College of Architecture, Urban & Public Affairs

			or Architect					1.00 = Parity	a
	Comparison CID		Comparison	Group	FAU Fac Average	culty		with	Change in Parity from 2008-09 to
FAU Department	Comparison CIP Code	Rank	Average Salary	N	Average Salary	N	Difference	Comparison Group	2009-10
Architecture	04.0201 Architecture	Professor	\$101,582	142	\$89,421	2	-\$12,161	0.88	+.01
Alomicotare	04.0201 Aromicotare	Associate	ψ101,00Z	172	ψ05,421		Ψ12,101	0.00	1.01
		Professor	\$77,287	190	\$65,621	1	-\$11,666	0.85	01
		Assistant							
		Professor							
		(includes New							
		Assistant							
		Professor)	\$62,224	116	\$60,116	8	-\$2,108	0.97	01
		New							
		Assistant							
	04 0004 0:4-/11	Professor	\$62,077	22					
Urban & Regional	04.0301 City/Urban, Community &								
Planning	Regional Planning	Professor	\$110,332	30	\$102,270	2	-\$8,062	0.93	+.02
g		Associate	V ,		* : ==,=: =		40,00		
		Professor	\$77,642	27					
		Assistant							
		Professor (includes							
		New							
		Assistant							
		Professor)	\$63,798	30	\$60,648	4	-\$3,150	0.95	+.02
		New							
		Assistant	****						
	43.01 Criminal	Professor	\$60,750	4					
Criminology &	Justice and								
Criminal Justice	Corrections	Professor	\$98,032	29	\$101,262	3	\$3,230	1.03	+.23
		Associate	700,000		*************************************		4 0,200		.,
		Professor	\$73,867	36	\$63,967	7	-\$9,900	0.87	04
		Assistant							
		Professor (includes							
		New							
		Assistant							
		Professor)	\$57,897	59	\$61,000	2	\$3,103	1.05	+.04
		New							
		Assistant	¢54.000	4.4	\$00,000	4	¢ε 040	1.00	00
Public	44.0401 Public	Professor	\$54,960	11	\$60,000	1	\$5,040	1.09	06
Administration	Administration	Professor	\$138,993	57	\$89,910	3	-\$49,083	0.65	+.01
		Associate	\$.55,555	<u> </u>	400,010		ψ 10,000	0.00	1.01
		Professor	\$93,456	38	\$70,819	7	-\$22,637	0.76	no change
		Assistant			- 				
		Professor							
		(includes New							
		Assistant							
		Professor)	\$73,581	42	\$57,065	1	-\$16,516	0.78	+.05
		New			•				
		Assistant							
	the following institutions	Professor	\$67,500	5					

College of Architecture, Urban & Public Affairs, continued

			Comparison	Group	FAU Fac	ulty		1.00 = Parity with	Change in Parity
	Comparison CIP		Average		Average			Comparison	
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
	44.0701								
Social Work	Social Work	Professor	\$105,865	88	\$82,111	3	-\$23,754	0.78	no change
		Associate							
		Professor	\$72,612	106	\$63,806	3	-\$8,806	0.88	+.03
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$59,035	104	\$58,695	7	-\$340	0.99	+.01
		New							
		Assistant							
		Professor	\$60,382	12	\$60,250	2	-\$132	1.00	04

College of Arts & Letters

			Comparison	Group	FAU Fac	ultv		1.00 = Parity with	Change in Parity
FAU Department	Comparison CIP Code	Rank	Average Salary	N	Average Salary	N	Difference	Comparison Group	from 2008-09 to 2009-10
	45.0201				,				
Anthropology	Anthropology	Professor	\$101,123	88	\$74,052	2	-\$27,071	0.73	01
		Associate	000 700	400	055 445		040.074	0.04	00
		Professor Assistant	\$68,789	109	\$55,415	2	-\$13,374	0.81	03
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$57,387	78	\$48,119	1	-\$9,268	0.84	no change
		New Assistant							
		Professor	\$57,277	15					
	05.0207		ψ01,211	10					
Women's Studies	Women's Studies	Professor	\$100,827	6	\$78,361	2	-\$22,466	0.78	03
·		Associate							
		Professor	\$69,460	14	\$70,706	1	\$1,246	1.02	02
		Assistant							
		Professor (includes							
		New							
		Assistant							
		Professor)	\$53,969	10					
		New							
		Assistant							
		Professor	\$50,000	1	4.5				
Communication &	09.0101	Professor	\$93,054	72	\$67,128	2	-\$25,926	0.72	+.01
Multimedia Studies	09.0101 Communications	Associate Professor	\$67,123	76	\$60,355	9	-\$6,768	0.90	+.03
	Communications	Assistant	\$07,123	70	ψ00,333	3	-φ0,700	0.90	+.03
		Professor							
		(includes							
		New							
		Assistant	\$55.000	0.4	0.40,400				
		Professor) New	\$55,822	91	\$49,106	6			
		Assistant							
		Professor	\$54,738	18	\$51,000	2	-\$3,738	0.93	
							. ,		
	23.0101								
	English Language &								
English	Literature, General	Professor	\$95,680	442	\$73,393	8	-\$22,287	0.77	no change
		Associate Professor	\$65,808	395	\$57,261	11	-\$8,547	0.87	no change
		Assistant	φυσ,ουδ	393	φ31,201	11	-\$0,547	0.87	no change
		Professor							
		(includes							
		New							
		Assistant			<u>.</u>				
		Professor) New	\$54,383	248	\$47,805	10	-\$6,578	0.88	+.03
		Assistant							
		Professor	\$52,049	43	\$50,667		-\$1,382	0.97	

