

Annual Faculty Salary Report, 2022-2023¹

Committee on Priorities and Resources

May 2024

I. Purpose of this Report

The Faculty Handbook charges the Committee on Priorities and Resources (CPR) to report each year to the Faculty on the status of Amherst faculty salaries and compensation.² Since the late 1970s, the annual report has compared salaries and compensation at Amherst with those at designated peer institutions. Over this period the list of institutions used for the purposes of comparison has seen two substantive revisions. Currently, the comparison is made to a group of 12 liberal arts colleges. The comparative data on average salaries by rank (Full, Associate, and Assistant Professors) are provided by the American Association of University Professors (AAUP) and are prepared for the CPR by the Amherst Office of Institutional Research Office.

In this report, the CPR compares unadjusted salaries, and salaries normalized across years among that group of liberal arts institutions, including Amherst College, for the years 2004-2023.³ In addition, the committee summarizes salary comparisons within the college organized by gender, rank, and divisions at the college. And finally, in an appendix, the committee provides historical (2018-2023) data on average salaries (by rank) for the comparison groups that were used formerly.

We considered the possibility of adding a discussion of Instructor and Lecturer salaries to the report. Unfortunately, the data that would allow us to do this in a meaningful way is not available. The AAUP does collect data about these salaries, but the definitions of the positions and the number of faculty in the positions vary so widely from school to school that comparisons would be largely uninformative.

II. Background

Since the 1970s the CPR has compared faculty salaries at Amherst College with peer institutions. A *Traditional group* including twelve research universities and liberal arts colleges plus Amherst was used for many years. In 2003, the Board of Trustees and the administration asked the CPR to create a *New group* to better define salary benchmarks that the faculty saw as comparable. This group included the original twelve institutions from the traditional group plus eighteen additional institutions. In 2016, the CPR adopted a *Liberal Arts group* of 12 peers, including Amherst, for faculty salary benchmarking, choosing those institutions regarded as peer elite

¹ This report is submitted by the voting members of the Committee on Priorities and Resources (CPR) including Professor John Rager (chair), Professor Frederick Griffiths, Professor Jonathan Obert, Professor Nusrat Chowdhury, Syd Cooney (Assistant Registrar), Cassidy Pawul, (Admission Counselor), , Hedley Lawrence-Apfelbaum '26, and Henry Pallensen '25

² Recent reports and [minutes from CPR meetings](#) are available on the Office of the Provost and Dean of the Faculty's website.

liberal arts colleges and without prior consideration of salary levels. The schools in the current comparison group are in Table 1.

Table 1. Institutions included in the current comparison group.

<i>Liberal Arts group</i>	
Amherst	Pomona
Bowdoin	Smith
Carleton	Swarthmore
Davidson	Vassar
Haverford	Wellesley
Middlebury	Williams

The CPR is now focused on salary comparisons with the *Liberal Arts group* and, as recommended by the CPR in Spring 2016, uses the benchmarking system set in place by the 2015-2016 CPR that presents salaries (by rank) in a quartile system, including unadjusted salary data and normalized salary data.

Data Resources and Limitations:

The committee relies on salary data compiled by the AAUP (American Association of University Professors). These tend to be crude measures of the total compensation, which include some, but not all, benefits in various degrees across institutions, and do not reflect regional or geographical differences in the cost of living. Moreover, salary information for Amherst faculty and that compiled by the AAUP includes only tenure-line faculty who are full-time instructors; faculty with partial administrative roles or with reduced teaching loads due to phased retirement or other factors are not included in the AAUP report.

Within the salary data there are several potential sources of bias. One is an absence of information regarding the demographic balance within ranks. The AAUP does not report salary by years-in-rank or years-in-service; thus, an institution with many long-serving full professors will have a larger average salary at the full professor rank as compared to an institution with proportionally more recently promoted full professors. It is unclear how differences in years-in-rank might affect comparisons of Amherst with peer institutions. The CPR has the ability to track changes in average years-in-rank at Amherst across time, but does not have the ability to compare this information with comparable data from peer institutions.

A second potential source of bias in salary and compensation includes regional variation in the cost of living. We have no reasonable way to address this issue.

In summary, comparing the available aggregated salary data is far from perfect, but it is what is possible.

