

Amherst College

Annual Faculty Salary and Compensation Report 2005-06

Committee on Priorities and Resources Fall 2006

Members of the Committee:

Dominic Poccia, Chair
Sean Redding
Beth V. Yarbrough
Jonathan Borowsky '07
Callie Fogler '07
Mirza Ali Khan '08

Annual Faculty Salary and Compensation Report, 2005-06¹

Committee on Priorities and Resources Fall 2006

I. Charge

The Faculty Handbook charges the Committee on Priorities and Resources (CPR) to report each year to the Faculty on the status of Amherst faculty salaries and compensation.² Since the late 1970s, the annual report has focused on a comparison of salary and compensation at Amherst with that at twelve comparator institutions known as the *Traditional Group*, relying on data of average salary by rank provided by the American Association of University Professors (AAUP). Last year's CPR report included a new comparison group, referred to as the *New Group*. The New Group is described in the CPR's Amherst College Institutional Comparison Group Report of 2005, undertaken in response to a request from the Administration and the Board of Trustees in the Fall of 2003: 1) to examine the ways Amherst has traditionally performed comparison of faculty salary and compensation and 2) to recommend a definitive group of comparator institutions and a benchmark within the group that the College should strive to reach and maintain.³

II. Background and Recent Developments

This year's Report has been assembled in the Fall instead of the traditional Spring semester in response to the AAUP's increasingly late release of the necessary data. The CPR feels that this alteration of timing is well justified given the importance of including data from all comparator institutions and of allowing time to discuss the implications of the data and so intends to continue this practice.

This year's Report includes comparisons with both the Traditional Group and the New Group. We also follow up and address other recommendations and implications of the Institutional Comparison Group Report (ICGR): that we rely primarily on AAUP data, focus primarily on salary in our comparisons, emphasize long-term trends, continue to evaluate long-term trends against previous benchmarks until such time as the Trustees and Administration formulate new benchmarks, monitor approximately once each decade more detailed time-in-rank data to aid in interpretation of salary comparisons, estimate the effects of the inclusion of professional school salary data by some comparator

¹ The faculty and student members of the Committee on Priorities and Resources would like to express our appreciation to our administration and staff colleagues for their help with this report and for their collegial discussion of salary-related matters. We include both the *ex officio* CPR members, Tony Marx, Greg Call, Peter Shea, Shannon Gurek and Katie Bryne, as well as Marian Matheson, the staff of the Office of the Dean of Faculty, Gerry Mager and Nancy Ratner.

² Recent reports and minutes from CPR meetings are available on the Dean of Faculty's Web site.

³ The ICGR is also available on the Dean of Faculty's Web site.

institutions, and deal with benefits issues through periodic detailed examinations of the quality of individual benefits and their effects on faculty.

III. Summary of Issues Outlined in the Institutional Comparison Group Report (ICGR)

The CPR was charged by the Board of Trustees to recommend a definitive group of comparator institutions. The New Group recommended in the ICGR includes thirty top public and private research universities and liberal arts colleges. It includes those institutions with which Amherst competes both for faculty and for students. For continuity, the New Group includes all of the Traditional Group schools. The New Group was intended to broaden and deepen the sample of comparator institutions. It was not chosen to alter Amherst's apparent salary ranking, and the data continue to show that it has not done so.

The ICGR also dealt with data issues and two potential sources of data bias. It outlined problems with the AAUP data for salary and compensation but could not suggest a superior alternative.

The two sources of bias arise from reporting by the AAUP of *average* salary by rank. One potential source of bias could originate from systematic demographic differences within rank across institutions. Since the data are not reported by years-in-rank, a school with more of its faculty near the beginning of a rank would report a lower average salary for that rank than a school with a larger fraction of its faculty having a longer period in that rank, even if both paid identical salaries for years-in-rank. A second source of bias could result from the inclusion of professional school faculty whose salary scales are often quite differently structured from those of arts and sciences faculty. Higher salaries paid to professional school faculty at an equivalent rank would increase the average reported even if two institutions, one with professional schools and one without, paid identical salaries to their arts and sciences faculties.

The ICGR noted that in 1997-98 the Amherst Administration evaluated the potential for demographic bias in the AAUP data by using a small group of comparators that provided detailed and confidential time-in-rank and salary information. The Administration concluded that demographic differences did not seem to have a significant effect on Amherst's rankings in the Traditional Group. The ICGR recommended that such a study be done periodically.

The ICGR included an attempt to evaluate the salary effects of professional schools and concluded, after correcting as well as possible for inclusion of professional school data by some comparator institutions, that the rankings in recent CPR salary reports would not be altered significantly. However, despite the correction's minimal effects on Amherst's *rankings*, absolute differences between salaries at Amherst and at universities with professional schools were affected by 5 to 10 percent and, in rare cases, by up to 20 percent. The ICGR recommended monitoring professional school salary data periodically, and we have included adjusted salary data in this report.

The CPR was also charged by the Administration and Board of Trustees to set a benchmark within the New Group which Amherst should try to reach or maintain. The CPR's 2004-05 salary report (sections V. and VI., pp. 4-8, 11) provides the history of such benchmarks at Amherst extending back almost 50 years. It includes statements on compensation or salary by the Board or the Administration from 1958, 1970, 1979, 1993 and 1998 with phrases such as "salaries as high as those in any other college in the country and such that Amherst can compete with the universities for faculty members" (1958), "a level no lower than that of other institutions of highest quality" (1970), "Amherst College regains the relative competitive position it held in 1968" (1979), and "salaries at the upper associate and full professor level, where the competitive lags seem most salient.....as addition to the budget, over and above funds allocated for anticipated increases in salary pools, to begin to close these gaps" (1998). [Please refer to the ICGR for more detail.] The 2004-05 salary report concluded that despite several periods in which salary trends were corrected to improve the relative positions of Amherst professors and despite increases in real or inflation-corrected salary, salaries of Amherst professors have "typically been below both the median and the mean (average) of the Traditional Group." No new benchmarks were set, and the Report recommended retaining and striving to meet the historical benchmarks.

IV. Actual Salary and Compensation Performances: Short Term Trends

Amherst's rankings within both the Traditional Group and the New Group have changed little since 2004-05. Recent trends are summarized below.

As usual, we caution faculty members not to read these data for comparison with their individual increases since the average data as reported by the AAUP include salary increases at the time of promotion or tenure in the more junior rank, thus overstating the actual salary increases for most members of the Assistant and Associate Professor ranks. Additionally, salary rankings are considered more fundamental indicators than compensation rankings because most compensation is driven by calculation of a percentage of salary, and because not all benefits are included in AAUP data (for example, post-retirement health care insurance). We again point out that long term trends are more significant than short term trends because they smooth out demographic variations in rank due to hiring, promotion and retirement.

A. Full Professors

The 3-year *salary* data show Amherst moving ahead of Wesleyan and Williams in the Traditional Group (which it did last year) with a substantial average increase of 6.6% (higher than any of the 12 institutions), thus moving its rank to 7 of 13 (Table 1A). In the New Group, Amherst Full Professor salary rank has risen from 22 to 19 in the last 3 years, again driven this year by an increase that was exceeded by only one institution (Bowdoin) in the group of 31 (Table 1B). Amherst Full Professor salaries remained at the median for the Traditional Group but below the median for the New Group (Charts D and E).

Relative to the Traditional Group (Table 2A) Amherst Full Professor *compensation* rose the past year to equal the institution just above it (Williams College). Comparisons to the New Group (Table 2B) show Amherst passing Swarthmore, which had previously just slightly exceeded Amherst. Overall, Amherst moved from a position of 8th to a 7th place tie (of 13) in the Traditional Group and 21st to tied for 19th (of 31) in the New Group. Summaries of Full Professor data are given below.

AMHERST SALARY RANKINGS					
New Group (N = 31)			Traditional Group (N = 13)		
03-04	04-05	05-06	03-04	04-05	05-06
22	20	19	8	7.5	7

AMHERST SALARY AS PERCENT OF GROUP MEDIAN					
New Group (N = 31)			Traditional Group (N = 13)		
03-04	04-05	05-06	03-04	04-05	05-06
94.3	94.6	96.9	98.7	100.0	100.0

AMHERST COMPENSATION RANKINGS					
New Group (N = 31)			Traditional Group (N = 13)		
03-04	04-05	05-06	03-04	04-05	05-06
21	21	19.5	8	8	7.5

AMHERST COMPENSATION AS PERCENT OF GROUP MEDIAN					
New Group (N = 31)			Traditional Group (N = 13)		
03-04	04-05	05-06	03-04	04-05	05-06
95.4	96.6	97.8	97.8	98.9	100.0

B. Associate Professors

This is typically the most volatile group in the surveys because it is very sensitive to time-in-rank. Over the last decade, promotion from Associate to Full Professor at Amherst routinely occurred at 6 years post-tenure, contributing to the low percentage of total faculty at the Associate rank at Amherst (Table 4). Therefore if institutions with which we compare ourselves do not promote virtually automatically after 6 years, those institutions could have an Associate Professor group with elevated years-in-rank compared to Amherst and consequently Associate salaries skewed to higher levels, although only if individuals held back in rank (presumably because of unfavorable performance evaluations) continue to receive significant salary increases.

Indeed relative rankings for Amherst Associate Professors are lower compared to the other two ranks. For *salary* in the last 3 years in the Traditional Group, Amherst moved from 10th to 9th to 9th and in the New Group from 24th to 24th to 23rd (Tables 1A and 1B). For *compensation*, the corresponding rankings went from 8th to 10th to 9th and from 21st to 25th to 24th in the last three years (Tables 2A and 2B). As expected, Amherst Associate Professors continue to be significantly below the median of institutions in both Groups, more so than at the Full or Assistant Professor levels. Associate Professors received a substantial increase in salary (7.8%) this year which was higher than all but one

institution (Williams) in the Traditional Group or New Group. Summaries of Associate Professor data are given below.

AMHERST SALARY RANKINGS					
<i>New Group</i> (<i>N = 31</i>)			<i>Traditional Group</i> (<i>N = 13</i>)		
03-04	04-05	05-06	03-04	04-05	05-06
24	24	23	10	9	9

AMHERST SALARY AS PERCENT OF GROUP MEDIAN					
<i>New Group</i> (<i>N = 31</i>)			<i>Traditional Group</i> (<i>N = 13</i>)		
03-04	04-05	05-06	03-04	04-05	05-06
95.5	96.3	95.0	97.9	96.6	94.8

AMHERST COMPENSATION RANKINGS					
<i>New Group</i> (<i>N = 31</i>)			<i>Traditional Group</i> (<i>N = 13</i>)		
03-04	04-05	05-06	03-04	04-05	05-06
21.5	25	24	8	10	9

AMHERST COMPENSATION AS PERCENT OF GROUP MEDIAN					
<i>New Group</i> (<i>N = 31</i>)			<i>Traditional Group</i> (<i>N = 13</i>)		
03-04	04-05	05-06	03-04	04-05	05-06
96.4	95.3	95.1	99.3	95.4	95.5

C. Assistant Professors

This is the category where current market forces are most strongly in play, since salaries are sometime negotiated with respect to other job offers at the hiring stage whereas few senior professors are actively on the job market in any given year and thus receiving competitive offers. Here we see Amherst remaining close to the median of each group.

Rankings for *salaries* of Assistant Professors at Amherst in the Traditional Group remained constant at 6th and moved from 17th to 18th to 16th in the New Group (Tables 1A and 1B). For *compensation* the corresponding rankings moved from 4th to 5th to 3rd and in the New Group from 14th to 16th to 12th over the last three years (Tables 2A and 2B). Amherst Assistant Professor salaries therefore continue to be close to the median of both Groups. Their substantial increase in salary (6.8%) for the last year was exceeded by 4 of the other 12 schools in the Traditional Group and 8 of the 30 other schools in the New Group (6 of which were small liberal arts colleges: Bowdoin, Davidson, Haverford, Pomona, Wellesley and Williams). Summaries of Assistant Professor data are given below.