College of Arts & Letters, continued

			ollege of Arts	1	,			1.00 = Parity	
			Comparison	Group	FAU Fac	ulty		with	Change in Parity
FAU Department	Comparison CIP Code	Donk	Average	N	Average	N	Difference	Comparison Group	from 2008-09 to 2009-10
Languages,	16.0102 Foreign	Rank	Salary	IN	Salary	IN	Difference	Group	2009-10
Linguistics, and	Languages &								
Comparative	Literatures,								
Literature	Linguistics	Professor	\$101,160	13	\$82,570	4	-\$18,590	0.82	no change
	1	Associate	, , , , ,		, , , , , ,		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
		Professor	\$67,880	21	\$56,956	5	-\$10,924	0.84	+.05
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$60,051	19	\$50,829	6	-\$9,222	0.85	+.02
		New							
		Assistant							
		Professor	\$64,000	4	\$52,000	3	-\$12,000	0.81	
	54.0101								
History	History	Professor	\$101,935	298	\$84,241	2	-\$17,694	0.83	+.01
		Associate							
		Professor	\$67,296	291	\$61,396	8	-\$5,900	0.91	+.02
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$54,441	194	\$51,619	8	-\$2,822	0.95	+.03
		New							
		Assistant							
		Professor	\$54,373	38	\$60,000	1	\$5,627	1.10	+.08
					.				
	45 4004	Professor	\$110,829	214	\$77,541	4	-\$33,288	0.70	06
D 1111 1 D 1	45.1001	Associate	075.040	400	000.045		045.000	0.00	00
Political Science	Political Science	Professor Assistant	\$75,248	186	\$60,245	2	-\$15,003	0.80	06
		Professor							
		(includes							
		New							
		_							
		Assistant Professor)	¢c4 202	213	¢50,000	_	CO 04.4	0.85	
		New	\$61,302	213	\$52,388	5	-\$8,914	0.65	no change
		Assistant							
		Professor	\$58,849	35					
	45.1101	. 10.00001	Ψυυ,υ+9	JJ					
Sociology		Professor	\$107.762	170	\$00.252	2	-\$17.510	0.94	- 01
Sociology	Sociology	Professor Associate	\$107,762	179	\$90,252	3	-\$17,510	0.84	01
		Professor	\$69,759	161	\$59,448	4	-\$10,311	0.85	+.01
	1	Assistant	φυσ,1 υσ	101	ψυઝ, 44 0	4	-ψ10,311	0.00	+.01
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$58,688	153	\$50,177	5	-\$8,511	0.85	+.01
	1	New	ψυο,υσο	100	ψου, 177	5	-φο,υ ι ι	0.00	+.01
		Assistant							
		Professor	\$58,448	25					
			ψυυ,ττυ	20					

College of Arts & Letters, continued

1				3 G LOILO	ers, continuea			1.00 = Parity	/I	
			Comparisor	n Group	FAU Fac	culty		with	Change in Parity	
	Comparison CIP		Average		Average			Comparison	from 2008-09 to	
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10	
	50.0409 Graphic		#0F 000	•	007 000	4	047.540	0.70		
Graphic Design	Design	Professor Associate	\$85,322	9	\$67,809	1	-\$17,513	0.79		
		Professor	\$64,080	5	\$60,232	2	-\$3,848	0.94	+.06	
		Assistant	\$04,000	3	\$00,232		-\$3,646	0.94	+.00	
		Professor								
		(includes								
		New								
		Assistant								
		Professor)	\$53,624	3	\$50,000	1	-\$3,624	0.93	09	
		New								
		Assistant								
		Professor	\$52,000	1	\$50,000	1	-\$2,000	0.96	29	
L	50.0501	<u>_</u> .			^ · ·					
Theatre	Dramatic Arts	Professor	\$86,766	70	\$75,240	2	-\$11,526	0.87	+.01	
		Associate Professor	¢02.042	440	\$55,397	4	¢7.040	0.00	. 02	
		Assistant	\$63,043	112	\$55,397	4	-\$7,646	0.88	+.03	
		Professor								
		(includes								
		New								
		Assistant								
		Professor)	\$50,754	99	\$50,167	3	-\$587	0.99	+.09	
		New								
		Assistant								
		Professor	\$49,473	12	\$50,000	2	\$527	1.01	+.20	
		Professor	\$83,826	112	\$71,531	4	-\$12,295	0.85	06	
	50.0701 Art/Art	Associate	ψου,σ20		ψ/ 1,00 1		Ψ12,200	0.00	.00	
Art	Studies, General	Professor	\$63,354	132	\$59,042	5	-\$4,312	0.93	+.01	
	,	Assistant	+ /	_	+ / -		+ ,-		-	
		Professor								
		(includes								
		New								
		Assistant								
		Professor) New	\$51,502	112	\$50,000	3	-\$1,502	0.97	+.14	
		Assistant								
		Professor	\$51,479	14	\$50,000	1	-\$1,479	0.97	+.23	
		1 10163301	φ31,479	14	\$50,000	'	-\$1,479	0.97	+.23	
Music	50.0901 Music	Professor	\$88,958	245	\$70,552	7	-\$18,406	0.79	01	
		Associate								
		Professor	\$63,315	286	\$54,190	3	-\$9,125	0.86	02	
		Assistant	Ι Τ							
		Professor								
		(includes								
		New								
		Assistant Professor)	\$51,268	194	\$48,533	4	.¢o 705	0.95	. 04	
		New	φ31,∠08	194	φ40,333	4	-\$2,735	0.95	+.01	
		Assistant								
		Professor	\$51,958	30						
0 1 ((); (0 6 0 1 1 2 2 2		ψ01,000	50			(AL) D		01 11 1	

