

Annual Faculty Salary and Compensation Report  
Fiscal Year 2006-2007  
Amherst College

Committee on Priorities and Resources  
Fall 2007

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## *Executive Summary of 2006-07 Faculty Salary and Compensation Report*

The Committee on Priorities and Resources provides a report every year comparing the salaries and compensations of Amherst College faculty with those of faculty at other institutions. The College needs to be competitive both in salaries and in total compensation to attract new faculty and retain those faculty already in place. The competition that the College faces in hiring new faculty looms especially large as the College embarks on an expansion of the faculty (under the rubric of the CAP Report), and as the College faces a major, demographically-driven turnover in its faculty as a whole generation retires over the next ten to twenty years.

### *Recommendation:*

The Committee proposes a benchmark to bring Amherst *salaries* (which are more uniformly comparable among the various institutions than is *compensation*) at all levels consistently above the median of the New Group, allowing them to fluctuate between 102% and 105% of the median. We suggest this flexible benchmark as a way to bolster the College's competitiveness at all ranks.

### *Salary and Compensation Data Summary for Fiscal Year 2006-2007:*

The report provides for the third year in a row two groups of colleges and universities for comparison: one called the *Traditional Group* that includes twelve other institutions with which the Committee has compared Amherst College salaries since the 1970s, and one called the *New Group* that includes both the Traditional Group and another eighteen institutions. Complete lists of these groups are in the charts at the end of the report.

Amherst College salaries (not total compensation) increased in FY2006-2007 by the following percentages on average:

Full Professors: 5.7%

Associate Professors: 6.9%

Assistant Professors: 6.5%

In comparing average *Salaries* with institutions in the *Traditional Group* (12 other institutions) and the *New Group* (30 other institutions) over the FY2006-2007, Amherst College ranked:

#### **Amherst's Rankings for Salaries Paid, FY2006-2007**

Status	Traditional Group (N = 13)	New Group (N = 31)
Full Professor	7	20
Associate Professor	9	24
Assistant Professor	6	18

*Total Compensation* includes both salaries and benefits, with the value of health-care subsidies, housing subsidies (where applicable), and some other benefits being part of the mix. When corrected for inflation, Amherst *compensation* has continued to increase at all ranks since the troughs of the 1970s. Despite these real increases over time, when salaries and compensation are

compared to those of other institutions, Amherst almost always sits below the median for each rank. When total compensation (in absolute amounts and not percentage increases) for FY2006-2007 is calibrated against the comparison groups, Amherst College ranked:

**Amherst's Rankings for Compensation Paid, FY2006-2007**

Status	Traditional Group (N = 13)	New Group (N = 31)
Full Professor	8	20
Associate Professor	8	23
Assistant Professor	2	11

# *Annual Faculty Salary and Compensation Report, 2006-2007<sup>1</sup>*

## *Committee on Priorities and Resources*

Fall 2007

### 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.<sup>2</sup> Since the late 1970s, the annual report has compared salaries and compensation at Amherst with those at twelve other colleges and universities known as the *Traditional Group*. For the past two years, the CPR has also compared salaries and compensation with a broader group of colleges and universities that includes the original I2 plus an additional I8 institutions; this is the *New Group*.<sup>3</sup> The comparative data on average salaries by rank are provided by the American Association of University Professors (AAUP). As was the case last year, the Committee prepared this year's report on faculty salaries and compensation in the fall semester to take advantage of the latest AAUP data.

### II. Background and Summary of Issues

Over the past few years the CPR has discussed questions that complicate any consideration of Amherst faculty salaries. These questions include:

- 1) Which other colleges and universities provide the best and most appropriate comparisons for Amherst?
- 2) Are salaries the best measure of Amherst's competitiveness in paying its faculty, or do the data on total compensation (including the value of benefits) provide a better picture, even though individual schools often have very different benefits packages? Along the same lines, how much do the higher salaries paid to faculty at larger universities skew the comparative data?
- 3) Should the Administration and Board, with the advice of the CPR, set a benchmark for faculty salaries within one of the comparison groups?
- 4) Are there inequities between different ranks and academic divisions at Amherst, and how should these inequities be addressed?

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<sup>1</sup> The faculty and students on the Committee on Priorities and Resources would like to thank our Administration and staff colleagues for their help in both compiling data and helping us to understand the meaning of the data for this report. We thank both the *ex officio* CPR members, including Greg Call, Peter Shea, Shannon Gurek and Katie Bryne, as well as Lisa Stoffer and the staff of the Office of the Dean of the Faculty.

<sup>2</sup> Recent reports and minutes from CPR meetings are available on the Dean of the Faculty's website.

<sup>3</sup> The creation of the New Group for comparison purposes was accomplished by the CPR in 2005; the process is described in the CPR's Amherst College Institutional Comparison Group Report of 2005. The CPR, in creating this New Group, was responding to a request from the Administration and the Board of Trustees to choose a definitive comparison group.

We continue to address these issues and to explore ways to make the comparisons more accurate and meaningful.

The comparisons that follow, even if imperfect, remain important because despite Amherst College's unique and attractive qualities that defy quantitative rankings, the College needs to be competitive both in salaries and in total compensation to attract new faculty and retain those faculty already in place. The competition that the College faces in hiring new faculty looms especially large as the College embarks on an expansion of the faculty (under the rubric of the CAP Report), and as the College faces a major, demographically-driven turnover in its faculty as a whole generation retires over the next ten to twenty years.

This year's report includes comparisons with both Traditional and New Groups. The CPR decided to continue to include both groups for a couple of reasons. One is that the Traditional Group has been a comparative group since the late 1970s and thus provides comparative historical data. The New Group includes the original 12 institutions of the Traditional Group, but adds other institutions and thus provides a broader set of comparative data. The fact that the New Group has a larger number of institutions should make the comparative data more representative of the national trends in salaries paid to faculty, and the Committee feels that it provides the most appropriate comparative group for future analysis.<sup>4</sup>

The Committee faced many of the same problems with the data that other Committees have had in previous years. We rely primarily on salary data compiled by the AAUP, but these data tend to be crude measures of the total compensation (that includes some, but not all, benefits as well), and do not reflect regional or geographical differences in the costs of living.

Within the salary data there are two potential sources of bias. One possible bias emerges from demographic differences within rank across institutions. The data available from the AAUP are not reported by years-in-rank or years-in-service; as a result an institution with more of its faculty near the beginning of a rank might report a lower average salary for that rank than a school with larger numbers of faculty who have more years of service at that rank, even if both paid identical salaries to individuals who have the same number of years in rank. When considering the broader comparative groups, this bias is virtually impossible to correct for given the data available to us. However, the CPR's Institutional Comparison Group Report of 2005 (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 comparable institutions 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. A comparison of such confidential data should perhaps be undertaken by the CPR for next year's salary report.

A second source of possible bias may come from the inclusion of professional school faculty salaries in the AAUP data. Salaries at professional schools (schools of law, medicine, etc.) tend to be higher than salaries paid at liberal arts institutions, a fact that typically stems from the

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<sup>4</sup> Four years ago, the Board of Trustees and the Administration had asked the CPR to create a New Group to better define the cohort of institutions that the faculty saw as comparable and to facilitate the creation of a benchmark for evaluating Amherst's performance in faculty salaries.

university's need to compete with the higher salaries paid to professionals in those fields outside the university. The ICGR tried to evaluate the salary effects of professional schools and concluded, after correcting as well as possible for the inclusion of professional school data by some 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, so that the absolute disparities between Amherst's salaries and those of many of the institutions above it in the rankings tended to be less dramatic. This means that Amherst's salaries are closer to the arts and sciences faculty at big universities than the uncorrected data indicate. The IGCR recommended monitoring professional school salary data periodically, and we have included adjusted salary data in this report (see Tables 3A, 3B, and 3C in the Appendix). We discuss the current year's corrected rankings in Section "VI.B: Additional Issues" below.

### III. Benchmarks

The Administration and Board of Trustees in 2003 asked the CPR to set a benchmark for a ranking within the New Group that Amherst should try to reach and maintain. The CPR's 2004-05 salary report provides the history of similar salary benchmarks at Amherst extending back almost 50 years, and notes in particular the often repeated historical cycle of Amherst salaries falling behind those of other institutions, and then being followed by higher-than-average salary increases in an attempt to regain lost ground. 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 tended to rest below both the median and the mean (average) of the Traditional Group.

In the CPR's 2004-05 Report, no new benchmarks were set, and last year the CPR also declined to set a firm benchmark largely because of the concern that such a benchmark would tend to freeze both external and internal inequities in place. This current year's Committee had a lively debate on the topic of benchmarks and their pros and cons. The Committee noted that, even though no official benchmark exists, there has been a *de facto* benchmark in place for several years during which time Amherst salaries have floated between 95% and 98% of the median salary in the New Group.

The Committee ultimately decided to propose a benchmark that might bring Amherst salaries at all levels consistently above the median of the New Group, allowing them to fluctuate between 102% and 105% of the median. We suggest this flexible benchmark as a way to bolster the College's competitiveness at all ranks, and we further suggest that future Committees evaluate how well the benchmark works at least every two to three years.

### IV. Actual Salary and Compensation Comparisons: Short-term Trends

Amherst's rankings within both the Traditional and the New Group have changed little over the past three years. As usual, we caution faculty members not to read these average 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 groups. And we

again point out that long-term trends are more significant than short-term trends because they smooth out demographic variations in rank that result from hiring, promotion and retirement.

### A. Full Professors

The 3-year *salary* data for the Traditional Group show Amherst staying at exactly the same ranking (7<sup>th</sup> on the list of 13 total) for the past three years despite last year's 5.7% increase in salary (Table IA). In the New Group, Amherst's Full Professor salary rank has also remained remarkably stable, resting at 20<sup>th</sup> (out of 31 total institutions) in two of the past three years (last year the ranking was 19; see Table IB in the Appendix).

Amherst's Full Professor salaries remained at the median for the Traditional Group but below the median for the New Group (Charts D and E in the Appendix).

In the New Group Amherst's Full Professor salaries were 96.5% of the median, even though the percentage salary increase of 5.7% was the 4<sup>th</sup> highest in the Traditional Group, and the 6<sup>th</sup> highest in the New Group.

Relative to the Traditional Group (as seen in Table 2A in the Appendix) Amherst's Full Professor *compensation* has also stayed at exactly the same ranking at 8<sup>th</sup> on the list of 13 total institutions. Comparison with the New Group (Table 2B) shows Amherst's ranking holding stable at 20 on the list of 31 total institutions for this year and last year, while there has been some change in which of the comparable institutions are above and below Amherst in the rankings. Summaries of Full Professor data are given below.

#### Full Professor *Salary* Rankings

Year	Traditional Group (N = 13)	New Group (N = 31)
2004-05	7	20
2005-06	7	19
2006-07	7	20

#### Full Professor *Compensation* Rankings

Year	Traditional Group (N = 13)	New Group (N = 31)
2004-05	8	21
2005-06	8	20
2006-07	8	20

### B. Associate Professors

This is typically the most volatile group in the surveys because the number of people in this category is usually small, and there tends to be fairly rapid promotion out of the category. Over the last decade, promotion from Associate to Full Professor at Amherst in most cases occurred at six years post-tenure, contributing to the low percentage of total faculty at the Associate rank at Amherst (Table 4 in the Appendix). Moreover, the relatively rapid promotion means that Associate Professors at Amherst tend to have fewer years-in-service (as well as fewer years-in-rank) than do Associate Professors at the various comparative institutions. As an assumption, it seems

likely that those individuals at other institutions who remain at the Associate Professor rank for more than six years continue to receive salary increases; if true, this would mean that the average salary for Associate Professors at those institutions would be skewed higher. Indeed, relative rankings for Amherst Associate Professors are lower compared to either Full or Assistant Professors.

For *salary* in the last three years in the Traditional Group, Amherst has remained at the 9<sup>th</sup> position, and in the New Group Amherst has ranked 24<sup>th</sup> in two out of the last three years (Tables IA and IB). For *compensation*, the corresponding rankings showed a modest improvement in the Traditional Group, improving from 9<sup>th</sup> to 8<sup>th</sup> in the last year. In the larger New Group, there was a similar modest improvement from 24<sup>th</sup> in 2005-06 to 23<sup>rd</sup> in 2006-07 (Tables 2A and 2B).

Amherst Associate Professors continue to be significantly below the median of institutions in both Groups, more so than Full or Assistant Professors.

Associate Professors received a percentage increase in salary above the percentage increase received by Amherst's Full and Assistant Professors (6.9% for Associate Professors as compared to 5.7% for Full Professors and 6.5% for Assistant Professors) but the percentage increase for Associate Professors was 4<sup>th</sup> overall for the Traditional Group (with Amherst tying Williams for 4<sup>th</sup> place), and 7<sup>th</sup> in the New Group. Summaries of the salary and compensation data for Associate Professors are given below.