AMHERST SALARY RANKINGS					
<i>New Group</i> (N = 31)			<i>Traditional Group</i> (N = 13)		
03-04	04-05	05-06	03-04	04-05	05-06
17	18	16	6	6	6

AMHERST SALARY AS PERCENT OF GROUP MEDIAN					
<i>New Group</i> (N = 31)			<i>Traditional Group</i> (N = 13)		
03-04	04-05	05-06	03-04	04-05	05-06
97.2	98.9	100.0	100.5	101.6	101.0

AMHERST COMPENSATION RANKINGS					
<i>New Group</i> (N = 31)			<i>Traditional Group</i> (N = 13)		
03-04	04-05	05-06	03-04	04-05	05-06
14	16.5	12	4	5.5	3

AMHERST COMPENSATION AS PERCENT OF GROUP MEDIAN					
<i>New Group</i> (N = 31)			<i>Traditional Group</i> (N = 13)		
03-04	04-05	05-06	03-04	04-05	05-06
101.7	100.0	103.2	104.3	103.4	104.2

V. Long Term Trends

One year's data will not alter, of course, the long-term trends discussed at length in last year's report. Here we summarize briefly those trends and refer the reader to the Report of 2004-05 for a much more detailed discussion of many issues raised here.

As seen in Chart A1, corrected for inflation, Amherst compensation has continued to increase at all ranks since the declines of the 1970s. The two periods of special salary increase (1979-82 and 1998-2001) are apparent, following in each case periods of declining or stagnant salaries that they were meant to address. The corresponding salary data from 1981 are presented in Chart A2. Despite these real increases, Amherst almost always sits below the median for each rank in comparison to either the Traditional or New Group. What would be the additional annual cost of reaching the New Group median? With salary shortfalls relative to the New Group median of \$3,800 for Full Professors (N = 100), \$4,100 for Associates (N = 11), and \$0 for Assistants (N = 40), the cost would be $(\$3,800 \times 100) + (\$4,100 \times 11) + (\$0 \times 40) = \$380,000 + \$45,100 + \$0 = \$425,100$ per year⁴.

A. Full Professors

⁴ These salary increases, to the median of the New Group, would rank Amherst at 11.5th and 11th for Full and Associate Professors, respectively, within the New Group of 31 institutions once the professional-salary corrections in Tables 3A,B,C are made. Amherst already ranks 11th for Assistant Professors within the New Group for professional-school-corrected salaries.

Full Professor salary rankings were near the median of the Traditional Group (Chart B1) from the 1980s until the early 1990s, then dropped for 4 years and gradually recovered over the past decade to finally reach the median for the last two years (see Chart D for more detail). In the New Group (Chart C1) Full Professor salaries have been always below the median (from 99% to 92% in the period since 1989-90). The salary initiative of 1997-98 brought Amherst up from its low point of 1997-98 within two years to 97% of the median, but a decline followed over the next 5 years. This year's increase brought Full Professor salaries back to 97%, still below the levels of 1989-1993 (see Chart E).

B. Associate Professors

In comparison to the Traditional Group, Amherst Associate Professor salaries have been at or below the median since 1989-90 with large fluctuations (Chart B2). They declined over the last two years to 95% of the median (Chart D). In comparison to the New Group (Chart C2), volatility is again apparent, and currently salaries are also at 95% of the median (Chart E).

C. Assistant Professors

Assistant Professor salaries are the only ones that have ever exceeded the median of the Traditional Group over the last 16 years (Chart B3), currently at 101% of the median (Chart D). They have remained much closer to the median over this period than the salaries of the other two ranks. Compared to the New Group (Chart C3), Assistant Professor Salaries have only twice equaled or exceeded the group median, including during the current year at just over 100% (Chart E).

VI. Additional Issues

Last year the CPR listed three factors that complicate considerations of where Amherst faculty salaries ought to lie. Attempts have been and will continue to be made to address each of these issues and these are discussed briefly below.

A. Salary vs. Compensation

It is possible that although Amherst salaries are at or below the median of competitor institutions, compensation expenditures make up for or even exceed the salary differences. This issue is problematic since the AAUP data are incomplete and it is difficult to compare various forms of benefits packages (see section IV. of the ICGR and section VII.A. of the 2004-05 salary report).

AAUP benefit data include retirement, insurance (health, long-term disability, dental, and life), tuition grant-in-aid, FICA (Social Security/Medicare), unemployment compensation, workers' compensation, housing/mortgage, and moving expenses. They do not include support for faculty work such as leave provisions (sabbatical, parenting and medical), travel and research support (such as the Faculty Research Awards Program

[FRAP]) or post-retirement health care. As for last year, relative rankings for compensation and salary are similar whether comparing within the Traditional or New Group. These data indicate that there is little evidence that higher compensation figures at Amherst balance salary discrepancies. For Full, Associate and Assistant Professors, ranks for compensation vs. salary are 7, 9 and 3 vs. 7, 9, and 6, respectively in the Traditional Group. For the New Group, the corresponding figures are 19, 24 and 12 and 19, 23 and 16.

One source of benefits not included in AAUP data concerns sabbatical leaves. A recent survey of the by the Dean of Faculty and Director of Institutional Research concerning leave policies for junior faculty at 20 of the New Group schools indicated that four offered more substantial benefits and 2 less than Amherst. The College has responded recently with an augmented junior faculty leave policy. The Committee on Academic Priorities Report of 2006 recommended augmented leave provisions for tenured faculty as well.⁵

Other benefit issues under discussion by the CPR include child care, family leave, grant-in-aid for children of employees and post-retirement health insurance for employees hired after June 30, 2003. The Administration is also considering offering some voluntary employee paid benefits through payroll reduction including supplemental long-term disability insurance and long-term medical care insurance.

B. Professional school salaries

Comparisons with AAUP data do not distinguish between institutions with professional schools and those without. Thus average salary data for institutions with professional schools is typically skewed upward by the higher salaries paid to law, business or other professional school faculty members. (Medical/clinical and administrative salaries are not included in the AAUP data.) Data with professional schools excluded are not available from the AAUP which might alter Amherst's relative rankings upwards in comparison with only arts and sciences faculty. Last year's CPR salary report (section VI.B., pp. 13-15) attempted to address this issue by obtaining data from Web sites and published and proprietary salary data. We believe that these adjusted data, while difficult and time consuming to obtain and not nearly as complete or precise as might be wished, do give a more accurate picture of the actual salary differences of Amherst and arts and sciences faculties at other institutions.

In excluding professional school salaries, we should also point out that in some fields, Amherst must compete with professional schools for faculty (economics, health sciences, law, etc.). Moreover, actual income of professors at research universities is likely to be more often supplemented by consultant's fees and summer stipends, but we do not have systematic data to indicate the magnitude of these factors.

Estimates of appropriate salary adjustments are reported in Tables 3A,B,C for the New Group schools. Of course, salary levels for the liberal arts colleges and for

⁵ The CAP report is available from the Dean of Faculty's Web site.

universities that excluded professional school data from the AAUP reporting remain unchanged. For most others, salaries were inflated by less than 10% by inclusion of professional school data. A few others needed larger corrections at the Assistant Professor level, up to 20%.

Our conclusions based upon these admittedly rough calculations are that: 1) inclusion of professional school salary does not greatly change Amherst's relative ranking in salary, especially for Full Professors, and 2) the absolute difference in salary with those schools ahead of us is reduced and thus any efforts to move Amherst's rankings higher are not as financially daunting as they would seem with professional school data included. For example, the 2005-06 difference in Full Professor average salary between Harvard (near the top of New Group schools) and Amherst is \$49,000 unadjusted; \$33,000 adjusted. For Northwestern (near the middle of the New Group Schools above Amherst), the corresponding numbers are \$22,000 and \$7,000.

C. Cost-of-living

It has been argued that some of the institutions ahead of Amherst in salary rankings might pay more to compensate for higher cost-of-living in their geographical areas. Last year's CPR chose not to focus on cost-of-living adjustments for several reasons. First, we could not secure reliable cost-of-living adjustment factors for all of the comparator institutions. Second, a major factor in cost-of-living calculations is housing which institutions treat in a variety of ways, often including substantial subsidies in areas of high housing costs, and we could not evaluate these fully. Third, the increasing incidence of two-career families maintaining two geographically separate residences, often both rural and urban with associated commuting costs, makes comparisons complicated. A short treatment of cost-of-living issues was offered in last year's CPR report (section VI.C., p. 15). Adjusting for cost-of-living differences did not change Amherst's ranking for Full Professors in the Traditional Group, although the adjustment did alter the particular institutions that placed ahead of Amherst.

VII. Conclusions and Recommendations

We applaud the very positive steps taken by the Administration and Trustees over the last year in formulating significant real increases in faculty salaries. As noted, average real income and compensation adjusted for inflation again increased for Full and Assistant Professors in 2005-06. Significantly, Amherst's percentage increase in salary for each rank was above the median for comparator institutions in both the Traditional and New Groups. The long term trend of real salary increases is an important indication of the attention to faculty salaries and of the strong financial stewardship of the College undertaken by the Trustees and Administration.

At the same time, we note that many of Amherst's relative rankings compared to either the Traditional or New Group remain below the median despite corrections made over certain "catch-up" periods, an indication that other institutions are not standing still.

Within each group it is clear that Amherst occupies a position at the upper end of liberal arts colleges (consistently exceeded only by Wellesley). Compared with either the Traditional or New Groups, which include large universities, Amherst rarely attains the median.

Detailed arguments concerning why Amherst should be compared to the mix of institutions in the New Group were made in the ICGR. Long-term data suggest that *in practice* the College has been comparing Amherst salary benchmarks to the liberal arts colleges. All of the institutions of the New Group are among the most prestigious in the country; but, as explained in the ICGR, they are also the ones with which we compete for faculty and students, and more so with the institutions in the top half of the group than the bottom half (some of which were retained from the Traditional Group solely for historical-compatibility purposes). This raises again the thorny issue of what salary benchmarks should be. The issues of exactly what is expected of our faculty and how much they should be compensated for their efforts are complex, and neither the teaching college nor research university model serves as an ideal comparator. Although it is true that the “job description” of an Amherst professor is not the same as that of a professor at a large research university, Amherst’s expectations are not necessarily less demanding. When we compare ourselves to universities, the College expects a very high level of scholarly output from a faculty that is asked to devote a much greater percentage of its time to teaching, advising and self-governance relative to research, and without the substantial help of graduate or post-doctoral students. On the other hand, we believe that traditionally Amherst has asked, and gotten, more high quality scholarly activity from our faculty than most liberal arts colleges, as indicated, for example, by publications, national awards, prestigious journal editorships, elected office in professional associations, and grant funding, all we believe without any sacrifice in the attention to and quality of teaching and mentoring expected at this institution.

The College’s long term pattern of salary increases has generally been reactive despite occasional attempts by previous Boards and Administrations to set proactive benchmarks. The net result has been to keep Amherst’s rankings relatively constant but to fail to attain long term goals set by previous benchmarks. We note as in last year’s CPR report that no new benchmarks need be set if the College has the will to re-adopt almost any of the previous benchmarks. As it stands we have never achieved the benchmarks discussed above. Therefore there remains a question as to whether these benchmarks set over many years remain either desirable or realistic. An answer to this question has not emerged, and it does not seem sensible for this Committee to attempt a new definition in isolation. Should a useful new benchmark be introduced, it should be both fiscally sound and based on an understanding of the nature of a faculty position at Amherst, the real sources of our competition for both faculty and the students whose expectations of faculty quality are part of their choice to attend the College, and the effects of inclusion of professional school data, which exaggerate the costs of moving Amherst upwards in the rankings.