College of Arts & Letters, continued

			onege of Arts		-,			1.00 = Parity	
			Comparison	Group	FAU Fac	ultv		with	Change in Parity
	Comparison CIP		Average		Average			Comparison	from 2008-09 to
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
	38.0101			Î					
Philosophy	Philosophy	Professor	\$96,760	142	\$71,904	2	-\$24,856	0.74	+.01
		Associate							
		Professor	\$64,779	121	\$54,884	1	-\$9,895	0.85	21
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$52,957	99	\$47,470	1	-\$5,487	0.90	+.01
		New							
		Assistant							
		Professor	\$53,716	14					
Jewish Studies	38.02 Religion/								
	Religious Studies	Professor	\$106,074	51					
		Associate							
		Professor	\$71,221	46	\$52,566	1	-\$18,655	0.74	+.01
		Assistant							
		Professor							
		(includes							
		New							
		Assistant	\$= 0.40	4.0					
	1	Professor) New	\$58,043	49					
		Assistant							
		Professor	¢55,000	0					
		FIUIESSUI	\$55,022	9					

College of Business

	T.	College of B						1.00 = Parity	
			Comparison	Group	FAU Fac	sultv		with	
	Comparison CIP		Average	Group	Average	cuity		With Comparison	Change in Parity from 2008-09 to
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
i Ao Departiment	52.0301	IXalik	Salai y	IN	Salai y	14	Difference	Group	2009-10
Accounting	Accounting	Professor	\$161,909	153	\$135,165	4	-\$26,744	0.83	+.03
, 1000 u.i.u.i.g	, 1000 uniting	Associate	ψ.σ.,σσσ		ψ.00,.00		Ψ=0,1.1.	0.00	
		Professor	\$126,864	128	\$112,137	7	-\$14,727	0.88	+.07
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor) New	\$141,487	112	\$125,043	5	-\$16,444	0.88	05
		Assistant							
		Professor	\$144,507	22					
	45.0601	FIOIESSOI	\$144,507	32					
Economics	Economics	Professor	\$146,990	154					
Economics	Economics	Associate	\$140,990	104					
		Professor	\$98,795	102	\$82,106	9	-\$16,689	0.83	+.03
		Assistant	φοσ, του	102	ψ02,100		ψ10,000	0.00	1.00
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$90,495	128	\$83,527	2	-\$6,968	0.92	+.05
		New							
		Assistant							
		Professor	\$92,510	21					
	52.0801								
Finance	Finance, 52.1501	Duefeeeu	¢404 507	1.40	£4.40.740	2	¢47.044	0.00	. 00
Finance	Real Estate	Professor Associate	\$161,587	142	\$143,746	3	-\$17,841	0.89	+.02
		Professor	\$129,025	82	\$121,429	5	-\$7,596	0.94	no change
		Assistant	\$129,023	02	Ψ121,429	<u> </u>	-\$7,590	0.94	no change
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$146,243	80	\$122,673	5	-\$23,570	0.84	+.03
		New							
		Assistant							
		Professor	\$165,996	14	\$145,000	1	-\$20,996	0.87	
Industry Studies	52.0901 Hosptiality	1							
(Hospitality &	Administration	1							
Tourism	Management,		****						
Management)	General	Professor	\$111,828	15					
		Associate Professor	¢05.016	11					
		Assistant	\$95,016	11					
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$76,514	7	\$70,054	1		0.92	no change
		New							<u> </u>
		Assistant							
		Professor							
Colomi of fooilti from	the following institution				:- 4: A l	I I a la cama la con	(AL) Decile - LL	-::t (T\/)	Olaman I Indiana di I

College of Business, continued

			Comparisor		FAU Fac	culty		1.00 = Parity with	Change in Parity
	Comparison CIP		Average		Average	,		Comparison	from 2008-09 to
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
Management	52.0201 Business								
Programs	Administration &								
	Management	Professor	\$167,944	214	\$121,443	5	-\$46,501	0.72	12
		Associate							
		Professor	\$126,644	186	\$100,669	8	-\$25,975	0.79	+.03
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$126,221	190	\$102,036	6	-\$24,185	0.81	04
		New							
		Assistant			A		* • • • • • • • • • • • • • • • • • • •		
		Professor	\$124,000	23	\$105,000	1	-\$19,000	0.85	05
Marketing	52.1401 Marketing		*	40-	* 440.000		*		
	Management	Professor	\$155,038	125	\$118,280	2	-\$36,758	0.76	no change
		Associate	0447.500	405	#00.500	_	007.004	0.77	00
		Professor Assistant	\$117,569	105	\$90,568	7	-\$27,001	0.77	+.02
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$113,048	78					
		New	Ψ110,040	70					
		Assistant							
		Professor	\$118,348	12					
Information	52.1201 Management		V 110,0 10						
Technology &	Information Systems								
Operations									
Management		Professor	\$147,136	53	\$114,217	1	-\$32,919	0.78	01
•		Associate							
		Professor	\$110,281	50	\$110,189	7	-\$92	1.00	+.05
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$109,215	22	\$93,860	2	-\$15,355	0.86	04
		New							
		Assistant							
		Professor	\$113,724	5					