III. Benchmarks

Past Benchmarks and History

Historically the Amherst College Board of Trustees has sought to raise faculty salaries to meet stated goals. As noted in the 2004-05 CPR Salary Report, in 1958 the Trustees issued a policy statement that Amherst faculty salaries should be “*as high as those in any other college in the country.*” In 1970, this policy was updated to indicate that faculty compensation should be “*at a level no lower than that of other institutions of the highest quality.*” Nevertheless, in the 1970s faculty salaries dropped significantly on a relative basis. This resulted in much discussion and a resolution by the Board in 1979 that by 1982 faculty salaries should be increased to regain Amherst’s 1968 relative competitive position, which in 1968 corresponded to 3rd in the *Traditional group* (see the [2004-05 CPR Salary Report](#) for details and caveats).

The benchmark targeted to be reached by 1982 was not achieved, and by the mid-1990s Amherst faculty salaries had once again lost relative ground. This resulted in a 1998 commitment to close the gaps for associate and full professors in particular. Then, in 2003, the administration and Board of Trustees asked the CPR to set a benchmark for a ranking within the *New Group* that Amherst should try to reach and maintain. 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 salaries, salaries of Amherst professors have tended to rest below both the median and the average of the *Traditional group*, which includes research universities and institutions with professional schools.

Current Benchmarks

The figures and tables in this report focus on the *Liberal Arts group* of twelve colleges as the comparison group (Figures 1-9; Appendix 1).

In Figures 1-9 in this report (see Figure 1 for depiction), the dark gray band borders the 1st and 3rd quartiles (25th and 75th percentiles, respectively), while the minimum and maximum values are bound by the light gray band. The median (circles) marks the split between the upper six and the lower six salaries from the comparison of twelve institutions. The upper light gray band marks the top three salaries; dark gray band includes the middle six salaries; lower light gray band marks the bottom three salaries. The plotted Amherst values (dashed lines, triangles) represent the mean (average) salary values in each faculty rank.

The current benchmark is to remain in the top light gray band or above the 75th percentile (i.e., in the top three institutions) among the twelve institutions comprising the Liberal Arts group (Table 1).

IV. Historic quartile analyses: Comparison with the Liberal Arts Group

Before we examine the quartile data, it is worth looking at the raw tabular data for the past three years. The table for full professors:

Institution	20-21	Institution	21-22	Institution	22-23
Pomona	160491	Pomona	163241	Pomona	169675.05
Wellesley	159638	Amherst	162964	Amherst	168738.64
Swarthmore	156329	Wellesley	160062	Williams	167615.10
Amherst	155833	Swarthmore	156275	Wellesley	166092.16
Williams	149903	Williams	155925	Swarthmore	162930.86
Bowdoin	146857	Bowdoin	153802	Bowdoin	158925.38
Vassar	142788	Vassar	145738	Vassar	151123.08
Smith	142138	Smith	144148	Carleton	148457.20
Carleton	141305	Davidson	141175	Smith	148274.64
Middlebury	140387	Middlebury	140964	Middlebury	148161.15
Davidson	134729	Carleton	139881	Davidson	147544.40
Haverford	131176	Haverford	132816	Haverford	135968.65

This year, Amherst is within the top 3 schools for the second year in a row. It is also worth noting that Amherst was fourth two years ago, and that the gap between fourth and third was small.

The table for associate professors:

Institution	20-21	Institution	21-22	Institution	22-23
Pomona	120016	Bowdoin	123675	Pomona	130024
Bowdoin	113680	Pomona	123017	Bowdoin	124497
Vassar	111493	Vassar	114885	Swarthmore	119617
Swarthmore	111489	Amherst	114625	Amherst	118956
Amherst	110986	Wellesley	112580	Williams	117522
Wellesley	108950	Swarthmore	112521	Vassar	117446
Carleton	107210	Williams	111353	Wellesley	117437
Williams	106040	Carleton	107862	Carleton	114576
Middlebury	104368	Smith	107705	Smith	112385
Smith	103262	Middlebury	106211	Middlebury	111519
Haverford	101031	Haverford	102555	Haverford	106612
Davidson	98243	Davidson	102470	Davidson	105651

This year, Amherst remained at fourth, but is only \$661 behind Swarthmore's third.