We conclude with the following recommendations.

1. That we maintain for one more year both the Traditional Group and the New Group of comparator institutions and then decide with which to continue future comparisons.
2. That individual issues of compensation continue to be studied by the CPR with evaluation of their likely effects and in response to our constituents. These should include discussion by the CPR and Administration of family issues such as child care, tuition grant-in-aid and long-term medical care, not with an eye to their contribution to Amherst's compensation rankings, but rather to the needs and choices of our faculty.
3. That the Administration undertake another study of demographic effects on the structure of salary data as was last performed in 1997-98.
4. That the CPR prepare for a dialog with the appropriate group of Trustees and Administrators to better define long term goals or benchmarks. We wish to avoid having to institute "catch-up" years or to make decisions based on idiosyncrasies of each year's budget, as has sometimes been past practice.

**TABLE 1A
COMPARISON OF SALARIES - AMHERST COLLEGE AND THE TRADITIONAL GROUP**

RANK/ INSTITUTION	ACTUAL FY2003-04 SALARY DOLLARS	% INC	RANK/ INSTITUTION	ACTUAL FY2004-05 SALARY DOLLARS	% INC	RANK/ INSTITUTION	ACTUAL FY2005-06 SALARY DOLLARS	% INC
PROFESSORS			PROFESSORS			PROFESSORS		
Harvard	157.5	4.2%	Harvard	163.2	3.6%	Harvard	168.7	4.7%
Yale	138.8	4.3%	Yale	145.6	4.4%	Yale	151.2	4.5%
Dartmouth	118.0	3.0%	Dartmouth	124.5	6.0%	Dartmouth	132.4	6.1%
U. Michigan	117.8	2.6%	U. Michigan	120.2	3.4%	U. Michigan	125.6	3.9%
Wellesley	113.6	5.7%	Wellesley	119.5	6.1%	U. Virginia	123.1	5.3%
U. Virginia	112.9	5.0%	U. Virginia	118.1	5.9%	Wellesley	123.1	4.7%
Wesleyan	109.8	5.9%	AMHERST	113.0	4.9%	AMHERST	119.3	6.6%
Williams	109.0	4.1%	Wesleyan	113.0	3.0%	Williams	116.9	6.0%
AMHERST	108.4	4.2%	Williams	111.5	4.6%	Wesleyan	115.4	3.4%
Smith	102.4	2.8%	Smith	105.4	5.1%	Smith	112.1	6.0%
Mount Holyoke	102.2	3.4%	Mount Holyoke	104.5	3.7%	Mount Holyoke	105.9	3.4%
Indiana U.	99.1	3.2%	UMass/Amherst	103.1	15.0%	Indiana U.	104.9	3.2%
UMass/Amherst	90.7	0.3%	Indiana U.	101.8	2.9%	UMass/Amherst	103.5	0.2%
ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS		
Harvard	91.9	5.1%	Harvard	92.3	3.3%	Harvard	97.1	5.6%
Dartmouth	81.4	3.3%	Dartmouth	86.0	6.1%	Dartmouth	92.0	6.4%
U. Michigan	80.9	3.8%	Wellesley	85.7	7.0%	Wellesley	88.7	6.2%
Wellesley	80.6	8.5%	UMass/Amherst	82.1	18.3%	Yale	85.3	7.0%
Yale	78.5	7.6%	Yale	82.1	7.8%	Williams	83.9	7.9%
Williams	77.5	5.2%	U. Michigan	81.6	4.1%	U. Michigan	83.7	4.1%
Mount Holyoke	75.2	4.6%	Williams	79.0	5.9%	U. Virginia	82.7	6.2%
U. Virginia	75.1	7.3%	U. Virginia	78.1	6.4%	UMass/Amherst	81.7	1.6%
Wesleyan	73.7	6.4%	AMHERST	76.3	6.3%	AMHERST	78.4	7.8%
AMHERST	73.6	5.8%	Mount Holyoke	76.0	5.8%	Mount Holyoke	77.3	7.5%
UMass/Amherst	70.8	0.9%	Wesleyan	74.8	3.1%	Wesleyan	76.1	4.2%
Smith	70.6	1.6%	Smith	73.0	5.1%	Smith	76.0	5.6%
Indiana U.	68.5	3.7%	Indiana U.	70.7	4.1%	Indiana U.	72.8	4.6%
ASSISTANT PROFESSORS			ASSISTANT PROFESSORS			ASSISTANT PROFESSORS		
Harvard	82.1	4.0%	Harvard	82.9	3.3%	Harvard	87.3	5.0%
Dartmouth	67.9	4.7%	Yale	69.4	6.6%	U. Michigan	72.8	4.5%
U. Michigan	66.7	3.5%	Dartmouth	69.0	7.8%	Yale	72.8	7.0%
Yale	66.5	6.4%	Wellesley	67.9	8.7%	Wellesley	71.3	7.0%
Wellesley	64.6	8.2%	U. Michigan	67.1	3.8%	Dartmouth	70.0	8.8%
AMHERST	61.9	4.5%	AMHERST	65.1	5.5%	AMHERST	68.7	6.8%
Williams	61.6	5.6%	U. Virginia	64.1	6.4%	U. Virginia	68.0	6.5%
Wesleyan	61.3	6.7%	Williams	64.1	6.1%	Williams	66.1	8.0%
U. Virginia	60.8	8.1%	UMass/Amherst	62.5	20.0%	Wesleyan	64.3	3.9%
Indiana U.	59.6	4.4%	Wesleyan	62.5	3.8%	Indiana U.	62.6	3.8%
Smith	57.5	1.6%	Indiana U.	61.3	2.8%	Smith	62.6	6.4%
UMass/Amherst	56.7	2.4%	Smith	61.2	7.5%	UMass/Amherst	62.2	1.5%
Mount Holyoke	56.6	4.7%	Mount Holyoke	57.9	6.4%	Mount Holyoke	59.5	6.0%

TABLE 1B

COMPARISON OF SALARIES, BY RANK - AMHERST COLLEGE AND THE NEW GROUP

RANK/ INSTITUTION	ACTUAL FY2003-04 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2004-05 SALARY DOLLARS	% INC	RANK/ INSTITUTION	ACTUAL FY2005-06 SALARY DOLLARS	% INC
PROFESSORS			PROFESSORS			PROFESSORS	
Harvard	157.5	Harvard	163.2	3.6%	Harvard	168.7	4.7%
Princeton U.	145.6	Princeton U.	151.1	3.6%	Princeton U.	156.8	4.1%
Stanford U.	142.6	Stanford U.	148.5	5.5%	Stanford U.	156.2	4.7%
Yale	138.8	Yale	145.6	4.4%	Yale	151.2	4.5%
U. Pennsylvania	138.5	U. Pennsylvania	143.4	2.3%	U. Pennsylvania	150.0	4.0%
MIT	135.1	Columbia U.	140.4	4.4%	Columbia U.	N/A*	N/A
Columbia U.	134.2	Northwestern U.	136.3	3.7%	Northwestern U.	140.8	4.1%
Northwestern U.	131.9	MIT	135.0	2.4%	MIT	140.3	4.0%
Duke U.	128.6	Duke U.	131.2	2.4%	Duke U.	136.4	3.8%
UCal - Berkeley	123.0	Washington U.	128.4	N/A	Washington U.	135.2	N/A
UCal - LA	122.4	Dartmouth	124.5	6.0%	Dartmouth	132.4	6.1%
Washington U.	122.0	UCal - LA	123.3	N/A	Brown U.	129.2	4.2%
Dartmouth	118.0	Brown U.	123.1	4.9%	UCal - LA	128.4	N/A
U. Michigan	117.8	UCal - Berkeley	121.8	N/A	UCal - Berkeley	126.2	N/A
Brown U.	116.9	U. Michigan	120.2	3.4%	U. Michigan	125.6	3.9%
Pomona	114.9	Wellesley	119.5	6.1%	U. Virginia	123.1	5.3%
Wellesley	113.6	U. Virginia	118.1	5.9%	Wellesley	123.1	4.7%
U. Virginia	112.9	Pomona	117.3	4.5%	Pomona	121.7	4.1%
Swarthmore	109.8	Swarthmore	113.7	5.4%	AMHERST	119.3	6.6%
Wesleyan	109.8	AMHERST	113.0	4.9%	Swarthmore	118.2	4.4%
Williams	109.0	Wesleyan	113.0	3.0%	Williams	116.9	5.5%
AMHERST	108.4	UNC-Chapel Hill	112.7	6.1%	Wesleyan	115.4	3.4%
UNC-Chapel Hill	106.3	Williams	111.5	4.6%	UNC-Chapel Hill	115.3	3.6%
Bowdoin	103.1	Bowdoin	108.5	5.6%	Bowdoin	113.5	6.7%
Smith	102.4	Smith	105.4	5.1%	Smith	112.1	6.0%
Mount Holyoke	102.2	Mount Holyoke	104.5	3.7%	Mount Holyoke	105.9	3.4%
Indiana U.	99.1	UMass/Amherst	103.1	15.0%	Indiana U.	104.9	3.2%
Carleton	95.5	Indiana U.	101.8	2.9%	UMass/Amherst	103.5	0.2%
Haverford	94.2	Carleton	97.5	4.4%	Carleton	100.4	3.5%
UMass/Amherst	90.7	Haverford	95.9	2.9%	Haverford	100.4	5.0%
Davidson	90.3	Davidson	94.9	6.8%	Davidson	99.5	4.9%
ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS	
Stanford U.	98.7	Stanford U.	103.0	7.6%	Stanford U.	106.1	6.2%
U. Pennsylvania	93.2	U. Pennsylvania	95.9	3.3%	U. Pennsylvania	100.7	6.8%
Princeton U.	92.4	Princeton U.	95.5	7.5%	Harvard	97.1	5.6%
Harvard	91.9	Columbia U.	94.5	7.5%	Columbia U.	N/A*	N/A
MIT	91.5	Harvard	92.3	3.3%	Princeton U.	97.1	6.9%
Columbia U.	88.8	MIT	91.0	3.8%	MIT	94.1	6.8%
Northwestern U.	86.9	Northwestern U.	90.7	5.8%	Northwestern U.	93.7	6.0%
Duke U.	85.4	Duke U.	89.5	4.5%	Dartmouth	92.0	6.4%
Dartmouth	81.4	Dartmouth	86.0	6.1%	Duke U.	91.3	5.6%
Washington U.	81.0	Wellesley	85.7	7.0%	Washington U.	90.5	N/A
U. Michigan	80.9	Washington U.	85.1	N/A	Wellesley	88.7	6.2%
Wellesley	80.6	UMass/Amherst	82.1	18.3%	Yale	85.3	7.0%
Yale	78.5	Yale	82.1	7.8%	Williams	83.9	7.9%
Pomona	78.3	U. Michigan	81.6	4.1%	U. Michigan	83.8	4.1%
Williams	77.5	Pomona	81.1	5.4%	U. Virginia	82.7	6.2%
UCal - Berkeley	77.1	Swarthmore	79.2	5.8%	Pomona	82.5	5.5%
UCal - LA	77.0	Williams	79.0	5.9%	UCal - LA	82.0	N/A
Swarthmore	76.9	Brown U.	78.4	5.9%	UCal - Berkeley	81.9	N/A
Mount Holyoke	75.2	U. Virginia	78.1	N/A	Swarthmore	81.7	4.3%
U. Virginia	75.1	UCal - LA	78.1	6.4%	UMass/Amherst	81.6	1.6%
UNC-Chapel Hill	74.1	UCal - Berkeley	77.7	N/A	Bowdoin	81.1	7.3%
Brown U.	73.7	UNC-Chapel Hill	77.2	6.7%	Brown U.	81.0	5.0%
Wesleyan	73.7	Bowdoin	76.5	6.5%	AMHERST	78.4	7.8%
AMHERST	73.6	AMHERST	76.3	6.3%	UNC-Chapel Hill	77.9	3.6%
Bowdoin	73.0	Mount Holyoke	76.0	5.8%	Mount Holyoke	77.3	7.5%
Haverford	71.1	Wesleyan	74.8	3.1%	Wesleyan	76.1	4.2%
UMass/Amherst	70.8	Davidson	73.1	8.8%	Smith	76.0	5.6%
Smith	70.6	Smith	73.0	5.1%	Haverford	74.7	5.6%
Indiana U.	68.5	Haverford	71.7	3.0%	Davidson	74.1	5.2%
Carleton	67.5	Indiana U.	70.7	4.1%	Indiana U.	72.8	4.6%
Davidson	67.5	Carleton	69.5	7.4%	Carleton	70.7	5.8%

TABLE 1B (cont.)