Salary of faculty from the following institutions were used to calculate comparison statistics: Auburn University (AL), Baylor University (TX), Clemson University (SC), Florida State University, Georgia Institute of Technology, Georgia State University, Louisiana State University, Mississippi State University, North Carolina State University at Raleigh, Oklahoma State University, Old Dominion University (VA), Texas A&M University, Texas Tech University, University of Alabama, University of Alabama at Birmingham, University of Arkansas, University of Florida, University of Georgia, University of Houston (TX), University of Kentucky, University of Louisville (KY), University of Mississippi, University of North Carolina at Chapel Hill, University of North Carolina at Charlotte, University of North Carolina at Greensboro, University of North Texas, University of Oklahoma, University of South Carolina, University of Southern Mississippi, University of Tennessee at Knoxville, University of Texas at Arlington, University of Texas at Austin, University of Virginia,

Virginia Polytechnic Institute & State University, West Virginia University

College of Education

	College of Education								
	Comparison CIP		Comparison Average		FAU Fac Average	·		1.00 = Parity with Comparison	
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
Counselor Education	13.1101 Counselor	Professor	\$95,896	44	\$71,943	4	-\$23,953	0.75	09
	Education, Student	Associate							
	Counseling and	Professor	\$69,779	40	\$57,012	3	-\$12,767	0.82	02
	Guidance Services	Assistant							
		Professor (includes New Assistant							
		Professor)	\$57,264	41	\$48,086	1	-\$9,178	0.84	03
		New Assistant Professor	\$54,571	7					
Educational	13.0401 Educational Administration &		# 400,000	00	000 404		#04.400	0.70	000
Leadership	Leadership	Professor	\$103,929	88	\$82,491	6	-\$21,438	0.79	02
		Associate Professor	\$71,036	105	\$61,030	5	-\$10,006	0.86	+.01
		Assistant Professor (includes New Assistant	\$71,036	105	\$61,030	5	-\$10,000	0.00	+.01
		Professor)	\$59,198	98	\$45,319	4	-\$13,879	0.77	+.01
		New Assistant Professor	\$56,333	3	\$45,000	2	-\$11,333		
Commissioner Control	13.0301 Curriculum	1 10163301	φυσ,υυσ	3	\$ 4 5,000		-\$11,333	0.80	
Curriculum, Culture, and Educational Inquiry	and Instruction								
		Professor	\$96,051	134	\$78,806	3	-\$17,245	0.82	+.01
		Associate Professor Assistant	\$70,558	188	\$61,660	6	-\$8,898	0.87	01
		Professor (includes New Assistant							
		Professor)	\$58,294	185	\$51,777	1	-\$6,517	0.89	
		New Assistant Professor	\$57,869	40	. ,				
Exercise Science &	31.0505 Exercise Science, Physiology,		4						
Health Promotion	Movement Studies	Professor	\$93,646	48	\$97,874	1	\$4,228	1.05	+.09
		Associate	070 70-		001 115	_	* 0 00=	2.5-	2.1
		Professor Assistant Professor (includes	\$70,707	44	\$61,410	2	-\$9,297	0.87	+.01
		New Assistant Professor)	\$61,371	46	\$45,817	3	-\$15,554	0.75	01
		New Assistant Professor	\$61,000	5	\$46,000	2	-\$15,000	0.75	01

College of Education, continued

			College of Education,		i, commucu			1.00 = Parity	/	
			Comparison	Group	FAU Fac	ulty		with	Change in Parity	
FAU Department	Comparison CIP Code	Rank	Average Salary	N	Average Salary	N	Difference	Comparison Group	from 2008-09 to 2009-10	
	13.12 General									
Teaching & Learning	Teacher Education	Professor Associate	\$93,346	57	\$78,015	10	-\$15,331	0.84	01	
		Professor	\$68,031	78	\$60,834	10	-\$7,197	0.89	+.03	
		Assistant	φου,σσ1		φου,σο 1	10	φί,ιοί	0.00	1.00	
		Professor								
		(includes								
		New								
		Assistant Professor)	\$57,514	114	\$50,072	3	-\$7,442	0.87	03	
		New	ψ51,514	117	ψ50,072		-ψ1, ττ2	0.07	00	
		Assistant								
		Professor	\$55,435	14						
Exceptional Student										
Education	Education, General	Professor Associate	\$101,666	42	\$86,503	4	-\$15,163	0.85	+.02	
		Professor	\$70,067	44	\$59,557	8	-\$10,510	0.85	no change	
		Assistant	ψι 0,001		φοσ,σση	J	ψ10,010	0.00	no onange	
		Professor								
		(includes								
		New								
		Assistant Professor)	\$56,496	36						
		New	\$50,490	30						
		Assistant								
		Professor	\$59,375	8						
	51.0204 Speech									
	Pathology &									
Disorders	Audiology	Professor Associate	\$94,755	41	\$74,038	1	-20,717	0.78	+.04	
		Professor	\$66,247	42	\$65,110	1	-1,137	0.98	+.09	
		Assistant	ψ00,247	72	ψου, 110	'	-1,137	0.50	+.03	
		Professor								
		(includes								
		New								
		Assistant Professor)	\$57,445	52	\$48,167	1	-9,278	0.84	02	
		New	φο <i>1</i> ,445	52	φ40,107	<u>'</u>	-9,270	0.04	02	
		Assistant								
		Professor	\$59,487	7						
	13.0406 Higher									
	Education, Higher		1							
•	Education Administration	Professor	\$109,392	14	\$76,315	1	-\$33,077	0.70	no change	
Leauersmp	Autilition anon	Associate	ψ103,332	14	φ/0,315	- '	-ψοσ,υ//	0.70	no change	
		Professor	\$80,312	8	\$70,124	1	-\$10,188	0.87	+.02	
		Assistant					,			
		Professor	1							
		(includes	1							
		New Assistant	1							
		Professor)	\$58,292	15						
		New	ΨΟΟ,ΖΟΖ	10	+					
		Assistant	1							
		Professor	\$62,693	4						