The table for Assistant Professors:

Institution	20-21	Institution	21-22	Institution	22-23
Pomona	98629	Pomona	101959	Williams	105383.47
Williams	93837	Williams	97995	Pomona	104811.26
Amherst	93329	Amherst	97645	Amherst	104726.42
Bowdoin	91352	Bowdoin	96542	Middlebury	98550.84
Wellesley	90568	Wellesley	94290	Bowdoin	98257.67
Middlebury	90234	Swarthmore	93051	Swarthmore	98239.69
Vassar	89258	Vassar	92416	Wellesley	95935.96
Carleton	88514	Middlebury	91195	Vassar	93694.12
Swarthmore	87690	Carleton	89318	Carleton	92693.39
Smith	86985	Smith	88795	Smith	92373.42
Haverford	84959	Haverford	86769	Haverford	90605.62
Davidson	79877	Davidson	83229	Davidson	85895.84

This year, Amherst remained in the top three for Assistant professors, less than \$100 behind Pomona and less than \$700 behind Williams.

Perhaps a more nuanced view, obtained by doing historic quartile analyses, can be used to determine if Amherst is achieving its stated benchmark of exceeding the 75th percentile in terms of faculty salaries in comparison to the *Liberal Arts group*. Two analyses are presented including (A) the raw salary data (by rank) across the comparison group, and (B) normalized salary data to remove the effect of increasing salaries through time.

(A) Untransformed and unadjusted data

The historic quartile analysis shows a comparison of faculty salaries among the *Liberal Arts group*. The following graphs display salary (in thousands of dollars) as absolute numbers without transformation or modification for full professors (Figure 1), associate professors (Figure 2), and assistant professors (Figure 3).

