	6 2	65,000	1 1			85,118	10 2
HIGH	131,988	10%	127,963	30%	77,364	60%	65,000	10%			131,988	
LOW	131,988		84,620		61,812		65,000				61,812	
SAL FAC	1.02		1.13		0.88		0.83				0.81	
NONTENURE TRACK												
AVG					65,626	1 1			48,638	2 1	54,301	3 1
HIGH					65,626	33%			59,035	67%	65,626	
LOW					65,626				38,242		38,242	
SAL FAC					0.89				0.91		0.81	
RES UNIV/VERY HIGH ACTVTY												
AVG	126,204	3 2	87,987	8 2	70,926	10 3	65,000	1 1	55,749	3 2	81,626	24 3
HIGH	131,988	13%	127,963	33%	77,364	42%	65,000	4%	69,972	13%	131,988	
LOW	119,723		78,360		61,812		65,000		38,242		38,242	
SAL FAC	0.94		0.97		0.88		0.83		1.01		0.80	
REGION I												
AVG	123,312	2 1	81,076	5 1	74,320	3 1			69,972	1 1	85,903	11 1
HIGH	126,900	18%	84,792	46%	75,432	27%			69,972	9%	126,900	
LOW	119,723		78,360		72,096				69,972		69,972	
SAL FAC	0.94		0.93		0.95				1.39		0.85	
REGION IV												
AVG	131,988	1 1	99,505	3 1	69,472	7 2	65,000	1 1	48,638	2 1	78,006	13 2
HIGH	131,988	8%	127,963	23%	77,364	54%	65,000	8%	59,035	15%	131,988	
LOW	131,988		84,620		61,812		65,000		38,242		38,242	
SAL FAC	1.06		1.16		0.92		0.86		0.96		0.86	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.06 Housing and Human Environments

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	97,636	15	4	73,487	14	5	60,692	15	4	54,000	2	2	45,917	2	1	75,991	46	6
HIGH	112,500	33%		107,847	30%		74,700	33%		58,000	4%		49,458	4%		112,500		
LOW	87,714			62,398			47,975			50,000			42,376			42,376		
SAL FAC	0.76			0.84			0.78			0.71			0.86			0.79		
TENURED/TENURE TRACK																		
AVG	96,076	9	3	74,053	11	4	63,011	11	3	58,000	1	1				76,529	31	5
HIGH	112,500	29%		107,847	36%		74,700	36%		58,000	3%					112,500		
LOW	87,714			62,398			47,975			58,000						47,975		
SAL FAC	0.74			0.84			0.79			0.74						0.73		
NONTENURE TRACK																		
AVG							50,627	2	1	50,000	1	1	45,917	2	1	48,272	4	2
HIGH							51,254	50%		50,000	25%		49,458	50%		51,254		
LOW							50,000			50,000			42,376			42,376		
SAL FAC							0.69			0.71			0.86			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	97,256	13	3	72,524	6	3	58,220	5	2	50,000	1	1				82,940	24	4
HIGH	110,193	54%		76,852	25%		73,845	21%		50,000	4%					110,193		
LOW	89,099			67,296			50,000			50,000						50,000		
SAL FAC	0.73			0.80			0.73			0.64						0.81		
RES UNIV/HIGH ACTIVITY																		
AVG	100,107	2	1	74,210	8	2	61,928	10	2	58,000	1	1	45,917	2	1	68,409	22	2
HIGH	112,500	9%		107,847	36%		74,700	46%		58,000	5%		49,458	9%		112,500		
LOW	87,714			62,398			47,975			58,000			42,376			42,376		
SAL FAC	0.92			0.92			0.87			0.80			0.92			0.83		
REGION II																		
AVG	99,128	4	2	73,970	10	3	61,106	13	3	54,000	2	2	45,917	2	1	69,739	29	3
HIGH	112,500	14%		107,847	35%		74,700	45%		58,000	7%		49,458	7%		112,500		
LOW	87,714			62,398			47,975			50,000			42,376			42,376		
SAL FAC	0.81			0.87			0.82			0.73			0.89			0.76		
REGION III																		
AVG	93,635	5	1													93,635	5	1
HIGH	110,193	100%														110,193		
LOW	89,099															89,099		
SAL FAC	0.71															0.93		
REGION IV																		
AVG	99,976	6	1	72,281	4	2	58,000	2	1							83,748	12	2
HIGH	110,163	50%		74,881	33%		58,000	17%								110,163		
LOW	92,878			67,296			58,000									58,000		
SAL FAC	0.81			0.84			0.77									0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0601 Housing and Human Environments, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	97,636	15	4	73,380	13	4	60,692	15	4	54,000	2	2	45,917	2	1	76,015	45	5
HIGH	112,500	33%		107,847	29%		74,700	33%		58,000	4%		49,458	4%		112,500		
LOW	87,714			62,398			47,975			50,000			42,376			42,376		
SAL FAC	0.76			0.84			0.78			0.71			0.86			0.79		
TENURED/TENURE TRACK																		
AVG	96,076	9	3	73,970	10	3	63,011	11	3	58,000	1	1				76,584	30	4
HIGH	112,500	30%		107,847	33%		74,700	37%		58,000	3%					112,500		
LOW	87,714			62,398			47,975			58,000						47,975		
SAL FAC	0.74			0.84			0.79			0.74						0.73		
NONTENURE TRACK																		
AVG							50,627	2	1	50,000	1	1	45,917	2	1	48,272	4	2
HIGH							51,254	50%		50,000	25%		49,458	50%		51,254		
LOW							50,000			50,000			42,376			42,376		
SAL FAC							0.69			0.71			0.86			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	97,256	13	3	72,052	5	2	58,220	5	2	50,000	1	1				83,291	23	3
HIGH	110,193	57%		76,852	22%		73,845	22%		50,000	4%					110,193		
LOW	89,099			67,296			50,000			50,000						50,000		
SAL FAC	0.73			0.79			0.73			0.64						0.82		
RES UNIV/HIGH ACTIVITY																		
AVG	100,107	2	1	74,210	8	2	61,928	10	2	58,000	1	1	45,917	2	1	68,409	22	2
HIGH	112,500	9%		107,847	36%		74,700	46%		58,000	5%		49,458	9%		112,500		
LOW	87,714			62,398			47,975			58,000			42,376			42,376		
SAL FAC	0.92			0.92			0.87			0.80			0.92			0.83		
REGION II																		
AVG	99,128	4	2	73,970	10	3	61,106	13	3	54,000	2	2	45,917	2	1	69,739	29	3
HIGH	112,500	14%		107,847	35%		74,700	45%		58,000	7%		49,458	7%		112,500		
LOW	87,714			62,398			47,975			50,000			42,376			42,376		
SAL FAC	0.81			0.87			0.82			0.73			0.89			0.76		
REGION III																		
AVG	93,635	5	1													93,635	5	1
HIGH	110,193	100%														110,193		
LOW	89,099															89,099		
SAL FAC	0.71															0.93		
REGION IV																		
AVG	99,976	6	1	71,414	3	1	58,000	2	1							84,554	11	1
HIGH	110,163	55%		74,106	27%		58,000	18%								110,163		
LOW	92,878			67,296			58,000									58,000		
SAL FAC	0.81			0.83			0.77									0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.07 Human Development, Family Studies, and Related Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	118,882	194	38	78,181	252	43	67,472	192	43	67,706	35	21	44,691	103	28	81,407	741	47
HIGH	490,909	26%		113,479	34%		99,089	26%		86,004	5%		96,233	14%		490,909		
LOW	67,367			52,108			42,405			55,000			20,455			20,455		
SAL FAC	0.93			0.89			0.87			0.89			0.84			0.84		
TENURED/TENURE TRACK																		
AVG	118,427	126	26	77,570	174	30	68,811	115	30	68,889	24	15	47,500	2	1	87,355	417	32
HIGH	490,909	30%		113,479	42%		95,950	28%		86,004	6%		50,000	1%		490,909		
LOW	67,367			57,120			53,500			55,000			45,000			45,000		
SAL FAC	0.91			0.88			0.87			0.88			0.82			0.84		
NONTENURE TRACK																		
AVG	74,506	2	2	72,558	6	4	62,589	21	12	63,000	1	1	43,849	83	19	49,448	112	24
HIGH	81,123	2%		83,302	5%		99,089	19%		63,000	1%		75,000	74%		99,089		
LOW	67,889			55,167			42,405			63,000			20,455			20,455		
SAL FAC	0.66			0.78			0.85			0.90			0.82			0.74		
RES UNIV/VERY HIGH ACTVTY																		
AVG	124,345	130	21	79,778	146	22	69,958	121	23	71,401	19	11	44,903	56	12	85,633	453	23
HIGH	490,909	29%		108,554	32%		86,004	27%		86,004	4%		96,233	12%		490,909		
LOW	67,889			55,167			44,889			58,091			20,455			20,455		
SAL FAC	0.93			0.88			0.87			0.92			0.82			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	108,642	61	16	75,990	99	20	63,224	63	19	62,673	15	9	44,072	43	15	75,295	266	23
HIGH	184,772	23%		113,479	37%		99,089	24%		70,000	6%		61,497	16%		184,772		
LOW	67,367			52,108			42,405			55,000			27,811			27,811		
SAL FAC	0.99			0.94			0.88			0.86			0.88			0.91		
DOCTORAL RES UNIV																		
AVG	90,343	3	1	75,861	7	1	63,340	8	1	73,000	1	1	48,388	4	1	68,288	22	1
HIGH	94,541	14%		105,000	32%		73,000	36%		73,000	5%		55,881	18%		105,000		
LOW	84,441			62,412			56,925			73,000			42,000			42,000		
SAL FAC	0.85			0.93			0.93			1.03			0.88			0.85		
REGION I																		
AVG	102,915	14	4	68,277	27	6	62,037	28	7	63,752	4	2	43,274	12	5	68,402	81	8
HIGH	147,475	17%		80,982	33%		71,001	35%		70,002	5%		54,927	15%		147,475		
LOW	67,367			57,120			53,500			55,000			34,580			34,580		
SAL FAC	0.78			0.79			0.79			0.90			0.86			0.68		
REGION II																		
AVG	105,222	46	8	76,295	61	8	68,527	42	8	65,332	7	5	37,472	43	6	72,832	192	8
HIGH	164,430	24%		113,479	32%		95,950	22%		69,000	4%		67,558	22%		164,430		
LOW	70,220			55,167			50,000			60,000			20,455			20,455		
SAL FAC	0.86			0.90			0.92			0.88			0.73			0.79		
REGION III																		
AVG	128,059	87	12	82,814	91	15	70,442	68	14	70,793	12	7	55,937	27	7	91,493	273	15
HIGH	490,909	32%		109,720	33%		86,004	25%		86,004	4%		96,233	10%		490,909		
LOW	67,889			52,108			42,405			61,000			40,707			40,707		
SAL FAC	0.97			0.90			0.87			0.89			0.96			0.91		
REGION IV																		
AVG	120,018	47	14	77,645	73	14	65,731	54	14	67,323	12	7	45,824	21	10	81,132	195	16
HIGH	184,772	24%		105,073	37%		99,089	28%		80,000	6%		61,300	11%		184,772		
LOW	80,087			60,320			47,619			56,259			27,811			27,811		
SAL FAC	0.97			0.91			0.87			0.89			0.90			0.89		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0701 Human Development and Family Studies, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	118,310	129 26	78,494	165 29	68,290	129 29	67,678	22 14	42,480	70 17	81,129	493 32
HIGH	490,909	26%	111,100	34%	99,089	26%	82,512	5%	96,233	14%	490,909	
LOW	67,367		55,167		42,405		55,000		20,455		20,455	
SAL FAC	0.92		0.89		0.88		0.89		0.80		0.84	
TENURED/TENURE TRACK												
AVG	118,422	84 19	77,427	112 21	68,847	77 21	68,157	18 11			87,621	273 23
HIGH	490,909	31%	111,100	41%	95,950	28%	82,512	7%			490,909	
LOW	67,367		57,120		53,500		55,000				53,500	
SAL FAC	0.91		0.88		0.87		0.87				0.84	
NONTENURE TRACK												
AVG	81,123	1 1	72,558	6 4	62,505	20 11	63,000	1 1	40,928	63 13	48,278	90 18
HIGH	81,123	1%	83,302	7%	99,089	22%	63,000	1%	67,824	70%	99,089	
LOW	81,123		55,167		42,405		63,000		20,455		20,455	
SAL FAC	0.72		0.78		0.85		0.90		0.76		0.72	
RES UNIV/VERY HIGH ACTVTY												
AVG	124,113	94 16	79,315	110 17	69,301	93 18	70,507	15 9	42,031	44 8	84,122	341 18
HIGH	490,909	28%	102,981	32%	85,129	27%	82,512	4%	96,233	13%	490,909	
LOW	76,726		55,167		44,889		58,091		20,455		20,455	
SAL FAC	0.93		0.87		0.86		0.90		0.76		0.83	
RES UNIV/HIGH ACTIVITY												
AVG	102,724	35 10	76,852	55 12	65,677	36 11	61,617	7 5	43,241	26 9	74,413	152 14
HIGH	184,772	23%	111,100	36%	99,089	24%	66,000	5%	60,523	17%	184,772	
LOW	67,367		56,519		42,405		55,000		30,000		30,000	
SAL FAC	0.94		0.95		0.92		0.85		0.86		0.90	
REGION I												
AVG	99,536	11 3	65,896	20 4	61,477	18 5	58,500	2 1	39,780	4 2	69,406	53 5
HIGH	147,475	21%	80,194	38%	70,675	34%	62,000	4%	44,729	8%	147,475	
LOW	67,367		57,120		53,500		55,000		34,580		34,580	
SAL FAC	0.76		0.76		0.78		0.83		0.79		0.69	
REGION II												
AVG	103,764	36 7	76,334	41 7	69,451	36 6	65,636	6 4	35,898	38 5	71,057	151 7
HIGH	164,430	24%	111,100	27%	95,950	24%	69,000	4%	67,558	25%	164,430	
LOW	70,220		55,167		50,000		60,000		20,455		20,455	
SAL FAC	0.85		0.90		0.93		0.89		0.70		0.77	
REGION III												
AVG	129,227	53 7	84,237	56 10	70,450	47 9	69,390	9 5	54,300	17 4	91,333	173 10
HIGH	490,909	31%	102,896	32%	83,830	27%	82,512	5%	96,233	10%	490,909	
LOW	85,973		56,519		42,405		61,000		41,000		41,000	
SAL FAC	0.97		0.92		0.87		0.87		0.93		0.91	
REGION IV												
AVG	123,534	29 9	78,888	48 8	67,550	28 9	70,718	5 4	47,933	11 6	84,378	116 10
HIGH	184,772	25%	105,073	41%	99,089	24%	80,000	4%	61,300	10%	184,772	
LOW	80,087		62,265		47,619		58,091		30,027		30,027	
SAL FAC	0.99		0.92		0.89		0.93		0.95		0.93	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0704 Family Systems

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	129,328	5 2	76,022	9 2	59,673	9 2	60,320	4 1	54,984	5 3	76,529	28 3
HIGH	174,250	18%	92,596	32%	76,500	32%	64,000	14%	75,000	18%	174,250	
LOW	88,068		67,518		48,000		56,259		27,811		27,811	
SAL FAC	1.01		0.87		0.77		0.79		1.03		0.79	
TENURED/TENURE TRACK												
AVG	139,643	4 1	77,171	7 1	76,500	1 1					97,939	12 1
HIGH	174,250	33%	92,596	58%	76,500	8%					174,250	
LOW	103,458		69,886		76,500						69,886	
SAL FAC	1.07		0.88		0.96						0.94	
NONTENURE TRACK												
AVG									65,036	3 2	65,036	3 2
HIGH									75,000	100%	75,000	
LOW									56,310		56,310	
SAL FAC									1.21		0.97	
RES UNIV/VERY HIGH ACTVTY												
AVG	139,643	4 1	77,171	7 1	76,500	1 1			69,399	2 1	93,862	14 1
HIGH	174,250	29%	92,596	50%	76,500	7%			75,000	14%	174,250	
LOW	103,458		69,886		76,500				63,799		63,799	
SAL FAC	1.04		0.85		0.95				1.26		0.92	
RES UNIV/HIGH ACTIVITY												
AVG	88,068	1 1	72,001	2 1	57,570	8 1	60,320	4 1	45,374	3 2	59,197	14 2
HIGH	88,068	7%	76,483	14%	64,000	57%	64,000	29%	56,310	21%	88,068	
LOW	88,068		67,518		48,000		56,259		27,811		27,811	
SAL FAC	0.81		0.89		0.80		0.83		0.91		0.72	
REGION II												
AVG									56,310	1 1	56,310	1 1
HIGH									56,310	100%	56,310	
LOW									56,310		56,310	
SAL FAC									1.09		0.61	
REGION III												
AVG	139,643	4 1	77,171	7 1	76,500	1 1			69,399	2 1	93,862	14 1
HIGH	174,250	29%	92,596	50%	76,500	7%			75,000	14%	174,250	
LOW	103,458		69,886		76,500				63,799		63,799	
SAL FAC	1.05		0.84		0.95				1.19		0.93	
REGION IV												
AVG	88,068	1 1	72,001	2 1	57,570	8 1	60,320	4 1	39,906	2 1	59,419	13 1
HIGH	88,068	8%	76,483	15%	64,000	62%	64,000	31%	52,000	15%	88,068	
LOW	88,068		67,518		48,000		56,259		27,811		27,811	
SAL FAC	0.71		0.84		0.76		0.79		0.79		0.65	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0706 Child Development

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	135,977	5 2	90,008	6 2	73,637	6 3	78,002	2 2	38,120	1 1	94,438	18 3
HIGH	158,760	28%	99,720	33%	86,004	33%	86,004	11%	38,120	6%	158,760	
LOW	112,896		79,930		63,000		70,000		38,120		38,120	
SAL FAC	1.06		1.03		0.95		1.03		0.72		0.98	
TENURED/TENURE TRACK												
AVG	130,347	4 1	92,024	5 1	75,070	4 2	86,004	1 1			98,599	13 2
HIGH	158,760	31%	99,720	39%	86,004	31%	86,004	8%			158,760	
LOW	112,896		80,028		63,000		86,004				63,000	
SAL FAC	1.00		1.05		0.95		1.10				0.94	
RES UNIV/VERY HIGH ACTVTY												
AVG	130,347	4 1	92,024	5 1	79,093	3 1	86,004	1 1			101,566	12 1
HIGH	158,760	33%	99,720	42%	86,004	25%	86,004	8%			158,760	
LOW	112,896		80,028		75,240		86,004				75,240	
SAL FAC	0.97		1.01		0.99		1.10				1.00	
RES UNIV/HIGH ACTIVITY												
AVG	158,499	1 1	79,930	1 1	68,180	3 2	70,000	1 1	38,120	1 1	80,182	6 2
HIGH	158,499	17%	79,930	17%	71,540	50%	70,000	17%	38,120	17%	158,499	
LOW	158,499		79,930		63,000		70,000		38,120		38,120	
SAL FAC	1.45		0.99		0.95		0.96		0.76		0.97	
REGION II												
AVG					63,000	1 1					63,000	1 1
HIGH					63,000	100%					63,000	
LOW					63,000						63,000	
SAL FAC					0.84						0.69	
REGION III												
AVG	130,347	4 1	92,024	5 1	79,093	3 1	86,004	1 1			101,566	12 1
HIGH	158,760	33%	99,720	42%	86,004	25%	86,004	8%			158,760	
LOW	112,896		80,028		75,240		86,004				75,240	
SAL FAC	0.98		1.00		0.98		1.08				1.01	
REGION IV												
AVG	158,499	1 1	79,930	1 1	70,770	2 1	70,000	1 1	38,120	1 1	83,618	5 1
HIGH	158,499	20%	79,930	20%	71,540	40%	70,000	20%	38,120	20%	158,499	
LOW	158,499		79,930		70,000		70,000		38,120		38,120	
SAL FAC	1.28		0.93		0.94		0.92		0.75		0.92	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0707 Family and Community Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	116,460	20	4	76,262	30	7	64,626	18	5				46,335	4	3	82,857	72	8
HIGH	168,036	28%		113,479	42%		72,559	25%					51,439	6%		168,036		
LOW	82,271			54,908			54,401						42,274			42,274		
SAL FAC	0.91			0.87			0.83						0.87			0.86		
TENURED/TENURE TRACK																		
AVG	101,377	8	2	76,064	24	5	64,120	14	4							76,831	46	5
HIGH	160,000	17%		113,479	52%		72,559	30%								160,000		
LOW	82,271			60,320			54,401									54,401		
SAL FAC	0.78			0.86			0.81									0.74		
NONTENURE TRACK																		
AVG							64,263	1	1				46,335	4	3	49,921	5	3
HIGH							64,263	20%					51,439	80%		64,263		
LOW							64,263						42,274			42,274		
SAL FAC							0.88						0.86			0.74		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,669	14	2	77,874	14	2	69,380	9	2				42,274	1	1	88,850	38	2
HIGH	168,036	37%		93,626	37%		72,559	24%					42,274	3%		168,036		
LOW	82,271			72,359			60,178						42,274			42,274		
SAL FAC	0.87			0.86			0.87						0.77			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	118,306	6	2	74,852	16	5	59,872	9	3				47,689	3	2	76,158	34	6
HIGH	160,000	18%		113,479	47%		65,000	27%					51,439	9%		160,000		
LOW	83,979			54,908			54,401						44,430			44,430		
SAL FAC	1.08			0.93			0.84						0.95			0.92		
REGION I																		
AVG				73,107	4	1	59,228	5	1				47,197	1	1	63,576	10	1
HIGH				80,459	40%		64,263	50%					47,197	10%		80,459		
LOW				68,867			54,401						47,197			47,197		
SAL FAC				0.84			0.75						0.94			0.63		
REGION II																		
AVG	117,199	3	1	81,744	7	2	62,182	3	1				47,935	2	1	80,415	15	2
HIGH	160,000	20%		113,479	47%		65,000	20%					51,439	13%		160,000		
LOW	83,979			67,775			59,888						44,430			44,430		
SAL FAC	0.96			0.96			0.83						0.93			0.88		
REGION III																		
AVG	128,884	9	1	77,055	6	2	67,105	3	1							101,311	18	2
HIGH	168,036	50%		93,626	33%		71,610	17%								168,036		
LOW	91,320			54,908			60,178									54,908		
SAL FAC	0.97			0.84			0.83									1.01		
REGION IV																		
AVG	102,207	8	2	73,916	13	2	68,466	7	2				42,274	1	1	79,314	29	3
HIGH	121,494	28%		80,152	45%		72,559	24%					42,274	3%		121,494		
LOW	82,271			60,320			56,160						42,274			42,274		
SAL FAC	0.82			0.86			0.91						0.83			0.87		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.09 Apparel and Textiles

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	107,429	45 17	76,105	64 21	66,423	62 22	63,889	9 6	50,815	43 12	74,805	214 24
HIGH	168,400	21%	129,870	30%	92,920	29%	70,000	4%	64,666	20%	168,400	
LOW	77,026		57,939		51,000		51,000		36,012		36,012	
SAL FAC	0.84		0.87		0.86		0.84		0.95		0.78	
TENURED/TENURE TRACK												
AVG	103,002	29 12	76,466	44 15	66,183	46 16	63,889	9 6	54,104	12 1	76,681	131 17
HIGH	159,494	22%	129,870	34%	92,920	35%	70,000	7%	60,720	9%	159,494	
LOW	79,700		57,939		51,000		51,000		49,329		49,329	
SAL FAC	0.79		0.87		0.83		0.82		0.94		0.73	
NONTENURE TRACK												
AVG	83,175	1 1			72,384	5 2			49,389	26 9	54,038	32 11
HIGH	83,175	3%			83,666	16%			64,666	81%	83,666	
LOW	83,175				68,384				36,012		36,012	
SAL FAC	0.74				0.99				0.92		0.81	
RES UNIV/VERY HIGH ACTVTY												
AVG	107,298	37 13	77,512	35 13	67,399	37 13	64,357	7 4	50,164	29 6	77,039	138 13
HIGH	168,400	27%	129,870	25%	92,920	27%	70,000	5%	60,720	21%	168,400	
LOW	77,026		62,308		51,000		51,000		36,012		36,012	
SAL FAC	0.80		0.85		0.84		0.83		0.91		0.76	
RES UNIV/HIGH ACTIVITY												
AVG	108,036	8 4	74,513	23 7	66,301	21 8	62,250	2 2	52,164	14 6	71,223	66 10
HIGH	142,665	12%	103,848	35%	83,666	32%	62,500	3%	64,666	21%	142,665	
LOW	85,311		57,939		58,608		62,000		36,720		36,720	
SAL FAC	0.99		0.92		0.93		0.86		1.04		0.86	
DOCTORAL RES UNIV												
AVG			74,000	6 1	58,041	4 1					67,616	10 1
HIGH			109,168	60%	60,000	40%					109,168	
LOW			59,008		56,796						56,796	
SAL FAC			0.91		0.85						0.84	
REGION I												
AVG	91,830	3 2	67,632	5 3	67,585	3 2					74,219	11 3
HIGH	107,381	27%	75,120	46%	69,372	27%					107,381	
LOW	81,400		57,939		65,000						57,939	
SAL FAC	0.70		0.78		0.86						0.73	
REGION II												
AVG	108,791	21 6	77,010	18 6	67,228	26 6	67,900	5 3	47,503	21 5	74,608	86 7
HIGH	159,494	24%	103,848	21%	79,500	30%	70,000	6%	56,595	24%	159,494	
LOW	77,026		63,209		60,000		62,000		36,012		36,012	
SAL FAC	0.89		0.91		0.90		0.92		0.92		0.81	
REGION III												
AVG	110,552	14 4	81,273	11 5	65,751	12 6			51,984	15 4	77,125	52 6
HIGH	168,400	27%	129,870	21%	92,920	23%			60,720	29%	168,400	
LOW	91,936		63,442		52,966				36,720		36,720	
SAL FAC	0.83		0.88		0.82				0.89		0.77	
REGION IV												
AVG	103,781	7 5	75,079	30 7	65,645	21 8	58,875	4 3	58,249	7 3	73,310	65 8
HIGH	142,665	11%	109,168	46%	83,666	32%	62,500	6%	64,666	11%	142,665	
LOW	83,175		59,008		51,000		51,000		47,883		47,883	
SAL FAC	0.84		0.88		0.87		0.78		1.15		0.81	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 19.0901 Apparel and Textiles, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	107,429	45 17	76,497	56 20	67,123	57 20	63,889	9 6	50,987	42 11	75,428	200 22
HIGH	168,400	23%	129,870	28%	92,920	29%	70,000	5%	64,666	21%	168,400	
LOW	77,026		57,939		51,000		51,000		36,012		36,012	
SAL FAC	0.84		0.87		0.87		0.84		0.96		0.78	
TENURED/TENURE TRACK												
AVG	103,002	29 12	76,466	44 15	66,319	45 15	63,889	9 6	54,104	12 1	76,809	130 16
HIGH	159,494	22%	129,870	34%	92,920	35%	70,000	7%	60,720	9%	159,494	
LOW	79,700		57,939		51,000		51,000		49,329		49,329	
SAL FAC	0.79		0.87		0.84		0.82		0.94		0.74	
NONTENURE TRACK												
AVG	83,175	1 1			72,384	5 2			49,621	25 8	54,375	31 10
HIGH	83,175	3%			83,666	16%			64,666	81%	83,666	
LOW	83,175				68,384				36,012		36,012	
SAL FAC	0.74				0.99				0.93		0.81	
RES UNIV/VERY HIGH ACTVTY												
AVG	107,298	37 13	77,512	35 13	67,399	37 13	64,357	7 4	50,164	29 6	77,039	138 13
HIGH	168,400	27%	129,870	25%	92,920	27%	70,000	5%	60,720	21%	168,400	
LOW	77,026		62,308		51,000		51,000		36,012		36,012	
SAL FAC	0.80		0.85		0.84		0.83		0.91		0.76	
RES UNIV/HIGH ACTIVITY												
AVG	108,036	8 4	74,805	21 7	66,613	20 7	62,250	2 2	52,823	13 5	71,841	62 9
HIGH	142,665	13%	103,848	34%	83,666	32%	62,500	3%	64,666	21%	142,665	
LOW	85,311		57,939		58,608		62,000		36,720		36,720	
SAL FAC	0.99		0.93		0.93		0.86		1.05		0.87	
REGION I												
AVG	91,830	3 2	67,632	5 3	67,585	3 2					74,219	11 3
HIGH	107,381	27%	75,120	46%	69,372	27%					107,381	
LOW	81,400		57,939		65,000						57,939	
SAL FAC	0.70		0.78		0.86						0.73	
REGION II												
AVG	108,791	21 6	77,010	18 6	67,228	26 6	67,900	5 3	47,503	21 5	74,608	86 7
HIGH	159,494	24%	103,848	21%	79,500	30%	70,000	6%	56,595	24%	159,494	
LOW	77,026		63,209		60,000		62,000		36,012		36,012	
SAL FAC	0.89		0.91		0.90		0.92		0.92		0.81	
REGION III												
AVG	110,552	14 4	81,273	11 5	66,268	11 5			52,583	14 3	78,137	50 5
HIGH	168,400	28%	129,870	22%	92,920	22%			60,720	28%	168,400	
LOW	91,936		63,442		52,966				36,720		36,720	
SAL FAC	0.83		0.88		0.82				0.90		0.78	
REGION IV												
AVG	103,781	7 5	75,704	22 6	67,434	17 7	58,875	4 3	58,249	7 3	74,454	53 7
HIGH	142,665	13%	109,023	42%	83,666	32%	62,500	8%	64,666	13%	142,665	
LOW	83,175		59,260		51,000		51,000		47,883		47,883	
SAL FAC	0.84		0.88		0.89		0.78		1.15		0.82	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 22. LEGAL PROFESSIONS AND STUDIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	177,865	1,288	58	117,546	395	51	95,070	261	44	88,469	47	25	73,765	150	26	148,710	2,094	59
HIGH	396,851	62%		185,700	19%		175,500	13%		164,000	2%		153,160	7%		396,851		
LOW	58,627			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.39			1.34			1.23			1.16			1.38			1.54		
TENURED/TENURE TRACK																		
AVG	184,650	966	44	122,238	290	37	111,324	102	25	102,455	18	12	69,185	15	3	164,759	1,373	45
HIGH	396,851	70%		185,700	21%		175,500	7%		164,000	1%		103,734	1%		396,851		
LOW	58,627			43,826			39,000			39,000			44,674			39,000		
SAL FAC	1.42			1.39			1.40			1.31			1.20			1.58		
NONTENURE TRACK																		
AVG	135,148	56	15	87,734	35	13	74,154	71	18	74,512	12	7	74,613	129	19	87,728	291	29
HIGH	220,000	19%		140,000	12%		135,500	24%		93,000	4%		153,160	44%		220,000		
LOW	70,639			55,964			41,000			60,000			45,000			41,000		
SAL FAC	1.20			0.95			1.01			1.06			1.39			1.31		
RES UNIV/VERY HIGH ACTVTY																		
AVG	183,449	1,092	42	120,751	295	36	99,136	193	29	93,163	31	17	72,433	117	18	155,307	1,697	42
HIGH	396,851	64%		185,700	17%		175,500	11%		164,000	2%		153,160	7%		396,851		
LOW	58,627			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.37			1.33			1.24			1.20			1.32			1.52		
RES UNIV/HIGH ACTIVITY																		
AVG	146,489	181	15	107,676	85	14	83,100	66	14	79,375	16	8	80,911	21	7	121,390	353	16
HIGH	302,478	51%		157,941	24%		150,729	19%		102,000	5%		152,700	6%		302,478		
LOW	65,200			47,050			40,082			51,125			45,702			40,082		
SAL FAC	1.34			1.33			1.16			1.09			1.61			1.47		
DOCTORAL RES UNIV																		
AVG	149,943	15	1	110,443	15	1	97,758	2	1				74,245	12	1	113,460	44	1
HIGH	183,447	34%		148,620	34%		97,758	5%					87,676	27%		183,447		
LOW	60,414			79,279			97,758						60,750			60,414		
SAL FAC	1.41			1.36			1.43						1.35			1.41		
REGION I																		
AVG	185,842	339	15	109,855	61	12	83,444	47	10	74,892	11	8	85,661	14	4	162,305	461	16
HIGH	260,000	74%		146,715	13%		118,452	10%		110,808	2%		92,685	3%		260,000		
LOW	58,627			47,050			41,000			50,000			67,500			41,000		
SAL FAC	1.41			1.26			1.06			1.06			1.70			1.60		
REGION II																		
AVG	167,440	335	16	114,477	96	13	99,613	50	11	89,788	15	6	73,738	17	5	147,221	498	16
HIGH	317,754	67%		158,704	19%		160,286	10%		160,286	3%		152,700	3%		317,754		
LOW	65,200			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.37			1.35			1.33			1.21			1.43			1.60		
REGION III																		
AVG	183,707	286	11	121,907	88	10	94,630	71	8	89,207	9	3	75,127	54	9	148,384	499	11
HIGH	396,851	57%		175,000	18%		175,500	14%		164,000	2%		153,160	11%		396,851		
LOW	65,000			55,964			49,582			65,000			45,000			45,000		
SAL FAC	1.39			1.32			1.18			1.12			1.28			1.47		
REGION IV																		
AVG	175,175	328	16	120,079	150	16	98,839	93	15	98,712	12	8	70,078	65	8	140,277	636	16
HIGH	357,000	52%		185,700	24%		148,353	15%		127,000	2%		150,000	10%		357,000		
LOW	60,414			63,082			40,900			40,900			44,674			40,900		
SAL FAC	1.41			1.40			1.31			1.30			1.38			1.54		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 22.01 Law

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	178,352	1,276	56	118,329	377	49	95,360	257	42	88,783	46	24	74,111	148	25	149,496	2,058	56
HIGH	396,851	62%		185,700	18%		175,500	13%		164,000	2%		153,160	7%		396,851		
LOW	58,627			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.39			1.35			1.23			1.17			1.39			1.55		
TENURED/TENURE TRACK																		
AVG	184,917	963	42	122,506	287	35	111,666	101	24	102,455	18	12	69,185	15	3	165,117	1,366	42
HIGH	396,851	71%		185,700	21%		175,500	7%		164,000	1%		103,734	1%		396,851		
LOW	58,627			43,826			39,000			39,000			44,674			39,000		
SAL FAC	1.42			1.39			1.41			1.31			1.20			1.58		
NONTENURE TRACK																		
AVG	135,148	56	15	87,734	35	13	74,144	69	18	74,558	11	6	74,613	129	19	87,820	289	29
HIGH	220,000	19%		140,000	12%		135,500	24%		93,000	4%		153,160	45%		220,000		
LOW	70,639			55,964			41,000			60,000			45,000			41,000		
SAL FAC	1.20			0.95			1.01			1.06			1.39			1.31		
RES UNIV/VERY HIGH ACTVTY																		
AVG	183,449	1,092	42	120,751	295	36	99,136	193	29	93,163	31	17	72,433	117	18	155,307	1,697	42
HIGH	396,851	64%		185,700	17%		175,500	11%		164,000	2%		153,160	7%		396,851		
LOW	58,627			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.37			1.33			1.24			1.20			1.32			1.52		
RES UNIV/HIGH ACTIVITY																		
AVG	147,937	169	13	109,431	67	12	83,530	62	12	79,733	15	7	84,363	19	6	123,391	317	13
HIGH	302,478	53%		157,941	21%		150,729	20%		102,000	5%		152,700	6%		302,478		
LOW	65,200			47,050			40,082			51,125			50,000			40,082		
SAL FAC	1.35			1.35			1.17			1.10			1.68			1.50		
DOCTORAL RES UNIV																		
AVG	149,943	15	1	110,443	15	1	97,758	2	1				74,245	12	1	113,460	44	1
HIGH	183,447	34%		148,620	34%		97,758	5%					87,676	27%		183,447		
LOW	60,414			79,279			97,758						60,750			60,414		
SAL FAC	1.41			1.36			1.43						1.35			1.41		
REGION I																		
AVG	185,842	339	15	110,379	59	11	83,842	45	10	74,981	10	7	85,661	14	4	162,987	457	15
HIGH	260,000	74%		146,715	13%		118,452	10%		110,808	2%		92,685	3%		260,000		
LOW	58,627			47,050			41,000			50,000			67,500			41,000		
SAL FAC	1.41			1.27			1.07			1.06			1.70			1.61		
REGION II																		
AVG	168,059	332	14	114,619	95	12	100,079	49	10	89,788	15	6	73,738	17	5	147,752	493	14
HIGH	317,754	67%		158,704	19%		160,286	10%		160,286	3%		152,700	3%		317,754		
LOW	65,200			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.38			1.35			1.34			1.21			1.43			1.61		
REGION III																		
AVG	183,707	286	11	121,907	88	10	94,630	71	8	89,207	9	3	76,166	52	8	148,787	497	11
HIGH	396,851	58%		175,000	18%		175,500	14%		164,000	2%		153,160	11%		396,851		
LOW	65,000			55,964			49,582			65,000			45,000			45,000		
SAL FAC	1.39			1.32			1.18			1.12			1.30			1.48		
REGION IV																		
AVG	176,304	319	16	122,082	135	16	99,044	92	14	98,712	12	8	70,078	65	8	141,390	611	16
HIGH	357,000	52%		185,700	22%		148,353	15%		127,000	2%		150,000	11%		357,000		
LOW	60,414			63,082			40,900			40,900			44,674			40,900		
SAL FAC	1.42			1.42			1.31			1.30			1.38			1.55		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 22.0101 Law

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	178,692	1,259	55	118,168	368	48	95,264	251	41	88,783	46	24	74,675	143	24	149,950	2,021	55
HIGH	396,851	62%		185,700	18%		175,500	12%		164,000	2%		153,160	7%		396,851		
LOW	58,627			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.39			1.35			1.23			1.17			1.40			1.56		
TENURED/TENURE TRACK																		
AVG	185,488	946	41	122,428	278	34	111,793	97	23	102,455	18	12	69,185	15	3	165,710	1,336	41
HIGH	396,851	71%		185,700	21%		175,500	7%		164,000	1%		103,734	1%		396,851		
LOW	58,627			43,826			39,000			39,000			44,674			39,000		
SAL FAC	1.43			1.39			1.41			1.31			1.20			1.59		
NONTENURE TRACK																		
AVG	135,148	56	15	87,734	35	13	73,939	67	17	74,558	11	6	75,283	124	18	88,397	282	28
HIGH	220,000	20%		140,000	12%		135,500	24%		93,000	4%		153,160	44%		220,000		
LOW	70,639			55,964			41,000			60,000			45,000			41,000		
SAL FAC	1.20			0.95			1.01			1.06			1.40			1.32		
RES UNIV/VERY HIGH ACTVTY																		
AVG	183,928	1,075	41	120,620	286	35	99,127	187	28	93,163	31	17	73,077	112	17	155,989	1,660	41
HIGH	396,851	65%		185,700	17%		175,500	11%		164,000	2%		153,160	7%		396,851		
LOW	58,627			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.38			1.33			1.24			1.20			1.33			1.53		
RES UNIV/HIGH ACTIVITY																		
AVG	147,937	169	13	109,431	67	12	83,530	62	12	79,733	15	7	84,363	19	6	123,391	317	13
HIGH	302,478	53%		157,941	21%		150,729	20%		102,000	5%		152,700	6%		302,478		
LOW	65,200			47,050			40,082			51,125			50,000			40,082		
SAL FAC	1.35			1.35			1.17			1.10			1.68			1.50		
DOCTORAL RES UNIV																		
AVG	149,943	15	1	110,443	15	1	97,758	2	1				74,245	12	1	113,460	44	1
HIGH	183,447	34%		148,620	34%		97,758	5%					87,676	27%		183,447		
LOW	60,414			79,279			97,758						60,750			60,414		
SAL FAC	1.41			1.36			1.43						1.35			1.41		
REGION I																		
AVG	185,842	339	15	110,379	59	11	83,842	45	10	74,981	10	7	85,661	14	4	162,987	457	15
HIGH	260,000	74%		146,715	13%		118,452	10%		110,808	2%		92,685	3%		260,000		
LOW	58,627			47,050			41,000			50,000			67,500			41,000		
SAL FAC	1.41			1.27			1.07			1.06			1.70			1.61		
REGION II																		
AVG	168,059	332	14	114,619	95	12	100,079	49	10	89,788	15	6	73,738	17	5	147,752	493	14
HIGH	317,754	67%		158,704	19%		160,286	10%		160,286	3%		152,700	3%		317,754		
LOW	65,200			43,826			39,000			39,000			42,000			39,000		
SAL FAC	1.38			1.35			1.34			1.21			1.43			1.61		
REGION III																		
AVG	185,637	269	10	121,567	79	9	94,190	65	7	89,207	9	3	78,098	47	7	150,724	460	10
HIGH	396,851	59%		175,000	17%		175,500	14%		164,000	2%		153,160	10%		396,851		
LOW	65,000			55,964			49,582			65,000			45,000			45,000		
SAL FAC	1.40			1.32			1.17			1.12			1.33			1.50		
REGION IV																		
AVG	176,304	319	16	122,082	135	16	99,044	92	14	98,712	12	8	70,078	65	8	141,390	611	16
HIGH	357,000	52%		185,700	22%		148,353	15%		127,000	2%		150,000	11%		357,000		
LOW	60,414			63,082			40,900			40,900			44,674			40,900		
SAL FAC	1.42			1.42			1.31			1.30			1.38			1.55		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23. ENGLISH LANGUAGE AND LITERATURE/LETTERS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	113,363	1,828	112	74,335	1,742	113	60,673	1,011	113	59,628	169	74	40,000	1,284	70	76,627	5,865	113
HIGH	268,840	31%		137,173	30%		104,268	17%		88,000	3%		135,561	22%		268,840		
LOW	35,116			27,217			16,965			36,000			12,000			12,000		
SAL FAC	0.88			0.85			0.78			0.78			0.75			0.80		
TENURED/TENURE TRACK																		
AVG	115,812	1,420	82	75,417	1,294	83	62,681	655	83	60,708	111	55	31,982	13	4	89,744	3,382	83
HIGH	268,840	42%		137,173	38%		92,700	19%		72,333	3%		48,572	0%		268,840		
LOW	35,116			32,814			16,965			50,000			25,200			16,965		
SAL FAC	0.89			0.86			0.79			0.78			0.55			0.86		
NONTENURE TRACK																		
AVG	71,629	8	4	54,267	14	6	42,956	98	25	47,289	15	11	40,220	989	50	40,865	1,109	53
HIGH	91,800	1%		96,000	1%		68,000	9%		53,333	1%		135,561	89%		135,561		
LOW	54,766			37,101			31,493			42,000			12,000			12,000		
SAL FAC	0.63			0.59			0.59			0.67			0.75			0.61		
RES UNIV/VERY HIGH ACTVTY																		
AVG	119,394	1,401	64	78,104	1,146	64	64,379	619	64	63,431	91	40	39,624	794	36	82,851	3,960	64
HIGH	268,840	35%		137,173	29%		104,268	16%		88,000	2%		135,561	20%		268,840		
LOW	46,900			37,101			29,612			36,000			20,016			20,016		
SAL FAC	0.89			0.86			0.80			0.81			0.72			0.81		
RES UNIV/HIGH ACTIVITY																		
AVG	92,530	365	42	66,534	517	43	54,219	340	43	54,666	65	29	40,240	433	30	62,858	1,655	43
HIGH	199,416	22%		135,465	31%		78,567	21%		67,000	4%		108,150	26%		199,416		
LOW	35,116			27,217			16,965			42,000			18,000			16,965		
SAL FAC	0.85			0.82			0.76			0.75			0.80			0.76		
DOCTORAL RES UNIV																		
AVG	99,709	62	6	70,707	79	6	58,755	52	6	57,816	13	5	43,426	57	4	69,193	250	6
HIGH	165,300	25%		101,581	32%		78,202	21%		68,689	5%		91,080	23%		165,300		
LOW	66,491			52,000			43,462			53,000			12,000			12,000		
SAL FAC	0.94			0.87			0.86			0.82			0.79			0.86		
REGION I																		
AVG	127,329	567	28	79,317	397	28	65,788	230	28	58,121	29	15	36,938	173	13	91,592	1,367	28
HIGH	207,000	42%		132,200	29%		85,500	17%		70,000	2%		53,000	13%		207,000		
LOW	59,072			44,725			42,000			42,000			25,824			25,824		
SAL FAC	0.97			0.91			0.84			0.82			0.73			0.91		
REGION II																		
AVG	101,388	311	24	70,196	376	24	57,082	223	24	57,329	37	14	39,452	304	15	68,079	1,214	24
HIGH	224,500	26%		133,000	31%		80,000	18%		70,000	3%		80,784	25%		224,500		
LOW	42,860			37,101			16,965			47,000			18,000			16,965		
SAL FAC	0.83			0.83			0.76			0.77			0.77			0.74		
REGION III																		
AVG	113,456	533	32	77,373	562	32	60,975	279	32	62,500	50	22	41,622	312	16	79,451	1,686	32
HIGH	220,583	32%		135,465	33%		84,622	17%		77,000	3%		77,986	19%		220,583		
LOW	35,116			32,814			31,493			45,000			20,016			20,016		
SAL FAC	0.86			0.84			0.76			0.79			0.71			0.79		
REGION IV																		
AVG	103,184	417	28	69,103	407	29	59,024	279	29	59,347	53	23	40,385	495	26	67,341	1,598	29
HIGH	268,840	26%		137,173	26%		104,268	18%		88,000	3%		135,561	31%		268,840		
LOW	46,900			27,217			29,612			36,000			12,000			12,000		
SAL FAC	0.83			0.81			0.78			0.78			0.80			0.74		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.01 English Language and Literature, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	113,611	1,686	74,298	1,564	60,777	885	59,912	138	39,412	1,045	77,746	5,180
HIGH	268,840	33%	135,465	30%	104,268	17%	88,000	3%	108,150	20%	268,840	
LOW	35,116		27,217		16,965		36,000		12,000		12,000	
SAL FAC	0.89		0.85		0.78		0.79		0.74		0.81	
TENURED/TENURE TRACK												
AVG	116,398	1,314	75,566	1,159	62,877	585	60,815	95	31,982	13	90,435	3,071
HIGH	268,840	43%	135,465	38%	85,500	19%	72,333	3%	48,572	0%	268,840	
LOW	35,116		32,814		16,965		50,000		25,200		16,965	
SAL FAC	0.90		0.86		0.79		0.78		0.55		0.87	
NONTENURE TRACK												
AVG	71,629	8	55,036	13	42,788	85	48,667	9	39,651	773	40,473	879
HIGH	91,800	1%	96,000	2%	68,000	10%	53,000	1%	108,150	88%	108,150	
LOW	54,766		37,101		31,493		45,000		12,000		12,000	
SAL FAC	0.63		0.60		0.58		0.69		0.74		0.60	
RES UNIV/VERY HIGH ACTVTY												
AVG	119,466	1,322	77,964	1,061	64,508	567	63,635	76	38,988	673	83,762	3,623
HIGH	268,840	37%	132,200	29%	104,268	16%	88,000	2%	78,918	19%	268,840	
LOW	46,900		37,101		29,612		36,000		20,016		20,016	
SAL FAC	0.89		0.86		0.80		0.82		0.71		0.82	
RES UNIV/HIGH ACTIVITY												
AVG	91,255	310	66,065	433	53,489	271	54,693	49	40,040	323	63,069	1,337
HIGH	199,416	23%	135,465	32%	73,098	20%	67,000	4%	108,150	24%	199,416	
LOW	35,116		27,217		16,965		45,000		18,000		16,965	
SAL FAC	0.84		0.82		0.75		0.75		0.80		0.77	
DOCTORAL RES UNIV												
AVG	98,600	54	69,662	70	57,782	47	57,816	13	41,102	49	67,866	220
HIGH	165,300	25%	93,925	32%	78,202	21%	68,689	6%	91,080	22%	165,300	
LOW	66,491		52,000		43,462		53,000		12,000		12,000	
SAL FAC	0.93		0.86		0.85		0.82		0.75		0.84	
REGION I												
AVG	127,912	545	79,713	377	66,423	216	60,430	21	36,782	168	92,106	1,306
HIGH	176,250	42%	132,200	29%	85,500	17%	70,000	2%	53,000	13%	176,250	
LOW	59,072		44,725		43,888		45,011		25,824		25,824	
SAL FAC	0.97		0.92		0.85		0.85		0.73		0.91	
REGION II												
AVG	100,365	281	69,627	335	56,856	190	57,743	31	37,551	224	68,681	1,030
HIGH	224,500	27%	104,852	33%	76,872	18%	70,000	3%	76,792	22%	224,500	
LOW	42,860		37,101		16,965		47,000		18,000		16,965	
SAL FAC	0.82		0.82		0.76		0.78		0.73		0.75	
REGION III												
AVG	114,177	474	77,615	487	60,907	236	62,186	37	41,290	231	81,114	1,428
HIGH	220,583	33%	135,465	34%	84,622	17%	72,000	3%	77,986	16%	220,583	
LOW	35,116		32,814		31,493		45,000		20,016		20,016	
SAL FAC	0.86		0.84		0.76		0.78		0.71		0.81	
REGION IV												
AVG	102,365	386	68,566	365	58,697	243	59,344	49	40,418	422	67,697	1,416
HIGH	268,840	27%	120,000	26%	104,268	17%	88,000	4%	108,150	30%	268,840	
LOW	46,900		27,217		29,612		36,000		12,000		12,000	
SAL FAC	0.82		0.80		0.78		0.78		0.80		0.74	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.0101 English Language and Literature, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,564	1,604	101	74,726	1,444	101	61,564	795	100	60,103	120	63	39,193	952	60	78,815	4,795	102
HIGH	268,840	34%		135,465	30%		104,268	17%		88,000	3%		108,150	20%		268,840		
LOW	42,860			27,217			16,965			36,000			12,000			12,000		
SAL FAC	0.89			0.85			0.79			0.79			0.74			0.82		
TENURED/TENURE TRACK																		
AVG	117,395	1,246	73	75,942	1,065	73	63,147	535	72	60,970	83	47	31,982	13	4	91,414	2,859	74
HIGH	268,840	44%		135,465	37%		85,500	19%		72,333	3%		48,572	1%		268,840		
LOW	46,900			44,426			16,965			50,000			25,200			16,965		
SAL FAC	0.90			0.86			0.80			0.78			0.55			0.87		
NONTENURE TRACK																		
AVG	74,055	6	3	55,036	13	5	44,470	62	17	48,667	9	8	39,328	706	42	40,257	787	46
HIGH	91,800	1%		96,000	2%		68,000	8%		53,000	1%		108,150	90%		108,150		
LOW	54,766			37,101			34,000			45,000			12,000			12,000		
SAL FAC	0.66			0.60			0.61			0.69			0.73			0.60		
RES UNIV/VERY HIGH ACTVTY																		
AVG	119,730	1,305	61	78,017	1,047	61	64,567	553	61	63,587	72	37	38,764	633	34	84,278	3,538	61
HIGH	268,840	37%		132,200	30%		104,268	16%		88,000	2%		78,918	18%		268,840		
LOW	46,900			37,101			29,612			36,000			20,016			20,016		
SAL FAC	0.90			0.86			0.81			0.82			0.71			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	91,240	274	37	66,072	373	37	54,753	224	36	54,647	44	23	39,693	296	24	63,118	1,167	38
HIGH	199,416	24%		135,465	32%		73,098	19%		67,000	4%		108,150	25%		199,416		
LOW	42,860			27,217			16,965			45,000			18,000			16,965		
SAL FAC	0.84			0.82			0.76			0.75			0.79			0.77		
DOCTORAL RES UNIV																		
AVG	100,528	25	3	65,683	24	3	54,057	18	3	57,422	4	3	44,560	23	2	67,639	90	3
HIGH	165,300	28%		93,925	27%		68,689	20%		68,689	4%		52,000	26%		165,300		
LOW	66,491			52,000			43,462			53,000			12,000			12,000		
SAL FAC	0.94			0.81			0.79			0.81			0.81			0.84		
REGION I																		
AVG	128,311	539	27	79,843	373	27	66,681	210	26	60,551	20	13	36,505	143	10	93,410	1,265	27
HIGH	176,250	43%		132,200	30%		85,500	17%		70,000	2%		53,000	11%		176,250		
LOW	59,072			44,725			43,888			45,011			25,824			25,824		
SAL FAC	0.97			0.92			0.85			0.85			0.73			0.92		
REGION II																		
AVG	100,365	281	23	69,627	335	23	56,856	190	23	57,743	31	13	37,551	224	14	68,681	1,030	23
HIGH	224,500	27%		104,852	33%		76,872	18%		70,000	3%		76,792	22%		224,500		
LOW	42,860			37,101			16,965			47,000			18,000			16,965		
SAL FAC	0.82			0.82			0.76			0.78			0.73			0.75		
REGION III																		
AVG	116,852	409	25	79,007	397	25	64,309	167	25	63,678	25	15	40,279	189	12	83,916	1,162	25
HIGH	220,583	35%		135,465	34%		84,622	14%		72,000	2%		77,986	16%		220,583		
LOW	73,429			50,436			35,000			45,000			20,016			20,016		
SAL FAC	0.88			0.86			0.80			0.80			0.69			0.83		
REGION IV																		
AVG	102,948	375	26	69,122	339	26	58,763	228	26	59,531	44	22	40,574	396	24	68,388	1,338	27
HIGH	268,840	28%		120,000	25%		104,268	17%		88,000	3%		108,150	30%		268,840		
LOW	46,900			27,217			29,612			36,000			12,000			12,000		
SAL FAC	0.83			0.81			0.78			0.78			0.80			0.75		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.13 Rhetoric and Composition/Writing Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	110,256	78 23	73,372	107 26	59,731	89 26	60,403	23 12	42,008	227 21	62,480	501 34
HIGH	207,000	16%	137,173	21%	80,000	18%	77,000	5%	135,561	45%	207,000	
LOW	69,625		44,274		36,252		50,000		21,500		21,500	
SAL FAC	0.86		0.84		0.77		0.79		0.79		0.65	
TENURED/TENURE TRACK												
AVG	104,977	57 16	72,582	84 20	60,163	49 18	59,094	12 6			79,098	190 22
HIGH	175,032	30%	137,173	44%	80,000	26%	67,500	6%			175,032	
LOW	69,625		49,020		46,500		55,508				46,500	
SAL FAC	0.81		0.82		0.76		0.76				0.76	
NONTENURE TRACK												
AVG			44,274	1 1	44,970	9 7	51,667	2 2	42,207	213 17	42,328	223 18
HIGH			44,274	0%	56,775	4%	53,333	1%	135,561	96%	135,561	
LOW			44,274		36,252		50,000		21,500		21,500	
SAL FAC			0.48		0.61		0.74		0.79		0.63	
RES UNIV/VERY HIGH ACTVTY												
AVG	121,479	43 12	80,425	48 11	61,985	37 11	62,612	13 6	43,163	121 10	66,667	249 16
HIGH	207,000	17%	137,173	19%	80,000	15%	77,000	5%	135,561	49%	207,000	
LOW	69,625		49,020		36,252		53,333		23,968		23,968	
SAL FAC	0.91		0.88		0.77		0.80		0.79		0.65	
RES UNIV/HIGH ACTIVITY												
AVG	96,467	35 11	67,633	59 15	58,128	52 15	57,531	10 6	40,689	106 11	58,343	252 18
HIGH	118,836	14%	100,809	23%	78,567	21%	62,420	4%	54,185	42%	118,836	
LOW	73,255		44,274		40,471		50,000		21,500		21,500	
SAL FAC	0.88		0.84		0.81		0.79		0.81		0.71	
REGION I												
AVG	115,570	10 4	70,703	13 5	60,874	7 4	59,250	2 1	42,182	5 3	77,482	35 6
HIGH	207,000	29%	85,842	37%	70,000	20%	60,000	6%	49,383	14%	207,000	
LOW	88,407		61,228		55,693		58,500		39,528		39,528	
SAL FAC	0.88		0.81		0.78		0.84		0.84		0.77	
REGION II												
AVG	112,334	22 6	73,719	32 6	56,670	27 6	55,188	6 3	43,343	72 5	61,968	153 8
HIGH	175,032	14%	133,000	21%	80,000	18%	57,620	4%	80,784	47%	175,032	
LOW	77,856		44,274		36,252		50,000		21,500		21,500	
SAL FAC	0.92		0.87		0.76		0.74		0.84		0.67	
REGION III												
AVG	111,531	30 7	75,519	32 7	62,233	30 8	63,830	11 6	42,448	78 5	64,356	170 9
HIGH	189,113	18%	98,447	19%	78,697	18%	77,000	7%	54,185	46%	189,113	
LOW	76,379		49,020		38,118		53,333		23,968		23,968	
SAL FAC	0.84		0.82		0.77		0.80		0.73		0.64	
REGION IV												
AVG	101,686	16 6	71,868	30 8	59,715	25 8	59,375	4 2	40,183	72 8	57,126	143 11
HIGH	173,550	11%	137,173	21%	78,567	18%	60,500	3%	135,561	50%	173,550	
LOW	69,625		54,080		46,500		59,000		28,000		28,000	
SAL FAC	0.82		0.84		0.79		0.78		0.79		0.63	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.1301 Writing, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,236	3 2	67,044	3 3	58,490	7 4	53,333	1 1	45,354	78 5	48,922	91 8
HIGH	117,201	3%	77,000	3%	66,940	8%	53,333	1%	80,784	86%	117,201	
LOW	84,747		56,297		53,333		53,333		33,300		33,300	
SAL FAC	0.79		0.76		0.75		0.70		0.85		0.51	
TENURED/TENURE TRACK												
AVG	93,253	2 1	67,044	3 3	57,831	5 2					67,679	10 3
HIGH	101,759	20%	77,000	30%	64,614	50%					101,759	
LOW	84,747		56,297		55,236						55,236	
SAL FAC	0.72		0.76		0.73						0.65	
NONTENURE TRACK												
AVG					53,333	1 1	53,333	1 1	45,410	76 4	45,513	77 4
HIGH					53,333	1%	53,333	1%	80,784	99%	80,784	
LOW					53,333		53,333		33,300		33,300	
SAL FAC					0.73		0.76		0.85		0.68	
RES UNIV/VERY HIGH ACTVTY												
AVG	117,201	1 1			53,333	1 1	53,333	1 1	47,061	60 2	48,293	62 3
HIGH	117,201	2%			53,333	2%	53,333	2%	80,784	97%	117,201	
LOW	117,201				53,333		53,333		33,300		33,300	
SAL FAC	0.88				0.67		0.68		0.86		0.47	
RES UNIV/HIGH ACTIVITY												
AVG	93,253	2 1	67,044	3 3	59,349	6 3			39,665	18 3	50,265	29 5
HIGH	101,759	7%	77,000	10%	66,940	21%			45,921	62%	101,759	
LOW	84,747		56,297		55,236				33,451		33,451	
SAL FAC	0.85		0.83		0.83				0.79		0.61	
REGION I												
AVG			67,835	1 1	64,614	1 1					66,225	2 1
HIGH			67,835	50%	64,614	50%					67,835	
LOW			67,835		64,614						64,614	
SAL FAC			0.78		0.82						0.65	
REGION II												
AVG	93,253	2 1	77,000	1 1	56,135	4 1			45,863	54 3	48,601	61 3
HIGH	101,759	3%	77,000	2%	57,000	7%			80,784	89%	101,759	
LOW	84,747		77,000		55,236				33,451		33,451	
SAL FAC	0.76		0.91		0.75				0.89		0.53	
REGION III												
AVG	117,201	1 1			60,137	2 2	53,333	1 1	44,569	20 1	49,081	23 3
HIGH	117,201	4%			66,940	9%	53,333	4%	53,669	87%	117,201	
LOW	117,201				53,333		53,333		33,300		33,300	
SAL FAC	0.88				0.75		0.67		0.76		0.49	
REGION IV												
AVG			56,297	1 1					42,406	4 1	45,184	5 1
HIGH			56,297	20%					44,822	80%	56,297	
LOW			56,297						41,600		41,600	
SAL FAC			0.66						0.84		0.50	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.1302 Creative Writing

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	121,618	20	8	74,720	13	6	58,348	10	6	62,420	1	1	35,260	3	3	88,978	46	11
HIGH	207,000	44%		133,000	28%		69,130	22%		62,420	2%		40,000	7%		207,000		
LOW	69,625			54,181			51,192			62,420			31,720			31,720		
SAL FAC	0.95			0.85			0.75			0.82			0.66			0.92		
TENURED/TENURE TRACK																		
AVG	119,997	12	4	75,506	10	5	56,298	4	3							93,085	26	6
HIGH	170,610	46%		133,000	39%		60,320	15%								170,610		
LOW	69,625			54,181			51,192									51,192		
SAL FAC	0.92			0.86			0.71									0.89		
NONTENURE TRACK																		
AVG							55,693	1	1				35,860	2	2	42,471	3	2
HIGH							55,693	33%					40,000	67%		55,693		
LOW							55,693						31,720			31,720		
SAL FAC							0.76						0.67			0.63		
RES UNIV/VERY HIGH ACTVTY																		
AVG	137,317	13	5	81,564	8	3	63,000	1	1				31,720	1	1	110,102	23	5
HIGH	207,000	57%		133,000	35%		63,000	4%					31,720	4%		207,000		
LOW	69,625			66,173			63,000						31,720			31,720		
SAL FAC	1.03			0.90			0.79						0.58			1.08		
RES UNIV/HIGH ACTIVITY																		
AVG	92,463	7	3	63,770	5	3	57,831	9	5	62,420	1	1	37,030	2	2	67,854	23	6
HIGH	107,840	30%		79,324	22%		69,130	39%		62,420	4%		40,000	9%		107,840		
LOW	76,194			54,181			51,192			62,420			34,060			34,060		
SAL FAC	0.85			0.79			0.81			0.86			0.74			0.82		
REGION I																		
AVG	145,320	3	2	74,320	5	2	58,000	2	1				40,000	1	1	87,596	11	3
HIGH	207,000	27%		85,842	46%		60,306	18%					40,000	9%		207,000		
LOW	91,737			68,392			55,693						40,000			40,000		
SAL FAC	1.10			0.86			0.74						0.79			0.87		
REGION II																		
AVG	155,342	5	1	76,034	4	2	52,282	2	1							107,764	11	2
HIGH	170,610	46%		133,000	36%		53,372	18%								170,610		
LOW	143,500			54,181			51,192									51,192		
SAL FAC	1.27			0.90			0.70									1.17		
REGION III																		
AVG	94,193	3	2				65,775	2	1	62,420	1	1				82,826	5	2
HIGH	107,840	60%					69,130	40%		62,420	20%					107,840		
LOW	76,379						62,420			62,420						62,420		
SAL FAC	0.71						0.82			0.78						0.82		
REGION IV																		
AVG	104,123	9	3	73,907	4	2	57,843	4	3				32,890	2	2	80,520	19	4
HIGH	173,550	47%		83,610	21%		63,000	21%					34,060	11%		173,550		
LOW	69,625			66,173			53,990						31,720			31,720		
SAL FAC	0.84			0.86			0.77						0.65			0.88		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.1303 Professional, Technical, Business, and Scientific Writing

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	77,096	2 2	59,812	5 3	52,753	6 3			43,621	3 1	56,290	16 4
HIGH	77,856	13%	68,660	31%	56,010	38%			45,000	19%	77,856	
LOW	76,336		44,274		40,471				40,891		40,471	
SAL FAC	0.60		0.68		0.68				0.82		0.58	
TENURED/TENURE TRACK												
AVG	77,096	2 2	62,042	3 2	54,000	1 1					65,720	6 2
HIGH	77,856	33%	68,512	50%	54,000	17%					77,856	
LOW	76,336		57,293		54,000						54,000	
SAL FAC	0.59		0.70		0.68						0.63	
NONTENURE TRACK												
AVG			44,274	1 1	40,471	1 1			43,621	3 1	43,122	5 2
HIGH			44,274	20%	40,471	20%			45,000	60%	45,000	
LOW			44,274		40,471				40,891		40,471	
SAL FAC			0.48		0.55				0.81		0.64	
RES UNIV/HIGH ACTIVITY												
AVG	77,096	2 2	59,812	5 3	52,753	6 3			43,621	3 1	56,290	16 4
HIGH	77,856	13%	68,660	31%	56,010	38%			45,000	19%	77,856	
LOW	76,336		44,274		40,471				40,891		40,471	
SAL FAC	0.71		0.74		0.74				0.87		0.68	
REGION II												
AVG	77,856	1 1	56,693	3 1	40,471	1 1			43,621	3 1	52,409	8 2
HIGH	77,856	13%	68,512	38%	40,471	13%			45,000	38%	77,856	
LOW	77,856		44,274		40,471				40,891		40,471	
SAL FAC	0.64		0.67		0.54				0.85		0.57	
REGION IV												
AVG	76,336	1 1	64,490	2 2	55,210	5 2					60,171	8 2
HIGH	76,336	13%	68,660	25%	56,010	63%					76,336	
LOW	76,336		60,320		54,000						54,000	
SAL FAC	0.61		0.75		0.73						0.66	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.1304 Rhetoric and Composition

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	108,477	46 14	74,549	78 20	61,055	61 19	60,643	21 10	39,090	99 11	64,785	284 22
HIGH	189,113	16%	137,173	28%	80,000	22%	77,000	7%	135,561	35%	189,113	
LOW	73,255		49,020		36,252		50,000		21,500		21,500	
SAL FAC	0.85		0.85		0.79		0.80		0.73		0.67	
TENURED/TENURE TRACK												
AVG	102,450	34 10	73,169	60 15	61,688	34 13	59,094	12 6			77,897	128 16
HIGH	175,032	27%	137,173	47%	80,000	27%	67,500	9%			175,032	
LOW	81,340		49,020		46,500		55,508				46,500	
SAL FAC	0.79		0.83		0.78		0.76				0.75	
NONTENURE TRACK												
AVG					42,538	6 4	50,000	1 1	39,146	88 9	39,363	94 9
HIGH					56,775	6%	50,000	1%	135,561	94%	135,561	
LOW					36,252		50,000		21,500		21,500	
SAL FAC					0.58		0.71		0.73		0.59	
RES UNIV/VERY HIGH ACTVTY												
AVG	116,322	27 7	80,850	38 8	62,356	34 8	63,385	12 5	39,283	58 6	67,589	157 9
HIGH	189,113	17%	137,173	24%	80,000	22%	77,000	8%	135,561	37%	189,113	
LOW	81,340		49,020		36,252		56,000		23,968		23,968	
SAL FAC	0.87		0.89		0.78		0.81		0.71		0.66	
RES UNIV/HIGH ACTIVITY												
AVG	97,328	19 7	68,562	40 12	59,417	27 11	56,988	9 5	38,817	41 5	61,319	127 13
HIGH	116,612	15%	100,809	32%	78,567	21%	59,247	7%	51,816	32%	116,612	
LOW	73,255		54,080		46,500		50,000		21,500		21,500	
SAL FAC	0.89		0.85		0.83		0.79		0.77		0.74	
REGION I												
AVG			62,669	2 1	59,250	2 1	59,250	2 1			60,960	4 1
HIGH			64,109	50%	60,000	50%	60,000	50%			64,109	
LOW			61,228		58,500		58,500				58,500	
SAL FAC			0.72		0.76		0.84				0.60	
REGION II												
AVG	102,163	14 5	75,325	24 6	58,026	20 6	55,188	6 3	34,216	15 3	67,285	73 6
HIGH	175,032	19%	104,000	33%	80,000	27%	57,620	8%	50,000	21%	175,032	
LOW	81,340		55,725		36,252		50,000		21,500		21,500	
SAL FAC	0.84		0.89		0.78		0.74		0.66		0.73	
REGION III												
AVG	113,313	26 6	76,088	29 6	63,473	23 6	65,153	9 4	38,828	18 3	76,161	96 6
HIGH	189,113	27%	98,447	30%	78,697	24%	77,000	9%	49,167	19%	189,113	
LOW	86,901		49,020		38,118		57,000		23,968		23,968	
SAL FAC	0.85		0.83		0.79		0.82		0.66		0.76	
REGION IV												
AVG	102,254	6 3	72,832	23 7	61,591	16 6	59,375	4 2	40,269	66 5	53,440	111 9
HIGH	138,138	5%	137,173	21%	78,567	14%	60,500	4%	135,561	60%	138,138	
LOW	73,255		54,080		46,500		59,000		28,000		28,000	
SAL FAC	0.82		0.85		0.82		0.78		0.79		0.59	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.14 Literature

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	103,736	22	5	74,657	30	6	56,305	18	7	52,500	8	2	40,960	1	1	78,540	71	8
HIGH	162,100	31%		98,731	42%		74,024	25%		65,000	11%		40,960	1%		162,100		
LOW	67,340			53,821			42,000			42,000			40,960			40,960		
SAL FAC	0.81			0.85			0.73			0.69			0.77			0.82		
TENURED/TENURE TRACK																		
AVG	105,508	15	3	74,894	19	4	60,691	10	5	63,000	4	2			82,102	44	6	
HIGH	162,100	34%		98,731	43%		74,024	23%		65,000	9%				162,100			
LOW	83,155			53,821			50,800			61,000					50,800			
SAL FAC	0.81			0.85			0.76			0.81					0.79			
NONTENURE TRACK																		
AVG							42,000	4	1	42,000	4	1			42,000	4	1	
HIGH							42,000	100%		42,000	100%				42,000			
LOW							42,000			42,000					42,000			
SAL FAC							0.57			0.60					0.63			
RES UNIV/VERY HIGH ACTVTY																		
AVG	96,660	7	1	76,516	13	1	60,017	6	2	61,000	2	1			78,132	26	2	
HIGH	109,317	27%		98,731	50%		74,024	23%		61,000	8%				109,317			
LOW	83,155			53,821			50,800			61,000					50,800			
SAL FAC	0.72			0.84			0.75			0.78					0.77			
RES UNIV/HIGH ACTIVITY																		
AVG	107,038	15	4	73,236	17	5	54,449	12	5	49,667	6	1	40,960	1	1	78,776	45	6
HIGH	162,100	33%		92,920	38%		66,930	27%		65,000	13%		40,960	2%		162,100		
LOW	67,340			56,240			42,000			42,000			40,960			40,960		
SAL FAC	0.98			0.91			0.76			0.68			0.82		0.96			
REGION I																		
AVG	113,249	8	2	73,640	5	2	51,115	7	2	49,667	6	1			81,600	20	2	
HIGH	162,100	40%		83,627	25%		65,000	35%		65,000	30%				162,100			
LOW	85,075			68,861			42,000			42,000					42,000			
SAL FAC	0.86			0.85			0.65			0.70					0.81			
REGION II																		
AVG							57,000	1	1						57,000	1	1	
HIGH							57,000	100%							57,000			
LOW							57,000								57,000			
SAL FAC							0.76								0.62			
REGION III																		
AVG	100,681	13	2	77,287	22	3	63,101	7	2	61,000	2	1			82,164	42	3	
HIGH	116,310	31%		98,731	52%		74,024	17%		61,000	5%				116,310			
LOW	83,155			53,821			56,218			61,000					53,821			
SAL FAC	0.76			0.84			0.78			0.77					0.82			
REGION IV																		
AVG	67,340	1	1	57,067	3	1	52,323	3	2				40,960	1	1	54,559	8	2
HIGH	67,340	13%		57,500	38%		53,180	38%					40,960	13%		67,340		
LOW	67,340			56,240			50,800						40,960			40,960		
SAL FAC	0.54			0.67			0.69						0.81		0.60			

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.1402 American Literature (United States)

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	96,132	10	3	76,064	18	3	61,128	8	4	61,000	2	1	40,960	1	1	77,310	37	4
HIGH	116,310	27%		98,731	49%		74,024	22%		61,000	5%		40,960	3%		116,310		
LOW	67,340			53,821			52,990			61,000			40,960			40,960		
SAL FAC	0.75			0.87			0.79			0.80			0.77			0.80		
TENURED/TENURE TRACK																		
AVG	96,660	7	1	76,516	13	1	61,518	6	2	61,000	2	1				78,478	26	2
HIGH	109,317	27%		98,731	50%		74,024	23%		61,000	8%					109,317		
LOW	83,155			53,821			56,218			61,000						53,821		
SAL FAC	0.74			0.87			0.78			0.78						0.75		
RES UNIV/VERY HIGH ACTVTY																		
AVG	96,660	7	1	76,516	13	1	61,860	5	1	61,000	2	1				79,225	25	1
HIGH	109,317	28%		98,731	52%		74,024	20%		61,000	8%					109,317		
LOW	83,155			53,821			56,218			61,000						53,821		
SAL FAC	0.72			0.84			0.77			0.78						0.78		
RES UNIV/HIGH ACTIVITY																		
AVG	94,900	3	2	74,890	5	2	59,909	3	3				40,960	1	1	73,320	12	3
HIGH	116,310	25%		92,920	42%		66,930	25%					40,960	8%		116,310		
LOW	67,340			56,240			52,990						40,960			40,960		
SAL FAC	0.87			0.93			0.84						0.82			0.89		
REGION I																		
AVG							59,806	1	1							59,806	1	1
HIGH							59,806	100%								59,806		
LOW							59,806									59,806		
SAL FAC							0.76									0.59		
REGION III																		
AVG	99,331	9	2	78,464	16	2	62,705	6	2	61,000	2	1				81,472	31	2
HIGH	116,310	29%		98,731	52%		74,024	19%		61,000	7%					116,310		
LOW	83,155			53,821			56,218			61,000						53,821		
SAL FAC	0.75			0.85			0.78			0.77						0.81		
REGION IV																		
AVG	67,340	1	1	56,870	2	1	52,990	1	1				40,960	1	1	55,006	5	1
HIGH	67,340	20%		57,500	40%		52,990	20%					40,960	20%		67,340		
LOW	67,340			56,240			52,990						40,960			40,960		
SAL FAC	0.54			0.66			0.70						0.81			0.60		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.1404 English Literature (British and Commonwealth)

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	99,991	5 2	73,022	7 3	58,553	3 3					79,118	15 4
HIGH	112,140	33%	85,230	47%	65,480	20%					112,140	
LOW	85,075		57,460		53,180						53,180	
SAL FAC	0.78		0.83		0.76						0.82	
TENURED/TENURE TRACK												
AVG	85,075	1 1	68,861	1 1	57,000	1 1					70,312	3 2
HIGH	85,075	33%	68,861	33%	57,000	33%					85,075	
LOW	85,075		68,861		57,000						57,000	
SAL FAC	0.65		0.78		0.72						0.67	
RES UNIV/HIGH ACTIVITY												
AVG	99,991	5 2	73,022	7 3	58,553	3 3					79,118	15 4
HIGH	112,140	33%	85,230	47%	65,480	20%					112,140	
LOW	85,075		57,460		53,180						53,180	
SAL FAC	0.92		0.90		0.82						0.96	
REGION I												
AVG	85,075	1 1	68,861	1 1							76,968	2 1
HIGH	85,075	50%	68,861	50%							85,075	
LOW	85,075		68,861								68,861	
SAL FAC	0.65		0.79								0.76	
REGION II												
AVG					57,000	1 1					57,000	1 1
HIGH					57,000	100%					57,000	
LOW					57,000						57,000	
SAL FAC					0.76						0.62	
REGION III												
AVG	103,720	4 1	76,966	5 1	65,480	1 1					86,519	10 1
HIGH	112,140	40%	85,230	50%	65,480	10%					112,140	
LOW	100,220		73,250		65,480						65,480	
SAL FAC	0.78		0.84		0.81						0.86	
REGION IV												
AVG			57,460	1 1	53,180	1 1					55,320	2 1
HIGH			57,460	50%	53,180	50%					57,460	
LOW			57,460		53,180						53,180	
SAL FAC			0.67		0.70						0.61	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.99 English Language and Literature/Letters, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	124,217	17	3	78,097	17	3	65,126	11	3				45,673	3	1	89,432	48	4
HIGH	180,000	35%		103,956	35%		92,700	23%					48,666	6%		180,000		
LOW	80,640			60,849			47,533						44,040			44,040		
SAL FAC	0.97			0.89			0.84						0.86			0.93		
TENURED/TENURE TRACK																		
AVG	124,217	17	3	78,097	17	3	65,138	10	2							92,971	44	3
HIGH	180,000	39%		103,956	39%		92,700	23%								180,000		
LOW	80,640			60,849			47,533									47,533		
SAL FAC	0.96			0.89			0.82									0.89		
NONTENURE TRACK																		
AVG													45,673	3	1	45,673	3	1
HIGH													48,666	100%		48,666		
LOW													44,040			44,040		
SAL FAC													0.85			0.68		
RES UNIV/VERY HIGH ACTVTY																		
AVG	130,048	14	1	85,653	9	1	69,299	8	1							101,482	31	1
HIGH	180,000	45%		103,956	29%		92,700	26%								180,000		
LOW	88,916			68,960			59,778									59,778		
SAL FAC	0.97			0.94			0.86									1.00		
RES UNIV/HIGH ACTIVITY																		
AVG	97,006	3	2	69,596	8	2	53,999	3	2				45,673	3	1	67,459	17	3
HIGH	110,377	18%		79,865	47%		65,010	18%					48,666	18%		110,377		
LOW	80,640			60,849			47,533						44,040			44,040		
SAL FAC	0.89			0.86			0.75						0.91			0.82		
REGION I																		
AVG	105,189	2	1	74,787	2	1										89,988	4	1
HIGH	110,377	50%		79,574	50%											110,377		
LOW	100,000			70,000												70,000		
SAL FAC	0.80			0.86												0.89		
REGION III																		
AVG	80,640	1	1	67,866	6	1	53,999	3	2				45,673	3	1	60,527	13	2
HIGH	80,640	8%		79,865	46%		65,010	23%					48,666	23%		80,640		
LOW	80,640			60,849			47,533						44,040			44,040		
SAL FAC	0.61			0.74			0.67						0.78			0.60		
REGION IV																		
AVG	130,048	14	1	85,653	9	1	69,299	8	1							101,482	31	1
HIGH	180,000	45%		103,956	29%		92,700	26%								180,000		
LOW	88,916			68,960			59,778									59,778		
SAL FAC	1.05			1.00			0.92									1.11		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 23.9999 English Language and Literature/Letters, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	126,941	16 2	83,677	11 2	68,822	9 2					99,192	36 3
HIGH	180,000	44%	103,956	31%	92,700	25%					180,000	
LOW	88,916		68,960		59,778						59,778	
SAL FAC	0.99		0.95		0.89						1.03	
TENURED/TENURE TRACK												
AVG	126,941	16 2	83,677	11 2	69,299	8 1					100,168	35 2
HIGH	180,000	46%	103,956	31%	92,700	23%					180,000	
LOW	88,916		68,960		59,778						59,778	
SAL FAC	0.98		0.95		0.87						0.96	
RES UNIV/VERY HIGH ACTVTY												
AVG	130,048	14 1	85,653	9 1	69,299	8 1					101,482	31 1
HIGH	180,000	45%	103,956	29%	92,700	26%					180,000	
LOW	88,916		68,960		59,778						59,778	
SAL FAC	0.97		0.94		0.86						1.00	
RES UNIV/HIGH ACTIVITY												
AVG	105,189	2 1	74,787	2 1	65,010	1 1					84,992	5 2
HIGH	110,377	40%	79,574	40%	65,010	20%					110,377	
LOW	100,000		70,000		65,010						65,010	
SAL FAC	0.96		0.93		0.91						1.03	
REGION I												
AVG	105,189	2 1	74,787	2 1							89,988	4 1
HIGH	110,377	50%	79,574	50%							110,377	
LOW	100,000		70,000								70,000	
SAL FAC	0.80		0.86								0.89	
REGION III												
AVG					65,010	1 1					65,010	1 1
HIGH					65,010	100%					65,010	
LOW					65,010						65,010	
SAL FAC					0.81						0.65	
REGION IV												
AVG	130,048	14 1	85,653	9 1	69,299	8 1					101,482	31 1
HIGH	180,000	45%	103,956	29%	92,700	26%					180,000	
LOW	88,916		68,960		59,778						59,778	
SAL FAC	1.05		1.00		0.92						1.11	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 24.01 Liberal Arts and Sciences, General Studies and Humanities

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	110,468	78 27	76,383	93 20	61,370	94 26	62,323	20 13	49,414	175 20	68,492	440 41
HIGH	277,442	18%	129,384	21%	105,840	21%	75,024	5%	110,900	40%	277,442	
LOW	25,593		46,800		37,740		43,260		14,400		14,400	
SAL FAC	0.86		0.87		0.79		0.82		0.93		0.71	
TENURED/TENURE TRACK												
AVG	118,932	49 19	77,412	58 14	64,656	45 14	62,651	13 8			87,020	152 22
HIGH	277,442	32%	129,384	38%	105,840	30%	75,024	9%			277,442	
LOW	65,643		49,415		43,260		43,260				43,260	
SAL FAC	0.92		0.88		0.81		0.80				0.83	
NONTENURE TRACK												
AVG	104,611	3 1	94,116	2 1	76,954	5 2	53,000	1 1	49,540	168 14	51,740	178 16
HIGH	121,768	2%	95,502	1%	92,807	3%	53,000	1%	110,900	94%	121,768	
LOW	93,557		92,729		53,000		53,000		14,400		14,400	
SAL FAC	0.93		1.02		1.05		0.75		0.92		0.77	
RES UNIV/VERY HIGH ACTVTY												
AVG	118,067	58 16	77,005	54 10	62,159	72 16	63,456	12 8	50,624	131 10	70,201	315 23
HIGH	277,442	18%	129,384	17%	105,840	23%	75,024	4%	110,900	42%	277,442	
LOW	69,089		46,800		37,740		43,260		26,967		26,967	
SAL FAC	0.88		0.85		0.78		0.81		0.92		0.69	
RES UNIV/HIGH ACTIVITY												
AVG	87,458	15 8	76,966	32 8	59,390	20 9	61,714	7 4	47,678	35 8	65,013	102 15
HIGH	125,972	15%	118,417	31%	82,820	20%	64,000	7%	90,000	34%	125,972	
LOW	25,593		54,660		40,066		60,000		27,273		25,593	
SAL FAC	0.80		0.95		0.83		0.85		0.95		0.79	
DOCTORAL RES UNIV												
AVG	91,357	5 3	68,919	7 2	52,765	2 1	53,000	1 1	38,558	9 2	60,512	23 3
HIGH	110,038	22%	78,923	30%	53,000	9%	53,000	4%	45,696	39%	110,038	
LOW	73,247		61,114		52,530		53,000		14,400		14,400	
SAL FAC	0.86		0.85		0.77		0.75		0.70		0.75	
REGION I												
AVG	101,197	11 3	74,287	27 4	63,840	17 4	70,000	2 1	37,885	7 2	72,087	62 6
HIGH	196,847	18%	121,192	44%	72,000	27%	70,000	3%	43,251	11%	196,847	
LOW	72,257		46,800		40,066		70,000		34,000		34,000	
SAL FAC	0.77		0.86		0.81		0.99		0.75		0.71	
REGION II												
AVG	105,478	17 8	76,061	28 6	63,453	26 7	62,250	8 5	49,971	23 5	71,510	94 11
HIGH	164,236	18%	118,417	30%	82,820	28%	68,000	9%	90,000	25%	164,236	
LOW	65,643		54,660		51,750		60,000		26,967		26,967	
SAL FAC	0.87		0.90		0.85		0.84		0.97		0.78	
REGION III												
AVG	123,378	33 8	83,673	22 5	69,948	24 8	65,887	7 4	51,075	122 6	68,767	201 14
HIGH	277,442	16%	129,384	11%	105,840	12%	75,024	4%	110,900	61%	277,442	
LOW	25,593		74,434		44,390		61,364		32,220		25,593	
SAL FAC	0.93		0.91		0.87		0.83		0.87		0.68	
REGION IV												
AVG	96,399	17 8	70,459	16 5	50,184	27 7	49,087	3 3	43,558	23 7	61,722	83 10
HIGH	144,071	21%	95,502	19%	84,275	33%	53,000	4%	77,326	28%	144,071	
LOW	69,089		49,415		37,740		43,260		14,400		14,400	
SAL FAC	0.78		0.82		0.66		0.65		0.86		0.68	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 24.0101 Liberal Arts and Sciences/Liberal Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	120,007	38 15	75,571	52 12	63,284	43 12	61,755	7 6	48,368	109 13	68,113	242 23
HIGH	277,442	16%	129,384	22%	105,840	18%	75,024	3%	90,000	45%	277,442	
LOW	25,593		49,415		40,480		43,260		14,400		14,400	
SAL FAC	0.94		0.86		0.82		0.81		0.91		0.71	
TENURED/TENURE TRACK												
AVG	129,775	30 11	75,346	43 9	65,455	31 8	62,047	6 5			88,098	104 12
HIGH	277,442	29%	129,384	41%	105,840	30%	75,024	6%			277,442	
LOW	65,643		49,415		43,260		43,260				43,260	
SAL FAC	1.00		0.86		0.82		0.79				0.84	
NONTENURE TRACK												
AVG			94,116	2 1					48,335	105 9	49,190	107 9
HIGH			95,502	2%					90,000	98%	95,502	
LOW			92,729						14,400		14,400	
SAL FAC			1.02						0.90		0.73	
RES UNIV/VERY HIGH ACTVTY												
AVG	138,229	25 8	79,283	25 6	62,915	32 8	62,071	4 4	49,169	81 6	70,146	163 12
HIGH	277,442	15%	129,384	15%	105,840	20%	75,024	3%	77,688	50%	277,442	
LOW	76,892		49,415		40,480		43,260		32,220		32,220	
SAL FAC	1.03		0.87		0.78		0.80		0.89		0.69	
RES UNIV/HIGH ACTIVITY												
AVG	85,899	12 6	73,535	22 5	64,357	11 4	61,333	3 2	48,787	24 6	65,614	69 10
HIGH	125,972	17%	118,417	32%	82,820	16%	63,000	4%	90,000	35%	125,972	
LOW	25,593		54,660		52,520		60,000		27,273		25,593	
SAL FAC	0.79		0.91		0.90		0.85		0.97		0.80	
DOCTORAL RES UNIV												
AVG	73,766	1 1	65,969	5 1					29,635	4 1	52,215	10 1
HIGH	73,766	10%	78,923	50%					40,480	40%	78,923	
LOW	73,766		61,114						14,400		14,400	
SAL FAC	0.69		0.81						0.54		0.65	
REGION I												
AVG	95,858	5 2	80,566	8 2	69,613	4 1			43,251	1 1	80,307	18 3
HIGH	130,410	28%	121,192	44%	72,000	22%			43,251	6%	130,410	
LOW	72,257		59,384		68,004				43,251		43,251	
SAL FAC	0.73		0.93		0.89				0.86		0.79	
REGION II												
AVG	94,424	8 4	72,321	18 3	63,123	17 4	61,000	4 3	51,460	13 3	67,844	56 6
HIGH	125,972	14%	118,417	32%	82,820	30%	63,000	7%	90,000	23%	125,972	
LOW	65,643		54,660		51,750		60,000		27,273		27,273	
SAL FAC	0.77		0.85		0.85		0.82		1.00		0.74	
REGION III												
AVG	162,728	13 5	85,603	10 2	68,965	12 3	72,512	2 2	49,261	73 3	68,473	108 8
HIGH	277,442	12%	129,384	9%	105,840	11%	75,024	2%	77,688	68%	277,442	
LOW	25,593		74,448		44,390		70,000		32,220		25,593	
SAL FAC	1.23		0.93		0.86		0.91		0.84		0.68	
REGION IV												
AVG	100,845	12 4	70,459	16 5	54,208	10 4	43,260	1 1	43,811	22 6	64,057	60 6
HIGH	144,071	20%	95,502	27%	84,275	17%	43,260	2%	77,326	37%	144,071	
LOW	73,766		49,415		40,480		43,260		14,400		14,400	
SAL FAC	0.81		0.82		0.72		0.57		0.86		0.70	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 24.0102 General Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	82,289	3 2			73,719	6 3	65,455	1 1	43,649	15 4	55,997	24 6
HIGH	90,900	13%			92,807	25%	65,455	4%	77,495	63%	92,807	
LOW	75,833				45,092		65,455		26,967		26,967	
SAL FAC	0.64				0.95		0.86		0.82		0.58	
TENURED/TENURE TRACK												
AVG	83,367	2 1			65,455	1 1	65,455	1 1			77,396	3 1
HIGH	90,900	67%			65,455	33%	65,455	33%			90,900	
LOW	75,833				65,455		65,455				65,455	
SAL FAC	0.64				0.82		0.84				0.74	
NONTENURE TRACK												
AVG					82,942	4 1			44,053	14 3	52,695	18 4
HIGH					92,807	22%			77,495	78%	92,807	
LOW					74,347				26,967		26,967	
SAL FAC					1.13				0.82		0.79	
RES UNIV/VERY HIGH ACTVTY												
AVG	83,367	2 1			79,445	5 2	65,455	1 1	43,913	8 1	61,017	15 3
HIGH	90,900	13%			92,807	33%	65,455	7%	61,108	53%	92,807	
LOW	75,833				65,455		65,455		26,967		26,967	
SAL FAC	0.62				0.99		0.84		0.80		0.60	
RES UNIV/HIGH ACTIVITY												
AVG	80,133	1 1			45,092	1 1			43,348	7 3	47,629	9 3
HIGH	80,133	11%			45,092	11%			77,495	78%	80,133	
LOW	80,133				45,092				37,009		37,009	
SAL FAC	0.73				0.63				0.87		0.58	
REGION I												
AVG									37,588	5 1	37,588	5 1
HIGH									39,505	100%	39,505	
LOW									37,009		37,009	
SAL FAC									0.75		0.37	
REGION II												
AVG									47,644	9 2	47,644	9 2
HIGH									77,495	100%	77,495	
LOW									26,967		26,967	
SAL FAC									0.92		0.52	
REGION III												
AVG	83,367	2 1			79,445	5 2	65,455	1 1			80,565	7 2
HIGH	90,900	29%			92,807	71%	65,455	14%			92,807	
LOW	75,833				65,455		65,455				65,455	
SAL FAC	0.63				0.99		0.82				0.80	
REGION IV												
AVG	80,133	1 1			45,092	1 1			38,000	1 1	54,408	3 1
HIGH	80,133	33%			45,092	33%			38,000	33%	80,133	
LOW	80,133				45,092				38,000		38,000	
SAL FAC	0.65				0.60				0.75		0.60	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 24.0103 Humanities/Humanistic Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	100,764	26	8	77,305	32	5	61,392	23	9	62,247	7	4	47,093	3	3	79,130	84	12
HIGH	164,236	31%		102,842	38%		71,508	27%		70,000	8%		55,724	4%		164,236		
LOW	73,247			52,589			40,066			53,000			34,000			34,000		
SAL FAC	0.79			0.88			0.79			0.82			0.88			0.82		
TENURED/TENURE TRACK																		
AVG	104,826	12	6	85,231	7	2	58,851	7	5	60,682	4	2				87,173	26	7
HIGH	164,236	46%		102,842	27%		63,000	27%		61,364	15%					164,236		
LOW	73,247			66,001			52,530			60,000						52,530		
SAL FAC	0.81			0.97			0.74			0.78						0.83		
NONTENURE TRACK																		
AVG							53,000	1	1	53,000	1	1	51,554	1	1	52,277	2	2
HIGH							53,000	50%		53,000	50%		51,554	50%		53,000		
LOW							53,000			53,000			51,554			51,554		
SAL FAC							0.72			0.75			0.96			0.78		
RES UNIV/VERY HIGH ACTVTY																		
AVG	101,986	23	6	75,111	24	3	66,647	15	5	65,682	4	2	47,093	3	3	81,374	65	8
HIGH	164,236	35%		82,400	37%		71,508	23%		70,000	6%		55,724	5%		164,236		
LOW	78,023			52,589			53,701			61,364			34,000			34,000		
SAL FAC	0.76			0.83			0.83			0.84			0.86			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	100,472	2	1	83,885	8	2	51,130	6	3	60,000	2	1				73,675	16	3
HIGH	108,872	13%		102,842	50%		63,324	38%		60,000	13%					108,872		
LOW	92,071			66,001			40,066			60,000						40,066		
SAL FAC	0.92			1.04			0.71			0.83						0.89		
DOCTORAL RES UNIV																		
AVG	73,247	1	1				52,765	2	1	53,000	1	1				59,592	3	1
HIGH	73,247	33%					53,000	67%		53,000	33%					73,247		
LOW	73,247						52,530			53,000						52,530		
SAL FAC	0.69						0.77			0.75						0.74		
REGION I																		
AVG	87,405	5	1	73,023	18	2	62,063	13	3	70,000	2	1	34,000	1	1	70,061	37	3
HIGH	90,158	14%		82,400	49%		71,400	35%		70,000	5%		34,000	3%		90,158		
LOW	85,075			52,589			40,066			70,000			34,000			34,000		
SAL FAC	0.66			0.84			0.79			0.99			0.68			0.69		
REGION II																		
AVG	119,676	7	3	85,231	7	2	57,900	3	2	60,000	2	1	51,554	1	1	92,200	18	3
HIGH	164,236	39%		102,842	39%		60,000	17%		60,000	11%		51,554	6%		164,236		
LOW	92,071			66,001			53,701			60,000			51,554			51,554		
SAL FAC	0.98			1.01			0.78			0.81			1.00			1.00		
REGION III																		
AVG	97,139	12	2	80,388	7	1	65,192	5	3	61,364	2	1	55,724	1	1	84,403	25	4
HIGH	82,954	48%		74,004	28%		71,508	20%		61,364	8%		55,724	4%		82,954		
LOW	78,023			83,004			61,364			61,364			55,724			55,724		
SAL FAC	0.73			0.87			0.81			0.77			0.95			0.84		
REGION IV																		
AVG	89,721	2	2				52,765	2	1	53,000	1	1				71,243	4	2
HIGH	106,195	50%					53,000	50%		53,000	25%					106,195		
LOW	73,247						52,530			53,000						52,530		
SAL FAC	0.72						0.70			0.70						0.78		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 24.0199 Liberal Arts and Sciences, General Studies and Humanities,

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	109,968	8 4	74,708	5 3	53,261	20 2	61,667	3 2	55,294	39 1	62,153	72 5
HIGH	196,847	11%	95,425	7%	68,000	28%	68,000	4%	110,900	54%	196,847	
LOW	69,089		46,800		37,740		51,000		33,300		33,300	
SAL FAC	0.86		0.85		0.69		0.81		1.04		0.65	
TENURED/TENURE TRACK												
AVG	100,000	2 1	81,685	4 2	67,162	6 1	67,000	2 1			77,476	12 2
HIGH	120,000	17%	95,425	33%	68,000	50%	68,000	17%			120,000	
LOW	80,000		71,000		65,920		66,000				65,920	
SAL FAC	0.77		0.93		0.85		0.86				0.74	
NONTENURE TRACK												
AVG	104,611	3 1							55,294	39 1	58,817	42 1
HIGH	121,768	7%							110,900	93%	121,768	
LOW	93,557								33,300		33,300	
SAL FAC	0.93								1.03		0.88	
RES UNIV/VERY HIGH ACTVTY												
AVG	109,968	8 4	74,708	5 3	53,261	20 2	61,667	3 2	55,294	39 1	62,153	72 5
HIGH	196,847	11%	95,425	7%	68,000	28%	68,000	4%	110,900	54%	196,847	
LOW	69,089		46,800		37,740		51,000		33,300		33,300	
SAL FAC	0.82		0.82		0.66		0.79		1.01		0.61	
REGION I												
AVG	196,847	1 1	46,800	1 1							121,824	2 1
HIGH	196,847	50%	46,800	50%							196,847	
LOW	196,847		46,800								46,800	
SAL FAC	1.50		0.54								1.20	
REGION II												
AVG	100,000	2 1	77,105	3 1	67,162	6 1	67,000	2 1			75,844	11 1
HIGH	120,000	18%	87,814	27%	68,000	55%	68,000	18%			120,000	
LOW	80,000		71,000		65,920		66,000				65,920	
SAL FAC	0.82		0.91		0.90		0.90				0.83	
REGION III												
AVG	104,611	3 1	95,425	1 1					55,294	39 1	59,668	43 2
HIGH	121,768	7%	95,425	2%					110,900	91%	121,768	
LOW	93,557		95,425						33,300		33,300	
SAL FAC	0.79		1.04						0.94		0.59	
REGION IV												
AVG	84,533	2 1			47,304	14 1	51,000	1 1			51,958	16 1
HIGH	99,978	13%			52,961	88%	51,000	6%			99,978	
LOW	69,089				37,740		51,000				37,740	
SAL FAC	0.68				0.63		0.67				0.57	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 25. LIBRARY SCIENCE

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	108,709	100 26	76,965	170 30	68,155	171 30	67,658	18 11	52,989	43 12	78,281	484 31
HIGH	188,883	21%	147,900	35%	109,306	35%	92,500	4%	79,639	9%	188,883	
LOW	48,537		40,503		32,720		43,365		19,573		19,573	
SAL FAC	0.85		0.88		0.88		0.89		0.99		0.81	
TENURED/TENURE TRACK												
AVG	107,612	79 20	76,804	124 22	70,561	124 23	69,304	13 7	38,220	1 1	81,747	328 23
HIGH	180,229	24%	147,900	38%	109,306	38%	92,500	4%	38,220	0%	180,229	
LOW	48,537		40,503		42,115		43,365		38,220		38,220	
SAL FAC	0.83		0.87		0.89		0.89		0.66		0.78	
NONTENURE TRACK												
AVG	63,983	1 1	72,826	1 1	57,493	9 6			54,365	32 9	55,673	43 13
HIGH	63,983	2%	72,826	2%	73,100	21%			79,639	74%	79,639	
LOW	63,983		72,826		38,421				40,000		38,421	
SAL FAC	0.57		0.79		0.78				1.01		0.83	
RES UNIV/VERY HIGH ACTVTY												
AVG	111,364	80 18	79,338	109 20	72,430	112 19	71,948	13 7	53,556	28 6	82,580	329 20
HIGH	188,883	24%	147,900	33%	107,860	34%	92,500	4%	79,639	9%	188,883	
LOW	48,537		40,503		38,421		43,365		38,220		38,220	
SAL FAC	0.83		0.87		0.90		0.92		0.97		0.81	
RES UNIV/HIGH ACTIVITY												
AVG	97,034	15 6	70,760	47 8	59,347	53 9	56,504	5 4	49,379	8 5	67,656	123 9
HIGH	122,407	12%	102,098	38%	109,306	43%	68,000	4%	68,468	7%	122,407	
LOW	64,771		41,974		32,720		47,635		19,573		19,573	
SAL FAC	0.89		0.88		0.83		0.78		0.99		0.82	
DOCTORAL RES UNIV												
AVG	101,266	5 2	79,324	14 2	66,167	6 2			54,851	7 1	74,932	32 2
HIGH	111,806	16%	90,528	44%	78,202	19%			68,922	22%	111,806	
LOW	83,369		63,508		58,321				44,827		44,827	
SAL FAC	0.95		0.97		0.97				1.00		0.93	
REGION I												
AVG	126,436	17 6	78,093	31 7	65,460	28 6	52,500	1 1	60,234	2 2	83,637	78 7
HIGH	167,560	22%	139,538	40%	107,860	36%	52,500	1%	68,468	3%	167,560	
LOW	64,771		41,974		42,765		52,500		52,000		41,974	
SAL FAC	0.96		0.90		0.83		0.74		1.20		0.83	
REGION II												
AVG	96,142	13 3	80,835	15 5	68,629	22 5	75,000	2 2	55,000	1 1	78,965	51 5
HIGH	156,100	26%	128,063	29%	83,132	43%	83,000	4%	55,000	2%	156,100	
LOW	63,983		60,824		38,421		67,000		55,000		38,421	
SAL FAC	0.79		0.95		0.92		1.01		1.07		0.86	
REGION III												
AVG	121,079	31 10	84,788	57 9	73,823	65 10	77,545	3 2	71,754	6 2	86,889	159 10
HIGH	180,229	20%	147,900	36%	109,306	41%	92,500	2%	79,639	4%	180,229	
LOW	91,074		61,302		47,635		47,635		61,839		47,635	
SAL FAC	0.91		0.92		0.92		0.97		1.23		0.86	
REGION IV												
AVG	95,339	39 7	68,922	67 9	62,739	56 9	65,226	12 6	49,193	34 7	68,989	196 9
HIGH	188,883	20%	103,000	34%	97,045	29%	83,000	6%	77,504	17%	188,883	
LOW	48,537		40,503		32,720		43,365		19,573		19,573	
SAL FAC	0.77		0.80		0.83		0.86		0.97		0.76	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 25.01 Library Science and Administration

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	108,873	99 25	77,122	160 29	68,705	165 29	68,549	17 10	52,621	42 11	78,679	466 30
HIGH	188,883	21%	147,900	34%	109,306	35%	92,500	4%	79,639	9%	188,883	
LOW	48,537		40,503		32,720		43,365		19,573		19,573	
SAL FAC	0.85		0.88		0.89		0.90		0.99		0.82	
TENURED/TENURE TRACK												
AVG	107,612	79 20	76,804	124 22	70,561	124 23	69,304	13 7	38,220	1 1	81,747	328 23
HIGH	180,229	24%	147,900	38%	109,306	38%	92,500	4%	38,220	0%	180,229	
LOW	48,537		40,503		42,115		43,365		38,220		38,220	
SAL FAC	0.83		0.87		0.89		0.89		0.66		0.78	
NONTENURE TRACK												
AVG	63,983	1 1	72,826	1 1	57,493	9 6			54,365	32 9	55,673	43 13
HIGH	63,983	2%	72,826	2%	73,100	21%			79,639	74%	79,639	
LOW	63,983		72,826		38,421				40,000		38,421	
SAL FAC	0.57		0.79		0.78				1.01		0.83	
RES UNIV/VERY HIGH ACTVTY												
AVG	111,364	80 18	79,338	109 20	72,430	112 19	71,948	13 7	53,556	28 6	82,580	329 20
HIGH	188,883	24%	147,900	33%	107,860	34%	92,500	4%	79,639	9%	188,883	
LOW	48,537		40,503		38,421		43,365		38,220		38,220	
SAL FAC	0.83		0.87		0.90		0.92		0.97		0.81	
RES UNIV/HIGH ACTIVITY												
AVG	97,359	14 5	69,763	37 7	60,152	47 8	57,505	4 3	46,651	7 4	67,599	105 8
HIGH	122,407	13%	102,098	35%	109,306	45%	68,000	4%	58,696	7%	122,407	
LOW	64,771		41,974		32,720		47,635		19,573		19,573	
SAL FAC	0.89		0.86		0.84		0.79		0.93		0.82	
DOCTORAL RES UNIV												
AVG	101,266	5 2	79,324	14 2	66,167	6 2			54,851	7 1	74,932	32 2
HIGH	111,806	16%	90,528	44%	78,202	19%			68,922	22%	111,806	
LOW	83,369		63,508		58,321				44,827		44,827	
SAL FAC	0.95		0.97		0.97				1.00		0.93	
REGION I												
AVG	128,558	16 5	79,828	21 6	68,847	22 5			52,000	1 1	88,333	60 6
HIGH	167,560	27%	139,538	35%	107,860	37%			52,000	2%	167,560	
LOW	64,771		41,974		42,765				52,000		41,974	
SAL FAC	0.98		0.92		0.88				1.03		0.87	
REGION II												
AVG	96,142	13 3	80,835	15 5	68,629	22 5	75,000	2 2	55,000	1 1	78,965	51 5
HIGH	156,100	26%	128,063	29%	83,132	43%	83,000	4%	55,000	2%	156,100	
LOW	63,983		60,824		38,421		67,000		55,000		38,421	
SAL FAC	0.79		0.95		0.92		1.01		1.07		0.86	
REGION III												
AVG	121,079	31 10	84,788	57 9	73,823	65 10	77,545	3 2	71,754	6 2	86,889	159 10
HIGH	180,229	20%	147,900	36%	109,306	41%	92,500	2%	79,639	4%	180,229	
LOW	91,074		61,302		47,635		47,635		61,839		47,635	
SAL FAC	0.91		0.92		0.92		0.97		1.23		0.86	
REGION IV												
AVG	95,339	39 7	68,922	67 9	62,739	56 9	65,226	12 6	49,193	34 7	68,989	196 9
HIGH	188,883	20%	103,000	34%	97,045	29%	83,000	6%	77,504	17%	188,883	
LOW	48,537		40,503		32,720		43,365		19,573		19,573	
SAL FAC	0.77		0.80		0.83		0.86		0.97		0.76	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 25.0101 Library and Information Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,373	84	20	78,364	124	24	69,807	128	24	69,857	16	9	51,516	33	9	80,281	369	25
HIGH	188,883	23%		147,900	34%		107,860	35%		92,500	4%		79,639	9%		188,883		
LOW	48,537			40,503			32,720			43,365			19,573			19,573		
SAL FAC	0.86			0.89			0.90			0.92			0.97			0.83		
TENURED/TENURE TRACK																		
AVG	107,757	69	17	76,957	99	19	71,057	95	20	71,110	12	6	38,220	1	1	82,737	264	20
HIGH	180,229	26%		147,900	38%		107,860	36%		92,500	5%		38,220	0%		180,229		
LOW	48,537			40,503			42,115			43,365			38,220			38,220		
SAL FAC	0.83			0.87			0.90			0.91			0.66			0.79		
NONTENURE TRACK																		
AVG	63,983	1	1	72,826	1	1	57,493	9	6				53,787	30	8	55,314	41	12
HIGH	63,983	2%		72,826	2%		73,100	22%					79,639	73%		79,639		
LOW	63,983			72,826			38,421						40,000			38,421		
SAL FAC	0.57			0.79			0.78						1.00			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,316	78	17	79,082	107	19	72,018	105	18	71,948	13	7	52,826	26	5	82,531	316	19
HIGH	188,883	25%		147,900	34%		107,860	33%		92,500	4%		79,639	8%		188,883		
LOW	48,537			40,503			38,421			43,365			38,220			38,220		
SAL FAC	0.83			0.87			0.90			0.92			0.96			0.81		
RES UNIV/HIGH ACTIVITY																		
AVG	98,112	6	3	73,847	17	5	59,710	23	6	60,795	3	2	46,651	7	4	66,867	53	6
HIGH	122,407	11%		102,098	32%		76,463	43%		68,000	6%		58,696	13%		122,407		
LOW	81,096			60,007			32,720			56,426			19,573			19,573		
SAL FAC	0.90			0.91			0.83			0.84			0.93			0.81		
REGION I																		
AVG	135,868	14	4	86,058	17	5	78,431	15	4				52,000	1	1	97,736	47	5
HIGH	167,560	30%		139,538	36%		107,860	32%					52,000	2%		167,560		
LOW	81,096			67,227			55,000						52,000			52,000		
SAL FAC	1.03			0.99			1.00						1.03			0.97		
REGION II																		
AVG	96,142	13	3	80,835	15	5	68,629	22	5	75,000	2	2	55,000	1	1	78,965	51	5
HIGH	156,100	26%		128,063	29%		83,132	43%		83,000	4%		55,000	2%		156,100		
LOW	63,983			60,824			38,421			67,000			55,000			38,421		
SAL FAC	0.79			0.95			0.92			1.01			1.07			0.86		
REGION III																		
AVG	127,969	21	7	91,498	32	6	77,759	36	7	92,500	2	1	76,113	4	1	93,753	93	7
HIGH	180,229	23%		147,900	34%		98,940	39%		92,500	2%		79,639	4%		180,229		
LOW	93,116			70,865			55,486			92,500			71,400			55,486		
SAL FAC	0.97			0.99			0.97			1.16			1.30			0.93		
REGION IV																		
AVG	95,333	36	6	68,562	60	8	62,720	55	8	65,226	12	6	47,726	27	6	69,011	178	8
HIGH	188,883	20%		103,000	34%		97,045	31%		83,000	7%		77,504	15%		188,883		
LOW	48,537			40,503			32,720			43,365			19,573			19,573		
SAL FAC	0.77			0.80			0.83			0.86			0.94			0.76		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26. BIOLOGICAL AND BIOMEDICAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	125,444	4,048	111	85,919	2,499	112	72,194	2,206	112	71,871	259	76	50,561	568	74	97,682	9,321	112
HIGH	380,533	43%		208,743	27%		278,100	24%		133,333	3%		113,413	6%		380,533		
LOW	15,581			37,080			25,533			29,864			13,500			13,500		
SAL FAC	0.98			0.98			0.93			0.95			0.95			1.01		
TENURED/TENURE TRACK																		
AVG	125,240	3,126	81	85,978	1,732	81	75,733	1,235	82	75,051	157	52	51,278	16	5	103,907	6,109	82
HIGH	360,865	51%		208,743	28%		133,437	20%		105,667	3%		91,520	0%		360,865		
LOW	54,012			46,944			25,533			54,000			38,623			25,533		
SAL FAC	0.96			0.98			0.95			0.96			0.89			0.99		
NONTENURE TRACK																		
AVG	113,654	68	16	84,359	110	25	64,399	347	41	60,543	31	16	50,485	428	51	63,968	953	56
HIGH	216,291	7%		182,231	12%		127,685	36%		122,727	3%		113,413	45%		216,291		
LOW	40,905			39,247			31,644			35,182			13,500			13,500		
SAL FAC	1.01			0.91			0.88			0.86			0.94			0.95		
RES UNIV/VERY HIGH ACTVTY																		
AVG	129,826	3,327	64	88,956	1,843	64	74,711	1,675	64	74,177	178	45	52,674	345	39	102,808	7,190	64
HIGH	380,533	46%		208,743	26%		278,100	23%		122,727	3%		113,413	5%		380,533		
LOW	15,581			37,080			29,864			29,864			27,240			15,581		
SAL FAC	0.97			0.98			0.93			0.95			0.96			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG	105,503	684	42	77,421	609	43	64,135	473	43	66,489	67	27	46,564	190	30	81,031	1,956	43
HIGH	312,500	35%		205,642	31%		153,130	24%		133,333	3%		90,940	10%		312,500		
LOW	40,905			39,247			25,533			42,000			13,500			13,500		
SAL FAC	0.97			0.96			0.90			0.92			0.93			0.98		
DOCTORAL RES UNIV																		
AVG	100,045	37	5	76,973	47	5	65,232	58	5	68,308	14	4	51,484	33	5	73,153	175	5
HIGH	218,855	21%		155,000	27%		80,000	33%		80,000	8%		70,817	19%		218,855		
LOW	73,640			57,200			52,000			58,500			37,188			37,188		
SAL FAC	0.94			0.95			0.95			0.97			0.94			0.91		
REGION I																		
AVG	126,678	988	28	85,722	449	28	72,183	400	28	73,409	31	10	49,067	97	17	102,006	1,934	28
HIGH	312,500	51%		205,642	23%		153,130	21%		133,333	2%		91,520	5%		312,500		
LOW	54,012			50,589			35,519			55,624			30,930			30,930		
SAL FAC	0.96			0.99			0.92			1.04			0.98			1.01		
REGION II																		
AVG	118,443	683	24	80,852	478	24	68,936	353	24	68,688	52	20	50,799	80	13	92,812	1,594	24
HIGH	327,001	43%		157,056	30%		108,000	22%		95,500	3%		85,861	5%		327,001		
LOW	40,905			39,247			25,533			42,945			13,500			13,500		
SAL FAC	0.97			0.95			0.92			0.93			0.99			1.01		
REGION III																		
AVG	131,243	1,328	31	92,175	813	31	74,849	727	31	74,625	66	24	52,774	203	22	102,363	3,071	31
HIGH	380,533	43%		177,300	27%		278,100	24%		113,727	2%		113,413	7%		380,533		
LOW	38,891			37,742			32,727			42,000			27,123			27,123		
SAL FAC	0.99			1.00			0.93			0.94			0.90			1.02		
REGION IV																		
AVG	121,500	1,049	28	82,527	759	29	71,125	726	29	71,289	110	22	48,841	188	22	92,179	2,722	29
HIGH	360,865	39%		208,743	28%		180,176	27%		122,727	4%		105,746	7%		360,865		
LOW	15,581			37,080			29,864			29,864			32,773			15,581		
SAL FAC	0.98			0.96			0.94			0.94			0.96			1.01		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.01 Biology, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	123,878	1,323	84	81,338	832	84	69,301	689	87	68,604	77	40	47,837	332	54	92,945	3,176	92
HIGH	299,322		42%	147,175		26%	108,150		22%	90,000		2%	113,413		11%	299,322		
LOW	59,743			48,950			31,260			42,945			13,500			13,500		
SAL FAC	0.97			0.93			0.89			0.90			0.90			0.96		
TENURED/TENURE TRACK																		
AVG	126,151	1,130	63	82,366	612	62	73,637	423	63	71,805	41	27	50,785	12	3	103,223	2,177	66
HIGH	262,500		52%	147,175		28%	108,150		19%	87,210		2%	91,520		1%	262,500		
LOW	66,893			55,125			52,000			55,000			38,623			38,623		
SAL FAC	0.97			0.94			0.93			0.92			0.88			0.99		
NONTENURE TRACK																		
AVG	96,360	2	2	71,386	11	8	54,480	83	29	54,053	10	9	47,593	263	40	50,186	359	45
HIGH	120,000		1%	94,533		3%	85,721		23%	63,408		3%	113,413		73%	120,000		
LOW	72,719			49,125			33,625			48,000			13,500			13,500		
SAL FAC	0.85			0.77			0.74			0.77			0.89			0.75		
RES UNIV/VERY HIGH ACTVTY																		
AVG	131,352	988	47	85,837	492	46	74,169	403	46	71,367	42	20	48,866	180	24	102,130	2,063	51
HIGH	299,322		48%	139,861		24%	108,150		20%	90,000		2%	113,413		9%	299,322		
LOW	59,743			49,125			32,727			50,000			27,240			27,240		
SAL FAC	0.98			0.94			0.93			0.92			0.89			1.00		
RES UNIV/HIGH ACTIVITY																		
AVG	102,356	314	33	75,112	312	34	62,295	245	37	64,938	28	17	46,384	138	26	76,549	1,009	37
HIGH	262,500		31%	147,175		31%	96,425		24%	87,210		3%	90,940		14%	262,500		
LOW	62,587			48,950			31,260			42,945			13,500			13,500		
SAL FAC	0.94			0.93			0.87			0.89			0.93			0.93		
DOCTORAL RES UNIV																		
AVG	94,044	21	4	71,651	28	4	63,312	41	4	66,688	7	3	48,922	14	4	69,826	104	4
HIGH	115,779		20%	90,528		27%	78,202		39%	75,000		7%	56,778		14%	115,779		
LOW	73,640			57,200			52,000			58,500			43,467			43,467		
SAL FAC	0.88			0.88			0.93			0.94			0.89			0.87		
REGION I																		
AVG	133,420	613	22	85,829	200	23	72,955	192	24	70,829	10	5	48,646	51	11	109,319	1,056	25
HIGH	208,527		58%	124,554		19%	90,209		18%	90,000		1%	91,520		5%	208,527		
LOW	59,743			55,125			37,502			55,624			30,930			30,930		
SAL FAC	1.01			0.99			0.93			1.00			0.97			1.08		
REGION II																		
AVG	113,577	180	16	80,090	165	15	64,204	127	15	63,880	17	10	46,680	42	8	85,162	514	16
HIGH	299,322		35%	147,175		32%	96,425		25%	75,000		3%	68,926		8%	299,322		
LOW	65,440			48,950			31,260			42,945			13,500			13,500		
SAL FAC	0.93			0.95			0.86			0.86			0.91			0.93		
REGION III																		
AVG	118,199	250	21	82,731	209	21	70,688	156	22	72,522	10	9	49,413	110	15	87,315	725	24
HIGH	239,870		35%	139,861		29%	94,824		22%	87,210		1%	113,413		15%	239,870		
LOW	71,343			59,166			32,727			55,000			27,123			27,123		
SAL FAC	0.89			0.90			0.88			0.91			0.84			0.87		
REGION IV																		
AVG	114,682	280	25	77,525	258	25	68,036	214	26	69,076	40	16	46,550	129	20	82,494	881	27
HIGH	255,000		32%	117,176		29%	108,150		24%	85,000		5%	76,272		15%	255,000		
LOW	67,665			54,020			43,119			50,000			32,773			32,773		
SAL FAC	0.92			0.90			0.90			0.91			0.92			0.91		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0101 Biology/Biological Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	125,407	1,239	75	82,290	734	75	69,863	601	78	68,497	68	35	47,934	274	47	95,120	2,848	82
HIGH	299,322	44%		147,175	26%		108,150	21%		90,000	2%		113,413	10%		299,322		
LOW	59,743			48,950			31,260			42,945			13,500			13,500		
SAL FAC	0.98			0.94			0.90			0.90			0.90			0.99		
TENURED/TENURE TRACK																		
AVG	127,822	1,055	55	83,561	529	55	74,315	368	56	71,636	36	23	50,785	12	3	105,404	1,964	58
HIGH	262,500	54%		147,175	27%		108,150	19%		85,680	2%		91,520	1%		262,500		
LOW	66,893			55,125			52,000			55,000			38,623			38,623		
SAL FAC	0.98			0.95			0.94			0.92			0.88			1.01		
NONTENURE TRACK																		
AVG	72,719	1	1	72,232	10	7	54,350	63	23	53,879	9	8	47,836	214	34	50,194	288	38
HIGH	72,719	0%		94,533	4%		75,731	22%		63,408	3%		113,413	74%		113,413		
LOW	72,719			49,125			33,625			48,000			13,500			13,500		
SAL FAC	0.64			0.78			0.74			0.77			0.89			0.75		
RES UNIV/VERY HIGH ACTVTY																		
AVG	131,437	978	45	85,770	483	45	74,043	392	45	71,279	41	19	48,854	171	22	102,446	2,024	48
HIGH	299,322	48%		139,861	24%		108,150	19%		90,000	2%		113,413	8%		299,322		
LOW	59,743			49,125			32,727			50,000			27,240			27,240		
SAL FAC	0.98			0.94			0.92			0.91			0.89			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG	103,148	255	28	75,955	243	28	62,077	191	31	64,102	24	15	46,449	101	23	77,605	790	32
HIGH	262,500	32%		147,175	31%		96,425	24%		75,000	3%		90,940	13%		262,500		
LOW	62,587			48,950			31,260			42,945			13,500			13,500		
SAL FAC	0.94			0.94			0.87			0.88			0.93			0.94		
DOCTORAL RES UNIV																		
AVG	88,595	6	2	64,603	8	2	61,455	18	2	65,636	3	1	44,234	2	2	65,972	34	2
HIGH	115,779	18%		79,331	24%		75,000	53%		75,000	9%		45,000	6%		115,779		
LOW	73,640			57,200			52,000			58,500			43,467			43,467		
SAL FAC	0.83			0.79			0.90			0.93			0.81			0.82		
REGION I																		
AVG	133,780	605	22	86,528	191	22	74,340	174	24	73,710	8	5	48,316	41	10	111,157	1,011	24
HIGH	208,527	60%		124,554	19%		90,209	17%		90,000	1%		91,520	4%		208,527		
LOW	59,743			55,125			37,502			60,000			30,930			30,930		
SAL FAC	1.02			1.00			0.95			1.04			0.96			1.10		
REGION II																		
AVG	113,207	178	15	80,090	165	15	64,204	127	15	63,880	17	10	46,680	42	8	84,922	512	15
HIGH	299,322	35%		147,175	32%		96,425	25%		75,000	3%		68,926	8%		299,322		
LOW	65,440			48,950			31,260			42,945			13,500			13,500		
SAL FAC	0.93			0.95			0.86			0.86			0.91			0.92		
REGION III																		
AVG	124,318	184	14	87,034	134	14	72,911	98	14	70,517	6	5	51,411	70	10	93,171	486	17
HIGH	231,277	38%		139,861	28%		94,824	20%		80,000	1%		113,413	14%		231,277		
LOW	73,783			59,166			32,727			55,000			27,240			27,240		
SAL FAC	0.94			0.95			0.91			0.89			0.88			0.93		
REGION IV																		
AVG	115,507	272	24	77,854	244	24	68,086	202	25	69,164	37	15	46,228	121	19	83,148	839	26
HIGH	255,000	32%		117,176	29%		108,150	24%		85,000	4%		76,272	14%		255,000		
LOW	67,665			54,020			43,119			50,000			32,773			32,773		
SAL FAC	0.93			0.91			0.90			0.91			0.91			0.91		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0102 Biomedical Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,273	10	2	72,004	8	1	58,376	17	2	59,305	2	1	53,463	4	1	75,000	39	3
HIGH	176,788	26%		82,570	21%		65,346	44%		62,986	5%		55,338	10%		176,788		
LOW	80,644			64,951			43,960			55,624			51,279			43,960		
SAL FAC	0.89			0.82			0.75			0.78			1.00			0.78		
TENURED/TENURE TRACK																		
AVG	114,273	10	2	72,004	8	1	62,859	9	2	62,986	1	1				84,611	27	3
HIGH	176,788	37%		82,570	30%		65,346	33%		62,986	4%					176,788		
LOW	80,644			64,951			61,569			62,986						61,569		
SAL FAC	0.88			0.82			0.79			0.81						0.81		
NONTENURE TRACK																		
AVG							53,333	8	1	55,624	1	1	53,463	4	1	53,376	12	1
HIGH							63,343	67%		55,624	8%		55,338	33%		63,343		
LOW							43,960			55,624			51,279			43,960		
SAL FAC							0.73			0.79			1.00			0.80		
RES UNIV/VERY HIGH ACTVTY																		
AVG	146,568	2	1				61,873	1	1							118,336	3	2
HIGH	146,754	67%					61,873	33%								146,754		
LOW	146,381						61,873									61,873		
SAL FAC	1.10						0.77									1.16		
RES UNIV/HIGH ACTIVITY																		
AVG	106,199	8	1	72,004	8	1	58,158	16	1	59,305	2	1	53,463	4	1	71,389	36	1
HIGH	176,788	22%		82,570	22%		65,346	44%		62,986	6%		55,338	11%		176,788		
LOW	80,644			64,951			43,960			55,624			51,279			43,960		
SAL FAC	0.97			0.89			0.81			0.82			1.07			0.87		
REGION I																		
AVG	106,199	8	1	72,004	8	1	58,158	16	1	59,305	2	1	53,463	4	1	71,389	36	1
HIGH	176,788	22%		82,570	22%		65,346	44%		62,986	6%		55,338	11%		176,788		
LOW	80,644			64,951			43,960			55,624			51,279			43,960		
SAL FAC	0.81			0.83			0.74			0.84			1.06			0.71		
REGION II																		
AVG	146,568	2	1													146,568	2	1
HIGH	146,754	100%														146,754		
LOW	146,381															146,381		
SAL FAC	1.20															1.60		
REGION IV																		
AVG							61,873	1	1							61,873	1	1
HIGH							61,873	100%								61,873		
LOW							61,873									61,873		
SAL FAC							0.82									0.68		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.02 Biochemistry, Biophysics and Molecular Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	131,104	445	51	86,780	253	51	71,087	230	52	73,873	26	20	52,170	26	13	102,729	954	55
HIGH	303,797	47%		157,056	27%		108,000	24%		95,500	3%		80,873	3%		303,797		
LOW	40,905			41,727			25,533			35,182			37,985			25,533		
SAL FAC	1.02			0.99			0.92			0.97			0.98			1.07		
TENURED/TENURE TRACK																		
AVG	130,494	344	35	86,910	179	35	75,879	140	36	78,328	21	17	39,881	1	1	107,093	664	37
HIGH	303,797	52%		157,056	27%		108,000	21%		95,500	3%		39,881	0%		303,797		
LOW	62,182			54,787			25,533			63,700			39,881			25,533		
SAL FAC	1.00			0.99			0.96			1.00			0.69			1.02		
NONTENURE TRACK																		
AVG	98,360	8	5	68,251	8	5	53,529	23	9	52,939	3	3	52,774	17	9	61,807	56	17
HIGH	185,727	14%		98,372	14%		76,987	41%		73,636	5%		77,265	30%		185,727		
LOW	40,905			41,727			35,182			35,182			39,700			35,182		
SAL FAC	0.87			0.74			0.73			0.75			0.98			0.92		
RES UNIV/VERY HIGH ACTVTY																		
AVG	134,085	378	35	88,314	197	35	72,056	184	35	76,852	17	15	54,554	18	8	105,949	777	35
HIGH	303,797	49%		157,056	25%		108,000	24%		95,500	2%		80,873	2%		303,797		
LOW	58,091			41,727			33,688			35,182			39,700			33,688		
SAL FAC	1.00			0.97			0.90			0.99			0.99			1.04		
RES UNIV/HIGH ACTIVITY																		
AVG	114,285	67	16	81,383	56	16	67,209	46	17	68,246	9	5	46,806	8	5	88,591	177	20
HIGH	190,000	38%		140,000	32%		95,472	26%		85,000	5%		62,453	5%		190,000		
LOW	40,905			58,167			25,533			42,000			37,985			25,533		
SAL FAC	1.05			1.01			0.94			0.94			0.93			1.08		
REGION I																		
AVG	123,073	69	11	86,261	48	11	71,303	38	11	75,626	4	4	52,235	9	4	96,416	164	11
HIGH	251,500	42%		140,000	29%		95,472	23%		84,000	2%		77,265	6%		251,500		
LOW	66,488			64,045			46,679			68,500			37,985			37,985		
SAL FAC	0.93			0.99			0.91			1.07			1.04			0.95		
REGION II																		
AVG	129,889	116	11	82,780	77	13	71,639	64	13	76,656	7	5	52,226	7	4	99,968	264	13
HIGH	303,797	44%		157,056	29%		108,000	24%		95,500	3%		80,873	3%		303,797		
LOW	40,905			54,787			25,533			50,000			39,700			25,533		
SAL FAC	1.07			0.98			0.96			1.03			1.01			1.09		
REGION III																		
AVG	141,656	143	16	94,997	65	15	71,613	67	16	74,238	7	6	58,588	3	2	112,969	278	18
HIGH	301,421	51%		126,757	23%		102,805	24%		85,000	3%		70,948	1%		301,421		
LOW	67,488			49,331			33,688			42,000			51,885			33,688		
SAL FAC	1.07			1.03			0.89			0.93			1.00			1.12		
REGION IV																		
AVG	124,148	117	13	83,587	63	12	69,795	61	12	70,243	8	5	49,280	7	3	98,362	248	13
HIGH	249,131	47%		116,591	25%		90,000	25%		76,884	3%		54,715	3%		249,131		
LOW	58,091			41,727			35,182			35,182			43,396			35,182		
SAL FAC	1.00			0.98			0.92			0.92			0.97			1.08		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0202 Biochemistry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	130,704	254	32	86,666	136	32	69,049	140	32	65,237	10	9	53,543	16	8	101,665	546	36
HIGH	303,797	47%		157,056	25%		102,805	26%		84,000	2%		80,873	3%		303,797		
LOW	40,905			41,727			33,688			35,182			39,700			33,688		
SAL FAC	1.02			0.99			0.89			0.86			1.00			1.06		
TENURED/TENURE TRACK																		
AVG	130,083	185	20	89,078	87	20	75,658	66	21	75,032	6	6				108,901	338	22
HIGH	303,797	55%		157,056	26%		92,213	20%		84,000	2%					303,797		
LOW	62,182			64,665			57,027			63,700						57,027		
SAL FAC	1.00			1.01			0.95			0.96						1.04		
NONTENURE TRACK																		
AVG	73,008	5	3	69,691	7	4	52,380	19	7	42,591	2	2	52,103	12	6	57,519	43	11
HIGH	123,316	12%		98,372	16%		76,987	44%		50,000	5%		77,265	28%		123,316		
LOW	40,905			41,727			35,182			35,182			39,700			35,182		
SAL FAC	0.65			0.75			0.71			0.61			0.97			0.86		
RES UNIV/VERY HIGH ACTVTY																		
AVG	132,536	231	25	88,157	116	24	69,309	117	24	70,279	6	6	54,619	13	5	104,111	477	25
HIGH	303,797	48%		157,056	24%		102,805	25%		84,000	1%		80,873	3%		303,797		
LOW	58,091			41,727			33,688			35,182			39,700			33,688		
SAL FAC	0.99			0.97			0.86			0.90			0.99			1.02		
RES UNIV/HIGH ACTIVITY																		
AVG	112,313	23	7	78,015	20	8	67,725	23	8	57,675	4	3	48,881	3	3	84,751	69	11
HIGH	142,961	33%		100,774	29%		87,971	33%		75,000	6%		52,933	4%		142,961		
LOW	40,905			61,270			37,605			42,000			46,460			37,605		
SAL FAC	1.03			0.97			0.95			0.79			0.98			1.03		
REGION I																		
AVG	124,425	26	4	94,447	14	4	74,196	17	4	76,250	2	2	59,298	4	2	99,276	61	4
HIGH	251,500	43%		120,000	23%		84,000	28%		84,000	3%		77,265	7%		251,500		
LOW	98,177			81,818			61,337			68,500			47,250			47,250		
SAL FAC	0.95			1.09			0.95			1.08			1.18			0.98		
REGION II																		
AVG	127,601	65	8	81,564	40	10	68,724	42	10	67,648	4	3	54,284	6	3	96,527	153	10
HIGH	303,797	43%		157,056	26%		88,000	28%		80,000	3%		80,873	4%		303,797		
LOW	40,905			65,729			37,605			50,000			39,700			37,605		
SAL FAC	1.05			0.96			0.92			0.91			1.05			1.05		
REGION III																		
AVG	146,768	74	10	93,282	35	8	67,795	37	9	59,550	2	2	52,933	1	1	113,518	147	11
HIGH	301,421	50%		126,757	24%		102,805	25%		77,100	1%		52,933	1%		301,421		
LOW	67,488			49,331			33,688			42,000			52,933			33,688		
SAL FAC	1.11			1.01			0.84			0.75			0.90			1.13		
REGION IV																		
AVG	121,448	89	10	83,763	47	10	68,424	44	9	55,091	2	2	48,172	5	2	97,283	185	11
HIGH	249,131	48%		116,591	25%		90,000	24%		75,000	1%		53,521	3%		249,131		
LOW	58,091			41,727			35,182			35,182			43,396			35,182		
SAL FAC	0.98			0.98			0.91			0.73			0.95			1.07		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0204 Molecular Biology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	127,806	75 11	84,214	54 9	76,478	35 8	81,190	8 4			102,498	164 12
HIGH	301,122	46%	146,667	33%	108,000	21%	95,500	5%			301,122	
LOW	66,488		54,787		57,273		73,636				54,787	
SAL FAC	1.00		0.96		0.99		1.07				1.06	
TENURED/TENURE TRACK												
AVG	129,564	60 7	84,782	43 6	78,910	28 7	82,269	7 4			104,037	131 8
HIGH	301,122	46%	146,667	33%	108,000	21%	95,500	5%			301,122	
LOW	66,488		54,787		61,819		74,880				54,787	
SAL FAC	1.00		0.96		0.99		1.05				1.00	
NONTENURE TRACK												
AVG	138,575	2 1	58,167	1 1	63,087	3 2	73,636	1 1			87,430	6 2
HIGH	185,727	33%	58,167	17%	73,636	50%	73,636	17%			185,727	
LOW	91,423		58,167		57,273		73,636				57,273	
SAL FAC	1.23		0.63		0.86		1.05				1.30	
RES UNIV/VERY HIGH ACTVTY												
AVG	134,783	48 4	87,306	32 2	79,753	22 4	88,667	3 2			108,019	102 4
HIGH	301,122	47%	146,667	31%	108,000	22%	95,500	3%			301,122	
LOW	82,028		54,787		58,350		75,000				54,787	
SAL FAC	1.01		0.96		1.00		1.14				1.06	
RES UNIV/HIGH ACTIVITY												
AVG	115,403	27 7	79,716	22 7	70,937	13 4	76,703	5 2			93,416	62 8
HIGH	190,000	44%	103,080	36%	85,000	21%	85,000	8%			190,000	
LOW	66,488		58,167		57,273		73,636				57,273	
SAL FAC	1.06		0.99		0.99		1.06				1.13	
REGION I												
AVG	107,343	10 2	74,475	11 3	68,231	6 2					85,261	27 3
HIGH	185,496	37%	79,989	41%	72,000	22%					185,496	
LOW	66,488		69,201		65,136						65,136	
SAL FAC	0.82		0.86		0.87						0.84	
REGION II												
AVG	137,230	44 2	87,306	32 2	82,210	19 2	88,667	3 2			109,410	95 2
HIGH	301,122	46%	146,667	34%	108,000	20%	95,500	3%			301,122	
LOW	82,028		54,787		66,084		75,000				54,787	
SAL FAC	1.13		1.03		1.10		1.20				1.19	
REGION III												
AVG	112,574	16 4	86,794	8 2	72,064	5 2	79,318	2 1			98,478	29 4
HIGH	185,727	55%	103,080	28%	85,000	17%	85,000	7%			185,727	
LOW	91,423		58,167		57,273		73,636				57,273	
SAL FAC	0.85		0.94		0.89		1.00				0.98	
REGION IV												
AVG	134,544	5 3	80,060	3 2	69,010	5 2	74,960	3 1			96,765	13 3
HIGH	190,000	39%	93,600	23%	75,000	39%	75,000	23%			190,000	
LOW	107,110		70,140		58,350		74,880				58,350	
SAL FAC	1.08		0.93		0.91		0.99				1.06	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0205 Molecular Biochemistry

