

# *Annual Faculty Salary and Compensation Report, 2010-2011<sup>1</sup>*

## **Committee on Priorities and Resources Spring 2012**

### **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 compensations at Amherst with those at twelve other colleges and universities known as the Traditional Group. For the past seven years, the CPR has also compared salaries and compensations with a broader group of colleges and universities that includes the original 12 plus an additional 18 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 as well, this 2011 report on faculty salaries and compensation has been prepared to take advantage of the latest AAUP data.

### **II. Background and Summary of Issues**

In recent 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> This report is submitted by the voting members of the Committee on Priorities and Resources (CPR). We 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 Maria-Judith Rodriguez, as well as Sarah Barr, 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 the College needs to be competitive both in salaries and in total compensation to attract new faculty and to retain those faculty already in place.

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. In 2003, 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.

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 a future CPR.

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 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 four years ago 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. In 2008-09 the 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 flexible 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. Present circumstances have temporarily postponed this goal until after FY2012 so that the College can meet the global budgetary goals set by the Advisory Committee in June 2009. We continue to support 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 every two or 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, for 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 that Amherst stayed at the same ranking last year (6<sup>th</sup> on the list of 13 total). In the New Group, Amherst’s Full Professor salary rank has retained its position of 18<sup>th</sup> out of 31 total institutions (see Table 1B 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).

Relative to the Traditional Group (as seen in Table 2A in the Appendix) Amherst’s Full Professor *compensation* rose from 7<sup>th</sup> to 6<sup>th</sup> on the list of 13 institutions two years ago, and has retained that place in the current year. Comparison with the New Group (Table 2B) shows that in 2009-10, Amherst’s ranking rose from 19<sup>th</sup> to 18<sup>th</sup> (where Amherst had been in FY2007-08) on the list of 31 institutions. Summaries of Full Professor data are given below.

**Full Professor Salary Rankings**

<b>Year</b>	<b>Traditional Group (N=13)</b>	<b>New Group(N=31)</b>
2008-09	6	19
2009-10	6	18
2010-11	6	18

**Full Professor Compensation Rankings**

<b>Year</b>	<b>Traditional Group (N=13)</b>	<b>New Group (N=31)</b>
2008-09	7	19
2009-10	6	18
2010-11	6	18

**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 moved up from the 10<sup>th</sup> to the 7<sup>th</sup> place in 2010-11; in the New Group, Amherst has moved up to the 21<sup>st</sup> place from the 26<sup>th</sup> (Tables 1A and 1B). For *compensation*, the corresponding ranking has gone up two notches to the 7<sup>th</sup> position in the Traditional Group, and three steps to the 21<sup>st</sup> place in the new group (Tables 2A and 2B). Summaries of the salary and compensation data for Associate Professors are given below.

**Associate Professor Salary Rankings**

<b>Year</b>	<b>Traditional Group (N=13)</b>	<b>New Group(N=31)</b>
2008-09	10	26
2009-10	10	26
2010-11	7	21

**Associate Professor Compensation Rankings**

<b>Year</b>	<b>Traditional Group (N=13)</b>	<b>New Group (N=31)</b>
2008-09	9	25
2009-10	9	24
2010-11	7	21

**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.

Ranking for *salaries* of Assistant Professors at Amherst in the Traditional Group has fallen one step to the 7<sup>th</sup> place, and in the New Group the ranking dropped one position in each of the last two years and we are currently 19<sup>th</sup> (See Tables 1A and 1B). The *salary* increases awarded to Amherst’s Assistant Professors were 3.7% in the past year.

In comparing *compensation* in the Traditional Group, Amherst’s Assistant Professors dropped to 7<sup>th</sup> place. The comparison of *compensation* in the New Group shows that Amherst dropped four rankings in the last year, following a drop of three steps the previous year, to the 20<sup>th</sup> position overall. The disparity between the rankings of *salary* versus *compensation* is particularly marked at the Assistant Professor level. We note that in 2010-11 Amherst hired 9 new Assistant Professors for a total of 36. This large influx into the rank is worth keeping in mind in reading the following tables. 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**

<b>Year</b>	<b>Traditional Group (N=13)</b>	<b>New Group(N=31)</b>
2008-09	6	17
2009-10	6	18
2010-11	7	19

**Assistant Professor Compensation Rankings**

<b>Year</b>	<b>Traditional Group (N=13)</b>	<b>New Group (N=31)</b>
2008-09	4	13
2009-10	5	16
2010-11	7	20

**V. 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 compensations. The CPR’s Report on Faculty Salaries for 2006-2007 continued that discussion. Please see both of those reports for more information on this matter.

**VI. Additional Issues**

**A. Salary vs. Compensation**

Amherst’s ranking in total compensation may differ somewhat from its ranking in salary alone. However, because measuring the value of benefits is inherently difficult, it is unclear whether including other elements of compensation will raise or lower Amherst’s relative position. 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. Consequently, while Amherst salaries have tended to rest below the median of competitor institutions, its full compensation may rest even lower, about the same, or higher.

Despite these problems with the data, Amherst's relative rankings for *compensation* and *salaries* at the Full and Associate Professor levels are similar; the situation with Assistant Professors' rankings seems to exhibit a greater volatility.

Other benefit issues that have been changed in response to information and reports compiled by the CPR include tuition grants-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. The CPR is currently working to improve the parental leave policy to make it more competitive. It is also examining a change in mortgage policy so as to make housing in the Amherst area more affordable for faculty members.

## **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>4</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 might be higher in both the Traditional and New Groups when compared with only the arts and sciences faculties.

In recent 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

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<sup>4</sup> The AAUP data do not include the salaries of medical, clinical and administrative professionals and staff.

schools for faculty (in economics, health sciences, law, etc.). Moreover, the actual incomes of professors at large research universities—even in the liberal arts—are 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>
	<b>Uncorrected</b>	<b>Corrected</b>	<b>Uncorrected</b>	<b>Corrected</b>	<b>Uncorrected</b>	<b>Corrected</b>
<b>2008-09</b>	<b>19</b>	<b>17</b>	<b>26</b>	<b>21</b>	<b>17</b>	<b>11</b>
<b>2009-10</b>	<b>18</b>	<b>17</b>	<b>26</b>	<b>22</b>	<b>18</b>	<b>16</b>
<b>2010-11</b>	<b>18</b>	<b>17</b>	<b>21</b>	<b>17</b>	<b>19</b>	<b>16</b>

Our conclusions based upon these admittedly rough calculations are that:

- 1) Professional school salaries appear to have advanced in recent years 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 is less formidable than the uncorrected data suggest.

**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.

#### **D. How Salaries Are Set**

In response to questions from members of the Faculty, we would like to clarify how salary increases are set. Each year, the Administration, with the advice of the CPR and the approval of the Trustees, establishes a "pool" for faculty salary increases. This "pool" represents a percentage of the total salary budget for the teaching staff<sup>5</sup>. A similar "pool" is established for Trustee appointees and staff. The amount of this percentage increase, previously in the 3%-5% range, results in the dollars which the Administration then allots to salaries. A 3% percentage increase in the "pool," however, does not mean that everyone receives a 3% salary increase, for from that "pool" must come adjustments for promotions, for equity across ranks, and for other one-time increases. Generally speaking, those promoted from assistant to associate professor, and then to full, have received a raise equal to approximately twice the pool for that year.

Members of the Faculty have criticized the recent timing of salary announcements. Why, they ask, has the announcement moved from mid-April or early May to the summer? The answer seems to have much to do with the timing of Board of Trustee meetings, and with their agendas. But waiting as late as possible to set the "pool" often allows the Administration to make positive adjustments as the budget plays itself out at the end of the fiscal year. The CPR asks that the Administration make every effort to announce the anticipated pool figure in time for the Faculty to ask questions of it before the end of Spring semester.

### **VII. Conclusions and Recommendations**

Following the recommendations of the Advisory Budget Committee<sup>6</sup>, the faculty salary pools were frozen for 2009-10 at the previous year's levels. Until the economic downturn

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<sup>5</sup>Teaching staff includes tenure and tenure-track faculty, coaches, lecturers and visitors.

<sup>6</sup>The report of the Advisory Budget Committee (ABC) is available on the College website.

in Fall 2008, the Administration and the Board of Trustees had worked hard to increase salaries and enhance benefits for the faculty. Yet despite the strong percentage salary increases that took place in those years, Amherst's actual rankings for *salaries* paid in both the Traditional and New Groups had stayed in a holding pattern below the median. We had not made substantial progress toward the 102 - 105% benchmark. In 2008-2009—in salary and compensation levels set before the economic downturn—Amherst's rankings had either fallen modestly or stayed constant (with the exception of a slight rise in the ranking of assistant professors' salaries) compared to other institutions in the New Group.

Last academic year, most of our peer institutions implemented very modest salary adjustments. It appears that Amherst's salary freeze at the associate and full professorial level did not significantly change the College's rankings compared to either the Traditional or the New Groups. In terms of salary, the College retained exactly the same rankings in the Traditional Group. In comparison to the New Group, the College's ranking rose or fell slightly depending on professorial rank and whether the comparison was with salary or overall compensation. As colleges and universities move on from the 2008 economic downturn, the CPR will closely monitor the situation to ensure that Amherst's salary and compensation rankings do not further decline in comparison with either the Traditional or the New Groups. Should Amherst's rankings decline, the CPR will strongly advocate for higher percentage increases so as to ensure that the College is headed toward the goal of rankings consistently above the median of both the Traditional and the New Groups.

Despite the 2008 economic downturn, the Committee continues to believe that the College should employ a flexible 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 Traditional and New Groups, allowing them to fluctuate between 102% and 105% of the median. The CPR urges future committees to track the situation to ensure that salaries do not fall further below the median for the New Group.