**Associate Professor *Salary* Rankings**

Year	Traditional Group (N = 13)	New Group (N = 31)
2004-05	9	24
2005-06	9	23
2006-07	9	24

**Associate Professor *Compensation* Rankings**

Year	Traditional Group (N = 13)	New Group (N = 31)
2004-05	10	25
2005-06	9	24
2006-07	8	23

**C. Assistant Professors**

This is the category where the most direct competition among academic institutions takes place: when candidates are hired at the Assistant Professor level they may negotiate their salaries relative to other offers they have received, whereas few senior professors are actively on the job market in any given year and thus receiving competitive offers.

In the comparison of salaries, Assistant Professors remain close to the median of each group; in the comparison of compensation, this group is more competitively placed above the median in both groups.



Rankings for *salaries* of Assistant Professors at Amherst in the Traditional Group remained constant in the 6<sup>th</sup> position over the past three years. In the New Group the ranking has fluctuated by two places over the past three years (from 18<sup>th</sup> in 2004-05 to 16<sup>th</sup> in 2005-06, and then back to 18<sup>th</sup> in 2006-07; see Tables IA and IB). The *salary* increases awarded to Amherst’s Assistant Professors were up by 6.5% in the past year, a percentage increase that ranked 8<sup>th</sup> in the Traditional Group, and 14<sup>th</sup> in the New Group.

In comparing *compensation* in the Traditional Group, Amherst’s Assistant Professors have a very favorable ranking at 2<sup>nd</sup> place (behind only Harvard). The comparison of *compensation* in the New Group reveals Amherst to be in 11<sup>th</sup> position overall and (in terms of *compensation*) shows that the rankings have improved modestly over the past three years. The disparity between the rankings of *salary* versus *compensation* is particularly marked at the Assistant Professor level. Readers should note, however, when thinking about the comparative data for total *compensation*, that those numbers tend to be “softer,” as different institutions have very different benefits packages, and as some valuable benefits (such as post-retirement healthcare and sabbatical leave availability) are not included in the AAUP’s data. (See the fuller discussion below under “Section VI: Additional Issues.”) Summaries of salary and compensation data for Assistant Professors are below.

**Assistant Professor *Salary* Rankings**

Year	Traditional Group (N = 13)	New Group (N = 31)
2004-05	6	18
2005-06	6	16
2006-07	6	18

**Assistant Professor *Compensation* Rankings**

Year	Traditional Group (N = 13)	New Group (N = 31)
2004-05	5	16
2005-06	3	12
2006-07	2	11

**V. Long-Term Trends**

The limited fluctuations in salary and compensation rankings over the past year do not fully capture the long-term trends. The CPR’s Report on Faculty salaries for 2004-05 provides a detailed discussion of long-term trends that have affected salaries and compensation. Here we will summarize briefly the most significant of those trends.

When corrected for inflation, Amherst *compensation* has continued to increase at all ranks since the troughs of the 1970s. Despite these real increases over time, when salaries and compensation are compared to those of other institutions, Amherst Full and Associate Professors have continued to sit below the median for each rank. In the past couple of years in a comparison of *compensation*, Assistant Professors have climbed above the median in both Traditional and New Groups, and are just slightly above the median (in the Traditional Group) or below the median (in the New Group) in a comparison of *salaries* alone.

As seen in Chart AI (in the Appendix), two periods of larger than usual salary increases (1979-82 and 1998-2001) are apparent in the Chart, with these raises following in both cases periods of declining or stagnant salaries. The corresponding *salary* data from 1981 are presented in Chart A2 in the Appendix. (Please note that the Charts to which the current Report refers are more easily understood when seen in color).

What would be the additional annual cost of salaries reaching the New Group median in the current fiscal year? The median salary for Full Professors in the New Group is \$4500 higher than Amherst's average salary for that level; for Associate Professors the difference is \$4000; and for Assistant Professors the difference is \$700. There are 100 Full Professors at Amherst, 14 Associate Professors, and 37 Assistant Professors, so the rough cost can be calculated as  $(\$4500 \times 100) + (\$4000 \times 14) + (\$700 \times 37) = \$531,900$  additional in salaries to bring all ranks up to the New Group median for 2006-07. The full cost to accomplish this, including benefits, would be approximately \$691,500.

#### **A. Full Professors**

From the 1980s until the early 1990s, Full Professor salary rankings were near the median of the Traditional Group (Chart BI in the Appendix); in the mid-1990s they dropped for four years and gradually recovered over the past decade to finally reach the median for the last three years (see Chart D for more detail). In the New Group (Chart C1) Full Professor salaries have always remained below the median. The salary initiative of 1997-98 brought Amherst up from its low point in 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 96.5% of the median in the New Group, still below the levels of 1989-1993 (see Chart E).

#### **B. Associate Professors**

In comparison to the Traditional Group, Amherst Associate Professors' salaries have been at or below the median since 1989-90 and have fluctuated greatly within the 95% to 98% range (see Chart B2 in the Appendix). In two of the last three years, Amherst's Associate Professors' salaries as a percentage of the median of the Traditional Group declined, and they only slightly rebounded to 95.6% of the median in 2006-07 (Chart D). In comparison to the New Group (Chart C2), volatility is again apparent, and currently salaries are at 95.4% of the median (Chart E).

#### **C. Assistant Professors**

Assistant Professors' salaries are the only ones that have ever exceeded the median of the Traditional Group over the last 17 years (Chart B3). They are currently at the median in the Traditional Group (see Chart B3 and Chart D), and historically have remained consistently closer to the median than have the salaries of Full and Associate Professors. When compared to the New Group (Chart C3), Assistant Professors' salaries have only twice equaled or slightly exceeded the group median; in the current year's data they rest at 99% of the median (Chart E).

### **VI. Additional Issues**

#### **A. Salary vs. Compensation**

It is possible that although Amherst salaries have tended to rest below the median of competitor institutions, the value of total compensation might make up for or even exceed the salary differences. This issue is difficult to dissect since the AAUP data are incomplete and different benefits packages are often not easily compared. AAUP benefit data include retirement, insurance (health, long-term disability, dental, and life), tuition grants-in-aid, FICA (Social Security and Medicare), unemployment compensation, workers' compensation, housing and mortgage subsidies, and moving expenses. They do not include support for faculty work such as leave provisions (sabbatical, parenting and medical), for travel and research (such as the Faculty Research Awards Program [FRAP]), or for post-retirement healthcare.

Despite these problems with the data, Amherst's relative rankings for *compensation* and *salaries* at the Full and Associate Professor levels are similar; Assistant Professors as a group do move up the ranks when *compensation* is considered. Whether this is a short-term unevenness in the data or a reflection of a significantly more valuable benefits package available to Amherst's Assistant Professors than to their same cohort at other institutions, remains to be seen. Thus, there is little evidence that the benefits included in total *compensation* at Amherst balance or outweigh *salary* discrepancies for the majority of faculty.

One benefit not included in AAUP data concerns sabbatical leaves. A recent survey conducted by the Dean of the Faculty and the Director of Institutional Research concerning leave policies for junior faculty at some of the New Group schools indicated that four offered more substantial benefits and two offered fewer benefits 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, and the Administration, working with other faculty committees, is studying this issue.<sup>5</sup>

Other benefit issues that have come recently under discussion by the CPR include back-up childcare (as well as back-up eldercare), tuition grants-in-aid for children of employees, and post-retirement health insurance for employees hired after June 30, 2003. The Administration and Board authorized the enhancement and extension of some of these benefits partly in response to information and reports compiled by the CPR. The Administration is also offering some voluntary employee-paid benefits through payroll reduction including supplemental long-term disability insurance and long-term medical care insurance.

## **B. Effects of Professional School Salaries on Rankings in the Comparative Groups**

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.<sup>6</sup> For larger institutions, salary data with professional schools excluded are not available from the AAUP, although some institutions may individually exclude such data in their reports to the AAUP. If such corrected and authenticated salary data were uniformly available, Amherst's relative rankings

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<sup>5</sup> The CAP Report is available on the Dean of the Faculty's website.

<sup>6</sup> The AAUP data do not include the salaries of medical, clinical and administrative professionals and staff.

might be higher in both the Traditional and New Groups when compared with only the arts and sciences faculties.

For the past two years, the CPR’s salary report has attempted to address this issue by obtaining data from university and professional school websites and published and proprietary salary data for those institutions with professional schools. These data are at best provisional and incomplete, but they can give us some indication of what a more accurate picture of the actual salary differences between Amherst and the arts and sciences faculties at other institutions would look like. In making these adjustments for professional school salaries, we should also point out that in some fields, Amherst must compete with professional schools for faculty (in economics, health sciences, law, etc.). Moreover, the actual incomes of professors at large research universities—even in the liberal arts—is more likely to be significantly supplemented by consulting fees and summer stipends, but we do not have the systematic data that would allow us to estimate the impact of these factors.

We report estimates of appropriate salary adjustments in Tables 3A,B,C (in the Appendix) for the New Group schools. Of course, salary levels for the liberal arts colleges and for universities that excluded professional school data from their AAUP reports remain unchanged. For most others, average reported salaries were inflated by between 5% and 10% by the inclusion of professional school data. A few others needed larger corrections—up to 20%--at the Associate and Assistant Professor levels. The rankings for Amherst faculty salaries within the New Group with corrections made to exclude professional school salaries are below.

**Amherst Faculty Salary Rankings in the New Group, with and without Corrections for Professional School Salaries**

<i>Year</i>	<i>Full Prof.</i>	<i>Full Prof.</i>	<i>Assoc. Prof</i>	<i>Assoc. Prof</i>	<i>Asst. Prof.</i>	<i>Asst. Prof.</i>
	Uncorrected	Corrected	Uncorrected	Corrected	Uncorrected	Corrected
<b>2005-06</b>	19	17	23	19	16	<b>11</b>
<b>2006-07</b>	<b>20</b>	<b>15</b>	<b>24</b>	<b>17</b>	<b>18</b>	<b>11</b>

Our conclusions about the corrected data, based upon these rough calculations, are that:

- 1) Professional school salaries appear to have advanced in the past year at a more rapid pace than those paid to liberal arts faculty, producing a more pronounced two-tier system of compensation at larger institutions with professional schools. If this trend continues, it could potentially raise questions about whether Amherst faculty salaries should continue to be compared against these larger institutions.
- 2) The absolute difference in salaries when compared with those of the liberal arts faculties in the schools ahead of us in the rankings may be less formidable than the uncorrected data suggest. Thus any efforts to move Amherst’s rankings higher would not be as costly as figured above (See section “V: Long-Term Trends” above). For example, the 2006-07 difference in Full Professor average salary between Northwestern (near the middle of the New Group Schools above Amherst) and Amherst is \$21,300 unadjusted, and only \$6,600 when adjusted. For Associate Professors, the same comparison with Northwestern yields a \$14,700 difference in unadjusted salaries, and a \$5,000 difference when adjusted. At the Assistant Professor level, the unadjusted salary difference between Northwestern and Amherst is \$12,100; the adjusted difference puts Amherst’s salaries

ahead of Northwestern (by \$4,600). Unfortunately, we do not know how accurate these corrected figures may be, and so the Committee feels that they cannot be the basis for either definitive comparisons or benchmarks.

### C. Cost of living

It is possible that some of the institutions ahead of Amherst in the salary rankings might pay more to compensate for higher costs-of-living in their geographical areas. In recent years the CPR has chosen 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 comparable institutions (or even for the immediate Amherst area). Second, a major factor in cost-of-living calculations tends to be housing, and this is an issue that different academic institutions treat in different ways, sometimes, for example, paying substantial subsidies in areas of high housing costs, and sometimes allowing faculty to fend for themselves. Thus, there is no straightforward way to acquire directly comparable data. Third, the increasing incidence of two-career academic families maintaining two geographically separate residences, with associated commuting costs, makes comparisons complicated and perhaps not uniformly meaningful. While taking all of these issues into account, however, a short treatment of cost-of-living issues was offered in the CPR Faculty Report for 2004-05. At that time, doing some rough adjustments 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

The Administration and the Board of Trustees have done a laudable job over the last year of enhancing benefits in response to demonstrated needs and desires of the faculty, and the policy of awarding relatively strong salary increases in percentage terms has kept the College competitive, particularly at the Assistant Professor level. Average real income and compensation adjusted for inflation increased for Professors of all ranks in 2006-07, and Amherst's percentage increase in salary for each rank was above the median for comparable institutions in both the Traditional and New Groups. This long-term trend of real salary increases indicates the commitment of the Trustees and the Administration to maintaining the College's high academic standards.