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	145,492	17 2	109,281	9 2	77,626	7 3	81,818	1 1			121,220	33 3
HIGH	173,400	52%	100,728	27%	90,441	21%	81,818	3%			173,400	
LOW	104,412		84,941		65,929		81,818				65,929	
SAL FAC	1.13		1.24		1.00		1.08				1.26	
TENURED/TENURE TRACK												
AVG	128,606	8 1	92,673	1 1	83,864	3 1	81,818	1 1			114,426	12 1
HIGH	171,884	67%	95,089	8%	90,441	25%	81,818	8%			171,884	
LOW	104,412		84,941		79,331		81,818				79,331	
SAL FAC	0.99		1.05		1.06		1.05				1.10	
RES UNIV/VERY HIGH ACTVTY												
AVG	145,492	17 2	109,281	9 2	79,575	6 2	81,818	1 1			122,948	32 2
HIGH	173,400	53%	100,728	28%	90,441	19%	81,818	3%			173,400	
LOW	104,412		84,941		79,331		81,818				79,331	
SAL FAC	1.09		1.20		0.99		1.05				1.21	
RES UNIV/HIGH ACTIVITY												
AVG					65,929	1 1					65,929	1 1
HIGH					65,929	100%					65,929	
LOW					65,929						65,929	
SAL FAC					0.92						0.80	
REGION III												
AVG	145,492	17 2	109,281	9 2	77,626	7 3	81,818	1 1			121,220	33 3
HIGH	173,400	52%	100,728	27%	90,441	21%	81,818	3%			173,400	
LOW	104,412		84,941		65,929		81,818				65,929	
SAL FAC	1.10		1.19		0.96		1.03				1.20	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0210 Biochemistry and Molecular Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	135,297	72	7	79,913	32	7	71,167	34	9	76,399	5	4	53,363	5	3	104,791	143	9
HIGH	246,093	50%		107,939	22%		86,907	24%		80,000	4%		70,948	4%		246,093		
LOW	76,221			61,443			25,533			75,000			39,881			25,533		
SAL FAC	1.06			0.91			0.92			1.00			1.00			1.09		
TENURED/TENURE TRACK																		
AVG	135,297	72	7	79,913	32	7	72,583	32	7	76,399	5	4	39,881	1	1	107,015	137	7
HIGH	246,093	53%		107,939	23%		86,907	23%		80,000	4%		39,881	1%		246,093		
LOW	76,221			61,443			25,533			75,000			39,881			25,533		
SAL FAC	1.04			0.91			0.91			0.98			0.69			1.02		
NONTENURE TRACK																		
AVG							46,679	1	1				56,733	4	2	54,722	5	3
HIGH							46,679	20%					70,948	80%		70,948		
LOW							46,679						49,386			46,679		
SAL FAC							0.64						1.06			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	138,561	65	6	82,944	27	6	74,427	30	7	76,399	5	4	56,733	4	2	108,775	126	7
HIGH	246,093	52%		107,939	21%		86,907	24%		80,000	4%		70,948	3%		246,093		
LOW	78,786			64,045			46,679			75,000			49,386			46,679		
SAL FAC	1.04			0.91			0.93			0.98			1.03			1.07		
RES UNIV/HIGH ACTIVITY																		
AVG	104,988	7	1	63,544	5	1	46,716	4	2				39,881	1	1	75,258	17	2
HIGH	151,622	41%		66,186	29%		56,808	24%					39,881	6%		151,622		
LOW	76,221			61,443			25,533						39,881			25,533		
SAL FAC	0.96			0.79			0.65						0.80			0.91		
REGION I																		
AVG	132,503	17	2	75,669	9	2	66,959	8	3	80,000	1	1				102,037	34	3
HIGH	200,880	50%		83,914	27%		83,000	24%		80,000	3%					200,880		
LOW	78,786			64,045			46,679			80,000						46,679		
SAL FAC	1.01			0.87			0.85			1.13						1.01		
REGION II																		
AVG	104,988	7	1	63,544	5	1	45,504	3	1				39,881	1	1	76,814	16	1
HIGH	151,622	44%		66,186	31%		56,808	19%					39,881	6%		151,622		
LOW	76,221			61,443			25,533						39,881			25,533		
SAL FAC	0.86			0.75			0.61						0.77			0.84		
REGION III																		
AVG	145,980	26	2	93,903	5	2	76,881	11	3	75,110	1	1	61,416	2	1	118,944	44	3
HIGH	224,886	59%		107,939	11%		86,907	25%		75,110	2%		70,948	5%		224,886		
LOW	98,499			79,111			50,350			75,110			51,885			50,350		
SAL FAC	1.10			1.02			0.95			0.94			1.05			1.18		
REGION IV																		
AVG	134,473	22	2	83,765	13	2	75,149	12	2	75,628	3	2	52,050	2	1	103,127	49	2
HIGH	246,093	45%		94,711	27%		78,533	25%		76,884	6%		54,715	4%		246,093		
LOW	84,641			75,473			70,000			75,000			49,386			49,386		
SAL FAC	1.08			0.98			0.99			1.00			1.03			1.13		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.03 Botany/Plant Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	105,913	310	38	76,645	142	38	71,233	95	29	70,656	15	10	56,114	13	7	91,452	560	39
HIGH	231,688	55%		135,000	25%		91,740	17%		85,000	3%		70,525	2%		231,688		
LOW	63,557			46,944			48,916			57,000			42,050			42,050		
SAL FAC	0.83			0.87			0.92			0.93			1.05			0.95		
TENURED/TENURE TRACK																		
AVG	105,033	229	25	77,397	105	26	70,770	62	20	70,130	10	8	59,897	2	1	92,178	398	26
HIGH	200,000	58%		135,000	26%		91,740	16%		85,000	3%		66,484	1%		200,000		
LOW	63,557			46,944			52,025			57,000			53,311			46,944		
SAL FAC	0.81			0.88			0.89			0.90			1.04			0.88		
NONTENURE TRACK																		
AVG	80,302	5	3	71,756	4	2	58,371	6	4	60,545	1	1	57,158	8	5	65,044	23	7
HIGH	82,668	22%		91,980	17%		78,807	26%		60,545	4%		70,525	35%		91,980		
LOW	75,173			59,156			48,916			60,545			46,665			46,665		
SAL FAC	0.71			0.78			0.80			0.86			1.07			0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	106,623	257	24	78,417	102	24	72,165	83	22	70,595	13	8	55,763	7	4	93,053	449	24
HIGH	231,688	57%		135,000	23%		91,740	19%		85,000	3%		66,484	2%		231,688		
LOW	63,557			57,096			48,916			57,000			46,665			46,665		
SAL FAC	0.80			0.86			0.90			0.91			1.01			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	102,468	53	14	72,128	40	14	64,784	12	7	71,053	2	2	56,524	6	3	84,977	111	15
HIGH	158,652	48%		92,897	36%		81,000	11%		81,000	2%		70,525	5%		158,652		
LOW	68,855			46,944			50,887			61,106			42,050			42,050		
SAL FAC	0.94			0.89			0.91			0.98			1.13			1.03		
REGION I																		
AVG	105,426	55	8	75,218	27	9	67,826	20	6	71,000	2	2	55,486	3	1	89,069	105	9
HIGH	200,000	52%		135,000	26%		91,740	19%		85,000	2%		66,484	3%		200,000		
LOW	68,855			50,589			52,025			57,000			46,665			46,665		
SAL FAC	0.80			0.87			0.86			1.00			1.10			0.88		
REGION II																		
AVG	105,237	56	7	71,762	24	7	69,208	12	6	66,886	4	2	52,555	3	2	90,565	95	7
HIGH	185,220	59%		83,591	25%		85,026	13%		81,000	4%		53,069	3%		185,220		
LOW	74,533			46,944			59,274			60,545			52,000			46,944		
SAL FAC	0.86			0.85			0.93			0.90			1.02			0.99		
REGION III																		
AVG	113,576	115	12	82,793	45	11	74,066	33	10	74,021	5	4	63,809	3	1	99,094	196	12
HIGH	231,688	59%		106,583	23%		90,900	17%		84,000	3%		70,525	2%		231,688		
LOW	76,641			61,423			50,887			61,106			51,808			50,887		
SAL FAC	0.86			0.90			0.92			0.93			1.09			0.98		
REGION IV																		
AVG	96,191	84	11	74,018	46	11	71,197	30	7	70,048	4	2	53,482	4	3	84,358	164	11
HIGH	189,949	51%		102,212	28%		91,080	18%		80,000	2%		61,507	2%		189,949		
LOW	63,557			56,040			48,916			63,820			42,050			42,050		
SAL FAC	0.77			0.86			0.94			0.92			1.05			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0301 Botany/Plant Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,848	100	16	77,740	61	18	71,942	31	11	73,851	6	4	58,369	4	2	95,360	196	19
HIGH	231,688	51%		106,583	31%		91,080	16%		84,000	3%		70,525	2%		231,688		
LOW	71,491			46,944			48,916			61,106			42,050			42,050		
SAL FAC	0.90			0.89			0.93			0.97			1.09			0.99		
TENURED/TENURE TRACK																		
AVG	117,717	62	9	79,762	40	10	72,031	15	7	72,553	2	2				98,884	117	11
HIGH	184,080	53%		106,583	34%		84,000	13%		84,000	2%					184,080		
LOW	71,491			46,944			59,274			61,106						46,944		
SAL FAC	0.91			0.91			0.91			0.93						0.95		
NONTENURE TRACK																		
AVG	81,677	2	2	80,467	2	1	49,902	2	2				63,809	3	1	68,391	9	2
HIGH	82,668	22%		91,980	22%		50,887	22%					70,525	33%		91,980		
LOW	80,685			68,954			48,916						51,808			48,916		
SAL FAC	0.72			0.87			0.68						1.19			1.02		
RES UNIV/VERY HIGH ACTVTY																		
AVG	118,058	77	8	81,963	32	8	74,170	26	8	76,400	5	3				101,050	135	8
HIGH	231,688	57%		106,583	24%		91,080	19%		84,000	4%					231,688		
LOW	71,491			61,423			48,916			70,000						48,916		
SAL FAC	0.88			0.90			0.93			0.98						0.99		
RES UNIV/HIGH ACTIVITY																		
AVG	104,100	23	8	73,080	29	10	60,352	5	3	61,106	1	1	58,369	4	2	82,768	61	11
HIGH	158,652	38%		92,897	48%		69,389	8%		61,106	2%		70,525	7%		158,652		
LOW	80,685			46,944			50,887			61,106			42,050			42,050		
SAL FAC	0.95			0.90			0.84			0.84			1.16			1.00		
REGION I																		
AVG	114,916	16	2	74,554	7	4	75,318	4	1							98,586	27	4
HIGH	179,210	59%		81,888	26%		75,432	15%								179,210		
LOW	84,154			69,612			75,204									69,612		
SAL FAC	0.87			0.86			0.96									0.97		
REGION II																		
AVG	103,050	4	1	62,644	5	1	59,274	1	1							78,469	10	1
HIGH	123,408	40%		69,678	50%		59,274	10%								123,408		
LOW	81,711			46,944			59,274									46,944		
SAL FAC	0.85			0.74			0.79									0.85		
REGION III																		
AVG	120,880	57	8	80,808	33	7	71,649	16	6	73,277	4	3	63,809	3	1	99,951	109	8
HIGH	231,688	52%		106,583	30%		84,000	15%		84,000	4%		70,525	3%		231,688		
LOW	76,641			61,423			50,887			61,106			51,808			50,887		
SAL FAC	0.91			0.88			0.89			0.92			1.09			0.99		
REGION IV																		
AVG	101,901	23	5	77,523	16	6	72,327	10	3	75,000	2	1	42,050	1	1	86,988	50	6
HIGH	144,983	46%		102,212	32%		91,080	20%		80,000	4%		42,050	2%		144,983		
LOW	71,491			56,040			48,916			70,000			42,050			42,050		
SAL FAC	0.82			0.90			0.96			0.99			0.83			0.96		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0305 Plant Pathology/Phytopathology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,518	159 25	72,935	66 22	70,494	52 19	66,467	8 5	54,924	6 4	88,164	283 26
HIGH	189,949	56%	105,120	23%	91,740	18%	81,000	3%	61,507	2%	189,949	
LOW	63,557		50,589		52,025		57,000		52,000		50,589	
SAL FAC	0.79		0.83		0.91		0.87		1.03		0.91	
TENURED/TENURE TRACK												
AVG	99,948	120 18	72,166	50 16	69,417	36 13	67,313	7 5			87,870	206 18
HIGH	189,949	58%	105,120	24%	91,740	18%	81,000	3%			189,949	
LOW	63,557		50,589		52,025		57,000				50,589	
SAL FAC	0.77		0.82		0.87		0.86				0.84	
NONTENURE TRACK												
AVG	79,386	3 2	63,046	2 2	62,605	4 3	60,545	1 1	54,793	4 3	64,142	13 5
HIGH	82,569	23%	66,935	15%	78,807	31%	60,545	8%	61,507	31%	82,569	
LOW	75,173		59,156		53,795		60,545		52,000		52,000	
SAL FAC	0.70		0.68		0.85		0.86		1.02		0.96	
RES UNIV/VERY HIGH ACTVTY												
AVG	101,889	133 19	73,598	55 17	70,718	46 15	64,391	7 4	55,970	4 3	88,555	238 19
HIGH	189,949	56%	105,120	23%	91,740	19%	77,000	3%	61,507	2%	189,949	
LOW	63,557		57,096		52,025		57,000		52,000		52,000	
SAL FAC	0.76		0.81		0.88		0.83		1.02		0.87	
RES UNIV/HIGH ACTIVITY												
AVG	99,621	26 6	69,620	11 5	68,774	6 4	81,000	1 1	52,833	2 1	86,095	45 7
HIGH	148,760	58%	82,605	24%	81,000	13%	81,000	2%	53,069	4%	148,760	
LOW	68,855		50,589		65,000		81,000		52,597		50,589	
SAL FAC	0.91		0.86		0.96		1.12		1.05		1.04	
REGION I												
AVG	94,848	18 5	66,274	12 4	61,190	9 3	57,000	1 1			78,289	39 5
HIGH	145,410	46%	85,657	31%	91,740	23%	57,000	3%			145,410	
LOW	68,855		50,589		52,025		57,000				50,589	
SAL FAC	0.72		0.76		0.78		0.80				0.77	
REGION II												
AVG	105,405	52 6	74,161	19 6	70,111	11 5	66,886	4 2	52,555	3 2	91,988	85 6
HIGH	185,220	61%	83,591	22%	85,026	13%	81,000	5%	53,069	4%	185,220	
LOW	74,533		59,156		60,545		60,545		52,000		52,000	
SAL FAC	0.86		0.88		0.94		0.90		1.02		1.00	
REGION III												
AVG	113,552	29 4	86,472	6 4	77,594	12 5	77,000	1 1			100,914	47 5
HIGH	148,140	62%	105,120	13%	90,900	26%	77,000	2%			148,140	
LOW	79,009		73,184		66,000		77,000				66,000	
SAL FAC	0.86		0.94		0.96		0.97				1.00	
REGION IV												
AVG	94,335	60 10	72,087	29 8	70,631	20 6	65,096	2 1	57,293	3 2	83,349	112 10
HIGH	189,949	54%	86,840	26%	88,486	18%	66,372	2%	61,507	3%	189,949	
LOW	63,557		59,314		53,795		63,820		53,697		53,697	
SAL FAC	0.76		0.84		0.93		0.86		1.13		0.92	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0307 Plant Physiology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	98,132	4 2	73,932	1 1	54,995	1 1					86,909	6 3
HIGH	135,960	67%	73,932	17%	54,995	17%					135,960	
LOW	72,526		73,932		54,995						54,995	
SAL FAC	0.77		0.84		0.71						0.90	
TENURED/TENURE TRACK												
AVG	85,523	3 1	73,932	1 1	54,995	1 1					77,099	5 2
HIGH	106,621	60%	73,932	20%	54,995	20%					106,621	
LOW	72,526		73,932		54,995						54,995	
SAL FAC	0.66		0.84		0.69						0.74	
RES UNIV/VERY HIGH ACTVTY												
AVG	85,523	3 1	73,932	1 1	54,995	1 1					77,099	5 2
HIGH	106,621	60%	73,932	20%	54,995	20%					106,621	
LOW	72,526		73,932		54,995						54,995	
SAL FAC	0.64		0.81		0.69						0.76	
RES UNIV/HIGH ACTIVITY												
AVG	135,960	1 1									135,960	1 1
HIGH	135,960	100%									135,960	
LOW	135,960										135,960	
SAL FAC	1.24										1.65	
REGION I												
AVG	85,523	3 1			54,995	1 1					77,891	4 1
HIGH	106,621	75%			54,995	25%					106,621	
LOW	72,526				54,995						54,995	
SAL FAC	0.65				0.70						0.77	
REGION III												
AVG	135,960	1 1									135,960	1 1
HIGH	135,960	100%									135,960	
LOW	135,960										135,960	
SAL FAC	1.03										1.35	
REGION IV												
AVG			73,932	1 1							73,932	1 1
HIGH			73,932	100%							73,932	
LOW			73,932								73,932	
SAL FAC			0.86								0.81	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.04 Cell/Cellular Biology and Anatomical Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	127,740	238	26	92,200	171	31	72,422	147	25	82,480	11	7	59,902	47	14	98,888	603	32
HIGH	275,917	40%		153,936	28%		278,100	24%		113,727	2%		112,850	8%		278,100		
LOW	38,891			42,987			36,864			45,000			30,888			30,888		
SAL FAC	1.00			1.05			0.93			1.08			1.12			1.03		
TENURED/TENURE TRACK																		
AVG	125,326	184	18	88,837	111	21	79,656	81	17	83,898	6	4				104,715	376	21
HIGH	241,773	49%		153,936	30%		101,455	22%		90,000	2%					241,773		
LOW	70,526			53,182			58,732			78,500						53,182		
SAL FAC	0.96			1.01			1.00			1.07						1.00		
NONTENURE TRACK																		
AVG	74,680	1	1	65,844	10	5	58,980	35	7	61,750	2	2	61,744	35	10	61,216	81	13
HIGH	74,680	1%		80,676	12%		80,498	43%		78,500	3%		112,850	43%		112,850		
LOW	74,680			42,987			36,864			45,000			30,888			30,888		
SAL FAC	0.66			0.71			0.80			0.88			1.15			0.91		
RES UNIV/VERY HIGH ACTVTY																		
AVG	128,073	221	23	91,740	157	24	72,220	140	22	82,291	9	6	62,726	39	12	99,218	557	24
HIGH	275,917	40%		153,936	28%		278,100	25%		113,727	2%		112,850	7%		278,100		
LOW	38,891			42,987			36,864			45,000			30,888			30,888		
SAL FAC	0.96			1.01			0.90			1.06			1.14			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	123,409	17	3	97,355	14	7	76,456	7	3	83,333	2	1	46,135	8	2	94,896	46	8
HIGH	224,009	37%		134,680	30%		83,333	15%		83,333	4%		54,167	17%		224,009		
LOW	82,890			73,181			64,566			83,333			42,167			42,167		
SAL FAC	1.13			1.20			1.07			1.15			0.92			1.15		
REGION I																		
AVG	129,421	30	5	91,911	26	7	72,755	16	5	83,333	2	1	45,416	9	3	96,853	81	7
HIGH	240,451	37%		134,680	32%		95,077	20%		83,333	3%		54,167	11%		240,451		
LOW	88,000			60,145			53,887			83,333			38,166			38,166		
SAL FAC	0.98			1.06			0.93			1.18			0.90			0.96		
REGION II																		
AVG	125,919	38	4	88,277	20	4	77,991	18	4				59,991	4	2	102,428	80	4
HIGH	221,514	48%		110,000	25%		97,801	23%					79,645	5%		221,514		
LOW	83,179			74,856			72,400						51,189			51,189		
SAL FAC	1.03			1.04			1.04						1.16			1.11		
REGION III																		
AVG	130,929	112	12	98,644	83	13	75,301	71	10	86,952	8	5	65,301	31	7	101,758	297	13
HIGH	242,256	38%		153,936	28%		278,100	24%		113,727	3%		112,850	10%		278,100		
LOW	38,891			52,351			40,909			78,500			30,888			30,888		
SAL FAC	0.99			1.07			0.94			1.09			1.12			1.01		
REGION IV																		
AVG	121,906	58	5	81,509	42	7	65,041	42	6	45,000	1	1	47,455	3	2	92,193	145	8
HIGH	275,917	40%		128,364	29%		101,455	29%		45,000	1%		51,545	2%		275,917		
LOW	70,526			42,987			36,864			45,000			45,000			36,864		
SAL FAC	0.98			0.95			0.86			0.59			0.94			1.01		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0401 Cell/Cellular Biology and Histology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	117,228	45 5	81,621	31 5	64,483	28 4	45,000	1 1	38,166	1 1	91,897	105 7
HIGH	206,136	43%	128,364	30%	101,455	27%	45,000	1%	38,166	1%	206,136	
LOW	38,891		42,987		36,864		45,000		38,166		36,864	
SAL FAC	0.91		0.93		0.83		0.59		0.72		0.95	
TENURED/TENURE TRACK												
AVG	117,382	36 3	85,648	17 3	76,515	11 3					101,929	64 3
HIGH	206,136	56%	128,364	27%	101,455	17%					206,136	
LOW	70,526		53,182		58,732						53,182	
SAL FAC	0.90		0.97		0.96						0.98	
NONTENURE TRACK												
AVG	74,680	1 1	62,296	6 1	53,548	15 1	45,000	1 1	38,166	1 1	56,080	23 2
HIGH	74,680	4%	78,679	26%	70,810	65%	45,000	4%	38,166	4%	78,679	
LOW	74,680		42,987		36,864		45,000		38,166		36,864	
SAL FAC	0.66		0.67		0.73		0.64		0.71		0.84	
RES UNIV/VERY HIGH ACTVTY												
AVG	117,896	43 4	81,333	30 4	64,483	28 4	45,000	1 1	38,166	1 1	91,698	102 5
HIGH	206,136	42%	128,364	29%	101,455	28%	45,000	1%	38,166	1%	206,136	
LOW	38,891		42,987		36,864		45,000		38,166		36,864	
SAL FAC	0.88		0.89		0.80		0.58		0.69		0.90	
RES UNIV/HIGH ACTIVITY												
AVG	102,861	2 1	90,250	1 1							98,657	3 2
HIGH	102,861	67%	90,250	33%							102,861	
LOW	87,746		90,250								87,746	
SAL FAC	0.94		1.12								1.20	
REGION I												
AVG									38,166	1 1	38,166	1 1
HIGH									38,166	100%	38,166	
LOW									38,166		38,166	
SAL FAC									0.76		0.38	
REGION II												
AVG	123,121	8 1	75,518	2 1	74,571	1 1					110,052	11 1
HIGH	206,136	73%	76,179	18%	74,571	9%					206,136	
LOW	83,179		74,856		74,571						74,571	
SAL FAC	1.01		0.89		1.00						1.20	
REGION III												
AVG	121,851	8 2	87,559	8 2	80,325	2 1					101,996	18 3
HIGH	200,340	44%	98,487	44%	81,358	11%					200,340	
LOW	38,891		70,761		79,292						38,891	
SAL FAC	0.92		0.95		1.00						1.01	
REGION IV												
AVG	114,327	29 2	79,940	21 2	62,813	25 2	45,000	1 1			87,527	75 2
HIGH	182,077	39%	128,364	28%	101,455	33%	45,000	1%			182,077	
LOW	70,526		42,987		36,864		45,000				36,864	
SAL FAC	0.92		0.93		0.83		0.59				0.96	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0403 Anatomy

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	138,879	43	8	103,300	49	10	66,040	35	7	113,727	1	1	74,245	15	5	101,821	142	13
HIGH	275,917	30%		141,805	35%		278,100	25%		113,727	1%		112,850	11%		278,100		
LOW	84,328			66,013			45,675			113,727			33,881			33,881		
SAL FAC	1.08			1.18			0.85			1.50			1.39			1.06		
TENURED/TENURE TRACK																		
AVG	130,089	18	3	87,743	11	3	69,948	5	1							107,545	34	4
HIGH	241,773	53%		107,367	32%		70,993	15%								241,773		
LOW	84,328			72,310			69,678									69,678		
SAL FAC	1.00			1.00			0.88									1.03		
NONTENURE TRACK																		
AVG				72,670	1	1	60,683	4	1				75,311	11	3	71,489	16	4
HIGH				72,670	6%		75,274	25%					112,850	69%		112,850		
LOW				72,670			51,056						33,881			33,881		
SAL FAC				0.79			0.83						1.40			1.07		
RES UNIV/VERY HIGH ACTVTY																		
AVG	138,879	43	8	104,698	42	7	65,413	32	6	113,727	1	1	74,245	15	5	102,848	132	10
HIGH	275,917	33%		141,805	32%		278,100	24%		113,727	1%		112,850	11%		278,100		
LOW	84,328			66,013			45,675			113,727			33,881			33,881		
SAL FAC	1.04			1.15			0.82			1.46			1.35			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG				94,912	7	3	72,731	3	1							88,258	10	3
HIGH				134,680	70%		79,506	30%								134,680		
LOW				73,181			64,566									64,566		
SAL FAC				1.17			1.02									1.07		
REGION I																		
AVG	147,500	4	2	93,547	11	2	70,719	7	2							96,093	22	3
HIGH	185,600	18%		134,680	50%		95,077	32%								185,600		
LOW	93,916			75,590			53,887									53,887		
SAL FAC	1.12			1.08			0.90									0.95		
REGION III																		
AVG	162,675	10	3	130,868	18	4	59,726	12	2	113,727	1	1	78,178	13	4	107,838	53	6
HIGH	242,256	19%		141,805	34%		278,100	23%		113,727	2%		112,850	25%		278,100		
LOW	97,927			66,035			45,675			113,727			33,881			33,881		
SAL FAC	1.23			1.42			0.74			1.43			1.34			1.07		
REGION IV																		
AVG	129,485	29	3	83,852	20	4	68,728	16	3				48,682	2	1	98,942	67	4
HIGH	275,917	43%		122,718	30%		81,883	24%					51,545	3%		275,917		
LOW	84,328			66,013			51,056						45,818			45,818		
SAL FAC	1.04			0.98			0.91						0.96			1.09		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0406 Cell/Cellular and Molecular Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	123,493	93	8	88,574	53	10	74,588	50	7	79,500	3	2	60,479	15	7	98,653	211	11
HIGH	240,451	44%		110,000	25%		97,801	24%		81,500	1%		86,158	7%		240,451		
LOW	84,500			52,351			40,909			78,500			43,000			40,909		
SAL FAC	0.96			1.01			0.96			1.05			1.13			1.02		
TENURED/TENURE TRACK																		
AVG	122,379	86	7	89,232	48	9	79,428	36	7	80,000	2	2				103,924	170	9
HIGH	203,650	51%		110,000	28%		97,801	21%		81,500	1%					203,650		
LOW	84,500			67,602			69,223			78,500						67,602		
SAL FAC	0.94			1.01			1.00			1.02						0.99		
NONTENURE TRACK																		
AVG				65,658	2	2	62,145	14	3	78,500	1	1	61,584	14	6	62,118	30	6
HIGH				78,965	7%		78,500	47%		78,500	3%		86,158	47%		86,158		
LOW				52,351			40,909			78,500			43,000			40,909		
SAL FAC				0.71			0.85			1.12			1.15			0.93		
RES UNIV/VERY HIGH ACTVTY																		
AVG	123,493	93	8	88,588	52	9	74,588	50	7	79,500	3	2	61,584	14	6	98,962	209	9
HIGH	240,451	45%		110,000	25%		97,801	24%		81,500	1%		86,158	7%		240,451		
LOW	84,500			52,351			40,909			78,500			43,000			40,909		
SAL FAC	0.92			0.97			0.93			1.02			1.12			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG				87,831	1	1							45,000	1	1	66,416	2	2
HIGH				87,831	50%								45,000	50%		87,831		
LOW				87,831									45,000			45,000		
SAL FAC				1.09									0.90			0.81		
REGION I																		
AVG	121,693	13	2	89,721	8	3	70,408	5	1				46,500	1	1	99,938	27	3
HIGH	240,451	48%		96,841	30%		73,944	19%					46,500	4%		240,451		
LOW	92,185			78,965			57,273						46,500			46,500		
SAL FAC	0.92			1.03			0.90						0.92			0.99		
REGION II																		
AVG	125,163	25	2	89,858	14	2	79,716	10	2				59,991	4	2	102,343	53	2
HIGH	186,777	47%		110,000	26%		97,801	19%					79,645	8%		186,777		
LOW	94,514			78,270			72,400						51,189			51,189		
SAL FAC	1.03			1.06			1.07						1.16			1.11		
REGION III																		
AVG	123,159	55	4	88,368	30	4	73,721	35	4	79,500	3	2	63,968	9	3	97,525	129	4
HIGH	203,650	43%		110,000	23%		85,021	27%		81,500	2%		86,158	7%		203,650		
LOW	84,500			52,351			40,909			78,500			43,000			40,909		
SAL FAC	0.93			0.96			0.92			1.00			1.09			0.97		
REGION IV																		
AVG				67,602	1	1							45,000	1	1	56,301	2	2
HIGH				67,602	50%								45,000	50%		67,602		
LOW				67,602									45,000			45,000		
SAL FAC				0.79									0.89			0.62		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0499 Cell/Cellular Biology and Anatomical Sciences, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	135,306	42	4	93,228	22	4	84,023	18	4	85,009	6	4	47,273	16	2	102,068	98	4
HIGH	235,152	43%		153,936	22%		91,899	18%		90,000	6%		70,809	16%		235,152		
LOW	85,257			64,667			64,908			79,364			30,888			30,888		
SAL FAC	1.06			1.06			1.08			1.12			0.89			1.06		
TENURED/TENURE TRACK																		
AVG	134,265	31	3	90,938	19	3	85,328	14	3	85,847	4	3				110,698	64	3
HIGH	235,152	48%		153,936	30%		91,899	22%		90,000	6%					235,152		
LOW	85,257			64,667			79,364			79,364						64,667		
SAL FAC	1.03			1.03			1.08			1.10						1.06		
NONTENURE TRACK																		
AVG				80,676	1	1	67,824	1	1				48,032	9	1	52,799	11	1
HIGH				80,676	9%		78,624	9%					70,809	82%		80,676		
LOW				80,676			64,908						30,888			30,888		
SAL FAC				0.87			0.92						0.90			0.79		
RES UNIV/VERY HIGH ACTVTY																		
AVG	134,265	31	3	90,425	20	3	84,161	15	3	85,847	4	3	48,032	9	1	102,206	75	3
HIGH	235,152	41%		153,936	27%		91,899	20%		90,000	5%		70,809	12%		235,152		
LOW	85,257			64,667			64,908			79,364			30,888			30,888		
SAL FAC	1.00			0.99			1.05			1.10			0.87			1.00		
RES UNIV/HIGH ACTIVITY																		
AVG	138,239	11	1	121,251	2	1	83,333	3	1	83,333	2	1	46,297	7	1	101,618	23	1
HIGH	224,009	48%		130,000	9%		83,333	13%		83,333	9%		54,167	30%		224,009		
LOW	100,412			112,501			83,333			83,333			42,167			42,167		
SAL FAC	1.27			1.50			1.16			1.15			0.92			1.23		
REGION I																		
AVG	138,239	11	1	121,251	2	1	83,333	3	1	83,333	2	1	46,297	7	1	101,618	23	1
HIGH	224,009	48%		130,000	9%		83,333	13%		83,333	9%		54,167	30%		224,009		
LOW	100,412			112,501			83,333			83,333			42,167			42,167		
SAL FAC	1.05			1.40			1.06			1.18			0.92			1.00		
REGION III																		
AVG	134,265	31	3	90,425	20	3	84,161	15	3	85,847	4	3	48,032	9	1	102,206	75	3
HIGH	235,152	41%		153,936	27%		91,899	20%		90,000	5%		70,809	12%		235,152		
LOW	85,257			64,667			64,908			79,364			30,888			30,888		
SAL FAC	1.01			0.98			1.05			1.08			0.82			1.01		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.05 Microbiological Sciences and Immunology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	131,491	278	37	86,892	178	38	72,985	135	33	71,463	15	11	54,085	20	11	103,037	611	39
HIGH	310,059	46%		132,695	29%		105,414	22%		85,000	3%		85,081	3%		310,059		
LOW	57,846			47,253			36,825			60,003			32,000			32,000		
SAL FAC	1.03			0.99			0.94			0.94			1.01			1.07		
TENURED/TENURE TRACK																		
AVG	128,951	186	23	85,101	119	24	76,375	80	21	73,292	11	8				104,473	385	24
HIGH	278,701	48%		125,938	31%		105,414	21%		85,000	3%					278,701		
LOW	70,442			60,345			56,574			60,003						56,574		
SAL FAC	0.99			0.97			0.96			0.94						1.00		
NONTENURE TRACK																		
AVG	92,628	2	2	79,286	4	3	61,932	12	5				55,706	16	9	62,849	34	12
HIGH	96,469	6%		97,996	12%		83,493	35%					85,081	47%		97,996		
LOW	88,787			65,455			45,000						32,000			32,000		
SAL FAC	0.82			0.86			0.84						1.04			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	135,213	240	25	88,734	137	25	74,745	109	23	74,139	12	9	58,661	14	8	107,153	500	25
HIGH	310,059	48%		126,420	27%		105,414	22%		85,000	2%		85,081	3%		310,059		
LOW	57,846			47,253			36,825			65,000			40,089			36,825		
SAL FAC	1.01			0.98			0.93			0.95			1.07			1.05		
RES UNIV/HIGH ACTIVITY																		
AVG	107,981	38	12	80,735	41	13	65,606	26	10	60,759	3	2	43,408	6	3	84,501	111	14
HIGH	181,303	34%		132,695	37%		97,500	23%		62,001	3%		47,278	5%		181,303		
LOW	70,442			60,345			46,320			60,003			32,000			32,000		
SAL FAC	0.99			1.00			0.92			0.84			0.87			1.03		
REGION I																		
AVG	119,131	43	8	86,275	33	9	73,609	22	8	71,003	2	2	49,636	10	6	93,384	108	9
HIGH	257,221	40%		132,695	31%		101,124	20%		75,006	2%		59,698	9%		257,221		
LOW	70,442			65,310			46,320			67,000			40,089			40,089		
SAL FAC	0.90			0.99			0.94			1.00			0.99			0.92		
REGION II																		
AVG	129,498	53	5	80,970	36	5	68,790	26	5	67,575	7	4				100,581	115	5
HIGH	212,762	46%		110,171	31%		85,236	23%		76,565	6%					212,762		
LOW	75,000			60,345			56,574			60,003						56,574		
SAL FAC	1.06			0.96			0.92			0.91						1.09		
REGION III																		
AVG	139,374	100	12	94,860	56	13	75,976	45	11	75,782	5	4	51,081	5	2	111,281	206	13
HIGH	310,059	49%		125,938	27%		105,414	22%		85,000	2%		68,854	2%		310,059		
LOW	57,846			64,149			36,825			60,273			32,000			32,000		
SAL FAC	1.05			1.03			0.94			0.95			0.87			1.10		
REGION IV																		
AVG	129,647	82	12	82,878	53	11	72,052	42	9	78,000	1	1	65,990	5	3	100,987	182	12
HIGH	278,701	45%		115,364	29%		98,000	23%		78,000	1%		85,081	3%		278,701		
LOW	78,441			47,253			45,000			78,000			56,455			45,000		
SAL FAC	1.04			0.97			0.95			1.03			1.30			1.11		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0502 Microbiology, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	125,591	134	23	83,531	90	23	70,390	75	22	71,358	12	8	51,450	12	7	97,247	311	26
HIGH	229,337	43%		132,695	29%		97,500	24%		85,000	4%		68,854	4%		229,337		
LOW	70,442			60,345			41,727			60,003			32,000			32,000		
SAL FAC	0.98			0.95			0.91			0.94			0.97			1.01		
TENURED/TENURE TRACK																		
AVG	123,346	89	13	82,613	61	13	73,417	46	12	73,821	8	5				98,951	196	14
HIGH	223,117	45%		108,221	31%		85,850	24%		85,000	4%					223,117		
LOW	70,442			60,345			56,574			60,003						56,574		
SAL FAC	0.95			0.94			0.93			0.94						0.95		
NONTENURE TRACK																		
AVG				85,226	1	1	46,320	1	1				52,462	10	6	54,681	12	6
HIGH				85,226	8%		46,320	8%					68,854	83%		85,226		
LOW				85,226			46,320						32,000			32,000		
SAL FAC				0.92			0.63						0.98			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	131,384	104	13	85,348	60	13	72,823	51	13	74,891	9	6	59,491	6	4	103,420	221	13
HIGH	229,337	47%		110,171	27%		85,850	23%		85,000	4%		68,854	3%		229,337		
LOW	75,000			64,373			41,727			65,000			50,433			41,727		
SAL FAC	0.98			0.94			0.91			0.96			1.08			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG	105,509	30	10	79,896	30	10	65,219	24	9	60,759	3	2	43,408	6	3	82,087	90	13
HIGH	181,303	33%		132,695	33%		97,500	27%		62,001	3%		47,278	7%		181,303		
LOW	70,442			60,345			46,320			60,003			32,000			32,000		
SAL FAC	0.97			0.99			0.91			0.84			0.87			1.00		
REGION I																		
AVG	110,222	23	6	88,977	19	7	70,269	12	6				50,119	6	4	89,494	60	7
HIGH	181,303	38%		132,695	32%		97,500	20%					59,698	10%		181,303		
LOW	70,442			77,187			46,320						42,481			42,481		
SAL FAC	0.84			1.02			0.90						1.00			0.88		
REGION II																		
AVG	129,498	53	5	80,970	36	5	68,790	26	5	67,575	7	4				100,581	115	5
HIGH	212,762	46%		110,171	31%		85,236	23%		76,565	6%					212,762		
LOW	75,000			60,345			56,574			60,003						56,574		
SAL FAC	1.06			0.96			0.92			0.91						1.09		
REGION III																		
AVG	126,565	36	6	84,223	22	7	70,775	21	7	76,318	4	3	51,081	5	2	97,035	84	8
HIGH	229,337	43%		102,515	26%		85,850	25%		85,000	5%		68,854	6%		229,337		
LOW	80,329			64,149			41,727			60,273			32,000			32,000		
SAL FAC	0.95			0.91			0.88			0.96			0.87			0.96		
REGION IV																		
AVG	130,656	22	6	81,490	13	4	72,576	16	4	78,000	1	1	61,280	1	1	99,159	52	6
HIGH	223,117	42%		96,171	25%		80,080	31%		78,000	2%		61,280	2%		223,117		
LOW	84,980			62,610			60,680			78,000			61,280			60,680		
SAL FAC	1.05			0.95			0.96			1.03			1.21			1.09		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0503 Medical Microbiology and Bacteriology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	135,723	94	12	88,071	51	13	77,009	45	10	73,636	1	1	61,052	6	3	107,558	196	14
HIGH	278,701	48%		126,420	26%		105,414	23%		73,636	1%		85,081	3%		278,701		
LOW	78,441			64,332			45,000			73,636			44,821			44,821		
SAL FAC	1.06			1.00			0.99			0.97			1.15			1.12		
TENURED/TENURE TRACK																		
AVG	136,337	74	8	89,386	41	9	82,408	27	8	73,636	1	1				112,527	142	9
HIGH	278,701	52%		115,364	29%		105,414	19%		73,636	1%					278,701		
LOW	78,441			64,332			62,480			73,636						62,480		
SAL FAC	1.05			1.02			1.04			0.94						1.08		
NONTENURE TRACK																		
AVG	92,628	2	2	66,960	2	1	63,351	11	4				67,168	4	2	67,616	19	5
HIGH	96,469	11%		68,465	11%		83,493	58%					85,081	21%		96,469		
LOW	88,787			65,455			45,000						56,455			45,000		
SAL FAC	0.82			0.72			0.86						1.25			1.01		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,647	90	10	88,329	49	11	77,009	45	10	73,636	1	1	61,052	6	3	107,674	190	11
HIGH	278,701	47%		126,420	26%		105,414	24%		73,636	1%		85,081	3%		278,701		
LOW	78,441			64,332			45,000			73,636			44,821			44,821		
SAL FAC	1.02			0.97			0.96			0.94			1.11			1.06		
RES UNIV/HIGH ACTIVITY																		
AVG	114,924	4	2	81,749	2	2										103,865	6	3
HIGH	145,920	67%		84,819	33%											145,920		
LOW	102,700			78,678												78,678		
SAL FAC	1.05			1.01												1.26		
REGION I																		
AVG	148,614	7	1	92,025	4	2	89,465	3	1				48,821	2	1	110,902	16	2
HIGH	257,221	44%		126,420	25%		101,124	19%					52,821	13%		257,221		
LOW	87,795			72,790			79,231						44,821			44,821		
SAL FAC	1.13			1.06			1.14						0.97			1.10		
REGION III																		
AVG	138,209	40	6	93,990	17	5	81,801	17	4	73,636	1	1				115,092	74	6
HIGH	248,662	54%		112,091	23%		105,414	23%		73,636	1%					248,662		
LOW	93,925			74,950			62,739			73,636						62,739		
SAL FAC	1.04			1.02			1.02			0.93						1.14		
REGION IV																		
AVG	131,687	47	5	84,190	30	6	72,257	25	5				67,168	4	2	101,793	106	6
HIGH	278,701	44%		115,364	28%		98,000	24%					85,081	4%		278,701		
LOW	78,441			64,332			45,000						56,455			45,000		
SAL FAC	1.06			0.98			0.96						1.32			1.12		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0507 Immunology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	141,783	6	4	75,933	3	2	70,431	3	3				107,482	12	7
HIGH	237,298	50%		88,400	25%		81,949	25%					237,298		
LOW	96,476			66,599			58,550						58,550		
SAL FAC	1.11			0.86			0.91						1.12		
TENURED/TENURE TRACK															
AVG	125,562	4	2	75,933	3	2	76,372	2	2				98,088	9	4
HIGH	168,624	44%		88,400	33%		81,949	22%					168,624		
LOW	96,476			66,599			70,795						66,599		
SAL FAC	0.97			0.86			0.96						0.94		
RES UNIV/VERY HIGH ACTVTY															
AVG	147,909	5	3	66,599	1	1	70,795	1	1				125,277	7	3
HIGH	237,298	71%		66,599	14%		70,795	14%					237,298		
LOW	96,476			66,599			70,795						66,599		
SAL FAC	1.11			0.73			0.88						1.23		
RES UNIV/HIGH ACTIVITY															
AVG	111,150	1	1	80,600	2	1	70,250	2	2				82,570	5	4
HIGH	111,150	20%		88,400	40%		81,949	40%					111,150		
LOW	111,150			72,800			58,550						58,550		
SAL FAC	1.02			1.00			0.98						1.00		
REGION I															
AVG	132,550	2	1	66,599	1	1	76,372	2	2				96,889	5	2
HIGH	168,624	40%		66,599	20%		81,949	40%					168,624		
LOW	96,476			66,599			70,795						66,599		
SAL FAC	1.01			0.77			0.97						0.96		
REGION III															
AVG	174,224	2	2										174,224	2	2
HIGH	237,298	100%											237,298		
LOW	111,150												111,150		
SAL FAC	1.31												1.73		
REGION IV															
AVG	118,574	2	1	80,600	2	1	58,550	1	1				91,380	5	3
HIGH	130,359	40%		88,400	40%		58,550	20%					130,359		
LOW	106,790			72,800			58,550						58,550		
SAL FAC	0.95			0.94			0.77						1.00		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0508 Microbiology and Immunology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	148,026	25	3	100,447	20	4	77,433	7	2				120,223	52	4
HIGH	310,059	48%		122,040	39%		63,426	14%					310,059		
LOW	57,846			47,253			36,825						36,825		
SAL FAC	1.15			1.14			1.00						1.25		
TENURED/TENURE TRACK															
AVG				70,032	1	1							70,032	1	1
HIGH				70,032	100%								70,032		
LOW				70,032									70,032		
SAL FAC				0.80									0.67		
NONTENURE TRACK															
AVG				97,996	1	1							97,996	1	1
HIGH				97,996	100%								97,996		
LOW				97,996									97,996		
SAL FAC				1.06									1.46		
RES UNIV/VERY HIGH ACTVTY															
AVG	148,026	25	3	100,447	20	4	77,433	7	2				120,223	52	4
HIGH	310,059	48%		122,040	39%		63,426	14%					310,059		
LOW	57,846			47,253			36,825						36,825		
SAL FAC	1.11			1.10			0.97						1.18		
REGION III															
AVG	169,318	14	2	113,556	12	2	77,433	7	2				129,550	33	2
HIGH	310,059	42%		122,040	36%		63,426	21%					310,059		
LOW	57,846			84,897			36,825						36,825		
SAL FAC	1.28			1.23			0.96						1.29		
REGION IV															
AVG	120,926	11	1	80,783	8	2							104,024	19	2
HIGH	205,842	58%		100,408	42%								205,842		
LOW	89,210			47,253									47,253		
SAL FAC	0.97			0.94									1.14		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.07 Zoology/Animal Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	103,573	386	41	78,023	180	40	67,473	138	38	65,276	20	11	49,475	9	7	89,453	713	45
HIGH	278,467	54%		126,529	25%		96,514	19%		85,000	3%		70,008	1%		278,467		
LOW	62,737			54,895			31,644			56,000			36,720			31,644		
SAL FAC	0.81			0.89			0.87			0.86			0.93			0.93		
TENURED/TENURE TRACK																		
AVG	102,148	271	28	77,521	117	27	68,636	76	27	65,156	13	7				90,449	464	30
HIGH	209,124	58%		126,529	25%		96,514	16%		85,000	3%					209,124		
LOW	62,737			54,895			54,630			56,000						54,630		
SAL FAC	0.79			0.88			0.86			0.83						0.87		
NONTENURE TRACK																		
AVG	88,111	6	2	70,151	9	5	54,318	21	8				49,523	3	2	62,802	39	9
HIGH	131,524	15%		79,065	23%		75,550	54%					53,988	8%		131,524		
LOW	70,473			59,626			31,644						45,502			31,644		
SAL FAC	0.78			0.76			0.74						0.92			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	105,298	289	27	79,941	123	26	71,782	86	26	71,134	9	7	51,040	4	3	92,911	502	27
HIGH	278,467	58%		126,529	25%		96,514	17%		85,000	2%		55,591	1%		278,467		
LOW	62,737			54,895			42,955			62,205			45,502			42,955		
SAL FAC	0.79			0.88			0.90			0.91			0.93			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	98,436	97	14	73,885	57	14	60,347	52	12	60,482	11	4	48,223	5	4	81,227	211	18
HIGH	138,798	46%		104,848	27%		73,541	25%		68,000	5%		70,008	2%		138,798		
LOW	64,735			60,218			31,644			56,000			36,720			31,644		
SAL FAC	0.90			0.91			0.84			0.83			0.96			0.99		
REGION I																		
AVG	101,871	58	9	74,453	31	9	65,038	30	10	58,415	4	2	57,692	3	2	84,761	122	10
HIGH	196,371	48%		92,500	25%		75,000	25%		62,205	3%		70,008	3%		196,371		
LOW	62,737			60,218			35,519			56,000			49,080			35,519		
SAL FAC	0.77			0.86			0.83			0.82			1.15			0.84		
REGION II																		
AVG	95,532	75	9	73,252	36	8	62,790	32	7	61,791	3	1	55,591	1	1	82,409	144	9
HIGH	183,795	52%		110,171	25%		79,000	22%		62,001	2%		55,591	1%		183,795		
LOW	66,183			58,006			31,644			61,371			55,591			31,644		
SAL FAC	0.78			0.86			0.84			0.83			1.08			0.90		
REGION III																		
AVG	114,471	137	13	84,443	65	11	74,724	43	12	67,925	7	4	42,035	3	2	98,833	248	14
HIGH	278,467	55%		126,529	26%		96,514	17%		85,000	3%		45,125	1%		278,467		
LOW	80,036			66,561			40,000			56,746			36,720			36,720		
SAL FAC	0.86			0.92			0.93			0.85			0.72			0.98		
REGION IV																		
AVG	96,752	116	10	75,214	48	12	64,781	33	9	68,500	6	4	45,251	2	2	85,738	199	12
HIGH	204,045	58%		117,149	24%		80,000	17%		75,000	3%		45,502	1%		204,045		
LOW	67,743			54,895			42,955			63,451			45,000			42,955		
SAL FAC	0.78			0.88			0.86			0.90			0.89			0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0701 Zoology/Animal Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,773	87	9	77,398	63	13	67,241	48	16	62,710	8	4	48,223	5	4	87,296	203	17
HIGH	184,197	43%		110,171	31%		82,719	24%		75,000	4%		70,008	3%		184,197		
LOW	72,549			58,006			40,000			56,746			36,720			36,720		
SAL FAC	0.84			0.88			0.87			0.82			0.90			0.91		
TENURED/TENURE TRACK																		
AVG	109,590	39	4	77,279	26	6	67,929	21	8	65,302	4	3				89,649	86	8
HIGH	184,197	45%		97,676	30%		82,719	24%		75,000	5%					184,197		
LOW	72,549			62,289			60,714			62,001						60,714		
SAL FAC	0.84			0.88			0.86			0.84						0.86		
NONTENURE TRACK																		
AVG				71,269	3	2	60,123	4	3							64,899	7	4
HIGH				74,228	43%		70,084	57%								74,228		
LOW				66,680			40,000									40,000		
SAL FAC				0.77			0.82									0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,903	51	4	80,186	31	6	72,347	17	8	68,603	2	2				95,179	99	8
HIGH	184,197	52%		110,171	31%		82,719	17%		75,000	2%					184,197		
LOW	79,143			58,006			47,000			62,205						47,000		
SAL FAC	0.84			0.88			0.90			0.88						0.93		
RES UNIV/HIGH ACTIVITY																		
AVG	101,922	36	5	74,698	32	7	64,442	31	8	60,746	6	2	48,223	5	4	79,792	104	9
HIGH	138,798	35%		97,676	31%		72,000	30%		62,973	6%		70,008	5%		138,798		
LOW	72,549			61,420			40,000			56,746			36,720			36,720		
SAL FAC	0.93			0.92			0.90			0.84			0.96			0.97		
REGION I																		
AVG	103,378	10	1	75,513	5	3	67,962	14	5	62,205	1	1	70,008	1	1	81,094	30	5
HIGH	127,692	33%		77,160	17%		72,000	47%		62,205	3%		70,008	3%		127,692		
LOW	73,716			72,898			62,205			62,205			70,008			62,205		
SAL FAC	0.79			0.87			0.87			0.88			1.39			0.80		
REGION II																		
AVG	97,808	19	2	73,337	16	2	66,337	12	2	62,001	2	1				81,442	47	2
HIGH	138,798	40%		110,171	34%		79,000	26%		62,001	4%					138,798		
LOW	72,549			58,006			61,083			62,001						58,006		
SAL FAC	0.80			0.87			0.89			0.84						0.89		
REGION III																		
AVG	112,774	52	5	80,004	36	5	69,240	19	6	63,095	5	2	42,035	3	2	92,600	110	7
HIGH	184,197	47%		97,676	33%		82,719	17%		75,000	5%		45,125	3%		184,197		
LOW	83,824			66,561			40,000			56,746			36,720			36,720		
SAL FAC	0.85			0.87			0.86			0.79			0.72			0.92		
REGION IV																		
AVG	103,313	6	1	74,167	6	3	54,841	3	3				45,000	1	1	79,650	16	3
HIGH	125,160	38%		95,000	38%		60,714	19%					45,000	6%		125,160		
LOW	83,480			61,420			47,000						45,000			45,000		
SAL FAC	0.83			0.87			0.73						0.89			0.87		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0702 Entomology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	100,962	256 32	79,073	101 32	68,630	78 27	70,263	9 7	50,547	2 2	89,902	437 35
HIGH	278,467	59%	126,529	23%	96,514	18%	85,000	2%	55,591	1%	278,467	
LOW	62,737		54,895		31,644		61,371		45,502		31,644	
SAL FAC	0.79		0.90		0.88		0.92		0.95		0.93	
TENURED/TENURE TRACK												
AVG	99,221	200 22	78,148	76 23	70,050	45 20	69,062	6 4			90,143	321 24
HIGH	209,124	62%	126,529	24%	96,514	14%	85,000	2%			209,124	
LOW	62,737		54,895		54,630		61,371				54,630	
SAL FAC	0.76		0.89		0.88		0.88				0.86	
NONTENURE TRACK												
AVG	91,638	5 2	71,467	5 2	53,808	15 4			45,502	1 1	64,159	26 4
HIGH	131,524	19%	79,065	19%	75,550	58%			45,502	4%	131,524	
LOW	71,261		59,626		31,644				45,502		31,644	
SAL FAC	0.81		0.77		0.73				0.85		0.96	
RES UNIV/VERY HIGH ACTVTY												
AVG	102,274	219 25	79,868	86 23	71,627	66 23	71,857	7 5	50,547	2 2	91,408	373 25
HIGH	278,467	59%	126,529	23%	96,514	18%	85,000	2%	55,591	1%	278,467	
LOW	62,737		54,895		42,955		63,451		45,502		42,955	
SAL FAC	0.76		0.88		0.89		0.92		0.92		0.90	
RES UNIV/HIGH ACTIVITY												
AVG	93,199	37 7	74,517	15 9	52,146	12 4	64,686	2 2			81,123	64 10
HIGH	128,086	58%	104,848	23%	68,588	19%	68,000	3%			128,086	
LOW	64,735		61,272		31,644		61,371				31,644	
SAL FAC	0.85		0.92		0.73		0.89				0.98	
REGION I												
AVG	87,885	21 5	73,905	12 5	66,513	5 4					80,658	38 6
HIGH	162,300	55%	92,500	32%	75,000	13%					162,300	
LOW	62,737		62,270		59,941						59,941	
SAL FAC	0.67		0.85		0.85						0.80	
REGION II												
AVG	94,672	55 7	73,184	20 7	60,663	20 6	61,371	1 1	55,591	1 1	82,703	96 7
HIGH	183,795	57%	98,062	21%	74,437	21%	61,371	1%	55,591	1%	183,795	
LOW	66,183		61,272		31,644		61,371		55,591		31,644	
SAL FAC	0.78		0.86		0.81		0.83		1.08		0.90	
REGION III												
AVG	116,277	74 10	89,952	29 9	79,741	23 8	80,000	2 2			103,549	126 10
HIGH	278,467	59%	126,529	23%	96,514	18%	85,000	2%			278,467	
LOW	80,036		69,402		58,995		75,000				58,995	
SAL FAC	0.88		0.98		0.99		1.01				1.03	
REGION IV												
AVG	96,126	106 10	75,680	40 11	65,775	30 9	68,500	6 4	45,502	1 1	86,075	177 12
HIGH	204,045	60%	117,149	23%	80,000	17%	75,000	3%	45,502	1%	204,045	
LOW	67,743		54,895		42,955		63,451		45,502		42,955	
SAL FAC	0.77		0.88		0.87		0.90		0.90		0.95	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0707 Animal Physiology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	105,476	15	4	72,876	4	2										98,613	19	4
HIGH	131,807	79%		77,792	21%											131,807		
LOW	70,473			68,905												68,905		
SAL FAC	0.82			0.83												1.02		
TENURED/TENURE TRACK																		
AVG	103,395	7	3	72,876	4	2										92,297	11	3
HIGH	131,807	64%		77,792	36%											131,807		
LOW	82,924			68,905												68,905		
SAL FAC	0.80			0.83												0.88		
NONTENURE TRACK																		
AVG	70,473	1	1													70,473	1	1
HIGH	70,473	100%														70,473		
LOW	70,473															70,473		
SAL FAC	0.62															1.05		
RES UNIV/VERY HIGH ACTVTY																		
AVG	103,510	4	1	69,028	2	1										92,016	6	1
HIGH	131,807	67%		69,150	33%											131,807		
LOW	70,473			68,905												68,905		
SAL FAC	0.77			0.76												0.90		
RES UNIV/HIGH ACTIVITY																		
AVG	106,191	11	3	76,724	2	1										101,658	13	3
HIGH	124,430	85%		77,792	15%											124,430		
LOW	87,327			75,657												75,657		
SAL FAC	0.97			0.95												1.23		
REGION I																		
AVG	93,535	3	1	76,724	2	1										86,811	5	1
HIGH	102,926	60%		77,792	40%											102,926		
LOW	87,327			75,657												75,657		
SAL FAC	0.71			0.88												0.86		
REGION II																		
AVG	99,597	1	1													99,597	1	1
HIGH	99,597	100%														99,597		
LOW	99,597															99,597		
SAL FAC	0.82															1.08		
REGION III																		
AVG	112,557	7	1													112,557	7	1
HIGH	124,430	100%														124,430		
LOW	101,170															101,170		
SAL FAC	0.85															1.12		
REGION IV																		
AVG	103,510	4	1	69,028	2	1										92,016	6	1
HIGH	131,807	67%		69,150	33%											131,807		
LOW	70,473			68,905												68,905		
SAL FAC	0.83			0.81												1.01		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0709 Wildlife Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	92,806	10	2	68,742	8	2	57,181	9	3	57,152	3	1			73,801	27	3
HIGH	125,996	37%		79,878	30%		73,541	33%		59,000	11%				125,996		
LOW	70,755			60,218			35,519			56,000					35,519		
SAL FAC	0.72			0.78			0.74			0.75					0.77		
TENURED/TENURE TRACK																	
AVG	92,806	10	2	69,959	7	2	60,223	7	3	57,152	3	1			76,639	24	3
HIGH	125,996	42%		79,878	29%		73,541	29%		59,000	13%				125,996		
LOW	70,755			61,729			55,507			56,000					55,507		
SAL FAC	0.71			0.79			0.76			0.73					0.73		
NONTENURE TRACK																	
AVG				60,218	1	1	46,533	2	1						51,095	3	1
HIGH				60,218	33%		57,547	67%							60,218		
LOW				60,218			35,519								35,519		
SAL FAC				0.65			0.63								0.76		
RES UNIV/HIGH ACTIVITY																	
AVG	92,806	10	2	68,742	8	2	57,181	9	3	57,152	3	1			73,801	27	3
HIGH	125,996	37%		79,878	30%		73,541	33%		59,000	11%				125,996		
LOW	70,755			60,218			35,519			56,000					35,519		
SAL FAC	0.85			0.85			0.80			0.79					0.90		
REGION I																	
AVG	92,961	9	1	68,742	8	2	56,390	8	2	57,152	3	1			73,508	25	2
HIGH	125,996	36%		79,878	32%		73,541	32%		59,000	12%				125,996		
LOW	70,755			60,218			35,519			56,000					35,519		
SAL FAC	0.71			0.79			0.72			0.81					0.73		
REGION III																	
AVG	91,414	1	1				63,508	1	1						77,461	2	1
HIGH	91,414	50%					63,508	50%							91,414		
LOW	91,414						63,508								63,508		
SAL FAC	0.69						0.79								0.77		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.08 Genetics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	130,588	82	14	93,982	49	13	77,186	82	14	77,186	14	7	52,553	6	2	100,264	219	17
HIGH	281,820	37%		156,566	22%		133,333	37%		133,333	6%		67,688	3%		281,820		
LOW	41,482			65,390			37,407			51,750			33,116			33,116		
SAL FAC	1.02			1.07			1.00			1.01			0.99			1.04		
TENURED/TENURE TRACK																		
AVG	129,799	53	8	95,866	27	9	85,900	37	7	81,800	5	4				108,085	117	9
HIGH	217,793	45%		156,566	23%		120,060	32%		90,000	4%					217,793		
LOW	81,487			69,298			64,000			64,000						64,000		
SAL FAC	1.00			1.09			1.08			1.05						1.03		
NONTENURE TRACK																		
AVG	137,606	4	4	95,482	4	3	66,075	24	2	61,773	6	1	65,884	1	1	78,304	33	6
HIGH	216,291	12%		115,920	12%		105,341	73%		81,818	18%		65,884	3%		216,291		
LOW	75,697			83,381			43,917			51,750			65,884			43,917		
SAL FAC	1.22			1.03			0.90			0.88			1.23			1.17		
RES UNIV/VERY HIGH ACTVTY																		
AVG	131,533	75	10	95,228	46	10	76,474	76	10	72,772	12	5	49,887	5	1	100,529	202	11
HIGH	281,820	37%		156,566	23%		120,060	38%		93,627	6%		67,688	3%		281,820		
LOW	41,482			69,298			37,407			51,750			33,116			33,116		
SAL FAC	0.98			1.05			0.95			0.93			0.91			0.99		
RES UNIV/HIGH ACTIVITY																		
AVG	120,460	7	4	74,864	3	3	86,208	6	4	103,667	2	2	65,884	1	1	97,114	17	6
HIGH	182,809	41%		85,577	18%		133,333	35%		133,333	12%		65,884	6%		182,809		
LOW	88,204			65,390			55,410			74,000			65,884			55,410		
SAL FAC	1.10			0.93			1.20			1.43			1.31			1.18		
REGION I																		
AVG	110,348	7	3	90,177	2	2	120,833	2	1	133,333	1	1				108,587	11	3
HIGH	182,809	64%		94,776	18%		133,333	18%		133,333	9%					182,809		
LOW	81,487			85,577			108,333			133,333						81,487		
SAL FAC	0.84			1.04			1.54			1.88						1.07		
REGION III																		
AVG	128,612	49	6	93,239	26	5	79,082	29	7	82,000	2	2				105,958	104	7
HIGH	216,291	47%		116,134	25%		91,427	28%		90,000	2%					216,291		
LOW	92,169			83,381			37,407			74,000						37,407		
SAL FAC	0.97			1.01			0.98			1.03						1.05		
REGION IV																		
AVG	139,762	26	5	95,264	21	6	74,396	51	6	71,206	11	4	52,553	6	2	93,691	104	7
HIGH	281,820	25%		156,566	20%		120,060	49%		93,627	11%		67,688	6%		281,820		
LOW	41,482			65,390			43,917			51,750			33,116			33,116		
SAL FAC	1.13			1.11			0.98			0.94			1.04			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0801 Genetics, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	145,829	26	4	98,144	19	4	77,024	50	4	77,509	11	4	49,887	5	1	97,570	100	5
HIGH	281,820	26%		156,566	19%		133,333	50%		133,333	11%		67,688	5%		281,820		
LOW	41,482			69,298			43,917			51,750			33,116			33,116		
SAL FAC	1.14			1.12			0.99			1.02			0.94			1.01		
TENURED/TENURE TRACK																		
AVG	143,648	18	2	97,427	9	2	88,217	19	2	85,000	3	2				111,709	46	2
HIGH	217,793	39%		156,566	20%		120,060	41%		90,000	7%					217,793		
LOW	83,148			69,298			68,000			75,000						68,000		
SAL FAC	1.11			1.11			1.11			1.09						1.07		
NONTENURE TRACK																		
AVG	170,231	1	1	103,027	2	1	65,246	21	1	61,773	6	1				72,769	24	1
HIGH	170,231	4%		115,920	8%		105,341	88%		81,818	25%					170,231		
LOW	170,231			90,134			43,917			51,750						43,917		
SAL FAC	1.51			1.11			0.89			0.88						1.08		
RES UNIV/VERY HIGH ACTVTY																		
AVG	144,401	24	3	99,507	18	3	75,199	48	3	71,927	10	3	49,887	5	1	95,955	95	3
HIGH	281,820	25%		156,566	19%		120,060	51%		93,627	11%		67,688	5%		281,820		
LOW	41,482			69,298			43,917			51,750			33,116			33,116		
SAL FAC	1.08			1.09			0.94			0.92			0.91			0.94		
RES UNIV/HIGH ACTIVITY																		
AVG	162,965	2	1	73,625	1	1	120,833	2	1	133,333	1	1				128,244	5	2
HIGH	182,809	40%		73,625	20%		133,333	40%		133,333	20%					182,809		
LOW	143,120			73,625			108,333			133,333						73,625		
SAL FAC	1.49			0.91			1.69			1.84						1.56		
REGION I																		
AVG	162,965	2	1				120,833	2	1	133,333	1	1				141,899	4	1
HIGH	182,809	50%					133,333	50%		133,333	25%					182,809		
LOW	143,120						108,333			133,333						108,333		
SAL FAC	1.24						1.54			1.88						1.40		
REGION IV																		
AVG	144,401	24	3	98,144	19	4	75,199	48	3	71,927	10	3	49,887	5	1	95,722	96	4
HIGH	281,820	25%		156,566	20%		120,060	50%		93,627	10%		67,688	5%		281,820		
LOW	41,482			69,298			43,917			51,750			33,116			33,116		
SAL FAC	1.16			1.15			1.00			0.95			0.98			1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0804 Animal Genetics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	120,560	20	4	85,777	11	3	78,794	7	3	64,000	1	1			102,797	38	4
HIGH	122,810	53%		85,577	29%		80,950	18%		64,000	3%				122,810		
LOW	75,697			70,407			64,000			64,000					64,000		
SAL FAC	0.94			0.98			1.02			0.84					1.07		
TENURED/TENURE TRACK																	
AVG	96,975	1	1	77,992	2	2	64,000	1	1	64,000	1	1			79,240	4	2
HIGH	96,975	25%		85,577	50%		64,000	25%		64,000	25%				96,975		
LOW	96,975			70,407			64,000			64,000					64,000		
SAL FAC	0.75			0.89			0.81			0.82					0.76		
NONTENURE TRACK																	
AVG	81,951	2	2												81,951	2	2
HIGH	88,204	100%													88,204		
LOW	75,697														75,697		
SAL FAC	0.73														1.22		
RES UNIV/VERY HIGH ACTVTY																	
AVG	124,150	16	2	85,797	10	2	78,435	6	2	64,000	1	1			103,593	32	2
HIGH	95,424	50%		76,248	31%		80,004	19%		64,000	3%				95,424		
LOW	75,697			70,407			64,000			64,000					64,000		
SAL FAC	0.93			0.94			0.98			0.82					1.02		
RES UNIV/HIGH ACTIVITY																	
AVG	106,200	4	2	85,577	1	1	80,950	1	1						98,554	6	2
HIGH	122,810	67%		85,577	17%		80,950	17%							122,810		
LOW	88,204			85,577			80,950								80,950		
SAL FAC	0.97			1.06			1.13								1.20		
REGION I																	
AVG	92,590	2	1	85,577	1	1									90,252	3	1
HIGH	96,975	67%		85,577	33%										96,975		
LOW	88,204			85,577											85,577		
SAL FAC	0.70			0.99											0.89		
REGION III																	
AVG	126,489	17	2	87,507	9	1	81,260	6	2						107,045	32	2
HIGH	122,810	53%		76,248	28%		80,950	19%							122,810		
LOW	116,810			93,504			80,950								80,950		
SAL FAC	0.95			0.95			1.01								1.06		
REGION IV																	
AVG	75,697	1	1	70,407	1	1	64,000	1	1	64,000	1	1			70,035	3	1
HIGH	75,697	33%		70,407	33%		64,000	33%		64,000	33%				75,697		
LOW	75,697			70,407			64,000			64,000					64,000		
SAL FAC	0.61			0.82			0.85			0.84					0.77		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0805 Plant Genetics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	121,603	13	2	76,764	2	2	80,755	5	2	90,000	1	1			106,907	20	4
HIGH	169,927	65%		90,881	10%		90,000	25%		90,000	5%				169,927		
LOW	81,487			65,390			65,223			90,000					65,223		
SAL FAC	0.95			0.87			1.04			1.18					1.11		
TENURED/TENURE TRACK																	
AVG	121,603	13	2	88,137	1	1	84,638	4	1	90,000	1	1			111,530	18	2
HIGH	169,927	72%		90,881	6%		90,000	22%		90,000	6%				169,927		
LOW	81,487			85,393			76,852			90,000					76,852		
SAL FAC	0.94			1.00			1.07			1.15					1.07		
RES UNIV/VERY HIGH ACTVTY																	
AVG	121,603	13	2	88,137	1	1	84,638	4	1	90,000	1	1			111,530	18	2
HIGH	169,927	72%		90,881	6%		90,000	22%		90,000	6%				169,927		
LOW	81,487			85,393			76,852			90,000					76,852		
SAL FAC	0.91			0.97			1.06			1.15					1.09		
RES UNIV/HIGH ACTIVITY																	
AVG				65,390	1	1	65,223	1	1						65,307	2	2
HIGH				65,390	50%		65,223	50%							65,390		
LOW				65,390			65,223								65,223		
SAL FAC				0.81			0.91								0.79		
REGION I																	
AVG	87,477	2	1												87,477	2	1
HIGH	93,467	100%													93,467		
LOW	81,487														81,487		
SAL FAC	0.66														0.86		
REGION III																	
AVG	127,808	11	1	88,137	1	1	84,638	4	1	90,000	1	1			114,536	16	1
HIGH	169,927	69%		90,881	6%		90,000	25%		90,000	6%				169,927		
LOW	99,677			85,393			76,852			90,000					76,852		
SAL FAC	0.96			0.96			1.05			1.13					1.14		
REGION IV																	
AVG				65,390	1	1	65,223	1	1						65,307	2	2
HIGH				65,390	50%		65,223	50%							65,390		
LOW				65,390			65,223								65,223		
SAL FAC				0.76			0.86								0.72		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0806 Human/Medical Genetics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	128,669	10 2	99,667	9 2	86,143	7 2			65,884	1 1	105,651	27 3
HIGH	172,805	37%	116,134	33%	90,056	26%			65,884	4%	172,805	
LOW	100,970		83,381		82,132				65,884		65,884	
SAL FAC	1.00		1.14		1.11				1.24		1.10	
TENURED/TENURE TRACK												
AVG	128,669	10 2	101,702	8 2	86,143	7 2					108,132	25 2
HIGH	172,805	40%	116,134	32%	90,056	28%					172,805	
LOW	100,970		85,393		82,132						82,132	
SAL FAC	0.99		1.16		1.09						1.03	
NONTENURE TRACK												
AVG			83,381	1 1					65,884	1 1	74,633	2 2
HIGH			83,381	50%					65,884	50%	83,381	
LOW			83,381						65,884		65,884	
SAL FAC			0.90						1.23		1.11	
RES UNIV/VERY HIGH ACTVTY												
AVG	128,669	10 2	99,667	9 2	86,143	7 2					107,180	26 2
HIGH	172,805	39%	116,134	35%	90,056	27%					172,805	
LOW	100,970		83,381		82,132						82,132	
SAL FAC	0.96		1.10		1.07						1.05	
RES UNIV/HIGH ACTIVITY												
AVG									65,884	1 1	65,884	1 1
HIGH									65,884	100%	65,884	
LOW									65,884		65,884	
SAL FAC									1.31		0.80	
REGION III												
AVG	128,669	10 2	99,667	9 2	86,143	7 2					107,180	26 2
HIGH	172,805	39%	116,134	35%	90,056	27%					172,805	
LOW	100,970		83,381		82,132						82,132	
SAL FAC	0.97		1.08		1.07						1.06	
REGION IV												
AVG									65,884	1 1	65,884	1 1
HIGH									65,884	100%	65,884	
LOW									65,884		65,884	
SAL FAC									1.30		0.72	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.09 Physiology, Pathology and Related Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	139,846	286	29	97,303	213	29	76,341	219	27	75,307	27	13	51,629	65	13	103,188	783	32
HIGH	332,125	37%		208,743	27%		153,130	28%		122,727	3%		81,818	8%		332,125		
LOW	67,220			37,742			32,720			32,720			33,545			32,720		
SAL FAC	1.09			1.11			0.98			0.99			0.97			1.07		
TENURED/TENURE TRACK																		
AVG	139,374	206	18	97,871	122	20	81,179	89	18	79,287	15	9				114,811	417	21
HIGH	297,978	49%		208,743	29%		133,437	21%		94,316	4%					297,978		
LOW	67,220			61,219			54,000			54,000						54,000		
SAL FAC	1.07			1.11			1.02			1.01						1.10		
NONTENURE TRACK																		
AVG	123,580	27	4	101,207	38	7	78,373	70	9	80,998	5	4	53,273	50	11	82,877	185	14
HIGH	168,545	15%		182,231	21%		127,685	38%		122,727	3%		81,818	27%		182,231		
LOW	75,182			51,225			38,132			45,000			37,227			37,227		
SAL FAC	1.09			1.09			1.07			1.15			0.99			1.24		
RES UNIV/VERY HIGH ACTVTY																		
AVG	141,049	265	21	98,338	182	21	78,521	181	20	78,651	20	10	54,981	43	9	107,082	671	22
HIGH	332,125	40%		208,743	27%		134,028	27%		122,727	3%		81,818	6%		332,125		
LOW	75,182			37,742			32,720			32,720			33,545			32,720		
SAL FAC	1.05			1.08			0.98			1.01			1.00			1.05		
RES UNIV/HIGH ACTIVITY																		
AVG	137,752	15	7	96,983	23	7	65,803	29	6	62,394	2	2	41,548	9	3	86,567	76	9
HIGH	312,500	20%		205,642	30%		153,130	38%		70,787	3%		56,907	12%		312,500		
LOW	67,220			51,225			38,427			54,000			38,310			38,310		
SAL FAC	1.26			1.20			0.92			0.86			0.83			1.05		
DOCTORAL RES UNIV																		
AVG	91,962	6	1	74,692	8	1	66,458	9	1	67,100	5	1	47,520	13	1	65,700	36	1
HIGH	118,547	17%		92,446	22%		68,500	25%		68,500	14%		68,665	36%		118,547		
LOW	74,315			64,448			60,272			65,000			37,188			37,188		
SAL FAC	0.86			0.92			0.97			0.95			0.87			0.82		
REGION I																		
AVG	153,762	11	7	112,701	13	6	75,853	20	5	72,000	1	1	49,739	3	3	102,612	47	8
HIGH	312,500	23%		205,642	28%		153,130	43%		72,000	2%		56,907	6%		312,500		
LOW	86,211			61,296			47,278			72,000			38,310			38,310		
SAL FAC	1.17			1.30			0.97			1.02			0.99			1.01		
REGION II																		
AVG	132,654	16	2	95,271	16	2	74,709	7	2	72,810	2	2	49,650	9	1	96,180	48	2
HIGH	197,725	33%		148,712	33%		82,031	15%		73,620	4%		71,066	19%		197,725		
LOW	86,908			70,644			70,819			72,000			43,575			43,575		
SAL FAC	1.09			1.12			1.00			0.98			0.96			1.05		
REGION III																		
AVG	142,290	179	12	99,079	122	12	76,091	125	12	72,882	13	7	51,994	33	5	106,285	459	12
HIGH	332,125	39%		170,726	27%		134,028	27%		94,091	3%		81,818	7%		332,125		
LOW	67,220			37,742			38,132			45,000			37,227			37,227		
SAL FAC	1.07			1.08			0.94			0.92			0.89			1.06		
REGION IV																		
AVG	133,903	80	8	91,105	62	9	77,124	67	8	78,928	11	3	52,201	20	4	98,568	229	10
HIGH	297,978	35%		208,743	27%		133,437	29%		122,727	5%		78,121	9%		297,978		
LOW	74,315			41,449			32,720			32,720			33,545			32,720		
SAL FAC	1.08			1.06			1.02			1.04			1.03			1.08		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0901 Physiology, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	137,834	104	16	88,806	77	17	67,200	74	17	66,206	9	7	49,139	16	5	99,379	271	19
HIGH	332,125	38%		148,712	28%		134,028	27%		77,727	3%		71,066	6%		332,125		
LOW	84,262			37,742			32,720			32,720			33,545			32,720		
SAL FAC	1.08			1.01			0.87			0.87			0.92			1.03		
TENURED/TENURE TRACK																		
AVG	128,484	61	9	89,732	39	11	74,245	30	9	74,558	6	5				104,341	130	11
HIGH	229,757	47%		148,712	30%		94,093	23%		77,727	5%					229,757		
LOW	84,262			68,455			60,321			72,000						60,321		
SAL FAC	0.99			1.02			0.94			0.95						1.00		
NONTENURE TRACK																		
AVG	106,972	1	1	77,924	3	2	59,452	7	5	45,000	1	1	50,841	14	4	58,747	25	8
HIGH	106,972	4%		85,079	12%		81,868	28%		45,000	4%		71,066	56%		106,972		
LOW	106,972			71,408			45,000			45,000			43,575			43,575		
SAL FAC	0.95			0.84			0.81			0.64			0.95			0.88		
RES UNIV/VERY HIGH ACTVTY																		
AVG	138,453	98	13	90,330	66	14	69,055	64	15	65,633	8	6	48,621	15	4	101,560	243	15
HIGH	332,125	40%		148,712	27%		134,028	26%		77,727	3%		71,066	6%		332,125		
LOW	84,262			37,742			32,720			32,720			33,545			32,720		
SAL FAC	1.04			0.99			0.86			0.84			0.88			1.00		
RES UNIV/HIGH ACTIVITY																		
AVG	127,731	6	3	79,658	11	3	55,325	10	2	70,787	1	1	56,907	1	1	80,456	28	4
HIGH	178,250	21%		103,215	39%		70,787	36%		70,787	4%		56,907	4%		178,250		
LOW	86,211			68,455			38,427			70,787			56,907			38,427		
SAL FAC	1.17			0.99			0.77			0.98			1.14			0.98		
REGION I																		
AVG	95,375	4	2	75,077	3	2	68,960	7	2	72,000	1	1	55,454	2	2	75,022	16	2
HIGH	98,977	25%		80,936	19%		74,958	44%		72,000	6%		56,907	13%		98,977		
LOW	86,211			68,455			60,321			72,000			54,000			54,000		
SAL FAC	0.72			0.86			0.88			1.02			1.10			0.74		
REGION II																		
AVG	132,654	16	2	95,271	16	2	74,709	7	2	72,810	2	2	49,650	9	1	96,180	48	2
HIGH	197,725	33%		148,712	33%		82,031	15%		73,620	4%		71,066	19%		197,725		
LOW	86,908			70,644			70,819			72,000			43,575			43,575		
SAL FAC	1.09			1.12			1.00			0.98			0.96			1.05		
REGION III																		
AVG	149,267	46	7	91,457	37	7	69,992	30	7	69,103	5	3	51,338	3	1	107,793	116	7
HIGH	332,125	40%		128,332	32%		134,028	26%		77,727	4%		60,283	3%		332,125		
LOW	99,648			37,742			38,427			45,000			46,616			37,742		
SAL FAC	1.13			0.99			0.87			0.87			0.88			1.07		
REGION IV																		
AVG	130,645	38	5	81,169	21	6	62,245	30	6	32,720	1	1	37,227	2	1	94,625	91	8
HIGH	256,408	42%		105,464	23%		101,774	33%		32,720	1%		40,909	2%		256,408		
LOW	84,262			41,449			32,720			32,720			33,545			32,720		
SAL FAC	1.05			0.95			0.82			0.43			0.73			1.04		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0908 Exercise Physiology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	135,250	13	4	86,961	21	5	69,343	13	4	68,000	1	1	55,482	7	3	90,264	54	5
HIGH	188,549	24%		107,129	39%		81,662	24%		68,000	2%		70,472	13%		188,549		
LOW	94,165			63,100			51,327			68,000			51,000			51,000		
SAL FAC	1.05			0.99			0.89			0.89			1.04			0.94		
TENURED/TENURE TRACK																		
AVG	138,674	12	3	90,420	17	4	70,898	10	3	68,000	1	1				100,262	39	4
HIGH	188,549	31%		107,129	44%		81,662	26%		68,000	3%					188,549		
LOW	105,000			73,944			62,890			68,000						62,890		
SAL FAC	1.07			1.03			0.89			0.87						0.96		
NONTENURE TRACK																		
AVG				64,456	2	1	64,317	2	1				55,482	7	3	58,720	11	3
HIGH				65,811	18%		77,306	18%					70,472	64%		77,306		
LOW				63,100			51,327						51,000			51,000		
SAL FAC				0.70			0.88						1.03			0.88		
RES UNIV/VERY HIGH ACTVTY																		
AVG	135,250	13	4	86,236	20	4	69,343	13	4	68,000	1	1	55,482	7	3	90,053	53	4
HIGH	188,549	25%		107,129	38%		81,662	25%		68,000	2%		70,472	13%		188,549		
LOW	94,165			63,100			51,327			68,000			51,000			51,000		
SAL FAC	1.01			0.95			0.87			0.87			1.01			0.88		
RES UNIV/HIGH ACTIVITY																		
AVG				101,475	1	1										101,475	1	1
HIGH				101,475	100%											101,475		
LOW				101,475												101,475		
SAL FAC				1.26												1.23		
REGION I																		
AVG				101,475	1	1										101,475	1	1
HIGH				101,475	100%											101,475		
LOW				101,475												101,475		
SAL FAC				1.17												1.00		
REGION III																		
AVG	125,539	7	2	91,295	11	2	68,267	7	2	68,000	1	1	52,983	6	2	86,412	31	2
HIGH	147,245	23%		107,129	36%		70,926	23%		68,000	3%		57,812	19%		147,245		
LOW	105,000			73,944			62,890			68,000			51,000			51,000		
SAL FAC	0.95			0.99			0.85			0.85			0.90			0.86		
REGION IV																		
AVG	146,581	6	2	80,053	9	2	70,599	6	2				70,472	1	1	95,183	22	2
HIGH	188,549	27%		100,271	41%		81,662	27%					70,472	5%		188,549		
LOW	94,165			63,100			51,327						70,472			51,327		
SAL FAC	1.18			0.93			0.93						1.39			1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.0910 Pathology/Experimental Pathology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	147,522	79	6	110,533	58	5	94,018	68	5	95,397	8	3	61,153	18	2	114,615	223	6
HIGH	297,978	35%		208,743	26%		153,130	31%		122,727	4%		81,818	8%		297,978		
LOW	75,182			60,994			53,951			75,000			48,490			48,490		
SAL FAC	1.15			1.26			1.21			1.25			1.15			1.19		
TENURED/TENURE TRACK																		
AVG	148,423	62	5	110,912	29	4	99,097	24	4	90,453	5	2				128,670	115	5
HIGH	297,978	54%		208,743	25%		133,437	21%		94,316	4%					297,978		
LOW	77,302			80,777			75,000			75,000						75,000		
SAL FAC	1.14			1.26			1.25			1.16						1.23		
NONTENURE TRACK																		
AVG	133,737	15	2	107,712	26	2	95,367	34	3	103,636	3	2	61,153	18	2	98,385	93	3
HIGH	168,545	16%		182,231	28%		127,685	37%		122,727	3%		81,818	19%		182,231		
LOW	75,182			60,994			53,951			94,091			48,490			48,490		
SAL FAC	1.18			1.17			1.30			1.47			1.14			1.47		
RES UNIV/VERY HIGH ACTVTY																		
AVG	145,562	77	5	109,399	55	4	96,910	58	4	95,397	8	3	61,153	18	2	115,129	208	5
HIGH	297,978	37%		208,743	26%		133,437	28%		122,727	4%		81,818	9%		297,978		
LOW	75,182			60,994			53,951			75,000			48,490			48,490		
SAL FAC	1.09			1.20			1.21			1.22			1.11			1.13		
RES UNIV/HIGH ACTIVITY																		
AVG	222,988	2	1	131,315	3	1	77,243	10	1							107,490	15	1
HIGH	291,224	13%		205,642	20%		153,130	67%								291,224		
LOW	154,753			93,537			54,860									54,860		
SAL FAC	2.04			1.62			1.08									1.30		
REGION I																		
AVG	198,867	3	2	131,315	3	1	77,243	10	1							110,186	16	2
HIGH	291,224	19%		205,642	19%		153,130	63%								291,224		
LOW	150,624			93,537			54,860									54,860		
SAL FAC	1.51			1.51			0.98									1.09		
REGION III																		
AVG	146,547	46	3	108,282	32	3	91,958	37	3	87,727	3	2	58,530	14	1	111,845	129	3
HIGH	238,808	36%		147,273	25%		131,134	29%		94,091	2%		81,818	11%		238,808		
LOW	90,306			80,777			55,186			75,000			50,508			50,508		
SAL FAC	1.11			1.18			1.14			1.10			1.00			1.11		
REGION IV																		
AVG	143,883	30	1	110,954	23	1	105,635	21	1	99,998	5	1	70,334	4	1	120,104	78	1
HIGH	297,978	39%		208,743	30%		133,437	27%		122,727	6%		78,121	5%		297,978		
LOW	75,182			60,994			53,951			94,316			48,490			48,490		
SAL FAC	1.16			1.29			1.40			1.32			1.39			1.32		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.10 Pharmacology and Toxicology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	142,703	152	23	91,331	110	22	67,888	125	20	71,484	10	5	40,845	3	2	103,450	390	24
HIGH	380,533	39%		162,735	28%		120,000	32%		85,909	3%		43,488	1%		380,533		
LOW	15,581			56,899			32,727			45,000			36,500			15,581		
SAL FAC	1.11			1.04			0.88			0.94			0.77			1.07		
TENURED/TENURE TRACK																		
AVG	139,107	96	15	88,046	71	15	76,757	47	12	80,074	5	3				108,472	214	15
HIGH	225,954	45%		113,768	33%		89,591	22%		85,909	2%					225,954		
LOW	62,182			56,899			63,672			69,000						56,899		
SAL FAC	1.07			1.00			0.97			1.02						1.04		
NONTENURE TRACK																		
AVG	79,605	2	2	84,442	3	3	53,672	20	5	49,269	3	2	36,500	1	1	58,557	26	7
HIGH	91,771	8%		95,220	12%		73,636	77%		57,806	12%		36,500	4%		95,220		
LOW	67,439			69,394			39,274			45,000			36,500			36,500		
SAL FAC	0.70			0.91			0.73			0.70			0.68			0.87		
RES UNIV/VERY HIGH ACTVTY																		
AVG	143,900	139	19	92,702	91	18	66,924	114	16	68,522	8	4	43,017	2	1	104,489	346	19
HIGH	380,533	40%		162,735	26%		120,000	33%		85,909	2%		43,488	1%		380,533		
LOW	15,581			69,394			32,727			45,000			42,545			15,581		
SAL FAC	1.08			1.02			0.84			0.88			0.78			1.03		
RES UNIV/HIGH ACTIVITY																		
AVG	129,904	13	4	84,764	19	4	77,871	11	4	83,333	2	1	36,500	1	1	95,281	44	5
HIGH	270,369	30%		108,333	43%		97,206	25%		83,333	5%		36,500	2%		270,369		
LOW	82,027			56,899			63,481			83,333			36,500			36,500		
SAL FAC	1.19			1.05			1.09			1.15			0.73			1.16		
REGION I																		
AVG	136,183	25	6	93,018	21	6	77,388	13	5	74,824	3	2				107,865	59	6
HIGH	270,369	42%		111,529	36%		97,206	22%		83,333	5%					270,369		
LOW	88,874			79,167			57,806			57,806						57,806		
SAL FAC	1.03			1.07			0.99			1.06						1.07		
REGION II																		
AVG	131,630	18	4	83,079	24	4	74,009	15	4	69,000	1	1	36,500	1	1	94,998	58	5
HIGH	213,294	31%		99,317	41%		86,443	26%		69,000	2%		36,500	2%		213,294		
LOW	82,027			56,899			63,672			69,000			36,500			36,500		
SAL FAC	1.08			0.98			0.99			0.93			0.71			1.03		
REGION III																		
AVG	148,420	49	7	101,092	28	6	67,898	52	6				43,017	2	1	104,732	131	7
HIGH	380,533	37%		162,735	21%		120,000	40%					43,488	2%		380,533		
LOW	88,915			78,471			38,824						42,545			38,824		
SAL FAC	1.12			1.10			0.84						0.73			1.04		
REGION IV																		
AVG	144,072	60	6	88,339	37	6	63,091	45	5	70,228	6	2				103,887	142	6
HIGH	277,039	42%		111,684	26%		89,591	32%		85,909	4%					277,039		
LOW	15,581			69,394			32,727			45,000						15,581		
SAL FAC	1.16			1.03			0.84			0.92						1.14		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1001 Pharmacology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED				
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS			
NATIONAL																		
AVG	141,249	74	9	90,018	46	9	68,328	48	9	71,414	6	2	36,500	1	1	105,973	169	10
HIGH	277,039	44%		113,768	27%		120,000	28%		85,909	4%		36,500	1%		277,039		
LOW	15,581			56,899			32,727			45,000			36,500			15,581		
SAL FAC	1.10			1.03			0.88	1.10		0.94			0.68			1.10		
TENURED/TENURE TRACK																		
AVG	135,929	33	4	86,986	21	4	79,981	14	4	85,909	2	1				109,295	68	4
HIGH	213,294	49%		113,768	31%		89,591	21%		85,909	3%					213,294		
LOW	62,182			56,899			63,672			85,909						56,899		
SAL FAC	1.05			0.99			1.01	1.10								1.05		
NONTENURE TRACK																		
AVG	67,439	1	1	95,220	1	1	51,448	12	1	45,000	2	1	36,500	1	1	54,436	15	2
HIGH	67,439	7%		95,220	7%		73,636	80%		45,000	13%		36,500	7%		95,220		
LOW	67,439			95,220			40,909			45,000			36,500			36,500		
SAL FAC	0.60			1.03			0.70			0.64			0.68			0.81		
RES UNIV/VERY HIGH ACTVTY																		
AVG	142,723	65	6	93,221	28	6	65,610	38	6	65,455	4	1				109,774	131	6
HIGH	277,039	50%		113,768	21%		120,000	29%		85,909	3%					277,039		
LOW	15,581			73,636			32,727			45,000						15,581		
SAL FAC	1.07			1.03			0.82			0.84						1.08		
RES UNIV/HIGH ACTIVITY																		
AVG	130,610	9	3	85,034	18	3	78,655	10	3	83,333	2	1	36,500	1	1	92,872	38	4
HIGH	270,369	24%		108,333	47%		97,206	26%		83,333	5%		36,500	3%		270,369		
LOW	82,027			56,899			63,481			83,333			36,500			36,500		
SAL FAC	1.20			1.05			1.10			1.15			0.73			1.13		
REGION I																		
AVG	140,852	7	2	93,237	9	2	80,967	7	2	83,333	2	1				103,994	23	2
HIGH	270,369	30%		108,333	39%		97,206	30%		83,333	9%					270,369		
LOW	99,474			79,167			63,481			83,333						63,481		
SAL FAC	1.07			1.07			1.03			1.18						1.03		
REGION II																		
AVG	131,312	6	2	83,572	16	2	77,038	8	2				36,500	1	1	89,608	31	3
HIGH	213,294	19%		99,317	52%		86,443	26%					36,500	3%		213,294		
LOW	82,027			56,899			63,672						36,500			36,500		
SAL FAC	1.08			0.99			1.03						0.71			0.98		
REGION III																		
AVG	142,302	19	2	100,099	5	2	85,383	5	2							125,212	29	2
HIGH	177,878	66%		113,768	17%		120,000	17%								177,878		
LOW	94,336			90,857			64,890									64,890		
SAL FAC	1.07			1.09			1.06									1.24		
REGION IV																		
AVG	142,259	42	3	91,501	16	3	59,634	28	3	65,455	4	1				105,914	86	3
HIGH	277,039	49%		110,678	19%		89,591	33%		85,909	5%					277,039		
LOW	15,581			73,636			32,727			45,000						15,581		
SAL FAC	1.15			1.07			0.79			0.86						1.16		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1002 Molecular Pharmacology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	145,731	12	4	92,326	17	3	75,321	19	3	79,775	2	1			98,946	48	4
HIGH	240,463	25%		112,949	35%		103,400	40%		81,820	4%				240,463		
LOW	88,915			69,394			39,274			77,729					39,274		
SAL FAC	1.14			1.05			0.97			1.05					1.03		
TENURED/TENURE TRACK																	
AVG	140,306	7	3	90,306	13	2	74,447	9	2	79,775	2	1			97,453	29	3
HIGH	210,482	24%		111,684	45%		81,820	31%		81,820	7%				210,482		
LOW	94,856			75,868			69,278			77,729					69,278		
SAL FAC	1.08			1.03			0.94			1.02					0.93		
NONTENURE TRACK																	
AVG				69,394	1	1	53,560	3	1						57,519	4	1
HIGH				69,394	25%		63,750	75%							69,394		
LOW				69,394			39,274								39,274		
SAL FAC				0.75			0.73								0.86		
RES UNIV/VERY HIGH ACTVTY																	
AVG	145,731	12	4	92,326	17	3	75,321	19	3	79,775	2	1			98,946	48	4
HIGH	240,463	25%		112,949	35%		103,400	40%		81,820	4%				240,463		
LOW	88,915			69,394			39,274			77,729					39,274		
SAL FAC	1.09			1.02			0.94			1.02					0.97		
REGION I																	
AVG	124,024	2	2	108,000	1	1	69,278	1	1						106,331	4	2
HIGH	147,273	50%		108,000	25%		69,278	25%							147,273		
LOW	100,774			108,000			69,278								69,278		
SAL FAC	0.94			1.24			0.88								1.05		
REGION III																	
AVG	153,326	5	1	108,724	3	1	85,771	7	1						112,880	15	1
HIGH	240,463	33%		112,949	20%		103,400	47%							240,463		
LOW	88,915			101,767			56,594								56,594		
SAL FAC	1.16			1.18			1.07								1.12		
REGION IV																	
AVG	146,819	5	1	87,337	13	1	69,220	11	1	79,775	2	1			90,721	29	1
HIGH	210,482	17%		111,684	45%		81,820	38%		81,820	7%				210,482		
LOW	94,856			69,394			39,274			77,729					39,274		
SAL FAC	1.18			1.02			0.92			1.05					1.00		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1004 Toxicology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	150,808	25	6	94,532	22	5	59,892	38	5				43,017	2	1	94,389	87	6
HIGH	380,533	29%		162,735	25%		109,595	44%					43,488	2%		380,533		
LOW	88,814			72,621			38,824						42,545			38,824		
SAL FAC	1.18			1.08			0.77						0.81			0.98		
TENURED/TENURE TRACK																		
AVG	144,472	15	3	83,303	13	3	74,388	6	2							108,716	34	3
HIGH	221,413	44%		101,867	38%		81,000	18%								221,413		
LOW	88,814			72,621			68,292									68,292		
SAL FAC	1.11			0.95			0.94									1.04		
NONTENURE TRACK																		
AVG	91,771	1	1				55,875	3	2							64,849	4	2
HIGH	91,771	25%					65,095	75%								91,771		
LOW	91,771						48,554									48,554		
SAL FAC	0.81						0.76									0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	155,093	21	5	95,228	21	4	59,618	37	4				43,017	2	1	93,193	81	5
HIGH	380,533	26%		162,735	26%		109,595	46%					43,488	3%		380,533		
LOW	88,814			72,621			38,824						42,545			38,824		
SAL FAC	1.16			1.05			0.74						0.78			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	128,316	4	1	79,919	1	1	70,035	1	1							110,536	6	1
HIGH	156,154	67%		79,919	17%		70,035	17%								156,154		
LOW	112,119			79,919			70,035									70,035		
SAL FAC	1.17			0.99			0.98									1.34		
REGION II																		
AVG	124,168	6	1	82,281	6	1	70,323	3	1							96,644	15	1
HIGH	197,324	40%		87,570	40%		71,398	20%								197,324		
LOW	98,788			72,621			68,292									68,292		
SAL FAC	1.02			0.97			0.94									1.05		
REGION III																		
AVG	181,644	6	2	114,607	8	1	57,138	29	2				43,017	2	1	83,328	45	2
HIGH	380,533	13%		162,735	18%		109,595	64%					43,488	4%		380,533		
LOW	91,771			97,522			38,824						42,545			38,824		
SAL FAC	1.37			1.25			0.71						0.73			0.83		
REGION IV																		
AVG	148,872	13	3	83,646	8	3	67,987	6	2							111,572	27	3
HIGH	221,413	48%		101,867	30%		81,000	22%								221,413		
LOW	88,814			76,260			48,554									48,554		
SAL FAC	1.20			0.98			0.90									1.23		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1007 Pharmacology and Toxicology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	148,647	24	4	90,663	15	4	75,662	16	3	69,000	1	1			111,601	55	4
HIGH	225,954	44%		111,529	27%		83,625	29%		69,000	2%				225,954		
LOW	97,435			78,471			69,000			69,000					69,000		
SAL FAC	1.16			1.03			0.98			0.91					1.16		
TENURED/TENURE TRACK																	
AVG	148,647	24	4	90,663	15	4	76,043	15	3	69,000	1	1			112,372	54	4
HIGH	225,954	44%		111,529	28%		83,625	28%		69,000	2%				225,954		
LOW	97,435			78,471			69,000			69,000					69,000		
SAL FAC	1.14			1.03			0.96			0.88					1.08		
NONTENURE TRACK																	
AVG							69,955	1	1						69,955	1	1
HIGH							69,955	100%							69,955		
LOW							69,955								69,955		
SAL FAC							0.95								1.04		
RES UNIV/VERY HIGH ACTVTY																	
AVG	148,647	24	4	90,663	15	4	75,662	16	3	69,000	1	1			111,601	55	4
HIGH	225,954	44%		111,529	27%		83,625	29%		69,000	2%				225,954		
LOW	97,435			78,471			69,000			69,000					69,000		
SAL FAC	1.11			1.00			0.94			0.89					1.09		
REGION I																	
AVG	158,350	9	1	93,062	6	1	79,841	3	1						123,503	18	1
HIGH	204,214	50%		111,529	33%		83,625	17%							204,214		
LOW	119,453			81,785			72,605								72,605		
SAL FAC	1.20			1.07			1.02								1.22		
REGION II																	
AVG	139,409	6	1	81,524	2	1	70,716	4	1	69,000	1	1			106,864	12	1
HIGH	184,423	50%		82,515	17%		73,880	33%		69,000	8%				184,423		
LOW	97,435			80,532			69,000			69,000					69,000		
SAL FAC	1.14			0.96			0.95			0.93					1.16		
REGION III																	
AVG	145,101	9	2	91,217	7	2	76,468	9	1						105,306	25	2
HIGH	225,954	36%		98,237	28%		78,218	36%							225,954		
LOW	114,230			78,471			69,955								69,955		
SAL FAC	1.09			0.99			0.95								1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.11 Biomathematics, Bioinformatics, and Computational Biology

	PROFESSOR			ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED						
	SALARY	NUM	INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS					
NATIONAL																		
AVG	167,179	81	13	100,529	57	16	85,317	70	15	78,582	6	5	83,352	3	3	120,824	211	17
HIGH	360,865	38%		137,716	27%		126,500	33%		87,500	3%		105,746	1%		360,865		
LOW	87,094			53,568			54,000			73,636			69,525			53,568		
SAL FAC	1.30			1.15			1.10			1.03			1.56			1.25		
TENURED/TENURE TRACK																		
AVG	168,409	63	9	104,538	44	12	85,920	38	10	80,943	3	3				127,410	145	13
HIGH	360,865	43%		137,716	30%		94,091	26%		87,500	2%					360,865		
LOW	87,094			72,148			65,432			75,000						65,432		
SAL FAC	1.30			1.19			1.08			1.04						1.22		
NONTENURE TRACK																		
AVG	165,445		5				94,719	12	3				87,636	2	2	112,586	19	4
HIGH	205,000	26%					126,500	63%					105,746	11%		205,000		
LOW	148,635						73,414						69,525			69,525		
SAL FAC	1.46						1.29						1.63			1.68		
RES UNIV/VERY HIGH ACTVTY																		
AVG	168,999	79	12	102,087	52	13	86,970	64	12	78,582	6	5	83,352	3	3	123,614	198	13
HIGH	360,865	40%		137,716	26%		126,500	32%		87,500	3%		105,746	2%		360,865		
LOW	87,094			53,568			54,000			73,636			69,525			53,568		
SAL FAC	1.26			1.12			1.09			1.01			1.52			1.21		
RES UNIV/HIGH ACTIVITY																		
AVG				86,239	4	2	66,216	2	2							79,564	6	3
HIGH				93,272	67%		67,000	33%								93,272		
LOW				79,737			65,432									65,432		
SAL FAC				1.07			0.93									0.97		
DOCTORAL RES UNIV																		
AVG	95,290	2	1	76,645	1	1	68,414	4	1							77,269	7	1
HIGH	100,789	29%		76,645	14%		68,724	57%								100,789		
LOW	89,792			76,645			68,310									68,310		
SAL FAC	0.89			0.94			1.00									0.96		
REGION I																		
AVG	170,735	3	2	90,929	9	4	71,921	4	4							101,141	16	5
HIGH	262,500	19%		120,000	56%		86,250	25%								262,500		
LOW	95,204			72,148			65,432									65,432		
SAL FAC	1.30			1.05			0.92									1.00		
REGION II																		
AVG	131,221	10	2	85,519	4	2	79,939	4	2	77,664	2	2				109,669	18	2
HIGH	177,594	56%		93,732	22%		82,336	22%		80,328	11%					177,594		
LOW	87,094			82,176			75,000			75,000						75,000		
SAL FAC	1.08			1.01			1.07			1.05						1.19		
REGION III																		
AVG	164,536	36	4	110,608	23	4	87,994	25	4	87,500	1	1	69,525	1	1	126,314	85	4
HIGH	220,500	42%		137,716	27%		94,091	29%		87,500	1%		69,525	1%		220,500		
LOW	116,793			90,992			78,780			87,500			69,525			69,525		
SAL FAC	1.24			1.20			1.09			1.10			1.19			1.25		
REGION IV																		
AVG	181,056	32	5	96,463	21	6	85,537	37	5	76,220	3	2	90,266	2	2	121,358	92	6
HIGH	360,865	35%		132,246	23%		126,500	40%		79,343	3%		105,746	2%		360,865		
LOW	89,792			53,568			54,000			73,636			74,785			53,568		
SAL FAC	1.46			1.13			1.13			1.00			1.78			1.33		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1102 Biostatistics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	168,170	72	9	105,306	40	11	87,501	53	10	79,298	5	4	105,746	1	1	126,890	166	11
HIGH	360,865	43%		132,246	24%		126,500	32%		87,500	3%		105,746	1%		360,865		
LOW	87,094			79,737			65,432			73,636			105,746			65,432		
SAL FAC	1.31			1.20			1.13			1.04			1.98			1.32		
TENURED/TENURE TRACK																		
AVG	168,691	58	7	107,219	34	9	86,824	27	7	83,914	2	2				132,553	119	9
HIGH	360,865	49%		132,246	29%		94,090	23%		87,500	2%					360,865		
LOW	87,094			79,737			65,432			80,328						65,432		
SAL FAC	1.30			1.22			1.09			1.07						1.27		
NONTENURE TRACK																		
AVG	165,445	5	1				94,719	12	3				105,746	1	1	114,978	18	3
HIGH	205,000	28%					126,500	67%					105,746	6%		205,000		
LOW	148,635						73,414						105,746			73,414		
SAL FAC	1.46						1.29						1.97			1.71		
RES UNIV/VERY HIGH ACTVTY																		
AVG	168,170	72	9	106,580	38	9	87,925	52	9	79,298	5	4	105,746	1	1	127,829	163	9
HIGH	360,865	44%		132,246	23%		126,500	32%		87,500	3%		105,746	1%		360,865		
LOW	87,094			82,176			70,837			73,636			105,746			70,837		
SAL FAC	1.26			1.17			1.10			1.02			1.92			1.25		
RES UNIV/HIGH ACTIVITY																		
AVG				81,113	2	2	65,432	1	1							75,886	3	2
HIGH				82,488	67%		65,432	33%								82,488		
LOW				79,737			65,432									65,432		
SAL FAC				1.00			0.91									0.92		
REGION I																		
AVG				82,488	1	1	65,432	1	1							73,960	2	1
HIGH				82,488	50%		65,432	50%								82,488		
LOW				82,488			65,432									65,432		
SAL FAC				0.95			0.83									0.73		
REGION II																		
AVG	128,092	9	1	82,781	3	1	80,328	1	1	80,328	1	1				113,961	13	1
HIGH	177,594	69%		83,987	23%		80,328	8%		80,328	8%					177,594		
LOW	87,094			82,176			80,328			80,328						80,328		
SAL FAC	1.05			0.98			1.08			1.08						1.24		
REGION III																		
AVG	162,188	33	4	108,038	21	4	87,083	19	4	87,500	1	1				127,063	73	4
HIGH	220,500	45%		125,182	29%		91,300	26%		87,500	1%					220,500		
LOW	116,793			90,992			78,780			87,500						78,780		
SAL FAC	1.22			1.17			1.08			1.10						1.26		
REGION IV																		
AVG	186,773	30	4	107,508	15	5	88,663	32	4	76,220	3	2	105,746	1	1	130,241	78	5
HIGH	360,865	39%		132,246	19%		126,500	41%		79,343	4%		105,746	1%		360,865		
LOW	110,589			79,737			70,837			73,636			105,746			70,837		
SAL FAC	1.50			1.25			1.17			1.00			2.09			1.43		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1103 Bioinformatics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	177,529	7 5	92,566	12 7	84,087	11 4	75,000	1 1	72,155	2 2	106,961	32 8
HIGH	262,500	22%	137,716	38%	94,091	34%	75,000	3%	74,785	6%	262,500	
LOW	95,204		53,568		54,000		75,000		69,525		53,568	
SAL FAC	1.38		1.05		1.08		0.99		1.35		1.11	
TENURED/TENURE TRACK												
AVG	165,140	5 4	103,963	6 5	87,190	9 2	75,000	1 1			111,709	20 6
HIGH	216,409	25%	137,716	30%	94,091	45%	75,000	5%			216,409	
LOW	95,204		72,148		75,000		75,000				72,148	
SAL FAC	1.27		1.18		1.10		0.96				1.07	
NONTENURE TRACK												
AVG									69,525	1 1	69,525	1 1
HIGH									69,525	100%	69,525	
LOW									69,525		69,525	
SAL FAC									1.30		1.04	
RES UNIV/VERY HIGH ACTVTY												
AVG	177,529	7 5	92,807	10 5	84,087	11 4	75,000	1 1	72,155	2 2	108,001	30 6
HIGH	262,500	23%	137,716	33%	94,091	37%	75,000	3%	74,785	7%	262,500	
LOW	95,204		53,568		54,000		75,000		69,525		53,568	
SAL FAC	1.33		1.02		1.05		0.96		1.31		1.06	
RES UNIV/HIGH ACTIVITY												
AVG			91,365	2 2							91,365	2 2
HIGH			93,272	100%							93,272	
LOW			89,457								89,457	
SAL FAC			1.13								1.11	
REGION I												
AVG	170,735	3 2	101,355	4 3	86,250	1 1					125,484	8 3
HIGH	262,500	38%	120,000	50%	86,250	13%					262,500	
LOW	95,204		72,148		86,250						72,148	
SAL FAC	1.30		1.17		1.10						1.24	
REGION II												
AVG	159,381	1 1	93,732	1 1	79,809	3 1	75,000	1 1			98,508	5 1
HIGH	159,381	20%	93,732	20%	82,336	60%	75,000	20%			159,381	
LOW	159,381		93,732		75,000		75,000				75,000	
SAL FAC	1.31		1.11		1.07		1.01				1.07	
REGION III												
AVG	190,372	3 2	137,585	2 1	90,880	6 1			69,525	1 1	121,758	12 2
HIGH	216,409	25%	137,716	17%	94,091	50%			69,525	8%	216,409	
LOW	165,094		137,455		85,909				69,525		69,525	
SAL FAC	1.44		1.49		1.13				1.19		1.21	
REGION IV												
AVG			67,295	5 2	54,000	1 1			74,785	1 1	66,465	7 2
HIGH			89,457	71%	54,000	14%			74,785	14%	89,457	
LOW			53,568		54,000				74,785		53,568	
SAL FAC			0.79		0.71				1.48		0.73	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1201 Biotechnology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	120,483	14	4	76,928	12	5	76,902	8	2				94,856	34	6
HIGH	197,267	41%		146,045	35%		95,000	24%					197,267		
LOW	80,363			39,247			58,418						39,247		
SAL FAC	0.94			0.88			0.99						0.98		
TENURED/TENURE TRACK															
AVG	120,483	14	4	98,632	7	3	86,032	5	2				107,975	26	4
HIGH	197,267	54%		146,045	27%		95,000	19%					197,267		
LOW	80,363			81,956			71,784						71,784		
SAL FAC	0.93			1.12			1.08						1.03		
NONTENURE TRACK															
AVG				46,542	5	2	61,685	3	1				52,220	8	3
HIGH				65,060	63%		66,764	38%					66,764		
LOW				39,247			58,418						39,247		
SAL FAC				0.50			0.84						0.78		
RES UNIV/VERY HIGH ACTVTY															
AVG	125,662	12	3	94,726	7	3	76,902	8	2				103,194	27	4
HIGH	197,267	44%		146,045	26%		95,000	30%					197,267		
LOW	80,363			65,060			58,418						58,418		
SAL FAC	0.94			1.04			0.96						1.01		
RES UNIV/HIGH ACTIVITY															
AVG	89,406	2	1	52,010	5	2							62,694	7	2
HIGH	95,829	29%		92,401	71%								95,829		
LOW	82,984			39,247									39,247		
SAL FAC	0.82			0.64									0.76		
REGION I															
AVG	86,392	3	2	92,401	1	1							87,894	4	2
HIGH	95,829	75%		92,401	25%								95,829		
LOW	80,363			92,401									80,363		
SAL FAC	0.66			1.06									0.87		
REGION II															
AVG				41,912	4	1							41,912	4	1
HIGH				46,277	100%								46,277		
LOW				39,247									39,247		
SAL FAC				0.49									0.46		
REGION III															
AVG	129,780	11	2	99,671	6	2	76,902	8	2				105,633	25	2
HIGH	197,267	44%		146,045	24%		95,000	32%					197,267		
LOW	96,050			81,956			58,418						58,418		
SAL FAC	0.98			1.08			0.95						1.05		
REGION IV															
AVG				65,060	1	1							65,060	1	1
HIGH				65,060	100%								65,060		
LOW				65,060									65,060		
SAL FAC				0.76									0.71		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.13 Ecology, Evolution, Systematics, and Population Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	124,767	309	32	90,628	211	30	76,163	185	29	74,828	31	14	50,454	24	11	100,105	729	34
HIGH	282,000	42%		177,300	29%		180,176	25%		105,667	4%		67,795	3%		282,000		
LOW	54,012			56,883			46,576			59,999			39,000			39,000		
SAL FAC	0.97			1.03			0.98			0.98			0.95			1.04		
TENURED/TENURE TRACK																		
AVG	124,521	261	25	91,311	174	24	75,465	127	22	77,218	26	12				103,153	562	25
HIGH	263,190	46%		177,300	31%		125,000	23%		105,667	5%					263,190		
LOW	54,012			58,430			54,997			67,091						54,012		
SAL FAC	0.96			1.04			0.95			0.99						0.99		
NONTENURE TRACK																		
AVG	117,817	4	3	101,547	9	4	77,749	30	8	70,000	1	1	49,700	23	10	73,648	66	13
HIGH	152,569	6%		131,415	14%		123,600	46%		70,000	2%		65,780	35%		152,569		
LOW	100,448			74,913			46,576			70,000			39,000			39,000		
SAL FAC	1.04			1.10			1.06			1.00			0.93			1.10		
RES UNIV/VERY HIGH ACTVTY																		
AVG	129,432	252	22	93,102	179	21	78,542	153	21	76,988	26	12	51,578	16	8	103,541	600	22
HIGH	282,000	42%		177,300	30%		180,176	26%		105,667	4%		65,780	3%		282,000		
LOW	54,012			58,430			46,576			67,091			39,056			39,056		
SAL FAC	0.97			1.02			0.98			0.99			0.94			1.02		
RES UNIV/HIGH ACTIVITY																		
AVG	104,141	57	10	76,789	32	9	64,788	32	8	63,600	5	2	48,206	8	3	84,125	129	12
HIGH	162,495	44%		115,620	25%		80,250	25%		76,000	4%		67,795	6%		162,495		
LOW	66,871			56,883			52,500			59,999			39,000			39,000		
SAL FAC	0.95			0.95			0.91			0.88			0.96			1.02		
REGION I																		
AVG	103,210	61	8	80,403	34	7	69,277	39	5	75,368	2	2	46,067	9	4	84,936	143	8
HIGH	161,897	43%		99,818	24%		79,330	27%		77,727	1%		55,441	6%		161,897		
LOW	54,012			59,467			54,997			73,008			39,000			39,000		
SAL FAC	0.78			0.93			0.88			1.06			0.92			0.84		
REGION II																		
AVG	120,873	76	6	83,910	37	5	73,822	25	6	72,313	6	3	49,818	3	1	101,320	141	7
HIGH	245,301	54%		100,075	26%		84,000	18%		75,500	4%		58,488	2%		245,301		
LOW	66,733			58,430			66,786			70,000			45,230			45,230		
SAL FAC	0.99			0.99			0.99			0.98			0.97			1.10		
REGION III																		
AVG	129,680	101	8	95,736	67	8	76,095	47	8	75,136	6	4	53,700	7	3	105,695	222	9
HIGH	221,967	46%		177,300	30%		104,168	21%		82,500	3%		62,693	3%		221,967		
LOW	76,508			69,725			46,576			67,091			43,780			43,780		
SAL FAC	0.98			1.04			0.94			0.94			0.92			1.05		
REGION IV																		
AVG	140,467	71	10	94,107	73	10	80,626	74	10	75,544	17	5	54,188	5	3	103,499	223	10
HIGH	282,000	32%		157,590	33%		180,176	33%		105,667	8%		67,795	2%		282,000		
LOW	69,676			56,883			57,200			59,999			39,527			39,527		
SAL FAC	1.13			1.10			1.07			0.99			1.07			1.14		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1301 Ecology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,071	95 15	86,719	52 13	71,168	45 14	73,667	3 3	48,206	8 4	93,722	200 18
HIGH	234,876	48%	115,620	26%	88,911	23%	80,000	2%	62,143	4%	234,876	
LOW	54,012		66,332		54,997		70,000		39,312		39,312	
SAL FAC	0.87		0.99		0.92		0.97		0.90		0.97	
TENURED/TENURE TRACK												
AVG	112,563	86 11	85,370	45 10	71,464	37 10	73,667	3 3			96,228	168 12
HIGH	234,876	51%	106,962	27%	88,911	22%	80,000	2%			234,876	
LOW	54,012		66,332		54,997		70,000				54,012	
SAL FAC	0.87		0.97		0.90		0.94				0.92	
NONTENURE TRACK												
AVG					74,814	2 1			48,206	8 4	53,528	10 4
HIGH					76,394	20%			62,143	80%	76,394	
LOW					73,233				39,312		39,312	
SAL FAC					1.02				0.90		0.80	
RES UNIV/VERY HIGH ACTVTY												
AVG	115,146	76 8	87,250	42 7	73,177	33 8	73,667	3 3	50,183	6 3	96,379	157 9
HIGH	234,876	48%	106,962	27%	88,911	21%	80,000	2%	62,143	4%	234,876	
LOW	54,012		72,092		59,618		70,000		39,527		39,527	
SAL FAC	0.86		0.96		0.91		0.95		0.91		0.95	
RES UNIV/HIGH ACTIVITY												
AVG	99,771	19 7	84,486	10 6	65,644	12 6			42,276	2 1	84,018	43 9
HIGH	138,850	44%	115,620	23%	76,960	28%			45,240	5%	138,850	
LOW	66,871		66,332		54,997				39,312		39,312	
SAL FAC	0.91		1.05		0.92				0.84		1.02	
REGION I												
AVG	94,165	20 4	73,214	6 4	64,249	11 3			42,276	2 1	79,843	39 4
HIGH	128,320	51%	76,952	15%	76,394	28%			45,240	5%	128,320	
LOW	54,012		66,332		54,997				39,312		39,312	
SAL FAC	0.72		0.84		0.82				0.84		0.79	
REGION II												
AVG	98,451	14 2	83,234	8 1	72,125	6 2	71,000	1 1			88,462	28 3
HIGH	145,182	50%	89,623	29%	75,109	21%	71,000	4%			145,182	
LOW	80,570		77,271		68,122		71,000				68,122	
SAL FAC	0.81		0.98		0.97		0.96				0.96	
REGION III												
AVG	117,227	42 5	92,901	24 5	76,131	13 4	80,000	1 1	54,578	3 1	101,300	82 5
HIGH	190,086	51%	115,620	29%	83,605	16%	80,000	1%	62,143	4%	190,086	
LOW	76,508		80,943		63,000		80,000		49,077		49,077	
SAL FAC	0.88		1.01		0.95		1.01		0.93		1.01	
REGION IV												
AVG	129,557	19 4	83,901	14 3	71,559	15 5	70,000	1 1	45,788	3 2	95,038	51 6
HIGH	234,876	37%	94,830	28%	88,911	29%	70,000	2%	49,261	6%	234,876	
LOW	74,213		71,874		58,800		70,000		39,527		39,527	
SAL FAC	1.04		0.98		0.95		0.92		0.90		1.04	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1302 Marine Biology and Biological Oceanography

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,785	45	7	71,430	25	5	64,709	23	5	65,250	8	3	50,620	3	2	86,679	96	8
HIGH	162,495	47%		84,933	26%		76,000	24%		76,000	8%		67,795	3%		162,495		
LOW	69,676			56,883			52,500			59,999			39,000			39,000		
SAL FAC	0.85			0.81			0.83			0.86			0.95			0.90		
TENURED/TENURE TRACK																		
AVG	101,746	19	3	74,394	9	1	69,558	11	3	70,000	4	2				86,355	39	3
HIGH	162,004	49%		84,933	23%		76,000	28%		76,000	10%					162,004		
LOW	75,372			70,630			63,590			68,000						63,590		
SAL FAC	0.78			0.85			0.88			0.90						0.83		
NONTENURE TRACK																		
AVG	104,994	2	1	79,571	2	1	61,914	3	1				42,032	2	1	70,993	9	1
HIGH	109,540	22%		84,229	22%		64,493	33%					45,063	22%		109,540		
LOW	100,448			74,913			60,559						39,000			39,000		
SAL FAC	0.93			0.86			0.84						0.78			1.06		
RES UNIV/VERY HIGH ACTVTY																		
AVG	110,849	13	2	74,394	9	1	69,833	6	1	68,000	3	1				90,342	28	2
HIGH	162,004	46%		84,933	32%		75,000	21%		68,000	11%					162,004		
LOW	75,372			70,630			65,000			68,000						65,000		
SAL FAC	0.83			0.82			0.87			0.87						0.89		
RES UNIV/HIGH ACTIVITY																		
AVG	107,946	32	5	69,763	16	4	62,900	17	4	63,600	5	2	50,620	3	2	85,171	68	6
HIGH	162,495	47%		84,229	24%		76,000	25%		76,000	7%		67,795	4%		162,495		
LOW	69,676			56,883			52,500			59,999			39,000			39,000		
SAL FAC	0.99			0.86			0.88			0.88			1.01			1.03		
REGION I																		
AVG	108,925	9	2	79,571	2	1	65,125	7	1				42,032	2	1	83,970	20	2
HIGH	161,897	45%		84,229	10%		71,475	35%					45,063	10%		161,897		
LOW	87,191			74,913			60,559						39,000			39,000		
SAL FAC	0.83			0.92			0.83						0.84			0.83		
REGION III																		
AVG	124,608	11	2	77,858	5	1	58,500	3	1							101,867	19	2
HIGH	150,080	58%		77,858	26%		58,500	16%								150,080		
LOW	90,491			69,725			52,500									52,500		
SAL FAC	0.94			0.85			0.73									1.01		
REGION IV																		
AVG	101,772	25	3	68,740	18	3	65,917	13	3	65,250	8	3	67,795	1	1	82,567	57	4
HIGH	162,495	44%		84,933	32%		76,000	23%		76,000	14%		67,795	2%		162,495		
LOW	69,676			56,883			57,200			59,999			67,795			56,883		
SAL FAC	0.82			0.80			0.87			0.86			1.34			0.91		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1303 Evolutionary Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	139,206	24	2	88,262	10	2	71,638	2	2				121,301	36	3
HIGH	245,301	67%		95,000	28%		82,602	6%					245,301		
LOW	79,805			76,158			60,674						60,674		
SAL FAC	1.09			1.01			0.92						1.26		
TENURED/TENURE TRACK															
AVG	139,206	24	2	88,262	10	2	82,602	1	1				123,033	35	3
HIGH	245,301	69%		95,000	29%		82,602	3%					245,301		
LOW	79,805			76,158			82,602						76,158		
SAL FAC	1.07			1.00			1.04						1.18		
NONTENURE TRACK															
AVG							60,674	1	1				60,674	1	1
HIGH							60,674	100%					60,674		
LOW							60,674						60,674		
SAL FAC							0.83						0.90		
RES UNIV/VERY HIGH ACTVTY															
AVG	139,206	24	2	89,775	8	1	82,602	1	1				125,508	33	2
HIGH	245,301	73%		95,000	24%		82,602	3%					245,301		
LOW	79,805			76,158			82,602						76,158		
SAL FAC	1.04			0.99			1.03						1.23		
RES UNIV/HIGH ACTIVITY															
AVG				82,208	2	1	60,674	1	1				75,030	3	1
HIGH				82,950	67%		60,674	33%					82,950		
LOW				81,467			60,674						60,674		
SAL FAC				1.02			0.85						0.91		
REGION I															
AVG	79,805	1	1	82,208	2	1	60,674	1	1				76,224	4	2
HIGH	79,805	25%		82,950	50%		60,674	25%					82,950		
LOW	79,805			81,467			60,674						60,674		
SAL FAC	0.61			0.95			0.77						0.75		
REGION II															
AVG	141,789	23	1	89,775	8	1	82,602	1	1				126,936	32	1
HIGH	245,301	72%		95,000	25%		82,602	3%					245,301		
LOW	80,489			76,158			82,602						76,158		
SAL FAC	1.16			1.06			1.11						1.38		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1304 Aquatic Biology/Limnology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	96,377	4 3			80,250	1 1			39,056	1 1	84,135	6 4
HIGH	123,131	67%			80,250	17%			39,056	17%	123,131	
LOW	74,725				80,250				39,056		39,056	
SAL FAC	0.75				1.03				0.73		0.87	
TENURED/TENURE TRACK												
AVG	95,346	3 2									95,346	3 2
HIGH	123,131	100%									123,131	
LOW	74,725										74,725	
SAL FAC	0.73										0.91	
NONTENURE TRACK												
AVG									39,056	1 1	39,056	1 1
HIGH									39,056	100%	39,056	
LOW									39,056		39,056	
SAL FAC									0.73		0.58	
RES UNIV/VERY HIGH ACTVTY												
AVG	98,928	2 1							39,056	1 1	78,971	3 1
HIGH	123,131	67%							39,056	33%	123,131	
LOW	74,725								39,056		39,056	
SAL FAC	0.74								0.71		0.77	
RES UNIV/HIGH ACTIVITY												
AVG	93,825	2 2			80,250	1 1					89,300	3 3
HIGH	99,468	67%			80,250	33%					99,468	
LOW	88,182				80,250						80,250	
SAL FAC	0.86				1.12						1.08	
REGION I												
AVG	95,346	3 2							39,056	1 1	81,274	4 2
HIGH	123,131	75%							39,056	25%	123,131	
LOW	74,725								39,056		39,056	
SAL FAC	0.72								0.78		0.80	
REGION III												
AVG	99,468	1 1			80,250	1 1					89,859	2 2
HIGH	99,468	50%			80,250	50%					99,468	
LOW	99,468				80,250						80,250	
SAL FAC	0.75				1.00						0.89	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1309 Epidemiology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	163,439	67 12	106,235	76 11	84,228	78 11	82,369	13 6	65,780	1 1	115,585	222 12
HIGH	282,000	30%	177,300	34%	180,176	35%	105,667	6%	65,780	1%	282,000	
LOW	99,444		72,651		60,635		67,091		65,780		60,635	
SAL FAC	1.27		1.21		1.09		1.08		1.23		1.20	
TENURED/TENURE TRACK												
AVG	162,276	55 10	106,388	63 10	80,480	48 10	82,369	13 6			117,414	166 10
HIGH	263,190	33%	177,300	38%	125,000	29%	105,667	8%			263,190	
LOW	99,827		72,651		67,091		67,091				67,091	
SAL FAC	1.25		1.21		1.01		1.05				1.12	
NONTENURE TRACK												
AVG	130,641	2 2	112,613	6 3	86,041	19 5			65,780	1 1	94,197	28 6
HIGH	152,569	7%	131,415	21%	123,600	68%			65,780	4%	152,569	
LOW	108,712		97,957		60,635				65,780		60,635	
SAL FAC	1.16		1.22		1.17				1.23		1.40	
RES UNIV/VERY HIGH ACTVTY												
AVG	164,409	66 11	106,235	76 11	84,228	78 11	82,369	13 6	65,780	1 1	115,658	221 11
HIGH	282,000	30%	177,300	34%	180,176	35%	105,667	6%	65,780	1%	282,000	
LOW	99,827		72,651		60,635		67,091		65,780		60,635	
SAL FAC	1.23		1.17		1.05		1.06		1.20		1.13	
RES UNIV/HIGH ACTIVITY												
AVG	99,444	1 1									99,444	1 1
HIGH	99,444	100%									99,444	
LOW	99,444										99,444	
SAL FAC	0.91										1.21	
REGION I												
AVG	120,495	5 1	91,821	4 1	74,706	7 1	77,727	1 1			93,294	16 1
HIGH	130,594	31%	99,818	25%	77,727	44%	77,727	6%			130,594	
LOW	106,184		87,467		70,364		77,727				70,364	
SAL FAC	0.92		1.06		0.95		1.10				0.92	
REGION II												
AVG	133,549	7 1	89,980	1 1	75,092	1 1					122,213	9 1
HIGH	184,965	78%	89,980	11%	75,092	11%					184,965	
LOW	99,827		89,980		75,092						75,092	
SAL FAC	1.10		1.06		1.01						1.33	
REGION III												
AVG	158,778	28 5	104,066	31 4	80,655	24 4	75,205	4 2			115,754	83 5
HIGH	221,967	34%	177,300	37%	104,168	29%	82,500	5%			221,967	
LOW	99,444		82,047		60,635		67,091				60,635	
SAL FAC	1.20		1.13		1.00		0.95				1.15	
REGION IV												
AVG	183,974	27 5	109,764	40 5	87,739	46 5	86,531	8 3	65,780	1 1	118,067	114 5
HIGH	282,000	24%	157,590	35%	180,176	40%	105,667	7%	65,780	1%	282,000	
LOW	102,649		72,651		61,879		74,000		65,780		61,879	
SAL FAC	1.48		1.28		1.16		1.14		1.30		1.30	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1310 Ecology and Evolutionary Biology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	113,847	45	3	80,811	27	5	74,697	23	3	72,575	5	2	50,743	4	2	93,192	99	5
HIGH	227,721	46%		100,075	27%		84,000	23%		75,500	5%		58,488	4%		227,721		
LOW	66,733			58,430			66,786			70,000			45,230			45,230		
SAL FAC	0.89			0.92			0.96			0.95			0.95			0.97		
TENURED/TENURE TRACK																		
AVG	113,847	45	3	80,811	27	5	74,697	23	3	72,575	5	2				94,980	95	5
HIGH	227,721	47%		100,075	28%		84,000	24%		75,500	5%					227,721		
LOW	66,733			58,430			66,786			70,000						58,430		
SAL FAC	0.88			0.92			0.94			0.93						0.91		
NONTENURE TRACK																		
AVG													50,743	4	2	50,743	4	2
HIGH													58,488	100%		58,488		
LOW													45,230			45,230		
SAL FAC													0.95			0.76		
RES UNIV/VERY HIGH ACTVTY																		
AVG	113,847	45	3	80,811	27	5	74,697	23	3	72,575	5	2	50,743	4	2	93,192	99	5
HIGH	227,721	46%		100,075	27%		84,000	23%		75,500	5%		58,488	4%		227,721		
LOW	66,733			58,430			66,786			70,000			45,230			45,230		
SAL FAC	0.85			0.89			0.93			0.93			0.92			0.91		
REGION I																		
AVG	116,236	13	1	80,654	6	2	77,155	6	1				53,516	1	1	96,594	26	2
HIGH	145,500	50%		86,512	23%		79,330	23%					53,516	4%		145,500		
LOW	80,774			59,467			76,360						53,516			53,516		
SAL FAC	0.88			0.93			0.98						1.06			0.95		
REGION II																		
AVG	112,877	32	2	81,532	20	2	73,830	17	2	72,575	5	2	49,818	3	1	92,323	72	2
HIGH	227,721	44%		100,075	28%		84,000	24%		75,500	7%		58,488	4%		227,721		
LOW	66,733			58,430			66,786			70,000			45,230			45,230		
SAL FAC	0.93			0.96			0.99			0.98			0.97			1.00		
REGION IV																		
AVG				67,342	1	1										67,342	1	1
HIGH				67,342	100%											67,342		
LOW				67,342												67,342		
SAL FAC				0.79												0.74		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.15 Neurobiology and Neurosciences

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	126,221	77 11	78,382	29 9	69,205	36 9	29,864	1 1	42,192	2 2	101,166	144 14
HIGH	327,001	54%	125,814	20%	106,067	25%	29,864	1%	47,000	1%	327,001	
LOW	42,726		37,080		29,864		29,864		37,383		29,864	
SAL FAC	0.98		0.89		0.89		0.39		0.79		1.05	
TENURED/TENURE TRACK												
AVG	130,992	66 8	85,525	22 7	77,502	21 7					111,510	109 9
HIGH	327,001	61%	125,814	20%	85,000	19%					327,001	
LOW	72,867		65,023		57,400						57,400	
SAL FAC	1.01		0.97		0.98						1.07	
NONTENURE TRACK												
AVG	117,949	1 1	57,159	1 1	68,433	1 1			42,192	2 2	65,585	5 5
HIGH	117,949	20%	57,159	20%	68,433	20%			47,000	40%	117,949	
LOW	117,949		57,159		68,433				37,383		37,383	
SAL FAC	1.04		0.62		0.93				0.79		0.98	
RES UNIV/VERY HIGH ACTVTY												
AVG	126,330	76 10	77,182	27 8	69,205	36 9	29,864	1 1	42,192	2 2	101,140	141 12
HIGH	327,001	54%	125,814	19%	106,067	26%	29,864	1%	47,000	1%	327,001	
LOW	42,726		37,080		29,864		29,864		37,383		29,864	
SAL FAC	0.94		0.85		0.86		0.38		0.77		0.99	
RES UNIV/HIGH ACTIVITY												
AVG	117,930	1 1	94,578	2 1							102,362	3 2
HIGH	117,930	33%	94,645	67%							117,930	
LOW	117,930		94,510								94,510	
SAL FAC	1.08		1.17								1.24	
REGION I												
AVG	123,217	10 2	90,901	4 2	75,979	2 1					109,233	16 3
HIGH	204,545	63%	94,645	25%	76,938	13%					204,545	
LOW	89,733		83,446		75,019						75,019	
SAL FAC	0.94		1.05		0.97						1.08	
REGION II												
AVG	150,158	18 3	82,611	7 2	80,588	11 2					115,766	36 3
HIGH	327,001	50%	102,301	19%	85,000	31%					327,001	
LOW	86,128		66,584		61,350						61,350	
SAL FAC	1.23		0.98		1.08						1.26	
REGION III												
AVG	125,582	28 4	93,584	7 2	77,022	7 4			37,383	1 1	110,417	43 5
HIGH	234,114	65%	125,814	16%	83,845	16%			37,383	2%	234,114	
LOW	85,932		80,320		68,433				37,383		37,383	
SAL FAC	0.95		1.02		0.96				0.64		1.10	
REGION IV												
AVG	107,986	21 2	61,465	11 3	57,111	16 2	29,864	1 1	47,000	1 1	79,686	49 3
HIGH	178,000	43%	106,527	22%	106,067	33%	29,864	2%	47,000	2%	178,000	
LOW	42,726		37,080		29,864		29,864		47,000		29,864	
SAL FAC	0.87		0.72		0.76		0.39		0.93		0.88	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.1501 Neuroscience

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	132,431	64	9	83,312	21	7	77,201	20	7				42,192	2	2	110,781	107	11
HIGH	327,001	60%		125,814	20%		85,000	19%					47,000	2%		327,001		
LOW	72,867			57,159			57,400						37,383			37,383		
SAL FAC	1.03			0.95			1.00						0.79			1.15		
TENURED/TENURE TRACK																		
AVG	132,898	62	7	84,620	20	6	77,663	19	6							112,947	101	7
HIGH	327,001	61%		125,814	20%		85,000	19%								327,001		
LOW	72,867			65,023			57,400									57,400		
SAL FAC	1.02			0.96			0.98									1.08		
NONTENURE TRACK																		
AVG	117,949	1	1	57,159	1	1	68,433	1	1				42,192	2	2	65,585	5	5
HIGH	117,949	20%		57,159	20%		68,433	20%					47,000	40%		117,949		
LOW	117,949			57,159			68,433						37,383			37,383		
SAL FAC	1.04			0.62			0.93						0.79			0.98		
RES UNIV/VERY HIGH ACTVTY																		
AVG	132,661	63	8	83,312	21	7	77,201	20	7				42,192	2	2	110,713	106	10
HIGH	327,001	59%		125,814	20%		85,000	19%					47,000	2%		327,001		
LOW	72,867			57,159			57,400						37,383			37,383		
SAL FAC	0.99			0.92			0.96						0.77			1.09		
RES UNIV/HIGH ACTIVITY																		
AVG	117,930	1	1													117,930	1	1
HIGH	117,930	100%														117,930		
LOW	117,930															117,930		
SAL FAC	1.08															1.43		
REGION I																		
AVG	137,734	6	1	87,223	2	1										125,106	8	1
HIGH	204,545	75%		91,000	25%											204,545		
LOW	103,502			83,446												83,446		
SAL FAC	1.05			1.00												1.24		
REGION II																		
AVG	150,158	18	3	82,611	7	2	80,588	11	2							115,766	36	3
HIGH	327,001	50%		102,301	19%		85,000	31%								327,001		
LOW	86,128			66,584			61,350									61,350		
SAL FAC	1.23			0.98			1.08									1.26		
REGION III																		
AVG	125,582	28	4	93,584	7	2	77,022	7	4				37,383	1	1	110,417	43	5
HIGH	234,114	65%		125,814	16%		83,845	16%					37,383	2%		234,114		
LOW	85,932			80,320			68,433						37,383			37,383		
SAL FAC	0.95			1.02			0.96						0.64			1.10		
REGION IV																		
AVG	119,169	12	1	68,348	5	2	59,200	2	1				47,000	1	1	96,858	20	2
HIGH	178,000	60%		78,676	25%		61,000	10%					47,000	5%		178,000		
LOW	72,867			57,159			57,400						47,000			47,000		
SAL FAC	0.96			0.80			0.78						0.93			1.06		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.99 Biological and Biomedical Sciences, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	151,823	57	9	88,048	51	7	84,606	39	8	63,410	2	2	56,106	12	5	107,656	159	11
HIGH	203,523	36%		160,302	32%		211,770	25%		65,456	1%		85,861	8%		211,770		
LOW	75,000			59,890			38,560			61,364			38,592			38,560		
SAL FAC	1.18			1.00			1.09			0.83			1.05			1.12		
TENURED/TENURE TRACK																		
AVG	125,863	23	3	87,514	22	2	73,432	8	3				51,365	1	1	101,092	54	5
HIGH	203,523	43%		158,935	41%		82,937	15%					51,365	2%		203,523		
LOW	76,334			65,645			68,697						51,365			51,365		
SAL FAC	0.97			0.99			0.93						0.89			0.97		
NONTENURE TRACK																		
AVG	96,061	1	1	92,352	4	2	60,976	7	3				52,348	7	3	66,249	19	4
HIGH	96,061	5%		124,445	21%		87,330	37%					73,764	37%		124,445		
LOW	96,061			60,238			38,560						38,592			38,560		
SAL FAC	0.85			1.00			0.83						0.98			0.99		
RES UNIV/VERY HIGH ACTVTY																		
AVG	152,879	56	8	88,048	51	7	84,886	37	7	63,410	2	2	56,106	12	5	108,114	156	9
HIGH	203,523	36%		160,302	33%		211,770	24%		65,456	1%		85,861	8%		211,770		
LOW	75,000			59,890			38,560			61,364			38,592			38,560		
SAL FAC	1.14			0.97			1.06			0.81			1.02			1.06		
RES UNIV/HIGH ACTIVITY																		
AVG	92,677	1	1				79,421	2	1							83,840	3	2
HIGH	92,677	33%					87,330	67%								92,677		
LOW	92,677						71,512									71,512		
SAL FAC	0.85						1.11									1.02		
REGION I																		
AVG							79,421	2	1							79,421	2	1
HIGH							87,330	100%								87,330		
LOW							71,512									71,512		
SAL FAC							1.01									0.78		
REGION II																		
AVG	105,344	19	2	76,126	18	2	70,345	8	2	65,456	1	1	63,869	4	1	85,511	49	2
HIGH	195,466	39%		100,164	37%		78,062	16%		65,456	2%		85,861	8%		195,466		
LOW	75,000			59,890			55,908			65,456			44,496			44,496		
SAL FAC	0.86			0.90			0.94			0.88			1.24			0.93		
REGION III																		
AVG	241,575	16	5	113,465	10	3	107,662	16	2	61,364	1	1	55,041	4	2	150,926	46	5
HIGH	174,956	35%		160,302	22%		211,770	35%		61,364	2%		73,764	9%		211,770		
LOW	75,202			73,214			61,364			61,364			38,592			38,592		
SAL FAC	1.82			1.23			1.34			0.77			0.94			1.50		
REGION IV																		
AVG	126,688	22	2	86,328	23	2	65,804	13	3				49,409	4	2	93,964	62	3
HIGH	203,523	36%		158,935	37%		82,937	21%					58,018	7%		203,523		
LOW	76,334			60,238			38,560						42,400			38,560		
SAL FAC	1.02			1.01			0.87						0.97			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 26.9999 Biological and Biomedical Sciences, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	152,879	56	8	88,048	51	7	84,606	39	8	63,410	2	2	56,106	12	5	107,751	158	10
HIGH	203,523	35%		160,302	32%		211,770	25%		65,456	1%		85,861	8%		211,770		
LOW	75,000			59,890			38,560			61,364			38,592			38,560		
SAL FAC	1.19			1.00			1.09			0.83			1.05			1.12		
TENURED/TENURE TRACK																		
AVG	125,863	23	3	87,514	22	2	73,432	8	3				51,365	1	1	101,092	54	5
HIGH	203,523	43%		158,935	41%		82,937	15%					51,365	2%		203,523		
LOW	76,334			65,645			68,697						51,365			51,365		
SAL FAC	0.97			0.99			0.93						0.89			0.97		
NONTENURE TRACK																		
AVG	96,061	1	1	92,352	4	2	60,976	7	3				52,348	7	3	66,249	19	4
HIGH	96,061	5%		124,445	21%		87,330	37%					73,764	37%		124,445		
LOW	96,061			60,238			38,560						38,592			38,560		
SAL FAC	0.85			1.00			0.83						0.98			0.99		
RES UNIV/VERY HIGH ACTVTY																		
AVG	152,879	56	8	88,048	51	7	84,886	37	7	63,410	2	2	56,106	12	5	108,114	156	9
HIGH	203,523	36%		160,302	33%		211,770	24%		65,456	1%		85,861	8%		211,770		
LOW	75,000			59,890			38,560			61,364			38,592			38,560		
SAL FAC	1.14			0.97			1.06			0.81			1.02			1.06		
RES UNIV/HIGH ACTIVITY																		
AVG							79,421	2	1							79,421	2	1
HIGH							87,330	100%								87,330		
LOW							71,512									71,512		
SAL FAC							1.11									0.96		
REGION I																		
AVG							79,421	2	1							79,421	2	1
HIGH							87,330	100%								87,330		
LOW							71,512									71,512		
SAL FAC							1.01									0.78		
REGION II																		
AVG	105,344	19	2	76,126	18	2	70,345	8	2	65,456	1	1	63,869	4	1	85,511	49	2
HIGH	195,466	39%		100,164	37%		78,062	16%		65,456	2%		85,861	8%		195,466		
LOW	75,000			59,890			55,908			65,456			44,496			44,496		
SAL FAC	0.86			0.90			0.94			0.88			1.24			0.93		
REGION III																		
AVG	251,502	15	4	113,465	10	3	107,662	16	2	61,364	1	1	55,041	4	2	152,221	45	4
HIGH	174,956	33%		160,302	22%		211,770	36%		61,364	2%		73,764	9%		211,770		
LOW	75,202			73,214			61,364			61,364			38,592			38,592		
SAL FAC	1.90			1.23			1.34			0.77			0.94			1.51		
REGION IV																		
AVG	126,688	22	2	86,328	23	2	65,804	13	3				49,409	4	2	93,964	62	3
HIGH	203,523	36%		158,935	37%		82,937	21%					58,018	7%		203,523		
LOW	76,334			60,238			38,560						42,400			38,560		
SAL FAC	1.02			1.01			0.87						0.97			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27. MATHEMATICS AND STATISTICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	120,447	2,284	113	82,238	1,170	114	71,580	914	110	67,109	211	77	46,988	721	72	92,478	5,089	114
HIGH	333,200	45%		151,800	23%		175,000	18%		90,000	4%		100,961	14%		333,200		
LOW	30,000			33,000			36,000			36,000			24,415			24,415		
SAL FAC	0.94			0.94			0.92			0.88			0.88			0.96		
TENURED/TENURE TRACK																		
AVG	122,876	1,745	83	83,241	823	84	75,823	529	80	74,438	94	55	48,448	21	5	103,930	3,118	84
HIGH	333,200	56%		151,800	26%		175,000	17%		90,000	3%		64,703	1%		333,200		
LOW	60,763			33,000			41,000			55,000			26,528			26,528		
SAL FAC	0.95			0.95			0.96			0.95			0.84			0.99		
NONTENURE TRACK																		
AVG	69,410	15	8	69,520	15	11	52,806	98	26	52,156	41	13	47,416	546	50	49,181	674	55
HIGH	142,000	2%		90,000	2%		90,000	15%		90,000	6%		100,961	81%		142,000		
LOW	30,000			47,865			40,000			40,000			24,415			24,415		
SAL FAC	0.61			0.75			0.72			0.74			0.88			0.73		
RES UNIV/VERY HIGH ACTVTY																		
AVG	126,189	1,756	64	85,440	763	64	73,827	648	63	67,383	136	46	48,298	443	37	98,619	3,610	64
HIGH	333,200	49%		151,800	21%		175,000	18%		90,000	4%		100,961	12%		333,200		
LOW	30,000			33,000			36,000			36,000			24,415			24,415		
SAL FAC	0.94			0.94			0.92			0.86			0.88			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	100,407	480	43	75,620	341	44	66,380	242	42	66,619	70	28	44,695	246	30	77,189	1,309	44
HIGH	198,003	37%		122,971	26%		92,792	19%		85,000	5%		90,000	19%		198,003		
LOW	46,201			47,865			38,536			45,000			27,206			27,206		
SAL FAC	0.92			0.94			0.93			0.92			0.89			0.94		
DOCTORAL RES UNIV																		
AVG	110,806	48	6	79,415	66	6	63,344	24	5	66,515	5	3	46,484	32	5	79,811	170	6
HIGH	174,216	28%		146,869	39%		81,303	14%		75,087	3%		69,650	19%		174,216		
LOW	63,872			54,795			52,771			60,000			31,877			31,877		
SAL FAC	1.04			0.98			0.93			0.94			0.85			0.99		
REGION I																		
AVG	127,206	492	28	80,768	238	28	70,993	170	26	62,599	30	12	41,638	121	14	96,881	1,021	28
HIGH	238,987	48%		117,699	23%		100,581	17%		82,000	3%		66,000	12%		238,987		
LOW	48,000			53,747			36,000			36,000			27,206			27,206		
SAL FAC	0.97			0.93			0.90			0.88			0.83			0.96		
REGION II																		
AVG	115,041	467	25	80,536	267	25	72,684	190	24	69,266	42	16	47,081	116	14	90,864	1,040	25
HIGH	333,200	45%		151,800	26%		102,800	18%		86,000	4%		90,000	11%		333,200		
LOW	30,000			43,208			38,536			45,000			26,528			26,528		
SAL FAC	0.94			0.95			0.97			0.93			0.91			0.99		
REGION III																		
AVG	125,562	796	32	88,717	358	32	71,703	323	32	65,931	79	25	52,387	225	19	97,917	1,702	32
HIGH	253,988	47%		146,869	21%		99,819	19%		90,000	5%		100,961	13%		253,988		
LOW	34,371			33,000			39,449			39,449			24,415			24,415		
SAL FAC	0.95			0.96			0.89			0.83			0.89			0.97		
REGION IV																		
AVG	111,237	529	28	77,304	307	29	70,933	231	28	69,405	60	24	44,757	259	25	83,374	1,326	29
HIGH	236,017	40%		143,731	23%		175,000	17%		86,935	5%		91,782	20%		236,017		
LOW	58,712			37,002			40,000			40,000			27,195			27,195		
SAL FAC	0.90			0.90			0.94			0.91			0.88			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.01 Mathematics

	PROFESSOR			ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED						
	SALARY	NUM	INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS					
NATIONAL																		
AVG	118,716	1,931	111	80,659	918	112	69,811	724	107	64,163	168	68	45,749	639	70	90,946	4,212	112
HIGH	333,200		46%	151,800		22%	175,000		17%	90,000		4%	100,961		15%	333,200		
LOW	30,000			33,000			36,000			36,000			24,415			24,415		
SAL FAC	0.93			0.92			0.90			0.84			0.86			0.94		
TENURED/TENURE TRACK																		
AVG	121,082	1,474	82	81,770	655	83	74,796	407	77	72,391	64	44	48,018	19	4	103,088	2,555	83
HIGH	333,200		58%	151,800		26%	175,000		16%	88,750		3%	64,703		1%	333,200		
LOW	60,763			33,000			41,000			55,000			26,528			26,528		
SAL FAC	0.93			0.93			0.94			0.93			0.83			0.99		
NONTENURE TRACK																		
AVG	70,934	13	7	67,132	11	9	51,268	88	24	51,210	40	13	46,076	483	49	47,776	595	55
HIGH	142,000		2%	86,074		2%	78,096		15%	65,454		7%	100,961		81%	142,000		
LOW	30,000			47,865			40,000			40,000			24,415			24,415		
SAL FAC	0.63			0.73			0.70			0.73			0.86			0.71		
RES UNIV/VERY HIGH ACTVTY																		
AVG	124,581	1,464	63	83,865	571	63	72,120	494	61	62,825	101	39	46,925	382	37	97,501	2,911	63
HIGH	333,200		50%	151,800		20%	175,000		17%	90,000		4%	100,961		13%	333,200		
LOW	30,000			33,000			36,000			36,000			24,415			24,415		
SAL FAC	0.93			0.92			0.90			0.81			0.85			0.96		
RES UNIV/HIGH ACTIVITY																		
AVG	99,325	423	43	74,719	289	44	65,105	207	42	66,152	62	26	44,093	230	29	75,915	1,149	44
HIGH	198,003		37%	122,971		25%	92,792		18%	85,000		5%	90,000		20%	198,003		
LOW	46,201			47,865			38,536			45,000			27,206			27,206		
SAL FAC	0.91			0.92			0.91			0.91			0.88			0.92		
DOCTORAL RES UNIV																		
AVG	110,011	44	5	78,692	58	5	62,563	23	4	66,515	5	3	43,199	27	4	79,013	152	5
HIGH	165,300		29%	146,869		38%	78,286		15%	75,087		3%	56,000		18%	165,300		
LOW	63,872			54,795			52,771			60,000			31,877			31,877		
SAL FAC	1.03			0.97			0.92			0.94			0.79			0.98		
REGION I																		
AVG	128,953	463	28	81,559	200	28	71,310	136	25	60,814	24	10	41,507	117	14	98,877	916	28
HIGH	238,987		51%	117,699		22%	100,581		15%	82,000		3%	66,000		13%	238,987		
LOW	48,000			53,747			36,000			36,000			27,206			27,206		
SAL FAC	0.98			0.94			0.91			0.86			0.82			0.98		
REGION II																		
AVG	111,174	376	24	78,701	206	24	70,994	153	23	66,548	35	15	43,961	91	12	88,228	826	24
HIGH	333,200		46%	151,800		25%	102,800		19%	81,000		4%	90,000		11%	333,200		
LOW	30,000			43,208			38,536			45,000			26,528			26,528		
SAL FAC	0.91			0.93			0.95			0.90			0.85			0.96		
REGION III																		
AVG	123,464	687	32	87,013	291	32	69,818	271	32	62,701	64	22	51,252	202	19	96,081	1,451	32
HIGH	253,988		47%	146,869		20%	99,819		19%	90,000		4%	100,961		14%	253,988		
LOW	34,371			33,000			39,449			39,449			24,415			24,415		
SAL FAC	0.93			0.95			0.87			0.79			0.88			0.95		
REGION IV																		
AVG	105,964	405	27	73,302	221	28	67,452	164	27	66,173	45	21	43,771	229	25	78,705	1,019	28
HIGH	213,501		40%	109,800		22%	175,000		16%	86,000		4%	74,000		23%	213,501		
LOW	58,712			37,002			40,000			40,000			27,195			27,195		
SAL FAC	0.85			0.86			0.89			0.87			0.86			0.86		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.0101 Mathematics, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	120,079	1,795	99	81,149	833	101	70,163	656	95	63,845	149	58	45,702	534	62	92,606	3,818	101
HIGH	333,200		47%	151,800		22%	175,000		17%	90,000		4%	100,961		14%	333,200		
LOW	30,000			33,000			36,000			36,000			24,415			24,415		
SAL FAC	0.94			0.92			0.90			0.84			0.86			0.96		
TENURED/TENURE TRACK																		
AVG	122,787	1,354	73	82,184	589	74	75,417	365	69	72,365	57	39	48,018	19	4	104,469	2,327	74
HIGH	333,200		58%	151,800		25%	175,000		16%	88,750		2%	64,703		1%	333,200		
LOW	60,763			33,000			41,000			56,000			26,528			26,528		
SAL FAC	0.95			0.93			0.95			0.93			0.83			1.00		
NONTENURE TRACK																		
AVG	72,646	12	6	67,132	11	9	51,120	81	19	50,804	36	10	45,857	407	43	47,778	511	48
HIGH	142,000		2%	86,074		2%	78,096		16%	63,000		7%	100,961		80%	142,000		
LOW	30,000			47,865			40,000			40,000			24,415			24,415		
SAL FAC	0.64			0.73			0.70			0.72			0.85			0.71		
RES UNIV/VERY HIGH ACTVTY																		
AVG	125,110	1,423	60	84,311	550	60	72,372	469	58	62,939	96	36	46,985	330	34	98,791	2,772	60
HIGH	333,200		51%	151,800		20%	175,000		17%	90,000		4%	100,961		12%	333,200		
LOW	30,000			33,000			36,000			36,000			24,415			24,415		
SAL FAC	0.94			0.93			0.90			0.81			0.85			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	99,534	348	36	74,346	241	38	64,501	176	35	65,310	49	20	43,503	196	26	75,374	961	38
HIGH	198,003		36%	122,971		25%	92,792		18%	81,000		5%	90,000		20%	198,003		
LOW	46,201			47,865			38,536			45,000			27,206			27,206		
SAL FAC	0.91			0.92			0.90			0.90			0.87			0.91		
DOCTORAL RES UNIV																		
AVG	119,736	24	3	78,771	42	3	66,597	11	2	67,644	4	2	46,684	8	2	85,742	85	3
HIGH	165,300		28%	146,869		49%	78,286		13%	75,087		5%	56,000		9%	165,300		
LOW	63,872			54,795			52,771			60,000			40,210			40,210		
SAL FAC	1.12			0.97			0.97			0.96			0.85			1.06		
REGION I																		
AVG	130,439	439	26	81,707	192	26	71,700	127	23	60,111	21	8	41,151	93	13	100,921	851	26
HIGH	238,987		52%	117,699		23%	100,581		15%	82,000		3%	66,000		11%	238,987		
LOW	48,000			53,747			36,000			36,000			27,206			27,206		
SAL FAC	0.99			0.94			0.91			0.85			0.82			1.00		
REGION II																		
AVG	111,174	376	24	78,701	206	24	70,994	153	23	66,548	35	15	43,961	91	12	88,228	826	24
HIGH	333,200		46%	151,800		25%	102,800		19%	81,000		4%	90,000		11%	333,200		
LOW	30,000			43,208			38,536			45,000			26,528			26,528		
SAL FAC	0.91			0.93			0.95			0.90			0.85			0.96		
REGION III																		
AVG	127,240	587	24	89,394	231	25	70,273	224	24	61,313	50	16	51,942	150	14	99,725	1,192	25
HIGH	253,988		49%	146,869		19%	99,819		19%	90,000		4%	100,961		13%	253,988		
LOW	34,371			33,000			39,449			39,449			24,415			24,415		
SAL FAC	0.96			0.97			0.87			0.77			0.89			0.99		
REGION IV																		
AVG	106,332	393	25	73,758	204	26	67,881	152	25	66,414	43	19	43,931	200	23	80,020	949	26
HIGH	213,501		41%	109,800		22%	175,000		16%	86,000		5%	74,000		21%	213,501		
LOW	58,712			37,002			40,000			40,000			27,195			27,195		
SAL FAC	0.86			0.86			0.90			0.87			0.87			0.88		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.03 Applied Mathematics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	122,625	65	13	81,893	34	9	74,655	18	7	78,667	3	1	54,757	9	2	99,934	126	14
HIGH	208,636	52%		105,742	27%		87,000	14%		84,000	2%		80,397	7%		208,636		
LOW	71,268			61,956			62,844			76,000			46,000			46,000		
SAL FAC	0.96			0.93			0.96			1.03			1.03			1.04		
TENURED/TENURE TRACK																		
AVG	123,135	61	11	82,254	31	7	74,154	15	5	78,667	3	1				104,424	107	11
HIGH	208,636	57%		105,742	29%		87,000	14%		84,000	3%					208,636		
LOW	72,754			61,956			62,844			76,000						61,956		
SAL FAC	0.95			0.93			0.93			1.01						1.00		
NONTENURE TRACK																		
AVG	71,268	1	1										54,757	9	2	56,408	10	3
HIGH	71,268	10%											80,397	90%		80,397		
LOW	71,268												46,000			46,000		
SAL FAC	0.63												1.02			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	126,639	54	7	84,869	20	4	74,578	14	4	78,667	3	1	55,588	7	1	104,938	95	7
HIGH	208,636	57%		105,742	21%		87,000	15%		84,000	3%		80,397	7%		208,636		
LOW	71,268			63,894			62,844			76,000			46,000			46,000		
SAL FAC	0.95			0.93			0.93			1.01			1.01			1.03		
RES UNIV/HIGH ACTIVITY																		
AVG	102,922	11	6	77,642	14	5	74,926	4	3				51,850	2	1	84,598	31	7
HIGH	136,170	36%		97,285	45%		80,910	13%					56,200	7%		136,170		
LOW	76,523			61,956			68,215						47,500			47,500		
SAL FAC	0.94			0.96			1.05						1.03			1.03		
REGION I																		
AVG	94,893	12	5	75,799	13	4	66,351	2	2							83,585	27	5
HIGH	132,521	44%		97,285	48%		68,215	7%								132,521		
LOW	76,883			61,956			64,486									61,956		
SAL FAC	0.72			0.87			0.85									0.83		
REGION II																		
AVG	127,722	10	2	91,664	5	1	83,425	2	1				54,757	9	2	92,123	26	2
HIGH	190,551	39%		105,742	19%		87,000	8%					80,397	35%		190,551		
LOW	76,523			82,800			79,850						46,000			46,000		
SAL FAC	1.05			1.08			1.12						1.06			1.00		
REGION III																		
AVG	144,684	5	3	78,163	3	2	79,535	2	1							111,698	10	4
HIGH	208,636	50%		89,340	30%		80,910	20%								208,636		
LOW	115,501			69,113			78,160									69,113		
SAL FAC	1.09			0.85			0.99									1.11		
REGION IV																		
AVG	127,139	38	3	85,091	13	2	73,764	12	3	78,667	3	1				108,296	63	3
HIGH	208,000	60%		104,000	21%		87,000	19%		84,000	5%					208,000		
LOW	71,268			63,894			62,844			76,000						62,844		
SAL FAC	1.02			0.99			0.98			1.04						1.19		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.0301 Applied Mathematics, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	122,429	54	9	83,609	24	7	75,317	17	7	78,667	3	1	54,757	9	2	99,913	104	11
HIGH	208,000	52%		105,742	23%		87,000	16%		84,000	3%		80,397	9%		208,000		
LOW	71,268			63,894			62,844			76,000			46,000			46,000		
SAL FAC	0.95			0.95			0.97			1.03			1.03			1.04		
TENURED/TENURE TRACK																		
AVG	123,446	52	8	84,387	21	5	74,922	14	5	78,667	3	1				106,209	87	8
HIGH	208,000	60%		105,742	24%		87,000	16%		84,000	3%					208,000		
LOW	72,754			63,894			62,844			76,000						62,844		
SAL FAC	0.95			0.96			0.94			1.01						1.02		
NONTENURE TRACK																		
AVG	71,268	1	1										54,757	9	2	56,408	10	3
HIGH	71,268	10%											80,397	90%		80,397		
LOW	71,268												46,000			46,000		
SAL FAC	0.63												1.02			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	124,716	50	5	84,869	20	4	75,438	13	4	78,667	3	1	55,588	7	1	103,366	90	5
HIGH	208,000	56%		105,742	22%		87,000	14%		84,000	3%		80,397	8%		208,000		
LOW	71,268			63,894			62,844			76,000			46,000			46,000		
SAL FAC	0.93			0.93			0.94			1.01			1.01			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG	93,840	4	4	77,310	4	3	74,926	4	3				51,850	2	1	77,714	14	6
HIGH	120,700	29%		89,340	29%		80,910	29%					56,200	14%		120,700		
LOW	76,523			69,113			68,215						47,500			47,500		
SAL FAC	0.86			0.96			1.05						1.03			0.94		
REGION I																		
AVG	92,772	7	4	69,212	3	2	66,351	2	2							82,478	12	4
HIGH	132,521	58%		74,748	25%		68,215	17%								132,521		
LOW	76,883			65,426			64,486									64,486		
SAL FAC	0.70			0.80			0.85									0.81		
REGION II																		
AVG	127,722	10	2	91,664	5	1	83,425	2	1				54,757	9	2	92,123	26	2
HIGH	190,551	39%		105,742	19%		87,000	8%					80,397	35%		190,551		
LOW	76,523			82,800			79,850						46,000			46,000		
SAL FAC	1.05			1.08			1.12						1.06			1.00		
REGION III																		
AVG	120,700	1	1	78,163	3	2	79,535	2	1							85,710	6	2
HIGH	120,700	17%		89,340	50%		80,910	33%								120,700		
LOW	120,700			69,113			78,160									69,113		
SAL FAC	0.91			0.85			0.99									0.85		
REGION IV																		
AVG	126,773	36	2	85,091	13	2	74,707	11	3	78,667	3	1				108,196	60	3
HIGH	208,000	60%		104,000	22%		87,000	18%		84,000	5%					208,000		
LOW	71,268			63,894			62,844			76,000						62,844		
SAL FAC	1.02			0.99			0.99			1.04						1.19		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.0303 Computational Mathematics