College of Engineering & Computer Science

								1.00 = Parity	
			Comparison	n Group	FAU Fac	ulty		with	Change in Parity
	Comparison CIP		Average		Average	•		Comparison	from 2008-09 to
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
Civil, Environmental									
& Geomatics	14.0801 Civil					_			
Engineering	Engineering	Professor	\$122,550	213	\$99,580	3	-\$22,970	0.81	no change
		Associate	¢00.700	450	¢72.052	4	644044	0.00	00
		Professor Assistant	\$88,796	159	\$73,852	4	-\$14,944	0.83	06
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$76,466	116	\$73,934	5	-\$2,532	0.97	+.01
		New							
		Assistant							
		Professor	\$74,521	14	\$75,000	1	\$479	1.01	02
Computer Science &									
Engineering	Engineering	Professor	\$119,983	27	\$98,766	3	-\$21,217	0.82	03
		Associate							
		Professor	\$98,668	17	\$93,041	3	-\$5,627	0.94	01
		Assistant							
		Professor							
		(includes							
		New Assistant							
		Professor)	\$87,198	15	\$76,578	3	-\$10,620	0.88	no chongo
		New	фо7,190	15	\$76,576	3	-\$10,620	0.00	no change
		Assistant							
		Professor	\$84,250	2					
Computer Science &	11 0701 Computor	1 10103301	ψ04,230						
Engineering	Science	Professor	\$131,828	91	\$101,229	6	-\$30,599	0.77	01
Linginicering	Ocience	Associate	Ψ131,020	31	Ψ101,223	U	-ψ50,555	0.77	01
		Professor	\$100,525	81	\$85,251	1	-\$15,274	0.85	+.02
		Assistant	V 100,020		+		* 10,211		
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$89,808	51	\$69,690	1	-\$20,118	0.78	01
		Assistant	\$79,217	7					
Electrical	14.1001 Electrical,								
Engineering	Electronics &	Professor	\$133,562	405	\$93,688	8	-\$39,874	0.70	no change
	Communications	Professor	\$93,328	240	\$67,771	2	-\$25,557	0.73	+.01
		Assistant							
		Professor (includes							
		New							
		Assistant							
		Professor)	\$83,678	174	\$75,750	1	-\$7,928	0.91	+.01
		New	Ψ00,070	174	ψ10,100	'	Ψ1,520	0.91	+.01
		Assistant							
		Professor	\$83,781	16					
Salary of faculty from	the following inctitution		calculate comm		iction: Auburn I				Claman University

College of Engineering & Computer Science, continued

FAU Department	Comparison CIP Code	Rank	Comparison Average Salary	Group N	FAU Facu Average Salary	ulty N	Difference	1.00 = Parity with Comparison Group	Change in Parity
	14.1901 Mechanical								
Ocean & Mechanical	Engineering								
Engineering		Professor	\$124,853	333	\$96,892	5	-\$27,961	0.78	+.02
		Associate							
		Professor	\$90,013	178	\$67,702	3	-\$22,311	0.75	+.01
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$80,324	178	\$68,680	1	-\$11,644	0.86	+.01
		New							
		Assistant							
		Professor	\$81,507	30					
	14.2401								
Ocean & Mechanical	Ocean/Coastal								
Engineering	Engineering ¹	Professor	\$120,078	45	\$107,528	7	-\$12,550	0.90	01
		Associate							
		Professor	\$89,692	29	\$81,425	4	-\$8,267	0.91	01
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$78,706	25	\$70,700	2	-\$8,006	0.90	01
		New							
		Assistant							
		Professor	\$75,600	1					

³Salaries from the published Oklahoma State University Faculty Salary Survey by Discipline were used in place of the comparison group statistics for Ocean Engineering faculty

Honors College

								1.00 = Parity	
				Comparison Group		FAU Faculty		with	Change in Parity
	Comparison CIP		Average		Average			Comparison	from 2008-09 to
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
	45.0201								
Anthropology	Anthropology	Professor	\$101,123	88	+				
		Associate Professor	¢60.700	100	¢55 106	1	¢12 E02	0.90	. 01
		Assistant	\$68,789	109	\$55,196	1	-\$13,593	0.80	+.01
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$57,387	78	\$49,000	1	-\$8,387	0.85	+.11
		New	401,001		V 10,000		\$ 0,000		
		Assistant							
		Professor	\$57,277	15					
	23.0101								
English	English Language &	Professor	\$95,680	442					
		Associate							
		Professor	\$65,808	395	\$56,000	1	-\$9,808	0.85	+.04
		Assistant							
		Professor (includes							
		New							
		Assistant							
		Professor)	\$54,383	248	\$45,250	2	-\$9,133	0.83	no change
	1	New	\$54,363	240	φ 4 5,250		-\$9,133	0.63	no change
		Assistant							
		Professor	\$52,049	43	\$42,000	1	-\$10,049	0.81	
Languages &			, ,				, ,		
Linguistics	16.0905 Spanish	Professor	\$105,056	36					
	Language &	Associate							
	Literature	Professor	\$68,064	51	\$54,000	1	-\$14,064	0.79	+.05
		Assistant							
		Professor							
		(includes							
		New							
		Assistant	A-400-		0.17 000		^-		
		Professor) New	\$54,387	35	\$47,000	1	-\$7,387	0.86	+.05
		Assistant							
		Professor	\$61,999	3	\$47,000	1	-\$14,999	0.76	+.02
History	54.0101 History	Professor	\$101,935	298	φ41,000	'	-ψ14,999	0.70	+.02
History	54.0101 HISTORY	Associate	\$101,933	290	+				
		Professor	\$67,296	291	\$55,639	2	-\$11,657	0.83	+.03
	†	Assistant	ψ07,200	201	ψ00,000		Ψ11,007	0.00	1.00
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$54,441	194					
		New							
		Assistant							
		Professor	\$54,373	38					