Despite the strong percentage salary increases of the past year, Amherst's actual rankings for *salaries* paid in both the Traditional and New Groups have stayed in a holding pattern below the median. In the comparison of *compensation*, there is a similar picture for Full and Associate Professors, with Amherst being below the median for those two categories in both Traditional and New Groups. The compensation paid to Assistant Professors at Amherst, however, is competitive enough to bring Amherst well above the median for this category.

The Committee proposes a benchmark to bring Amherst *salaries* (which are more uniformly comparable among the various institutions than is *compensation*) at all levels consistently above the median of the New Group, allowing them to fluctuate between 102% and 105% of the median. As the College embarks on several new academic ventures, diversifies its student body and expands its faculty, this flexible benchmark will help to attract new faculty, retain faculty already in place, and maintain the College's competitiveness.

COMPARISON OF SALARIES - AMHERST COLLEGE AND THE TWELVE INSTITUTIONS

10/8/2007

RANK/ INSTITUTION	ACTUAL FY2004-05 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2005-06 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2006-07 SALARY DOLLARS	% INC
<b>PROFESSORS</b>						
Harvard	163.2	Harvard	168.7	Harvard	177.4	5.5%
Yale	145.6	Yale	151.2	Yale	157.6	4.6%
Dartmouth	124.5	Dartmouth	132.4	Dartmouth	138.5	6.1%
U. Michigan	120.2	U. Michigan	125.6	Wellesley	130.8	7.7%
Wellesley	119.5	Wellesley	123.1	U. Michigan	130.4	4.5%
U. Virginia	118.1	U. Virginia	123.1	U. Virginia	128.0	4.6%
<b><u>AMHERST</u></b>	<b><u>113.0</u></b>	<b><u>AMHERST</u></b>	<b><u>119.3</u></b>	<b><u>AMHERST</u></b>	<b><u>125.9</u></b>	<b><u>5.7%</u></b>
Wesleyan	113.0	Williams	116.9	Williams	122.3	5.4%
Williams	111.5	Wesleyan	115.4	Wesleyan	120.3	3.7%
Smith	105.4	Smith	112.1	Smith	115.4	4.9%
Mount Holyoke	104.5	Mount Holyoke	105.9	Mount Holyoke	111.3	4.2%
UMass/Amherst	103.1	Indiana U.	104.9	UMass/Amherst	109.4	6.3%
Indiana U.	101.8	UMass/Amherst	103.5	Indiana U.	109.0	4.1%
<b>ASSOCIATE PROFESSORS</b>						
Harvard	92.3	Harvard	97.1	Harvard	100.0	6.3%
Dartmouth	86.0	Dartmouth	92.0	Dartmouth	95.6	7.5%
Wellesley	85.7	Wellesley	88.7	Wellesley	94.7	6.8%
UMass/Amherst	82.1	Yale	85.3	U. Virginia	87.7	6.1%
Yale	82.1	Williams	83.9	Yale	87.1	7.0%
U. Michigan	81.6	U. Michigan	83.7	Williams	86.9	6.9%
Williams	79.0	U. Virginia	82.7	U. Michigan	86.6	4.1%
U. Virginia	78.1	UMass/Amherst	81.7	UMass/Amherst	86.2	7.6%
<b><u>AMHERST</u></b>	<b><u>76.3</u></b>	<b><u>AMHERST</u></b>	<b><u>78.4</u></b>	<b><u>AMHERST</u></b>	<b><u>82.8</u></b>	<b><u>6.9%</u></b>
Mount Holyoke	76.0	Mount Holyoke	77.3	Mount Holyoke	80.0	5.2%
Wesleyan	74.8	Wesleyan	76.1	Smith	78.9	5.4%
Smith	73.0	Smith	76.0	Wesleyan	78.0	4.3%
Indiana U.	70.7	Indiana U.	72.8	Indiana U.	75.1	5.2%
<b>ASSISTANT PROFESSORS</b>						
Harvard	82.9	Harvard	87.3	Harvard	91.3	5.7%
Yale	69.4	Yale	72.8	Yale	77.9	6.9%
Dartmouth	69.0	U. Michigan	72.8	Dartmouth	76.5	9.1%
Wellesley	67.9	Wellesley	71.3	U. Michigan	75.0	4.4%
U. Michigan	67.1	Dartmouth	70.0	Wellesley	74.3	6.9%
<b><u>AMHERST</u></b>	<b><u>65.1</u></b>	<b><u>AMHERST</u></b>	<b><u>68.7</u></b>	<b><u>AMHERST</u></b>	<b><u>71.4</u></b>	<b><u>6.5%</u></b>
U. Virginia	64.1	U. Virginia	68.0	U. Virginia	71.2	5.1%
Williams	64.1	Williams	66.1	Williams	69.4	7.3%
UMass/Amherst	62.5	Wesleyan	64.3	Indiana U.	66.0	4.6%
Wesleyan	62.5	Indiana U.	62.6	Wesleyan	65.7	4.2%
Indiana U.	61.3	Smith	62.6	UMass/Amherst	65.7	8.4%
Smith	61.2	UMass/Amherst	62.2	Smith	65.2	6.7%
Mount Holyoke	57.9	Mount Holyoke	59.5	Mount Holyoke	63.1	7.2%

COMPARISON OF SALARIES - AMHERST COLLEGE AND THE NEW GROUP

10/8/2007

RANK/ INSTITUTION	ACTUAL FY2004-05 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2005-06 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2006-07 SALARY DOLLARS	% INC
PROFESSORS		PROFESSORS		PROFESSORS		
Harvard	163.2	Harvard	168.7	Harvard	177.4	5.5%
Princeton U.	151.1	Princeton U.	156.8	Stanford U.	164.3	5.5%
Stanford U.	148.5	Stanford U.	156.2	Princeton U.	163.7	4.4%
Yale	145.6	Yale	151.2	Yale	157.6	4.6%
U. Pennsylvania	143.4	U. Pennsylvania	150.0	U. Pennsylvania	156.5	4.1%
Columbia U.	140.4	Columbia U.	N/A*	Columbia U.	N/A*	N/A
Northwestern U.	136.3	Northwestern U.	140.8	Northwestern U.	147.2	4.4%
MIT	135.0	MIT	140.3	MIT	145.9	4.7%
Duke U.	131.2	Duke U.	136.4	Washington U.	145.1	N/A
Washington U.	128.4	Washington U.	135.2	Duke U.	142.0	4.5%
Dartmouth	124.5	Dartmouth	132.4	Dartmouth	138.5	6.1%
UCal-LA	123.3	Brown U.	129.2	Brown U.	134.9	4.6%
Brown U.	123.1	UCal-LA	128.4	UCal-LA	133.2	N/A
UCal - Berkeley	121.8	UCal - Berkeley	126.2	UCal - Berkeley	131.3	N/A
U. Michigan	120.2	U. Michigan	125.6	Wellesley	130.8	7.7%
Wellesley	119.5	Wellesley	123.1	U. Michigan	130.4	4.5%
U. Virginia	118.1	U. Virginia	123.1	U. Virginia	128.0	4.6%
Pomona	117.3	Pomona	121.7	Pomona	127.1	5.3%
Swarthmore	113.7	<b>AMHERST</b>	<b>119.3</b>	UNC-Chapel Hill	126.8	9.3%
<b>AMHERST</b>	<b>113.0</b>	Swarthmore	118.2	<b>AMHERST</b>	<b>125.9</b>	<b>5.7%</b>
Wesleyan	113.0	Williams	116.9	Williams	122.3	5.4%
UNC-Chapel Hill	112.7	Wesleyan	115.4	Swarthmore	121.1	4.7%
Williams	111.5	UNC-Chapel Hill	115.3	Wesleyan	120.3	3.7%
Bowdoin	108.5	Bowdoin	113.5	Bowdoin	117.5	5.1%
Smith	105.4	Smith	112.1	Smith	115.4	4.9%
Mount Holyoke	104.5	Mount Holyoke	105.9	Mount Holyoke	111.3	4.2%
UMass/Amherst	103.1	Indiana U.	104.9	UMass/Amherst	109.4	6.3%
Indiana U.	101.8	UMass/Amherst	103.5	Indiana U.	109.0	4.1%
Carleton	97.5	Carleton	100.4	Haverford	105.8	5.0%
Haverford	95.9	Haverford	100.4	Carleton	105.0	5.5%
Davidson	94.9	Davidson	99.5	Davidson	105.0	9.0%

ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS		
Stanford U.	103.0	Stanford U.	106.1	Stanford U.	114.7	8.0%
U. Pennsylvania	95.9	U. Pennsylvania	100.7	U. Pennsylvania	106.4	5.0%
Princeton U.	95.5	Princeton U.	97.1	Princeton U.	105.0	6.4%
Columbia U.	94.5	Columbia U.	N/A*	Columbia U.	N/A*	N/A
Harvard	92.3	Harvard	97.1	Harvard	100.0	6.3%
MIT	91.0	MIT	94.1	MIT	99.7	7.8%
Northwestern U.	90.7	Northwestern U.	93.7	Northwestern U.	97.5	4.9%
Duke U.	89.5	Dartmouth	92.0	Duke U.	96.8	5.5%
Dartmouth	86.0	Duke U.	91.3	Dartmouth	95.6	7.5%
Wellesley	85.7	Washington U.	90.5	Wellesley	94.7	6.8%
Washington U.	85.1	Wellesley	88.7	Washington U.	93.3	N/A
UMass/Amherst	82.1	Yale	85.3	U. Virginia	87.7	6.1%
Yale	82.1	Williams	83.9	Pomona	87.6	6.0%
U. Michigan	81.6	U. Michigan	83.8	Yale	87.1	7.0%
Pomona	81.1	U. Virginia	82.7	Williams	86.9	6.9%
Swarthmore	79.2	Pomona	82.5	UCal - Berkeley	86.8	N/A
Williams	79.0	UCal-LA	82.0	U. Michigan	86.6	4.1%
Brown U.	78.4	UCal - Berkeley	81.9	UMass/Amherst	86.2	7.6%
UCal-LA	78.1	Swarthmore	81.7	UNC-Chapel Hill	85.5	10.7%
U. Virginia	78.1	UMass/Amherst	81.6	Swarthmore	84.6	5.7%
UCal - Berkeley	77.7	Bowdoin	81.1	UCal-LA	84.2	N/A
UNC-Chapel Hill	77.2	Brown U.	81.0	Brown U.	83.9	6.0%
Bowdoin	76.5	<b>AMHERST</b>	<b>78.4</b>	Bowdoin	83.2	6.2%
<b>AMHERST</b>	<b>76.3</b>	U. NC-Chapel Hill	77.9	<b>AMHERST</b>	<b>82.8</b>	<b>6.9%</b>
Mount Holyoke	76.0	Mount Holyoke	77.3	Mount Holyoke	80.0	5.2%
Wesleyan	74.8	Wesleyan	76.1	Davidson	79.3	11.7%
Davidson	73.1	Smith	76.0	Smith	78.9	5.4%
Smith	73.0	Haverford	74.7	Wesleyan	78.0	4.3%
Haverford	71.7	Davidson	74.1	Haverford	77.0	5.6%
Indiana U.	70.7	Indiana U.	72.8	Indiana U.	75.1	5.2%
Carleton	69.5	Carleton	70.7	Carleton	74.6	6.1%

COMPARISON OF SALARIES - AMHERST COLLEGE AND THE NEW GROUP

10/8/2007

RANK/ INSTITUTION	ACTUAL FY2004-05 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2005-06 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2006-07 SALARY DOLLARS	% INC
<b>ASSISTANT PROFESSORS</b>						
U. Pennsylvania	85.2	U. Pennsylvania	88.1	U. Pennsylvania	91.8	6.2%
Harvard	82.9	Harvard	87.3	Harvard	91.3	5.7%
Stanford U.	82.0	Stanford U.	86.9	Stanford U.	91.0	8.0%
MIT	79.5	MIT	82.7	MIT	89.0	4.8%
Northwestern U.	79.3	Northwestern U.	81.2	Northwestern U.	83.5	5.7%
Duke U.	75.5	Duke U.	78.8	Duke U.	82.4	4.4%
Columbia U.	74.8	Columbia U.	N/A*	Columbia U.	N/A*	N/A
Princeton U.	73.4	Princeton U.	76.3	Princeton U.	79.1	9.3%
Washington U.	72.4	UCal - Berkeley	74.1	Yale	77.9	6.9%
UCal - Berkeley	71.3	Washington U.	73.4	Washington U.	77.2	N/A
Brown U.	69.7	Yale	72.8	Dartmouth	76.5	9.1%
Yale	69.4	U. Michigan	72.8	UCal - Berkeley	76.2	N/A
Dartmouth	69.0	Brown U.	72.1	U. Michigan	75.0	4.4%
Wellesley	67.9	Wellesley	71.3	Wellesley	74.3	6.9%
U. Michigan	67.1	Dartmouth	70.0	Brown U.	72.6	5.6%
UNC-Chapel Hill	65.8	<b><u>AMHERST</u></b>	<b><u>68.7</u></b>	UCal-LA	72.1	N/A
UCal-LA	65.5	U. Virginia	68.0	UNC-Chapel Hill	71.8	10.3%
<b><u>AMHERST</u></b>	<b><u>65.1</u></b>	UCal-LA	67.0	<b><u>AMHERST</u></b>	<b><u>71.4</u></b>	<b><u>6.5%</u></b>
U. Virginia	64.1	Williams	66.1	U. Virginia	71.2	5.1%
Williams	64.1	Bowdoin	65.4	Williams	69.4	7.3%
UMass/Amherst	62.5	UNC-Chapel Hill	65.2	Swarthmore	67.9	7.6%
Wesleyan	62.5	Wesleyan	64.3	Bowdoin	67.6	6.3%
Swarthmore	62.3	Swarthmore	63.7	Pomona	66.2	12.0%
Bowdoin	61.9	Carleton	63.2	Indiana U.	66.0	4.6%
Carleton	61.5	Indiana U.	62.6	Wesleyan	65.7	4.2%
Indiana U.	61.3	Smith	62.6	Carleton	65.7	6.3%
Smith	61.2	UMass/Amherst	62.2	UMass/Amherst	65.7	8.4%
Davidson	58.9	Pomona	60.9	Smith	65.2	6.7%
Pomona	58.8	Mount Holyoke	59.5	Mount Holyoke	63.1	7.2%
Mount Holyoke	57.9	Davidson	59.3	Haverford	60.0	6.3%
Haverford	56.7	Haverford	58.6	Davidson	59.0	11.0%

\* Columbia University did not supply information to AAUP for FY06 or FY07, therefore for comparison purposes they have been ranked at the same level as FY05.