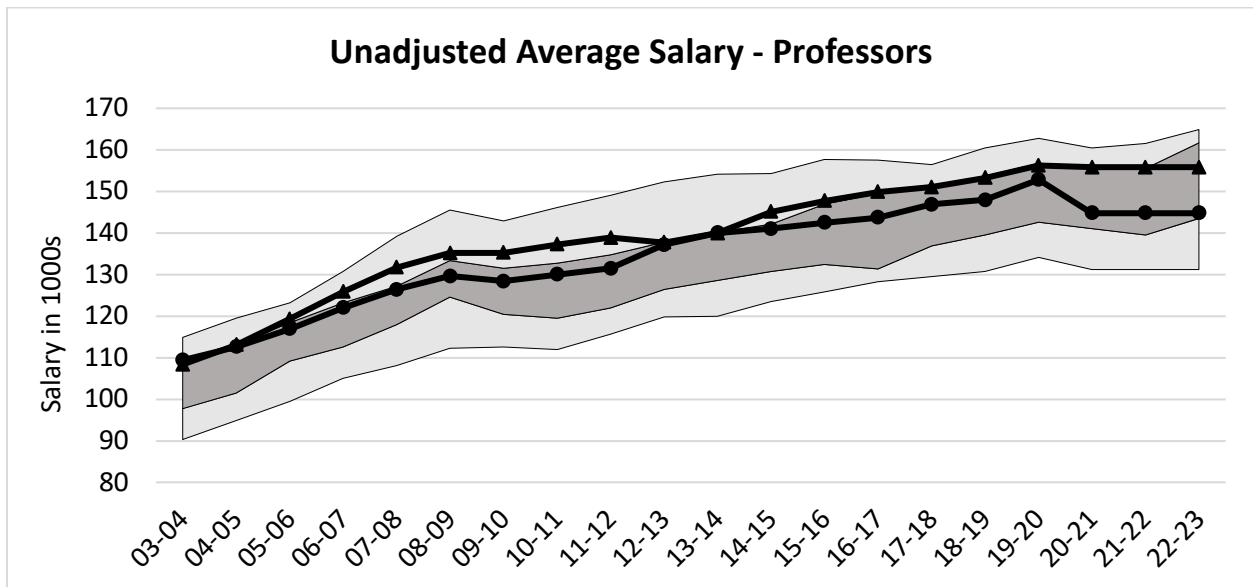


Fig. 1: Unadjusted Average Salary for Full Professors, 2004-2023

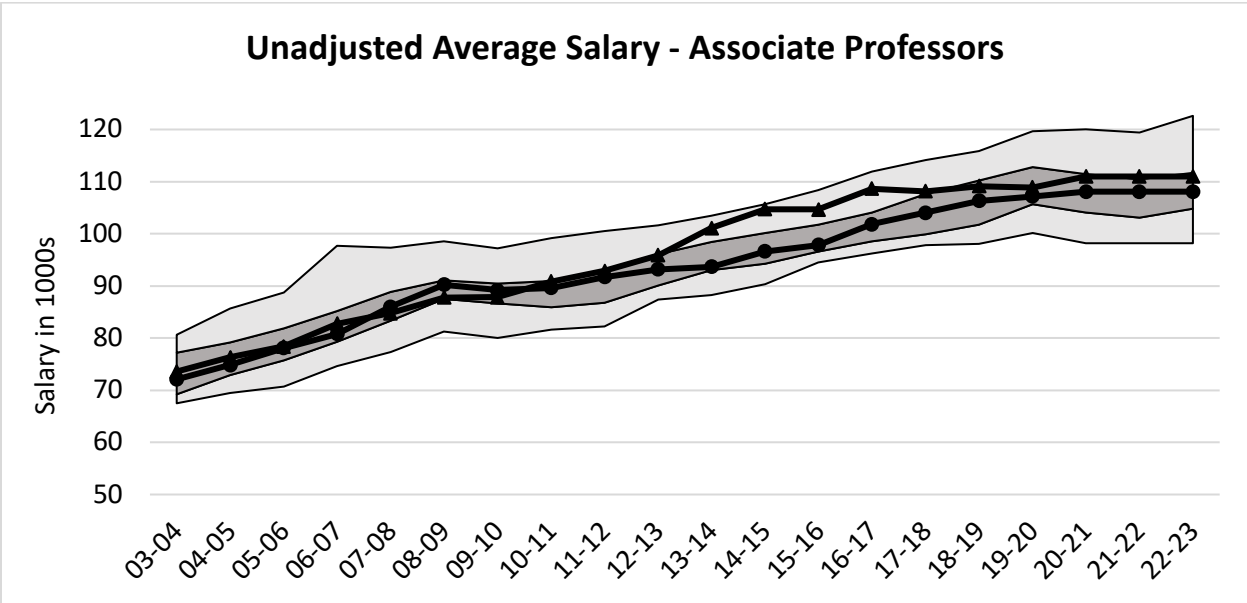


Fig. 2: Unadjusted Average Salary for Associate Professors, 2004-2023

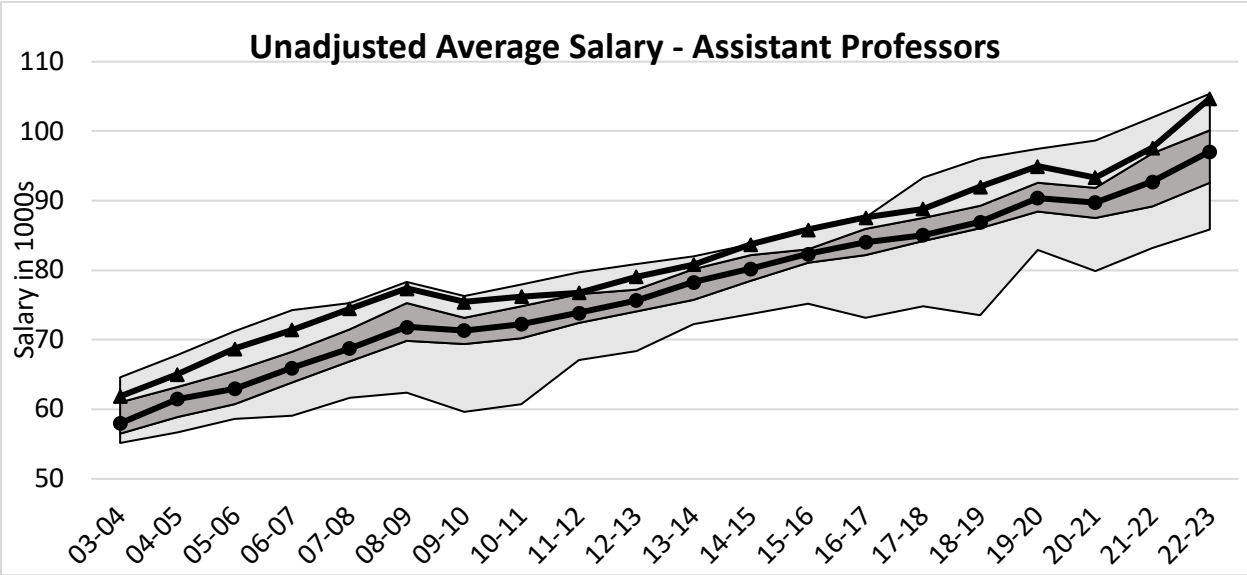


Fig. 3: Unadjusted Average Salary for Assistant Professors, 2004-2023

(B) Normalized data

To facilitate comparison of salary data over time, salaries were normalized by dividing each salary by the group median for that time point. A three-year running average was applied first to smooth out single year fluctuations to better observe long-term trends. Data are plotted as the percent of the group median.