COMPARISON OF SALARIES - AMHERST COLLEGE AND THE TRADITIONAL GROUP

Table 1A

RANK/ INSTITUTION	ACTUAL FY2008-09 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2009-10 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2010-11 SALARY DOLLARS	% INC
<b>PROFESSORS</b>						
Harvard	192.6	Harvard	191.2	Harvard	193.8	3.8%
Yale	174.7	Yale	174.1	Yale	177.1	2.3%
Dartmouth	154.5	Dartmouth	154.1	Dartmouth	157.7	3.1%
Wellesley	145.5	U. Michigan	144.0	U. Michigan	146.9	2.4%
U. Michigan	142.1	Wellesley	142.9	Wellesley	146.1	4.6%
<b><u>AMHERST</u></b>	<b><u>135.2</u></b>	<b><u>AMHERST</u></b>	<b><u>135.3</u></b>	<b><u>AMHERST</u></b>	<b><u>137.2</u></b>	<b><u>2.5%</u></b>
U. Virginia	133.4	U. Virginia	134.7	U. Virginia	136.5	1.1%
Williams	132.7	Williams	130.5	Williams	132.0	2.0%
Wesleyan	130.3	Wesleyan	129.4	Wesleyan	130.2	2.0%
Smith	129.6	Smith	128.4	Smith	130.0	3.3%
Mount Holyoke	120.1	Indiana U.	120.7	Indiana U.	120.9	0.4%
Indiana U.	118.4	Mount Holyoke	118.4	Mount Holyoke	119.9	2.9%
UMass/Amherst	117.1	UMass/Amherst	116.7	UMass/Amherst	118.6	2.6%
<b>ASSOCIATE PROFESSORS</b>						
Harvard	112.3	Harvard	116.9	Harvard	120.7	5.4%
Dartmouth	104.2	Dartmouth	104.7	Dartmouth	107.3	3.3%
Yale	99.8	Yale	98.4	Yale	103.8	4.4%
Wellesley	98.6	Wellesley	97.2	Wellesley	99.1	2.1%
U. Michigan	93.1	U. Michigan	94.3	U. Michigan	96.1	2.9%
Williams	92.1	U. Virginia	92.7	U. Virginia	91.8	2.0%
U. Virginia	91.7	Williams	88.8	<b><u>AMHERST</u></b>	<b><u>90.9</u></b>	<b><u>4.3%</u></b>
UMass/Amherst	89.7	Smith	88.3	Smith	90.7	3.9%
Smith	89.5	UMass/Amherst	88.1	UMass/Amherst	88.8	3.2%
<b><u>AMHERST</u></b>	<b><u>87.8</u></b>	<b><u>AMHERST</u></b>	<b><u>87.8</u></b>	Williams	86.7	2.3%
Mount Holyoke	85.1	Wesleyan	84.3	Wesleyan	85.2	4.3%
Wesleyan	85.1	Indiana U.	82.0	Mount Holyoke	83.3	4.3%
Indiana U.	81.6	Mount Holyoke	81.5	Indiana U.	82.2	1.2%
<b>ASSISTANT PROFESSORS</b>						
Harvard	101.4	Harvard	104.4	Harvard	104.0	4.1%
Yale	86.0	Yale	85.6	Yale	87.5	3.5%
Dartmouth	83.2	U. Michigan	83.1	Dartmouth	85.4	5.1%
U. Michigan	81.6	Dartmouth	83.0	U. Michigan	84.5	2.5%
Wellesley	78.3	Wellesley	76.3	Wellesley	77.9	5.0%
<b><u>AMHERST</u></b>	<b><u>77.4</u></b>	<b><u>AMHERST</u></b>	<b><u>75.5</u></b>	U. Virginia	76.3	0.9%
Williams	75.8	U. Virginia	75.2	<b><u>AMHERST</u></b>	<b><u>76.2</u></b>	<b><u>3.7%</u></b>
U. Virginia	74.7	Williams	74.7	Smith	74.8	7.3%
Indiana U.	71.1	Indiana U.	72.4	Williams	74.8	2.1%
Wesleyan	70.7	Smith	69.8	Indiana U.	72.8	1.1%
Smith	70.4	Wesleyan	69.2	Mount Holyoke	72.3	4.1%
Mount Holyoke	68.4	UMass/Amherst	68.6	Wesleyan	71.2	3.3%
UMass/Amherst	68.2	Mount Holyoke	68.4	UMass/Amherst	69.9	3.3%

COMPARISON OF SALARIES - AMHERST COLLEGE AND THE NEW GROUP

Table 1B

RANK/ INSTITUTION	ACTUAL FY2008-09 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2009-10 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2010-11 SALARY DOLLARS	% INC
<b>PROFESSORS</b>		<b>PROFESSORS</b>		<b>PROFESSORS</b>		
Harvard	192.6	Harvard	191.2	Harvard	193.8	3.8%
Stanford U.	181.9	Columbia U.	188.6	Columbia U.	191.4	1.6%
Princeton U.	180.3	Stanford U.	181.4	Stanford U.	188.4	4.8%
Columbia U.	175.2	Princeton U.	181.0	Princeton U.	186.0	2.1%
Yale	174.7	Yale	174.1	Yale	177.1	2.3%
U. Pennsylvania	169.4	U. Pennsylvania	170.1	U. Pennsylvania	175.1	3.0%
Northwestern U.	161.8	Northwestern U.	166.3	Northwestern U.	169.5	2.4%
Duke U.	161.2	MIT	161.0	MIT	165.8	2.9%
MIT	160.3	Duke U.	160.8	Washington U.	164.9	n.d
Washington U.	159.3	Washington U.	160.7	Duke U.	163.4	1.1%
Dartmouth	154.5	Dartmouth	154.1	Dartmouth	157.7	3.1%
Brown U.	146.4	UCal - LA	148.0	UCal - LA	153.7	n.d
Wellesley	145.5	Brown U.	145.8	Brown U.	150.7	3.4%
UCal - LA	144.5	UCal - Berkeley	145.8	UCal - Berkeley	149.1	n.d
UCal - Berkeley	143.5	U. Michigan	144.0	U. Michigan	146.9	2.4%
UNC - Chapel Hill	142.7	UNC - Chapel Hill	143.0	Wellesley	146.1	4.6%
U. Michigan	142.1	Wellesley	142.9	UNC - Chapel Hill	143.3	1.2%
Pomona	135.3	<b><u>AMHERST</u></b>	<b><u>135.3</u></b>	<b><u>AMHERST</u></b>	<b><u>137.2</u></b>	<b><u>2.5%</u></b>
<b><u>AMHERST</u></b>	<b><u>135.2</u></b>	Pomona	134.7	U. Virginia	136.5	1.1%
U. Virginia	133.4	U. Virginia	134.7	Pomona	135.1	1.6%
Williams	132.7	Williams	130.5	Williams	132.0	2.0%
Wesleyan	130.3	Wesleyan	129.4	Wesleyan	130.2	2.0%
Swarthmore	129.6	Smith	128.4	Smith	130.0	3.3%
Smith	129.6	Bowdoin	127.8	Swarthmore	128.2	3.0%
Bowdoin	129.2	Swarthmore	127.2	Bowdoin	127.6	2.0%
Mount Holyoke	120.1	Indiana U.	120.7	Indiana U.	120.9	0.4%
Haverford	119.9	Mount Holyoke	118.4	Mount Holyoke	119.9	2.9%
Indiana U.	118.4	Haverford	118.4	UMass/Amherst	118.6	2.6%
UMass/Amherst	117.1	UMass/Amherst	116.7	Haverford	117.8	1.1%
Carleton	112.7	Carleton	114.5	Carleton	117.4	3.2%
Davidson	112.3	Davidson	112.5	Davidson	111.9	3.0%
<b>ASSOCIATE PROFESSORS</b>		<b>ASSOCIATE PROFESSORS</b>		<b>ASSOCIATE PROFESSORS</b>		
Stanford U.	128.0	Stanford U.	124.4	Stanford U.	126.8	5.3%
Princeton U.	114.3	Columbia U.	117.0	Columbia U.	122.5	5.9%
U. Pennsylvania	114.1	Harvard	116.9	Princeton U.	120.8	3.6%
Harvard	112.3	Princeton U.	116.9	Harvard	120.7	5.4%
Columbia U.	112.2	MIT	111.0	MIT	115.1	5.5%
MIT	110.3	U. Pennsylvania	110.2	U. Pennsylvania	112.5	3.1%
Duke U.	107.3	Northwestern U.	106.9	Northwestern U.	108.3	4.0%
Northwestern U.	105.3	Dartmouth	104.7	Dartmouth	107.3	3.3%
Dartmouth	104.2	Duke U.	102.6	Duke U.	103.9	2.7%
Yale	99.8	Yale	98.4	Yale	103.8	4.4%
Wellesley	98.6	UCal - Berkeley	98.2	UCal - Berkeley	101.5	n.d
Pomona	96.6	Wellesley	97.2	UCal - LA	100.6	n.d
Washington U.	96.5	Washington U.	97.1	Washington U.	99.8	n.d
UCal - Berkeley	96.1	Pomona	95.2	Wellesley	99.1	4.3%
UNC - Chapel Hill	94.1	UCal - LA	95.2	Brown U.	96.8	5.2%
U. Michigan	93.1	U. Michigan	94.3	U. Michigan	96.1	2.9%
Williams	92.1	U. Virginia	92.7	Pomona	94.5	4.0%
UCal - LA	92.1	UNC - Chapel Hill	92.6	UNC - Chapel Hill	93.1	1.7%
Brown U.	91.9	Haverford	92.1	U. Virginia	91.8	2.0%
U. Virginia	91.7	Brown U.	91.9	Haverford	91.0	1.4%
Swarthmore	90.8	Swarthmore	89.9	<b><u>AMHERST</u></b>	<b><u>90.9</u></b>	<b><u>4.3%</u></b>
Haverford	90.6	Bowdoin	89.3	Smith	90.7	3.9%
Bowdoin	90.2	Williams	88.8	Swarthmore	90.5	3.0%
UMass/Amherst	89.7	Smith	88.3	Bowdoin	89.6	2.3%
Smith	89.5	UMass/Amherst	88.1	UMass/Amherst	88.8	3.2%
<b><u>AMHERST</u></b>	<b><u>87.8</u></b>	<b><u>AMHERST</u></b>	<b><u>87.8</u></b>	Williams	86.7	2.3%
Mount Holyoke	85.1	Wesleyan	84.3	Wesleyan	85.2	2.1%
Wesleyan	85.1	Indiana U.	82.0	Mount Holyoke	83.3	4.3%
Davidson	85.0	Davidson	82.0	Davidson	82.4	3.1%
Indiana U.	81.6	Mount Holyoke	81.5	Indiana U.	82.2	1.2%
Carleton	81.2	Carleton	80.0	Carleton	81.6	3.8%