COMPARISON OF SALARIES, BY RANK - AMHERST COLLEGE AND THE NEW GROUP

RANK/ INSTITUTION	ACTUAL FY2003-04 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2004-05 SALARY DOLLARS	% INC	RANK/ INSTITUTION	ACTUAL FY2005-06 SALARY DOLLARS	% INC
ASSISTANT PROFESSORS		ASSISTANT PROFESSORS			ASSISTANT PROFESSORS		
MIT	82.6	U. Pennsylvania	85.2	3.6%	U. Pennsylvania	88.1	6.8%
Harvard	82.1	Harvard	82.9	3.3%	Harvard	87.3	5.0%
U. Pennsylvania	82.1	Stanford U.	82.0	6.7%	Stanford U.	86.9	6.6%
Stanford U.	78.9	MIT	79.5	3.1%	MIT	82.7	6.7%
Northwestern U.	76.8	Northwestern U.	79.3	4.9%	Northwestern U.	81.2	4.4%
Duke U.	74.6	Duke U.	75.5	4.5%	Duke U.	78.8	4.2%
Washington U.	72.1	Columbia U.	74.8	5.5%	Columbia U.	N/A*	N/A
Columbia U.	71.6	Princeton U.	73.4	4.5%	Princeton U.	76.3	5.8%
Princeton U.	70.9	Washington U.	72.4	N/A	UCal - Berkeley	74.1	N/A
UCal - Berkeley	70.0	UCal - Berkeley	71.3	N/A	Washington U.	73.4	N/A
Dartmouth	67.9	Brown U.	69.7	6.9%	U. Michigan	72.8	4.5%
U. Michigan	66.7	Yale	69.4	6.6%	Yale	72.8	7.0%
Yale	66.5	Dartmouth	69.0	7.8%	Brown U.	72.1	5.1%
Brown U.	65.5	Wellesley	67.9	8.7%	Wellesley	71.3	7.0%
Wellesley	64.6	U. Michigan	67.1	3.8%	Dartmouth	70.0	8.8%
UCal - LA	63.7	UNC-Chapel Hill	65.8	6.8%	AMHERST	68.7	6.8%
AMHERST	61.9	UCal - LA	65.5	N/A	U. Virginia	68.0	6.5%
UNC-Chapel Hill	61.8	AMHERST	65.1	5.5%	UCal - LA	67.0	N/A
Williams	61.6	U. Virginia	64.1	6.4%	Williams	66.1	8.0%
Wesleyan	61.3	Williams	64.1	6.1%	Bowdoin	65.4	8.2%
U. Virginia	60.8	UMass/Amherst	62.5	20.0%	UNC-Chapel Hill	65.2	5.7%
Swarthmore	60.4	Wesleyan	62.5	3.8%	Wesleyan	64.3	3.9%
Carleton	59.6	Swarthmore	62.3	4.8%	Swarthmore	63.7	4.8%
Indiana U.	59.6	Bowdoin	61.9	7.1%	Carleton	63.2	4.5%
Pomona	58.0	Carleton	61.5	5.1%	Indiana U.	62.6	3.8%
Smith	57.5	Indiana U.	61.3	2.8%	Smith	62.6	6.4%
Bowdoin	57.0	Smith	61.2	7.5%	UMass/Amherst	62.2	1.5%
UMass/Amherst	56.7	Davidson	58.9	9.8%	Pomona	60.9	7.4%
Mount Holyoke	56.6	Pomona	58.8	5.6%	Mount Holyoke	59.5	6.0%
Haverford	56.0	Mount Holyoke	57.9	6.4%	Davidson	59.3	7.3%
Davidson	55.2	Haverford	56.7	4.0%	Haverford	58.6	7.0%

* Columbia University did not supply information to AAUP for FY06, therefore for comparison purposes they have been ranked at the same level as FY05.

TABLE 2A
COMPARISON OF COMPENSATION - AMHERST COLLEGE AND THE TRADITIONAL GROUP

RANK/ INSTITUTION	ACTUAL FY2003-04 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2004-05 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2005-06 COMPENSATION
PROFESSORS		PROFESSORS		PROFESSORS	
Harvard	193.0	Harvard	201.4	Harvard	208.5
Yale	166.3	Yale	174.4	Yale	183.1
Dartmouth	150.8	Dartmouth	158.9	Dartmouth	168.9
Wellesley	150.8	Wellesley	158.5	Wellesley	162.4
U. Michigan	142.4	U. Michigan	145.6	U. Michigan	152.3
U. Virginia	138.9	U. Virginia	145.3	U. Virginia	152.1
Williams	138.8	Williams	142.1	<u>AMHERST</u>	<u>149.0</u>
<u>AMHERST</u>	<u>135.8</u>	<u>AMHERST</u>	<u>140.6</u>	Williams	149.0
Smith	131.8	Wesleyan	136.6	Smith	142.0
Wesleyan	130.4	Smith	134.3	Wesleyan	139.3
Mount Holyoke	129.2	Mount Holyoke	132.6	Indiana U.	133.8
Indiana U.	126.5	Indiana U.	129.7	Mount Holyoke	133.4
UMass/Amherst	114.0	UMass/Amherst	129.1	UMass/Amherst	131.3
ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS	
Harvard	114.6	Harvard	116.6	Harvard	122.0
Wellesley	106.5	Wellesley	113.8	Dartmouth	118.7
Dartmouth	105.1	Dartmouth	111.0	Wellesley	115.5
U. Michigan	100.8	UMass/Amherst	103.9	Williams	109.1
Williams	100.2	Yale	102.4	Yale	107.4
Yale	98.5	U. Michigan	102.2	U. Virginia	105.8
Mount Holyoke	96.0	Williams	102.1	U. Michigan	105.3
<u>AMHERST</u>	<u>95.3</u>	U. Virginia	99.2	UMass/Amherst	104.4
U. Virginia	95.0	Mount Holyoke	97.7	<u>AMHERST</u>	<u>100.6</u>
UMass/Amherst	90.5	<u>AMHERST</u>	<u>97.4</u>	Mount Holyoke	100.1
Smith	90.2	Smith	93.5	Smith	97.8
Wesleyan	90.2	Wesleyan	93.2	Wesleyan	95.2
Indiana U.	89.0	Indiana U.	91.7	Indiana U.	94.4
ASSISTANT PROFESSORS		ASSISTANT PROFESSORS		ASSISTANT PROFESSORS	
Harvard	101.0	Harvard	101.9	Harvard	106.5
Dartmouth	84.9	Wellesley	86.7	U. Michigan	92.5
U. Michigan	84.3	Dartmouth	86.5	<u>AMHERST</u>	<u>91.2</u>
<u>AMHERST</u>	<u>82.9</u>	Yale	86.0	Yale	90.4
Yale	81.5	<u>AMHERST</u>	<u>85.3</u>	Wellesley	89.6
Wellesley	80.6	U. Michigan	85.3	Dartmouth	88.1
Williams	79.5	Williams	82.5	U. Virginia	87.5
U. Virginia	77.4	U. Virginia	81.9	Williams	86.6
Indiana U.	76.4	UMass/Amherst	78.8	Smith	80.3
Wesleyan	75.1	Indiana U.	78.3	Indiana U.	80.2
Mount Holyoke	74.1	Smith	77.6	UMass/Amherst	79.4
UMass/Amherst	72.3	Wesleyan	77.4	Wesleyan	79.2
Smith	69.7	Mount Holyoke	76.2	Mount Holyoke	77.3

TABLE 2B

COMPARISON OF COMPENSATION, BY RANK - AMHERST COLLEGE AND THE NEW GROUP

RANK/ INSTITUTION	ACTUAL FY2003-04 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2004-05 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2005-06 COMPENSATION
PROFESSORS		PROFESSORS		PROFESSORS	
Harvard	193.0	Harvard	201.4	Harvard	208.5
U. Pennsylvania	183.8	U. Pennsylvania	191.4	U. Pennsylvania	197.5
Stanford U.	182.9	Stanford U.	189.7	Princeton U.	191.2
Princeton U.	177.6	Princeton U.	184.3	Stanford U.	188.2
MIT	167.6	Yale	174.4	Yale	183.1
Yale	166.3	MIT	168.5	MIT	174.5
Columbia U.	162.3	Northwestern U.	165.1	Northwestern U.	171.8
Duke U.	160.3	Duke U.	164.3	Duke U.	170.6
Northwestern U.	159.8	Columbia U.	162.9	Columbia U.	N/A*
UCal-Berkeley	158.2	UCal-LA	159.6	Dartmouth	168.9
UCal-LA	157.5	Dartmouth	158.9	Washington U.	167.2
Dartmouth	150.8	Brown U.	158.8	Brown U.	166.3
Wellesley	150.8	Washington U.	158.5	UCal-LA	166.2
Washington U.	149.9	Wellesley	158.5	UCal-Berkeley	163.4
Brown U.	142.8	UCal-Berkeley	157.7	Wellesley	162.4
U. Michigan	142.4	U. Michigan	145.6	U. Michigan	152.3
Pomona	140.1	U. Virginia	145.3	U. Virginia	152.1
U. Virginia	138.9	Pomona	145.0	Pomona	151.0
Williams	138.8	Williams	142.1	<u>AMHERST</u>	<u>149.0</u>
Swarthmore	136.3	Swarthmore	141.0	Williams	149.0
<u>AMHERST</u>	<u>135.8</u>	<u>AMHERST</u>	<u>140.6</u>	Bowdoin	146.6
Bowdoin	133.4	Bowdoin	140.4	Swarthmore	146.4
Smith	131.8	Wesleyan	136.6	Smith	142.0
Wesleyan	130.4	Smith	134.3	Haverford	139.5
Haverford	129.6	UNC-Chapel Hill	134.2	Wesleyan	139.3
Mount Holyoke	129.2	Mount Holyoke	132.6	UNC-Chapel Hill	138.3
Indiana U.	126.5	Haverford	132.1	Indiana U.	133.8
UNC-Chapel Hill	126.4	Indiana U.	129.7	Mount Holyoke	133.4
Carleton	124.9	UMass/Amherst	129.1	UMass/Amherst	131.3
Davidson	116.0	Carleton	127.9	Carleton	130.3
UMass/Amherst	114.0	Davidson	122.8	Davidson	127.4
ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS	
Stanford U.	132.6	Stanford U.	132.5	Stanford U.	140.1
U. Pennsylvania	125.9	U. Pennsylvania	130.5	U. Pennsylvania	138.5
MIT	116.7	Princeton U.	118.2	Duke U.	122.1
Harvard	114.6	Columbia U.	117.0	Columbia U.	N/A*
Princeton U.	114.2	Harvard	116.6	Harvard	122.0
Columbia U.	113.7	MIT	115.6	MIT	120.6
Duke U.	107.5	Duke U.	113.8	Princeton U.	119.9
Northwestern U.	106.5	Wellesley	113.8	Dartmouth	118.7
Wellesley	106.5	Northwestern U.	111.6	Northwestern U.	116.7
Dartmouth	105.1	Dartmouth	111.0	Wellesley	115.5
U. Michigan	100.8	UMass/Amherst	103.9	Washington U.	110.5
UCal-Berkeley	100.5	Washington U.	103.7	Williams	109.1
UCal-LA	100.5	Swarthmore	102.9	UCal-LA	108.5
Williams	100.2	Yale	102.4	UCal-Berkeley	108.4
Washington U.	99.2	UCal-LA	102.3	Yale	107.4
Swarthmore	98.9	U. Michigan	102.2	Brown U.	105.8
Haverford	98.6	Williams	102.1	U. Virginia	105.8
Yale	98.5	UCal-Berkeley	102.0	Swarthmore	105.4
Pomona	97.3	Pomona	100.8	U. Michigan	105.4
Mount Holyoke	96.0	Brown U.	100.5	Bowdoin	104.7
<u>AMHERST</u>	<u>95.3</u>	Haverford	99.7	UMass/Amherst	104.4
Bowdoin	95.3	Bowdoin	99.3	Pomona	104.1
U. Virginia	95.0	U. Virginia	99.2	Haverford	103.1
Brown U.	91.5	Mount Holyoke	97.7	<u>AMHERST</u>	<u>100.6</u>
Carleton	91.2	<u>AMHERST</u>	<u>97.4</u>	Mount Holyoke	100.1
UMass/Amherst	90.5	Davidson	95.2	Smith	97.8
UNC-Chapel Hill	90.4	UNC-Chapel Hill	94.2	Davidson	96.5
Smith	90.2	Smith	93.5	UNC-Chapel Hill	95.7
Wesleyan	90.2	Wesleyan	93.2	Wesleyan	95.2
Indiana U.	89.0	Carleton	92.4	Indiana U.	94.4
Davidson	88.5	Indiana U.	91.7	Carleton	93.6