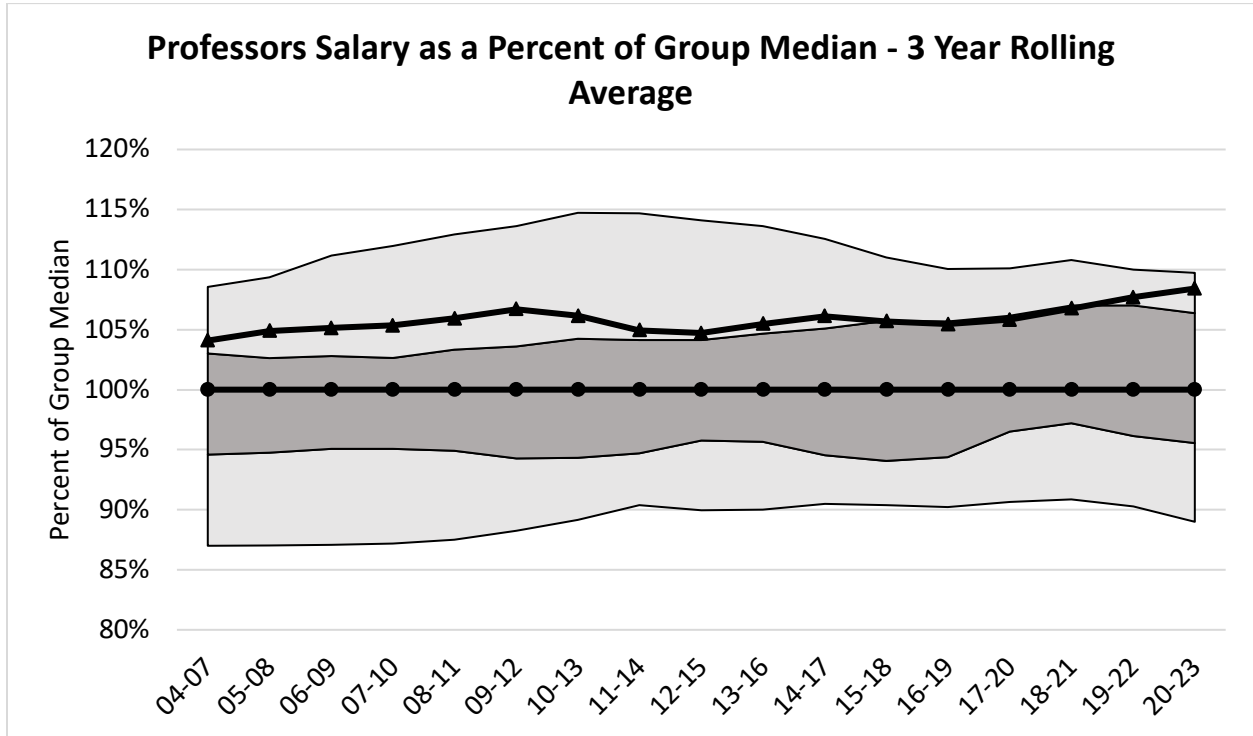


Fig. 4: Normalized Salary plotted as the percentage of the median for full professors at Amherst College; three-year averages from 2004-2023 are shown.