COMPARISON OF SALARIES - AMHERST COLLEGE AND THE NEW GROUP

Table 1B

RANK/ INSTITUTION	ACTUAL FY2008-09 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2009-10 SALARY DOLLARS	RANK/ INSTITUTION	ACTUAL FY2010-11 SALARY DOLLARS	% INC
<b>ASSISTANT PROFESSORS</b>		<b>ASSISTANT PROFESSORS</b>		<b>ASSISTANT PROFESSORS</b>		
Harvard	101.4	Harvard	104.4	U. Pennsylvania	106.8	3.4%
Stanford U.	100.8	U. Pennsylvania	102.3	Harvard	104.0	4.1%
U. Pennsylvania	98.0	MIT	100.6	Stanford U.	103.4	7.2%
MIT	97.5	Stanford U.	100.5	MIT	100.0	2.0%
Northwestern U.	93.5	Northwestern U.	95.3	Columbia U.	97.2	4.2%
Duke U.	91.6	Columbia U.	92.3	Northwestern U.	96.8	3.9%
Columbia U.	89.2	Duke U.	89.8	Princeton U.	90.8	6.6%
Yale	86.0	Princeton U.	87.7	Washington U.	89.9	n.d
Princeton U.	85.8	Yale	85.6	UCal - Berkeley	88.4	n.d
Washington U.	85.0	Washington U.	85.4	Yale	87.5	3.5%
Dartmouth	83.2	UCal - Berkeley	84.8	Duke U.	87.2	2.0%
UNC - Chapel Hill	82.0	U. Michigan	83.1	Dartmouth	85.4	5.1%
U. Michigan	81.6	Dartmouth	83.0	U. Michigan	84.5	2.5%
UCal - Berkeley	81.3	UCal - LA	81.7	UCal - LA	84.0	n.d
UCal - LA	79.6	UNC - Chapel Hill	80.8	UNC - Chapel Hill	81.1	1.4%
Wellesley	78.3	Brown U.	78.5	Brown U.	80.1	5.7%
<b><u>AMHERST</u></b>	<b><u>77.4</u></b>	Wellesley	76.3	Wellesley	77.9	5.0%
Brown U.	76.8	<b><u>AMHERST</u></b>	<b><u>75.5</u></b>	U. Virginia	76.3	0.9%
Williams	75.8	U. Virginia	75.2	<b><u>AMHERST</u></b>	<b><u>76.2</u></b>	<b><u>3.7%</u></b>
Pomona	75.1	Williams	74.7	Smith	74.8	7.3%
U. Virginia	74.7	Pomona	72.6	Williams	74.8	2.1%
Haverford	73.7	Indiana U.	72.4	Pomona	74.5	4.9%
Swarthmore	72.2	Haverford	71.9	Haverford	72.9	2.0%
Bowdoin	71.5	Swarthmore	71.0	Indiana U.	72.8	1.1%
Indiana U.	71.1	Bowdoin	69.8	Mount Holyoke	72.3	4.1%
Wesleyan	70.7	Smith	69.8	Swarthmore	71.6	3.0%
Smith	70.4	Wesleyan	69.2	Wesleyan	71.2	3.3%
Carleton	68.6	Carleton	68.9	Bowdoin	70.6	3.5%
Mount Holyoke	68.4	UMass/Amherst	68.6	Carleton	70.3	2.3%
UMass/Amherst	68.2	Mount Holyoke	68.4	UMass/Amherst	69.9	3.3%
Davidson	62.4	Davidson	59.7	Davidson	60.7	7.0%

COMPARISON OF COMPENSATION - AMHERST COLLEGE AND THE TRADITIONAL GROUP

Table 2A

RANK/ INSTITUTION	ACTUAL FY2008-09 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2009-10 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2010-11 COMPENSATION
PROFESSORS		PROFESSORS		PROFESSORS	
Harvard	238.1	Harvard	239.9	Harvard	242.1
Yale	210.4	Yale	211.3	Yale	214.5
Dartmouth	198.5	Dartmouth	198.8	Dartmouth	203.1
Wellesley	180.9	Wellesley	185.3	Wellesley	187.9
U. Michigan	171.8	U. Michigan	175.6	U. Michigan	179.3
Williams	170.7	<u>AMHERST</u>	<u>169.8</u>	<u>AMHERST</u>	<u>172.2</u>
<u>AMHERST</u>	<u>169.7</u>	Smith	169.8	Williams	171.7
Smith	167.3	Williams	169.5	Smith	170.4
U. Virginia	164.3	U. Virginia	166.8	U. Virginia	168.1
Wesleyan	161.5	Wesleyan	160.8	Wesleyan	161.6
Mount Holyoke	154.0	Indiana U.	153.4	Indiana U.	154.0
Indiana U.	149.5	Mount Holyoke	150.8	Mount Holyoke	153.5
UMass/Amherst	142.8	UMass/Amherst	141.1	UMass/Amherst	143.7
ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS		ASSOCIATE PROFESSORS	
Harvard	137.4	Harvard	150.7	Harvard	152.5
Dartmouth	136.3	Dartmouth	137.7	Dartmouth	140.5
Wellesley	127.2	Wellesley	128.3	Yale	131.5
Yale	125.4	Yale	125.5	Wellesley	129.2
Smith	121.1	Smith	120.4	Smith	123.1
Williams	120.9	U. Michigan	119.7	U. Michigan	121.9
U. Michigan	116.9	U. Virginia	118.2	<u>AMHERST</u>	<u>118.8</u>
U. Virginia	116.5	Williams	117.5	U. Virginia	116.8
<u>AMHERST</u>	<u>116.0</u>	<u>AMHERST</u>	<u>116.1</u>	Williams	116.1
Mount Holyoke	115.2	Mount Holyoke	109.1	Mount Holyoke	112.9
UMass/Amherst	110.5	UMass/Amherst	107.4	UMass/Amherst	108.3
Wesleyan	106.2	Indiana U.	106.8	Wesleyan	107.7
Indiana U.	105.3	Wesleyan	105.8	Indiana U.	107.2
ASSISTANT PROFESSORS		ASSISTANT PROFESSORS		ASSISTANT PROFESSORS	
Harvard	124.9	Harvard	133.6	Harvard	131.8
Yale	107.5	Yale	110.2	Yale	112.6
Dartmouth	105.3	U. Michigan	106.6	Mount Holyoke	109.4
<u>AMHERST</u>	<u>104.7</u>	Dartmouth	105.7	Dartmouth	108.6
U. Michigan	103.5	<u>AMHERST</u>	<u>100.5</u>	U. Michigan	108.3
Wellesley	100.3	Wellesley	99.7	Wellesley	103.3
Williams	100.0	Williams	98.8	<u>AMHERST</u>	<u>99.9</u>
U. Virginia	95.5	U. Virginia	96.6	Williams	99.6
Smith	93.3	Indiana U.	93.9	Smith	98.6
Indiana U.	90.9	Smith	92.7	U. Virginia	98.2
Mount Holyoke	90.2	Mount Holyoke	90.1	Indiana U.	95.0
Wesleyan	88.8	Wesleyan	87.1	Wesleyan	89.1
UMass/Amherst	83.3	UMass/Amherst	83.0	UMass/Amherst	84.1

RANK/ INSTITUTION	ACTUAL FY2008-09 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2009-10 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2010- COMPENSATION
<b>PROFESSORS</b>		<b>PROFESSORS</b>		<b>PROFESSORS</b>	
Harvard	238.1	Harvard	239.9	Harvard	242.1
Stanford U.	223.3	Stanford U.	223.6	Columbia U.	239.1
U. Pennsylvania	219.6	Columbia U.	221.8	Stanford U.	231.0
Princeton U.	219.1	Princeton U.	220.8	Princeton U.	228.0
Columbia U.	212.6	U. Pennsylvania	215.2	U. Pennsylvania	223.9
Yale	210.4	Yale	211.3	Northwestern U.	214.7
Northwestern U.	205.1	Northwestern U.	210.7	Yale	214.5
Duke U.	198.7	MIT	200.0	MIT	206.0
Dartmouth	198.5	Duke U.	199.9	Washington U.	203.1
MIT	198.0	Dartmouth	198.8	UCal - LA	203.0
Washington U.	196.0	Washington U.	198.2	Duke U.	199.9
Brown U.	193.9	UCal - LA	195.2	Dartmouth	198.8
UCal - LA	189.8	UCal - Berkeley	192.4	UCal - Berkeley	197.3
UCal - Berkeley	188.5	Wellesley	185.3	Wellesley	187.9
Wellesley	180.9	Brown U.	182.8	Brown U.	186.4
UNC - Chapel Hill	172.6	U. Michigan	175.6	U. Michigan	179.4
U. Michigan	171.8	UNC - Chapel Hill	173.2	UNC - Chapel Hill	175.4
Williams	170.7	<b><u>AMHERST</u></b>	<b><u>169.8</u></b>	<b><u>AMHERST</u></b>	<b><u>172.2</u></b>
<b><u>AMHERST</u></b>	<b><u>169.7</u></b>	Smith	169.8	Williams	171.7
Pomona	168.3	Pomona	169.6	Pomona	171.1
Smith	167.3	Williams	169.5	Smith	170.4
Bowdoin	167.0	U. Virginia	166.8	U. Virginia	168.1
Swarthmore	165.1	Bowdoin	165.6	Bowdoin	166.4
U. Virginia	164.3	Swarthmore	162.7	Swarthmore	165.0
Wesleyan	161.5	Wesleyan	160.8	Wesleyan	161.6
Haverford	161.4	Haverford	156.1	Haverford	159.5
Mount Holyoke	154.0	Indiana U.	153.4	Indiana U.	154.0
Indiana U.	149.5	Mount Holyoke	150.8	Mount Holyoke	153.5
Carleton	147.4	Carleton	149.5	Carleton	151.1
UMass/Amherst	142.8	Davidson	146.9	UMass/Amherst	143.7
Davidson	138.9	UMass/Amherst	141.1	Davidson	138.7
<b>ASSOCIATE PROFESSORS</b>		<b>ASSOCIATE PROFESSORS</b>		<b>ASSOCIATE PROFESSORS</b>	
Stanford U.	165.3	Stanford U.	163.3	Stanford U.	162.9
U. Pennsylvania	154.6	Columbia U.	152.0	Columbia U.	156.6
Columbia U.	143.9	Harvard	150.7	U. Pennsylvania	153.3
Princeton U.	141.8	U. Pennsylvania	147.7	Harvard	152.5
MIT	139.8	Princeton U.	145.4	Princeton U.	151.0
Northwestern U.	138.6	MIT	141.4	MIT	146.5
Harvard	137.4	Northwestern U.	140.7	Northwestern U.	142.6
Dartmouth	136.3	Dartmouth	137.7	Dartmouth	140.5
Duke U.	133.6	UCal - Berkeley	132.7	UCal - Berkeley	137.6
UCal - Berkeley	129.0	UCal - LA	128.9	UCal - LA	136.5
Wellesley	127.2	Duke U.	128.9	Yale	131.5
Haverford	126.7	Wellesley	128.3	Duke U.	130.9
Yale	125.4	Haverford	126.5	Wellesley	129.2
UCal - LA	124.0	Yale	125.5	Haverford	128.1
Pomona	122.9	Pomona	121.3	Washington U.	124.2
Smith	121.1	Smith	120.4	Smith	123.1
Williams	120.9	Washington U.	120.1	Pomona	122.0
Swarthmore	120.1	U. Michigan	119.7	U. Michigan	121.9
Washington U.	118.5	U. Virginia	118.2	Brown U.	121.0
Bowdoin	118.3	Swarthmore	118.1	Swarthmore	120.0
Brown U.	117.3	Bowdoin	117.7	<b><u>AMHERST</u></b>	<b><u>118.8</u></b>
U. Michigan	116.9	Williams	117.5	Bowdoin	118.7
UNC - Chapel Hill	116.8	Brown U.	116.7	UNC - Chapel Hill	117.3
U. Virginia	116.5	<b><u>AMHERST</u></b>	<b><u>116.1</u></b>	U. Virginia	116.8
<b><u>AMHERST</u></b>	<b><u>116.0</u></b>	UNC - Chapel Hill	115.4	Williams	116.1
Mount Holyoke	115.2	Mount Holyoke	109.1	Mount Holyoke	112.9
UMass/Amherst	110.5	Carleton	107.8	Carleton	108.4
Carleton	109.7	UMass/Amherst	107.4	UMass/Amherst	108.3
Wesleyan	106.2	Indiana U.	106.8	Wesleyan	107.7
Davidson	106.1	Wesleyan	105.8	Indiana U.	107.2
Indiana U.	105.3	Davidson	102.2	Davidson	102.0