	PROFESSOR			ASSOC PROF			ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	137,256	5	3	64,625	2	1	63,397	1	1				109,866	8	4
HIGH	208,636	63%		67,294	25%		63,397	13%					208,636		
LOW	83,560			61,956			63,397						61,956		
SAL FAC	1.07			0.74			0.82						1.14		
TENURED/TENURE TRACK															
AVG	137,256	5	3	64,625	2	1	63,397	1	1				109,866	8	4
HIGH	208,636	63%		67,294	25%		63,397	13%					208,636		
LOW	83,560			61,956			63,397						61,956		
SAL FAC	1.06			0.73			0.80						1.05		
RES UNIV/VERY HIGH ACTVTY															
AVG	150,680	4	2				63,397	1	1				133,223	5	3
HIGH	208,636	80%					63,397	20%					208,636		
LOW	115,501						63,397						63,397		
SAL FAC	1.13						0.79						1.31		
RES UNIV/HIGH ACTIVITY															
AVG	83,560	1	1	64,625	2	1							70,937	3	1
HIGH	83,560	33%		67,294	67%								83,560		
LOW	83,560			61,956									61,956		
SAL FAC	0.76			0.80									0.86		
REGION I															
AVG	83,560	1	1	64,625	2	1							70,937	3	1
HIGH	83,560	33%		67,294	67%								83,560		
LOW	83,560			61,956									61,956		
SAL FAC	0.63			0.74									0.70		
REGION III															
AVG	150,680	4	2										150,680	4	2
HIGH	208,636	100%											208,636		
LOW	115,501												115,501		
SAL FAC	1.14												1.50		
REGION IV															
AVG							63,397	1	1				63,397	1	1
HIGH							63,397	100%					63,397		
LOW							63,397						63,397		
SAL FAC							0.84						0.70		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.05 Statistics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	132,008	266	48	89,292	195	49	79,067	156	44	79,397	37	25	56,289	67	26	100,339	684	52
HIGH	280,430	39%		143,731	29%		132,268	23%		90,000	5%		99,066	10%		280,430		
LOW	47,739			56,193			42,133			64,000			32,800			32,800		
SAL FAC	1.03			1.02			1.02			1.04			1.06			1.04		
TENURED/TENURE TRACK																		
AVG	135,275	198	35	90,111	132	36	79,922	104	35	78,545	26	20	52,527	2	2	108,018	436	38
HIGH	280,430	45%		143,731	30%		132,268	24%		90,000	6%		55,000	1%		280,430		
LOW	79,107			56,193			60,000			64,000			50,053			50,053		
SAL FAC	1.04			1.02			1.01			1.00			0.91			1.03		
NONTENURE TRACK																		
AVG	47,739	1	1	76,087	4	3	66,336	10	5	90,000	1	1	58,143	53	19	60,250	68	23
HIGH	47,739	2%		90,000	6%		90,000	15%		90,000	2%		99,066	78%		99,066		
LOW	47,739			59,259			42,133			90,000			32,800			32,800		
SAL FAC	0.42			0.82			0.90			1.28			1.08			0.90		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,578	221	32	91,150	158	32	80,169	127	31	80,792	30	19	57,009	53	20	103,378	559	33
HIGH	280,430	40%		143,731	28%		132,268	23%		90,000	5%		99,066	10%		280,430		
LOW	73,928			56,193			42,133			64,000			34,340			34,340		
SAL FAC	1.02			1.00			1.00			1.04			1.04			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG	109,564	45	16	81,356	37	17	74,238	29	13	73,419	7	6	53,566	14	6	86,747	125	19
HIGH	146,134	36%		103,581	30%		85,620	23%		82,000	6%		69,748	11%		146,134		
LOW	47,739			59,093			58,620			65,988			32,800			32,800		
SAL FAC	1.00			1.01			1.04			1.01			1.07			1.05		
REGION I																		
AVG	100,826	12	7	76,486	16	6	67,983	22	6	69,087	5	4	45,472	4	1	76,133	54	8
HIGH	127,068	22%		88,407	30%		85,620	41%		76,447	9%		55,845	7%		127,068		
LOW	79,435			59,093			42,133			64,000			40,005			40,005		
SAL FAC	0.77			0.88			0.87			0.98			0.90			0.75		
REGION II																		
AVG	132,044	77	10	86,563	48	12	79,403	34	10	82,857	7	5	58,815	11	5	103,936	170	12
HIGH	280,430	45%		110,534	28%		88,894	20%		86,000	4%		70,186	7%		280,430		
LOW	47,739			59,259			55,000			78,000			45,000			45,000		
SAL FAC	1.08			1.02			1.06			1.12			1.14			1.13		
REGION III																		
AVG	138,701	103	16	96,982	63	15	82,199	48	12	81,982	14	8	62,351	23	9	108,758	237	16
HIGH	229,464	44%		122,000	27%		97,125	20%		90,000	6%		99,066	10%		229,464		
LOW	87,036			75,545			60,000			67,000			32,800			32,800		
SAL FAC	1.05			1.05			1.02			1.03			1.06			1.08		
REGION IV																		
AVG	127,711	74	15	87,106	68	16	80,645	52	16	78,591	11	8	52,016	29	11	94,510	223	16
HIGH	236,017	33%		143,731	31%		132,268	23%		86,935	5%		91,782	13%		236,017		
LOW	73,928			56,193			58,620			67,000			34,340			34,340		
SAL FAC	1.03			1.02			1.07			1.03			1.03			1.04		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.0501 Statistics, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	132,644	258	45	89,866	181	45	79,336	150	42	79,547	36	24	57,165	61	24	101,347	650	49
HIGH	280,430	40%		143,731	28%		132,268	23%		90,000	6%		99,066	9%		280,430		
LOW	47,739			56,193			42,133			64,000			32,800			32,800		
SAL FAC	1.03			1.02			1.02			1.05			1.07			1.05		
TENURED/TENURE TRACK																		
AVG	135,761	193	32	90,549	123	33	80,386	98	33	78,727	25	19	52,527	2	2	108,948	416	35
HIGH	280,430	46%		143,731	30%		132,268	24%		90,000	6%		55,000	1%		280,430		
LOW	79,107			56,193			60,000			60,000			50,053			50,053		
SAL FAC	1.04			1.03			1.01			1.01			0.91			1.04		
NONTENURE TRACK																		
AVG	47,739	1	1	76,087	4	3	66,336	10	5	90,000	1	1	59,516	47	17	61,495	62	21
HIGH	47,739	2%		90,000	7%		90,000	16%		90,000	2%		99,066	76%		99,066		
LOW	47,739			59,259			42,133			90,000			32,800			32,800		
SAL FAC	0.42			0.82			0.90			1.28			1.11			0.92		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,689	220	31	91,348	154	31	80,504	122	30	80,792	30	19	57,951	49	19	104,221	545	32
HIGH	280,430	40%		143,731	28%		132,268	22%		90,000	6%		99,066	9%		280,430		
LOW	73,928			56,193			42,133			64,000			34,340			34,340		
SAL FAC	1.02			1.00			1.00			1.04			1.05			1.02		
RES UNIV/HIGH ACTIVITY																		
AVG	109,227	38	14	81,411	27	14	74,247	28	12	73,323	6	5	53,958	12	5	86,430	105	17
HIGH	146,134	36%		102,419	26%		85,620	27%		82,000	6%		69,748	11%		146,134		
LOW	47,739			59,093			58,620			65,988			32,800			32,800		
SAL FAC	1.00			1.01			1.04			1.01			1.08			1.05		
REGION I																		
AVG	98,058	9	5	71,265	8	4	66,350	16	4	67,859	4	3				76,189	33	6
HIGH	127,068	27%		85,388	24%		85,620	49%		76,447	12%					127,068		
LOW	79,435			59,093			42,133			64,000						42,133		
SAL FAC	0.74			0.82			0.85			0.96						0.75		
REGION II																		
AVG	132,044	77	10	86,563	48	12	79,403	34	10	82,857	7	5	58,815	11	5	103,936	170	12
HIGH	280,430	45%		110,534	28%		88,894	20%		86,000	4%		70,186	7%		280,430		
LOW	47,739			59,259			55,000			78,000			45,000			45,000		
SAL FAC	1.08			1.02			1.06			1.12			1.14			1.13		
REGION III																		
AVG	138,922	101	15	96,875	62	14	82,199	48	12	81,982	14	8	63,412	21	8	109,114	232	15
HIGH	229,464	44%		122,000	27%		97,125	21%		90,000	6%		99,066	9%		229,464		
LOW	87,036			75,545			60,000			67,000			32,800			32,800		
SAL FAC	1.05			1.05			1.02			1.03			1.08			1.08		
REGION IV																		
AVG	128,749	71	15	87,846	63	15	80,645	52	16	78,591	11	8	52,016	29	11	94,779	215	16
HIGH	236,017	33%		143,731	29%		132,268	24%		86,935	5%		91,782	14%		236,017		
LOW	73,928			56,193			58,620			67,000			34,340			34,340		
SAL FAC	1.04			1.03			1.07			1.03			1.03			1.04		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.99 Mathematics and Statistics, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	127,593	18	3	86,698	15	3	74,772	15	4	69,000	3	3	60,000	1	1	97,525	49	4
HIGH	196,000	37%		116,700	31%		88,580	31%		86,000	6%		60,000	2%		196,000		
LOW	84,495			72,500			48,000			48,000			60,000			48,000		
SAL FAC	1.00			0.99			0.96			0.91			1.13			1.01		
TENURED/TENURE TRACK																		
AVG	137,268	12	1	100,612	5	1	81,533	3	1	86,000	1	1				119,744	20	1
HIGH	196,000	60%		116,700	25%		86,000	15%		86,000	5%					196,000		
LOW	103,746			92,600			76,800			86,000						76,800		
SAL FAC	1.06			1.14			1.03			1.10						1.15		
NONTENURE TRACK																		
AVG													60,000	1	1	60,000	1	1
HIGH													60,000	100%		60,000		
LOW													60,000			60,000		
SAL FAC													1.12			0.89		
RES UNIV/VERY HIGH ACTVTY																		
AVG	128,145	17	2	86,072	14	2	75,918	13	2	79,500	2	2	60,000	1	1	98,453	45	2
HIGH	196,000	38%		116,700	31%		88,580	29%		86,000	4%		60,000	2%		196,000		
LOW	84,495			72,500			61,908			73,000			60,000			60,000		
SAL FAC	0.96			0.95			0.95			1.02			1.09			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	118,200	1	1	95,460	1	1	67,325	2	2	48,000	1	1				87,078	4	2
HIGH	118,200	25%		95,460	25%		86,650	50%		48,000	25%					118,200		
LOW	118,200			95,460			48,000			48,000						48,000		
SAL FAC	1.08			1.18			0.94			0.66						1.06		
REGION I																		
AVG	106,251	5	1	77,994	9	1	74,233	10	1	73,000	1	1				82,314	24	1
HIGH	130,912	21%		82,515	38%		88,580	42%		73,000	4%					130,912		
LOW	84,495			72,500			61,908			73,000						61,908		
SAL FAC	0.81			0.90			0.95			1.03						0.81		
REGION III																		
AVG	118,200	1	1	95,460	1	1	67,325	2	2	48,000	1	1				87,078	4	2
HIGH	118,200	25%		95,460	25%		86,650	50%		48,000	25%					118,200		
LOW	118,200			95,460			48,000			48,000						48,000		
SAL FAC	0.89			1.04			0.84			0.60						0.86		
REGION IV																		
AVG	137,268	12	1	100,612	5	1	81,533	3	1	86,000	1	1	60,000	1	1	116,899	21	1
HIGH	196,000	57%		116,700	24%		86,000	14%		86,000	5%		60,000	5%		196,000		
LOW	103,746			92,600			76,800			86,000			60,000			60,000		
SAL FAC	1.11			1.17			1.08			1.13			1.18			1.28		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 27.9999 Mathematics and Statistics, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	127,593	18	3	86,698	15	3	76,684	14	3	79,500	2	2	60,000	1	1	98,557	48	3
HIGH	196,000	38%		116,700	31%		88,580	29%		86,000	4%		60,000	2%		196,000		
LOW	84,495			72,500			61,908			73,000			60,000			60,000		
SAL FAC	1.00			0.99			0.99			1.05			1.13			1.02		
TENURED/TENURE TRACK																		
AVG	137,268	12	1	100,612	5	1	81,533	3	1	86,000	1	1				119,744	20	1
HIGH	196,000	60%		116,700	25%		86,000	15%		86,000	5%					196,000		
LOW	103,746			92,600			76,800			86,000						76,800		
SAL FAC	1.06			1.14			1.03			1.10						1.15		
NONTENURE TRACK																		
AVG													60,000	1	1	60,000	1	1
HIGH													60,000	100%		60,000		
LOW													60,000			60,000		
SAL FAC													1.12			0.89		
RES UNIV/VERY HIGH ACTVTY																		
AVG	128,145	17	2	86,072	14	2	75,918	13	2	79,500	2	2	60,000	1	1	98,453	45	2
HIGH	196,000	38%		116,700	31%		88,580	29%		86,000	4%		60,000	2%		196,000		
LOW	84,495			72,500			61,908			73,000			60,000			60,000		
SAL FAC	0.96			0.95			0.95			1.02			1.09			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	118,200	1	1	95,460	1	1	86,650	1	1							100,103	3	1
HIGH	118,200	33%		95,460	33%		86,650	33%								118,200		
LOW	118,200			95,460			86,650									86,650		
SAL FAC	1.08			1.18			1.21									1.21		
REGION I																		
AVG	106,251	5	1	77,994	9	1	74,233	10	1	73,000	1	1				82,314	24	1
HIGH	130,912	21%		82,515	38%		88,580	42%		73,000	4%					130,912		
LOW	84,495			72,500			61,908			73,000						61,908		
SAL FAC	0.81			0.90			0.95			1.03						0.81		
REGION III																		
AVG	118,200	1	1	95,460	1	1	86,650	1	1							100,103	3	1
HIGH	118,200	33%		95,460	33%		86,650	33%								118,200		
LOW	118,200			95,460			86,650									86,650		
SAL FAC	0.89			1.04			1.08									0.99		
REGION IV																		
AVG	137,268	12	1	100,612	5	1	81,533	3	1	86,000	1	1	60,000	1	1	116,899	21	1
HIGH	196,000	57%		116,700	24%		86,000	14%		86,000	5%		60,000	5%		196,000		
LOW	103,746			92,600			76,800			86,000			60,000			60,000		
SAL FAC	1.11			1.17			1.08			1.13			1.18			1.28		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30. MULTI/INTERDISCIPLINARY STUDIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	130,984	345	52	86,521	268	53	69,085	274	57	70,775	23	13	44,840	172	26	89,725	1,059	68
HIGH	300,788	33%		153,936	25%		137,500	26%		90,000	2%		91,366	16%		300,788		
LOW	62,100			29,845			39,225			43,000			22,904			22,904		
SAL FAC	1.02			0.99			0.89			0.93			0.84			0.93		
TENURED/TENURE TRACK																		
AVG	131,886	249	40	86,797	183	40	71,903	138	41	69,938	11	8	57,584	2	1	102,730	572	48
HIGH	300,788	44%		153,936	32%		96,140	24%		84,305	2%		64,308	0%		300,788		
LOW	72,745			54,783			40,000			54,000			50,859			40,000		
SAL FAC	1.02			0.99			0.91			0.89			1.00			0.98		
NONTENURE TRACK																		
AVG	125,013	4	3	68,947	4	4	70,072	41	11	86,000	2	1	50,513	94	19	58,720	143	24
HIGH	192,080	3%		73,023	3%		95,973	29%		86,000	1%		91,366	66%		192,080		
LOW	85,541			63,087			45,000			86,000			29,892			29,892		
SAL FAC	1.11			0.75			0.95			1.22			0.94			0.88		
RES UNIV/VERY HIGH ACTVTY																		
AVG	133,101	305	37	87,025	219	36	70,140	222	37	72,157	18	9	43,318	142	16	91,640	888	44
HIGH	300,788	34%		153,936	25%		127,715	25%		90,000	2%		91,366	16%		300,788		
LOW	62,100			29,845			39,225			43,000			29,892			29,845		
SAL FAC	1.00			0.96			0.88			0.93			0.79			0.90		
RES UNIV/HIGH ACTIVITY																		
AVG	113,123	36	14	84,087	46	16	63,823	49	19	65,800	5	4	52,046	30	10	78,442	161	23
HIGH	159,034	22%		141,415	29%		137,500	30%		72,000	3%		87,338	19%		159,034		
LOW	73,580			57,537			40,000			54,000			22,904			22,904		
SAL FAC	1.04			1.04			0.89			0.91			1.04			0.95		
DOCTORAL RES UNIV																		
AVG	130,257	4	1	87,042	3	1	76,917	3	1							101,291	10	1
HIGH	170,124	40%		94,410	30%		86,932	30%								170,124		
LOW	107,400			79,323			69,820									69,820		
SAL FAC	1.22			1.07			1.13									1.26		
REGION I																		
AVG	130,755	161	14	89,735	95	14	71,419	88	20	71,900	5	2	37,710	60	6	94,366	404	21
HIGH	257,500	40%		138,480	24%		137,500	22%		85,000	1%		91,366	15%		257,500		
LOW	62,100			29,845			44,952			54,000			22,904			22,904		
SAL FAC	0.99			1.03			0.91			1.01			0.75			0.93		
REGION II																		
AVG	116,956	47	8	76,044	39	8	67,527	43	8	80,000	2	2	49,460	49	4	77,471	178	10
HIGH	228,375	26%		113,506	22%		120,541	24%		90,000	1%		87,338	28%		228,375		
LOW	73,580			54,783			46,665			70,000			29,892			29,892		
SAL FAC	0.96			0.90			0.90			1.08			0.96			0.84		
REGION III																		
AVG	133,996	100	19	89,534	95	17	73,456	65	17	73,040	8	6	51,285	28	8	97,625	288	22
HIGH	300,788	35%		153,936	33%		95,973	23%		84,305	3%		74,039	10%		300,788		
LOW	72,745			57,537			40,000			64,000			30,024			30,024		
SAL FAC	1.01			0.97			0.91			0.92			0.88			0.97		
REGION IV																		
AVG	141,658	37	11	81,828	39	14	63,667	78	12	65,500	8	3	45,441	35	8	79,307	189	15
HIGH	285,725	20%		141,415	21%		127,715	41%		88,000	4%		81,663	19%		285,725		
LOW	79,775			58,561			39,225			43,000			35,000			35,000		
SAL FAC	1.14			0.95			0.84			0.86			0.90			0.87		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.0101 Biological and Physical Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	144,839	13	1	99,503	18	3	80,252	15	3	84,305	1	1			106,038	46	4
HIGH	263,844	28%		153,936	39%		94,824	33%		84,305	2%				263,844		
LOW	87,853			79,488			65,000			84,305					65,000		
SAL FAC	1.13			1.13			1.03			1.11					1.10		
TENURED/TENURE TRACK																	
AVG	144,839	13	1	100,553	17	2	83,399	12	2	84,305	1	1			109,359	42	2
HIGH	263,844	31%		153,936	41%		94,824	29%		84,305	2%				263,844		
LOW	87,853			79,488			70,000			84,305					70,000		
SAL FAC	1.11			1.14			1.05			1.08					1.05		
NONTENURE TRACK																	
AVG							67,667	3	1						67,667	3	1
HIGH							70,000	100%							70,000		
LOW							65,000								65,000		
SAL FAC							0.92								1.01		
RES UNIV/VERY HIGH ACTVTY																	
AVG	144,839	13	1	100,553	17	2	80,252	15	3	84,305	1	1			106,580	45	3
HIGH	263,844	29%		153,936	38%		94,824	33%		84,305	2%				263,844		
LOW	87,853			79,488			65,000			84,305					65,000		
SAL FAC	1.08			1.11			1.00			1.08					1.05		
RES UNIV/HIGH ACTIVITY																	
AVG				81,656	1	1									81,656	1	1
HIGH				81,656	100%										81,656		
LOW				81,656											81,656		
SAL FAC				1.01											0.99		
REGION I																	
AVG							67,667	3	1						67,667	3	1
HIGH							70,000	100%							70,000		
LOW							65,000								65,000		
SAL FAC							0.86								0.67		
REGION II																	
AVG				80,093	1	1	71,648	2	1						74,463	3	1
HIGH				80,093	33%		75,000	67%							80,093		
LOW				80,093			70,000								70,000		
SAL FAC				0.95			0.96								0.81		
REGION III																	
AVG	144,839	13	1	100,645	17	2	85,749	10	1	84,305	1	1			111,284	40	2
HIGH	263,844	33%		153,936	43%		94,824	25%		84,305	3%				263,844		
LOW	87,853			79,488			78,336			84,305					78,336		
SAL FAC	1.09			1.09			1.06			1.06					1.10		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.11 Gerontology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,778	12	5	78,843	12	6	71,883	9	5				53,740	3	3	84,989	36	10
HIGH	130,000	33%		119,973	33%		92,029	25%					81,663	8%		130,000		
LOW	73,580			57,537			51,382						35,000			35,000		
SAL FAC	0.85			0.90			0.93						1.01			0.88		
TENURED/TENURE TRACK																		
AVG	108,778	12	5	80,030	10	5	73,040	6	4							90,853	28	7
HIGH	130,000	43%		119,973	36%		84,896	21%								130,000		
LOW	73,580			57,537			57,000									57,000		
SAL FAC	0.84			0.91			0.92									0.87		
NONTENURE TRACK																		
AVG							78,664	2	1				53,740	3	3	63,710	5	4
HIGH							92,029	40%					81,663	60%		92,029		
LOW							65,298						35,000			35,000		
SAL FAC							1.07						1.00			0.95		
RES UNIV/VERY HIGH ACTVTY																		
AVG	113,602	4	3	72,623	5	3	70,840	8	4				39,779	2	2	77,042	19	6
HIGH	130,000	21%		87,254	26%		92,029	42%					44,558	11%		130,000		
LOW	87,240			58,561			51,382						35,000			35,000		
SAL FAC	0.85			0.80			0.88						0.72			0.76		
RES UNIV/HIGH ACTIVITY																		
AVG	106,366	8	2	83,285	7	3	80,231	1	1				81,663	1	1	93,871	17	4
HIGH	124,620	47%		119,973	41%		80,231	6%					81,663	6%		124,620		
LOW	73,580			57,537			80,231						81,663			57,537		
SAL FAC	0.97			1.03			1.12						1.63			1.14		
REGION II																		
AVG	88,580	3	1	69,775	2	1										81,058	5	1
HIGH	97,561	60%		72,750	40%											97,561		
LOW	73,580			66,800												66,800		
SAL FAC	0.73			0.82												0.88		
REGION III																		
AVG	117,594	6	2	88,689	5	2	80,914	5	2							97,099	16	3
HIGH	124,620	38%		119,973	31%		92,029	31%								124,620		
LOW	108,224			57,537			65,298									57,537		
SAL FAC	0.89			0.96			1.00									0.96		
REGION IV																		
AVG	111,343	3	2	72,623	5	3	60,596	4	3				53,740	3	3	73,383	15	6
HIGH	130,000	20%		87,254	33%		74,000	27%					81,663	20%		130,000		
LOW	87,240			58,561			51,382						35,000			35,000		
SAL FAC	0.90			0.85			0.80						1.06			0.81		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.1101 Gerontology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,723	11	4	83,039	10	5	64,523	5	4				53,740	3	3	86,179	29	8
HIGH	130,000	38%		119,973	35%		80,231	17%					81,663	10%		130,000		
LOW	73,580			58,561			51,382						35,000			35,000		
SAL FAC	0.84			0.95			0.83						1.01			0.89		
TENURED/TENURE TRACK																		
AVG	107,723	11	4	85,572	8	4	67,808	4	3							93,077	23	5
HIGH	130,000	48%		119,973	35%		80,231	17%								130,000		
LOW	73,580			61,276			57,000									57,000		
SAL FAC	0.83			0.97			0.85									0.89		
NONTENURE TRACK																		
AVG													53,740	3	3	53,740	3	3
HIGH													81,663	100%		81,663		
LOW													35,000			35,000		
SAL FAC													1.00			0.80		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,343	3	2	72,623	5	3	60,596	4	3				39,779	2	2	72,792	14	5
HIGH	130,000	21%		87,254	36%		74,000	29%					44,558	14%		130,000		
LOW	87,240			58,561			51,382						35,000			35,000		
SAL FAC	0.83			0.80			0.76						0.72			0.71		
RES UNIV/HIGH ACTIVITY																		
AVG	106,366	8	2	93,455	5	2	80,231	1	1				81,663	1	1	98,673	15	3
HIGH	124,620	53%		119,973	33%		80,231	7%					81,663	7%		124,620		
LOW	73,580			66,800			80,231						81,663			66,800		
SAL FAC	0.97			1.16			1.12						1.63			1.20		
REGION II																		
AVG	88,580	3	1	69,775	2	1										81,058	5	1
HIGH	97,561	60%		72,750	40%											97,561		
LOW	73,580			66,800												66,800		
SAL FAC	0.73			0.82												0.88		
REGION III																		
AVG	117,037	5	1	109,242	3	1	80,231	1	1							110,349	9	1
HIGH	124,620	56%		119,973	33%		80,231	11%								124,620		
LOW	108,224			96,325			80,231									80,231		
SAL FAC	0.88			1.19			1.00									1.10		
REGION IV																		
AVG	111,343	3	2	72,623	5	3	60,596	4	3				53,740	3	3	73,383	15	6
HIGH	130,000	20%		87,254	33%		74,000	27%					81,663	20%		130,000		
LOW	87,240			58,561			51,382						35,000			35,000		
SAL FAC	0.90			0.85			0.80						1.06			0.81		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.1201 Historic Preservation and Conservation

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,816	4	3	84,300	5	1	67,720	2	2				55,000	1	1	89,267	12	4
HIGH	136,200	33%		93,500	42%		73,440	17%					55,000	8%		136,200		
LOW	98,500			71,000			62,000						55,000			55,000		
SAL FAC	0.90			0.96			0.87						1.03			0.93		
TENURED/TENURE TRACK																		
AVG	114,816	4	3	87,625	4	1	67,720	2	2							94,521	10	4
HIGH	136,200	40%		93,500	40%		73,440	20%								136,200		
LOW	98,500			77,000			62,000									62,000		
SAL FAC	0.88			1.00			0.85									0.90		
NONTENURE TRACK																		
AVG				71,000	1	1							55,000	1	1	63,000	2	2
HIGH				71,000	50%								55,000	50%		71,000		
LOW				71,000									55,000			55,000		
SAL FAC				0.77									1.03			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,816	4	3	84,300	5	1	67,720	2	2				55,000	1	1	89,267	12	4
HIGH	136,200	33%		93,500	42%		73,440	17%					55,000	8%		136,200		
LOW	98,500			71,000			62,000						55,000			55,000		
SAL FAC	0.86			0.93			0.84						1.00			0.88		
REGION I																		
AVG	114,183	1	1													114,183	1	1
HIGH	114,183	100%														114,183		
LOW	114,183															114,183		
SAL FAC	0.87															1.13		
REGION III																		
AVG	110,382	1	1				73,440	1	1							91,911	2	1
HIGH	110,382	50%					73,440	50%								110,382		
LOW	110,382						73,440									73,440		
SAL FAC	0.83						0.91									0.91		
REGION IV																		
AVG	117,350	2	1	84,300	5	1	62,000	1	1				55,000	1	1	85,911	9	2
HIGH	136,200	22%		93,500	56%		62,000	11%					55,000	11%		136,200		
LOW	98,500			71,000			62,000						55,000			55,000		
SAL FAC	0.95			0.98			0.82						1.08			0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.1401 Museology/Museum Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED			
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	
NATIONAL																			
AVG	105,690	8	4	67,075	3	2	57,539	5	3				43,849	1	1	81,076	17	5	
HIGH	147,851	47%		71,060	18%		68,624	29%						43,849	6%		147,851		
LOW	85,376			59,720			50,000						43,849			43,849			
SAL FAC	0.82			0.76			0.74						0.82			0.84			
TENURED/TENURE TRACK																			
AVG	111,776	2	2	71,060	1	1	56,351	3	2							77,278	6	3	
HIGH	112,750	33%		71,060	17%		68,624	50%									112,750		
LOW	110,802			71,060			50,000									50,000			
SAL FAC	0.86			0.81			0.71									0.74			
NONTENURE TRACK																			
AVG													43,849	1	1	43,849	1	1	
HIGH													43,849	100%		43,849			
LOW													43,849			43,849			
SAL FAC													0.82			0.65			
RES UNIV/VERY HIGH ACTVTY																			
AVG	104,959	7	3	65,082	2	1	59,320	2	1							89,411	11	3	
HIGH	147,851	64%		70,445	18%		61,365	18%									147,851		
LOW	85,376			59,720			57,274									57,274			
SAL FAC	0.79			0.72			0.74									0.88			
RES UNIV/HIGH ACTIVITY																			
AVG	110,802	1	1	71,060	1	1	56,351	3	2				43,849	1	1	65,794	6	2	
HIGH	110,802	17%		71,060	17%		68,624	50%						43,849	17%		110,802		
LOW	110,802			71,060			50,000						43,849			43,849			
SAL FAC	1.01			0.88			0.79						0.88			0.80			
REGION II																			
AVG	103,428	7	3	67,075	3	2	57,539	5	3				43,849	1	1	78,548	16	4	
HIGH	147,851	44%		71,060	19%		68,624	31%						43,849	6%		147,851		
LOW	85,376			59,720			50,000						43,849			43,849			
SAL FAC	0.85			0.79			0.77						0.85			0.85			
REGION III																			
AVG	121,520	1	1													121,520	1	1	
HIGH	121,520	100%														121,520			
LOW	121,520															121,520			
SAL FAC	0.92															1.21			

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.1501 Science, Technology and Society

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	129,751	8	3	79,426	17	4	68,326	12	4	64,000	1	1	83,746	2	1	86,555	39	5
HIGH	227,749	21%		102,333	44%		86,275	31%		64,000	3%		91,366	5%		227,749		
LOW	97,167			59,586			62,205			64,000			76,125			59,586		
SAL FAC	1.01			0.90			0.88			0.84			1.57			0.90		
TENURED/TENURE TRACK																		
AVG	151,427	4	2	86,698	10	2	68,281	11	3	64,000	1	1				88,951	25	3
HIGH	227,749	16%		102,333	40%		86,275	44%		64,000	4%					227,749		
LOW	98,021			77,026			62,205			64,000						62,205		
SAL FAC	1.17			0.99			0.86			0.82						0.85		
NONTENURE TRACK																		
AVG													83,746	2	1	83,746	2	1
HIGH													91,366	100%		91,366		
LOW													76,125			76,125		
SAL FAC													1.56			1.25		
RES UNIV/VERY HIGH ACTVTY																		
AVG	129,751	8	3	80,667	16	3	68,326	12	4	64,000	1	1	83,746	2	1	87,265	38	4
HIGH	227,749	21%		102,333	42%		86,275	32%		64,000	3%		91,366	5%		227,749		
LOW	97,167			63,052			62,205			64,000			76,125			62,205		
SAL FAC	0.97			0.89			0.85			0.82			1.52			0.86		
RES UNIV/HIGH ACTIVITY																		
AVG				59,586	1	1										59,586	1	1
HIGH				59,586	100%											59,586		
LOW				59,586												59,586		
SAL FAC				0.74												0.72		
REGION I																		
AVG	173,844	2	1	100,902	2	1	86,275	1	1				83,746	2	1	114,751	7	1
HIGH	227,749	29%		102,333	29%		86,275	14%					91,366	29%		227,749		
LOW	119,938			99,470			86,275						76,125			76,125		
SAL FAC	1.32			1.16			1.10						1.66			1.13		
REGION III																		
AVG	129,010	2	1	83,147	8	1	66,957	9	1	64,000	1	1				80,306	19	1
HIGH	160,000	11%		88,037	42%		74,019	47%		64,000	5%					160,000		
LOW	98,021			77,026			64,000			64,000						64,000		
SAL FAC	0.97			0.90			0.83			0.80						0.80		
REGION IV																		
AVG	108,075	4	1	69,039	7	2	65,510	2	2							80,507	13	3
HIGH	123,500	31%		78,065	54%		68,815	15%								123,500		
LOW	97,167			59,586			62,205									59,586		
SAL FAC	0.87			0.81			0.87									0.88		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.1701 Behavioral Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	121,406	19	5	87,063	16	5	75,561	20	5	76,506	2	1	56,585	8	1	89,899	63	5
HIGH	184,176	30%		138,480	25%		137,500	32%		76,506	3%		74,039	13%		184,176		
LOW	85,183			68,659			60,000			76,506			48,693			48,693		
SAL FAC	0.95			0.99			0.97			1.01			1.06			0.93		
TENURED/TENURE TRACK																		
AVG	118,583	17	3	79,250	12	3	68,731	12	3	76,506	2	1				92,480	41	3
HIGH	184,176	42%		89,470	29%		81,944	29%		76,506	5%					184,176		
LOW	85,183			68,659			61,958			76,506						61,958		
SAL FAC	0.91			0.90			0.87			0.98						0.89		
NONTENURE TRACK																		
AVG													56,585	8	1	56,585	8	1
HIGH													74,039	100%		74,039		
LOW													48,693			48,693		
SAL FAC													1.05			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	120,670	16	2	79,576	8	2	69,851	9	2	76,506	2	1	56,585	8	1	88,992	41	2
HIGH	184,176	39%		85,500	20%		81,944	22%		76,506	5%		74,039	20%		184,176		
LOW	95,642			68,659			61,958			76,506			48,693			48,693		
SAL FAC	0.90			0.88			0.87			0.98			1.03			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	125,331	3	3	94,551	8	3	80,232	11	3							91,589	22	3
HIGH	159,034	14%		138,480	36%		137,500	50%								159,034		
LOW	85,183			73,885			60,000									60,000		
SAL FAC	1.15			1.17			1.12									1.11		
REGION I																		
AVG	159,034	1	1	114,212	2	1	137,500	1	1							131,240	4	1
HIGH	159,034	25%		138,480	50%		137,500	25%								159,034		
LOW	159,034			89,943			137,500									89,943		
SAL FAC	1.21			1.31			1.75									1.30		
REGION II																		
AVG	113,580	11	3	83,712	8	3	71,432	16	3							87,485	35	3
HIGH	153,818	31%		113,506	23%		120,541	46%								153,818		
LOW	85,183			68,659			60,000									60,000		
SAL FAC	0.93			0.99			0.96									0.95		
REGION III																		
AVG	128,328	7	1	82,483	6	1	76,936	3	1	76,506	2	1	56,585	8	1	86,528	24	1
HIGH	184,176	29%		85,500	25%		81,504	13%		76,506	8%		74,039	33%		184,176		
LOW	108,216			79,488			73,008			76,506			48,693			48,693		
SAL FAC	0.97			0.90			0.96			0.96			0.97			0.86		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.19 Nutrition Sciences

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	131,948	68 15	89,520	45 16	72,153	53 13	74,000	5 3	54,616	16 8	97,246	182 20
HIGH	285,725	37%	131,054	25%	96,140	29%	86,000	3%	73,901	9%	285,725	
LOW	72,745		63,087		44,238		65,000		40,005		40,005	
SAL FAC	1.03		1.02		0.93		0.97		1.02		1.01	
TENURED/TENURE TRACK												
AVG	132,365	61 12	90,019	38 13	74,820	24 11	66,000	3 2			108,054	123 15
HIGH	285,725	50%	131,054	31%	96,140	20%	68,000	2%			285,725	
LOW	72,745		64,080		57,660		65,000				57,660	
SAL FAC	1.02		1.02		0.94		0.84				1.03	
NONTENURE TRACK												
AVG	153,921	2 1	65,883	2 2	70,861	27 4	86,000	2 1	54,314	15 7	68,860	46 10
HIGH	192,080	4%	68,679	4%	92,000	59%	86,000	4%	73,901	33%	192,080	
LOW	115,762		63,087		46,936		86,000		40,005		40,005	
SAL FAC	1.36		0.71		0.97		1.22		1.01		1.03	
RES UNIV/VERY HIGH ACTVTY												
AVG	134,178	56 10	89,190	34 10	73,385	47 9	79,000	3 2	50,377	8 4	99,300	145 11
HIGH	285,725	39%	131,054	23%	96,140	32%	86,000	2%	73,901	6%	285,725	
LOW	72,745		63,087		46,936		65,000		40,005		40,005	
SAL FAC	1.00		0.98		0.92		1.01		0.92		0.97	
RES UNIV/HIGH ACTIVITY												
AVG	121,544	12 5	90,540	11 6	62,507	6 4	66,500	2 1	58,854	8 4	89,198	37 9
HIGH	150,066	32%	106,733	30%	70,956	16%	68,000	5%	67,804	22%	150,066	
LOW	91,334		80,469		44,238		65,000		46,000		44,238	
SAL FAC	1.11		1.12		0.87		0.92		1.17		1.08	
REGION I												
AVG	115,047	10 3	85,618	10 4	59,390	10 3			45,972	5 2	80,869	35 5
HIGH	147,420	29%	106,733	29%	75,000	29%			59,142	14%	147,420	
LOW	92,601		66,283		49,346				40,005		40,005	
SAL FAC	0.87		0.99		0.76				0.91		0.80	
REGION II												
AVG	149,842	7 1	90,280	3 2	81,500	2 1			50,500	2 1	113,124	14 2
HIGH	228,375	50%	92,000	21%	88,000	14%			55,000	14%	228,375	
LOW	83,500		87,340		75,000				46,000		46,000	
SAL FAC	1.23		1.07		1.09				0.98		1.23	
REGION III												
AVG	114,723	35 6	90,413	24 6	70,528	14 6	65,000	1 1	60,964	5 3	95,864	78 8
HIGH	173,049	45%	118,564	31%	83,495	18%	65,000	1%	73,901	6%	173,049	
LOW	72,745		64,080		44,238		65,000		54,350		44,238	
SAL FAC	0.87		0.98		0.88		0.82		1.04		0.95	
REGION IV												
AVG	172,365	16 5	91,433	8 4	77,031	27 3	76,250	4 2	59,542	4 2	105,587	55 5
HIGH	285,725	29%	131,054	15%	96,140	49%	86,000	7%	67,804	7%	285,725	
LOW	79,775		63,087		46,936		65,000		45,890		45,890	
SAL FAC	1.39		1.07		1.02		1.00		1.17		1.16	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.1901 Nutrition Sciences

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	133,050	63 14	89,928	42 15	72,864	51 11	74,000	5 3	58,594	12 7	98,681	168 18
HIGH	285,725	38%	131,054	25%	96,140	30%	86,000	3%	73,901	7%	285,725	
LOW	72,745		63,087		46,936		65,000		45,890		45,890	
SAL FAC	1.04		1.02		0.94		0.97		1.10		1.02	
TENURED/TENURE TRACK												
AVG	133,641	56 11	90,552	35 12	75,299	23 10	66,000	3 2			108,641	114 14
HIGH	285,725	49%	131,054	31%	96,140	20%	68,000	3%			285,725	
LOW	72,745		64,080		57,660		65,000				57,660	
SAL FAC	1.03		1.03		0.95		0.84				1.04	
NONTENURE TRACK												
AVG	153,921	2 1	65,883	2 2	70,861	27 4	86,000	2 1	58,544	11 6	71,353	42 9
HIGH	192,080	5%	68,679	5%	92,000	64%	86,000	5%	73,901	26%	192,080	
LOW	115,762		63,087		46,936		86,000		45,890		45,890	
SAL FAC	1.36		0.71		0.97		1.22		1.09		1.06	
RES UNIV/VERY HIGH ACTVTY												
AVG	135,758	51 9	89,711	31 9	73,593	46 8	79,000	3 2	58,074	4 3	100,926	132 10
HIGH	285,725	39%	131,054	24%	96,140	35%	86,000	2%	73,901	3%	285,725	
LOW	72,745		63,087		46,936		65,000		45,890		45,890	
SAL FAC	1.02		0.99		0.92		1.01		1.06		0.99	
RES UNIV/HIGH ACTIVITY												
AVG	121,544	12 5	90,540	11 6	66,161	5 3	66,500	2 1	58,854	8 4	90,447	36 8
HIGH	150,066	33%	106,733	31%	70,956	14%	68,000	6%	67,804	22%	150,066	
LOW	91,334		80,469		57,660		65,000		46,000		46,000	
SAL FAC	1.11		1.12		0.92		0.92		1.17		1.10	
REGION I												
AVG	112,027	5 2	86,394	7 3	58,899	9 2			59,142	1 1	79,733	22 4
HIGH	125,098	23%	106,733	32%	75,000	41%			59,142	5%	125,098	
LOW	95,783		66,283		49,346				59,142		49,346	
SAL FAC	0.85		0.99		0.75				1.18		0.79	
REGION II												
AVG	149,842	7 1	90,280	3 2	81,500	2 1			50,500	2 1	113,124	14 2
HIGH	228,375	50%	92,000	21%	88,000	14%			55,000	14%	228,375	
LOW	83,500		87,340		75,000				46,000		46,000	
SAL FAC	1.23		1.07		1.09				0.98		1.23	
REGION III												
AVG	114,723	35 6	90,413	24 6	72,551	13 5	65,000	1 1	60,964	5 3	96,535	77 7
HIGH	173,049	46%	118,564	31%	83,495	17%	65,000	1%	73,901	7%	173,049	
LOW	72,745		64,080		65,000		65,000		54,350		54,350	
SAL FAC	0.87		0.98		0.90		0.82		1.04		0.96	
REGION IV												
AVG	172,365	16 5	91,433	8 4	77,031	27 3	76,250	4 2	59,542	4 2	105,587	55 5
HIGH	285,725	29%	131,054	15%	96,140	49%	86,000	7%	67,804	7%	285,725	
LOW	79,775		63,087		46,936		65,000		45,890		45,890	
SAL FAC	1.39		1.07		1.02		1.00		1.17		1.16	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.2001 International/Global Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	113,312	20	6	77,423	25	6	64,331	20	6	73,333	3	3	53,141	3	3	83,057	68	10
HIGH	171,774	29%		108,776	37%		90,000	29%		90,000	4%		57,779	4%		171,774		
LOW	75,267			54,783			54,000			54,000			50,785			50,785		
SAL FAC	0.88			0.88			0.83			0.96			1.00			0.86		
TENURED/TENURE TRACK																		
AVG	110,209	14	3	75,754	21	5	63,458	11	4	65,000	2	2	50,859	1	1	82,610	47	6
HIGH	171,774	30%		108,776	45%		76,000	23%		76,000	4%		50,859	2%		171,774		
LOW	75,267			54,783			54,000			54,000			50,859			50,859		
SAL FAC	0.85			0.86			0.80			0.83			0.88			0.79		
NONTENURE TRACK																		
AVG	85,541	1	1										54,282	2	2	64,702	3	3
HIGH	85,541	33%											57,779	67%		85,541		
LOW	85,541												50,785			50,785		
SAL FAC	0.76												1.01			0.96		
RES UNIV/VERY HIGH ACTVTY																		
AVG	113,971	19	5	77,423	25	6	65,755	17	4	83,000	2	2	53,141	3	3	84,036	64	8
HIGH	171,774	30%		108,776	39%		90,000	27%		90,000	3%		57,779	5%		171,774		
LOW	75,267			54,783			57,195			76,000			50,785			50,785		
SAL FAC	0.85			0.85			0.82			1.07			0.97			0.82		
RES UNIV/HIGH ACTIVITY																		
AVG	100,788	1	1				56,256	3	2	54,000	1	1				67,389	4	2
HIGH	100,788	25%					58,008	75%		54,000	25%					100,788		
LOW	100,788						54,000			54,000						54,000		
SAL FAC	0.92						0.79			0.74						0.82		
REGION I																		
AVG	100,515	2	2	63,864	1	1	60,953	5	3	54,000	1	1				71,207	8	3
HIGH	100,788	25%		63,864	13%		68,000	63%		54,000	13%					100,788		
LOW	100,242			63,864			54,000			54,000						54,000		
SAL FAC	0.76			0.74			0.78			0.76						0.70		
REGION II																		
AVG	117,205	12	2	73,090	15	3	65,929	10	2	90,000	1	1	50,785	1	1	84,549	38	4
HIGH	171,774	32%		95,000	40%		90,000	26%		90,000	3%		50,785	3%		171,774		
LOW	75,267			54,783			57,195			90,000			50,785			50,785		
SAL FAC	0.96			0.86			0.88			1.21			0.99			0.92		
REGION III																		
AVG	109,791	6	2	86,153	9	2	64,511	5	1	76,000	1	1	54,319	2	2	84,787	22	3
HIGH	145,000	27%		108,776	41%		76,000	23%		76,000	5%		57,779	9%		145,000		
LOW	85,541			63,969			60,000			76,000			50,859			50,859		
SAL FAC	0.83			0.94			0.80			0.96			0.93			0.84		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.2301 Intercultural/Multicultural and Diversity Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	68,379	1 1	80,387	4 1	59,805	3 1			52,454	2 2	67,425	10 3
HIGH	68,379	10%	86,513	40%	68,892	30%			64,308	20%	86,513	
LOW	68,379		70,133		54,585				40,600		40,600	
SAL FAC	0.53		0.92		0.77				0.98		0.70	
TENURED/TENURE TRACK												
AVG									64,308	1 1	64,308	1 1
HIGH									64,308	100%	64,308	
LOW									64,308		64,308	
SAL FAC									1.11		0.62	
RES UNIV/VERY HIGH ACTVTY												
AVG	68,379	1 1	80,387	4 1	59,805	3 1			64,308	1 1	70,406	9 2
HIGH	68,379	11%	86,513	44%	68,892	33%			64,308	11%	86,513	
LOW	68,379		70,133		54,585				64,308		54,585	
SAL FAC	0.51		0.88		0.75				1.17		0.69	
RES UNIV/HIGH ACTIVITY												
AVG									40,600	1 1	40,600	1 1
HIGH									40,600	100%	40,600	
LOW									40,600		40,600	
SAL FAC									0.81		0.49	
REGION I												
AVG	68,379	1 1	80,387	4 1	59,805	3 1					71,168	8 1
HIGH	68,379	13%	86,513	50%	68,892	38%					86,513	
LOW	68,379		70,133		54,585						54,585	
SAL FAC	0.52		0.93		0.76						0.70	
REGION III												
AVG									64,308	1 1	64,308	1 1
HIGH									64,308	100%	64,308	
LOW									64,308		64,308	
SAL FAC									1.10		0.64	
REGION IV												
AVG									40,600	1 1	40,600	1 1
HIGH									40,600	100%	40,600	
LOW									40,600		40,600	
SAL FAC									0.80		0.45	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.2501 Cognitive Science

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	132,931	3 2	80,764	1 1	58,000	2 1					99,259	6 3
HIGH	165,000	50%	80,764	17%	76,000	33%					165,000	
LOW	122,483		80,764		40,000						40,000	
SAL FAC	1.04		0.92		0.75						1.03	
TENURED/TENURE TRACK												
AVG	132,931	3 2	80,764	1 1	58,000	2 1					99,259	6 3
HIGH	165,000	50%	80,764	17%	76,000	33%					165,000	
LOW	122,483		80,764		40,000						40,000	
SAL FAC	1.02		0.92		0.73						0.95	
RES UNIV/VERY HIGH ACTVTY												
AVG	132,931	3 2			58,000	2 1					102,958	5 2
HIGH	165,000	60%			76,000	40%					165,000	
LOW	122,483				40,000						40,000	
SAL FAC	0.99				0.72						1.01	
RES UNIV/HIGH ACTIVITY												
AVG			80,764	1 1							80,764	1 1
HIGH			80,764	100%							80,764	
LOW			80,764								80,764	
SAL FAC			1.00								0.98	
REGION I												
AVG	122,630	1 1	80,764	1 1							101,697	2 2
HIGH	122,630	50%	80,764	50%							122,630	
LOW	122,630		80,764								80,764	
SAL FAC	0.93		0.93								1.00	
REGION III												
AVG	138,081	2 1			58,000	2 1					98,041	4 1
HIGH	165,000	50%			76,000	50%					165,000	
LOW	122,483				40,000						40,000	
SAL FAC	1.04				0.72						0.97	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.99 Multi/Interdisciplinary Studies, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	133,881	121	18	87,009	67	17	64,805	99	21	62,063	8	4	42,249	123	10	82,053	410	29
HIGH	300,788	30%		141,415	16%		127,715	24%		88,000	2%		87,338	30%		300,788		
LOW	78,137			29,845			39,225			43,000			29,892			29,845		
SAL FAC	1.04			0.99			0.84			0.82			0.79			0.85		
TENURED/TENURE TRACK																		
AVG	137,602	110	16	89,416	56	15	73,042	46	12	70,000	1	1				110,866	212	19
HIGH	300,788	52%		141,415	26%		94,966	22%		70,000	1%					300,788		
LOW	78,137			62,497			46,665			70,000						46,665		
SAL FAC	1.06			1.02			0.92			0.90						1.06		
NONTENURE TRACK																		
AVG				73,023	1	1	71,575	5	5				49,195	51	6	51,577	57	9
HIGH				73,023	2%		95,973	9%					87,338	90%		95,973		
LOW				73,023			45,000						29,892			29,892		
SAL FAC				0.79			0.98						0.92			0.77		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,779	107	12	90,025	51	11	66,194	77	11	59,083	6	2	40,906	105	5	84,173	340	19
HIGH	300,788	32%		123,800	15%		127,715	23%		88,000	2%		81,993	31%		300,788		
LOW	80,340			29,845			39,225			43,000			29,892			29,845		
SAL FAC	1.02			0.99			0.83			0.76			0.74			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	106,855	11	5	76,543	14	5	58,655	21	9	71,000	2	2	50,085	18	5	68,442	64	9
HIGH	157,225	17%		141,415	22%		82,826	33%		72,000	3%		87,338	28%		157,225		
LOW	78,137			62,218			40,000			70,000			35,000			35,000		
SAL FAC	0.98			0.95			0.82			0.98			1.00			0.83		
DOCTORAL RES UNIV																		
AVG	129,614	3	1	83,358	2	1	86,932	1	1							107,082	6	1
HIGH	170,124	50%		87,393	33%		86,932	17%								170,124		
LOW	107,400			79,323			86,932									79,323		
SAL FAC	1.22			1.02			1.27									1.33		
REGION I																		
AVG	131,178	99	8	90,878	46	7	72,849	50	10	67,750	2	1	35,363	51	2	91,923	246	10
HIGH	220,200	40%		123,800	19%		94,966	20%		73,000	1%		49,920	21%		220,200		
LOW	80,340			29,845			55,000			62,500			30,518			29,845		
SAL FAC	1.00			1.05			0.93			0.96			0.70			0.91		
REGION II																		
AVG	114,635	7	3	72,567	7	2	63,434	8	2	70,000	1	1	49,509	45	3	60,385	67	5
HIGH	157,225	10%		87,908	10%		70,000	12%		70,000	2%		87,338	67%		157,225		
LOW	82,774			62,497			46,665			70,000			29,892			29,892		
SAL FAC	0.94			0.86			0.85			0.94			0.96			0.66		
REGION III																		
AVG	180,280	10	5	77,676	6	4	69,042	5	5	72,000	1	1	69,818	1	1	121,995	22	9
HIGH	300,788	46%		96,792	27%		95,973	23%		72,000	5%		69,818	5%		300,788		
LOW	78,137			64,762			54,324			72,000			69,818			54,324		
SAL FAC	1.36			0.84			0.86			0.91			1.19			1.21		
REGION IV																		
AVG	121,561	5	2	84,398	8	4	53,348	36	4	54,750	4	1	42,133	26	4	57,319	75	5
HIGH	170,124	7%		141,415	11%		127,715	48%		88,000	5%		61,800	35%		170,124		
LOW	80,000			62,218			39,225			43,000			35,000			35,000		
SAL FAC	0.98			0.98			0.71			0.72			0.83			0.63		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 30.9999 Multi-/Interdisciplinary Studies, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	134,215	120	17	87,497	64	16	64,695	97	19	60,643	7	3	42,249	123	10	82,123	404	27
HIGH	300,788	30%		141,415	16%		127,715	24%		88,000	2%		87,338	30%		300,788		
LOW	78,137			29,845			39,225			43,000			29,892			29,845		
SAL FAC	1.05			1.00			0.83			0.80			0.79			0.85		
TENURED/TENURE TRACK																		
AVG	138,004	109	15	89,825	54	14	73,149	45	11	70,000	1	1				111,465	208	18
HIGH	300,788	52%		141,415	26%		94,966	22%		70,000	1%					300,788		
LOW	78,137			62,497			46,665			70,000						46,665		
SAL FAC	1.06			1.02			0.92			0.90						1.07		
NONTENURE TRACK																		
AVG							71,575	5	5				49,195	51	6	51,194	56	8
HIGH							95,973	9%					87,338	91%		95,973		
LOW							45,000						29,892			29,892		
SAL FAC							0.98						0.92			0.76		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,779	107	12	90,025	51	11	66,194	77	11	59,083	6	2	40,906	105	5	84,173	340	19
HIGH	300,788	32%		123,800	15%		127,715	23%		88,000	2%		81,993	31%		300,788		
LOW	80,340			29,845			39,225			43,000			29,892			29,845		
SAL FAC	1.02			0.99			0.83			0.76			0.74			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	108,160	10	4	76,529	11	4	57,447	19	7	70,000	1	1	50,085	18	5	67,525	58	7
HIGH	157,225	17%		141,415	19%		82,826	33%		70,000	2%		87,338	31%		157,225		
LOW	78,137			62,218			40,000			70,000			35,000			35,000		
SAL FAC	0.99			0.95			0.80			0.96			1.00			0.82		
DOCTORAL RES UNIV																		
AVG	129,614	3	1	83,358	2	1	86,932	1	1							107,082	6	1
HIGH	170,124	50%		87,393	33%		86,932	17%								170,124		
LOW	107,400			79,323			86,932									79,323		
SAL FAC	1.22			1.02			1.27									1.33		
REGION I																		
AVG	131,178	99	8	90,878	46	7	72,849	50	10	67,750	2	1	35,363	51	2	91,923	246	10
HIGH	220,200	40%		123,800	19%		94,966	20%		73,000	1%		49,920	21%		220,200		
LOW	80,340			29,845			55,000			62,500			30,518			29,845		
SAL FAC	1.00			1.05			0.93			0.96			0.70			0.91		
REGION II																		
AVG	114,635	7	3	72,567	7	2	63,434	8	2	70,000	1	1	49,509	45	3	60,385	67	5
HIGH	157,225	10%		87,908	10%		70,000	12%		70,000	2%		87,338	67%		157,225		
LOW	82,774			62,497			46,665			70,000			29,892			29,892		
SAL FAC	0.94			0.86			0.85			0.94			0.96			0.66		
REGION III																		
AVG	189,888	9	4	78,758	3	3	68,317	3	3				69,818	1	1	138,752	16	7
HIGH	300,788	56%		96,792	19%		95,973	19%					69,818	6%		300,788		
LOW	78,137			64,762			54,324						69,818			54,324		
SAL FAC	1.43			0.86			0.85						1.19			1.38		
REGION IV																		
AVG	121,561	5	2	84,398	8	4	53,348	36	4	54,750	4	1	42,133	26	4	57,319	75	5
HIGH	170,124	7%		141,415	11%		127,715	48%		88,000	5%		61,800	35%		170,124		
LOW	80,000			62,218			39,225			43,000			35,000			35,000		
SAL FAC	0.98			0.98			0.71			0.72			0.83			0.63		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 31. PARKS, RECREATION, LEISURE, AND FITNESS STUDIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	112,187	331	65	79,839	399	69	65,719	390	68	66,107	73	46	48,302	201	39	78,977	1,321	71
HIGH	208,753	25%		150,000	30%		107,636	30%		98,000	6%		90,097	15%		208,753		
LOW	68,254			49,774			34,216			41,650			23,814			23,814		
SAL FAC	0.88			0.91			0.85			0.87			0.91			0.82		
TENURED/TENURE TRACK																		
AVG	111,348	253	48	79,197	286	52	66,709	246	50	66,644	46	31			85,646	785	54	
HIGH	208,753	32%		125,400	36%		99,102	31%		81,000	6%				208,753			
LOW	68,254			49,774			40,000			52,899					40,000			
SAL FAC	0.86			0.90			0.84			0.85					0.82			
NONTENURE TRACK																		
AVG	124,116	2	2	69,150	8	7	57,064	41	16	55,548	4	3	48,130	183	32	51,063	234	36
HIGH	168,545	1%		100,672	3%		86,511	18%		64,000	2%		90,097	78%		168,545		
LOW	79,687			56,043			34,216			47,008			23,814			23,814		
SAL FAC	1.10			0.75			0.78			0.79			0.90			0.76		
RES UNIV/VERY HIGH ACTVTY																		
AVG	118,027	236	34	82,245	241	36	68,794	242	37	69,045	46	27	50,797	119	21	83,972	838	37
HIGH	208,753	28%		150,000	29%		107,636	29%		98,000	6%		90,097	14%		208,753		
LOW	68,953			49,774			34,216			53,182			23,814			23,814		
SAL FAC	0.88			0.90			0.86			0.89			0.92			0.82		
RES UNIV/HIGH ACTIVITY																		
AVG	97,531	85	28	76,053	145	30	60,487	132	28	61,393	25	17	44,601	78	16	69,957	440	31
HIGH	149,120	19%		113,280	33%		80,000	30%		80,000	6%		71,210	18%		149,120		
LOW	68,254			52,648			40,000			41,650			25,929			25,929		
SAL FAC	0.89			0.94			0.85			0.85			0.89			0.85		
DOCTORAL RES UNIV																		
AVG	98,928	10	3	77,478	13	3	62,383	16	3	57,450	2	2	46,274	4	2	73,947	43	3
HIGH	110,038	23%		107,289	30%		78,202	37%		62,000	5%		48,007	9%		110,038		
LOW	71,452			59,598			52,899			52,899			45,696			45,696		
SAL FAC	0.93			0.95			0.91			0.81			0.84			0.92		
REGION I																		
AVG	94,340	34	10	75,576	52	12	59,669	37	9	61,612	9	5	39,896	16	3	71,824	139	12
HIGH	158,134	25%		117,899	37%		80,000	27%		80,000	7%		54,000	12%		158,134		
LOW	68,254			49,774			34,705			47,008			23,814			23,814		
SAL FAC	0.72			0.87			0.76			0.87			0.79			0.71		
REGION II																		
AVG	102,094	87	15	78,887	71	15	62,256	80	16	61,809	16	13	43,491	40	8	76,271	278	16
HIGH	189,192	31%		150,000	26%		79,310	29%		75,000	6%		71,210	14%		189,192		
LOW	70,979			56,554			40,000			53,182			25,929			25,929		
SAL FAC	0.84			0.93			0.83			0.83			0.84			0.83		
REGION III																		
AVG	126,858	134	23	84,373	163	24	69,415	159	24	67,969	21	14	50,389	92	15	84,716	548	24
HIGH	208,753	25%		144,425	30%		107,636	29%		98,000	4%		85,767	17%		208,753		
LOW	76,911			58,155			34,216			41,650			26,235			26,235		
SAL FAC	0.96			0.92			0.86			0.85			0.86			0.84		
REGION IV																		
AVG	105,857	76	17	75,860	113	18	64,958	114	19	68,703	27	14	50,851	53	13	75,050	356	19
HIGH	195,500	21%		108,335	32%		81,250	32%		78,000	8%		90,097	15%		195,500		
LOW	68,953			52,648			36,691			59,000			35,000			35,000		
SAL FAC	0.85			0.89			0.86			0.90			1.00			0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 31.01 Parks, Recreation and Leisure Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,670	22 6	76,807	35 13	63,102	29 10	63,988	5 5	48,774	12 4	77,370	98 14
HIGH	150,606	22%	117,899	36%	77,420	30%	76,000	5%	67,078	12%	150,606	
LOW	83,060		57,272		43,500		53,182		36,125		36,125	
SAL FAC	0.88		0.87		0.81		0.84		0.91		0.80	
TENURED/TENURE TRACK												
AVG	111,999	13 3	71,581	15 9	65,454	13 6	63,587	3 3			82,454	41 9
HIGH	139,732	32%	84,409	37%	70,573	32%	67,500	7%			139,732	
LOW	87,649		57,272		57,237		59,000				57,237	
SAL FAC	0.86		0.81		0.82		0.81				0.79	
NONTENURE TRACK												
AVG			63,957	1 1	50,585	4 1	53,182	1 1	49,782	11 3	50,869	16 4
HIGH			63,957	6%	53,182	25%	53,182	6%	67,078	69%	67,078	
LOW			63,957		47,047		53,182		36,125		36,125	
SAL FAC			0.69		0.69		0.76		0.93		0.76	
RES UNIV/VERY HIGH ACTVTY												
AVG	113,056	20 4	81,379	22 5	63,543	22 5	64,481	3 3	49,822	8 1	81,222	72 5
HIGH	150,606	28%	117,899	31%	77,420	31%	76,000	4%	67,078	11%	150,606	
LOW	87,649		58,475		43,500		53,182		36,259		36,259	
SAL FAC	0.85		0.89		0.79		0.83		0.91		0.80	
RES UNIV/HIGH ACTIVITY												
AVG	108,805	2 2	69,070	13 8	61,718	7 5	63,250	2 2	46,677	4 3	66,702	26 9
HIGH	134,550	8%	84,409	50%	67,500	27%	67,500	8%	56,900	15%	134,550	
LOW	83,060		57,272		57,237		59,000		36,125		36,125	
SAL FAC	1.00		0.85		0.86		0.87		0.93		0.81	
REGION I												
AVG	110,226	4 1	81,412	12 3	61,183	6 1					81,134	22 3
HIGH	117,300	18%	117,899	55%	68,000	27%					117,899	
LOW	96,327		57,272		43,500						43,500	
SAL FAC	0.84		0.94		0.78						0.80	
REGION II												
AVG	102,185	7 1	69,496	7 3	59,575	9 2	58,721	2 2	46,513	2 1	73,239	25 3
HIGH	130,120	28%	82,065	28%	70,573	36%	64,260	8%	56,900	8%	130,120	
LOW	87,649		58,475		47,047		53,182		36,125		36,125	
SAL FAC	0.84		0.82		0.80		0.79		0.90		0.80	
REGION III												
AVG	122,769	9 2	81,806	9 4	68,509	10 4	76,000	1 1	48,473	9 2	80,068	37 5
HIGH	150,606	24%	106,148	24%	77,420	27%	76,000	3%	67,078	24%	150,606	
LOW	105,000		62,449		61,651		76,000		36,259		36,259	
SAL FAC	0.93		0.89		0.85		0.96		0.83		0.80	
REGION IV												
AVG	108,805	2 2	69,797	7 3	60,400	4 3	63,250	2 2	56,000	1 1	71,699	14 3
HIGH	134,550	14%	84,409	50%	67,500	29%	67,500	14%	56,000	7%	134,550	
LOW	83,060		59,384		57,237		59,000		56,000		56,000	
SAL FAC	0.88		0.81		0.80		0.83		1.10		0.79	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 31.0101 Parks, Recreation and Leisure Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,670	22 6	77,443	32 11	63,059	26 8	63,988	5 5	48,774	12 4	78,062	92 12
HIGH	150,606	24%	117,899	35%	77,420	28%	76,000	5%	67,078	13%	150,606	
LOW	83,060		57,272		43,500		53,182		36,125		36,125	
SAL FAC	0.88		0.88		0.81		0.84		0.91		0.81	
TENURED/TENURE TRACK												
AVG	111,999	13 3	72,546	13 8	65,952	11 5	63,587	3 3			84,447	37 8
HIGH	139,732	35%	84,409	35%	70,573	30%	67,500	8%			139,732	
LOW	87,649		57,272		57,237		59,000				57,237	
SAL FAC	0.86		0.82		0.83		0.81				0.81	
NONTENURE TRACK												
AVG			63,957	1 1	50,585	4 1	53,182	1 1	49,782	11 3	50,869	16 4
HIGH			63,957	6%	53,182	25%	53,182	6%	67,078	69%	67,078	
LOW			63,957		47,047		53,182		36,125		36,125	
SAL FAC			0.69		0.69		0.76		0.93		0.76	
RES UNIV/VERY HIGH ACTVTY												
AVG	113,056	20 4	81,379	22 5	63,543	22 5	64,481	3 3	49,822	8 1	81,222	72 5
HIGH	150,606	28%	117,899	31%	77,420	31%	76,000	4%	67,078	11%	150,606	
LOW	87,649		58,475		43,500		53,182		36,259		36,259	
SAL FAC	0.85		0.89		0.79		0.83		0.91		0.80	
RES UNIV/HIGH ACTIVITY												
AVG	108,805	2 2	68,783	10 6	60,400	4 3	63,250	2 2	46,677	4 3	66,687	20 7
HIGH	134,550	10%	84,409	50%	67,500	20%	67,500	10%	56,900	20%	134,550	
LOW	83,060		57,272		57,237		59,000		36,125		36,125	
SAL FAC	1.00		0.85		0.84		0.87		0.93		0.81	
REGION I												
AVG	110,226	4 1	81,412	12 3	61,183	6 1					81,134	22 3
HIGH	117,300	18%	117,899	55%	68,000	27%					117,899	
LOW	96,327		57,272		43,500						43,500	
SAL FAC	0.84		0.94		0.78						0.80	
REGION II												
AVG	102,185	7 1	69,496	7 3	59,575	9 2	58,721	2 2	46,513	2 1	73,239	25 3
HIGH	130,120	28%	82,065	28%	70,573	36%	64,260	8%	56,900	8%	130,120	
LOW	87,649		58,475		47,047		53,182		36,125		36,125	
SAL FAC	0.84		0.82		0.80		0.79		0.90		0.80	
REGION III												
AVG	122,769	9 2	87,696	6 2	70,667	7 2	76,000	1 1	48,473	9 2	82,646	31 3
HIGH	150,606	29%	106,148	19%	77,420	23%	76,000	3%	67,078	29%	150,606	
LOW	105,000		76,752		64,505		76,000		36,259		36,259	
SAL FAC	0.93		0.95		0.88		0.96		0.83		0.82	
REGION IV												
AVG	108,805	2 2	69,797	7 3	60,400	4 3	63,250	2 2	56,000	1 1	71,699	14 3
HIGH	134,550	14%	84,409	50%	67,500	29%	67,500	14%	56,000	7%	134,550	
LOW	83,060		59,384		57,237		59,000		56,000		56,000	
SAL FAC	0.88		0.81		0.80		0.83		1.10		0.79	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 31.0301 Parks, Recreation and Leisure Facilities Management, Genera

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	118,171	30	6	82,567	44	7	68,924	25	6	70,305	7	5	53,695	8	3	87,203	107	7
HIGH	208,753	28%		111,466	41%		81,682	23%		78,000	7%		79,415	8%		208,753		
LOW	77,788			49,774			52,164			61,500			36,050			36,050		
SAL FAC	0.92			0.94			0.89			0.92			1.01			0.90		
TENURED/TENURE TRACK																		
AVG	122,088	21	4	82,600	25	4	71,590	14	4	67,500	3	3				93,852	60	4
HIGH	208,753	35%		111,466	42%		81,682	23%		71,000	5%					208,753		
LOW	77,788			49,774			59,860			61,500						49,774		
SAL FAC	0.94			0.94			0.90			0.86						0.90		
NONTENURE TRACK																		
AVG				79,846	1	1	58,568	1	1				52,419	7	2	56,150	9	3
HIGH				79,846	11%		58,568	11%					79,415	78%		79,846		
LOW				79,846			58,568						36,050			36,050		
SAL FAC				0.86			0.80						0.98			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	118,336	26	5	81,240	33	5	68,823	21	5	70,827	5	4	53,695	8	3	86,733	88	5
HIGH	208,753	30%		111,466	38%		81,682	24%		78,000	6%		79,415	9%		208,753		
LOW	77,788			49,774			52,164			61,500			36,050			36,050		
SAL FAC	0.89			0.89			0.86			0.91			0.98			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	117,096	4	1	86,549	11	2	69,456	4	1	69,000	2	1				89,381	19	2
HIGH	140,129	21%		104,500	58%		71,822	21%		70,000	11%					140,129		
LOW	104,398			78,190			68,000			68,000						68,000		
SAL FAC	1.07			1.07			0.97			0.95						1.08		
REGION I																		
AVG	105,290	1	1	73,029	6	2	60,830	2	1							73,903	9	2
HIGH	105,290	11%		91,482	67%		61,800	22%								105,290		
LOW	105,290			49,774			59,860									49,774		
SAL FAC	0.80			0.84			0.78									0.73		
REGION II																		
AVG	102,027	5	1	72,529	4	1	63,363	3	1	61,500	1	1	45,310	4	1	73,224	16	1
HIGH	140,610	31%		76,974	25%		70,019	19%		61,500	6%		50,000	25%		140,610		
LOW	82,140			67,555			58,568			61,500			36,050			36,050		
SAL FAC	0.84			0.86			0.85			0.83			0.88			0.80		
REGION III																		
AVG	134,186	11	1	91,616	11	1	78,228	5	1	71,000	1	1				106,480	27	1
HIGH	208,753	41%		111,466	41%		81,682	19%		71,000	4%					208,753		
LOW	77,788			77,113			71,000			71,000						71,000		
SAL FAC	1.01			1.00			0.97			0.89						1.06		
REGION IV																		
AVG	111,819	13	3	82,473	23	3	68,015	15	3	71,927	5	3	62,080	4	2	83,983	55	3
HIGH	179,021	24%		104,500	42%		78,000	27%		78,000	9%		79,415	7%		179,021		
LOW	87,959			59,259			52,164			68,000			52,500			52,164		
SAL FAC	0.90			0.96			0.90			0.95			1.22			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 31.05 Health and Physical Education/Fitness

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,749	274	61	79,826	318	61	65,716	334	64	65,862	60	38	48,033	181	38	78,272	1,107	65
HIGH	208,545	25%		150,000	29%		107,636	30%		98,000	5%		90,097	16%		208,545		
LOW	68,254			52,612			34,216			41,650			23,814			23,814		
SAL FAC	0.87			0.91			0.85			0.87			0.90			0.81		
TENURED/TENURE TRACK																		
AVG	110,280	219	48	79,315	246	49	66,471	219	49	66,809	40	27				85,117	684	51
HIGH	208,545	32%		125,400	36%		99,102	32%		81,000	6%					208,545		
LOW	68,254			52,612			40,000			52,899						40,000		
SAL FAC	0.85			0.90			0.84			0.85						0.81		
NONTENURE TRACK																		
AVG	124,116	2	2	68,233	6	5	57,743	36	14	56,336	3	2	47,838	165	32	50,859	209	35
HIGH	168,545	1%		100,672	3%		86,511	17%		64,000	1%		90,097	79%		168,545		
LOW	79,687			56,043			34,216			47,008			23,814			23,814		
SAL FAC	1.10			0.74			0.79			0.80			0.89			0.76		
RES UNIV/VERY HIGH ACTVTY																		
AVG	118,508	190	32	82,526	186	33	69,371	199	35	69,171	38	22	50,648	103	20	83,905	678	35
HIGH	208,545	28%		150,000	27%		107,636	29%		98,000	6%		90,097	15%		208,545		
LOW	68,953			52,612			34,216			56,000			23,814			23,814		
SAL FAC	0.89			0.91			0.87			0.89			0.92			0.82		
RES UNIV/HIGH ACTIVITY																		
AVG	96,255	79	27	75,849	121	26	60,119	121	27	60,492	21	15	44,488	74	16	69,236	395	28
HIGH	149,120	20%		113,280	31%		80,000	31%		80,000	5%		71,210	19%		149,120		
LOW	68,254			52,648			40,000			41,650			25,929			25,929		
SAL FAC	0.88			0.94			0.84			0.83			0.89			0.84		
DOCTORAL RES UNIV																		
AVG	99,702	5	2	77,914	11	2	62,135	14	2	52,899	1	1	46,274	4	2	70,899	34	2
HIGH	110,038	15%		107,289	32%		78,202	41%		52,899	3%		48,007	12%		110,038		
LOW	71,452			59,598			52,899			52,899			45,696			45,696		
SAL FAC	0.94			0.96			0.91			0.75			0.84			0.88		
REGION I																		
AVG	91,772	29	9	73,965	34	9	59,276	29	9	61,612	9	5	39,896	16	3	69,755	108	10
HIGH	158,134	27%		108,567	32%		80,000	27%		80,000	8%		54,000	15%		158,134		
LOW	68,254			52,612			34,705			47,008			23,814			23,814		
SAL FAC	0.70			0.85			0.76			0.87			0.79			0.69		
REGION II																		
AVG	102,371	70	14	80,590	58	13	62,515	66	14	62,333	12	9	43,099	34	8	76,454	228	14
HIGH	189,192	31%		150,000	25%		79,310	29%		75,000	5%		71,210	15%		189,192		
LOW	70,979			56,554			40,000			56,000			25,929			25,929		
SAL FAC	0.84			0.95			0.84			0.84			0.84			0.83		
REGION III																		
AVG	126,473	114	23	83,978	143	23	69,172	144	24	67,387	19	13	50,596	83	15	83,857	484	24
HIGH	208,545	24%		144,425	30%		107,636	30%		98,000	4%		85,767	17%		208,545		
LOW	76,911			58,155			34,216			41,650			26,235			26,235		
SAL FAC	0.95			0.91			0.86			0.85			0.86			0.83		
REGION IV																		
AVG	104,490	61	15	74,539	83	16	64,667	95	17	68,443	20	11	49,807	48	12	73,501	287	17
HIGH	195,500	21%		108,335	29%		81,250	33%		76,000	7%		90,097	17%		195,500		
LOW	68,953			52,648			36,691			59,223			35,000			35,000		
SAL FAC	0.84			0.87			0.86			0.90			0.98			0.81		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 31.0501 Health and Physical Education/Fitness, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,944	78 18	81,182	97 18	65,082	100 18	65,481	21 13	48,893	51 11	76,160	326 21
HIGH	195,500	24%	150,000	30%	107,636	31%	80,000	6%	71,210	16%	195,500	
LOW	68,254		56,554		36,691		56,000		25,929		25,929	
SAL FAC	0.80		0.92		0.84		0.86		0.92		0.79	
TENURED/TENURE TRACK												
AVG	101,022	54 12	77,598	67 13	65,470	56 13	66,046	13 8			80,907	177 14
HIGH	195,500	31%	103,247	38%	79,310	32%	76,000	7%			195,500	
LOW	68,254		56,600		40,000		59,000				40,000	
SAL FAC	0.78		0.88		0.83		0.84				0.77	
NONTENURE TRACK												
AVG					49,000	9 3			47,032	44 9	47,366	53 9
HIGH					63,000	17%			71,210	83%	71,210	
LOW					40,000				25,929		25,929	
SAL FAC					0.67				0.88		0.71	
RES UNIV/VERY HIGH ACTVTY												
AVG	111,024	47 10	83,785	57 10	68,622	61 10	68,214	14 9	52,637	25 7	81,556	190 10
HIGH	195,500	25%	150,000	30%	107,636	32%	80,000	7%	66,592	13%	195,500	
LOW	75,775		56,554		36,691		56,000		40,174		36,691	
SAL FAC	0.83		0.92		0.86		0.88		0.96		0.80	
RES UNIV/HIGH ACTIVITY												
AVG	88,177	31 8	77,474	40 8	59,545	39 8	60,014	7 4	45,294	26 4	68,620	136 11
HIGH	126,600	23%	103,247	29%	79,310	29%	64,000	5%	71,210	19%	126,600	
LOW	68,254		56,600		40,000		56,000		25,929		25,929	
SAL FAC	0.81		0.96		0.83		0.83		0.90		0.83	
REGION I												
AVG	78,901	10 2	59,243	5 2	60,982	4 1	56,750	2 1			69,955	19 2
HIGH	102,157	53%	64,928	26%	68,640	21%	57,500	11%			102,157	
LOW	68,254		56,600		56,000		56,000				56,000	
SAL FAC	0.60		0.68		0.78		0.80				0.69	
REGION II												
AVG	101,489	30 8	78,749	38 8	62,159	43 8	61,889	9 6	43,628	27 6	71,652	138 9
HIGH	189,192	22%	150,000	28%	79,310	31%	75,000	7%	71,210	20%	189,192	
LOW	70,979		56,554		40,000		56,000		25,929		25,929	
SAL FAC	0.83		0.93		0.83		0.83		0.85		0.78	
REGION III												
AVG	111,806	15 4	88,362	40 4	68,566	25 4	71,867	3 2	55,982	14 2	82,015	94 5
HIGH	146,303	16%	144,425	43%	107,636	27%	80,000	3%	70,564	15%	146,303	
LOW	76,911		66,525		45,000		60,600		41,185		41,185	
SAL FAC	0.84		0.96		0.85		0.90		0.96		0.81	
REGION IV												
AVG	106,123	23 4	75,110	14 4	67,046	28 5	69,857	7 4	53,185	10 3	78,687	75 5
HIGH	195,500	31%	90,594	19%	78,283	37%	76,000	9%	65,519	13%	195,500	
LOW	75,775		65,565		36,691		61,000		45,900		36,691	
SAL FAC	0.85		0.88		0.89		0.92		1.05		0.86	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 31.0504 Sport and Fitness Administration/Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	131,518	5	3	86,255	22	5	70,440	14	5	75,000	1	1	65,037	5	3	84,055	46	6
HIGH	179,442	11%		124,915	48%		99,102	30%		75,000	2%		90,097	11%		179,442		
LOW	71,452			59,598			55,000			75,000			48,007			48,007		
SAL FAC	1.03			0.98			0.91			0.99			1.22			0.87		
TENURED/TENURE TRACK																		
AVG	127,118	4	2	86,255	22	5	70,440	14	5	75,000	1	1				84,806	40	5
HIGH	179,442	10%		124,915	55%		99,102	35%		75,000	3%					179,442		
LOW	71,452			59,598			55,000			75,000						55,000		
SAL FAC	0.98			0.98			0.89			0.96						0.81		
NONTENURE TRACK																		
AVG													65,037	5	3	65,037	5	3
HIGH													90,097	100%		90,097		
LOW													48,007			48,007		
SAL FAC													1.21			0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	145,673	3	1	99,660	11	2	84,417	6	2	75,000	1	1	69,295	4	2	96,540	24	2
HIGH	179,442	13%		124,915	46%		99,102	25%		75,000	4%		90,097	17%		179,442		
LOW	121,636			89,000			75,000			75,000			50,565			50,565		
SAL FAC	1.09			1.10			1.05			0.96			1.26			0.95		
RES UNIV/HIGH ACTIVITY																		
AVG	149,120	1	1	74,830	5	2	63,531	3	2							79,318	9	3
HIGH	149,120	11%		86,050	56%		66,560	33%								149,120		
LOW	149,120			63,604			60,320									60,320		
SAL FAC	1.37			0.93			0.89									0.96		
DOCTORAL RES UNIV																		
AVG	71,452	1	1	71,201	6	1	57,812	5	1				48,007	1	1	64,287	13	1
HIGH	71,452	8%		107,289	46%		60,000	39%					48,007	8%		107,289		
LOW	71,452			59,598			55,000						48,007			48,007		
SAL FAC	0.67			0.87			0.85						0.87			0.80		
REGION III																		
AVG	146,535	4	2	97,385	7	2	87,306	3	2				74,719	1	1	106,965	15	3
HIGH	179,442	27%		124,915	47%		99,102	20%					74,719	7%		179,442		
LOW	121,636			66,873			63,713						74,719			63,713		
SAL FAC	1.11			1.06			1.08						1.28			1.06		
REGION IV																		
AVG	71,452	1	1	81,061	15	3	65,840	11	3	75,000	1	1	62,617	4	2	72,970	31	3
HIGH	71,452	3%		108,335	48%		81,250	36%		75,000	3%		90,097	13%		108,335		
LOW	71,452			59,598			55,000			75,000			48,007			48,007		
SAL FAC	0.58			0.95			0.87			0.99			1.24			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 31.0505 Kinesiology and Exercise Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,430	169	33	78,885	151	33	66,617	174	37	67,093	33	21	49,144	86	19	82,026	580	37
HIGH	208,545	29%		125,400	26%		98,000	30%		98,000	6%		85,767	15%		208,545		
LOW	68,953			52,648			34,216			47,008			26,235			26,235		
SAL FAC	0.92			0.90			0.86			0.88			0.92			0.85		
TENURED/TENURE TRACK																		
AVG	114,729	141	27	79,682	116	27	67,822	107	28	67,857	22	15				89,772	364	29
HIGH	208,545	39%		125,400	32%		91,324	29%		81,000	6%					208,545		
LOW	68,953			52,648			50,790			56,000						50,790		
SAL FAC	0.88			0.91			0.85			0.87						0.86		
NONTENURE TRACK																		
AVG	124,116	2	2	68,233	6	5	60,657	27	11	56,336	3	2	49,724	79	16	54,593	114	19
HIGH	168,545	2%		100,672	5%		86,511	24%		64,000	3%		85,767	69%		168,545		
LOW	79,687			56,043			34,216			47,008			27,000			27,000		
SAL FAC	1.10			0.74			0.83			0.80			0.93			0.81		
RES UNIV/VERY HIGH ACTVTY																		
AVG	121,756	133	19	80,645	107	20	69,360	124	22	69,477	22	12	50,892	58	10	86,196	422	22
HIGH	208,545	32%		125,400	25%		98,000	29%		98,000	5%		85,767	14%		208,545		
LOW	68,953			54,149			34,216			58,000			33,099			33,099		
SAL FAC	0.91			0.89			0.87			0.89			0.93			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	101,451	36	14	74,605	44	13	59,815	50	15	62,325	11	9	45,523	28	9	70,888	158	15
HIGH	145,731	23%		107,222	28%		80,000	32%		80,000	7%		66,667	18%		145,731		
LOW	72,842			52,648			40,400			47,008			26,235			26,235		
SAL FAC	0.93			0.92			0.84			0.86			0.91			0.86		
REGION I																		
AVG	100,400	16	6	76,348	20	6	59,379	22	7	63,002	7	4	45,624	4	1	74,551	62	7
HIGH	158,134	26%		107,222	32%		80,000	36%		80,000	11%		53,061	7%		158,134		
LOW	72,842			54,149			34,705			47,008			34,434			34,434		
SAL FAC	0.76			0.88			0.76			0.89			0.91			0.74		
REGION II																		
AVG	103,032	40	6	84,087	20	5	63,182	23	6	63,667	3	3	41,057	7	3	83,818	90	6
HIGH	145,731	44%		104,201	22%		73,217	26%		70,000	3%		46,550	8%		145,731		
LOW	74,200			60,000			40,400			56,000			27,000			27,000		
SAL FAC	0.85			0.99			0.85			0.86			0.80			0.91		
REGION III																		
AVG	133,460	78	12	82,527	63	12	71,895	76	13	70,655	11	7	51,778	43	8	89,614	260	13
HIGH	208,545	30%		125,400	24%		98,000	29%		98,000	4%		85,767	17%		208,545		
LOW	82,817			58,155			34,216			52,000			26,235			26,235		
SAL FAC	1.01			0.90			0.89			0.89			0.88			0.89		
REGION IV																		
AVG	105,948	35	9	72,994	48	10	63,543	53	11	67,071	12	7	47,812	32	7	72,081	168	11
HIGH	193,495	21%		103,497	29%		76,000	32%		75,000	7%		66,667	19%		193,495		
LOW	68,953			52,648			49,800			59,223			35,000			35,000		
SAL FAC	0.85			0.85			0.84			0.88			0.94			0.79		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 32.01 Basic Skills and Developmental/Remedial Education

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	108,474	2 1	65,056	6 2	56,348	5 2	60,000	1 1	40,954	21 6	51,443	34 6
HIGH	131,074	6%	71,870	18%	60,788	15%	60,000	3%	61,082	62%	131,074	
LOW	85,166		56,870		46,000		60,000		18,221		18,221	
SAL FAC	0.85		0.74		0.73		0.79		0.77		0.53	
TENURED/TENURE TRACK												
AVG	108,474	2 1	65,056	6 2	58,935	4 1	60,000	1 1	61,082	1 1	69,547	13 2
HIGH	131,074	15%	71,870	46%	60,788	31%	60,000	8%	61,082	8%	131,074	
LOW	85,166		56,870		57,000		60,000		61,082		56,870	
SAL FAC	0.83		0.74		0.74		0.77		1.06		0.67	
NONTENURE TRACK												
AVG					46,000	1 1			40,687	12 4	41,096	13 4
HIGH					46,000	8%			50,392	92%	50,392	
LOW					46,000				29,496		29,496	
SAL FAC					0.63				0.76		0.61	
RES UNIV/VERY HIGH ACTVTY												
AVG	108,474	2 1	65,056	6 2	56,348	5 2	60,000	1 1	43,591	10 3	57,606	23 3
HIGH	131,074	9%	71,870	26%	60,788	22%	60,000	4%	61,082	44%	131,074	
LOW	85,166		56,870		46,000		60,000		29,496		29,496	
SAL FAC	0.81		0.72		0.70		0.77		0.79		0.57	
RES UNIV/HIGH ACTIVITY												
AVG									38,556	11 3	38,556	11 3
HIGH									58,930	100%	58,930	
LOW									18,221		18,221	
SAL FAC									0.77		0.47	
REGION I												
AVG									38,560	12 2	38,560	12 2
HIGH									58,930	100%	58,930	
LOW									18,221		18,221	
SAL FAC									0.77		0.38	
REGION III												
AVG	108,474	2 1	68,341	2 1	58,935	4 1	60,000	1 1	50,541	2 2	69,045	10 2
HIGH	131,074	20%	71,870	20%	60,788	40%	60,000	10%	61,082	20%	131,074	
LOW	85,166		66,574		57,000		60,000		40,000		40,000	
SAL FAC	0.82		0.74		0.73		0.75		0.86		0.69	
REGION IV												
AVG			63,414	4 1	46,000	1 1			42,318	7 2	49,657	12 2
HIGH			67,002	33%	46,000	8%			50,392	58%	67,002	
LOW			56,870		46,000				35,947		35,947	
SAL FAC			0.74		0.61				0.83		0.55	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 32.0101 Basic Skills and Developmental/Remedial Education, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			63,414	4 1	46,000	1 1			40,462	15 3	45,329	20 3
HIGH			67,002	20%	46,000	5%			58,930	75%	67,002	
LOW			56,870		46,000				18,221		18,221	
SAL FAC			0.72		0.59				0.76		0.47	
TENURED/TENURE TRACK												
AVG			63,414	4 1							63,414	4 1
HIGH			67,002	100%							67,002	
LOW			56,870								56,870	
SAL FAC			0.72								0.61	
NONTENURE TRACK												
AVG					46,000	1 1			42,318	7 2	42,779	8 2
HIGH					46,000	13%			50,392	88%	50,392	
LOW					46,000				35,947		35,947	
SAL FAC					0.63				0.79		0.64	
RES UNIV/VERY HIGH ACTVTY												
AVG			63,414	4 1	46,000	1 1			44,561	5 1	52,246	10 1
HIGH			67,002	40%	46,000	10%			50,392	50%	67,002	
LOW			56,870		46,000				41,000		41,000	
SAL FAC			0.70		0.57				0.81		0.51	
RES UNIV/HIGH ACTIVITY												
AVG									38,412	10 2	38,412	10 2
HIGH									58,930	100%	58,930	
LOW									18,221		18,221	
SAL FAC									0.77		0.47	
REGION I												
AVG									38,837	8 1	38,837	8 1
HIGH									58,930	100%	58,930	
LOW									18,221		18,221	
SAL FAC									0.77		0.38	
REGION IV												
AVG			63,414	4 1	46,000	1 1			42,318	7 2	49,657	12 2
HIGH			67,002	33%	46,000	8%			50,392	58%	67,002	
LOW			56,870		46,000				35,947		35,947	
SAL FAC			0.74		0.61				0.83		0.55	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 38. PHILOSOPHY AND RELIGIOUS STUDIES

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,940	585 97	73,402	500 92	59,773	350 90	58,102	62 41	42,601	154 48	81,971	1,589 101
HIGH	269,570	37%	156,186	32%	90,184	22%	73,000	4%	94,481	10%	269,570	
LOW	45,539		35,024		29,000		36,000		16,740		16,740	
SAL FAC	0.88		0.84		0.77		0.76		0.80		0.85	
TENURED/TENURE TRACK												
AVG	116,193	435 67	74,020	356 64	61,351	238 62	59,612	41 26	51,771	4 1	88,774	1,033 71
HIGH	269,570	42%	156,186	35%	90,184	23%	73,000	4%	58,998	0%	269,570	
LOW	57,324		35,024		40,000		50,000		42,202		35,024	
SAL FAC	0.89		0.84		0.77		0.76		0.89		0.85	
NONTENURE TRACK												
AVG	95,000	3 2	58,001	4 3	47,687	28 18	48,126	6 6	41,957	126 37	44,341	161 46
HIGH	105,000	2%	72,000	3%	73,136	17%	52,000	4%	94,481	78%	105,000	
LOW	80,000		42,002		29,000		42,753		16,740		16,740	
SAL FAC	0.84		0.63		0.65		0.68		0.78		0.66	
RES UNIV/VERY HIGH ACTVTY												
AVG	117,762	433 54	75,296	311 50	61,885	241 50	60,129	43 28	42,085	94 25	86,449	1,079 54
HIGH	269,570	40%	156,186	29%	90,184	22%	73,000	4%	85,970	9%	269,570	
LOW	56,111		48,915		36,000		36,000		29,423		29,423	
SAL FAC	0.88		0.83		0.77		0.77		0.77		0.85	
RES UNIV/HIGH ACTIVITY												
AVG	99,215	137 38	69,617	164 38	54,578	95 35	53,514	19 13	42,885	56 21	72,115	452 42
HIGH	191,280	30%	118,220	36%	78,329	21%	68,000	4%	94,481	12%	191,280	
LOW	45,539		35,024		29,000		42,753		16,740		16,740	
SAL FAC	0.91		0.86		0.76		0.74		0.86		0.88	
DOCTORAL RES UNIV												
AVG	99,105	15 5	74,675	25 4	58,657	14 5			50,783	4 2	75,479	58 5
HIGH	122,142	26%	101,203	43%	71,888	24%			66,521	7%	122,142	
LOW	57,324		59,379		51,500				40,788		40,788	
SAL FAC	0.93		0.92		0.86				0.93		0.94	
REGION I												
AVG	108,436	59 17	72,518	70 12	57,995	35 14	53,921	6 6	43,204	15 9	79,061	179 18
HIGH	183,257	33%	104,126	39%	67,728	20%	65,760	3%	53,100	8%	183,257	
LOW	48,214		56,057		42,753		42,753		33,613		33,613	
SAL FAC	0.82		0.83		0.74		0.76		0.86		0.78	
REGION II												
AVG	104,210	149 24	71,202	125 24	58,530	94 23	56,595	22 11	44,597	43 10	77,486	411 24
HIGH	223,763	36%	156,186	30%	82,132	23%	68,000	5%	94,481	11%	223,763	
LOW	45,539		42,002		39,193		45,000		16,740		16,740	
SAL FAC	0.85		0.84		0.78		0.76		0.87		0.84	
REGION III												
AVG	125,610	203 31	79,397	162 31	63,528	108 27	61,382	17 12	45,029	37 14	91,938	510 32
HIGH	269,570	40%	145,000	32%	90,184	21%	73,000	3%	65,218	7%	269,570	
LOW	63,039		35,024		29,000		40,989		30,024		29,000	
SAL FAC	0.95		0.86		0.79		0.77		0.77		0.91	
REGION IV												
AVG	107,161	174 25	68,966	143 25	57,768	113 26	58,248	17 12	39,471	59 15	76,411	489 27
HIGH	194,563	36%	116,023	29%	71,240	23%	67,800	4%	85,970	12%	194,563	
LOW	57,324		50,451		36,000		36,000		28,000		28,000	
SAL FAC	0.86		0.80		0.76		0.77		0.78		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 38.01 Philosophy

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	112,406	458	94	72,544	380	91	60,184	248	86	57,273	46	31	40,794	107	39	82,430	1,193	98
HIGH	269,570	38%		156,186	32%		90,184	21%		73,000	4%		85,970	9%		269,570		
LOW	45,539			35,024			36,000			36,000			16,740			16,740		
SAL FAC	0.88			0.83			0.78			0.75			0.77			0.86		
TENURED/TENURE TRACK																		
AVG	116,622	339	66	73,050	270	64	61,545	168	60	59,468	31	20	58,998	1	1	89,533	778	70
HIGH	269,570	44%		156,186	35%		90,184	22%		73,000	4%		58,998	0%		269,570		
LOW	63,039			35,024			45,522			50,000			58,998			35,024		
SAL FAC	0.90			0.83			0.78			0.76			1.02			0.86		
NONTENURE TRACK																		
AVG				42,002	1	1	49,544	14	12	46,688	4	4	39,983	88	30	41,302	103	36
HIGH				42,002	1%		73,136	14%		50,000	4%		85,970	85%		85,970		
LOW				42,002			39,680			42,753			16,740			16,740		
SAL FAC				0.45			0.68			0.66			0.75			0.62		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,795	340	53	74,804	220	50	62,764	162	49	59,767	31	22	41,127	66	19	88,058	788	53
HIGH	269,570	43%		156,186	28%		90,184	21%		73,000	4%		85,970	8%		269,570		
LOW	56,111			48,915			36,000			36,000			29,423			29,423		
SAL FAC	0.88			0.82			0.78			0.77			0.75			0.86		
RES UNIV/HIGH ACTIVITY																		
AVG	96,693	113	38	68,904	144	38	54,865	79	34	52,118	15	9	40,101	39	19	71,325	375	42
HIGH	191,280	30%		118,220	38%		78,329	21%		62,000	4%		79,330	10%		191,280		
LOW	45,539			35,024			40,000			42,753			16,740			16,740		
SAL FAC	0.89			0.85			0.77			0.72			0.80			0.87		
DOCTORAL RES UNIV																		
AVG	101,102	5	3	74,235	16	3	60,487	7	3				43,304	2	1	73,443	30	3
HIGH	116,923	17%		101,203	53%		71,888	23%					45,819	7%		116,923		
LOW	74,227			59,379			52,899						40,788			40,788		
SAL FAC	0.95			0.91			0.89						0.79			0.91		
REGION I																		
AVG	107,271	50	16	73,231	53	12	57,725	26	12	51,941	4	4	41,702	10	7	80,307	139	17
HIGH	183,257	36%		104,126	38%		67,728	19%		62,000	3%		53,100	7%		183,257		
LOW	48,214			56,057			42,753			42,753			33,613			33,613		
SAL FAC	0.81			0.84			0.74			0.73			0.83			0.79		
REGION II																		
AVG	102,314	118	23	69,055	93	23	58,065	70	22	55,925	20	10	40,055	30	9	76,403	311	23
HIGH	223,763	38%		156,186	30%		82,132	23%		65,000	6%		79,330	10%		223,763		
LOW	45,539			42,002			39,680			45,000			16,740			16,740		
SAL FAC	0.84			0.82			0.78			0.75			0.78			0.83		
REGION III																		
AVG	126,790	177	31	79,916	131	31	66,408	77	27	62,499	11	8	43,832	21	10	95,923	406	32
HIGH	269,570	44%		145,000	32%		90,184	19%		73,000	3%		65,218	5%		269,570		
LOW	63,039			35,024			40,000			40,989			30,024			30,024		
SAL FAC	0.96			0.87			0.82			0.79			0.75			0.95		
REGION IV																		
AVG	102,688	113	24	65,965	103	25	56,623	75	25	56,436	11	9	39,691	46	13	72,613	337	26
HIGH	194,563	34%		101,203	31%		69,018	22%		67,800	3%		85,970	14%		194,563		
LOW	67,370			50,451			36,000			36,000			29,423			29,423		
SAL FAC	0.83			0.77			0.75			0.74			0.78			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 38.0101 Philosophy

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	113,509	433	85	72,926	329	80	60,481	220	76	56,969	39	26	40,402	92	32	83,952	1,074	88
HIGH	269,570	40%		156,186	31%		90,184	21%		70,000	4%		85,970	9%		269,570		
LOW	45,539			42,002			36,000			36,000			16,740			16,740		
SAL FAC	0.89			0.83			0.78			0.75			0.76			0.87		
TENURED/TENURE TRACK																		
AVG	118,178	318	58	73,466	231	55	61,825	146	52	58,940	25	16	58,998	1	1	91,432	696	61
HIGH	269,570	46%		156,186	33%		90,184	21%		70,000	4%		58,998	0%		269,570		
LOW	64,432			48,915			45,522			50,000			58,998			45,522		
SAL FAC	0.91			0.83			0.78			0.75			1.02			0.88		
NONTENURE TRACK																		
AVG				42,002	1	1	50,633	11	9	48,000	3	3	39,429	75	24	40,875	87	29
HIGH				42,002	1%		73,136	13%		50,000	3%		85,970	86%		85,970		
LOW				42,002			39,680			45,000			16,740			16,740		
SAL FAC				0.45			0.69			0.68			0.74			0.61		
RES UNIV/VERY HIGH ACTVTY																		
AVG	118,199	334	51	74,985	208	48	62,803	155	47	58,924	29	21	40,881	60	17	88,854	757	51
HIGH	269,570	44%		156,186	28%		90,184	21%		70,000	4%		85,970	8%		269,570		
LOW	56,111			48,915			36,000			36,000			29,423			29,423		
SAL FAC	0.88			0.82			0.78			0.76			0.74			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	97,490	98	33	68,939	118	31	54,433	63	28	51,301	10	5	39,504	32	15	71,969	311	36
HIGH	191,280	32%		118,220	38%		71,358	20%		62,000	3%		79,330	10%		191,280		
LOW	45,539			42,002			40,000			45,000			16,740			16,740		
SAL FAC	0.89			0.85			0.76			0.71			0.79			0.87		
DOCTORAL RES UNIV																		
AVG	116,923	1	1	87,042	3	1	71,088	2	1							86,704	6	1
HIGH	116,923	17%		91,756	50%		71,888	33%								116,923		
LOW	116,923			83,085			70,288									70,288		
SAL FAC	1.10			1.07			1.04									1.08		
REGION I																		
AVG	108,686	45	14	74,028	39	10	58,717	21	10	55,004	3	3	43,393	5	5	83,891	110	15
HIGH	183,257	41%		104,126	36%		67,728	19%		62,000	3%		53,100	5%		183,257		
LOW	48,214			56,057			45,000			45,000			33,613			33,613		
SAL FAC	0.83			0.85			0.75			0.78			0.86			0.83		
REGION II																		
AVG	102,314	118	23	69,055	93	23	58,065	70	22	55,925	20	10	40,055	30	9	76,403	311	23
HIGH	223,763	38%		156,186	30%		82,132	23%		65,000	6%		79,330	10%		223,763		
LOW	45,539			42,002			39,680			45,000			16,740			16,740		
SAL FAC	0.84			0.82			0.78			0.75			0.78			0.83		
REGION III																		
AVG	130,376	160	25	82,298	104	23	68,973	57	20	63,498	5	4	43,015	13	6	101,527	334	25
HIGH	269,570	48%		145,000	31%		90,184	17%		70,000	2%		65,218	4%		269,570		
LOW	66,657			60,849			40,000			40,989			30,024			30,024		
SAL FAC	0.98			0.89			0.86			0.80			0.73			1.01		
REGION IV																		
AVG	102,956	110	23	65,856	93	24	56,621	72	24	56,436	11	9	39,527	44	12	72,933	319	25
HIGH	194,563	35%		87,563	29%		69,018	23%		67,800	3%		85,970	14%		194,563		
LOW	67,370			50,451			36,000			36,000			29,423			29,423		
SAL FAC	0.83			0.77			0.75			0.74			0.78			0.80		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 38.02 Religion/Religious Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	116,105	119 33	76,172	111 33	58,795	97 34	60,486	16 13	46,203	45 18	80,790	372 40
HIGH	185,800	32%	116,023	30%	71,240	26%	68,000	4%	94,481	12%	185,800	
LOW	73,261		56,070		29,000		50,004		25,867		25,867	
SAL FAC	0.91		0.87		0.76		0.80		0.87		0.84	
TENURED/TENURE TRACK												
AVG	115,280	95 25	77,065	86 25	60,965	69 27	60,060	10 8	49,362	3 1	86,695	253 31
HIGH	185,800	38%	116,023	34%	71,240	27%	68,000	4%	57,480	1%	185,800	
LOW	73,261		56,070		40,000		54,000		42,202		40,000	
SAL FAC	0.89		0.88		0.77		0.77		0.85		0.83	
NONTENURE TRACK												
AVG	95,000	3 2	63,333	3 2	45,395	13 7	51,002	2 2	46,531	38 16	49,707	57 20
HIGH	105,000	5%	72,000	5%	52,899	23%	52,000	4%	94,481	67%	105,000	
LOW	80,000		59,000		29,000		50,004		25,867		25,867	
SAL FAC	0.84		0.69		0.62		0.73		0.87		0.74	
RES UNIV/VERY HIGH ACTVTY												
AVG	117,641	93 25	76,484	91 26	60,143	78 25	61,065	12 9	44,341	28 13	82,184	290 29
HIGH	185,800	32%	116,023	31%	71,240	27%	68,000	4%	62,094	10%	185,800	
LOW	73,261		56,070		39,193		50,004		32,940		32,940	
SAL FAC	0.88		0.84		0.75		0.78		0.81		0.81	
RES UNIV/HIGH ACTIVITY												
AVG	111,086	24 7	74,751	20 7	53,164	16 8	58,750	4 4	49,271	17 5	75,965	77 10
HIGH	166,667	31%	85,878	26%	68,491	21%	68,000	5%	94,481	22%	166,667	
LOW	77,020		58,519		29,000		54,000		25,867		25,867	
SAL FAC	1.02		0.92		0.74		0.81		0.98		0.92	
DOCTORAL RES UNIV												
AVG	104,893	2 1			53,781	3 1					74,226	5 1
HIGH	110,038	40%			55,544	60%					110,038	
LOW	99,748				52,899						52,899	
SAL FAC	0.99				0.79						0.92	
REGION I												
AVG	114,912	9 5	70,294	17 5	58,777	9 5	57,882	2 2	46,208	5 3	74,731	40 7
HIGH	151,500	23%	77,638	43%	66,960	23%	65,760	5%	51,500	13%	151,500	
LOW	81,396		60,159		50,000		50,004		40,856		40,856	
SAL FAC	0.87		0.81		0.75		0.82		0.92		0.74	
REGION II												
AVG	114,177	24 6	78,218	23 7	59,633	21 7	63,300	2 2	54,500	11 1	80,899	79 7
HIGH	166,667	30%	94,493	29%	70,000	27%	68,000	3%	94,481	14%	166,667	
LOW	82,683		58,807		39,193		58,600		25,867		25,867	
SAL FAC	0.94		0.92		0.80		0.85		1.06		0.88	
REGION III												
AVG	117,581	26 9	77,203	31 10	56,375	31 9	59,333	6 4	46,601	16 7	76,381	104 11
HIGH	175,000	25%	105,817	30%	68,565	30%	68,000	6%	57,480	15%	175,000	
LOW	77,020		59,000		29,000		52,000		32,940		29,000	
SAL FAC	0.89		0.84		0.70		0.75		0.80		0.76	
REGION IV												
AVG	116,416	60 13	76,694	40 11	60,395	36 13	61,569	6 5	38,692	13 7	85,436	149 15
HIGH	185,800	40%	116,023	27%	71,240	24%	67,000	4%	62,094	9%	185,800	
LOW	73,261		56,070		42,840		54,000		28,000		28,000	
SAL FAC	0.94		0.89		0.80		0.81		0.76		0.94	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 38.0201 Religion/Religious Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,143	99	28	75,819	100	29	59,109	84	31	62,148	12	11	46,447	34	13	80,209	317	34
HIGH	185,800	31%		116,023	32%		71,240	27%		68,000	4%		94,481	11%		185,800		
LOW	73,261			56,070			29,000			54,000			25,867			25,867		
SAL FAC	0.89			0.86			0.76			0.82			0.87			0.83		
TENURED/TENURE TRACK																		
AVG	112,586	77	20	76,265	77	22	60,804	62	24	60,075	8	8				84,775	216	25
HIGH	185,800	36%		116,023	36%		71,240	29%		68,000	4%					185,800		
LOW	73,261			56,070			40,000			54,000						40,000		
SAL FAC	0.87			0.87			0.77			0.77						0.81		
NONTENURE TRACK																		
AVG	92,500	2	1	72,000	1	1	41,541	8	4				47,210	30	12	48,917	41	15
HIGH	105,000	5%		72,000	2%		50,000	20%					94,481	73%		105,000		
LOW	80,000			72,000			29,000						25,867			25,867		
SAL FAC	0.82			0.78			0.57						0.88			0.73		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,290	77	22	76,086	80	22	60,508	68	23	63,847	8	7	43,622	17	8	81,902	242	25
HIGH	185,800	32%		116,023	33%		71,240	28%		68,000	3%		62,094	7%		185,800		
LOW	73,261			56,070			39,193			58,600			34,000			34,000		
SAL FAC	0.86			0.84			0.75			0.82			0.79			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	110,129	22	6	74,751	20	7	53,164	16	8	58,750	4	4	49,271	17	5	74,748	75	9
HIGH	166,667	29%		85,878	27%		68,491	21%		68,000	5%		94,481	23%		166,667		
LOW	77,020			58,519			29,000			54,000			25,867			25,867		
SAL FAC	1.01			0.92			0.74			0.81			0.98			0.91		
REGION I																		
AVG	109,130	7	5	69,455	15	5	61,284	7	5	65,760	1	1	44,886	4	3	73,159	33	7
HIGH	151,500	21%		77,638	46%		66,960	21%		65,760	3%		50,000	12%		151,500		
LOW	81,396			60,159			53,952			65,760			40,856			40,856		
SAL FAC	0.83			0.80			0.78			0.93			0.89			0.72		
REGION II																		
AVG	114,177	24	6	78,218	23	7	59,633	21	7	63,300	2	2	54,500	11	1	80,899	79	7
HIGH	166,667	30%		94,493	29%		70,000	27%		68,000	3%		94,481	14%		166,667		
LOW	82,683			58,807			39,193			58,600			25,867			25,867		
SAL FAC	0.94			0.92			0.80			0.85			1.06			0.88		
REGION III																		
AVG	109,629	13	5	76,058	22	6	55,484	20	6	61,333	3	3	49,525	6	2	73,857	61	6
HIGH	150,000	21%		105,817	36%		68,565	33%		68,000	5%		53,320	10%		150,000		
LOW	77,020			60,855			29,000			56,000			43,310			29,000		
SAL FAC	0.83			0.83			0.69			0.77			0.85			0.73		
REGION IV																		
AVG	115,833	55	12	76,694	40	11	60,395	36	13	61,569	6	5	38,692	13	7	84,137	144	14
HIGH	185,800	38%		116,023	28%		71,240	25%		67,000	4%		62,094	9%		185,800		
LOW	73,261			56,070			42,840			54,000			28,000			28,000		
SAL FAC	0.93			0.89			0.80			0.81			0.76			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 38.0206 Jewish/Judaic Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	128,142	18 9	78,124	10 6	57,661	10 5	55,501	4 3	45,451	11 6	84,987	49 12
HIGH	175,000	37%	101,947	20%	68,370	20%	60,000	8%	57,480	22%	175,000	
LOW	79,008		59,000		43,391		50,004		32,940		32,940	
SAL FAC	1.00		0.89		0.74		0.73		0.85		0.88	
TENURED/TENURE TRACK												
AVG	129,541	16 8	82,904	8 5	63,536	6 3	60,000	2 1	49,362	3 1	98,945	33 9
HIGH	175,000	49%	101,947	24%	68,370	18%	60,000	6%	57,480	9%	175,000	
LOW	79,008		67,061		60,000		60,000		42,202		42,202	
SAL FAC	1.00		0.94		0.80		0.77		0.85		0.95	
NONTENURE TRACK												
AVG	100,000	1 1	59,000	2 1	50,668	3 2	51,002	2 2	43,985	8 5	51,563	14 6
HIGH	100,000	7%	59,000	14%	52,000	21%	52,000	14%	55,000	57%	100,000	
LOW	100,000		59,000		50,000		50,004		32,940		32,940	
SAL FAC	0.89		0.64		0.69		0.73		0.82		0.77	
RES UNIV/VERY HIGH ACTVTY												
AVG	128,958	16 8	78,124	10 6	57,661	10 5	55,501	4 3	45,451	11 6	83,428	47 11
HIGH	175,000	34%	101,947	21%	68,370	21%	60,000	9%	57,480	23%	175,000	
LOW	79,008		59,000		43,391		50,004		32,940		32,940	
SAL FAC	0.96		0.86		0.72		0.71		0.83		0.82	
RES UNIV/HIGH ACTIVITY												
AVG	121,616	2 1									121,616	2 1
HIGH	140,492	100%									140,492	
LOW	102,740										102,740	
SAL FAC	1.11										1.48	
REGION I												
AVG	135,150	2 2	76,589	2 1	50,002	2 1	50,004	1 1	51,500	1 1	82,140	7 3
HIGH	136,400	29%	77,378	29%	50,004	29%	50,004	14%	51,500	14%	136,400	
LOW	133,900		75,800		50,000		50,004		51,500		50,000	
SAL FAC	1.03		0.88		0.64		0.71		1.02		0.81	
REGION III												
AVG	129,285	11 5	78,507	8 5	59,576	8 4	57,333	3 2	44,846	10 5	80,412	37 7
HIGH	175,000	30%	101,947	22%	68,370	22%	60,000	8%	57,480	27%	175,000	
LOW	79,008		59,000		43,391		52,000		32,940		32,940	
SAL FAC	0.98		0.85		0.74		0.72		0.77		0.80	
REGION IV												
AVG	122,826	5 2									122,826	5 2
HIGH	152,180	100%									152,180	
LOW	102,740										102,740	
SAL FAC	0.99										1.35	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40. PHYSICAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	127,068	4,599	113	84,088	2,009	114	72,550	1,660	114	69,923	222	85	51,817	495	72	102,636	8,763	114
HIGH	418,957	53%		156,104	23%		116,000	19%		116,000	3%		106,321	6%		418,957		
LOW	30,772			21,450			16,000			16,000			25,384			16,000		
SAL FAC	0.99			0.96			0.94			0.92			0.97			1.07		
TENURED/TENURE TRACK																		
AVG	128,232	3,499	83	84,901	1,391	84	75,614	1,035	84	72,848	136	60	62,821	11	4	108,783	5,936	84
HIGH	418,957	59%		153,842	23%		116,000	17%		116,000	2%		80,667	0%		418,957		
LOW	30,772			21,450			48,287			55,000			43,182			21,450		
SAL FAC	0.99			0.96			0.95			0.93			1.09			1.04		
NONTENURE TRACK																		
AVG	93,268	57	15	75,519	102	24	58,122	179	37	50,961	15	8	52,124	389	50	60,109	727	56
HIGH	168,000	8%		109,235	14%		91,800	25%		63,818	2%		106,321	54%		168,000		
LOW	42,141			39,470			28,280			32,000			25,384			25,384		
SAL FAC	0.83			0.82			0.79			0.73			0.97			0.90		
RES UNIV/VERY HIGH ACTVTY																		
AVG	131,706	3,667	64	87,441	1,302	64	75,656	1,145	64	71,758	150	49	53,953	293	34	109,138	6,407	64
HIGH	418,957	57%		153,842	20%		116,000	18%		116,000	2%		106,321	5%		418,957		
LOW	42,141			36,000			16,000			16,000			25,964			16,000		
SAL FAC	0.99			0.96			0.94			0.92			0.98			1.07		
RES UNIV/HIGH ACTIVITY																		
AVG	109,142	857	43	77,612	620	44	65,492	476	44	65,643	66	32	48,566	186	33	85,022	2,139	44
HIGH	243,500	40%		156,104	29%		90,799	22%		81,400	3%		88,378	9%		243,500		
LOW	30,772			21,450			28,280			38,000			25,384			21,450		
SAL FAC	1.00			0.96			0.92			0.90			0.97			1.03		
DOCTORAL RES UNIV																		
AVG	105,115	75	6	80,062	87	6	67,516	39	6	71,125	6	4	50,496	16	5	84,286	217	6
HIGH	164,247	35%		120,795	40%		86,284	18%		78,250	3%		77,790	7%		164,247		
LOW	65,251			58,146			46,340			61,237			37,986			37,986		
SAL FAC	0.99			0.98			0.99			1.01			0.92			1.05		
REGION I																		
AVG	132,572	1,310	28	84,444	436	28	74,320	389	28	68,503	31	13	50,903	102	16	109,338	2,237	28
HIGH	314,814	59%		156,104	20%		109,200	17%		90,000	1%		84,000	5%		314,814		
LOW	42,141			39,735			28,280			47,280			25,384			25,384		
SAL FAC	1.01			0.97			0.95			0.97			1.01			1.08		
REGION II																		
AVG	119,226	941	25	81,924	418	25	72,396	339	25	71,796	58	22	51,037	86	13	98,300	1,784	25
HIGH	418,957	53%		153,842	23%		108,000	19%		92,700	3%		106,321	5%		418,957		
LOW	30,772			21,450			32,000			32,000			25,964			21,450		
SAL FAC	0.98			0.97			0.97			0.97			0.99			1.07		
REGION III																		
AVG	130,818	1,453	32	89,070	661	32	74,153	529	32	70,184	69	28	56,289	154	19	106,131	2,797	32
HIGH	307,561	52%		147,273	24%		116,000	19%		116,000	3%		99,523	6%		307,561		
LOW	50,184			36,000			30,338			38,000			29,045			29,045		
SAL FAC	0.99			0.97			0.92			0.88			0.96			1.05		
REGION IV																		
AVG	121,170	895	28	78,939	494	29	68,869	403	29	68,633	64	22	48,363	153	24	93,880	1,945	29
HIGH	370,396	46%		122,875	25%		101,200	21%		84,000	3%		83,706	8%		370,396		
LOW	50,380			39,470			16,000			16,000			30,000			16,000		
SAL FAC	0.98			0.92			0.91			0.90			0.95			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0101 Physical Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	151,003	668	10	94,130	111	9	86,567	121	9				52,580	3	2	135,050	903	11
HIGH	220,100	74%		116,757	12%		99,899	13%					54,256	0%		220,100		
LOW	80,431			53,832			77,920						50,907			50,907		
SAL FAC	1.18			1.07			1.12						0.99			1.40		
TENURED/TENURE TRACK																		
AVG	151,157	666	9	94,444	109	8	86,567	121	9							135,535	896	9
HIGH	220,100	74%		116,757	12%		99,899	14%								220,100		
LOW	114,143			82,872			77,920									77,920		
SAL FAC	1.16			1.07			1.09									1.30		
NONTENURE TRACK																		
AVG	80,431	1	1	76,989	2	1							52,580	3	2	65,358	6	2
HIGH	80,431	17%		100,145	33%								54,256	50%		100,145		
LOW	80,431			53,832									50,907			50,907		
SAL FAC	0.71			0.83									0.98			0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	151,051	667	9	94,130	111	9	86,567	121	9				51,742	2	1	135,158	901	9
HIGH	220,100	74%		116,757	12%		99,899	13%					52,576	0%		220,100		
LOW	80,431			53,832			77,920						50,907			50,907		
SAL FAC	1.13			1.04			1.08						0.94			1.33		
RES UNIV/HIGH ACTIVITY																		
AVG	118,590	1	1										54,256	1	1	86,423	2	2
HIGH	118,590	50%											54,256	50%		118,590		
LOW	118,590												54,256			54,256		
SAL FAC	1.09												1.08			1.05		
REGION I																		
AVG	151,155	660	8	94,444	109	8	86,501	120	8							135,475	889	8
HIGH	168,376	74%		116,757	12%		99,899	14%								168,376		
LOW	129,849			82,872			77,920									77,920		
SAL FAC	1.15			1.09			1.10									1.34		
REGION II																		
AVG													54,256	1	1	54,256	1	1
HIGH													54,256	100%		54,256		
LOW													54,256			54,256		
SAL FAC													1.05			0.59		
REGION III																		
AVG	138,413	8	2	76,989	2	1	94,520	1	1				51,742	2	1	112,253	13	2
HIGH	220,100	62%		100,145	15%		94,520	8%					52,576	15%		220,100		
LOW	80,431			53,832			94,520						50,907			50,907		
SAL FAC	1.04			0.84			1.17						0.88			1.11		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.02 Astronomy and Astrophysics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	122,531	182 22	86,795	67 16	75,332	53 18	76,318	8 7	58,712	11 6	104,647	313 23
HIGH	203,732	58%	111,272	21%	93,469	17%	87,545	3%	106,321	4%	203,732	
LOW	66,961		45,075		39,657		67,000		45,103		39,657	
SAL FAC	0.96		0.99		0.97		1.00		1.10		1.09	
TENURED/TENURE TRACK												
AVG	123,676	150 16	88,941	46 14	77,193	38 14	77,309	5 5			109,299	234 17
HIGH	203,732	64%	111,272	20%	93,469	16%	87,545	2%			203,732	
LOW	66,961		64,253		59,942		67,000				59,942	
SAL FAC	0.95		1.01		0.97		0.99				1.05	
NONTENURE TRACK												
AVG	92,784	9 2	79,363	11 3	65,386	8 5			58,712	11 6	73,768	39 11
HIGH	126,851	23%	95,567	28%	91,800	21%			106,321	28%	126,851	
LOW	76,237		45,075		39,657				45,103		39,657	
SAL FAC	0.82		0.86		0.89				1.09		1.10	
RES UNIV/VERY HIGH ACTVTY												
AVG	124,178	166 15	87,694	62 14	76,880	44 14	76,649	7 6	66,596	6 4	107,312	278 16
HIGH	203,732	60%	111,272	22%	93,469	16%	87,545	3%	106,321	2%	203,732	
LOW	66,961		45,075		58,372		67,000		48,565		45,075	
SAL FAC	0.93		0.96		0.96		0.98		1.21		1.05	
RES UNIV/HIGH ACTIVITY												
AVG	105,447	16 7	75,650	5 2	67,767	9 4	74,000	1 1	49,252	5 2	83,473	35 7
HIGH	177,810	46%	79,279	14%	82,900	26%	74,000	3%	55,007	14%	177,810	
LOW	90,120		71,403		39,657		74,000		45,103		39,657	
SAL FAC	0.97		0.94		0.95		1.02		0.98		1.01	
REGION I												
AVG	117,655	35 4	83,605	11 2	75,168	11 2			66,950	1 1	102,265	58 4
HIGH	193,000	60%	95,000	19%	79,248	19%			66,950	2%	193,000	
LOW	80,939		77,083		69,621				66,950		66,950	
SAL FAC	0.89		0.96		0.96				1.33		1.01	
REGION II												
AVG	121,229	33 4	87,470	12 3	69,428	9 4	78,500	2 2	71,416	3 2	103,321	57 4
HIGH	193,397	58%	98,766	21%	79,063	16%	79,000	4%	106,321	5%	193,397	
LOW	66,961		71,403		39,657		78,000		49,769		39,657	
SAL FAC	0.99		1.03		0.93		1.06		1.39		1.12	
REGION III												
AVG	123,304	97 12	90,063	33 8	79,516	27 9	75,709	5 4	52,091	7 3	106,366	164 12
HIGH	203,732	59%	111,272	20%	93,469	17%	87,545	3%	62,124	4%	203,732	
LOW	76,237		68,433		60,000		67,000		45,103		45,103	
SAL FAC	0.93		0.98		0.99		0.95		0.89		1.06	
REGION IV												
AVG	130,694	17 2	79,445	11 3	65,664	6 3	75,000	1 1			102,638	34 3
HIGH	192,000	50%	107,400	32%	76,800	18%	75,000	3%			192,000	
LOW	74,000		45,075		58,372		75,000				45,075	
SAL FAC	1.05		0.93		0.87		0.99				1.13	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0201 Astronomy

	PROFESSOR			ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED						
	SALARY	NUM	INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS					
NATIONAL																		
AVG	122,147	145	16	86,480	56	14	75,150	40	14	76,424	6	5	58,774	4	3	105,287	245	17
HIGH	203,732	59%		111,272	23%		93,469	16%		87,545	2%		66,950	2%		203,732		
LOW	66,961			45,075			39,657			67,000			48,565			39,657		
SAL FAC	0.95			0.99			0.97			1.00			1.10			1.09		
TENURED/TENURE TRACK																		
AVG	123,835	117	12	89,110	35	12	77,494	30	12	77,136	4	4				109,518	182	13
HIGH	203,732	64%		111,272	19%		93,469	17%		87,545	2%					203,732		
LOW	66,961			64,253			59,942			67,000						59,942		
SAL FAC	0.95			1.01			0.98			0.99						1.05		
NONTENURE TRACK																		
AVG	93,117	8	1	79,363	11	3	64,781	7	4				58,774	4	3	76,883	30	7
HIGH	126,851	27%		95,567	37%		91,800	23%					66,950	13%		126,851		
LOW	76,237			45,075			39,657						48,565			39,657		
SAL FAC	0.82			0.86			0.88						1.10			1.15		
RES UNIV/VERY HIGH ACTVTY																		
AVG	123,279	139	14	87,188	53	13	76,928	37	13	76,424	6	5	58,774	4	3	106,602	233	15
HIGH	203,732	60%		111,272	23%		93,469	16%		87,545	3%		66,950	2%		203,732		
LOW	66,961			45,075			58,372			67,000			48,565			45,075		
SAL FAC	0.92			0.96			0.96			0.98			1.07			1.05		
RES UNIV/HIGH ACTIVITY																		
AVG	95,909	6	2	73,962	3	1	53,219	3	1							79,750	12	2
HIGH	104,601	50%		78,767	25%		60,058	25%								104,601		
LOW	90,999			71,403			39,657									39,657		
SAL FAC	0.88			0.91			0.74									0.97		
REGION I																		
AVG	116,894	17	2	82,932	6	1	75,985	6	1				66,950	1	1	100,255	30	2
HIGH	193,000	57%		93,473	20%		77,444	20%					66,950	3%		193,000		
LOW	80,939			77,161			73,440						66,950			66,950		
SAL FAC	0.89			0.95			0.97						1.33			0.99		
REGION II																		
AVG	115,414	18	2	83,214	6	2	63,531	5	2	79,000	1	1				99,807	29	2
HIGH	193,397	62%		97,311	21%		79,000	17%		79,000	3%					193,397		
LOW	66,961			71,403			39,657			79,000						39,657		
SAL FAC	0.95			0.98			0.85			1.07						1.09		
REGION III																		
AVG	122,848	93	10	90,063	33	8	79,932	23	8	76,136	4	3	56,048	3	2	107,918	152	10
HIGH	203,732	61%		111,272	22%		93,469	15%		87,545	3%		62,124	2%		203,732		
LOW	76,237			68,433			60,000			67,000			48,565			48,565		
SAL FAC	0.93			0.98			0.99			0.96			0.96			1.07		
REGION IV																		
AVG	130,694	17	2	79,445	11	3	65,664	6	3	75,000	1	1				102,638	34	3
HIGH	192,000	50%		107,400	32%		76,800	18%		75,000	3%					192,000		
LOW	74,000			45,075			58,372			75,000						45,075		
SAL FAC	1.05			0.93			0.87			0.99						1.13		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0203 Planetary Astronomy and Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	122,345	15	3	88,567	3	1	73,846	6	3				49,769	1	1	103,749	25	3
HIGH	179,145	60%		95,000	12%		79,248	24%					49,769	4%		179,145		
LOW	90,120			80,700			69,621						49,769			49,769		
SAL FAC	0.95			1.01			0.95						0.93			1.08		
TENURED/TENURE TRACK																		
AVG	124,647	14	2	88,567	3	1	74,691	5	2							108,373	22	2
HIGH	179,145	64%		95,000	14%		79,248	23%								179,145		
LOW	95,199			80,700			72,132									72,132		
SAL FAC	0.96			1.01			0.94									1.04		
NONTENURE TRACK																		
AVG	90,120	1	1				69,621	1	1				49,769	1	1	69,837	3	2
HIGH	90,120	33%					69,621	33%					49,769	33%		90,120		
LOW	90,120						69,621						49,769			49,769		
SAL FAC	0.80						0.95						0.93			1.04		
RES UNIV/VERY HIGH ACTVTY																		
AVG	126,912	13	1	88,567	3	1	75,331	4	1							110,844	20	1
HIGH	179,145	65%		95,000	15%		79,248	20%								179,145		
LOW	96,087			80,700			72,215									72,215		
SAL FAC	0.95			0.97			0.94									1.09		
RES UNIV/HIGH ACTIVITY																		
AVG	92,660	2	2				70,877	2	2				49,769	1	1	75,368	5	2
HIGH	95,199	40%					72,132	40%					49,769	20%		95,199		
LOW	90,120						69,621						49,769			49,769		
SAL FAC	0.85						0.99						0.99			0.91		
REGION I																		
AVG	124,284	14	2	88,567	3	1	74,189	5	2							108,028	22	2
HIGH	179,145	64%		95,000	14%		79,248	23%								179,145		
LOW	90,120			80,700			69,621									69,621		
SAL FAC	0.94			1.02			0.95									1.07		
REGION II																		
AVG	95,199	1	1				72,132	1	1				49,769	1	1	72,367	3	1
HIGH	95,199	33%					72,132	33%					49,769	33%		95,199		
LOW	95,199						72,132						49,769			49,769		
SAL FAC	0.78						0.97						0.97			0.79		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.04 Atmospheric Sciences and Meteorology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	129,839	140	18	86,950	65	19	78,094	44	19	81,360	9	6	67,294	8	6	108,186	257	21
HIGH	291,927	55%		122,000	25%		95,478	17%		92,700	4%		97,920	3%		291,927		
LOW	57,762			52,463			53,493			57,273			40,254			40,254		
SAL FAC	1.01			0.99			1.01			1.07			1.26			1.12		
TENURED/TENURE TRACK																		
AVG	131,317	88	12	86,037	41	14	80,128	27	12	82,530	8	5				110,557	156	15
HIGH	291,927	56%		122,000	26%		95,478	17%		92,700	5%					291,927		
LOW	57,762			52,463			56,639			57,273						52,463		
SAL FAC	1.01			0.98			1.01			1.06						1.06		
NONTENURE TRACK																		
AVG	84,855	2	1	93,675	6	2	69,008	4	2				67,601	7	5	77,947	19	6
HIGH	86,993	11%		109,235	32%		79,159	21%					97,920	37%		109,235		
LOW	82,717			81,785			60,422						40,254			40,254		
SAL FAC	0.75			1.01			0.94						1.26			1.16		
RES UNIV/VERY HIGH ACTVTY																		
AVG	132,408	125	15	88,745	50	14	78,887	39	15	81,360	9	6	72,159	6	4	111,354	220	16
HIGH	291,927	57%		122,000	23%		95,478	18%		92,700	4%		97,920	3%		291,927		
LOW	57,762			52,463			53,493			57,273			57,811			52,463		
SAL FAC	0.99			0.98			0.98			1.04			1.31			1.09		
RES UNIV/HIGH ACTIVITY																		
AVG	108,435	15	3	80,966	15	5	71,904	5	4				52,698	2	2	89,350	37	5
HIGH	145,008	41%		109,235	41%		83,092	14%					65,141	5%		145,008		
LOW	87,480			55,311			63,832						40,254			40,254		
SAL FAC	0.99			1.00			1.00						1.05			1.08		
REGION I																		
AVG	115,818	35	7	80,085	20	6	73,145	11	7				55,920	4	3	95,480	70	7
HIGH	172,421	50%		109,235	29%		86,520	16%					65,141	6%		172,421		
LOW	78,375			52,463			62,008						40,254			40,254		
SAL FAC	0.88			0.92			0.93						1.11			0.94		
REGION II																		
AVG	123,740	44	5	83,334	22	6	81,608	14	5	79,994	5	3	65,455	1	1	104,764	81	6
HIGH	224,438	54%		108,465	27%		95,300	17%		92,700	6%		65,455	1%		224,438		
LOW	57,762			54,728			57,273			57,273			65,455			54,728		
SAL FAC	1.01			0.98			1.09			1.08			1.27			1.14		
REGION III																		
AVG	145,764	54	5	98,703	19	6	79,842	17	5	83,067	4	3	83,072	3	2	122,077	93	6
HIGH	291,927	58%		122,000	20%		95,478	18%		90,000	4%		97,920	3%		291,927		
LOW	82,717			78,535			53,493			74,542			64,967			53,493		
SAL FAC	1.10			1.07			0.99			1.04			1.42			1.21		
REGION IV																		
AVG	115,434	7	1	85,335	4	1	65,852	2	2							98,545	13	2
HIGH	160,690	54%		93,414	31%		75,064	15%								160,690		
LOW	88,760			78,057			56,639									56,639		
SAL FAC	0.93			1.00			0.87									1.08		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0401 Atmospheric Sciences and Meteorology, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	129,508	108 15	86,721	57 16	79,266	35 14	82,530	8 5	67,294	8 6	106,935	208 16
HIGH	291,927	52%	122,000	27%	95,478	17%	92,700	4%	97,920	4%	291,927	
LOW	57,762		52,463		53,493		57,273		40,254		40,254	
SAL FAC	1.01		0.99		1.02		1.09		1.26		1.11	
TENURED/TENURE TRACK												
AVG	132,929	84 11	86,729	38 12	82,562	24 10	82,530	8 5			112,625	146 12
HIGH	291,927	58%	122,000	26%	95,478	16%	92,700	6%			291,927	
LOW	57,762		52,463		57,273		57,273				52,463	
SAL FAC	1.02		0.99		1.04		1.06				1.08	
NONTENURE TRACK												
AVG	84,855	2 1	93,675	6 2	67,830	3 1			67,601	7 5	78,248	18 6
HIGH	86,993	11%	109,235	33%	79,159	17%			97,920	39%	109,235	
LOW	82,717		81,785		60,422				40,254		40,254	
SAL FAC	0.75		1.01		0.92				1.26		1.17	
RES UNIV/VERY HIGH ACTVTY												
AVG	132,556	94 12	88,538	43 12	80,236	31 11	82,530	8 5	72,159	6 4	110,274	174 12
HIGH	291,927	54%	122,000	25%	95,478	18%	92,700	5%	97,920	3%	291,927	
LOW	57,762		52,463		53,493		57,273		57,811		52,463	
SAL FAC	0.99		0.97		1.00		1.06		1.31		1.08	
RES UNIV/HIGH ACTIVITY												
AVG	109,043	14 3	81,140	14 4	71,745	4 3			52,698	2 2	89,851	34 4
HIGH	145,008	41%	109,235	41%	83,092	12%			65,141	6%	145,008	
LOW	87,480		55,311		63,832				40,254		40,254	
SAL FAC	1.00		1.00		1.00				1.05		1.09	
REGION I												
AVG	109,589	20 5	80,467	18 5	72,280	6 4			55,920	4 3	89,532	48 5
HIGH	145,008	42%	109,235	38%	83,092	13%			65,141	8%	145,008	
LOW	78,375		52,463		65,534				40,254		40,254	
SAL FAC	0.83		0.93		0.92				1.11		0.88	
REGION II												
AVG	115,398	27 4	79,795	17 5	82,566	11 4	81,993	4 2	65,455	1 1	97,249	56 5
HIGH	170,800	48%	103,800	30%	95,300	20%	92,700	7%	65,455	2%	170,800	
LOW	57,762		54,728		57,273		57,273		65,455		54,728	
SAL FAC	0.95		0.94		1.11		1.11		1.27		1.06	
REGION III												
AVG	145,764	54 5	99,824	18 5	79,842	17 5	83,067	4 3	83,072	3 2	122,550	92 5
HIGH	291,927	59%	122,000	20%	95,478	19%	90,000	4%	97,920	3%	291,927	
LOW	82,717		81,785		53,493		74,542		64,967		53,493	
SAL FAC	1.10		1.08		0.99		1.04		1.42		1.22	
REGION IV												
AVG	115,434	7 1	85,335	4 1	75,064	1 1					102,037	12 1
HIGH	160,690	58%	93,414	33%	75,064	8%					160,690	
LOW	88,760		78,057		75,064						75,064	
SAL FAC	0.93		1.00		0.99						1.12	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0404 Meteorology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	135,744	28	2	95,366	5	1	77,326	6	3	72,000	1	1			121,580	39	3
HIGH	224,438	72%		108,465	13%		87,275	15%		72,000	3%				224,438		
LOW	93,596			84,563			56,639			72,000					56,639		
SAL FAC	1.06			1.09			1.00			0.95					1.26		
TENURED/TENURE TRACK																	
AVG							56,639	1	1						56,639	1	1
HIGH							56,639	100%							56,639		
LOW							56,639								56,639		
SAL FAC							0.71								0.54		
RES UNIV/VERY HIGH ACTVTY																	
AVG	135,744	28	2	95,366	5	1	77,326	6	3	72,000	1	1			121,580	39	3
HIGH	224,438	72%		108,465	13%		87,275	15%		72,000	3%				224,438		
LOW	93,596			84,563			56,639			72,000					56,639		
SAL FAC	1.02			1.05			0.96			0.92					1.19		
REGION I																	
AVG	133,822	11	1				86,520	2	1						126,545	13	1
HIGH	172,421	85%					86,520	15%							172,421		
LOW	95,472						86,520								86,520		
SAL FAC	1.02						1.10								1.25		
REGION II																	
AVG	136,988	17	1	95,366	5	1	78,092	3	1	72,000	1	1			121,596	25	1
HIGH	224,438	68%		108,465	20%		87,275	12%		72,000	4%				224,438		
LOW	93,596			84,563			72,000			72,000					72,000		
SAL FAC	1.12			1.13			1.05			0.97					1.32		
REGION IV																	
AVG							56,639	1	1						56,639	1	1
HIGH							56,639	100%							56,639		
LOW							56,639								56,639		
SAL FAC							0.75								0.62		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.05 Chemistry