Honors College, continued

								1.00 = Parity	
			Comparison Group		FAU Faculty			with	Change in Parity
FAU Department	Comparison CIP Code	Rank	Average Salary	N	Average Salary	N	Difference	Comparison Group	from 2008-09 to 2009-10
Political Science	45.1001	Runk	Guiary	.,	Calary	.,	Direction	Group	2003 10
	Political Science	Professor	\$110,829	214	\$77,867	1	-\$32,962	0.70	
		Associate			, ,				
		Professor	\$75,248	186					
		Assistant							
		Professor							
		(includes							
		New Assistant							
		Professor)	¢64.202	213					
		New	\$61,302	213					
		Assistant							
		Professor	\$58,849	35					
Sociology	45.1101		400,010						
	Sociology	Professor	\$107,762	179					
	Ĭ	Associate							
		Professor	\$69,759	161	\$60,196	1	-\$9,563	0.86	+.01
		Assistant							
		Professor							
		(includes							
		New							
		Assistant		4-0					
		Professor) New	\$58,688	153					
		Assistant							
		Professor	\$58,448	25					
Art	50.0701 Art, Art		φου, τ το	20					
	Studies, General	Professor	\$83,826	112					
		Associate	400,020						
		Professor	\$63,354	132					
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor) New	\$51,502	112	\$47,750	2	-\$3,752	0.93	+.03
		Assistant							
		Professor	\$51,479	14					
Philosophy	38.0101		Ψυ1,-13	17					
ппозорну	Philosophy	Professor	\$96,760	142	\$78,579	1	-\$18,181	0.81	+.02
		Associate	\$50,750	172	ψ10,019	'	ψ10,101	0.01	7.02
		Professor	\$64,779	121					
		Assistant							
		Professor							
		(includes							
		New							
		Assistant	_						
	_	Professor)	\$52,957	99	\$48,500	1	-\$4,457	0.92	+.10
		New							
		Assistant Professor	¢52.740	4.4					
	the following institution		\$53,716	14					