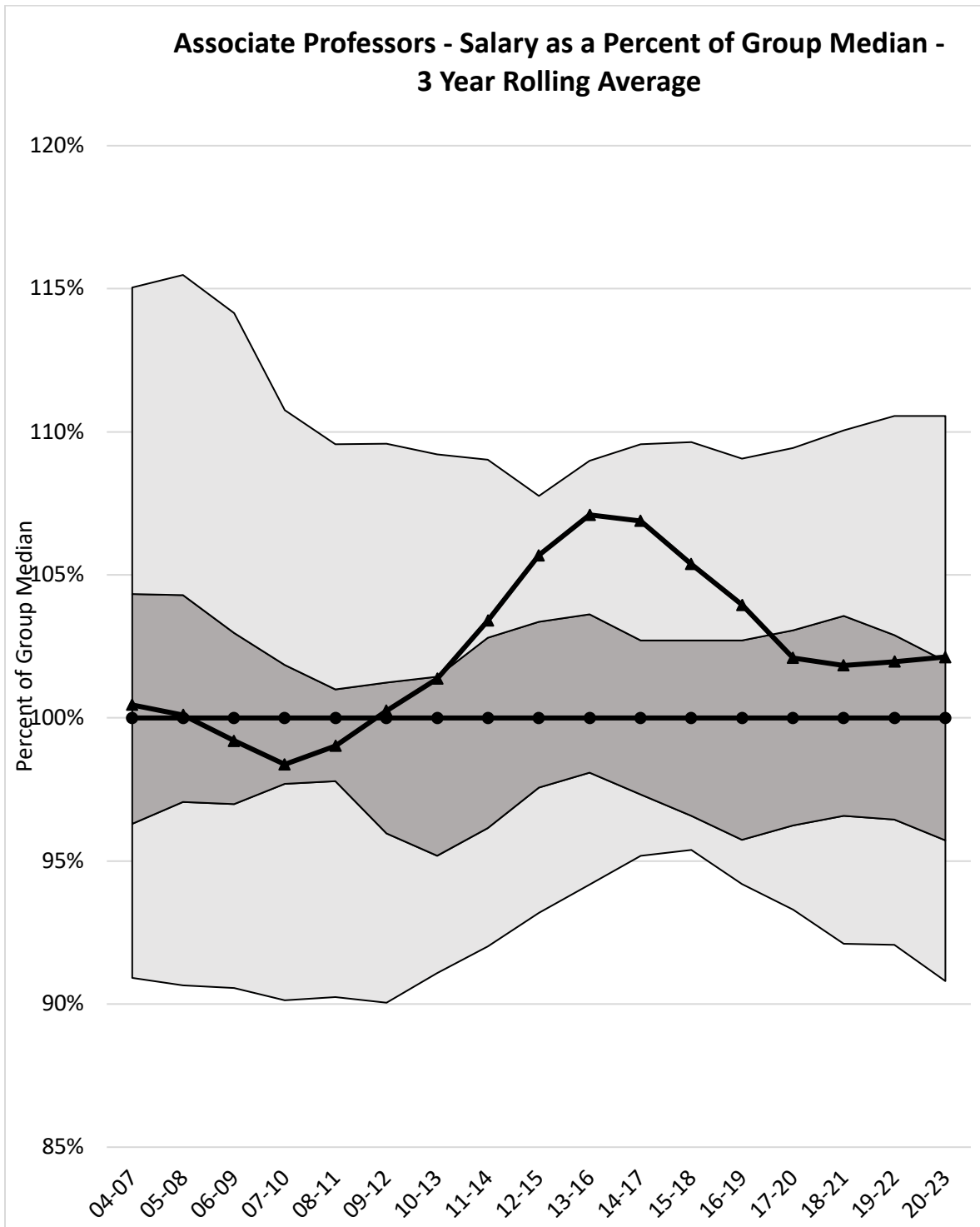


Fig. 5: Normalized Salary plotted as the percentage of the median for associate professors at Amherst College; three-year averages from 2004-2023 are shown.