COMPARISON OF COMPENSATION - AMHERST COLLEGE AND THE NEW GROUP

Table 2B

RANK/ INSTITUTION	ACTUAL FY2008-09 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2009-10 COMPENSATION	RANK/ INSTITUTION	ACTUAL FY2010- COMPENSATION
<b>ASSISTANT PROFESSORS</b>		<b>ASSISTANT PROFESSORS</b>		<b>ASSISTANT PROFESSORS</b>	
U. Pennsylvania	135.7	U. Pennsylvania	138.6	U. Pennsylvania	138.6
Stanford U.	126.7	Harvard	133.6	Harvard	131.8
Harvard	124.9	MIT	128.5	MIT	128.5
MIT	124.3	Stanford U.	127.0	Stanford U.	127.0
Northwestern U.	123.6	Northwestern U.	126.0	Northwestern U.	126.0
Duke U.	111.8	Columbia U.	119.8	UCal - Berkeley	121.1
Columbia U.	110.9	UCal - Berkeley	115.8	Columbia U.	118.7
UCal - Berkeley	110.5	UCal - LA	112.0	UCal - LA	115.7
UCal - LA	108.4	Duke U.	111.2	Princeton U.	115.1
Yale	107.5	Princeton U.	110.5	Yale	112.6
Princeton U.	107.5	Yale	110.2	Mount Holyoke	109.4
Dartmouth	105.3	U. Michigan	106.6	Dartmouth	108.6
<b><u>AMHERST</u></b>	<b><u>104.7</u></b>	Dartmouth	105.7	Duke U.	108.1
Haverford	104.0	Washington U.	101.9	U. Michigan	108.0
U. Michigan	103.5	UNC - Chapel Hill	101.3	Washington U.	108.0
UNC - Chapel Hill	102.4	<b><u>AMHERST</u></b>	<b><u>100.5</u></b>	UNC - Chapel Hill	107.0
Washington U.	100.4	Brown U.	100.3	Haverford	104.1
Wellesley	100.3	Wellesley	99.7	Wellesley	103.3
Williams	100.0	Williams	98.8	Brown U.	101.8
Pomona	99.7	Haverford	98.7	<b><u>AMHERST</u></b>	<b><u>99.9</u></b>
Brown U.	98.5	U. Virginia	96.6	Williams	99.6
U. Virginia	95.5	Pomona	94.7	Smith	98.6
Swarthmore	95.2	Indiana U.	93.9	U. Virginia	98.2
Smith	93.3	Swarthmore	93.6	Pomona	97.5
Bowdoin	92.8	Bowdoin	92.9	Indiana U.	95.0
Carleton	91.7	Smith	92.7	Swarthmore	94.6
Indiana U.	90.9	Carleton	90.1	Bowdoin	94.3
Mount Holyoke	90.2	Mount Holyoke	90.1	Carleton	93.2
Wesleyan	88.8	Wesleyan	87.1	Wesleyan	89.1
UMass/Amherst	83.3	UMass/Amherst	83.0	UMass/Amherst	84.1
Davidson	77.3	Davidson	76.5	Davidson	74.1



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

	2009-2010			2010-2011		
	Salary	Prof.	Adjusted	Salary	Prof.	Adjusted
	Dollars	School		Dollars	School	
	AAUP	Adjustment	Salary	AAUP	Adjustment	Salary
<b>PROFESSORS</b>				<b>PROFESSORS</b>		
Princeton U.	181.0	0	181.0	Princeton U.	186.0	0
Stanford U.	181.4	5	172.3	Stanford U.	188.4	5
Harvard	191.2	10	172.1	Harvard	193.8	10
Columbia U.	188.6	10	169.7	Columbia U.	191.4	10
Yale	174.1	10	156.7	Yale	177.1	10
U. Pennsylvania	170.1	10	153.1	U. Pennsylvania	175.1	10
Duke U.	160.8	5	152.8	Duke U.	163.4	5
Northwestern U.	166.3	10	149.7	Northwestern U.	169.5	10
Brown U.	145.8	0	145.8	Brown U.	150.7	0
MIT	161.0	10	144.9	MIT	165.8	10
Washington U.	160.7	10	144.6	Washington U.	164.9	10
Wellesley	142.9	0	142.9	Wellesley	146.1	0
UCal - LA	148.0	5	140.6	UCal - LA	153.7	5
Dartmouth	154.1	10	138.7	Dartmouth	157.7	10
UCal - Berkeley	145.8	5	138.5	UCal - Berkeley	149.1	5
U. Michigan	144.0	5	136.8	U. Michigan	146.9	5
<b><u>AMHERST</u></b>	<b><u>135.3</u></b>	<b><u>0</u></b>	<b><u>135.3</u></b>	<b><u>AMHERST</u></b>	<b><u>137.2</u></b>	<b><u>0</u></b>
Pomona	134.7	0	134.7	Pomona	135.1	0
Williams	130.5	0	130.5	Williams	132.0	0
Wesleyan	129.4	0	129.4	Wesleyan	130.2	0
<i>UNC-Chapel Hill</i>	<i>143.0</i>	<i>10</i>	<i>128.7</i>	Smith	130.0	0
Smith	128.4	0	128.4	U. Virginia	136.5	5
U. Virginia	134.7	5	128.0	<i>UNC-Chapel Hill</i>	<i>143.3</i>	<i>10</i>
Bowdoin	127.8	0	127.8	Swarthmore	128.2	0
Swarthmore	127.2	0	127.2	Bowdoin	127.6	0
Mount Holyoke	118.4	0	118.4	Mount Holyoke	119.9	0
Haverford	118.4	0	118.4	UMass/Amherst	118.6	0
UMass/Amherst	116.7	0	116.7	Haverford	117.8	0
Indiana U.	120.7	5	114.7	Carleton	117.4	0
Carleton	114.5	0	114.5	Indiana U.	120.9	5
Davidson	112.5	0	112.5	Davidson	111.9	0
<b>Median</b>	<b>143.0</b>	<b>5.0</b>	<b>136.8</b>	<b>Median</b>	<b>146.1</b>	<b>5.0</b>
<b>Mean</b>	<b>145.4</b>	<b>4.0</b>	<b>138.9</b>	<b>Mean</b>	<b>147.9</b>	<b>4.0</b>

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

	2009-2010			2010-2011			
	Salary	Prof.	Adjusted	Salary	Prof.	Adjusted	
	Dollars	School		Dollars	School		
	AAUP	Adjustment	Salary	AAUP	Adjustment	Salary	
<b>ASSOCIATE PROFESSORS</b>				<b>ASSOCIATE PROFESSORS</b>			
Princeton U.	116.9	5	111.1	Princeton U.	120.8	5	114.8
Stanford U.	124.4	15	105.7	Stanford U.	126.8	15	107.8
MIT	111.0	10	99.9	Columbia U.	122.5	15	104.1
Columbia U.	117.0	15	99.5	MIT	115.1	10	103.6
UCal - Berkeley	98.2	0	98.2	UCal - Berkeley	101.5	0	101.5
Wellesley	97.2	0	97.2	Wellesley	99.1	0	99.1
Northwestern U.	106.9	10	96.2	Yale	103.8	5	98.6
Pomona	95.2	0	95.2	Northwestern U.	108.3	10	97.5
Dartmouth	104.7	10	94.2	Brown U.	96.8	0	96.8
U. Pennsylvania	110.2	15	93.7	Dartmouth	107.3	10	96.6
Harvard	116.9	20	93.5	Harvard	120.7	20	96.6
Yale	98.4	5	93.5	U. Pennsylvania	112.5	15	95.6
Haverford	92.1	0	92.1	UCal - LA	100.6	5	95.6
Brown U.	91.9	0	91.9	Pomona	94.5	0	94.5
UCal - LA	95.2	5	90.4	U. Michigan	96.1	5	91.3
Swarthmore	89.9	0	89.9	Haverford	91.0	0	91.0
U. Michigan	94.3	5	89.6	<b><u>AMHERST</u></b>	<b><u>90.9</u></b>	<b><u>0</u></b>	<b><u>90.9</u></b>
Bowdoin	89.3	0	89.3	Smith	90.7	0	90.7
Williams	88.8	0	88.8	Swarthmore	90.5	0	90.5
Smith	88.3	0	88.3	<i>Washington U.</i>	99.8	10	89.8
U. Virginia	92.7	5	88.1	Bowdoin	89.6	0	89.6
<b><u>AMHERST</u></b>	<b><u>87.8</u></b>	<b><u>0</u></b>	<b><u>87.8</u></b>	<i>Duke U.</i>	103.9	15	88.3
<i>Washington U.</i>	97.1	10	87.4	<i>U. Virginia</i>	91.8	5	87.2
<i>Duke U.</i>	102.6	15	87.2	Williams	86.7	0	86.7
Wesleyan	84.3	0	84.3	Wesleyan	85.2	0	85.2
<i>UNC-Chapel Hill</i>	92.6	10	83.3	<i>UNC-Chapel Hill</i>	93.1	10	83.8
Davidson	82.0	0	82.0	Mount Holyoke	83.3	0	83.3
Mount Holyoke	81.5	0	81.5	Davidson	82.4	0	82.4
Carleton	80.0	0	80.0	Carleton	81.6	0	81.6
<i>UMass/Amherst</i>	88.1	10	79.3	UMass/Amherst	88.8	10	79.9
Indiana U.	82.0	5	77.9	Indiana U.	82.2	5	78.1
<b>Median</b>	<b>94.3</b>	<b>5.0</b>	<b>89.9</b>	<b>Median</b>	<b>96.1</b>	<b>5.0</b>	<b>91.0</b>
<b>Mean</b>	<b>96.7</b>	<b>5.5</b>	<b>90.9</b>	<b>Mean</b>	<b>98.6</b>	<b>5.5</b>	<b>92.7</b>