Honors College, continued

Code				Comparison	Group	FAU Fac	culty		1.00 = Parity with	Change in Parity
Economics Professor S146,990 154	FAU Department	•	Rank		N	Average		Difference	Comparison	from 2008-09 to
Recommics Professor \$146,990 154	z sparanom						. •	25101100	2.546	
Professor	Economics	Economics	Professor	\$146,990	154					
Assistant										
Professor (Includes New Assistant Professor) \$90,495 128 \$69,367 2 -\$21,128 0.77 no chi New Assistant Professor \$92,510 21				\$98,795	102					
Chemistry Chem										
New Assistant Professor \$90,495 128 \$69,367 2 \$21,128 0.77 no chi										
Assistant										
Professor \$90,495 128 \$69,367 2 \$21,128 0.77 no chi			_							
New Assistant Professor \$92,510 21				\$90,495	128	\$69,367	2	-\$21,128	0.77	no change
Professor \$92,510 21										Ü
Biological Sciences Sciences General Professor S112,039 316 \$79,324 1 -\$32,715 0.71 no chi										
Biological Sciences Biology/Biological Sciences, General Professor \$112,039 316 \$79,324 1 -\$32,715 0.71 no characteristic Professor \$74,543 209 \$60,994 1 -\$13,549 0.82			Professor	\$92,510	21					
Biological Sciences Sciences General Professor \$112,039 316 \$79,324 1 -\$32,715 0.71 no chi										
Associate Professor \$74,543 209 \$60,994 1	Distantant C :		Durate	0440.000	040	#70.00		#00 7 : -	0 = 1	
Professor \$74,543 209 \$60,994 1 -\$13,549 0.82	Biological Sciences	Sciences, General		\$112,039	316	\$79,324	1	-\$32,715	0.71	no change
Assistant				\$74.542	200	\$60.004	1	-\$12.540	0.00	+.01
Cincludes New Assistant Professor \$64,962 206 \$55,496 1 -\$9,466 0.85				\$14,545	209	\$00,994		-\$13,549	0.62	+.0
New Assistant Professor \$64,962 206 \$55,496 1 -\$9,466 0.85 New Assistant Professor \$61,659 26 Chemistry Professor \$61,659 26 Chemistry Professor \$122,446 451 \$66,525 1 -55921 0.54 Associate Professor \$73,537 159 \$57,570 1 -\$15,967 0.78 Assistant Professor (includes New Assistant Professor \$63,691 21 Psychology Psychology Professor \$111,518 334 334 Psychology Professor \$71,425 238 \$66,593 2 -\$4,832 0.93 no characteristics New Assistant Professor (includes New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 Assistant Professor \$63,367 223 \$64,540 1			Professor							
Assistant Professor \$64,962 206 \$55,496 1 -\$9,466 0.85 New Assistant Professor \$61,659 26 Chemistry Chemistry Professor \$122,446 451 \$66,525 1 -55921 0.54 Associate Professor \$73,537 159 \$57,570 1 -\$15,967 0.78 Assistant Professor (includes New Assistant Professor) \$65,688 178 \$47,500 1 -\$18,188 0.72 Psychology Professor \$63,591 21 Psychology Professor \$111,518 334 Associate Professor \$71,425 238 \$66,593 2 -\$4,832 0.93 no challed New Assistant Professor (includes New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86			(includes							
Professor \$64,962 206 \$55,496 1 \$-\$9,466 0.85			New							
New Assistant Professor \$61,659 26										
Assistant				\$64,962	206	\$55,496	1	-\$9,466	0.85	+.10
Professor \$61,659 26										
Chemistry				\$64.6E0	26					
Chemistry		40.0504	FIOIESSOI	\$61,059	20					
Associate Professor \$73,537 159 \$57,570 1 -\$15,967 0.78 Assistant Professor (includes New Assistant Professor) \$65,688 178 \$47,500 1 -\$18,188 0.72 New Assistant Professor \$63,591 21 Psychology Psychology Professor \$111,518 334 Associate Professor \$71,425 238 \$66,593 2 -\$4,832 0.93 no characteristic notation of the second o	Chamistry		Professor	\$122.446	451	\$66 525	1	-55021	0.54	
Professor \$73,537 159 \$57,570 1 -\$15,967 0.78 Assistant Professor (includes New Assistant Professor) \$65,688 178 \$47,500 1 -\$18,188 0.72 New Assistant Professor \$63,591 21 Psychology Professor \$63,591 21 Psychology Professor \$111,518 334 Associate Professor \$71,425 238 \$66,593 2 -\$4,832 0.93 no characteristic (includes New Assistant Professor (includes New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$64,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$64,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$64,540 1 -\$8,827 0.86 New Assistant Professor \$63,367 223 \$64,540 1 -\$8,827 0.86 New Assistant Professor \$64,540 1 -\$8,827 0.	Chemistry	Onemistry		\$122,440	451	\$00,323	<u>'</u>	-55921	0.54	
Assistant Professor (includes New Assistant Professor) \$65,688 178 \$47,500 1 -\$18,188 0.72 New Assistant Professor \$63,591 21 Psychology Professor \$111,518 334 Associate Professor \$71,425 238 \$66,593 2 -\$4,832 0.93 no characteristic Professor (includes New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86				\$73.537	159	\$57.570	1	-\$15.967	0.78	+.01
Control Cont				ψ. ο,οο.		φο. ,σ. σ	•	ψ.ο,σσ.	00	
New Assistant Professor \$65,688 178 \$47,500 1 -\$18,188 0.72			Professor							
Assistant Professor) \$65,688 178 \$47,500 1 -\$18,188 0.72 New Assistant Professor \$63,591 21 Psychology Professor \$111,518 334 Associate Professor \$71,425 238 \$66,593 2 -\$4,832 0.93 no characteristic form (includes New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86			`							
Professor \$65,688 178 \$47,500 1 -\$18,188 0.72			_							
New Assistant Professor \$63,591 21				407.000	4=0	* 1= ===		* • • • • • • • • • • • • • • • • • • •		
Assistant Professor \$63,591 21			Professor)	\$65,688	178	\$47,500	1	-\$18,188	0.72	+.05
Professor \$63,591 21			-							
Psychology				\$63,591	21					
Psychology Professor \$111,518 334		42.0101		455,551	'					
Associate Professor \$71,425 238 \$66,593 2 -\$4,832 0.93 no cha Assistant Professor (includes New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant			Professor	\$111,518	334					
Assistant Professor (includes New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant			Associate							
Professor (includes New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant				\$71,425	238	\$66,593	2	-\$4,832	0.93	no change
(includes New Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant										
New										
Assistant Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant			`							
Professor) \$63,367 223 \$54,540 1 -\$8,827 0.86 New Assistant Assistant Assistant Assistant Assistant Assistant										
New Assistant				\$63.367	223	\$54 540	1	-¢a ao7	0.86	01
Assistant				φυυ,υση	223	ψ54,540	'	-ψ0,627	0.80	01
φοι,σοτι σο			Professor	\$61,654	39					

Honors College, continued

			Comparison	Group	FAU Fac	ulty		1.00 = Parity with	Change in Parity
	Comparison CIP		Average		Average			Comparison	from 2008-09 to
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
Mathematical	27.0101								
Sciences	Mathematics	Professor	\$103,308	539					
		Associate							
		Professor	\$73,568	250	\$57,483	1	-\$16,085	0.78	01
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$64,206	200	\$50,684	1	-\$13,522	0.79	10
		New							
		Assistant							
		Professor	\$62,049	38					
	40.0801								
Physics	Physics	Professor	\$110,219	454					
-		Associate							
		Professor	\$77,159	173					
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$67,394	163	\$50,000	1	-\$17,394	0.74	+.08
		New							
		Assistant							
		Professor	\$65,532	21					

Salary of faculty from the following institutions were used to calculate comparison statistics: Auburn University (AL), Baylor University (TX), Clemson University (SC), Florida State University, Georgia Institute of Technology, Georgia State University, Louisiana State University, Mississippi State University, North Carolina State University at Raleigh, Oklahoma State University, Old Dominion University (VA), Texas A&M University, Texas Tech University, University of Alabama, University of Alabama at Birmingham, University of Arkansas, University of Florida, University of Georgia, University of Houston (TX), University of Kentucky, University of Louisville (KY), University of Mississippi, University of North Carolina at Chapel Hill, University of North Carolina at Charlotte, University of North Carolina at Greensboro, University of North Texas, University of Oklahoma, University of South Carolina, University of Southern Mississippi, University of Tennessee at Knoxville, University of Texas at Arlington, University of Texas at Austin, University of Virginia,