COMPARISON OF COMPENSATION - AMHERST COLLEGE AND THE TWELVE INSTITUTIONS

10/8/2007

RANK/ INSTITUTION	ACTUAL FY2004-05 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2005-06 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2006-07 COMPENSATION
PROFESSORS		PROFESSORS		PROFESSORS	
Harvard	201.4	Harvard	208.5	Harvard	218.5
Yale	174.4	Yale	183.1	Yale	190.3
Dartmouth	158.9	Dartmouth	168.9	Dartmouth	176.8
Wellesley	158.5	Wellesley	162.4	Wellesley	171.8
U. Michigan	145.6	U. Michigan	152.3	U. Virginia	157.9
U. Virginia	145.3	U. Virginia	152.1	U. Michigan	157.6
Williams	142.1	Williams	149.0	Williams	157.5
<b><u>AMHERST</u></b>	<b><u>140.6</u></b>	<b><u>AMHERST</u></b>	<b><u>149.0</u></b>	<b><u>AMHERST</u></b>	<b><u>156.2</u></b>
Wesleyan	136.6	Smith	142.0	Wesleyan	148.4
Smith	134.3	Wesleyan	139.3	Smith	145.9
Mount Holyoke	132.6	Indiana U.	133.8	Mount Holyoke	139.9
Indiana U.	129.7	Mount Holyoke	133.4	Indiana U.	138.1
UMass/Amherst	129.1	UMass/Amherst	131.3	UMass/Amherst	133.0
ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS	
Harvard	116.6	Harvard	122.0	Wellesley	125.6
Wellesley	113.8	Dartmouth	118.7	Harvard	124.1
Dartmouth	111.0	Wellesley	115.5	Dartmouth	123.9
UMass/Amherst	103.9	Williams	109.1	Williams	113.5
Yale	102.4	Yale	107.4	U. Virginia	111.4
U. Michigan	102.2	U. Virginia	105.8	Yale	109.4
Williams	102.1	U. Michigan	105.3	U. Michigan	108.4
U. Virginia	99.2	UMass/Amherst	104.4	<b><u>AMHERST</u></b>	<b><u>106.3</u></b>
Mount Holyoke	97.7	<b><u>AMHERST</u></b>	<b><u>100.6</u></b>	UMass/Amherst	105.4
<b><u>AMHERST</u></b>	<b><u>97.4</u></b>	Mount Holyoke	100.1	Mount Holyoke	104.9
Smith	93.5	Smith	97.8	Smith	103.4
Wesleyan	93.2	Wesleyan	95.2	Wesleyan	98.6
Indiana U.	91.7	Indiana U.	94.4	Indiana U.	96.7
ASSISTANT PROFESSORS		ASSISTANT PROFESSORS		ASSISTANT PROFESSORS	
Harvard	101.9	Harvard	106.5	Harvard	112.4
Wellesley	86.7	U. Michigan	92.5	<b><u>AMHERST</u></b>	<b><u>96.4</u></b>
Dartmouth	86.5	<b><u>AMHERST</u></b>	<b><u>91.2</u></b>	Yale	96.0
Yale	86.0	Yale	90.4	Wellesley	95.8
<b><u>AMHERST</u></b>	<b><u>85.3</u></b>	Wellesley	89.6	Dartmouth	95.7
U. Michigan	85.3	Dartmouth	88.1	U. Michigan	94.9
Williams	82.5	U. Virginia	87.5	Williams	92.0
U. Virginia	81.9	Williams	86.6	U. Virginia	91.3
UMass/Amherst	78.8	Smith	80.3	Mount Holyoke	85.4
Indiana U.	78.3	Indiana U.	80.2	Smith	84.7
Smith	77.6	UMass/Amherst	79.4	Indiana U.	83.7
Wesleyan	77.4	Wesleyan	79.2	Wesleyan	81.6
Mount Holyoke	76.2	Mount Holyoke	77.3	UMass/Amherst	80.0

COMPARISON OF COMPENSATION - AMHERST COLLEGE AND THE NEW GROUP

10/8/2007

RANK/ INSTITUTION	ACTUAL FY2004-05 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2005-06 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2006-07 COMPENSATION
PROFESSORS		PROFESSORS		PROFESSORS	
Harvard	201.4	Harvard	208.5	Harvard	218.5
U. Pennsylvania	191.4	U. Pennsylvania	197.5	U. Pennsylvania	208.5
Stanford U.	189.7	Princeton U.	191.2	Stanford U.	203.8
Princeton U.	184.3	Stanford U.	188.2	Princeton U.	198.9
Yale	174.4	Yale	183.1	Yale	190.3
MIT	168.5	MIT	174.5	Northwestern U.	186.8
Northwestern U.	165.1	Northwestern U.	171.8	MIT	182.1
Duke U.	164.3	Duke U.	170.6	Duke U.	178.1
Columbia U.	162.9	Columbia U.	N/A*	Columbia U.	N/A*
UCal-LA	159.6	Dartmouth	168.9	Washington U.	177.5
Dartmouth	158.9	Washington U.	167.2	Dartmouth	176.8
Brown U.	158.8	Brown U.	166.3	Brown U.	172.9
Washington U.	158.5	UCal-LA	166.2	UCal-LA	172.8
Wellesley	158.5	UCal-Berkeley	163.4	Wellesley	171.8
UCal-Berkeley	157.7	Wellesley	162.4	UCal-Berkeley	170.4
U. Michigan	145.6	U. Michigan	152.3	U. Virginia	157.9
U. Virginia	145.3	U. Virginia	152.1	Pomona	157.8
Pomona	145.0	Pomona	151.0	U. Michigan	157.6
Williams	142.1	Williams	149.0	Williams	157.5
Swarthmore	141.0	<b><u>AMHERST</u></b>	<b><u>149.0</u></b>	<b><u>AMHERST</u></b>	<b><u>156.2</u></b>
<b><u>AMHERST</u></b>	<b><u>140.6</u></b>	Bowdoin	146.6	UNC-Chapel Hill	152.7
Bowdoin	140.4	Swarthmore	146.4	Swarthmore	152.0
Wesleyan	136.6	Smith	142.0	Bowdoin	151.6
Smith	134.3	Haverford	139.5	Wesleyan	148.4
UNC-Chapel Hill	134.2	Wesleyan	139.3	Smith	145.9
Mount Holyoke	132.6	UNC-Chapel Hill	138.3	Haverford	145.0
Haverford	132.1	Indiana U.	133.8	Mount Holyoke	139.9
Indiana U.	129.7	Mount Holyoke	133.4	Indiana U.	138.1
UMass/Amherst	129.1	UMass/Amherst	131.3	Carleton	135.8
Carleton	127.9	Carleton	130.3	Davidson	133.7
Davidson	122.8	Davidson	127.4	UMass/Amherst	133.0
ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS	
Stanford U.	132.5	Stanford U.	140.1	U. Pennsylvania	148.0
U. Pennsylvania	130.5	U. Pennsylvania	138.5	Stanford U.	147.5
Princeton U.	118.2	Duke U.	122.1	Princeton U.	129.3
Columbia U.	117.0	Columbia U.	N/A*	Columbia U.	N/A*
Harvard	116.6	Harvard	122.0	MIT	128.7
MIT	115.6	MIT	120.6	Northwestern U.	128.3
Duke U.	113.8	Princeton U.	119.9	Wellesley	125.6
Wellesley	113.8	Dartmouth	118.7	Harvard	124.1
Northwestern U.	111.6	Northwestern U.	116.7	Dartmouth	123.9
Dartmouth	111.0	Wellesley	115.5	Duke U.	123.4
UMass/Amherst	103.9	Washington U.	110.5	UCal-Berkeley	115.0
Washington U.	103.7	Williams	109.1	Williams	113.5
Swarthmore	102.9	UCal-LA	108.5	Washington U.	113.4
Yale	102.4	UCal-Berkeley	108.4	UCal-LA	111.7
UCal-LA	102.3	Yale	107.4	U. Virginia	111.4
U. Michigan	102.2	Brown U.	105.8	Pomona	109.8
Williams	102.1	U. Virginia	105.8	Brown U.	109.5
UCal-Berkeley	102.0	Swarthmore	105.4	Yale	109.4
Pomona	100.8	U. Michigan	105.4	Swarthmore	109.3
Brown U.	100.5	Bowdoin	104.7	U. Michigan	108.4
Haverford	99.7	UMass/Amherst	104.4	Bowdoin	107.8
Bowdoin	99.3	Pomona	104.1	Haverford	107.7
U. Virginia	99.2	Haverford	103.1	<b><u>AMHERST</u></b>	<b><u>106.3</u></b>
Mount Holyoke	97.7	<b><u>AMHERST</u></b>	<b><u>100.6</u></b>	UNC-Chapel Hill	105.6
<b><u>AMHERST</u></b>	<b><u>97.4</u></b>	Mount Holyoke	100.1	UMass/Amherst	105.4
Davidson	95.2	Smith	97.8	Mount Holyoke	104.9
UNC-Chapel Hill	94.2	Davidson	96.5	Smith	103.4
Smith	93.5	UNC-Chapel Hill	95.7	Davidson	99.8
Wesleyan	93.2	Wesleyan	95.2	Carleton	98.9
Carleton	92.4	Indiana U.	94.4	Wesleyan	98.6
Indiana U.	91.7	Carleton	93.6	Indiana U.	96.7

## COMPARISON OF COMPENSATION - AMHERST COLLEGE AND THE NEW GROUP

10/8/2007

RANK/ INSTITUTION	ACTUAL FY2004-05 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2005-06 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2006-07 COMPENSATION
ASSISTANT PROFESSORS		ASSISTANT PROFESSORS		ASSISTANT PROFESSORS	
U. Pennsylvania	116.8	U. Pennsylvania	123.4	U. Pennsylvania	121.2
Stanford U.	108.3	Stanford U.	110.9	Stanford U.	116.2
MIT	102.1	MIT	106.5	MIT	115.1
Harvard	101.9	Harvard	106.5	Harvard	112.4
Columbia U.	97.3	Columbia U.	N/A*	Columbia U.	N/A*
Northwestern U.	96.6	Duke U.	100.6	Northwestern U.	111.1
UCal-Berkeley	93.6	Northwestern U.	100.2	UCal-Berkeley	101.7
Duke U.	91.8	UCal-Berkeley	98.6	Duke U.	100.9
Princeton U.	91.6	Princeton U.	95.3	Princeton U.	98.4
Brown U.	88.9	Brown U.	94.5	UCal-LA	96.6
Washington U.	87.0	U. Michigan	92.5	<b><u>AMHERST</u></b>	<b><u>96.4</u></b>
Wellesley	86.7	<b><u>AMHERST</u></b>	<b><u>91.2</u></b>	Yale	96.0
Dartmouth	86.5	Yale	90.4	Wellesley	95.8
Yale	86.0	UCal-LA	89.9	Dartmouth	95.7
UCal-LA	85.7	Wellesley	89.6	U. Michigan	94.9
<b><u>AMHERST</u></b>	<b><u>85.3</u></b>	Washington U.	88.4	Brown U.	94.8
U. Michigan	85.3	Dartmouth	88.1	Washington U.	92.1
Carleton	82.7	U. Virginia	87.5	Williams	92.0
Williams	82.5	Williams	86.6	U. Virginia	91.3
U. Virginia	81.9	Bowdoin	84.8	UNC-Chapel Hill	89.4
Swarthmore	81.3	Carleton	84.4	Bowdoin	88.7
Haverford	81.2	Haverford	83.9	Swarthmore	88.6
UNC-Chapel Hill	80.8	Swarthmore	82.2	Haverford	88.4
Bowdoin	80.4	UNC-Chapel Hill	81.1	Carleton	87.5
Davidson	79.4	Smith	80.3	Mount Holyoke	85.4
UMass/Amherst	78.8	Indiana U.	80.2	Smith	84.7
Indiana U.	78.3	Davidson	80.0	Indiana U.	83.7
Smith	77.6	UMass/Amherst	79.4	Pomona	82.9
Wesleyan	77.4	Wesleyan	79.1	Wesleyan	81.6
Mount Holyoke	76.2	Mount Holyoke	77.3	UMass/Amherst	80.0
Pomona	74.5	Pomona	75.8	Davidson	76.1

\* Columbia University did not supply information to AAUP for FY06 or FY07, therefore for comparison purposes they have been ranked at the same level as FY05.