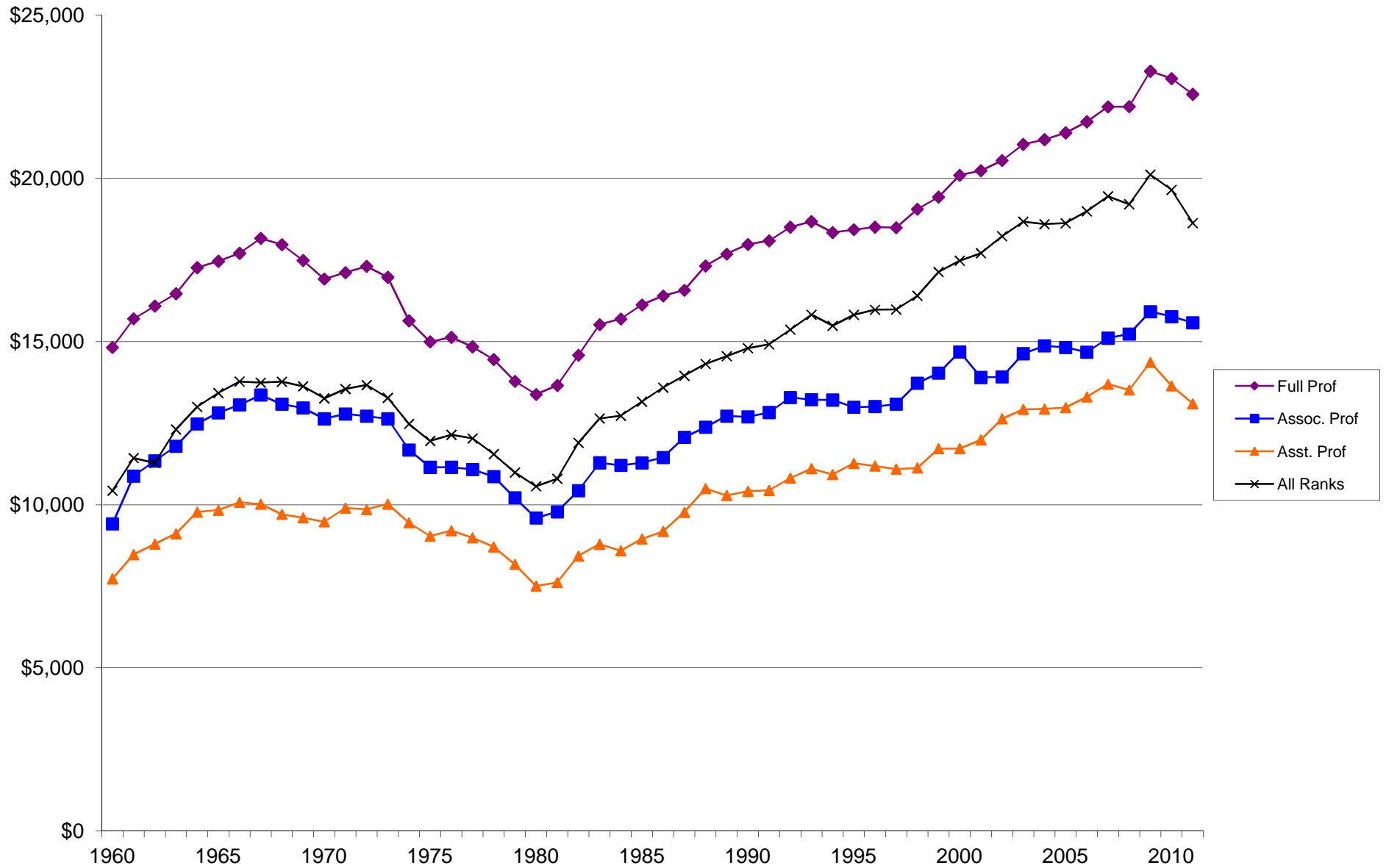
TABLE 3C  
PROFESSIONAL SCHOOL ADJUSTMENTS NEW GROUP

	2009-2010				2010-2011		
	Salary	Prof.	Adjusted		Salary	Prof.	Adjusted
	Dollars	School			Dollars	School	
AAUP	Adjustment	Salary	AAUP	Adjustment	Salary		
ASSISTANT PROFESSORS				ASSISTANT PROFESSORS			
MIT	100.6	10	90.5	MIT	100.0	10	90.0
Stanford U.	100.5	15	85.4	Stanford U.	103.4	15	87.9
Harvard	104.4	20	83.5	Princeton U.	90.8	5	86.3
Princeton U.	87.7	5	83.3	U. Pennsylvania	106.8	20	85.4
U. Pennsylvania	102.3	20	81.8	UCal - Berkeley	88.4	5	84.0
Yale	85.6	5	81.3	Harvard	104.0	20	83.2
UCal - Berkeley	84.8	5	80.6	Yale	87.5	5	83.1
U. Michigan	83.1	5	78.9	Dartmouth	85.4	5	81.1
Dartmouth	83.0	5	78.9	Washington U.	89.9	10	80.9
Brown U.	78.5	0	78.5	U. Michigan	84.5	5	80.3
UCal - LA	81.7	5	77.6	Brown U.	80.1	0	80.1
Washington U.	85.4	10	76.9	UCal - LA	84.0	5	79.8
Duke U.	89.8	15	76.3	Wellesley	77.9	0	77.9
Wellesley	76.3	0	76.3	Columbia U.	97.2	20	77.8
Northwestern U.	95.3	20	76.2	Northwestern U.	96.8	20	77.4
<b><u>AMHERST</u></b>	<b><u>75.5</u></b>	<b><u>0</u></b>	<b><u>75.5</u></b>	<b><u>AMHERST</u></b>	<b><u>76.2</u></b>	<b><u>0</u></b>	<b><u>76.2</u></b>
Williams	74.7	0	74.7	Williams	74.8	0	74.8
<i>Columbia U.</i>	<i>92.3</i>	<i>20</i>	<i>73.8</i>	Smith	74.8	0	74.8
<i>UNC-Chapel Hill</i>	<i>80.8</i>	<i>10</i>	<i>72.7</i>	Pomona	74.5	0	74.5
Pomona	72.6	0	72.6	<i>Duke U.</i>	<i>87.2</i>	<i>15</i>	<i>74.1</i>
Haverford	71.9	0	71.9	<i>UNC-Chapel Hill</i>	<i>81.1</i>	<i>10</i>	<i>73.0</i>
U. Virginia	75.2	5	71.4	Haverford	72.9	0	72.9
Swarthmore	71.0	0	71.0	<i>U. Virginia</i>	<i>76.3</i>	<i>5</i>	<i>72.5</i>
Bowdoin	69.8	0	69.8	Mount Holyoke	72.3	0	72.3
Smith	69.8	0	69.8	Swarthmore	71.6	0	71.6
Wesleyan	69.2	0	69.2	Wesleyan	71.2	0	71.2
Carleton	68.9	0	68.9	Bowdoin	70.6	0	70.6
Indiana U.	72.4	5	68.8	Carleton	70.3	0	70.3
UMass/Amherst	68.6	0	68.6	UMass/Amherst	69.9	0	69.9
Mount Holyoke	68.4	0	68.4	Indiana U.	72.8	5	69.2
Davidson	59.7	0	59.7	Davidson	60.7	0	60.7
<b>Median</b>	<b>78.5</b>	<b>5.0</b>	<b>75.5</b>	<b>Median</b>	<b>80.1</b>	<b>5.0</b>	<b>76.2</b>
<b>Mean</b>	<b>80.6</b>	<b>5.8</b>	<b>75.3</b>	<b>Mean</b>	<b>82.4</b>	<b>5.8</b>	<b>76.9</b>