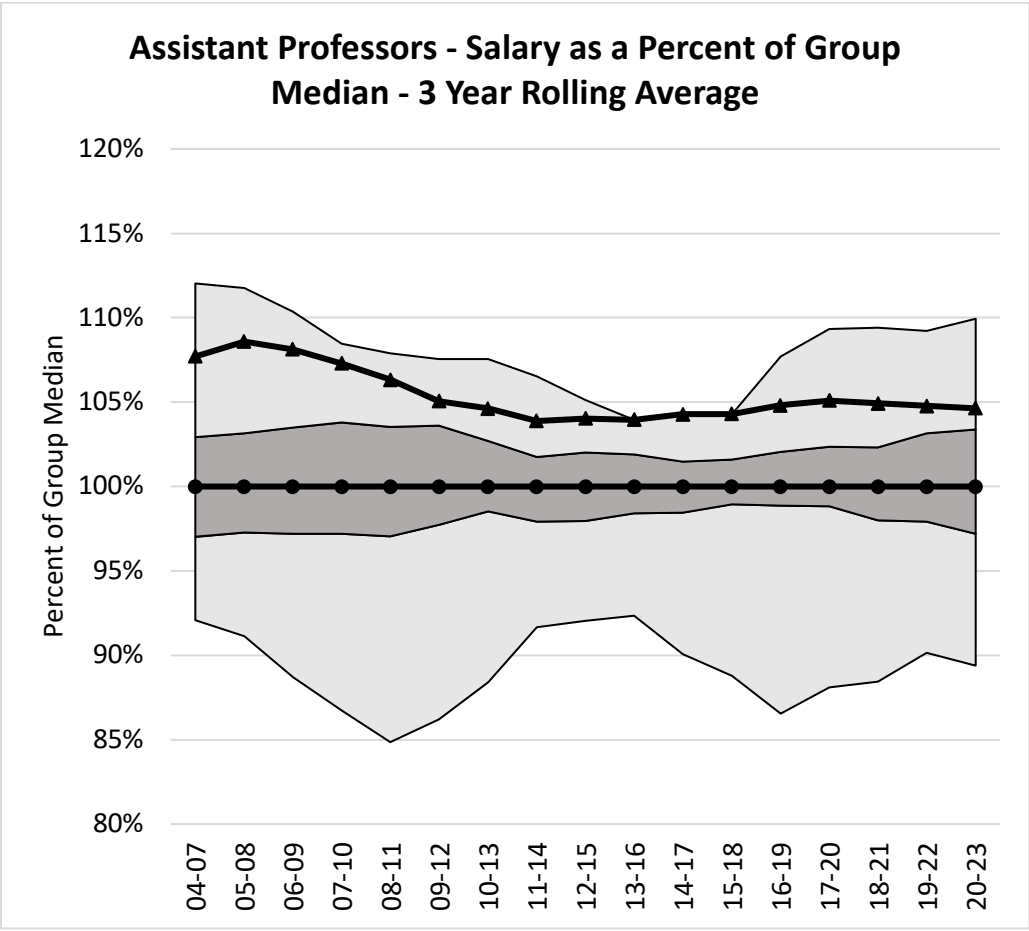


Fig. 6: Normalized Salary plotted as the percentage of the median for assistant professors at Amherst College; three-year averages from 2004-2023 are shown.

V. Summary of Salary Comparisons with the *Liberal Arts* group

If the benchmark is to maintain Amherst's salaries among the top three institutions (i.e., in the top quarter) among peer institutions (i.e., within the top light gray band) in order to remain competitive, then with respect to the three-year average of normalized data, Amherst is in the acceptable range for assistant professors (Figure 6), behind peers for associate and at an acceptable level for full professors. The associate professor average is technically below the benchmark this year, but it is out of the acceptable range by only \$661. (Figure 5).

As usual, we caution faculty members not to read these mean (average) data for comparison with their individual increases because the mean data as reported by the AAUP include salary increases at the time of promotion or tenure in the more junior ranks, thus overstating the actual salary increases for most members of the assistant and associate professor groups. We also reiterate that overall trends are more significant than single-year or single-category movements that may be due to demographic variations in rank that result from hiring, promotion and retirement.

For reference, Appendix 1 includes average salary information (in thousands of dollars) for a comparison group of twelve colleges beginning in 2012, conforming to the Liberal Arts group after 2018-19.

Full Professors

For the 2022-2023 academic year, the median salary for full professors at Amherst was \$163,200 and the mean salary (\$168,730) was 2th among the twelve liberal arts peer institutions. This places Amherst above the targeted 75th percentile benchmark. Looking across time at the normalized data, salaries for full professors at Amherst were above the benchmark from 2007 to 2017 fell below this target and then came above it again in 2021.

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 comparatively few tenured professors are actively on the job market in any given year and thus most are not receiving competitive offers.

For the 2022-23 academic year, the Amherst assistant professor median salary was \$96,600 and the mean salary (\$104,726) ranked 3rd among peer institutions (Appendix 1). Over time, Amherst has consistently maintained its high ranking for the assistant professor rank. The normalized data (Figure 6) demonstrate that the assistant professor median salary has remained above the 75th percentile benchmark consistently. Looking back to previous CPR reports, we note that this trend of exceeding the benchmark for assistant professor salaries has held as far back as 2002/2003.

Associate Professors

For the 2022-23 academic year, the median salary for associate professors at Amherst was \$112,100 and the mean salary (\$118,956) was 4th among the twelve liberal arts peer institutions (Appendix 1), and slightly below the targeted 75th percentile benchmark. Looking over time at the normalized data, salaries for associate professors at Amherst were above the benchmark and peaked in 2016/2017 but have declined since that time, with a flattening in the last few years. (Figure 5).