	PROFESSOR			ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED						
	SALARY	NUM	INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS					
NATIONAL																		
AVG	129,731	1,226	103	82,829	628	104	70,007	596	103	69,144	79	49	51,478	262	59	98,185	2,712	104
HIGH	370,396	45%		153,842	23%		108,000	22%		86,500	3%		98,282	10%		370,396		
LOW	50,184			39,735			28,280			35,182			25,964			25,964		
SAL FAC	1.01			0.94			0.90			0.91			0.97			1.02		
TENURED/TENURE TRACK																		
AVG	131,455	897	74	84,419	428	75	73,901	356	73	73,614	45	32	68,493	6	3	107,153	1,687	75
HIGH	370,396	53%		153,842	25%		103,657	21%		83,000	3%		80,667	0%		370,396		
LOW	50,184			56,493			48,287			64,000			54,309			48,287		
SAL FAC	1.01			0.96			0.93			0.94			1.18			1.03		
NONTENURE TRACK																		
AVG	95,583	8	5	68,158	15	11	51,641	52	24	49,218	5	3	52,013	204	43	54,061	279	51
HIGH	168,000	3%		102,523	5%		81,281	19%		62,000	2%		98,282	73%		168,000		
LOW	63,430			47,396			28,280			45,000			25,964			25,964		
SAL FAC	0.85			0.74			0.70			0.70			0.97			0.81		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,723	896	55	87,228	353	55	73,549	373	55	70,588	53	31	53,643	160	30	106,236	1,782	55
HIGH	370,396	50%		153,842	20%		108,000	21%		86,500	3%		98,282	9%		370,396		
LOW	50,184			39,735			30,338			35,182			25,964			25,964		
SAL FAC	1.02			0.96			0.92			0.91			0.98			1.04		
RES UNIV/HIGH ACTIVITY																		
AVG	111,016	305	43	76,487	227	44	63,902	203	43	66,072	24	16	47,960	92	27	82,958	827	44
HIGH	243,500	37%		125,998	27%		84,872	25%		75,000	3%		83,706	11%		243,500		
LOW	63,603			48,789			28,280			49,091			29,045			28,280		
SAL FAC	1.02			0.95			0.89			0.91			0.96			1.01		
DOCTORAL RES UNIV																		
AVG	107,470	25	5	80,465	48	5	65,908	20	5	67,744	2	2	49,211	10	2	81,159	103	5
HIGH	138,133	24%		114,987	47%		86,284	19%		73,487	2%		55,380	10%		138,133		
LOW	81,674			58,146			52,899			62,000			37,986			37,986		
SAL FAC	1.01			0.99			0.96			0.96			0.90			1.01		
REGION I																		
AVG	119,659	161	19	77,952	88	19	66,789	78	19	69,703	14	8	49,782	46	11	90,146	373	19
HIGH	302,370	43%		111,228	24%		87,217	21%		84,211	4%		80,667	12%		302,370		
LOW	65,514			39,735			28,280			54,167			29,598			28,280		
SAL FAC	0.91			0.90			0.85			0.98			0.99			0.89		
REGION II																		
AVG	123,474	288	24	81,439	127	24	72,529	123	24	72,554	13	12	48,478	47	11	97,612	585	24
HIGH	252,491	49%		153,842	22%		108,000	21%		76,000	2%		79,901	8%		252,491		
LOW	63,603			48,789			34,582			65,000			25,964			25,964		
SAL FAC	1.01			0.96			0.97			0.98			0.94			1.06		
REGION III																		
AVG	136,102	447	32	89,324	204	32	71,781	222	32	68,569	23	15	56,611	79	16	104,483	952	32
HIGH	260,000	47%		144,655	21%		95,585	23%		86,500	2%		98,282	8%		260,000		
LOW	50,184			66,003			30,338			38,520			29,045			29,045		
SAL FAC	1.03			0.97			0.89			0.86			0.97			1.04		
REGION IV																		
AVG	131,477	330	28	79,386	209	29	67,387	173	28	67,801	29	14	49,407	90	21	94,867	802	29
HIGH	370,396	41%		122,875	26%		83,259	22%		83,000	4%		83,706	11%		370,396		
LOW	70,120			47,396			35,182			35,182			30,000			30,000		
SAL FAC	1.06			0.93			0.89			0.89			0.97			1.04		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0501 Chemistry, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	131,063	1,092	86	82,826	532	88	70,606	507	88	68,956	71	43	51,892	217	52	99,763	2,348	90
HIGH	370,396		47%	153,842		23%	108,000		22%	86,500		3%	98,282		9%	370,396		
LOW	50,184			39,735			28,280			35,182			25,964			25,964		
SAL FAC	1.02			0.94			0.91			0.91			0.97			1.04		
TENURED/TENURE TRACK																		
AVG	133,177	792	61	84,388	362	63	74,602	296	62	73,978	38	27	68,493	6	3	108,872	1,456	64
HIGH	370,396		54%	153,842		25%	103,657		20%	83,000		3%	80,667		0%	370,396		
LOW	50,184			56,493			48,287			64,000			54,309			48,287		
SAL FAC	1.02			0.96			0.94			0.95			1.18			1.04		
NONTENURE TRACK																		
AVG	95,583	8	5	65,704	14	10	52,322	36	19	49,218	5	3	52,607	168	37	54,894	226	44
HIGH	168,000		4%	84,151		6%	81,281		16%	62,000		2%	98,282		74%	168,000		
LOW	63,430			47,396			28,280			45,000			25,964			25,964		
SAL FAC	0.85			0.71			0.71			0.70			0.98			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,916	863	52	87,175	340	52	73,553	357	53	70,503	50	30	53,957	143	28	106,736	1,703	53
HIGH	370,396		51%	153,842		20%	108,000		21%	86,500		3%	98,282		8%	370,396		
LOW	50,184			39,735			30,338			35,182			25,964			25,964		
SAL FAC	1.02			0.96			0.92			0.90			0.98			1.05		
RES UNIV/HIGH ACTIVITY																		
AVG	109,378	225	32	75,689	175	34	63,663	145	33	65,436	20	12	48,036	73	23	81,866	618	35
HIGH	243,500		36%	125,998		28%	84,872		24%	75,000		3%	83,706		12%	243,500		
LOW	63,603			48,789			28,280			49,091			29,598			28,280		
SAL FAC	1.00			0.94			0.89			0.90			0.96			0.99		
DOCTORAL RES UNIV																		
AVG	88,209	4	2	69,322	17	2	61,591	5	2	62,000	1	1	37,986	1	1	69,528	27	2
HIGH	90,958		15%	102,400		63%	64,788		19%	62,000		4%	37,986		4%	102,400		
LOW	86,721			58,146			60,000			62,000			37,986			37,986		
SAL FAC	0.83			0.85			0.90			0.88			0.69			0.86		
REGION I																		
AVG	118,951	132	15	77,477	78	16	66,923	61	17	68,984	10	6	50,349	31	9	90,688	302	17
HIGH	302,370		44%	111,228		26%	87,217		20%	84,211		3%	80,667		10%	302,370		
LOW	65,514			39,735			28,280			54,167			29,598			28,280		
SAL FAC	0.90			0.89			0.85			0.97			1.00			0.90		
REGION II																		
AVG	124,563	278	23	81,537	126	23	72,856	116	23	72,933	12	11	48,321	46	11	98,191	566	23
HIGH	252,491		49%	153,842		22%	108,000		21%	76,000		2%	79,901		8%	252,491		
LOW	63,603			48,789			34,582			65,000			25,964			25,964		
SAL FAC	1.02			0.96			0.98			0.98			0.94			1.07		
REGION III																		
AVG	139,384	367	22	90,740	142	22	73,708	164	22	68,077	21	13	59,058	59	12	108,759	732	22
HIGH	260,000		50%	144,655		19%	95,585		22%	86,500		3%	98,282		8%	260,000		
LOW	50,184			66,003			30,338			38,520			31,851			30,338		
SAL FAC	1.05			0.99			0.92			0.86			1.01			1.08		
REGION IV																		
AVG	132,182	315	26	79,902	186	27	67,324	166	26	67,901	28	13	49,290	81	20	95,812	748	28
HIGH	370,396		42%	122,875		25%	83,259		22%	83,000		4%	83,706		11%	370,396		
LOW	70,120			47,396			35,182			35,182			30,000			30,000		
SAL FAC	1.06			0.93			0.89			0.89			0.97			1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0502 Analytical Chemistry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	127,100	6	3	76,554	3	1	71,748	2	2				103,250	11	3
HIGH	187,891	55%		89,342	27%		76,870	18%					187,891		
LOW	91,426			69,330			66,625						66,625		
SAL FAC	0.99			0.87			0.93						1.07		
TENURED/TENURE TRACK															
AVG	91,426	1	1				66,625	1	1				79,026	2	1
HIGH	91,426	50%					66,625	50%					91,426		
LOW	91,426						66,625						66,625		
SAL FAC	0.70						0.84						0.76		
RES UNIV/HIGH ACTIVITY															
AVG	127,100	6	3	76,554	3	1	71,748	2	2				103,250	11	3
HIGH	187,891	55%		89,342	27%		76,870	18%					187,891		
LOW	91,426			69,330			66,625						66,625		
SAL FAC	1.16			0.95			1.00						1.25		
REGION I															
AVG	91,426	1	1				66,625	1	1				79,026	2	1
HIGH	91,426	50%					66,625	50%					91,426		
LOW	91,426						66,625						66,625		
SAL FAC	0.69						0.85						0.78		
REGION III															
AVG	128,000	3	1				76,870	1	1				115,218	4	1
HIGH	148,720	75%					76,870	25%					148,720		
LOW	112,520						76,870						76,870		
SAL FAC	0.97						0.95						1.14		
REGION IV															
AVG	143,586	2	1	76,554	3	1							103,367	5	1
HIGH	187,891	40%		89,342	60%								187,891		
LOW	99,280			69,330									69,330		
SAL FAC	1.16			0.89									1.14		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0503 Inorganic Chemistry

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	115,658	4 3	82,476	5 4							97,223	9 5
HIGH	128,456	44%	97,010	56%							128,456	
LOW	110,750		68,660								68,660	
SAL FAC	0.90		0.94								1.01	
TENURED/TENURE TRACK												
AVG	128,456	1 1	77,069	1 1							102,763	2 2
HIGH	128,456	50%	77,069	50%							128,456	
LOW	128,456		77,069								77,069	
SAL FAC	0.99		0.88								0.98	
RES UNIV/VERY HIGH ACTVTY												
AVG	128,456	1 1									128,456	1 1
HIGH	128,456	100%									128,456	
LOW	128,456										128,456	
SAL FAC	0.96										1.26	
RES UNIV/HIGH ACTIVITY												
AVG	111,392	3 2	82,476	5 4							93,319	8 4
HIGH	112,506	38%	97,010	63%							112,506	
LOW	110,750		68,660								68,660	
SAL FAC	1.02		1.02								1.13	
REGION I												
AVG	128,456	1 1	77,069	1 1							102,763	2 2
HIGH	128,456	50%	77,069	50%							128,456	
LOW	128,456		77,069								77,069	
SAL FAC	0.98		0.89								1.02	
REGION III												
AVG	110,750	1 1	88,883	3 2							94,350	4 2
HIGH	110,750	25%	97,010	75%							110,750	
LOW	110,750		80,132								80,132	
SAL FAC	0.84		0.97								0.94	
REGION IV												
AVG	111,713	2 1	68,660	1 1							97,362	3 1
HIGH	112,506	67%	68,660	33%							112,506	
LOW	110,920		68,660								68,660	
SAL FAC	0.90		0.80								1.07	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0504 Organic Chemistry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	131,272	12	5	74,685	4	2	62,246	6	4	65,000	1	1	55,693	1	1	100,138	23	6
HIGH	198,220	52%		84,860	17%		69,752	26%		65,000	4%		55,693	4%		198,220		
LOW	94,270			69,410			52,000			65,000			55,693			52,000		
SAL FAC	1.02			0.85			0.80			0.85			1.04			1.04		
TENURED/TENURE TRACK																		
AVG	119,857	4	2				69,022	2	2							102,912	6	2
HIGH	173,410	67%					69,752	33%								173,410		
LOW	94,807						68,291									68,291		
SAL FAC	0.92						0.87									0.98		
NONTENURE TRACK																		
AVG													55,693	1	1	55,693	1	1
HIGH													55,693	100%		55,693		
LOW													55,693			55,693		
SAL FAC													1.04			0.83		
RES UNIV/VERY HIGH ACTVTY																		
AVG	122,406	3	1				69,752	1	1							109,243	4	1
HIGH	173,410	75%					69,752	25%								173,410		
LOW	94,807						69,752									69,752		
SAL FAC	0.92						0.87									1.07		
RES UNIV/HIGH ACTIVITY																		
AVG	134,227	9	4	74,685	4	2	60,744	5	3	65,000	1	1	55,693	1	1	98,221	19	5
HIGH	198,220	47%		84,860	21%		68,291	26%		65,000	5%		55,693	5%		198,220		
LOW	94,270			69,410			52,000			65,000			55,693			52,000		
SAL FAC	1.23			0.92			0.85			0.90			1.11			1.19		
REGION I																		
AVG	119,857	4	2				69,022	2	2							102,912	6	2
HIGH	173,410	67%					69,752	33%								173,410		
LOW	94,807						68,291									68,291		
SAL FAC	0.91						0.88									1.02		
REGION II																		
AVG													55,693	1	1	55,693	1	1
HIGH													55,693	100%		55,693		
LOW													55,693			55,693		
SAL FAC													1.08			0.61		
REGION III																		
AVG	133,891	6	2	84,860	1	1	52,000	2	1							110,245	9	2
HIGH	191,520	67%		84,860	11%		52,000	22%								191,520		
LOW	109,050			84,860			52,000									52,000		
SAL FAC	1.01			0.92			0.65									1.09		
REGION IV																		
AVG	146,245	2	1	71,293	3	1	65,715	2	1	65,000	1	1				91,114	7	1
HIGH	198,220	29%		72,860	43%		66,430	29%		65,000	14%					198,220		
LOW	94,270			69,410			65,000			65,000						65,000		
SAL FAC	1.18			0.83			0.87			0.86						1.00		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0506 Physical Chemistry

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	110,917	6 4	84,538	4 3	76,667	3 2					94,896	13 5
HIGH	121,752	46%	100,710	31%	82,650	23%					121,752	
LOW	95,423		74,430		68,930						68,930	
SAL FAC	0.87		0.96		0.99						0.98	
TENURED/TENURE TRACK												
AVG	108,105	4 2									108,105	4 2
HIGH	121,752	100%									121,752	
LOW	95,423										95,423	
SAL FAC	0.83										1.03	
RES UNIV/VERY HIGH ACTVTY												
AVG	112,332	3 1									112,332	3 1
HIGH	121,752	100%									121,752	
LOW	105,469										105,469	
SAL FAC	0.84										1.10	
RES UNIV/HIGH ACTIVITY												
AVG	109,502	3 3	84,538	4 3	76,667	3 2					89,666	10 4
HIGH	121,300	30%	100,710	40%	82,650	30%					121,300	
LOW	95,423		74,430		68,930						68,930	
SAL FAC	1.00		1.05		1.07						1.09	
REGION I												
AVG	108,105	4 2									108,105	4 2
HIGH	121,752	100%									121,752	
LOW	95,423										95,423	
SAL FAC	0.82										1.07	
REGION III												
AVG	116,542	2 2	92,936	2 2	80,535	2 1					96,671	6 2
HIGH	121,300	33%	100,710	33%	82,650	33%					121,300	
LOW	111,783		85,161		78,420						78,420	
SAL FAC	0.88		1.01		1.00						0.96	
REGION IV												
AVG			76,140	2 1	68,930	1 1					73,737	3 1
HIGH			77,850	67%	68,930	33%					77,850	
LOW			74,430		68,930						68,930	
SAL FAC			0.89		0.91						0.81	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.06 Geological and Earth Sciences/Geosciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	116,496	872	87	82,989	464	88	71,064	327	84	69,886	54	35	48,529	77	38	96,015	1,740	90
HIGH	278,410	50%		124,210	27%		110,000	19%		90,000	3%		99,523	4%		278,410		
LOW	52,000			51,091			40,000			55,000			25,384			25,384		
SAL FAC	0.91			0.95			0.92			0.92			0.91			1.00		
TENURED/TENURE TRACK																		
AVG	112,750	601	64	81,811	309	65	70,947	199	64	69,034	41	28	47,494	2	2	96,540	1,111	67
HIGH	259,327	54%		122,325	28%		105,040	18%		84,000	4%		51,806	0%		259,327		
LOW	52,000			58,356			53,467			55,000			43,182			43,182		
SAL FAC	0.87			0.93			0.89			0.88			0.82			0.92		
NONTENURE TRACK																		
AVG	100,883	14	5	78,191	27	5	65,791	41	15	61,909	2	2	47,344	65	30	63,254	147	35
HIGH	154,391	10%		104,318	18%		89,008	28%		63,818	1%		99,523	44%		154,391		
LOW	60,135			52,666			40,000			60,000			25,384			25,384		
SAL FAC	0.89			0.85			0.90			0.88			0.88			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	119,554	628	47	86,086	296	50	73,416	209	50	72,777	33	21	49,433	46	23	100,237	1,179	50
HIGH	278,410	53%		124,210	25%		110,000	18%		90,000	3%		99,523	4%		278,410		
LOW	61,969			51,953			42,869			55,000			33,760			33,760		
SAL FAC	0.89			0.95			0.92			0.93			0.90			0.98		
RES UNIV/HIGH ACTIVITY																		
AVG	108,713	236	38	77,624	159	36	67,037	113	32	65,549	20	13	46,995	28	13	87,480	536	38
HIGH	187,500	44%		115,320	30%		90,799	21%		81,400	4%		84,000	5%		187,500		
LOW	52,000			51,091			40,000			55,000			25,384			25,384		
SAL FAC	1.00			0.96			0.94			0.90			0.94			1.06		
DOCTORAL RES UNIV																		
AVG	106,044	8	2	75,943	9	2	63,759	5	2	61,237	1	1	48,985	3	2	79,904	25	2
HIGH	154,858	32%		82,219	36%		64,768	20%		61,237	4%		62,994	12%		154,858		
LOW	84,312			66,862			61,237			61,237			38,266			38,266		
SAL FAC	1.00			0.93			0.93			0.87			0.89			0.99		
REGION I																		
AVG	111,619	222	17	83,366	109	18	69,933	74	17	71,676	7	5	49,406	26	10	93,563	431	18
HIGH	240,875	52%		117,810	25%		92,025	17%		90,000	2%		84,000	6%		240,875		
LOW	60,135			52,666			48,017			61,214			25,384			25,384		
SAL FAC	0.85			0.96			0.89			1.01			0.98			0.92		
REGION II																		
AVG	116,071	214	22	82,307	116	21	72,334	81	20	69,917	16	8	47,668	12	6	96,496	423	22
HIGH	278,410	51%		124,210	27%		105,040	19%		85,000	4%		84,398	3%		278,410		
LOW	52,000			51,091			40,000			55,000			33,760			33,760		
SAL FAC	0.95			0.97			0.97			0.94			0.93			1.05		
REGION III																		
AVG	122,337	287	30	85,275	151	29	71,861	98	30	67,986	16	13	53,986	14	11	101,428	550	30
HIGH	259,327	52%		122,280	28%		110,000	18%		81,000	3%		99,523	3%		259,327		
LOW	61,969			55,080			42,869			55,000			32,800			32,800		
SAL FAC	0.92			0.93			0.89			0.85			0.92			1.01		
REGION IV																		
AVG	113,123	149	18	79,500	88	20	69,750	74	17	71,045	15	9	44,973	25	11	89,694	336	20
HIGH	228,943	44%		113,850	26%		91,520	22%		84,000	5%		62,994	7%		228,943		
LOW	60,798			51,953			45,204			60,000			35,000			35,000		
SAL FAC	0.91			0.93			0.92			0.94			0.89			0.99		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0601 Geology/Earth Science, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,231	600	73	83,235	318	75	71,678	244	71	69,680	43	28	48,218	61	34	95,861	1,223	77
HIGH	278,410	49%		124,210	26%		110,000	20%		90,000	4%		99,523	5%		278,410		
LOW	52,000			51,091			40,000			55,000			25,384			25,384		
SAL FAC	0.91			0.95			0.92			0.92			0.90			0.99		
TENURED/TENURE TRACK																		
AVG	115,212	408	52	82,715	216	54	71,739	157	52	68,602	32	22	47,494	2	2	97,357	783	55
HIGH	259,327	52%		122,325	28%		105,040	20%		84,000	4%		51,806	0%		259,327		
LOW	52,000			58,356			53,467			55,000			43,182			43,182		
SAL FAC	0.89			0.94			0.90			0.88			0.82			0.93		
NONTENURE TRACK																		
AVG	96,875	7	3	78,254	15	3	63,908	20	10	60,000	1	1	46,730	51	27	59,283	93	29
HIGH	154,391	8%		104,318	16%		88,045	22%		60,000	1%		99,523	55%		154,391		
LOW	60,135			52,666			40,000			60,000			25,384			25,384		
SAL FAC	0.86			0.85			0.87			0.85			0.87			0.88		
RES UNIV/VERY HIGH ACTVTY																		
AVG	120,787	450	42	85,955	218	45	73,851	167	45	72,464	26	17	48,700	41	21	99,797	876	45
HIGH	278,410	51%		124,210	25%		110,000	19%		90,000	3%		99,523	5%		278,410		
LOW	61,969			51,953			54,245			55,000			33,760			33,760		
SAL FAC	0.90			0.95			0.92			0.93			0.89			0.98		
RES UNIV/HIGH ACTIVITY																		
AVG	106,562	150	31	77,305	100	30	66,965	77	26	65,421	17	11	47,231	20	13	85,924	347	32
HIGH	179,366	43%		109,135	29%		90,799	22%		81,400	5%		84,000	6%		179,366		
LOW	52,000			51,091			40,000			55,000			25,384			25,384		
SAL FAC	0.98			0.96			0.94			0.90			0.94			1.04		
REGION I																		
AVG	113,629	117	14	82,673	64	15	71,145	38	14	72,566	5	4	48,813	14	9	94,303	233	15
HIGH	240,875	50%		117,810	28%		92,025	16%		90,000	2%		84,000	6%		240,875		
LOW	60,135			52,666			48,251			61,214			25,384			25,384		
SAL FAC	0.86			0.95			0.91			1.02			0.97			0.93		
REGION II																		
AVG	117,481	179	21	82,182	97	20	72,169	77	19	68,513	13	7	47,668	12	6	96,246	365	21
HIGH	278,410	49%		124,210	27%		105,040	21%		85,000	4%		84,398	3%		278,410		
LOW	52,000			51,091			40,000			55,000			33,760			33,760		
SAL FAC	0.96			0.97			0.97			0.92			0.93			1.05		
REGION III																		
AVG	122,040	202	22	86,645	95	22	72,683	70	23	69,227	12	10	55,237	12	9	101,937	379	23
HIGH	259,327	53%		114,240	25%		110,000	19%		81,000	3%		99,523	3%		259,327		
LOW	61,969			55,080			54,245			55,000			32,800			32,800		
SAL FAC	0.92			0.94			0.90			0.87			0.94			1.01		
REGION IV																		
AVG	111,399	102	16	80,237	62	18	70,188	59	15	70,154	13	7	44,481	23	10	87,405	246	18
HIGH	228,943	42%		113,850	25%		91,520	24%		84,000	5%		58,858	9%		228,943		
LOW	60,798			51,953			49,786			60,000			35,000			35,000		
SAL FAC	0.90			0.94			0.93			0.92			0.88			0.96		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0603 Geophysics and Seismology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,225	25	4	80,454	15	3	70,489	9	3	76,000	3	1	45,351	5	1	89,326	54	5
HIGH	216,684	46%		100,072	28%		78,000	17%		78,000	6%		49,249	9%		216,684		
LOW	90,000			66,520			63,753			75,000			41,262			41,262		
SAL FAC	0.86			0.92			0.91			1.00			0.85			0.93		
TENURED/TENURE TRACK																		
AVG	104,946	21	2	80,096	8	2	73,520	5	2	76,000	3	1				94,477	34	2
HIGH	151,105	62%		83,000	24%		78,000	15%		78,000	9%					151,105		
LOW	90,000			75,925			64,921			75,000						64,921		
SAL FAC	0.81			0.91			0.93			0.97						0.90		
NONTENURE TRACK																		
AVG	118,473	2	1	80,920	6	1	65,069	3	1				45,351	5	1	71,527	16	1
HIGH	123,000	13%		100,072	38%		66,368	19%					49,249	31%		123,000		
LOW	113,946			66,520			63,753						41,262			41,262		
SAL FAC	1.05			0.88			0.89						0.85			1.07		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,043	15	2	80,692	7	1	76,000	3	1	76,000	3	1				100,139	25	2
HIGH	216,684	60%		83,000	28%		78,000	12%		78,000	12%					216,684		
LOW	90,000			78,000			75,000			75,000						75,000		
SAL FAC	0.85			0.89			0.95			0.98						0.98		
RES UNIV/HIGH ACTIVITY																		
AVG	104,500	10	2	80,246	8	2	67,733	6	2				45,351	5	1	80,004	29	3
HIGH	123,000	35%		100,072	28%		74,681	21%					49,249	17%		123,000		
LOW	95,800			66,520			63,753						41,262			41,262		
SAL FAC	0.96			0.99			0.95						0.91			0.97		
REGION I																		
AVG	116,354	10	2	80,206	7	1	66,962	5	1				45,351	5	1	84,687	27	2
HIGH	216,684	37%		100,072	26%		74,681	19%					49,249	19%		216,684		
LOW	95,800			66,520			63,753						41,262			41,262		
SAL FAC	0.88			0.92			0.85						0.90			0.84		
REGION II																		
AVG	106,711	14	1	80,692	7	1	76,000	3	1	76,000	3	1				95,283	24	1
HIGH	151,105	58%		83,000	29%		78,000	13%		78,000	13%					151,105		
LOW	90,000			78,000			75,000			75,000						75,000		
SAL FAC	0.88			0.95			1.02			1.02						1.04		
REGION III																		
AVG							71,590	1	1							71,590	1	1
HIGH							71,590	100%								71,590		
LOW							71,590									71,590		
SAL FAC							0.89									0.71		
REGION IV																		
AVG	98,147	1	1	80,520	1	1										89,334	2	1
HIGH	98,147	50%		80,520	50%											98,147		
LOW	98,147			80,520												80,520		
SAL FAC	0.79			0.94												0.98		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0605 Hydrology and Water Resources Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	121,411	17	4	78,168	8	4	75,051	9	4						98,965	34	6	
HIGH	185,000	50%		85,836	24%		89,008	27%							185,000			
LOW	92,574			71,202			64,485								64,485			
SAL FAC	0.95			0.89			0.97								1.03			
TENURED/TENURE TRACK																		
AVG	123,214	16	3	78,168	8	4	74,189	4	4						103,340	28	6	
HIGH	185,000	57%		85,836	29%		80,000	14%							185,000			
LOW	93,112			71,202			64,485								64,485			
SAL FAC	0.95			0.89			0.93								0.99			
NONTENURE TRACK																		
AVG	92,574	1	1				75,741	5	1						78,547	6	1	
HIGH	92,574	17%					89,008	83%							92,574			
LOW	92,574						70,423								70,423			
SAL FAC	0.82						1.03								1.17			
RES UNIV/VERY HIGH ACTVTY																		
AVG	123,214	16	3	77,392	7	3	72,828	3	3						105,063	26	5	
HIGH	185,000	62%		85,836	27%		80,000	12%							185,000			
LOW	93,112			71,202			64,485								64,485			
SAL FAC	0.92			0.85			0.91								1.03			
RES UNIV/HIGH ACTIVITY																		
AVG	92,574	1	1	83,594	1	1	76,163	6	1						79,143	8	1	
HIGH	92,574	13%		83,594	13%		89,008	75%							92,574			
LOW	92,574			83,594			70,423								70,423			
SAL FAC	0.85			1.03			1.06								0.96			
REGION I																		
AVG	124,558	10	2	83,649	2	2	75,183	8	3						100,717	20	3	
HIGH	185,000	50%		83,704	10%		89,008	40%							185,000			
LOW	92,574			83,594			64,485								64,485			
SAL FAC	0.95			0.96			0.96								1.00			
REGION II																		
AVG	113,873	6	1	75,345	5	1	74,000	1	1						94,497	12	1	
HIGH	159,432	50%		85,836	42%		74,000	8%							159,432			
LOW	93,112			71,202			74,000								71,202			
SAL FAC	0.93			0.89			0.99								1.03			
REGION III																		
AVG	135,171	1	1												135,171	1	1	
HIGH	135,171	100%													135,171			
LOW	135,171														135,171			
SAL FAC	1.02														1.34			
REGION IV																		
AVG				81,318	1	1									81,318	1	1	
HIGH				81,318	100%										81,318			
LOW				81,318											81,318			
SAL FAC				0.95											0.89			

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0607 Oceanography, Chemical and Physical

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	122,354	138	12	85,227	67	11	72,843	32	11	72,372	4	4	49,978	3	2	104,483	240	12
HIGH	240,980	58%		122,280	28%		96,267	13%		78,668	2%		54,299	1%		240,980		
LOW	81,916			53,176			42,869			63,818			47,265			42,869		
SAL FAC	0.95			0.97			0.94			0.95			0.94			1.08		
TENURED/TENURE TRACK																		
AVG	113,356	77	7	81,433	37	7	71,675	10	6	73,500	2	2				100,469	124	7
HIGH	187,500	62%		106,875	30%		80,266	8%		75,000	2%					187,500		
LOW	88,987			69,096			65,392			72,000						65,392		
SAL FAC	0.87			0.93			0.90			0.94						0.96		
NONTENURE TRACK																		
AVG	101,178	4	2	75,305	6	2	64,869	9	4	63,818	1	1	49,978	3	2	72,286	22	4
HIGH	108,971	18%		86,412	27%		79,526	41%		63,818	5%		54,299	14%		108,971		
LOW	91,598			53,176			42,869			63,818			47,265			42,869		
SAL FAC	0.90			0.81			0.88			0.91			0.93			1.08		
RES UNIV/VERY HIGH ACTVTY																		
AVG	126,153	89	7	88,636	44	6	74,957	21	6	75,334	2	2	47,265	1	1	108,058	155	7
HIGH	240,980	57%		122,280	28%		96,267	14%		78,668	1%		47,265	1%		240,980		
LOW	81,916			53,176			42,869			72,000			47,265			42,869		
SAL FAC	0.94			0.97			0.94			0.97			0.86			1.06		
RES UNIV/HIGH ACTIVITY																		
AVG	115,453	49	5	78,705	23	5	68,808	11	5	69,409	2	2	51,334	2	1	97,964	85	5
HIGH	187,500	58%		90,150	27%		75,000	13%		75,000	2%		54,299	2%		187,500		
LOW	89,039			67,500			55,825			63,818			48,370			48,370		
SAL FAC	1.06			0.97			0.96			0.96			1.02			1.19		
REGION I																		
AVG	125,293	22	2	86,980	15	2	75,592	6	2				51,334	2	1	102,608	45	2
HIGH	198,574	49%		106,812	33%		86,520	13%					54,299	4%		198,574		
LOW	91,598			74,350			65,392						48,370			48,370		
SAL FAC	0.95			1.00			0.96						1.02			1.01		
REGION II																		
AVG	107,166	14	1	81,382	5	1										100,381	19	1
HIGH	137,506	74%		93,628	26%											137,506		
LOW	93,000			78,000												78,000		
SAL FAC	0.88			0.96												1.09		
REGION III																		
AVG	127,079	61	5	88,441	30	5	74,304	15	5	67,909	2	2	47,265	1	1	108,101	107	5
HIGH	240,980	57%		122,280	28%		96,267	14%		72,000	2%		47,265	1%		240,980		
LOW	89,039			67,500			42,869			63,818			47,265			42,869		
SAL FAC	0.96			0.96			0.92			0.85			0.81			1.07		
REGION IV																		
AVG	118,934	41	4	79,139	17	3	69,352	11	4	76,834	2	2				101,225	69	4
HIGH	187,500	59%		96,517	25%		78,668	16%		78,668	3%					187,500		
LOW	81,916			53,176			45,204			75,000						45,204		
SAL FAC	0.96			0.92			0.92			1.01						1.11		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0699 Geological and Earth Sciences/Geosciences, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	118,223	3 3	98,880	5 2	64,999	2 2					97,907	10 4
HIGH	135,000	30%	121,094	50%	70,000	20%					135,000	
LOW	87,042		80,990		59,998						59,998	
SAL FAC	0.92		1.13		0.84						1.02	
NONTENURE TRACK												
AVG					59,998	1 1					59,998	1 1
HIGH					59,998	100%					59,998	
LOW					59,998						59,998	
SAL FAC					0.82						0.89	
RES UNIV/VERY HIGH ACTVTY												
AVG	132,627	1 1	113,730	2 1							120,029	3 1
HIGH	132,627	33%	121,094	67%							132,627	
LOW	132,627		106,366								106,366	
SAL FAC	0.99		1.25								1.18	
RES UNIV/HIGH ACTIVITY												
AVG	111,021	2 2	88,980	3 1	64,999	2 2					88,426	7 3
HIGH	135,000	29%	102,060	43%	70,000	29%					135,000	
LOW	87,042		80,990		59,998						59,998	
SAL FAC	1.02		1.10		0.91						1.07	
REGION I												
AVG					59,998	1 1					59,998	1 1
HIGH					59,998	100%					59,998	
LOW					59,998						59,998	
SAL FAC					0.76						0.59	
REGION II												
AVG	132,627	1 1	113,730	2 1							120,029	3 1
HIGH	132,627	33%	121,094	67%							132,627	
LOW	132,627		106,366								106,366	
SAL FAC	1.09		1.34								1.31	
REGION III												
AVG	111,021	2 2	88,980	3 1	70,000	1 1					93,164	6 2
HIGH	135,000	33%	102,060	50%	70,000	17%					135,000	
LOW	87,042		80,990		70,000						70,000	
SAL FAC	0.84		0.97		0.87						0.93	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.08 Physics

	PROFESSOR			ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED						
	SALARY	NUM	INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS					
NATIONAL																		
AVG	120,272	1,445	102	83,436	632	103	72,218	483	101	68,531	71	53	52,205	123	50	99,824	2,683	104
HIGH	418,957	54%		156,104	24%		116,000	18%		116,000	3%		94,497	5%		418,957		
LOW	30,772			21,450			16,000			16,000			31,242			16,000		
SAL FAC	0.94			0.95			0.93			0.90			0.98			1.04		
TENURED/TENURE TRACK																		
AVG	120,348	1,081	73	84,493	452	74	75,444	287	72	73,447	37	33	66,044	2	2	104,320	1,822	75
HIGH	418,957	59%		147,273	25%		116,000	16%		116,000	2%		72,849	0%		418,957		
LOW	30,772			21,450			56,500			57,000			59,238			21,450		
SAL FAC	0.93			0.96			0.95			0.94			1.14			1.00		
NONTENURE TRACK																		
AVG	81,431	18	8	65,699	25	12	55,028	60	26	49,313	8	6	53,111	90	37	57,979	193	50
HIGH	122,100	9%		95,973	13%		88,551	31%		60,000	4%		94,497	47%		122,100		
LOW	42,141			39,470			32,000			32,000			32,800			32,000		
SAL FAC	0.72			0.71			0.75			0.70			0.99			0.86		
RES UNIV/VERY HIGH ACTVTY																		
AVG	124,032	1,132	56	86,282	411	56	74,728	339	56	69,837	48	34	55,006	73	27	104,969	1,955	56
HIGH	418,957	58%		147,273	21%		116,000	17%		116,000	3%		94,497	4%		418,957		
LOW	42,141			36,000			16,000			16,000			35,000			16,000		
SAL FAC	0.93			0.95			0.93			0.90			1.00			1.03		
RES UNIV/HIGH ACTIVITY																		
AVG	107,520	279	41	77,902	194	42	65,914	134	40	64,843	21	18	48,223	48	21	85,890	655	43
HIGH	210,491	43%		156,104	30%		82,173	21%		78,000	3%		69,983	7%		210,491		
LOW	30,772			21,450			38,000			38,000			31,242			21,450		
SAL FAC	0.98			0.96			0.92			0.89			0.96			1.04		
DOCTORAL RES UNIV																		
AVG	99,733	34	5	79,881	27	5	71,575	10	5	75,887	2	1	45,540	2	2	87,048	73	5
HIGH	149,187	47%		120,795	37%		83,085	14%		76,687	3%		50,600	3%		149,187		
LOW	65,251			61,677			61,800			75,087			40,480			40,480		
SAL FAC	0.94			0.98			1.05			1.08			0.83			1.08		
REGION I																		
AVG	109,028	182	19	80,019	93	20	67,645	87	20	64,602	10	8	53,079	25	12	89,140	387	20
HIGH	314,814	47%		156,104	24%		109,200	23%		73,236	3%		72,849	7%		314,814		
LOW	42,141			45,074			39,427			47,280			31,242			31,242		
SAL FAC	0.83			0.92			0.86			0.91			1.05			0.88		
REGION II																		
AVG	116,680	350	23	81,216	138	23	71,430	108	22	69,859	21	16	53,666	21	9	98,682	617	23
HIGH	418,957	57%		125,165	22%		103,000	18%		87,000	3%		94,497	3%		418,957		
LOW	30,772			21,450			32,000			32,000			33,908			21,450		
SAL FAC	0.96			0.96			0.96			0.94			1.04			1.07		
REGION III																		
AVG	129,800	540	32	90,583	232	31	77,211	148	32	69,856	21	16	54,837	39	13	109,148	959	32
HIGH	307,561	56%		147,273	24%		116,000	15%		116,000	2%		90,000	4%		307,561		
LOW	76,951			36,000			38,000			38,000			32,800			32,800		
SAL FAC	0.98			0.98			0.96			0.88			0.94			1.08		
REGION IV																		
AVG	115,336	373	28	77,316	169	29	70,388	140	27	67,664	19	13	48,120	38	16	94,124	720	29
HIGH	360,413	52%		109,296	24%		101,200	19%		81,916	3%		73,433	5%		360,413		
LOW	50,380			39,470			16,000			16,000			35,000			16,000		
SAL FAC	0.93			0.90			0.93			0.89			0.95			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0801 Physics, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	120,678	1,334	90	83,649	552	91	72,879	427	90	68,526	65	49	52,595	106	43	100,807	2,419	93
HIGH	418,957		55%	156,104		23%	116,000		18%	116,000		3%	94,497		4%	418,957		
LOW	30,772			21,450			16,000			16,000			31,242			16,000		
SAL FAC	0.94			0.95			0.94			0.90			0.99			1.05		
TENURED/TENURE TRACK																		
AVG	120,567	993	64	84,699	398	65	75,913	253	64	74,298	32	29	66,044	2	2	104,964	1,646	66
HIGH	418,957		60%	147,273		24%	116,000		15%	116,000		2%	72,849		0%	418,957		
LOW	30,772			21,450			56,500			58,000			59,238			21,450		
SAL FAC	0.93			0.96			0.96			0.95			1.14			1.00		
NONTENURE TRACK																		
AVG	83,611	12	6	61,528	16	10	54,889	44	23	49,313	8	6	53,845	74	31	57,448	146	44
HIGH	122,100		8%	95,973		11%	88,551		30%	60,000		6%	94,497		51%	122,100		
LOW	50,380			39,470			32,000			32,000			32,800			32,000		
SAL FAC	0.74			0.67			0.75			0.70			1.00			0.86		
RES UNIV/VERY HIGH ACTVTY																		
AVG	124,186	1,088	54	86,375	385	54	75,352	311	54	69,830	46	33	55,448	66	25	105,656	1,850	54
HIGH	418,957		59%	147,273		21%	116,000		17%	116,000		3%	94,497		4%	418,957		
LOW	50,380			36,000			16,000			16,000			35,000			16,000		
SAL FAC	0.93			0.95			0.94			0.90			1.01			1.04		
RES UNIV/HIGH ACTIVITY																		
AVG	105,524	225	33	76,513	149	34	65,894	110	33	64,132	17	15	48,078	39	17	84,640	523	36
HIGH	189,200		43%	156,104		29%	82,173		21%	78,000		3%	69,983		8%	189,200		
LOW	30,772			21,450			38,000			38,000			31,242			21,450		
SAL FAC	0.97			0.95			0.92			0.88			0.96			1.03		
DOCTORAL RES UNIV																		
AVG	101,273	21	3	84,404	18	3	72,742	6	3	75,887	2	1	40,480	1	1	89,629	46	3
HIGH	149,187		46%	120,795		39%	83,085		13%	76,687		4%	40,480		2%	149,187		
LOW	65,251			61,677			61,800			75,087			40,480			40,480		
SAL FAC	0.95			1.04			1.06			1.08			0.74			1.11		
REGION I																		
AVG	105,646	146	17	78,989	73	18	69,334	65	18	63,252	8	7	54,188	19	10	88,207	303	18
HIGH	191,580		48%	156,104		24%	109,200		22%	73,236		3%	72,849		6%	191,580		
LOW	55,157			45,074			39,427			47,280			31,242			47,280		
SAL FAC	0.80			0.91			0.88			0.89			1.08			0.87		
REGION II																		
AVG	116,680	350	23	81,216	138	23	71,430	108	22	69,859	21	16	53,666	21	9	98,682	617	23
HIGH	418,957		57%	125,165		22%	103,000		18%	87,000		3%	94,497		3%	418,957		
LOW	30,772			21,450			32,000			32,000			33,908			21,450		
SAL FAC	0.96			0.96			0.96			0.94			1.04			1.07		
REGION III																		
AVG	132,040	472	23	92,671	180	22	79,038	117	24	70,324	17	13	56,572	29	9	112,646	798	24
HIGH	307,561		59%	147,273		23%	116,000		15%	116,000		2%	90,000		4%	307,561		
LOW	79,840			36,000			38,000			38,000			32,800			32,800		
SAL FAC	1.00			1.01			0.98			0.88			0.97			1.12		
REGION IV																		
AVG	115,845	366	27	77,761	161	28	70,443	137	26	67,664	19	13	48,053	37	15	94,647	701	28
HIGH	360,413		52%	109,296		23%	101,200		20%	81,916		3%	73,433		5%	360,413		
LOW	50,380			39,470			16,000			16,000			35,000			16,000		
SAL FAC	0.93			0.91			0.93			0.89			0.95			1.04		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.0808 Condensed Matter and Materials Physics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	111,972	3 2	79,202	4 2							93,246	7 3
HIGH	126,820	43%	88,050	57%							126,820	
LOW	96,207		69,545								69,545	
SAL FAC	0.87		0.90								0.97	
TENURED/TENURE TRACK												
AVG			88,050	1 1							88,050	1 1
HIGH			88,050	100%							88,050	
LOW			88,050								88,050	
SAL FAC			1.00								0.84	
NONTENURE TRACK												
AVG	96,207	1 1	76,252	3 1							81,241	4 1
HIGH	96,207	25%	87,247	75%							96,207	
LOW	96,207		69,545								69,545	
SAL FAC	0.85		0.82								1.21	
RES UNIV/VERY HIGH ACTVTY												
AVG	96,207	1 1	76,252	3 1							81,241	4 1
HIGH	96,207	25%	87,247	75%							96,207	
LOW	96,207		69,545								69,545	
SAL FAC	0.72		0.84								0.80	
RES UNIV/HIGH ACTIVITY												
AVG	119,855	2 1	88,050	1 1							109,253	3 2
HIGH	126,820	67%	88,050	33%							126,820	
LOW	112,890		88,050								88,050	
SAL FAC	1.10		1.09								1.33	
REGION I												
AVG			88,050	1 1							88,050	1 1
HIGH			88,050	100%							88,050	
LOW			88,050								88,050	
SAL FAC			1.01								0.87	
REGION III												
AVG	111,972	3 2	76,252	3 1							94,112	6 2
HIGH	126,820	50%	87,247	50%							126,820	
LOW	96,207		69,545								69,545	
SAL FAC	0.84		0.83								0.93	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.10 Materials Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	145,269	30	4	103,548	10	6	85,915	13	5				122,839	53	7
HIGH	237,650	57%		132,355	19%		102,761	25%					237,650		
LOW	100,620			70,632			57,273						57,273		
SAL FAC	1.13			1.18			1.11						1.27		
TENURED/TENURE TRACK															
AVG	133,172	16	2	103,364	3	3	89,764	6	2				119,177	25	3
HIGH	216,072	64%		117,243	12%		98,908	24%					216,072		
LOW	100,620			95,652			80,000						80,000		
SAL FAC	1.02			1.17			1.13						1.14		
NONTENURE TRACK															
AVG							60,529	2	2				60,529	2	2
HIGH							63,784	100%					63,784		
LOW							57,273						57,273		
SAL FAC							0.82						0.90		
RES UNIV/VERY HIGH ACTVTY															
AVG	145,269	30	4	104,170	9	5	85,915	13	5				123,317	52	6
HIGH	237,650	58%		132,355	17%		102,761	25%					237,650		
LOW	100,620			70,632			57,273						57,273		
SAL FAC	1.09			1.15			1.07						1.21		
RES UNIV/HIGH ACTIVITY															
AVG				97,950	1	1							97,950	1	1
HIGH				97,950	100%								97,950		
LOW				97,950									97,950		
SAL FAC				1.21									1.19		
REGION I															
AVG	123,177	15	2	102,233	6	3	83,465	7	2				108,761	28	3
HIGH	152,800	54%		132,355	21%		98,908	25%					152,800		
LOW	100,643			70,632			57,273						57,273		
SAL FAC	0.94			1.18			1.06						1.07		
REGION III															
AVG	167,362	15	2	105,521	4	3	93,772	5	2				141,724	24	3
HIGH	237,650	63%		120,514	17%		102,761	21%					237,650		
LOW	100,620			95,652			84,094						84,094		
SAL FAC	1.26			1.15			1.16						1.41		
REGION IV															
AVG							63,784	1	1				63,784	1	1
HIGH							63,784	100%					63,784		
LOW							63,784						63,784		
SAL FAC							0.84						0.70		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.1001 Materials Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	145,269	30	4	103,896	9	5	85,915	13	5				123,270	52	6
HIGH	237,650	58%		132,355	17%		102,761	25%					237,650		
LOW	100,620			70,632			57,273						57,273		
SAL FAC	1.13			1.18			1.11						1.28		
TENURED/TENURE TRACK															
AVG	133,172	16	2	104,840	2	2	89,764	6	2				119,959	24	2
HIGH	216,072	67%		117,243	8%		98,908	25%					216,072		
LOW	100,620			95,652			80,000						80,000		
SAL FAC	1.02			1.19			1.13						1.15		
NONTENURE TRACK															
AVG							60,529	2	2				60,529	2	2
HIGH							63,784	100%					63,784		
LOW							57,273						57,273		
SAL FAC							0.82						0.90		
RES UNIV/VERY HIGH ACTVTY															
AVG	145,269	30	4	104,640	8	4	85,915	13	5				123,767	51	5
HIGH	237,650	59%		132,355	16%		102,761	26%					237,650		
LOW	100,620			70,632			57,273						57,273		
SAL FAC	1.09			1.15			1.07						1.21		
RES UNIV/HIGH ACTIVITY															
AVG				97,950	1	1							97,950	1	1
HIGH				97,950	100%								97,950		
LOW				97,950									97,950		
SAL FAC				1.21									1.19		
REGION I															
AVG	123,177	15	2	102,597	5	2	83,465	7	2				109,070	27	2
HIGH	152,800	56%		132,355	19%		98,908	26%					152,800		
LOW	100,643			70,632			57,273						57,273		
SAL FAC	0.94			1.18			1.06						1.08		
REGION III															
AVG	167,362	15	2	105,521	4	3	93,772	5	2				141,724	24	3
HIGH	237,650	63%		120,514	17%		102,761	21%					237,650		
LOW	100,620			95,652			84,094						84,094		
SAL FAC	1.26			1.15			1.16						1.41		
REGION IV															
AVG							63,784	1	1				63,784	1	1
HIGH							63,784	100%					63,784		
LOW							63,784						63,784		
SAL FAC							0.84						0.70		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.99 Physical Sciences, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,623	28	3	84,970	29	3	67,896	19	4				58,452	10	1	88,746	86	5
HIGH	197,463	33%		105,609	34%		80,195	22%					88,378	12%		197,463		
LOW	89,714			70,346			45,000						47,891			45,000		
SAL FAC	0.92			0.97			0.88						1.10			0.92		
TENURED/TENURE TRACK																		
AVG				91,001	3	1	70,840	1	1				53,002	1	1	79,369	5	2
HIGH				100,188	60%		70,840	20%					53,002	20%		100,188		
LOW				84,770			70,840						53,002			53,002		
SAL FAC				1.03			0.89						0.92			0.76		
NONTENURE TRACK																		
AVG	117,668	5	1	83,617	16	1	66,607	12	2				59,057	9	1	77,548	42	2
HIGH	144,849	12%		105,609	38%		75,109	29%					88,378	21%		144,849		
LOW	89,714			70,346			45,000						47,891			45,000		
SAL FAC	1.04			0.90			0.91						1.10			1.16		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,614	23	2	85,325	10	1	66,416	7	2							100,582	40	3
HIGH	197,463	58%		95,000	25%		80,195	18%								197,463		
LOW	95,112			73,895			45,000									45,000		
SAL FAC	0.88			0.94			0.83									0.99		
RES UNIV/HIGH ACTIVITY																		
AVG	117,668	5	1	84,783	19	2	68,760	12	2				58,452	10	1	78,453	46	2
HIGH	144,849	11%		105,609	41%		75,109	26%					88,378	22%		144,849		
LOW	89,714			70,346			64,260						47,891			47,891		
SAL FAC	1.08			1.05			0.96						1.17			0.95		
REGION I																		
AVG							45,000	1	1							45,000	1	1
HIGH							45,000	100%								45,000		
LOW							45,000									45,000		
SAL FAC							0.57									0.44		
REGION II																		
AVG	137,794	4	1													137,794	4	1
HIGH	197,463	100%														197,463		
LOW	99,428															99,428		
SAL FAC	1.13															1.50		
REGION III																		
AVG	117,668	5	1	83,617	16	1	68,571	11	1				58,452	10	1	77,738	42	1
HIGH	144,849	12%		105,609	38%		75,109	26%					88,378	24%		144,849		
LOW	89,714			70,346			64,260						47,891			47,891		
SAL FAC	0.89			0.91			0.85						1.00			0.77		
REGION IV																		
AVG	113,365	19	1	86,635	13	2	70,107	7	2							96,691	39	2
HIGH	170,977	49%		100,188	33%		80,195	18%								170,977		
LOW	95,112			73,895			56,000									56,000		
SAL FAC	0.91			1.01			0.93									1.06		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 40.9999 Physical Sciences, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	117,614	23 2	86,635	13 2	66,969	8 3					99,253	44 4
HIGH	197,463	52%	100,188	30%	80,195	18%					197,463	
LOW	95,112		73,895		45,000						45,000	
SAL FAC	0.92		0.99		0.86						1.03	
TENURED/TENURE TRACK												
AVG			91,001	3 1	70,840	1 1					85,961	4 1
HIGH			100,188	75%	70,840	25%					100,188	
LOW			84,770		70,840						70,840	
SAL FAC			1.03		0.89						0.82	
NONTENURE TRACK												
AVG					45,000	1 1					45,000	1 1
HIGH					45,000	100%					45,000	
LOW					45,000						45,000	
SAL FAC					0.61						0.67	
RES UNIV/VERY HIGH ACTVTY												
AVG	117,614	23 2	85,325	10 1	66,416	7 2					100,582	40 3
HIGH	197,463	58%	95,000	25%	80,195	18%					197,463	
LOW	95,112		73,895		45,000						45,000	
SAL FAC	0.88		0.94		0.83						0.99	
RES UNIV/HIGH ACTIVITY												
AVG			91,001	3 1	70,840	1 1					85,961	4 1
HIGH			100,188	75%	70,840	25%					100,188	
LOW			84,770		70,840						70,840	
SAL FAC			1.13		0.99						1.04	
REGION I												
AVG					45,000	1 1					45,000	1 1
HIGH					45,000	100%					45,000	
LOW					45,000						45,000	
SAL FAC					0.57						0.44	
REGION II												
AVG	137,794	4 1									137,794	4 1
HIGH	197,463	100%									197,463	
LOW	99,428										99,428	
SAL FAC	1.13										1.50	
REGION IV												
AVG	113,365	19 1	86,635	13 2	70,107	7 2					96,691	39 2
HIGH	170,977	49%	100,188	33%	80,195	18%					170,977	
LOW	95,112		73,895		56,000						56,000	
SAL FAC	0.91		1.01		0.93						1.06	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42. PSYCHOLOGY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	123,898	1,677	107	79,538	1,208	111	68,414	923	110	66,840	164	72	50,449	201	48	94,074	4,009	111
HIGH	314,514	42%		146,420	30%		130,000	23%		88,000	4%		98,301	5%		314,514		
LOW	46,138			33,039			36,087			38,000			19,917			19,917		
SAL FAC	0.97			0.91			0.88			0.88			0.95			0.98		
TENURED/TENURE TRACK																		
AVG	124,341	1,279	77	80,671	869	81	70,744	611	80	69,456	99	48	50,111	8	2	98,576	2,767	81
HIGH	314,514	46%		146,420	31%		130,000	22%		88,000	4%		57,618	0%		314,514		
LOW	46,138			33,039			40,000			54,999			44,866			33,039		
SAL FAC	0.96			0.92			0.89			0.89			0.87			0.94		
NONTENURE TRACK																		
AVG	92,990	18	11	77,097	29	18	56,594	91	36	55,064	12	10	50,066	176	40	56,915	314	55
HIGH	172,576	6%		119,058	9%		108,537	29%		73,636	4%		98,301	56%		172,576		
LOW	57,273			51,015			36,087			38,000			19,917			19,917		
SAL FAC	0.82			0.83			0.77			0.78			0.93			0.85		
RES UNIV/VERY HIGH ACTVTY																		
AVG	130,461	1,266	62	82,806	795	63	71,405	594	62	70,470	95	40	50,588	127	24	100,588	2,782	63
HIGH	314,514	46%		146,420	29%		130,000	21%		88,000	3%		98,301	5%		314,514		
LOW	56,160			33,039			36,087			45,000			27,500			27,500		
SAL FAC	0.98			0.91			0.89			0.90			0.92			0.99		
RES UNIV/HIGH ACTIVITY																		
AVG	103,670	385	41	73,197	368	43	62,826	304	43	61,422	63	29	49,561	66	22	79,447	1,123	43
HIGH	272,701	34%		113,409	33%		86,919	27%		82,500	6%		81,329	6%		272,701		
LOW	46,138			51,779			38,000			38,000			19,917			19,917		
SAL FAC	0.95			0.91			0.88			0.85			0.99			0.96		
DOCTORAL RES UNIV																		
AVG	103,833	26	4	73,650	45	5	65,285	25	5	66,250	6	3	55,576	8	2	77,795	104	5
HIGH	117,197	25%		100,096	43%		78,916	24%		75,000	6%		71,622	8%		117,197		
LOW	78,992			60,098			48,748			58,000			51,079			48,748		
SAL FAC	0.98			0.90			0.96			0.94			1.01			0.97		
REGION I																		
AVG	126,736	322	25	79,925	209	27	68,237	152	26	67,709	18	11	51,547	22	11	97,900	705	27
HIGH	260,000	46%		131,000	30%		88,733	22%		86,000	3%		71,379	3%		260,000		
LOW	56,160			38,250			40,830			50,083			39,079			38,250		
SAL FAC	0.96			0.92			0.87			0.96			1.02			0.97		
REGION II																		
AVG	115,225	333	24	75,711	293	24	66,871	194	24	64,133	38	16	47,937	43	11	87,587	863	24
HIGH	257,690	39%		140,000	34%		87,100	23%		81,000	4%		81,329	5%		257,690		
LOW	63,478			53,821			38,000			38,000			19,917			19,917		
SAL FAC	0.95			0.89			0.90			0.86			0.93			0.95		
REGION III																		
AVG	130,453	655	31	84,852	399	31	71,400	324	31	70,904	56	25	53,242	76	13	100,745	1,454	31
HIGH	314,514	45%		146,420	27%		130,000	22%		88,000	4%		98,301	5%		314,514		
LOW	46,138			50,292			38,526			45,000			34,967			34,967		
SAL FAC	0.98			0.92			0.89			0.89			0.91			1.00		
REGION IV																		
AVG	117,577	367	27	76,019	307	29	65,880	253	29	64,139	52	20	48,310	60	13	87,188	987	29
HIGH	303,775	37%		131,020	31%		117,170	26%		80,000	5%		71,622	6%		303,775		
LOW	69,849			33,039			36,087			45,000			27,500			27,500		
SAL FAC	0.95			0.89			0.87			0.84			0.95			0.96		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.01 Psychology, General

	PROFESSOR			ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED						
	SALARY	NUM	INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS					
NATIONAL																		
AVG	127,011	1,336	103	80,446	911	107	69,601	696	104	67,534	126	61	50,385	178	46	96,246	3,121	107
HIGH	303,775		43%	146,420		29%	117,170		22%	88,000		4%	98,301		6%	303,775		
LOW	56,160			38,250			38,000			38,000			19,917			19,917		
SAL FAC	0.99			0.92			0.90			0.89			0.95			1.00		
TENURED/TENURE TRACK																		
AVG	126,916	1,034	75	81,714	656	79	72,142	464	77	71,428	71	38	50,111	8	2	101,161	2,162	79
HIGH	299,250		48%	146,420		30%	104,000		22%	88,000		3%	57,618		0%	299,250		
LOW	56,160			38,250			40,000			56,628			44,866			38,250		
SAL FAC	0.98			0.93			0.91			0.91			0.87			0.97		
NONTENURE TRACK																		
AVG	92,972	11	10	75,868	15	12	56,175	53	28	52,660	10	8	50,072	157	40	55,081	236	53
HIGH	172,576			105,306			94,500		23%	65,456		4%	98,301		67%	172,576		
LOW	57,273			51,015			38,000			38,000			19,917			19,917		
SAL FAC	0.82			0.82			0.77			0.75			0.93			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	133,845	1,031	62	84,005	613	63	72,650	466	62	71,323	75	37	50,814	117	24	102,959	2,227	63
HIGH	303,775		46%	146,420		28%	117,170		21%	88,000		3%	98,301		5%	303,775		
LOW	56,160			38,250			39,306			45,000			27,500			27,500		
SAL FAC	1.00			0.92			0.91			0.92			0.92			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG	104,013	287	38	73,402	261	40	63,381	209	38	61,685	46	22	49,036	56	21	79,954	813	40
HIGH	272,701		35%	106,111		32%	86,919		26%	82,500		6%	81,329		7%	272,701		
LOW	68,802			51,779			38,000			38,000			19,917			19,917		
SAL FAC	0.95			0.91			0.89			0.85			0.98			0.97		
DOCTORAL RES UNIV																		
AVG	102,291	18	3	71,165	37	4	63,857	21	4	64,500	5	2	55,467	5	1	75,218	81	4
HIGH	116,182		22%	100,096		46%	78,202		26%	68,000		6%	71,622		6%	116,182		
LOW	78,992			60,098			48,748			58,000			51,079			48,748		
SAL FAC	0.96			0.87			0.93			0.91			1.01			0.93		
REGION I																		
AVG	128,876	298	24	80,153	178	26	69,657	123	24	67,611	16	9	50,603	21	11	100,489	620	26
HIGH	260,000		48%	118,450		29%	88,733		20%	86,000		3%	69,652		3%	260,000		
LOW	56,160			38,250			40,830			50,083			39,079			38,250		
SAL FAC	0.98			0.92			0.89			0.95			1.01			0.99		
REGION II																		
AVG	119,624	247	23	77,641	207	23	68,460	139	23	64,424	27	13	46,546	36	10	90,318	629	23
HIGH	257,690		39%	140,000		33%	87,100		22%	81,000		4%	81,329		6%	257,690		
LOW	63,478			53,821			38,000			38,000			19,917			19,917		
SAL FAC	0.98			0.92			0.92			0.87			0.90			0.98		
REGION III																		
AVG	133,691	511	31	86,564	292	31	72,917	250	30	72,242	43	22	53,560	69	13	102,957	1,122	31
HIGH	299,250		46%	146,420		26%	104,000		22%	88,000		4%	98,301		6%	299,250		
LOW	57,273			50,292			40,000			45,000			34,967			34,967		
SAL FAC	1.01			0.94			0.91			0.91			0.91			1.02		
REGION IV																		
AVG	119,353	280	25	75,513	234	27	65,923	184	27	64,541	40	17	48,742	52	12	87,671	750	27
HIGH	303,775		37%	125,000		31%	117,170		25%	80,000		5%	71,622		7%	303,775		
LOW	69,849			43,000			39,306			45,000			27,500			27,500		
SAL FAC	0.96			0.88			0.87			0.85			0.96			0.96		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.0101 Psychology, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED			
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	128,663	1,258	95	80,703	833	98	69,963	627	95	67,775	115	55	50,575	155	40	97,734	2,873	98
HIGH	303,775		44%	146,420		29%	117,170		22%	88,000		4%	98,301		5%	303,775		
LOW	56,160			38,250			38,000			38,000			19,917			19,917		
SAL FAC	1.00			0.92			0.90			0.89			0.95			1.01		
TENURED/TENURE TRACK																		
AVG	128,860	962	68	81,943	592	71	72,624	412	69	71,514	66	34	50,111	8	2	102,733	1,974	71
HIGH	299,250		49%	146,420		30%	104,000		21%	88,000		3%	57,618		0%	299,250		
LOW	56,160			38,250			40,000			56,628			44,866			38,250		
SAL FAC	0.99			0.93			0.92			0.91			0.87			0.98		
NONTENURE TRACK																		
AVG	92,972	11	10	75,868	15	12	56,560	47	24	53,058	9	7	50,426	139	35	55,793	212	47
HIGH	172,576			105,306			94,500		22%	65,456		4%	98,301		66%	172,576		
LOW	57,273			51,015			38,000			38,000			19,917			19,917		
SAL FAC	0.82			0.82			0.77			0.76			0.94			0.83		
RES UNIV/VERY HIGH ACTVTY																		
AVG	134,256	1,018	61	83,961	593	61	72,900	444	60	71,564	73	36	51,204	110	22	103,677	2,165	61
HIGH	303,775		47%	146,420		27%	117,170		21%	88,000		3%	98,301		5%	303,775		
LOW	56,160			38,250			39,306			45,000			27,500			27,500		
SAL FAC	1.00			0.92			0.91			0.92			0.93			1.02		
RES UNIV/HIGH ACTIVITY																		
AVG	105,004	239	33	72,991	225	35	62,990	179	33	61,268	41	18	49,038	45	18	79,943	688	35
HIGH	272,701		35%	104,517		33%	86,919		26%	75,700		6%	81,329		7%	272,701		
LOW	68,802			51,779			38,000			38,000			19,917			19,917		
SAL FAC	0.96			0.90			0.88			0.84			0.98			0.97		
DOCTORAL RES UNIV																		
AVG	89,530	1	1	67,616	15	2	55,983	4	2	58,000	1	1				66,385	20	2
HIGH	89,530		5%	100,096		75%	62,000		20%	58,000		5%				100,096		
LOW	89,530			60,098			48,748			58,000						48,748		
SAL FAC	0.84			0.83			0.82			0.82						0.82		
REGION I																		
AVG	128,876	298	24	80,312	172	25	70,376	114	23	67,611	16	9	53,918	15	10	101,921	599	25
HIGH	260,000		50%	118,450		29%	88,733		19%	86,000		3%	69,652		3%	260,000		
LOW	56,160			38,250			40,830			50,083			39,079			38,250		
SAL FAC	0.98			0.92			0.90			0.95			1.07			1.01		
REGION II																		
AVG	119,624	247	23	77,641	207	23	68,460	139	23	64,424	27	13	46,546	36	10	90,318	629	23
HIGH	257,690		39%	140,000		33%	87,100		22%	81,000		4%	81,329		6%	257,690		
LOW	63,478			53,821			38,000			38,000			19,917			19,917		
SAL FAC	0.98			0.92			0.92			0.87			0.90			0.98		
REGION III																		
AVG	139,064	439	24	88,187	234	24	74,260	200	23	73,773	36	17	54,342	57	9	107,134	930	24
HIGH	299,250		47%	146,420		25%	104,000		22%	88,000		4%	98,301		6%	299,250		
LOW	57,273			50,292			40,000			45,000			34,967			34,967		
SAL FAC	1.05			0.96			0.92			0.93			0.93			1.06		
REGION IV																		
AVG	119,915	274	24	75,930	220	26	65,953	174	26	64,365	36	16	48,027	47	11	88,524	715	26
HIGH	303,775		38%	125,000		31%	117,170		24%	80,000		5%	67,099		7%	303,775		
LOW	69,849			43,000			39,306			45,000			27,500			27,500		
SAL FAC	0.97			0.89			0.87			0.85			0.95			0.97		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.27 Research and Experimental Psychology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	121,260	22	8	82,609	19	4	64,324	13	4	65,000	2	2	54,000	1	1	93,228	55	8
HIGH	204,534	40%		100,441	35%		81,870	24%		65,000	4%		54,000	2%		204,534		
LOW	78,840			61,380			42,000			65,000			54,000			42,000		
SAL FAC	0.95			0.94			0.83			0.85			1.01			0.97		
TENURED/TENURE TRACK																		
AVG	123,096	8	4	84,281	9	2	69,040	5	2	65,000	1	1				94,932	22	4
HIGH	204,534	36%		100,441	41%		75,920	23%		65,000	5%					204,534		
LOW	90,257			71,570			65,000			65,000						65,000		
SAL FAC	0.95			0.96			0.87			0.83						0.91		
NONTENURE TRACK																		
AVG							42,000	2	1							42,000	2	1
HIGH							42,000	100%								42,000		
LOW							42,000									42,000		
SAL FAC							0.57									0.63		
RES UNIV/HIGH ACTIVITY																		
AVG	121,260	22	8	82,609	19	4	64,324	13	4	65,000	2	2	54,000	1	1	93,228	55	8
HIGH	204,534	40%		100,441	35%		81,870	24%		65,000	4%		54,000	2%		204,534		
LOW	78,840			61,380			42,000			65,000			54,000			42,000		
SAL FAC	1.11			1.02			0.90			0.90			1.08			1.13		
REGION I																		
AVG	126,330	1	1	81,428	6	1	58,880	6	1	65,000	1	1				74,475	13	1
HIGH	126,330	8%		87,214	46%		68,640	46%		65,000	8%					126,330		
LOW	126,330			71,570			42,000			65,000						42,000		
SAL FAC	0.96			0.94			0.75			0.92						0.74		
REGION II																		
AVG	97,039	2	2													97,039	2	2
HIGH	97,671	100%														97,671		
LOW	96,406															96,406		
SAL FAC	0.80															1.06		
REGION III																		
AVG	128,417	9	2	88,626	5	1	66,365	2	1	65,000	1	1				108,226	16	2
HIGH	193,410	56%		99,430	31%		67,730	13%		65,000	6%					193,410		
LOW	83,163			77,690			65,000			65,000						65,000		
SAL FAC	0.97			0.96			0.82			0.82						1.07		
REGION IV																		
AVG	119,156	10	3	79,735	8	2	70,042	5	2				54,000	1	1	93,069	24	3
HIGH	204,534	42%		100,441	33%		81,870	21%					54,000	4%		204,534		
LOW	78,840			61,380			59,950						54,000			54,000		
SAL FAC	0.96			0.93			0.93						1.07			1.02		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2701 Cognitive Psychology and Psycholinguistics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	115,408	2 2	88,400	1 1	66,365	2 1	65,000	1 1			90,389	5 3
HIGH	134,410	40%	88,400	20%	67,730	40%	65,000	20%			134,410	
LOW	96,406		88,400		65,000		65,000				65,000	
SAL FAC	0.90		1.01		0.86		0.85				0.94	
TENURED/TENURE TRACK												
AVG			88,400	1 1							88,400	1 1
HIGH			88,400	100%							88,400	
LOW			88,400								88,400	
SAL FAC			1.00								0.85	
RES UNIV/HIGH ACTIVITY												
AVG	115,408	2 2	88,400	1 1	66,365	2 1	65,000	1 1			90,389	5 3
HIGH	134,410	40%	88,400	20%	67,730	40%	65,000	20%			134,410	
LOW	96,406		88,400		65,000		65,000				65,000	
SAL FAC	1.06		1.09		0.93		0.90				1.10	
REGION II												
AVG	96,406	1 1									96,406	1 1
HIGH	96,406	100%									96,406	
LOW	96,406										96,406	
SAL FAC	0.79										1.05	
REGION III												
AVG	134,410	1 1			66,365	2 1	65,000	1 1			89,047	3 1
HIGH	134,410	33%			67,730	67%	65,000	33%			134,410	
LOW	134,410				65,000		65,000				65,000	
SAL FAC	1.01				0.82		0.82				0.88	
REGION IV												
AVG			88,400	1 1							88,400	1 1
HIGH			88,400	100%							88,400	
LOW			88,400								88,400	
SAL FAC			1.03								0.97	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2703 Developmental and Child Psychology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	122,406	3 3	91,843	4 2							104,942	7 3
HIGH	183,880	43%	100,441	57%							183,880	
LOW	83,163		77,690								77,690	
SAL FAC	0.95		1.05								1.09	
TENURED/TENURE TRACK												
AVG	100,176	1 1	100,441	1 1							100,309	2 1
HIGH	100,176	50%	100,441	50%							100,441	
LOW	100,176		100,441								100,176	
SAL FAC	0.77		1.14								0.96	
RES UNIV/HIGH ACTIVITY												
AVG	122,406	3 3	91,843	4 2							104,942	7 3
HIGH	183,880	43%	100,441	57%							183,880	
LOW	83,163		77,690								77,690	
SAL FAC	1.12		1.14								1.27	
REGION III												
AVG	133,522	2 2	88,977	3 1							106,795	5 2
HIGH	183,880	40%	99,430	60%							183,880	
LOW	83,163		77,690								77,690	
SAL FAC	1.01		0.97								1.06	
REGION IV												
AVG	100,176	1 1	100,441	1 1							100,309	2 1
HIGH	100,176	50%	100,441	50%							100,441	
LOW	100,176		100,441								100,176	
SAL FAC	0.81		1.17								1.10	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2704 Experimental Psychology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,321	5 2	74,268	5 2	67,493	3 1					83,110	13 3
HIGH	130,500	39%	94,420	39%	81,870	23%					130,500	
LOW	78,840		61,380		59,950						59,950	
SAL FAC	0.79		0.85		0.87						0.86	
TENURED/TENURE TRACK												
AVG	95,049	2 1									95,049	2 1
HIGH	99,840	100%									99,840	
LOW	90,257										90,257	
SAL FAC	0.73										0.91	
RES UNIV/HIGH ACTIVITY												
AVG	101,321	5 2	74,268	5 2	67,493	3 1					83,110	13 3
HIGH	130,500	39%	94,420	39%	81,870	23%					130,500	
LOW	78,840		61,380		59,950						59,950	
SAL FAC	0.93		0.92		0.94						1.01	
REGION III												
AVG			94,420	1 1							94,420	1 1
HIGH			94,420	100%							94,420	
LOW			94,420								94,420	
SAL FAC			1.03								0.94	
REGION IV												
AVG	101,321	5 2	69,230	4 1	67,493	3 1					82,167	12 2
HIGH	130,500	42%	81,940	33%	81,870	25%					130,500	
LOW	78,840		61,380		59,950						59,950	
SAL FAC	0.82		0.81		0.89						0.90	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2706 Physiological Psychology/Psychobiology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	141,286	5 4	86,390	2 2							125,601	7 4
HIGH	204,534	71%	91,000	29%							204,534	
LOW	101,690		81,780								81,780	
SAL FAC	1.10		0.98								1.30	
TENURED/TENURE TRACK												
AVG	182,434	2 2									182,434	2 2
HIGH	204,534	100%									204,534	
LOW	160,334										160,334	
SAL FAC	1.40										1.75	
RES UNIV/HIGH ACTIVITY												
AVG	141,286	5 4	86,390	2 2							125,601	7 4
HIGH	204,534	71%	91,000	29%							204,534	
LOW	101,690		81,780								81,780	
SAL FAC	1.29		1.07								1.52	
REGION III												
AVG	113,635	2 1	81,780	1 1							103,017	3 1
HIGH	125,580	67%	81,780	33%							125,580	
LOW	101,690		81,780								81,780	
SAL FAC	0.86		0.89								1.02	
REGION IV												
AVG	159,719	3 3	91,000	1 1							142,540	4 3
HIGH	204,534	75%	91,000	25%							204,534	
LOW	114,290		91,000								91,000	
SAL FAC	1.29		1.06								1.57	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.28 Clinical, Counseling and Applied Psychology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,326	267	44	75,690	250	45	64,419	202	44	64,212	35	20	50,022	19	10	83,390	738	48
HIGH	278,181	36%		131,020	34%		130,000	27%		80,000	5%		71,379	3%		278,181		
LOW	46,138			33,039			36,087			54,000			37,124			33,039		
SAL FAC	0.84			0.86			0.83			0.84			0.94			0.87		
TENURED/TENURE TRACK																		
AVG	108,626	193	32	76,615	182	32	66,043	133	31	64,434	27	17				86,009	508	34
HIGH	278,181	38%		131,020	36%		130,000	26%		80,000	5%					278,181		
LOW	46,138			33,039			52,000			54,999						33,039		
SAL FAC	0.84			0.87			0.83			0.82						0.82		
NONTENURE TRACK																		
AVG	93,018	7	4	78,415	14	10	58,022	36	19	67,084	2	2	50,022	19	10	63,002	76	21
HIGH	120,881	9%		119,058	18%		108,537	47%		73,636	3%		71,379	25%		120,881		
LOW	65,466			57,820			36,087			60,532			37,124			36,087		
SAL FAC	0.82			0.85			0.79			0.95			0.93			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,615	191	24	78,419	161	24	66,733	120	23	67,269	20	12	47,942	10	7	88,032	482	24
HIGH	278,181	40%		131,020	33%		130,000	25%		80,000	4%		71,379	2%		278,181		
LOW	64,414			33,039			36,087			55,000			37,124			33,039		
SAL FAC	0.83			0.86			0.83			0.86			0.87			0.86		
RES UNIV/HIGH ACTIVITY																		
AVG	95,992	73	19	70,255	85	20	61,066	81	20	60,137	15	8	52,334	9	3	74,179	248	23
HIGH	154,606	29%		113,409	34%		74,880	33%		72,000	6%		64,000	4%		154,606		
LOW	46,138			54,142			42,000			54,000			38,192			38,192		
SAL FAC	0.88			0.87			0.85			0.83			1.04			0.90		
DOCTORAL RES UNIV																		
AVG	110,038	3	1	81,343	4	1	58,321	1	1							89,226	8	1
HIGH	110,038	38%		90,528	50%		58,321	13%								110,038		
LOW	110,038			74,434			58,321									58,321		
SAL FAC	1.03			1.00			0.85									1.11		
REGION I																		
AVG	99,027	23	7	77,642	24	7	62,766	22	9	71,988	1	1	71,379	1	1	79,904	70	10
HIGH	146,500	33%		131,000	34%		73,000	31%		71,988	1%		71,379	1%		146,500		
LOW	64,414			59,770			42,000			71,988			71,379			42,000		
SAL FAC	0.75			0.89			0.80			1.02			1.42			0.79		
REGION II																		
AVG	102,537	79	11	70,194	82	11	62,005	52	10	62,263	10	5	54,584	4	1	79,719	217	11
HIGH	154,606	36%		113,409	38%		80,000	24%		80,000	5%		63,496	2%		154,606		
LOW	65,466			54,935			48,289			54,999			49,000			48,289		
SAL FAC	0.84			0.83			0.83			0.84			1.06			0.87		
REGION III																		
AVG	110,655	88	15	79,409	79	15	65,936	64	13	66,601	12	8	50,104	7	4	86,477	238	15
HIGH	278,181	37%		119,058	33%		130,000	27%		73,636	5%		64,000	3%		278,181		
LOW	46,138			54,142			38,526			55,080			38,192			38,192		
SAL FAC	0.83			0.86			0.82			0.84			0.86			0.86		
REGION IV																		
AVG	110,912	77	11	77,382	65	12	65,432	64	12	62,799	12	6	44,282	7	4	84,825	213	12
HIGH	221,090	36%		131,020	31%		108,537	30%		73,636	6%		52,894	3%		221,090		
LOW	71,270			33,039			36,087			54,000			37,124			33,039		
SAL FAC	0.89			0.90			0.87			0.83			0.87			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2801 Clinical Psychology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,043	28	6	89,471	15	5	63,885	22	8	67,523	4	3	54,826	3	1	91,018	68	8
HIGH	221,090	41%		131,020	22%		82,200	32%		73,636	6%		64,000	4%		221,090		
LOW	76,590			66,852			45,955			59,000			50,000			45,955		
SAL FAC	0.91			1.02			0.82			0.89			1.03			0.94		
TENURED/TENURE TRACK																		
AVG	125,952	12	4	92,680	10	3	65,854	11	6	66,318	2	2				95,837	33	6
HIGH	221,090	36%		131,020	30%		74,165	33%		73,636	6%					221,090		
LOW	77,144			66,852			59,000			59,000						59,000		
SAL FAC	0.97			1.05			0.83			0.85						0.92		
NONTENURE TRACK																		
AVG	101,635	4	1	87,388	2	1	55,819	7	3				54,826	3	1	71,033	16	3
HIGH	120,881	25%		98,671	13%		70,500	44%					64,000	19%		120,881		
LOW	92,261			76,103			45,955						50,000			45,955		
SAL FAC	0.90			0.95			0.76						1.02			1.06		
RES UNIV/VERY HIGH ACTVTY																		
AVG	129,999	17	3	95,004	10	2	63,326	12	3	73,636	1	1				100,511	39	3
HIGH	221,090	44%		131,020	26%		82,200	31%		73,636	3%					221,090		
LOW	89,933			70,000			45,955			73,636						45,955		
SAL FAC	0.97			1.04			0.79			0.94						0.99		
RES UNIV/HIGH ACTIVITY																		
AVG	97,019	11	3	78,404	5	3	64,557	10	5	65,485	3	2	54,826	3	1	78,251	29	5
HIGH	137,653	38%		89,406	17%		73,840	35%		72,000	10%		64,000	10%		137,653		
LOW	76,590			66,852			53,340			59,000			50,000			50,000		
SAL FAC	0.89			0.97			0.90			0.90			1.09			0.95		
REGION I																		
AVG							67,095	2	1							67,095	2	1
HIGH							70,500	100%								70,500		
LOW							63,689									63,689		
SAL FAC							0.86									0.66		
REGION II																		
AVG							63,016	1	1							63,016	1	1
HIGH							63,016	100%								63,016		
LOW							63,016									63,016		
SAL FAC							0.84									0.69		
REGION III																		
AVG	96,430	5	1	76,998	3	1	59,268	4	1	59,000	1	1	54,826	3	1	74,313	15	1
HIGH	137,653	33%		89,406	20%		63,215	27%		59,000	7%		64,000	20%		137,653		
LOW	77,144			66,852			53,340			59,000			50,000			50,000		
SAL FAC	0.73			0.84			0.74			0.74			0.94			0.74		
REGION IV																		
AVG	121,524	23	5	92,589	12	4	64,747	15	5	70,364	3	2				97,546	50	5
HIGH	221,090	46%		131,020	24%		82,200	30%		73,636	6%					221,090		
LOW	76,590			70,000			45,955			65,456						45,955		
SAL FAC	0.98			1.08			0.86			0.93						1.07		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2803 Counseling Psychology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	99,710	12	5	72,448	17	6	59,406	15	5	58,766	2	1			75,437	44	6
HIGH	123,273	27%		113,409	39%		68,611	34%		60,532	5%				123,273		
LOW	68,289			58,896			52,000			57,000					52,000		
SAL FAC	0.78			0.83			0.77			0.77					0.78		
TENURED/TENURE TRACK																	
AVG	95,056	9	4	72,025	13	4	58,590	11	4	57,000	1	1			73,828	33	4
HIGH	115,987	27%		113,409	39%		68,000	33%		57,000	3%				115,987		
LOW	68,289			59,770			52,000			57,000					52,000		
SAL FAC	0.73			0.82			0.74			0.73					0.71		
NONTENURE TRACK																	
AVG				58,896	1	1	58,960	2	2	60,532	1	1			58,939	3	2
HIGH				58,896	33%		60,532	67%		60,532	33%				60,532		
LOW				58,896			57,388			60,532					57,388		
SAL FAC				0.64			0.80			0.86					0.88		
RES UNIV/VERY HIGH ACTVTY																	
AVG	110,853	5	2	80,813	4	2	68,000	1	1						94,552	10	2
HIGH	123,273	50%		87,000	40%		68,000	10%							123,273		
LOW	105,048			70,000			68,000								68,000		
SAL FAC	0.83			0.89			0.85								0.93		
RES UNIV/HIGH ACTIVITY																	
AVG	91,750	7	3	69,874	13	4	58,792	14	4	58,766	2	1			69,815	34	4
HIGH	115,987	21%		113,409	38%		68,611	41%		60,532	6%				115,987		
LOW	68,289			58,896			52,000			57,000					52,000		
SAL FAC	0.84			0.86			0.82			0.81					0.85		
REGION I																	
AVG	89,028	4	2	69,684	7	2	57,917	5	2						70,843	16	2
HIGH	108,204	25%		87,000	44%		68,000	31%							108,204		
LOW	68,289			59,770			52,000								52,000		
SAL FAC	0.68			0.80			0.74								0.70		
REGION II																	
AVG	99,878	5	2	72,491	7	2	59,103	8	2	58,766	2	1			73,983	20	2
HIGH	115,987	25%		113,409	35%		62,635	40%		60,532	10%				115,987		
LOW	84,340			58,896			57,000			57,000					57,000		
SAL FAC	0.82			0.86			0.79			0.79					0.81		
REGION IV																	
AVG	113,671	3	1	78,794	3	2	64,341	2	1						88,260	8	2
HIGH	123,273	38%		85,387	38%		68,611	25%							123,273		
LOW	106,945			70,000			60,070								60,070		
SAL FAC	0.92			0.92			0.85								0.97		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2804 Industrial and Organizational Psychology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	122,676	2 2	79,362	1 1	77,277	4 2	71,988	1 1			90,546	7 3
HIGH	133,031	29%	79,362	14%	72,800	57%	71,988	14%			133,031	
LOW	112,320		79,362		71,988		71,988				71,988	
SAL FAC	0.96		0.90		1.00		0.95				0.94	
TENURED/TENURE TRACK												
AVG	112,320	1 1	79,362	1 1	77,277	4 2	71,988	1 1			83,465	6 2
HIGH	112,320	17%	79,362	17%	72,800	67%	71,988	17%			112,320	
LOW	112,320		79,362		71,988		71,988				71,988	
SAL FAC	0.86		0.90		0.97		0.92				0.80	
RES UNIV/HIGH ACTIVITY												
AVG	122,676	2 2	79,362	1 1	77,277	4 2	71,988	1 1			90,546	7 3
HIGH	133,031	29%	79,362	14%	72,800	57%	71,988	14%			133,031	
LOW	112,320		79,362		71,988		71,988				71,988	
SAL FAC	1.12		0.98		1.08		0.99				1.10	
REGION I												
AVG					71,988	1 1	71,988	1 1			71,988	1 1
HIGH					71,988	100%	71,988	100%			71,988	
LOW					71,988		71,988				71,988	
SAL FAC					0.92		1.02				0.71	
REGION IV												
AVG	122,676	2 2	79,362	1 1	79,040	3 1					93,639	6 2
HIGH	133,031	33%	79,362	17%	72,800	50%					133,031	
LOW	112,320		79,362		72,800						72,800	
SAL FAC	0.99		0.93		1.05						1.03	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2805 School Psychology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	104,369	7	1	75,333	12	2	59,626	12	3	58,300	5	2	44,000	2	1	73,881	33	3
HIGH	126,707	21%		131,000	36%		69,000	36%		59,000	15%		50,000	6%		131,000		
LOW	77,376			33,039			53,000			57,000			38,000			33,039		
SAL FAC	0.81			0.86			0.77			0.77			0.83			0.77		
TENURED/TENURE TRACK																		
AVG	104,369	7	1	75,333	12	2	60,229	11	3	58,300	5	2				76,570	30	3
HIGH	126,707	23%		131,000	40%		69,000	37%		59,000	17%					131,000		
LOW	77,376			33,039			54,090			57,000						33,039		
SAL FAC	0.80			0.86			0.76			0.75						0.73		
NONTENURE TRACK																		
AVG							53,000	1	1				44,000	2	1	47,000	3	1
HIGH							53,000	33%					50,000	67%		53,000		
LOW							53,000						38,000			38,000		
SAL FAC							0.72						0.82			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	104,369	7	1	75,333	12	2	59,626	12	3	58,300	5	2	44,000	2	1	73,881	33	3
HIGH	126,707	21%		131,000	36%		69,000	36%		59,000	15%		50,000	6%		131,000		
LOW	77,376			33,039			53,000			57,000			38,000			33,039		
SAL FAC	0.78			0.83			0.74			0.75			0.80			0.72		
REGION I																		
AVG				95,962	3	1	69,000	1	1							89,222	4	1
HIGH				131,000	75%		69,000	25%								131,000		
LOW				80,181			69,000									69,000		
SAL FAC				1.10			0.88									0.88		
REGION IV																		
AVG	104,369	7	1	68,456	9	1	58,774	11	2	58,300	5	2	44,000	2	1	71,766	29	2
HIGH	126,707	24%		90,418	31%		67,234	38%		59,000	17%		50,000	7%		126,707		
LOW	77,376			33,039			53,000			57,000			38,000			33,039		
SAL FAC	0.84			0.80			0.78			0.77			0.87			0.79		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2806 Educational Psychology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,402	185	28	74,973	168	31	65,228	117	29	65,641	20	12	52,011	11	7	84,935	481	31
HIGH	278,181	39%		120,034	35%		130,000	24%		80,000	4%		71,379	2%		278,181		
LOW	64,414			54,935			36,087			54,000			37,124			36,087		
SAL FAC	0.85			0.85			0.84			0.86			0.98			0.88		
TENURED/TENURE TRACK																		
AVG	111,460	133	18	76,725	113	19	67,890	75	17	66,873	15	9				89,052	321	19
HIGH	278,181	41%		120,034	35%		130,000	23%		80,000	5%					278,181		
LOW	64,414			58,329			53,649			54,999						53,649		
SAL FAC	0.86			0.87			0.86			0.86						0.85		
NONTENURE TRACK																		
AVG	81,529	3	3	78,468	9	6	57,542	19	9	73,636	1	1	52,011	11	7	62,291	42	12
HIGH	89,624	7%		119,058	21%		74,221	45%		73,636	2%		71,379	26%		119,058		
LOW	65,466			57,820			36,087			73,636			37,124			36,087		
SAL FAC	0.72			0.85			0.78			1.05			0.97			0.93		
RES UNIV/VERY HIGH ACTVTY																		
AVG	109,827	160	19	76,990	128	21	67,508	88	20	70,017	14	9	50,541	7	6	88,046	383	21
HIGH	278,181	42%		120,034	33%		130,000	23%		80,000	4%		71,379	2%		278,181		
LOW	64,414			57,820			36,087			55,000			37,124			36,087		
SAL FAC	0.82			0.85			0.84			0.90			0.92			0.86		
RES UNIV/HIGH ACTIVITY																		
AVG	99,282	25	9	68,515	40	10	58,312	29	9	55,429	6	3	54,584	4	1	72,776	98	10
HIGH	154,606	26%		92,366	41%		70,139	30%		57,996	6%		63,496	4%		154,606		
LOW	71,270			54,935			48,289			54,000			49,000			48,289		
SAL FAC	0.91			0.85			0.81			0.76			1.09			0.88		
REGION I																		
AVG	94,434	13	3	77,095	10	4	61,744	7	4				71,379	1	1	80,716	31	4
HIGH	146,500	42%		120,034	32%		68,477	23%					71,379	3%		146,500		
LOW	64,414			64,094			49,296						71,379			49,296		
SAL FAC	0.72			0.89			0.79						1.42			0.80		
REGION II																		
AVG	102,717	74	10	69,979	75	10	62,522	43	9	63,137	8	4	54,584	4	1	80,389	196	10
HIGH	154,606	38%		94,918	38%		80,000	22%		80,000	4%		63,496	2%		154,606		
LOW	65,466			54,935			48,289			54,999			49,000			48,289		
SAL FAC	0.84			0.83			0.84			0.85			1.06			0.87		
REGION III																		
AVG	121,466	59	9	84,100	50	9	69,039	43	8	69,590	8	5	49,030	2	2	93,755	154	9
HIGH	278,181	38%		119,058	33%		130,000	28%		73,636	5%		51,000	1%		278,181		
LOW	75,471			69,714			38,526			55,080			47,059			38,526		
SAL FAC	0.92			0.91			0.86			0.87			0.84			0.93		
REGION IV																		
AVG	104,083	39	6	71,849	33	8	64,265	24	8	62,750	4	3	46,088	4	3	81,570	100	8
HIGH	165,406	39%		95,473	33%		74,221	24%		72,000	4%		52,894	4%		165,406		
LOW	71,270			58,556			36,087			54,000			37,124			36,087		
SAL FAC	0.84			0.84			0.85			0.83			0.91			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2810 Health/Medical Psychology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	125,593	2 1	86,525	6 3	73,756	9 3					84,361	17 4
HIGH	156,350	12%	99,824	35%	108,537	53%					156,350	
LOW	94,836		75,141		65,836						65,836	
SAL FAC	0.98		0.99		0.95						0.88	
TENURED/TENURE TRACK												
AVG	125,593	2 1	86,463	3 2	68,527	4 2					87,187	9 3
HIGH	156,350	22%	99,824	33%	70,219	44%					156,350	
LOW	94,836		78,445		65,836						65,836	
SAL FAC	0.97		0.98		0.86						0.83	
NONTENURE TRACK												
AVG			75,141	1 1	89,099	2 2					84,446	3 2
HIGH			75,141	33%	108,537	67%					108,537	
LOW			75,141		69,661						69,661	
SAL FAC			0.81		1.21						1.26	
RES UNIV/VERY HIGH ACTVTY												
AVG	125,593	2 1	87,606	5 2	74,847	7 2					86,653	14 2
HIGH	156,350	14%	99,824	36%	108,537	50%					156,350	
LOW	94,836		75,141		65,836						65,836	
SAL FAC	0.94		0.96		0.93						0.85	
RES UNIV/HIGH ACTIVITY												
AVG			81,120	1 1	69,940	2 1					73,667	3 2
HIGH			81,120	33%	70,219	67%					81,120	
LOW			81,120		69,661						69,661	
SAL FAC			1.00		0.98						0.89	
REGION I												
AVG					69,940	2 1					69,940	2 1
HIGH					70,219	100%					70,219	
LOW					69,661						69,661	
SAL FAC					0.89						0.69	
REGION IV												
AVG	125,593	2 1	86,525	6 3	74,847	7 2					86,284	15 3
HIGH	156,350	13%	99,824	40%	108,537	47%					156,350	
LOW	94,836		75,141		65,836						65,836	
SAL FAC	1.01		1.01		0.99						0.95	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 42.2899 Clinical, Counseling and Applied Psychology, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	110,534	2 1	77,648	2 1					37,626	1 1	82,798	5 3
HIGH	126,385	40%	80,181	40%					37,626	20%	126,385	
LOW	94,683		75,114						37,626		37,626	
SAL FAC	0.86		0.88						0.71		0.86	
TENURED/TENURE TRACK												
AVG			77,648	2 1							77,648	2 1
HIGH			80,181	100%							80,181	
LOW			75,114								75,114	
SAL FAC			0.88								0.74	
NONTENURE TRACK												
AVG									37,626	1 1	37,626	1 1
HIGH									37,626	100%	37,626	
LOW									37,626		37,626	
SAL FAC									0.70		0.56	
RES UNIV/VERY HIGH ACTVTY												
AVG			77,648	2 1					37,626	1 1	64,307	3 2
HIGH			80,181	67%					37,626	33%	80,181	
LOW			75,114						37,626		37,626	
SAL FAC			0.85						0.68		0.63	
RES UNIV/HIGH ACTIVITY												
AVG	110,534	2 1									110,534	2 1
HIGH	126,385	100%									126,385	
LOW	94,683										94,683	
SAL FAC	1.01										1.34	
REGION I												
AVG	110,534	2 1	77,648	2 1							94,091	4 2
HIGH	126,385	50%	80,181	50%							126,385	
LOW	94,683		75,114								75,114	
SAL FAC	0.84		0.89								0.93	
REGION IV												
AVG									37,626	1 1	37,626	1 1
HIGH									37,626	100%	37,626	
LOW									37,626		37,626	
SAL FAC									0.74		0.41	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 43. HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATE

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	114,601	121	31	77,470	136	34	64,413	140	36	62,888	31	18	50,621	81	22	78,495	478	39
HIGH	236,715	25%		120,504	29%		175,100	29%		75,000	7%		103,872	17%		236,715		
LOW	63,000			34,105			38,160			55,000			31,250			31,250		
SAL FAC	0.89			0.88			0.83			0.83			0.95			0.81		
TENURED/TENURE TRACK																		
AVG	113,511	58	17	76,356	66	18	63,682	59	22	62,589	13	9	48,971	1	1	83,855	184	22
HIGH	236,715	32%		120,504	36%		82,436	32%		75,000	7%		48,971	1%		236,715		
LOW	68,131			55,654			53,449			55,000			48,971			48,971		
SAL FAC	0.87			0.87			0.80			0.80			0.85			0.80		
NONTENURE TRACK																		
AVG				51,814	3	2	68,900	9	5				50,891	59	11	53,213	71	13
HIGH				76,307	4%		175,100	13%					103,872	83%		175,100		
LOW				34,105			41,283						31,250			31,250		
SAL FAC				0.56			0.94						0.95			0.79		
RES UNIV/VERY HIGH ACTVTY																		
AVG	123,860	74	13	80,793	82	13	68,094	76	15	66,966	13	8	50,512	39	6	84,634	271	16
HIGH	236,715	27%		120,504	30%		175,100	28%		75,000	5%		103,872	14%		236,715		
LOW	63,000			55,654			38,160			57,500			31,250			31,250		
SAL FAC	0.93			0.89			0.85			0.86			0.92			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	99,638	42	16	72,287	51	18	59,554	51	18	60,539	12	8	51,102	35	14	70,934	179	20
HIGH	156,686	24%		100,000	29%		74,263	29%		63,243	7%		102,500	20%		156,686		
LOW	68,131			34,105			41,283			55,000			37,286			34,105		
SAL FAC	0.91			0.89			0.83			0.83			1.02			0.86		
DOCTORAL RES UNIV																		
AVG	103,250	5	2	74,775	3	3	61,956	13	3	58,750	6	2	48,823	7	2	67,420	28	3
HIGH	118,404	18%		84,327	11%		75,378	46%		66,500	21%		60,000	25%		118,404		
LOW	82,509			69,275			55,000			55,000			46,000			46,000		
SAL FAC	0.97			0.92			0.91			0.83			0.89			0.84		
REGION I																		
AVG	115,017	36	7	77,630	47	8	66,716	41	7	63,788	8	5	58,400	7	5	83,461	131	9
HIGH	225,000	28%		105,000	36%		79,148	31%		75,000	6%		102,500	5%		225,000		
LOW	63,000			52,678			55,500			57,500			40,000			40,000		
SAL FAC	0.87			0.89			0.85			0.90			1.16			0.82		
REGION II																		
AVG	97,109	15	6	65,813	12	5	59,492	19	6	62,750	2	2	54,167	6	4	71,187	52	6
HIGH	120,601	29%		96,802	23%		75,378	37%		66,500	4%		60,000	12%		120,601		
LOW	68,131			34,105			41,283			59,000			50,000			34,105		
SAL FAC	0.80			0.78			0.80			0.85			1.05			0.77		
REGION III																		
AVG	121,633	28	7	81,169	35	8	64,529	22	8	61,868	4	2	53,522	31	4	80,392	116	9
HIGH	236,715	24%		120,504	30%		77,916	19%		63,243	3%		103,872	27%		236,715		
LOW	72,975			63,164			50,000			61,000			39,933			39,933		
SAL FAC	0.92			0.88			0.80			0.78			0.91			0.80		
REGION IV																		
AVG	115,803	42	11	77,540	42	13	64,354	58	15	62,721	17	9	46,143	37	9	75,755	179	15
HIGH	170,000	24%		100,000	24%		175,100	32%		75,000	10%		70,333	21%		175,100		
LOW	75,820			62,797			38,160			55,000			31,250			31,250		
SAL FAC	0.93			0.90			0.85			0.83			0.91			0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 43.01 Criminal Justice and Corrections

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	114,770	118 29	77,384	133 33	64,216	131 34	62,465	28 16	47,944	50 19	80,195	432 36
HIGH	236,715	27%	120,504	31%	175,100	30%	75,000	7%	70,333	12%	236,715	
LOW	63,000		34,105		38,160		55,000		31,250		31,250	
SAL FAC	0.90		0.88		0.83		0.82		0.90		0.83	
TENURED/TENURE TRACK												
AVG	113,510	56 16	76,356	66 18	63,457	55 21	61,787	11 8	48,971	1 1	83,905	178 21
HIGH	236,715	32%	120,504	37%	82,436	31%	67,856	6%	48,971	1%	236,715	
LOW	68,131		55,654		53,449		55,000		48,971		48,971	
SAL FAC	0.87		0.87		0.80		0.79		0.85		0.80	
NONTENURE TRACK												
AVG			51,814	3 2	68,900	9 5			46,942	33 9	51,658	45 12
HIGH			76,307	7%	175,100	20%			64,302	73%	175,100	
LOW			34,105		41,283				31,250		31,250	
SAL FAC			0.56		0.94				0.88		0.77	
RES UNIV/VERY HIGH ACTVTY												
AVG	124,147	72 12	80,818	80 13	68,311	71 14	66,960	11 7	44,515	12 5	88,461	235 14
HIGH	236,715	31%	120,504	34%	175,100	30%	75,000	5%	70,333	5%	236,715	
LOW	63,000		55,654		38,160		57,500		31,250		31,250	
SAL FAC	0.93		0.89		0.85		0.86		0.81		0.87	
RES UNIV/HIGH ACTIVITY												
AVG	99,638	42 16	72,287	51 18	59,554	51 18	60,539	12 8	49,415	32 13	70,966	176 20
HIGH	156,686	24%	100,000	29%	74,263	29%	63,243	7%	64,302	18%	156,686	
LOW	68,131		34,105		41,283		55,000		37,286		34,105	
SAL FAC	0.91		0.89		0.83		0.83		0.99		0.86	
DOCTORAL RES UNIV												
AVG	104,869	4 1	70,000	2 2	58,329	9 2	57,200	5 1	46,960	6 1	65,057	21 2
HIGH	118,404	19%	70,724	10%	71,958	43%	59,000	24%	47,500	29%	118,404	
LOW	82,509		69,275		55,000		55,000		46,000		46,000	
SAL FAC	0.98		0.86		0.85		0.81		0.86		0.81	
REGION I												
AVG	115,558	35 7	77,630	47 8	66,927	38 7	64,471	7 5	51,320	5 4	83,944	125 9
HIGH	225,000	28%	105,000	38%	79,148	30%	75,000	6%	63,000	4%	225,000	
LOW	63,000		52,678		55,500		57,500		40,000		40,000	
SAL FAC	0.88		0.89		0.85		0.91		1.02		0.83	
REGION II												
AVG	97,133	14 5	64,130	11 4	56,658	15 5	59,000	1 1	53,000	5 3	70,670	45 5
HIGH	120,601	31%	96,802	24%	66,300	33%	59,000	2%	59,000	11%	120,601	
LOW	68,131		34,105		41,283		59,000		50,000		34,105	
SAL FAC	0.80		0.76		0.76		0.80		1.03		0.77	
REGION III												
AVG	121,633	28 7	81,169	35 8	64,529	22 8	61,868	4 2	50,470	6 3	87,572	91 8
HIGH	236,715	31%	120,504	39%	77,916	24%	63,243	4%	64,302	7%	236,715	
LOW	72,975		63,164		50,000		61,000		39,933		39,933	
SAL FAC	0.92		0.88		0.80		0.78		0.86		0.87	
REGION IV												
AVG	115,433	41 10	77,428	40 13	64,277	56 14	61,954	16 8	46,259	34 9	76,036	171 14
HIGH	170,000	24%	100,000	23%	175,100	33%	70,900	9%	70,333	20%	175,100	
LOW	75,820		62,797		38,160		55,000		31,250		31,250	
SAL FAC	0.93		0.90		0.85		0.82		0.91		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 43.0103 Criminal Justice/Law Enforcement Administration

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	131,287	32	7	83,807	30	7	67,187	34	8	63,809	8	6	46,193	11	6	88,859	107	8
HIGH	236,715	30%		120,504	28%		82,436	32%		72,000	8%		59,000	10%		236,715		
LOW	63,000			65,228			56,367			59,000			34,000			34,000		
SAL FAC	1.02			0.95			0.87			0.84			0.87			0.92		
TENURED/TENURE TRACK																		
AVG	133,730	19	3	84,043	17	3	69,777	9	4	64,000	2	2				102,169	45	4
HIGH	236,715	42%		120,504	38%		82,436	20%		65,000	4%					236,715		
LOW	85,439			65,228			62,418			63,000						62,418		
SAL FAC	1.03			0.96			0.88			0.82						0.98		
NONTENURE TRACK																		
AVG													46,655	6	2	46,655	6	2
HIGH													57,929	100%		57,929		
LOW													42,000			42,000		
SAL FAC													0.87			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	142,724	24	4	87,862	22	4	69,772	23	5	67,333	3	3	42,544	6	3	96,245	75	5
HIGH	236,715	32%		120,504	29%		82,436	31%		72,000	4%		50,000	8%		236,715		
LOW	63,000			65,413			56,367			65,000			34,000			34,000		
SAL FAC	1.07			0.97			0.87			0.86			0.77			0.94		
RES UNIV/HIGH ACTIVITY																		
AVG	96,977	8	3	72,654	8	3	61,783	11	3	61,694	5	3	50,573	5	3	71,548	32	3
HIGH	125,561	25%		85,005	25%		66,000	34%		63,243	16%		59,000	16%		125,561		
LOW	77,893			65,228			58,137			59,000			39,933			39,933		
SAL FAC	0.89			0.90			0.86			0.85			1.01			0.87		
REGION I																		
AVG	146,772	8	1	95,812	5	1	73,218	9	1	72,000	1	1	45,263	1	1	102,498	23	1
HIGH	225,000	35%		105,000	22%		79,148	39%		72,000	4%		45,263	4%		225,000		
LOW	63,000			84,460			67,000			72,000			45,263			45,263		
SAL FAC	1.11			1.10			0.93			1.02			0.90			1.01		
REGION II																		
AVG	82,496	3	1	65,661	1	1	59,552	4	1	59,000	1	1	59,000	1	1	67,817	9	1
HIGH	91,497	33%		65,661	11%		60,914	44%		59,000	11%		59,000	11%		91,497		
LOW	77,893			65,661			58,137			59,000			59,000			58,137		
SAL FAC	0.68			0.78			0.80			0.80			1.14			0.74		
REGION III																		
AVG	139,979	12	2	83,740	15	2	66,727	7	2	62,157	3	1	39,933	1	1	98,368	35	2
HIGH	236,715	34%		120,504	43%		77,916	20%		63,243	9%		39,933	3%		236,715		
LOW	85,439			65,413			61,002			61,002			39,933			39,933		
SAL FAC	1.06			0.91			0.83			0.78			0.68			0.98		
REGION IV																		
AVG	122,196	9	3	79,264	9	3	65,723	14	4	64,333	3	3	45,491	8	3	77,430	40	4
HIGH	170,000	23%		97,580	23%		82,436	35%		65,000	8%		57,929	20%		170,000		
LOW	86,754			65,228			56,367			63,000			34,000			34,000		
SAL FAC	0.98			0.92			0.87			0.85			0.90			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 43.0104 Criminal Justice/Safety Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	113,689	53	13	75,628	63	14	63,328	51	15	63,914	7	5	46,783	29	9	78,451	196	15
HIGH	206,526	27%		97,846	32%		76,500	26%		75,000	4%		63,500	15%		206,526		
LOW	68,131			34,105			41,283			55,000			31,250			31,250		
SAL FAC	0.89			0.86			0.82			0.84			0.88			0.81		
TENURED/TENURE TRACK																		
AVG	109,506	21	8	73,713	27	8	61,853	26	10	57,500	3	2	48,971	1	1	79,294	75	10
HIGH	206,526	28%		96,802	36%		72,851	35%		60,000	4%		48,971	1%		206,526		
LOW	68,131			56,600			53,449			55,000			48,971			48,971		
SAL FAC	0.84			0.84			0.78			0.74			0.85			0.76		
NONTENURE TRACK																		
AVG				51,814	3	2	50,321	4	3				45,829	22	5	47,068	29	7
HIGH				76,307	10%		55,000	14%					62,941	76%		76,307		
LOW				34,105			41,283						31,250			31,250		
SAL FAC				0.56			0.69						0.85			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	119,853	37	6	79,356	41	6	67,563	26	6	68,100	4	3	41,717	5	3	88,563	109	6
HIGH	206,526	34%		97,846	38%		76,500	24%		75,000	4%		48,971	5%		206,526		
LOW	74,102			63,585			50,000			57,500			31,250			31,250		
SAL FAC	0.90			0.87			0.84			0.87			0.76			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	99,434	16	7	68,583	21	7	58,687	22	8	58,333	3	2	48,131	18	5	67,385	77	8
HIGH	137,878	21%		96,802	27%		72,448	29%		60,000	4%		63,500	23%		137,878		
LOW	68,131			34,105			41,283			55,000			37,286			34,105		
SAL FAC	0.91			0.85			0.82			0.80			0.96			0.82		
DOCTORAL RES UNIV																		
AVG				70,724	1	1	60,653	3	1				46,960	6	1	53,444	10	1
HIGH				70,724	10%		71,958	30%					47,500	60%		71,958		
LOW				70,724			55,000						46,000			46,000		
SAL FAC				0.87			0.89						0.86			0.66		
REGION I																		
AVG	109,000	16	3	77,800	27	4	68,716	18	4	66,250	2	2	51,500	2	2	82,294	63	4
HIGH	152,000	25%		95,770	43%		76,500	29%		75,000	3%		63,000	3%		152,000		
LOW	77,630			64,936			55,500			57,500			40,000			40,000		
SAL FAC	0.83			0.90			0.88			0.94			1.02			0.81		
REGION II																		
AVG	94,962	6	3	61,257	9	2	54,536	10	3				50,333	3	1	64,909	28	3
HIGH	111,932	21%		96,802	32%		58,658	36%					50,500	11%		111,932		
LOW	68,131			34,105			41,283						50,000			34,105		
SAL FAC	0.78			0.72			0.73						0.98			0.71		
REGION III																		
AVG	127,892	8	2	85,376	9	2	64,331	6	2				48,971	1	1	92,770	24	2
HIGH	206,526	33%		97,846	38%		72,851	25%					48,971	4%		206,526		
LOW	74,102			74,086			50,000						48,971			48,971		
SAL FAC	0.96			0.93			0.80						0.84			0.92		
REGION IV																		
AVG	116,895	23	5	74,682	18	6	62,440	17	6	62,980	5	3	45,815	23	5	75,902	81	6
HIGH	163,000	28%		93,295	22%		75,814	21%		70,900	6%		63,500	28%		163,000		
LOW	75,820			63,370			50,000			55,000			31,250			31,250		
SAL FAC	0.94			0.87			0.83			0.83			0.90			0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 43.0107 Criminal Justice/Police Science

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	97,010	9 2	69,013	8 2	56,581	8 2	64,800	1 1	61,337	1 1	74,584	26 3
HIGH	131,030	35%	96,063	31%	64,800	31%	64,800	4%	61,337	4%	131,030	
LOW	74,397		55,654		38,160		64,800		61,337		38,160	
SAL FAC	0.76		0.79		0.73		0.85		1.15		0.77	
TENURED/TENURE TRACK												
AVG	87,041	4 1	63,783	4 1	60,700	4 1	64,800	1 1			70,508	12 1
HIGH	103,769	33%	70,000	33%	64,800	33%	64,800	8%			103,769	
LOW	74,397		55,654		59,000		64,800				55,654	
SAL FAC	0.67		0.72		0.76		0.83				0.67	
RES UNIV/VERY HIGH ACTVTY												
AVG	97,010	9 2	69,013	8 2	56,581	8 2	64,800	1 1			75,114	25 2
HIGH	131,030	36%	96,063	32%	64,800	32%	64,800	4%			131,030	
LOW	74,397		55,654		38,160		64,800				38,160	
SAL FAC	0.73		0.76		0.71		0.83				0.74	
RES UNIV/HIGH ACTIVITY												
AVG									61,337	1 1	61,337	1 1
HIGH									61,337	100%	61,337	
LOW									61,337		61,337	
SAL FAC									1.22		0.74	
REGION I												
AVG	87,041	4 1	63,783	4 1	60,700	4 1	64,800	1 1	61,337	1 1	69,803	13 2
HIGH	103,769	31%	70,000	31%	64,800	31%	64,800	8%	61,337	8%	103,769	
LOW	74,397		55,654		59,000		64,800		61,337		55,654	
SAL FAC	0.66		0.73		0.77		0.91		1.22		0.69	
REGION IV												
AVG	104,986	5 1	74,242	4 1	52,462	4 1					79,365	13 1
HIGH	131,030	39%	96,063	31%	58,388	31%					131,030	
LOW	86,178		62,797		38,160						38,160	
SAL FAC	0.85		0.87		0.69						0.87	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 43.0302 Crisis/Emergency/Disaster Management

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	113,531	2 2			66,774	4 2	67,000	2 2	76,098	2 1	80,794	8 3
HIGH	130,975	25%			75,000	50%	75,000	25%	102,500	25%	130,975	
LOW	96,087				59,000		59,000		49,697		49,697	
SAL FAC	0.89				0.86		0.88		1.43		0.84	
TENURED/TENURE TRACK												
AVG	113,531	2 2			66,774	4 2	67,000	2 2			82,360	6 2
HIGH	130,975	33%			75,000	67%	75,000	33%			130,975	
LOW	96,087				59,000		59,000				59,000	
SAL FAC	0.87				0.84		0.86				0.79	
NONTENURE TRACK												
AVG									76,098	2 1	76,098	2 1
HIGH									102,500	100%	102,500	
LOW									49,697		49,697	
SAL FAC									1.42		1.13	
RES UNIV/VERY HIGH ACTVTY												
AVG	113,531	2 2			66,774	4 2	67,000	2 2			82,360	6 2
HIGH	130,975	33%			75,000	67%	75,000	33%			130,975	
LOW	96,087				59,000		59,000				59,000	
SAL FAC	0.85				0.83		0.86				0.81	
RES UNIV/HIGH ACTIVITY												
AVG									76,098	2 1	76,098	2 1
HIGH									102,500	100%	102,500	
LOW									49,697		49,697	
SAL FAC									1.52		0.92	
REGION I												
AVG	96,087	1 1			64,032	3 1	59,000	1 1	76,098	2 1	73,397	6 2
HIGH	96,087	17%			66,995	50%	59,000	17%	102,500	33%	102,500	
LOW	96,087				59,000		59,000		49,697		49,697	
SAL FAC	0.73				0.82		0.83		1.51		0.73	
REGION IV												
AVG	130,975	1 1			75,000	1 1	75,000	1 1			102,988	2 1
HIGH	130,975	50%			75,000	50%	75,000	50%			130,975	
LOW	130,975				75,000		75,000				75,000	
SAL FAC	1.05				0.99		0.99				1.13	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 44. PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	130,131	543	78	86,355	627	85	70,905	621	80	70,282	110	47	56,925	176	40	90,928	1,967	86
HIGH	324,202	28%		172,958	32%		145,938	32%		108,333	6%		150,129	9%		324,202		
LOW	24,000			41,516			25,000			40,910			30,000			24,000		
SAL FAC	1.02			0.98			0.91			0.92			1.07			0.94		
TENURED/TENURE TRACK																		
AVG	135,970	385	52	88,569	416	57	76,500	349	53	73,713	74	30	64,407	17	2	100,245	1,167	57
HIGH	324,202	33%		172,958	36%		145,938	30%		108,333	6%		91,500	2%		324,202		
LOW	71,866			57,937			53,000			54,974			45,840			45,840		
SAL FAC	1.05			1.01			0.96			0.94			1.11			0.96		
NONTENURE TRACK																		
AVG	113,510	14	9	76,473	23	12	60,247	87	23	61,495	9	5	57,070	124	29	63,170	248	38
HIGH	182,200	6%		99,991	9%		84,916	35%		74,000	4%		150,129	50%		182,200		
LOW	24,000			61,000			25,000			46,495			30,000			24,000		
SAL FAC	1.00			0.83			0.82			0.88			1.06			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,126	439	45	90,346	441	47	73,332	463	46	73,151	73	29	59,559	107	19	96,502	1,450	48
HIGH	324,202	30%		172,958	30%		145,938	32%		108,333	5%		150,129	7%		324,202		
LOW	24,000			53,689			25,000			46,495			30,000			24,000		
SAL FAC	1.02			0.99			0.91			0.94			1.08			0.95		
RES UNIV/HIGH ACTIVITY																		
AVG	104,987	100	31	77,965	167	35	64,001	147	31	64,877	33	15	53,100	65	19	75,947	479	35
HIGH	206,974	21%		119,060	35%		106,527	31%		88,000	7%		93,515	14%		206,974		
LOW	66,560			41,516			35,174			40,910			34,016			34,016		
SAL FAC	0.96			0.96			0.89			0.89			1.06			0.92		
DOCTORAL RES UNIV																		
AVG	100,820	4	2	67,455	19	3	61,014	11	3	62,516	4	3	48,615	4	2	67,119	38	3
HIGH	107,544	11%		80,913	50%		67,485	29%		67,485	11%		60,872	11%		107,544		
LOW	94,493			58,512			53,560			54,079			40,943			40,943		
SAL FAC	0.95			0.83			0.89			0.89			0.89			0.83		
REGION I																		
AVG	143,228	66	13	85,612	70	14	69,977	81	13	69,000	8	4	56,603	5	3	96,383	222	14
HIGH	225,000	30%		127,200	32%		102,733	37%		75,998	4%		71,714	2%		225,000		
LOW	74,533			59,641			42,917			55,000			47,000			42,917		
SAL FAC	1.09			0.99			0.89			0.97			1.12			0.95		
REGION II																		
AVG	119,670	102	18	83,360	106	19	68,435	125	18	72,887	27	12	50,728	32	6	85,535	365	19
HIGH	234,112	28%		172,958	29%		107,730	34%		88,000	7%		93,515	9%		234,112		
LOW	66,560			41,516			35,174			60,000			30,000			30,000		
SAL FAC	0.98			0.98			0.92			0.98			0.98			0.93		
REGION III																		
AVG	135,502	204	24	93,544	258	25	75,774	195	23	71,886	27	13	63,156	48	14	98,701	705	26
HIGH	310,653	29%		164,200	37%		145,938	28%		108,333	4%		127,541	7%		310,653		
LOW	24,000			58,946			25,000			50,500			34,016			24,000		
SAL FAC	1.02			1.02			0.94			0.90			1.08			0.98		
REGION IV																		
AVG	124,909	171	23	78,658	193	27	68,334	220	26	68,128	48	18	55,835	91	17	83,933	675	27
HIGH	324,202	25%		126,892	29%		120,500	33%		85,663	7%		150,129	14%		324,202		
LOW	57,748			55,613			40,000			40,910			32,000			32,000		
SAL FAC	1.01			0.92			0.90			0.90			1.10			0.92		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 44.02 Community Organization and Advocacy

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	94,222	3 2	77,489	5 3	63,391	7 2	58,000	2 1	42,132	2 2	70,477	17 4
HIGH	122,927	18%	86,504	29%	70,229	41%	58,000	12%	45,000	12%	122,927	
LOW	76,019		60,595		58,000		58,000		39,264		39,264	
SAL FAC	0.73		0.88		0.82		0.76		0.79		0.73	
TENURED/TENURE TRACK												
AVG	122,927	1 1	77,489	5 3	63,059	6 2	58,000	2 1			74,060	12 3
HIGH	122,927	8%	86,504	42%	70,229	50%	58,000	17%			122,927	
LOW	122,927		60,595		58,000		58,000				58,000	
SAL FAC	0.95		0.88		0.79		0.74				0.71	
NONTENURE TRACK												
AVG					65,388	1 1			45,000	1 1	55,194	2 2
HIGH					65,388	50%			45,000	50%	65,388	
LOW					65,388				45,000		45,000	
SAL FAC					0.89				0.84		0.82	
RES UNIV/HIGH ACTIVITY												
AVG	94,222	3 2	77,489	5 3	63,391	7 2	58,000	2 1	42,132	2 2	70,477	17 4
HIGH	122,927	18%	86,504	29%	70,229	41%	58,000	12%	45,000	12%	122,927	
LOW	76,019		60,595		58,000		58,000		39,264		39,264	
SAL FAC	0.86		0.96		0.89		0.80		0.84		0.86	
REGION I												
AVG			77,866	2 1	65,548	5 1					69,067	7 1
HIGH			79,373	29%	70,229	71%					79,373	
LOW			76,360		61,125						61,125	
SAL FAC			0.90		0.84						0.68	
REGION III												
AVG			84,613	1 1							84,613	1 1
HIGH			84,613	100%							84,613	
LOW			84,613								84,613	
SAL FAC			0.92								0.84	
REGION IV												
AVG	94,222	3 2	73,550	2 1	58,000	2 1	58,000	2 1	42,132	2 2	70,003	9 2
HIGH	122,927	33%	86,504	22%	58,000	22%	58,000	22%	45,000	22%	122,927	
LOW	76,019		60,595		58,000		58,000		39,264		39,264	
SAL FAC	0.76		0.86		0.77		0.76		0.83		0.77	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 44.0201 Community Organization and Advocacy

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	94,222	3 2	75,708	4 2	63,391	7 2	58,000	2 1	42,132	2 2	69,594	16 3
HIGH	122,927	19%	86,504	25%	70,229	44%	58,000	13%	45,000	13%	122,927	
LOW	76,019		60,595		58,000		58,000		39,264		39,264	
SAL FAC	0.73		0.86		0.82		0.76		0.79		0.72	
TENURED/TENURE TRACK												
AVG	122,927	1 1	75,708	4 2	63,059	6 2	58,000	2 1			73,101	11 2
HIGH	122,927	9%	86,504	36%	70,229	55%	58,000	18%			122,927	
LOW	122,927		60,595		58,000		58,000				58,000	
SAL FAC	0.95		0.86		0.79		0.74				0.70	
NONTENURE TRACK												
AVG					65,388	1 1			45,000	1 1	55,194	2 2
HIGH					65,388	50%			45,000	50%	65,388	
LOW					65,388				45,000		45,000	
SAL FAC					0.89				0.84		0.82	
RES UNIV/HIGH ACTIVITY												
AVG	94,222	3 2	75,708	4 2	63,391	7 2	58,000	2 1	42,132	2 2	69,594	16 3
HIGH	122,927	19%	86,504	25%	70,229	44%	58,000	13%	45,000	13%	122,927	
LOW	76,019		60,595		58,000		58,000		39,264		39,264	
SAL FAC	0.86		0.94		0.89		0.80		0.84		0.84	
REGION I												
AVG			77,866	2 1	65,548	5 1					69,067	7 1
HIGH			79,373	29%	70,229	71%					79,373	
LOW			76,360		61,125						61,125	
SAL FAC			0.90		0.84						0.68	
REGION IV												
AVG	94,222	3 2	73,550	2 1	58,000	2 1	58,000	2 1	42,132	2 2	70,003	9 2
HIGH	122,927	33%	86,504	22%	58,000	22%	58,000	22%	45,000	22%	122,927	
LOW	76,019		60,595		58,000		58,000		39,264		39,264	
SAL FAC	0.76		0.86		0.77		0.76		0.83		0.77	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 44.04 Public Administration

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	138,914	126	28	97,456	113	27	76,165	123	29	76,119	24	13	79,362	17	9	103,517	379	32
HIGH	246,888	33%		172,958	30%		123,732	33%		88,000	6%		150,129	5%		246,888		
LOW	78,862			62,944			25,000			49,091			41,718			25,000		
SAL FAC	1.08			1.11			0.98			1.00			1.49			1.07		
TENURED/TENURE TRACK																		
AVG	141,338	82	18	94,628	72	18	79,622	80	20	77,205	19	8				105,866	234	21
HIGH	246,888	35%		172,958	31%		123,732	34%		87,000	8%					246,888		
LOW	80,841			62,944			54,974			54,974						54,974		
SAL FAC	1.09			1.08			1.00			0.99						1.01		
NONTENURE TRACK																		
AVG	147,667	3	2	79,098	3	2	58,979	6	4				79,663	13	5	82,791	25	6
HIGH	159,469	12%		85,135	12%		69,871	24%					150,129	52%		159,469		
LOW	127,911			76,058			25,000						41,718			25,000		
SAL FAC	1.31			0.86			0.80						1.49			1.23		
RES UNIV/VERY HIGH ACTVTY																		
AVG	143,415	104	19	102,331	90	18	78,843	100	20	78,122	20	11	83,083	14	6	107,702	308	20
HIGH	246,888	34%		172,958	29%		123,732	33%		87,000	7%		150,129	5%		246,888		
LOW	89,979			64,687			25,000			49,091			41,718			25,000		
SAL FAC	1.07			1.13			0.98			1.00			1.51			1.06		
RES UNIV/HIGH ACTIVITY																		
AVG	117,635	22	9	78,379	23	9	64,526	23	9	66,101	4	2	62,000	3	3	85,363	71	12
HIGH	206,974	31%		119,060	32%		88,000	32%		88,000	6%		88,000	4%		206,974		
LOW	78,862			62,944			40,000			54,974			48,000			40,000		
SAL FAC	1.08			0.97			0.90			0.91			1.24			1.04		
REGION I																		
AVG	124,333	9	3	96,433	15	4	74,940	13	4	73,999	3	2	51,820	1	1	94,514	38	4
HIGH	150,000	24%		127,200	40%		89,250	34%		75,998	8%		51,820	3%		150,000		
LOW	90,961			72,000			70,000			70,000			51,820			51,820		
SAL FAC	0.94			1.11			0.96			1.04			1.03			0.93		
REGION II																		
AVG	148,238	27	7	99,433	21	7	79,736	30	6	80,375	8	4	68,000	2	2	107,733	80	7
HIGH	234,112	34%		172,958	26%		107,730	38%		88,000	10%		88,000	3%		234,112		
LOW	83,890			67,161			61,200			70,000			48,000			48,000		
SAL FAC	1.22			1.17			1.07			1.08			1.32			1.17		
REGION III																		
AVG	138,861	39	8	108,150	38	6	76,539	39	7	60,901	4	2	96,271	2	2	107,651	118	9
HIGH	246,888	33%		163,852	32%		123,732	33%		67,200	3%		127,541	2%		246,888		
LOW	78,862			68,390			25,000			54,974			65,000			25,000		
SAL FAC	1.05			1.17			0.95			0.77			1.64			1.07		
REGION IV																		
AVG	136,590	51	10	86,363	39	10	73,586	41	12	79,806	9	5	80,733	12	4	100,140	143	12
HIGH	219,140	36%		115,000	27%		96,850	29%		85,663	6%		150,129	8%		219,140		
LOW	80,841			62,944			40,000			49,091			41,718			40,000		
SAL FAC	1.10			1.01			0.97			1.05			1.59			1.10		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 44.0401 Public Administration

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	139,339	119 27	97,992	110 26	76,398	119 26	76,119	24 13	79,362	17 9	103,564	365 29
HIGH	246,888	33%	172,958	30%	123,732	33%	88,000	7%	150,129	5%	246,888	
LOW	78,862		62,944		25,000		49,091		41,718		25,000	
SAL FAC	1.09		1.12		0.99		1.00		1.49		1.07	
TENURED/TENURE TRACK												
AVG	142,239	75 17	95,361	69 17	80,168	76 17	77,205	19 8			106,094	220 18
HIGH	246,888	34%	172,958	31%	123,732	35%	87,000	9%			246,888	
LOW	80,841		62,944		54,974		54,974				54,974	
SAL FAC	1.09		1.08		1.01		0.99				1.02	
NONTENURE TRACK												
AVG	147,667	3 2	79,098	3 2	58,979	6 4			79,663	13 5	82,791	25 6
HIGH	159,469	12%	85,135	12%	69,871	24%			150,129	52%	159,469	
LOW	127,911		76,058		25,000				41,718		25,000	
SAL FAC	1.31		0.86		0.80				1.49		1.23	
RES UNIV/VERY HIGH ACTVTY												
AVG	143,415	104 19	102,331	90 18	78,843	100 20	78,122	20 11	83,083	14 6	107,702	308 20
HIGH	246,888	34%	172,958	29%	123,732	33%	87,000	7%	150,129	5%	246,888	
LOW	89,979		64,687		25,000		49,091		41,718		25,000	
SAL FAC	1.07		1.13		0.98		1.00		1.51		1.06	
RES UNIV/HIGH ACTIVITY												
AVG	111,081	15 8	78,468	20 8	63,530	19 6	66,101	4 2	62,000	3 3	81,204	57 9
HIGH	156,695	26%	119,060	35%	88,000	33%	88,000	7%	88,000	5%	156,695	
LOW	78,862		62,944		40,000		54,974		48,000		40,000	
SAL FAC	1.02		0.97		0.89		0.91		1.24		0.99	
REGION I												
AVG	124,333	9 3	101,095	12 3	75,071	12 3	73,999	3 2	51,820	1 1	96,612	34 3
HIGH	150,000	27%	127,200	35%	89,250	35%	75,998	9%	51,820	3%	150,000	
LOW	90,961		78,936		70,000		70,000		51,820		51,820	
SAL FAC	0.94		1.16		0.96		1.04		1.03		0.95	
REGION II												
AVG	148,238	27 7	99,433	21 7	79,736	30 6	80,375	8 4	68,000	2 2	107,733	80 7
HIGH	234,112	34%	172,958	26%	107,730	38%	88,000	10%	88,000	3%	234,112	
LOW	83,890		67,161		61,200		70,000		48,000		48,000	
SAL FAC	1.22		1.17		1.07		1.08		1.32		1.17	
REGION III												
AVG	140,433	32 7	108,150	38 6	77,261	36 5	60,901	4 2	96,271	2 2	107,199	108 7
HIGH	246,888	30%	163,852	35%	123,732	33%	67,200	4%	127,541	2%	246,888	
LOW	78,862		68,390		25,000		54,974		65,000		25,000	
SAL FAC	1.06		1.17		0.96		0.77		1.64		1.06	
REGION IV												
AVG	136,590	51 10	86,363	39 10	73,586	41 12	79,806	9 5	80,733	12 4	100,140	143 12
HIGH	219,140	36%	115,000	27%	96,850	29%	85,663	6%	150,129	8%	219,140	
LOW	80,841		62,944		40,000		49,091		41,718		40,000	
SAL FAC	1.10		1.01		0.97		1.05		1.59		1.10	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 44.0501 Public Policy Analysis, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	146,433	118 17	100,551	95 16	85,595	80 13	90,450	10 6	70,423	27 8	111,189	320 19
HIGH	310,653	37%	164,200	30%	127,000	25%	108,333	3%	140,000	8%	310,653	
LOW	24,000		62,635		45,000		75,000		45,000		24,000	
SAL FAC	1.14		1.15		1.10		1.19		1.32		1.15	
TENURED/TENURE TRACK												
AVG	154,957	97 14	103,094	79 13	88,778	66 11	90,450	10 6	63,195	15 1	116,664	257 14
HIGH	310,653	38%	164,200	31%	127,000	26%	108,333	4%	91,500	6%	310,653	
LOW	86,611		62,635		57,315		75,000		45,840		45,840	
SAL FAC	1.19		1.17		1.12		1.16		1.09		1.12	
NONTENURE TRACK												
AVG	102,932	6 3							81,193	9 6	89,888	15 6
HIGH	182,200	40%							140,000	60%	182,200	
LOW	24,000								46,552		24,000	
SAL FAC	0.91								1.51		1.34	
RES UNIV/VERY HIGH ACTVTY												
AVG	150,270	109 11	102,689	76 11	86,360	71 10	90,450	10 6	69,944	24 7	114,264	280 12
HIGH	310,653	39%	164,200	27%	127,000	25%	108,333	4%	140,000	9%	310,653	
LOW	24,000		71,251		45,000		75,000		45,840		24,000	
SAL FAC	1.12		1.13		1.08		1.16		1.27		1.12	
RES UNIV/HIGH ACTIVITY												
AVG	99,967	9 6	92,000	19 5	79,565	9 3			74,253	3 1	89,664	40 7
HIGH	129,716	23%	117,000	48%	106,527	23%			93,515	8%	129,716	
LOW	66,560		62,635		57,903				45,000		45,000	
SAL FAC	0.92		1.14		1.11				1.48		1.09	
REGION I												
AVG	106,353	2 2	81,635	1 1							98,114	3 2
HIGH	113,600	67%	81,635	33%							113,600	
LOW	99,106		81,635								81,635	
SAL FAC	0.81		0.94								0.97	
REGION II												
AVG	127,754	19 2	102,193	16 2	80,837	7 2			74,253	3 1	107,801	45 2
HIGH	220,000	42%	159,130	36%	95,000	16%			93,515	7%	220,000	
LOW	66,560		78,102		75,169				45,000		45,000	
SAL FAC	1.05		1.21		1.08				1.44		1.17	
REGION III												
AVG	154,567	73 8	105,866	51 7	90,422	42 6	93,928	7 4	67,823	22 5	116,875	188 9
HIGH	310,653	39%	164,200	27%	127,000	22%	108,333	4%	98,626	12%	310,653	
LOW	24,000		74,840		57,315		75,000		45,840		24,000	
SAL FAC	1.17		1.15		1.12		1.18		1.16		1.16	
REGION IV												
AVG	139,820	24 5	90,241	27 6	80,131	31 5	82,333	3 2	93,276	2 2	100,747	84 6
HIGH	273,845	29%	126,892	32%	120,500	37%	84,000	4%	140,000	2%	273,845	
LOW	88,773		62,635		45,000		81,500		46,552		45,000	
SAL FAC	1.13		1.05		1.06		1.08		1.84		1.11	

**FACULTY SALARY SURVEY
2013-14**

DISCIPLINE : 44.07 Social Work

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	119,626	282	60	80,002	408	68	66,516	402	65	65,989	72	37	51,415	130	30	81,668	1,222	69
HIGH	324,202	23%		153,803	33%		145,938	33%		87,000	6%		91,594	11%		324,202		
LOW	57,748			41,516			35,174			40,910			30,000			30,000		
SAL FAC	0.93			0.91			0.86			0.87			0.96			0.85		
TENURED/TENURE TRACK																		
AVG	124,975	202	39	82,476	257	44	71,357	194	40	69,009	43	23	73,500	2	1	92,262	655	45
HIGH	324,202	31%		153,803	39%		145,938	30%		87,000	7%		73,500	0%		324,202		
LOW	71,866			57,937			53,000			59,500			73,500			53,000		
SAL FAC	0.96			0.94			0.90			0.88			1.27			0.88		
NONTENURE TRACK																		
AVG	105,710	5	4	76,080	20	11	60,278	80	23	61,495	9	5	52,132	101	24	58,921	206	34
HIGH	140,519	2%		99,991	10%		84,916	39%		74,000	4%		91,594	49%		140,519		
LOW	87,715			61,000			37,882			46,495			30,000			30,000		
SAL FAC	0.94			0.82			0.82			0.88			0.97			0.88		
RES UNIV/VERY HIGH ACTVTY																		
AVG	125,110	216	34	82,986	274	36	68,253	290	37	66,816	43	22	51,174	69	12	86,085	849	37
HIGH	324,202	25%		153,803	32%		145,938	34%		78,003	5%		73,500	8%		324,202		
LOW	57,748			53,689			37,882			46,495			30,000			30,000		
SAL FAC	0.94			0.91			0.85			0.86			0.93			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	101,615	64	25	75,033	117	30	62,278	104	26	65,205	27	13	51,903	57	16	72,274	342	30
HIGH	148,712	19%		110,473	34%		91,891	30%		87,000	8%		91,594	17%		148,712		
LOW	71,866			41,516			35,174			40,910			34,016			34,016		
SAL FAC	0.93			0.93			0.87			0.90			1.04			0.88		
DOCTORAL RES UNIV																		
AVG	103,723	2	1	66,109	17	2	58,646	8	2	58,790	2	2	48,615	4	2	64,353	31	2
HIGH	107,544	7%		75,854	55%		64,271	26%		63,500	7%		60,872	13%		107,544		
LOW	99,902			58,512			53,560			54,079			40,943			40,943		
SAL FAC	0.97			0.81			0.86			0.83			0.89			0.80		
REGION I																		
AVG	144,930	52	10	82,866	52	12	69,277	62	12	66,000	5	3	57,799	4	2	96,304	170	12
HIGH	185,297	31%		103,019	31%		102,733	37%		74,000	3%		71,714	2%		185,297		
LOW	74,533			59,641			42,917			55,000			47,000			42,917		
SAL FAC	1.10			0.95			0.88			0.93			1.15			0.95		
REGION II																		
AVG	103,347	54	14	73,959	67	15	63,464	85	13	70,145	17	8	46,834	27	4	73,798	233	15
HIGH	166,245	23%		112,000	29%		91,891	37%		87,000	7%		91,594	12%		166,245		
LOW	75,031			41,516			35,174			60,000			30,000			30,000		
SAL FAC	0.85			0.87			0.85			0.95			0.91			0.80		
REGION III																		
AVG	118,951	92	18	86,553	168	20	70,116	114	18	64,989	16	9	56,119	24	9	87,499	398	20
HIGH	189,994	23%		153,803	42%		145,938	29%		77,000	4%		85,255	6%		189,994		
LOW	64,830			58,946			46,080			50,500			34,016			34,016		
SAL FAC	0.90			0.94			0.87			0.82			0.96			0.87		
REGION IV																		
AVG	115,168	84	18	73,022	121	21	64,231	141	22	64,379	34	17	51,218	75	15	74,602	421	22
HIGH	324,202	20%		102,070	29%		85,552	34%		78,003	8%		73,500	18%		324,202		
LOW	57,748			55,613			40,910			40,910			32,000			32,000		
SAL FAC	0.93			0.85			0.85			0.85			1.01			0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 44.0701 Social Work

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	120,257	269 55	80,422	380 62	66,589	369 59	65,876	67 34	51,305	118 24	82,337	1,136 63
HIGH	324,202	24%	153,803	34%	145,938	33%	87,000	6%	91,594	10%	324,202	
LOW	57,748		41,516		35,174		40,910		30,000		30,000	
SAL FAC	0.94		0.92		0.86		0.87		0.96		0.85	
TENURED/TENURE TRACK												
AVG	126,004	191 35	82,730	239 39	71,928	172 35	69,061	39 21	73,500	2 1	93,308	604 40
HIGH	324,202	32%	153,803	40%	145,938	29%	87,000	7%	73,500	0%	324,202	
LOW	71,866		57,937		53,000		59,500		73,500		53,000	
SAL FAC	0.97		0.94		0.91		0.88		1.27		0.89	
NONTENURE TRACK												
AVG	105,710	5 4	76,080	20 11	59,888	74 21	61,495	9 5	52,053	92 19	59,009	191 29
HIGH	140,519	3%	99,991	11%	84,916	39%	74,000	5%	91,594	48%	140,519	
LOW	87,715		61,000		37,882		46,495		30,000		30,000	
SAL FAC	0.94		0.82		0.82		0.88		0.97		0.88	
RES UNIV/VERY HIGH ACTVTY												
AVG	124,925	214 33	82,909	268 35	68,184	275 36	66,788	42 21	50,952	68 11	86,266	825 36
HIGH	324,202	26%	153,803	33%	145,938	33%	78,003	5%	73,500	8%	324,202	
LOW	57,748		53,689		37,882		46,495		30,000		30,000	
SAL FAC	0.93		0.91		0.85		0.86		0.93		0.85	
RES UNIV/HIGH ACTIVITY												
AVG	102,092	55 22	74,985	105 26	62,169	91 22	64,772	24 12	52,006	49 12	72,314	300 26
HIGH	134,613	18%	110,473	35%	91,891	30%	87,000	8%	91,594	16%	134,613	
LOW	71,866		41,516		35,174		40,910		34,016		34,016	
SAL FAC	0.93		0.93		0.87		0.89		1.04		0.88	
DOCTORAL RES UNIV												
AVG			66,753	7 1	54,420	3 1	54,079	1 1	40,943	1 1	61,043	11 1
HIGH			72,000	64%	55,620	27%	54,079	9%	40,943	9%	72,000	
LOW			60,770		53,560		54,079		40,943		40,943	
SAL FAC			0.82		0.80		0.77		0.75		0.76	
REGION I												
AVG	144,930	52 10	82,866	52 12	69,277	62 12	66,000	5 3	67,857	2 1	96,883	168 12
HIGH	185,297	31%	103,019	31%	102,733	37%	74,000	3%	71,714	1%	185,297	
LOW	74,533		59,641		42,917		55,000		64,000		42,917	
SAL FAC	1.10		0.95		0.88		0.93		1.35		0.96	
REGION II												
AVG	103,347	54 14	73,959	67 15	63,464	85 13	70,145	17 8	46,834	27 4	73,798	233 15
HIGH	166,245	23%	112,000	29%	91,891	37%	87,000	7%	91,594	12%	166,245	
LOW	75,031		41,516		35,174		60,000		30,000		30,000	
SAL FAC	0.85		0.87		0.85		0.95		0.91		0.80	
REGION III												
AVG	120,560	81 14	87,447	150 15	71,291	86 13	63,819	12 7	56,818	17 5	89,759	334 15
HIGH	189,994	24%	153,803	45%	145,938	26%	77,000	4%	85,255	5%	189,994	
LOW	64,830		58,946		46,080		50,500		34,016		34,016	
SAL FAC	0.91		0.95		0.89		0.80		0.97		0.89	
REGION IV												
AVG	115,447	82 17	73,685	111 20	64,343	136 21	64,406	33 16	51,220	72 14	75,023	401 21
HIGH	324,202	20%	102,070	28%	85,552	34%	78,003	8%	73,500	18%	324,202	
LOW	57,748		55,613		40,910		40,910		32,000		32,000	
SAL FAC	0.93		0.86		0.85		0.85		1.01		0.82	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 44.9999 Public Administration and Social Service Professions, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	139,168	11	3	98,396	4	2	71,953	5	3				114,210	20	4
HIGH	225,000	55%		114,628	20%		88,400	25%					225,000		
LOW	100,716			90,460			50,000						50,000		
SAL FAC	1.09			1.12			0.93						1.19		
TENURED/TENURE TRACK															
AVG	112,493	2	1	101,041	3	1	88,400	2	1				100,701	7	1
HIGH	114,039	29%		114,628	43%		88,400	29%					114,628		
LOW	110,946			91,774			88,400						88,400		
SAL FAC	0.87			1.15			1.11						0.96		
RES UNIV/VERY HIGH ACTVTY															
AVG	145,096	9	2	90,460	1	1	72,347	1	1				133,515	11	2
HIGH	225,000	82%		90,460	9%		72,347	9%					225,000		
LOW	100,716			90,460			72,347						72,347		
SAL FAC	1.09			0.99			0.90						1.31		
RES UNIV/HIGH ACTIVITY															
AVG	112,493	2	1	101,041	3	1	71,855	4	2				90,614	9	2
HIGH	114,039	22%		114,628	33%		88,400	44%					114,628		
LOW	110,946			91,774			50,000						50,000		
SAL FAC	1.03			1.25			1.00						1.10		
REGION I															
AVG	225,000	2	1										225,000	2	1
HIGH	225,000	100%											225,000		
LOW	225,000												225,000		
SAL FAC	1.71												2.22		
REGION IV															
AVG	120,094	9	2	98,396	4	2	71,953	5	3				101,900	18	3
HIGH	172,065	50%		114,628	22%		88,400	28%					172,065		
LOW	100,716			90,460			50,000						50,000		
SAL FAC	0.97			1.15			0.95						1.12		