TABLE 2B (cont.)

COMPARISON OF COMPENSATION, BY RANK - AMHERST COLLEGE AND THE NEW GROUP

RANK/ INSTITUTION	ACTUAL FY2003-04 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2004-05 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2005-06 COMPENSATION
ASSISTANT PROFESSORS					
U. Pennsylvania	111.7	U. Pennsylvania	116.8	U. Pennsylvania	123.4
MIT	105.9	Stanford U.	108.3	Stanford U.	110.9
Stanford U.	104.0	MIT	102.1	Harvard	106.5
Harvard	101.0	Harvard	101.9	MIT	106.5
Columbia U.	92.8	Columbia U.	97.3	Columbia U.	N/A*
Northwestern U.	92.0	Northwestern U.	96.6	Duke U.	100.6
UCal-Berkeley	91.3	UCal-Berkeley	93.6	Northwestern U.	100.2
Duke U.	90.2	Duke U.	91.8	UCal-Berkeley	98.6
Princeton U.	88.1	Princeton U.	91.6	Princeton U.	95.3
Washington U.	85.7	Brown U.	88.9	Brown U.	94.5
Dartmouth	84.9	Washington U.	87.0	U. Michigan	92.5
U. Michigan	84.3	Wellesley	86.7	<u>AMHERST</u>	<u>91.2</u>
UCal-LA	83.3	Dartmouth	86.5	Yale	90.4
<u>AMHERST</u>	82.9	Yale	86.0	UCal-LA	89.9
Brown U.	81.5	UCal-LA	85.7	Wellesley	89.6
Yale	81.5	<u>AMHERST</u>	<u>85.3</u>	Washington U.	88.4
Carleton	80.6	U. Michigan	85.3	Dartmouth	88.1
Wellesley	80.6	Carleton	82.7	U. Virginia	87.5
Williams	79.5	Williams	82.5	Williams	86.6
Haverford	79.4	U. Virginia	81.9	Bowdoin	84.8
Swarthmore	78.1	Swarthmore	81.3	Carleton	84.4
U. Virginia	77.4	Haverford	81.2	Haverford	83.9
Indiana U.	76.4	UNC-Chapel Hill	80.8	Swarthmore	82.2
UNC-Chapel Hill	76.2	Bowdoin	80.4	UNC-Chapel Hill	81.1
Wesleyan	75.1	Davidson	79.4	Smith	80.3
Davidson	74.7	UMass/Amherst	78.8	Indiana U.	80.2
Bowdoin	74.1	Indiana U.	78.3	Davidson	80.0
Mount Holyoke	74.1	Smith	77.6	UMass/Amherst	79.4
Pomona	72.8	Wesleyan	77.4	Wesleyan	79.1
UMass/Amherst	72.3	Mount Holyoke	76.2	Mount Holyoke	77.3
Smith	69.7	Pomona	74.5	Pomona	75.8

* Columbia University did not supply information to AAUP for FY06, therefore for comparison purposes they have been ranked at the same level as FY05.

TABLE 3A
PROFESSIONAL SCHOOL ADJUSTMENTS NEW GROUP

	2004-2005				2005-2006		
	Salary	Prof.	Adjusted		Salary	Prof.	Adjusted
	Dollars	School			Dollars	School	
AAUP	Adjustmen	Salary	AAUP	Adjustmen	Salary		
PROFESSORS				PROFESSORS			
Princeton U.	151.1	0	151.1	Princeton U.	156.8	0	156.8
Harvard	162.3	10	146.1	Harvard	168.7	10	151.8
Stanford U.	148.5	5	141.1	Stanford U.	156.2	5	148.4
Yale	145.6	10	131.0	Yale	151.2	10	136.1
U. Pennsylvania	143.4	10	129.1	U. Pennsylvania	150.0	10	135.0
Columbia U.	140.4	10	126.4	Columbia U.	N/A	10	N/A*
Duke U.	131.2	5	124.6	Duke U.	136.4	5	129.6
Brown U.	123.1	0	123.1	Brown U.	129.2	0	129.2
Northwestern U.	136.3	10	122.7	Northwestern U.	140.8	10	126.7
MIT	135.0	10	121.5	MIT	140.3	10	126.3
Wellesley	119.5	0	119.5	Wellesley	123.1	0	123.1
Pomona	117.3	0	117.3	UCal - LA	128.4	5	122.0
UCal - LA	123.3	5	117.1	Pomona	121.7	0	121.7
UCal - Berkeley	121.8	5	115.7	Washington U.	135.2	10	121.7
Washington U.	128.4	10	115.6	UCal - Berkeley	126.2	5	119.9
U. Michigan	120.2	5	114.2	U. Michigan	125.6	5	119.3
Swarthmore	113.7	0	113.7	AMHERST	119.3	0	119.3
AMHERST	113.0	0	113.0	<i>Dartmouth</i>	<i>132.4</i>	<i>10</i>	<i>119.2</i>
Wesleyan	113.0	0	113.0	Swarthmore	118.2	0	118.2
<i>U. Virginia</i>	<i>118.1</i>	<i>5</i>	<i>112.2</i>	<i>U. Virginia</i>	<i>123.1</i>	<i>5</i>	<i>116.9</i>
<i>Dartmouth</i>	<i>124.5</i>	<i>10</i>	<i>112.1</i>	Williams	116.9	0	116.9
Williams	111.5	0	111.5	Wesleyan	115.4	0	115.4
Bowdoin	108.5	0	108.5	Bowdoin	113.5	0	113.5
Smith	105.4	0	105.4	Smith	112.1	0	112.1
Mount Holyoke	104.5	0	104.5	Mount Holyoke	105.9	0	105.9
UMass/Amherst	103.1	0	103.1	UNC-Chapel Hill	115.3	10	103.8
UNC-Chapel Hill	112.7	10	101.4	UMass/Amherst	103.5	0	103.5
Carleton	97.5	0	97.5	Carleton	100.4	0	100.4
Indiana U.	101.8	5	96.7	Haverford	100.4	0	100.4
Haverford	95.9	0	95.9	Indiana U.	104.9	5	99.7
Davidson	94.9	0	94.9	Davidson	99.5	0	99.5
Median	119.5	5.0	114.2	Median	123.1	5.0	119.3
Mean	121.5	4.0	116.1	Mean	125.7	4.0	120.4

TABLE 3B
PROFESSIONAL SCHOOL ADJUSTMENTS NEW GROUP

	2004-2005				2005-2006		
	Salary	Prof.	Adjusted		Salary	Prof.	Adjusted
	Dollars	School	Salary		Dollars	School	Salary
	AAUP	Adjustmen		AAUP	Adjustmen		
ASSOCIATE PROFESSORS				ASSOCIATE PROFESSORS			
Princeton U.	95.5	5	90.7	Princeton U.	97.1	5	92.2
Stanford U.	103.0	15	87.6	Stanford U.	106.1	15	90.2
Wellesley	85.7	0	85.7	Wellesley	88.7	0	88.7
MIT	91.0	10	81.9	U. Pennsylvania	100.7	15	85.6
Northwestern U.	90.7	10	81.6	MIT	94.1	10	84.7
U. Pennsylvania	95.9	15	81.5	Northwestern U.	93.7	10	84.3
Pomona	81.1	0	81.1	Columbia U.	N/A	15	N/A*
Columbia U.	94.5	15	80.3	Williams	83.9	0	83.9
Swarthmore	79.2	0	79.2	Dartmouth	92.0	10	82.8
Williams	79.0	0	79.0	Pomona	82.5	0	82.5
Brown U.	78.4	0	78.4	UCal - Berkeley	81.9	0	81.9
Yale	82.1	5	78.0	Swarthmore	81.7	0	81.7
UCal - Berkeley	77.7	0	77.7	Washington U.	90.5	10	81.5
U. Michigan	81.6	5	77.5	Bowdoin	81.1	0	81.1
Dartmouth	86.0	10	77.4	Yale	85.3	5	81.0
Washington U.	85.1	10	76.6	Brown U.	81.0	0	81.0
Bowdoin	76.5	0	76.5	U. Michigan	83.8	5	79.6
AMHERST	76.3	0	76.3	U. Virginia	82.7	5	78.6
<i>Duke U.</i>	<i>89.5</i>	<i>15</i>	<i>76.1</i>	AMHERST	78.4	0	78.4
Mount Holyoke	76.0	0	76.0	<i>UCal - LA</i>	<i>82.0</i>	<i>5</i>	<i>77.9</i>
Wesleyan	74.8	0	74.8	<i>Harvard</i>	<i>97.1</i>	<i>20</i>	<i>77.7</i>
<i>UCal - LA</i>	<i>78.1</i>	<i>5</i>	<i>74.2</i>	<i>Duke U.</i>	<i>91.3</i>	<i>15</i>	<i>77.6</i>
<i>UMass/Amherst</i>	<i>82.1</i>	<i>10</i>	<i>73.9</i>	Mount Holyoke	77.3	0	77.3
<i>Harvard</i>	<i>92.3</i>	<i>20</i>	<i>73.8</i>	Wesleyan	76.1	0	76.1
Davidson	73.1	0	73.1	Smith	76.0	0	76.0
Smith	73.0	0	73.0	Haverford	74.7	0	74.7
Haverford	71.7	0	71.7	Davidson	74.1	0	74.1
U. Virginia	75.1	5	71.3	<i>UMass/Amherst</i>	<i>81.6</i>	<i>10</i>	<i>73.4</i>
Carleton	69.5	0	69.5	Carleton	70.7	0	70.7
<i>UNC-Chapel Hill</i>	<i>77.2</i>	<i>10</i>	<i>69.5</i>	UNC-Chapel Hill	77.9	10	70.1
Indiana U.	70.7	5	67.2	Indiana U.	72.8	5	69.2
Median	79.2	5.0	76.6	Median	82.3	5.0	80.3
Mean	82.0	5.5	77.1	Mean	84.6	5.5	79.8