**TABLE 3A**  
**PROFESSIONAL SCHOOL ADJUSTMENTS NEW GROUP**

	2005-2006				2006-2007		
	Salary Dollars AAUP	Prof. School Adjustmen	Adjusted Salary		Salary Dollars AAUP	Prof. School Adjustmen	Adjusted Salary
PROFESSORS				PROFESSORS			
Princeton U.	156.8	0	156.8	Princeton U.	163.7	0	163.7
Harvard	168.7	10	151.8	Harvard	177.4	10	159.7
Stanford U.	156.2	5	148.4	Stanford U.	164.3	5	156.1
Yale	151.2	10	136.1	Yale	157.6	10	141.8
U. Pennsylvania	150.0	10	135.0	U. Pennsylvania	156.5	10	140.9
Columbia U.	N/A	10	N/A*	Columbia U.	N/A	10	N/A*
Duke U.	136.4	5	129.6	Duke U.	142.0	5	134.9
Brown U.	129.2	0	129.2	Brown U.	134.9	0	134.9
Northwestern U.	140.8	10	126.7	Northwestern U.	147.2	10	132.5
MIT	140.3	10	126.3	MIT	145.9	10	131.3
Wellesley	123.1	0	123.1	Wellesley	130.8	0	130.8
UCal - LA	128.4	5	122.0	Washington U.	145.1	10	130.6
Pomona	121.7	0	121.7	Pomona	127.1	0	127.1
Washington U.	135.2	10	121.7	UCal - LA	133.2	5	126.5
UCal - Berkeley	126.2	5	119.9	<b>AMHERST</b>	<b>125.9</b>	<b>0</b>	<b>125.9</b>
U. Michigan	125.6	5	119.3	<i>UCal - Berkeley</i>	<i>131.3</i>	<i>5</i>	<i>124.7</i>
<b>AMHERST</b>	<b>119.3</b>	<b>0</b>	<b>119.3</b>	<i>Dartmouth</i>	<i>138.5</i>	<i>10</i>	<i>124.7</i>
<i>Dartmouth</i>	<i>132.4</i>	<i>10</i>	<i>119.2</i>	<i>U. Michigan</i>	<i>130.4</i>	<i>5</i>	<i>123.9</i>
Swarthmore	118.2	0	118.2	Williams	122.3	0	122.3
<i>U. Virginia</i>	<i>123.1</i>	<i>5</i>	<i>116.9</i>	<i>U. Virginia</i>	<i>128.0</i>	<i>5</i>	<i>121.6</i>
Williams	116.9	0	116.9	Swarthmore	121.1	0	121.1
Wesleyan	115.4	0	115.4	Wesleyan	120.3	0	120.3
Bowdoin	113.5	0	113.5	Bowdoin	117.5	0	117.5
Smith	112.1	0	112.1	Smith	115.4	0	115.4
Mount Holyoke	105.9	0	105.9	<i>UNC-Chapel Hill</i>	<i>126.8</i>	<i>10</i>	<i>114.1</i>
UNC-Chapel Hill	115.3	10	103.8	Mount Holyoke	111.3	0	111.3
UMass/Amherst	103.5	0	103.5	UMass/Amherst	109.4	0	109.4
Carleton	100.4	0	100.4	Haverford	105.8	0	105.8
Haverford	100.4	0	100.4	Carleton	105.0	0	105.0
Indiana U.	104.9	5	99.7	Davidson	105.0	0	105.0
Davidson	99.5	0	99.5	Indiana U.	109.0	5	103.6
<b>Median</b>	<b>123.1</b>	<b>5.0</b>	<b>119.3</b>	<b>Median</b>	<b>129.2</b>	<b>5.0</b>	<b>124.7</b>
<b>Mean</b>	<b>125.7</b>	<b>4.0</b>	<b>120.4</b>	<b>Mean</b>	<b>131.6</b>	<b>4.0</b>	<b>126.1</b>

**TABLE 3B**  
**PROFESSIONAL SCHOOL ADJUSTMENTS NEW GROUP**

	2005-2006			2006-2007		
	Salary	Prof.	Adjusted	Salary	Prof.	Adjusted
	Dollars AAUP	School Adjustmen	Salary	Dollars AAUP	School Adjustmen	Salary
ASSOCIATE PROFESSORS				ASSOCIATE PROFESSORS		
Princeton U.	97.1	5	92.2	Princeton U.	105.0	5 99.8
Stanford U.	106.1	15	90.2	Stanford U.	114.7	15 97.5
Wellesley	88.7	0	88.7	Wellesley	94.7	0 94.7
U. Pennsylvania	100.7	15	85.6	U. Pennsylvania	106.4	15 90.4
MIT	94.1	10	84.7	MIT	99.7	10 89.7
Northwestern U.	93.7	10	84.3	Northwestern U.	97.5	10 87.8
Columbia U.	N/A	15	N/A*	Columbia U.	N/A	15 N/A*
Williams	83.9	0	83.9	Pomona	87.6	0 87.6
Dartmouth	92.0	10	82.8	Williams	86.9	0 86.9
Pomona	82.5	0	82.5	UCal - Berkeley	86.8	0 86.8
UCal - Berkeley	81.9	0	81.9	Dartmouth	95.6	10 86.0
Swarthmore	81.7	0	81.7	Swarthmore	84.6	0 84.6
Washington U.	90.5	10	81.5	Washington U.	93.3	10 84.0
Bowdoin	81.1	0	81.1	Brown U.	83.9	0 83.9
Yale	85.3	5	81.0	U. Virginia	87.7	5 83.3
Brown U.	81.0	0	81.0	Bowdoin	83.2	0 83.2
U. Michigan	83.8	5	79.6	<b><u>AMHERST</u></b>	<b><u>82.8</u></b>	<b><u>0 82.8</u></b>
U. Virginia	82.7	5	78.6	<i>Yale</i>	87.1	5 82.7
<b><u>AMHERST</u></b>	<b><u>78.4</u></b>	<b><u>0</u></b>	<b><u>78.4</u></b>	<i>Duke U.</i>	96.8	15 82.3
<i>UCal - LA</i>	82.0	5	77.9	<i>U. Michigan</i>	86.6	5 82.3
<i>Harvard</i>	97.1	20	77.7	<i>Harvard</i>	100.0	20 80.0
<i>Duke U.</i>	91.3	15	77.6	Mount Holyoke	80.0	0 80.0
Mount Holyoke	77.3	0	77.3	<i>UCal - LA</i>	84.2	5 80.0
Wesleyan	76.1	0	76.1	Davidson	79.3	0 79.3
Smith	76.0	0	76.0	Smith	78.9	0 78.9
Haverford	74.7	0	74.7	Wesleyan	78.0	0 78.0
Davidson	74.1	0	74.1	<i>UMass/Amherst</i>	86.2	10 77.6
<i>UMass/Amherst</i>	81.6	10	73.4	Haverford	77.0	0 77.0
Carleton	70.7	0	70.7	<i>UNC-Chapel Hill</i>	85.5	10 77.0
UNC-Chapel Hill	77.9	10	70.1	Carleton	74.6	0 74.6
Indiana U.	72.8	5	69.2	Indiana U.	75.1	5 71.3
<b>Median</b>	<b>82.3</b>	<b>5.0</b>	<b>80.3</b>	<b>Median</b>	<b>86.7</b>	<b>5.0 83.0</b>
<b>Mean</b>	<b>84.6</b>	<b>5.5</b>	<b>79.8</b>	<b>Mean</b>	<b>88.7</b>	<b>5.5 83.7</b>

**TABLE 3C  
PROFESSIONAL SCHOOL ADJUSTMENTS NEW GROUP**

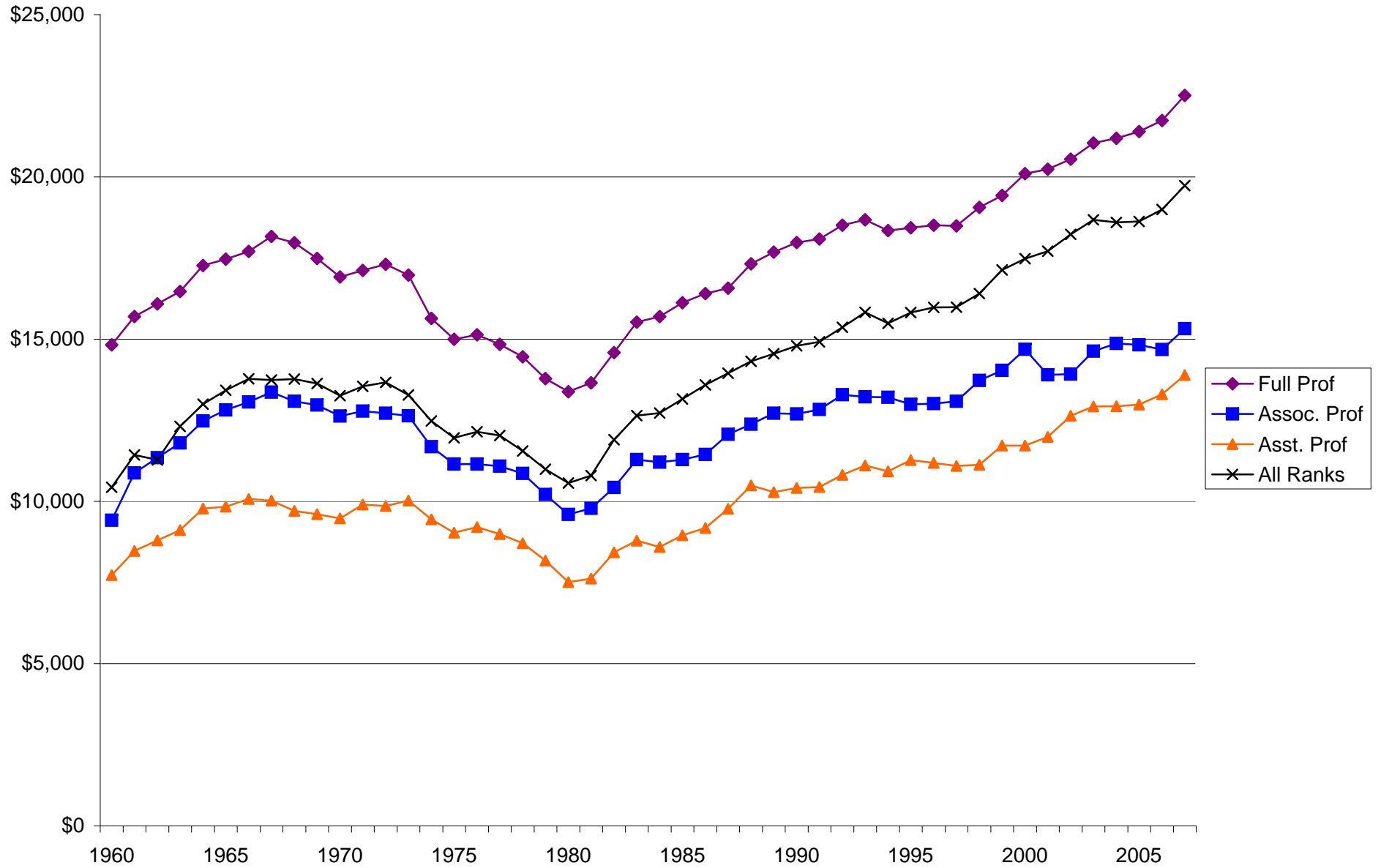
	2005-2006			2006-2007		
	Salary	Prof.	Adjusted	Salary	Prof.	Adjusted
	Dollars	School		Dollars	School	
	AAUP	Adjustmen	Salary	AAUP	Adjustmen	Salary
ASSISTANT PROFESSORS				ASSISTANT PROFESSORS		
MIT	82.7	10	74.4	MIT	89.0	10 80.1
Stanford U.	86.9	15	73.9	Stanford U.	91.0	15 77.4
Princeton U.	76.3	5	72.5	Princeton U.	79.1	5 75.1
Brown U.	72.1	0	72.1	Wellesley	74.3	0 74.3
Wellesley	71.3	0	71.3	Yale	77.9	5 74.0
U. Pennsylvania	88.1	20	70.5	U. Pennsylvania	91.8	20 73.4
UCal - Berkeley	74.1	5	70.4	Harvard	91.3	20 73.0
Harvard	87.3	20	69.8	Dartmouth	76.5	5 72.7
U. Michigan	72.8	5	69.2	Brown U.	72.6	0 72.6
Yale	72.8	5	69.2	UCal - Berkeley	76.2	5 72.4
<b><u>AMHERST</u></b>	<b><u>68.7</u></b>	<b><u>0</u></b>	<b><u>68.7</u></b>	<b><u>AMHERST</u></b>	<b><u>71.4</u></b>	<b><u>0</u></b> <b><u>71.4</u></b>
<i>Duke U.</i>	78.8	15	67.0	<i>U. Michigan</i>	75.0	5 71.3
<i>Dartmouth</i>	70.0	5	66.5	<i>Duke U.</i>	82.4	15 70.0
Williams	66.1	0	66.1	<i>Washington U.</i>	77.2	10 69.5
<i>Washington U.</i>	73.4	10	66.1	Williams	69.4	0 69.4
Bowdoin	65.4	0	65.4	<i>UCal - LA</i>	72.1	5 68.5
<i>Northwestern U.</i>	81.2	20	65.0	Swarthmore	67.9	0 67.9
U. Virginia	68.0	5	64.6	U. Virginia	71.2	5 67.6
Wesleyan	64.3	0	64.3	Bowdoin	67.6	0 67.6
Swarthmore	63.7	0	63.7	<i>Northwestern U.</i>	83.5	20 66.8
UCal - LA	67.0	5	63.7	Pomona	66.2	0 66.2
Carleton	63.2	0	63.2	Wesleyan	65.7	0 65.7
Smith	62.6	0	62.6	Carleton	65.7	0 65.7
UMass/Amherst	62.2	0	62.2	UMass/Amherst	65.7	0 65.7
<i>Columbia U.</i>	<i>N/A</i>	20	<i>N/A*</i>	<i>Columbia U.</i>	<i>N/A</i>	20 <i>N/A*</i>
Pomona	60.9	0	60.9	Smith	65.2	0 65.2
Mount Holyoke	59.5	0	59.5	<i>UNC-Chapel Hill</i>	71.8	10 64.6
Indiana U.	62.6	5	59.5	Mount Holyoke	63.1	0 63.1
Davidson	59.3	0	59.3	Indiana U.	66.0	5 62.7
UNC-Chapel Hill	65.2	10	58.7	Haverford	60.0	0 60.0
Haverford	58.6	0	58.6	Davidson	59.0	0 59.0
<b>Median</b>	<b>68.4</b>	<b>5.0</b>	<b>65.7</b>	<b>Median</b>	<b>72.0</b>	<b>5.0</b> <b>68.9</b>
<b>Mean</b>	<b>70.2</b>	<b>5.8</b>	<b>66.0</b>	<b>Mean</b>	<b>73.5</b>	<b>5.8</b> <b>69.1</b>