FACULTY SALARY SURVEY

2013-14

DISCIPLINE : 45. SOCIAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	=====			=====			=====			=====			=====			=====		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	133,538	3,358	113	86,345	2,830	114	74,992	2,133	114	72,955	321	93	51,309	529	75	99,421	8,850	114
HIGH	384,620	38%		225,700	32%		154,000	24%		140,000	4%		141,185	6%		384,620		
LOW	25,691			27,709			27,000			40,000			23,040			23,040		
SAL FAC	1.04			0.98			0.97			0.96			0.96			1.03		
TENURED/TENURE TRACK																		
AVG	136,275	2,667	83	87,659	2,133	84	76,871	1,522	84	74,376	223	68	63,000	11	4	105,497	6,333	84
HIGH	384,620	42%		225,700	34%		154,000	24%		140,000	4%		89,071	0%		384,620		
LOW	50,271			34,654			43,500			48,000			45,000			34,654		
SAL FAC	1.05			1.00			0.97			0.95			1.09			1.01		
NONTENURE TRACK																		
AVG	89,760	17	12	79,598	31	13	59,402	121	32	56,471	22	13	51,346	416	52	55,626	585	56
HIGH	183,886	3%		170,000	5%		110,000	21%		110,000	4%		141,185	71%		183,886		
LOW	25,691			27,709			27,000			40,000			27,349			25,691		
SAL FAC	0.79			0.86			0.81			0.80			0.96			0.83		
RES UNIV/VERY HIGH ACTVTY																		
AVG	141,638	2,651	64	90,632	1,965	64	79,174	1,497	64	77,609	198	51	52,797	316	37	107,137	6,429	64
HIGH	384,620	41%		225,700	31%		154,000	23%		140,000	3%		141,185	5%		384,620		
LOW	25,691			27,709			35,167			40,000			27,349			25,691		
SAL FAC	1.06			1.00			0.99			1.00			0.96			1.05		
RES UNIV/HIGH ACTIVITY																		
AVG	102,804	609	43	76,158	764	44	65,058	563	44	65,186	103	36	48,698	186	33	78,453	2,122	44
HIGH	234,732	29%		159,729	36%		125,692	27%		115,000	5%		105,019	9%		234,732		
LOW	52,930			33,071			27,000			45,000			23,040			23,040		
SAL FAC	0.94			0.94			0.91			0.90			0.97			0.95		
DOCTORAL RES UNIV																		
AVG	105,406	98	6	80,008	101	6	65,849	73	6	66,891	20	6	51,876	27	5	82,335	299	6
HIGH	185,000	33%		147,000	34%		115,000	24%		115,000	7%		69,759	9%		185,000		
LOW	67,273			55,092			47,895			54,238			33,000			33,000		
SAL FAC	0.99			0.98			0.96			0.95			0.95			1.02		
REGION I																		
AVG	142,194	1,099	28	90,683	743	28	79,494	506	28	69,766	49	17	53,528	57	15	110,987	2,405	28
HIGH	299,350	46%		184,981	31%		136,000	21%		136,000	2%		105,019	2%		299,350		
LOW	60,112			44,567			40,000			45,000			31,000			31,000		
SAL FAC	1.08			1.04			1.01			0.98			1.06			1.10		
REGION II																		
AVG	119,511	578	25	82,582	586	25	72,770	440	25	70,449	78	22	45,266	147	15	89,174	1,751	25
HIGH	293,000	33%		205,000	34%		154,000	25%		140,000	5%		78,750	8%		293,000		
LOW	61,082			39,264			39,511			40,000			23,040			23,040		
SAL FAC	0.98			0.97			0.97			0.95			0.88			0.97		
REGION III																		
AVG	138,432	1,133	32	90,487	870	32	77,353	684	32	77,042	112	30	58,909	167	20	104,525	2,854	32
HIGH	384,620	40%		225,700	31%		150,000	24%		126,667	4%		121,200	6%		384,620		
LOW	55,737			34,654			27,000			45,000			27,349			27,000		
SAL FAC	1.04			0.98			0.96			0.97			1.01			1.04		
REGION IV																		
AVG	120,853	548	28	79,021	631	29	69,198	503	29	71,663	82	24	48,096	158	25	86,139	1,840	29
HIGH	370,000	30%		160,000	34%		135,000	27%		121,667	5%		141,185	9%		370,000		
LOW	25,691			27,709			35,167			50,000			27,500			25,691		
SAL FAC	0.97			0.92			0.92			0.94			0.95			0.95		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.0101 Social Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	160,034	709	11	101,492	397	11	91,263	205	11				70,489	3	2	131,413	1,314	13
HIGH	194,828	54%		128,880	30%		108,382	16%					83,716	0%		194,828		
LOW	73,227			65,028			61,668						50,073			50,073		
SAL FAC	1.25			1.16			1.18						1.32			1.36		
TENURED/TENURE TRACK																		
AVG	160,126	706	9	101,664	394	9	91,311	203	9							131,727	1,303	9
HIGH	194,828	54%		128,880	30%		108,382	16%								194,828		
LOW	73,227			65,028			61,668									61,668		
SAL FAC	1.23			1.16			1.15									1.26		
NONTENURE TRACK																		
AVG	125,182	1	1	79,908	1	1							70,489	3	2	83,312	5	2
HIGH	125,182	20%		79,908	20%								83,716	60%		125,182		
LOW	125,182			79,908									50,073			50,073		
SAL FAC	1.11			0.86									1.31			1.24		
RES UNIV/VERY HIGH ACTVTY																		
AVG	160,034	709	11	101,492	397	11	91,263	205	11				70,489	3	2	131,413	1,314	13
HIGH	194,828	54%		128,880	30%		108,382	16%					83,716	0%		194,828		
LOW	73,227			65,028			61,668						50,073			50,073		
SAL FAC	1.20			1.12			1.14						1.28			1.29		
REGION I																		
AVG	160,815	699	9	102,886	375	8	92,311	196	9							133,138	1,270	9
HIGH	194,828	55%		128,880	30%		108,382	15%								194,828		
LOW	128,779			81,670			77,891									77,891		
SAL FAC	1.22			1.18			1.18									1.32		
REGION III																		
AVG	105,430	10	2	77,665	20	2	67,332	8	1				70,489	3	2	81,896	41	3
HIGH	128,075	24%		93,166	49%		72,000	20%					83,716	7%		128,075		
LOW	73,227			65,028			61,668						50,073			50,073		
SAL FAC	0.80			0.84			0.84						1.20			0.81		
REGION IV																		
AVG				78,396	2	1	77,344	1	1							78,045	3	1
HIGH				80,585	67%		77,344	33%								80,585		
LOW				76,206			77,344									76,206		
SAL FAC				0.91			1.02									0.86		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.02 Anthropology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	106,568	414	77	75,016	418	78	63,540	269	79	61,762	32	27	44,100	73	32	81,591	1,174	84
HIGH	326,014	35%		121,860	36%		95,319	23%		80,000	3%		82,609	6%		326,014		
LOW	61,610			34,654			36,000			40,000			31,390			31,390		
SAL FAC	0.83			0.85			0.82			0.81			0.83			0.85		
TENURED/TENURE TRACK																		
AVG	107,421	302	54	74,654	304	56	64,796	192	56	64,450	19	17	51,841	1	1	84,641	799	59
HIGH	326,014	38%		121,860	38%		95,319	24%		78,000	2%		51,841	0%		326,014		
LOW	62,052			34,654			45,450			48,000			51,841			34,654		
SAL FAC	0.83			0.85			0.82			0.82			0.90			0.81		
NONTENURE TRACK																		
AVG	93,082	2	2	79,994	2	2	49,231	17	13	48,564	5	4	45,217	55	23	48,289	76	32
HIGH	106,364	3%		88,000	3%		63,117	22%		55,000	7%		82,609	72%		106,364		
LOW	79,800			71,987			40,000			40,000			31,390			31,390		
SAL FAC	0.82			0.87			0.67			0.69			0.84			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	110,482	324	49	76,391	313	50	65,467	196	50	62,151	22	18	43,946	45	16	84,870	878	52
HIGH	326,014	37%		121,860	36%		95,319	22%		80,000	3%		82,609	5%		326,014		
LOW	62,052			50,603			36,000			40,000			31,593			31,593		
SAL FAC	0.83			0.84			0.82			0.80			0.80			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	91,675	82	26	71,030	99	26	58,542	65	26	62,189	8	7	43,908	25	15	71,779	271	29
HIGH	175,500	30%		113,366	37%		78,000	24%		78,000	3%		65,164	9%		175,500		
LOW	61,610			34,654			40,000			51,000			31,390			31,390		
SAL FAC	0.84			0.88			0.82			0.86			0.88			0.87		
DOCTORAL RES UNIV																		
AVG	100,729	8	2	69,060	6	2	56,941	8	3	55,772	2	2	48,020	3	1	72,791	25	3
HIGH	110,038	32%		90,528	24%		61,237	32%		56,000	8%		51,612	12%		110,038		
LOW	89,872			59,420			53,000			55,544			46,000			46,000		
SAL FAC	0.95			0.85			0.83			0.79			0.88			0.90		
REGION I																		
AVG	102,758	94	18	73,708	99	16	60,377	46	16	64,501	7	6	39,355	11	4	80,666	250	18
HIGH	223,000	38%		116,131	40%		82,100	18%		80,000	3%		45,000	4%		223,000		
LOW	61,610			55,657			40,000			51,000			31,866			31,866		
SAL FAC	0.78			0.85			0.77			0.91			0.78			0.80		
REGION II																		
AVG	96,661	88	18	71,732	100	19	61,605	68	19	55,091	9	7	40,119	25	8	74,276	281	19
HIGH	154,500	31%		113,366	36%		82,500	24%		70,000	3%		65,164	9%		154,500		
LOW	62,052			45,000			40,000			40,000			31,593			31,593		
SAL FAC	0.79			0.85			0.82			0.74			0.78			0.81		
REGION III																		
AVG	112,847	168	26	79,308	140	27	67,036	98	26	64,640	11	9	53,394	17	11	88,744	423	28
HIGH	216,360	40%		121,860	33%		95,319	23%		78,000	3%		82,609	4%		216,360		
LOW	70,730			34,654			40,000			45,000			34,408			34,408		
SAL FAC	0.85			0.86			0.83			0.81			0.91			0.88		
REGION IV																		
AVG	109,304	64	15	73,205	79	16	62,391	57	18	63,600	5	5	43,787	20	9	78,230	220	19
HIGH	326,014	29%		111,035	36%		74,300	26%		73,000	2%		58,780	9%		326,014		
LOW	68,315			54,674			36,000			56,000			31,390			31,390		
SAL FAC	0.88			0.85			0.83			0.84			0.86			0.86		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.0201 Anthropology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,500	381	69	75,408	383	70	63,822	247	71	62,373	29	24	43,921	62	27	82,317	1,073	74
HIGH	326,014	36%		121,860	36%		95,319	23%		80,000	3%		82,609	6%		326,014		
LOW	61,610			45,000			36,000			40,000			31,390			31,390		
SAL FAC	0.84			0.86			0.82			0.82			0.82			0.85		
TENURED/TENURE TRACK																		
AVG	108,595	274	47	74,949	273	49	64,964	175	50	65,471	17	15	51,841	1	1	85,251	723	52
HIGH	326,014	38%		121,860	38%		95,319	24%		78,000	2%		51,841	0%		326,014		
LOW	62,052			53,316			45,450			48,000			51,841			45,450		
SAL FAC	0.84			0.85			0.82			0.84			0.90			0.82		
NONTENURE TRACK																		
AVG	93,082	2	2	79,994	2	2	49,595	15	11	48,564	5	4	45,420	47	19	48,861	66	27
HIGH	106,364	3%		88,000	3%		63,117	23%		55,000	8%		82,609	71%		106,364		
LOW	79,800			71,987			40,000			40,000			31,390			31,390		
SAL FAC	0.82			0.87			0.68			0.69			0.85			0.73		
RES UNIV/VERY HIGH ACTVTY																		
AVG	110,773	316	47	76,325	304	48	65,363	189	48	62,151	22	18	44,002	39	14	85,232	848	50
HIGH	326,014	37%		121,860	36%		95,319	22%		80,000	3%		82,609	5%		326,014		
LOW	62,052			50,603			36,000			40,000			31,593			31,593		
SAL FAC	0.83			0.84			0.82			0.80			0.80			0.84		
RES UNIV/HIGH ACTIVITY																		
AVG	91,586	65	22	71,877	79	22	58,802	58	23	63,073	7	6	43,784	23	13	71,329	225	24
HIGH	175,500	29%		113,366	35%		78,000	26%		78,000	3%		65,164	10%		175,500		
LOW	61,610			45,000			40,000			51,000			31,390			31,390		
SAL FAC	0.84			0.89			0.82			0.87			0.87			0.87		
REGION I																		
AVG	102,849	84	16	73,610	88	14	60,389	42	14	64,501	7	6	37,161	6	3	81,256	220	16
HIGH	223,000	38%		116,131	40%		82,100	19%		80,000	3%		44,278	3%		223,000		
LOW	61,610			55,657			40,000			51,000			31,866			31,866		
SAL FAC	0.78			0.85			0.77			0.91			0.74			0.80		
REGION II																		
AVG	96,661	88	18	71,732	100	19	61,605	68	19	55,091	9	7	40,119	25	8	74,276	281	19
HIGH	154,500	31%		113,366	36%		82,500	24%		70,000	3%		65,164	9%		154,500		
LOW	62,052			45,000			40,000			40,000			31,593			31,593		
SAL FAC	0.79			0.85			0.82			0.74			0.78			0.81		
REGION III																		
AVG	115,281	150	21	80,740	120	22	67,840	84	22	66,611	9	7	54,675	14	8	90,883	368	22
HIGH	216,360	41%		121,860	33%		95,319	23%		78,000	2%		82,609	4%		216,360		
LOW	73,352			50,603			40,000			45,000			34,408			34,408		
SAL FAC	0.87			0.88			0.84			0.84			0.93			0.90		
REGION IV																		
AVG	110,504	59	14	73,886	75	15	63,019	53	16	65,500	4	4	43,041	17	8	79,083	204	17
HIGH	326,014	29%		111,035	37%		74,300	26%		73,000	2%		58,780	8%		326,014		
LOW	68,315			54,674			36,000			59,000			31,390			31,390		
SAL FAC	0.89			0.86			0.83			0.86			0.85			0.87		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.04 Criminology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	127,260	32	5	78,589	29	5	63,403	12	6	62,500	1	1	48,497	8	3	92,595	81	7
HIGH	212,160	40%		104,040	36%		72,420	15%		62,500	1%		70,516	10%		212,160		
LOW	69,498			62,607			52,899			62,500			41,664			41,664		
SAL FAC	0.99			0.90			0.82			0.82			0.91			0.96		
TENURED/TENURE TRACK																		
AVG	130,068	26	4	78,414	20	3	64,117	8	5	62,500	1	1				101,166	54	5
HIGH	212,160	48%		104,040	37%		72,420	15%		62,500	2%					212,160		
LOW	87,775			62,607			58,321			62,500						58,321		
SAL FAC	1.00			0.89			0.81			0.80						0.97		
NONTENURE TRACK																		
AVG							52,899	1	1				48,497	8	3	48,986	9	3
HIGH							52,899	11%					70,516	89%		70,516		
LOW							52,899						41,664			41,664		
SAL FAC							0.72						0.90			0.73		
RES UNIV/VERY HIGH ACTVTY																		
AVG	145,460	16	3	78,078	15	2	66,939	5	3	62,500	1	1	49,612	6	2	98,355	42	3
HIGH	212,160	38%		104,040	36%		72,420	12%		62,500	2%		70,516	14%		212,160		
LOW	87,775			62,607			62,500			62,500			41,664			41,664		
SAL FAC	1.09			0.86			0.84			0.80			0.90			0.96		
RES UNIV/HIGH ACTIVITY																		
AVG	115,094	6	1	78,977	9	2	64,149	4	2							87,261	19	3
HIGH	149,450	32%		88,096	47%		67,500	21%								149,450		
LOW	69,498			65,110			61,597									61,597		
SAL FAC	1.05			0.98			0.90									1.06		
DOCTORAL RES UNIV																		
AVG	105,440	10	1	79,422	5	1	56,514	3	1				45,152	2	1	85,568	20	1
HIGH	110,038	50%		86,166	25%		58,321	15%					45,696	10%		110,038		
LOW	94,999			74,434			52,899						44,608			44,608		
SAL FAC	0.99			0.98			0.83						0.82			1.06		
REGION I																		
AVG	87,775	1	1				62,500	1	1	62,500	1	1				75,138	2	1
HIGH	87,775	50%					62,500	50%		62,500	50%					87,775		
LOW	87,775						62,500			62,500						62,500		
SAL FAC	0.67						0.80			0.88						0.74		
REGION II																		
AVG	115,094	6	1	81,051	7	1	65,000	3	1							90,808	16	1
HIGH	149,450	38%		88,096	44%		67,500	19%								149,450		
LOW	69,498			73,350			63,000									63,000		
SAL FAC	0.94			0.96			0.87									0.99		
REGION III																		
AVG	138,833	17	2	87,739	9	2	62,323	6	3				48,989	7	2	99,146	39	3
HIGH	212,160	44%		104,040	23%		72,420	15%					70,516	18%		212,160		
LOW	94,999			74,434			52,899						41,664			41,664		
SAL FAC	1.05			0.95			0.77						0.84			0.98		
REGION IV																		
AVG	116,727	8	1	70,929	13	2	64,698	2	1				45,051	1	1	84,597	24	2
HIGH	161,228	33%		80,661	54%		65,396	8%					45,051	4%		161,228		
LOW	89,045			62,607			64,000						45,051			45,051		
SAL FAC	0.94			0.83			0.86						0.89			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.0401 Criminology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	137,178	22	4	78,416	24	4	66,212	8	4	62,500	1	1	49,612	6	2	95,454	60	5
HIGH	212,160	37%		104,040	40%		72,420	13%		62,500	2%		70,516	10%		212,160		
LOW	69,498			62,607			62,500			62,500			41,664			41,664		
SAL FAC	1.07			0.89			0.85			0.82			0.93			0.99		
TENURED/TENURE TRACK																		
AVG	145,460	16	3	78,078	15	2	66,939	5	3	62,500	1	1				106,479	36	3
HIGH	212,160	44%		104,040	42%		72,420	14%		62,500	3%					212,160		
LOW	87,775			62,607			62,500			62,500						62,500		
SAL FAC	1.12			0.89			0.84			0.80						1.02		
NONTENURE TRACK																		
AVG													49,612	6	2	49,612	6	2
HIGH													70,516	100%		70,516		
LOW													41,664			41,664		
SAL FAC													0.92			0.74		
RES UNIV/VERY HIGH ACTVTY																		
AVG	145,460	16	3	78,078	15	2	66,939	5	3	62,500	1	1	49,612	6	2	98,355	42	3
HIGH	212,160	38%		104,040	36%		72,420	12%		62,500	2%		70,516	14%		212,160		
LOW	87,775			62,607			62,500			62,500			41,664			41,664		
SAL FAC	1.09			0.86			0.84			0.80			0.90			0.96		
RES UNIV/HIGH ACTIVITY																		
AVG	115,094	6	1	78,977	9	2	65,000	3	1							88,687	18	2
HIGH	149,450	33%		88,096	50%		67,500	17%								149,450		
LOW	69,498			65,110			63,000									63,000		
SAL FAC	1.05			0.98			0.91									1.08		
REGION I																		
AVG	87,775	1	1				62,500	1	1	62,500	1	1				75,138	2	1
HIGH	87,775	50%					62,500	50%		62,500	50%					87,775		
LOW	87,775						62,500			62,500						62,500		
SAL FAC	0.67						0.80			0.88						0.74		
REGION II																		
AVG	115,094	6	1	81,051	7	1	65,000	3	1							90,808	16	1
HIGH	149,450	38%		88,096	44%		67,500	19%								149,450		
LOW	69,498			73,350			63,000									63,000		
SAL FAC	0.94			0.96			0.87									0.99		
REGION III																		
AVG	186,538	7	1	98,135	4	1	71,400	2	1				50,524	5	1	116,318	18	1
HIGH	212,160	39%		104,040	22%		72,420	11%					70,516	28%		212,160		
LOW	133,626			80,420			70,380						41,664			41,664		
SAL FAC	1.41			1.07			0.89						0.86			1.15		
REGION IV																		
AVG	116,727	8	1	70,929	13	2	64,698	2	1				45,051	1	1	84,597	24	2
HIGH	161,228	33%		80,661	54%		65,396	8%					45,051	4%		161,228		
LOW	89,045			62,607			64,000						45,051			45,051		
SAL FAC	0.94			0.83			0.86						0.89			0.93		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.05 Demography and Population Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	155,319	2 2	129,257	1 1	63,000	1 1					125,724	4 3
HIGH	144,363	50%	129,257	25%	63,000	25%					144,363	
LOW	141,250		129,257		63,000						63,000	
SAL FAC	1.21		1.47		0.81						1.30	
TENURED/TENURE TRACK												
AVG					63,000	1 1					63,000	1 1
HIGH					63,000	100%					63,000	
LOW					63,000						63,000	
SAL FAC					0.79						0.60	
RES UNIV/VERY HIGH ACTVTY												
AVG	169,388	1 1	129,257	1 1							149,323	2 1
HIGH	144,363	50%	129,257	50%							144,363	
LOW	210,636		129,257								129,257	
SAL FAC	1.27		1.42								1.46	
RES UNIV/HIGH ACTIVITY												
AVG	141,250	1 1			63,000	1 1					102,125	2 2
HIGH	141,250	50%			63,000	50%					141,250	
LOW	141,250				63,000						63,000	
SAL FAC	1.29				0.88						1.24	
REGION I												
AVG					63,000	1 1					63,000	1 1
HIGH					63,000	100%					63,000	
LOW					63,000						63,000	
SAL FAC					0.80						0.62	
REGION III												
AVG	155,319	2 2	129,257	1 1							146,632	3 2
HIGH	144,363	67%	129,257	33%							144,363	
LOW	141,250		129,257								129,257	
SAL FAC	1.17		1.40								1.46	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.06 Economics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	159,181	634	81	111,333	406	82	100,917	408	77	101,883	65	38	65,872	129	38	124,156	1,577	85
HIGH	384,620	40%		225,700	26%		154,000	26%		140,000	4%		141,185	8%		384,620		
LOW	70,000			44,567			49,286			50,000			32,744			32,744		
SAL FAC	1.24			1.27			1.30			1.34			1.24			1.29		
TENURED/TENURE TRACK																		
AVG	162,929	461	59	112,523	290	61	100,960	288	59	100,680	47	29	81,151	4	2	131,489	1,043	63
HIGH	384,620	44%		225,700	28%		154,000	28%		140,000	5%		89,071	0%		384,620		
LOW	73,383			44,567			57,680			64,299			75,127			44,567		
SAL FAC	1.25			1.28			1.27			1.29			1.40			1.26		
NONTENURE TRACK																		
AVG	87,495	3	3	93,971	8	4	81,359	24	13	89,250	4	3	65,253	104	30	70,167	139	33
HIGH	101,084	2%		170,000	6%		110,000	17%		110,000	3%		141,185	75%		170,000		
LOW	71,400			69,093			50,000			50,000			32,744			32,744		
SAL FAC	0.77			1.02			1.11			1.27			1.22			1.05		
RES UNIV/VERY HIGH ACTVTY																		
AVG	171,455	475	48	119,796	254	47	105,383	299	46	106,010	48	26	68,984	85	20	134,090	1,113	48
HIGH	384,620	43%		225,700	23%		154,000	27%		140,000	4%		141,185	8%		384,620		
LOW	70,000			44,567			49,286			50,000			32,744			32,744		
SAL FAC	1.28			1.32			1.31			1.36			1.25			1.32		
RES UNIV/HIGH ACTIVITY																		
AVG	123,746	137	28	97,220	127	30	90,119	95	26	98,227	11	9	60,271	40	16	100,933	399	32
HIGH	234,732	34%		159,729	32%		125,692	24%		115,000	3%		89,071	10%		234,732		
LOW	73,383			54,263			60,275			82,000			34,435			34,435		
SAL FAC	1.13			1.20			1.26			1.35			1.20			1.22		
DOCTORAL RES UNIV																		
AVG	114,830	22	5	97,049	25	5	78,815	14	5	75,563	6	3	55,757	4	2	96,599	65	5
HIGH	185,000	34%		147,000	39%		99,500	22%		91,000	9%		58,684	6%		185,000		
LOW	88,728			58,268			57,680			64,299			51,000			51,000		
SAL FAC	1.08			1.19			1.15			1.07			1.02			1.20		
REGION I																		
AVG	132,692	92	15	103,710	49	16	95,081	82	15	94,500	10	7	67,400	17	8	109,300	240	17
HIGH	299,350	38%		184,981	20%		136,000	34%		136,000	4%		96,950	7%		299,350		
LOW	70,000			44,567			49,286			80,000			47,151			44,567		
SAL FAC	1.01			1.19			1.21			1.33			1.34			1.08		
REGION II																		
AVG	150,133	131	20	106,969	101	21	102,944	88	18	101,967	15	10	51,599	34	6	116,624	354	21
HIGH	270,375	37%		205,000	29%		154,000	25%		140,000	4%		78,750	10%		270,375		
LOW	80,500			54,263			50,455			85,000			32,744			32,744		
SAL FAC	1.23			1.26			1.38			1.38			1.00			1.27		
REGION III																		
AVG	171,855	299	29	120,281	156	28	104,577	152	27	103,521	25	11	71,063	53	14	136,077	660	29
HIGH	384,620	45%		225,700	24%		150,000	23%		126,667	4%		121,200	8%		384,620		
LOW	73,383			57,178			50,000			50,000			41,388			41,388		
SAL FAC	1.30			1.31			1.30			1.30			1.21			1.35		
REGION IV																		
AVG	157,685	112	17	105,519	100	17	97,940	86	17	103,990	15	10	73,240	25	10	119,091	323	18
HIGH	370,000	35%		160,000	31%		135,000	27%		121,667	5%		141,185	8%		370,000		
LOW	71,400			58,268			50,000			67,000			34,435			34,435		
SAL FAC	1.27			1.23			1.30			1.37			1.44			1.31		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.0601 Economics, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	163,999	565	72	113,365	362	73	101,833	374	69	104,639	55	32	67,137	115	33	126,768	1,416	77
HIGH	384,620	40%		225,700	26%		154,000	26%		140,000	4%		141,185	8%		384,620		
LOW	70,000			44,567			49,286			50,000			32,744			32,744		
SAL FAC	1.28			1.29			1.31			1.38			1.26			1.32		
TENURED/TENURE TRACK																		
AVG	169,521	401	51	115,156	254	54	101,824	260	52	103,685	39	24	81,151	4	2	134,958	919	56
HIGH	384,620	44%		225,700	28%		154,000	28%		140,000	4%		89,071	0%		384,620		
LOW	79,323			44,567			57,680			67,000			75,127			44,567		
SAL FAC	1.30			1.31			1.28			1.33			1.40			1.29		
NONTENURE TRACK																		
AVG	87,495	3	3	93,971	8	4	82,276	23	12	89,250	4	3	66,468	93	26	71,560	127	29
HIGH	101,084	2%		170,000	6%		110,000	18%		110,000	3%		141,185	73%		170,000		
LOW	71,400			69,093			50,000			50,000			32,744			32,744		
SAL FAC	0.77			1.02			1.12			1.27			1.24			1.07		
RES UNIV/VERY HIGH ACTVTY																		
AVG	174,272	448	45	121,691	236	45	105,741	289	44	106,699	46	24	69,242	81	19	135,636	1,054	46
HIGH	384,620	43%		225,700	22%		154,000	27%		140,000	4%		141,185	8%		384,620		
LOW	70,000			44,567			49,286			50,000			32,744			32,744		
SAL FAC	1.30			1.34			1.32			1.37			1.26			1.33		
RES UNIV/HIGH ACTIVITY																		
AVG	125,972	106	24	97,231	110	25	89,320	78	22	95,688	8	7	62,458	33	13	101,151	327	28
HIGH	234,732	32%		159,729	34%		125,692	24%		110,000	2%		89,071	10%		234,732		
LOW	75,000			54,263			65,976			82,000			34,435			34,435		
SAL FAC	1.15			1.20			1.25			1.32			1.25			1.23		
DOCTORAL RES UNIV																		
AVG	112,045	11	3	101,481	16	3	79,928	7	3	81,480	1	1	51,000	1	1	99,048	35	3
HIGH	139,919	31%		147,000	46%		99,500	20%		81,480	3%		51,000	3%		147,000		
LOW	88,728			58,268			57,680			81,480			51,000			51,000		
SAL FAC	1.05			1.25			1.17			1.15			0.93			1.23		
REGION I																		
AVG	132,947	89	14	103,794	47	15	95,222	79	14	95,000	9	6	68,521	13	7	110,193	228	16
HIGH	299,350	39%		184,981	21%		136,000	35%		136,000	4%		96,950	6%		299,350		
LOW	70,000			44,567			49,286			80,000			47,151			44,567		
SAL FAC	1.01			1.20			1.21			1.34			1.36			1.09		
REGION II																		
AVG	150,133	131	20	106,921	100	21	102,944	88	18	101,967	15	10	51,599	34	6	116,637	353	21
HIGH	270,375	37%		205,000	28%		154,000	25%		140,000	4%		78,750	10%		270,375		
LOW	80,500			54,263			50,455			85,000			32,744			32,744		
SAL FAC	1.23			1.26			1.38			1.38			1.00			1.27		
REGION III																		
AVG	184,427	241	23	127,729	121	21	107,457	125	21	110,544	18	7	74,274	46	11	143,998	533	23
HIGH	384,620	45%		225,700	23%		150,000	24%		126,667	3%		121,200	9%		384,620		
LOW	73,949			60,667			50,000			50,000			41,388			41,388		
SAL FAC	1.39			1.39			1.33			1.39			1.27			1.43		
REGION IV																		
AVG	160,701	104	15	106,516	94	16	98,437	82	16	106,219	13	9	75,408	22	9	120,716	302	17
HIGH	370,000	34%		160,000	31%		135,000	27%		121,667	4%		141,185	7%		370,000		
LOW	71,400			58,268			50,000			67,000			34,435			34,435		
SAL FAC	1.29			1.24			1.30			1.40			1.49			1.33		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.07 Geography and Cartography

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,267	298	66	76,602	293	70	65,752	250	64	64,238	33	27	48,572	48	23	83,322	889	72
HIGH	272,950	34%		130,462	33%		94,720	28%		83,000	4%		64,076	5%		272,950		
LOW	50,271			49,738			36,000			50,000			32,000			32,000		
SAL FAC	0.86			0.87			0.85			0.84			0.91			0.86		
TENURED/TENURE TRACK																		
AVG	107,384	210	46	76,150	202	51	67,073	171	47	65,478	21	17	52,884	3	3	84,575	586	52
HIGH	189,724	36%		119,000	35%		94,720	29%		83,000	4%		60,000	1%		189,724		
LOW	50,271			49,738			46,560			50,000			45,000			45,000		
SAL FAC	0.83			0.87			0.85			0.84			0.91			0.81		
NONTENURE TRACK																		
AVG	77,905	4	4	76,349	9	3	55,872	21	6	52,436	3	3	48,035	30	15	56,455	64	21
HIGH	97,013	6%		100,145	14%		76,755	33%		54,308	5%		64,076	47%		100,145		
LOW	63,826			56,627			41,728			50,000			32,000			32,000		
SAL FAC	0.69			0.83			0.76			0.75			0.90			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	116,517	220	39	79,492	180	38	67,501	173	38	64,999	20	18	51,709	16	9	89,045	589	40
HIGH	272,950	37%		130,462	31%		94,720	29%		83,000	3%		64,076	3%		272,950		
LOW	50,271			49,738			36,000			50,000			32,500			32,500		
SAL FAC	0.87			0.87			0.84			0.83			0.94			0.87		
RES UNIV/HIGH ACTIVITY																		
AVG	91,874	68	25	71,731	99	29	61,740	69	24	64,182	11	8	46,693	25	12	71,939	261	29
HIGH	148,509	26%		118,643	38%		74,615	26%		72,000	4%		61,991	10%		148,509		
LOW	52,930			51,419			41,728			58,500			32,000			32,000		
SAL FAC	0.84			0.89			0.86			0.88			0.93			0.87		
DOCTORAL RES UNIV																		
AVG	97,862	10	2	73,888	14	3	62,529	8	2	56,932	2	1	48,113	7	2	73,079	39	3
HIGH	110,038	26%		90,528	36%		78,202	21%		58,321	5%		55,333	18%		110,038		
LOW	75,095			62,946			55,543			55,543			45,000			45,000		
SAL FAC	0.92			0.91			0.91			0.81			0.88			0.91		
REGION I																		
AVG	109,160	53	14	75,471	45	15	66,389	33	12	64,498	2	2	51,166	7	3	85,005	138	15
HIGH	272,950	38%		105,684	33%		77,500	24%		65,000	1%		56,232	5%		272,950		
LOW	63,103			51,419			46,560			63,996			40,000			40,000		
SAL FAC	0.83			0.87			0.85			0.91			1.02			0.84		
REGION II																		
AVG	101,949	58	14	76,226	56	13	68,834	48	12	61,667	6	6	47,278	9	4	81,352	171	14
HIGH	163,680	34%		106,967	33%		87,275	28%		71,000	4%		61,991	5%		163,680		
LOW	73,035			54,003			50,000			50,000			32,500			32,500		
SAL FAC	0.84			0.90			0.92			0.83			0.92			0.89		
REGION III																		
AVG	119,890	114	21	79,274	104	22	65,695	92	21	66,026	14	11	48,748	17	9	88,026	327	23
HIGH	204,839	35%		130,462	32%		94,720	28%		78,000	4%		64,076	5%		204,839		
LOW	69,892			57,384			41,728			55,543			32,000			32,000		
SAL FAC	0.90			0.86			0.82			0.83			0.83			0.87		
REGION IV																		
AVG	102,653	73	17	74,262	88	20	63,626	77	19	63,316	11	8	47,939	15	7	77,656	253	20
HIGH	189,724	29%		119,000	35%		83,000	30%		83,000	4%		62,727	6%		189,724		
LOW	50,271			49,738			36,000			50,000			35,113			35,113		
SAL FAC	0.83			0.87			0.84			0.83			0.95			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.0701 Geography

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,965	269	58	77,083	257	60	66,284	222	57	64,444	27	24	47,970	34	16	84,750	782	62
HIGH	272,950	34%		130,462	33%		94,720	28%		83,000	4%		64,076	4%		272,950		
LOW	50,271			49,738			36,000			50,000			32,000			32,000		
SAL FAC	0.87			0.88			0.85			0.85			0.90			0.88		
TENURED/TENURE TRACK																		
AVG	108,849	186	39	76,415	177	42	67,806	148	41	66,345	15	14	52,884	3	3	85,535	514	43
HIGH	189,724	36%		119,000	34%		94,720	29%		83,000	3%		60,000	1%		189,724		
LOW	50,271			49,738			46,560			50,000			45,000			45,000		
SAL FAC	0.84			0.87			0.85			0.85			0.91			0.82		
NONTENURE TRACK																		
AVG	77,905	4	4	77,568	8	2	56,579	20	5	52,436	3	3	46,962	19	9	57,961	51	15
HIGH	97,013	8%		100,145	16%		76,755	39%		54,308	6%		64,076	37%		100,145		
LOW	63,826			56,627			45,000			50,000			32,000			32,000		
SAL FAC	0.69			0.84			0.77			0.75			0.88			0.86		
RES UNIV/VERY HIGH ACTVTY																		
AVG	116,726	215	37	79,567	177	36	67,501	172	37	64,999	20	18	50,525	12	7	89,229	576	38
HIGH	272,950	37%		130,462	31%		94,720	30%		83,000	4%		64,076	2%		272,950		
LOW	50,271			49,738			36,000			50,000			32,500			32,500		
SAL FAC	0.87			0.88			0.84			0.83			0.92			0.88		
RES UNIV/HIGH ACTIVITY																		
AVG	93,006	54	21	71,587	80	24	62,099	50	20	62,857	7	6	46,577	22	9	72,228	206	24
HIGH	148,509	26%		118,643	39%		74,615	24%		70,000	3%		61,991	11%		148,509		
LOW	52,930			51,419			53,045			58,500			32,000			32,000		
SAL FAC	0.85			0.89			0.87			0.87			0.93			0.88		
REGION I																		
AVG	109,960	51	13	75,482	44	14	66,389	33	12	64,498	2	2	47,371	4	2	85,678	132	14
HIGH	272,950	39%		105,684	33%		77,500	25%		65,000	2%		52,520	3%		272,950		
LOW	63,103			51,419			46,560			63,996			40,000			40,000		
SAL FAC	0.84			0.87			0.85			0.91			0.94			0.85		
REGION II																		
AVG	101,949	58	14	76,226	56	13	68,834	48	12	61,667	6	6	47,278	9	4	81,352	171	14
HIGH	163,680	34%		106,967	33%		87,275	28%		71,000	4%		61,991	5%		163,680		
LOW	73,035			54,003			50,000			50,000			32,500			32,500		
SAL FAC	0.84			0.90			0.92			0.83			0.92			0.89		
REGION III																		
AVG	125,437	92	15	80,832	80	15	67,176	68	15	68,063	8	8	49,849	9	4	92,463	249	16
HIGH	204,839	37%		130,462	32%		94,720	27%		78,000	3%		64,076	4%		204,839		
LOW	70,784			57,384			45,000			60,500			32,000			32,000		
SAL FAC	0.95			0.88			0.83			0.86			0.85			0.92		
REGION IV																		
AVG	103,783	68	16	74,726	77	18	63,729	73	18	63,316	11	8	47,280	12	6	78,395	230	18
HIGH	189,724	30%		119,000	34%		83,000	32%		83,000	5%		62,727	5%		189,724		
LOW	50,271			49,738			36,000			50,000			35,113			35,113		
SAL FAC	0.84			0.87			0.84			0.83			0.93			0.86		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.09 International Relations and National Security Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	133,698	18	5	89,523	15	5	61,976	22	8	61,667	3	3	51,098	4	2	90,123	59	9
HIGH	184,284	31%		119,609	25%		80,000	37%		70,000	5%		56,938	7%		184,284		
LOW	79,825			61,464			27,000			50,000			44,275			27,000		
SAL FAC	1.04			1.02			0.80			0.81			0.96			0.94		
TENURED/TENURE TRACK																		
AVG	133,748	17	4	91,013	14	4	67,417	17	5	61,667	3	3				97,791	48	5
HIGH	184,284	35%		119,609	29%		80,000	35%		70,000	6%					184,284		
LOW	79,825			61,464			50,000			50,000						50,000		
SAL FAC	1.03			1.03			0.85			0.79						0.94		
NONTENURE TRACK																		
AVG							36,333	3	1				51,098	4	2	44,770	7	2
HIGH							41,000	43%					56,938	57%		56,938		
LOW							27,000						44,275			27,000		
SAL FAC							0.50						0.95			0.67		
RES UNIV/VERY HIGH ACTVTY																		
AVG	141,390	13	3	93,977	9	2	68,381	15	3	67,500	2	2	50,000	1	1	98,936	38	4
HIGH	184,284	34%		105,963	24%		80,000	40%		70,000	5%		50,000	3%		184,284		
LOW	95,413			82,520			58,710			65,000			50,000			50,000		
SAL FAC	1.06			1.03			0.85			0.87			0.91			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	113,698	5	2	82,841	6	3	48,250	7	5	50,000	1	1	51,464	3	1	74,175	21	5
HIGH	155,724	24%		119,609	29%		74,100	33%		50,000	5%		56,938	14%		155,724		
LOW	79,825			61,464			27,000			50,000			44,275			27,000		
SAL FAC	1.04			1.02			0.67			0.69			1.03			0.90		
REGION I																		
AVG				68,662	1	1	49,670	1	1							59,166	2	1
HIGH				68,662	50%		49,670	50%								68,662		
LOW				68,662			49,670									49,670		
SAL FAC				0.79			0.63									0.58		
REGION II																		
AVG	124,367	2	1	83,744	2	1	66,405	2	2							91,505	6	2
HIGH	155,724	33%		89,508	33%		74,100	33%								155,724		
LOW	93,009			77,979			58,710									58,710		
SAL FAC	1.02			0.99			0.89									1.00		
REGION III																		
AVG	132,840	1	1				40,995	4	2				51,464	3	1	56,401	8	3
HIGH	132,840	13%					54,980	50%					56,938	38%		132,840		
LOW	132,840						27,000						44,275			27,000		
SAL FAC	1.00						0.51						0.88			0.56		
REGION IV																		
AVG	134,999	15	3	92,224	12	3	67,800	15	3	61,667	3	3	50,000	1	1	97,644	43	3
HIGH	184,284	35%		119,609	28%		80,000	35%		70,000	7%		50,000	2%		184,284		
LOW	79,825			61,464			50,000			50,000			50,000			50,000		
SAL FAC	1.09			1.08			0.90			0.81			0.99			1.07		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.0901 International Relations and Affairs

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	133,698	18	5	89,523	15	5	62,309	21	7	61,667	3	3	51,098	4	2	90,729	58	8
HIGH	184,284	31%		119,609	26%		80,000	36%		70,000	5%		56,938	7%		184,284		
LOW	79,825			61,464			27,000			50,000			44,275			27,000		
SAL FAC	1.04			1.02			0.80			0.81			0.96			0.94		
TENURED/TENURE TRACK																		
AVG	133,748	17	4	91,013	14	4	68,194	16	4	61,667	3	3				98,702	47	4
HIGH	184,284	36%		119,609	30%		80,000	34%		70,000	6%					184,284		
LOW	79,825			61,464			50,000			50,000						50,000		
SAL FAC	1.03			1.03			0.86			0.79						0.94		
NONTENURE TRACK																		
AVG							36,333	3	1				51,098	4	2	44,770	7	2
HIGH							41,000	43%					56,938	57%		56,938		
LOW							27,000						44,275			27,000		
SAL FAC							0.50						0.95			0.67		
RES UNIV/VERY HIGH ACTVTY																		
AVG	141,390	13	3	93,977	9	2	68,381	15	3	67,500	2	2	50,000	1	1	98,936	38	4
HIGH	184,284	34%		105,963	24%		80,000	40%		70,000	5%		50,000	3%		184,284		
LOW	95,413			82,520			58,710			65,000			50,000			50,000		
SAL FAC	1.06			1.03			0.85			0.87			0.91			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG	113,698	5	2	82,841	6	3	47,128	6	4	50,000	1	1	51,464	3	1	75,135	20	4
HIGH	155,724	25%		119,609	30%		74,100	30%		50,000	5%		56,938	15%		155,724		
LOW	79,825			61,464			27,000			50,000			44,275			27,000		
SAL FAC	1.04			1.02			0.66			0.69			1.03			0.91		
REGION I																		
AVG				68,662	1	1	49,670	1	1							59,166	2	1
HIGH				68,662	50%		49,670	50%								68,662		
LOW				68,662			49,670									49,670		
SAL FAC				0.79			0.63									0.58		
REGION II																		
AVG	124,367	2	1	83,744	2	1	66,405	2	2							91,505	6	2
HIGH	155,724	33%		89,508	33%		74,100	33%								155,724		
LOW	93,009			77,979			58,710									58,710		
SAL FAC	1.02			0.99			0.89									1.00		
REGION III																		
AVG	132,840	1	1				36,333	3	1				51,464	3	1	56,604	7	2
HIGH	132,840	14%					41,000	43%					56,938	43%		132,840		
LOW	132,840						27,000						44,275			27,000		
SAL FAC	1.00						0.45						0.88			0.56		
REGION IV																		
AVG	134,999	15	3	92,224	12	3	67,800	15	3	61,667	3	3	50,000	1	1	97,644	43	3
HIGH	184,284	35%		119,609	28%		80,000	35%		70,000	7%		50,000	2%		184,284		
LOW	79,825			61,464			50,000			50,000			50,000			50,000		
SAL FAC	1.09			1.08			0.90			0.81			0.99			1.07		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.10 Political Science and Government

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	121,877	658 101	81,109	672 102	67,970	492 102	66,710	97 59	47,907	102 42	89,931	1,924 103
HIGH	299,127	34%	153,895	35%	115,000	26%	100,000	5%	105,019	5%	299,127	
LOW	25,691		27,709		35,167		45,000		27,349		25,691	
SAL FAC	0.95		0.92		0.88		0.88		0.90		0.93	
TENURED/TENURE TRACK												
AVG	122,902	500 72	82,177	481 73	69,381	335 72	68,443	65 39	52,491	2 1	94,329	1,318 74
HIGH	299,127	38%	153,895	37%	115,000	25%	88,000	5%	53,900	0%	299,127	
LOW	55,737		35,622		46,965		52,000		51,081		35,622	
SAL FAC	0.95		0.93		0.87		0.88		0.91		0.90	
NONTENURE TRACK												
AVG	96,644	4 4	74,446	5 4	55,659	20 11	45,250	4 3	48,006	86 34	52,178	115 39
HIGH	183,886	4%	114,141	4%	103,057	17%	46,000	4%	105,019	75%	183,886	
LOW	25,691		27,709		41,000		45,000		27,349		25,691	
SAL FAC	0.86		0.81		0.76		0.64		0.89		0.78	
RES UNIV/VERY HIGH ACTVTY												
AVG	130,627	472 55	85,329	436 55	71,474	317 54	70,650	54 33	47,353	62 23	96,700	1,287 55
HIGH	299,127	37%	153,895	34%	115,000	25%	88,000	4%	85,011	5%	299,127	
LOW	25,691		27,709		35,167		45,000		27,349		25,691	
SAL FAC	0.98		0.94		0.89		0.91		0.86		0.95	
RES UNIV/HIGH ACTIVITY												
AVG	98,636	167 42	73,079	217 42	61,465	162 43	61,510	41 24	48,339	37 17	75,602	583 43
HIGH	169,623	29%	120,070	37%	103,057	28%	100,000	7%	105,019	6%	169,623	
LOW	55,737		33,071		40,000		45,000		27,500		27,500	
SAL FAC	0.90		0.90		0.86		0.85		0.96		0.92	
DOCTORAL RES UNIV												
AVG	108,787	19 4	75,979	19 5	63,569	13 5	66,944	2 2	54,030	3 2	83,316	54 5
HIGH	139,919	35%	114,987	35%	79,886	24%	71,888	4%	59,909	6%	139,919	
LOW	67,935		55,931		47,895		62,000		49,329		47,895	
SAL FAC	1.02		0.93		0.93		0.95		0.98		1.03	
REGION I												
AVG	101,183	84 20	73,928	101 19	63,026	75 20	62,180	14 10	51,616	10 6	78,552	270 20
HIGH	194,409	31%	110,000	37%	90,000	28%	77,500	5%	105,019	4%	194,409	
LOW	60,112		53,401		45,000		45,000		31,000		31,000	
SAL FAC	0.77		0.85		0.80		0.88		1.03		0.78	
REGION II												
AVG	115,928	159 23	82,121	148 23	67,428	114 23	62,813	23 12	46,105	26 10	88,304	447 23
HIGH	282,285	36%	153,895	33%	115,000	26%	74,000	5%	66,263	6%	282,285	
LOW	63,306		39,264		45,000		45,000		27,500		27,500	
SAL FAC	0.95		0.97		0.90		0.85		0.89		0.96	
REGION III												
AVG	134,603	265 32	88,670	237 32	74,432	168 31	73,771	32 20	53,283	26 10	101,400	696 32
HIGH	281,264	38%	144,394	34%	115,000	24%	100,000	5%	85,011	4%	281,264	
LOW	55,737		35,622		41,000		50,000		27,349		27,349	
SAL FAC	1.02		0.96		0.92		0.93		0.91		1.01	
REGION IV												
AVG	117,290	150 26	74,569	186 28	63,132	135 28	64,108	28 17	44,658	40 16	81,746	511 28
HIGH	299,127	29%	133,200	36%	93,610	26%	86,000	6%	63,951	8%	299,127	
LOW	25,691		27,709		35,167		50,500		29,046		25,691	
SAL FAC	0.94		0.87		0.84		0.84		0.88		0.90	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.1001 Political Science and Government, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	123,455	607	90	81,694	608	92	68,360	456	92	67,216	90	53	47,807	93	38	90,831	1,764	93
HIGH	299,127	34%		153,895	35%		115,000	26%		100,000	5%		105,019	5%		299,127		
LOW	25,691			27,709			35,167			45,000			27,349			25,691		
SAL FAC	0.96			0.93			0.88			0.88			0.90			0.94		
TENURED/TENURE TRACK																		
AVG	124,526	457	63	82,850	429	64	69,947	304	63	68,905	60	35	52,491	2	1	95,486	1,192	65
HIGH	299,127	38%		153,895	36%		115,000	26%		88,000	5%		53,900	0%		299,127		
LOW	60,112			35,622			46,965			52,000			51,081			35,622		
SAL FAC	0.96			0.94			0.88			0.88			0.91			0.91		
NONTENURE TRACK																		
AVG	96,644	4	4	74,446	5	4	56,220	19	10	45,333	3	2	47,896	77	30	52,524	105	34
HIGH	183,886	4%		114,141	5%		103,057	18%		46,000	3%		105,019	73%		183,886		
LOW	25,691			27,709			41,000			45,000			27,349			25,691		
SAL FAC	0.86			0.81			0.77			0.65			0.89			0.78		
RES UNIV/VERY HIGH ACTVTY																		
AVG	131,199	459	53	85,526	421	53	71,725	310	52	71,156	52	32	47,378	60	22	97,044	1,250	53
HIGH	299,127	37%		153,895	34%		115,000	25%		88,000	4%		85,011	5%		299,127		
LOW	25,691			27,709			35,167			45,000			27,349			25,691		
SAL FAC	0.98			0.94			0.89			0.91			0.86			0.95		
RES UNIV/HIGH ACTIVITY																		
AVG	98,114	136	35	72,756	180	36	61,201	139	37	61,552	37	20	48,043	30	14	75,027	485	37
HIGH	155,724	28%		120,070	37%		103,057	29%		100,000	8%		105,019	6%		155,724		
LOW	63,306			33,071			40,000			46,000			27,500			27,500		
SAL FAC	0.90			0.90			0.86			0.85			0.96			0.91		
DOCTORAL RES UNIV																		
AVG	114,449	12	2	81,084	7	3	61,481	7	3	71,888	1	1	54,030	3	2	87,359	29	3
HIGH	139,919	41%		114,987	24%		79,886	24%		71,888	3%		59,909	10%		139,919		
LOW	67,935			55,931			47,895			71,888			49,329			47,895		
SAL FAC	1.07			1.00			0.90			1.02			0.98			1.08		
REGION I																		
AVG	99,831	78	18	73,369	88	17	63,249	68	18	63,502	13	9	52,866	8	5	78,377	242	18
HIGH	194,409	32%		110,000	36%		90,000	28%		77,500	5%		105,019	3%		194,409		
LOW	60,112			53,401			46,000			46,000			31,000			31,000		
SAL FAC	0.76			0.84			0.81			0.90			1.05			0.77		
REGION II																		
AVG	115,938	158	23	82,108	147	23	67,365	113	23	62,813	23	12	45,750	25	10	88,361	443	23
HIGH	282,285	36%		153,895	33%		115,000	26%		74,000	5%		66,263	6%		282,285		
LOW	63,306			39,264			45,000			45,000			27,500			27,500		
SAL FAC	0.95			0.97			0.90			0.85			0.89			0.96		
REGION III																		
AVG	140,456	225	24	91,246	197	25	76,259	144	24	75,784	27	16	54,655	20	7	105,209	586	25
HIGH	281,264	38%		144,394	34%		115,000	25%		100,000	5%		85,011	3%		281,264		
LOW	76,904			35,622			41,000			50,000			27,349			27,349		
SAL FAC	1.06			0.99			0.95			0.95			0.93			1.04		
REGION IV																		
AVG	118,014	146	25	74,820	176	27	63,188	131	27	64,186	27	16	44,658	40	16	82,074	493	27
HIGH	299,127	30%		133,200	36%		93,610	27%		86,000	6%		63,951	8%		299,127		
LOW	25,691			27,709			35,167			50,500			29,046			25,691		
SAL FAC	0.95			0.87			0.84			0.85			0.88			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.11 Sociology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	118,787	563	93	78,232	562	94	65,236	433	92	66,227	84	55	44,974	147	48	85,456	1,705	98
HIGH	293,000	33%		166,165	33%		118,032	25%		115,000	5%		95,119	9%		293,000		
LOW	61,082			35,571			39,511			45,000			23,040			23,040		
SAL FAC	0.93			0.89			0.84			0.87			0.84			0.89		
TENURED/TENURE TRACK																		
AVG	119,817	438	68	79,241	419	68	67,006	295	67	68,031	67	44	52,921	1	1	91,502	1,153	70
HIGH	293,000	38%		166,165	36%		115,000	26%		115,000	6%		52,921	0%		293,000		
LOW	65,007			55,092			43,500			54,000			52,921			43,500		
SAL FAC	0.92			0.90			0.84			0.87			0.91			0.88		
NONTENURE TRACK																		
AVG	88,308	2	2	69,419	6	5	55,688	30	16	50,707	6	4	45,202	119	35	48,680	157	43
HIGH	95,047	1%		88,426	4%		85,941	19%		55,000	4%		95,119	76%		95,119		
LOW	81,568			52,691			39,511			45,000			27,500			27,500		
SAL FAC	0.78			0.75			0.76			0.72			0.84			0.73		
RES UNIV/VERY HIGH ACTVTY																		
AVG	126,959	407	51	83,155	343	53	69,228	264	52	70,431	47	32	46,004	90	27	92,945	1,104	53
HIGH	293,000	37%		166,165	31%		118,032	24%		85,000	4%		95,119	8%		293,000		
LOW	65,350			44,191			43,500			55,000			27,500			27,500		
SAL FAC	0.95			0.91			0.86			0.90			0.84			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	98,074	140	38	70,690	199	37	58,438	149	36	59,941	31	20	43,463	55	19	71,631	543	41
HIGH	196,319	26%		140,326	37%		82,000	27%		82,000	6%		78,083	10%		196,319		
LOW	61,082			35,571			39,511			45,000			23,040			23,040		
SAL FAC	0.90			0.87			0.82			0.83			0.87			0.87		
DOCTORAL RES UNIV																		
AVG	92,150	16	4	68,849	20	4	63,177	20	4	65,775	6	3	40,190	2	2	72,333	58	4
HIGH	115,000	28%		88,320	35%		115,000	35%		115,000	10%		47,380	3%		115,000		
LOW	67,273			55,092			52,530			54,238			33,000			33,000		
SAL FAC	0.87			0.85			0.92			0.93			0.73			0.90		
REGION I																		
AVG	99,049	67	16	74,968	61	15	60,955	56	16	61,091	11	10	48,916	11	7	77,748	195	18
HIGH	154,588	34%		98,000	31%		80,340	29%		75,996	6%		68,727	6%		154,588		
LOW	65,890			54,658			43,500			48,506			40,000			40,000		
SAL FAC	0.75			0.86			0.78			0.86			0.97			0.77		
REGION II																		
AVG	117,872	118	22	76,953	153	23	63,605	102	22	66,283	23	15	40,608	47	11	81,141	420	23
HIGH	293,000	28%		140,326	36%		83,906	24%		82,000	6%		78,083	11%		293,000		
LOW	61,082			52,691			39,511			45,000			23,040			23,040		
SAL FAC	0.97			0.91			0.85			0.89			0.79			0.88		
REGION III																		
AVG	129,545	256	31	84,359	203	31	69,810	150	29	68,153	30	17	56,074	34	13	97,459	643	31
HIGH	270,102	40%		166,165	32%		107,697	23%		85,000	5%		95,119	5%		270,102		
LOW	72,306			55,951			40,000			55,544			36,391			36,391		
SAL FAC	0.98			0.92			0.87			0.86			0.96			0.97		
REGION IV																		
AVG	107,938	122	24	72,377	145	25	62,994	125	25	66,099	20	13	41,055	55	17	75,605	447	26
HIGH	226,865	27%		157,700	32%		118,032	28%		115,000	5%		65,411	12%		226,865		
LOW	62,305			35,571			40,000			54,000			27,500			27,500		
SAL FAC	0.87			0.84			0.83			0.87			0.81			0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.1101 Sociology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	120,058	520	83	78,624	501	85	65,235	395	84	66,603	75	51	44,992	135	43	86,178	1,551	89
HIGH	293,000	34%		166,165	32%		118,032	26%		115,000	5%		95,119	9%		293,000		
LOW	61,082			35,571			39,511			45,000			23,040			23,040		
SAL FAC	0.94			0.90			0.84			0.88			0.84			0.89		
TENURED/TENURE TRACK																		
AVG	121,004	406	60	79,645	366	60	67,314	262	60	68,796	58	40	52,921	1	1	92,722	1,035	62
HIGH	293,000	39%		166,165	35%		115,000	25%		115,000	6%		52,921	0%		293,000		
LOW	65,007			55,092			43,500			54,000			52,921			43,500		
SAL FAC	0.93			0.91			0.85			0.88			0.91			0.89		
NONTENURE TRACK																		
AVG	88,308	2	2	69,419	6	5	53,314	27	14	50,707	6	4	45,136	108	31	48,303	143	38
HIGH	95,047	1%		88,426	4%		83,906	19%		55,000	4%		95,119	76%		95,119		
LOW	81,568			52,691			39,511			45,000			27,500			27,500		
SAL FAC	0.78			0.75			0.73			0.72			0.84			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	127,505	399	49	83,060	334	51	69,232	258	50	70,431	47	32	46,097	85	25	93,305	1,076	51
HIGH	293,000	37%		166,165	31%		118,032	24%		85,000	4%		95,119	8%		293,000		
LOW	65,350			44,191			43,500			55,000			27,500			27,500		
SAL FAC	0.95			0.91			0.86			0.90			0.84			0.92		
RES UNIV/HIGH ACTIVITY																		
AVG	95,865	116	32	70,111	160	32	57,407	127	32	58,387	25	17	43,025	49	17	70,214	452	36
HIGH	176,147	26%		140,326	35%		82,000	28%		82,000	6%		78,083	11%		176,147		
LOW	61,082			35,571			39,511			45,000			23,040			23,040		
SAL FAC	0.88			0.87			0.80			0.80			0.86			0.85		
DOCTORAL RES UNIV																		
AVG	87,155	5	2	61,562	7	2	61,530	10	2	75,079	3	2	47,380	1	1	66,495	23	2
HIGH	115,000	22%		75,975	30%		115,000	44%		115,000	13%		47,380	4%		115,000		
LOW	67,273			55,092			52,530			54,238			47,380			47,380		
SAL FAC	0.82			0.76			0.90			1.06			0.86			0.83		
REGION I																		
AVG	99,386	62	15	74,630	56	14	60,583	54	15	61,091	11	10	52,008	8	6	77,937	180	17
HIGH	154,588	34%		98,000	31%		80,340	30%		75,996	6%		68,727	4%		154,588		
LOW	65,890			54,658			43,500			48,506			40,000			40,000		
SAL FAC	0.75			0.86			0.77			0.86			1.03			0.77		
REGION II																		
AVG	117,872	118	22	76,953	153	23	63,605	102	22	66,283	23	15	40,608	47	11	81,141	420	23
HIGH	293,000	28%		140,326	36%		83,906	24%		82,000	6%		78,083	11%		293,000		
LOW	61,082			52,691			39,511			45,000			23,040			23,040		
SAL FAC	0.97			0.91			0.85			0.89			0.79			0.88		
REGION III																		
AVG	132,524	225	23	87,047	154	24	71,137	116	23	70,318	21	13	58,623	26	10	101,726	521	24
HIGH	270,102	43%		166,165	30%		107,697	22%		85,000	4%		95,119	5%		270,102		
LOW	74,128			55,951			40,000			58,900			36,391			36,391		
SAL FAC	1.00			0.95			0.88			0.88			1.00			1.01		
REGION IV																		
AVG	109,057	115	23	72,697	138	24	63,063	123	24	66,099	20	13	41,204	54	16	75,710	430	25
HIGH	226,865	27%		157,700	32%		118,032	29%		115,000	5%		65,411	13%		226,865		
LOW	62,305			35,571			40,000			54,000			27,500			27,500		
SAL FAC	0.88			0.85			0.83			0.87			0.81			0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.12 Urban Studies/Affairs

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	103,783	5	3	72,332	12	2	60,567	13	3				40,710	4	3	68,739	34	5
HIGH	141,301	15%		83,014	35%		74,480	38%					46,840	12%		141,301		
LOW	80,610			61,964			54,434						34,000			34,000		
SAL FAC	0.81			0.82			0.78						0.76			0.71		
TENURED/TENURE TRACK																		
AVG	107,013	4	2	70,925	7	1	59,484	8	1							73,705	19	2
HIGH	141,301	21%		83,014	37%		74,480	42%								141,301		
LOW	80,610			61,964			54,434									54,434		
SAL FAC	0.82			0.81			0.75									0.71		
NONTENURE TRACK																		
AVG													42,947	3	2	42,947	3	2
HIGH													46,840	100%		46,840		
LOW													40,000			40,000		
SAL FAC													0.80			0.64		
RES UNIV/VERY HIGH ACTVTY																		
AVG	116,084	2	2	74,302	5	1	62,300	5	2				40,710	4	3	67,376	16	4
HIGH	141,301	13%		80,767	31%		71,192	31%					46,840	25%		141,301		
LOW	90,866			64,559			55,227						34,000			34,000		
SAL FAC	0.87			0.82			0.78						0.74			0.66		
RES UNIV/HIGH ACTIVITY																		
AVG	95,583	3	1	70,925	7	1	59,484	8	1							69,950	18	1
HIGH	120,396	17%		83,014	39%		74,480	44%								120,396		
LOW	80,610			61,964			54,434									54,434		
SAL FAC	0.87			0.88			0.83									0.85		
REGION II																		
AVG	95,583	3	1	70,925	7	1	59,484	8	1							69,950	18	1
HIGH	120,396	17%		83,014	39%		74,480	44%								120,396		
LOW	80,610			61,964			54,434									54,434		
SAL FAC	0.78			0.84			0.80									0.76		
REGION III																		
AVG	141,301	1	1				63,210	2	1				42,947	3	2	66,094	6	3
HIGH	141,301	17%					71,192	33%					46,840	50%		141,301		
LOW	141,301						55,227						40,000			40,000		
SAL FAC	1.07						0.78						0.73			0.66		
REGION IV																		
AVG	90,866	1	1	74,302	5	1	61,693	3	1				34,000	1	1	68,146	10	1
HIGH	90,866	10%		80,767	50%		62,490	30%					34,000	10%		90,866		
LOW	90,866			64,559			60,290						34,000			34,000		
SAL FAC	0.73			0.87			0.82						0.67			0.75		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.1201 Urban Studies/Affairs

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	94,404	4	2	72,332	12	2	60,567	13	3				40,947	3	2	67,369	32	4
HIGH	120,396	13%		83,014	38%		74,480	41%					46,840	9%		120,396		
LOW	80,610			61,964			54,434						34,000			34,000		
SAL FAC	0.74			0.82			0.78						0.77			0.70		
TENURED/TENURE TRACK																		
AVG	95,583	3	1	70,925	7	1	59,484	8	1							69,950	18	1
HIGH	120,396	17%		83,014	39%		74,480	44%								120,396		
LOW	80,610			61,964			54,434									54,434		
SAL FAC	0.74			0.81			0.75									0.67		
NONTENURE TRACK																		
AVG													44,420	2	1	44,420	2	1
HIGH													46,840	100%		46,840		
LOW													42,000			42,000		
SAL FAC													0.83			0.66		
RES UNIV/VERY HIGH ACTVTY																		
AVG	90,866	1	1	74,302	5	1	62,300	5	2				40,947	3	2	64,051	14	3
HIGH	90,866	7%		80,767	36%		71,192	36%					46,840	21%		90,866		
LOW	90,866			64,559			55,227						34,000			34,000		
SAL FAC	0.68			0.82			0.78						0.74			0.63		
RES UNIV/HIGH ACTIVITY																		
AVG	95,583	3	1	70,925	7	1	59,484	8	1							69,950	18	1
HIGH	120,396	17%		83,014	39%		74,480	44%								120,396		
LOW	80,610			61,964			54,434									54,434		
SAL FAC	0.87			0.88			0.83									0.85		
REGION II																		
AVG	95,583	3	1	70,925	7	1	59,484	8	1							69,950	18	1
HIGH	120,396	17%		83,014	39%		74,480	44%								120,396		
LOW	80,610			61,964			54,434									54,434		
SAL FAC	0.78			0.84			0.80									0.76		
REGION III																		
AVG							63,210	2	1				44,420	2	1	53,815	4	2
HIGH							71,192	50%					46,840	50%		71,192		
LOW							55,227						42,000			42,000		
SAL FAC							0.78						0.76			0.53		
REGION IV																		
AVG	90,866	1	1	74,302	5	1	61,693	3	1				34,000	1	1	68,146	10	1
HIGH	90,866	10%		80,767	50%		62,490	30%					34,000	10%		90,866		
LOW	90,866			64,559			60,290						34,000			34,000		
SAL FAC	0.73			0.87			0.82						0.67			0.75		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.99 Social Sciences, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,127	11	3	76,169	11	1	66,662	17	3	72,000	4	1	53,106	5	4	77,614	44	6
HIGH	153,311	25%		85,850	25%		78,000	39%		78,000	9%		60,000	11%		153,311		
LOW	77,276			64,997			45,000			70,000			48,530			45,000		
SAL FAC	0.84			0.87			0.86			0.95			1.00			0.81		
TENURED/TENURE TRACK																		
AVG	103,476	2	2				64,531	1	1							90,494	3	2
HIGH	114,907	67%					64,531	33%								114,907		
LOW	92,045						64,531									64,531		
SAL FAC	0.80						0.81									0.87		
NONTENURE TRACK																		
AVG	77,276	1	1				55,347	4	1				51,383	4	3	56,022	9	4
HIGH	77,276	11%					67,274	44%					57,000	44%		77,276		
LOW	77,276						45,000						48,530			45,000		
SAL FAC	0.68						0.75						0.96			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	107,127	11	3	76,169	11	1	66,662	17	3	72,000	4	1	54,250	4	3	78,291	43	5
HIGH	153,311	26%		85,850	26%		78,000	40%		78,000	9%		60,000	9%		153,311		
LOW	77,276			64,997			45,000			70,000			50,000			45,000		
SAL FAC	0.80			0.84			0.83			0.92			0.99			0.77		
RES UNIV/HIGH ACTIVITY																		
AVG													48,530	1	1	48,530	1	1
HIGH													48,530	100%		48,530		
LOW													48,530			48,530		
SAL FAC													0.97			0.59		
REGION I																		
AVG	109,579	9	2	76,169	11	1	70,611	12	1	72,000	4	1	60,000	1	1	82,770	33	2
HIGH	153,311	27%		85,850	33%		78,000	36%		78,000	12%		60,000	3%		153,311		
LOW	85,490			64,997			60,619			70,000			60,000			60,000		
SAL FAC	0.83			0.88			0.90			1.02			1.19			0.82		
REGION III																		
AVG							55,347	4	1				51,383	4	3	53,365	8	3
HIGH							67,274	50%					57,000	50%		67,274		
LOW							45,000						48,530			45,000		
SAL FAC							0.69						0.88			0.53		
REGION IV																		
AVG	96,092	2	1				64,531	1	1							85,571	3	1
HIGH	114,907	67%					64,531	33%								114,907		
LOW	77,276						64,531									64,531		
SAL FAC	0.77						0.85									0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 45.9999 Social Sciences, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,127	11	3	76,169	11	1	66,662	17	3	72,000	4	1	54,250	4	3	78,291	43	5
HIGH	153,311	26%		85,850	26%		78,000	40%		78,000	9%		60,000	9%		153,311		
LOW	77,276			64,997			45,000			70,000			50,000			45,000		
SAL FAC	0.84			0.87			0.86			0.95			1.02			0.81		
TENURED/TENURE TRACK																		
AVG	103,476	2	2				64,531	1	1							90,494	3	2
HIGH	114,907	67%					64,531	33%								114,907		
LOW	92,045						64,531									64,531		
SAL FAC	0.80						0.81									0.87		
NONTENURE TRACK																		
AVG	77,276	1	1				55,347	4	1				52,333	3	2	56,958	8	3
HIGH	77,276	13%					67,274	50%					57,000	38%		77,276		
LOW	77,276						45,000						50,000			45,000		
SAL FAC	0.68						0.75						0.98			0.85		
RES UNIV/VERY HIGH ACTVTY																		
AVG	107,127	11	3	76,169	11	1	66,662	17	3	72,000	4	1	54,250	4	3	78,291	43	5
HIGH	153,311	26%		85,850	26%		78,000	40%		78,000	9%		60,000	9%		153,311		
LOW	77,276			64,997			45,000			70,000			50,000			45,000		
SAL FAC	0.80			0.84			0.83			0.92			0.99			0.77		
REGION I																		
AVG	109,579	9	2	76,169	11	1	70,611	12	1	72,000	4	1	60,000	1	1	82,770	33	2
HIGH	153,311	27%		85,850	33%		78,000	36%		78,000	12%		60,000	3%		153,311		
LOW	85,490			64,997			60,619			70,000			60,000			60,000		
SAL FAC	0.83			0.88			0.90			1.02			1.19			0.82		
REGION III																		
AVG							55,347	4	1				52,333	3	2	54,055	7	2
HIGH							67,274	57%					57,000	43%		67,274		
LOW							45,000						50,000			45,000		
SAL FAC							0.69						0.89			0.54		
REGION IV																		
AVG	96,092	2	1				64,531	1	1							85,571	3	1
HIGH	114,907	67%					64,531	33%								114,907		
LOW	77,276						64,531									64,531		
SAL FAC	0.77						0.85									0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 49.01 Air Transportation

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	93,930	15	4	76,469	41	7	67,362	21	9	80,000	1	1	34,230	36	5	63,638	113	11
HIGH	117,044	13%		132,600	36%		123,000	19%		80,000	1%		73,903	32%		132,600		
LOW	77,631			59,229			51,516			80,000			22,500			22,500		
SAL FAC	0.73			0.87			0.87			1.05			0.64			0.66		
TENURED/TENURE TRACK																		
AVG	88,496	7	2	74,427	14	3	77,413	7	6	80,000	1	1				78,691	28	6
HIGH	108,515	25%		92,038	50%		123,000	25%		80,000	4%					123,000		
LOW	77,631			60,021			55,666			80,000						55,666		
SAL FAC	0.68			0.85			0.98			1.02						0.75		
NONTENURE TRACK																		
AVG				75,666	2	1	66,455	2	1				61,653	6	4	65,416	10	5
HIGH				75,751	20%		67,664	20%					73,903	60%		75,751		
LOW				75,580			65,693						50,689			50,689		
SAL FAC				0.82			0.91						1.15			0.98		
RES UNIV/VERY HIGH ACTVTY																		
AVG	90,307	6	1	72,760	14	2	60,826	4	2							75,158	24	2
HIGH	108,515	25%		92,038	58%		67,664	17%								108,515		
LOW	78,129			60,021			52,500									52,500		
SAL FAC	0.68			0.80			0.76									0.74		
RES UNIV/HIGH ACTIVITY																		
AVG	96,345	9	3	78,392	27	5	68,899	17	7	80,000	1	1	34,230	36	5	60,531	89	9
HIGH	117,044	10%		132,600	30%		123,000	19%		80,000	1%		73,903	40%		132,600		
LOW	77,631			59,229			51,516			80,000			22,500			22,500		
SAL FAC	0.88			0.97			0.96			1.10			0.68			0.73		
REGION I																		
AVG	99,218	7	2	77,807	19	1	63,806	10	2				54,350	1	1	77,440	37	2
HIGH	117,044	19%		94,125	51%		73,413	27%					54,350	3%		117,044		
LOW	77,631			66,613			55,666						54,350			54,350		
SAL FAC	0.75			0.90			0.81						1.08			0.77		
REGION II																		
AVG				68,000	1	1	87,750	2	2				66,220	4	2	72,625	7	3
HIGH				68,000	14%		123,000	29%					73,903	57%		123,000		
LOW				68,000			52,500						59,225			52,500		
SAL FAC				0.80			1.17						1.29			0.79		
REGION III																		
AVG	89,303	8	2	72,815	20	4	66,782	9	5	80,000	1	1	29,453	31	2	54,188	68	5
HIGH	108,515	12%		92,038	29%		87,399	13%		80,000	2%		58,641	46%		108,515		
LOW	78,129			59,229			51,516			80,000			22,500			22,500		
SAL FAC	0.67			0.79			0.83			1.01			0.50			0.54		
REGION IV																		
AVG				132,600	1	1										132,600	1	1
HIGH				132,600	100%											132,600		
LOW				132,600												132,600		
SAL FAC				1.55												1.46		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 49.0101 Aeronautics/Aviation/Aerospace Science and Technology, Gene

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	94,238	11	3	76,866	31	5	64,780	15	5				62,493	3	2	76,311	60	7
HIGH	117,044	18%		132,600	52%		87,399	25%					73,903	5%		132,600		
LOW	77,631			60,021			52,500						54,350			52,500		
SAL FAC	0.74			0.88			0.84						1.17			0.79		
TENURED/TENURE TRACK																		
AVG	88,496	7	2	74,210	13	2	68,115	4	3							77,361	24	3
HIGH	108,515	29%		92,038	54%		87,399	17%								108,515		
LOW	77,631			60,021			55,666									55,666		
SAL FAC	0.68			0.84			0.86									0.74		
NONTENURE TRACK																		
AVG				75,666	2	1	66,455	2	1				62,493	3	2	67,389	7	3
HIGH				75,751	29%		67,664	29%					73,903	43%		75,751		
LOW				75,580			65,693						54,350			54,350		
SAL FAC				0.82			0.91						1.16			1.00		
RES UNIV/VERY HIGH ACTVTY																		
AVG	90,307	6	1	72,760	14	2	60,826	4	2							75,158	24	2
HIGH	108,515	25%		92,038	58%		67,664	17%								108,515		
LOW	78,129			60,021			52,500									52,500		
SAL FAC	0.68			0.80			0.76									0.74		
RES UNIV/HIGH ACTIVITY																		
AVG	98,956	5	2	80,248	17	3	66,218	11	3				62,493	3	2	77,080	36	5
HIGH	117,044	14%		132,600	47%		87,399	31%					73,903	8%		132,600		
LOW	77,631			66,613			55,666						54,350			54,350		
SAL FAC	0.91			0.99			0.93						1.25			0.94		
REGION I																		
AVG	98,956	5	2	76,157	14	1	63,278	9	2				54,350	1	1	75,339	29	2
HIGH	117,044	17%		84,798	48%		73,413	31%					54,350	3%		117,044		
LOW	77,631			66,613			55,666						54,350			54,350		
SAL FAC	0.75			0.88			0.81						1.08			0.74		
REGION II																		
AVG				68,000	1	1	52,500	1	1				66,564	2	1	63,407	4	2
HIGH				68,000	25%		52,500	25%					73,903	50%		73,903		
LOW				68,000			52,500						59,225			52,500		
SAL FAC				0.80			0.70						1.29			0.69		
REGION III																		
AVG	90,307	6	1	74,404	15	2	69,941	5	2							77,216	26	2
HIGH	108,515	23%		92,038	58%		87,399	19%								108,515		
LOW	78,129			60,021			57,893									57,893		
SAL FAC	0.68			0.81			0.87									0.77		
REGION IV																		
AVG				132,600	1	1										132,600	1	1
HIGH				132,600	100%											132,600		
LOW				132,600												132,600		
SAL FAC				1.55												1.46		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50. VISUAL AND PERFORMING ARTS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	97,230	2,656	111	70,058	2,943	112	57,776	1,945	112	56,930	329	89	45,362	771	75	73,574	8,315	112
HIGH	237,547	32%		175,374	35%		123,369	23%		92,000	4%		124,355	9%		237,547		
LOW	31,000			25,000			25,000			26,400			11,910			11,910		
SAL FAC	0.76			0.80			0.74			0.75			0.85			0.76		
TENURED/TENURE TRACK																		
AVG	99,070	1,968	81	70,417	2,070	82	57,910	1,206	82	57,069	193	64	54,798	23	7	78,191	5,267	82
HIGH	237,547	37%		161,775	39%		102,100	23%		80,000	4%		92,713	0%		237,547		
LOW	46,350			29,467			25,000			46,500			30,900			25,000		
SAL FAC	0.76			0.80			0.73			0.73			0.95			0.75		
NONTENURE TRACK																		
AVG	81,011	9	8	67,474	38	19	49,504	151	34	52,041	38	17	44,897	607	51	47,230	805	56
HIGH	105,500	1%		124,667	5%		99,167	19%		90,000	5%		124,355	75%		124,667		
LOW	46,293			37,408			26,004			30,054			11,910			11,910		
SAL FAC	0.72			0.73			0.67			0.74			0.84			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	101,467	1,905	64	72,556	1,894	64	60,047	1,241	64	59,090	214	52	46,076	445	39	77,618	5,485	64
HIGH	237,547	35%		175,374	35%		123,369	23%		92,000	4%		124,355	8%		237,547		
LOW	34,323			28,108			25,000			26,400			11,910			11,910		
SAL FAC	0.76			0.80			0.75			0.76			0.84			0.76		
RES UNIV/HIGH ACTIVITY																		
AVG	86,158	679	42	65,098	933	43	53,420	620	43	52,931	103	33	43,935	298	31	65,395	2,530	43
HIGH	172,645	27%		110,784	37%		82,000	25%		82,000	4%		90,344	12%		172,645		
LOW	31,000			25,000			25,755			30,054			16,000			16,000		
SAL FAC	0.79			0.81			0.75			0.73			0.88			0.79		
DOCTORAL RES UNIV																		
AVG	89,546	72	5	69,166	116	5	56,374	84	5	52,734	12	4	49,217	28	5	68,613	300	5
HIGH	146,217	24%		100,226	39%		79,463	28%		60,000	4%		72,787	9%		146,217		
LOW	46,293			29,467			36,792			39,750			12,777			12,777		
SAL FAC	0.84			0.85			0.82			0.75			0.90			0.85		
REGION I																		
AVG	103,634	675	28	70,250	522	28	56,378	361	28	51,624	37	15	45,612	87	15	79,601	1,645	28
HIGH	144,307	41%		116,963	32%		80,018	22%		69,504	2%		67,902	5%		144,307		
LOW	44,805			42,000			30,054			30,054			29,286			29,286		
SAL FAC	0.79			0.81			0.72			0.73			0.91			0.79		
REGION II																		
AVG	91,617	590	24	67,151	723	24	55,189	471	24	54,995	77	21	42,645	220	16	68,852	2,004	24
HIGH	192,307	29%		135,007	36%		88,580	24%		82,000	4%		90,344	11%		192,307		
LOW	46,350			26,309			25,000			35,510			19,358			19,358		
SAL FAC	0.75			0.79			0.74			0.74			0.83			0.75		
REGION III																		
AVG	100,907	857	31	74,887	938	31	60,765	558	31	60,753	91	26	49,681	235	21	78,170	2,588	31
HIGH	237,547	33%		161,775	36%		102,100	22%		90,000	4%		124,355	9%		237,547		
LOW	59,594			42,700			26,004			39,947			20,007			20,007		
SAL FAC	0.76			0.81			0.75			0.76			0.85			0.78		
REGION IV																		
AVG	89,435	534	28	66,731	760	29	57,875	555	29	56,910	124	27	43,446	229	23	67,634	2,078	29
HIGH	183,152	26%		175,374	37%		123,369	27%		92,000	6%		90,000	11%		183,152		
LOW	31,000			25,000			26,400			26,400			11,910			11,910		
SAL FAC	0.72			0.78			0.77			0.75			0.86			0.74		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.01 Visual and Performing Arts, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	90,275	75 15	67,914	82 13	58,244	65 14	56,838	13 8	52,779	27 9	70,484	249 17
HIGH	183,152	30%	92,646	33%	99,426	26%	70,500	5%	124,355	11%	183,152	
LOW	31,000		29,467		36,792		43,000		40,000		29,467	
SAL FAC	0.70		0.77		0.75		0.75		0.99		0.73	
TENURED/TENURE TRACK												
AVG	93,170	50 11	67,847	55 9	61,210	39 9	59,644	6 5			74,842	144 12
HIGH	183,152	35%	91,488	38%	99,426	27%	70,500	4%			183,152	
LOW	61,721		29,467		49,164		49,500				29,467	
SAL FAC	0.72		0.77		0.77		0.76				0.72	
NONTENURE TRACK												
AVG	73,117	2 2			45,982	4 3	43,000	1 1	55,669	15 6	55,486	21 7
HIGH	99,941	10%			59,000	19%	43,000	5%	124,355	71%	124,355	
LOW	46,293				36,792		43,000		40,953		36,792	
SAL FAC	0.65				0.63		0.61		1.04		0.83	
RES UNIV/VERY HIGH ACTVTY												
AVG	94,510	51 8	71,451	55 6	62,317	42 6	64,811	6 5	62,531	12 4	75,734	160 8
HIGH	183,152	32%	92,646	34%	99,426	26%	70,500	4%	124,355	8%	183,152	
LOW	61,721		52,024		49,164		61,364		41,990		41,990	
SAL FAC	0.71		0.79		0.78		0.83		1.14		0.74	
RES UNIV/HIGH ACTIVITY												
AVG	81,497	20 6	61,184	19 6	51,772	20 7	50,004	7 3	43,802	12 4	61,317	71 8
HIGH	114,648	28%	67,433	27%	58,008	28%	55,031	10%	58,008	17%	114,648	
LOW	31,000		54,629		43,000		43,000		40,000		31,000	
SAL FAC	0.75		0.76		0.72		0.69		0.87		0.74	
DOCTORAL RES UNIV												
AVG	80,175	4 1	59,580	8 1	44,375	3 1			49,684	3 1	59,973	18 1
HIGH	124,076	22%	73,088	44%	51,200	17%			57,162	17%	124,076	
LOW	46,293		29,467		36,792				41,904		29,467	
SAL FAC	0.75		0.73		0.65				0.91		0.74	
REGION I												
AVG	86,878	9 3	60,779	7 4	54,775	4 2			48,366	4 2	67,497	24 4
HIGH	114,648	38%	66,372	29%	58,008	17%			58,008	17%	114,648	
LOW	70,307		54,629		51,542				43,250		43,250	
SAL FAC	0.66		0.70		0.70				0.96		0.67	
REGION II												
AVG	104,250	11 2	78,684	10 1	60,549	13 2	53,125	4 2	41,790	4 1	75,997	38 2
HIGH	138,363	29%	91,488	26%	71,734	34%	70,500	11%	42,663	11%	138,363	
LOW	81,018		70,331		43,000		43,000		40,953		40,953	
SAL FAC	0.86		0.93		0.81		0.72		0.81		0.83	
REGION III												
AVG	92,298	28 4	69,251	29 3	61,381	22 4	63,500	2 2	82,315	3 1	75,487	82 5
HIGH	163,626	34%	86,932	35%	99,426	27%	65,000	2%	124,355	4%	163,626	
LOW	68,466		56,809		45,675		62,000		61,240		45,675	
SAL FAC	0.70		0.75		0.76		0.80		1.41		0.75	
REGION IV												
AVG	83,616	27 6	65,233	36 5	54,972	26 6	57,056	7 4	51,092	16 5	65,264	105 6
HIGH	183,152	26%	92,646	34%	85,085	25%	65,000	7%	82,040	15%	183,152	
LOW	31,000		29,467		36,792		48,000		40,000		29,467	
SAL FAC	0.67		0.76		0.73		0.75		1.01		0.72	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0101 Visual and Performing Arts, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	90,851	68 12	68,881	73 11	59,914	56 12	59,689	10 7	55,442	20 7	72,213	217 14
HIGH	183,152	31%	92,646	34%	99,426	26%	70,500	5%	124,355	9%	183,152	
LOW	31,000		52,024		45,675		48,000		40,000		31,000	
SAL FAC	0.71		0.78		0.77		0.78		1.04		0.75	
TENURED/TENURE TRACK												
AVG	93,599	45 8	69,368	46 7	63,073	33 7	64,716	4 4			76,486	124 9
HIGH	183,152	36%	91,488	37%	99,426	27%	70,500	3%			183,152	
LOW	61,721		52,024		49,164		61,364				49,164	
SAL FAC	0.72		0.79		0.79		0.83				0.73	
NONTENURE TRACK												
AVG					59,000	1 1			64,854	8 4	64,203	9 5
HIGH					59,000	11%			124,355	89%	124,355	
LOW					59,000				43,250		43,250	
SAL FAC					0.80				1.21		0.96	
RES UNIV/VERY HIGH ACTVTY												
AVG	94,590	50 7	71,589	54 5	62,317	42 6	64,811	6 5	62,531	12 4	75,715	158 7
HIGH	183,152	32%	92,646	34%	99,426	27%	70,500	4%	124,355	8%	183,152	
LOW	61,721		52,024		49,164		61,364		41,990		41,990	
SAL FAC	0.71		0.79		0.78		0.83		1.14		0.74	
RES UNIV/HIGH ACTIVITY												
AVG	80,467	18 5	61,184	19 6	52,705	14 6	52,008	4 2	44,808	8 3	62,834	59 7
HIGH	114,648	31%	67,433	32%	58,008	24%	55,031	7%	58,008	14%	114,648	
LOW	31,000		54,629		45,675		48,000		40,000		31,000	
SAL FAC	0.74		0.76		0.74		0.72		0.89		0.76	
REGION I												
AVG	86,424	8 2	60,241	6 3	54,775	4 2			48,366	4 2	66,609	22 3
HIGH	114,648	36%	66,372	27%	58,008	18%			58,008	18%	114,648	
LOW	70,307		54,629		51,542				43,250		43,250	
SAL FAC	0.66		0.69		0.70				0.96		0.66	
REGION II												
AVG	107,246	9 1	78,684	10 1	69,937	7 1	70,500	1 1			86,216	26 1
HIGH	138,363	35%	91,488	39%	71,734	27%	70,500	4%			138,363	
LOW	81,018		70,331		68,262		70,500				68,262	
SAL FAC	0.88		0.93		0.94		0.95				0.94	
REGION III												
AVG	92,298	28 4	69,251	29 3	61,381	22 4	63,500	2 2	82,315	3 1	75,487	82 5
HIGH	163,626	34%	86,932	35%	99,426	27%	65,000	2%	124,355	4%	163,626	
LOW	68,466		56,809		45,675		62,000		61,240		45,675	
SAL FAC	0.70		0.75		0.76		0.80		1.41		0.75	
REGION IV												
AVG	84,215	23 5	66,848	28 4	56,354	23 5	57,056	7 4	51,417	13 4	66,359	87 5
HIGH	183,152	26%	92,646	32%	85,085	26%	65,000	8%	82,040	15%	183,152	
LOW	31,000		52,024		48,000		48,000		40,000		31,000	
SAL FAC	0.68		0.78		0.75		0.75		1.01		0.73	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.02 Crafts/Craft Design, Folk Art and Artisanry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	86,939	3	1	60,845	2	2	53,312	5	2	56,000	2	1	45,096	1	1	63,106	11	3
HIGH	93,634	27%		61,250	18%		57,000	46%		57,000	18%		45,096	9%		93,634		
LOW	80,241			60,440			47,712			55,000			45,096			45,096		
SAL FAC	0.68			0.69			0.69			0.74			0.85			0.65		
TENURED/TENURE TRACK																		
AVG				61,250	1	1	50,089	1	1							55,670	2	2
HIGH				61,250	50%		50,089	50%								61,250		
LOW				61,250			50,089									50,089		
SAL FAC				0.70			0.63									0.53		
NONTENURE TRACK																		
AVG													45,096	1	1	45,096	1	1
HIGH													45,096	100%		45,096		
LOW													45,096			45,096		
SAL FAC													0.84			0.67		
RES UNIV/VERY HIGH ACTVTY																		
AVG	86,939	3	1	60,440	1	1	54,118	4	1	56,000	2	1				67,216	8	1
HIGH	93,634	38%		60,440	13%		57,000	50%		57,000	25%					93,634		
LOW	80,241			60,440			47,712			55,000						47,712		
SAL FAC	0.65			0.66			0.68			0.72						0.66		
RES UNIV/HIGH ACTIVITY																		
AVG				61,250	1	1	50,089	1	1				45,096	1	1	52,145	3	2
HIGH				61,250	33%		50,089	33%					45,096	33%		61,250		
LOW				61,250			50,089						45,096			45,096		
SAL FAC				0.76			0.70						0.90			0.63		
REGION II																		
AVG				61,250	1	1										61,250	1	1
HIGH				61,250	100%											61,250		
LOW				61,250												61,250		
SAL FAC				0.72												0.67		
REGION III																		
AVG							50,089	1	1				45,096	1	1	47,593	2	1
HIGH							50,089	50%					45,096	50%		50,089		
LOW							50,089						45,096			45,096		
SAL FAC							0.62						0.77			0.47		
REGION IV																		
AVG	86,939	3	1	60,440	1	1	54,118	4	1	56,000	2	1				67,216	8	1
HIGH	93,634	38%		60,440	13%		57,000	50%		57,000	25%					93,634		
LOW	80,241			60,440			47,712			55,000						47,712		
SAL FAC	0.70			0.71			0.72			0.74						0.74		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.03 Dance

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	88,077	66 21	65,680	68 25	52,639	45 21	48,247	7 5	45,619	16 12	68,605	195 29
HIGH	131,590	34%	82,285	35%	64,221	23%	58,500	4%	68,448	8%	131,590	
LOW	59,325		50,838		26,400		26,400		35,199		26,400	
SAL FAC	0.69		0.75		0.68		0.63		0.86		0.71	
TENURED/TENURE TRACK												
AVG	86,558	34 13	66,826	43 17	53,417	17 12	54,210	2 2			71,538	94 19
HIGH	131,590	36%	82,285	46%	61,900	18%	58,500	2%			131,590	
LOW	59,325		54,125		46,692		49,920				46,692	
SAL FAC	0.67		0.76		0.67		0.69				0.68	
NONTENURE TRACK												
AVG	60,032	1 1	69,029	3 2	44,909	1 1	44,909	1 1	46,985	13 9	51,269	18 10
HIGH	60,032	6%	75,461	17%	44,909	6%	44,909	6%	68,448	72%	75,461	
LOW	60,032		62,035		44,909		44,909		35,199		35,199	
SAL FAC	0.53		0.75		0.61		0.64		0.88		0.76	
RES UNIV/VERY HIGH ACTVTY												
AVG	87,075	50 14	65,578	41 13	54,249	24 11	40,200	2 1	46,448	10 7	70,471	125 14
HIGH	131,590	40%	79,378	33%	64,221	19%	54,000	2%	68,448	8%	131,590	
LOW	60,032		50,838		26,400		26,400		37,102		26,400	
SAL FAC	0.65		0.72		0.68		0.52		0.84		0.69	
RES UNIV/HIGH ACTIVITY												
AVG	91,210	16 7	65,835	27 12	50,799	21 10	51,466	5 4	44,238	6 5	65,273	70 15
HIGH	114,767	23%	82,285	39%	60,000	30%	58,500	7%	55,676	9%	114,767	
LOW	59,325		54,125		44,909		44,909		35,199		35,199	
SAL FAC	0.83		0.81		0.71		0.71		0.88		0.79	
REGION I												
AVG	83,243	14 4	63,511	12 5	51,761	14 5	52,000	2 1	45,020	2 2	65,291	42 6
HIGH	114,767	33%	74,948	29%	60,000	33%	52,000	5%	47,430	5%	114,767	
LOW	60,032		59,727		46,692		52,000		42,609		42,609	
SAL FAC	0.63		0.73		0.66		0.73		0.89		0.65	
REGION II												
AVG	84,690	9 5	63,752	16 6	51,821	7 5			41,206	3 2	64,817	35 6
HIGH	119,949	26%	76,000	46%	61,900	20%			46,615	9%	119,949	
LOW	59,325		50,838		45,677				35,199		35,199	
SAL FAC	0.69		0.75		0.69				0.80		0.71	
REGION III												
AVG	92,746	29 8	71,303	22 8	57,065	12 6	44,909	1 1	49,894	8 5	75,243	71 11
HIGH	131,590	41%	82,285	31%	64,221	17%	44,909	1%	68,448	11%	131,590	
LOW	67,029		60,600		44,909		44,909		40,000		40,000	
SAL FAC	0.70		0.77		0.71		0.56		0.85		0.75	
REGION IV												
AVG	85,416	14 4	61,969	18 6	49,714	12 5	47,205	4 3	39,034	3 3	64,360	47 6
HIGH	125,487	30%	75,000	38%	61,660	26%	58,500	9%	40,000	6%	125,487	
LOW	64,059		54,125		26,400		26,400		37,102		26,400	
SAL FAC	0.69		0.72		0.66		0.62		0.77		0.71	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0301 Dance, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	88,227	62 19	64,564	57 21	52,755	42 18	48,803	6 4	42,186	10 9	68,934	171 24
HIGH	131,590	36%	77,511	33%	64,221	25%	58,500	4%	49,100	6%	131,590	
LOW	59,325		50,838		26,400		26,400		35,199		26,400	
SAL FAC	0.69		0.74		0.68		0.64		0.79		0.72	
TENURED/TENURE TRACK												
AVG	86,665	30 11	65,364	33 13	53,330	15 10	54,210	2 2			71,242	78 15
HIGH	131,590	39%	76,761	42%	61,900	19%	58,500	3%			131,590	
LOW	59,325		54,125		46,692		49,920				46,692	
SAL FAC	0.67		0.74		0.67		0.69				0.68	
NONTENURE TRACK												
AVG	60,032	1 1	68,748	2 1					43,251	7 6	50,028	10 6
HIGH	60,032	10%	75,461	20%					49,100	70%	75,461	
LOW	60,032		62,035						35,199		35,199	
SAL FAC	0.53		0.74						0.81		0.75	
RES UNIV/VERY HIGH ACTVTY												
AVG	86,949	49 13	65,338	39 12	54,249	24 11	40,200	2 1	43,040	6 6	70,923	118 13
HIGH	131,590	42%	77,511	33%	64,221	20%	54,000	2%	49,100	5%	131,590	
LOW	60,032		50,838		26,400		26,400		37,102		26,400	
SAL FAC	0.65		0.72		0.68		0.52		0.78		0.70	
RES UNIV/HIGH ACTIVITY												
AVG	93,041	13 6	62,888	18 9	50,762	18 7	53,105	4 3	40,904	4 3	64,507	53 11
HIGH	114,767	25%	75,000	34%	60,000	34%	58,500	8%	46,615	8%	114,767	
LOW	59,325		54,125		45,677		49,920		35,199		35,199	
SAL FAC	0.85		0.78		0.71		0.73		0.82		0.78	
REGION I												
AVG	83,243	14 4	62,958	11 5	51,761	14 5	52,000	2 1	45,020	2 2	65,186	41 6
HIGH	114,767	34%	74,948	27%	60,000	34%	52,000	5%	47,430	5%	114,767	
LOW	60,032		59,727		46,692		52,000		42,609		42,609	
SAL FAC	0.63		0.72		0.66		0.73		0.89		0.64	
REGION II												
AVG	84,690	9 5	63,752	16 6	51,821	7 5			41,206	3 2	64,817	35 6
HIGH	119,949	26%	76,000	46%	61,900	20%			46,615	9%	119,949	
LOW	59,325		50,838		45,677				35,199		35,199	
SAL FAC	0.69		0.75		0.69				0.80		0.71	
REGION III												
AVG	93,864	25 6	71,012	12 4	59,081	9 3			45,550	2 2	79,616	48 6
HIGH	131,590	52%	77,511	25%	64,221	19%			49,100	4%	131,590	
LOW	67,029		62,035		52,520				42,000		42,000	
SAL FAC	0.71		0.77		0.73				0.78		0.79	
REGION IV												
AVG	85,416	14 4	61,969	18 6	49,714	12 5	47,205	4 3	39,034	3 3	64,360	47 6
HIGH	125,487	30%	75,000	38%	61,660	26%	58,500	9%	40,000	6%	125,487	
LOW	64,059		54,125		26,400		26,400		37,102		26,400	
SAL FAC	0.69		0.72		0.66		0.62		0.77		0.71	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.04 Design and Applied Arts

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	97,646	66 24	76,338	137 29	65,398	118 27	61,827	21 14	44,720	46 13	72,690	367 34
HIGH	166,106	18%	175,374	37%	116,964	32%	89,700	6%	64,345	13%	175,374	
LOW	66,315		54,580		36,400		36,400		12,777		12,777	
SAL FAC	0.76		0.87		0.84		0.81		0.84		0.75	
TENURED/TENURE TRACK												
AVG	93,389	35 15	73,461	72 17	60,980	46 16	59,438	8 8	59,343	2 2	74,075	155 20
HIGH	166,106	23%	108,376	47%	77,071	30%	67,000	5%	63,678	1%	166,106	
LOW	66,315		54,940		51,000		51,000		55,008		51,000	
SAL FAC	0.72		0.83		0.77		0.76		1.03		0.71	
NONTENURE TRACK												
AVG			66,500	1 1	51,000	1 1			44,362	34 9	45,161	36 10
HIGH			66,500	3%	51,000	3%			64,345	94%	66,500	
LOW			66,500		51,000				12,777		12,777	
SAL FAC			0.72		0.69				0.83		0.67	
RES UNIV/VERY HIGH ACTVTY												
AVG	103,101	39 14	77,598	91 18	69,665	78 15	63,924	15 8	45,641	26 5	75,653	234 19
HIGH	166,106	17%	175,374	39%	116,964	33%	89,700	6%	63,678	11%	175,374	
LOW	66,315		54,940		36,400		36,400		35,100		35,100	
SAL FAC	0.77		0.85		0.87		0.82		0.83		0.74	
RES UNIV/HIGH ACTIVITY												
AVG	91,571	22 8	74,234	42 10	57,095	38 10	56,583	6 6	45,426	18 6	67,664	120 13
HIGH	135,518	18%	108,376	35%	70,210	32%	65,000	5%	64,345	15%	135,518	
LOW	66,940		54,580		41,200		50,000		33,733		33,733	
SAL FAC	0.84		0.92		0.80		0.78		0.91		0.82	
DOCTORAL RES UNIV												
AVG	81,831	5 2	69,780	4 1	56,770	2 2			26,389	2 2	65,738	13 2
HIGH	87,285	39%	71,328	31%	62,539	15%			40,000	15%	87,285	
LOW	74,844		65,808		51,000				12,777		12,777	
SAL FAC	0.77		0.86		0.83				0.48		0.82	
REGION I												
AVG	86,483	9 4	69,623	18 8	56,572	14 5	60,004	2 2	46,613	13 3	63,510	54 8
HIGH	112,015	17%	88,223	33%	67,914	26%	65,007	4%	57,467	24%	112,015	
LOW	70,434		55,099		41,200		55,000		35,000		35,000	
SAL FAC	0.66		0.80		0.72		0.85		0.93		0.63	
REGION II												
AVG	86,466	10 3	70,837	28 4	59,130	15 4	57,000	1 1	45,562	13 2	65,566	66 4
HIGH	99,523	15%	102,275	42%	63,360	23%	57,000	2%	54,000	20%	102,275	
LOW	71,816		54,940		54,060		57,000		38,500		38,500	
SAL FAC	0.71		0.84		0.79		0.77		0.88		0.71	
REGION III												
AVG	113,973	15 5	79,498	39 6	64,001	20 5	63,875	4 3	46,936	8 3	78,848	82 8
HIGH	158,000	18%	105,927	48%	73,750	24%	67,000	5%	64,345	10%	158,000	
LOW	90,000		58,727		53,550		58,500		39,070		39,070	
SAL FAC	0.86		0.86		0.79		0.80		0.80		0.78	
REGION IV												
AVG	96,626	32 12	79,255	52 11	68,957	69 13	61,847	14 8	40,278	12 5	75,483	165 14
HIGH	166,106	19%	175,374	32%	116,964	42%	89,700	9%	63,678	7%	175,374	
LOW	66,315		54,580		36,400		36,400		12,777		12,777	
SAL FAC	0.78		0.92		0.91		0.81		0.79		0.83	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0401 Design and Visual Communications, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	101,360	13	5	74,927	21	6	60,310	18	5	61,313	4	3	45,248	6	3	73,245	58	7
HIGH	104,825	22%		85,768	36%		71,000	31%		71,000	7%		64,345	10%		104,825		
LOW	76,200			54,940			50,750			55,000			35,100			35,100		
SAL FAC	0.79			0.85			0.78			0.81			0.85			0.76		
TENURED/TENURE TRACK																		
AVG	87,059	7	2	69,242	10	3	58,315	5	2	57,000	1	1				72,428	22	3
HIGH	97,350	32%		85,000	46%		62,700	23%		57,000	5%					97,350		
LOW	76,200			54,940			55,025			57,000						54,940		
SAL FAC	0.67			0.79			0.73			0.73						0.69		
NONTENURE TRACK																		
AVG													47,277	5	2	47,277	5	2
HIGH													64,345	100%		64,345		
LOW													42,291			42,291		
SAL FAC													0.88			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	102,759	12	4	75,832	18	4	60,950	16	4	61,313	4	3	35,100	1	1	76,774	47	4
HIGH	104,825	26%		85,768	38%		71,000	34%		71,000	9%		35,100	2%		104,825		
LOW	76,200			54,940			50,750			55,000			35,100			35,100		
SAL FAC	0.77			0.83			0.76			0.79			0.64			0.75		
RES UNIV/HIGH ACTIVITY																		
AVG	84,573	1	1	69,497	3	2	55,188	2	1				47,277	5	2	58,166	11	3
HIGH	84,573	9%		79,055	27%		55,350	18%					64,345	46%		84,573		
LOW	84,573			59,344			55,025						42,291			42,291		
SAL FAC	0.77			0.86			0.77						0.94			0.71		
REGION I																		
AVG	84,573	1	1	59,344	1	1							43,010	4	1	52,660	6	1
HIGH	84,573	17%		59,344	17%								43,250	67%		84,573		
LOW	84,573			59,344									42,291			42,291		
SAL FAC	0.64			0.68									0.85			0.52		
REGION II																		
AVG	87,473	6	1	70,342	9	2	58,315	5	2	57,000	1	1				72,475	20	2
HIGH	97,350	30%		85,000	45%		62,700	25%		57,000	5%					97,350		
LOW	76,200			54,940			55,025			57,000						54,940		
SAL FAC	0.72			0.83			0.78			0.77						0.79		
REGION III																		
AVG	125,280	4	1	87,447	7	1	67,772	3	1				64,345	1	1	92,061	15	2
HIGH	100,008	27%		77,004	47%		65,004	20%					64,345	7%		100,008		
LOW	146,040			97,452			70,008						64,345			64,345		
SAL FAC	0.95			0.95			0.84						1.10			0.91		
REGION IV																		
AVG	103,577	2	2	67,227	4	2	59,068	10	2	62,750	3	2	35,100	1	1	64,814	17	2
HIGH	104,825	12%		85,768	24%		71,000	59%		71,000	18%		35,100	6%		104,825		
LOW	102,328			58,500			50,750			55,000			35,100			35,100		
SAL FAC	0.83			0.78			0.78			0.83			0.69			0.71		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0402 Commercial and Advertising Art

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	83,658	2 2			56,502	1 1					74,606	3 3
HIGH	101,000	67%			56,502	33%					101,000	
LOW	66,315				56,502						56,502	
SAL FAC	0.65				0.73						0.77	
TENURED/TENURE TRACK												
AVG	66,315	1 1									66,315	1 1
HIGH	66,315	100%									66,315	
LOW	66,315										66,315	
SAL FAC	0.51										0.63	
RES UNIV/VERY HIGH ACTVTY												
AVG	66,315	1 1									66,315	1 1
HIGH	66,315	100%									66,315	
LOW	66,315										66,315	
SAL FAC	0.50										0.65	
RES UNIV/HIGH ACTIVITY												
AVG	101,000	1 1			56,502	1 1					78,751	2 2
HIGH	101,000	50%			56,502	50%					101,000	
LOW	101,000				56,502						56,502	
SAL FAC	0.92				0.79						0.96	
REGION III												
AVG	101,000	1 1									101,000	1 1
HIGH	101,000	100%									101,000	
LOW	101,000										101,000	
SAL FAC	0.76										1.00	
REGION IV												
AVG	66,315	1 1			56,502	1 1					61,409	2 2
HIGH	66,315	50%			56,502	50%					66,315	
LOW	66,315				56,502						56,502	
SAL FAC	0.53				0.75						0.67	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0404 Industrial and Product Design

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,951	11	4	71,530	9	3	62,096	8	5	57,500	2	2	48,017	2	1	81,168	30	5
HIGH	166,106	37%		88,126	30%		68,451	27%		65,000	7%		48,093	7%		166,106		
LOW	82,980			54,580			50,000			50,000			47,940			47,940		
SAL FAC	0.85			0.81			0.80			0.76			0.90			0.84		
TENURED/TENURE TRACK																		
AVG	114,778	5	2	82,754	2	1	63,628	6	3							86,244	13	3
HIGH	166,106	39%		88,126	15%		68,451	46%								166,106		
LOW	91,541			77,382			60,500									60,500		
SAL FAC	0.88			0.94			0.80									0.83		
NONTENURE TRACK																		
AVG													48,017	2	1	48,017	2	1
HIGH													48,093	100%		48,093		
LOW													47,940			47,940		
SAL FAC													0.90			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	114,778	5	2	82,754	2	1	63,628	6	3				48,017	2	1	81,147	15	3
HIGH	166,106	33%		88,126	13%		68,451	40%					48,093	13%		166,106		
LOW	91,541			77,382			60,500						47,940			47,940		
SAL FAC	0.86			0.91			0.79						0.87			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	104,095	6	2	68,323	7	2	57,500	2	2	57,500	2	2				81,189	15	2
HIGH	135,518	40%		74,770	47%		65,000	13%		65,000	13%					135,518		
LOW	82,980			54,580			50,000			50,000						50,000		
SAL FAC	0.95			0.85			0.80			0.79						0.99		
REGION II																		
AVG	99,523	1	1	82,754	2	1	62,280	2	1				48,017	2	1	69,375	7	1
HIGH	99,523	14%		88,126	29%		63,360	29%					48,093	29%		99,523		
LOW	99,523			77,382			61,200						47,940			47,940		
SAL FAC	0.82			0.98			0.83						0.93			0.76		
REGION III																		
AVG							68,451	1	1							68,451	1	1
HIGH							68,451	100%								68,451		
LOW							68,451									68,451		
SAL FAC							0.85									0.68		
REGION IV																		
AVG	109,894	10	3	68,323	7	2	60,751	5	3	57,500	2	2				85,498	22	3
HIGH	166,106	46%		74,770	32%		66,456	23%		65,000	9%					166,106		
LOW	82,980			54,580			50,000			50,000						50,000		
SAL FAC	0.89			0.80			0.80			0.76						0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0407 Fashion/Apparel Design

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	97,251	4 2	79,098	9 3	71,012	10 3			49,533	3 1	75,370	26 4
HIGH	116,711	15%	175,374	35%	115,707	39%			54,000	12%	175,374	
LOW	71,816		58,164		38,250				43,100		38,250	
SAL FAC	0.76		0.90		0.92				0.93		0.78	
TENURED/TENURE TRACK												
AVG	97,251	4 2	69,384	5 2	56,004	1 1					79,193	10 2
HIGH	116,711	40%	84,241	50%	56,004	10%					116,711	
LOW	71,816		59,309		56,004						56,004	
SAL FAC	0.75		0.79		0.71						0.76	
NONTENURE TRACK												
AVG									49,533	3 1	49,533	3 1
HIGH									54,000	100%	54,000	
LOW									43,100		43,100	
SAL FAC									0.92		0.74	
RES UNIV/VERY HIGH ACTVTY												
AVG	113,384	2 1	88,246	5 2	82,437	6 1					89,432	13 2
HIGH	116,711	15%	175,374	39%	115,707	46%					175,374	
LOW	110,056		58,164		38,250						38,250	
SAL FAC	0.85		0.97		1.03						0.88	
RES UNIV/HIGH ACTIVITY												
AVG	81,117	2 1	67,663	4 1	53,876	4 2			49,533	3 1	61,307	13 2
HIGH	90,418	15%	84,241	31%	58,840	31%			54,000	23%	90,418	
LOW	71,816		59,309		45,650				43,100		43,100	
SAL FAC	0.74		0.84		0.75				0.99		0.74	
REGION II												
AVG	81,117	2 1	67,663	4 1	56,004	1 1			49,533	3 1	63,749	10 1
HIGH	90,418	20%	84,241	40%	56,004	10%			54,000	30%	90,418	
LOW	71,816		59,309		56,004				43,100		43,100	
SAL FAC	0.67		0.80		0.75				0.96		0.69	
REGION III												
AVG	113,384	2 1	76,267	1 1							101,012	3 1
HIGH	116,711	67%	76,267	33%							116,711	
LOW	110,056		76,267								76,267	
SAL FAC	0.86		0.83								1.00	
REGION IV												
AVG			91,241	4 1	72,680	9 2					78,391	13 2
HIGH			175,374	31%	115,707	69%					175,374	
LOW			58,164		38,250						38,250	
SAL FAC			1.06		0.96						0.86	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0408 Interior Design

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,326	5 5	76,916	30 12	68,502	35 11	62,720	5 4	44,171	14 5	69,406	84 13
HIGH	113,835	6%	145,000	36%	108,171	42%	89,700	6%	63,678	17%	145,000	
LOW	84,724		58,797		36,400		36,400		33,733		33,733	
SAL FAC	0.79		0.88		0.88		0.82		0.83		0.72	
TENURED/TENURE TRACK												
AVG	110,431	3 3	72,837	18 7	62,876	11 6	61,000	2 2	63,678	1 1	72,657	33 8
HIGH	113,835	9%	108,376	55%	77,071	33%	62,000	6%	63,678	3%	113,835	
LOW	106,629		60,787		54,060		60,000		63,678		54,060	
SAL FAC	0.85		0.83		0.79		0.78		1.10		0.70	
NONTENURE TRACK												
AVG			66,500	1 1					42,894	12 3	44,709	13 4
HIGH			66,500	8%					57,467	92%	66,500	
LOW			66,500						33,733		33,733	
SAL FAC			0.72						0.80		0.67	
RES UNIV/VERY HIGH ACTVTY												
AVG	101,326	5 5	75,321	25 9	71,400	25 7	63,400	4 3	44,553	7 3	72,363	62 9
HIGH	113,835	8%	145,000	40%	108,171	40%	89,700	7%	63,678	11%	145,000	
LOW	84,724		58,797		36,400		36,400		38,500		36,400	
SAL FAC	0.76		0.83		0.89		0.81		0.81		0.71	
RES UNIV/HIGH ACTIVITY												
AVG			84,887	5 3	61,258	10 4	60,000	1 1	43,790	7 2	61,070	22 4
HIGH			108,376	23%	68,950	46%	60,000	5%	57,467	32%	108,376	
LOW			70,663		57,979		60,000		33,733		33,733	
SAL FAC			1.05		0.86		0.83		0.87		0.74	
REGION I												
AVG			69,428	5 2	57,777	3 2			57,376	2 1	63,522	10 3
HIGH			88,223	50%	58,352	30%			57,467	20%	88,223	
LOW			61,701		57,000				57,284		57,000	
SAL FAC			0.80		0.74				1.14		0.63	
REGION II												
AVG			70,764	6 2	59,094	5 2			41,639	5 1	58,016	16 2
HIGH			102,275	38%	63,000	31%			50,610	31%	102,275	
LOW			62,025		54,060				38,500		38,500	
SAL FAC			0.84		0.79				0.81		0.63	
REGION III												
AVG	113,835	1 1	78,571	4 1							85,624	5 1
HIGH	113,835	20%	87,733	80%							113,835	
LOW	113,835		74,422								74,422	
SAL FAC	0.86		0.85								0.85	
REGION IV												
AVG	98,199	4 4	81,431	15 7	71,436	27 7	62,720	5 4	42,208	7 3	72,424	53 7
HIGH	110,829	8%	145,000	28%	108,171	51%	89,700	9%	63,678	13%	145,000	
LOW	84,724		58,797		36,400		36,400		33,733		33,733	
SAL FAC	0.79		0.95		0.95		0.83		0.83		0.80	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0409 Graphic Design

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	91,075	27	10	76,073	42	9	66,133	32	11	62,625	8	6	42,096	13	6	72,961	114	12
HIGH	158,000	24%		153,953	37%		116,964	28%		88,000	7%		52,492	11%		158,000		
LOW	66,940			55,099			41,200			45,000			12,777			12,777		
SAL FAC	0.71			0.87			0.85			0.82			0.79			0.76		
TENURED/TENURE TRACK																		
AVG	81,109	11	6	69,506	14	4	58,880	9	5	57,667	3	3				70,447	34	7
HIGH	95,527	32%		84,107	41%		67,000	27%		67,000	9%					95,527		
LOW	70,434			55,099			51,000			51,000						51,000		
SAL FAC	0.62			0.79			0.74			0.74						0.67		
NONTENURE TRACK																		
AVG							51,000	1	1				38,451	5	3	40,542	6	3
HIGH							51,000	17%					52,492	83%		52,492		
LOW							51,000						12,777			12,777		
SAL FAC							0.69						0.72			0.60		
RES UNIV/VERY HIGH ACTVTY																		
AVG	102,460	12	5	78,704	33	6	74,328	20	5	65,833	6	4	45,948	10	3	76,970	75	6
HIGH	158,000	16%		153,953	44%		116,964	27%		88,000	8%		52,492	13%		158,000		
LOW	70,434			55,099			44,132			45,000			40,000			40,000		
SAL FAC	0.77			0.87			0.93			0.84			0.84			0.76		
RES UNIV/HIGH ACTIVITY																		
AVG	82,036	10	3	63,742	5	2	51,615	10	4	53,000	2	2	35,000	1	1	65,008	26	4
HIGH	112,015	39%		66,523	19%		57,499	39%		55,000	8%		35,000	4%		112,015		
LOW	66,940			60,455			41,200			51,000			35,000			35,000		
SAL FAC	0.75			0.79			0.72			0.73			0.70			0.79		
DOCTORAL RES UNIV																		
AVG	81,831	5	2	69,780	4	1	56,770	2	2				26,389	2	2	65,738	13	2
HIGH	87,285	39%		71,328	31%		62,539	15%					40,000	15%		87,285		
LOW	74,844			65,808			51,000						12,777			12,777		
SAL FAC	0.77			0.86			0.83						0.48			0.82		
REGION I																		
AVG	84,846	6	2	62,444	5	2	51,331	6	2	55,000	1	1	35,000	1	1	64,682	18	3
HIGH	112,015	33%		66,523	28%		57,499	33%		55,000	6%		35,000	6%		112,015		
LOW	70,434			55,099			41,200			55,000			35,000			35,000		
SAL FAC	0.64			0.72			0.65			0.78			0.70			0.64		
REGION II																		
AVG	78,063	1	1	69,946	7	1	59,670	2	1				46,492	3	1	63,577	13	1
HIGH	78,063	8%		84,107	54%		61,200	15%					52,492	23%		84,107		
LOW	78,063			61,499			58,140						43,483			43,483		
SAL FAC	0.64			0.83			0.80						0.90			0.69		
REGION III																		
AVG	109,012	5	2	75,610	9	2	66,393	7	2	65,667	3	2	44,000	5	1	73,473	26	2
HIGH	158,000	19%		93,750	35%		73,750	27%		67,000	12%		45,000	19%		158,000		
LOW	90,000			68,000			62,000			65,000			40,000			40,000		
SAL FAC	0.82			0.82			0.82			0.83			0.75			0.73		
REGION IV																		
AVG	88,456	15	5	81,558	21	4	72,010	17	6	62,250	4	3	38,194	4	3	77,483	57	6
HIGH	129,430	26%		153,953	37%		116,964	30%		88,000	7%		50,000	7%		153,953		
LOW	66,940			56,833			44,132			45,000			12,777			12,777		
SAL FAC	0.71			0.95			0.95			0.82			0.75			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.05 Drama/Theatre Arts and Stagecraft

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	91,322	270	80	68,420	420	84	54,841	310	81	53,818	63	39	46,732	128	35	67,709	1,128	87
HIGH	187,612	24%		119,929	37%		80,000	28%		80,000	6%		77,703	11%		187,612		
LOW	44,805			25,000			26,004			31,400			20,007			20,007		
SAL FAC	0.71			0.78			0.71			0.71			0.88			0.70		
TENURED/TENURE TRACK																		
AVG	91,841	181	57	69,114	277	58	56,369	179	57	56,629	38	28	62,406	1	1	71,975	638	61
HIGH	181,100	28%		119,929	43%		80,000	28%		80,000	6%		62,406	0%		181,100		
LOW	46,350			43,138			32,000			46,500			62,406			32,000		
SAL FAC	0.71			0.79			0.71			0.72			1.08			0.69		
NONTENURE TRACK																		
AVG	78,711	1	1	56,226	10	7	49,093	42	19	48,219	8	6	46,813	104	24	48,226	157	38
HIGH	78,711	1%		74,052	6%		68,335	27%		55,000	5%		77,703	66%		78,711		
LOW	78,711			37,408			26,004			39,750			20,007			20,007		
SAL FAC	0.70			0.61			0.67			0.69			0.87			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	95,450	177	41	71,585	240	43	56,980	175	42	55,727	39	23	46,577	71	18	71,423	663	44
HIGH	187,612	27%		119,929	36%		80,000	26%		80,000	6%		77,703	11%		187,612		
LOW	44,805			48,769			26,004			31,400			20,007			20,007		
SAL FAC	0.71			0.79			0.71			0.72			0.85			0.70		
RES UNIV/HIGH ACTIVITY																		
AVG	83,034	89	37	64,419	165	38	51,779	118	36	50,582	19	13	46,487	52	16	62,609	424	40
HIGH	139,061	21%		107,334	39%		66,625	28%		59,500	5%		65,000	12%		139,061		
LOW	50,802			25,000			37,955			40,000			31,762			25,000		
SAL FAC	0.76			0.80			0.72			0.70			0.93			0.76		
DOCTORAL RES UNIV																		
AVG	93,035	4	2	61,790	15	3	54,081	17	3	51,230	5	3	51,496	5	1	60,387	41	3
HIGH	104,736	10%		84,115	37%		78,202	42%		57,500	12%		58,500	12%		104,736		
LOW	69,931			54,825			39,750			39,750			45,670			39,750		
SAL FAC	0.87			0.76			0.79			0.73			0.94			0.75		
REGION I																		
AVG	78,024	58	15	63,558	52	14	53,226	51	14	48,000	5	3	43,100	4	3	64,954	165	16
HIGH	139,061	35%		116,963	32%		72,612	31%		50,000	3%		62,406	2%		139,061		
LOW	44,805			42,000			40,044			44,000			31,762			31,762		
SAL FAC	0.59			0.73			0.68			0.68			0.86			0.64		
REGION II																		
AVG	88,867	64	19	65,242	85	20	52,840	70	20	52,451	10	6	47,692	29	7	65,786	248	20
HIGH	181,100	26%		118,520	34%		69,129	28%		61,000	4%		65,000	12%		181,100		
LOW	46,350			37,408			32,000			40,000			28,636			28,636		
SAL FAC	0.73			0.77			0.71			0.71			0.93			0.72		
REGION III																		
AVG	100,445	92	27	73,498	152	28	58,073	99	25	58,104	23	14	45,327	45	11	72,685	388	28
HIGH	187,612	24%		119,929	39%		80,000	26%		80,000	6%		77,703	12%		187,612		
LOW	70,372			47,587			26,004			39,947			20,007			20,007		
SAL FAC	0.76			0.80			0.72			0.73			0.77			0.72		
REGION IV																		
AVG	92,912	56	19	66,520	131	22	53,758	90	22	51,586	25	16	47,731	50	14	64,654	327	23
HIGH	148,000	17%		99,324	40%		72,500	28%		72,500	8%		63,677	15%		148,000		
LOW	64,985			25,000			31,400			31,400			32,960			25,000		
SAL FAC	0.75			0.78			0.71			0.68			0.94			0.71		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0501 Drama and Dramatics/Theatre Arts, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	91,081	246	69	68,379	354	73	54,874	268	71	53,827	54	33	46,249	103	30	68,056	971	75
HIGH	187,612	25%		119,929	37%		80,000	28%		80,000	6%		77,703	11%		187,612		
LOW	44,805			25,000			26,004			31,400			20,007			20,007		
SAL FAC	0.71			0.78			0.71			0.71			0.87			0.71		
TENURED/TENURE TRACK																		
AVG	91,775	160	47	68,798	227	49	56,437	152	48	57,371	31	23	62,406	1	1	72,115	540	51
HIGH	181,100	30%		119,929	42%		80,000	28%		80,000	6%		62,406	0%		181,100		
LOW	46,350			46,902			32,000			48,000			62,406			32,000		
SAL FAC	0.71			0.78			0.71			0.73			1.08			0.69		
NONTENURE TRACK																		
AVG	78,711	1	1	56,226	10	7	48,715	35	17	48,219	8	6	46,524	84	20	48,108	130	33
HIGH	78,711	1%		74,052	8%		68,335	27%		55,000	6%		77,703	65%		78,711		
LOW	78,711			37,408			26,004			39,750			20,007			20,007		
SAL FAC	0.70			0.61			0.66			0.69			0.87			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	95,519	170	39	71,795	232	41	56,995	169	41	55,577	37	22	46,037	66	17	71,531	637	42
HIGH	187,612	27%		119,929	36%		80,000	27%		80,000	6%		77,703	10%		187,612		
LOW	44,805			48,769			26,004			31,400			20,007			20,007		
SAL FAC	0.71			0.79			0.71			0.71			0.84			0.70		
RES UNIV/HIGH ACTIVITY																		
AVG	81,306	75	29	61,968	120	31	51,378	94	29	50,504	15	10	46,629	37	13	61,622	326	32
HIGH	123,128	23%		86,535	37%		66,625	29%		58,000	5%		65,000	11%		123,128		
LOW	50,802			25,000			37,955			40,000			31,762			25,000		
SAL FAC	0.74			0.77			0.72			0.70			0.93			0.75		
DOCTORAL RES UNIV																		
AVG	69,931	1	1	56,765	2	1	48,919	5	1	46,375	2	1				53,507	8	1
HIGH	69,931	13%		58,705	25%		53,000	63%		53,000	25%					69,931		
LOW	69,931			54,825			39,750			39,750						39,750		
SAL FAC	0.66			0.70			0.72			0.66						0.66		
REGION I																		
AVG	75,947	53	11	60,696	43	11	52,936	46	12	48,000	5	3	43,100	4	3	63,305	146	12
HIGH	117,760	36%		116,963	30%		72,612	32%		50,000	3%		62,406	3%		117,760		
LOW	44,805			42,000			40,044			44,000			31,762			31,762		
SAL FAC	0.58			0.70			0.67			0.68			0.86			0.63		
REGION II																		
AVG	88,950	62	19	65,256	80	20	53,013	68	20	52,451	10	6	47,692	29	7	65,788	239	20
HIGH	181,100	26%		118,520	34%		69,129	29%		61,000	4%		65,000	12%		181,100		
LOW	46,350			37,408			32,000			40,000			28,636			28,636		
SAL FAC	0.73			0.77			0.71			0.71			0.93			0.72		
REGION III																		
AVG	102,172	75	20	74,917	112	21	59,431	70	18	60,187	16	9	43,166	25	7	75,507	282	21
HIGH	187,612	27%		119,929	40%		80,000	25%		80,000	6%		77,703	9%		187,612		
LOW	74,590			50,326			26,004			39,947			20,007			20,007		
SAL FAC	0.77			0.81			0.74			0.76			0.74			0.75		
REGION IV																		
AVG	92,912	56	19	67,100	119	21	53,644	84	21	51,267	23	15	47,312	45	13	65,208	304	22
HIGH	148,000	18%		99,324	39%		72,500	28%		72,500	8%		63,677	15%		148,000		
LOW	64,985			25,000			31,400			31,400			32,960			25,000		
SAL FAC	0.75			0.78			0.71			0.68			0.93			0.72		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.06 Film/Video and Photographic Arts

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	104,825	46	18	74,480	72	22	59,808	60	20	67,881	12	5	49,744	28	10	73,620	206	26
HIGH	196,200	22%		124,667	35%		99,167	29%		90,000	6%		82,717	14%		196,200		
LOW	58,688			48,165			42,955			50,000			30,900			30,900		
SAL FAC	0.82			0.85			0.77			0.89			0.93			0.76		
TENURED/TENURE TRACK																		
AVG	104,821	39	15	73,076	60	16	56,312	41	17	57,000	5	4	30,900	1	1	76,683	141	20
HIGH	196,200	28%		110,000	43%		70,232	29%		70,000	4%		30,900	1%		196,200		
LOW	61,752			51,500			46,000			50,000			30,900			30,900		
SAL FAC	0.81			0.83			0.71			0.73			0.53			0.73		
NONTENURE TRACK																		
AVG	58,688	1	1	86,416	2	2	74,655	7	3	83,182	3	1	51,121	25	7	58,061	35	9
HIGH	58,688	3%		124,667	6%		99,167	20%		90,000	9%		82,717	71%		124,667		
LOW	58,688			48,165			46,662			69,545			32,320			32,320		
SAL FAC	0.52			0.93			1.02			1.18			0.95			0.87		
RES UNIV/VERY HIGH ACTVTY																		
AVG	105,096	38	13	75,266	54	14	60,931	46	13	69,957	10	3	54,246	19	8	75,742	157	15
HIGH	196,200	24%		124,667	34%		99,167	29%		90,000	6%		82,717	12%		196,200		
LOW	58,688			48,165			42,955			50,000			30,900			30,900		
SAL FAC	0.79			0.83			0.76			0.90			0.99			0.74		
RES UNIV/HIGH ACTIVITY																		
AVG	103,538	8	5	72,123	18	8	56,117	14	7	57,500	2	2	40,239	9	2	66,823	49	11
HIGH	172,645	16%		104,437	37%		64,107	29%		59,000	4%		45,307	18%		172,645		
LOW	61,752			53,283			46,000			56,000			32,320			32,320		
SAL FAC	0.95			0.89			0.78			0.79			0.80			0.81		
REGION I																		
AVG	86,375	20	6	64,009	21	5	53,155	24	7	50,000	2	1	43,691	3	2	65,860	68	7
HIGH	133,268	29%		104,437	31%		62,000	35%		50,000	3%		44,746	4%		133,268		
LOW	58,688			48,165			46,662			50,000			43,072			43,072		
SAL FAC	0.66			0.74			0.68			0.71			0.87			0.65		
REGION II																		
AVG	109,112	7	4	75,676	17	4	58,826	10	5				31,610	2	2	75,049	36	5
HIGH	127,149	19%		91,397	47%		70,232	28%					32,320	6%		127,149		
LOW	79,819			51,500			45,000						30,900			30,900		
SAL FAC	0.89			0.89			0.79						0.61			0.82		
REGION III																		
AVG	125,070	18	7	82,322	27	9	66,970	20	7	72,424	6	3	53,077	21	4	80,558	86	10
HIGH	196,200	21%		124,667	31%		99,167	23%		90,000	7%		82,717	24%		196,200		
LOW	80,068			60,600			46,000			56,000			34,500			34,500		
SAL FAC	0.94			0.89			0.83			0.91			0.91			0.80		
REGION IV																		
AVG	79,406	1	1	72,739	7	4	64,181	6	1	70,007	4	1	41,952	2	2	66,098	16	4
HIGH	79,406	6%		105,067	44%		90,000	38%		90,000	25%		49,904	13%		105,067		
LOW	79,406			57,200			42,955			55,485			34,000			34,000		
SAL FAC	0.64			0.85			0.85			0.92			0.83			0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0601 Film/Cinema/Video Studies

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	118,741	28 11	79,926	43 12	65,536	26 11	75,006	5 2	56,646	15 5	83,171	112 13
HIGH	196,200	25%	124,667	38%	99,167	23%	90,000	5%	82,717	13%	196,200	
LOW	70,347		51,500		45,000		55,485		30,900		30,900	
SAL FAC	0.93		0.91		0.85		0.99		1.06		0.86	
TENURED/TENURE TRACK												
AVG	118,649	23 9	77,359	35 9	60,783	15 8	70,000	1 1	30,900	1 1	86,205	74 10
HIGH	196,200	31%	110,000	47%	70,232	20%	70,000	1%	30,900	1%	196,200	
LOW	70,347		51,500		49,500		70,000		30,900		30,900	
SAL FAC	0.91		0.88		0.77		0.90		0.53		0.82	
NONTENURE TRACK												
AVG			124,667	1 1	91,174	4 1	83,182	3 1	60,369	13 3	70,787	18 4
HIGH			124,667	6%	99,167	22%	90,000	17%	82,717	72%	124,667	
LOW			124,667		69,545		69,545		34,500		34,500	
SAL FAC			1.35		1.24		1.18		1.13		1.06	
RES UNIV/VERY HIGH ACTVTY												
AVG	117,149	26 10	80,731	40 11	65,536	26 11	75,006	5 2	56,646	15 5	82,512	107 12
HIGH	196,200	24%	124,667	37%	99,167	24%	90,000	5%	82,717	14%	196,200	
LOW	70,347		51,500		45,000		55,485		30,900		30,900	
SAL FAC	0.88		0.89		0.82		0.96		1.03		0.81	
RES UNIV/HIGH ACTIVITY												
AVG	139,433	2 1	69,189	3 1							97,287	5 1
HIGH	172,645	40%	80,598	60%							172,645	
LOW	106,221		61,296								61,296	
SAL FAC	1.28		0.86								1.18	
REGION I												
AVG	96,204	5 2	70,718	2 1	52,955	4 2					75,843	11 2
HIGH	119,305	46%	79,012	18%	55,754	36%					119,305	
LOW	70,347		62,423		49,500						49,500	
SAL FAC	0.73		0.81		0.67						0.75	
REGION II												
AVG	113,218	6 3	75,676	17 4	59,251	9 4			30,900	1 1	76,666	33 4
HIGH	127,149	18%	91,397	52%	70,232	27%			30,900	3%	127,149	
LOW	79,819		51,500		45,000				30,900		30,900	
SAL FAC	0.93		0.89		0.79				0.60		0.83	
REGION III												
AVG	127,318	17 6	84,173	20 6	75,282	12 4	79,887	4 1	60,369	13 3	89,291	62 6
HIGH	196,200	27%	124,667	32%	99,167	19%	90,000	7%	82,717	21%	196,200	
LOW	80,068		61,296		62,000		69,545		34,500		34,500	
SAL FAC	0.96		0.91		0.93		1.00		1.03		0.89	
REGION IV												
AVG			81,353	4 1	55,485	1 1	55,485	1 1	34,000	1 1	69,150	6 1
HIGH			105,067	67%	55,485	17%	55,485	17%	34,000	17%	105,067	
LOW			60,252		55,485		55,485		34,000		34,000	
SAL FAC			0.95		0.73		0.73		0.67		0.76	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0602 Cinematography and Film/Video Production

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	75,417	13	4	58,831	15	4	51,454	17	6	50,000	2	1	45,245	4	3	59,563	49	7
HIGH	107,182	27%		70,226	31%		60,952	35%		50,000	4%		49,904	8%		107,182		
LOW	58,688			48,165			42,955			50,000			43,072			42,955		
SAL FAC	0.59			0.67			0.66			0.66			0.85			0.62		
TENURED/TENURE TRACK																		
AVG	76,575	11	3	58,876	13	3	51,837	13	5	50,000	2	1				61,664	37	5
HIGH	107,182	30%		70,226	35%		60,952	35%		50,000	5%					107,182		
LOW	61,752			52,706			48,308			50,000						48,308		
SAL FAC	0.59			0.67			0.65			0.64						0.59		
NONTENURE TRACK																		
AVG	58,688	1	1	48,165	1	1	52,629	3	2				43,691	3	2	49,477	8	3
HIGH	58,688	13%		48,165	13%		59,666	38%					44,746	38%		59,666		
LOW	58,688			48,165			46,662						43,072			43,072		
SAL FAC	0.52			0.52			0.72						0.81			0.74		
RES UNIV/VERY HIGH ACTVTY																		
AVG	76,944	11	3	59,675	12	3	49,653	13	3	50,000	2	1	45,245	4	3	59,724	40	4
HIGH	107,182	28%		70,226	30%		54,442	33%		50,000	5%		49,904	10%		107,182		
LOW	58,688			48,165			42,955			50,000			43,072			42,955		
SAL FAC	0.58			0.66			0.62			0.64			0.82			0.59		
RES UNIV/HIGH ACTIVITY																		
AVG	67,018	2	1	55,453	3	1	57,307	4	3							58,847	9	3
HIGH	72,283	22%		57,826	33%		60,952	44%								72,283		
LOW	61,752			53,283			50,000									50,000		
SAL FAC	0.61			0.69			0.80									0.71		
REGION I																		
AVG	75,084	12	3	58,111	14	3	51,544	15	4	50,000	2	1	43,691	3	2	59,518	44	4
HIGH	107,182	27%		70,226	32%		60,952	34%		50,000	5%		44,746	7%		107,182		
LOW	58,688			48,165			46,662			50,000			43,072			43,072		
SAL FAC	0.57			0.67			0.66			0.71			0.87			0.59		
REGION III																		
AVG							58,608	1	1							58,608	1	1
HIGH							58,608	100%								58,608		
LOW							58,608									58,608		
SAL FAC							0.73									0.58		
REGION IV																		
AVG	79,406	1	1	68,911	1	1	42,955	1	1				49,904	1	1	60,294	4	2
HIGH	79,406	25%		68,911	25%		42,955	25%					49,904	25%		79,406		
LOW	79,406			68,911			42,955						49,904			42,955		
SAL FAC	0.64			0.80			0.57						0.98			0.66		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0605 Photography

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	84,477	1 1	61,579	5 4	65,230	6 3	74,848	3 1	32,320	1 1	62,775	13 6
HIGH	84,477	8%	74,030	39%	90,000	46%	90,000	23%	32,320	8%	90,000	
LOW	84,477		57,200		49,738		65,000		32,320		32,320	
SAL FAC	0.66		0.70		0.84		0.98		0.61		0.65	
TENURED/TENURE TRACK												
AVG	84,477	1 1	58,738	3 2	52,369	2 2					60,905	6 3
HIGH	84,477	17%	60,501	50%	55,000	33%					84,477	
LOW	84,477		57,200		49,738						49,738	
SAL FAC	0.65		0.67		0.66						0.58	
NONTENURE TRACK												
AVG									32,320	1 1	32,320	1 1
HIGH									32,320	100%	32,320	
LOW									32,320		32,320	
SAL FAC									0.60		0.48	
RES UNIV/VERY HIGH ACTVTY												
AVG			59,507	2 1	67,276	5 2	74,848	3 1			65,057	7 2
HIGH			60,501	29%	90,000	71%	90,000	43%			90,000	
LOW			58,513		49,738		65,000				49,738	
SAL FAC			0.65		0.84		0.96				0.64	
RES UNIV/HIGH ACTIVITY												
AVG	84,477	1 1	62,960	3 3	55,000	1 1			32,320	1 1	60,113	6 4
HIGH	84,477	17%	74,030	50%	55,000	17%			32,320	17%	84,477	
LOW	84,477		57,200		55,000				32,320		32,320	
SAL FAC	0.77		0.78		0.77				0.65		0.73	
REGION I												
AVG			59,507	2 1	49,738	1 1					56,251	3 1
HIGH			60,501	67%	49,738	33%					60,501	
LOW			58,513		49,738						49,738	
SAL FAC			0.69		0.63						0.56	
REGION II												
AVG	84,477	1 1			55,000	1 1			32,320	1 1	57,266	3 1
HIGH	84,477	33%			55,000	33%			32,320	33%	84,477	
LOW	84,477				55,000				32,320		32,320	
SAL FAC	0.69				0.74				0.63		0.62	
REGION III												
AVG			74,030	1 1							74,030	1 1
HIGH			74,030	100%							74,030	
LOW			74,030								74,030	
SAL FAC			0.80								0.74	
REGION IV												
AVG			57,425	2 2	71,661	4 1	74,848	3 1			66,916	6 3
HIGH			57,650	33%	90,000	67%	90,000	50%			90,000	
LOW			57,200		62,100		65,000				57,200	
SAL FAC			0.67		0.95		0.99				0.73	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.07 Fine and Studio Arts

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	104,525	961 100	72,722	983 101	59,347	626 100	58,346	98 53	42,631	210 51	78,431	2,780 103
HIGH	190,310	35%	124,734	35%	123,369	23%	92,000	4%	90,344	8%	190,310	
LOW	34,323		28,108		25,000		35,000		16,000		16,000	
SAL FAC	0.82		0.83		0.77		0.77		0.80		0.81	
TENURED/TENURE TRACK												
AVG	107,062	777 75	73,587	751 76	59,481	421 75	57,583	61 38	48,632	5 3	83,795	1,954 77
HIGH	187,500	40%	124,734	38%	85,937	22%	72,000	3%	54,756	0%	187,500	
LOW	51,500		36,133		25,000		48,000		42,530		25,000	
SAL FAC	0.82		0.84		0.75		0.74		0.84		0.80	
NONTENURE TRACK												
AVG	83,000	1 1	61,585	3 3	48,052	36 16	47,773	11 8	41,739	166 36	43,332	206 46
HIGH	83,000	1%	68,603	2%	65,000	18%	65,000	5%	90,000	81%	90,000	
LOW	83,000		53,153		27,198		35,000		16,000		16,000	
SAL FAC	0.73		0.67		0.65		0.68		0.78		0.65	
RES UNIV/VERY HIGH ACTVTY												
AVG	108,977	767 60	74,995	702 59	61,308	436 59	59,803	71 34	43,231	123 28	82,978	2,028 60
HIGH	190,310	38%	124,734	35%	123,369	22%	92,000	4%	90,000	6%	190,310	
LOW	34,323		28,108		25,000		35,000		20,000		20,000	
SAL FAC	0.82		0.82		0.76		0.77		0.79		0.81	
RES UNIV/HIGH ACTIVITY												
AVG	87,392	182 38	66,743	252 39	54,731	170 38	54,578	26 18	41,146	83 22	66,149	687 40
HIGH	146,145	27%	107,500	37%	75,667	25%	70,000	4%	90,344	12%	146,145	
LOW	53,061		37,324		27,198		42,016		16,000		16,000	
SAL FAC	0.80		0.83		0.76		0.75		0.82		0.80	
DOCTORAL RES UNIV												
AVG	79,876	12 2	69,634	29 3	55,836	20 3	52,899	1 1	54,972	4 1	66,377	65 3
HIGH	107,354	19%	90,528	45%	62,624	31%	52,899	2%	72,787	6%	107,354	
LOW	67,526		52,573		50,000		52,899		46,809		46,809	
SAL FAC	0.75		0.85		0.82		0.75		1.00		0.82	
REGION I												
AVG	117,642	408 26	78,151	247 25	61,814	144 25	53,268	15 9	42,563	20 10	94,083	819 26
HIGH	141,523	50%	94,433	30%	80,018	18%	69,504	2%	65,373	2%	141,523	
LOW	60,271		47,809		35,000		35,000		29,286		29,286	
SAL FAC	0.89		0.90		0.79		0.75		0.85		0.93	
REGION II												
AVG	92,528	164 21	67,230	207 22	55,437	135 22	54,800	25 15	41,505	61 13	68,972	567 22
HIGH	187,500	29%	111,464	37%	75,847	24%	70,000	4%	90,344	11%	187,500	
LOW	51,500		36,133		25,000		47,500		20,000		20,000	
SAL FAC	0.76		0.79		0.74		0.74		0.81		0.75	
REGION III												
AVG	100,434	245 30	76,258	309 30	60,353	182 28	62,086	28 14	47,183	53 14	78,144	789 30
HIGH	190,310	31%	124,734	39%	85,937	23%	72,000	4%	79,004	7%	190,310	
LOW	59,594		51,967		37,000		45,000		35,000		35,000	
SAL FAC	0.76		0.83		0.75		0.78		0.81		0.78	
REGION IV												
AVG	87,986	144 23	66,826	220 24	59,283	165 25	60,350	30 15	40,376	76 14	66,483	605 25
HIGH	169,125	24%	113,074	36%	123,369	27%	92,000	5%	90,000	13%	169,125	
LOW	34,323		28,108		36,000		36,000		16,000		16,000	
SAL FAC	0.71		0.78		0.78		0.79		0.80		0.73	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0701 Art/Art Studies, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	108,302	661	58	73,433	587	59	59,179	355	61	54,600	50	28	41,547	135	30	81,306	1,738	64
HIGH	187,500	38%		111,464	34%		85,937	20%		70,000	3%		90,344	8%		187,500		
LOW	51,500			37,324			25,000			35,000			16,000			16,000		
SAL FAC	0.84			0.84			0.76			0.72			0.78			0.84		
TENURED/TENURE TRACK																		
AVG	110,517	582	46	74,370	486	46	60,165	270	47	55,935	36	22	48,749	2	1	87,170	1,340	49
HIGH	187,500	43%		111,464	36%		85,937	20%		70,000	3%		90,344	0%		187,500		
LOW	51,500			47,809			25,000			50,000			47,498			25,000		
SAL FAC	0.85			0.85			0.76			0.72			0.84			0.83		
NONTENURE TRACK																		
AVG	83,000	1	1	65,802	2	2	47,454	21	9	44,667	6	5	40,462	109	21	42,267	133	26
HIGH	83,000	1%		68,603	2%		62,730	16%		50,000	5%		90,000	82%		90,000		
LOW	83,000			63,000			35,000			35,000			16,000			16,000		
SAL FAC	0.73			0.71			0.65			0.64			0.75			0.63		
RES UNIV/VERY HIGH ACTVTY																		
AVG	112,222	564	37	76,056	431	36	60,928	251	37	54,788	33	17	41,589	77	14	86,598	1,323	39
HIGH	187,500	43%		111,464	33%		85,937	19%		69,504	3%		90,000	6%		187,500		
LOW	51,500			52,600			25,000			35,000			20,000			20,000		
SAL FAC	0.84			0.84			0.76			0.70			0.76			0.85		
RES UNIV/HIGH ACTIVITY																		
AVG	85,508	97	21	66,188	156	23	54,958	104	24	54,236	17	11	41,490	58	16	64,438	415	25
HIGH	146,145	23%		107,500	38%		75,667	25%		70,000	4%		90,344	14%		146,145		
LOW	53,061			37,324			34,579			42,016			16,000			16,000		
SAL FAC	0.78			0.82			0.77			0.75			0.83			0.78		
REGION I																		
AVG	119,002	387	20	80,384	207	18	63,446	117	18	53,669	9	5	42,412	12	6	97,684	723	20
HIGH	141,523	54%		94,433	29%		80,018	16%		69,504	1%		65,373	2%		141,523		
LOW	60,362			47,809			35,000			35,000			29,286			29,286		
SAL FAC	0.90			0.93			0.81			0.76			0.84			0.97		
REGION II																		
AVG	93,510	100	13	67,599	143	14	54,824	81	14	54,421	19	10	40,724	50	8	68,167	374	14
HIGH	187,500	27%		111,464	38%		75,667	22%		70,000	5%		90,344	13%		187,500		
LOW	51,500			37,324			25,000			47,500			20,000			20,000		
SAL FAC	0.77			0.80			0.73			0.73			0.79			0.74		
REGION III																		
AVG	97,612	100	13	75,937	119	14	62,229	66	13	61,834	6	3	49,084	16	5	78,705	301	14
HIGH	159,016	33%		110,000	40%		85,937	22%		67,667	2%		75,432	5%		159,016		
LOW	70,234			53,868			42,025			50,000			35,228			35,228		
SAL FAC	0.74			0.82			0.77			0.78			0.84			0.78		
REGION IV																		
AVG	86,781	74	12	65,787	118	13	55,358	91	16	52,625	16	10	39,970	57	11	63,237	340	16
HIGH	169,125	22%		101,900	35%		79,216	27%		60,000	5%		90,000	17%		169,125		
LOW	63,293			54,478			37,316			37,316			16,000			16,000		
SAL FAC	0.70			0.77			0.73			0.69			0.79			0.69		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0702 Fine/Studio Arts, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	94,464	118	23	69,907	169	22	58,128	125	23	61,659	22	11	44,413	29	12	71,463	441	26
HIGH	175,421	27%		124,734	38%		98,140	28%		90,000	5%		79,004	7%		175,421		
LOW	59,854			28,108			27,198			36,000			32,900			27,198		
SAL FAC	0.74			0.80			0.75			0.81			0.83			0.74		
TENURED/TENURE TRACK																		
AVG	94,158	62	13	71,399	98	13	56,898	59	14	60,100	10	5	45,453	2	1	73,678	221	16
HIGH	145,073	28%		124,734	44%		72,698	27%		72,000	5%		48,375	1%		145,073		
LOW	59,854			36,133			37,000			50,000			42,530			36,133		
SAL FAC	0.72			0.81			0.72			0.77			0.79			0.71		
NONTENURE TRACK																		
AVG							45,565	4	2				44,289	21	8	44,493	25	9
HIGH							52,530	16%					79,004	84%		79,004		
LOW							27,198						32,900			27,198		
SAL FAC							0.62						0.83			0.66		
RES UNIV/VERY HIGH ACTVTY																		
AVG	95,958	92	16	70,797	146	15	59,405	103	17	63,447	19	9	46,115	22	9	72,445	363	17
HIGH	175,421	25%		124,734	40%		98,140	28%		90,000	5%		79,004	6%		175,421		
LOW	60,271			28,108			36,000			36,000			32,900			28,108		
SAL FAC	0.72			0.78			0.74			0.81			0.84			0.71		
RES UNIV/HIGH ACTIVITY																		
AVG	89,180	26	7	64,875	21	6	52,262	18	5	50,333	3	2	39,067	7	3	67,989	72	8
HIGH	114,704	36%		82,444	29%		72,698	25%		51,000	4%		40,786	10%		114,704		
LOW	59,854			52,400			27,198			50,000			35,000			27,198		
SAL FAC	0.82			0.80			0.73			0.69			0.78			0.83		
DOCTORAL RES UNIV																		
AVG				57,783	2	1	51,640	4	1							53,688	6	1
HIGH				59,469	33%		52,530	67%								59,469		
LOW				56,097			50,000									50,000		
SAL FAC				0.71			0.76									0.67		
REGION I																		
AVG	86,103	5	2	64,516	20	2	55,639	12	4	58,000	1	1	41,415	4	2	62,297	41	4
HIGH	108,774	12%		87,110	49%		60,187	29%		58,000	2%		44,658	10%		108,774		
LOW	60,271			52,583			50,000			58,000			37,000			58,000		
SAL FAC	0.65			0.74			0.71			0.82			0.82			0.62		
REGION II																		
AVG	89,120	47	7	66,265	46	6	56,266	47	7	56,000	4	3	46,835	7	3	69,450	147	7
HIGH	175,421	32%		98,368	31%		75,847	32%		65,000	3%		59,833	5%		175,421		
LOW	59,854			36,133			27,198			50,000			40,000			27,198		
SAL FAC	0.73			0.78			0.75			0.76			0.91			0.76		
REGION III																		
AVG	105,704	36	7	77,383	58	7	58,816	39	5	64,667	9	2	48,829	11	5	77,254	144	7
HIGH	145,450	25%		124,734	40%		72,000	27%		72,000	6%		79,004	8%		145,450		
LOW	75,000			62,289			37,000			59,000			35,000			35,000		
SAL FAC	0.80			0.84			0.73			0.81			0.83			0.77		
REGION IV																		
AVG	90,744	30	7	66,389	45	7	61,480	27	7	61,563	8	5	36,767	7	2	69,974	109	8
HIGH	160,000	28%		94,808	41%		98,140	25%		90,000	7%		40,786	6%		160,000		
LOW	63,270			28,108			36,000			36,000			32,900			28,108		
SAL FAC	0.73			0.77			0.81			0.81			0.73			0.77		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0703 Art History, Criticism and Conservation