TABLE 3C
PROFESSIONAL SCHOOL ADJUSTMENTS NEW GROUP

	2004-2005			2005-2006		
	Salary	Prof.	Adjusted	Salary	Prof.	Adjusted
	Dollars	School		Dollars	School	
	AAUP	Adjustmen	Salary	AAUP	Adjustmen	Salary
ASSISTANT PROFESSORS				ASSISTANT PROFESSORS		
MIT	79.5	10	71.6	MIT	82.7	10 74.4
Princeton U.	73.4	5	69.7	Stanford U.	86.9	15 73.9
Brown U.	69.7	0	69.7	Princeton U.	76.3	5 72.5
Stanford U.	82.0	15	69.7	Brown U.	72.1	0 72.1
U. Pennsylvania	85.2	20	68.2	Wellesley	71.3	0 71.3
Wellesley	67.9	0	67.9	U. Pennsylvania	88.1	20 70.5
UCal - Berkeley	71.3	5	67.7	UCal - Berkeley	74.1	5 70.4
Harvard	82.9	20	66.3	Harvard	87.3	20 69.8
Yale	69.4	5	65.9	U. Michigan	72.8	5 69.2
Dartmouth	69.0	5	65.6	Yale	72.8	5 69.2
Washington U.	72.4	10	65.2	AMHERST	68.7	0 68.7
AMHERST	65.1	0	65.1	<i>Duke U.</i>	78.8	15 67.0
<i>Duke U.</i>	75.5	15	64.2	<i>Dartmouth</i>	70.0	5 66.5
Williams	64.1	0	64.1	Williams	66.1	0 66.1
<i>U. Michigan</i>	67.1	5	63.7	<i>Washington U.</i>	73.4	10 66.1
<i>Northwestern U.</i>	79.3	20	63.4	Bowdoin	65.4	0 65.4
UMass/Amherst	62.5	0	62.5	<i>Northwestern U.</i>	81.2	20 65.0
Wesleyan	62.5	0	62.5	U. Virginia	68.0	5 64.6
Swarthmore	62.3	0	62.3	Wesleyan	64.3	0 64.3
<i>UCal - LA</i>	65.5	5	62.2	Swarthmore	63.7	0 63.7
Bowdoin	61.9	0	61.9	UCal - LA	67.0	5 63.7
Carlton	61.5	0	61.5	Carlton	63.2	0 63.2
Smith	61.2	0	61.2	Smith	62.6	0 62.6
U. Virginia	64.1	5	60.9	UMass/Amherst	62.2	0 62.2
<i>Columbia U.</i>	74.8	20	59.8	<i>Columbia U.</i>	N/A	20 N/A*
<i>UNC-Chapel Hill</i>	65.8	10	59.2	Pomona	60.9	0 60.9
Davidson	58.9	0	58.9	Mount Holyoke	59.5	0 59.5
Pomona	58.8	0	58.8	Indiana U.	62.6	5 59.5
Indiana U.	61.3	5	58.2	Davidson	59.3	0 59.3
Mount Holyoke	57.9	0	57.9	UNC-Chapel Hill	65.2	10 58.7
Haverford	56.7	0	56.7	Haverford	58.6	0 58.6
Median	65.8	5.0	63.4	Median	68.4	5.0 65.7
Mean	68.0	5.8	63.6	Mean	70.2	5.8 66.0

Note: Schools in italic are institutions that fell below Amherst by using the Professional School Adjustment.

The professional school adjustment is an estimate of the amount that the AAUP reported salary is overstated due to the inclusion of salaries for professional school faculty members.

* Columbia University did not supply information to AAUP for FY06, therefore for comparison purposes they have been ranked at the same level as FY05.

TABLE 4
% OF TOTAL FACULTY BY RANK, NEW GROUP (2005-2006)

RANK/ INSTITUTION	ACTUAL FY2005-06 Counts By Rank	%	RANK/ INSTITUTION	ACTUAL FY2005-06 Counts By Rank	%	RANK/ INSTITUTION	ACTUAL FY2005-06 Counts By Rank	%
PROFESSORS			ASSOCIATE PROFESSORS			ASSISTANT PROFESSORS		
Princeton U.	460	66%	Haverford	41	38%	Bowdoin	56	37%
AMHERST	100	66%	Davidson	48	32%	Williams	85	34%
Harvard	803	65%	Dartmouth	133	31%	Haverford	35	32%
MIT	616	63%	Bowdoin	46	30%	Washington U.	172	29%
U. CA-Berkeley	872	62%	Pomona	50	30%	U. Michigan	550	28%
U. CA-Los Angeles	1063	62%	Swarthmore	50	29%	Wesleyan	68	28%
Yale	534	61%	Smith	82	29%	Yale	236	27%
Stanford U.	554	60%	Indiana U.	401	28%	AMHERST	40	26%
Brown U.	317	56%	U. Virginia	298	28%	Wellesley	55	26%
Mount Holyoke	101	56%	UMass/Amherst	267	27%	Indiana U.	369	26%
U. Pennsylvania	567	54%	Duke U.	221	27%	U. NC-Chapel Hill	299	26%
Wesleyan	131	53%	Mount Holyoke	48	27%	Princeton U.	174	25%
Northwestern U.	498	53%	U. NC-Chapel Hill	305	27%	Smith	72	25%
Carleton	96	53%	Brown U.	142	25%	Carleton	45	25%
Wellesley	106	51%	U. Michigan	482	25%	U. Pennsylvania	258	25%
Williams	125	50%	Northwestern U.	220	23%	Pomona	41	24%
U. Virginia	530	50%	Wellesley	48	23%	Duke U.	198	24%
Swarthmore	85	49%	Washington U.	134	22%	UMass/Amherst	236	24%
Duke U.	406	49%	Carleton	40	22%	Northwestern U.	220	23%
Washington U.	296	49%	U. Pennsylvania	226	22%	Davidson	35	23%
UMass/Amherst	482	49%	U. CA-Berkeley	283	20%	U. Virginia	241	23%
U. NC-Chapel Hill	545	47%	Wesleyan	46	19%	Stanford U.	206	22%
U. Michigan	914	47%	MIT	178	18%	Dartmouth	95	22%
Dartmouth	198	46%	U. CA-Los Angeles	310	18%	Harvard	267	22%
Smith	133	46%	Stanford U.	158	17%	Swarthmore	37	22%
Pomona	78	46%	Williams	42	17%	U. CA-Los Angeles	351	20%
Indiana U.	638	45%	Harvard	166	13%	Brown U.	104	18%
Davidson	68	45%	Yale	109	12%	MIT	179	18%
Bowdoin	50	33%	Princeton U.	59	9%	U. CA-Berkeley	244	17%
Haverford	33	30%	AMHERST	11	7%	Mount Holyoke	31	17%
Columbia U.	N/A		Columbia U.	N/A		Columbia U.	N/A	