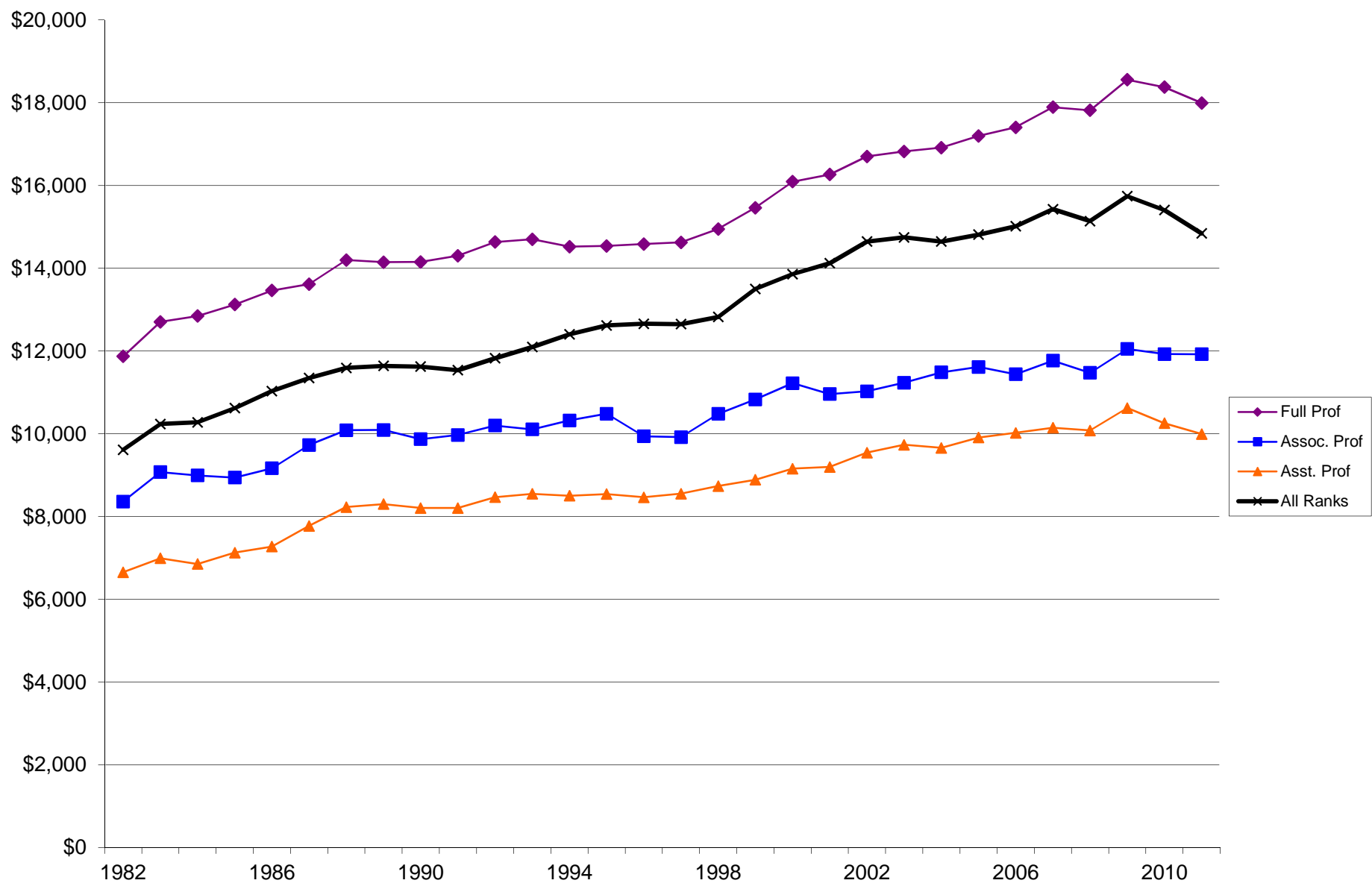
Note: Schools in italic are institutions that fell below Amherst by using the Professional School Adjustment.

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.

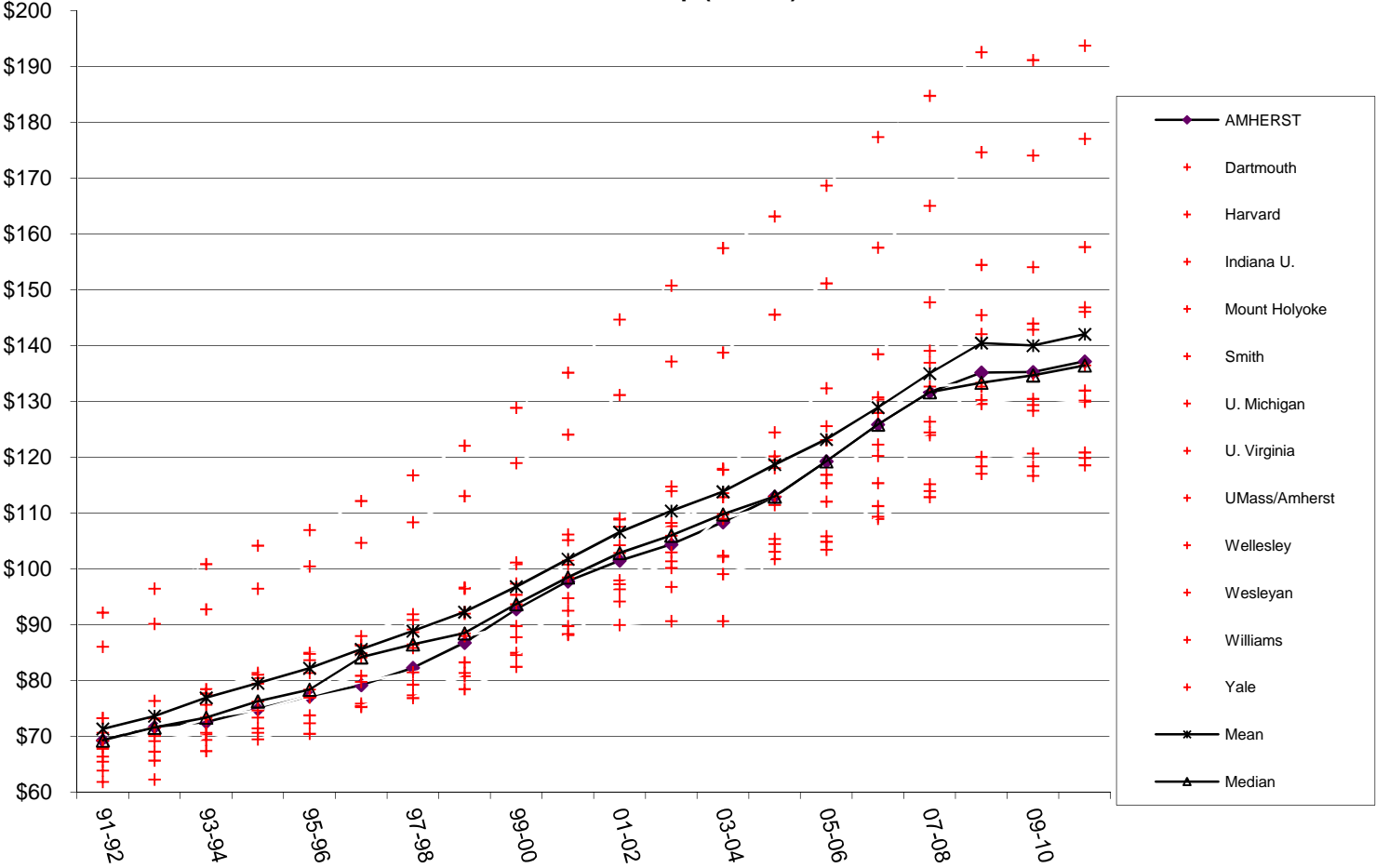
**CHART A1**  
**Real Compensation (net of inflation), 1960 Dollars**  
**Amherst College**



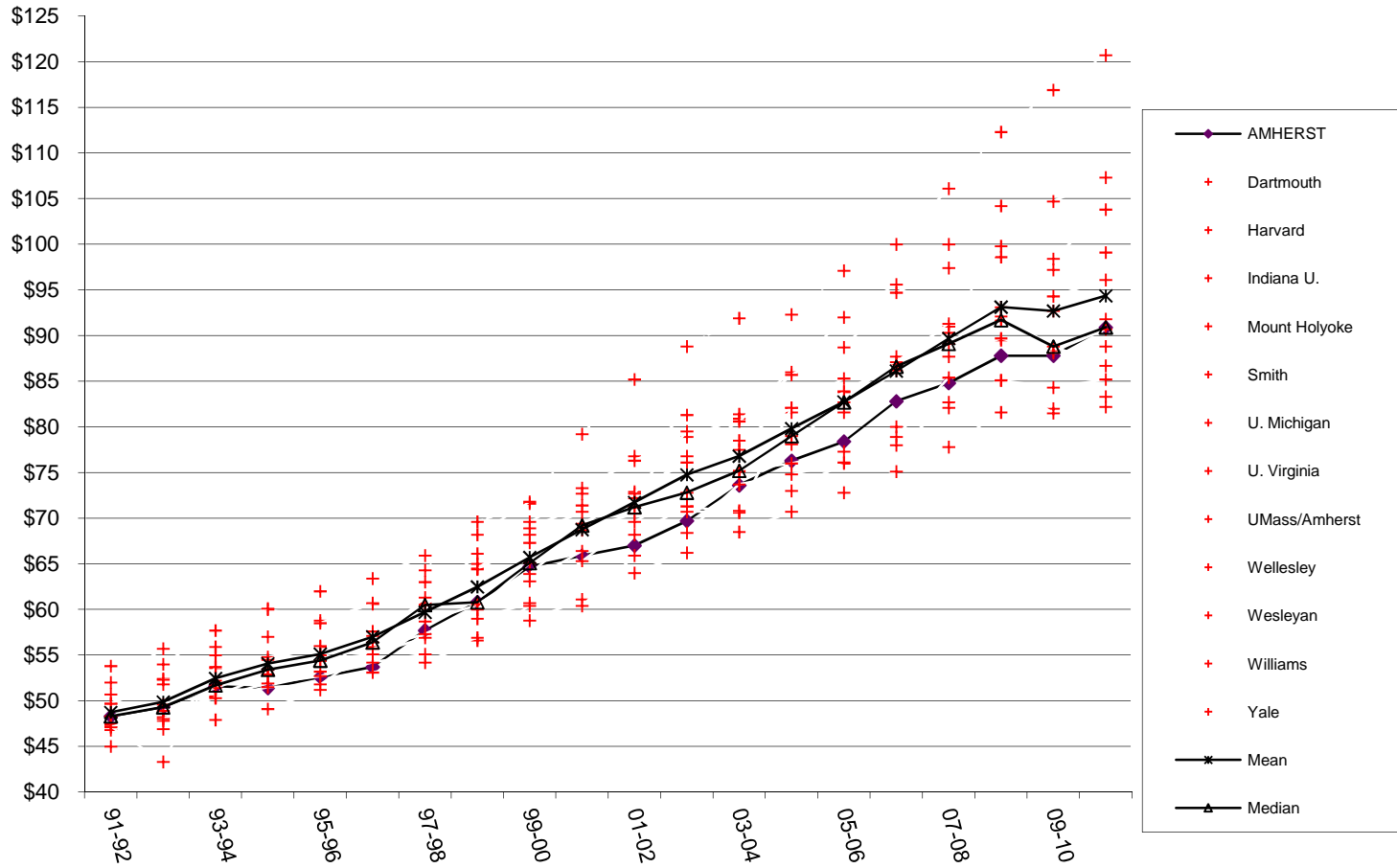
**CHART A2**  
**Real Salary (net of inflation), 1960 Dollars**  
**Amherst College**