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	105,549	90 19	75,877	95 21	63,780	63 21	62,214	14 10	44,985	9 5	82,221	257 26
HIGH	190,310	35%	113,074	37%	114,520	25%	90,000	5%	62,000	4%	190,310	
LOW	34,323		56,357		45,000		45,000		36,132		34,323	
SAL FAC	0.82		0.86		0.82		0.82		0.84		0.85	
TENURED/TENURE TRACK												
AVG	105,094	66 12	73,058	67 14	62,270	37 15	63,429	7 5			83,147	170 16
HIGH	171,496	39%	107,956	39%	76,275	22%	67,500	4%			171,496	
LOW	69,738		58,511		45,000		57,000				45,000	
SAL FAC	0.81		0.83		0.78		0.81				0.80	
NONTENURE TRACK												
AVG					46,500	4 3	45,000	3 2	44,358	8 4	45,072	12 7
HIGH					51,000	33%	45,000	25%	62,000	67%	62,000	
LOW					45,000		45,000		36,132		36,132	
SAL FAC					0.63		0.64		0.83		0.67	
RES UNIV/VERY HIGH ACTVTY												
AVG	106,065	86 17	76,178	90 17	64,906	57 17	62,923	13 9	46,513	7 3	83,345	240 18
HIGH	190,310	36%	113,074	38%	114,520	24%	90,000	5%	62,000	3%	190,310	
LOW	34,323		56,357		45,000		45,000		36,818		34,323	
SAL FAC	0.79		0.84		0.81		0.81		0.85		0.82	
RES UNIV/HIGH ACTIVITY												
AVG	94,450	4 2	70,461	5 4	53,086	6 4	53,000	1 1	39,639	2 2	66,347	17 8
HIGH	102,520	24%	73,256	29%	54,722	35%	53,000	6%	43,146	12%	102,520	
LOW	77,580		57,049		51,704		53,000		36,132		36,132	
SAL FAC	0.86		0.87		0.74		0.73		0.79		0.81	
REGION I												
AVG	103,100	2 1	68,449	6 3	53,611	7 3	45,000	2 1			66,145	15 3
HIGH	116,199	13%	79,714	40%	60,903	47%	45,000	13%			116,199	
LOW	90,000		59,137		45,000		45,000				45,000	
SAL FAC	0.78		0.79		0.68		0.64				0.65	
REGION II												
AVG	102,050	12 2	68,833	10 3	54,352	2 2	57,000	1 1	43,146	1 1	82,591	25 4
HIGH	171,496	48%	78,958	40%	57,000	8%	57,000	4%	43,146	4%	171,496	
LOW	69,738		62,069		51,704		57,000		43,146		43,146	
SAL FAC	0.84		0.81		0.73		0.77		0.84		0.90	
REGION III												
AVG	109,517	54 11	80,214	48 10	64,298	29 10	61,714	7 5	47,838	4 1	87,557	135 12
HIGH	190,310	40%	112,525	36%	80,032	22%	67,500	5%	62,000	3%	190,310	
LOW	76,356		57,049		45,000		45,000		36,818		36,818	
SAL FAC	0.83		0.87		0.80		0.78		0.82		0.87	
REGION IV												
AVG	97,941	22 5	72,870	31 5	66,781	25 6	73,000	4 3	42,592	4 3	76,263	82 7
HIGH	169,047	27%	113,074	38%	114,520	31%	90,000	5%	50,000	5%	169,047	
LOW	34,323		56,357		51,000		53,000		36,132		34,323	
SAL FAC	0.79		0.85		0.88		0.96		0.84		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0705 Drawing

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	91,350	1 1	70,601	4 3	56,050	1 1			50,000	1 1	68,543	7 3
HIGH	91,350	14%	76,570	57%	56,050	14%			50,000	14%	91,350	
LOW	91,350		64,560		56,050				50,000		50,000	
SAL FAC	0.71		0.80		0.72				0.94		0.71	
TENURED/TENURE TRACK												
AVG			64,692	2 2	56,050	1 1					61,811	3 2
HIGH			64,824	67%	56,050	33%					64,824	
LOW			64,560		56,050						56,050	
SAL FAC			0.74		0.71						0.59	
NONTENURE TRACK												
AVG									50,000	1 1	50,000	1 1
HIGH									50,000	100%	50,000	
LOW									50,000		50,000	
SAL FAC									0.93		0.75	
RES UNIV/HIGH ACTIVITY												
AVG	91,350	1 1	70,601	4 3	56,050	1 1			50,000	1 1	68,543	7 3
HIGH	91,350	14%	76,570	57%	56,050	14%			50,000	14%	91,350	
LOW	91,350		64,560		56,050				50,000		50,000	
SAL FAC	0.84		0.87		0.78				1.00		0.83	
REGION I												
AVG			64,560	1 1							64,560	1 1
HIGH			64,560	100%							64,560	
LOW			64,560								64,560	
SAL FAC			0.74								0.64	
REGION II												
AVG			64,824	1 1	56,050	1 1			50,000	1 1	56,958	3 1
HIGH			64,824	33%	56,050	33%			50,000	33%	64,824	
LOW			64,824		56,050				50,000		50,000	
SAL FAC			0.77		0.75				0.97		0.62	
REGION III												
AVG	91,350	1 1	76,510	2 1							81,457	3 1
HIGH	91,350	33%	76,570	67%							91,350	
LOW	91,350		76,450								76,450	
SAL FAC	0.69		0.83								0.81	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0708 Painting

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	82,558	4 2	66,316	9 3	96,831	4 1	92,000	2 1	35,000	1 1	74,966	18 4
HIGH	102,440	22%	90,000	50%	123,369	22%	92,000	11%	35,000	6%	123,369	
LOW	55,922		52,655		79,954		92,000		35,000		35,000	
SAL FAC	0.64		0.76		1.25		1.21		0.66		0.78	
TENURED/TENURE TRACK												
AVG			59,301	3 2							59,301	3 2
HIGH			70,330	100%							70,330	
LOW			52,655								52,655	
SAL FAC			0.67								0.57	
RES UNIV/VERY HIGH ACTVTY												
AVG	63,721	2 1	65,814	8 2	96,831	4 1	92,000	2 1	35,000	1 1	71,752	15 2
HIGH	71,519	13%	90,000	53%	123,369	27%	92,000	13%	35,000	7%	123,369	
LOW	55,922		52,655		79,954		92,000		35,000		35,000	
SAL FAC	0.48		0.72		1.21		1.18		0.64		0.70	
RES UNIV/HIGH ACTIVITY												
AVG	101,395	2 1	70,330	1 1							91,040	3 2
HIGH	102,440	67%	70,330	33%							102,440	
LOW	100,350		70,330								70,330	
SAL FAC	0.93		0.87								1.10	
REGION I												
AVG			59,301	3 2							59,301	3 2
HIGH			70,330	100%							70,330	
LOW			52,655								52,655	
SAL FAC			0.68								0.59	
REGION III												
AVG	101,395	2 1									101,395	2 1
HIGH	102,440	100%									102,440	
LOW	100,350										100,350	
SAL FAC	0.76										1.01	
REGION IV												
AVG	63,721	2 1	69,823	6 1	96,831	4 1	92,000	2 1	35,000	1 1	74,516	13 1
HIGH	71,519	15%	90,000	46%	123,369	31%	92,000	15%	35,000	8%	123,369	
LOW	55,922		58,259		79,954		92,000		35,000		35,000	
SAL FAC	0.51		0.81		1.28		1.21		0.69		0.82	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0709 Sculpture

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	94,668	2	1	70,224	3	2	59,550	3	2	48,000	1	1	35,909	3	1	62,399	11	3
HIGH	98,727	18%		74,292	27%		69,000	27%		48,000	9%		40,000	27%		98,727		
LOW	90,609			66,831			48,000			48,000			32,727			32,727		
SAL FAC	0.74			0.80			0.77			0.63			0.67			0.65		
TENURED/TENURE TRACK																		
AVG				74,292	1	1	48,000	1	1	48,000	1	1				61,146	2	2
HIGH				74,292	50%		48,000	50%		48,000	50%					74,292		
LOW				74,292			48,000			48,000						48,000		
SAL FAC				0.84			0.60			0.61						0.59		
RES UNIV/VERY HIGH ACTVTY																		
AVG	94,668	2	1	68,190	2	1	59,550	3	2	48,000	1	1	35,909	3	1	61,209	10	2
HIGH	98,727	20%		69,550	20%		69,000	30%		48,000	10%		40,000	30%		98,727		
LOW	90,609			66,831			48,000			48,000			32,727			32,727		
SAL FAC	0.71			0.75			0.74			0.62			0.65			0.60		
RES UNIV/HIGH ACTIVITY																		
AVG				74,292	1	1										74,292	1	1
HIGH				74,292	100%											74,292		
LOW				74,292												74,292		
SAL FAC				0.92												0.90		
REGION I																		
AVG				74,292	1	1	48,000	1	1	48,000	1	1				61,146	2	2
HIGH				74,292	50%		48,000	50%		48,000	50%					74,292		
LOW				74,292			48,000			48,000						48,000		
SAL FAC				0.86			0.61			0.68						0.60		
REGION IV																		
AVG	94,668	2	1	68,190	2	1	65,325	2	1				35,909	3	1	62,677	9	1
HIGH	98,727	22%		69,550	22%		69,000	22%					40,000	33%		98,727		
LOW	90,609			66,831			61,650						32,727			32,727		
SAL FAC	0.76			0.80			0.86						0.71			0.69		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0710 Printmaking

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	79,969	1 1	69,652	2 2	52,980	1 1					68,063	4 3
HIGH	79,969	25%	84,538	50%	52,980	25%					84,538	
LOW	79,969		54,765		52,980						52,980	
SAL FAC	0.62		0.79		0.68						0.71	
TENURED/TENURE TRACK												
AVG			54,765	1 1							54,765	1 1
HIGH			54,765	100%							54,765	
LOW			54,765								54,765	
SAL FAC			0.62								0.52	
RES UNIV/VERY HIGH ACTVTY												
AVG	79,969	1 1	69,652	2 2							73,091	3 2
HIGH	79,969	33%	84,538	67%							84,538	
LOW	79,969		54,765								54,765	
SAL FAC	0.60		0.77								0.72	
RES UNIV/HIGH ACTIVITY												
AVG					52,980	1 1					52,980	1 1
HIGH					52,980	100%					52,980	
LOW					52,980						52,980	
SAL FAC					0.74						0.64	
REGION I												
AVG			54,765	1 1							54,765	1 1
HIGH			54,765	100%							54,765	
LOW			54,765								54,765	
SAL FAC			0.63								0.54	
REGION IV												
AVG	79,969	1 1	84,538	1 1	52,980	1 1					72,496	3 2
HIGH	79,969	33%	84,538	33%	52,980	33%					84,538	
LOW	79,969		84,538		52,980						52,980	
SAL FAC	0.64		0.99		0.70						0.80	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0711 Ceramic Arts and Ceramics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	83,945	1 1	93,710	1 1	49,703	2 1					69,265	4 3
HIGH	83,945	25%	93,710	25%	52,361	50%					93,710	
LOW	83,945		93,710		47,044						47,044	
SAL FAC	0.65		1.07		0.64						0.72	
TENURED/TENURE TRACK												
AVG	83,945	1 1			49,703	2 1					61,117	3 2
HIGH	83,945	33%			52,361	67%					83,945	
LOW	83,945				47,044						47,044	
SAL FAC	0.65				0.63						0.58	
RES UNIV/VERY HIGH ACTVTY												
AVG					49,703	2 1					49,703	2 1
HIGH					52,361	100%					52,361	
LOW					47,044						47,044	
SAL FAC					0.62						0.49	
RES UNIV/HIGH ACTIVITY												
AVG	83,945	1 1	93,710	1 1							88,828	2 2
HIGH	83,945	50%	93,710	50%							93,710	
LOW	83,945		93,710								83,945	
SAL FAC	0.77		1.16								1.08	
REGION I												
AVG	83,945	1 1			49,703	2 1					61,117	3 2
HIGH	83,945	33%			52,361	67%					83,945	
LOW	83,945				47,044						47,044	
SAL FAC	0.64				0.63						0.60	
REGION III												
AVG			93,710	1 1							93,710	1 1
HIGH			93,710	100%							93,710	
LOW			93,710								93,710	
SAL FAC			1.02								0.93	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.09 Music

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	93,076	1,147	95	67,637	1,146	95	56,404	681	94	55,822	107	59	45,502	302	61	72,168	3,276	97
HIGH	237,547	35%		161,775	35%		102,100	21%		82,000	3%		95,933	9%		237,547		
LOW	55,594			26,309			25,755			30,054			11,910			11,910		
SAL FAC	0.73			0.77			0.73			0.73			0.85			0.75		
TENURED/TENURE TRACK																		
AVG	94,133	852	70	67,822	810	70	56,812	456	70	56,437	71	43	57,514	14	3	75,914	2,132	71
HIGH	237,547	40%		161,775	38%		102,100	21%		75,000	3%		92,713	1%		237,547		
LOW	55,594			42,700			25,755			48,000			38,067			25,755		
SAL FAC	0.72			0.77			0.72			0.72			0.99			0.73		
NONTENURE TRACK																		
AVG	100,812	3	3	71,674	16	11	46,982	52	24	51,322	12	9	44,871	244	45	47,113	315	50
HIGH	105,500	1%		121,091	5%		82,000	17%		82,000	4%		95,933	78%		121,091		
LOW	95,365			50,000			28,064			30,054			11,910			11,910		
SAL FAC	0.89			0.78			0.64			0.73			0.84			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	96,622	780	51	70,094	706	51	58,435	423	52	57,762	66	32	45,855	178	32	75,579	2,087	52
HIGH	237,547	37%		161,775	34%		102,100	20%		75,000	3%		95,933	9%		237,547		
LOW	55,594			42,700			33,744			38,455			11,910			11,910		
SAL FAC	0.72			0.77			0.73			0.74			0.83			0.74		
RES UNIV/HIGH ACTIVITY																		
AVG	85,595	342	41	63,253	409	41	52,929	237	39	52,836	37	24	44,679	116	27	66,006	1,104	42
HIGH	160,524	31%		110,784	37%		82,000	22%		82,000	3%		71,233	11%		160,524		
LOW	56,202			26,309			25,755			30,054			21,119			21,119		
SAL FAC	0.78			0.78			0.74			0.73			0.89			0.80		
DOCTORAL RES UNIV																		
AVG	84,783	25	3	69,530	31	3	54,708	21	3	51,440	4	3	49,575	8	2	68,476	85	3
HIGH	110,038	29%		100,226	37%		79,463	25%		55,261	5%		52,899	9%		110,038		
LOW	66,691			53,520			45,000			45,000			42,545			42,545		
SAL FAC	0.80			0.85			0.80			0.73			0.90			0.85		
REGION I																		
AVG	82,652	157	20	62,187	164	19	51,869	106	20	48,608	10	8	46,617	39	11	65,432	466	20
HIGH	144,307	34%		86,847	35%		73,128	23%		54,018	2%		67,902	8%		144,307		
LOW	56,202			46,312			30,054			30,054			32,869			30,054		
SAL FAC	0.63			0.72			0.66			0.69			0.93			0.65		
REGION II																		
AVG	90,388	303	22	66,012	330	22	54,409	199	22	55,812	34	17	41,357	102	13	68,755	934	22
HIGH	192,307	32%		135,007	35%		88,580	21%		82,000	4%		66,462	11%		192,307		
LOW	55,594			26,309			25,755			35,510			19,358			19,358		
SAL FAC	0.74			0.78			0.73			0.75			0.80			0.75		
REGION III																		
AVG	100,918	430	29	73,907	357	29	61,934	194	27	58,605	26	16	51,833	92	18	80,674	1,073	30
HIGH	237,547	40%		161,775	33%		102,100	18%		72,000	2%		95,933	9%		237,547		
LOW	60,307			42,700			28,064			46,790			25,200			25,200		
SAL FAC	0.76			0.80			0.77			0.74			0.89			0.80		
REGION IV																		
AVG	89,493	257	24	64,899	295	25	55,333	182	25	55,826	37	18	42,558	69	19	68,682	803	25
HIGH	180,399	32%		121,091	37%		79,981	23%		75,000	5%		72,411	9%		180,399		
LOW	62,224			47,235			43,000			43,000			11,910			11,910		
SAL FAC	0.72			0.76			0.73			0.74			0.84			0.75		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0901 Music, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	92,974	879	75	67,728	832	72	56,949	505	73	56,173	75	42	44,899	214	44	72,610	2,430	76
HIGH	237,547	36%		161,775	34%		102,100	21%		82,000	3%		95,933	9%		237,547		
LOW	56,202			26,309			25,755			30,054			19,358			19,358		
SAL FAC	0.73			0.77			0.73			0.74			0.84			0.75		
TENURED/TENURE TRACK																		
AVG	94,233	642	52	67,847	555	51	57,140	323	51	56,198	47	30	52,454	7	2	76,605	1,527	52
HIGH	237,547	42%		161,775	36%		102,100	21%		70,000	3%		66,514	1%		237,547		
LOW	57,602			44,125			25,755			48,000			44,404			25,755		
SAL FAC	0.73			0.77			0.72			0.72			0.91			0.73		
NONTENURE TRACK																		
AVG	100,812	3	3	74,072	14	9	47,581	42	20	52,786	10	7	44,779	172	31	47,792	231	35
HIGH	105,500	1%		121,091	6%		82,000	18%		82,000	4%		95,933	75%		121,091		
LOW	95,365			50,000			30,054			30,054			19,358			19,358		
SAL FAC	0.89			0.80			0.65			0.75			0.83			0.71		
RES UNIV/VERY HIGH ACTVTY																		
AVG	96,596	630	42	70,094	576	42	58,904	333	43	57,780	52	25	45,560	129	24	75,972	1,668	43
HIGH	237,547	38%		161,775	35%		102,100	20%		72,000	3%		95,933	8%		237,547		
LOW	56,252			44,125			33,744			38,455			19,358			19,358		
SAL FAC	0.72			0.77			0.73			0.74			0.83			0.75		
RES UNIV/HIGH ACTIVITY																		
AVG	83,809	249	33	62,404	256	30	53,165	172	30	52,540	23	17	43,895	85	20	65,249	762	33
HIGH	160,524	33%		110,784	34%		82,000	23%		82,000	3%		71,233	11%		160,524		
LOW	56,202			26,309			25,755			30,054			21,119			21,119		
SAL FAC	0.77			0.77			0.74			0.72			0.88			0.79		
REGION I																		
AVG	81,000	140	16	61,446	141	15	51,443	88	16	49,231	9	7	47,037	26	7	65,199	395	16
HIGH	126,374	35%		86,847	36%		73,128	22%		54,018	2%		67,902	7%		126,374		
LOW	56,202			46,312			30,054			30,054			32,869			30,054		
SAL FAC	0.62			0.71			0.66			0.69			0.93			0.64		
REGION II																		
AVG	90,014	255	19	65,329	253	18	54,157	159	19	55,893	27	14	39,440	74	10	68,841	741	19
HIGH	192,307	34%		135,007	34%		88,580	22%		82,000	4%		66,462	10%		192,307		
LOW	59,979			26,309			25,755			38,455			19,358			19,358		
SAL FAC	0.74			0.77			0.73			0.75			0.77			0.75		
REGION III																		
AVG	103,369	292	22	76,405	242	21	65,423	136	20	60,753	15	10	52,550	67	13	82,893	737	23
HIGH	237,547	40%		161,775	33%		102,100	19%		72,000	2%		95,933	9%		237,547		
LOW	60,307			44,125			42,700			46,790			25,200			25,200		
SAL FAC	0.78			0.83			0.81			0.76			0.90			0.82		
REGION IV																		
AVG	89,827	192	18	64,629	196	18	55,113	122	18	56,230	24	11	41,404	47	14	69,271	557	18
HIGH	180,399	35%		121,091	35%		70,000	22%		66,000	4%		72,411	8%		180,399		
LOW	62,612			47,235			43,000			43,000			27,500			27,500		
SAL FAC	0.72			0.75			0.73			0.74			0.82			0.76		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0902 Music History, Literature, and Theory

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	88,424	29	6	64,999	23	4	51,590	20	3	50,738	5	3	42,006	7	2	68,166	79	7
HIGH	133,030	37%		81,890	29%		63,329	25%		56,182	6%		60,199	9%		133,030		
LOW	68,321			51,537			35,510			35,510			11,910			11,910		
SAL FAC	0.69			0.74			0.67			0.67			0.79			0.71		
TENURED/TENURE TRACK																		
AVG	86,612	22	4	65,161	15	2	55,258	14	1	54,000	3	1				71,696	51	4
HIGH	133,030	43%		77,618	29%		63,329	28%		54,000	6%					133,030		
LOW	68,321			52,067			53,598			54,000						52,067		
SAL FAC	0.67			0.74			0.70			0.69						0.69		
NONTENURE TRACK																		
AVG				51,770	1	1							42,006	7	2	43,227	8	2
HIGH				51,770	13%								60,199	88%		60,199		
LOW				51,770									11,910			11,910		
SAL FAC				0.56									0.78			0.64		
RES UNIV/VERY HIGH ACTVTY																		
AVG	86,356	23	4	63,711	15	1	55,320	15	2	54,546	4	2	31,836	4	1	68,403	57	4
HIGH	133,030	40%		77,618	26%		63,329	26%		56,182	7%		52,171	7%		133,030		
LOW	68,321			51,770			53,598			54,000			11,910			11,910		
SAL FAC	0.65			0.70			0.69			0.70			0.58			0.67		
RES UNIV/HIGH ACTIVITY																		
AVG	96,351	6	2	67,413	8	3	40,402	5	1	35,510	1	1	55,566	3	1	67,551	22	3
HIGH	120,772	27%		81,890	36%		47,705	23%		35,510	5%		60,199	14%		120,772		
LOW	74,920			51,537			35,510			35,510			50,000			35,510		
SAL FAC	0.88			0.83			0.56			0.49			1.11			0.82		
REGION I																		
AVG	74,918	1	1													74,918	1	1
HIGH	74,918	100%														74,918		
LOW	74,918															74,918		
SAL FAC	0.57															0.74		
REGION II																		
AVG	96,351	6	2	60,412	5	2	40,402	5	1	35,510	1	1	55,566	3	1	65,730	19	2
HIGH	120,772	32%		73,518	26%		47,705	26%		35,510	5%		60,199	16%		120,772		
LOW	74,920			51,537			35,510			35,510			50,000			35,510		
SAL FAC	0.79			0.71			0.54			0.48			1.08			0.72		
REGION III																		
AVG	86,144	6	1	79,080	3	1										83,789	9	2
HIGH	106,643	67%		81,890	33%											106,643		
LOW	76,069			76,730												76,069		
SAL FAC	0.65			0.86												0.83		
REGION IV																		
AVG	87,151	16	2	63,711	15	1	55,320	15	2	54,546	4	2	31,836	4	1	66,144	50	2
HIGH	133,030	32%		77,618	30%		63,329	30%		56,182	8%		52,171	8%		133,030		
LOW	68,321			51,770			53,598			54,000			11,910			11,910		
SAL FAC	0.70			0.74			0.73			0.72			0.63			0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0903 Music Performance, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	=====			=====			=====			=====			=====			=====		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	95,852	113	13	69,432	124	14	57,085	65	12	55,899	12	8	45,697	37	10	73,281	339	15
HIGH	166,756	33%		99,391	37%		79,981	19%		65,000	4%		70,008	11%		166,756		
LOW	55,594			42,700			34,688			45,000			33,000			33,000		
SAL FAC	0.75			0.79			0.74			0.74			0.86			0.76		
TENURED/TENURE TRACK																		
AVG	95,866	82	8	69,946	100	10	58,562	45	9	57,079	10	7	51,639	3	1	76,721	230	10
HIGH	166,756	36%		99,391	44%		79,463	20%		65,000	4%		70,008	1%		166,756		
LOW	55,594			42,700			45,841			53,000			38,067			38,067		
SAL FAC	0.74			0.79			0.74			0.73			0.89			0.73		
NONTENURE TRACK																		
AVG				58,009	1	1	45,188	5	2	45,000	1	1	44,714	32	7	45,127	38	8
HIGH				58,009	3%		62,451	13%		45,000	3%		66,115	84%		66,115		
LOW				58,009			34,688			45,000			33,000			33,000		
SAL FAC				0.63			0.62			0.64			0.83			0.67		
RES UNIV/VERY HIGH ACTVTY																		
AVG	96,743	91	7	71,240	80	8	58,322	47	7	58,218	7	4	45,279	30	6	75,009	248	8
HIGH	166,756	37%		99,391	32%		79,981	19%		65,000	3%		70,008	12%		166,756		
LOW	55,594			42,700			34,688			53,000			33,000			33,000		
SAL FAC	0.72			0.78			0.73			0.75			0.82			0.74		
RES UNIV/HIGH ACTIVITY																		
AVG	94,905	19	5	67,213	39	5	53,466	9	4	54,333	3	3	47,487	7	4	70,785	74	6
HIGH	126,310	26%		92,000	53%		56,310	12%		55,000	4%		60,718	10%		126,310		
LOW	74,636			53,623			48,960			53,000			35,500			35,500		
SAL FAC	0.87			0.83			0.75			0.75			0.95			0.86		
DOCTORAL RES UNIV																		
AVG	74,829	3	1	57,825	5	1	54,242	9	1	50,131	2	1				58,929	17	1
HIGH	78,750	18%		61,709	29%		79,463	53%		55,261	12%					79,463		
LOW	71,614			53,520			45,000			45,000						45,000		
SAL FAC	0.70			0.71			0.79			0.71						0.73		
REGION I																		
AVG	87,729	3	2	62,397	4	2	50,822	3	2				43,500	2	2	62,687	12	2
HIGH	104,528	25%		68,726	33%		54,152	25%					50,000	17%		104,528		
LOW	75,422			54,784			45,841						37,000			37,000		
SAL FAC	0.67			0.72			0.65						0.86			0.62		
REGION II																		
AVG	90,472	33	4	72,706	50	4	59,937	25	4	58,833	6	4	44,519	22	4	69,990	130	4
HIGH	155,124	25%		92,160	39%		69,074	19%		65,000	5%		58,752	17%		155,124		
LOW	55,594			53,623			34,688			53,000			33,000			33,000		
SAL FAC	0.74			0.86			0.80			0.79			0.86			0.76		
REGION III																		
AVG	102,893	46	3	75,645	15	2	54,892	4	1	54,528	1	1	51,639	3	1	91,798	68	3
HIGH	166,756	68%		99,391	22%		55,109	6%		54,528	2%		70,008	4%		166,756		
LOW	73,665			42,700			54,528			54,528			38,067			38,067		
SAL FAC	0.78			0.82			0.68			0.69			0.88			0.91		
REGION IV																		
AVG	91,917	31	4	65,274	55	6	55,759	33	5	52,652	5	3	46,944	10	3	67,821	129	6
HIGH	140,098	24%		85,704	43%		79,981	26%		55,261	4%		66,115	8%		140,098		
LOW	70,684			52,495			45,000			45,000			34,853			34,853		
SAL FAC	0.74			0.76			0.74			0.69			0.93			0.74		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0904 Music Theory and Composition

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	93,796	12	4	64,946	18	4	52,648	10	4	53,500	2	1	50,572	5	3	68,309	45	7
HIGH	110,013	27%		100,258	40%		58,506	22%		54,000	4%		53,750	11%		110,013		
LOW	78,743			54,239			42,700			53,000			49,110			42,700		
SAL FAC	0.73			0.74			0.68			0.70			0.95			0.71		
TENURED/TENURE TRACK																		
AVG	92,323	8	2	64,462	17	3	52,002	7	3							68,702	32	4
HIGH	110,013	25%		100,258	53%		58,506	22%								110,013		
LOW	78,743			54,239			42,700									42,700		
SAL FAC	0.71			0.73			0.66									0.66		
NONTENURE TRACK																		
AVG													50,572	5	3	50,572	5	3
HIGH													53,750	100%		53,750		
LOW													49,110			49,110		
SAL FAC													0.94			0.75		
RES UNIV/VERY HIGH ACTVTY																		
AVG	95,632	7	2	68,775	7	1	51,921	8	2	53,500	2	1	49,110	1	1	70,232	23	3
HIGH	110,013	30%		100,258	30%		58,506	35%		54,000	9%		49,110	4%		110,013		
LOW	78,743			56,760			42,700			53,000			49,110			42,700		
SAL FAC	0.72			0.76			0.65			0.69			0.89			0.69		
RES UNIV/HIGH ACTIVITY																		
AVG	91,225	5	2	62,509	11	3	55,557	2	2				50,938	4	2	66,300	22	4
HIGH	100,060	23%		73,170	50%		56,100	9%					53,750	18%		100,060		
LOW	81,835			54,239			55,014						50,000			50,000		
SAL FAC	0.84			0.77			0.78						1.02			0.80		
REGION I																		
AVG							55,014	1	1				49,110	1	1	52,062	2	2
HIGH							55,014	50%					49,110	50%		55,014		
LOW							55,014						49,110			49,110		
SAL FAC							0.70						0.98			0.51		
REGION II																		
AVG	87,049	3	1	66,195	1	1	56,100	1	1				51,250	3	1	67,149	8	1
HIGH	93,514	38%		66,195	13%		56,100	13%					53,750	38%		93,514		
LOW	81,835			66,195			56,100						50,000			50,000		
SAL FAC	0.71			0.78			0.75						0.99			0.73		
REGION III																		
AVG	96,059	7	2	69,324	8	2	50,580	5	1							73,996	20	2
HIGH	110,013	35%		100,258	40%		58,506	25%								110,013		
LOW	78,743			56,760			42,700									42,700		
SAL FAC	0.72			0.75			0.63									0.73		
REGION IV																		
AVG	95,995	2	1	60,915	9	1	54,156	3	1	53,500	2	1	50,000	1	1	63,513	15	2
HIGH	109,125	13%		69,170	60%		55,469	20%		54,000	13%		50,000	7%		109,125		
LOW	82,864			54,239			53,000			53,000			50,000			50,000		
SAL FAC	0.77			0.71			0.72			0.70			0.99			0.70		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0905 Musicology and Ethnomusicology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	105,341	3 1	70,199	5 2	48,992	4 2					71,915	12 3
HIGH	112,005	25%	88,006	42%	56,623	33%					112,005	
LOW	94,017		60,000		42,700						42,700	
SAL FAC	0.82		0.80		0.63						0.75	
TENURED/TENURE TRACK												
AVG	105,341	3 1	70,199	5 2	48,992	4 2					71,915	12 3
HIGH	112,005	25%	88,006	42%	56,623	33%					112,005	
LOW	94,017		60,000		42,700						42,700	
SAL FAC	0.81		0.80		0.62						0.69	
RES UNIV/VERY HIGH ACTVTY												
AVG	105,341	3 1	72,344	4 1	48,992	4 2					72,851	11 2
HIGH	112,005	27%	88,006	36%	56,623	36%					112,005	
LOW	94,017		60,000		42,700						42,700	
SAL FAC	0.79		0.80		0.61						0.71	
RES UNIV/HIGH ACTIVITY												
AVG			61,620	1 1							61,620	1 1
HIGH			61,620	100%							61,620	
LOW			61,620								61,620	
SAL FAC			0.76								0.75	
REGION II												
AVG			61,620	1 1							61,620	1 1
HIGH			61,620	100%							61,620	
LOW			61,620								61,620	
SAL FAC			0.73								0.67	
REGION III												
AVG	105,341	3 1	72,344	4 1	50,788	3 1					75,776	10 1
HIGH	112,005	30%	88,006	40%	56,623	30%					112,005	
LOW	94,017		60,000		42,700						42,700	
SAL FAC	0.79		0.79		0.63						0.75	
REGION IV												
AVG					43,602	1 1					43,602	1 1
HIGH					43,602	100%					43,602	
LOW					43,602						43,602	
SAL FAC					0.58						0.48	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0906 Conducting

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	123,482	2	1	59,727	2	2	49,269	2	1						77,493	6	3	
HIGH	124,241	33%		65,303	33%		51,375	33%							124,241			
LOW	122,722			54,150			47,162								47,162			
SAL FAC	0.96			0.68			0.64								0.80			
TENURED/TENURE TRACK																		
AVG	123,482	2	1	59,727	2	2	49,269	2	1						77,493	6	3	
HIGH	124,241	33%		65,303	33%		51,375	33%							124,241			
LOW	122,722			54,150			47,162								47,162			
SAL FAC	0.95			0.68			0.62								0.74			
RES UNIV/VERY HIGH ACTVTY																		
AVG	123,482	2	1	59,727	2	2	49,269	2	1						77,493	6	3	
HIGH	124,241	33%		65,303	33%		51,375	33%							124,241			
LOW	122,722			54,150			47,162								47,162			
SAL FAC	0.92			0.66			0.61								0.76			
REGION I																		
AVG				54,150	1	1	49,269	2	1						50,896	3	1	
HIGH				54,150	33%		51,375	67%							54,150			
LOW				54,150			47,162								47,162			
SAL FAC				0.62			0.63								0.50			
REGION III																		
AVG	123,482	2	1												123,482	2	1	
HIGH	124,241	100%													124,241			
LOW	122,722														122,722			
SAL FAC	0.93														1.23			
REGION IV																		
AVG				65,303	1	1									65,303	1	1	
HIGH				65,303	100%										65,303			
LOW				65,303											65,303			
SAL FAC				0.76											0.72			

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0907 Keyboard Instruments

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,961	2 1	64,219	3 2					47,383	1 1	77,661	6 3
HIGH	151,761	33%	80,207	50%					47,383	17%	151,761	
LOW	74,160		54,560						47,383		47,383	
SAL FAC	0.88		0.73						0.89		0.81	
TENURED/TENURE TRACK												
AVG			57,890	1 1							57,890	1 1
HIGH			57,890	100%							57,890	
LOW			57,890								57,890	
SAL FAC			0.66								0.55	
NONTENURE TRACK												
AVG									47,383	1 1	47,383	1 1
HIGH									47,383	100%	47,383	
LOW									47,383		47,383	
SAL FAC									0.88		0.71	
RES UNIV/VERY HIGH ACTVTY												
AVG			57,890	1 1							57,890	1 1
HIGH			57,890	100%							57,890	
LOW			57,890								57,890	
SAL FAC			0.64								0.57	
RES UNIV/HIGH ACTIVITY												
AVG	112,961	2 1	67,384	2 1					47,383	1 1	81,615	5 2
HIGH	151,761	40%	80,207	40%					47,383	20%	151,761	
LOW	74,160		54,560						47,383		47,383	
SAL FAC	1.03		0.83						0.95		0.99	
REGION I												
AVG			57,890	1 1					47,383	1 1	52,637	2 2
HIGH			57,890	50%					47,383	50%	57,890	
LOW			57,890						47,383		47,383	
SAL FAC			0.67						0.94		0.52	
REGION II												
AVG	112,961	2 1	67,384	2 1							90,173	4 1
HIGH	151,761	50%	80,207	50%							151,761	
LOW	74,160		54,560								54,560	
SAL FAC	0.93		0.80								0.98	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0908 Voice and Opera

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	103,141	13	3	61,535	10	4	55,182	3	1				77,701	3	1	81,201	29	4
HIGH	139,260	45%		76,897	35%		63,719	10%					92,713	10%		139,260		
LOW	80,025			42,700			46,690						52,275			42,700		
SAL FAC	0.80			0.70			0.71						1.46			0.84		
TENURED/TENURE TRACK																		
AVG	100,767	12	2	63,088	5	3							77,701	3	1	87,887	20	3
HIGH	139,260	60%		76,897	25%								92,713	15%		139,260		
LOW	80,025			42,700									52,275			42,700		
SAL FAC	0.78			0.72									1.34			0.84		
RES UNIV/VERY HIGH ACTVTY																		
AVG	101,909	11	1	62,545	3	1							77,701	3	1	90,690	17	1
HIGH	139,260	65%		76,897	18%								92,713	18%		139,260		
LOW	80,025			42,700									52,275			42,700		
SAL FAC	0.76			0.69									1.41			0.89		
RES UNIV/HIGH ACTIVITY																		
AVG	109,918	2	2	61,103	7	3	55,182	3	1							67,758	12	3
HIGH	131,627	17%		64,240	58%		63,719	25%								131,627		
LOW	88,208			56,346			46,690									46,690		
SAL FAC	1.01			0.76			0.77									0.82		
REGION I																		
AVG	88,208	1	1	63,564	1	1										75,886	2	1
HIGH	88,208	50%		63,564	50%											88,208		
LOW	88,208			63,564												63,564		
SAL FAC	0.67			0.73												0.75		
REGION II																		
AVG	131,627	1	1	60,693	6	2	55,182	3	1							66,133	10	2
HIGH	131,627	10%		64,240	60%		63,719	30%								131,627		
LOW	131,627			56,346			46,690									46,690		
SAL FAC	1.08			0.72			0.74									0.72		
REGION III																		
AVG	101,909	11	1	62,545	3	1							77,701	3	1	90,690	17	1
HIGH	139,260	65%		76,897	18%								92,713	18%		139,260		
LOW	80,025			42,700									52,275			42,700		
SAL FAC	0.77			0.68									1.33			0.90		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.0912 Music Pedagogy

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	89,374	4 2	69,009	4 1	53,847	2 2					74,123	10 4
HIGH	107,506	40%	78,030	40%	55,319	20%					107,506	
LOW	62,224		60,319		52,375						52,375	
SAL FAC	0.70		0.79		0.69						0.77	
TENURED/TENURE TRACK												
AVG	89,374	4 2	69,009	4 1	53,847	2 2					74,123	10 4
HIGH	107,506	40%	78,030	40%	55,319	20%					107,506	
LOW	62,224		60,319		52,375						52,375	
SAL FAC	0.69		0.78		0.68						0.71	
RES UNIV/VERY HIGH ACTVTY												
AVG	89,374	4 2	69,009	4 1	52,375	1 1					76,212	9 3
HIGH	107,506	44%	78,030	44%	52,375	11%					107,506	
LOW	62,224		60,319		52,375						52,375	
SAL FAC	0.67		0.76		0.65						0.75	
RES UNIV/HIGH ACTIVITY												
AVG					55,319	1 1					55,319	1 1
HIGH					55,319	100%					55,319	
LOW					55,319						55,319	
SAL FAC					0.77						0.67	
REGION I												
AVG					53,847	2 2					53,847	2 2
HIGH					55,319	100%					55,319	
LOW					52,375						52,375	
SAL FAC					0.69						0.53	
REGION III												
AVG	98,424	3 1	69,009	4 1							81,615	7 1
HIGH	107,506	43%	78,030	57%							107,506	
LOW	87,767		60,319								60,319	
SAL FAC	0.74		0.75								0.81	
REGION IV												
AVG	62,224	1 1									62,224	1 1
HIGH	62,224	100%									62,224	
LOW	62,224										62,224	
SAL FAC	0.50										0.68	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 50.10 Arts, Entertainment, and Media Management

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			78,579	1 1	54,406	5 2	53,001	2 2	53,891	3 2	56,921	9 3
HIGH			78,579	11%	61,002	56%	61,002	22%	65,979	33%	78,579	
LOW			78,579		45,000		45,000		40,000		40,000	
SAL FAC			0.90		0.70		0.70		1.01		0.59	
TENURED/TENURE TRACK												
AVG			78,579	1 1	56,758	4 1	61,002	1 1			61,122	5 1
HIGH			78,579	20%	61,002	80%	61,002	20%			78,579	
LOW			78,579		54,846		61,002				54,846	
SAL FAC			0.89		0.72		0.78				0.58	
NONTENURE TRACK												
AVG					45,000	1 1	45,000	1 1	52,990	2 1	50,327	3 2
HIGH					45,000	33%	45,000	33%	65,979	67%	65,979	
LOW					45,000		45,000		40,000		40,000	
SAL FAC					0.61		0.64		0.99		0.75	
RES UNIV/VERY HIGH ACTVTY												
AVG			78,579	1 1	54,406	5 2	53,001	2 2	53,891	3 2	56,921	9 3
HIGH			78,579	11%	61,002	56%	61,002	22%	65,979	33%	78,579	
LOW			78,579		45,000		45,000		40,000		40,000	
SAL FAC			0.86		0.68		0.68		0.98		0.56	
REGION I												
AVG			78,579	1 1	56,758	4 1	61,002	1 1	52,990	2 1	58,799	7 1
HIGH			78,579	14%	61,002	57%	61,002	14%	65,979	29%	78,579	
LOW			78,579		54,846		61,002		40,000		40,000	
SAL FAC			0.90		0.72		0.86		1.05		0.58	
REGION IV												
AVG					45,000	1 1	45,000	1 1	55,694	1 1	50,347	2 2
HIGH					45,000	50%	45,000	50%	55,694	50%	55,694	
LOW					45,000		45,000		55,694		45,000	
SAL FAC					0.60		0.59		1.10		0.55	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51. HEALTH PROFESSIONS AND RELATED PROGRAMS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	133,107	3,689	96	97,519	3,859	95	84,002	5,065	98	74,685	585	80	66,895	1,510	76	98,693	14,123	98
HIGH	979,233	26%		816,667	27%		404,605	36%		186,545	4%		184,091	11%		979,233		
LOW	32,727			19,519			11,437			22,582			22,510			11,437		
SAL FAC	1.04			1.11			1.08			0.98			1.25			1.02		
TENURED/TENURE TRACK																		
AVG	137,569	2,377	70	97,661	1,860	68	85,399	1,535	69	78,837	203	56	61,858	26	8	110,615	5,798	71
HIGH	509,960	41%		282,500	32%		333,070	27%		171,818	4%		75,000	0%		509,960		
LOW	42,911			26,182			41,119			46,653			45,696			26,182		
SAL FAC	1.06			1.11			1.08			1.01			1.07			1.06		
NONTENURE TRACK																		
AVG	121,968	383	30	102,253	865	34	83,664	2,062	42	80,597	204	26	69,747	987	50	87,623	4,297	53
HIGH	440,536	9%		325,433	20%		233,187	48%		186,545	5%		184,091	23%		440,536		
LOW	44,476			33,516			11,437			34,518			22,510			11,437		
SAL FAC	1.08			1.11			1.14			1.15			1.30			1.31		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,096	2,972	52	99,067	2,893	51	82,031	3,926	52	74,890	442	44	73,144	841	39	101,076	10,632	52
HIGH	509,960	28%		325,433	27%		233,187	37%		186,545	4%		184,091	8%		509,960		
LOW	32,727			19,519			11,437			22,582			24,955			11,437		
SAL FAC	1.02			1.09			1.02			0.96			1.33			0.99		
RES UNIV/HIGH ACTIVITY																		
AVG	123,673	648	39	94,758	871	39	93,329	1,029	41	75,740	123	32	59,005	550	32	93,984	3,098	41
HIGH	979,233	21%		816,667	28%		404,605	33%		144,170	4%		158,510	18%		979,233		
LOW	40,560			32,401			16,971			43,354			22,510			16,971		
SAL FAC	1.13			1.17			1.30			1.04			1.18			1.14		
DOCTORAL RES UNIV																		
AVG	92,982	69	5	75,720	95	5	67,112	110	5	63,654	20	4	59,197	119	5	71,338	393	5
HIGH	164,257	18%		141,279	24%		130,594	28%		77,624	5%		128,807	30%		164,257		
LOW	64,011			56,295			44,805			47,250			39,000			39,000		
SAL FAC	0.87			0.93			0.98			0.90			1.08			0.89		
REGION I																		
AVG	137,899	394	19	97,677	437	18	104,743	558	20	69,960	54	12	60,135	266	15	103,601	1,655	20
HIGH	979,233	24%		816,667	26%		404,605	34%		116,000	3%		89,167	16%		979,233		
LOW	53,742			32,401			30,004			43,354			22,510			22,510		
SAL FAC	1.05			1.12			1.33			0.99			1.20			1.02		
REGION II																		
AVG	127,122	648	22	95,235	660	22	82,403	724	22	81,408	79	18	63,774	286	14	96,259	2,318	22
HIGH	460,644	28%		282,500	29%		333,070	31%		144,170	3%		158,510	12%		460,644		
LOW	40,560			39,122			28,183			50,000			26,880			26,880		
SAL FAC	1.04			1.12			1.10			1.10			1.24			1.05		
REGION III																		
AVG	140,171	1,463	28	103,519	1,413	28	88,193	2,004	29	73,473	188	24	78,962	530	21	105,348	5,410	29
HIGH	440,536	27%		232,890	26%		225,000	37%		171,818	4%		184,091	10%		440,536		
LOW	44,476			33,516			11,437			36,393			30,769			11,437		
SAL FAC	1.06			1.12			1.10			0.92			1.35			1.05		
REGION IV																		
AVG	126,060	1,184	27	92,302	1,349	27	73,427	1,779	27	74,502	264	26	58,238	428	26	90,574	4,740	27
HIGH	509,960	25%		325,433	29%		233,187	38%		186,545	6%		175,112	9%		509,960		
LOW	32,727			19,519			12,900			22,582			24,955			12,900		
SAL FAC	1.02			1.08			0.97			0.98			1.15			0.99		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.02 Communication Disorders Sciences and Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	112,131	191	56	76,769	232	57	64,757	258	62	67,225	33	24	56,197	127	35	78,059	808	63
HIGH	243,096	24%		123,819	29%		96,909	32%		82,500	4%		85,652	16%		243,096		
LOW	53,742			51,064			42,983			50,000			22,510			22,510		
SAL FAC	0.87			0.87			0.84			0.88			1.05			0.81		
TENURED/TENURE TRACK																		
AVG	117,805	128	41	80,924	136	43	68,691	122	44	68,803	17	15	60,619	4	3	88,994	390	47
HIGH	243,096	33%		123,819	35%		96,909	31%		80,500	4%		75,000	1%		243,096		
LOW	74,217			54,697			42,983			50,000			49,986			42,983		
SAL FAC	0.91			0.92			0.87			0.88			1.05			0.85		
NONTENURE TRACK																		
AVG	72,681	9	5	64,940	32	10	58,213	66	17	57,472	4	3	56,082	94	23	58,935	201	31
HIGH	87,181	5%		89,033	16%		89,897	33%		67,500	2%		84,108	47%		89,897		
LOW	62,060			54,945			46,827			53,170			22,510			22,510		
SAL FAC	0.64			0.70			0.79			0.82			1.05			0.88		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,489	131	31	77,345	126	28	67,256	150	32	67,541	19	14	57,254	63	15	82,621	470	32
HIGH	243,096	28%		123,819	27%		96,909	32%		82,500	4%		85,652	13%		243,096		
LOW	53,742			51,602			47,499			53,170			29,550			29,550		
SAL FAC	0.88			0.85			0.84			0.87			1.04			0.81		
RES UNIV/HIGH ACTIVITY																		
AVG	101,135	57	24	76,093	104	28	61,104	104	29	66,940	11	9	54,841	60	19	71,765	325	30
HIGH	207,502	18%		116,466	32%		89,897	32%		80,000	3%		84,057	19%		207,502		
LOW	56,029			51,064			42,983			50,000			22,510			22,510		
SAL FAC	0.93			0.94			0.85			0.92			1.09			0.87		
DOCTORAL RES UNIV																		
AVG	87,068	3	1	75,600	2	1	66,058	4	1	66,273	3	1	59,882	4	1	70,474	13	1
HIGH	93,675	23%		80,316	15%		68,727	31%		68,727	23%		72,154	31%		93,675		
LOW	82,766			70,884			64,636			64,636			53,365			53,365		
SAL FAC	0.82			0.93			0.97			0.94			1.09			0.87		
REGION I																		
AVG	98,224	34	13	71,655	45	11	63,477	66	13	71,945	3	2	56,057	28	8	71,232	173	13
HIGH	146,974	20%		104,500	26%		89,897	38%		82,500	2%		84,057	16%		146,974		
LOW	53,742			51,064			43,160			66,667			22,510			22,510		
SAL FAC	0.75			0.82			0.81			1.02			1.11			0.70		
REGION II																		
AVG	115,463	40	10	80,517	36	11	65,359	37	13	68,521	7	5	56,968	32	6	81,092	145	13
HIGH	205,322	28%		106,223	25%		80,000	26%		80,000	5%		85,652	22%		205,322		
LOW	78,946			56,568			42,983			63,000			41,410			41,410		
SAL FAC	0.95			0.95			0.88			0.92			1.11			0.88		
REGION III																		
AVG	118,968	77	20	79,701	104	23	66,892	92	22	70,868	10	8	62,408	27	10	84,295	300	23
HIGH	243,096	26%		123,819	35%		96,909	31%		80,500	3%		84,108	9%		243,096		
LOW	66,628			58,032			46,827			53,182			45,100			45,100		
SAL FAC	0.90			0.87			0.83			0.89			1.07			0.84		
REGION IV																		
AVG	107,458	40	13	72,305	47	12	62,628	63	14	62,636	13	9	51,485	40	11	72,114	190	14
HIGH	207,502	21%		112,900	25%		75,240	33%		70,000	7%		76,295	21%		207,502		
LOW	62,060			52,218			47,659			50,000			29,550			29,550		
SAL FAC	0.87			0.84			0.83			0.82			1.02			0.79		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0201 Communication Sciences and Disorders, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,225	51 20	78,011	79 18	67,122	77 23	73,501	9 7	59,582	39 10	78,774	246 24
HIGH	205,322	21%	106,223	32%	82,500	31%	82,500	4%	83,377	16%	205,322	
LOW	53,742		51,602		50,890		63,000		41,410		41,410	
SAL FAC	0.88		0.89		0.87		0.97		1.12		0.82	
TENURED/TENURE TRACK												
AVG	114,548	37 14	80,072	40 13	69,711	40 15	78,003	3 3			87,433	117 16
HIGH	205,322	32%	106,223	34%	81,616	34%	80,000	3%			205,322	
LOW	78,946		63,238		54,500		76,009				54,500	
SAL FAC	0.88		0.91		0.88		1.00				0.84	
NONTENURE TRACK												
AVG	72,278	1 1	71,171	9 4	62,253	16 6	67,500	1 1	59,937	36 8	62,364	62 12
HIGH	72,278	2%	89,033	15%	74,854	26%	67,500	2%	83,377	58%	89,033	
LOW	72,278		58,918		50,890		67,500		41,410		41,410	
SAL FAC	0.64		0.77		0.85		0.96		1.12		0.93	
RES UNIV/VERY HIGH ACTVTY												
AVG	118,015	35 11	77,854	40 8	68,761	50 11	71,400	5 4	64,378	15 4	83,203	140 11
HIGH	205,322	25%	104,500	29%	82,500	36%	82,500	4%	83,377	11%	205,322	
LOW	53,742		51,602		51,109		63,000		49,249		49,249	
SAL FAC	0.88		0.86		0.86		0.92		1.17		0.82	
RES UNIV/HIGH ACTIVITY												
AVG	99,559	16 9	78,171	39 10	64,086	27 12	76,128	4 3	56,584	24 6	72,924	106 13
HIGH	130,716	15%	106,223	37%	80,000	26%	80,000	4%	75,856	23%	130,716	
LOW	78,946		63,238		50,890		65,545		41,410		41,410	
SAL FAC	0.91		0.97		0.90		1.05		1.13		0.88	
REGION I												
AVG	104,531	17 7	73,008	27 5	64,505	31 7	82,500	1 1	58,332	9 4	74,677	84 7
HIGH	146,974	20%	104,500	32%	82,500	37%	82,500	1%	74,388	11%	146,974	
LOW	53,742		51,602		51,109		82,500		48,510		48,510	
SAL FAC	0.79		0.84		0.82		1.16		1.16		0.74	
REGION II												
AVG	117,644	18 6	82,210	14 5	67,429	20 7	71,252	4 3	53,717	15 3	80,939	67 7
HIGH	205,322	27%	106,223	21%	80,000	30%	80,000	6%	70,246	22%	205,322	
LOW	78,946		65,665		50,890		63,000		41,410		41,410	
SAL FAC	0.96		0.97		0.90		0.96		1.04		0.88	
REGION III												
AVG	116,292	14 6	79,850	34 7	70,174	25 8	73,501	4 3	66,953	9 2	81,706	82 8
HIGH	158,073	17%	95,069	42%	81,616	31%	78,000	5%	83,377	11%	158,073	
LOW	72,278		63,238		57,543		65,545		45,100		45,100	
SAL FAC	0.88		0.87		0.87		0.92		1.14		0.81	
REGION IV												
AVG	100,372	2 1	81,451	4 1	65,780	1 1			65,061	6 1	75,592	13 2
HIGH	101,184	15%	96,727	31%	65,780	8%			75,856	46%	101,184	
LOW	99,559		67,447		65,780				53,019		53,019	
SAL FAC	0.81		0.95		0.87				1.28		0.83	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0202 Audiology/Audiologist

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	121,326	9 5	74,432	9 4	73,185	10 4			57,279	4 3	85,087	32 5
HIGH	126,396	28%	91,820	28%	89,676	31%			73,100	13%	126,396	
LOW	66,893		52,333		49,074				38,262		38,262	
SAL FAC	0.95		0.85		0.94				1.07		0.88	
TENURED/TENURE TRACK												
AVG	110,378	2 1	78,600	1 1							99,785	3 1
HIGH	124,882	67%	78,600	33%							124,882	
LOW	95,873		78,600								78,600	
SAL FAC	0.85		0.89								0.95	
NONTENURE TRACK												
AVG									64,305	2 1	64,305	2 1
HIGH									73,100	100%	73,100	
LOW									55,510		55,510	
SAL FAC									1.20		0.96	
RES UNIV/VERY HIGH ACTVTY												
AVG	147,324	4 1	85,467	2 1	80,549	5 1			62,244	1 1	102,102	12 1
HIGH	126,396	33%	91,026	17%	89,676	42%			62,244	8%	126,396	
LOW	176,028		79,908		79,200				62,244		62,244	
SAL FAC	1.10		0.94		1.01				1.13		1.00	
RES UNIV/HIGH ACTIVITY												
AVG	100,527	5 4	71,279	7 3	65,820	5 3			55,624	3 2	74,878	20 4
HIGH	124,882	25%	91,820	35%	81,598	25%			73,100	15%	124,882	
LOW	66,893		52,333		49,074				38,262		38,262	
SAL FAC	0.92		0.88		0.92				1.11		0.91	
REGION I												
AVG	66,893	1 1	59,446	4 1	70,242	2 1					63,594	7 1
HIGH	66,893	14%	68,910	57%	81,598	29%					81,598	
LOW	66,893		52,333		58,885						52,333	
SAL FAC	0.51		0.68		0.90						0.63	
REGION II												
AVG	110,378	2 1	78,600	1 1					64,305	2 1	85,593	5 1
HIGH	124,882	40%	78,600	20%					73,100	40%	124,882	
LOW	95,873		78,600						55,510		55,510	
SAL FAC	0.91		0.93						1.25		0.93	
REGION III												
AVG	142,029	5 2	88,376	4 2	79,474	6 2			62,244	1 1	100,171	16 2
HIGH	126,396	31%	91,820	25%	89,676	38%			62,244	6%	126,396	
LOW	120,850		79,908		74,100				62,244		62,244	
SAL FAC	1.07		0.96		0.99				1.06		0.99	
REGION IV												
AVG	94,135	1 1			57,259	2 1			38,262	1 1	61,729	4 1
HIGH	94,135	25%			65,444	50%			38,262	25%	94,135	
LOW	94,135				49,074				38,262		38,262	
SAL FAC	0.76				0.76				0.75		0.68	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0203 Speech-Language Pathology/Pathologist

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	115,043	14	3	84,150	8	2	67,782	11	3	72,750	2	2	58,745	2	1	89,911	35	3
HIGH	243,096	40%		101,754	23%		80,500	31%		80,500	6%		60,679	6%		243,096		
LOW	88,981			72,330			49,091			65,000			56,810			49,091		
SAL FAC	0.90			0.96			0.87			0.96			1.10			0.93		
TENURED/TENURE TRACK																		
AVG	121,185	10	2	84,150	8	2	69,548	9	2	72,750	2	2	58,745	2	1	90,637	29	2
HIGH	243,096	35%		101,754	28%		80,500	31%		80,500	7%		60,679	7%		243,096		
LOW	88,981			72,330			49,091			65,000			56,810			49,091		
SAL FAC	0.93			0.96			0.88			0.93			1.02			0.87		
RES UNIV/VERY HIGH ACTVTY																		
AVG	121,185	10	2	84,150	8	2	69,548	9	2	72,750	2	2	58,745	2	1	90,637	29	2
HIGH	243,096	35%		101,754	28%		80,500	31%		80,500	7%		60,679	7%		243,096		
LOW	88,981			72,330			49,091			65,000			56,810			49,091		
SAL FAC	0.91			0.93			0.87			0.93			1.07			0.89		
RES UNIV/HIGH ACTIVITY																		
AVG	99,687	4	1				59,838	2	1							86,404	6	1
HIGH	105,894	67%					61,500	33%								105,894		
LOW	92,000						58,175									58,175		
SAL FAC	0.91						0.84									1.05		
REGION III																		
AVG	121,185	10	2	84,150	8	2	69,548	9	2	72,750	2	2	58,745	2	1	90,637	29	2
HIGH	243,096	35%		101,754	28%		80,500	31%		80,500	7%		60,679	7%		243,096		
LOW	88,981			72,330			49,091			65,000			56,810			49,091		
SAL FAC	0.91			0.91			0.86			0.91			1.00			0.90		
REGION IV																		
AVG	99,687	4	1				59,838	2	1							86,404	6	1
HIGH	105,894	67%					61,500	33%								105,894		
LOW	92,000						58,175									58,175		
SAL FAC	0.80						0.79									0.95		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0204 Audiology/Audiologist and Speech-Language Pathology/Patholo

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	111,629	105 25	74,960	111 27	63,374	129 27	63,454	16 12	52,866	66 17	77,144	411 28
HIGH	207,502	26%	123,819	27%	96,909	31%	80,000	4%	85,652	16%	207,502	
LOW	56,029		51,064		42,983		50,000		22,510		22,510	
SAL FAC	0.87		0.85		0.82		0.83		0.99		0.80	
TENURED/TENURE TRACK												
AVG	120,143	71 20	81,463	66 22	68,817	60 21	66,012	11 9	62,493	2 2	91,260	199 23
HIGH	207,502	36%	123,819	33%	96,909	30%	80,000	6%	75,000	1%	207,502	
LOW	74,217		54,697		42,983		50,000		49,986		42,983	
SAL FAC	0.92		0.93		0.87		0.84		1.08		0.87	
NONTENURE TRACK												
AVG	72,732	8 4	62,502	23 6	58,202	42 10	54,129	3 2	51,359	46 12	57,365	119 16
HIGH	87,181	7%	76,325	19%	89,897	35%	56,033	3%	84,057	39%	89,897	
LOW	62,060		54,945		47,499		53,170		22,510		22,510	
SAL FAC	0.64		0.68		0.79		0.77		0.96		0.86	
RES UNIV/VERY HIGH ACTVTY												
AVG	115,919	78 15	75,219	69 15	65,250	82 16	65,064	12 8	53,159	39 8	80,804	268 16
HIGH	194,000	29%	123,819	26%	96,909	31%	80,000	5%	85,652	15%	194,000	
LOW	62,060		54,945		47,499		53,170		29,550		29,550	
SAL FAC	0.87		0.83		0.81		0.83		0.97		0.79	
RES UNIV/HIGH ACTIVITY												
AVG	99,237	27 10	74,535	42 12	60,101	47 11	58,625	4 4	52,444	27 9	70,284	143 12
HIGH	207,502	19%	116,466	29%	89,897	33%	70,000	3%	84,057	19%	207,502	
LOW	56,029		51,064		42,983		50,000		22,510		22,510	
SAL FAC	0.91		0.92		0.84		0.81		1.05		0.85	
REGION I												
AVG	89,061	12 4	68,694	10 4	61,012	25 4			54,675	17 3	65,788	64 4
HIGH	138,281	19%	82,712	16%	89,897	39%			84,057	27%	138,281	
LOW	56,029		51,064		43,160				22,510		22,510	
SAL FAC	0.68		0.79		0.78				1.09		0.65	
REGION II												
AVG	114,008	20 3	79,480	21 6	62,924	17 6	64,879	3 2	59,241	15 3	80,925	73 6
HIGH	158,193	27%	102,002	29%	75,800	23%	67,000	4%	85,652	21%	158,193	
LOW	85,070		56,568		42,983		63,818		42,136		42,136	
SAL FAC	0.94		0.94		0.84		0.87		1.15		0.88	
REGION III												
AVG	116,946	43 7	78,030	39 7	66,633	33 6	68,394	3 2	55,971	5 3	87,922	120 7
HIGH	191,709	36%	123,819	33%	96,909	28%	80,000	3%	75,000	4%	191,709	
LOW	66,628		58,032		53,182		53,182		46,020		46,020	
SAL FAC	0.88		0.85		0.83		0.86		0.96		0.87	
REGION IV												
AVG	111,450	30 11	71,252	41 10	62,618	54 11	61,545	10 8	47,974	29 8	71,672	154 11
HIGH	207,502	20%	112,900	27%	75,240	35%	70,000	7%	76,295	19%	207,502	
LOW	62,060		52,218		47,659		50,000		29,550		29,550	
SAL FAC	0.90		0.83		0.83		0.81		0.95		0.79	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.04 Dentistry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	140,741	152	12	100,414	189	14	87,320	263	13	91,567	19	8	55,529	20	5	103,280	624	14
HIGH	355,634	24%		225,000	30%		199,000	42%		128,692	3%		80,262	3%		355,634		
LOW	40,560			50,876			12,900			50,716			33,545			12,900		
SAL FAC	1.10			1.14			1.13			1.20			1.04			1.07		
TENURED/TENURE TRACK																		
AVG	152,105	87	8	107,498	70	8	89,398	45	7	89,179	5	3				122,678	202	8
HIGH	355,634	43%		184,215	35%		127,636	22%		102,273	3%					355,634		
LOW	101,804			54,135			67,420			75,684						54,135		
SAL FAC	1.17			1.22			1.13			1.14						1.17		
NONTENURE TRACK																		
AVG	135,057	15	4	98,709	40	6	86,878	121	6	104,954	9	3	53,208	17	3	90,109	193	6
HIGH	228,795	8%		174,771	21%		154,748	63%		128,692	5%		75,406	9%		228,795		
LOW	100,879			69,120			12,900			90,000			33,545			12,900		
SAL FAC	1.20			1.07			1.18			1.49			0.99			1.34		
RES UNIV/VERY HIGH ACTVTY																		
AVG	145,016	130	9	103,115	145	10	86,653	201	9	97,131	16	7	53,208	17	3	105,732	493	10
HIGH	355,634	26%		184,215	29%		154,748	41%		128,692	3%		75,406	3%		355,634		
LOW	82,718			50,876			12,900			75,684			33,545			12,900		
SAL FAC	1.08			1.13			1.08			1.25			0.97			1.04		
RES UNIV/HIGH ACTIVITY																		
AVG	115,475	22	3	91,513	44	4	89,483	62	4	61,895	3	1	68,679	3	2	94,053	131	4
HIGH	218,240	17%		225,000	34%		199,000	47%		69,530	2%		80,262	2%		225,000		
LOW	40,560			55,266			32,720			50,716			50,716			32,720		
SAL FAC	1.06			1.13			1.25			0.85			1.37			1.14		
REGION I																		
AVG	126,550	3	1	90,134	7	2	87,303	14	2							93,035	24	2
HIGH	134,843	13%		112,739	29%		131,116	58%								134,843		
LOW	110,199			55,266			60,278									55,266		
SAL FAC	0.96			1.04			1.11									0.92		
REGION II																		
AVG	120,504	27	3	91,747	40	3	90,032	49	3	67,894	4	2	68,679	3	2	96,984	119	3
HIGH	218,240	23%		225,000	34%		199,000	41%		85,890	3%		80,262	3%		225,000		
LOW	40,560			57,132			32,720			50,716			50,716			32,720		
SAL FAC	0.99			1.08			1.21			0.92			1.33			1.06		
REGION III																		
AVG	153,594	68	5	104,178	78	5	88,261	111	4	100,637	4	2	51,821	16	2	106,947	273	5
HIGH	355,634	25%		163,636	29%		143,243	41%		108,000	2%		65,272	6%		355,634		
LOW	100,879			54,135			40,091			90,000			33,545			33,545		
SAL FAC	1.16			1.13			1.10			1.27			0.89			1.06		
REGION IV																		
AVG	135,462	54	3	102,368	64	4	84,657	89	4	96,878	11	4	75,406	1	1	103,252	208	4
HIGH	230,308	26%		184,215	31%		154,748	43%		128,692	5%		75,406	1%		230,308		
LOW	82,718			50,876			12,900			75,684			75,406			12,900		
SAL FAC	1.09			1.19			1.12			1.28			1.49			1.13		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0401 Dentistry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	140,943	151	12	100,488	184	14	87,289	251	13	91,567	19	8	55,529	20	5	103,617	606	14
HIGH	355,634	25%		225,000	30%		199,000	41%		128,692	3%		80,262	3%		355,634		
LOW	40,560			50,876			12,900			50,716			33,545			12,900		
SAL FAC	1.10			1.14			1.13			1.20			1.04			1.08		
TENURED/TENURE TRACK																		
AVG	152,105	87	8	107,498	70	8	89,398	45	7	89,179	5	3				122,678	202	8
HIGH	355,634	43%		184,215	35%		127,636	22%		102,273	3%					355,634		
LOW	101,804			54,135			67,420			75,684						54,135		
SAL FAC	1.17			1.22			1.13			1.14						1.17		
NONTENURE TRACK																		
AVG	136,833	14	3	98,852	35	5	86,755	109	5	104,954	9	3	53,208	17	3	89,922	175	5
HIGH	228,795	8%		174,771	20%		154,748	62%		128,692	5%		75,406	10%		228,795		
LOW	100,879			69,120			12,900			90,000			33,545			12,900		
SAL FAC	1.21			1.07			1.18			1.49			0.99			1.34		
RES UNIV/VERY HIGH ACTVTY																		
AVG	145,016	130	9	103,115	145	10	86,653	201	9	97,131	16	7	53,208	17	3	105,732	493	10
HIGH	355,634	26%		184,215	29%		154,748	41%		128,692	3%		75,406	3%		355,634		
LOW	82,718			50,876			12,900			75,684			33,545			12,900		
SAL FAC	1.08			1.13			1.08			1.25			0.97			1.04		
RES UNIV/HIGH ACTIVITY																		
AVG	115,727	21	3	90,719	39	4	89,841	50	4	61,895	3	1	68,679	3	2	94,393	113	4
HIGH	218,240	19%		225,000	35%		199,000	44%		69,530	3%		80,262	3%		225,000		
LOW	40,560			55,266			32,720			50,716			50,716			32,720		
SAL FAC	1.06			1.12			1.26			0.85			1.37			1.15		
REGION I																		
AVG	134,725	2	1	71,204	2	2	83,194	2	2							96,374	6	2
HIGH	134,843	33%		87,142	33%		106,109	33%								134,843		
LOW	134,607			55,266			60,278									55,266		
SAL FAC	1.02			0.82			1.06									0.95		
REGION II																		
AVG	120,504	27	3	91,747	40	3	90,032	49	3	67,894	4	2	68,679	3	2	96,984	119	3
HIGH	218,240	23%		225,000	34%		199,000	41%		85,890	3%		80,262	3%		225,000		
LOW	40,560			57,132			32,720			50,716			50,716			32,720		
SAL FAC	0.99			1.08			1.21			0.92			1.33			1.06		
REGION III																		
AVG	153,594	68	5	104,178	78	5	88,261	111	4	100,637	4	2	51,821	16	2	106,947	273	5
HIGH	355,634	25%		163,636	29%		143,243	41%		108,000	2%		65,272	6%		355,634		
LOW	100,879			54,135			40,091			90,000			33,545			33,545		
SAL FAC	1.16			1.13			1.10			1.27			0.89			1.06		
REGION IV																		
AVG	135,462	54	3	102,368	64	4	84,657	89	4	96,878	11	4	75,406	1	1	103,252	208	4
HIGH	230,308	26%		184,215	31%		154,748	43%		128,692	5%		75,406	1%		230,308		
LOW	82,718			50,876			12,900			75,684			75,406			12,900		
SAL FAC	1.09			1.19			1.12			1.28			1.49			1.13		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.05 Advanced/Graduate Dentistry and Oral Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	154,711	118	9	122,203	121	9	95,799	100	9	77,824	4	3	52,848	8	1	124,049	347	9
HIGH	460,644	34%		325,433	35%		200,793	29%		106,340	1%		75,300	2%		460,644		
LOW	67,500			57,273			48,273			52,159			42,500			42,500		
SAL FAC	1.21			1.39			1.24			1.02			0.99			1.29		
TENURED/TENURE TRACK																		
AVG	155,821	62	5	116,470	44	5	93,226	23	4	70,219	3	2				131,239	129	5
HIGH	460,644	48%		170,509	34%		134,970	18%		106,340	2%					460,644		
LOW	67,500			71,448			52,159			52,159						52,159		
SAL FAC	1.20			1.32			1.17			0.90						1.26		
NONTENURE TRACK																		
AVG	140,569	5	2	139,072	26	2	85,136	24	3							115,672	55	3
HIGH	187,158	9%		325,433	47%		200,793	44%								325,433		
LOW	91,542			57,273			48,273									48,273		
SAL FAC	1.24			1.50			1.16									1.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	152,924	95	6	118,384	89	6	87,883	73	6	77,824	4	3				122,488	257	6
HIGH	460,644	37%		325,433	35%		200,793	28%		106,340	2%					460,644		
LOW	67,500			57,273			48,273			52,159						48,273		
SAL FAC	1.14			1.30			1.10			1.00						1.20		
RES UNIV/HIGH ACTIVITY																		
AVG	162,094	23	3	132,824	32	3	117,200	27	3				52,848	8	1	128,508	90	3
HIGH	263,000	26%		226,699	36%		198,885	30%					75,300	9%		263,000		
LOW	93,461			77,226			67,983						42,500			42,500		
SAL FAC	1.48			1.64			1.64						1.05			1.56		
REGION I																		
AVG	153,347	3	1	129,180	8	1	112,648	2	1							132,214	13	1
HIGH	187,158	23%		155,420	62%		118,956	15%								187,158		
LOW	109,284			94,070			106,340									94,070		
SAL FAC	1.16			1.49			1.44									1.31		
REGION II																		
AVG	163,520	37	3	126,908	36	3	112,010	33	3	106,340	1	1	52,848	8	1	129,281	114	3
HIGH	460,644	33%		226,699	32%		198,885	29%		106,340	1%		75,300	7%		460,644		
LOW	93,461			77,226			65,440			106,340			42,500			42,500		
SAL FAC	1.34			1.50			1.50			1.43			1.03			1.41		
REGION III																		
AVG	147,460	31	3	116,266	26	3	84,898	19	3	52,159	2	1				121,148	76	3
HIGH	268,114	41%		162,892	34%		122,139	25%		52,159	3%					268,114		
LOW	95,796			95,227			52,159			52,159						52,159		
SAL FAC	1.11			1.26			1.05			0.66						1.20		
REGION IV																		
AVG	152,647	47	2	120,813	51	2	87,939	46	2	100,636	1	1				120,702	144	2
HIGH	388,468	33%		325,433	35%		200,793	32%		100,636	1%					388,468		
LOW	67,500			57,273			48,273			100,636						48,273		
SAL FAC	1.23			1.41			1.16			1.33						1.33		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0501 Dental Clinical Sciences, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	168,088	25 5	138,154	26 6	110,556	30 4	52,159	2 1	52,848	8 1	129,592	89 6
HIGH	388,468	28%	226,699	29%	198,885	34%	52,159	2%	75,300	9%	388,468	
LOW	91,542		79,288		52,159		52,159		42,500		42,500	
SAL FAC	1.31		1.57		1.43		0.69		0.99		1.34	
TENURED/TENURE TRACK												
AVG	155,250	11 4	114,292	7 4	75,932	8 3	52,159	2 1			119,818	26 4
HIGH	388,468	42%	156,356	27%	92,434	31%	52,159	8%			388,468	
LOW	95,796		94,070		52,159		52,159				52,159	
SAL FAC	1.19		1.30		0.96		0.67				1.15	
NONTENURE TRACK												
AVG	91,542	1 1	165,505	2 1	87,892	1 1					127,611	4 2
HIGH	91,542	25%	211,002	50%	87,892	25%					211,002	
LOW	91,542		120,008		87,892						87,892	
SAL FAC	0.81		1.79		1.20						1.90	
RES UNIV/VERY HIGH ACTVTY												
AVG	149,941	12 4	125,673	9 4	77,261	9 3	52,159	2 1			120,857	30 4
HIGH	388,468	40%	211,002	30%	92,434	30%	52,159	7%			388,468	
LOW	91,542		94,070		52,159		52,159				52,159	
SAL FAC	1.12		1.38		0.96		0.67				1.19	
RES UNIV/HIGH ACTIVITY												
AVG	184,839	13 1	144,761	17 2	124,826	21 1			52,848	8 1	134,033	59 2
HIGH	263,000	22%	226,699	29%	198,885	36%			75,300	14%	263,000	
LOW	103,741		79,288		94,000				42,500		42,500	
SAL FAC	1.69		1.79		1.74				1.05		1.63	
REGION II												
AVG	182,446	14 2	138,676	20 3	123,354	22 2			52,848	8 1	132,255	64 3
HIGH	263,000	22%	226,699	31%	198,885	34%			75,300	13%	263,000	
LOW	103,741		79,288		92,434				42,500		42,500	
SAL FAC	1.50		1.64		1.65				1.03		1.44	
REGION III												
AVG	124,201	6 2	110,371	3 2	75,364	8 2	52,159	2 1			98,778	17 2
HIGH	170,087	35%	118,636	18%	89,836	47%	52,159	12%			170,087	
LOW	95,796		102,682		52,159		52,159				52,159	
SAL FAC	0.94		1.20		0.94		0.66				0.98	
REGION IV												
AVG	180,552	5 1	162,455	3 1							173,766	8 1
HIGH	388,468	63%	211,002	38%							388,468	
LOW	91,542		120,008								91,542	
SAL FAC	1.45		1.90								1.91	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0502 Advanced General Dentistry

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	147,867	8 2	103,600	10 2	61,265	8 2					104,194	26 3
HIGH	215,889	31%	146,045	39%	103,500	31%					215,889	
LOW	67,500		57,273		48,273						48,273	
SAL FAC	1.15		1.18		0.79						1.08	
TENURED/TENURE TRACK												
AVG	152,504	6 1	101,863	3 1	89,881	2 1					127,307	11 1
HIGH	215,889	55%	124,594	27%	103,500	18%					215,889	
LOW	67,500		71,448		76,263						67,500	
SAL FAC	1.17		1.16		1.13						1.22	
NONTENURE TRACK												
AVG	122,891	1 1	102,142	5 1	50,400	5 1					80,509	11 1
HIGH	122,891	9%	146,045	46%	51,545	46%					146,045	
LOW	122,891		57,273		48,273						48,273	
SAL FAC	1.09		1.10		0.69						1.20	
RES UNIV/VERY HIGH ACTVTY												
AVG	147,867	8 2	102,037	8 1	61,265	8 2					103,723	24 2
HIGH	215,889	33%	146,045	33%	103,500	33%					215,889	
LOW	67,500		57,273		48,273						48,273	
SAL FAC	1.11		1.12		0.76						1.02	
RES UNIV/HIGH ACTIVITY												
AVG			109,852	2 1							109,852	2 1
HIGH			138,428	100%							138,428	
LOW			81,276								81,276	
SAL FAC			1.36								1.33	
REGION II												
AVG			109,852	2 1							109,852	2 1
HIGH			138,428	100%							138,428	
LOW			81,276								81,276	
SAL FAC			1.30								1.20	
REGION IV												
AVG	147,867	8 2	102,037	8 1	61,265	8 2					103,723	24 2
HIGH	215,889	33%	146,045	33%	103,500	33%					215,889	
LOW	67,500		57,273		48,273						48,273	
SAL FAC	1.19		1.19		0.81						1.14	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0503 Oral Biology and Oral and Maxillofacial Pathology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	132,831	19 5	97,267	11 5	67,257	9 3					107,668	39 5
HIGH	184,091	49%	139,078	28%	90,007	23%					184,091	
LOW	93,461		69,545		56,532						56,532	
SAL FAC	1.04		1.11		0.87						1.12	
TENURED/TENURE TRACK												
AVG	142,161	4 2	100,520	3 2							124,315	7 2
HIGH	155,551	57%	102,089	43%							155,551	
LOW	126,462		99,297								99,297	
SAL FAC	1.09		1.14								1.19	
RES UNIV/VERY HIGH ACTVTY												
AVG	138,532	14 4	93,814	9 4	65,622	7 2					108,104	30 4
HIGH	184,091	47%	102,089	30%	90,007	23%					184,091	
LOW	99,459		69,545		56,532						56,532	
SAL FAC	1.04		1.03		0.82						1.06	
RES UNIV/HIGH ACTIVITY												
AVG	116,870	5 1	112,807	2 1	72,980	2 1					106,214	9 1
HIGH	175,175	56%	139,078	22%	77,976	22%					175,175	
LOW	93,461		86,535		67,983						67,983	
SAL FAC	1.07		1.40		1.02						1.29	
REGION II												
AVG	128,317	8 2	108,596	3 2	72,980	2 1					115,252	13 2
HIGH	175,175	62%	139,078	23%	77,976	15%					175,175	
LOW	93,461		86,535		67,983						67,983	
SAL FAC	1.05		1.28		0.98						1.25	
REGION III												
AVG	136,935	8 2	99,055	3 2	53,045	3 1					110,841	14 2
HIGH	163,358	57%	102,089	21%	48,656	21%					163,358	
LOW	126,462		95,778		56,532						56,532	
SAL FAC	1.03		1.08		0.66						1.10	
REGION IV												
AVG	133,928	3 1	89,398	5 1	75,055	4 1					95,750	12 1
HIGH	184,091	25%	100,514	42%	90,007	33%					184,091	
LOW	99,459		69,545		60,545						60,545	
SAL FAC	1.08		1.04		0.99						1.05	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0506 Endodontics/Endodontology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	184,014	3 2	126,109	8 4	86,723	9 2					117,071	20 5
HIGH	206,591	15%	151,334	40%	124,724	45%					206,591	
LOW	145,776		81,818		58,398						58,398	
SAL FAC	1.44		1.44		1.12						1.21	
TENURED/TENURE TRACK												
AVG	176,184	2 1	129,139	5 3	107,440	1 1					138,188	8 3
HIGH	206,591	25%	151,334	63%	107,440	13%					206,591	
LOW	145,776		81,818		107,440						81,818	
SAL FAC	1.36		1.47		1.35						1.32	
NONTENURE TRACK												
AVG			127,890	2 1	71,329	5 1					87,489	7 1
HIGH			135,000	29%	96,578	71%					135,000	
LOW			120,780		58,398						58,398	
SAL FAC			1.38		0.97						1.30	
RES UNIV/VERY HIGH ACTVTY												
AVG	184,014	3 2	126,109	8 4	86,723	9 2					117,071	20 5
HIGH	206,591	15%	151,334	40%	124,724	45%					206,591	
LOW	145,776		81,818		58,398						58,398	
SAL FAC	1.38		1.39		1.08						1.15	
REGION II												
AVG			120,087	1 1							120,087	1 1
HIGH			120,087	100%							120,087	
LOW			120,087								120,087	
SAL FAC			1.42								1.31	
REGION III												
AVG	199,674	1 1	133,283	3 2							149,881	4 2
HIGH	199,674	25%	148,642	75%							199,674	
LOW	199,674		107,393								107,393	
SAL FAC	1.51		1.45								1.49	
REGION IV												
AVG	176,184	2 1	122,233	4 1	86,723	9 2					108,121	15 2
HIGH	206,591	13%	151,334	27%	124,724	60%					206,591	
LOW	145,776		81,818		58,398						58,398	
SAL FAC	1.42		1.43		1.15						1.19	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0507 Oral/Maxillofacial Surgery

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	235,844	6 4	172,898	5 2	117,188	6 3					175,452	17 4
HIGH	460,644	35%	325,433	29%	200,793	35%					460,644	
LOW	111,092		81,818		90,000						81,818	
SAL FAC	1.84		1.97		1.51						1.82	
TENURED/TENURE TRACK												
AVG	420,284	2 2									420,284	2 2
HIGH	460,644	100%									460,644	
LOW	379,924										379,924	
SAL FAC	3.23										4.02	
NONTENURE TRACK												
AVG			289,636	2 1	200,793	1 1					260,022	3 1
HIGH			325,433	67%	200,793	33%					325,433	
LOW			253,838		200,793						200,793	
SAL FAC			3.13		2.74						3.88	
RES UNIV/VERY HIGH ACTVTY												
AVG	235,844	6 4	172,898	5 2	117,188	6 3					175,452	17 4
HIGH	460,644	35%	325,433	29%	200,793	35%					460,644	
LOW	111,092		81,818		90,000						81,818	
SAL FAC	1.76		1.90		1.46						1.72	
REGION II												
AVG	460,644	1 1									460,644	1 1
HIGH	460,644	100%									460,644	
LOW	460,644										460,644	
SAL FAC	3.78										5.01	
REGION III												
AVG	171,105	2 1			103,083	4 1					125,757	6 1
HIGH	210,884	33%			119,098	67%					210,884	
LOW	131,325				92,000						92,000	
SAL FAC	1.29				1.28						1.25	
REGION IV												
AVG	204,070	3 2	172,898	5 2	145,397	2 2					176,749	10 2
HIGH	379,924	30%	325,433	50%	200,793	20%					379,924	
LOW	111,092		81,818		90,000						81,818	
SAL FAC	1.64		2.02		1.92						1.94	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0508 Orthodontics/Orthodontology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	165,646	8	4	126,722	12	6	99,808	6	4	106,340	1	1			132,488	26	6
HIGH	268,114	31%		170,509	46%		133,118	23%		106,340	4%				268,114		
LOW	107,935			94,090			65,440			106,340					65,440		
SAL FAC	1.29			1.44			1.29			1.40					1.37		
TENURED/TENURE TRACK																	
AVG	166,137	5	2	138,680	5	3	106,759	4	3	106,340	1	1			139,366	14	3
HIGH	229,713	36%		170,509	36%		133,118	29%		106,340	7%				229,713		
LOW	118,145			96,763			65,440			106,340					65,440		
SAL FAC	1.28			1.58			1.35			1.36					1.33		
RES UNIV/VERY HIGH ACTVTY																	
AVG	165,646	8	4	128,723	10	5	106,759	4	3	106,340	1	1			138,156	22	5
HIGH	268,114	36%		170,509	46%		133,118	18%		106,340	5%				268,114		
LOW	107,935			96,763			65,440			106,340					65,440		
SAL FAC	1.24			1.42			1.33			1.36					1.36		
RES UNIV/HIGH ACTIVITY																	
AVG				116,720	2	1	85,904	2	1						101,312	4	1
HIGH				139,350	50%		87,553	50%							139,350		
LOW				94,090			84,254								84,254		
SAL FAC				1.44			1.20								1.23		
REGION II																	
AVG	175,659	2	1	121,985	3	2	85,897	4	2	106,340	1	1			117,874	9	2
HIGH	216,872	22%		139,350	33%		106,340	44%		106,340	11%				216,872		
LOW	134,446			94,090			65,440			106,340					65,440		
SAL FAC	1.44			1.44			1.15			1.43					1.28		
REGION III																	
AVG	268,114	1	1	125,520	6	2	122,139	1	1						142,922	8	2
HIGH	268,114	13%		162,892	75%		122,139	13%							268,114		
LOW	268,114			96,763			122,139								96,763		
SAL FAC	2.02			1.36			1.52								1.42		
REGION IV																	
AVG	141,147	5	2	133,863	3	2	133,118	1	1						137,827	9	2
HIGH	229,713	56%		170,509	33%		133,118	11%							229,713		
LOW	107,935			100,360			133,118								100,360		
SAL FAC	1.14			1.56			1.76								1.51		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0509 Pediatric Dentistry/Pedodontics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	151,623	8 4	124,049	10 5	84,862	7 4					121,900	25 6
HIGH	186,524	32%	161,241	40%	112,088	28%					186,524	
LOW	100,358		77,226		63,205						63,205	
SAL FAC	1.18		1.41		1.09						1.27	
TENURED/TENURE TRACK												
AVG	156,021	4 2	136,284	4 2	112,088	1 1					142,368	9 3
HIGH	186,524	44%	149,731	44%	112,088	11%					186,524	
LOW	100,358		110,430		112,088						100,358	
SAL FAC	1.20		1.55		1.41						1.36	
NONTENURE TRACK												
AVG			148,939	1 1	82,800	1 1					115,870	2 1
HIGH			148,939	50%	82,800	50%					148,939	
LOW			148,939		82,800						82,800	
SAL FAC			1.61		1.13						1.73	
RES UNIV/VERY HIGH ACTVTY												
AVG	149,559	7 3	129,252	9 4	84,862	7 4					121,922	23 5
HIGH	186,524	30%	161,241	39%	112,088	30%					186,524	
LOW	100,358		92,455		63,205						63,205	
SAL FAC	1.12		1.42		1.06						1.20	
RES UNIV/HIGH ACTIVITY												
AVG	166,068	1 1	77,226	1 1							121,647	2 1
HIGH	166,068	50%	77,226	50%							166,068	
LOW	166,068		77,226								77,226	
SAL FAC	1.52		0.96								1.48	
REGION II												
AVG	166,068	1 1	111,087	3 2							124,832	4 2
HIGH	166,068	25%	145,604	75%							166,068	
LOW	166,068		77,226								77,226	
SAL FAC	1.36		1.31								1.36	
REGION III												
AVG	147,911	4 2	135,416	2 1	100,695	2 2					132,983	8 2
HIGH	168,816	50%	161,241	25%	112,088	25%					168,816	
LOW	168,816		109,590		89,301						89,301	
SAL FAC	1.12		1.47		1.25						1.32	
REGION IV												
AVG	151,756	3 1	127,280	5 2	78,529	5 2					114,178	13 2
HIGH	186,524	23%	149,731	39%	84,027	39%					186,524	
LOW	100,358		92,455		63,205						63,205	
SAL FAC	1.22		1.49		1.04						1.25	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0510 Periodontics/Periodontology

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	148,681	16 6	114,416	7 4	92,826	9 4	100,636	1 1			125,477	32 6
HIGH	196,391	50%	165,272	22%	115,149	28%	100,636	3%			196,391	
LOW	114,799		97,159		62,721		100,636				62,721	
SAL FAC	1.16		1.30		1.20		1.32				1.30	
TENURED/TENURE TRACK												
AVG	143,752	8 3	104,246	2 2	98,844	3 2					127,311	13 3
HIGH	183,278	62%	111,333	15%	115,149	23%					183,278	
LOW	128,982		97,159		90,228						90,228	
SAL FAC	1.11		1.18		1.25						1.22	
NONTENURE TRACK												
AVG			165,272	1 1	75,725	3 1					98,112	4 1
HIGH			165,272	25%	86,727	75%					165,272	
LOW			165,272		62,721						62,721	
SAL FAC			1.79		1.03						1.46	
RES UNIV/VERY HIGH ACTVTY												
AVG	150,940	15 5	114,416	7 4	92,826	9 4	100,636	1 1			125,821	31 5
HIGH	196,391	48%	165,272	23%	115,149	29%	100,636	3%			196,391	
LOW	128,982		97,159		62,721		100,636				62,721	
SAL FAC	1.13		1.26		1.16		1.29				1.23	
RES UNIV/HIGH ACTIVITY												
AVG	114,799	1 1									114,799	1 1
HIGH	114,799	100%									114,799	
LOW	114,799										114,799	
SAL FAC	1.05										1.39	
REGION II												
AVG	139,130	2 2			90,692	2 1					114,911	4 2
HIGH	163,461	50%			91,155	50%					163,461	
LOW	114,799				90,228						90,228	
SAL FAC	1.14				1.21						1.25	
REGION III												
AVG	148,893	7 2	108,491	4 2	115,149	1 1					132,614	12 2
HIGH	152,564	58%	111,333	33%	115,149	8%					152,564	
LOW	128,982		109,701		115,149						109,701	
SAL FAC	1.12		1.18		1.43						1.32	
REGION IV												
AVG	151,198	7 2	122,316	3 2	89,818	6 2	100,636	1 1			122,765	16 2
HIGH	196,391	44%	165,272	19%	109,702	38%	100,636	6%			196,391	
LOW	130,056		97,159		62,721		100,636				62,721	
SAL FAC	1.22		1.43		1.19		1.33				1.35	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0511 Prosthodontics/Prosthodontology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	152,288	7	3	109,415	14	4	101,169	10	3				116,436	31	4
HIGH	180,353	23%		134,061	45%		139,255	32%					180,353		
LOW	115,891			88,811			72,000						72,000		
SAL FAC	1.19			1.25			1.30						1.21		
TENURED/TENURE TRACK															
AVG	152,664	5	2	111,268	10	3	98,401	2	2				121,929	17	3
HIGH	177,386	29%		134,061	59%		102,273	12%					177,386		
LOW	115,891			98,950			94,528						94,528		
SAL FAC	1.17			1.26			1.24						1.17		
NONTENURE TRACK															
AVG				103,811	1	1	102,236	4	1				102,551	5	1
HIGH				103,811	20%		139,255	80%					139,255		
LOW				103,811			72,000						72,000		
SAL FAC				1.12			1.39						1.53		
RES UNIV/VERY HIGH ACTVTY															
AVG	152,288	7	3	109,415	14	4	101,169	10	3				116,436	31	4
HIGH	180,353	23%		134,061	45%		139,255	32%					180,353		
LOW	115,891			88,811			72,000						72,000		
SAL FAC	1.14			1.20			1.26						1.14		
REGION II															
AVG	167,521	2	1	112,318	3	1	94,528	1	1				127,754	6	1
HIGH	171,882	33%		113,652	50%		94,528	17%					171,882		
LOW	163,160			111,110			94,528						94,528		
SAL FAC	1.37			1.33			1.27						1.39		
REGION III															
AVG				110,415	4	1							110,415	4	1
HIGH				134,061	100%								134,061		
LOW				98,950									98,950		
SAL FAC				1.20									1.10		
REGION IV															
AVG	146,195	5	2	107,600	7	2	101,906	9	2				114,349	21	2
HIGH	180,353	24%		118,911	33%		139,255	43%					180,353		
LOW	115,891			88,811			72,000						72,000		
SAL FAC	1.18			1.26			1.35						1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.06 Dental Support Services and Allied Professions

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	90,693	10	7	82,588	26	8	58,409	21	8	60,136	1	1	51,083	22	5	68,413	79	11
HIGH	127,560	13%		199,679	33%		85,500	27%		60,136	1%		86,618	28%		199,679		
LOW	67,110			32,401			45,011			60,136			28,419			28,419		
SAL FAC	0.71			0.94			0.75			0.79			0.96			0.71		
TENURED/TENURE TRACK																		
AVG	86,042	7	4	106,630	12	4	66,182	6	3							91,158	25	5
HIGH	101,728	28%		199,679	48%		85,500	24%								199,679		
LOW	67,110			73,154			53,670									53,670		
SAL FAC	0.66			1.21			0.83									0.87		
NONTENURE TRACK																		
AVG							58,892	4	2	60,136	1	1	43,802	10	2	48,113	14	3
HIGH							62,393	29%		60,136	7%		73,166	71%		73,166		
LOW							51,061			60,136			28,419			28,419		
SAL FAC							0.80			0.86			0.82			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	102,201	4	3	95,905	16	5	60,621	11	5	60,136	1	1	56,252	6	2	79,666	37	6
HIGH	127,560	11%		199,679	43%		85,500	30%		60,136	3%		72,728	16%		199,679		
LOW	82,674			55,846			46,612			60,136			41,514			41,514		
SAL FAC	0.76			1.05			0.76			0.77			1.02			0.78		
RES UNIV/HIGH ACTIVITY																		
AVG	83,021	6	4	61,279	10	3	55,975	10	3				49,144	16	3	58,500	42	5
HIGH	91,666	14%		96,250	24%		64,480	24%					86,618	38%		96,250		
LOW	67,110			32,401			45,011						28,419			28,419		
SAL FAC	0.76			0.76			0.78						0.98			0.71		
REGION I																		
AVG	80,409	3	2	52,864	5	1	47,788	4	1				49,465	14	2	53,431	26	3
HIGH	91,666	12%		63,086	19%		50,939	15%					73,166	54%		91,666		
LOW	67,110			32,401			45,011						28,419			28,419		
SAL FAC	0.61			0.61			0.61						0.98			0.53		
REGION II																		
AVG													83,324	2	1	83,324	2	1
HIGH													86,618	100%		86,618		
LOW													80,029			80,029		
SAL FAC													1.62			0.91		
REGION III																		
AVG	102,885	4	3	92,793	17	4	62,272	7	4	60,136	1	1	44,631	5	1	80,245	33	4
HIGH	127,560	12%		199,679	52%		85,500	21%		60,136	3%		63,000	15%		199,679		
LOW	85,410			61,947			55,215			60,136			36,720			36,720		
SAL FAC	0.78			1.01			0.77			0.76			0.76			0.80		
REGION IV																		
AVG	84,720	3	2	76,372	4	3	59,953	10	3				41,514	1	1	66,705	18	3
HIGH	91,000	17%		96,250	22%		82,079	56%					41,514	6%		96,250		
LOW	80,485			55,846			46,612						41,514			41,514		
SAL FAC	0.68			0.89			0.79						0.82			0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0602 Dental Hygiene/Hygienist

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	90,693	10	7	71,107	21	8	58,409	21	8	60,136	1	1	47,859	20	4	63,666	72	10
HIGH	127,560	14%		96,601	29%		85,500	29%		60,136	1%		73,166	28%		127,560		
LOW	67,110			32,401			45,011			60,136			28,419			28,419		
SAL FAC	0.71			0.81			0.75			0.79			0.90			0.66		
TENURED/TENURE TRACK																		
AVG	86,042	7	4	89,360	7	4	66,182	6	3							81,245	20	5
HIGH	101,728	35%		96,601	35%		85,500	30%								101,728		
LOW	67,110			73,154			53,670									53,670		
SAL FAC	0.66			1.02			0.83									0.78		
NONTENURE TRACK																		
AVG							58,892	4	2	60,136	1	1	43,802	10	2	48,113	14	3
HIGH							62,393	29%		60,136	7%		73,166	71%		73,166		
LOW							51,061			60,136			28,419			28,419		
SAL FAC							0.80			0.86			0.82			0.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	102,201	4	3	80,041	11	5	60,621	11	5	60,136	1	1	56,252	6	2	71,675	32	6
HIGH	127,560	13%		96,601	34%		85,500	34%		60,136	3%		72,728	19%		127,560		
LOW	82,674			55,846			46,612			60,136			41,514			41,514		
SAL FAC	0.76			0.88			0.76			0.77			1.02			0.70		
RES UNIV/HIGH ACTIVITY																		
AVG	83,021	6	4	61,279	10	3	55,975	10	3				44,261	14	2	57,258	40	4
HIGH	91,666	15%		96,250	25%		64,480	25%					73,166	35%		96,250		
LOW	67,110			32,401			45,011						28,419			28,419		
SAL FAC	0.76			0.76			0.78						0.88			0.69		
REGION I																		
AVG	80,409	3	2	52,864	5	1	47,788	4	1				49,465	14	2	53,431	26	3
HIGH	91,666	12%		63,086	19%		50,939	15%					73,166	54%		91,666		
LOW	67,110			32,401			45,011						28,419			28,419		
SAL FAC	0.61			0.61			0.61						0.98			0.53		
REGION III																		
AVG	102,885	4	3	76,953	12	4	62,272	7	4	60,136	1	1	44,631	5	1	71,215	28	4
HIGH	127,560	14%		96,601	43%		85,500	25%		60,136	4%		63,000	18%		127,560		
LOW	85,410			61,947			55,215			60,136			36,720			36,720		
SAL FAC	0.78			0.84			0.77			0.76			0.76			0.71		
REGION IV																		
AVG	84,720	3	2	76,372	4	3	59,953	10	3				41,514	1	1	66,705	18	3
HIGH	91,000	17%		96,250	22%		82,079	56%					41,514	6%		96,250		
LOW	80,485			55,846			46,612						41,514			41,514		
SAL FAC	0.68			0.89			0.79						0.82			0.73		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.07 Health and Medical Administrative Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	132,573	44	19	90,787	59	18	81,488	58	19	86,758	11	9	65,906	13	5	96,395	174	23
HIGH	329,734	25%		151,800	34%		135,000	33%		135,000	6%		106,979	8%		329,734		
LOW	67,000			58,923			44,805			47,250			38,268			38,268		
SAL FAC	1.03			1.03			1.05			1.14			1.24			1.00		
TENURED/TENURE TRACK																		
AVG	138,630	27	13	95,029	36	13	81,775	34	13	84,000	6	6				102,520	97	16
HIGH	329,734	28%		151,800	37%		135,000	35%		135,000	6%					329,734		
LOW	67,000			61,889			44,805			60,000						44,805		
SAL FAC	1.07			1.08			1.03			1.07						0.98		
NONTENURE TRACK																		
AVG	143,037	2	1	117,411	4	3	82,097	18	7	98,063	4	3	69,538	9	3	86,646	33	8
HIGH	156,559	6%		128,668	12%		125,000	55%		125,000	12%		106,979	27%		156,559		
LOW	129,514			105,552			47,250			47,250			38,268			38,268		
SAL FAC	1.27			1.27			1.12			1.40			1.30			1.29		
RES UNIV/VERY HIGH ACTVTY																		
AVG	144,882	29	9	110,335	26	10	89,820	40	10	107,333	6	4	69,399	11	4	107,797	106	11
HIGH	329,734	27%		151,800	25%		135,000	38%		135,000	6%		106,979	10%		329,734		
LOW	78,249			78,879			57,427			74,000			38,268			38,268		
SAL FAC	1.08			1.21			1.12			1.38			1.26			1.06		
RES UNIV/HIGH ACTIVITY																		
AVG	112,858	12	8	80,317	20	6	67,474	13	7	68,333	3	3	46,697	2	1	83,642	47	10
HIGH	157,000	26%		116,140	43%		79,880	28%		74,000	6%		48,923	4%		157,000		
LOW	67,000			61,812			58,937			60,000			44,470			44,470		
SAL FAC	1.03			0.99			0.94			0.94			0.93			1.02		
DOCTORAL RES UNIV																		
AVG	92,444	3	2	67,797	13	2	51,262	5	2	52,671	2	2				67,381	21	2
HIGH	107,625	14%		81,115	62%		58,091	24%		58,091	10%					107,625		
LOW	78,667			58,923			44,805			47,250						44,805		
SAL FAC	0.87			0.83			0.75			0.75						0.84		
REGION I																		
AVG	108,342	3	2	102,056	1	1	70,717	5	3	71,000	1	1	46,697	2	1	79,460	11	3
HIGH	121,157	27%		102,056	9%		85,000	46%		71,000	9%		48,923	18%		121,157		
LOW	101,897			102,056			63,086			71,000			44,470			44,470		
SAL FAC	0.82			1.18			0.90			1.00			0.93			0.79		
REGION II																		
AVG	126,244	3	2													126,244	3	2
HIGH	137,893	100%														137,893		
LOW	113,374															113,374		
SAL FAC	1.04															1.37		
REGION III																		
AVG	117,829	10	6	84,012	24	7	74,304	20	7	74,667	3	3	58,684	6	1	83,879	60	8
HIGH	160,416	17%		116,140	40%		100,548	33%		90,000	5%		106,979	10%		160,416		
LOW	67,000			61,812			57,427			60,000			38,268			38,268		
SAL FAC	0.89			0.91			0.92			0.94			1.00			0.83		
REGION IV																		
AVG	141,113	28	9	95,238	34	10	87,473	33	9	94,192	7	5	82,256	5	3	104,871	100	10
HIGH	329,734	28%		151,800	34%		135,000	33%		135,000	7%		94,536	5%		329,734		
LOW	78,249			58,923			44,805			47,250			51,635			44,805		
SAL FAC	1.14			1.11			1.16			1.24			1.62			1.15		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0701 Health/Health Care Administration/Management

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	134,129	33 12	97,674	38 12	87,611	41 13	96,750	7 5	69,399	11 4	101,572	123 16
HIGH	188,182	27%	151,800	31%	135,000	33%	135,000	6%	106,979	9%	188,182	
LOW	87,539		61,812		47,250		47,250		38,268		38,268	
SAL FAC	1.05		1.11		1.13		1.27		1.30		1.05	
TENURED/TENURE TRACK												
AVG	139,208	18 7	97,871	25 8	87,955	23 9	95,000	3 3			105,689	66 10
HIGH	188,182	27%	151,800	38%	135,000	35%	135,000	5%			188,182	
LOW	87,539		61,889		55,620		60,000				55,620	
SAL FAC	1.07		1.11		1.11		1.22				1.01	
NONTENURE TRACK												
AVG	143,037	2 1	117,411	4 3	89,155	13 5	98,063	4 3	69,538	9 3	90,735	28 6
HIGH	156,559	7%	128,668	14%	125,000	46%	125,000	14%	106,979	32%	156,559	
LOW	129,514		105,552		47,250		47,250		38,268		38,268	
SAL FAC	1.27		1.27		1.21		1.40		1.30		1.35	
RES UNIV/VERY HIGH ACTVTY												
AVG	140,907	23 6	115,302	20 7	93,829	33 8	114,000	5 3	69,399	11 4	108,122	87 8
HIGH	188,182	26%	151,800	23%	135,000	38%	135,000	6%	106,979	13%	188,182	
LOW	101,972		78,879		58,419		90,000		38,268		38,268	
SAL FAC	1.05		1.27		1.17		1.46		1.26		1.06	
RES UNIV/HIGH ACTIVITY												
AVG	118,540	10 6	79,136	16 4	65,475	6 4	60,000	1 1			88,888	32 7
HIGH	157,000	31%	116,140	50%	79,880	19%	60,000	3%			157,000	
LOW	87,539		61,812		58,937		60,000				58,937	
SAL FAC	1.09		0.98		0.91		0.83				1.08	
DOCTORAL RES UNIV												
AVG			69,697	2 1	51,435	2 1	47,250	1 1			60,566	4 1
HIGH			73,365	50%	55,620	50%	47,250	25%			73,365	
LOW			66,029		47,250		47,250				47,250	
SAL FAC			0.86		0.75		0.67				0.75	
REGION I												
AVG	111,565	2 1			74,043	2 2					92,804	4 2
HIGH	121,157	50%			85,000	50%					121,157	
LOW	101,972				63,086						63,086	
SAL FAC	0.85				0.94						0.92	
REGION II												
AVG	126,244	3 2									126,244	3 2
HIGH	137,893	100%									137,893	
LOW	113,374										113,374	
SAL FAC	1.04										1.37	
REGION III												
AVG	125,075	8 4	83,881	19 5	77,395	13 4	75,000	2 2	58,684	6 1	85,925	46 5
HIGH	160,416	17%	116,140	41%	100,548	28%	90,000	4%	106,979	13%	160,416	
LOW	87,539		61,812		58,937		60,000		38,268		38,268	
SAL FAC	0.94		0.91		0.96		0.94		1.00		0.85	
REGION IV												
AVG	141,189	20 5	111,467	19 7	93,763	26 7	105,450	5 3	82,256	5 3	111,297	70 7
HIGH	188,182	29%	151,800	27%	135,000	37%	135,000	7%	94,536	7%	188,182	
LOW	99,665		66,029		47,250		47,250		51,635		47,250	
SAL FAC	1.14		1.30		1.24		1.39		1.62		1.22	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0706 Health Information/Medical Records Administration/Administr

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	98,853	3 3	90,444	6 3	59,297	5 2					81,122	14 3
HIGH	110,685	21%	109,048	43%	84,491	36%					110,685	
LOW	78,249		71,419		44,805						44,805	
SAL FAC	0.77		1.03		0.76						0.84	
TENURED/TENURE TRACK												
AVG	98,853	3 3	90,444	6 3	44,805	1 1					88,403	10 3
HIGH	110,685	30%	109,048	60%	44,805	10%					110,685	
LOW	78,249		71,419		44,805						44,805	
SAL FAC	0.76		1.03		0.56						0.85	
NONTENURE TRACK												
AVG					62,921	4 2					62,921	4 2
HIGH					84,491	100%					84,491	
LOW					50,544						50,544	
SAL FAC					0.86						0.94	
RES UNIV/VERY HIGH ACTVTY												
AVG	94,467	2 2	94,249	5 2	67,046	3 1					86,132	10 2
HIGH	110,685	20%	109,048	50%	84,491	30%					110,685	
LOW	78,249		82,764		57,427						57,427	
SAL FAC	0.71		1.04		0.84						0.84	
DOCTORAL RES UNIV												
AVG	107,625	1 1	71,419	1 1	47,675	2 1					68,598	4 1
HIGH	107,625	25%	71,419	25%	50,544	50%					107,625	
LOW	107,625		71,419		44,805						44,805	
SAL FAC	1.01		0.88		0.70						0.85	
REGION III												
AVG	110,685	1 1	92,217	2 1	67,046	3 1					82,710	6 1
HIGH	110,685	17%	96,618	33%	84,491	50%					110,685	
LOW	110,685		87,816		57,427						57,427	
SAL FAC	0.84		1.00		0.83						0.82	
REGION IV												
AVG	92,937	2 2	89,557	4 2	47,675	2 1					79,931	8 2
HIGH	107,625	25%	109,048	50%	50,544	25%					109,048	
LOW	78,249		71,419		44,805						44,805	
SAL FAC	0.75		1.05		0.63						0.88	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.08 Allied Health and Medical Assisting Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			78,092	2 2	82,351	11 2	80,757	6 2	52,029	8 4	70,394	21 5
HIGH			81,520	10%	107,371	52%	91,268	29%	75,765	38%	107,371	
LOW			74,664		67,894		67,894		36,442		36,442	
SAL FAC			0.89		1.06		1.06		0.98		0.73	
TENURED/TENURE TRACK												
AVG					86,550	5 1	81,345	4 1			86,550	5 1
HIGH					107,371	100%	89,980	80%			107,371	
LOW					74,724		74,724				74,724	
SAL FAC					1.09		1.04				0.83	
NONTENURE TRACK												
AVG			81,520	1 1	78,852	6 2	79,581	2 2	60,049	2 2	74,970	9 3
HIGH			81,520	11%	96,581	67%	91,268	22%	75,765	22%	96,581	
LOW			81,520		67,894		67,894		44,333		44,333	
SAL FAC			0.88		1.07		1.13		1.12		1.12	
RES UNIV/VERY HIGH ACTVTY												
AVG			81,520	1 1	82,351	11 2	80,757	6 2	60,049	2 2	79,106	14 3
HIGH			81,520	7%	107,371	79%	91,268	43%	75,765	14%	107,371	
LOW			81,520		67,894		67,894		44,333		44,333	
SAL FAC			0.90		1.03		1.04		1.09		0.78	
RES UNIV/HIGH ACTIVITY												
AVG			74,664	1 1					49,356	6 2	52,971	7 2
HIGH			74,664	14%					63,000	86%	74,664	
LOW			74,664						36,442		36,442	
SAL FAC			0.92						0.99		0.64	
REGION I												
AVG									46,245	6 2	46,245	6 2
HIGH									57,562	100%	57,562	
LOW									36,442		36,442	
SAL FAC									0.92		0.46	
REGION III												
AVG			78,092	2 2	76,369	5 1	67,894	1 1	69,383	2 2	75,199	9 2
HIGH			81,520	22%	96,581	56%	67,894	11%	75,765	22%	96,581	
LOW			74,664		67,894		67,894		63,000		63,000	
SAL FAC			0.85		0.95		0.85		1.19		0.75	
REGION IV												
AVG					87,336	6 1	83,330	5 1			87,336	6 1
HIGH					107,371	100%	91,268	83%			107,371	
LOW					74,724		74,724				74,724	
SAL FAC					1.16		1.10				0.96	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.09 Allied Health Diagnostic, Intervention, and Treatment Profe

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	145,530	38 6	106,153	62 16	82,891	112 18	100,430	17 7	59,962	31 12	95,697	243 22
HIGH	398,668	16%	265,909	26%	208,636	46%	186,545	7%	90,000	13%	398,668	
LOW	51,236		49,530		44,537		50,000		34,635		34,635	
SAL FAC	1.14		1.21		1.07		1.32		1.12		0.99	
TENURED/TENURE TRACK												
AVG	159,301	27 3	98,676	22 10	77,829	20 6	74,000	2 2	49,320	1 1	115,398	70 12
HIGH	398,668	39%	225,000	31%	180,000	29%	90,000	3%	49,320	1%	398,668	
LOW	73,023		59,761		58,000		58,000		49,320		49,320	
SAL FAC	1.23		1.12		0.98		0.95		0.85		1.10	
NONTENURE TRACK												
AVG	116,317	9 3	120,528	30 4	87,501	61 10	112,584	12 2	60,835	11 6	96,121	111 12
HIGH	282,273	8%	265,909	27%	208,636	55%	186,545	11%	84,273	10%	282,273	
LOW	51,236		49,530		44,537		54,682		40,909		40,909	
SAL FAC	1.03		1.30		1.19		1.60		1.13		1.43	
RES UNIV/VERY HIGH ACTVTY												
AVG	155,702	31 2	122,055	41 6	88,196	71 6	112,714	12 2	56,610	8 4	109,575	151 7
HIGH	398,668	21%	265,909	27%	208,636	47%	186,545	8%	84,273	5%	398,668	
LOW	71,826		49,530		44,537		54,682		40,909		40,909	
SAL FAC	1.16		1.34		1.10		1.45		1.03		1.07	
RES UNIV/HIGH ACTIVITY												
AVG	100,485	7 4	75,338	20 9	73,706	41 12	70,949	5 5	58,798	15 6	73,663	83 13
HIGH	150,000	8%	100,407	24%	116,810	49%	90,000	6%	81,734	18%	150,000	
LOW	51,236		59,761		48,465		50,000		34,635		34,635	
SAL FAC	0.92		0.93		1.03		0.98		1.17		0.89	
DOCTORAL RES UNIV												
AVG			70,500	1 1					65,495	8 2	66,051	9 2
HIGH			70,500	11%					90,000	89%	90,000	
LOW			70,500						49,320		49,320	
SAL FAC			0.87						1.19		0.82	
REGION I												
AVG	139,083	2 1	73,618	11 7	71,426	26 6	72,549	5 5	56,977	13 4	70,880	52 7
HIGH	150,000	4%	87,746	21%	105,000	50%	90,000	10%	81,734	25%	150,000	
LOW	128,167		59,761		48,465		56,442		34,635		34,635	
SAL FAC	1.06		0.85		0.91		1.02		1.13		0.70	
REGION II												
AVG	84,296	2 1	55,965	5 1	67,126	11 2					65,934	18 2
HIGH	93,741	11%	64,645	28%	116,810	61%					116,810	
LOW	74,853		49,530		44,537						44,537	
SAL FAC	0.69		0.66		0.90						0.72	
REGION III												
AVG	85,046	5 3	77,553	9 3	72,218	15 6	50,000	1 1	60,531	4 3	74,200	33 7
HIGH	100,020	15%	100,407	27%	113,992	46%	50,000	3%	72,420	12%	113,992	
LOW	51,236		65,226		50,000		50,000		54,000		50,000	
SAL FAC	0.64		0.84		0.90		0.63		1.03		0.74	
REGION IV												
AVG	160,626	29 1	129,565	37 5	93,418	60 4	117,688	11 1	62,571	14 5	113,808	140 6
HIGH	398,668	21%	265,909	26%	208,636	43%	186,545	8%	90,000	10%	398,668	
LOW	71,826		61,615		49,091		54,682		40,909		40,909	
SAL FAC	1.29		1.51		1.24		1.55		1.23		1.25	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0907 Medical Radiologic Technology/Science - Radiation Therapist

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	240,823	14 2	181,160	19 4	137,744	24 4	186,545	5 1	64,091	3 2	171,861	60 5
HIGH	398,668	23%	265,909	32%	208,636	40%	186,545	8%	84,273	5%	398,668	
LOW	89,955		63,519		56,304		186,545		54,000		54,000	
SAL FAC	1.88		2.06		1.78		2.45		1.20		1.78	
TENURED/TENURE TRACK												
AVG	252,580	11 1	181,012	5 2	91,364	6 1					192,347	22 2
HIGH	398,668	50%	225,000	23%	180,000	27%					398,668	
LOW	152,182		74,605		65,455						65,455	
SAL FAC	1.94		2.06		1.15						1.84	
NONTENURE TRACK												
AVG	251,591	2 1	211,981	11 1	178,210	14 1	186,545	5 1	84,273	1 1	193,364	28 1
HIGH	282,273	7%	265,909	39%	208,636	50%	186,545	18%	84,273	4%	282,273	
LOW	220,909		122,701		59,727		186,545		84,273		59,727	
SAL FAC	2.23		2.29		2.43		2.65		1.57		2.88	
RES UNIV/VERY HIGH ACTVTY												
AVG	252,428	13 1	210,816	15 1	145,144	22 2	186,545	5 1	84,273	1 1	190,613	51 2
HIGH	398,668	26%	265,909	29%	208,636	43%	186,545	10%	84,273	2%	398,668	
LOW	152,182		122,701		59,727		186,545		84,273		59,727	
SAL FAC	1.89		2.32		1.81		2.39		1.53		1.87	
RES UNIV/HIGH ACTIVITY												
AVG	89,955	1 1	69,946	4 3	56,347	2 2			54,000	2 1	65,604	9 3
HIGH	89,955	11%	74,605	44%	56,389	22%			54,000	22%	89,955	
LOW	89,955		63,519		56,304				54,000		54,000	
SAL FAC	0.82		0.87		0.79				1.08		0.80	
REGION I												
AVG			63,519	1 1	56,389	1 1					59,954	2 1
HIGH			63,519	50%	56,389	50%					63,519	
LOW			63,519		56,389						56,389	
SAL FAC			0.73		0.72						0.59	
REGION III												
AVG	89,955	1 1	70,830	2 1	56,304	1 1			54,000	2 1	65,987	6 1
HIGH	89,955	17%	71,703	33%	56,304	17%			54,000	33%	89,955	
LOW	89,955		69,957		56,304				54,000		54,000	
SAL FAC	0.68		0.77		0.70				0.92		0.66	
REGION IV												
AVG	252,428	13 1	202,303	16 2	145,144	22 2	186,545	5 1	84,273	1 1	188,382	52 3
HIGH	398,668	25%	265,909	31%	208,636	42%	186,545	10%	84,273	2%	398,668	
LOW	152,182		74,605		59,727		186,545		84,273		59,727	
SAL FAC	2.03		2.36		1.92		2.46		1.66		2.07	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0908 Respiratory Care Therapy/Therapist

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	84,296	2 1	61,046	7 3	57,626	9 2			59,081	5 3	61,302	23 4
HIGH	93,741	9%	77,000	30%	68,074	39%			75,000	22%	93,741	
LOW	74,853		49,530		44,537				49,320		44,537	
SAL FAC	0.66		0.70		0.74				1.11		0.64	
TENURED/TENURE TRACK												
AVG			73,750	2 2	64,000	1 1			49,320	1 1	65,205	4 2
HIGH			77,000	50%	64,000	25%			49,320	25%	77,000	
LOW			70,500		64,000				49,320		49,320	
SAL FAC			0.84		0.81				0.85		0.62	
NONTENURE TRACK												
AVG	84,296	2 1	55,965	5 1	56,829	8 2			64,500	2 1	60,709	17 2
HIGH	93,741	12%	64,645	29%	68,074	47%			75,000	12%	93,741	
LOW	74,853		49,530		44,537				54,000		44,537	
SAL FAC	0.75		0.61		0.77				1.20		0.90	
RES UNIV/VERY HIGH ACTVTY												
AVG	84,296	2 1	59,471	6 2	57,626	9 2			64,500	2 1	61,739	19 2
HIGH	93,741	11%	77,000	32%	68,074	47%			75,000	11%	93,741	
LOW	74,853		49,530		44,537				54,000		44,537	
SAL FAC	0.63		0.65		0.72				1.17		0.61	
RES UNIV/HIGH ACTIVITY												
AVG									58,542	2 1	58,542	2 1
HIGH									60,965	100%	60,965	
LOW									56,118		56,118	
SAL FAC									1.17		0.71	
DOCTORAL RES UNIV												
AVG			70,500	1 1					49,320	1 1	59,910	2 1
HIGH			70,500	50%					49,320	50%	70,500	
LOW			70,500						49,320		49,320	
SAL FAC			0.87						0.90		0.74	
REGION I												
AVG									58,542	2 1	58,542	2 1
HIGH									60,965	100%	60,965	
LOW									56,118		56,118	
SAL FAC									1.16		0.58	
REGION II												
AVG	84,296	2 1	55,965	5 1	53,287	6 1					59,088	13 1
HIGH	93,741	15%	64,645	39%	63,704	46%					93,741	
LOW	74,853		49,530		44,537						44,537	
SAL FAC	0.69		0.66		0.71						0.64	
REGION IV												
AVG			73,750	2 2	66,303	3 1			59,440	3 2	65,591	8 2
HIGH			77,000	25%	68,074	38%			75,000	38%	77,000	
LOW			70,500		64,000				49,320		49,320	
SAL FAC			0.86		0.88				1.17		0.72	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0912 Physician Assistant

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			76,907	6 4	77,499	20 4	71,581	3 3	78,993	1 1	77,423	27 4
HIGH			100,407	22%	113,992	74%	81,800	11%	78,993	4%	113,992	
LOW			59,761		56,442		56,442		78,993		56,442	
SAL FAC			0.88		1.00		0.94		1.48		0.80	
TENURED/TENURE TRACK												
AVG			59,761	1 1							59,761	1 1
HIGH			59,761	100%							59,761	
LOW			59,761								59,761	
SAL FAC			0.68								0.57	
NONTENURE TRACK												
AVG			70,219	2 1	57,662	3 1	56,442	1 1			62,685	5 1
HIGH			74,204	40%	59,687	60%	56,442	20%			74,204	
LOW			66,233		56,442		56,442				56,442	
SAL FAC			0.76		0.79		0.80				0.93	
RES UNIV/HIGH ACTIVITY												
AVG			76,907	6 4	77,499	20 4	71,581	3 3	78,993	1 1	77,423	27 4
HIGH			100,407	22%	113,992	74%	81,800	11%	78,993	4%	113,992	
LOW			59,761		56,442		56,442		78,993		56,442	
SAL FAC			0.95		1.08		0.99		1.58		0.94	
REGION I												
AVG			72,207	5 3	74,925	13 3	71,581	3 3	78,993	1 1	74,424	19 3
HIGH			81,532	26%	89,336	68%	81,800	16%	78,993	5%	89,336	
LOW			59,761		56,442		56,442		78,993		56,442	
SAL FAC			0.83		0.95		1.01		1.57		0.74	
REGION III												
AVG			100,407	1 1	82,279	7 1					84,545	8 1
HIGH			100,407	13%	113,992	88%					113,992	
LOW			100,407		71,432						71,432	
SAL FAC			1.09		1.02						0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.0913 Athletic Training/Trainer

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	92,220	1 1	73,949	9 5	58,988	11 6	54,000	2 2	51,696	6 1	63,585	27 7
HIGH	92,220	4%	90,410	33%	71,787	41%	58,000	7%	81,734	22%	92,220	
LOW	92,220		61,448		48,465		50,000		34,635		34,635	
SAL FAC	0.72		0.84		0.76		0.71		0.97		0.66	
TENURED/TENURE TRACK												
AVG			73,134	5 4	59,440	3 2	58,000	1 1			67,999	8 4
HIGH			81,684	63%	60,320	38%	58,000	13%			81,684	
LOW			61,448		58,000		58,000				58,000	
SAL FAC			0.83		0.75		0.74				0.65	
NONTENURE TRACK												
AVG			69,819	3 1	52,555	4 3					59,954	7 3
HIGH			74,335	43%	55,702	57%					74,335	
LOW			65,226		48,465						48,465	
SAL FAC			0.76		0.72						0.89	
RES UNIV/VERY HIGH ACTVTY												
AVG			73,897	1 1	57,901	3 1	58,000	1 1			61,900	4 1
HIGH			73,897	25%	60,000	75%	58,000	25%			73,897	
LOW			73,897		55,702		58,000				55,702	
SAL FAC			0.81		0.72		0.74				0.61	
RES UNIV/HIGH ACTIVITY												
AVG	92,220	1 1	73,955	8 4	59,396	8 5	50,000	1 1	51,696	6 1	63,878	23 6
HIGH	92,220	4%	90,410	35%	71,787	35%	50,000	4%	81,734	26%	92,220	
LOW	92,220		61,448		48,465		50,000		34,635		34,635	
SAL FAC	0.84		0.91		0.83		0.69		1.03		0.78	
REGION I												
AVG			67,673	2 2	60,571	8 3	58,000	1 1	51,696	6 1	58,131	16 3
HIGH			73,897	13%	71,787	50%	58,000	6%	81,734	38%	81,734	
LOW			61,448		48,465		58,000		34,635		34,635	
SAL FAC			0.78		0.77		0.82		1.03		0.57	
REGION III												
AVG	92,220	1 1	75,986	6 2	51,991	2 2	50,000	1 1			72,457	9 3
HIGH	92,220	11%	90,410	67%	53,982	22%	50,000	11%			92,220	
LOW	92,220		65,226		50,000		50,000				50,000	
SAL FAC	0.70		0.83		0.65		0.63				0.72	
REGION IV												
AVG			74,279	1 1	60,320	1 1					67,300	2 1
HIGH			74,279	50%	60,320	50%					74,279	
LOW			74,279		60,320						60,320	
SAL FAC			0.87		0.80						0.74	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.10 Clinical/Medical Laboratory Science/Research and Allied Pro

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	88,901	11	8	82,618	31	15	64,040	19	8	65,000	1	1	52,883	16	7	72,753	77	17
HIGH	111,251	14%		137,399	40%		77,643	25%		65,000	1%		69,876	21%		137,399		
LOW	70,978			55,479			50,552			65,000			31,873			31,873		
SAL FAC	0.69			0.94			0.83			0.85			0.99			0.76		
TENURED/TENURE TRACK																		
AVG	94,071	7	5	76,690	16	8	65,735	9	5	65,000	1	1				77,411	32	9
HIGH	111,251	22%		91,337	50%		73,013	28%		65,000	3%					111,251		
LOW	73,395			55,479			50,552			65,000						50,552		
SAL FAC	0.72			0.87			0.83			0.83						0.74		
NONTENURE TRACK																		
AVG				89,093	2	1	60,519	5	3				53,781	7	3	61,232	14	4
HIGH				96,600	14%		72,873	36%					64,097	50%		96,600		
LOW				81,585			50,779						45,101			45,101		
SAL FAC				0.96			0.82						1.00			0.91		
RES UNIV/VERY HIGH ACTVTY																		
AVG	93,719	5	4	81,883	16	6	63,806	11	5				56,908	6	3	74,264	38	7
HIGH	107,659	13%		135,491	42%		77,643	29%					69,876	16%		135,491		
LOW	73,395			55,479			50,552						45,101			45,101		
SAL FAC	0.70			0.90			0.80						1.04			0.73		
RES UNIV/HIGH ACTIVITY																		
AVG	84,886	6	4	84,298	14	8	64,362	8	3	65,000	1	1	49,726	8	3	72,283	36	9
HIGH	111,251	17%		137,399	39%		69,185	22%		65,000	3%		64,097	22%		137,399		
LOW	70,978			64,395			52,795			65,000			31,873			31,873		
SAL FAC	0.78			1.04			0.90			0.90			0.99			0.88		
DOCTORAL RES UNIV																		
AVG				70,849	1	1							53,437	2	1	59,241	3	1
HIGH				70,849	33%								58,021	67%		70,849		
LOW				70,849									48,852			48,852		
SAL FAC				0.87									0.97			0.74		
REGION I																		
AVG	75,754	1	1	69,010	4	3							52,735	3	1	63,750	8	3
HIGH	75,754	13%		75,477	50%								54,464	38%		75,754		
LOW	75,754			64,395									51,871			51,871		
SAL FAC	0.58			0.79									1.05			0.63		
REGION II																		
AVG				137,399	1	1										137,399	1	1
HIGH				137,399	100%											137,399		
LOW				137,399												137,399		
SAL FAC				1.62												1.50		
REGION III																		
AVG	98,870	6	5	87,037	16	7	66,705	14	5	65,000	1	1	58,744	6	3	77,908	42	8
HIGH	111,251	14%		135,491	38%		77,643	33%		65,000	2%		69,876	14%		135,491		
LOW	85,345			55,479			50,779			65,000			45,101			45,101		
SAL FAC	0.75			0.95			0.83			0.82			1.00			0.77		
REGION IV																		
AVG	77,235	4	2	75,512	10	4	56,579	5	3				47,923	7	3	64,708	26	5
HIGH	87,962	15%		91,640	39%		60,304	19%					59,483	27%		91,640		
LOW	70,978			61,332			50,552						31,873			31,873		
SAL FAC	0.62			0.88			0.75						0.95			0.71		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.1005 Clinical Laboratory Science/Medical Technology/Technologist

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	86,491	8 6	81,451	26 11	62,958	12 6	65,000	1 1	52,804	14 6	71,740	60 12
HIGH	107,659	13%	135,491	43%	77,643	20%	65,000	2%	69,876	23%	135,491	
LOW	70,978		55,479		50,552		65,000		31,873		31,873	
SAL FAC	0.67		0.93		0.81		0.85		0.99		0.74	
TENURED/TENURE TRACK												
AVG	93,130	4 3	76,297	13 6	61,350	4 3	65,000	1 1			76,656	21 6
HIGH	107,659	19%	91,337	62%	69,545	19%	65,000	5%			107,659	
LOW	73,395		55,479		50,552		65,000				50,552	
SAL FAC	0.72		0.87		0.77		0.83				0.73	
NONTENURE TRACK												
AVG			89,093	2 1	62,517	3 2			53,781	7 3	61,850	12 3
HIGH			96,600	17%	72,873	25%			64,097	58%	96,600	
LOW			81,585		50,779				45,101		45,101	
SAL FAC			0.96		0.85				1.00		0.92	
RES UNIV/VERY HIGH ACTVTY												
AVG	93,719	5 4	81,883	16 6	64,225	8 4			56,908	6 3	75,257	35 6
HIGH	107,659	14%	135,491	46%	77,643	23%			69,876	17%	135,491	
LOW	73,395		55,479		50,552				45,101		45,101	
SAL FAC	0.70		0.90		0.80				1.04		0.74	
RES UNIV/HIGH ACTIVITY												
AVG	74,445	3 2	80,759	10 5	60,424	4 2	65,000	1 1	49,726	8 3	66,817	25 6
HIGH	76,604	12%	99,330	40%	65,000	16%	65,000	4%	64,097	32%	99,330	
LOW	70,978		64,395		52,795		65,000		31,873		31,873	
SAL FAC	0.68		1.00		0.84		0.90		0.99		0.81	
REGION I												
AVG	75,754	1 1	69,010	4 3					52,735	3 1	63,750	8 3
HIGH	75,754	13%	75,477	50%					54,464	38%	75,754	
LOW	75,754		64,395						51,871		51,871	
SAL FAC	0.58		0.79						1.05		0.63	
REGION III												
AVG	102,413	3 3	89,032	13 5	67,514	7 3	65,000	1 1	58,744	6 3	78,956	29 5
HIGH	107,659	10%	135,491	45%	77,643	24%	65,000	3%	69,876	21%	135,491	
LOW	96,076		55,479		50,779		65,000		45,101		45,101	
SAL FAC	0.77		0.97		0.84		0.82		1.00		0.78	
REGION IV												
AVG	77,235	4 2	76,030	9 3	56,579	5 3			45,717	5 2	65,421	23 4
HIGH	87,962	17%	91,640	39%	60,304	22%			59,483	22%	91,640	
LOW	70,978		61,332		50,552				31,873		31,873	
SAL FAC	0.62		0.89		0.75				0.90		0.72	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.11 Health/Medical Preparatory Programs

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	128,525	13	2	88,554	10	2	79,742	7	1				70,321	6	2	98,236	36	4
HIGH	170,865	36%		103,582	28%		84,799	19%					94,556	17%		170,865		
LOW	91,787			67,993			74,085						57,087			57,087		
SAL FAC	1.00			1.01			1.03						1.32			1.02		
TENURED/TENURE TRACK																		
AVG	160,763	1	1													160,763	1	1
HIGH	160,763	100%														160,763		
LOW	160,763															160,763		
SAL FAC	1.24															1.54		
NONTENURE TRACK																		
AVG													79,778	2	1	79,778	2	1
HIGH													94,556	100%		94,556		
LOW													65,000			65,000		
SAL FAC													1.49			1.19		
RES UNIV/VERY HIGH ACTVTY																		
AVG	128,525	13	2	86,965	9	1	79,742	7	1				65,593	4	1	99,215	33	2
HIGH	170,865	39%		103,582	27%		84,799	21%					76,009	12%		170,865		
LOW	91,787			67,993			74,085						57,087			57,087		
SAL FAC	0.96			0.96			0.99						1.19			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG				102,850	1	1							79,778	2	1	87,469	3	2
HIGH				102,850	33%								94,556	67%		102,850		
LOW				102,850									65,000			65,000		
SAL FAC				1.27									1.59			1.06		
REGION I																		
AVG	160,763	1	1													160,763	1	1
HIGH	160,763	100%														160,763		
LOW	160,763															160,763		
SAL FAC	1.22															1.59		
REGION II																		
AVG	125,839	12	1	86,965	9	1	79,742	7	1				70,321	6	2	96,261	34	2
HIGH	170,865	35%		103,582	27%		84,799	21%					94,556	18%		170,865		
LOW	91,787			67,993			74,085						57,087			57,087		
SAL FAC	1.03			1.03			1.07						1.36			1.05		
REGION III																		
AVG				102,850	1	1										102,850	1	1
HIGH				102,850	100%											102,850		
LOW				102,850												102,850		
SAL FAC				1.12												1.02		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.1104 Pre-Veterinary Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	128,525	13	2	88,554	10	2	79,742	7	1				65,593	4	1	99,322	34	3
HIGH	170,865	38%		103,582	29%		84,799	21%					76,009	12%		170,865		
LOW	91,787			67,993			74,085						57,087			57,087		
SAL FAC	1.00			1.01			1.03						1.23			1.03		
TENURED/TENURE TRACK																		
AVG	160,763	1	1													160,763	1	1
HIGH	160,763	100%														160,763		
LOW	160,763															160,763		
SAL FAC	1.24															1.54		
RES UNIV/VERY HIGH ACTVTY																		
AVG	128,525	13	2	86,965	9	1	79,742	7	1				65,593	4	1	99,215	33	2
HIGH	170,865	39%		103,582	27%		84,799	21%					76,009	12%		170,865		
LOW	91,787			67,993			74,085						57,087			57,087		
SAL FAC	0.96			0.96			0.99						1.19			0.97		
RES UNIV/HIGH ACTIVITY																		
AVG				102,850	1	1										102,850	1	1
HIGH				102,850	100%											102,850		
LOW				102,850												102,850		
SAL FAC				1.27												1.25		
REGION I																		
AVG	160,763	1	1													160,763	1	1
HIGH	160,763	100%														160,763		
LOW	160,763															160,763		
SAL FAC	1.22															1.59		
REGION II																		
AVG	125,839	12	1	86,965	9	1	79,742	7	1				65,593	4	1	97,291	32	1
HIGH	170,865	38%		103,582	28%		84,799	22%					76,009	13%		170,865		
LOW	91,787			67,993			74,085						57,087			57,087		
SAL FAC	1.03			1.03			1.07						1.27			1.06		
REGION III																		
AVG				102,850	1	1										102,850	1	1
HIGH				102,850	100%											102,850		
LOW				102,850												102,850		
SAL FAC				1.12												1.02		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.12 Medicine

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	150,856	941	16	115,483	796	15	92,065	1,389	15	69,164	139	10	92,787	316	10	113,620	3,442	18
HIGH	979,233	27%		816,667	23%		404,605	40%		171,818	4%		184,091	9%		979,233		
LOW	32,727			19,519			18,456			22,582			24,955			18,456		
SAL FAC	1.18			1.32			1.19			0.91			1.74			1.18		
TENURED/TENURE TRACK																		
AVG	168,029	520	8	129,663	235	8	113,746	233	7	96,882	13	5				146,102	988	8
HIGH	509,960	53%		227,664	24%		225,000	24%		171,818	1%					509,960		
LOW	42,911			26,182			46,653			46,653						26,182		
SAL FAC	1.29			1.47			1.43			1.24						1.40		
NONTENURE TRACK																		
AVG	130,807	184	7	118,153	332	7	100,759	751	8	89,454	67	6	96,084	287	5	107,170	1,554	8
HIGH	241,369	12%		306,818	21%		233,187	48%		163,636	4%		184,091	19%		306,818		
LOW	44,476			40,900			36,393			36,393			32,727			32,727		
SAL FAC	1.16			1.28			1.37			1.27			1.79			1.60		
RES UNIV/VERY HIGH ACTVTY																		
AVG	147,718	891	11	110,787	740	11	89,251	1,319	11	68,796	137	9	92,943	313	8	110,454	3,263	12
HIGH	509,960	27%		306,818	23%		233,187	40%		171,818	4%		184,091	10%		509,960		
LOW	32,727			19,519			18,456			22,582			24,955			18,456		
SAL FAC	1.10			1.22			1.11			0.88			1.69			1.08		
RES UNIV/HIGH ACTIVITY																		
AVG	206,785	50	5	177,547	56	4	145,088	70	4	94,367	2	1	76,505	3	2	171,327	179	6
HIGH	979,233	28%		816,667	31%		404,605	39%		116,000	1%		89,167	2%		979,233		
LOW	40,900			39,122			43,387			72,734			68,250			39,122		
SAL FAC	1.89			2.20			2.03			1.30			1.53			2.08		
REGION I																		
AVG	247,233	43	4	202,303	45	3	155,214	63	3	94,367	2	1	67,976	3	2	192,968	154	4
HIGH	979,233	28%		816,667	29%		404,605	41%		116,000	1%		89,167	2%		979,233		
LOW	95,441			68,597			49,060			72,734			46,513			46,513		
SAL FAC	1.88			2.33			1.98			1.33			1.35			1.91		
REGION II																		
AVG	98,796	17	2	79,819	12	2	62,978	10	2				72,100	1	1	83,481	40	3
HIGH	251,944	43%		196,320	30%		72,694	25%					72,100	3%		251,944		
LOW	40,900			39,122			43,387						72,100			39,122		
SAL FAC	0.81			0.94			0.84						1.40			0.91		
REGION III																		
AVG	154,527	572	5	122,804	438	5	102,763	830	4	73,763	57	4	98,116	265	2	120,414	2,105	5
HIGH	321,084	27%		232,890	21%		225,000	39%		171,818	3%		184,091	13%		321,084		
LOW	44,476			40,900			36,393			36,393			32,727			32,727		
SAL FAC	1.17			1.33			1.28			0.93			1.68			1.20		
REGION IV																		
AVG	133,514	309	5	93,272	301	5	66,206	486	6	65,257	80	5	64,766	47	5	91,471	1,143	6
HIGH	509,960	27%		306,818	26%		233,187	43%		147,273	7%		175,112	4%		509,960		
LOW	32,727			19,519			18,456			22,582			24,955			18,456		
SAL FAC	1.08			1.09			0.88			0.86			1.28			1.00		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.1201 Medicine

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	154,695	777	14	118,778	681	13	94,203	1,123	13	70,342	123	8	92,984	314	8	116,088	2,895	16
HIGH	979,233	27%		816,667	24%		404,605	39%		171,818	4%		184,091	11%		979,233		
LOW	32,727			19,519			18,456			22,582			24,955			18,456		
SAL FAC	1.21			1.35			1.21			0.92			1.74			1.20		
TENURED/TENURE TRACK																		
AVG	173,418	424	6	137,913	192	6	118,959	201	5	106,774	9	3				151,676	817	6
HIGH	509,960	52%		227,664	24%		225,000	25%		171,818	1%					509,960		
LOW	42,911			26,182			46,653			46,653						26,182		
SAL FAC	1.33			1.57			1.50			1.37						1.45		
NONTENURE TRACK																		
AVG	139,281	116	5	123,775	260	5	108,656	517	6	96,913	55	5	96,324	285	3	112,025	1,178	6
HIGH	241,369	10%		306,818	22%		233,187	44%		163,636	5%		184,091	24%		306,818		
LOW	59,087			48,972			36,901			40,220			32,727			32,727		
SAL FAC	1.23			1.34			1.48			1.38			1.80			1.67		
RES UNIV/VERY HIGH ACTVTY																		
AVG	151,113	727	9	113,512	625	9	90,821	1,053	9	69,945	121	7	93,143	311	6	112,447	2,716	10
HIGH	509,960	27%		306,818	23%		233,187	39%		171,818	5%		184,091	12%		509,960		
LOW	32,727			19,519			18,456			22,582			24,955			18,456		
SAL FAC	1.13			1.25			1.13			0.90			1.69			1.10		
RES UNIV/HIGH ACTIVITY																		
AVG	206,785	50	5	177,547	56	4	145,088	70	4	94,367	2	1	76,505	3	2	171,327	179	6
HIGH	979,233	28%		816,667	31%		404,605	39%		116,000	1%		89,167	2%		979,233		
LOW	40,900			39,122			43,387			72,734			68,250			39,122		
SAL FAC	1.89			2.20			2.03			1.30			1.53			2.08		
REGION I																		
AVG	247,233	43	4	202,303	45	3	155,214	63	3	94,367	2	1	67,976	3	2	192,968	154	4
HIGH	979,233	28%		816,667	29%		404,605	41%		116,000	1%		89,167	2%		979,233		
LOW	95,441			68,597			49,060			72,734			46,513			46,513		
SAL FAC	1.88			2.33			1.98			1.33			1.35			1.91		
REGION II																		
AVG	98,796	17	2	79,819	12	2	62,978	10	2				72,100	1	1	83,481	40	3
HIGH	251,944	43%		196,320	30%		72,694	25%					72,100	3%		251,944		
LOW	40,900			39,122			43,387						72,100			39,122		
SAL FAC	0.81			0.94			0.84						1.40			0.91		
REGION III																		
AVG	162,966	420	4	129,234	344	4	111,108	579	3	78,837	43	3	98,242	264	1	126,428	1,607	4
HIGH	321,084	26%		225,000	21%		225,000	36%		171,818	3%		184,091	16%		321,084		
LOW	59,087			48,972			36,901			40,220			32,727			32,727		
SAL FAC	1.23			1.40			1.38			0.99			1.68			1.26		
REGION IV																		
AVG	132,802	297	4	94,178	280	4	65,924	471	5	65,043	78	4	64,894	46	4	91,268	1,094	5
HIGH	509,960	27%		306,818	26%		233,187	43%		147,273	7%		175,112	4%		509,960		
LOW	32,727			19,519			18,456			22,582			24,955			18,456		
SAL FAC	1.07			1.10			0.87			0.86			1.28			1.00		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.15 Mental and Social Health Services and Allied Professions

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	95,304	21	9	75,331	20	9	65,580	16	8	59,658	3	3	52,410	4	3	78,146	61	12
HIGH	143,755	34%		110,351	33%		83,252	26%		65,455	5%		57,273	7%		143,755		
LOW	61,900			56,971			52,520			52,520			46,276			46,276		
SAL FAC	0.74			0.86			0.85			0.78			0.98			0.81		
TENURED/TENURE TRACK																		
AVG	106,921	9	3	78,253	4	3	74,349	3	2	61,000	1	1				93,647	16	3
HIGH	143,755	56%		92,733	25%		83,252	19%		61,000	6%					143,755		
LOW	78,746			71,078			61,000			61,000						61,000		
SAL FAC	0.82			0.89			0.94			0.78						0.90		
NONTENURE TRACK																		
AVG	88,525	3	2	68,301	2	1	63,491	5	2	65,455	1	1	53,045	2	1	68,810	12	3
HIGH	94,921	25%		69,911	17%		66,701	42%		65,455	8%		53,101	17%		94,921		
LOW	78,350			66,691			59,598			65,455			52,990			52,990		
SAL FAC	0.78			0.74			0.87			0.93			0.99			1.03		
RES UNIV/VERY HIGH ACTVTY																		
AVG	102,765	7	3	71,267	4	2	69,745	9	3	65,455	1	1	46,276	1	1	79,924	21	4
HIGH	143,755	33%		76,816	19%		83,252	43%		65,455	5%		46,276	5%		143,755		
LOW	78,350			66,691			62,750			65,455			46,276			46,276		
SAL FAC	0.77			0.78			0.87			0.84			0.84			0.78		
RES UNIV/HIGH ACTIVITY																		
AVG	95,733	11	5	79,481	11	6	59,642	6	4	56,760	2	2	53,045	2	1	79,710	30	7
HIGH	126,231	37%		110,351	37%		67,870	20%		61,000	7%		53,101	7%		126,231		
LOW	61,900			56,971			52,520			52,520			52,990			52,520		
SAL FAC	0.88			0.98			0.83			0.78			1.06			0.97		
DOCTORAL RES UNIV																		
AVG	76,323	3	1	69,451	5	1	63,727	1	1				57,273	1	1	69,722	10	1
HIGH	81,796	30%		74,520	50%		63,727	10%					57,273	10%		81,796		
LOW	72,736			60,072			63,727						57,273			57,273		
SAL FAC	0.72			0.85			0.93						1.04			0.87		
REGION I																		
AVG	92,746	5	3	74,448	6	3	57,246	4	2	52,520	1	1	53,045	2	1	73,264	17	4
HIGH	126,231	29%		110,351	35%		62,951	24%		52,520	6%		53,101	12%		126,231		
LOW	61,900			56,971			52,520			52,520			52,990			52,520		
SAL FAC	0.70			0.86			0.73			0.74			1.05			0.72		
REGION II																		
AVG	107,746	5	1	71,139	3	1	71,391	5	1	65,455	1	1				85,316	13	1
HIGH	143,755	39%		76,816	23%		83,252	39%		65,455	8%					143,755		
LOW	92,304			66,691			62,750			65,455						62,750		
SAL FAC	0.88			0.84			0.96			0.88						0.93		
REGION III																		
AVG				91,980	1	1										91,980	1	1
HIGH				91,980	100%											91,980		
LOW				91,980												91,980		
SAL FAC				1.00												0.91		
REGION IV																		
AVG	90,811	11	5	75,453	10	4	66,193	7	5	61,000	1	1	51,775	2	2	77,345	30	6
HIGH	126,126	37%		92,733	33%		76,128	23%		61,000	3%		57,273	7%		126,126		
LOW	72,736			60,072			61,000			61,000			46,276			46,276		
SAL FAC	0.73			0.88			0.88			0.80			1.02			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.1599 Mental and Social Health Services and Allied Professions, 0