CHART A1
Real Compensation (net of inflation), 1960 Dollars
Amherst College

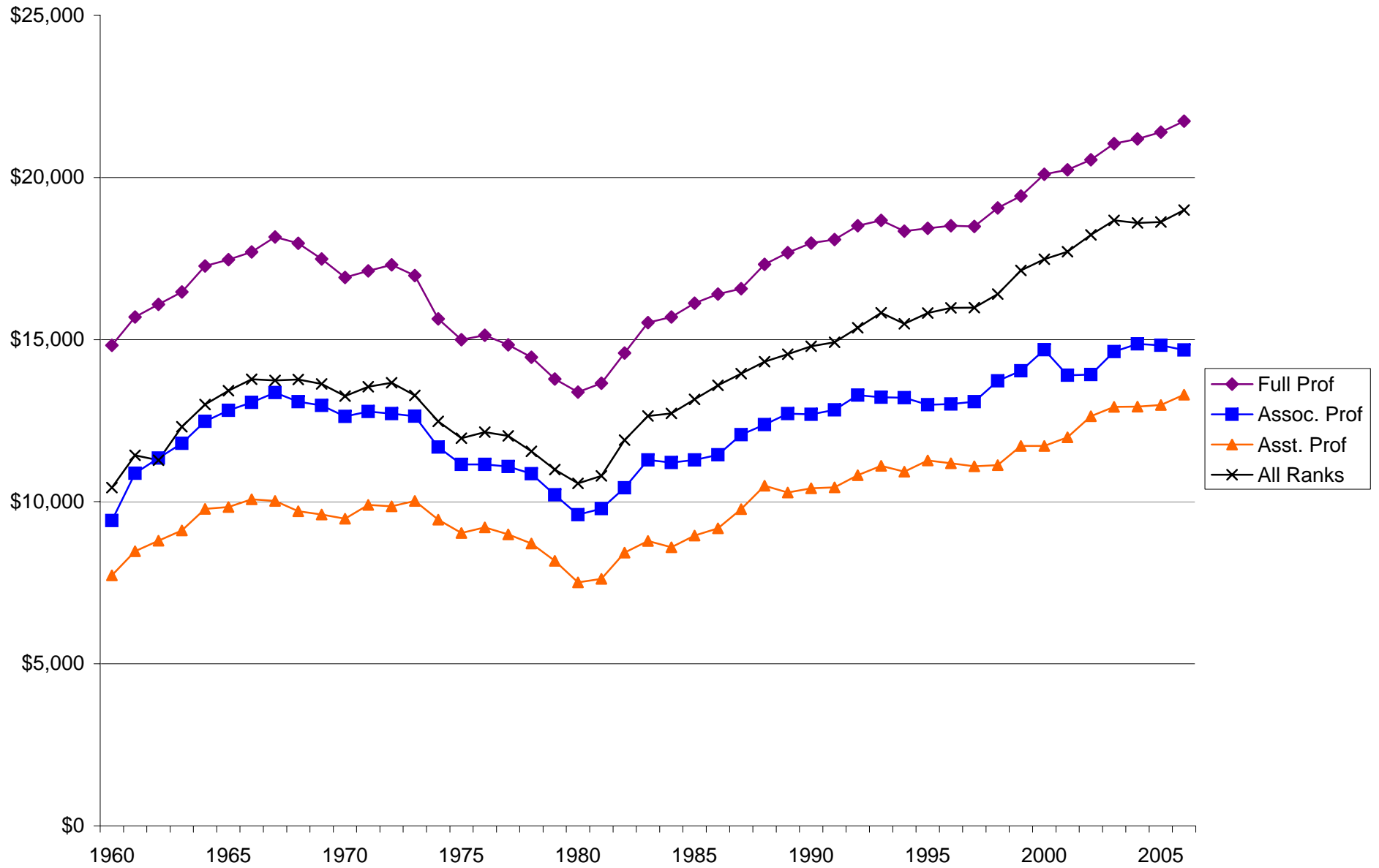


CHART A2
Real Salary (net of inflation), 1960 Dollars
Amherst College

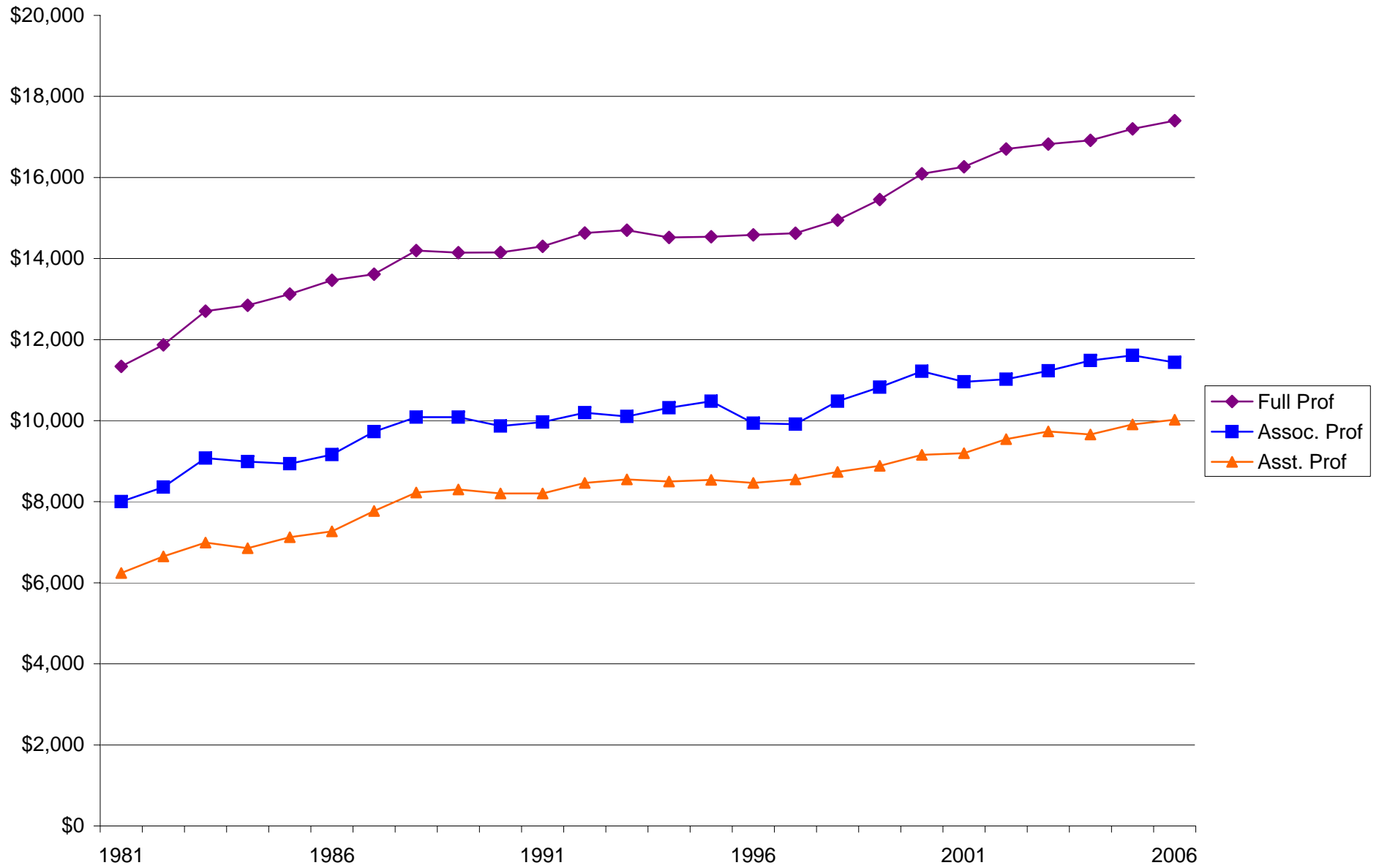


CHART B2
Associate Professor Average Salary
Traditional Group (\$1000s)

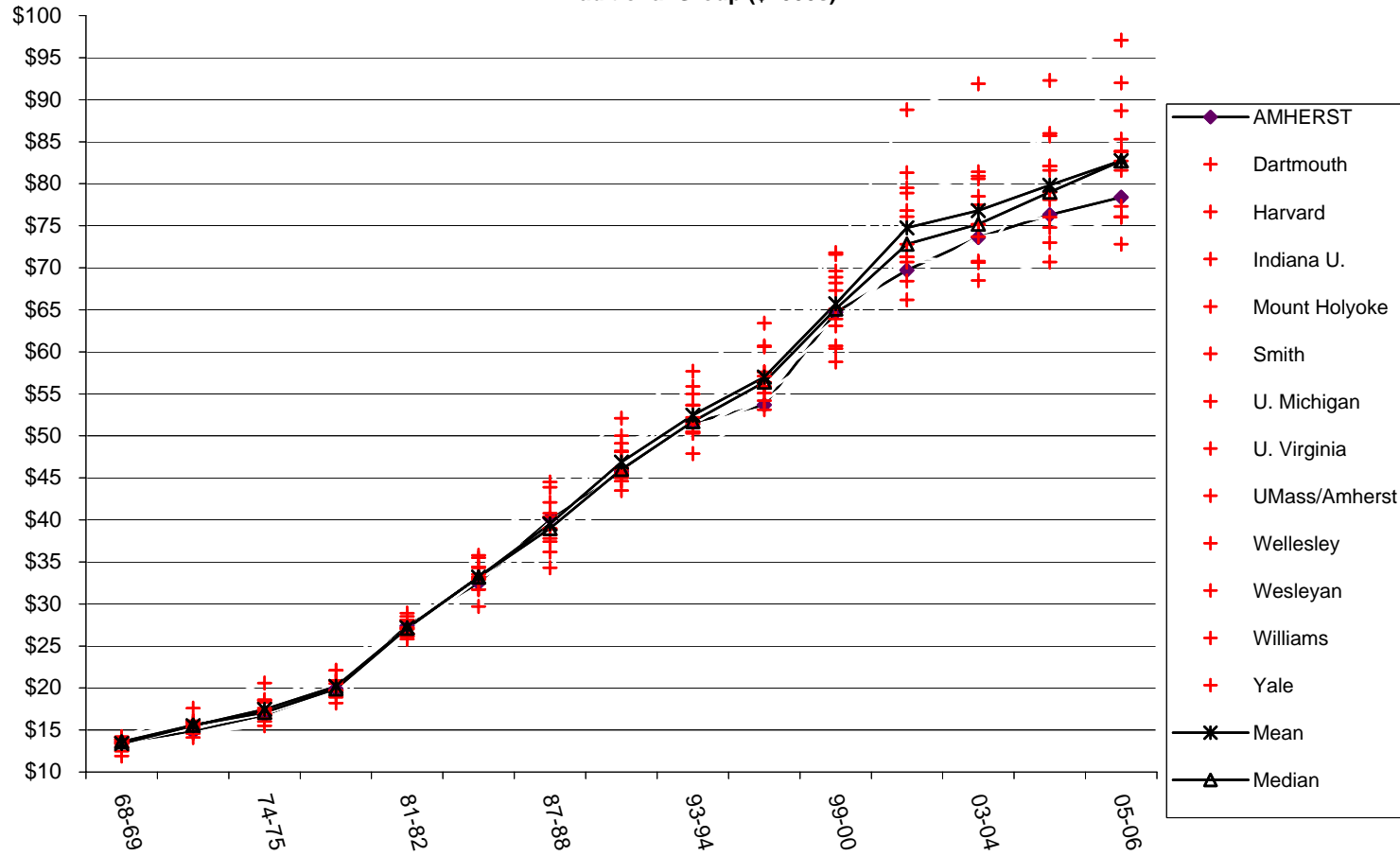
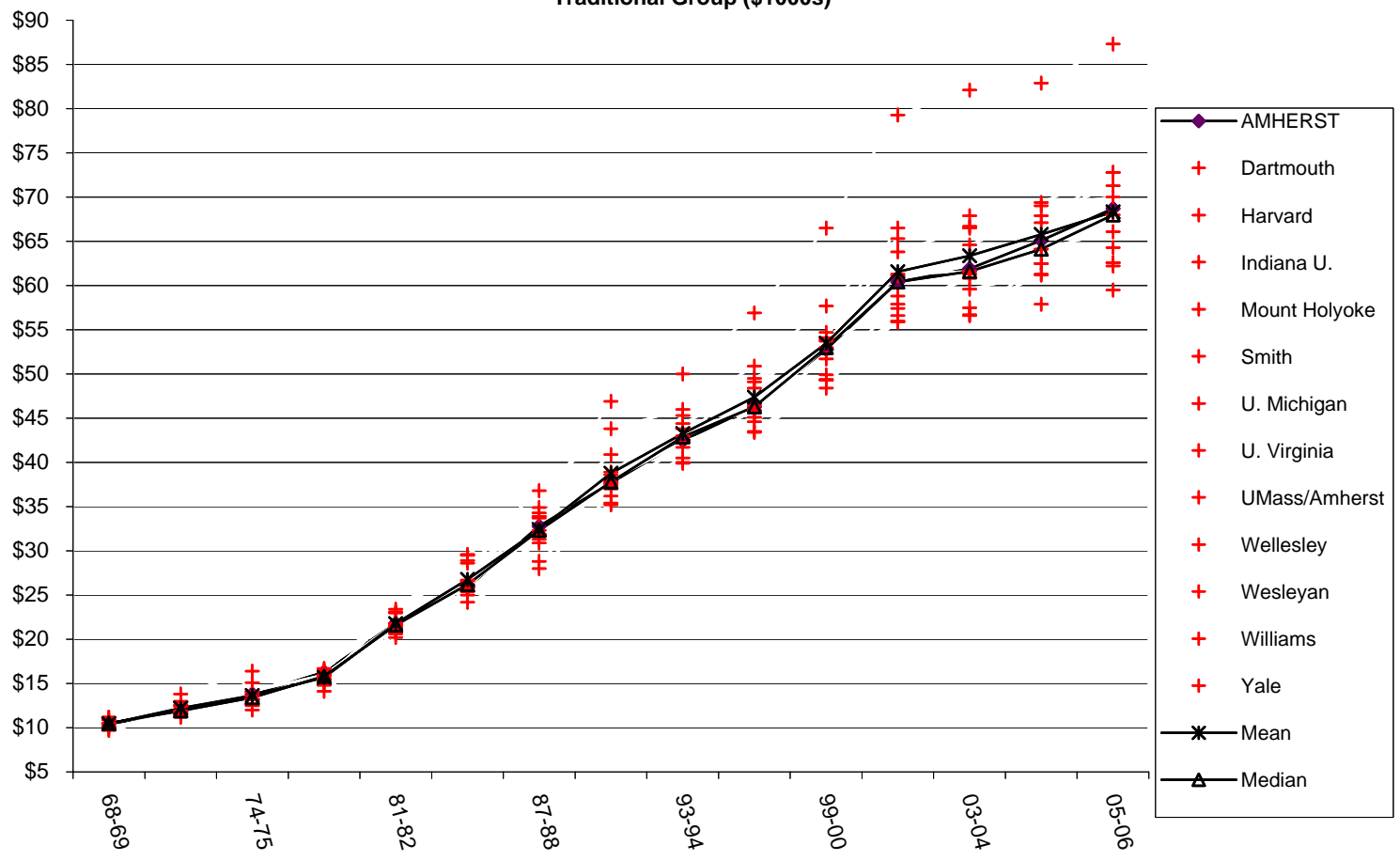
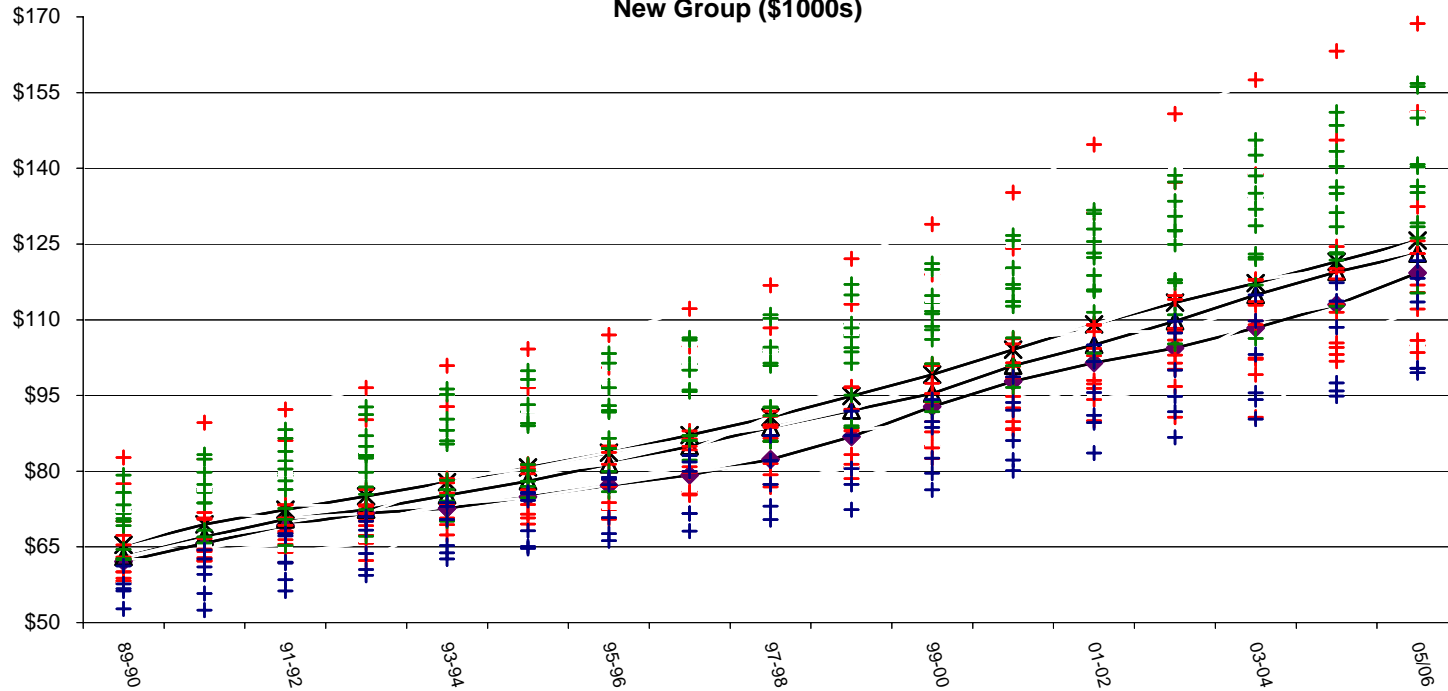