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

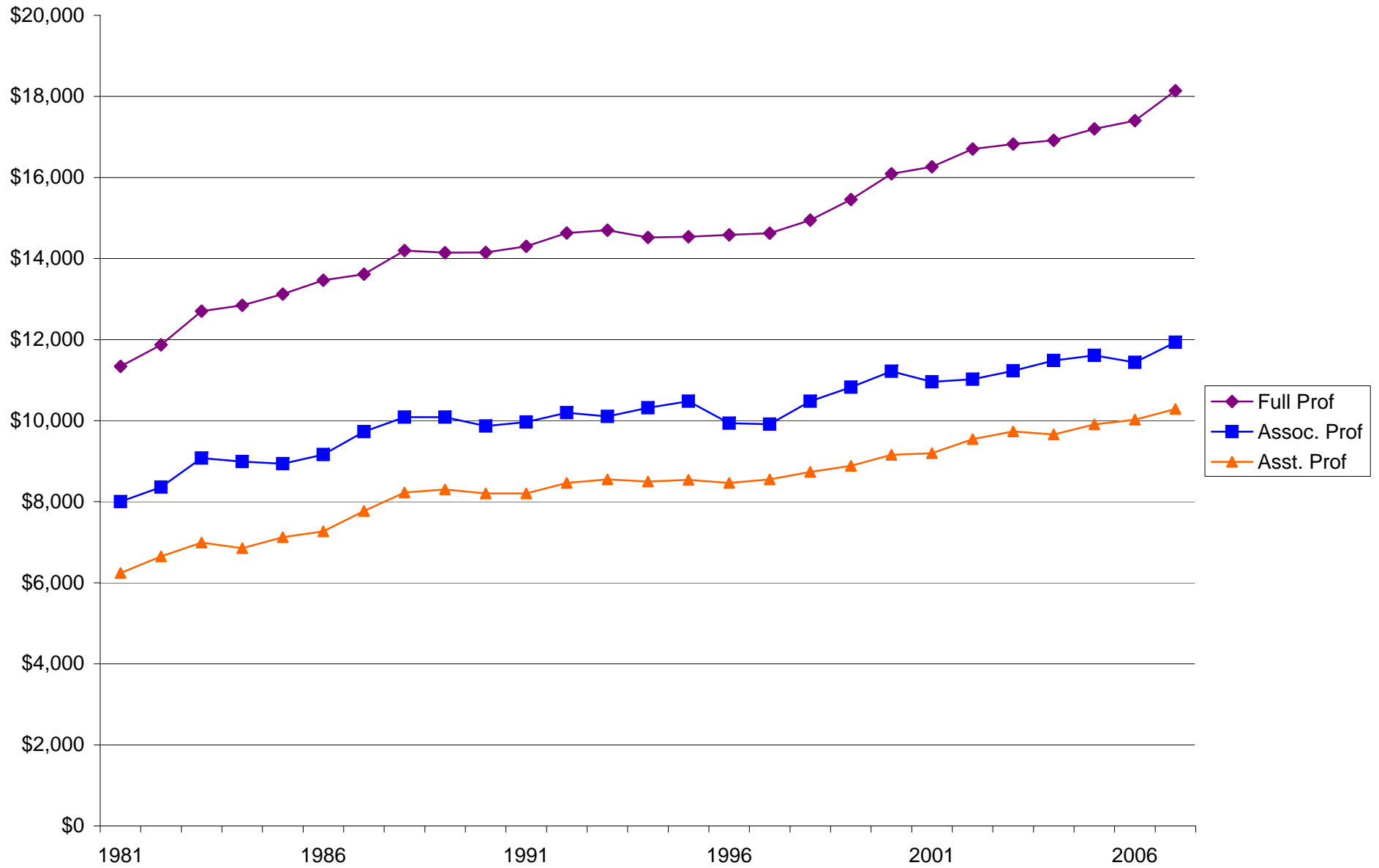
The professional school adjustment is an estimate of the amount that the AAUP reported salary is overstated due to the inclusion of salaries for professional school faculty members.

\* Columbia University did not supply information to AAUP for FY06 or FY07, therefore for comparison purposes they have been ranked at the same level as FY05.

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



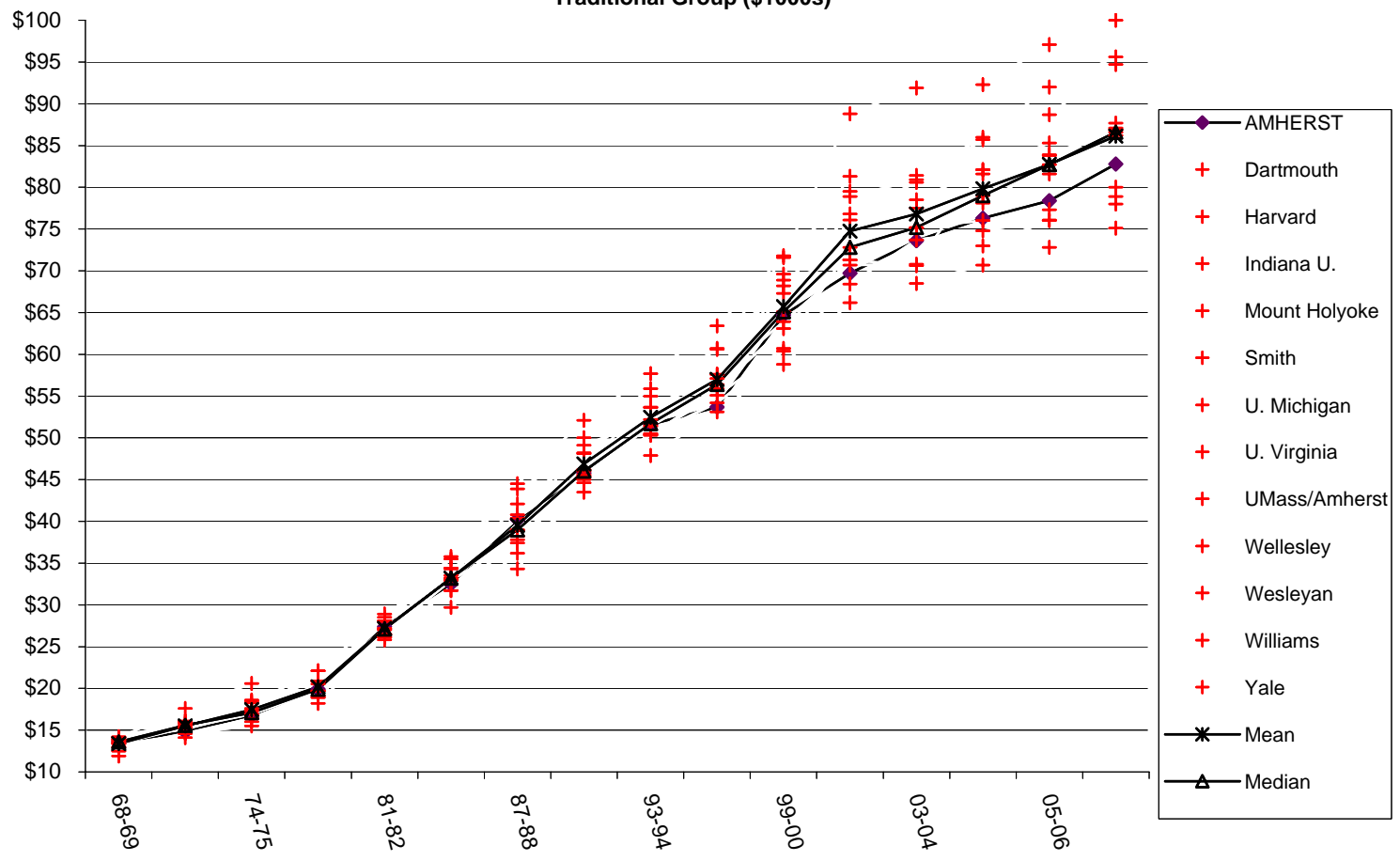
**CHART A2**  
**Real Salary (net of inflation), 1960 Dollars**  
**Amherst College**