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	104,517	11	3	82,395	6	3	68,515	9	4	63,228	2	2	53,045	2	1	84,528	28	5
HIGH	143,755	39%		110,351	21%		83,252	32%		65,455	7%		53,101	7%		143,755		
LOW	78,746			66,691			59,598			61,000			52,990			52,990		
SAL FAC	0.82			0.94			0.88			0.83			1.00			0.88		
TENURED/TENURE TRACK																		
AVG	104,528	8	2	84,775	2	2	74,349	3	2	61,000	1	1				94,525	13	2
HIGH	143,755	62%		92,733	15%		83,252	23%		61,000	8%					143,755		
LOW	78,746			76,816			61,000			61,000						61,000		
SAL FAC	0.80			0.96			0.94			0.78						0.90		
NONTENURE TRACK																		
AVG	93,612	2	1	68,301	2	1	63,491	5	2	65,455	1	1	53,045	2	1	67,943	11	2
HIGH	94,921	18%		69,911	18%		66,701	46%		65,455	9%		53,101	18%		94,921		
LOW	92,304			66,691			59,598			65,455			52,990			52,990		
SAL FAC	0.83			0.74			0.87			0.93			0.99			1.01		
RES UNIV/VERY HIGH ACTVTY																		
AVG	107,746	5	1	71,139	3	1	72,181	6	2	65,455	1	1				84,659	14	2
HIGH	143,755	36%		76,816	21%		83,252	43%		65,455	7%					143,755		
LOW	92,304			66,691			62,750			65,455						62,750		
SAL FAC	0.81			0.78			0.90			0.84						0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	101,825	6	2	93,651	3	2	61,183	3	2	61,000	1	1	53,045	2	1	84,396	14	3
HIGH	126,231	43%		110,351	21%		62,951	21%		61,000	7%		53,101	14%		126,231		
LOW	78,746			77,869			59,598			61,000			52,990			52,990		
SAL FAC	0.93			1.16			0.85			0.84			1.06			1.02		
REGION I																		
AVG	126,231	1	1	94,110	2	1	61,274	2	1				53,045	2	1	77,584	7	2
HIGH	126,231	14%		110,351	29%		62,951	29%					53,101	29%		126,231		
LOW	126,231			77,869			59,598						52,990			52,990		
SAL FAC	0.96			1.08			0.78						1.05			0.77		
REGION II																		
AVG	107,746	5	1	71,139	3	1	71,391	5	1	65,455	1	1				85,316	13	1
HIGH	143,755	39%		76,816	23%		83,252	39%		65,455	8%					143,755		
LOW	92,304			66,691			62,750			65,455						62,750		
SAL FAC	0.88			0.84			0.96			0.88						0.93		
REGION IV																		
AVG	96,944	5	1	92,733	1	1	68,564	2	2	61,000	1	1				89,323	8	2
HIGH	126,126	63%		92,733	13%		76,128	25%		61,000	13%					126,126		
LOW	78,746			92,733			61,000			61,000						61,000		
SAL FAC	0.78			1.08			0.91			0.80						0.98		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.1701 Optometry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	128,771	37	4	95,197	42	4	82,495	23	4				60,281	1	1	104,082	103	4
HIGH	283,956	36%		145,710	41%		102,376	22%					60,281	1%		283,956		
LOW	92,608			71,812			69,051						60,281			60,281		
SAL FAC	1.00			1.08			1.06						1.13			1.08		
TENURED/TENURE TRACK																		
AVG	106,184	9	1	80,269	4	1	74,929	3	1				60,281	1	1	91,871	17	1
HIGH	122,919	53%		84,997	24%		75,296	18%					60,281	6%		122,919		
LOW	93,002			77,364			74,646						60,281			60,281		
SAL FAC	0.82			0.91			0.94						1.04			0.88		
RES UNIV/VERY HIGH ACTVTY																		
AVG	130,586	35	3	97,990	33	3	89,615	14	3				60,281	1	1	109,868	83	3
HIGH	283,956	42%		145,710	40%		102,376	17%					60,281	1%		283,956		
LOW	92,608			71,812			74,646						60,281			60,281		
SAL FAC	0.98			1.08			1.12						1.10			1.08		
RES UNIV/HIGH ACTIVITY																		
AVG	97,019	2	1	84,953	9	1	71,419	9	1							80,069	20	1
HIGH	99,600	10%		104,000	45%		76,715	45%								104,000		
LOW	94,439			72,888			69,051									69,051		
SAL FAC	0.89			1.05			1.00									0.97		
REGION II																		
AVG	138,151	20	2	90,716	23	2	76,474	13	2							104,351	56	2
HIGH	283,956	36%		145,710	41%		102,376	23%								283,956		
LOW	92,608			71,812			69,051									69,051		
SAL FAC	1.13			1.07			1.02									1.14		
REGION III																		
AVG	117,737	17	2	100,621	19	2	90,322	10	2				60,281	1	1	103,762	47	2
HIGH	122,919	36%		84,997	40%		76,626	21%					60,281	2%		122,919		
LOW	93,002			77,364			74,646						60,281			60,281		
SAL FAC	0.89			1.09			1.12						1.03			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.20 Pharmacy, Pharmaceutical Sciences, and Administration

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	=====			=====			=====			=====			=====			=====		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	130,117	530	38	94,050	542	37	81,415	534	38	79,630	86	27	58,611	92	12	99,414	1,698	38
HIGH	303,160	31%		188,140	32%		147,477	31%		120,000	5%		158,510	5%		303,160		
LOW	54,020			40,589			36,818			40,909			26,880			26,880		
SAL FAC	1.01			1.07			1.05			1.05			1.10			1.03		
TENURED/TENURE TRACK																		
AVG	130,465	376	29	92,394	280	28	79,834	168	29	79,057	35	18				107,206	824	29
HIGH	269,100	46%		188,140	34%		109,504	20%		96,777	4%					269,100		
LOW	64,011			57,405			41,119			58,910						41,119		
SAL FAC	1.00			1.05			1.01			1.01						1.03		
NONTENURE TRACK																		
AVG	113,120	51	14	93,539	133	18	78,532	221	18	75,268	38	13	68,827	18	10	87,007	423	22
HIGH	176,763	12%		139,536	31%		147,477	52%		103,333	9%		85,471	4%		176,763		
LOW	54,020			51,336			36,818			40,909			32,728			32,728		
SAL FAC	1.00			1.01			1.07			1.07			1.28			1.30		
RES UNIV/VERY HIGH ACTVTY																		
AVG	135,066	394	27	95,290	388	26	80,747	380	27	78,380	65	20	68,901	15	7	103,573	1,177	27
HIGH	269,100	34%		188,140	33%		147,477	32%		103,333	6%		85,471	1%		269,100		
LOW	54,020			51,336			36,818			40,909			32,728			32,728		
SAL FAC	1.01			1.05			1.01			1.01			1.25			1.02		
RES UNIV/HIGH ACTIVITY																		
AVG	120,516	121	10	92,190	145	10	84,766	141	10	86,733	17	6	56,607	77	5	91,447	484	10
HIGH	303,160	25%		179,960	30%		143,514	29%		120,000	4%		158,510	16%		303,160		
LOW	78,701			40,589			46,135			60,000			26,880			26,880		
SAL FAC	1.10			1.14			1.18			1.20			1.13			1.11		
DOCTORAL RES UNIV																		
AVG	77,569	15	1	70,559	9	1	64,624	13	1	69,760	4	1				71,316	37	1
HIGH	98,151	41%		95,518	24%		77,624	35%		77,624	11%					98,151		
LOW	64,011			57,405			57,000			65,663						57,000		
SAL FAC	0.73			0.87			0.95			0.99						0.89		
REGION I																		
AVG	118,363	82	9	89,213	75	9	82,256	71	9	78,633	8	5	76,932	8	4	96,832	236	9
HIGH	208,945	35%		129,631	32%		135,630	30%		92,500	3%		84,329	3%		208,945		
LOW	78,701			62,436			66,346			67,000			67,523			62,436		
SAL FAC	0.90			1.03			1.05			1.11			1.53			0.96		
REGION II																		
AVG	141,904	98	7	101,123	95	7	89,572	90	7	101,032	9	4	55,486	72	1	100,197	355	7
HIGH	303,160	28%		188,140	27%		143,514	25%		120,000	3%		158,510	20%		303,160		
LOW	82,632			40,589			64,961			78,528			26,880			26,880		
SAL FAC	1.16			1.19			1.20			1.36			1.08			1.09		
REGION III																		
AVG	130,108	177	10	94,190	175	10	82,241	160	10	77,010	30	9	70,334	5	3	102,558	517	10
HIGH	219,891	34%		137,271	34%		147,477	31%		90,573	6%		85,471	1%		219,891		
LOW	82,389			60,621			41,119			49,091			47,668			41,119		
SAL FAC	0.98			1.02			1.02			0.97			1.20			1.02		
REGION IV																		
AVG	129,020	173	12	92,355	197	11	77,069	213	12	76,912	39	9	61,445	7	4	97,221	590	12
HIGH	211,145	29%		179,960	33%		112,575	36%		103,333	7%		82,636	1%		211,145		
LOW	54,020			51,336			36,818			40,909			32,728			32,728		
SAL FAC	1.04			1.08			1.02			1.01			1.21			1.07		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2001 Pharmacy

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	129,740	391	33	95,230	408	31	81,720	427	32	80,125	70	22	57,670	86	9	98,656	1,312	33
HIGH	303,160	30%		188,140	31%		147,477	33%		120,000	5%		158,510	7%		303,160		
LOW	54,020			40,589			36,818			40,909			26,880			26,880		
SAL FAC	1.01			1.08			1.05			1.05			1.08			1.02		
TENURED/TENURE TRACK																		
AVG	129,355	258	24	92,791	184	23	80,226	110	23	79,240	27	13				107,377	552	24
HIGH	269,100	47%		188,140	33%		109,504	20%		96,777	5%					269,100		
LOW	64,011			57,405			41,119			58,910						41,119		
SAL FAC	1.00			1.05			1.01			1.01						1.03		
NONTENURE TRACK																		
AVG	111,170	43	12	94,833	113	14	78,353	187	15	74,942	30	11	67,192	12	7	87,197	355	19
HIGH	176,763	12%		139,536	32%		147,477	53%		103,333	9%		85,471	3%		176,763		
LOW	54,020			51,336			36,818			40,909			32,728			32,728		
SAL FAC	0.98			1.03			1.07			1.07			1.25			1.30		
RES UNIV/VERY HIGH ACTVTY																		
AVG	135,284	272	23	97,318	271	21	80,888	293	22	78,071	51	15	66,771	9	4	103,517	845	23
HIGH	269,100	32%		188,140	32%		147,477	35%		103,333	6%		85,471	1%		269,100		
LOW	54,020			51,336			36,818			40,909			32,728			32,728		
SAL FAC	1.01			1.07			1.01			1.00			1.21			1.02		
RES UNIV/HIGH ACTIVITY																		
AVG	122,253	105	9	92,543	128	9	85,207	123	9	88,404	16	6	56,607	77	5	91,273	433	9
HIGH	303,160	24%		179,960	30%		143,514	28%		120,000	4%		158,510	18%		303,160		
LOW	78,701			40,589			46,135			60,000			26,880			26,880		
SAL FAC	1.12			1.14			1.19			1.22			1.13			1.11		
DOCTORAL RES UNIV																		
AVG	78,199	14	1	70,559	9	1	64,885	11	1	70,887	3	1				71,869	34	1
HIGH	98,151	41%		95,518	27%		77,624	32%		77,624	9%					98,151		
LOW	64,011			57,405			57,000			65,663						57,000		
SAL FAC	0.73			0.87			0.95			1.00						0.89		
REGION I																		
AVG	111,919	53	6	85,214	41	6	79,398	39	6	77,436	6	3	75,292	3	2	93,735	136	6
HIGH	208,945	39%		129,631	30%		109,504	29%		92,500	4%		80,352	2%		208,945		
LOW	78,701			62,436			67,000			67,000			67,523			62,436		
SAL FAC	0.85			0.98			1.01			1.09			1.50			0.93		
REGION II																		
AVG	140,583	83	7	102,121	87	7	90,311	85	7	101,032	9	4	55,486	72	1	98,546	327	7
HIGH	303,160	25%		188,140	27%		143,514	26%		120,000	3%		158,510	22%		303,160		
LOW	82,632			40,589			64,961			78,528			26,880			26,880		
SAL FAC	1.15			1.21			1.21			1.36			1.08			1.07		
REGION III																		
AVG	133,320	106	8	95,112	126	8	83,379	116	8	78,667	23	7	70,334	5	3	102,379	353	8
HIGH	212,699	30%		124,531	36%		147,477	33%		90,573	7%		85,471	1%		212,699		
LOW	84,594			73,031			41,119			60,000			47,668			41,119		
SAL FAC	1.01			1.03			1.04			0.99			1.20			1.02		
REGION IV																		
AVG	127,493	149	12	94,100	154	10	77,269	187	11	75,797	32	8	64,519	6	3	97,428	496	12
HIGH	211,145	30%		179,960	31%		112,575	38%		103,333	7%		82,636	1%		211,145		
LOW	54,020			51,336			36,818			40,909			32,728			32,728		
SAL FAC	1.03			1.10			1.02			1.00			1.27			1.07		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2003 Pharmaceuticals and Drug Design

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	134,921	43	7	88,257	48	7	75,245	32	8	72,500	2	2			101,185	123	8
HIGH	203,814	35%		137,271	39%		88,068	26%		85,000	2%				203,814		
LOW	99,016			52,758			43,365			60,000					43,365		
SAL FAC	1.05			1.01			0.97			0.95					1.05		
TENURED/TENURE TRACK																	
AVG	136,499	41	6	91,078	42	6	80,406	20	7	85,000	1	1			107,086	103	7
HIGH	203,814	40%		137,271	41%		88,068	19%		85,000	1%				203,814		
LOW	101,067			75,373			73,424			85,000					73,424		
SAL FAC	1.05			1.03			1.01			1.09					1.02		
NONTENURE TRACK																	
AVG				66,123	4	3	60,637	8	2	60,000	1	1			62,465	12	4
HIGH				81,730	33%		74,454	67%		60,000	8%				81,730		
LOW				52,758			43,365			60,000					43,365		
SAL FAC				0.72			0.83			0.85					0.93		
RES UNIV/VERY HIGH ACTVTY																	
AVG	143,232	33	5	89,963	40	5	75,865	21	6	85,000	1	1			105,514	94	6
HIGH	203,814	35%		137,271	43%		88,068	22%		85,000	1%				203,814		
LOW	101,067			52,758			43,365			85,000					43,365		
SAL FAC	1.07			0.99			0.95			1.09					1.04		
RES UNIV/HIGH ACTIVITY																	
AVG	107,497	10	2	79,722	8	2	74,060	11	2	60,000	1	1			87,152	29	2
HIGH	112,030	35%		86,922	28%		85,010	38%		60,000	3%				112,030		
LOW	99,016			70,387			60,000			60,000					60,000		
SAL FAC	0.98			0.99			1.03			0.83					1.06		
REGION I																	
AVG	102,569	2	1	73,278	2	1	78,655	4	1						83,289	8	1
HIGH	106,122	25%		76,170	25%		85,010	50%							106,122		
LOW	99,016			70,387			68,307								68,307		
SAL FAC	0.78			0.84			1.00								0.82		
REGION II																	
AVG	142,599	7	1	91,785	4	1	76,647	2	2						116,817	13	2
HIGH	170,846	54%		96,564	31%		79,870	15%							170,846		
LOW	110,598			86,994			73,424								73,424		
SAL FAC	1.17			1.08			1.03								1.27		
REGION III																	
AVG	124,932	20	3	92,823	19	3	77,465	12	3	60,000	1	1			101,801	51	3
HIGH	188,024	39%		137,271	37%		88,068	24%		60,000	2%				188,024		
LOW	101,067			60,621			60,000			60,000					60,000		
SAL FAC	0.94			1.01			0.96			0.75					1.01		
REGION IV																	
AVG	149,974	14	2	85,173	23	2	72,167	14	2	85,000	1	1			99,391	51	2
HIGH	203,814	28%		102,852	45%		85,000	28%		85,000	2%				203,814		
LOW	105,158			52,758			43,365			85,000					43,365		
SAL FAC	1.21			0.99			0.96			1.12					1.09		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2004 Medicinal and Pharmaceutical Chemistry

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL															
AVG	148,294	20	3	86,434	12	3	75,021	5	3				118,329	37	3
HIGH	219,891	54%		98,580	32%		80,362	14%					219,891		
LOW	99,778			68,064			70,617						68,064		
SAL FAC	1.16			0.98			0.97						1.23		
TENURED/TENURE TRACK															
AVG	148,461	18	2	90,344	8	2	79,031	2	2				126,897	28	2
HIGH	219,891	64%		98,580	29%		80,362	7%					219,891		
LOW	99,778			79,014			77,700						77,700		
SAL FAC	1.14			1.03			1.00						1.21		
RES UNIV/VERY HIGH ACTVTY															
AVG	148,294	20	3	86,434	12	3	75,021	5	3				118,329	37	3
HIGH	219,891	54%		98,580	32%		80,362	14%					219,891		
LOW	99,778			68,064			70,617						68,064		
SAL FAC	1.11			0.95			0.94						1.16		
REGION II															
AVG	155,005	8	1	91,365	3	1	77,700	1	1				132,653	12	1
HIGH	217,760	67%		98,580	25%		77,700	8%					217,760		
LOW	115,109			81,452			77,700						77,700		
SAL FAC	1.27			1.08			1.04						1.44		
REGION III															
AVG	143,226	10	1	89,732	5	1	80,362	1	1				122,580	16	1
HIGH	219,891	63%		96,545	31%		80,362	6%					219,891		
LOW	99,778			79,014			80,362						79,014		
SAL FAC	1.08			0.97			1.00						1.22		
REGION IV															
AVG	146,786	2	1	78,612	4	1	72,347	3	1				91,673	9	1
HIGH	169,887	22%		91,753	44%		75,625	33%					169,887		
LOW	123,685			68,064			70,617						68,064		
SAL FAC	1.18			0.92			0.96						1.01		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2010 Pharmaceutical Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	136,445	27	5	91,813	17	5	86,530	18	5	73,636	4	2	62,393	2	2	108,237	64	6
HIGH	204,545	42%		110,443	27%		135,630	28%		90,000	6%		81,785	3%		204,545		
LOW	96,136			77,267			49,091			49,091			43,000			43,000		
SAL FAC	1.06			1.05			1.12			0.97			1.17			1.12		
TENURED/TENURE TRACK																		
AVG	136,604	21	4	92,756	13	4	82,463	7	4	81,818	3	2				113,457	41	4
HIGH	204,545	51%		110,443	32%		90,000	17%		90,000	7%					204,545		
LOW	96,136			77,267			77,727			77,727						77,267		
SAL FAC	1.05			1.05			1.04			1.05						1.09		
NONTENURE TRACK																		
AVG	140,438	3	1	100,576	1	1	87,803	10	3	49,091	1	1	62,393	2	2	95,294	16	4
HIGH	164,319	19%		100,576	6%		135,630	63%		49,091	6%		81,785	13%		164,319		
LOW	112,495			100,576			49,091			49,091			43,000			43,000		
SAL FAC	1.24			1.09			1.20			0.70			1.16			1.42		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,445	27	5	91,813	17	5	86,530	18	5	73,636	4	2	62,393	2	2	108,237	64	6
HIGH	204,545	42%		110,443	27%		135,630	28%		90,000	6%		81,785	3%		204,545		
LOW	96,136			77,267			49,091			49,091			43,000			43,000		
SAL FAC	1.02			1.01			1.08			0.94			1.13			1.06		
REGION I																		
AVG	142,665	17	3	96,404	9	3	89,337	14	3	90,000	1	1	81,785	1	1	112,816	41	3
HIGH	204,545	42%		110,443	22%		135,630	34%		90,000	2%		81,785	2%		204,545		
LOW	112,495			77,267			66,346			90,000			81,785			66,346		
SAL FAC	1.08			1.11			1.14			1.27			1.63			1.11		
REGION III																		
AVG	123,529	7	1	87,754	5	1	68,182	3	1	68,182	3	1				100,535	15	1
HIGH	180,000	47%		93,988	33%		77,727	20%		77,727	20%					180,000		
LOW	96,136			81,818			49,091			49,091						49,091		
SAL FAC	0.93			0.95			0.85			0.86						1.00		
REGION IV																		
AVG	131,337	3	1	84,808	3	1	102,273	1	1				43,000	1	1	99,214	8	2
HIGH	175,967	38%		91,152	38%		102,273	13%					43,000	13%		175,967		
LOW	103,884			80,335			102,273						43,000			43,000		
SAL FAC	1.06			0.99			1.35						0.85			1.09		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2099 Pharmacy, Pharmaceutical Sciences, and Administration, Othe

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED			
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,469	18	2	86,438	8	1	76,476	15	3	71,643	2	2				96,417	41	3
HIGH	150,586	44%		94,091	20%		88,007	37%		76,909	5%					150,586		
LOW	68,746			80,327			60,000			66,377						60,000		
SAL FAC	0.92			0.98			0.99			0.94						1.00		
TENURED/TENURE TRACK																		
AVG	117,469	18	2	86,438	8	1	76,476	15	3	71,643	2	2				96,417	41	3
HIGH	150,586	44%		94,091	20%		88,007	37%		76,909	5%					150,586		
LOW	68,746			80,327			60,000			66,377						60,000		
SAL FAC	0.90			0.98			0.96			0.92						0.92		
RES UNIV/VERY HIGH ACTVTY																		
AVG	120,335	17	1	86,438	8	1	78,520	13	2	76,909	1	1				98,894	38	2
HIGH	150,586	45%		94,091	21%		88,007	34%		76,909	3%					150,586		
LOW	98,050			80,327			73,870			76,909						73,870		
SAL FAC	0.90			0.95			0.98			0.99						0.97		
DOCTORAL RES UNIV																		
AVG	68,746	1	1				63,188	2	1	66,377	1	1				65,041	3	1
HIGH	68,746	33%					66,377	67%		66,377	33%					68,746		
LOW	68,746						60,000			66,377						60,000		
SAL FAC	0.65						0.92			0.94						0.81		
REGION II																		
AVG							77,018	2	1							77,018	2	1
HIGH							77,061	100%								77,061		
LOW							76,975									76,975		
SAL FAC							1.03									0.84		
REGION III																		
AVG	120,335	17	1	86,438	8	1	78,793	11	1	76,909	1	1				100,109	36	1
HIGH	150,586	47%		94,091	22%		88,007	31%		76,909	3%					150,586		
LOW	98,050			80,327			73,870			76,909						73,870		
SAL FAC	0.91			0.94			0.98			0.97						0.99		
REGION IV																		
AVG	68,746	1	1				63,188	2	1	66,377	1	1				65,041	3	1
HIGH	68,746	33%					66,377	67%		66,377	33%					68,746		
LOW	68,746						60,000			66,377						60,000		
SAL FAC	0.55						0.84			0.87						0.71		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.22 Public Health

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	139,210	270	37	96,425	287	35	77,158	354	39	75,836	51	21	59,297	89	19	97,852	1,000	43
HIGH	440,536		27%	227,178		29%	158,676		35%	118,636		5%	110,549		9%	440,536		
LOW	71,755			33,516			11,437			52,500			30,769			11,437		
SAL FAC	1.09			1.10			0.99			1.00			1.11			1.02		
TENURED/TENURE TRACK																		
AVG	139,015	193	27	94,395	176	25	78,208	186	27	74,992	37	13				104,486	555	30
HIGH	223,589		35%	207,072		32%	104,830		34%	84,000		7%				223,589		
LOW	82,540			56,295			50,985			52,500						50,985		
SAL FAC	1.07			1.07			0.99			0.96						1.00		
NONTENURE TRACK																		
AVG	145,541	20	7	92,570	45	10	69,601	76	13	81,303	3	3	54,570	38	14	80,670	179	21
HIGH	440,536		11%	165,022		25%	125,660		43%	118,636		2%	98,421		21%	440,536		
LOW	74,810			33,516			11,437			57,273			30,769			11,437		
SAL FAC	1.29			1.00			0.95			1.16			1.02			1.20		
RES UNIV/VERY HIGH ACTVTY																		
AVG	143,445	211	21	97,177	201	22	76,757	250	22	76,674	32	14	55,077	34	12	101,812	696	24
HIGH	440,536		30%	207,072		29%	125,660		36%	118,636		5%	98,421		5%	440,536		
LOW	74,810			33,516			11,437			57,273			30,769			11,437		
SAL FAC	1.07			1.07			0.96			0.98			1.00			1.00		
RES UNIV/HIGH ACTIVITY																		
AVG	129,547	52	14	99,728	74	11	81,763	84	15	78,161	16	6	64,750	46	6	93,605	256	17
HIGH	217,894		20%	227,178		29%	158,676		33%	92,000		6%	110,549		18%	227,178		
LOW	75,520			67,498			48,804			65,000			36,000			36,000		
SAL FAC	1.19			1.23			1.14			1.08			1.29			1.14		
DOCTORAL RES UNIV																		
AVG	83,343	7	2	63,480	12	2	62,828	20	2	54,500	3	1	47,365	9	1	63,084	48	2
HIGH	89,770		15%	70,491		25%	102,273		42%	56,250		6%	64,983		19%	102,273		
LOW	71,755			56,295			50,985			52,500			40,000			40,000		
SAL FAC	0.78			0.78			0.92			0.77			0.86			0.78		
REGION I																		
AVG	122,927	23	7	86,219	26	5	72,127	36	10	73,601	4	3	47,592	8	4	86,520	93	11
HIGH	184,664		25%	105,584		28%	89,980		39%	89,980		4%	57,213		9%	184,664		
LOW	95,319			69,629			48,804			65,000			39,264			39,264		
SAL FAC	0.93			0.99			0.92			1.04			0.95			0.85		
REGION II																		
AVG	142,826	44	4	104,932	52	5	86,663	57	4	82,429	7	2	71,743	31	2	102,743	184	5
HIGH	217,894		24%	227,178		28%	158,676		31%	92,000		4%	110,549		17%	227,178		
LOW	88,132			60,171			47,045			70,000			36,000			36,000		
SAL FAC	1.17			1.24			1.16			1.11			1.39			1.12		
REGION III																		
AVG	143,797	142	12	98,335	133	12	76,059	166	12	79,472	20	7	56,722	15	5	103,014	456	12
HIGH	440,536		31%	207,072		29%	118,636		36%	118,636		4%	98,421		3%	440,536		
LOW	74,810			33,516			11,437			57,273			30,769			11,437		
SAL FAC	1.08			1.07			0.94			1.00			0.97			1.02		
REGION IV																		
AVG	132,064	61	14	90,756	76	13	75,283	95	13	70,340	20	9	52,052	35	8	89,615	267	15
HIGH	228,273		23%	139,050		29%	125,660		36%	79,536		8%	75,424		13%	228,273		
LOW	71,755			56,295			49,000			52,500			36,750			36,750		
SAL FAC	1.06			1.06			1.00			0.93			1.03			0.98		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2201 Public Health, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	143,384	129	21	100,297	143	18	74,856	189	23	73,868	28	10	66,004	44	8	98,794	505	26
HIGH	440,536	26%		227,178	28%		158,676	37%		92,000	6%		110,549	9%		440,536		
LOW	74,810			53,352			11,437			52,500			30,769			11,437		
SAL FAC	1.12			1.14			0.97			0.97			1.24			1.03		
TENURED/TENURE TRACK																		
AVG	141,315	74	13	96,732	61	11	74,873	69	10	71,837	17	5				105,511	204	16
HIGH	216,527	36%		207,072	30%		104,830	34%		83,521	8%					216,527		
LOW	83,605			56,295			50,985			52,500						50,985		
SAL FAC	1.09			1.10			0.94			0.92						1.01		
NONTENURE TRACK																		
AVG	164,201	10	3	91,489	27	4	66,338	56	8	68,000	1	1	58,442	10	5	81,665	103	12
HIGH	440,536	10%		165,022	26%		88,526	54%		68,000	1%		98,421	10%		440,536		
LOW	74,810			53,352			11,437			68,000			30,769			11,437		
SAL FAC	1.45			0.99			0.90			0.97			1.09			1.22		
RES UNIV/VERY HIGH ACTVTY																		
AVG	149,429	87	12	99,091	92	11	72,549	130	14	75,049	15	5	59,727	7	4	101,159	316	16
HIGH	440,536	28%		207,072	29%		104,830	41%		83,521	5%		98,421	2%		440,536		
LOW	74,810			53,352			11,437			67,425			30,769			11,437		
SAL FAC	1.12			1.09			0.91			0.96			1.09			0.99		
RES UNIV/HIGH ACTIVITY																		
AVG	133,071	40	8	106,894	46	6	84,064	50	8	77,908	10	4	67,191	37	4	97,857	173	9
HIGH	217,894	23%		227,178	27%		158,676	29%		92,000	6%		110,549	21%		227,178		
LOW	75,520			69,210			49,000			65,000			36,000			36,000		
SAL FAC	1.22			1.32			1.17			1.07			1.34			1.19		
DOCTORAL RES UNIV																		
AVG	86,687	2	1	61,802	5	1	57,022	9	1	54,500	3	1				62,224	16	1
HIGH	89,770	13%		68,325	31%		67,073	56%		56,250	19%					89,770		
LOW	83,605			56,295			50,985			52,500						50,985		
SAL FAC	0.81			0.76			0.83			0.77						0.77		
REGION I																		
AVG	112,357	10	4	84,060	11	2	69,438	15	5	74,135	3	2	54,500	1	1	84,981	37	6
HIGH	184,664	27%		105,584	30%		89,980	41%		89,980	8%		54,500	3%		184,664		
LOW	98,000			69,629			52,540			65,000			54,500			52,540		
SAL FAC	0.85			0.97			0.89			1.05			1.08			0.84		
REGION II																		
AVG	152,151	22	2	118,664	30	2	92,200	32	3	82,760	5	1	71,743	31	2	105,058	115	3
HIGH	217,894	19%		227,178	26%		158,676	28%		92,000	4%		110,549	27%		227,178		
LOW	98,653			69,210			64,836			70,000			36,000			36,000		
SAL FAC	1.25			1.40			1.23			1.12			1.39			1.14		
REGION III																		
AVG	153,332	72	6	99,592	78	6	72,869	108	6	76,531	10	2	57,863	6	3	102,368	264	6
HIGH	440,536	27%		207,072	30%		104,830	41%		83,521	4%		98,421	2%		440,536		
LOW	74,810			53,352			11,437			70,000			30,769			11,437		
SAL FAC	1.16			1.08			0.90			0.96			0.99			1.02		
REGION IV																		
AVG	119,432	25	9	87,072	24	8	67,235	34	9	66,680	10	5	46,411	6	2	85,842	89	11
HIGH	216,527	28%		125,000	27%		88,400	38%		75,000	11%		70,911	7%		216,527		
LOW	75,520			56,295			49,000			52,500			36,750			36,750		
SAL FAC	0.96			1.02			0.89			0.88			0.92			0.94		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2202 Environmental Health

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	134,810	34	7	90,639	34	8	79,340	45	8	79,116	8	5	70,375	3	1	98,678	116	8
HIGH	182,961	29%		140,209	29%		100,000	39%		84,000	7%		88,884	3%		182,961		
LOW	106,340			67,600			47,045			74,000			54,920			47,045		
SAL FAC	1.05			1.03			1.02			1.04			1.32			1.02		
TENURED/TENURE TRACK																		
AVG	135,370	32	7	91,258	30	8	80,717	38	8	79,116	8	5				101,368	100	8
HIGH	182,961	32%		140,209	30%		100,000	38%		84,000	8%					182,961		
LOW	106,340			67,600			70,000			74,000						67,600		
SAL FAC	1.04			1.04			1.02			1.01						0.97		
NONTENURE TRACK																		
AVG	125,852	2	1	85,999	4	1	71,867	7	3				70,375	3	1	81,868	16	4
HIGH	127,400	13%		96,054	25%		90,818	44%					88,884	19%		127,400		
LOW	124,304			80,632			47,045						54,920			47,045		
SAL FAC	1.11			0.93			0.98						1.31			1.22		
RES UNIV/VERY HIGH ACTVTY																		
AVG	134,810	34	7	90,639	34	8	79,340	45	8	79,116	8	5	70,375	3	1	98,678	116	8
HIGH	182,961	29%		140,209	29%		100,000	39%		84,000	7%		88,884	3%		182,961		
LOW	106,340			67,600			47,045			74,000			54,920			47,045		
SAL FAC	1.01			1.00			0.99			1.02			1.28			0.97		
REGION I																		
AVG	150,597	2	1	92,818	3	1	74,234	7	1							91,607	12	1
HIGH	153,000	17%		101,127	25%		81,745	58%								153,000		
LOW	148,193			88,632			69,104									69,104		
SAL FAC	1.14			1.07			0.95									0.91		
REGION II																		
AVG	125,671	11	2	86,594	15	2	80,844	18	2	81,600	2	1				94,011	44	2
HIGH	172,390	25%		106,795	34%		95,236	41%		84,000	5%					172,390		
LOW	106,340			67,600			47,045			79,200						47,045		
SAL FAC	1.03			1.02			1.08			1.10						1.02		
REGION III																		
AVG	136,870	17	2	96,996	10	3	82,389	13	3	80,909	3	2	70,375	3	1	106,487	43	3
HIGH	182,961	40%		140,209	23%		100,000	30%		82,500	7%		88,884	7%		182,961		
LOW	109,700			69,628			61,364			77,727			54,920			54,920		
SAL FAC	1.03			1.05			1.02			1.02			1.20			1.06		
REGION IV																		
AVG	143,292	4	2	89,068	6	2	74,920	7	2	75,667	3	2				96,001	17	2
HIGH	180,000	24%		95,696	35%		78,280	41%		78,000	18%					180,000		
LOW	110,786			81,600			70,000			74,000						70,000		
SAL FAC	1.15			1.04			0.99			1.00						1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2207 Public Health Education and Promotion

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	142,260	41	10	93,317	45	8	77,415	38	10	69,862	5	4	51,728	17	4	98,249	141	11
HIGH	216,400	29%		139,050	32%		97,800	27%		79,536	4%		71,852	12%		216,400		
LOW	88,822			33,516			57,273			57,273			37,754			33,516		
SAL FAC	1.11			1.06			1.00			0.92			0.97			1.02		
TENURED/TENURE TRACK																		
AVG	144,565	38	9	91,600	38	8	78,278	34	10	73,009	4	3				105,779	110	10
HIGH	216,400	35%		135,526	35%		97,800	31%		79,536	4%					216,400		
LOW	88,822			67,498			62,239			66,000						62,239		
SAL FAC	1.11			1.04			0.99			0.93						1.01		
NONTENURE TRACK																		
AVG	109,095	2	1	102,636	7	3	70,080	4	4	57,273	1	1	51,728	17	4	69,878	30	6
HIGH	120,008	7%		139,050	23%		90,000	13%		57,273	3%		71,852	57%		139,050		
LOW	98,182			33,516			57,273			57,273			37,754			33,516		
SAL FAC	0.97			1.11			0.95			0.82			0.96			1.04		
RES UNIV/VERY HIGH ACTVTY																		
AVG	142,626	40	9	97,168	35	7	77,936	35	8	70,827	4	3	48,539	9	3	103,114	119	9
HIGH	216,400	34%		139,050	29%		97,800	29%		79,536	3%		54,267	8%		216,400		
LOW	88,822			33,516			57,273			57,273			37,754			33,516		
SAL FAC	1.07			1.07			0.97			0.91			0.88			1.01		
RES UNIV/HIGH ACTIVITY																		
AVG	127,590	1	1	79,838	10	1	71,340	3	2	66,000	1	1	55,316	8	1	71,933	22	2
HIGH	127,590	5%		90,808	46%		83,758	14%		66,000	5%		71,852	36%		127,590		
LOW	127,590			67,498			64,262			66,000			40,480			40,480		
SAL FAC	1.17			0.99			1.00			0.91			1.10			0.87		
REGION I																		
AVG	127,859	3	1	97,756	1	1	73,868	4	2							97,101	8	2
HIGH	141,578	38%		97,756	13%		83,758	50%								141,578		
LOW	102,273			97,756			69,545									69,545		
SAL FAC	0.97			1.13			0.94									0.96		
REGION II																		
AVG	165,794	3	1	94,909	3	1	73,423	4	1							107,580	10	1
HIGH	181,830	30%		100,684	30%		75,927	40%								181,830		
LOW	143,731			88,802			71,002									71,002		
SAL FAC	1.36			1.12			0.98									1.17		
REGION III																		
AVG	139,308	22	3	92,591	11	2	78,435	12	3	57,273	1	1	48,755	6	1	104,255	51	3
HIGH	216,400	43%		130,300	22%		97,800	24%		57,273	2%		52,000	12%		216,400		
LOW	88,822			33,516			57,273			57,273			37,754			33,516		
SAL FAC	1.05			1.01			0.97			0.72			0.83			1.04		
REGION IV																		
AVG	145,147	13	5	93,276	30	4	78,410	18	4	73,009	4	3	53,350	11	3	92,825	72	5
HIGH	213,163	18%		139,050	42%		95,634	25%		79,536	6%		71,852	15%		213,163		
LOW	101,500			67,498			62,006			66,000			40,480			40,480		
SAL FAC	1.17			1.09			1.04			0.96			1.05			1.02		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2211 Health Services Administration

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	149,469	10 2	101,988	9 2	83,735	9 3	75,500	2 1	49,885	1 1	110,899	29 3
HIGH	215,150	35%	117,700	31%	103,900	31%	76,000	7%	49,885	3%	215,150	
LOW	110,000		78,000		48,804		75,000		49,885		48,804	
SAL FAC	1.17		1.16		1.08		0.99		0.94		1.15	
TENURED/TENURE TRACK												
AVG	149,469	10 2	101,988	9 2	88,101	8 3	75,500	2 1			115,459	27 3
HIGH	215,150	37%	117,700	33%	103,900	30%	76,000	7%			215,150	
LOW	110,000		78,000		75,000		75,000				75,000	
SAL FAC	1.15		1.16		1.11		0.97				1.10	
NONTENURE TRACK												
AVG					48,804	1 1			49,885	1 1	49,345	2 1
HIGH					48,804	50%			49,885	50%	49,885	
LOW					48,804				49,885		48,804	
SAL FAC					0.66				0.93		0.74	
RES UNIV/VERY HIGH ACTVTY												
AVG	149,469	10 2	101,988	9 2	89,043	7 2	75,500	2 1			116,764	26 2
HIGH	215,150	39%	117,700	35%	103,900	27%	76,000	8%			215,150	
LOW	110,000		78,000		75,000		75,000				75,000	
SAL FAC	1.12		1.12		1.11		0.97				1.15	
RES UNIV/HIGH ACTIVITY												
AVG					65,158	2 1			49,885	1 1	60,067	3 1
HIGH					81,512	67%			49,885	33%	81,512	
LOW					48,804				49,885		48,804	
SAL FAC					0.91				1.00		0.73	
REGION I												
AVG					65,158	2 1			49,885	1 1	60,067	3 1
HIGH					81,512	67%			49,885	33%	81,512	
LOW					48,804				49,885		48,804	
SAL FAC					0.83				0.99		0.59	
REGION III												
AVG	156,211	8 1	104,986	8 1	99,325	4 1					124,344	20 1
HIGH	215,150	40%	117,700	40%	103,900	20%					215,150	
LOW	136,987		78,528		95,200						78,528	
SAL FAC	1.18		1.14		1.23						1.23	
REGION IV												
AVG	122,500	2 1	78,000	1 1	75,333	3 1	75,500	2 1			91,500	6 1
HIGH	135,000	33%	78,000	17%	76,000	50%	76,000	33%			135,000	
LOW	110,000		78,000		75,000		75,000				75,000	
SAL FAC	0.99		0.91		1.00		0.99				1.00	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2299 Public Health, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	188,233	2 2	60,171	1 1	90,493	6 1			58,828	2 2	99,750	11 3
HIGH	228,273	18%	60,171	9%	107,286	55%			67,091	18%	228,273	
LOW	148,193		60,171		84,062				50,564		50,564	
SAL FAC	1.47		0.69		1.17				1.10		1.04	
TENURED/TENURE TRACK												
AVG	148,193	1 1									148,193	1 1
HIGH	148,193	100%									148,193	
LOW	148,193										148,193	
SAL FAC	1.14										1.42	
NONTENURE TRACK												
AVG			60,171	1 1					50,564	1 1	55,368	2 2
HIGH			60,171	50%					50,564	50%	60,171	
LOW			60,171						50,564		50,564	
SAL FAC			0.65						0.94		0.83	
RES UNIV/VERY HIGH ACTVTY												
AVG	188,233	2 2	60,171	1 1	90,493	6 1			58,828	2 2	99,750	11 3
HIGH	228,273	18%	60,171	9%	107,286	55%			67,091	18%	228,273	
LOW	148,193		60,171		84,062				50,564		50,564	
SAL FAC	1.41		0.66		1.13				1.07		0.98	
REGION I												
AVG	148,193	1 1							50,564	1 1	99,379	2 1
HIGH	148,193	50%							50,564	50%	148,193	
LOW	148,193								50,564		50,564	
SAL FAC	1.13								1.00		0.98	
REGION II												
AVG			60,171	1 1							60,171	1 1
HIGH			60,171	100%							60,171	
LOW			60,171								60,171	
SAL FAC			0.71								0.65	
REGION IV												
AVG	228,273	1 1			90,493	6 1			67,091	1 1	104,790	8 1
HIGH	228,273	13%			107,286	75%			67,091	13%	228,273	
LOW	228,273				84,062				67,091		67,091	
SAL FAC	1.84				1.20				1.32		1.15	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.23 Rehabilitation and Therapeutic Professions

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	109,057	92 25	81,621	151 27	65,149	207 28	63,366	27 15	53,010	44 14	77,280	494 33
HIGH	232,111	19%	170,531	31%	95,824	42%	77,727	6%	81,476	9%	232,111	
LOW	44,251		37,080		23,259		36,393		30,000		23,259	
SAL FAC	0.85		0.93		0.84		0.83		0.99		0.80	
TENURED/TENURE TRACK												
AVG	115,264	48 17	84,512	77 18	68,829	47 16	67,027	7 7	60,295	1 1	88,643	173 21
HIGH	232,111	28%	128,207	45%	91,663	27%	77,727	4%	60,295	1%	232,111	
LOW	62,272		58,714		50,985		54,038		60,295		50,985	
SAL FAC	0.89		0.96		0.87		0.86		1.04		0.85	
NONTENURE TRACK												
AVG	90,918	9 5	80,685	19 6	65,208	101 15	60,174	13 8	54,816	28 11	66,702	157 18
HIGH	102,813	6%	170,531	12%	95,824	64%	70,364	8%	81,476	18%	170,531	
LOW	66,260		59,197		34,000		36,393		30,000		30,000	
SAL FAC	0.80		0.87		0.89		0.86		1.02		0.99	
RES UNIV/VERY HIGH ACTVTY												
AVG	118,726	48 13	82,343	93 13	65,337	140 13	63,215	17 9	55,064	26 8	77,966	307 15
HIGH	232,111	16%	170,531	30%	95,824	46%	77,727	6%	81,476	9%	232,111	
LOW	44,251		37,080		23,259		36,393		30,000		23,259	
SAL FAC	0.89		0.91		0.82		0.81		1.00		0.76	
RES UNIV/HIGH ACTIVITY												
AVG	99,558	36 11	81,248	43 12	65,607	49 13	62,262	6 4	47,145	9 5	78,224	137 16
HIGH	157,606	26%	115,000	31%	82,722	36%	77,000	4%	58,189	7%	157,606	
LOW	62,272		59,126		53,082		55,215		37,584		37,584	
SAL FAC	0.91		1.00		0.92		0.86		0.94		0.95	
DOCTORAL RES UNIV												
AVG	93,789	8 1	78,218	15 2	62,437	18 2	65,668	4 2	52,943	9 1	70,479	50 2
HIGH	108,802	16%	103,500	30%	73,636	36%	73,636	8%	70,886	18%	108,802	
LOW	77,704		65,876		50,985		54,038		39,000		39,000	
SAL FAC	0.88		0.96		0.91		0.93		0.96		0.87	
REGION I												
AVG	90,123	11 3	82,362	27 5	65,104	25 5	65,738	3 3	51,293	1 1	76,469	64 6
HIGH	130,060	17%	128,203	42%	82,722	39%	77,000	5%	51,293	2%	130,060	
LOW	62,272		59,126		53,082		55,215		51,293		51,293	
SAL FAC	0.68		0.95		0.83		0.93		1.02		0.76	
REGION II												
AVG	103,714	16 6	76,925	28 6	60,810	34 5	59,543	7 3	46,178	6 3	73,309	84 7
HIGH	159,576	19%	115,000	33%	91,663	41%	76,299	8%	57,098	7%	159,576	
LOW	66,260		58,714		34,000		52,500		30,000		30,000	
SAL FAC	0.85		0.91		0.81		0.80		0.90		0.80	
REGION III												
AVG	113,949	38 10	81,964	33 8	69,731	77 9	61,730	8 4	55,739	19 4	80,618	167 10
HIGH	196,069	23%	170,531	20%	94,363	46%	77,727	5%	81,476	11%	196,069	
LOW	75,303		60,930		36,393		36,393		37,584		36,393	
SAL FAC	0.86		0.89		0.87		0.78		0.95		0.80	
REGION IV												
AVG	113,052	27 6	83,212	63 8	62,272	71 9	67,004	9 5	52,503	18 6	76,319	179 10
HIGH	232,111	15%	128,207	35%	95,824	40%	74,455	5%	73,734	10%	232,111	
LOW	44,251		37,080		23,259		54,038		33,046		23,259	
SAL FAC	0.91		0.97		0.82		0.88		1.04		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2306 Occupational Therapy/Therapist

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	101,193	8 5	79,314	34 11	67,069	32 9	64,800	5 3	47,460	6 4	74,215	80 11
HIGH	133,533	10%	128,203	43%	95,824	40%	77,727	6%	61,350	8%	133,533	
LOW	73,098		59,197		53,082		58,091		34,029		34,029	
SAL FAC	0.79		0.90		0.86		0.85		0.89		0.77	
TENURED/TENURE TRACK												
AVG	101,366	6 3	82,414	11 6	71,470	9 5	68,318	2 2			82,999	26 7
HIGH	133,533	23%	128,203	42%	91,663	35%	77,727	8%			133,533	
LOW	73,098		65,440		54,629		58,909				54,629	
SAL FAC	0.78		0.94		0.90		0.87				0.79	
NONTENURE TRACK												
AVG			65,307	5 2	67,492	12 5	62,455	3 3	47,460	6 4	61,791	23 6
HIGH			70,550	22%	95,824	52%	70,364	13%	61,350	26%	95,824	
LOW			59,197		54,454		58,091		34,029		34,029	
SAL FAC			0.71		0.92		0.89		0.88		0.92	
RES UNIV/VERY HIGH ACTVTY												
AVG	108,837	5 3	77,324	20 7	69,083	23 6	64,800	5 3	46,694	5 3	73,831	53 7
HIGH	133,533	9%	128,203	38%	95,824	43%	77,727	9%	61,350	9%	133,533	
LOW	85,270		59,197		54,454		58,091		34,029		34,029	
SAL FAC	0.81		0.85		0.86		0.83		0.85		0.72	
RES UNIV/HIGH ACTIVITY												
AVG	88,453	3 2	82,158	14 4	61,921	9 3			51,293	1 1	74,969	27 4
HIGH	101,861	11%	109,951	52%	73,595	33%			51,293	4%	109,951	
LOW	73,098		60,091		53,082				51,293		51,293	
SAL FAC	0.81		1.02		0.87				1.02		0.91	
REGION I												
AVG	88,453	3 2	85,507	11 4	61,921	9 3			51,293	1 1	75,605	24 4
HIGH	101,861	13%	128,203	46%	73,595	38%			51,293	4%	128,203	
LOW	73,098		60,091		53,082				51,293		51,293	
SAL FAC	0.67		0.98		0.79				1.02		0.75	
REGION II												
AVG	99,901	3 1	71,810	6 2	68,426	10 2	58,909	2 1	40,000	2 1	71,182	21 2
HIGH	125,632	14%	84,400	29%	91,663	48%	58,909	10%	40,000	10%	125,632	
LOW	85,270		59,197		54,454		58,909		40,000		40,000	
SAL FAC	0.82		0.85		0.92		0.79		0.78		0.77	
REGION III												
AVG	133,533	1 1	78,401	8 2	69,590	6 1	74,046	2 1			78,552	15 2
HIGH	133,533	7%	90,000	53%	77,727	40%	77,727	13%			133,533	
LOW	133,533		66,093		62,255		70,364				62,255	
SAL FAC	1.01		0.85		0.86		0.93				0.78	
REGION IV												
AVG	110,951	1 1	77,561	9 3	69,587	7 3	58,091	1 1	51,156	3 2	72,479	20 3
HIGH	110,951	5%	92,911	45%	95,824	35%	58,091	5%	61,350	15%	110,951	
LOW	110,951		68,836		58,091		58,091		34,029		34,029	
SAL FAC	0.89		0.91		0.92		0.76		1.01		0.80	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2308 Physical Therapy/Therapist

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	111,173	34	13	83,814	53	15	67,112	74	17	64,662	11	9	60,315	7	4	81,015	168	18
HIGH	232,111	20%		108,753	32%		94,363	44%		77,000	7%		73,734	4%		232,111		
LOW	62,272			59,126			47,387			53,182			45,000			45,000		
SAL FAC	0.87			0.95			0.87			0.85			1.13			0.84		
TENURED/TENURE TRACK																		
AVG	113,609	19	9	86,978	36	11	68,248	16	10	65,638	4	4	60,295	1	1	89,473	72	13
HIGH	232,111	26%		108,753	50%		81,519	22%		77,000	6%		60,295	1%		232,111		
LOW	62,272			59,126			54,038			54,038			60,295			54,038		
SAL FAC	0.87			0.99			0.86			0.84			1.04			0.86		
NONTENURE TRACK																		
AVG	86,214	5	4	75,372	4	2	64,944	42	8	62,379	6	4	60,318	6	3	67,055	57	10
HIGH	102,813	9%		99,625	7%		87,648	74%		69,547	11%		73,734	11%		102,813		
LOW	66,260			64,534			47,387			53,182			45,000			45,000		
SAL FAC	0.76			0.82			0.88			0.89			1.12			1.00		
RES UNIV/VERY HIGH ACTVTY																		
AVG	121,877	19	8	83,674	31	8	68,146	47	8	65,718	7	5	60,669	6	3	82,295	103	9
HIGH	232,111	18%		108,753	30%		94,363	46%		76,299	7%		73,734	6%		232,111		
LOW	66,260			65,932			47,387			53,182			45,000			45,000		
SAL FAC	0.91			0.92			0.85			0.84			1.10			0.81		
RES UNIV/HIGH ACTIVITY																		
AVG	97,615	15	5	83,299	20	6	66,381	23	8	65,738	3	3	58,189	1	1	79,918	59	8
HIGH	137,915	25%		106,688	34%		82,722	39%		77,000	5%		58,189	2%		137,915		
LOW	62,272			59,126			53,182			55,215			58,189			53,182		
SAL FAC	0.89			1.03			0.93			0.91			1.16			0.97		
DOCTORAL RES UNIV																		
AVG				91,136	2	1	59,179	4	1	54,038	1	1				69,831	6	1
HIGH				103,500	33%		64,118	67%		54,038	17%					103,500		
LOW				78,773			54,038			54,038						54,038		
SAL FAC				1.12			0.87			0.77						0.87		
REGION I																		
AVG	90,749	8	3	80,199	16	5	66,895	16	5	65,738	3	3				76,987	40	6
HIGH	130,060	20%		106,688	40%		82,722	40%		77,000	8%					130,060		
LOW	62,272			59,126			55,215			55,215						55,215		
SAL FAC	0.69			0.92			0.85			0.93						0.76		
REGION II																		
AVG	113,339	3	2	86,139	9	2	58,668	9	2	61,620	4	2				78,251	21	2
HIGH	159,576	14%		99,625	43%		76,299	43%		76,299	19%					159,576		
LOW	66,260			67,785			50,564			53,182						50,564		
SAL FAC	0.93			1.02			0.79			0.83						0.85		
REGION III																		
AVG	115,669	15	4	77,070	6	3	69,049	23	4				54,153	4	2	83,379	48	4
HIGH	196,069	31%		98,755	13%		94,363	48%					67,747	8%		196,069		
LOW	85,391			64,534			47,387						45,000			45,000		
SAL FAC	0.87			0.84			0.86						0.92			0.83		
REGION IV																		
AVG	122,355	8	4	87,332	22	5	68,456	26	6	66,896	4	4	68,531	3	2	82,807	59	6
HIGH	232,111	14%		108,753	37%		81,519	44%		74,455	7%		73,734	5%		232,111		
LOW	80,538			68,651			54,038			54,038			60,295			54,038		
SAL FAC	0.99			1.02			0.91			0.88			1.35			0.91		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2310 Vocational Rehabilitation Counseling/Counselor

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	97,179	15	4	73,664	18	5	60,123	28	6	59,516	5	3	43,693	10	4	69,071	71	7
HIGH	137,659	21%		100,568	25%		73,001	39%		68,727	7%		57,098	14%		137,659		
LOW	75,303			58,714			34,000			52,500			30,000			30,000		
SAL FAC	0.76			0.84			0.78			0.78			0.82			0.72		
TENURED/TENURE TRACK																		
AVG	106,364	7	2	74,079	12	2	62,401	8	2							78,989	27	2
HIGH	137,659	26%		100,568	44%		71,723	30%								137,659		
LOW	90,195			58,714			59,388									58,714		
SAL FAC	0.82			0.84			0.79									0.76		
NONTENURE TRACK																		
AVG				65,938	1	1	57,633	11	3	60,614	2	2	44,028	4	2	54,751	16	4
HIGH				65,938	6%		73,001	69%		68,727	13%		57,098	25%		73,001		
LOW				65,938			34,000			52,500			30,000			30,000		
SAL FAC				0.71			0.79			0.86			0.82			0.82		
RES UNIV/VERY HIGH ACTVTY																		
AVG	106,218	8	3	74,766	15	3	60,290	20	3	60,614	2	2	44,028	4	2	71,343	47	4
HIGH	137,659	17%		100,568	32%		73,001	43%		68,727	4%		57,098	9%		137,659		
LOW	90,195			58,714			34,000			52,500			30,000			30,000		
SAL FAC	0.79			0.82			0.75			0.78			0.80			0.70		
RES UNIV/HIGH ACTIVITY																		
AVG	86,849	7	1	68,159	3	2	59,705	8	3	58,785	3	1	43,470	6	2	64,620	24	3
HIGH	105,335	29%		81,040	13%		67,555	33%		62,289	13%		48,483	25%		105,335		
LOW	75,303			60,930			53,388			55,998			37,584			37,584		
SAL FAC	0.80			0.84			0.83			0.81			0.87			0.78		
REGION II																		
AVG	101,148	6	1	70,583	10	1	57,017	15	2	52,500	1	1	47,689	3	1	67,972	34	2
HIGH	122,951	18%		100,568	29%		63,996	44%		52,500	3%		57,098	9%		122,951		
LOW	90,195			58,714			34,000			52,500			30,000			30,000		
SAL FAC	0.83			0.83			0.76			0.71			0.93			0.74		
REGION III																		
AVG	86,849	7	1	61,718	2	1	57,206	5	1	58,785	3	1	44,028	5	1	65,134	19	1
HIGH	105,335	37%		62,505	11%		62,289	26%		62,289	16%		48,483	26%		105,335		
LOW	75,303			60,930			53,388			55,998			37,584			37,584		
SAL FAC	0.66			0.67			0.71			0.74			0.75			0.65		
REGION IV																		
AVG	121,429	2	2	82,782	6	3	67,769	8	3	68,727	1	1	36,863	2	2	75,302	18	4
HIGH	137,659	11%		92,911	33%		73,001	44%		68,727	6%		40,679	11%		137,659		
LOW	105,198			65,938			63,240			68,727			33,046			33,046		
SAL FAC	0.98			0.97			0.90			0.90			0.73			0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2314 Rehabilitation Science

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	107,857	8	3	70,365	3	3	69,870	10	1				61,679	10	2	77,079	31	3
HIGH	182,066	26%		87,516	10%		84,962	32%					81,476	32%		182,066		
LOW	88,393			60,800			55,175						45,694			45,694		
SAL FAC	0.84			0.80			0.90						1.16			0.80		
TENURED/TENURE TRACK																		
AVG	118,915	4	3	70,365	3	3	83,895	1	1							96,331	8	3
HIGH	182,066	50%		87,516	38%		83,895	13%								182,066		
LOW	88,811			60,800			83,895									60,800		
SAL FAC	0.92			0.80			1.06									0.92		
NONTENURE TRACK																		
AVG	96,798	4	2				68,312	9	1				61,679	10	2	70,382	23	3
HIGH	102,764	17%					84,962	39%					81,476	44%		102,764		
LOW	88,393						55,175						45,694			45,694		
SAL FAC	0.86						0.93						1.15			1.05		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,098	6	2	75,147	2	2	69,870	10	1				62,532	9	1	76,977	27	2
HIGH	182,066	22%		87,516	7%		84,962	37%					81,476	33%		182,066		
LOW	88,393			62,778			55,175						45,694			45,694		
SAL FAC	0.83			0.83			0.87						1.14			0.76		
RES UNIV/HIGH ACTIVITY																		
AVG	98,134	2	1	60,800	1	1							54,000	1	1	77,767	4	1
HIGH	107,457	50%		60,800	25%								54,000	25%		107,457		
LOW	88,811			60,800									54,000			54,000		
SAL FAC	0.90			0.75									1.08			0.94		
REGION II																		
AVG	98,134	2	1	60,800	1	1							54,000	1	1	77,767	4	1
HIGH	107,457	50%		60,800	25%								54,000	25%		107,457		
LOW	88,811			60,800									54,000			54,000		
SAL FAC	0.80			0.72									1.05			0.85		
REGION III																		
AVG	120,217	4	1	87,516	1	1	69,870	10	1				62,532	9	1	76,245	24	1
HIGH	182,066	17%		87,516	4%		84,962	42%					81,476	38%		182,066		
LOW	97,726			87,516			55,175						45,694			45,694		
SAL FAC	0.91			0.95			0.87						1.07			0.76		
REGION IV																		
AVG	92,860	2	1	62,778	1	1										82,832	3	1
HIGH	97,326	67%		62,778	33%											97,326		
LOW	88,393			62,778												62,778		
SAL FAC	0.75			0.73												0.91		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2399 Rehabilitation and Therapeutic Professions, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	125,497	9	5	85,263	21	4	54,894	27	5	66,500	2	1	47,642	2	2	76,228	59	7
HIGH	224,530	15%		128,207	36%		79,652	46%		70,000	3%		59,507	3%		224,530		
LOW	44,251			37,080			23,259			63,000			35,777			23,259		
SAL FAC	0.98			0.97			0.71			0.87			0.89			0.79		
TENURED/TENURE TRACK																		
AVG	151,473	3	3	101,066	8	3	71,721	3	1	70,000	1	1				105,580	14	3
HIGH	224,530	21%		128,207	57%		75,164	21%		70,000	7%					224,530		
LOW	100,691			66,166			70,000			70,000						66,166		
SAL FAC	1.17			1.15			0.90			0.90						1.01		
NONTENURE TRACK																		
AVG				83,130	7	2	61,564	14	3	63,000	1	1	47,642	2	2	66,917	23	3
HIGH				103,814	30%		72,073	61%		63,000	4%		59,507	9%		103,814		
LOW				62,388			48,204			63,000			35,777			35,777		
SAL FAC				0.90			0.84			0.90			0.89			1.00		
RES UNIV/VERY HIGH ACTVTY																		
AVG	130,418	7	3	86,218	20	3	54,299	26	4	66,500	2	1	47,642	2	2	75,352	55	4
HIGH	224,530	13%		128,207	36%		79,652	47%		70,000	4%		59,507	4%		224,530		
LOW	44,251			37,080			23,259			63,000			35,777			23,259		
SAL FAC	0.98			0.95			0.68			0.85			0.87			0.74		
RES UNIV/HIGH ACTIVITY																		
AVG	108,275	2	2	66,166	1	1	70,370	1	1							88,272	4	3
HIGH	115,859	50%		66,166	25%		70,370	25%								115,859		
LOW	100,691			66,166			70,370									66,166		
SAL FAC	0.99			0.82			0.98									1.07		
REGION II																		
AVG	108,275	2	2	66,166	1	1										94,239	3	2
HIGH	115,859	67%		66,166	33%											115,859		
LOW	100,691			66,166												66,166		
SAL FAC	0.89			0.78												1.03		
REGION III																		
AVG	129,198	1	1	81,482	8	1	68,827	11	2	66,500	2	1	59,507	1	1	76,079	21	2
HIGH	129,198	5%		93,278	38%		75,164	52%		70,000	10%		59,507	5%		129,198		
LOW	129,198			62,388			63,000			63,000			59,507			59,507		
SAL FAC	0.97			0.89			0.85			0.84			1.02			0.76		
REGION IV																		
AVG	130,621	6	2	89,375	12	2	45,316	16	3				35,777	1	1	74,773	35	3
HIGH	224,530	17%		128,207	34%		79,652	46%					35,777	3%		224,530		
LOW	44,251			37,080			23,259						35,777			23,259		
SAL FAC	1.05			1.04			0.60						0.71			0.82		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.24 Veterinary Medicine

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	124,496	496	19	94,925	337	17	83,425	365	17	79,759	47	11	61,122	49	10	101,993	1,247	19
HIGH	320,627	40%		162,895	27%		161,077	29%		102,275	4%		118,298	4%		320,627		
LOW	60,000			61,364			29,509			34,518			40,909			29,509		
SAL FAC	0.97			1.08			1.08			1.05			1.15			1.06		
TENURED/TENURE TRACK																		
AVG	129,819	353	14	97,822	194	12	92,341	149	12	84,023	17	7				112,877	696	14
HIGH	320,627	51%		134,738	28%		137,348	21%		98,182	2%					320,627		
LOW	69,719			62,985			65,000			71,843						62,985		
SAL FAC	1.00			1.11			1.16			1.07						1.08		
NONTENURE TRACK																		
AVG	101,343	26	7	91,451	46	7	73,933	146	9	69,518	18	7	62,458	33	7	78,474	251	10
HIGH	133,537	10%		162,895	18%		161,077	58%		85,890	7%		118,298	13%		162,895		
LOW	60,000			61,364			29,509			34,518			40,909			29,509		
SAL FAC	0.90			0.99			1.01			0.99			1.16			1.17		
RES UNIV/VERY HIGH ACTVTY																		
AVG	126,257	410	14	96,664	280	13	84,788	307	13	79,238	41	9	62,549	36	8	103,691	1,033	14
HIGH	320,627	40%		162,895	27%		161,077	30%		94,091	4%		118,298	4%		320,627		
LOW	60,000			62,985			34,518			34,518			40,909			34,518		
SAL FAC	0.94			1.06			1.06			1.02			1.14			1.02		
RES UNIV/HIGH ACTIVITY																		
AVG	116,100	86	5	86,385	57	4	76,212	58	4	83,319	6	2	57,169	13	2	93,795	214	5
HIGH	214,854	40%		112,483	27%		103,502	27%		102,275	3%		72,746	6%		214,854		
LOW	75,990			61,364			29,509			61,364			41,515			29,509		
SAL FAC	1.06			1.07			1.06			1.15			1.14			1.14		
REGION I																		
AVG	148,672	117	5	105,248	52	4	104,119	44	4				71,245	1	1	128,598	214	5
HIGH	320,627	55%		134,024	24%		137,348	21%					71,245	1%		320,627		
LOW	84,292			74,965			65,000						71,245			65,000		
SAL FAC	1.13			1.21			1.33						1.42			1.27		
REGION II																		
AVG	120,582	122	3	93,336	92	3	78,385	97	3	78,208	12	3	75,257	9	2	98,683	320	3
HIGH	217,293	38%		130,043	29%		161,077	30%		98,182	4%		118,298	3%		217,293		
LOW	73,428			61,364			29,509			61,364			45,540			29,509		
SAL FAC	0.99			1.10			1.05			1.05			1.46			1.07		
REGION III																		
AVG	121,040	79	4	93,206	43	3	80,658	59	3	81,341	6	2	62,723	11	1	99,056	192	4
HIGH	217,166	41%		134,738	22%		98,182	31%		87,341	3%		82,636	6%		217,166		
LOW	69,719			64,991			38,519			73,636			40,909			38,519		
SAL FAC	0.91			1.01			1.00			1.02			1.07			0.98		
REGION IV																		
AVG	112,821	178	7	92,815	150	7	81,860	165	7	80,073	29	6	55,587	28	6	94,180	521	7
HIGH	183,929	34%		162,895	29%		110,154	32%		102,275	6%		85,909	5%		183,929		
LOW	60,000			70,885			34,518			34,518			41,515			34,518		
SAL FAC	0.91			1.08			1.08			1.05			1.10			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2401 Veterinary Medicine

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	=====			=====			=====			=====			=====			=====		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,871	413	16	92,479	311	14	80,581	339	14	79,759	47	11	60,911	48	9	96,924	1,111	16
HIGH	320,627	37%		162,895	28%		161,077	31%		102,275	4%		118,298	4%		320,627		
LOW	60,000			61,364			29,509			34,518			40,909			29,509		
SAL FAC	0.92			1.05			1.04			1.05			1.14			1.01		
TENURED/TENURE TRACK																		
AVG	121,281	271	12	93,669	169	10	86,195	124	10	84,023	17	7				105,293	564	12
HIGH	320,627	48%		134,738	30%		106,409	22%		98,182	3%					320,627		
LOW	69,719			62,985			65,000			71,843						62,985		
SAL FAC	0.93			1.06			1.09			1.07						1.01		
NONTENURE TRACK																		
AVG	101,343	26	7	91,451	46	7	73,933	146	9	69,518	18	7	62,184	32	6	78,503	250	9
HIGH	133,537	10%		162,895	18%		161,077	58%		85,890	7%		118,298	13%		162,895		
LOW	60,000			61,364			29,509			34,518			40,909			29,509		
SAL FAC	0.90			0.99			1.01			0.99			1.16			1.17		
RES UNIV/VERY HIGH ACTVTY																		
AVG	118,312	328	12	93,798	255	11	81,416	282	11	79,238	41	9	62,300	35	7	97,628	900	12
HIGH	320,627	36%		162,895	28%		161,077	31%		94,091	5%		118,298	4%		320,627		
LOW	60,000			62,985			34,518			34,518			40,909			34,518		
SAL FAC	0.88			1.03			1.02			1.02			1.13			0.96		
RES UNIV/HIGH ACTIVITY																		
AVG	116,170	85	4	86,474	56	3	76,449	57	3	83,319	6	2	57,169	13	2	93,923	211	4
HIGH	214,854	40%		112,483	27%		103,502	27%		102,275	3%		72,746	6%		214,854		
LOW	75,990			61,364			29,509			61,364			41,515			29,509		
SAL FAC	1.06			1.07			1.07			1.15			1.14			1.14		
REGION I																		
AVG	126,735	35	3	86,128	27	2	79,507	19	2							102,121	81	3
HIGH	320,627	43%		117,000	33%		94,091	24%								320,627		
LOW	84,292			74,965			65,000									65,000		
SAL FAC	0.96			0.99			1.01									1.01		
REGION II																		
AVG	120,582	122	3	93,336	92	3	78,385	97	3	78,208	12	3	75,257	9	2	98,683	320	3
HIGH	217,293	38%		130,043	29%		161,077	30%		98,182	4%		118,298	3%		217,293		
LOW	73,428			61,364			29,509			61,364			45,540			29,509		
SAL FAC	0.99			1.10			1.05			1.05			1.46			1.07		
REGION III																		
AVG	121,040	79	4	93,206	43	3	80,658	59	3	81,341	6	2	62,723	11	1	99,056	192	4
HIGH	217,166	41%		134,738	22%		98,182	31%		87,341	3%		82,636	6%		217,166		
LOW	69,719			64,991			38,519			73,636			40,909			38,519		
SAL FAC	0.91			1.01			1.00			1.02			1.07			0.98		
REGION IV																		
AVG	112,836	177	6	92,891	149	6	81,977	164	6	80,073	29	6	55,587	28	6	94,235	518	6
HIGH	183,929	34%		162,895	29%		110,154	32%		102,275	6%		85,909	5%		183,929		
LOW	60,000			70,885			34,518			34,518			41,515			34,518		
SAL FAC	0.91			1.08			1.09			1.05			1.10			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.25 Veterinary Biomedical and Clinical Sciences

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	122,792	298	12	96,853	219	12	85,633	198	12	81,389	25	4	65,456	10	5	104,018	725	13
HIGH	263,844	41%		135,182	30%		123,419	27%		105,768	3%		111,408	1%		263,844		
LOW	69,003			47,299			16,971			49,092			49,080			16,971		
SAL FAC	0.96			1.10			1.10			1.07			1.23			1.08		
TENURED/TENURE TRACK																		
AVG	119,248	265	11	92,227	172	11	84,701	108	10	86,260	16	4				103,874	545	11
HIGH	263,844	49%		135,182	32%		123,419	20%		105,768	3%					263,844		
LOW	69,003			47,299			65,649			69,750						47,299		
SAL FAC	0.92			1.05			1.07			1.10						0.99		
NONTENURE TRACK																		
AVG	116,127	6	1	83,865	16	3	73,441	47	5	72,729	9	1	65,456	10	5	77,783	79	7
HIGH	193,009	8%		115,200	20%		88,527	60%		81,820	11%		111,408	13%		193,009		
LOW	84,354			61,957			49,092			49,092			49,080			49,080		
SAL FAC	1.03			0.91			1.00			1.03			1.22			1.16		
RES UNIV/VERY HIGH ACTVTY																		
AVG	123,373	278	11	97,435	199	11	85,906	186	10	80,056	22	3	65,456	10	5	104,488	673	11
HIGH	263,844	41%		135,182	30%		123,419	28%		102,275	3%		111,408	2%		263,844		
LOW	69,003			47,299			49,092			49,092			49,080			47,299		
SAL FAC	0.92			1.07			1.07			1.03			1.19			1.03		
RES UNIV/HIGH ACTIVITY																		
AVG	114,716	20	1	91,066	20	1	81,407	12	2	91,164	3	1				97,933	52	2
HIGH	141,138	39%		106,443	39%		105,768	23%		105,768	6%					141,138		
LOW	73,630			68,067			16,971			81,819						16,971		
SAL FAC	1.05			1.13			1.14			1.26						1.19		
REGION I																		
AVG	119,366	9	1	102,190	3	1	84,110	5	1				57,523	2	1	100,866	19	1
HIGH	145,061	47%		105,169	16%		86,931	26%					57,780	11%		145,061		
LOW	112,403			99,963			80,001						57,267			57,267		
SAL FAC	0.91			1.18			1.07						1.14			1.00		
REGION II																		
AVG	118,038	128	3	90,040	102	3	79,935	89	3	84,410	11	3	61,895	5	1	97,891	324	3
HIGH	207,998	40%		121,091	32%		105,768	28%		105,768	3%		67,909	2%		207,998		
LOW	69,003			64,199			53,000			69,750			51,014			51,014		
SAL FAC	0.97			1.06			1.07			1.14			1.20			1.07		
REGION III																		
AVG	136,308	97	4	118,623	57	4	97,952	58	5							121,060	212	5
HIGH	263,844	46%		135,182	27%		123,419	27%								263,844		
LOW	92,987			79,143			16,971									16,971		
SAL FAC	1.03			1.29			1.22									1.20		
REGION IV																		
AVG	112,297	64	4	86,995	57	4	81,291	46	3	79,015	14	1	76,678	3	3	94,795	170	4
HIGH	159,644	38%		124,720	34%		102,275	27%		102,275	8%		111,408	2%		159,644		
LOW	76,453			47,299			49,092			49,092			49,080			47,299		
SAL FAC	0.90			1.02			1.08			1.04			1.51			1.04		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2501 Veterinary Sciences/Veterinary Clinical Sciences, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	124,119	140	8	100,500	90	8	87,360	105	9	80,221	11	4	61,895	5	1	105,600	340	9
HIGH	263,844	41%		127,980	27%		105,768	31%		105,768	3%		67,909	2%		263,844		
LOW	69,003			47,299			16,971			49,092			51,014			16,971		
SAL FAC	0.97			1.14			1.13			1.05			1.16			1.10		
TENURED/TENURE TRACK																		
AVG	116,767	117	7	90,206	59	7	81,893	52	7	85,758	8	4				101,940	228	7
HIGH	263,844	51%		127,980	26%		105,768	23%		105,768	4%					263,844		
LOW	69,003			47,299			65,649			69,750						47,299		
SAL FAC	0.90			1.03			1.03			1.10						0.98		
NONTENURE TRACK																		
AVG				76,966	6	3	76,652	20	4	65,456	3	1	61,895	5	1	74,332	31	4
HIGH				90,818	19%		88,527	65%		73,638	10%		67,909	16%		90,818		
LOW				61,957			49,092			49,092			51,014			49,092		
SAL FAC				0.83			1.04			0.93			1.15			1.11		
RES UNIV/VERY HIGH ACTVTY																		
AVG	125,032	133	7	101,130	84	7	88,091	97	7	76,117	8	3	61,895	5	1	106,516	319	7
HIGH	263,844	42%		127,980	26%		98,645	30%		90,409	3%		67,909	2%		263,844		
LOW	69,003			47,299			49,092			49,092			51,014			47,299		
SAL FAC	0.94			1.11			1.10			0.98			1.13			1.04		
RES UNIV/HIGH ACTIVITY																		
AVG	106,762	7	1	91,672	6	1	78,496	8	2	91,164	3	1				91,682	21	2
HIGH	136,110	33%		104,420	29%		105,768	38%		105,768	14%					136,110		
LOW	85,428			78,471			16,971			81,819						16,971		
SAL FAC	0.98			1.13			1.10			1.26						1.11		
REGION II																		
AVG	116,945	64	3	90,512	37	3	81,655	52	3	87,489	7	3	61,895	5	1	97,399	158	3
HIGH	207,998	41%		121,091	23%		105,768	33%		105,768	4%		67,909	3%		207,998		
LOW	69,003			64,199			58,500			69,750			51,014			51,014		
SAL FAC	0.96			1.07			1.09			1.18			1.20			1.06		
REGION III																		
AVG	143,404	52	3	122,436	36	3	98,052	43	4							122,756	131	4
HIGH	263,844	40%		127,980	28%		98,645	33%								263,844		
LOW	102,564			79,143			16,971									16,971		
SAL FAC	1.08			1.33			1.22									1.22		
REGION IV																		
AVG	101,464	24	2	75,784	17	2	71,046	10	2	67,502	4	1				86,940	51	2
HIGH	140,563	47%		89,694	33%		85,093	20%		73,638	8%					140,563		
LOW	76,453			47,299			49,092			49,092						47,299		
SAL FAC	0.82			0.88			0.94			0.89						0.95		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2505 Veterinary Pathology and Pathobiology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	116,295	20	3	94,832	11	3	81,980	14	3				49,080	1	1	99,257	46	3
HIGH	141,138	44%		124,720	24%		95,569	30%					49,080	2%		141,138		
LOW	90,099			69,150			59,089						49,080			49,080		
SAL FAC	0.91			1.08			1.06						0.92			1.03		
TENURED/TENURE TRACK																		
AVG	116,295	20	3	94,832	11	3	85,768	10	3							103,091	41	3
HIGH	141,138	49%		124,720	27%		95,569	24%								141,138		
LOW	90,099			69,150			76,984									69,150		
SAL FAC	0.90			1.08			1.08									0.99		
NONTENURE TRACK																		
AVG							72,509	4	1				49,080	1	1	67,823	5	1
HIGH							85,510	80%					49,080	20%		85,510		
LOW							59,089						49,080			49,080		
SAL FAC							0.99						0.91			1.01		
RES UNIV/VERY HIGH ACTVTY																		
AVG	111,280	11	2	96,292	7	2	81,029	11	2				49,080	1	1	94,617	30	2
HIGH	136,639	37%		124,720	23%		95,569	37%					49,080	3%		136,639		
LOW	91,191			69,150			59,089						49,080			49,080		
SAL FAC	0.83			1.06			1.01						0.89			0.93		
RES UNIV/HIGH ACTIVITY																		
AVG	122,424	9	1	92,277	4	1	85,465	3	1							107,957	16	1
HIGH	141,138	56%		94,446	25%		89,950	19%								141,138		
LOW	90,099			89,550			79,245									79,245		
SAL FAC	1.12			1.14			1.19									1.31		
REGION II																		
AVG	122,424	9	1	92,277	4	1	85,465	3	1							107,957	16	1
HIGH	141,138	56%		94,446	25%		89,950	19%								141,138		
LOW	90,099			89,550			79,245									79,245		
SAL FAC	1.00			1.09			1.14									1.18		
REGION IV																		
AVG	111,280	11	2	96,292	7	2	81,029	11	2				49,080	1	1	94,617	30	2
HIGH	136,639	37%		124,720	23%		95,569	37%					49,080	3%		136,639		
LOW	91,191			69,150			59,089						49,080			49,080		
SAL FAC	0.90			1.12			1.07						0.97			1.04		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2507 Large Animal/Food Animal and Equine Surgery and Medicine

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	126,571	28	3	91,495	13	3	81,461	11	3	77,238	5	1			108,260	52	3
HIGH	182,731	54%		120,319	25%		90,454	21%		87,547	10%				182,731		
LOW	93,891			77,866			73,638			73,638					73,638		
SAL FAC	0.99			1.04			1.05			1.02					1.12		
TENURED/TENURE TRACK																	
AVG	126,571	28	3	93,649	11	3	85,347	7	3	87,547	1	1			112,425	46	3
HIGH	182,731	61%		120,319	24%		90,454	15%		87,547	2%				182,731		
LOW	93,891			78,933			76,725			87,547					76,725		
SAL FAC	0.97			1.06			1.08			1.12					1.08		
NONTENURE TRACK																	
AVG				79,651	2	1	74,661	4	1	74,661	4	1			76,324	6	1
HIGH				81,436	33%		77,729	67%		77,729	67%				81,436		
LOW				77,866			73,638			73,638					73,638		
SAL FAC				0.86			1.02			1.06					1.14		
RES UNIV/VERY HIGH ACTVTY																	
AVG	126,571	28	3	91,495	13	3	81,461	11	3	77,238	5	1			108,260	52	3
HIGH	182,731	54%		120,319	25%		90,454	21%		87,547	10%				182,731		
LOW	93,891			77,866			73,638			73,638					73,638		
SAL FAC	0.95			1.01			1.02			0.99					1.06		
REGION II																	
AVG	112,821	4	1	87,109	5	1	85,015	4	1					94,376	13	1	
HIGH	121,605	31%		90,986	39%		89,477	31%						121,605			
LOW	107,549			78,933			76,725							76,725			
SAL FAC	0.93			1.03			1.14							1.03			
REGION III																	
AVG	128,934	18	1	111,886	3	1	90,454	1	1					124,860	22	1	
HIGH	182,731	82%		120,319	14%		90,454	5%						182,731			
LOW	100,469			99,107			90,454							90,454			
SAL FAC	0.97			1.22			1.12							1.24			
REGION IV																	
AVG	128,648	6	1	83,648	5	1	77,593	6	1	77,238	5	1			97,393	17	1
HIGH	153,647	35%		97,120	29%		87,547	35%		87,547	29%				153,647		
LOW	93,891			77,866			73,638			73,638					73,638		
SAL FAC	1.04			0.98			1.03			1.02				1.07			

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.2508 Small/Companion Animal Surgery and Medicine

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED				
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS			
NATIONAL																		
AVG	123,325	24	3	99,540	25	3	91,198	19	3	90,002	5	1	69,547	1	1	105,082	69	3
HIGH	172,059	35%		135,182	36%		123,419	28%		102,275	7%		69,547	1%		172,059		
LOW	93,746			82,350			66,729			77,729			69,547			66,729		
SAL FAC	0.96			1.13			1.18			1.18			1.30			1.09		
TENURED/TENURE TRACK																		
AVG	123,325	24	3	99,358	24	3	92,542	17	3	96,820	3	1				106,425	65	3
HIGH	172,059	37%		135,182	37%		123,419	26%		102,275	5%					172,059		
LOW	93,746			82,350			66,729			94,093						66,729		
SAL FAC	0.95			1.13			1.17			1.24						1.02		
NONTENURE TRACK																		
AVG				103,911	1	1	79,775	2	1	79,775	2	1	69,547	1	1	83,252	4	1
HIGH				103,911	25%		81,820	50%		81,820	50%		69,547	25%		103,911		
LOW				103,911			77,729			77,729			69,547			69,547		
SAL FAC				1.12			1.09			1.14			1.30			1.24		
RES UNIV/VERY HIGH ACTVTY																		
AVG	123,325	24	3	99,540	25	3	91,198	19	3	90,002	5	1	69,547	1	1	105,082	69	3
HIGH	172,059	35%		135,182	36%		123,419	28%		102,275	7%		69,547	1%		172,059		
LOW	93,746			82,350			66,729			77,729			69,547			66,729		
SAL FAC	0.92			1.09			1.14			1.15			1.26			1.03		
REGION II																		
AVG	112,236	7	1	93,417	7	1	92,545	4	1							100,542	18	1
HIGH	129,339	39%		102,020	39%		97,313	22%								129,339		
LOW	95,596			82,350			87,543									82,350		
SAL FAC	0.92			1.10			1.24									1.09		
REGION III																		
AVG	135,518	10	1	115,029	5	1	99,983	4	1							122,645	19	1
HIGH	172,059	53%		135,182	26%		123,419	21%								172,059		
LOW	93,746			89,356			91,964									89,356		
SAL FAC	1.02			1.25			1.24									1.22		
REGION IV																		
AVG	116,997	7	1	96,880	13	1	87,514	11	1	90,002	5	1	69,547	1	1	97,207	32	1
HIGH	139,644	22%		114,548	41%		102,275	34%		102,275	16%		69,547	3%		139,644		
LOW	94,093			85,911			66,729			77,729			69,547			66,729		
SAL FAC	0.94			1.13			1.16			1.19			1.37			1.07		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.31 Dietetics and Clinical Nutrition Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	105,226	10 5	74,753	17 8	66,419	20 8	76,207	2 2	53,573	6 5	74,960	53 10
HIGH	141,768	19%	94,737	32%	86,360	38%	77,710	4%	66,766	11%	141,768	
LOW	73,940		48,526		44,584		74,704		41,840		41,840	
SAL FAC	0.82		0.85		0.86		1.00		1.00		0.78	
TENURED/TENURE TRACK												
AVG	130,487	2 2	81,693	8 5	60,061	1 1					88,598	11 5
HIGH	141,768	18%	94,737	73%	60,061	9%					141,768	
LOW	119,206		67,004		60,061						60,061	
SAL FAC	1.00		0.93		0.76						0.85	
NONTENURE TRACK												
AVG			73,639	1 1	74,126	9 3			56,827	4 3	69,149	14 4
HIGH			73,639	7%	86,360	64%			66,766	29%	86,360	
LOW			73,639		55,702				48,509		48,509	
SAL FAC			0.80		1.01				1.06		1.03	
RES UNIV/VERY HIGH ACTVTY												
AVG	115,056	6 2	76,987	9 3	74,618	10 3	74,704	1 1	46,785	3 2	81,063	28 3
HIGH	141,768	21%	94,737	32%	86,360	36%	74,704	4%	50,006	11%	141,768	
LOW	88,846		65,188		55,702		74,704		41,840		41,840	
SAL FAC	0.86		0.85		0.93		0.96		0.85		0.80	
RES UNIV/HIGH ACTIVITY												
AVG	90,481	4 3	72,241	8 5	58,219	10 5	77,710	1 1	60,361	3 3	68,125	25 7
HIGH	119,206	16%	92,451	32%	77,710	40%	77,710	4%	66,766	12%	119,206	
LOW	73,940		48,526		44,584		77,710		52,290		44,584	
SAL FAC	0.83		0.89		0.81		1.07		1.20		0.83	
REGION I												
AVG	75,684	2 1	69,096	8 4	55,782	7 3	77,710	1 1	57,158	2 2	63,628	19 4
HIGH	77,427	11%	92,451	42%	77,710	37%	77,710	5%	62,026	11%	92,451	
LOW	73,940		48,526		45,261		77,710		52,290		45,261	
SAL FAC	0.57		0.80		0.71		1.10		1.14		0.63	
REGION III												
AVG	116,559	2 2	81,887	4 2	75,531	7 2			49,258	2 1	79,193	15 3
HIGH	141,768	13%	94,737	27%	86,360	47%			50,006	13%	141,768	
LOW	91,350		73,639		60,061				48,509		48,509	
SAL FAC	0.88		0.89		0.94				0.84		0.79	
REGION IV												
AVG	111,295	6 2	78,099	5 2	68,197	6 3	74,704	1 1	54,303	2 2	82,950	19 3
HIGH	123,149	32%	86,587	26%	74,704	32%	74,704	5%	66,766	11%	123,149	
LOW	88,846		65,188		44,584		74,704		41,840		41,840	
SAL FAC	0.90		0.91		0.90		0.98		1.07		0.91	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.3101 Dietetics/Dietitian

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	106,767	9 4	72,799	14 6	67,985	18 6	76,207	2 2	51,882	5 4	75,288	46 6
HIGH	141,768	20%	94,737	30%	86,360	39%	77,710	4%	66,766	11%	141,768	
LOW	73,940		48,526		45,261		74,704		41,840		41,840	
SAL FAC	0.83		0.83		0.88		1.00		0.97		0.78	
TENURED/TENURE TRACK												
AVG	130,487	2 2	80,385	5 3							94,700	7 3
HIGH	141,768	29%	94,737	71%							141,768	
LOW	119,206		67,004								67,004	
SAL FAC	1.00		0.91								0.91	
NONTENURE TRACK												
AVG			73,639	1 1	74,126	9 3			55,094	3 2	69,696	13 3
HIGH			73,639	8%	86,360	69%			66,766	23%	86,360	
LOW			73,639		55,702				48,509		48,509	
SAL FAC			0.80		1.01				1.03		1.04	
RES UNIV/VERY HIGH ACTVTY												
AVG	115,056	6 2	76,987	9 3	74,618	10 3	74,704	1 1	46,785	3 2	81,063	28 3
HIGH	141,768	21%	94,737	32%	86,360	36%	74,704	4%	50,006	11%	141,768	
LOW	88,846		65,188		55,702		74,704		41,840		41,840	
SAL FAC	0.86		0.85		0.93		0.96		0.85		0.80	
RES UNIV/HIGH ACTIVITY												
AVG	90,191	3 2	65,261	5 3	59,694	8 3	77,710	1 1	59,528	2 2	66,305	18 3
HIGH	119,206	17%	86,587	28%	77,710	44%	77,710	6%	66,766	11%	119,206	
LOW	73,940		48,526		45,261		77,710		52,290		45,261	
SAL FAC	0.83		0.81		0.83		1.07		1.19		0.80	
REGION I												
AVG	75,684	2 1	65,760	7 3	55,782	7 3	77,710	1 1	52,290	1 1	62,026	17 3
HIGH	77,427	12%	79,977	41%	77,710	41%	77,710	6%	52,290	6%	79,977	
LOW	73,940		48,526		45,261		77,710		52,290		45,261	
SAL FAC	0.57		0.76		0.71		1.10		1.04		0.61	
REGION III												
AVG	141,768	1 1	84,188	2 1	78,109	6 1			49,258	2 1	79,756	11 1
HIGH	141,768	9%	94,737	18%	86,360	55%			50,006	18%	141,768	
LOW	141,768		73,639		67,048				48,509		48,509	
SAL FAC	1.07		0.91		0.97				0.84		0.79	
REGION IV												
AVG	111,295	6 2	78,099	5 2	72,920	5 2	74,704	1 1	54,303	2 2	85,082	18 2
HIGH	123,149	33%	86,587	28%	74,704	28%	74,704	6%	66,766	11%	123,149	
LOW	88,846		65,188		70,782		74,704		41,840		41,840	
SAL FAC	0.90		0.91		0.97		0.98		1.07		0.93	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.38 Registered Nursing, Nursing Administration, Nursing Research

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	116,553	326	67	87,371	577	69	84,898	906	68	72,652	95	46	62,239	606	45	84,076	2,415	69
HIGH	191,021	14%		167,913	24%		147,240	38%		130,000	4%		128,807	25%		191,021		
LOW	64,723			57,656			28,183			50,000			40,000			28,183		
SAL FAC	0.91			1.00			1.09			0.96			1.17			0.87		
TENURED/TENURE TRACK																		
AVG	118,588	204	46	88,901	313	48	74,007	319	48	75,560	36	26	62,944	19	4	89,851	855	49
HIGH	190,407	24%		167,913	37%		105,825	37%		94,070	4%		70,924	2%		190,407		
LOW	66,430			61,140			55,500			55,500			45,696			45,696		
SAL FAC	0.91			1.01			0.93			0.97			1.09			0.86		
NONTENURE TRACK																		
AVG	95,012	28	13	78,699	91	24	68,688	312	28	64,141	21	9	59,573	391	30	66,357	822	35
HIGH	135,000	3%		126,782	11%		135,756	38%		71,912	3%		100,507	48%		135,756		
LOW	64,723			59,320			28,183			57,273			40,000			28,183		
SAL FAC	0.84			0.85			0.94			0.91			1.11			0.99		
RES UNIV/VERY HIGH ACTVTY																		
AVG	118,787	203	36	89,650	385	36	72,786	597	36	68,776	58	26	63,433	269	22	81,943	1,454	36
HIGH	190,407	14%		167,913	27%		135,756	41%		94,070	4%		99,818	19%		190,407		
LOW	64,723			59,320			49,920			56,250			40,912			40,912		
SAL FAC	0.89			0.99			0.91			0.88			1.15			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	115,169	105	27	83,274	170	29	112,157	284	28	79,468	35	18	61,451	264	19	90,310	823	29
HIGH	191,021	13%		147,333	21%		147,240	35%		130,000	4%		100,507	32%		191,021		
LOW	75,676			57,656			28,183			50,000			40,000			28,183		
SAL FAC	1.05			1.03			1.57			1.10			1.23			1.10		
DOCTORAL RES UNIV																		
AVG	99,436	18	4	79,150	22	4	64,489	25	4	65,750	2	2	60,686	73	4	69,373	138	4
HIGH	145,608	13%		117,000	16%		78,202	18%		76,000	1%		128,807	53%		145,608		
LOW	66,430			61,643			48,458			55,500			44,025			44,025		
SAL FAC	0.93			0.97			0.94			0.93			1.11			0.86		
REGION I																		
AVG	105,276	47	14	81,652	111	14	137,815	177	13	66,746	24	8	62,938	165	10	97,579	500	14
HIGH	191,021	9%		136,150	22%		129,507	35%		89,500	5%		83,105	33%		191,021		
LOW	65,313			61,922			46,384			56,250			46,010			46,010		
SAL FAC	0.80			0.94			1.76			0.94			1.25			0.96		
REGION II																		
AVG	122,928	45	10	87,480	82	11	70,861	144	11	90,341	15	8	70,820	95	5	80,976	366	11
HIGH	180,980	12%		122,626	22%		130,000	39%		130,000	4%		100,507	26%		180,980		
LOW	64,723			57,656			28,183			50,000			41,364			28,183		
SAL FAC	1.01			1.03			0.95			1.22			1.37			0.88		
REGION III																		
AVG	121,794	118	23	92,481	203	23	73,867	295	23	72,438	35	16	60,320	138	13	83,900	754	23
HIGH	190,407	16%		167,913	27%		135,756	39%		94,070	5%		99,818	18%		190,407		
LOW	65,921			59,991			50,183			57,273			40,580			40,580		
SAL FAC	0.92			1.00			0.92			0.91			1.03			0.83		
REGION IV																		
AVG	113,319	116	20	85,098	181	21	70,792	290	21	67,123	21	14	59,037	208	17	77,179	795	21
HIGH	185,911	15%		151,789	23%		147,240	37%		81,002	3%		128,807	26%		185,911		
LOW	66,430			60,874			48,458			53,183			40,000			40,000		
SAL FAC	0.91			0.99			0.94			0.88			1.16			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.3801 Registered Nursing/Registered Nurse

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	116,504	248	50	87,611	444	52	71,868	682	52	72,584	73	35	62,842	432	34	79,709	1,806	53
HIGH	191,021	14%		167,913	25%		135,756	38%		130,000	4%		100,507	24%		191,021		
LOW	64,723			57,656			46,384			50,000			40,000			40,000		
SAL FAC	0.91			1.00			0.93			0.95			1.18			0.83		
TENURED/TENURE TRACK																		
AVG	118,158	154	34	89,333	237	36	74,446	240	37	75,534	23	19	64,973	17	3	90,030	648	38
HIGH	190,407	24%		167,913	37%		105,825	37%		86,000	4%		70,924	3%		190,407		
LOW	72,712			61,140			55,500			55,500			57,011			55,500		
SAL FAC	0.91			1.02			0.94			0.97			1.12			0.86		
NONTENURE TRACK																		
AVG	93,040	25	11	77,589	74	20	69,339	234	21	64,027	19	7	59,286	312	22	66,341	645	27
HIGH	127,745	4%		126,782	12%		135,756	36%		71,912	3%		100,507	48%		135,756		
LOW	64,723			59,320			48,458			57,273			40,000			40,000		
SAL FAC	0.82			0.84			0.94			0.91			1.11			0.99		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,656	174	31	89,421	328	31	72,759	497	32	67,954	50	22	63,198	227	18	81,819	1,226	32
HIGH	190,407	14%		167,913	27%		135,756	41%		86,000	4%		99,818	19%		190,407		
LOW	64,723			59,320			49,920			56,250			40,912			40,912		
SAL FAC	0.88			0.98			0.91			0.87			1.15			0.80		
RES UNIV/HIGH ACTIVITY																		
AVG	114,777	72	18	82,800	114	20	69,666	183	19	83,882	22	12	62,733	198	15	75,614	567	20
HIGH	191,021	13%		147,333	20%		130,000	32%		130,000	4%		100,507	35%		191,021		
LOW	75,676			57,656			46,384			50,000			40,000			40,000		
SAL FAC	1.05			1.02			0.97			1.16			1.25			0.92		
DOCTORAL RES UNIV																		
AVG	78,485	2	1	64,954	2	1	51,979	2	1	55,500	1	1	54,375	7	1	59,343	13	1
HIGH	82,071	15%		68,264	15%		55,500	15%		55,500	8%		70,924	54%		82,071		
LOW	74,900			61,643			48,458			55,500			44,457			44,457		
SAL FAC	0.74			0.80			0.76			0.79			0.99			0.74		
REGION I																		
AVG	105,920	40	11	81,950	96	11	69,725	137	11	66,245	20	7	62,696	147	9	73,506	420	12
HIGH	191,021	10%		136,150	23%		129,507	33%		89,500	5%		77,160	35%		191,021		
LOW	65,313			61,922			46,384			56,250			46,010			46,010		
SAL FAC	0.80			0.94			0.89			0.94			1.25			0.73		
REGION II																		
AVG	123,496	43	9	88,196	78	10	73,080	123	10	90,341	15	8	71,069	94	4	82,423	338	10
HIGH	180,980	13%		122,626	23%		130,000	36%		130,000	4%		100,507	28%		180,980		
LOW	64,723			57,656			46,874			50,000			41,364			41,364		
SAL FAC	1.01			1.04			0.98			1.22			1.38			0.90		
REGION III																		
AVG	120,738	73	14	94,275	126	14	74,388	189	14	70,948	19	8	61,366	78	8	84,846	466	14
HIGH	190,407	16%		167,913	27%		135,756	41%		86,000	4%		99,818	17%		190,407		
LOW	65,921			59,991			53,942			57,273			40,580			40,580		
SAL FAC	0.91			1.02			0.92			0.89			1.05			0.84		
REGION IV																		
AVG	114,478	92	16	85,237	144	17	70,444	233	17	66,872	19	12	57,208	113	13	78,495	582	17
HIGH	185,911	16%		151,789	25%		129,326	40%		81,002	3%		86,582	19%		185,911		
LOW	72,673			60,874			48,458			53,183			40,000			40,000		
SAL FAC	0.92			0.99			0.93			0.88			1.13			0.86		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.3802 Nursing Administration

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	104,574	2 2	89,580	3 2	87,156	8 3	80,000	1 1	61,698	2 1	86,569	15 3
HIGH	119,160	13%	94,470	20%	147,240	53%	80,000	7%	61,718	13%	147,240	
LOW	89,988		80,700		59,550		80,000		61,677		59,550	
SAL FAC	0.82		1.02		1.12		1.05		1.16		0.90	
TENURED/TENURE TRACK												
AVG	89,988	1 1			69,787	2 1					76,521	3 1
HIGH	89,988	33%			74,292	67%					89,988	
LOW	89,988				65,281						65,281	
SAL FAC	0.69				0.88						0.73	
RES UNIV/VERY HIGH ACTVTY												
AVG	89,988	1 1			69,787	2 1					76,521	3 1
HIGH	89,988	33%			74,292	67%					89,988	
LOW	89,988				65,281						65,281	
SAL FAC	0.67				0.87						0.75	
RES UNIV/HIGH ACTIVITY												
AVG	119,160	1 1	89,580	3 2	92,945	6 2	80,000	1 1	61,698	2 1	89,081	12 2
HIGH	119,160	8%	94,470	25%	147,240	50%	80,000	8%	61,718	17%	147,240	
LOW	119,160		80,700		59,550		80,000		61,677		59,550	
SAL FAC	1.09		1.11		1.30		1.10		1.23		1.08	
REGION I												
AVG	89,988	1 1			69,787	2 1					76,521	3 1
HIGH	89,988	33%			74,292	67%					89,988	
LOW	89,988				65,281						65,281	
SAL FAC	0.68				0.89						0.76	
REGION III												
AVG	119,160	1 1	94,020	2 1	80,000	1 1	80,000	1 1			96,800	4 1
HIGH	119,160	25%	94,470	50%	80,000	25%	80,000	25%			119,160	
LOW	119,160		93,570		80,000		80,000				80,000	
SAL FAC	0.90		1.02		0.99		1.01				0.96	
REGION IV												
AVG			80,700	1 1	95,534	5 1			61,698	2 1	85,221	8 1
HIGH			80,700	13%	147,240	63%			61,718	25%	147,240	
LOW			80,700		59,550				61,677		59,550	
SAL FAC			0.94		1.26				1.22		0.94	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.3811 Public Health/Community Nurse/Nursing

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,279	5	1	76,700	11	3	64,825	16	3	67,728	2	2	52,884	2	2	74,649	34	3
HIGH	123,545	15%		94,504	32%		71,690	47%		70,000	6%		57,770	6%		123,545		
LOW	91,145			68,432			50,183			65,455			47,997			47,997		
SAL FAC	0.86			0.87			0.84			0.89			0.99			0.77		
TENURED/TENURE TRACK																		
AVG	115,063	4	1	77,540	6	2	66,386	8	2	65,455	1	1				80,921	18	2
HIGH	123,545	22%		94,504	33%		71,690	44%		65,455	6%					123,545		
LOW	110,890			68,432			58,532			65,455						58,532		
SAL FAC	0.89			0.88			0.84			0.84						0.77		
NONTENURE TRACK																		
AVG	91,145	1	1	71,611	4	1	62,301	7	1				52,884	2	2	65,676	14	2
HIGH	91,145	7%		75,108	29%		70,096	50%					57,770	14%		91,145		
LOW	91,145			69,545			50,183						47,997			47,997		
SAL FAC	0.81			0.77			0.85						0.99			0.98		
RES UNIV/VERY HIGH ACTVTY																		
AVG	110,279	5	1	75,168	10	2	64,480	15	2	65,455	1	1	52,884	2	2	74,251	32	2
HIGH	123,545	16%		94,504	31%		71,690	47%		65,455	3%		57,770	6%		123,545		
LOW	91,145			68,432			50,183			65,455			47,997			47,997		
SAL FAC	0.82			0.83			0.80			0.84			0.96			0.73		
RES UNIV/HIGH ACTIVITY																		
AVG				92,020	1	1	70,000	1	1	70,000	1	1				81,010	2	1
HIGH				92,020	50%		70,000	50%		70,000	50%					92,020		
LOW				92,020			70,000			70,000						70,000		
SAL FAC				1.14			0.98			0.96						0.98		
REGION I																		
AVG				70,125	2	1	63,500	3	1				57,770	1	1	64,753	6	1
HIGH				71,818	33%		71,596	50%					57,770	17%		71,818		
LOW				68,432			58,532						57,770			57,770		
SAL FAC				0.81			0.81						1.15			0.64		
REGION III																		
AVG	110,279	5	1	78,161	9	2	65,131	13	2	67,728	2	2	47,997	1	1	76,769	28	2
HIGH	123,545	18%		94,504	32%		71,690	46%		70,000	7%		47,997	4%		123,545		
LOW	91,145			69,545			50,183			65,455			47,997			47,997		
SAL FAC	0.83			0.85			0.81			0.85			0.82			0.76		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.3899 Registered Nursing, Nursing Administration, Nursing Research

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	106,926	6	3	88,487	11	3	386,534	38	3	68,000	5	2	59,666	8	1	266,358	63	3
HIGH	132,545	10%		106,364	18%		94,040	60%		70,000	8%		73,227	13%		132,545		
LOW	85,362			71,716			60,800			63,000			54,000			54,000		
SAL FAC	0.83			1.01			4.98			0.89			1.12			2.76		
RES UNIV/VERY HIGH ACTVTY																		
AVG	129,482	2	1	90,907	6	1	68,695	16	1	63,000	1	1	59,666	8	1	74,402	32	1
HIGH	132,545	6%		106,364	19%		74,860	50%		63,000	3%		73,227	25%		132,545		
LOW	126,418			80,943			61,361			63,000			54,000			54,000		
SAL FAC	0.97			1.00			0.86			0.81			1.09			0.73		
RES UNIV/HIGH ACTIVITY																		
AVG	95,647	4	2	85,582	5	2	617,690	22	2	69,250	4	1				464,506	31	2
HIGH	107,603	13%		102,000	16%		94,040	71%		70,000	13%					107,603		
LOW	85,362			71,716			60,800			68,000						60,800		
SAL FAC	0.88			1.06			8.63			0.95						5.64		
REGION I																		
AVG	107,603	1	1	85,041	2	1	739,889	18	1	69,250	4	1				647,414	21	1
HIGH	107,603	5%		85,551	10%		94,040	86%		70,000	19%					107,603		
LOW	107,603			84,530			68,000			68,000						68,000		
SAL FAC	0.82			0.98			9.43			0.98						6.40		
REGION IV																		
AVG	106,790	5	2	89,252	9	2	68,515	20	2	63,000	1	1	59,666	8	1	75,830	42	2
HIGH	132,545	12%		106,364	21%		74,860	48%		63,000	2%		73,227	19%		132,545		
LOW	85,362			71,716			60,800			63,000			54,000			54,000		
SAL FAC	0.86			1.04			0.91			0.83			1.18			0.83		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.99 Health Professions and Related Clinical Sciences, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	127,531	21	6	92,391	43	5	79,809	61	7	65,500	2	2	60,684	5	2	90,944	130	7
HIGH	153,876	16%		151,798	33%		116,924	47%		67,500	2%		66,368	4%		153,876		
LOW	86,089			67,879			30,004			63,500			53,747			30,004		
SAL FAC	0.99			1.05			1.03			0.86			1.14			0.94		
TENURED/TENURE TRACK																		
AVG	113,031	13	4	85,899	26	4	73,129	25	4	65,500	2	2				86,422	64	4
HIGH	153,876	20%		151,798	41%		88,537	39%		67,500	3%					153,876		
LOW	86,089			67,879			51,877			63,500						51,877		
SAL FAC	0.87			0.98			0.92			0.84						0.83		
NONTENURE TRACK																		
AVG	152,562	1	1	110,007	2	1	87,780	14	4				60,684	5	2	86,587	22	4
HIGH	152,562	5%		112,111	9%		116,924	64%					66,368	23%		152,562		
LOW	152,562			107,903			44,248						53,747			44,248		
SAL FAC	1.35			1.19			1.20						1.13			1.29		
RES UNIV/VERY HIGH ACTVTY																		
AVG	130,766	18	4	92,731	41	4	81,858	54	5	67,500	1	1	60,935	3	1	92,749	116	5
HIGH	153,876	16%		151,798	35%		116,924	47%		67,500	1%		64,587	3%		153,876		
LOW	86,089			67,879			44,248			67,500			53,747			44,248		
SAL FAC	0.98			1.02			1.02			0.87			1.11			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	108,120	3	2	85,431	2	1	63,997	7	2	63,500	1	1	60,307	2	1	75,987	14	2
HIGH	115,104	21%		90,474	14%		93,886	50%		63,500	7%		66,368	14%		115,104		
LOW	96,470			80,388			30,004			63,500			54,245			30,004		
SAL FAC	0.99			1.06			0.89			0.88			1.20			0.92		
REGION I																		
AVG	96,470	1	1				30,004	1	1							63,237	2	1
HIGH	96,470	50%					30,004	50%								96,470		
LOW	96,470						30,004									30,004		
SAL FAC	0.73						0.38									0.62		
REGION III																		
AVG	150,593	11	3	104,052	24	3	86,193	40	4	67,500	1	1				101,353	75	4
HIGH	153,876	15%		151,798	32%		116,924	53%		67,500	1%					153,876		
LOW	98,808			86,085			67,500			67,500						67,500		
SAL FAC	1.14			1.13			1.07			0.85						1.01		
REGION IV																		
AVG	102,794	9	2	77,661	19	2	69,530	20	2	63,500	1	1	60,684	5	2	77,259	53	2
HIGH	115,104	17%		90,474	36%		93,886	38%		63,500	2%		66,368	9%		115,104		
LOW	86,089			67,879			44,248			63,500			53,747			44,248		
SAL FAC	0.83			0.91			0.92			0.84			1.20			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 51.9999 Health Professions and Related Clinical Sciences, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	127,531	21	6	92,391	43	5	79,039	57	6	65,500	2	2	60,684	5	2	90,949	126	6
HIGH	153,876	17%		151,798	34%		107,812	45%		67,500	2%		66,368	4%		153,876		
LOW	86,089			67,879			30,004			63,500			53,747			30,004		
SAL FAC	0.99			1.05			1.02			0.86			1.14			0.94		
TENURED/TENURE TRACK																		
AVG	113,031	13	4	85,899	26	4	73,129	25	4	65,500	2	2				86,422	64	4
HIGH	153,876	20%		151,798	41%		88,537	39%		67,500	3%					153,876		
LOW	86,089			67,879			51,877			63,500						51,877		
SAL FAC	0.87			0.98			0.92			0.84						0.83		
NONTENURE TRACK																		
AVG	152,562	1	1	110,007	2	1	86,579	10	3				60,684	5	2	85,655	18	3
HIGH	152,562	6%		112,111	11%		107,812	56%					66,368	28%		152,562		
LOW	152,562			107,903			44,248						53,747			44,248		
SAL FAC	1.35			1.19			1.18						1.13			1.28		
RES UNIV/VERY HIGH ACTVTY																		
AVG	130,766	18	4	92,731	41	4	81,144	50	4	67,500	1	1	60,935	3	1	92,819	112	4
HIGH	153,876	16%		151,798	37%		107,812	45%		67,500	1%		64,587	3%		153,876		
LOW	86,089			67,879			44,248			67,500			53,747			44,248		
SAL FAC	0.98			1.02			1.01			0.87			1.11			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG	108,120	3	2	85,431	2	1	63,997	7	2	63,500	1	1	60,307	2	1	75,987	14	2
HIGH	115,104	21%		90,474	14%		93,886	50%		63,500	7%		66,368	14%		115,104		
LOW	96,470			80,388			30,004			63,500			54,245			30,004		
SAL FAC	0.99			1.06			0.89			0.88			1.20			0.92		
REGION I																		
AVG	96,470	1	1				30,004	1	1							63,237	2	1
HIGH	96,470	50%					30,004	50%								96,470		
LOW	96,470						30,004									30,004		
SAL FAC	0.73						0.38									0.62		
REGION III																		
AVG	150,593	11	3	104,052	24	3	85,683	36	3	67,500	1	1				101,949	71	3
HIGH	153,876	16%		151,798	34%		107,812	51%		67,500	1%					153,876		
LOW	98,808			86,085			67,500			67,500						67,500		
SAL FAC	1.14			1.13			1.06			0.85						1.01		
REGION IV																		
AVG	102,794	9	2	77,661	19	2	69,530	20	2	63,500	1	1	60,684	5	2	77,259	53	2
HIGH	115,104	17%		90,474	36%		93,886	38%		63,500	2%		66,368	9%		115,104		
LOW	86,089			67,879			44,248			63,500			53,747			44,248		
SAL FAC	0.83			0.91			0.92			0.84			1.20			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52. BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVIC

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	177,322	2,581	110	135,438	2,328	109	133,436	2,258	109	133,828	398	93	73,066	1,172	77	139,093	8,339	110
HIGH	504,160	31%		287,222	28%		216,240	27%		215,000	5%		251,057	14%		504,160		
LOW	40,521			34,284			29,334			44,000			22,114			22,114		
SAL FAC	1.38			1.54			1.72			1.76			1.37			1.44		
TENURED/TENURE TRACK																		
AVG	181,932	1,852	79	139,651	1,573	78	140,895	1,467	78	140,550	259	64	65,994	82	5	154,546	4,974	79
HIGH	504,160	37%		285,000	32%		216,240	30%		205,000	5%		150,300	2%		504,160		
LOW	61,276			51,748			50,014			50,014			50,600			50,014		
SAL FAC	1.40			1.59			1.78			1.80			1.14			1.48		
NONTENURE TRACK																		
AVG	133,590	46	23	103,377	71	18	94,580	172	32	99,565	27	14	74,194	882	54	81,291	1,171	56
HIGH	272,000	4%		221,628	6%		198,500	15%		170,000	2%		251,057	75%		272,000		
LOW	40,521			34,284			40,000			44,000			22,114			22,114		
SAL FAC	1.18			1.12			1.29			1.42			1.38			1.21		
RES UNIV/VERY HIGH ACTVTY																		
AVG	192,857	1,745	62	145,685	1,409	61	142,192	1,560	62	143,308	243	52	77,890	703	40	151,077	5,417	62
HIGH	504,160	32%		287,222	26%		216,240	29%		215,000	5%		251,057	13%		504,160		
LOW	57,000			34,284			40,360			44,000			25,951			25,951		
SAL FAC	1.44			1.60			1.77			1.84			1.42			1.48		
RES UNIV/HIGH ACTIVITY																		
AVG	145,608	740	43	121,073	785	43	114,982	631	42	119,068	137	36	66,973	406	32	118,086	2,562	43
HIGH	422,894	29%		219,942	31%		190,050	25%		185,004	5%		170,741	16%		422,894		
LOW	40,521			49,366			29,334			50,014			22,114			22,114		
SAL FAC	1.33			1.50			1.61			1.64			1.34			1.43		
DOCTORAL RES UNIV																		
AVG	139,409	96	5	111,849	134	5	103,368	67	5	118,186	18	5	58,498	63	5	108,284	360	5
HIGH	302,500	27%		210,000	37%		180,000	19%		180,000	5%		115,000	18%		302,500		
LOW	94,596			51,748			52,899			83,000			44,978			44,978		
SAL FAC	1.31			1.37			1.51			1.67			1.07			1.34		
REGION I																		
AVG	177,738	448	26	137,199	326	25	133,631	348	26	124,732	38	14	71,211	139	17	143,343	1,261	26
HIGH	376,745	36%		287,222	26%		215,000	28%		215,000	3%		190,000	11%		376,745		
LOW	52,448			63,752			42,723			50,014			25,951			25,951		
SAL FAC	1.35			1.58			1.70			1.76			1.42			1.42		
REGION II																		
AVG	171,651	651	24	130,602	576	24	130,718	472	24	133,910	81	24	70,399	275	15	135,780	1,974	24
HIGH	422,894	33%		285,000	29%		210,256	24%		200,000	4%		203,600	14%		422,894		
LOW	69,550			49,366			29,334			50,894			22,114			22,114		
SAL FAC	1.41			1.54			1.75			1.81			1.37			1.48		
REGION III																		
AVG	187,787	767	31	142,667	729	31	139,361	746	30	139,220	143	27	81,518	357	20	146,634	2,599	31
HIGH	384,620	30%		265,000	28%		216,240	29%		210,000	6%		251,057	14%		384,620		
LOW	40,521			56,498			40,000			50,182			32,000			32,000		
SAL FAC	1.42			1.55			1.73			1.75			1.39			1.46		
REGION IV																		
AVG	170,999	715	29	131,051	697	29	128,805	692	29	130,651	136	28	68,012	401	25	131,741	2,505	29
HIGH	504,160	29%		248,000	28%		210,000	28%		205,000	5%		155,000	16%		504,160		
LOW	57,000			34,284			40,360			44,000			36,736			34,284		
SAL FAC	1.38			1.53			1.70			1.72			1.34			1.45		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.01 Business/Commerce, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	209,092	225 20	160,534	144 16	153,097	172 16	152,266	32 9	79,880	134 19	158,814	675 26
HIGH	335,500	33%	241,000	21%	209,200	26%	200,000	5%	251,057	20%	335,500	
LOW	40,521		78,500		40,000		110,007		28,600		28,600	
SAL FAC	1.63		1.83		1.97		2.00		1.50		1.65	
TENURED/TENURE TRACK												
AVG	210,520	218 16	163,327	135 14	157,103	154 11	152,662	31 8	73,249	10 2	179,630	517 17
HIGH	335,500	42%	241,000	26%	209,200	30%	200,000	6%	99,100	2%	335,500	
LOW	99,748		86,166		82,008		110,007		55,000		55,000	
SAL FAC	1.62		1.86		1.98		1.95		1.27		1.72	
NONTENURE TRACK												
AVG	184,179	5 3	120,533	6 1	106,830	10 5			81,118	119 15	88,325	140 15
HIGH	272,000	4%	159,700	4%	164,997	7%			251,057	85%	272,000	
LOW	40,521		78,500		40,000				28,600		28,600	
SAL FAC	1.63		1.30		1.46				1.51		1.32	
RES UNIV/VERY HIGH ACTVTY												
AVG	215,230	212 14	162,539	140 13	154,335	167 13	152,266	32 9	82,222	124 14	162,292	643 18
HIGH	335,500	33%	241,000	22%	209,200	26%	200,000	5%	251,057	19%	335,500	
LOW	100,845		78,500		79,000		110,007		28,600		28,600	
SAL FAC	1.61		1.79		1.93		1.95		1.50		1.59	
RES UNIV/HIGH ACTIVITY												
AVG	112,452	5 4	92,800	1 1	111,764	5 3			52,115	8 4	85,831	19 6
HIGH	155,541	26%	92,800	5%	153,474	26%			70,000	42%	155,541	
LOW	40,521		92,800		40,000				32,000		32,000	
SAL FAC	1.03		1.15		1.56				1.04		1.04	
DOCTORAL RES UNIV												
AVG	106,828	8 2	89,521	3 2					45,696	2 1	93,429	13 2
HIGH	115,455	62%	94,513	23%					45,696	15%	115,455	
LOW	99,748		86,166						45,696		45,696	
SAL FAC	1.00		1.10						0.83		1.16	
REGION I												
AVG	249,138	57 3	173,065	32 3	154,146	48 4	129,836	6 2	66,832	36 4	170,774	173 5
HIGH	269,492	33%	203,632	19%	190,000	28%	161,001	4%	121,797	21%	269,492	
LOW	100,845		115,205		82,008		110,007		45,000		45,000	
SAL FAC	1.89		1.99		1.96		1.83		1.33		1.69	
REGION II												
AVG	184,449	62 4	151,617	46 3	156,387	49 4	151,000	9 3	75,557	44 3	146,257	201 6
HIGH	329,504	31%	212,625	23%	205,000	24%	174,000	5%	203,600	22%	329,504	
LOW	103,484		86,850		113,520		125,000		28,600		28,600	
SAL FAC	1.51		1.79		2.09		2.04		1.47		1.59	
REGION III												
AVG	212,019	75 7	174,076	33 4	157,051	47 4	161,318	11 2	99,463	39 6	169,621	194 7
HIGH	335,500	39%	241,000	17%	209,200	24%	164,750	6%	251,057	20%	335,500	
LOW	40,521		86,166		40,000		127,000		32,000		32,000	
SAL FAC	1.60		1.89		1.95		2.03		1.70		1.68	
REGION IV												
AVG	177,664	31 6	147,270	33 6	138,905	28 4	160,000	6 2	72,959	15 6	143,469	107 8
HIGH	275,000	29%	220,000	31%	200,000	26%	200,000	6%	152,000	14%	275,000	
LOW	104,741		78,500		79,000		135,000		40,000		40,000	
SAL FAC	1.43		1.72		1.84		2.11		1.44		1.58	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0101 Business/Commerce, General

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	213,174	216 17	161,723	140 14	155,897	162 15	157,697	28 8	83,066	119 16	162,994	637 23
HIGH	335,500	34%	241,000	22%	209,200	25%	200,000	4%	251,057	19%	335,500	
LOW	40,521		78,500		40,000		125,000		28,600		28,600	
SAL FAC	1.66		1.84		2.01		2.07		1.56		1.69	
TENURED/TENURE TRACK												
AVG	214,800	209 13	164,683	131 12	160,530	144 10	158,352	27 7	71,821	9 1	183,021	493 14
HIGH	335,500	42%	241,000	27%	209,200	29%	200,000	6%	99,100	2%	335,500	
LOW	103,484		86,850		96,240		125,000		55,000		55,000	
SAL FAC	1.65		1.87		2.02		2.03		1.24		1.75	
NONTENURE TRACK												
AVG	184,179	5 3	120,533	6 1	106,830	10 5			84,954	105 12	92,322	126 12
HIGH	272,000	4%	159,700	5%	164,997	8%			251,057	83%	272,000	
LOW	40,521		78,500		40,000				28,600		28,600	
SAL FAC	1.63		1.30		1.46				1.58		1.38	
RES UNIV/VERY HIGH ACTVTY												
AVG	216,584	209 13	163,256	137 12	157,302	157 12	157,697	28 8	85,157	112 13	165,636	615 17
HIGH	335,500	34%	241,000	22%	209,200	26%	200,000	5%	251,057	18%	335,500	
LOW	103,484		78,500		79,000		125,000		28,600		28,600	
SAL FAC	1.62		1.80		1.96		2.02		1.55		1.62	
RES UNIV/HIGH ACTIVITY												
AVG	111,671	4 3	92,800	1 1	111,764	5 3			49,620	7 3	85,038	17 5
HIGH	155,541	24%	92,800	6%	153,474	29%			70,000	41%	155,541	
LOW	40,521		92,800		40,000				32,000		32,000	
SAL FAC	1.02		1.15		1.56				0.99		1.03	
DOCTORAL RES UNIV												
AVG	110,935	3 1	91,199	2 1							103,041	5 1
HIGH	115,455	60%	94,513	40%							115,455	
LOW	104,741		87,886								87,886	
SAL FAC	1.04		1.12								1.28	
REGION I												
AVG	256,262	54 2	177,539	29 2	166,356	38 3	161,001	2 1	72,830	24 3	186,595	145 4
HIGH	269,492	37%	203,632	20%	190,000	26%	161,001	1%	121,797	17%	269,492	
LOW	115,182		115,205		89,128		161,001		48,464		48,464	
SAL FAC	1.95		2.04		2.12		2.27		1.45		1.84	
REGION II												
AVG	184,449	62 4	151,617	46 3	156,387	49 4	151,000	9 3	75,557	44 3	146,257	201 6
HIGH	329,504	31%	212,625	23%	205,000	24%	174,000	5%	203,600	22%	329,504	
LOW	103,484		86,850		113,520		125,000		28,600		28,600	
SAL FAC	1.51		1.79		2.09		2.04		1.47		1.59	
REGION III												
AVG	221,218	69 5	176,824	32 3	157,051	47 4	161,318	11 2	103,281	36 4	174,032	184 5
HIGH	335,500	38%	241,000	17%	209,200	26%	164,750	6%	251,057	20%	335,500	
LOW	40,521		92,800		40,000		127,000		32,000		32,000	
SAL FAC	1.67		1.92		1.95		2.03		1.76		1.73	
REGION IV												
AVG	177,664	31 6	147,270	33 6	138,905	28 4	160,000	6 2	72,959	15 6	143,469	107 8
HIGH	275,000	29%	220,000	31%	200,000	26%	200,000	6%	152,000	14%	275,000	
LOW	104,741		78,500		79,000		135,000		40,000		40,000	
SAL FAC	1.43		1.72		1.84		2.11		1.44		1.58	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.02 Business Administration, Management and Operations

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	182,272	748	91	136,633	684	89	131,614	660	89	125,266	102	48	70,404	289	51	141,541	2,381	92
HIGH	486,720	31%		252,418	29%		208,600	28%		205,000	4%		183,764	12%		486,720		
LOW	57,000			34,284			40,360			50,014			28,314			28,314		
SAL FAC	1.42			1.56			1.70			1.65			1.32			1.47		
TENURED/TENURE TRACK																		
AVG	187,153	584	67	142,349	472	64	140,333	451	64	135,012	65	32	63,167	12	1	158,350	1,519	67
HIGH	486,720	38%		252,418	31%		208,600	30%		205,000	4%		75,260	1%		486,720		
LOW	61,276			51,748			50,014			50,014			50,750			50,014		
SAL FAC	1.44			1.62			1.77			1.73			1.09			1.52		
NONTENURE TRACK																		
AVG	135,661	20	10	104,470	40	11	99,626	62	18	98,054	11	6	71,192	239	40	83,334	361	45
HIGH	237,711	6%		221,628	11%		198,500	17%		138,000	3%		183,764	66%		237,711		
LOW	57,000			34,284			40,360			60,000			28,314			28,314		
SAL FAC	1.20			1.13			1.36			1.40			1.33			1.24		
RES UNIV/VERY HIGH ACTVTY																		
AVG	198,869	530	49	146,904	443	48	138,285	494	49	133,641	71	27	75,898	157	24	154,377	1,624	49
HIGH	486,720	33%		252,418	27%		208,600	30%		205,000	4%		183,764	10%		486,720		
LOW	57,000			34,284			40,360			52,500			32,000			32,000		
SAL FAC	1.49			1.62			1.73			1.71			1.38			1.51		
RES UNIV/HIGH ACTIVITY																		
AVG	145,320	197	38	121,376	201	37	113,422	151	36	107,549	27	17	65,163	113	23	117,092	662	39
HIGH	257,556	30%		187,471	30%		185,000	23%		135,000	4%		170,741	17%		257,556		
LOW	78,718			60,471			42,723			50,014			28,314			28,314		
SAL FAC	1.33			1.50			1.58			1.48			1.30			1.42		
DOCTORAL RES UNIV																		
AVG	110,024	21	4	99,550	40	4	95,036	15	4	96,205	4	4	56,178	19	4	92,478	95	4
HIGH	130,066	22%		153,300	42%		108,790	16%		101,500	4%		75,000	20%		153,300		
LOW	94,596			51,748			56,250			88,320			45,000			45,000		
SAL FAC	1.03			1.22			1.39			1.36			1.02			1.15		
REGION I																		
AVG	189,322	178	22	144,793	108	21	139,699	127	22	97,931	7	4	59,568	24	9	156,770	437	22
HIGH	346,000	41%		217,000	25%		181,503	29%		135,000	2%		109,008	6%		346,000		
LOW	78,718			85,000			42,723			50,014			45,000			42,723		
SAL FAC	1.44			1.67			1.78			1.38			1.18			1.55		
REGION II																		
AVG	161,725	116	15	129,518	112	15	126,843	93	15	118,636	11	5	70,840	59	7	129,584	380	16
HIGH	304,798	31%		185,298	30%		185,000	25%		130,000	3%		170,741	16%		304,798		
LOW	88,650			69,300			64,261			105,000			28,314			28,314		
SAL FAC	1.33			1.53			1.70			1.60			1.37			1.41		
REGION III																		
AVG	184,576	246	28	139,960	245	28	132,523	228	26	128,737	49	20	81,047	93	15	144,641	812	28
HIGH	344,782	30%		252,418	30%		205,500	28%		189,500	6%		183,764	12%		344,782		
LOW	83,608			56,498			45,911			52,500			41,564			41,564		
SAL FAC	1.39			1.52			1.65			1.62			1.38			1.44		
REGION IV																		
AVG	184,973	208	26	132,526	219	25	127,885	212	26	127,957	35	19	63,719	113	20	135,385	752	26
HIGH	486,720	28%		248,000	29%		208,600	28%		205,000	5%		126,500	15%		486,720		
LOW	57,000			34,284			40,360			60,000			38,000			34,284		
SAL FAC	1.49			1.55			1.69			1.68			1.26			1.49		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0201 Business Administration and Management, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	185,010	642	78	138,357	571	76	133,063	571	76	125,938	87	39	69,499	216	40	144,385	2,000	79
HIGH	486,720	32%		252,418	29%		208,600	29%		205,000	4%		183,764	11%		486,720		
LOW	57,000			34,284			40,360			50,014			28,314			28,314		
SAL FAC	1.44			1.58			1.72			1.66			1.30			1.50		
TENURED/TENURE TRACK																		
AVG	190,698	507	57	144,157	400	54	142,727	389	54	135,928	55	26				161,935	1,296	57
HIGH	486,720	39%		252,418	31%		208,600	30%		205,000	4%					486,720		
LOW	61,276			51,748			50,014			50,014						50,014		
SAL FAC	1.47			1.64			1.80			1.74						1.55		
NONTENURE TRACK																		
AVG	134,424	17	9	106,172	38	10	100,175	60	17	98,054	11	6	69,449	198	34	83,326	313	39
HIGH	237,711	5%		221,628	12%		198,500	19%		138,000	4%		183,764	63%		237,711		
LOW	57,000			34,284			40,360			60,000			28,314			28,314		
SAL FAC	1.19			1.15			1.36			1.40			1.29			1.24		
RES UNIV/VERY HIGH ACTVTY																		
AVG	200,517	469	45	147,585	380	44	138,772	438	45	132,174	64	24	73,983	114	21	156,560	1,401	45
HIGH	486,720	34%		252,418	27%		208,600	31%		205,000	5%		183,764	8%		486,720		
LOW	57,000			34,284			40,360			52,500			32,000			32,000		
SAL FAC	1.50			1.62			1.73			1.70			1.35			1.54		
RES UNIV/HIGH ACTIVITY																		
AVG	145,444	161	31	123,092	164	30	115,735	124	29	109,570	21	13	64,595	96	17	117,717	545	32
HIGH	257,556	30%		187,471	30%		185,000	23%		135,000	4%		170,741	18%		257,556		
LOW	78,718			60,471			42,723			50,014			28,314			28,314		
SAL FAC	1.33			1.52			1.62			1.51			1.29			1.43		
DOCTORAL RES UNIV																		
AVG	109,820	12	2	101,197	27	2	93,959	9	2	98,250	2	2	62,740	6	2	97,634	54	2
HIGH	122,685	22%		153,300	50%		108,790	17%		101,500	4%		75,000	11%		153,300		
LOW	94,596			51,748			56,250			95,000			54,750			51,748		
SAL FAC	1.03			1.24			1.37			1.39			1.14			1.21		
REGION I																		
AVG	194,176	159	19	150,007	88	18	142,818	115	18	95,920	6	3	59,922	23	8	160,719	385	19
HIGH	346,000	41%		217,000	23%		181,503	30%		135,000	2%		109,008	6%		346,000		
LOW	78,718			85,000			42,723			50,014			45,000			42,723		
SAL FAC	1.47			1.73			1.82			1.35			1.19			1.59		
REGION II																		
AVG	163,067	109	15	129,083	104	15	127,442	85	15	116,667	9	4	68,717	54	6	129,949	352	16
HIGH	304,798	31%		185,298	30%		185,000	24%		130,000	3%		170,741	15%		304,798		
LOW	88,650			69,300			75,949			105,000			28,314			28,314		
SAL FAC	1.34			1.52			1.71			1.57			1.33			1.41		
REGION III																		
AVG	188,691	174	19	141,842	177	19	133,773	168	19	130,331	38	14	85,925	44	9	149,543	563	19
HIGH	344,782	31%		252,418	31%		205,500	30%		189,500	7%		183,764	8%		344,782		
LOW	83,608			56,498			45,911			52,500			45,000			45,000		
SAL FAC	1.42			1.54			1.66			1.64			1.47			1.48		
REGION IV																		
AVG	186,481	200	25	135,002	202	24	129,303	203	24	128,779	34	18	64,654	95	17	138,510	700	25
HIGH	486,720	29%		248,000	29%		208,600	29%		205,000	5%		126,500	14%		486,720		
LOW	57,000			34,284			40,360			60,000			38,000			34,284		
SAL FAC	1.50			1.58			1.71			1.70			1.28			1.52		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0203 Logistics, Materials, and Supply Chain Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	188,344	35	8	144,752	38	8	134,941	35	8	144,000	1	1	90,745	25	5	143,490	133	9
HIGH	291,882	26%		183,600	29%		152,469	26%		144,000	1%		143,397	19%		291,882		
LOW	120,614			91,843			59,600			144,000			46,467			46,467		
SAL FAC	1.47			1.65			1.74			1.89			1.70			1.49		
TENURED/TENURE TRACK																		
AVG	191,152	23	5	151,569	24	5	139,034	23	5	144,000	1	1				160,456	70	6
HIGH	291,882	33%		183,600	34%		152,469	33%		144,000	1%					291,882		
LOW	146,508			103,191			127,500			144,000						103,191		
SAL FAC	1.47			1.72			1.75			1.84						1.54		
NONTENURE TRACK																		
AVG	138,898	2	1				118,028	1	1				96,645	21	3	101,057	24	3
HIGH	156,163	8%					118,028	4%					143,397	88%		156,163		
LOW	121,633						118,028						46,467			46,467		
SAL FAC	1.23						1.61						1.80			1.51		
RES UNIV/VERY HIGH ACTVTY																		
AVG	191,164	32	7	145,685	33	6	135,810	33	7	144,000	1	1	92,092	24	4	144,400	122	7
HIGH	291,882	26%		183,600	27%		152,469	27%		144,000	1%		143,397	20%		291,882		
LOW	120,614			91,843			59,600			144,000			46,467			46,467		
SAL FAC	1.43			1.60			1.69			1.85			1.68			1.42		
RES UNIV/HIGH ACTIVITY																		
AVG	158,269	3	1	138,595	5	2	120,600	2	1				58,410	1	1	133,399	11	2
HIGH	177,386	27%		151,816	46%		121,060	18%					58,410	9%		177,386		
LOW	148,450			116,092			120,140						58,410			58,410		
SAL FAC	1.45			1.71			1.68						1.17			1.62		
REGION II																		
AVG	157,310	2	1	146,899	6	2	129,928	4	1				46,467	1	1	135,553	13	2
HIGH	168,043	15%		170,000	46%		137,917	31%					46,467	8%		170,000		
LOW	146,576			118,349			118,028						46,467			46,467		
SAL FAC	1.29			1.73			1.74						0.90			1.48		
REGION III																		
AVG	197,036	28	5	153,868	25	4	142,287	27	5	144,000	1	1	99,154	20	2	151,886	100	5
HIGH	291,882	28%		183,600	25%		152,469	27%		144,000	1%		143,397	20%		291,882		
LOW	121,633			103,191			127,500			144,000			48,797			48,797		
SAL FAC	1.49			1.67			1.77			1.81			1.69			1.51		
REGION IV																		
AVG	152,084	5	2	110,355	7	2	90,365	4	2				59,768	4	2	106,672	20	2
HIGH	177,386	25%		125,070	35%		121,060	20%					61,560	20%		177,386		
LOW	120,614			91,843			59,600						57,600			57,600		
SAL FAC	1.22			1.29			1.20						1.18			1.17		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0205 Operations Management and Supervision

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	171,141	14	5	141,498	10	3	126,120	7	3	149,000	2	2	85,485	2	2	147,417	33	6
HIGH	229,313	42%		164,654	30%		151,500	21%		150,000	6%		102,279	6%		229,313		
LOW	93,193			105,499			71,287			148,000			68,690			68,690		
SAL FAC	1.33			1.61			1.63			1.96			1.60			1.53		
TENURED/TENURE TRACK																		
AVG	170,477	13	4	143,142	9	2	126,120	7	3	149,000	2	2				151,287	29	4
HIGH	229,313	45%		164,654	31%		151,500	24%		150,000	7%					229,313		
LOW	93,193			105,499			71,287			148,000						71,287		
SAL FAC	1.31			1.63			1.59			1.91						1.45		
NONTENURE TRACK																		
AVG													102,279	1	1	102,279	1	1
HIGH													102,279	100%		102,279		
LOW													102,279			102,279		
SAL FAC													1.91			1.52		
RES UNIV/VERY HIGH ACTVTY																		
AVG	190,255	10	2	143,142	9	2	147,910	5	2	149,000	2	2	102,279	1	1	161,306	25	2
HIGH	229,313	40%		164,654	36%		151,500	20%		150,000	8%		102,279	4%		229,313		
LOW	170,000			105,499			145,025			148,000			102,279			102,279		
SAL FAC	1.42			1.57			1.85			1.91			1.86			1.58		
RES UNIV/HIGH ACTIVITY																		
AVG	123,357	4	3	126,700	1	1	71,644	2	1				68,690	1	1	104,013	8	4
HIGH	179,772	50%		126,700	13%		72,000	25%					68,690	13%		179,772		
LOW	93,193			126,700			71,287						68,690			68,690		
SAL FAC	1.13			1.57			1.00						1.37			1.26		
REGION I																		
AVG	100,738	2	1				71,644	2	1							86,191	4	1
HIGH	108,284	50%					72,000	50%								108,284		
LOW	93,193						71,287									71,287		
SAL FAC	0.77						0.91									0.85		
REGION II																		
AVG	112,180	1	1													112,180	1	1
HIGH	112,180	100%														112,180		
LOW	112,180															112,180		
SAL FAC	0.92															1.22		
REGION III																		
AVG	190,255	10	2	141,498	10	3	147,910	5	2	149,000	2	2	102,279	1	1	159,975	26	3
HIGH	229,313	39%		164,654	39%		151,500	19%		150,000	8%		102,279	4%		229,313		
LOW	170,000			105,499			145,025			148,000			102,279			102,279		
SAL FAC	1.44			1.54			1.84			1.87			1.75			1.59		
REGION IV																		
AVG	179,772	1	1										68,690	1	1	124,231	2	1
HIGH	179,772	50%											68,690	50%		179,772		
LOW	179,772												68,690			68,690		
SAL FAC	1.45												1.35			1.36		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0299 Business Administration, Management and Operations, Other

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	145,200	15	4	134,388	13	4	123,824	18	5	126,029	8	4	75,199	15	3	119,374	61	6
HIGH	239,180	25%		166,000	21%		150,000	30%		148,333	13%		130,000	25%		239,180		
LOW	112,993			100,388			55,868			55,868			50,750			50,750		
SAL FAC	1.13			1.53			1.60			1.66			1.41			1.24		
TENURED/TENURE TRACK																		
AVG	153,153	8	2	144,431	8	2	129,427	12	2	146,841	4	1	63,167	12	1	117,295	40	2
HIGH	239,180	20%		166,000	20%		150,000	30%		148,333	10%		75,260	30%		239,180		
LOW	112,993			100,388			80,000			142,364			50,750			50,750		
SAL FAC	1.18			1.64			1.63			1.88			1.09			1.12		
RES UNIV/VERY HIGH ACTVTY																		
AVG	153,153	8	2	144,431	8	2	129,427	12	2	146,841	4	1	63,167	12	1	117,295	40	2
HIGH	239,180	20%		166,000	20%		150,000	30%		148,333	10%		75,260	30%		239,180		
LOW	112,993			100,388			80,000			142,364			50,750			50,750		
SAL FAC	1.15			1.59			1.61			1.88			1.15			1.15		
RES UNIV/HIGH ACTIVITY																		
AVG	136,111	7	2	118,318	5	2	112,619	6	3	105,217	4	3	123,325	3	2	123,336	21	4
HIGH	158,126	33%		130,000	24%		130,000	29%		130,000	19%		130,000	14%		158,126		
LOW	116,669			108,305			55,868			55,868			114,974			55,868		
SAL FAC	1.25			1.46			1.57			1.45			2.46			1.50		
REGION I																		
AVG	123,830	7	2	110,731	6	2	115,224	5	2	110,000	1	1				117,073	18	2
HIGH	135,503	39%		122,975	33%		130,000	28%		110,000	6%					135,503		
LOW	112,993			100,388			110,000			110,000						100,388		
SAL FAC	0.94			1.27			1.47			1.55						1.16		
REGION II																		
AVG	139,757	4	1	130,000	1	1	126,615	3	1	127,500	2	1	127,500	2	1	132,387	10	1
HIGH	158,126	40%		130,000	10%		130,000	30%		130,000	20%		130,000	20%		158,126		
LOW	116,669			130,000			124,845			125,000			125,000			116,669		
SAL FAC	1.15			1.53			1.70			1.72			2.47			1.44		
REGION III																		
AVG	188,040	4	1	158,776	6	1	127,287	10	2	128,646	5	2	63,167	12	1	116,740	32	2
HIGH	239,180	13%		166,000	19%		150,000	31%		148,333	16%		75,260	38%		239,180		
LOW	155,300			147,273			55,868			55,868			50,750			50,750		
SAL FAC	1.42			1.72			1.58			1.62			1.08			1.16		
REGION IV																		
AVG													114,974	1	1	114,974	1	1
HIGH													114,974	100%		114,974		
LOW													114,974			114,974		
SAL FAC													2.27			1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.03 Accounting and Related Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	178,012	343	85	144,654	350	85	154,302	388	86	153,491	85	48	76,632	225	58	144,562	1,306	89
HIGH	376,745	26%		241,500	27%		215,000	30%		215,000	7%		200,000	17%		376,745		
LOW	52,448			63,752			55,080			55,599			30,750			30,750		
SAL FAC	1.39			1.65			1.99			2.02			1.44			1.50		
TENURED/TENURE TRACK																		
AVG	183,509	224	58	145,479	215	57	158,799	238	56	163,520	54	30	76,855	9	3	161,618	686	59
HIGH	376,745	33%		239,700	31%		210,000	35%		202,500	8%		150,300	1%		376,745		
LOW	91,228			63,752			65,906			96,003			62,600			62,600		
SAL FAC	1.41			1.65			2.00			2.09			1.33			1.55		
NONTENURE TRACK																		
AVG	123,505	4	4	121,689	2	2	102,842	23	13	101,252	4	4	75,489	163	38	80,247	192	42
HIGH	150,000	2%		147,538	1%		191,000	12%		127,008	2%		188,700	85%		191,000		
LOW	111,711			95,840			55,080			75,000			30,750			30,750		
SAL FAC	1.09			1.32			1.40			1.44			1.41			1.20		
RES UNIV/VERY HIGH ACTVTY																		
AVG	193,001	227	45	157,849	181	43	167,134	240	45	177,286	37	20	81,420	131	30	158,100	779	45
HIGH	376,745	29%		241,500	23%		215,000	31%		215,000	5%		200,000	17%		376,745		
LOW	86,500			64,538			56,970			100,000			32,000			32,000		
SAL FAC	1.44			1.74			2.09			2.27			1.48			1.55		
RES UNIV/HIGH ACTIVITY																		
AVG	150,488	109	37	133,333	149	39	135,748	138	37	137,139	44	25	71,460	86	26	126,864	482	40
HIGH	271,010	23%		210,000	31%		190,050	29%		180,000	9%		150,300	18%		271,010		
LOW	52,448			63,752			55,080			55,599			30,750			30,750		
SAL FAC	1.38			1.65			1.90			1.89			1.43			1.54		
DOCTORAL RES UNIV																		
AVG	120,517	7	3	109,582	20	3	102,367	10	4	113,250	4	3	53,837	8	2	99,770	45	4
HIGH	134,258	16%		166,976	44%		130,000	22%		130,000	9%		100,694	18%		166,976		
LOW	102,242			72,778			65,906			83,000			45,000			45,000		
SAL FAC	1.13			1.35			1.50			1.60			0.98			1.24		
REGION I																		
AVG	150,778	56	18	128,977	57	18	139,417	60	17	140,901	10	7	85,202	30	14	131,608	203	19
HIGH	376,745	28%		241,500	28%		215,000	30%		215,000	5%		190,000	15%		376,745		
LOW	52,448			63,752			65,000			65,000			37,350			37,350		
SAL FAC	1.15			1.48			1.78			1.99			1.69			1.30		
REGION II																		
AVG	186,522	86	19	150,790	78	18	156,591	75	19	168,646	14	10	73,280	42	10	151,689	281	19
HIGH	311,739	31%		218,000	28%		206,930	27%		200,000	5%		139,500	15%		311,739		
LOW	100,000			64,538			55,080			96,003			30,750			30,750		
SAL FAC	1.53			1.78			2.10			2.27			1.42			1.65		
REGION III																		
AVG	190,535	104	24	152,752	108	24	162,212	130	24	146,796	31	15	85,571	66	13	154,530	408	25
HIGH	311,950	26%		239,700	27%		214,010	32%		202,500	8%		200,000	16%		311,950		
LOW	102,242			85,033			55,599			55,599			50,239			50,239		
SAL FAC	1.44			1.66			2.01			1.85			1.46			1.53		
REGION IV																		
AVG	172,764	97	24	140,358	107	25	151,806	123	26	157,533	30	16	68,514	87	21	136,254	414	26
HIGH	301,857	23%		220,000	26%		200,000	30%		200,000	7%		133,334	21%		301,857		
LOW	102,717			71,203			71,976			83,000			36,736			36,736		
SAL FAC	1.39			1.64			2.01			2.07			1.35			1.50		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0301 Accounting