CHART B3
Assistant Professor Average Salary
Traditional Group (\$1000s)



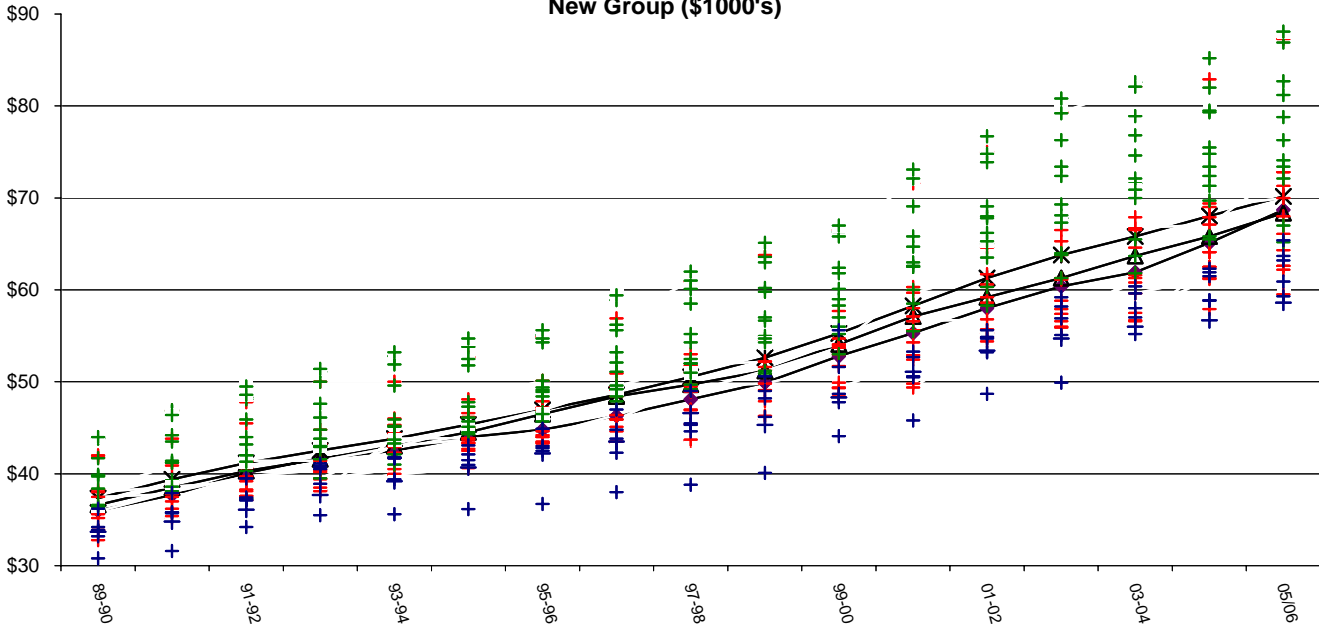
- ◆ AMHERST
- + Dartmouth
- + Harvard
- + Indiana U.
- + Mount Holyoke
- + Smith
- + U. Michigan
- + U. Virginia
- + UMass/Amherst
- + Wellesley
- + Wesleyan
- + Williams
- + Yale
- * Mean
- ▲ Median

CHART C1
Full Professor Average Salary
New Group (\$1000s)



- | | | | | | |
|-------------------|----------------|---------------|---------------|------------------|--------------|
| ◆ AMHERST | ✱ Mean | ▲ Median | + Dartmouth | + Harvard | + Indiana U. |
| + Mount Holyoke | + Smith | + U. Michigan | + U. Virginia | + UMass/Amherst | + Wellesley |
| + Wesleyan | + Williams | + Yale | + Brown | + Columbia | + Duke |
| + MIT | + Northwestern | + Princeton | + Stanford | + UCal -Berkeley | + UCal - LA |
| + UNC-Chapel Hill | + UPenn | + Wash U | + Bowdoin | + Carleton | + Davidson |
| + Haverford | + Pomona | + Swarthmore | | | |

CHART C3
Assistant Professor Average Salary
New Group (\$1000's)



◆ AMHERST	* Mean	▲ Median	+ Dartmouth	+ Harvard	+ Indiana U.
+ Mount Holyoke	+ Smith	+ U. Michigan	+ U. Virginia	+ UMass/Amherst	+ Wellesley
+ Wesleyan	+ Williams	+ Yale	+ Brown	+ Columbia	+ Duke
+ MIT	+ Northwestern	+ Princeton	+ Stanford	+ UCAl -Berkeley	+ UCal - LA
+ UNC-Chapel Hill	+ UPenn	+ Wash U	+ Bowdoin	+ Carleton	+ Davidson
+ Haverford	+ Pomona	+ Swarthmore			

CHART D
Amherst Salary as % of
Traditional Group Median, by Rank

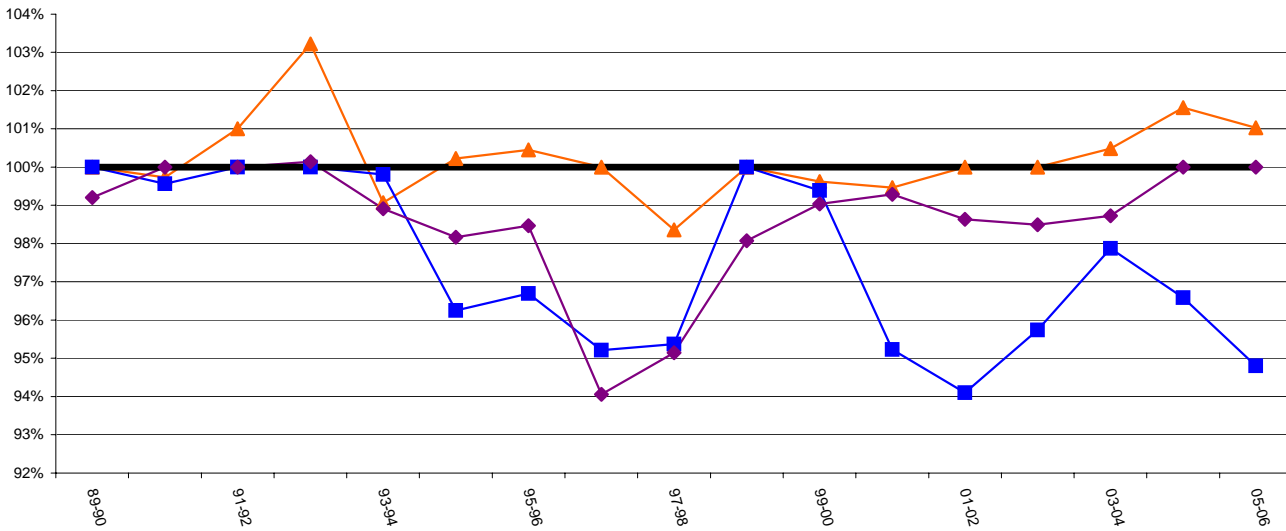
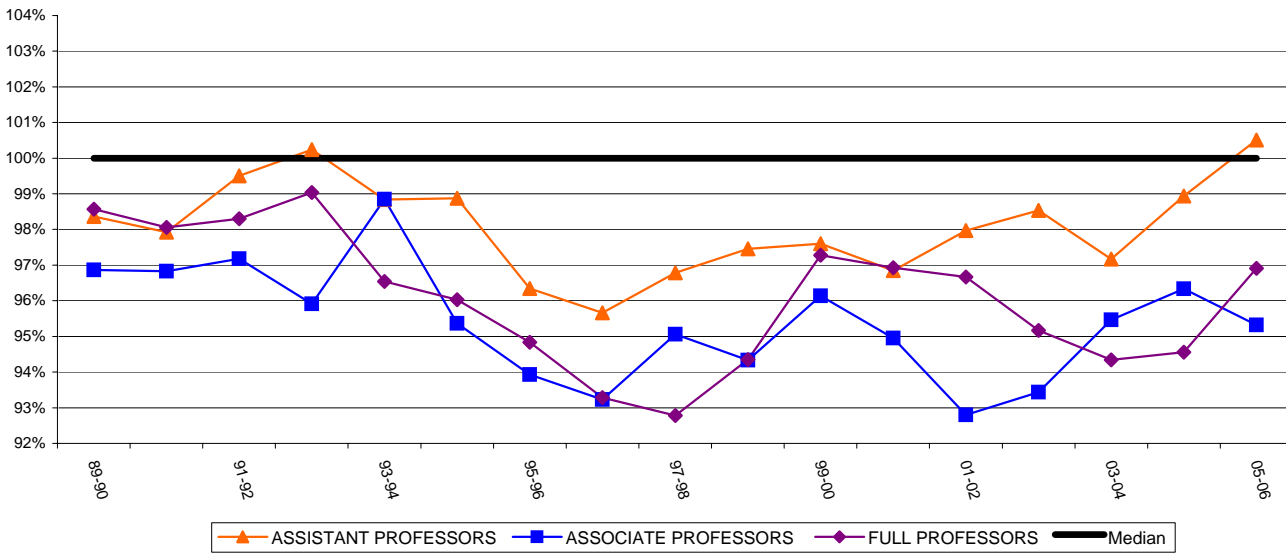


CHART E
Amherst Salary as % of
New Group Median, by Rank



▲ ASSISTANT PROFESSORS
 ■ ASSOCIATE PROFESSORS
 ◆ FULL PROFESSORS
 Median