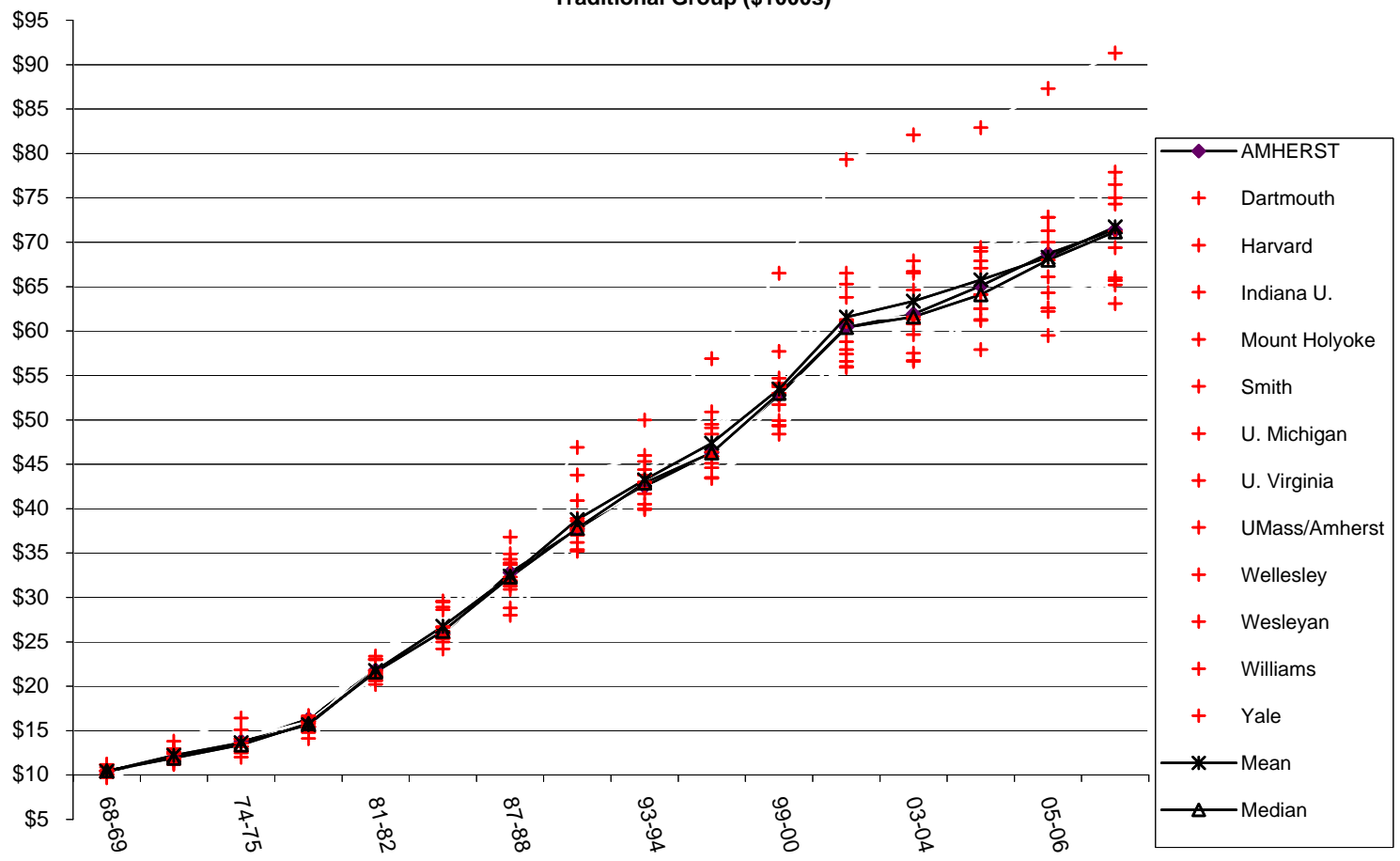




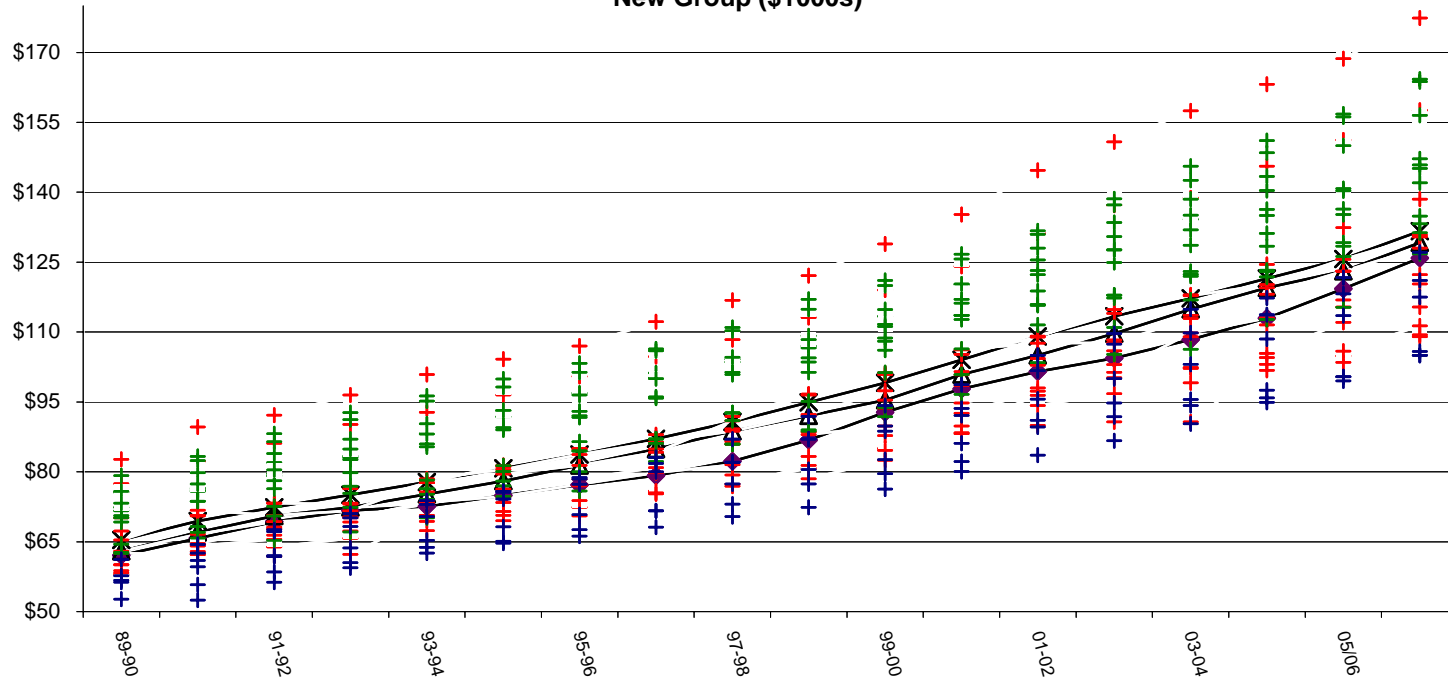
**CHART B2**  
**Associate Professor Average Salary**  
**Traditional Group (\$1000s)**



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



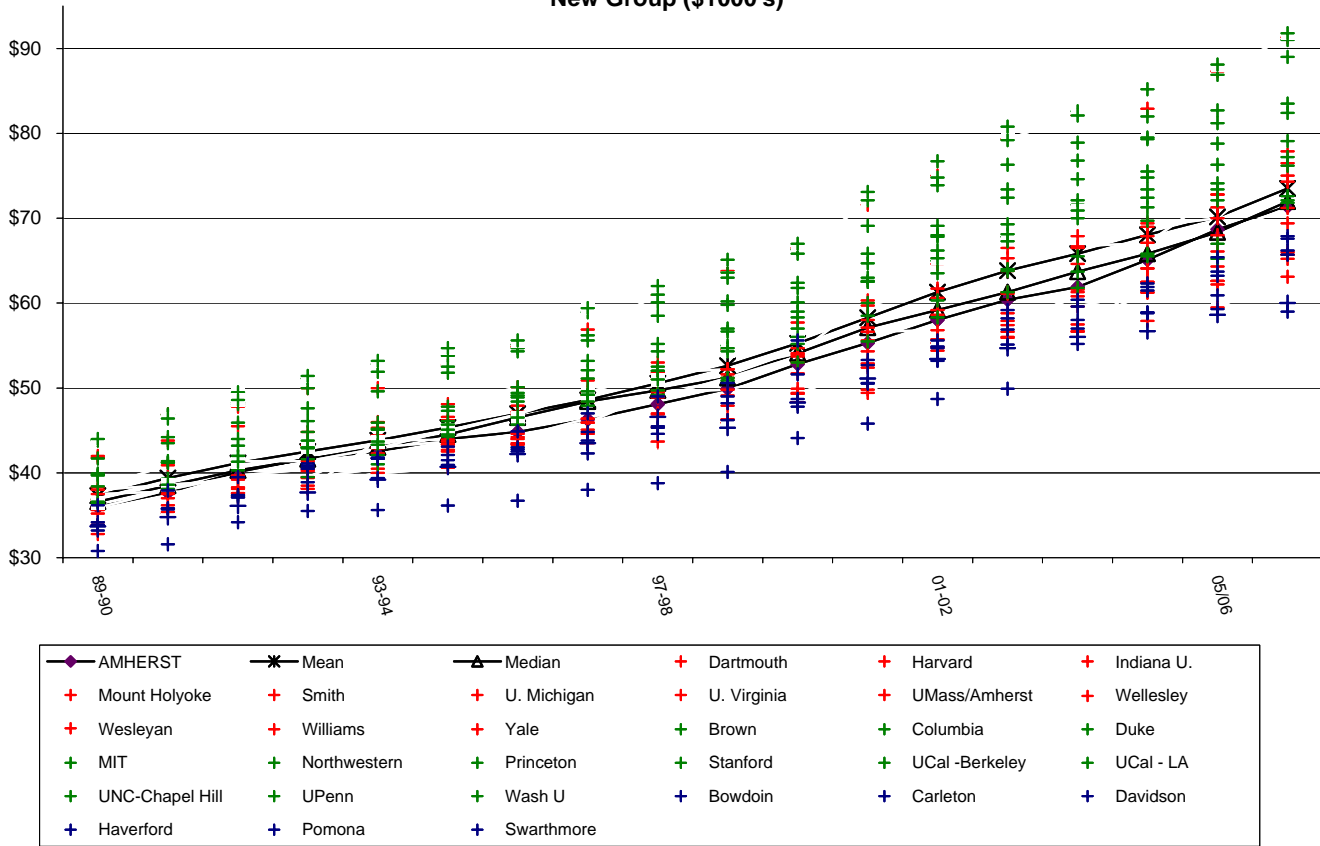
**CHART C1**  
**Full Professor Average Salary**  
**New Group (\$1000s)**



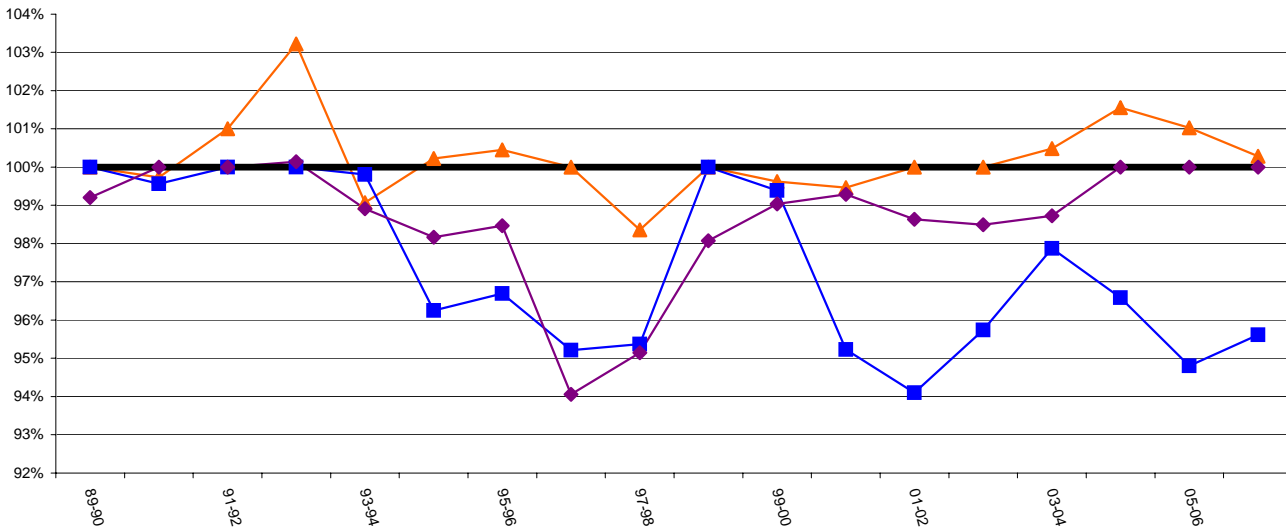
◆ AMHERST	✱ Mean	▲ Median	+ Dartmouth	+ Harvard	+ Indiana U.
+ Mount Holyoke	+ Smith	+ U. Michigan	+ U. Virginia	+ UMass/Amherst	+ Wellesley
+ Wesleyan	+ Williams	+ Yale	+ Brown	+ Columbia	+ Duke
+ MIT	+ Northwestern	+ Princeton	+ Stanford	+ UCal -Berkeley	+ UCal - LA
+ UNC-Chapel Hill	+ UPenn	+ Wash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