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	180,418	321	76	147,350	313	76	157,032	353	77	156,219	74	41	78,931	195	51	147,934	1,182	80
HIGH	376,745	27%		241,500	27%		215,000	30%		215,000	6%		200,000	17%		376,745		
LOW	52,448			63,752			55,080			55,599			30,750			30,750		
SAL FAC	1.41			1.68			2.02	1.41		2.05			1.48			1.54		
TENURED/TENURE TRACK																		
AVG	187,127	205	50	148,919	185	49	162,605	210	48	165,969	47	25	67,675	8	2	165,460	608	51
HIGH	376,745	34%		239,700	30%		210,000	35%		202,500	8%		80,400	1%		376,745		
LOW	91,228			63,752			96,003			96,003			62,600			62,600		
SAL FAC	1.44			1.69			2.05	1.44		2.12			1.17			1.58		
NONTENURE TRACK																		
AVG	123,505	4	4	121,689	2	2	103,017	21	11	101,500	2	2	77,836	141	32	82,593	168	36
HIGH	150,000	2%		147,538	1%		191,000	13%		120,000	1%		188,700	84%		191,000		
LOW	111,711			95,840			55,080			83,000			30,750			30,750		
SAL FAC	1.09			1.32			1.40	1.09		1.44			1.45			1.23		
RES UNIV/VERY HIGH ACTVTY																		
AVG	193,490	223	43	158,700	175	41	168,335	232	43	178,683	36	19	82,707	123	27	159,558	753	43
HIGH	376,745	30%		241,500	23%		215,000	31%		215,000	5%		200,000	16%		376,745		
LOW	86,500			64,538			56,970			100,000			32,000			32,000		
SAL FAC	1.45			1.75			2.10	1.45		2.29			1.50			1.57		
RES UNIV/HIGH ACTIVITY																		
AVG	150,965	97	32	133,748	130	34	136,477	117	32	136,934	36	20	72,655	71	23	128,089	415	35
HIGH	271,010	23%		210,000	31%		190,050	28%		180,000	9%		139,500	17%		271,010		
LOW	52,448			63,752			55,080			55,599			30,750			30,750		
SAL FAC	1.38			1.65			1.91	1.38		1.89			1.45			1.55		
DOCTORAL RES UNIV																		
AVG	122,424	1	1	120,088	8	1	102,731	4	2	99,000	2	2	60,000	1	1	111,004	14	2
HIGH	122,424	7%		166,976	57%		115,000	29%		115,000	14%		60,000	7%		166,976		
LOW	122,424			99,988			83,000			83,000			60,000			60,000		
SAL FAC	1.15			1.47			1.50	1.15		1.40			1.09			1.38		
REGION I																		
AVG	150,771	51	16	128,365	50	16	142,960	50	15	148,571	7	5	89,618	22	11	134,261	173	17
HIGH	376,745	30%		241,500	29%		215,000	29%		215,000	4%		190,000	13%		376,745		
LOW	52,448			63,752			65,000			65,000			47,133			47,133		
SAL FAC	1.15			1.48			1.82	1.15		2.10			1.78			1.33		
REGION II																		
AVG	186,522	86	19	150,790	78	18	156,591	75	19	168,646	14	10	73,280	42	10	151,689	281	19
HIGH	311,739	31%		218,000	28%		206,930	27%		200,000	5%		139,500	15%		311,739		
LOW	100,000			64,538			55,080			96,003			30,750			30,750		
SAL FAC	1.53			1.78			2.10	1.53		2.27			1.42			1.65		
REGION III																		
AVG	198,054	90	18	161,208	85	18	168,308	109	18	147,527	25	11	93,178	51	10	163,060	335	19
HIGH	311,950	27%		239,700	25%		214,010	33%		202,500	8%		200,000	15%		311,950		
LOW	111,711			85,033			55,599			55,599			56,375			55,599		
SAL FAC	1.49			1.75			2.09	1.49		1.85			1.59			1.62		
REGION IV																		
AVG	174,034	94	23	142,378	100	24	152,895	119	25	159,679	28	15	69,876	80	20	138,375	393	25
HIGH	301,857	24%		220,000	25%		200,000	30%		200,000	7%		133,334	20%		301,857		
LOW	102,717			71,203			71,976			83,000			36,736			36,736		
SAL FAC	1.40			1.66			2.02	1.40		2.10			1.38			1.52		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0501 Business/Corporate Communications

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG			86,658	1 1					58,481	34 3	59,286	35 3
HIGH			86,658	3%					84,436	97%	86,658	
LOW			86,658						50,600		50,600	
SAL FAC			0.99						1.10		0.62	
TENURED/TENURE TRACK												
AVG			86,658	1 1					58,417	31 1	59,300	32 2
HIGH			86,658	3%					84,436	97%	86,658	
LOW			86,658						50,600		50,600	
SAL FAC			0.98						1.01		0.57	
NONTENURE TRACK												
AVG									55,000	1 1	55,000	1 1
HIGH									55,000	100%	55,000	
LOW									55,000		55,000	
SAL FAC									1.03		0.82	
RES UNIV/VERY HIGH ACTVTY												
AVG									58,417	31 1	58,417	31 1
HIGH									84,436	100%	84,436	
LOW									50,600		50,600	
SAL FAC									1.06		0.57	
RES UNIV/HIGH ACTIVITY												
AVG			86,658	1 1					59,147	3 2	66,025	4 2
HIGH			86,658	25%					67,659	75%	86,658	
LOW			86,658						54,783		54,783	
SAL FAC			1.07						1.18		0.80	
REGION I												
AVG									61,221	2 1	61,221	2 1
HIGH									67,659	100%	67,659	
LOW									54,783		54,783	
SAL FAC									1.22		0.60	
REGION II												
AVG			86,658	1 1					55,000	1 1	70,829	2 1
HIGH			86,658	50%					55,000	50%	86,658	
LOW			86,658						55,000		55,000	
SAL FAC			1.02						1.07		0.77	
REGION III												
AVG									58,417	31 1	58,417	31 1
HIGH									84,436	100%	84,436	
LOW									50,600		50,600	
SAL FAC									1.00		0.58	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.06 Business/Managerial Economics

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	142,713	103	21	109,471	80	20	97,343	96	20	105,019	14	9	70,418	32	16	112,719	311	21
HIGH	286,300	33%		219,942	26%		187,449	31%		185,004	5%		112,101	10%		286,300		
LOW	80,244			64,350			46,500			57,260			39,534			39,534		
SAL FAC	1.11			1.25			1.26			1.38			1.32			1.17		
TENURED/TENURE TRACK																		
AVG	145,348	71	14	108,823	48	14	102,593	56	13	114,556	9	5	64,050	2	1	120,997	177	14
HIGH	257,538	40%		219,942	27%		187,449	32%		185,004	5%		71,600	1%		257,538		
LOW	80,244			64,350			71,055			90,000			56,500			56,500		
SAL FAC	1.12			1.24			1.29			1.47			1.11			1.16		
NONTENURE TRACK																		
AVG				113,505	1	1	62,900	10	3	57,260	1	1	70,748	22	9	69,665	33	9
HIGH				113,505	3%		88,000	30%		57,260	3%		112,101	67%		113,505		
LOW				113,505			46,500			57,260			39,534			39,534		
SAL FAC				1.23			0.86			0.81			1.32			1.04		
RES UNIV/VERY HIGH ACTVTY																		
AVG	142,600	49	9	111,359	28	9	96,727	38	9	99,377	6	4	69,597	12	6	115,088	127	9
HIGH	286,300	39%		176,194	22%		127,900	30%		115,000	5%		100,000	9%		286,300		
LOW	90,883			71,455			50,000			57,260			45,824			45,824		
SAL FAC	1.07			1.22			1.21			1.28			1.27			1.13		
RES UNIV/HIGH ACTIVITY																		
AVG	142,816	54	12	108,455	52	11	97,747	58	11	109,251	8	5	70,912	20	10	111,083	184	12
HIGH	257,538	29%		219,942	28%		187,449	32%		185,004	4%		112,101	11%		257,538		
LOW	80,244			64,350			46,500			90,000			39,534			39,534		
SAL FAC	1.31			1.34			1.37			1.51			1.42			1.35		
REGION I																		
AVG	135,243	15	3	96,175	10	3	88,301	6	2				71,402	4	3	108,737	35	3
HIGH	182,508	43%		108,369	29%		90,000	17%					90,000	11%		182,508		
LOW	96,900			86,100			85,000						49,430			49,430		
SAL FAC	1.03			1.11			1.13						1.42			1.07		
REGION II																		
AVG	136,666	23	3	92,111	9	3	93,134	12	3	99,333	3	2	77,828	8	2	109,857	52	3
HIGH	257,538	44%		113,769	17%		117,000	23%		117,000	6%		112,101	15%		257,538		
LOW	80,244			64,350			71,055			90,000			65,722			64,350		
SAL FAC	1.12			1.09			1.25			1.34			1.51			1.20		
REGION III																		
AVG	155,267	10	3	118,627	13	3	93,179	18	3	91,000	1	1	56,365	4	2	111,055	45	3
HIGH	246,000	22%		148,000	29%		127,900	40%		91,000	2%		71,600	9%		246,000		
LOW	113,430			95,523			46,500			91,000			39,534			39,534		
SAL FAC	1.17			1.29			1.16			1.14			0.96			1.10		
REGION IV																		
AVG	144,997	55	12	113,017	48	11	100,339	60	12	108,126	10	6	69,981	16	9	114,747	179	12
HIGH	286,300	31%		219,942	27%		187,449	34%		185,004	6%		100,000	9%		286,300		
LOW	82,456			71,455			50,000			57,260			45,824			45,824		
SAL FAC	1.17			1.32			1.33			1.42			1.38			1.26		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0601 Business/Managerial Economics

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	144,843	93 19	109,897	73 18	97,862	88 18	105,019	14 9	70,418	32 16	113,140	286 20
HIGH	286,300	33%	219,942	26%	187,449	31%	185,004	5%	112,101	11%	286,300	
LOW	80,244		64,350		46,500		57,260		39,534		39,534	
SAL FAC	1.13		1.25		1.26		1.38		1.32		1.17	
TENURED/TENURE TRACK												
AVG	149,027	61 12	109,470	41 12	104,419	48 11	114,556	9 5	64,050	2 1	123,152	152 12
HIGH	257,538	40%	219,942	27%	187,449	32%	185,004	6%	71,600	1%	257,538	
LOW	80,244		64,350		71,055		90,000		56,500		56,500	
SAL FAC	1.15		1.24		1.32		1.47		1.11		1.18	
NONTENURE TRACK												
AVG			113,505	1 1	62,900	10 3	57,260	1 1	70,748	22 9	69,665	33 9
HIGH			113,505	3%	88,000	30%	57,260	3%	112,101	67%	113,505	
LOW			113,505		46,500		57,260		39,534		39,534	
SAL FAC			1.23		0.86		0.81		1.32		1.04	
RES UNIV/VERY HIGH ACTVTY												
AVG	142,600	49 9	111,359	28 9	96,727	38 9	99,377	6 4	69,597	12 6	115,088	127 9
HIGH	286,300	39%	176,194	22%	127,900	30%	115,000	5%	100,000	9%	286,300	
LOW	90,883		71,455		50,000		57,260		45,824		45,824	
SAL FAC	1.07		1.22		1.21		1.28		1.27		1.13	
RES UNIV/HIGH ACTIVITY												
AVG	147,340	44 10	108,987	45 9	98,725	50 9	109,251	8 5	70,912	20 10	111,584	159 11
HIGH	257,538	28%	219,942	28%	187,449	31%	185,004	5%	112,101	13%	257,538	
LOW	80,244		64,350		46,500		90,000		39,534		39,534	
SAL FAC	1.35		1.35		1.38		1.51		1.42		1.35	
REGION I												
AVG	152,713	6 2	97,841	8 2	89,004	3 1			71,402	4 3	107,220	21 3
HIGH	182,508	29%	108,369	38%	90,000	14%			90,000	19%	182,508	
LOW	120,197		86,100		87,012				49,430		49,430	
SAL FAC	1.16		1.13		1.13				1.42		1.06	
REGION II												
AVG	136,666	23 3	92,111	9 3	93,134	12 3	99,333	3 2	77,828	8 2	109,857	52 3
HIGH	257,538	44%	113,769	17%	117,000	23%	117,000	6%	112,101	15%	257,538	
LOW	80,244		64,350		71,055		90,000		65,722		64,350	
SAL FAC	1.12		1.09		1.25		1.34		1.51		1.20	
REGION III												
AVG	159,553	9 2	123,240	8 2	92,840	13 2	91,000	1 1	56,365	4 2	113,361	34 2
HIGH	246,000	27%	148,000	24%	127,900	38%	91,000	3%	71,600	12%	246,000	
LOW	113,430		95,523		46,500		91,000		39,534		39,534	
SAL FAC	1.20		1.34		1.15		1.14		0.96		1.13	
REGION IV												
AVG	144,997	55 12	113,017	48 11	100,339	60 12	108,126	10 6	69,981	16 9	114,747	179 12
HIGH	286,300	31%	219,942	27%	187,449	34%	185,004	6%	100,000	9%	286,300	
LOW	82,456		71,455		50,000		57,260		45,824		45,824	
SAL FAC	1.17		1.32		1.33		1.42		1.38		1.26	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.07 Entrepreneurial and Small Business Operations

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	201,712	15	5	130,450	5	3	120,180	12	6	151,000	1	1	78,546	10	5	140,608	42	9
HIGH	422,894	36%		161,000	12%		151,000	29%		151,000	2%		151,000	24%		422,894		
LOW	105,570			106,260			80,775			151,000			51,259			51,259		
SAL FAC	1.57			1.49			1.55			1.99			1.47			1.46		
TENURED/TENURE TRACK																		
AVG	189,306	3	1				115,988	6	3							140,427	9	3
HIGH	255,942	33%					143,721	67%								255,942		
LOW	105,570						80,775									80,775		
SAL FAC	1.46						1.46									1.34		
NONTENURE TRACK																		
AVG	164,800	1	1										72,321	5	3	87,735	6	4
HIGH	164,800	17%											102,500	83%		164,800		
LOW	164,800												51,259			51,259		
SAL FAC	1.46												1.35			1.31		
RES UNIV/VERY HIGH ACTVTY																		
AVG	159,445	6	1	113,007	3	1	120,555	2	1				77,221	6	2	117,654	17	2
HIGH	189,360	35%		121,440	18%		131,560	12%					102,500	35%		189,360		
LOW	135,000			106,260			109,549						61,272			61,272		
SAL FAC	1.19			1.24			1.50						1.40			1.15		
RES UNIV/HIGH ACTIVITY																		
AVG	229,889	9	4	156,614	2	2	120,104	10	5	151,000	1	1	80,533	4	3	156,216	25	7
HIGH	422,894	36%		161,000	8%		151,000	40%		151,000	4%		151,000	16%		422,894		
LOW	105,570			152,228			80,775			151,000			51,259			51,259		
SAL FAC	2.10			1.94			1.68			2.08			1.61			1.90		
REGION I																		
AVG													77,587	4	2	77,587	4	2
HIGH													102,500	100%		102,500		
LOW													59,846			59,846		
SAL FAC													1.54			0.77		
REGION II																		
AVG	236,068	8	3	152,228	1	1	122,039	7	3	151,000	1	1	151,000	1	1	179,179	17	3
HIGH	422,894	47%		152,228	6%		151,000	41%		151,000	6%		151,000	6%		422,894		
LOW	105,570			152,228			80,775			151,000			151,000			80,775		
SAL FAC	1.94			1.80			1.63			2.04			2.93			1.95		
REGION III																		
AVG													51,259	1	1	51,259	1	1
HIGH													51,259	100%		51,259		
LOW													51,259			51,259		
SAL FAC													0.88			0.51		
REGION IV																		
AVG	162,447	7	2	125,005	4	2	117,576	5	3				68,212	4	1	124,894	20	3
HIGH	189,360	35%		161,000	20%		131,560	25%					74,520	20%		189,360		
LOW	135,000			106,260			109,549						61,272			61,272		
SAL FAC	1.31			1.46			1.56						1.35			1.37		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0701 Entrepreneurship/Entrepreneurial Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	201,712	15	5	130,450	5	3	120,180	12	6	151,000	1	1	81,577	9	4	142,787	41	8
HIGH	422,894	37%		161,000	12%		151,000	29%		151,000	2%		151,000	22%		422,894		
LOW	105,570			106,260			80,775			151,000			59,846			59,846		
SAL FAC	1.57			1.49			1.55			1.99			1.53			1.48		
TENURED/TENURE TRACK																		
AVG	189,306	3	1				115,988	6	3							140,427	9	3
HIGH	255,942	33%					143,721	67%								255,942		
LOW	105,570						80,775									80,775		
SAL FAC	1.46						1.46									1.34		
NONTENURE TRACK																		
AVG	164,800	1	1										77,587	4	2	95,030	5	3
HIGH	164,800	20%											102,500	80%		164,800		
LOW	164,800												59,846			59,846		
SAL FAC	1.46												1.45			1.42		
RES UNIV/VERY HIGH ACTVTY																		
AVG	159,445	6	1	113,007	3	1	120,555	2	1				77,221	6	2	117,654	17	2
HIGH	189,360	35%		121,440	18%		131,560	12%					102,500	35%		189,360		
LOW	135,000			106,260			109,549						61,272			61,272		
SAL FAC	1.19			1.24			1.50						1.40			1.15		
RES UNIV/HIGH ACTIVITY																		
AVG	229,889	9	4	156,614	2	2	120,104	10	5	151,000	1	1	90,291	3	2	160,590	24	6
HIGH	422,894	38%		161,000	8%		151,000	42%		151,000	4%		151,000	13%		422,894		
LOW	105,570			152,228			80,775			151,000			59,846			59,846		
SAL FAC	2.10			1.94			1.68			2.08			1.80			1.95		
REGION I																		
AVG													77,587	4	2	77,587	4	2
HIGH													102,500	100%		102,500		
LOW													59,846			59,846		
SAL FAC													1.54			0.77		
REGION II																		
AVG	236,068	8	3	152,228	1	1	122,039	7	3	151,000	1	1	151,000	1	1	179,179	17	3
HIGH	422,894	47%		152,228	6%		151,000	41%		151,000	6%		151,000	6%		422,894		
LOW	105,570			152,228			80,775			151,000			151,000			80,775		
SAL FAC	1.94			1.80			1.63			2.04			2.93			1.95		
REGION IV																		
AVG	162,447	7	2	125,005	4	2	117,576	5	3				68,212	4	1	124,894	20	3
HIGH	189,360	35%		161,000	20%		131,560	25%					74,520	20%		189,360		
LOW	135,000			106,260			109,549						61,272			61,272		
SAL FAC	1.31			1.46			1.56						1.35			1.37		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.08 Finance and Financial Management Services

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	187,069	347	72	157,407	250	73	157,229	275	68	161,579	38	28	80,044	115	37	158,772	987	79
HIGH	452,480	35%		287,222	25%		216,240	28%		210,000	4%		157,743	12%		452,480		
LOW	61,600			68,487			54,658			70,000			32,000			32,000		
SAL FAC	1.46			1.79			2.03			2.12			1.50			1.65		
TENURED/TENURE TRACK																		
AVG	188,754	221	46	162,987	163	49	163,190	168	45	169,001	20	14	62,183	6	1	172,170	558	50
HIGH	452,480	40%		285,000	29%		216,240	30%		205,000	4%		71,000	1%		452,480		
LOW	61,600			73,169			57,523			122,004			57,500			57,500		
SAL FAC	1.45			1.85			2.06			2.16			1.07			1.65		
NONTENURE TRACK																		
AVG	116,572	8	8	100,802	6	4	109,732	21	8	115,625	4	3	82,696	85	27	90,591	120	31
HIGH	144,196	7%		134,500	5%		189,416	18%		170,000	3%		157,743	71%		189,416		
LOW	90,000			68,487			55,000			70,000			32,000			32,000		
SAL FAC	1.03			1.09			1.50			1.65			1.54			1.35		
RES UNIV/VERY HIGH ACTVTY																		
AVG	205,071	233	40	171,516	163	43	167,957	204	41	169,390	27	20	86,782	72	23	172,992	672	44
HIGH	452,480	35%		287,222	24%		216,240	30%		210,000	4%		157,743	11%		452,480		
LOW	61,600			68,487			65,000			70,000			32,000			32,000		
SAL FAC	1.53			1.89			2.10			2.17			1.58			1.70		
RES UNIV/HIGH ACTIVITY																		
AVG	152,639	108	30	132,664	80	28	127,860	65	25	146,829	9	7	69,995	37	13	131,030	290	33
HIGH	251,051	37%		203,500	28%		182,500	22%		180,000	3%		120,000	13%		251,051		
LOW	69,550			70,000			54,658			120,000			42,000			42,000		
SAL FAC	1.40			1.64			1.79			2.02			1.40			1.59		
DOCTORAL RES UNIV																		
AVG	107,753	6	2	111,641	7	2	110,655	6	2	122,500	2	1	61,151	6	1	98,354	25	2
HIGH	110,038	24%		123,940	28%		122,500	24%		122,500	8%		105,680	24%		123,940		
LOW	96,328			82,063			78,202			122,500			45,000			45,000		
SAL FAC	1.01			1.37			1.62			1.74			1.11			1.22		
REGION I																		
AVG	166,520	48	12	156,049	41	13	149,726	28	10	170,503	4	3	101,717	9	4	154,752	126	15
HIGH	330,000	38%		287,222	33%		205,000	22%		205,000	3%		132,600	7%		330,000		
LOW	96,262			81,125			101,134			122,004			60,003			60,003		
SAL FAC	1.26			1.80			1.91			2.41			2.02			1.53		
REGION II																		
AVG	184,646	93	18	152,834	55	16	150,631	68	18	148,000	10	6	67,152	34	8	152,416	250	18
HIGH	379,800	37%		285,000	22%		210,256	27%		190,000	4%		112,385	14%		379,800		
LOW	69,550			68,487			54,658			70,000			32,000			32,000		
SAL FAC	1.51			1.80			2.02			2.00			1.30			1.66		
REGION III																		
AVG	203,332	109	23	168,564	90	24	168,085	106	23	176,665	15	12	93,098	30	10	172,967	335	24
HIGH	384,620	33%		265,000	27%		216,240	32%		210,000	5%		157,743	9%		384,620		
LOW	61,600			73,169			55,000			112,500			49,697			49,697		
SAL FAC	1.53			1.83			2.09			2.22			1.59			1.72		
REGION IV																		
AVG	181,287	97	19	146,516	64	20	150,490	73	17	147,556	9	7	76,511	42	15	149,135	276	22
HIGH	452,480	35%		225,496	23%		210,000	26%		190,000	3%		155,000	15%		452,480		
LOW	92,448			86,257			89,750			110,000			45,000			45,000		
SAL FAC	1.46			1.71			1.99			1.94			1.51			1.64		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0801 Finance, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	191,050	313	62	161,330	221	61	160,253	243	57	168,843	32	23	82,285	103	32	162,352	880	67
HIGH	452,480	36%		287,222	25%		216,240	28%		210,000	4%		157,743	12%		452,480		
LOW	61,600			68,487			54,658			70,000			32,000			32,000		
SAL FAC	1.49			1.84			2.07			2.22			1.54			1.68		
TENURED/TENURE TRACK																		
AVG	193,764	192	38	167,805	142	40	167,247	143	36	176,354	17	11	62,183	6	1	176,647	483	41
HIGH	452,480	40%		285,000	29%		216,240	30%		205,000	4%		71,000	1%		452,480		
LOW	61,600			99,013			85,074			135,000			57,500			57,500		
SAL FAC	1.49			1.91			2.11			2.26			1.07			1.69		
NONTENURE TRACK																		
AVG	116,572	8	8	100,802	6	4	109,719	20	7	117,500	3	2	84,291	80	24	91,887	114	27
HIGH	144,196	7%		134,500	5%		189,416	18%		170,000	3%		157,743	70%		189,416		
LOW	90,000			68,487			55,000			70,000			32,000			32,000		
SAL FAC	1.03			1.09			1.49			1.67			1.57			1.37		
RES UNIV/VERY HIGH ACTVTY																		
AVG	205,181	226	37	173,386	153	39	168,261	193	38	173,661	25	18	87,305	70	21	173,652	642	40
HIGH	452,480	35%		287,222	24%		216,240	30%		210,000	4%		157,743	11%		452,480		
LOW	61,600			68,487			65,000			70,000			32,000			32,000		
SAL FAC	1.53			1.91			2.10			2.23			1.59			1.70		
RES UNIV/HIGH ACTIVITY																		
AVG	154,343	87	25	134,202	68	22	129,346	50	19	151,638	7	5	71,635	33	11	131,869	238	27
HIGH	251,051	37%		203,500	29%		182,500	21%		180,000	3%		120,000	14%		251,051		
LOW	69,550			70,000			54,658			120,000			42,000			42,000		
SAL FAC	1.41			1.66			1.81			2.09			1.43			1.60		
REGION I																		
AVG	172,564	36	9	160,287	35	10	153,925	24	7	186,669	3	2	106,931	8	3	158,951	103	12
HIGH	330,000	35%		287,222	34%		205,000	23%		205,000	3%		132,600	8%		330,000		
LOW	96,262			81,125			110,004			175,008			84,180			81,125		
SAL FAC	1.31			1.85			1.96			2.63			2.13			1.57		
REGION II																		
AVG	185,198	92	18	152,834	55	16	150,631	68	18	148,000	10	6	67,152	34	8	152,491	249	18
HIGH	379,800	37%		285,000	22%		210,256	27%		190,000	4%		112,385	14%		379,800		
LOW	69,550			68,487			54,658			70,000			32,000			32,000		
SAL FAC	1.52			1.80			2.02			2.00			1.30			1.66		
REGION III																		
AVG	214,111	93	18	177,939	75	18	175,598	91	17	183,845	13	10	98,734	26	8	181,769	285	18
HIGH	384,620	33%		265,000	26%		216,240	32%		210,000	5%		157,743	9%		384,620		
LOW	61,600			91,256			55,000			112,500			53,197			53,197		
SAL FAC	1.62			1.93			2.18			2.31			1.69			1.80		
REGION IV																		
AVG	180,825	92	17	148,080	56	17	150,418	60	15	162,167	6	5	79,132	35	13	151,124	243	19
HIGH	452,480	38%		225,496	23%		210,000	25%		190,000	3%		155,000	14%		452,480		
LOW	92,448			86,257			89,750			120,000			50,000			50,000		
SAL FAC	1.46			1.73			1.99			2.14			1.56			1.66		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.09 Hospitality Administration/Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	124,340	61	21	94,984	83	24	79,743	83	24	80,822	16	12	62,697	57	18	90,355	284	28
HIGH	195,921	22%		140,170	29%		130,000	29%		130,000	6%		134,099	20%		195,921		
LOW	78,719			70,000			46,586			50,894			22,114			22,114		
SAL FAC	0.97			1.08			1.03			1.06			1.18			0.94		
TENURED/TENURE TRACK																		
AVG	125,634	37	12	94,261	61	16	80,462	44	15	77,556	9	6	65,000	1	1	97,928	143	18
HIGH	195,921	26%		127,721	43%		130,000	31%		130,000	6%		65,000	1%		195,921		
LOW	79,530			70,569			58,321			60,000			65,000			58,321		
SAL FAC	0.97			1.07			1.01			0.99			1.12			0.94		
NONTENURE TRACK																		
AVG	137,000	1	1	82,546	2	2	63,693	12	4	50,894	1	1	62,650	46	12	64,727	61	14
HIGH	137,000	2%		95,092	3%		85,000	20%		50,894	2%		134,099	75%		137,000		
LOW	137,000			70,000			46,586			50,894			22,114			22,114		
SAL FAC	1.21			0.89			0.87			0.72			1.17			0.96		
RES UNIV/VERY HIGH ACTVTY																		
AVG	135,231	33	12	100,057	44	13	86,533	45	12	89,608	7	6	63,947	32	9	96,139	154	15
HIGH	195,921	21%		140,170	29%		115,000	29%		115,000	5%		110,000	21%		195,921		
LOW	101,962			70,000			73,000			77,256			42,356			42,356		
SAL FAC	1.01			1.10			1.08			1.15			1.16			0.94		
RES UNIV/HIGH ACTIVITY																		
AVG	112,488	23	8	89,782	35	9	71,945	33	10	73,989	9	6	61,890	23	7	83,572	114	11
HIGH	154,881	20%		121,692	31%		130,000	29%		130,000	8%		134,099	20%		154,881		
LOW	78,719			70,569			46,586			50,894			22,114			22,114		
SAL FAC	1.03			1.11			1.01			1.02			1.24			1.01		
DOCTORAL RES UNIV																		
AVG	106,977	5	1	84,692	4	2	70,101	5	2				51,978	2	2	83,007	16	2
HIGH	115,134	31%		92,137	25%		78,202	31%					58,260	13%		115,134		
LOW	98,818			74,088			58,321						45,696			45,696		
SAL FAC	1.00			1.04			1.03						0.95			1.03		
REGION I																		
AVG	118,625	14	3	93,470	16	3	77,674	15	4	70,752	3	2	70,989	8	3	92,251	53	6
HIGH	154,446	26%		121,692	30%		92,700	28%		77,256	6%		86,933	15%		154,446		
LOW	95,172			83,248			66,500			66,500			55,467			55,467		
SAL FAC	0.90			1.08			0.99			1.00			1.41			0.91		
REGION II																		
AVG	115,340	15	5	81,954	15	6	71,116	27	5	69,180	5	4	55,084	12	4	80,298	69	6
HIGH	154,881	22%		99,131	22%		90,000	39%		80,000	7%		134,099	17%		154,881		
LOW	79,530			70,000			46,586			50,894			22,114			22,114		
SAL FAC	0.95			0.97			0.95			0.93			1.07			0.87		
REGION III																		
AVG	148,053	15	6	99,226	33	8	84,848	26	8	80,000	1	1	62,495	20	6	95,226	94	9
HIGH	195,921	16%		119,933	35%		110,017	28%		80,000	1%		91,470	21%		195,921		
LOW	120,849			75,272			58,321			80,000			41,634			41,634		
SAL FAC	1.12			1.08			1.05			1.01			1.07			0.95		
REGION IV																		
AVG	116,064	17	7	99,177	19	7	88,493	15	7	93,571	7	5	64,408	17	5	92,350	68	7
HIGH	181,403	25%		140,170	28%		130,000	22%		130,000	10%		120,416	25%		181,403		
LOW	78,719			73,766			60,000			60,000			43,365			43,365		
SAL FAC	0.93			1.16			1.17			1.23			1.27			1.01		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0901 Hospitality Administration/Management, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	130,368	33	13	99,291	40	14	80,830	53	15	81,992	13	9	63,692	33	10	92,199	159	17
HIGH	195,921	21%		140,170	25%		130,000	33%		130,000	8%		120,416	21%		195,921		
LOW	79,530			70,569			46,586			50,894			22,114			22,114		
SAL FAC	1.02			1.13			1.04			1.08			1.19			0.96		
TENURED/TENURE TRACK																		
AVG	130,216	18	8	96,946	27	9	83,320	23	9	77,875	8	5				101,144	68	11
HIGH	195,921	27%		127,721	40%		130,000	34%		130,000	12%					195,921		
LOW	79,530			70,569			60,000			60,000						60,000		
SAL FAC	1.00			1.10			1.05			1.00						0.97		
NONTENURE TRACK																		
AVG	137,000	1	1	95,092	1	1	63,693	12	4	50,894	1	1	62,110	28	8	65,131	42	9
HIGH	137,000	2%		95,092	2%		85,000	29%		50,894	2%		120,416	67%		137,000		
LOW	137,000			95,092			46,586			50,894			22,114			22,114		
SAL FAC	1.21			1.03			0.87			0.72			1.16			0.97		
RES UNIV/VERY HIGH ACTVTY																		
AVG	136,781	27	9	103,557	26	9	88,701	33	9	91,667	6	5	66,021	17	5	101,312	103	10
HIGH	195,921	26%		140,170	25%		115,000	32%		115,000	6%		110,000	17%		195,921		
LOW	101,962			80,834			73,000			78,000			43,365			43,365		
SAL FAC	1.02			1.14			1.11			1.18			1.20			0.99		
RES UNIV/HIGH ACTIVITY																		
AVG	101,507	6	4	91,369	14	5	67,843	20	6	73,699	7	4	61,218	16	5	75,439	56	7
HIGH	117,353	11%		115,720	25%		130,000	36%		130,000	13%		120,416	29%		130,000		
LOW	79,530			70,569			46,586			50,894			22,114			22,114		
SAL FAC	0.93			1.13			0.95			1.02			1.22			0.92		
REGION I																		
AVG	128,204	2	1	94,511	3	1	73,509	6	2	67,500	2	1	76,756	5	1	85,298	16	4
HIGH	154,446	13%		115,000	19%		79,449	38%		68,500	13%		86,933	31%		154,446		
LOW	101,962			83,248			66,500			66,500			65,000			65,000		
SAL FAC	0.97			1.09			0.94			0.95			1.53			0.84		
REGION II																		
AVG	114,330	10	4	84,388	9	4	70,458	24	4	67,724	4	3	44,387	7	3	78,090	50	4
HIGH	148,500	20%		99,131	18%		90,000	48%		80,000	8%		53,500	14%		148,500		
LOW	79,530			70,569			46,586			50,894			22,114			22,114		
SAL FAC	0.94			1.00			0.94			0.91			0.86			0.85		
REGION III																		
AVG	154,296	10	3	106,100	13	4	94,124	11	4	80,000	1	1	74,139	5	2	110,982	39	4
HIGH	195,921	26%		119,933	33%		110,017	28%		80,000	3%		91,470	13%		195,921		
LOW	120,849			97,075			69,030			80,000			56,919			56,919		
SAL FAC	1.16			1.15			1.17			1.01			1.27			1.10		
REGION IV																		
AVG	123,589	11	5	103,289	15	5	93,051	12	5	96,667	6	4	64,792	16	4	93,742	54	5
HIGH	181,403	20%		140,170	28%		130,000	22%		130,000	11%		120,416	30%		181,403		
LOW	102,720			73,766			60,000			60,000			43,365			43,365		
SAL FAC	1.00			1.21			1.23			1.27			1.28			1.03		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.0999 Hospitality Administration/Management, Other

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	114,286	3 2	94,226	9 3	79,806	8 3	75,000	1 1	49,606	3 2	86,007	23 4
HIGH	138,638	13%	108,690	39%	86,210	35%	75,000	4%	62,774	13%	138,638	
LOW	78,719		80,892		75,000		75,000		41,634		41,634	
SAL FAC	0.89		1.07		1.03		0.99		0.93		0.89	
TENURED/TENURE TRACK												
AVG	132,069	2 1	94,851	7 1	79,540	6 1					93,689	15 1
HIGH	138,638	13%	108,690	47%	85,052	40%					138,638	
LOW	125,631		80,892		75,829						75,829	
SAL FAC	1.02		1.08		1.00						0.90	
NONTENURE TRACK												
AVG									55,137	1 1	55,137	1 1
HIGH									62,774	100%	62,774	
LOW									53,228		53,228	
SAL FAC									1.03		0.82	
RES UNIV/VERY HIGH ACTVTY												
AVG	132,069	2 1	94,851	7 1	79,540	6 1			55,137	1 1	91,280	16 1
HIGH	138,638	13%	108,690	44%	85,052	38%			62,774	6%	138,638	
LOW	125,631		80,892		75,829				53,228		53,228	
SAL FAC	0.99		1.04		0.99				1.00		0.90	
RES UNIV/HIGH ACTIVITY												
AVG	78,719	1 1	92,040	2 2	80,605	2 2	75,000	1 1	46,841	2 1	73,956	7 3
HIGH	78,719	14%	97,280	29%	86,210	29%	75,000	14%	52,047	29%	97,280	
LOW	78,719		86,800		75,000		75,000		41,634		41,634	
SAL FAC	0.72		1.14		1.13		1.03		0.93		0.90	
REGION III												
AVG	132,069	2 1	95,155	8 2	80,493	7 2			49,606	3 2	86,882	20 3
HIGH	138,638	10%	108,690	40%	86,210	35%			62,774	15%	138,638	
LOW	125,631		80,892		75,829				41,634		41,634	
SAL FAC	1.00		1.03		1.00				0.85		0.86	
REGION IV												
AVG	78,719	1 1	86,800	1 1	75,000	1 1	75,000	1 1			80,173	3 1
HIGH	78,719	33%	86,800	33%	75,000	33%	75,000	33%			86,800	
LOW	78,719		86,800		75,000		75,000				75,000	
SAL FAC	0.63		1.01		0.99		0.99				0.88	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.10 Human Resources Management and Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	160,468	87 19	117,198	75 22	111,405	78 19	124,667	9 6	72,519	17 7	127,132	257 23
HIGH	293,016	34%	184,946	29%	165,000	30%	165,000	4%	143,000	7%	293,016	
LOW	66,290		57,893		45,011		103,000		50,000		45,011	
SAL FAC	1.25		1.33		1.44		1.64		1.36		1.32	
TENURED/TENURE TRACK												
AVG	152,950	39 10	118,861	38 13	114,685	38 11	125,200	5 3			129,042	115 13
HIGH	234,332	34%	184,946	33%	135,481	33%	135,000	4%			234,332	
LOW	101,052		64,136		52,899		118,000				52,899	
SAL FAC	1.18		1.35		1.45		1.60				1.23	
NONTENURE TRACK												
AVG									72,933	9 3	72,933	9 3
HIGH									121,380	100%	121,380	
LOW									50,004		50,004	
SAL FAC									1.36		1.09	
RES UNIV/VERY HIGH ACTVTY												
AVG	171,950	58 9	120,023	40 10	117,170	50 9	141,000	3 3	85,736	3 2	138,343	151 10
HIGH	293,016	38%	163,000	27%	165,000	33%	165,000	2%	143,000	2%	293,016	
LOW	72,741		57,893		55,000		123,000		50,004		50,004	
SAL FAC	1.29		1.32		1.46		1.81		1.56		1.36	
RES UNIV/HIGH ACTIVITY												
AVG	138,674	28 9	114,788	34 11	103,992	26 9	116,500	6 3	69,687	14 5	112,402	102 12
HIGH	234,332	28%	184,946	33%	132,930	26%	125,000	6%	121,380	14%	234,332	
LOW	66,290		64,136		45,011		103,000		50,000		45,011	
SAL FAC	1.27		1.42		1.45		1.61		1.39		1.36	
DOCTORAL RES UNIV												
AVG	104,736	1 1	86,166	1 1	63,667	2 1					79,559	4 1
HIGH	104,736	25%	86,166	25%	74,434	50%					104,736	
LOW	104,736		86,166		52,899						52,899	
SAL FAC	0.98		1.06		0.93						0.99	
REGION I												
AVG	114,166	9 2	108,274	5 2	101,059	11 2	122,667	3 1	86,554	4 1	104,370	29 3
HIGH	164,261	31%	127,710	17%	126,490	38%	125,000	10%	121,380	14%	164,261	
LOW	66,290		75,168		45,011		118,000		65,890		45,011	
SAL FAC	0.87		1.25		1.29		1.73		1.72		1.03	
REGION II												
AVG	161,656	36 6	106,406	29 6	109,741	16 5	165,000	1 1	65,133	6 2	127,035	87 6
HIGH	269,204	41%	184,946	33%	165,000	18%	165,000	1%	73,145	7%	269,204	
LOW	72,741		57,893		55,000		165,000		58,370		55,000	
SAL FAC	1.33		1.26		1.47		2.23		1.26		1.38	
REGION III												
AVG	175,536	34 7	133,726	31 10	116,897	40 9	126,000	3 3	85,736	3 2	139,322	108 10
HIGH	293,016	32%	163,000	29%	140,458	37%	135,000	3%	143,000	3%	293,016	
LOW	98,666		82,476		52,899		120,000		50,004		50,004	
SAL FAC	1.32		1.45		1.45		1.58		1.46		1.38	
REGION IV												
AVG	143,169	8 4	101,723	10 4	104,200	11 3	105,500	2 1	59,650	4 2	107,497	33 4
HIGH	211,830	24%	123,410	30%	132,930	33%	108,000	6%	85,000	12%	211,830	
LOW	98,577		82,700		85,000		103,000		50,000		50,000	
SAL FAC	1.15		1.19		1.38		1.39		1.18		1.18	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1001 Human Resources Management/Personnel Administration, Genera

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	153,647	33	9	127,735	29	7	113,610	29	7	115,800	5	2	76,887	12	5	126,136	103	10
HIGH	234,332	32%		184,946	28%		140,458	28%		125,000	5%		143,000	12%		234,332		
LOW	66,290			64,136			45,011			103,000			50,000			45,011		
SAL FAC	1.20			1.45			1.46			1.52			1.44			1.31		
TENURED/TENURE TRACK																		
AVG	137,287	14	4	119,510	15	3	117,721	10	3	122,667	3	1				125,433	39	4
HIGH	234,332	36%		184,946	39%		126,490	26%		125,000	8%					234,332		
LOW	101,092			64,136			107,598			118,000						64,136		
SAL FAC	1.06			1.36			1.48			1.57						1.20		
NONTENURE TRACK																		
AVG													86,554	4	1	86,554	4	1
HIGH													121,380	100%		121,380		
LOW													65,890			65,890		
SAL FAC													1.61			1.29		
RES UNIV/VERY HIGH ACTVTY																		
AVG	195,664	11	2	168,823	8	2	148,817	7	1				143,000	1	1	173,615	27	2
HIGH	147,000	41%		145,329	30%		140,458	26%					143,000	4%		147,000		
LOW	147,000			112,001			160,000						143,000			112,001		
SAL FAC	1.46			1.86			1.86						2.60			1.70		
RES UNIV/HIGH ACTIVITY																		
AVG	132,639	22	7	112,082	21	5	102,408	22	6	115,800	5	2	70,877	11	4	109,269	76	8
HIGH	234,332	29%		184,946	28%		132,930	29%		125,000	7%		121,380	15%		234,332		
LOW	66,290			64,136			45,011			103,000			50,000			45,011		
SAL FAC	1.21			1.39			1.43			1.60			1.41			1.33		
REGION I																		
AVG	114,166	9	2	116,550	4	1	101,059	11	2	122,667	3	1	86,554	4	1	105,413	28	2
HIGH	164,261	32%		127,710	14%		126,490	39%		125,000	11%		121,380	14%		164,261		
LOW	66,290			96,307			45,011			118,000			65,890			45,011		
SAL FAC	0.87			1.34			1.29			1.73			1.72			1.04		
REGION II																		
AVG	161,172	9	3	122,636	10	2	108,323	2	2				64,942	3	1	128,683	24	3
HIGH	234,332	38%		184,946	42%		109,047	8%					73,145	13%		234,332		
LOW	117,132			64,136			107,598						60,122			60,122		
SAL FAC	1.32			1.45			1.45						1.26			1.40		
REGION III																		
AVG	200,530	10	1	176,940	7	1	148,817	7	1				143,000	1	1	177,144	25	1
HIGH	135,892	40%		145,329	28%		140,458	28%					143,000	4%		145,329		
LOW	264,631			216,864			160,000						143,000			143,000		
SAL FAC	1.51			1.92			1.85						2.44			1.76		
REGION IV																		
AVG	117,402	5	3	96,646	8	3	102,742	9	2	105,500	2	1	59,650	4	2	97,056	26	4
HIGH	147,000	19%		112,001	31%		132,930	35%		108,000	8%		85,000	15%		147,000		
LOW	98,577			82,700			85,000			103,000			50,000			50,000		
SAL FAC	0.95			1.13			1.36			1.39			1.18			1.07		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1002 Labor and Industrial Relations

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	167,531	27	5	127,462	16	6	116,752	31	5	129,000	2	2	61,836	3	2	134,644	77	7
HIGH	215,634	35%		163,000	21%		135,481	40%		135,000	3%		80,666	4%		215,634		
LOW	98,666			82,476			65,638			123,000			50,004			50,004		
SAL FAC	1.31			1.45			1.51	1.31		1.70			1.16			1.40		
TENURED/TENURE TRACK																		
AVG	168,182	21	4	126,141	14	4	122,254	21	4	129,000	2	2				140,449	56	4
HIGH	207,353	38%		163,000	25%		135,481	38%		135,000	4%					207,353		
LOW	101,052			82,476			90,036			123,000						82,476		
SAL FAC	1.29			1.43			1.54			1.65						1.34		
NONTENURE TRACK																		
AVG													61,836	3	2	61,836	3	2
HIGH													80,666	100%		80,666		
LOW													50,004			50,004		
SAL FAC													1.15			0.92		
RES UNIV/VERY HIGH ACTVTY																		
AVG	167,531	27	5	127,732	15	5	116,752	31	5	129,000	2	2	57,104	2	1	135,638	75	5
HIGH	215,634	36%		163,000	20%		135,481	41%		135,000	3%		80,666	3%		215,634		
LOW	98,666			82,476			65,638			123,000			50,004			50,004		
SAL FAC	1.25			1.40			1.46			1.66			1.04			1.33		
RES UNIV/HIGH ACTIVITY																		
AVG				123,410	1	1							71,300	1	1	97,355	2	2
HIGH				123,410	50%								71,300	50%		123,410		
LOW				123,410									71,300			71,300		
SAL FAC				1.53									1.42			1.18		
REGION II																		
AVG	175,590	7	1	139,127	3	1	124,276	4	1				71,300	1	1	147,661	15	2
HIGH	199,815	47%		142,143	20%		129,416	27%					71,300	7%		199,815		
LOW	140,629			136,424			117,607						71,300			71,300		
SAL FAC	1.44			1.64			1.66						1.38			1.61		
REGION III																		
AVG	164,711	20	4	124,883	12	4	115,637	27	4	129,000	2	2	57,104	2	1	131,627	61	4
HIGH	215,634	33%		163,000	20%		135,481	44%		135,000	3%		80,666	3%		215,634		
LOW	98,666			82,476			65,638			123,000			50,004			50,004		
SAL FAC	1.24			1.36			1.44			1.62			0.98			1.31		
REGION IV																		
AVG				123,410	1	1										123,410	1	1
HIGH				123,410	100%											123,410		
LOW				123,410												123,410		
SAL FAC				1.44												1.36		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1003 Organizational Behavior Studies

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	167,649	10	3	124,436	10	5	103,792	10	4	142,500	2	2	62,335	2	1	127,607	32	6
HIGH	211,830	31%		160,000	31%		165,000	31%		165,000	6%		66,300	6%		211,830		
LOW	118,353			95,656			66,800			120,000			58,370			58,370		
SAL FAC	1.31			1.42			1.34			1.87			1.17			1.32		
TENURED/TENURE TRACK																		
AVG	138,841	2	1	107,658	3	2	94,219	4	2							108,615	9	3
HIGH	159,330	22%		115,319	33%		112,230	44%								159,330		
LOW	118,353			95,656			74,764									74,764		
SAL FAC	1.07			1.22			1.19									1.04		
NONTENURE TRACK																		
AVG													62,335	2	1	62,335	2	1
HIGH													66,300	100%		66,300		
LOW													58,370			58,370		
SAL FAC													1.16			0.93		
RES UNIV/VERY HIGH ACTVTY																		
AVG	168,092	5	1	122,552	3	2	99,486	7	2	165,000	1	1				126,968	15	2
HIGH	190,229	33%		160,000	20%		165,000	47%		165,000	7%					190,229		
LOW	132,804			95,656			66,800			165,000						66,800		
SAL FAC	1.26			1.35			1.24			2.12						1.25		
RES UNIV/HIGH ACTIVITY																		
AVG	167,205	5	2	125,243	7	3	113,840	3	2	120,000	1	1	62,335	2	1	128,172	17	4
HIGH	211,830	29%		137,840	41%		120,000	18%		120,000	6%		66,300	12%		211,830		
LOW	118,353			115,319			109,200			120,000			58,370			58,370		
SAL FAC	1.53			1.55			1.59			1.65			1.24			1.56		
REGION II																		
AVG	159,735	7	2	137,660	2	2	108,210	5	1	165,000	1	1	62,335	2	1	128,699	16	2
HIGH	190,229	44%		160,000	13%		165,000	31%		165,000	6%		66,300	13%		190,229		
LOW	118,353			115,319			66,800			165,000			58,370			58,370		
SAL FAC	1.31			1.62			1.45			2.23			1.21			1.40		
REGION III																		
AVG				121,198	7	2	91,785	3	2	120,000	1	1				112,374	10	2
HIGH				137,840	70%		120,000	30%		120,000	10%					137,840		
LOW				95,656			74,764			120,000						74,764		
SAL FAC				1.32			1.14			1.51						1.12		
REGION IV																		
AVG	186,115	3	1	120,650	1	1	110,760	2	1							150,086	6	2
HIGH	211,830	50%		120,650	17%		112,230	33%								211,830		
LOW	161,650			120,650			109,200									109,200		
SAL FAC	1.50			1.41			1.47									1.65		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.11 International Business

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	166,184	11	4	139,887	10	4	128,787	7	3	140,000	2	1	71,422	7	3	132,239	35	6
HIGH	300,000	31%		186,430	29%		140,000	20%		140,000	6%		123,600	20%		300,000		
LOW	87,775			110,000			110,000			140,000			42,855			42,855		
SAL FAC	1.30			1.59			1.66			1.84			1.34			1.37		
TENURED/TENURE TRACK																		
AVG	179,063	9	4	150,552	7	3	131,918	6	3	140,000	2	1				157,134	22	5
HIGH	300,000	41%		186,430	32%		140,000	27%		140,000	9%					300,000		
LOW	87,775			111,920			111,280			140,000						87,775		
SAL FAC	1.38			1.71			1.66			1.79						1.50		
NONTENURE TRACK																		
AVG	108,230	2	1	110,000	1	1	110,000	1	1				73,576	6	2	87,792	10	2
HIGH	125,000	20%		110,000	10%		110,000	10%					123,600	60%		125,000		
LOW	91,459			110,000			110,000						42,855			42,855		
SAL FAC	0.96			1.19			1.50						1.37			1.31		
RES UNIV/VERY HIGH ACTVTY																		
AVG	168,580	10	3	150,278	7	2	131,705	6	2	140,000	2	1	73,576	6	2	136,877	29	3
HIGH	300,000	35%		186,430	24%		140,000	21%		140,000	7%		123,600	21%		300,000		
LOW	87,775			110,000			110,000			140,000			42,855			42,855		
SAL FAC	1.26			1.65			1.64			1.80			1.34			1.34		
RES UNIV/HIGH ACTIVITY																		
AVG	142,231	1	1	115,643	3	2	111,280	1	1				58,498	1	1	109,823	6	3
HIGH	142,231	17%		120,223	50%		111,280	17%					58,498	17%		142,231		
LOW	142,231			111,920			111,280						58,498			58,498		
SAL FAC	1.30			1.43			1.55						1.17			1.33		
REGION II																		
AVG				117,504	2	1							58,498	1	1	97,835	3	1
HIGH				120,223	67%								58,498	33%		120,223		
LOW				114,785									58,498			58,498		
SAL FAC				1.39									1.14			1.06		
REGION III																		
AVG	241,054	1	1	111,920	1	1										176,487	2	2
HIGH	241,054	50%		111,920	50%											241,054		
LOW	241,054			111,920												111,920		
SAL FAC	1.82			1.22												1.75		
REGION IV																		
AVG	158,697	10	3	150,278	7	2	128,787	7	3	140,000	2	1	73,576	6	2	132,729	30	3
HIGH	300,000	33%		186,430	23%		140,000	23%		140,000	7%		123,600	20%		300,000		
LOW	87,775			110,000			110,000			140,000			42,855			42,855		
SAL FAC	1.28			1.75			1.70			1.84			1.45			1.46		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1101 International Business/Trade/Commerce

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	166,184	11	4	142,995	9	3	128,787	7	3	140,000	2	1	71,422	7	3	132,837	34	5
HIGH	300,000	32%		186,430	27%		140,000	21%		140,000	6%		123,600	21%		300,000		
LOW	87,775			110,000			110,000			140,000			42,855			42,855		
SAL FAC	1.30			1.63			1.66			1.84			1.34			1.38		
TENURED/TENURE TRACK																		
AVG	179,063	9	4	156,991	6	2	131,918	6	3	140,000	2	1				159,287	21	4
HIGH	300,000	43%		186,430	29%		140,000	29%		140,000	10%					300,000		
LOW	87,775			138,000			111,280			140,000						87,775		
SAL FAC	1.38			1.78			1.66			1.79						1.52		
NONTENURE TRACK																		
AVG	108,230	2	1	110,000	1	1	110,000	1	1				73,576	6	2	87,792	10	2
HIGH	125,000	20%		110,000	10%		110,000	10%					123,600	60%		125,000		
LOW	91,459			110,000			110,000						42,855			42,855		
SAL FAC	0.96			1.19			1.50						1.37			1.31		
RES UNIV/VERY HIGH ACTVTY																		
AVG	168,580	10	3	150,278	7	2	131,705	6	2	140,000	2	1	73,576	6	2	136,877	29	3
HIGH	300,000	35%		186,430	24%		140,000	21%		140,000	7%		123,600	21%		300,000		
LOW	87,775			110,000			110,000			140,000			42,855			42,855		
SAL FAC	1.26			1.65			1.64			1.80			1.34			1.34		
RES UNIV/HIGH ACTIVITY																		
AVG	142,231	1	1	117,504	2	1	111,280	1	1				58,498	1	1	109,403	5	2
HIGH	142,231	20%		120,223	40%		111,280	20%					58,498	20%		142,231		
LOW	142,231			114,785			111,280						58,498			58,498		
SAL FAC	1.30			1.45			1.55						1.17			1.33		
REGION II																		
AVG				117,504	2	1							58,498	1	1	97,835	3	1
HIGH				120,223	67%								58,498	33%		120,223		
LOW				114,785									58,498			58,498		
SAL FAC				1.39									1.14			1.06		
REGION III																		
AVG	241,054	1	1													241,054	1	1
HIGH	241,054	100%														241,054		
LOW	241,054															241,054		
SAL FAC	1.82															2.39		
REGION IV																		
AVG	158,697	10	3	150,278	7	2	128,787	7	3	140,000	2	1	73,576	6	2	132,729	30	3
HIGH	300,000	33%		186,430	23%		140,000	23%		140,000	7%		123,600	20%		300,000		
LOW	87,775			110,000			110,000			140,000			42,855			42,855		
SAL FAC	1.28			1.75			1.70			1.84			1.45			1.46		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.12 Management Information Systems and Services

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	159,351	140 36	122,938	181 39	113,617	90 32	114,071	19 16	68,457	47 13	126,646	458 43
HIGH	288,892	31%	202,163	40%	159,135	20%	153,000	4%	147,410	10%	288,892	
LOW	89,177		72,744		29,334		50,182		32,000		29,334	
SAL FAC	1.24		1.40		1.47		1.50		1.28		1.31	
TENURED/TENURE TRACK												
AVG	158,090	109 26	123,825	133 28	122,566	57 20	117,716	10 7			136,076	299 30
HIGH	283,175	37%	202,163	45%	159,135	19%	153,000	3%			283,175	
LOW	89,177		72,744		62,509		90,000				62,509	
SAL FAC	1.22		1.41		1.54		1.51				1.30	
NONTENURE TRACK												
AVG	124,639	2 2	115,305	3 3	73,755	8 6	102,500	2 2	73,554	38 11	78,045	51 13
HIGH	146,318	4%	140,352	6%	120,000	16%	120,000	4%	147,410	75%	147,410	
LOW	102,959		89,047		56,666		85,000		32,000		32,000	
SAL FAC	1.10		1.25		1.00		1.46		1.37		1.16	
RES UNIV/VERY HIGH ACTVTY												
AVG	182,709	72 14	131,912	85 16	120,591	56 14	119,818	11 10	88,963	14 5	142,582	227 17
HIGH	288,892	32%	202,163	37%	159,135	25%	153,000	5%	147,410	6%	288,892	
LOW	102,959		77,498		62,509		85,000		32,000		32,000	
SAL FAC	1.37		1.45		1.50		1.54		1.62		1.40	
RES UNIV/HIGH ACTIVITY												
AVG	136,156	64 21	116,124	85 21	102,260	31 17	107,049	7 5	64,137	25 7	113,942	205 24
HIGH	193,751	31%	162,917	42%	140,000	15%	140,000	3%	101,662	12%	193,751	
LOW	89,177		72,744		29,334		50,182		35,751		29,334	
SAL FAC	1.25		1.44		1.43		1.48		1.28		1.38	
DOCTORAL RES UNIV												
AVG	110,038	4 1	106,246	11 2	100,800	3 1	100,000	1 1	46,071	8 1	87,686	26 2
HIGH	110,038	15%	120,850	42%	101,200	12%	100,000	4%	52,021	31%	120,850	
LOW	110,038		90,528		100,000		100,000		44,996		44,996	
SAL FAC	1.03		1.30		1.47		1.42		0.84		1.09	
REGION I												
AVG	137,325	24 7	118,975	23 8	116,961	14 5	125,000	3 2	41,981	2 1	123,074	63 8
HIGH	217,728	38%	170,565	37%	148,180	22%	135,000	5%	44,961	3%	217,728	
LOW	96,434		83,201		56,666		120,000		39,000		39,000	
SAL FAC	1.04		1.37		1.49		1.76		0.83		1.22	
REGION II												
AVG	167,068	37 8	122,364	47 8	123,333	18 7	118,333	3 3	63,032	16 3	128,484	118 10
HIGH	288,892	31%	173,052	40%	159,135	15%	140,000	3%	101,662	14%	288,892	
LOW	100,146		72,744		29,334		85,000		32,000		29,334	
SAL FAC	1.37		1.44		1.65		1.60		1.22		1.40	
REGION III												
AVG	163,166	64 15	124,641	80 14	109,896	48 14	110,213	11 9	92,581	13 4	131,183	205 16
HIGH	270,288	31%	180,000	39%	153,000	23%	153,000	5%	147,410	6%	270,288	
LOW	98,282		77,225		50,182		50,182		35,751		35,751	
SAL FAC	1.23		1.35		1.36		1.39		1.58		1.30	
REGION IV												
AVG	159,283	15 6	122,356	31 9	109,314	10 6	112,500	2 2	57,591	16 5	113,846	72 9
HIGH	248,109	21%	202,163	43%	127,500	14%	125,000	3%	81,252	22%	248,109	
LOW	89,177		90,754		87,500		100,000		44,996		44,996	
SAL FAC	1.28		1.43		1.45		1.48		1.14		1.25	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1201 Management Information Systems, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	166,287	117	30	127,979	145	33	118,541	74	26	116,956	15	13	74,601	35	11	133,142	371	36
HIGH	288,892	32%		202,163	39%		159,135	20%		153,000	4%		147,410	9%		288,892		
LOW	89,177			72,744			29,334			50,182			32,000			29,334		
SAL FAC	1.30			1.46			1.53			1.54			1.40			1.38		
TENURED/TENURE TRACK																		
AVG	167,187	86	20	130,582	104	23	128,648	47	15	123,451	7	5				143,481	237	24
HIGH	283,175	36%		202,163	44%		159,135	20%		153,000	3%					283,175		
LOW	89,177			72,744			62,509			100,000						62,509		
SAL FAC	1.29			1.48			1.62			1.58						1.37		
NONTENURE TRACK																		
AVG	124,639	2	2	115,305	3	3	75,743	5	4	102,500	2	2	75,211	34	10	80,252	44	11
HIGH	146,318	5%		140,352	7%		120,000	11%		120,000	5%		147,410	77%		147,410		
LOW	102,959			89,047			56,666			85,000			32,000			32,000		
SAL FAC	1.10			1.25			1.03			1.46			1.40			1.20		
RES UNIV/VERY HIGH ACTVTY																		
AVG	189,319	65	13	138,477	73	15	127,050	49	13	122,800	10	9	88,963	14	5	148,684	201	16
HIGH	288,892	32%		202,163	36%		159,135	24%		153,000	5%		147,410	7%		288,892		
LOW	102,959			77,498			62,509			85,000			32,000			32,000		
SAL FAC	1.42			1.52			1.59			1.58			1.62			1.46		
RES UNIV/HIGH ACTIVITY																		
AVG	137,496	52	17	117,335	72	18	101,865	25	13	105,268	5	4	65,026	21	6	114,765	170	20
HIGH	193,751	31%		162,917	42%		140,000	15%		140,000	3%		101,662	12%		193,751		
LOW	89,177			72,744			29,334			50,182			35,751			29,334		
SAL FAC	1.26			1.45			1.42			1.45			1.30			1.39		
REGION I																		
AVG	137,325	24	7	118,975	23	8	116,961	14	5	125,000	3	2	41,981	2	1	123,074	63	8
HIGH	217,728	38%		170,565	37%		148,180	22%		135,000	5%		44,961	3%		217,728		
LOW	96,434			83,201			56,666			120,000			39,000			39,000		
SAL FAC	1.04			1.37			1.49			1.76			0.83			1.22		
REGION II																		
AVG	167,068	37	8	122,364	47	8	123,333	18	7	118,333	3	3	63,032	16	3	128,484	118	10
HIGH	288,892	31%		173,052	40%		159,135	15%		140,000	3%		101,662	14%		288,892		
LOW	100,146			72,744			29,334			85,000			32,000			29,334		
SAL FAC	1.37			1.44			1.65			1.60			1.22			1.40		
REGION III																		
AVG	185,097	41	9	138,882	51	9	117,825	35	9	112,418	8	7	107,295	9	3	145,305	136	10
HIGH	270,288	30%		180,000	38%		153,000	26%		153,000	6%		147,410	7%		270,288		
LOW	102,959			77,498			50,182			50,182			35,751			35,751		
SAL FAC	1.40			1.51			1.46			1.41			1.83			1.44		
REGION IV																		
AVG	159,283	15	6	124,435	24	8	112,963	7	5	125,000	1	1	69,111	8	4	124,432	54	8
HIGH	248,109	28%		202,163	44%		127,500	13%		125,000	2%		81,252	15%		248,109		
LOW	89,177			90,754			87,500			125,000			50,232			50,232		
SAL FAC	1.28			1.45			1.50			1.65			1.36			1.37		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.13 Management Sciences and Quantitative Methods

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	175,184	97 19	132,963	78 18	130,342	62 19	127,188	13 10	73,701	41 15	138,370	278 21
HIGH	271,615	35%	184,074	28%	210,000	22%	150,000	5%	126,250	15%	271,615	
LOW	92,828		49,366		58,000		100,000		43,430		43,430	
SAL FAC	1.37		1.51		1.68		1.67		1.38		1.44	
TENURED/TENURE TRACK												
AVG	181,751	66 13	137,600	61 13	136,322	42 13	126,101	10 8			154,525	169 15
HIGH	271,615	39%	184,074	36%	210,000	25%	150,000	6%			271,615	
LOW	101,070		89,531		100,000		100,000				89,531	
SAL FAC	1.40		1.56		1.72		1.61				1.48	
NONTENURE TRACK												
AVG	135,390	1 1			84,028	5 3			71,947	30 10	75,387	36 10
HIGH	135,390	3%			121,000	14%			126,250	83%	135,390	
LOW	135,390				58,000				43,430		43,430	
SAL FAC	1.20				1.14				1.34		1.12	
RES UNIV/VERY HIGH ACTVTY												
AVG	191,351	62 11	139,919	52 10	137,747	45 11	135,857	7 6	77,189	24 8	148,583	183 11
HIGH	271,615	34%	184,074	28%	210,000	25%	150,000	4%	126,250	13%	271,615	
LOW	124,593		98,417		60,138		120,000		43,430		43,430	
SAL FAC	1.43		1.54		1.72		1.74		1.40		1.46	
RES UNIV/HIGH ACTIVITY												
AVG	146,547	35 8	119,053	26 8	110,741	17 8	117,074	6 4	68,778	17 7	118,698	95 10
HIGH	217,671	37%	159,626	27%	139,839	18%	133,506	6%	92,499	18%	217,671	
LOW	92,828		49,366		58,000		100,000		46,703		46,703	
SAL FAC	1.34		1.47		1.55		1.61		1.37		1.44	
REGION I												
AVG	138,690	1 1	126,873	1 1	113,036	4 1			45,000	1 1	108,958	7 1
HIGH	138,690	14%	126,873	14%	115,002	57%			45,000	14%	138,690	
LOW	138,690		126,873		107,136				45,000		45,000	
SAL FAC	1.05		1.46		1.44				0.89		1.08	
REGION II												
AVG	165,256	35 8	128,749	33 8	125,966	22 8	126,099	5 5	70,994	10 4	135,139	100 8
HIGH	261,192	35%	169,532	33%	141,200	22%	137,997	5%	104,719	10%	261,192	
LOW	92,828		49,366		110,614		112,500		44,121		44,121	
SAL FAC	1.36		1.52		1.69		1.70		1.38		1.47	
REGION III												
AVG	210,199	19 3	141,829	9 3	136,428	18 4	126,859	4 3	67,620	7 3	154,704	53 5
HIGH	271,615	36%	184,074	17%	183,315	34%	150,000	8%	126,250	13%	271,615	
LOW	136,688		93,431		58,000		100,000		46,703		46,703	
SAL FAC	1.59		1.54		1.69		1.59		1.15		1.54	
REGION IV												
AVG	168,487	42 7	134,831	35 6	133,450	18 6	128,878	4 2	77,977	23 7	135,518	118 7
HIGH	249,659	36%	175,000	30%	210,000	15%	148,000	3%	110,000	20%	249,659	
LOW	123,010		102,202		60,138		115,000		43,430		43,430	
SAL FAC	1.36		1.57		1.77		1.70		1.54		1.49	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1301 Management Science

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	171,224	82 14	134,493	66 14	130,996	46 15	124,844	10 7	71,746	34 11	137,641	228 15
HIGH	271,615	36%	184,074	29%	210,000	20%	148,000	4%	110,000	15%	271,615	
LOW	92,828		49,366		58,000		100,000		43,430		43,430	
SAL FAC	1.34		1.53		1.69		1.64		1.35		1.43	
TENURED/TENURE TRACK												
AVG	180,234	58 10	138,791	53 10	138,192	34 10	123,876	8 6			155,228	145 11
HIGH	271,615	40%	184,074	37%	210,000	23%	148,000	6%			271,615	
LOW	101,070		89,531		100,000		100,000				89,531	
SAL FAC	1.39		1.58		1.74		1.58				1.49	
NONTENURE TRACK												
AVG	135,390	1 1			84,028	5 3			70,970	28 8	74,785	34 8
HIGH	135,390	3%			121,000	15%			110,000	82%	135,390	
LOW	135,390				58,000				43,430		43,430	
SAL FAC	1.20				1.14				1.32		1.11	
RES UNIV/VERY HIGH ACTVTY												
AVG	189,179	48 7	142,273	42 7	142,871	29 7	136,499	4 3	74,154	18 5	149,884	137 7
HIGH	271,615	35%	184,074	31%	210,000	21%	148,000	3%	110,000	13%	271,615	
LOW	124,593		102,202		60,138		125,000		43,430		43,430	
SAL FAC	1.41		1.56		1.78		1.75		1.35		1.47	
RES UNIV/HIGH ACTIVITY												
AVG	145,876	34 7	120,878	24 7	110,741	17 8	117,074	6 4	69,036	16 6	119,209	91 8
HIGH	217,671	37%	159,626	26%	139,839	19%	133,506	7%	92,499	18%	217,671	
LOW	92,828		49,366		58,000		100,000		46,703		46,703	
SAL FAC	1.34		1.50		1.55		1.61		1.38		1.45	
REGION II												
AVG	152,551	25 6	128,137	24 6	125,112	12 6	125,166	3 3	60,574	6 3	130,654	67 6
HIGH	261,192	37%	169,532	36%	139,839	18%	137,997	5%	74,630	9%	261,192	
LOW	92,828		49,366		110,614		112,500		44,121		44,121	
SAL FAC	1.25		1.51		1.68		1.69		1.18		1.42	
REGION III												
AVG	207,469	16 2	154,595	7 2	132,649	16 3	119,145	3 2	57,849	6 2	152,692	45 3
HIGH	271,615	36%	184,074	16%	153,934	36%	133,506	7%	77,283	13%	271,615	
LOW	136,688		126,432		58,000		100,000		46,703		46,703	
SAL FAC	1.57		1.68		1.65		1.50		0.99		1.52	
REGION IV												
AVG	168,466	41 6	134,831	35 6	133,450	18 6	128,878	4 2	78,583	22 6	135,837	116 6
HIGH	249,659	35%	175,000	30%	210,000	16%	148,000	3%	110,000	19%	249,659	
LOW	123,010		102,202		60,138		115,000		43,430		43,430	
SAL FAC	1.36		1.57		1.77		1.70		1.55		1.49	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.14 Marketing

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	169,254	311	68	129,872	272	72	124,949	255	69	128,310	48	31	70,455	112	33	134,438	950	73
HIGH	504,160	33%		211,227	29%		186,000	27%		170,000	5%		144,333	12%		504,160		
LOW	89,937			55,457			43,771			44,000			32,000			32,000		
SAL FAC	1.32			1.48			1.61			1.69			1.32			1.40		
TENURED/TENURE TRACK																		
AVG	174,210	232	49	134,770	188	51	132,279	169	47	132,242	35	24	77,477	11	2	148,268	600	51
HIGH	504,160	39%		211,227	31%		186,000	28%		170,000	6%		123,300	2%		504,160		
LOW	94,576			64,026			78,003			78,003			56,500			56,500		
SAL FAC	1.34			1.53			1.67			1.69			1.34			1.42		
NONTENURE TRACK																		
AVG	90,743	2	2	81,520	7	4	99,828	12	5	107,250	4	3	71,590	87	24	75,726	108	27
HIGH	91,548	2%		111,860	7%		155,000	11%		155,000	4%		144,333	81%		155,000		
LOW	89,937			62,308			44,000			44,000			32,000			32,000		
SAL FAC	0.80			0.88			1.36			1.53			1.33			1.13		
RES UNIV/VERY HIGH ACTVTY																		
AVG	184,665	199	38	139,681	157	39	134,140	151	39	138,390	30	18	74,110	67	21	146,165	574	39
HIGH	504,160	35%		211,227	27%		186,000	26%		170,000	5%		144,333	12%		504,160		
LOW	91,548			55,457			44,000			44,000			32,000			32,000		
SAL FAC	1.38			1.54			1.67			1.78			1.35			1.43		
RES UNIV/HIGH ACTIVITY																		
AVG	145,219	98	27	117,616	100	30	112,778	90	28	112,775	17	12	66,707	41	11	118,170	329	31
HIGH	223,567	30%		186,887	30%		140,000	27%		140,000	5%		123,300	13%		223,567		
LOW	89,937			62,308			43,771			51,417			35,000			35,000		
SAL FAC	1.33			1.45			1.58			1.55			1.33			1.43		
DOCTORAL RES UNIV																		
AVG	118,433	14	3	108,919	15	3	104,060	14	2	90,000	1	1	47,654	4	1	105,091	47	3
HIGH	185,964	30%		153,600	32%		108,790	30%		90,000	2%		53,636	9%		185,964		
LOW	99,748			90,528			90,000			90,000			44,978			44,978		
SAL FAC	1.11			1.34			1.52			1.28			0.87			1.30		
REGION I																		
AVG	157,955	41	10	124,191	27	12	116,499	30	13	114,501	2	2	60,435	5	3	132,296	103	13
HIGH	259,375	40%		194,733	26%		154,875	29%		115,002	2%		78,750	5%		259,375		
LOW	91,548			90,000			65,000			114,000			45,000			45,000		
SAL FAC	1.20			1.43			1.48			1.62			1.20			1.31		
REGION II																		
AVG	169,465	88	18	127,982	73	18	125,818	48	16	127,750	9	7	67,093	21	9	137,843	230	18
HIGH	311,254	38%		196,742	32%		165,000	21%		145,000	4%		108,354	9%		311,254		
LOW	89,937			55,457			43,771			78,003			32,000			32,000		
SAL FAC	1.39			1.51			1.68			1.72			1.30			1.50		
REGION III																		
AVG	179,100	82	19	138,863	80	20	132,787	78	18	139,762	15	9	75,482	38	9	140,363	278	20
HIGH	347,157	30%		211,227	29%		167,000	28%		165,000	5%		144,333	14%		347,157		
LOW	94,576			90,528			51,417			51,417			35,000			35,000		
SAL FAC	1.35			1.51			1.65			1.76			1.29			1.39		
REGION IV																		
AVG	165,626	100	21	125,221	92	22	120,912	99	22	121,986	22	13	68,990	48	12	127,920	339	22
HIGH	504,160	30%		195,430	27%		186,000	29%		170,000	7%		124,800	14%		504,160		
LOW	97,745			64,026			44,000			44,000			40,000			40,000		
SAL FAC	1.33			1.46			1.60			1.61			1.36			1.40		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1401 Marketing/Marketing Management, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	172,045	287	60	131,980	237	64	126,246	225	62	128,780	46	29	71,770	101	29	136,836	850	65
HIGH	504,160	34%		211,227	28%		186,000	27%		170,000	5%		144,333	12%		504,160		
LOW	89,937			55,457			43,771			44,000			32,000			32,000		
SAL FAC	1.34			1.50			1.63			1.69			1.35			1.42		
TENURED/TENURE TRACK																		
AVG	177,177	214	42	137,172	163	44	133,916	149	41	133,135	33	22	77,477	11	2	150,988	537	44
HIGH	504,160	40%		211,227	30%		186,000	28%		170,000	6%		123,300	2%		504,160		
LOW	94,576			64,026			78,003			78,003			56,500			56,500		
SAL FAC	1.36			1.56			1.69			1.70			1.34			1.44		
NONTENURE TRACK																		
AVG	90,743	2	2	81,520	7	4	99,828	12	5	107,250	4	3	72,210	80	21	76,503	101	24
HIGH	91,548	2%		111,860	7%		155,000	12%		155,000	4%		144,333	79%		155,000		
LOW	89,937			62,308			44,000			44,000			32,000			32,000		
SAL FAC	0.80			0.88			1.36			1.53			1.35			1.14		
RES UNIV/VERY HIGH ACTVTY																		
AVG	185,255	194	36	140,545	150	37	134,854	143	37	139,196	29	17	74,018	63	19	147,216	550	37
HIGH	504,160	35%		211,227	27%		186,000	26%		170,000	5%		144,333	12%		504,160		
LOW	91,548			55,457			44,000			44,000			32,000			32,000		
SAL FAC	1.39			1.55			1.68			1.79			1.35			1.44		
RES UNIV/HIGH ACTIVITY																		
AVG	144,560	92	23	117,140	83	26	111,787	78	24	112,324	16	11	68,044	38	10	117,963	291	27
HIGH	223,567	32%		186,887	29%		140,000	27%		140,000	6%		123,300	13%		223,567		
LOW	89,937			62,308			43,771			51,417			35,000			35,000		
SAL FAC	1.32			1.45			1.56			1.55			1.36			1.43		
DOCTORAL RES UNIV																		
AVG	138,000	1	1	118,718	4	1	100,440	4	1	90,000	1	1				112,737	9	1
HIGH	138,000	11%		153,600	44%		105,250	44%		90,000	11%					153,600		
LOW	138,000			102,822			90,000			90,000						90,000		
SAL FAC	1.30			1.46			1.47			1.28						1.40		
REGION I																		
AVG	158,196	40	9	124,098	26	11	117,398	25	12	114,000	1	1	69,201	2	2	135,782	93	12
HIGH	259,375	43%		194,733	28%		154,875	27%		114,000	1%		78,750	2%		259,375		
LOW	91,548			90,000			65,000			114,000			59,652			59,652		
SAL FAC	1.20			1.43			1.50			1.61			1.38			1.34		
REGION II																		
AVG	169,299	87	17	128,644	68	17	125,523	45	15	127,750	9	7	67,093	21	9	138,164	221	17
HIGH	311,254	39%		196,742	31%		165,000	20%		145,000	4%		108,354	10%		311,254		
LOW	89,937			55,457			43,771			78,003			32,000			32,000		
SAL FAC	1.39			1.52			1.68			1.72			1.30			1.50		
REGION III																		
AVG	189,662	66	14	145,130	61	15	134,948	66	14	141,173	14	8	75,898	34	7	144,748	227	15
HIGH	347,157	29%		211,227	27%		167,000	29%		165,000	6%		144,333	15%		347,157		
LOW	94,576			92,124			51,417			51,417			35,000			35,000		
SAL FAC	1.43			1.58			1.68			1.77			1.30			1.44		
REGION IV																		
AVG	168,112	94	20	127,463	82	21	122,643	89	21	121,986	22	13	70,930	44	11	130,390	309	21
HIGH	504,160	30%		195,430	27%		186,000	29%		170,000	7%		124,800	14%		504,160		
LOW	97,745			64,026			44,000			44,000			40,000			40,000		
SAL FAC	1.35			1.49			1.62			1.61			1.40			1.43		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1501 Real Estate

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	192,231	6	4	158,043	9	5	156,102	5	3	160,000	2	2	63,330	2	2	158,315	22	6
HIGH	235,757	27%		210,000	41%		161,600	23%		160,000	9%		66,660	9%		235,757		
LOW	132,272			100,364			138,908			160,000			60,000			60,000		
SAL FAC	1.50			1.80			2.01			2.10			1.19			1.64		
TENURED/TENURE TRACK																		
AVG	192,437	5	3	162,277	8	4	156,102	5	3	160,000	2	2				168,940	18	4
HIGH	235,757	28%		210,000	44%		161,600	28%		160,000	11%					235,757		
LOW	132,272			100,364			138,908			160,000						100,364		
SAL FAC	1.48			1.84			1.97			2.05						1.62		
NONTENURE TRACK																		
AVG													63,330	2	2	63,330	2	2
HIGH													66,660	100%		66,660		
LOW													60,000			60,000		
SAL FAC													1.18			0.94		
RES UNIV/VERY HIGH ACTVTY																		
AVG	195,404	5	3	157,143	4	3	160,533	3	2	160,000	1	1	66,660	1	1	165,681	13	3
HIGH	235,757	39%		206,040	31%		161,600	23%		160,000	8%		66,660	8%		235,757		
LOW	132,272			100,364			160,000			160,000			66,660			66,660		
SAL FAC	1.46			1.73			2.00			2.05			1.21			1.63		
RES UNIV/HIGH ACTIVITY																		
AVG	176,368	1	1	158,762	5	2	149,454	2	1	160,000	1	1	60,000	1	1	147,676	9	3
HIGH	176,368	11%		210,000	56%		160,000	22%		160,000	11%		60,000	11%		210,000		
LOW	176,368			116,308			138,908			160,000			60,000			60,000		
SAL FAC	1.61			1.96			2.09			2.20			1.20			1.79		
REGION II																		
AVG	176,368	1	1	167,253	4	1	149,454	2	1	160,000	1	1	60,000	1	1	150,536	8	2
HIGH	176,368	13%		210,000	50%		160,000	25%		160,000	13%		60,000	13%		210,000		
LOW	176,368			116,308			138,908			160,000			60,000			60,000		
SAL FAC	1.45			1.97			2.00			2.16			1.16			1.64		
REGION III																		
AVG	217,849	3	1	202,021	2	1	160,800	2	1	160,000	1	1	66,660	1	1	180,731	8	1
HIGH	235,757	38%		206,040	25%		161,600	25%		160,000	13%		66,660	13%		235,757		
LOW	193,908			198,001			160,000			160,000			66,660			66,660		
SAL FAC	1.64			2.19			2.00			2.01			1.14			1.79		
REGION IV																		
AVG	161,736	2	2	116,444	3	3	160,000	1	1							138,801	6	3
HIGH	191,200	33%		124,800	50%		160,000	17%								191,200		
LOW	132,272			100,364			160,000									100,364		
SAL FAC	1.30			1.36			2.12									1.52		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1701 Insurance

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	182,544	19	4	131,073	17	5	116,395	20	4	125,003	3	2	94,319	12	5	134,652	68	6
HIGH	308,241	28%		180,000	25%		180,090	29%		160,000	4%		144,756	18%		308,241		
LOW	101,711			86,145			77,116			100,008			55,548			55,548		
SAL FAC	1.42			1.49			1.50			1.64			1.77			1.40		
TENURED/TENURE TRACK																		
AVG	201,233	12	3	137,031	15	5	124,225	12	3	125,003	3	2				152,845	39	5
HIGH	308,241	31%		180,000	39%		180,090	31%		160,000	8%					308,241		
LOW	104,184			92,399			100,008			100,008						92,399		
SAL FAC	1.55			1.56			1.57			1.60						1.46		
NONTENURE TRACK																		
AVG				86,388	2	1	89,306	4	1				94,319	12	5	92,324	18	5
HIGH				86,631	11%		114,000	22%					144,756	67%		144,756		
LOW				86,145			77,116						55,548			55,548		
SAL FAC				0.93			1.22						1.76			1.38		
RES UNIV/VERY HIGH ACTVTY																		
AVG	182,544	19	4	132,465	15	3	116,395	20	4	125,003	3	2	99,670	10	3	137,186	64	4
HIGH	308,241	30%		180,000	23%		180,090	31%		160,000	5%		144,756	16%		308,241		
LOW	101,711			86,145			77,116			100,008			55,548			55,548		
SAL FAC	1.37			1.46			1.45			1.60			1.81			1.35		
RES UNIV/HIGH ACTIVITY																		
AVG				120,636	2	2							67,565	2	2	94,101	4	2
HIGH				127,672	50%								72,730	50%		127,672		
LOW				113,600									62,400			62,400		
SAL FAC				1.49									1.35			1.14		
REGION II																		
AVG				127,672	1	1							72,730	1	1	100,201	2	1
HIGH				127,672	50%								72,730	50%		127,672		
LOW				127,672									72,730			72,730		
SAL FAC				1.51									1.41			1.09		
REGION III																		
AVG	219,000	4	1	129,596	2	1	140,049	2	1	100,008	1	1	102,712	8	1	139,812	16	1
HIGH	308,241	25%		135,000	13%		180,090	13%		100,008	6%		144,756	50%		308,241		
LOW	104,184			124,191			100,008			100,008			55,548			55,548		
SAL FAC	1.65			1.41			1.74			1.26			1.75			1.39		
REGION IV																		
AVG	172,822	15	3	131,527	14	3	113,767	18	3	137,500	2	1	79,133	3	3	134,378	50	4
HIGH	275,000	30%		180,000	28%		160,000	36%		160,000	4%		105,000	6%		275,000		
LOW	101,711			86,145			77,116			115,000			62,400			62,400		
SAL FAC	1.39			1.53			1.51			1.81			1.56			1.48		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.18 General Sales, Merchandising and Related Marketing Operatio

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	117,020	22	5	87,740	34	5	74,854	17	5	75,100	5	3	60,860	2	1	92,691	75	6
HIGH	145,803	29%		120,822	45%		82,836	23%		80,000	7%		69,361	3%		145,803		
LOW	96,549			56,304			68,474			69,000			52,360			52,360		
SAL FAC	0.91			1.00			0.97			0.99			1.14			0.96		
TENURED/TENURE TRACK																		
AVG	118,379	16	4	86,433	17	4	72,328	11	4	71,833	3	2				94,523	44	5
HIGH	145,803	36%		96,626	39%		76,500	25%		76,500	7%					145,803		
LOW	96,549			77,229			68,474			69,000						68,474		
SAL FAC	0.91			0.98			0.91			0.92						0.90		
NONTENURE TRACK																		
AVG													60,860	2	1	60,860	2	1
HIGH													69,361	100%		69,361		
LOW													52,360			52,360		
SAL FAC													1.13			0.91		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,020	22	5	87,683	33	4	74,854	17	5	75,100	5	3	60,860	2	1	92,733	74	5
HIGH	145,803	30%		120,822	45%		82,836	23%		80,000	7%		69,361	3%		145,803		
LOW	96,549			56,304			68,474			69,000			52,360			52,360		
SAL FAC	0.88			0.96			0.93			0.96			1.11			0.91		
RES UNIV/HIGH ACTIVITY																		
AVG				89,624	1	1										89,624	1	1
HIGH				89,624	100%											89,624		
LOW				89,624												89,624		
SAL FAC				1.11												1.09		
REGION II																		
AVG	119,508	16	2	87,876	28	3	77,600	9	2	80,000	2	1				95,680	53	3
HIGH	145,803	30%		120,822	53%		82,836	17%		80,000	4%					145,803		
LOW	101,458			56,304			72,869			80,000						56,304		
SAL FAC	0.98			1.04			1.04			1.08						1.04		
REGION III																		
AVG	112,066	1	1				70,985	3	1							81,255	4	1
HIGH	112,066	25%					72,268	75%								112,066		
LOW	112,066						68,474									68,474		
SAL FAC	0.85						0.88									0.81		
REGION IV																		
AVG	110,052	5	2	87,107	6	2	72,232	5	2	71,833	3	2	60,860	2	1	86,432	18	2
HIGH	121,291	28%		96,626	33%		76,500	28%		76,500	17%		69,361	11%		121,291		
LOW	96,549			80,243			69,000			69,000			52,360			52,360		
SAL FAC	0.89			1.02			0.96			0.95			1.20			0.95		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.1803 Retailing and Retail Operations

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	110,387	6	3	87,107	6	2	71,764	8	3	71,833	3	2	60,860	2	1	85,491	22	3
HIGH	121,291	27%		96,626	27%		76,500	36%		76,500	14%		69,361	9%		121,291		
LOW	96,549			80,243			68,474			69,000			52,360			52,360		
SAL FAC	0.86			0.99			0.93			0.94			1.14			0.89		
TENURED/TENURE TRACK																		
AVG	110,387	6	3	87,107	6	2	71,764	8	3	71,833	3	2				87,954	20	3
HIGH	121,291	30%		96,626	30%		76,500	40%		76,500	15%					121,291		
LOW	96,549			80,243			68,474			69,000						68,474		
SAL FAC	0.85			0.99			0.90			0.92						0.84		
NONTENURE TRACK																		
AVG													60,860	2	1	60,860	2	1
HIGH													69,361	100%		69,361		
LOW													52,360			52,360		
SAL FAC													1.13			0.91		
RES UNIV/VERY HIGH ACTVTY																		
AVG	110,387	6	3	87,107	6	2	71,764	8	3	71,833	3	2	60,860	2	1	85,491	22	3
HIGH	121,291	27%		96,626	27%		76,500	36%		76,500	14%		69,361	9%		121,291		
LOW	96,549			80,243			68,474			69,000			52,360			52,360		
SAL FAC	0.83			0.96			0.90			0.92			1.11			0.84		
REGION III																		
AVG	112,066	1	1				70,985	3	1							81,255	4	1
HIGH	112,066	25%					72,268	75%								112,066		
LOW	112,066						68,474									68,474		
SAL FAC	0.85						0.88									0.81		
REGION IV																		
AVG	110,052	5	2	87,107	6	2	72,232	5	2	71,833	3	2	60,860	2	1	86,432	18	2
HIGH	121,291	28%		96,626	33%		76,500	28%		76,500	17%		69,361	11%		121,291		
LOW	96,549			80,243			69,000			69,000			52,360			52,360		
SAL FAC	0.89			1.02			0.96			0.95			1.20			0.95		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.19 Specialized Sales, Merchandising and Marketing Operations

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	108,530	1 1	77,636	4 3	57,791	3 2			52,003	1 1	71,606	9 3
HIGH	108,530	11%	95,450	44%	64,000	33%			52,003	11%	108,530	
LOW	108,530		59,095		52,859				52,003		52,003	
SAL FAC	0.85		0.88		0.75				0.98		0.74	
TENURED/TENURE TRACK												
AVG			78,000	2 1	64,000	1 1					73,333	3 1
HIGH			78,525	67%	64,000	33%					78,525	
LOW			77,476		64,000						64,000	
SAL FAC			0.89		0.81						0.70	
NONTENURE TRACK												
AVG									52,003	1 1	52,003	1 1
HIGH									52,003	100%	52,003	
LOW									52,003		52,003	
SAL FAC									0.97		0.78	
RES UNIV/VERY HIGH ACTVTY												
AVG	108,530	1 1	59,095	1 1	54,686	2 1					69,249	4 1
HIGH	108,530	25%	59,095	25%	56,513	50%					108,530	
LOW	108,530		59,095		52,859						52,859	
SAL FAC	0.81		0.65		0.68						0.68	
RES UNIV/HIGH ACTIVITY												
AVG			83,817	3 2	64,000	1 1			52,003	1 1	73,491	5 2
HIGH			95,450	60%	64,000	20%			52,003	20%	95,450	
LOW			77,476		64,000				52,003		52,003	
SAL FAC			1.04		0.89				1.04		0.89	
REGION II												
AVG			78,000	2 1	64,000	1 1			52,003	1 1	68,001	4 1
HIGH			78,525	50%	64,000	25%			52,003	25%	78,525	
LOW			77,476		64,000				52,003		52,003	
SAL FAC			0.92		0.86				1.01		0.74	
REGION III												
AVG			95,450	1 1							95,450	1 1
HIGH			95,450	100%							95,450	
LOW			95,450								95,450	
SAL FAC			1.04								0.95	
REGION IV												
AVG	108,530	1 1	59,095	1 1	54,686	2 1					69,249	4 1
HIGH	108,530	25%	59,095	25%	56,513	50%					108,530	
LOW	108,530		59,095		52,859						52,859	
SAL FAC	0.87		0.69		0.72						0.76	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.2001 Construction Management

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	122,265	11	6	90,272	13	6	73,842	23	6	68,667	3	2	54,528	12	4	82,562	59	7
HIGH	189,263	19%		126,250	22%		88,000	39%		72,000	5%		70,836	20%		189,263		
LOW	78,183			71,225			64,475			67,000			25,951			25,951		
SAL FAC	0.95			1.03			0.95			0.90			1.02			0.86		
TENURED/TENURE TRACK																		
AVG	134,752	3	3	82,574	8	4	74,457	9	3	72,000	1	1				86,748	20	4
HIGH	159,529	15%		96,485	40%		76,111	45%		72,000	5%					159,529		
LOW	119,127			71,225			71,735			72,000						71,225		
SAL FAC	1.04			0.94			0.94			0.92						0.83		
NONTENURE TRACK																		
AVG							71,067	4	2				54,528	12	4	58,663	16	4
HIGH							73,588	25%					70,836	75%		73,588		
LOW							66,584						25,951			25,951		
SAL FAC							0.97						1.02			0.87		
RES UNIV/VERY HIGH ACTVTY																		
AVG	135,931	7	5	91,488	12	5	74,993	20	5	72,000	1	1	51,421	8	3	84,268	47	5
HIGH	189,263	15%		126,250	26%		88,000	43%		72,000	2%		70,836	17%		189,263		
LOW	100,072			71,225			64,475			72,000			25,951			25,951		
SAL FAC	1.02			1.01			0.94			0.92			0.94			0.83		
RES UNIV/HIGH ACTIVITY																		
AVG	98,348	4	1	75,679	1	1	66,166	3	1	67,000	2	1	60,744	4	1	75,879	12	2
HIGH	122,617	33%		75,679	8%		67,000	25%		67,000	17%		64,766	33%		122,617		
LOW	78,183			75,679			64,499			67,000			58,432			58,432		
SAL FAC	0.90			0.94			0.92			0.92			1.21			0.92		
REGION I																		
AVG	131,906	4	2	97,732	6	3	82,851	5	2				53,785	5	2	89,860	20	3
HIGH	189,263	20%		126,250	30%		88,000	25%					64,766	25%		189,263		
LOW	100,072			75,679			71,735						25,951			25,951		
SAL FAC	1.00			1.13			1.06						1.07			0.89		
REGION II																		
AVG	149,149	2	2	84,501	5	2	72,088	13	2	72,000	1	1	59,250	3	1	79,813	23	2
HIGH	159,529	9%		96,485	22%		76,111	57%		72,000	4%		70,836	13%		159,529		
LOW	138,769			71,225			64,475			72,000			45,000			45,000		
SAL FAC	1.22			1.00			0.97			0.97			1.15			0.87		
REGION IV																		
AVG	103,798	5	2	82,320	2	1	69,393	5	2	67,000	2	1	51,916	4	1	77,391	16	2
HIGH	125,600	31%		84,014	13%		74,880	31%		67,000	13%		52,625	25%		125,600		
LOW	78,183			80,626			64,499			67,000			51,109			51,109		
SAL FAC	0.84			0.96			0.92			0.88			1.02			0.85		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 52.9999 Business, Management, Marketing, and Related Support Servic

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	136,964	2 2	113,491	4 3					64,930	4 2	98,761	10 5
HIGH	139,237	20%	126,517	40%					81,818	40%	139,237	
LOW	134,690		102,964						43,391		43,391	
SAL FAC	1.07		1.29						1.22		1.02	
TENURED/TENURE TRACK												
AVG	134,690	1 1									134,690	1 1
HIGH	134,690	100%									134,690	
LOW	134,690										134,690	
SAL FAC	1.04										1.29	
NONTENURE TRACK												
AVG			111,643	1 1					72,109	3 1	81,993	4 1
HIGH			111,643	25%					81,818	75%	111,643	
LOW			111,643						52,691		52,691	
SAL FAC			1.21						1.34		1.22	
RES UNIV/VERY HIGH ACTVTY												
AVG			111,643	1 1					72,109	3 1	81,993	4 1
HIGH			111,643	25%					81,818	75%	111,643	
LOW			111,643						52,691		52,691	
SAL FAC			1.23						1.31		0.80	
RES UNIV/HIGH ACTIVITY												
AVG	136,964	2 2	114,106	3 2					43,391	1 1	109,940	6 4
HIGH	139,237	33%	126,517	50%					43,391	17%	139,237	
LOW	134,690		102,964						43,391		43,391	
SAL FAC	1.25		1.41						0.87		1.33	
REGION I												
AVG	134,690	1 1									134,690	1 1
HIGH	134,690	100%									134,690	
LOW	134,690										134,690	
SAL FAC	1.02										1.33	
REGION II												
AVG	139,237	1 1	126,517	1 1							132,877	2 1
HIGH	139,237	50%	126,517	50%							139,237	
LOW	139,237		126,517								126,517	
SAL FAC	1.14		1.49								1.45	
REGION III												
AVG			111,643	1 1					72,109	3 1	81,993	4 1
HIGH			111,643	25%					81,818	75%	111,643	
LOW			111,643						52,691		52,691	
SAL FAC			1.21						1.23		0.81	
REGION IV												
AVG			107,901	2 1					43,391	1 1	86,398	3 2
HIGH			112,837	67%					43,391	33%	112,837	
LOW			102,964						43,391		43,391	
SAL FAC			1.26						0.86		0.95	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 54. HISTORY

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	109,528	968 104	74,606	1,023 103	60,449	552 101	59,504	91 57	44,488	148 48	82,607	2,691 105
HIGH	260,429	36%	156,660	38%	121,047	21%	90,000	3%	89,600	6%	260,429	
LOW	33,336		32,625		28,636		40,000		27,500		27,500	
SAL FAC	0.85		0.85		0.78		0.78		0.83		0.86	
TENURED/TENURE TRACK												
AVG	110,779	712 74	75,054	755 75	61,578	377 74	61,394	61 42			86,093	1,844 75
HIGH	260,429	39%	156,660	41%	101,000	20%	75,000	3%			260,429	
LOW	33,336		32,625		28,636		51,500				28,636	
SAL FAC	0.85		0.85		0.78		0.79				0.82	
NONTENURE TRACK												
AVG	81,093	5 4			52,522	29 15	53,400	5 3	43,805	126 38	46,550	160 43
HIGH	165,322	3%			72,711	18%	67,000	3%	89,600	79%	165,322	
LOW	52,710				40,000		40,000		27,500		27,500	
SAL FAC	0.72				0.72		0.76		0.82		0.69	
RES UNIV/VERY HIGH ACTVTY												
AVG	115,758	687 56	77,441	669 55	62,689	338 54	62,354	57 32	43,769	84 22	87,851	1,778 56
HIGH	260,429	39%	156,660	38%	101,000	19%	90,000	3%	84,011	5%	260,429	
LOW	52,992		45,500		28,636		40,000		27,500		27,500	
SAL FAC	0.87		0.85		0.78		0.80		0.80		0.86	
RES UNIV/HIGH ACTIVITY												
AVG	93,257	241 42	68,751	312 42	56,291	186 41	53,971	30 21	44,257	57 23	71,505	796 43
HIGH	207,114	30%	121,668	39%	121,047	23%	67,000	4%	89,600	7%	207,114	
LOW	33,336		32,625		37,500		43,000		32,011		32,011	
SAL FAC	0.85		0.85		0.79		0.74		0.88		0.87	
DOCTORAL RES UNIV												
AVG	100,560	40 6	72,938	42 6	61,028	28 6	60,386	4 4	54,988	7 3	78,458	117 6
HIGH	165,300	34%	93,691	36%	78,202	24%	66,500	3%	73,616	6%	165,300	
LOW	55,558		55,049		46,500		55,544		44,831		44,831	
SAL FAC	0.94		0.90		0.89		0.86		1.00		0.97	
REGION I												
AVG	97,846	98 20	71,780	112 18	58,409	61 19	57,085	6 5	41,563	11 7	76,767	282 20
HIGH	245,455	35%	121,668	40%	71,076	22%	68,004	2%	53,019	4%	245,455	
LOW	52,992		52,081		40,000		49,504		32,011		32,011	
SAL FAC	0.74		0.83		0.74		0.81		0.83		0.76	
REGION II												
AVG	104,948	237 24	71,543	241 24	59,162	137 23	59,546	22 16	44,631	44 12	79,186	659 24
HIGH	260,429	36%	126,788	37%	121,047	21%	72,000	3%	73,616	7%	260,429	
LOW	33,336		52,650		37,500		54,000		32,960		32,960	
SAL FAC	0.86		0.84		0.79		0.80		0.87		0.86	
REGION III												
AVG	117,650	387 32	80,281	393 32	65,249	171 31	62,435	30 18	46,671	31 10	91,329	982 32
HIGH	224,322	39%	156,660	40%	101,000	17%	75,000	3%	84,011	3%	224,322	
LOW	61,239		32,625		28,636		42,000		30,312		28,636	
SAL FAC	0.89		0.87		0.81		0.78		0.80		0.91	
REGION IV												
AVG	105,816	246 28	70,361	277 29	57,608	183 28	57,251	33 18	43,813	62 19	76,536	768 29
HIGH	207,114	32%	128,927	36%	90,000	24%	90,000	4%	89,600	8%	207,114	
LOW	55,558		45,500		36,324		40,000		27,500		27,500	
SAL FAC	0.85		0.82		0.76		0.75		0.86		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 54.01 History

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	109,485	960 103	74,590	1,017 102	60,398	548 100	59,426	90 56	44,095	145 47	82,568	2,670 104
HIGH	260,429	36%	156,660	38%	121,047	21%	90,000	3%	89,600	5%	260,429	
LOW	33,336		32,625		28,636		40,000		27,500		27,500	
SAL FAC	0.85		0.85		0.78		0.78		0.83		0.86	
TENURED/TENURE TRACK												
AVG	110,779	712 74	75,054	755 75	61,578	377 74	61,394	61 42			86,093	1,844 75
HIGH	260,429	39%	156,660	41%	101,000	20%	75,000	3%			260,429	
LOW	33,336		32,625		28,636		51,500				28,636	
SAL FAC	0.85		0.85		0.78		0.79				0.82	
NONTENURE TRACK												
AVG	81,093	5 4			52,522	29 15	53,400	5 3	43,805	126 38	46,550	160 43
HIGH	165,322	3%			72,711	18%	67,000	3%	89,600	79%	165,322	
LOW	52,710				40,000		40,000		27,500		27,500	
SAL FAC	0.72				0.72		0.76		0.82		0.69	
RES UNIV/VERY HIGH ACTVTY												
AVG	115,758	687 56	77,441	669 55	62,689	338 54	62,354	57 32	43,769	84 22	87,851	1,778 56
HIGH	260,429	39%	156,660	38%	101,000	19%	90,000	3%	84,011	5%	260,429	
LOW	52,992		45,500		28,636		40,000		27,500		27,500	
SAL FAC	0.87		0.85		0.78		0.80		0.80		0.86	
RES UNIV/HIGH ACTIVITY												
AVG	93,257	241 42	68,751	312 42	56,291	186 41	53,971	30 21	44,257	57 23	71,505	796 43
HIGH	207,114	30%	121,668	39%	121,047	23%	67,000	4%	89,600	7%	207,114	
LOW	33,336		32,625		37,500		43,000		32,011		32,011	
SAL FAC	0.85		0.85		0.79		0.74		0.88		0.87	
DOCTORAL RES UNIV												
AVG	97,036	32 5	72,233	36 5	59,967	24 5	58,348	3 3	48,623	4 2	76,450	96 5
HIGH	165,300	33%	93,691	38%	78,202	25%	62,000	3%	52,372	4%	165,300	
LOW	55,558		55,049		46,500		55,544		44,831		44,831	
SAL FAC	0.91		0.89		0.88		0.83		0.89		0.95	
REGION I												
AVG	97,846	98 20	71,780	112 18	58,409	61 19	57,085	6 5	41,563	11 7	76,767	282 20
HIGH	245,455	35%	121,668	40%	71,076	22%	68,004	2%	53,019	4%	245,455	
LOW	52,992		52,081		40,000		49,504		32,011		32,011	
SAL FAC	0.74		0.83		0.74		0.81		0.83		0.76	
REGION II												
AVG	104,609	229 23	71,399	235 23	58,914	133 22	59,215	21 15	43,252	41 11	78,908	638 23
HIGH	260,429	36%	126,788	37%	121,047	21%	72,000	3%	59,498	6%	260,429	
LOW	33,336		52,650		37,500		54,000		32,960		32,960	
SAL FAC	0.86		0.84		0.79		0.80		0.84		0.86	
REGION III												
AVG	117,650	387 32	80,281	393 32	65,249	171 31	62,435	30 18	46,671	31 10	91,329	982 32
HIGH	224,322	39%	156,660	40%	101,000	17%	75,000	3%	84,011	3%	224,322	
LOW	61,239		32,625		28,636		42,000		30,312		28,636	
SAL FAC	0.89		0.87		0.81		0.78		0.80		0.91	
REGION IV												
AVG	105,816	246 28	70,361	277 29	57,608	183 28	57,251	33 18	43,813	62 19	76,536	768 29
HIGH	207,114	32%	128,927	36%	90,000	24%	90,000	4%	89,600	8%	207,114	
LOW	55,558		45,500		36,324		40,000		27,500		27,500	
SAL FAC	0.85		0.82		0.76		0.75		0.86		0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 54.0101 History, General

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	109,874	858	90	75,075	894	88	60,609	478	86	59,569	84	50	43,936	125	42	83,164	2,355	91
HIGH	260,429	36%		156,660	38%		121,047	20%		90,000	4%		89,600	5%		260,429		
LOW	33,336			45,500			28,636			40,000			27,500			27,500		
SAL FAC	0.86			0.86			0.78			0.78			0.82			0.86		
TENURED/TENURE TRACK																		
AVG	111,008	631	64	75,474	655	63	61,487	335	63	61,693	57	38				86,416	1,621	65
HIGH	260,429	39%		156,660	40%		101,000	21%		75,000	4%					260,429		
LOW	33,336			45,500			28,636			51,500						28,636		
SAL FAC	0.85			0.86			0.77			0.79						0.83		
NONTENURE TRACK																		
AVG	81,093	5	4				52,817	25	13	53,400	5	3	43,674	109	34	46,664	139	38
HIGH	165,322	4%					72,711	18%		67,000	4%		89,600	78%		165,322		
LOW	52,710						40,000			40,000			27,500			27,500		
SAL FAC	0.72						0.72			0.76			0.81			0.70		
RES UNIV/VERY HIGH ACTVTY																		
AVG	115,420	639	52	77,686	628	51	62,715	318	51	62,288	56	31	43,386	77	21	87,740	1,662	52
HIGH	260,429	38%		156,660	38%		101,000	19%		90,000	3%		84,011	5%		260,429		
LOW	52,992			45,500			28,636			40,000			27,500			27,500		
SAL FAC	0.86			0.85			0.78			0.80			0.79			0.86		
RES UNIV/HIGH ACTIVITY																		
AVG	93,252	200	35	68,492	248	34	56,369	149	32	54,005	27	18	44,671	47	20	71,638	644	36
HIGH	207,114	31%		121,668	39%		121,047	23%		67,000	4%		89,600	7%		207,114		
LOW	33,336			51,880			37,500			43,000			32,011			32,011		
SAL FAC	0.85			0.85			0.79			0.74			0.89			0.87		
DOCTORAL RES UNIV																		
AVG	98,310	19	3	74,697	18	3	57,150	11	3	57,500	1	1	51,748	1	1	79,446	49	3
HIGH	165,300	39%		93,691	37%		75,087	22%		57,500	2%		51,748	2%		165,300		
LOW	55,558			55,310			46,500			57,500			51,748			46,500		
SAL FAC	0.92			0.92			0.84			0.81			0.94			0.99		
REGION I																		
AVG	95,970	76	17	72,114	97	14	58,058	53	16	57,085	6	5	40,292	8	6	75,590	234	17
HIGH	245,455	33%		121,668	42%		71,076	23%		68,004	3%		53,019	3%		245,455		
LOW	52,992			52,081			40,000			49,504			32,011			32,011		
SAL FAC	0.73			0.83			0.74			0.81			0.80			0.75		
REGION II																		
AVG	104,657	227	23	71,382	229	23	59,051	130	22	59,215	21	15	43,190	38	11	79,201	624	23
HIGH	260,429	36%		126,788	37%		121,047	21%		72,000	3%		59,498	6%		260,429		
LOW	33,336			52,650			37,500			54,000			32,960			32,960		
SAL FAC	0.86			0.84			0.79			0.80			0.84			0.86		
REGION III																		
AVG	119,663	329	24	82,360	310	24	66,755	134	23	63,352	27	15	48,160	24	7	94,105	797	24
HIGH	224,322	41%		156,660	39%		101,000	17%		75,000	3%		84,011	3%		224,322		
LOW	61,239			46,245			28,636			42,000			30,312			28,636		
SAL FAC	0.90			0.89			0.83			0.80			0.82			0.93		
REGION IV																		
AVG	105,539	226	26	70,714	258	27	57,592	161	25	56,909	30	15	43,139	55	18	76,773	700	27
HIGH	207,114	32%		128,927	37%		90,000	23%		90,000	4%		89,600	8%		207,114		
LOW	55,558			45,500			36,324			40,000			27,500			27,500		
SAL FAC	0.85			0.83			0.76			0.75			0.85			0.84		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 54.0102 American History (United States)

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	90,852	9	4	66,061	6	4	54,232	5	3	54,000	1	1	44,037	3	1	70,318	23	5
HIGH	98,232	39%		81,804	26%		60,936	22%		54,000	4%		52,111	13%		98,232		
LOW	74,496			56,743			44,566			54,000			40,000			40,000		
SAL FAC	0.71			0.75			0.70			0.71			0.83			0.73		
TENURED/TENURE TRACK																		
AVG	88,196	4	2	60,195	3	2	60,936	1	1							74,288	8	3
HIGH	94,705	50%		66,324	38%		60,936	13%								94,705		
LOW	74,496			56,743			60,936									56,743		
SAL FAC	0.68			0.68			0.77									0.71		
NONTENURE TRACK																		
AVG													44,037	3	1	44,037	3	1
HIGH													52,111	100%		52,111		
LOW													40,000			40,000		
SAL FAC													0.82			0.66		
RES UNIV/VERY HIGH ACTVTY																		
AVG	92,763	3	1	57,130	2	1										78,510	5	1
HIGH	94,705	60%		57,517	40%											94,705		
LOW	91,218			56,743												56,743		
SAL FAC	0.69			0.63												0.77		
RES UNIV/HIGH ACTIVITY																		
AVG	89,897	6	3	70,526	4	3	54,232	5	3	54,000	1	1	44,037	3	1	68,042	18	4
HIGH	98,232	33%		81,804	22%		60,936	28%		54,000	6%		52,111	17%		98,232		
LOW	74,496			65,180			44,566			54,000			40,000			40,000		
SAL FAC	0.82			0.87			0.76			0.74			0.88			0.83		
REGION I																		
AVG	88,196	4	2	57,130	2	1	60,936	1	1							75,426	7	2
HIGH	94,705	57%		57,517	29%		60,936	14%								94,705		
LOW	74,496			56,743			60,936									56,743		
SAL FAC	0.67			0.66			0.78									0.75		
REGION II																		
AVG				66,324	1	1							44,037	3	1	49,609	4	1
HIGH				66,324	25%								52,111	75%		66,324		
LOW				66,324									40,000			40,000		
SAL FAC				0.78									0.85			0.54		
REGION III																		
AVG	93,684	3	1	68,795	1	1	44,566	1	1							78,883	5	1
HIGH	93,684	60%		68,795	20%		44,566	20%								93,684		
LOW	76,710			68,795			44,566									44,566		
SAL FAC	0.71			0.75			0.55									0.78		
REGION IV																		
AVG	91,916	2	1	73,492	2	1	55,220	3	1	54,000	1	1				70,925	7	1
HIGH	98,232	29%		81,804	29%		57,200	43%		54,000	14%					98,232		
LOW	85,600			65,180			54,000			54,000						54,000		
SAL FAC	0.74			0.86			0.73			0.71						0.78		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 54.0103 European History

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	112,577	3 2	70,828	2 2	54,538	7 4			50,254	4 1	66,385	16 6
HIGH	139,050	19%	80,995	13%	59,219	44%			63,122	25%	139,050	
LOW	85,533		60,660		46,000				41,400		41,400	
SAL FAC	0.88		0.81		0.70				0.94		0.69	
TENURED/TENURE TRACK												
AVG			80,995	1 1	59,146	2 2					66,429	3 3
HIGH			80,995	33%	59,219	67%					80,995	
LOW			80,995		59,073						59,073	
SAL FAC			0.92		0.75						0.64	
NONTENURE TRACK												
AVG									50,254	4 1	50,254	4 1
HIGH									63,122	100%	63,122	
LOW									41,400		41,400	
SAL FAC									0.94		0.75	
RES UNIV/VERY HIGH ACTVTY												
AVG	139,050	1 1	80,995	1 1	59,219	1 1			50,254	4 1	68,611	7 3
HIGH	139,050	14%	80,995	14%	59,219	14%			63,122	57%	139,050	
LOW	139,050		80,995		59,219				41,400		41,400	
SAL FAC	1.04		0.89		0.74				0.91		0.67	
RES UNIV/HIGH ACTIVITY												
AVG	99,340	2 1	60,660	1 1	53,758	6 3					64,654	9 3
HIGH	99,340	22%	60,660	11%	59,073	67%					99,340	
LOW	85,533		60,660		46,000						46,000	
SAL FAC	0.91		0.75		0.75						0.78	
REGION I												
AVG	139,050	1 1			59,146	2 2					85,781	3 3
HIGH	139,050	33%			59,219	67%					139,050	
LOW	139,050				59,073						59,073	
SAL FAC	1.06				0.75						0.85	
REGION III												
AVG	99,340	2 1			46,000	1 1					81,560	3 1
HIGH	99,340	67%			46,000	33%					99,340	
LOW	85,533				46,000						46,000	
SAL FAC	0.75				0.57						0.81	
REGION IV												
AVG			70,828	2 2	54,368	4 1			50,254	4 1	56,014	10 2
HIGH			80,995	20%	54,670	40%			63,122	40%	80,995	
LOW			60,660		54,100				41,400		41,400	
SAL FAC			0.83		0.72				0.99		0.62	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 54.0104 History and Philosophy of Science and Technology

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY		ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM
NATIONAL																	
AVG	126,850	33	8	74,215	19	7	62,118	15	7	66,000	1	1			97,431	67	10
HIGH	218,706	49%		85,212	28%		73,018	22%		66,000	2%				218,706		
LOW	66,107			59,830			39,151			66,000					39,151		
SAL FAC	0.99			0.85			0.80			0.87					1.01		
TENURED/TENURE TRACK																	
AVG	129,974	30	6	75,716	13	5	66,402	10	5	66,000	1	1			104,671	53	7
HIGH	218,706	57%		85,212	25%		73,018	19%		66,000	2%				218,706		
LOW	66,107			67,131			58,905			66,000					58,905		
SAL FAC	1.00			0.86			0.84			0.84					1.00		
RES UNIV/VERY HIGH ACTVTY																	
AVG	128,051	32	7	75,015	18	6	63,301	13	6	66,000	1	1			99,537	63	8
HIGH	218,706	51%		85,212	29%		73,018	21%		66,000	2%				218,706		
LOW	66,107			64,529			39,151			66,000					39,151		
SAL FAC	0.96			0.82			0.79			0.85					0.98		
RES UNIV/HIGH ACTIVITY																	
AVG	88,417	1	1	59,830	1	1	54,425	2	1						64,274	4	2
HIGH	88,417	25%		59,830	25%		54,450	50%							88,417		
LOW	88,417			59,830			54,400								54,400		
SAL FAC	0.81			0.74			0.76								0.78		
REGION I																	
AVG	75,506	1	1												75,506	1	1
HIGH	75,506	100%													75,506		
LOW	75,506														75,506		
SAL FAC	0.57														0.75		
REGION II																	
AVG	99,201	2	1	73,190	5	1	52,964	3	1						72,324	10	1
HIGH	100,000	20%		77,729	50%		60,283	30%							100,000		
LOW	98,402			64,529			39,151								39,151		
SAL FAC	0.81			0.86			0.71								0.79		
REGION III																	
AVG	131,853	20	5	74,822	11	4	69,623	5	3						105,784	36	5
HIGH	218,706	56%		82,662	31%		73,018	14%							218,706		
LOW	66,107			67,131			65,077								65,077		
SAL FAC	0.99			0.81			0.86								1.05		
REGION IV																	
AVG	127,507	10	1	73,699	3	2	60,679	7	3	66,000	1	1			96,046	20	3
HIGH	158,695	50%		85,212	15%		67,000	35%		66,000	5%				158,695		
LOW	91,801			59,830			54,400			66,000					54,400		
SAL FAC	1.03			0.86			0.80			0.87					1.05		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 60. RESIDENCY PROGRAMS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	149,878	409	6	114,481	378	5	97,585	630	6	100,049	87	4	71,428	228	4	110,844	1,645	7
HIGH	531,818	25%		531,818	23%		321,009	38%		219,545	5%		171,528	14%		531,818		
LOW	59,087			46,796			38,942			38,942			31,091			31,091		
SAL FAC	1.17			1.30			1.26			1.32			1.34			1.15		
TENURED/TENURE TRACK																		
AVG	171,811	223	4	128,229	110	4	123,400	100	4	121,679	9	3				149,559	433	5
HIGH	472,184	52%		490,909	25%		302,727	23%		219,545	2%					490,909		
LOW	59,087			48,972			38,942			38,942						38,942		
SAL FAC	1.32			1.46			1.56			1.56						1.43		
NONTENURE TRACK																		
AVG	118,678	163	2	108,227	253	3	92,044	503	3	96,808	75	2	71,464	227	3	95,329	1,146	3
HIGH	531,818	14%		531,818	22%		321,009	44%		196,364	7%		171,528	20%		531,818		
LOW	59,087			46,796			38,942			38,942			31,091			31,091		
SAL FAC	1.05			1.17			1.25			1.38			1.33			1.42		
RES UNIV/VERY HIGH ACTVTY																		
AVG	149,901	407	5	114,481	378	5	97,632	629	5	100,049	87	4	71,464	227	3	110,857	1,641	6
HIGH	531,818	25%		531,818	23%		321,009	38%		219,545	5%		171,528	14%		531,818		
LOW	59,087			46,796			38,942			38,942			31,091			31,091		
SAL FAC	1.12			1.26			1.22			1.28			1.30			1.09		
RES UNIV/HIGH ACTIVITY																		
AVG	145,194	2	1				67,958	1	1				63,102	1	1	105,362	4	1
HIGH	193,211	50%					67,958	25%					63,102	25%		193,211		
LOW	97,178						67,958						63,102			63,102		
SAL FAC	1.33						0.95						1.26			1.28		
REGION I																		
AVG	158,331	23	2	119,145	15	1	105,195	27	2	116,174	3	1	63,102	1	1	126,245	66	2
HIGH	251,590	35%		149,897	23%		116,174	41%		116,174	5%		63,102	2%		251,590		
LOW	97,178			77,600			67,958			116,174			63,102			63,102		
SAL FAC	1.20			1.37			1.34			1.64			1.25			1.25		
REGION III																		
AVG	100,009	200	3	74,043	203	3	60,587	303	2	48,857	33	2	87,619	81	2	76,858	787	3
HIGH	203,753	25%		183,645	26%		199,839	39%		149,114	4%		170,840	10%		203,753		
LOW	59,087			48,972			38,942			38,942			49,091			38,942		
SAL FAC	0.75			0.80			0.75			0.61			1.50			0.76		
REGION IV																		
AVG	202,456	186	1	165,349	160	1	134,268	300	2	132,224	51	1	62,502	146	1	143,331	792	2
HIGH	531,818	24%		531,818	20%		321,009	38%		219,545	6%		171,528	18%		531,818		
LOW	71,246			46,796			42,136			49,091			31,091			31,091		
SAL FAC	1.63			1.93			1.78			1.74			1.23			1.57		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 60.04 Medical Residency Programs - General Certificates

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	149,566	401	5	114,388	364	4	97,376	622	5	100,049	87	4	71,457	226	4	110,558	1,613	5
HIGH	531,818	25%		531,818	23%		321,009	39%		219,545	5%		171,528	14%		531,818		
LOW	59,087			46,796			38,942			38,942			31,091			31,091		
SAL FAC	1.17			1.30			1.26			1.32			1.34			1.15		
TENURED/TENURE TRACK																		
AVG	172,263	217	3	129,236	99	3	122,712	97	3	121,679	9	3				150,311	413	3
HIGH	472,184	53%		490,909	24%		302,727	24%		219,545	2%					490,909		
LOW	59,087			48,972			38,942			38,942						38,942		
SAL FAC	1.33			1.47			1.55			1.56						1.44		
NONTENURE TRACK																		
AVG	118,678	163	2	108,227	253	3	92,044	503	3	96,808	75	2	71,495	225	3	95,376	1,144	3
HIGH	531,818	14%		531,818	22%		321,009	44%		196,364	7%		171,528	20%		531,818		
LOW	59,087			46,796			38,942			38,942			31,091			31,091		
SAL FAC	1.05			1.17			1.25			1.38			1.33			1.42		
RES UNIV/VERY HIGH ACTVTY																		
AVG	149,588	399	4	114,388	364	4	97,423	621	4	100,049	87	4	71,495	225	3	110,571	1,609	4
HIGH	531,818	25%		531,818	23%		321,009	39%		219,545	5%		171,528	14%		531,818		
LOW	59,087			46,796			38,942			38,942			31,091			31,091		
SAL FAC	1.12			1.26			1.22			1.28			1.30			1.08		
RES UNIV/HIGH ACTIVITY																		
AVG	145,194	2	1				67,958	1	1				63,102	1	1	105,362	4	1
HIGH	193,211	50%					67,958	25%					63,102	25%		193,211		
LOW	97,178						67,958						63,102			63,102		
SAL FAC	1.33						0.95						1.26			1.28		
REGION I																		
AVG	154,776	21	2	121,784	12	1	107,563	22	2	116,174	3	1	63,102	1	1	127,521	56	2
HIGH	251,590	38%		149,897	21%		116,174	39%		116,174	5%		63,102	2%		251,590		
LOW	97,178			77,600			67,958			116,174			63,102			63,102		
SAL FAC	1.18			1.40			1.37			1.64			1.25			1.26		
REGION III																		
AVG	98,293	194	2	71,458	192	2	59,794	301	2	48,857	33	2	88,114	79	2	75,389	766	2
HIGH	203,753	25%		183,645	25%		199,839	39%		149,114	4%		170,840	10%		203,753		
LOW	59,087			48,972			38,942			38,942			49,091			38,942		
SAL FAC	0.74			0.78			0.74			0.61			1.50			0.75		
REGION IV																		
AVG	202,456	186	1	165,349	160	1	134,459	299	1	132,224	51	1	62,502	146	1	143,415	791	1
HIGH	531,818	24%		531,818	20%		321,009	38%		219,545	6%		171,528	19%		531,818		
LOW	71,246			46,796			42,136			49,091			31,091			31,091		
SAL FAC	1.63			1.93			1.78			1.74			1.23			1.58		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 60.0413 Family Medicine Residency Program

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	119,204	29	4	91,661	33	3	59,478	77	3	95,952	4	2	68,374	7	3	79,042	146	4
HIGH	207,559	20%		156,242	23%		134,836	53%		114,955	3%		81,810	5%		207,559		
LOW	59,087			48,972			38,942			38,942			49,091			38,942		
SAL FAC	0.93			1.04			0.77			1.26			1.28			0.82		
TENURED/TENURE TRACK																		
AVG	141,811	8	2	126,611	5	2	88,443	5	2							122,764	18	2
HIGH	194,080	44%		154,925	28%		111,682	28%								194,080		
LOW	117,996			115,092			60,851									60,851		
SAL FAC	1.09			1.44			1.11									1.17		
NONTENURE TRACK																		
AVG	101,360	18	2	83,554	26	2	57,319	71	2	95,952	4	2	69,253	6	2	70,099	121	2
HIGH	205,396	15%		156,242	22%		134,836	59%		114,955	3%		81,810	5%		205,396		
LOW	59,087			48,972			38,942			38,942			49,091			38,942		
SAL FAC	0.90			0.90			0.78			1.37			1.29			1.04		
RES UNIV/VERY HIGH ACTVTY																		
AVG	117,279	27	3	91,661	33	3	59,366	76	2	95,952	4	2	69,253	6	2	78,301	142	3
HIGH	207,559	19%		156,242	23%		134,836	54%		114,955	3%		81,810	4%		207,559		
LOW	59,087			48,972			38,942			38,942			49,091			38,942		
SAL FAC	0.88			1.01			0.74			1.23			1.26			0.77		
RES UNIV/HIGH ACTIVITY																		
AVG	145,194	2	1				67,958	1	1				63,102	1	1	105,362	4	1
HIGH	193,211	50%					67,958	25%					63,102	25%		193,211		
LOW	97,178						67,958						63,102			63,102		
SAL FAC	1.33						0.95						1.26			1.28		
REGION I																		
AVG	165,982	3	2	109,677	2	1	67,958	1	1				63,102	1	1	121,194	7	2
HIGH	207,559	43%		140,851	29%		67,958	14%					63,102	14%		207,559		
LOW	97,178			78,503			67,958						63,102			63,102		
SAL FAC	1.26			1.26			0.87						1.25			1.20		
REGION III																		
AVG	88,957	16	1	72,584	21	1	43,592	58	1	38,942	1	1	80,047	3	1	58,327	98	1
HIGH	160,247	16%		122,302	21%		123,955	59%		38,942	1%		81,810	3%		160,247		
LOW	59,087			48,972			38,942			38,942			77,348			38,942		
SAL FAC	0.67			0.79			0.54			0.49			1.37			0.58		
REGION IV																		
AVG	153,565	10	1	128,120	10	1	110,195	18	1	114,955	3	1	58,458	3	1	121,359	41	1
HIGH	205,396	24%		156,242	24%		134,836	44%		114,955	7%		73,924	7%		205,396		
LOW	126,245			108,855			53,866			114,955			49,091			49,091		
SAL FAC	1.24			1.50			1.46			1.51			1.15			1.33		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 60.0414 General Surgery Residency Program

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	179,311	43	3	141,030	41	3	140,645	62	2	142,853	15	2	75,760	11	1	146,790	157	3
HIGH	490,909	27%		490,909	26%		302,727	40%		219,545	10%		110,455	7%		490,909		
LOW	59,087			48,972			38,942			38,942			57,273			38,942		
SAL FAC	1.40			1.61			1.81			1.88			1.42			1.52		
TENURED/TENURE TRACK																		
AVG	224,291	24	2	177,078	17	2	169,708	20	2	174,394	4	2				193,237	61	2
HIGH	434,205	39%		490,909	28%		302,727	33%		219,545	7%					490,909		
LOW	64,928			49,144			38,942			38,942						38,942		
SAL FAC	1.73			2.01			2.14			2.23						1.85		
NONTENURE TRACK																		
AVG	111,551	16	2	115,139	23	2	126,805	42	2	131,384	11	2	75,760	11	1	115,132	92	2
HIGH	490,909	17%		425,455	25%		286,364	46%		184,208	12%		110,455	12%		490,909		
LOW	59,087			48,972			38,942			38,942			57,273			38,942		
SAL FAC	0.99			1.25			1.73			1.87			1.41			1.72		
RES UNIV/VERY HIGH ACTVTY																		
AVG	179,311	43	3	141,030	41	3	140,645	62	2	142,853	15	2	75,760	11	1	146,790	157	3
HIGH	490,909	27%		490,909	26%		302,727	40%		219,545	10%		110,455	7%		490,909		
LOW	59,087			48,972			38,942			38,942			57,273			38,942		
SAL FAC	1.34			1.55			1.75			1.83			1.38			1.44		
REGION I																		
AVG	180,862	3	1	123,733	1	1										166,580	4	1
HIGH	251,590	75%		123,733	25%											251,590		
LOW	144,246			123,733												123,733		
SAL FAC	1.37			1.42												1.65		
REGION III																		
AVG	81,575	21	1	66,062	24	1	52,449	23	1	38,942	5	1				66,248	68	1
HIGH	198,327	31%		123,955	35%		99,164	34%		38,942	7%					198,327		
LOW	59,087			48,972			38,942			38,942						38,942		
SAL FAC	0.62			0.72			0.65			0.49						0.66		
REGION IV																		
AVG	287,091	19	1	254,564	16	1	192,657	39	1	194,809	10	1	75,760	11	1	210,291	85	1
HIGH	490,909	22%		490,909	19%		302,727	46%		219,545	12%		110,455	13%		490,909		
LOW	163,391			80,621			46,350			184,208			57,273			46,350		
SAL FAC	2.31			2.97			2.55			2.57			1.49			2.31		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 60.0419 Obstetrics and Gynecology Residency Program

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	192,428	28	3	128,825	32	3	98,661	56	3	52,411	5	2	66,512	14	1	122,820	130	3
HIGH	376,998	22%		247,909	25%		221,090	43%		79,773	4%		149,148	11%		376,998		
LOW	59,963			48,972			38,942			38,942			40,500			38,942		
SAL FAC	1.50			1.47			1.27			0.69			1.25			1.27		
TENURED/TENURE TRACK																		
AVG	221,482	16	2	146,627	12	2	172,653	11	1							184,677	39	2
HIGH	376,998	41%		237,273	31%		221,090	28%								376,998		
LOW	83,146			69,356			125,182									69,356		
SAL FAC	1.70			1.67			2.18									1.77		
NONTENURE TRACK																		
AVG	165,346	8	2	116,553	16	2	69,919	34	2	52,411	5	2	66,512	14	1	90,222	72	2
HIGH	275,932	11%		247,909	22%		166,711	47%		79,773	7%		149,148	19%		275,932		
LOW	59,963			48,972			38,942			38,942			40,500			38,942		
SAL FAC	1.46			1.26			0.95			0.75			1.24			1.34		
RES UNIV/VERY HIGH ACTVTY																		
AVG	192,428	28	3	128,825	32	3	98,661	56	3	52,411	5	2	66,512	14	1	122,820	130	3
HIGH	376,998	22%		247,909	25%		221,090	43%		79,773	4%		149,148	11%		376,998		
LOW	59,963			48,972			38,942			38,942			40,500			38,942		
SAL FAC	1.44			1.42			1.23			0.67			1.21			1.20		
REGION I																		
AVG	130,374	4	1	124,510	4	1	113,506	11	1							119,374	19	1
HIGH	146,974	21%		133,590	21%		116,174	58%								146,974		
LOW	116,174			112,841			103,152									103,152		
SAL FAC	0.99			1.43			1.45									1.18		
REGION III																		
AVG	101,439	9	1	60,807	12	1	39,438	15	1	38,942	3	1				62,061	36	1
HIGH	155,819	25%		76,017	33%		41,420	42%		38,942	8%					155,819		
LOW	59,963			48,972			38,942			38,942						38,942		
SAL FAC	0.77			0.66			0.49			0.49						0.62		
REGION IV																		
AVG	263,568	15	1	180,918	16	1	122,829	30	1	72,614	2	1	66,512	14	1	152,856	75	1
HIGH	376,998	20%		247,909	21%		221,090	40%		79,773	3%		149,148	19%		376,998		
LOW	147,273			110,455			42,601			65,455			40,500			40,500		
SAL FAC	2.12			2.11			1.63			0.96			1.31			1.68		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 60.0425 Pediatrics Residency Program

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	133,313	75	3	100,369	57	3	91,981	85	3	110,170	8	2	65,688	41	1	101,671	258	3
HIGH	253,636	29%		257,727	22%		252,818	33%		147,682	3%		85,756	16%		257,727		
LOW	59,087			46,796			38,942			40,909			38,411			38,411		
SAL FAC	1.04			1.14			1.19			1.45			1.23			1.06		
TENURED/TENURE TRACK																		
AVG	153,340	34	2	125,143	17	2	83,290	14	2	61,135	1	1				130,878	65	2
HIGH	253,636	52%		206,734	26%		130,063	22%		61,135	2%					253,636		
LOW	67,433			49,183			46,823			61,135						46,823		
SAL FAC	1.18			1.42			1.05			0.78						1.25		
NONTENURE TRACK																		
AVG	110,951	36	2	87,533	38	2	93,379	69	2	117,175	7	2	65,688	41	1	89,440	184	2
HIGH	219,220	20%		257,727	21%		252,818	38%		147,682	4%		85,756	22%		257,727		
LOW	59,087			46,796			38,942			40,909			38,411			38,411		
SAL FAC	0.98			0.95			1.27			1.67			1.22			1.33		
RES UNIV/VERY HIGH ACTVTY																		
AVG	133,313	75	3	100,369	57	3	91,981	85	3	110,170	8	2	65,688	41	1	101,671	258	3
HIGH	253,636	29%		257,727	22%		252,818	33%		147,682	3%		85,756	16%		257,727		
LOW	59,087			46,796			38,942			40,909			38,411			38,411		
SAL FAC	1.00			1.10			1.15			1.41			1.19			1.00		
REGION I																		
AVG	158,131	5	1	133,682	2	1	104,554	2	1							140,792	9	1
HIGH	226,431	56%		138,800	22%		114,605	22%								226,431		
LOW	120,431			128,564			94,503									94,503		
SAL FAC	1.20			1.54			1.33									1.39		
REGION III																		
AVG	89,980	31	1	64,867	25	1	51,251	40	1	47,651	3	1				67,303	96	1
HIGH	174,538	32%		103,295	26%		103,626	42%		61,135	3%					174,538		
LOW	59,087			48,972			38,942			40,909						38,942		
SAL FAC	0.68			0.70			0.64			0.60						0.67		
REGION IV																		
AVG	164,574	39	1	127,734	30	1	129,283	43	1	147,682	5	1	65,688	41	1	120,933	153	1
HIGH	253,636	26%		257,727	20%		252,818	28%		147,682	3%		85,756	27%		257,727		
LOW	85,206			46,796			42,136			147,682			38,411			38,411		
SAL FAC	1.33			1.49			1.71			1.94			1.30			1.33		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 60.0428 Psychiatry Residency Program

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	138,319	53	3	90,798	32	3	82,849	79	3	82,674	22	3	51,625	60	1	88,746	224	3
HIGH	295,184	24%		151,691	14%		147,273	35%		116,174	10%		143,939	27%		295,184		
LOW	59,581			48,972			39,665			57,273			31,091			31,091		
SAL FAC	1.08			1.03			1.07			1.09			0.97			0.92		
TENURED/TENURE TRACK																		
AVG	151,540	27	2	103,260	9	2	78,494	13	2							123,293	49	2
HIGH	295,184	55%		151,691	18%		95,481	27%								295,184		
LOW	82,636			63,336			61,977									61,977		
SAL FAC	1.17			1.17			0.99									1.18		
NONTENURE TRACK																		
AVG	120,732	21	2	81,164	20	2	80,757	58	2	77,385	19	2	51,625	60	1	75,095	159	2
HIGH	209,716	13%		143,182	13%		147,273	37%		91,937	12%		143,939	38%		209,716		
LOW	59,581			48,972			39,665			57,273			31,091			31,091		
SAL FAC	1.07			0.88			1.10			1.10			0.96			1.12		
RES UNIV/VERY HIGH ACTVTY																		
AVG	138,319	53	3	90,798	32	3	82,849	79	3	82,674	22	3	51,625	60	1	88,746	224	3
HIGH	295,184	24%		151,691	14%		147,273	35%		116,174	10%		143,939	27%		295,184		
LOW	59,581			48,972			39,665			57,273			31,091			31,091		
SAL FAC	1.03			1.00			1.03			1.06			0.94			0.87		
REGION I																		
AVG	140,788	5	1	117,638	3	1	105,095	8	1	116,174	3	1				118,601	16	1
HIGH	149,897	31%		149,897	19%		116,174	50%		116,174	19%					149,897		
LOW	133,692			77,600			71,856			116,174						71,856		
SAL FAC	1.07			1.35			1.34			1.64						1.17		
REGION III																		
AVG	115,209	10	1	64,931	8	1	64,179	19	1	57,273	2	1				78,134	37	1
HIGH	180,304	27%		111,984	22%		99,164	51%		57,273	5%					180,304		
LOW	59,581			48,972			39,665			57,273						39,665		
SAL FAC	0.87			0.71			0.80			0.72						0.78		
REGION IV																		
AVG	144,076	38	1	96,817	21	1	86,248	52	1	79,751	17	1	51,625	60	1	88,248	171	1
HIGH	295,184	22%		151,691	12%		147,273	30%		91,937	10%		143,939	35%		295,184		
LOW	71,246			58,579			44,298			57,409			31,091			31,091		
SAL FAC	1.16			1.13			1.14			1.05			1.02			0.97		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : 60.05 Medical Residency Programs - Subspecialty Certificates

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		OTHER FACULTY		ALL RANKS COMBINED	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
NATIONAL												
AVG	180,500	6 2	135,169	6 2	113,848	8 3			68,059	2 1	133,678	22 3
HIGH	238,428	27%	180,000	27%	180,000	36%			68,059	9%	238,428	
LOW	151,691		100,287		76,916				68,059		68,059	
SAL FAC	1.41		1.54		1.47				1.28		1.39	
TENURED/TENURE TRACK												
AVG	172,923	4 1	161,746	3 1	145,639	3 2					161,385	10 2
HIGH	180,000	40%	180,000	30%	180,000	30%					180,000	
LOW	151,691		125,240		76,916						76,916	
SAL FAC	1.33		1.84		1.84						1.54	
NONTENURE TRACK												
AVG									68,059	2 1	68,059	2 1
HIGH									68,059	100%	68,059	
LOW									68,059		68,059	
SAL FAC									1.27		1.01	
RES UNIV/VERY HIGH ACTVTY												
AVG	180,500	6 2	135,169	6 2	113,848	8 3			68,059	2 1	133,678	22 3
HIGH	238,428	27%	180,000	27%	180,000	36%			68,059	9%	238,428	
LOW	151,691		100,287		76,916				68,059		68,059	
SAL FAC	1.35		1.49		1.42				1.24		1.31	
REGION I												
AVG	195,655	2 1	108,591	3 1	94,773	5 1					119,095	10 1
HIGH	238,428	20%	116,164	30%	103,251	50%					238,428	
LOW	152,882		100,287		92,441						92,441	
SAL FAC	1.49		1.25		1.21						1.18	
REGION III												
AVG	172,923	4 1	161,746	3 1	180,000	2 1			68,059	2 1	152,095	11 1
HIGH	180,000	36%	180,000	27%	180,000	18%			68,059	18%	180,000	
LOW	151,691		125,240		180,000				68,059		68,059	
SAL FAC	1.30		1.76		2.24				1.16		1.51	
REGION IV												
AVG					76,916	1 1					76,916	1 1
HIGH					76,916	100%					76,916	
LOW					76,916						76,916	
SAL FAC					1.02						0.84	

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : ALL DISCIPLINES EXCEPT MEDICAL RELATED

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	127,564	41,956	114	86,341	32,805	114	75,772	25,449	114	75,730	4,034	101	51,142	11,357	86	95,850	111,567	114
HIGH	504,160	38%		287,222	29%		278,100	23%		215,000	4%		251,057	10%		504,160		
LOW	15,581			13,638			10,800			10,800			9,953			9,953		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
TENURED/TENURE TRACK																		
AVG	129,066	31,722	84	87,034	23,114	84	78,491	15,933	84	77,959	2,496	74	57,566	355	21	103,720	71,124	84
HIGH	504,160	45%		285,000	33%		216,240	22%		205,000	4%		150,300	1%		504,160		
LOW	30,772			21,450			16,965			39,000			25,200			16,965		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
NONTENURE TRACK																		
AVG	104,981	548	46	78,230	878	52	61,481	2,565	54	59,657	386	40	51,349	8,694	56	57,575	12,685	59
HIGH	320,236	4%		221,628	7%		198,500	20%		170,000	3%		251,057	69%		320,236		
LOW	24,000			13,638			21,000			30,054			11,910			11,910		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
RES UNIV/VERY HIGH ACTVTY																		
AVG	133,278	32,437	64	89,469	22,169	64	79,096	17,498	64	77,705	2,594	54	52,253	6,976	44	101,860	79,080	64
HIGH	504,160	41%		287,222	28%		278,100	22%		215,000	3%		251,057	9%		504,160		
LOW	15,581			27,709			16,000			16,000			11,910			11,910		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
RES UNIV/HIGH ACTIVITY																		
AVG	108,150	8,636	44	79,562	9,456	44	68,451	7,168	44	72,263	1,280	41	48,855	3,919	37	81,169	29,179	44
HIGH	422,894	30%		219,942	32%		190,050	25%		185,004	4%		170,741	13%		422,894		
LOW	25,593			21,450			10,800			10,800			9,953			9,953		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
DOCTORAL RES UNIV																		
AVG	107,535	883	6	81,905	1,180	6	68,516	783	6	71,438	160	6	53,753	462	5	81,645	3,308	6
HIGH	302,500	27%		210,000	36%		180,000	24%		180,000	5%		115,000	14%		302,500		
LOW	46,293			13,638			36,792			39,750			12,000			12,000		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
REGION I																		
AVG	131,338	9,934	28	86,009	6,152	28	75,282	4,842	28	70,685	551	17	48,714	1,638	18	100,955	22,566	28
HIGH	376,745	44%		287,222	27%		215,000	22%		215,000	2%		190,000	7%		376,745		
LOW	42,141			29,845			28,280			30,054			9,953			9,953		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
REGION II																		
AVG	121,529	8,557	25	83,760	7,214	25	73,660	5,439	25	73,523	911	25	50,155	2,549	16	91,445	23,759	25
HIGH	422,894	36%		285,000	30%		210,256	23%		200,000	4%		203,600	11%		422,894		
LOW	30,000			21,450			16,965			32,000			13,500			13,500		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
REGION III																		
AVG	132,211	13,755	32	90,869	10,611	32	79,383	8,094	32	81,246	1,270	31	54,826	3,539	25	100,539	35,999	32
HIGH	490,909	38%		265,000	30%		278,100	23%		210,000	4%		251,057	10%		490,909		
LOW	24,000			29,846			10,800			10,800			18,600			10,800		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
REGION IV																		
AVG	122,440	9,710	29	83,241	8,828	29	73,599	7,074	29	74,029	1,302	28	49,339	3,631	27	89,715	29,243	29
HIGH	504,160	33%		248,000	30%		210,000	24%		205,000	5%		206,321	12%		504,160		
LOW	15,581			13,638			16,000			16,000			11,910			11,910		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		

FACULTY SALARY SURVEY 2013-14

DISCIPLINE : ALL DISCIPLINES COMBINED

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			OTHER FACULTY			ALL RANKS COMBINED		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
NATIONAL																		
AVG	128,207	46,054	114	87,793	37,042	114	77,552	31,144	114	76,049	4,706	101	53,311	13,095	86	96,359	127,335	114
HIGH	979,233	36%		816,667	29%		404,605	25%		219,545	4%		251,057	10%		979,233		
LOW	15,581			13,638			10,800			10,800			9,953			9,953		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
TENURED/TENURE TRACK																		
AVG	129,932	34,322	84	88,003	25,084	84	79,350	17,568	84	78,170	2,708	74	57,859	381	22	104,493	77,355	84
HIGH	509,960	44%		490,909	32%		333,070	23%		219,545	4%		150,300	1%		509,960		
LOW	30,772			21,450			16,965			38,942			25,200			16,965		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
NONTENURE TRACK																		
AVG	112,969	1,094	48	92,443	1,996	53	73,394	5,130	54	70,271	665	42	53,642	9,908	57	67,084	18,128	59
HIGH	531,818	6%		531,818	11%		321,009	28%		196,364	4%		251,057	55%		531,818		
LOW	24,000			13,638			11,437			30,054			11,910			11,437		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
RES UNIV/VERY HIGH ACTVTY																		
AVG	133,701	35,816	64	90,932	25,440	64	80,147	22,053	64	77,929	3,123	54	54,980	8,044	44	101,931	91,353	64
HIGH	531,818	39%		531,818	28%		321,009	24%		219,545	3%		251,057	9%		531,818		
LOW	15,581			19,519			11,437			16,000			11,910			11,437		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
RES UNIV/HIGH ACTIVITY																		
AVG	109,241	9,286	44	80,843	10,327	44	71,573	8,198	44	72,568	1,403	41	50,107	4,470	37	82,402	32,281	44
HIGH	979,233	29%		816,667	32%		404,605	25%		185,004	4%		170,741	14%		979,233		
LOW	25,593			21,450			10,800			10,800			9,953			9,953		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
DOCTORAL RES UNIV																		
AVG	106,480	952	6	81,445	1,275	6	68,343	893	6	70,573	180	6	54,868	581	5	80,551	3,701	6
HIGH	302,500	26%		210,000	35%		180,000	24%		180,000	5%		128,807	16%		302,500		
LOW	46,293			13,638			36,792			39,750			12,000			12,000		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
REGION I																		
AVG	131,648	10,351	28	86,856	6,604	28	78,460	5,427	28	70,845	608	17	50,316	1,905	18	101,204	24,287	28
HIGH	979,233	43%		816,667	27%		404,605	22%		215,000	3%		190,000	8%		979,233		
LOW	42,141			29,845			28,280			30,054			9,953			9,953		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
REGION II																		
AVG	121,923	9,205	25	84,722	7,874	25	74,688	6,163	25	74,152	990	25	51,528	2,835	16	91,873	26,077	25
HIGH	460,644	35%		285,000	30%		333,070	24%		200,000	4%		203,600	11%		460,644		
LOW	30,000			21,450			16,965			32,000			13,500			13,500		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
REGION III																		
AVG	132,548	15,418	32	92,051	12,227	32	80,533	10,401	32	79,549	1,491	31	58,548	4,150	25	100,714	42,196	32
HIGH	490,909	37%		265,000	29%		278,100	25%		210,000	4%		251,057	10%		490,909		
LOW	24,000			29,846			10,800			10,800			18,600			10,800		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		
REGION IV																		
AVG	124,170	11,080	29	85,694	10,337	29	75,554	9,153	29	75,942	1,617	28	50,702	4,205	27	91,053	34,775	29
HIGH	531,818	32%		531,818	30%		321,009	26%		219,545	5%		206,321	12%		531,818		
LOW	15,581			13,638			12,900			16,000			11,910			11,910		
SAL FAC	1.00			1.00			1.00			1.00			1.00			1.00		