Virginia Polytechnic Institute & State University, West Virginia University

College of Nursing

	Comparison CIP		Comparison Average	Group	FAU Fac	ulty		1.00 = Parity with Comparison	Change in Parity
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
	51.1601								
Nursing	Nursing	Professor	\$101,874	83	\$85,913	5	-\$15,961	0.84	02
		Associate							
		Professor	\$79,071	117	\$71,084	8	-\$7,987	0.90	no change
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$64,799	170	\$62,493	13	-\$2,306	0.96	01
		New							
		Assistant							
		Professor	\$65,675	16					

Salary of faculty from the following institutions were used to calculate comparison statistics: Auburn University (AL), Baylor University (TX), Clemson University (SC), Florida State University, Georgia Institute of Technology, Georgia State University, Louisiana State University, Mississippi State University, North Carolina State University at Raleigh, Oklahoma State University, Old Dominion University (VA), Texas A&M University, Texas Tech University, University of Alabama, University of Alabama at Birmingham, University of Arkansas, University of Florida, University of Georgia, University of Houston (TX), University of Kentucky, University of Louisville (KY), University of Mississippi, University of North Carolina at Chaple Hill, Universi Carolina at Greensboro, University of North Texas, University of Oklahoma, University of South Carolina, University of Southern Mississippi, University of Tennessee at Knoxville, University of Texas at Arlington, University of Texas at Austin, University of Virginia,

Virginia Polytechnic Institute & State University, West Virginia University

College of Science

			Comparison	Group	FAU Fac	ulty		1.00 = Parity with	Change in Parity from 2008-09 to 2009-10
FAU Department	Comparison CIP Code	Rank	Average Salary	N	Average Salary	N	Difference	Comparison Group	
	26.0101	Rank	Guidiy		Calary	- '`	Direction	Стопр	2003 10
	Biology/Biological								
	Sciences, General	Professor	\$112,039	316	\$84,167	3	-\$27,872	0.75	01
J		Associate	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		, , ,		· · · · · ·		
		Professor	\$74,543	209	\$67,330	11	-\$7,213	0.90	01
		Assistant							
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$64,962	206	\$57,780	7	-\$7,182	0.89	+.03
		New							
		Assistant	****		***		A. 0=0		
		Professor	\$61,659	26	\$60,000	1	-\$1,659	0.97	01
•	40.0501								
Biochemistry	Chemistry	Professor	\$122,446	451	\$94,816	4	-\$27,630	0.77	no change
		Associate	# 70 507	450	# 70 007	4	# 000	4.00	20
		Professor Assistant	\$73,537	159	\$73,867	4	\$330	1.00	03
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$65,688	178	\$62,865	4	-\$2,823	0.96	+.05
		New	φου,σου		ψ02,000		Ψ2,020	0.00	1.00
		Assistant							
		Professor	\$63,591	21	\$69,800	1	\$6,209	1.10	
	42.0101								
Psychology	General Psychology		\$111,518	334	\$98,599	12	-\$12,919	0.88	no change
		Associate							
		Professor	\$71,425	238	\$61,605	7	-\$9,820	0.86	+.02
		Assistant							
		Professor							
		(includes							
		New							
		Assistant	# 00 007	000	¢ EE 005	,	#0.4.40	0.07	محاج جي
		Professor) New	\$63,367	223	\$55,225	4	-\$8,142	0.87	no change
		Assistant							
		Professor	\$61,654	39					
		L 10162201	\$01,054	39					

College of Science, continued

			Comparison	Group	FAU Fac	culty		1.00 = Parity with	Change in Parity from 2008-09 to
	Comparison CIP		Average	·	Average	-	1	Comparison	
FAU Department	Code	Rank	Salary	N	Salary	N	Difference	Group	2009-10
Casasianasa	45.0701	Professor	\$96,407	81					
Geosciences	Geography	Associate	\$90,407	01					
		Professor	\$71,975	81	\$66,598	2	-\$5,377	0.93	01
	1	Assistant	ψι 1,010		ψου,σου		φο,στ	0.00	.01
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$59,838	78	\$58,862	2	-\$976	0.98	01
		New							
		Assistant Professor	004.000	40					
	40.0004	Professor	\$61,366	19					
Casaisnasa	40.0601 Geology	Professor	¢110.900	170	¢00 140	0	¢22.070	0.00	04
Geosciences	Geology	Associate	\$110,822	170	\$88,143	2	-\$22,679	0.80	01
		Professor	\$75,465	101	\$62,641	2	-\$12,824	0.83	no change
	1	Assistant	ψ/ 0, 100		ψ02,011		Ψ12,02 I	0.00	no onango
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$65,300	92	\$57,570	2	-\$7,730	0.88	01
		New							
		Assistant	000.070	40					
BA 41 41 1	07.0404	Professor	\$66,879	19					
Mathematical	27.0101	D	£400.000	500	COE 050	40	047.055	0.00	04
Sciences	Mathematics	Professor Associate	\$103,308	539	\$85,953	19	-\$17,355	0.83	01
		Professor	\$73,568	250	\$65,003	3	-\$8,565	0.88	03
	 	Assistant	\$73,300	230	φ05,005		-ψ0,505	0.00	03
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$64,206	200	\$61,837	2	-\$2,369	0.96	+.01
		New							
		Assistant	000.040	00					
	<u> </u>	Professor	\$62,049	38	* 25 225		*		0.5
Physics	Physics	Professor	\$110,219	454	\$85,925	3	-\$24,294	0.78	05
		Associate Professor	¢77.150	173	\$67,698	3	¢0.464	0.88	00
	+	Assistant	\$77,159	1/3	φο, τοφ	3	-\$9,461	0.88	08
		Professor							
		(includes							
		New							
		Assistant							
		Professor)	\$67,394	163	\$55,821	3	-\$11,573	0.83	no change
		New							
		Assistant							
	the following institution	Professor	\$65,532	21					