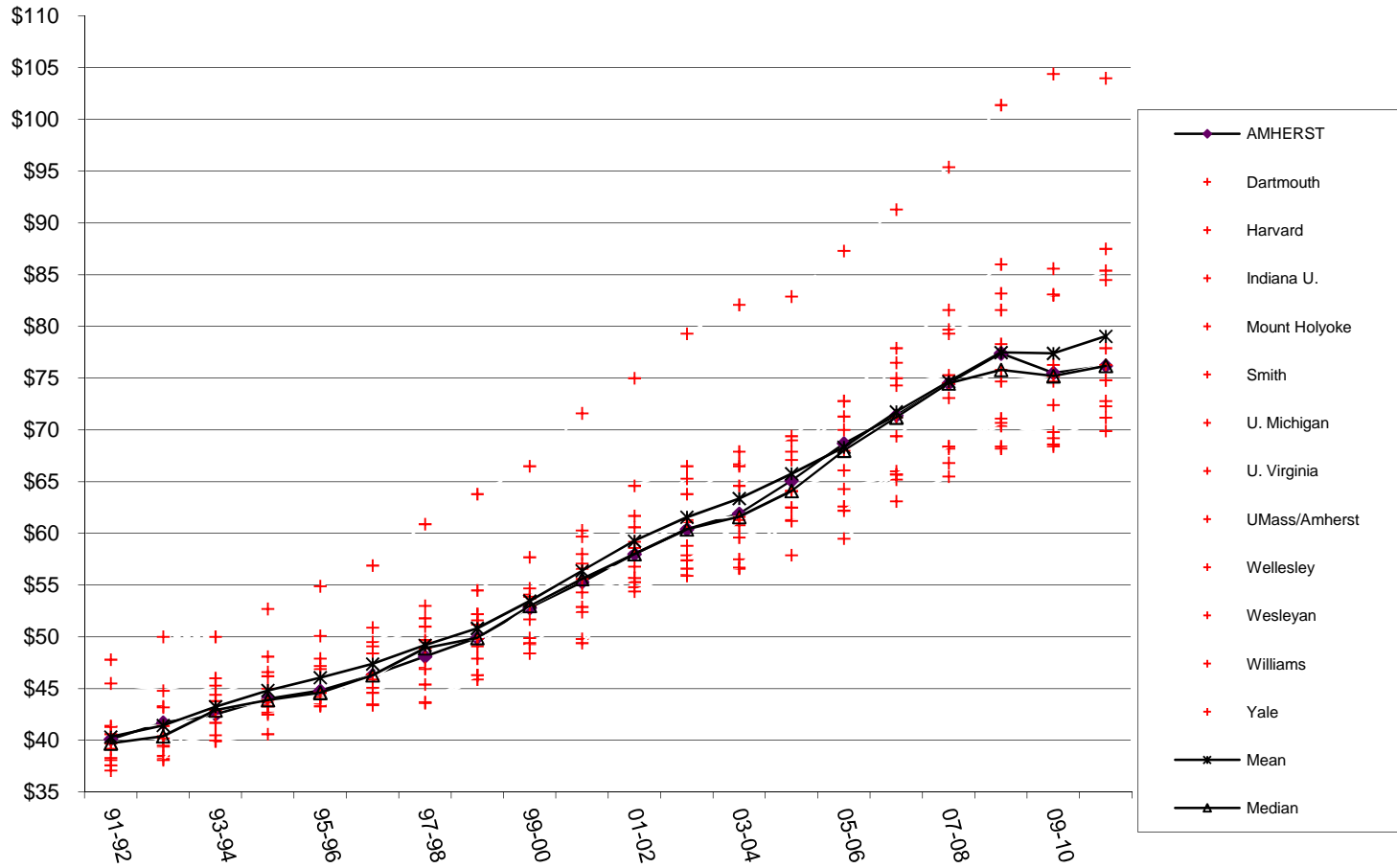
**CHART B1**  
**Full Professor Average Salary**  
**Traditional Group (\$1000s)**