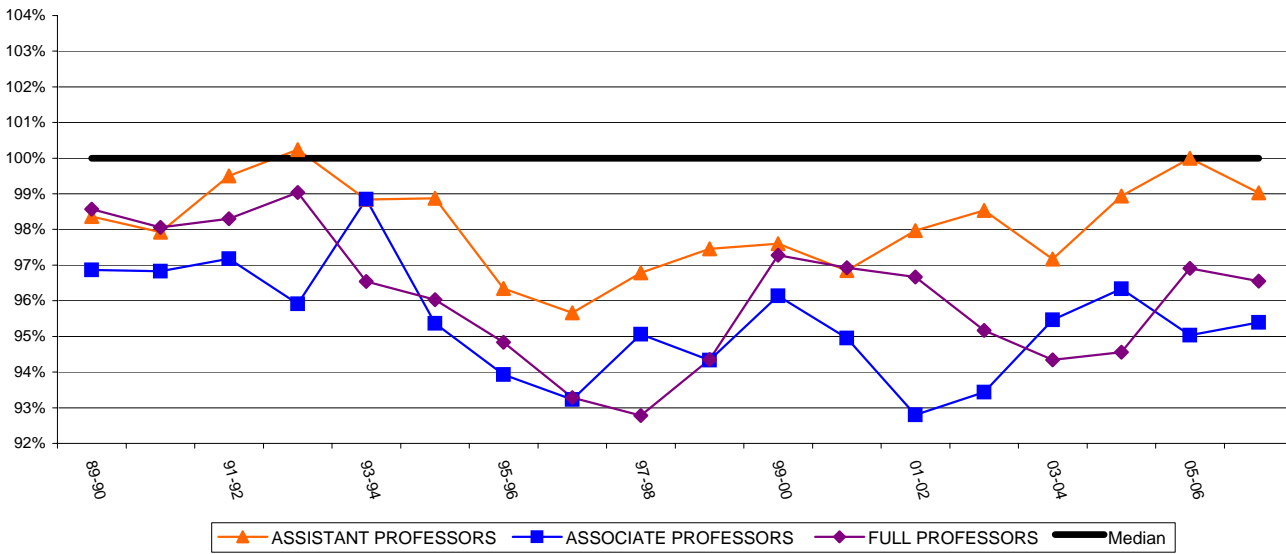
**CHART C3**  
**Assistant Professor Average Salary**  
**New Group (\$1000's)**



**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

COMPARISON OF COUNTS BY RANK - AMHERST COLLEGE AND THE TWELVE INSTITUTIONS

RANK/ INSTITUTION	ACTUAL FY2004-05 Counts by Rank	RANK/ INSTITUTION	ACTUAL FY2005-06 Counts by Rank	RANK/ INSTITUTION	ACTUAL FY2006-07 Counts by Rank
PROFESSORS		PROFESSORS		PROFESSORS	
U. Michigan	931	U. Michigan	914	U. Michigan	933
Harvard	777	Harvard	803	Harvard	818
Indiana U.	646	Indiana U.	638	Indiana U.	636
Yale	527	Yale	534	Yale	553
U. Virginia	506	U. Virginia	530	U. Virginia	531
UMass/Amherst	459	UMass/Amherst	482	UMass/Amherst	471
Dartmouth	187	Dartmouth	198	Dartmouth	191
Smith	135	Smith	133	Smith	140
Wesleyan	132	Wesleyan	131	Wesleyan	127
Williams	120	Williams	125	Williams	127
Wellesley	104	Wellesley	106	Wellesley	101
<u>AMHERST</u>	<u>101</u>	Mount Holyoke	101	Mount Holyoke	101
Mount Holyoke	101	<u>AMHERST</u>	<u>100</u>	<u>AMHERST</u>	<u>100</u>
ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS	
U. Michigan	495	U. Michigan	482	U. Michigan	511
Indiana U.	393	Indiana U.	401	Indiana U.	414
U. Virginia	292	U. Virginia	298	U. Virginia	307
UMass/Amherst	278	UMass/Amherst	267	UMass/Amherst	277
Harvard	168	Harvard	166	Harvard	166
Dartmouth	131	Dartmouth	133	Dartmouth	133
Yale	104	Yale	109	Yale	127
Smith	76	Smith	82	Smith	79
Wellesley	50	Wellesley	48	Wellesley	50
Wesleyan	46	Mount Holyoke	48	Mount Holyoke	49
Mount Holyoke	44	Wesleyan	46	Wesleyan	49
Williams	40	Williams	42	Williams	40
<u>AMHERST</u>	<u>11</u>	<u>AMHERST</u>	<u>11</u>	<u>AMHERST</u>	<u>14</u>
ASSISTANT PROFESSORS		ASSISTANT PROFESSORS		ASSISTANT PROFESSORS	
U. Michigan	595	U. Michigan	550	U. Michigan	544
Indiana U.	351	Indiana U.	369	Indiana U.	380
Harvard	267	Harvard	267	Harvard	268
Yale	238	U. Virginia	241	U. Virginia	266
U. Virginia	220	Yale	236	Yale	220
UMass/Amherst	202	UMass/Amherst	236	UMass/Amherst	241
Dartmouth	95	Dartmouth	95	Dartmouth	100
Williams	78	Williams	85	Williams	90
Smith	76	Smith	72	Smith	67
Wesleyan	66	Wesleyan	68	Wesleyan	66
Wellesley	47	Wellesley	55	Wellesley	64
<u>AMHERST</u>	<u>42</u>	<u>AMHERST</u>	<u>40</u>	<u>AMHERST</u>	<u>37</u>
Mount Holyoke	37	Mount Holyoke	31	Mount Holyoke	35



COMPARISON OF COUNTS BY RANK - AMHERST COLLEGE AND THE NEW GROUP

10/23/2007

RANK/ INSTITUTION	ACTUAL FY2004-05 Counts By Rank	RANK/ INSTITUTION	ACTUAL FY2005-06 Counts By Rank	RANK/ INSTITUTION	ACTUAL FY2006-07 Counts By Rank
<b>PROFESSORS</b>		<b>PROFESSORS</b>		<b>PROFESSORS</b>	
U. CA-Los Angeles	1050	U. CA-Los Angeles	1063	U. CA-Los Angeles	1089
U. Michigan	931	U. Michigan	914	U. Michigan	933
U. CA-Berkeley	867	U. CA-Berkeley	872	U. CA-Berkeley	863
Harvard	777	Harvard	803	Harvard	818
Indiana U.	646	Indiana U.	638	Indiana U.	636
Columbia U.	589	MIT	616	MIT	608
MIT	582	Columbia U.	n.d.	Columbia U.	n.d.
U. Pennsylvania	562	U. Pennsylvania	567	U. NC-Chapel Hill	572
Stanford U.	558	Stanford U.	554	U. Pennsylvania	570
U. NC-Chapel Hill	530	U. NC-Chapel Hill	545	Stanford U.	559
Yale	527	Yale	534	Yale	553
U. Virginia	506	U. Virginia	530	U. Virginia	531
Northwestern U.	490	Northwestern U.	498	Northwestern U.	509
Princeton U.	461	UMass/Amherst	482	UMass/Amherst	471
UMass/Amherst	459	Princeton U.	460	Princeton U.	464
Duke U.	399	Duke U.	406	Duke U.	438
Brown U.	324	Brown U.	317	Brown U.	323
Washington U.	287	Washington U.	296	Washington U.	305
Dartmouth	187	Dartmouth	198	Dartmouth	191
Smith	135	Smith	133	Smith	140
Wesleyan	132	Wesleyan	131	Wesleyan	127
Williams	120	Williams	125	Williams	127
Wellesley	104	Wellesley	106	Wellesley	101
<b>AMHERST</b>	<b>101</b>	Mount Holyoke	101	Mount Holyoke	101
Mount Holyoke	101	<b>AMHERST</b>	<b>100</b>	<b>AMHERST</b>	<b>100</b>
Carlton	95	Carlton	96	Carlton	94
Swarthmore	83	Swarthmore	85	Swarthmore	84
Pomona	71	Pomona	78	Pomona	74
Davidson	65	Davidson	68	Davidson	74
Bowdoin	51	Bowdoin	50	Bowdoin	54
Haverford	35	Haverford	33	Haverford	30
<b>ASSOCIATE PROFESSORS</b>		<b>ASSOCIATE PROFESSORS</b>		<b>ASSOCIATE PROFESSORS</b>	
U. Michigan	495	U. Michigan	482	U. Michigan	511
Indiana U.	393	Indiana U.	401	Indiana U.	414
U. CA-Los Angeles	308	U. CA-Los Angeles	310	U. NC-Chapel Hill	313
U. Virginia	292	U. NC-Chapel Hill	305	U. CA-Los Angeles	311
UMass/Amherst	278	U. Virginia	298	U. Virginia	307
U. CA-Berkeley	269	U. CA-Berkeley	283	UMass/Amherst	277
U. NC-Chapel Hill	267	UMass/Amherst	267	U. CA-Berkeley	275
Northwestern U.	224	U. Pennsylvania	226	U. Pennsylvania	235
U. Pennsylvania	224	Duke U.	221	Northwestern U.	232
Duke U.	220	Northwestern U.	220	Duke U.	223
Columbia U.	185	Columbia U.	n.d.	MIT	186
MIT	176	MIT	178	Columbia U.	n.d.
Harvard	168	Harvard	166	Harvard	166
Brown U.	145	Stanford U.	158	Stanford U.	153
Stanford U.	142	Brown U.	142	Brown U.	146
Washington U.	133	Washington U.	134	Washington U.	133
Dartmouth	131	Dartmouth	133	Dartmouth	133
Yale	104	Yale	109	Yale	127
Smith	76	Smith	82	Smith	79
Princeton U.	56	Princeton U.	59	Princeton U.	73
Pomona	53	Pomona	50	Davidson	54
Swarthmore	51	Swarthmore	50	Pomona	51
Wellesley	50	Wellesley	48	Wellesley	50
Wesleyan	46	Mount Holyoke	48	Bowdoin	50
Bowdoin	44	Davidson	48	Mount Holyoke	49
Mount Holyoke	44	Wesleyan	46	Wesleyan	49
Haverford	40	Bowdoin	46	Swarthmore	47
Williams	40	Williams	42	Haverford	42
Davidson	39	Haverford	41	Williams	40
Carlton	31	Carlton	40	Carlton	40
<b>AMHERST</b>	<b>11</b>	<b>AMHERST</b>	<b>11</b>	<b>AMHERST</b>	<b>14</b>

## COMPARISON OF COUNTS BY RANK - AMHERST COLLEGE AND THE NEW GROUP

10/23/2007

RANK/ INSTITUTION	ACTUAL FY2004-05 Counts By Rank	RANK/ INSTITUTION	ACTUAL FY2005-06 Counts By Rank	RANK/ INSTITUTION	ACTUAL FY2006-07 Counts By Rank
ASSISTANT PROFESSORS		ASSISTANT PROFESSORS		ASSISTANT PROFESSORS	
U. Michigan	595	U. Michigan	550	U. Michigan	544
U. CA-Los Angeles	352	Indiana U.	369	Indiana U.	380
Indiana U.	351	U. CA-Los Angeles	351	U. CA-Los Angeles	372
U. Pennsylvania	269	U. NC-Chapel Hill	299	U. NC-Chapel Hill	315
Harvard	267	Harvard	267	Harvard	268
Columbia U.	253	U. Pennsylvania	258	U. Virginia	266
U. NC-Chapel Hill	244	Columbia U.	n.d.	U. Pennsylvania	260
U. CA-Berkeley	242	U. CA-Berkeley	244	Northwestern U.	257
Yale	238	U. Virginia	241	Columbia U.	n.d.
U. Virginia	220	Yale	236	U. CA-Berkeley	253
Northwestern U.	219	UMass/Amherst	236	UMass/Amherst	241
Stanford U.	219	Northwestern U.	220	Yale	220
UMass/Amherst	202	Stanford U.	206	Stanford U.	205
Duke U.	192	Duke U.	198	Duke U.	193
MIT	180	MIT	179	Princeton U.	167
Princeton U.	178	Princeton U.	174	Washington U.	166
Washington U.	172	Washington U.	172	MIT	164
Brown U.	104	Brown U.	104	Brown U.	123
Dartmouth	95	Dartmouth	95	Dartmouth	100
Williams	78	Williams	85	Williams	90
Smith	76	Smith	72	Smith	67
Wesleyan	66	Wesleyan	68	Wesleyan	66
Bowdoin	54	Bowdoin	56	Wellesley	64
Carleton	51	Wellesley	55	Carleton	52
Wellesley	47	Carleton	45	Bowdoin	50
<b><u>AMHERST</u></b>	<b><u>42</u></b>	Pomona	41	Pomona	48
Davidson	40	<b><u>AMHERST</u></b>	<b><u>40</u></b>	Swarthmore	41
Mount Holyoke	37	Swarthmore	37	<b><u>AMHERST</u></b>	<b><u>37</u></b>
Swarthmore	37	Davidson	35	Mount Holyoke	35
Pomona	35	Haverford	35	Haverford	34
Haverford	32	Mount Holyoke	31	Davidson	30