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

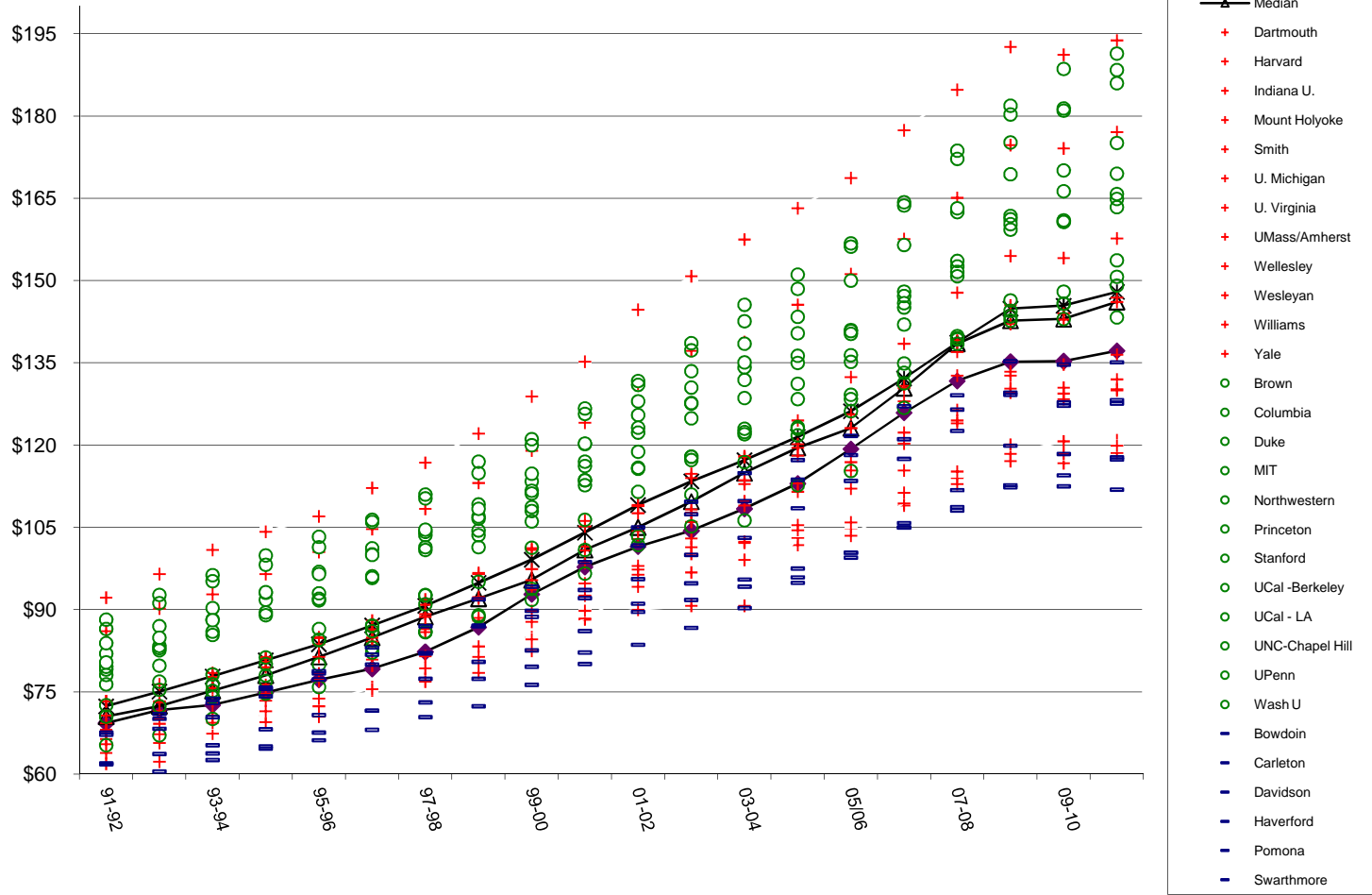


**CHART B3**  
**Assistant Professor Average Salary**  
**Traditional Group (\$1000s)**

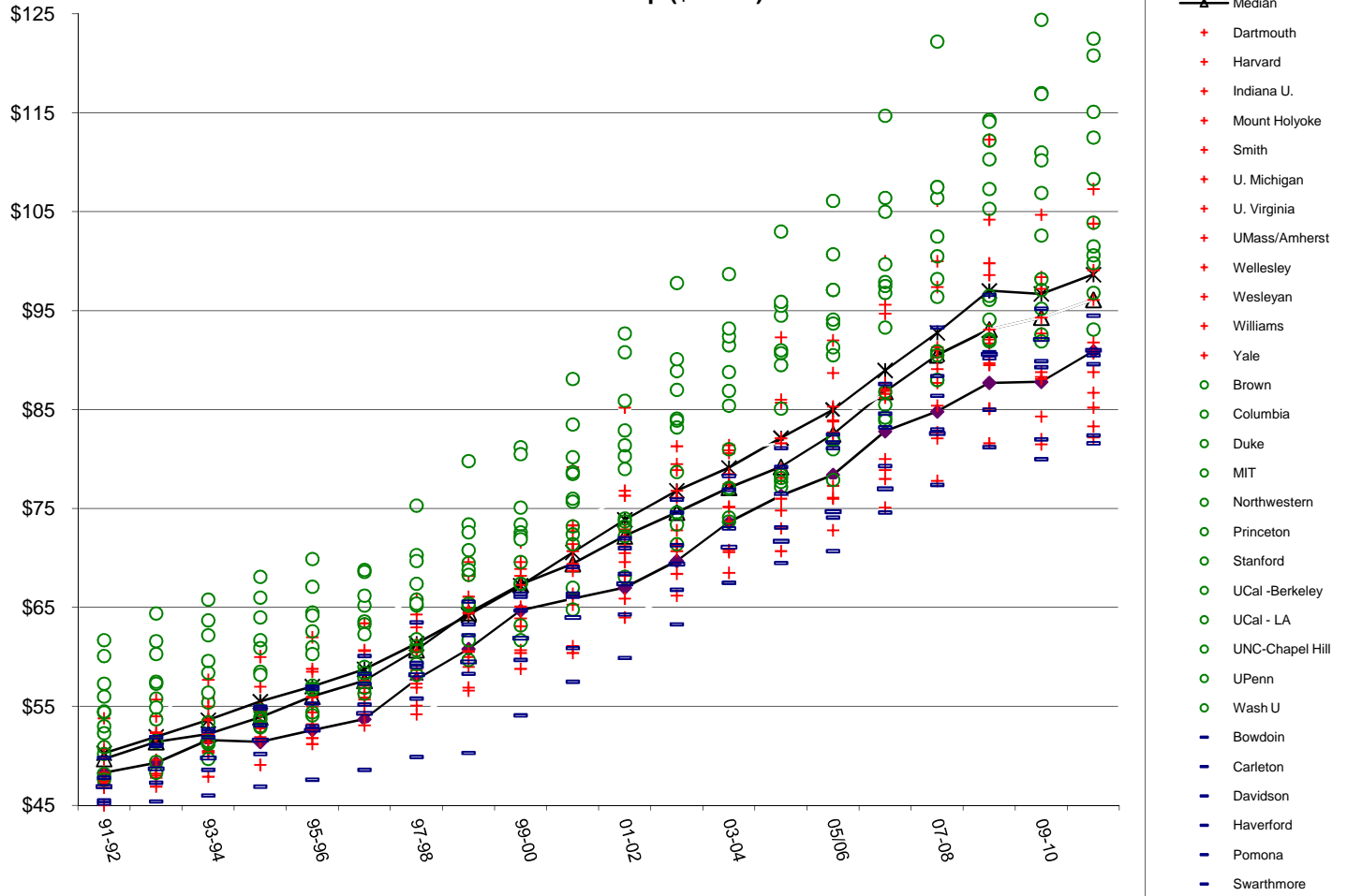




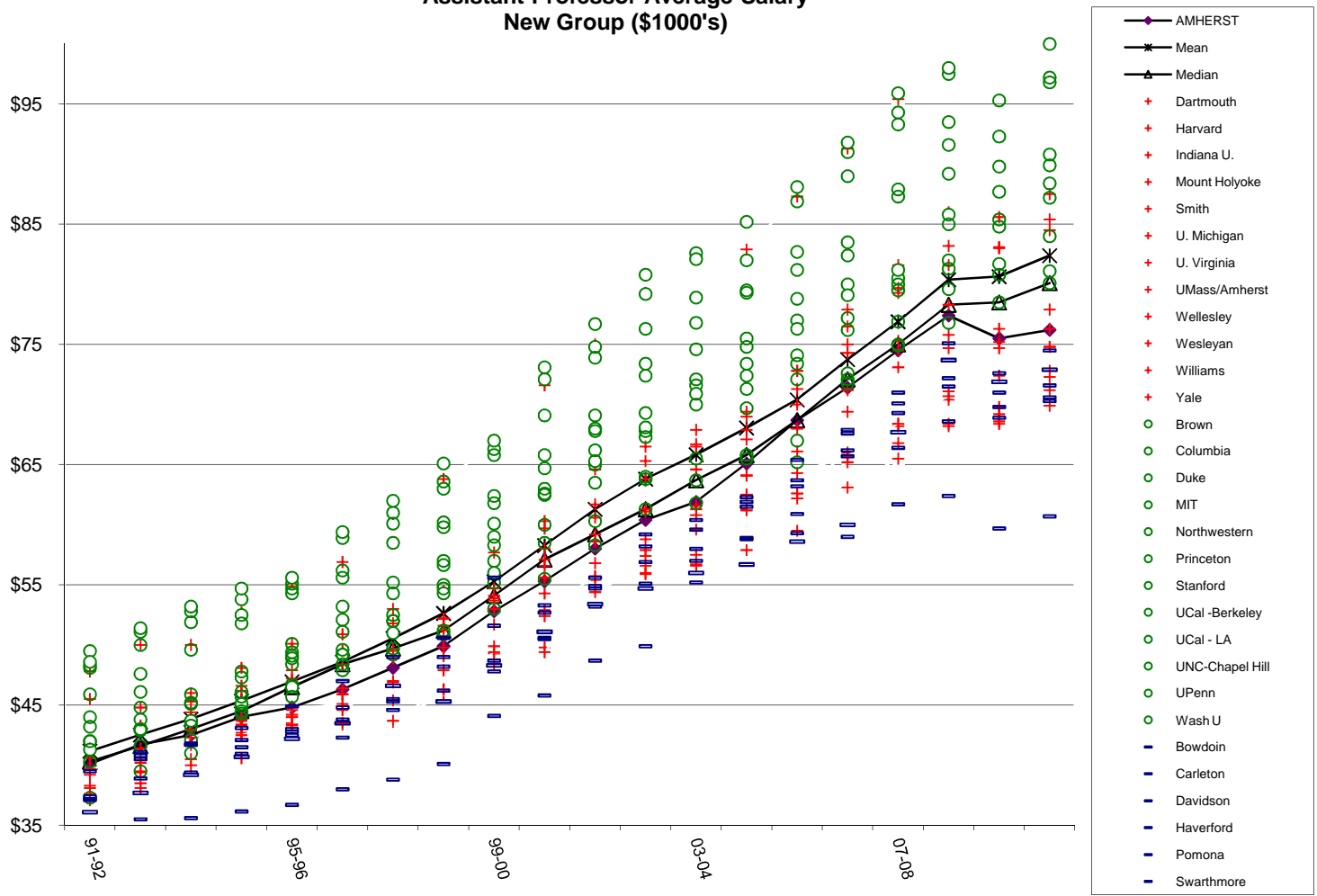
**CHART C1**  
**Full Professor Average Salary**  
**New Group (\$1000s)**



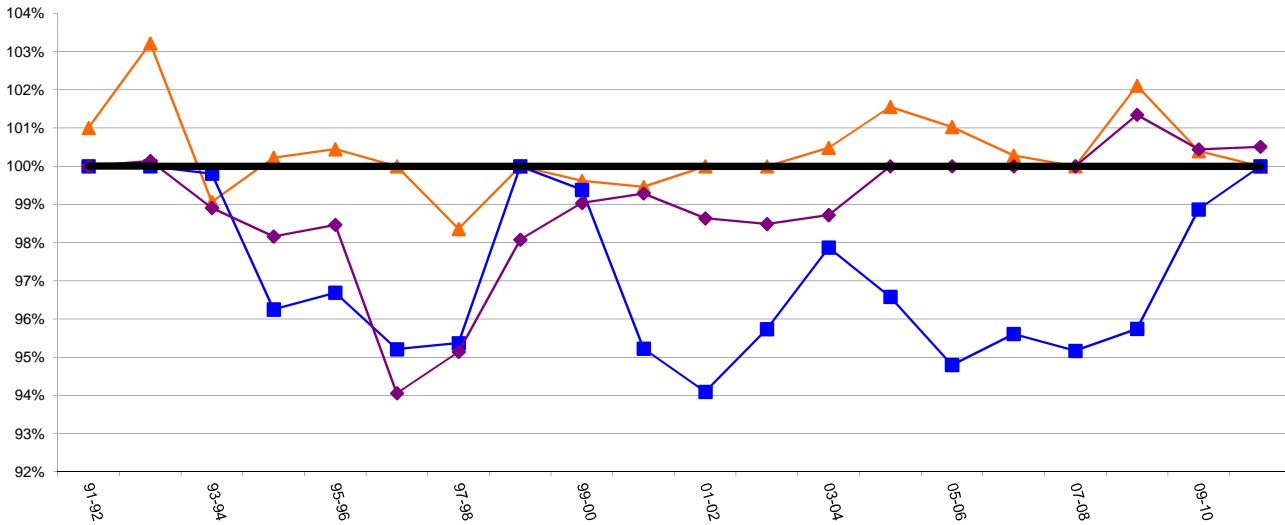
**CHART C2**  
**Associate Professor Average Salary**  
**New Group (\$1000s)**



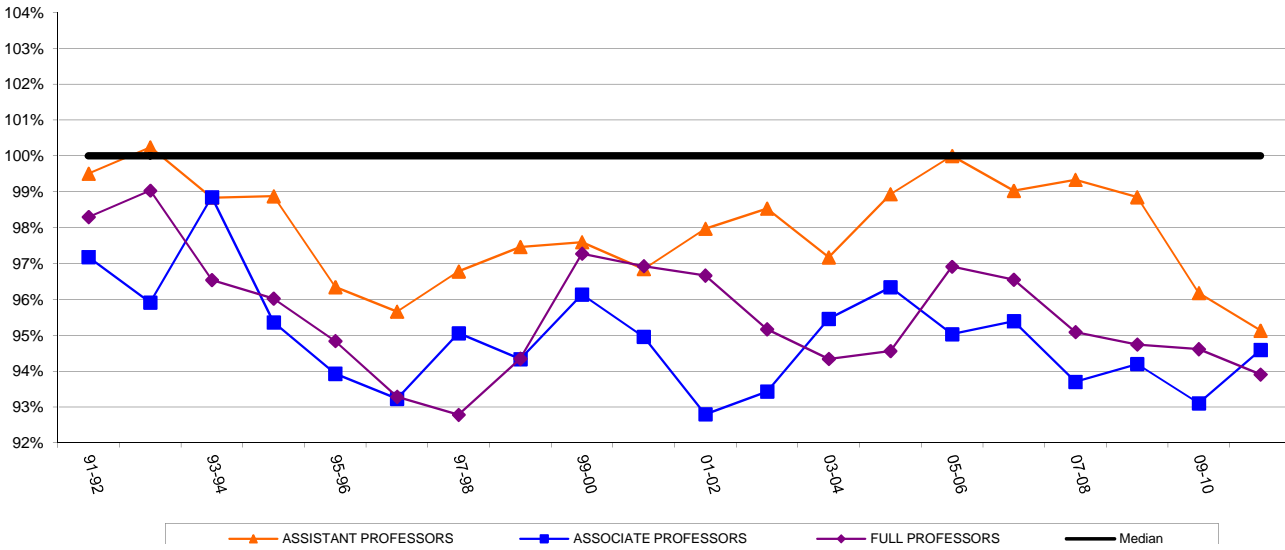
**CHART C3**  
**Assistant Professor Average Salary**  
**New Group (\$1000's)**



**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