The associate professor category is small (41 this year) and there tends to be fairly rapid promotion out of this rank. Over the last decade, promotion from associate to full professor at Amherst in most cases occurred six years post-tenure, contributing to a lower percentage of total faculty at the associate rank at Amherst. Moreover, the rapid promotion (relative to many peer institutions) 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.

A second possible explanation has to do with the disciplinary volatility of the associate professor rank at Amherst College. Since colleagues tend to spend relatively few years in this rank, aggregated salary data for associate professors will be highly responsive to salary differences across disciplinary divisions. Specifically, a small number of promotions into our out of the rank for colleagues from higher- or lower-salaried divisions will significantly influence the aggregated data.

In order to tease out a little more information about the associate professor rank, for the first time we are including a table for tenured faculty. The AAUP data includes counts for the number of faculty in each rank, so it is possible to calculate the average salary for the associate and full professors combined. For the last three years:

	2020-2021		2021-22		2022-23
Pomona	145954.168	Amherst	\$149,368.41	Williams	157098.31
Amherst	143231.136	Pomona	\$147,917.76	Pomona	156271.74
Williams	142592.44	Williams	\$147,105.63	Amherst	152916.28
Swarthmore	140385.82	Bowdoin	\$140,085.94	Wellesley	145318.21
Wellesley	138295.883	Wellesley	\$139,868.57	Swarthmore	143470.94
Bowdoin	132324.975	Swarthmore	\$138,969.37	Bowdoin	142544.15
Smith	131303.361	Smith	\$133,822.22	Carleton	138530.25
Vassar	129562.488	Vassar	\$133,056.06	Vassar	137610.54
Carleton	129485.748	Carleton	\$129,345.90	Smith	137034.62
Middlebury	127467.36	Middlebury	\$128,719.85	Middlebury	135448.52
Davidson	122761.761	Davidson	\$127,753.02	Davidson	132488.88
Haverford	116876.385	Haverford	\$119,690.87	Haverford	122595.04

This data seems to support the explanation that Amherst’s somewhat low rank in associate professor salary rankings is at least partially caused by disparities in time-in-rank.

VI. Salary Comparisons within Amherst College

In light of national conversations about inequalities between disciplines and by gender, the CPR began to present Amherst salaries by discipline and gender in 2013-14. The following comparisons of salary data within Amherst do not include faculty in administrative positions or faculty on phased retirement. The traditional groupings for departments and programs into major divisions (Humanities; Physical & Life Sciences; Social Sciences) are included in Appendix 4.

Table 2. Amherst faculty salaries by rank and discipline from 2018-2023.

2022-23					Division Total Number of Persons
		No. of Persons	Mean	Median	
Humanities	Professor	43	169,588	165,700	93
	Associate Professor	24	120,275	115,350	
	Assistant Professor	26	98,400	94,850	
Social Sciences	Professor	20	164,215	162,100	40
	Associate Professor	9	120,378	108,900	
	Assistant Professor	11	114,385	123,200	
Science and Math	Professor	25	170,896	159,200	58
	Associate Professor	8	113,400	111,250	
	Assistant Professor	25	107,056	98,200	
All		191	126,260	112,100	

Amherst College Full-Time Faculty Salaries by Division, 2021-22

		No. of Persons	Mean	Median	Division Total Number of Persons
Humanities	Professor	49	163,436	158,400	98
	Associate	21	116,371	112,000	
	Assistant	28	91,539	90,700	
Social Sciences	Professor	19	157,726	155,400	36
	Associate	7	114,029	103,700	
	Assistant	10	111,806	117,300	
Science and Math	Professor	24	166,146	156,750	57
	Associate	8	110,563	106,100	
	Assistant	25	98,820	92,600	
All		191	132,308	122,700	

Amherst College Faculty Salaries 2020-21					Division Total Number of Persons
		No. of Persons	Mean	Median	
Humanities	Professor	46	155,457	154,450	95
	Associate	19	110,823	105,000	
	Assistant	30	87,180	87,600	
Social Sciences	Professor	18	153,050	151,750	37
	Associate	6	117,783	115,750	
	Assistant	13	102,962	92,500	
Science and Math	Professor	23	158,326	151,300	55
	Associate	9	106,800	101,900	
	Assistant	23	95,904	89,400	
All*		187	125,565	118,500	

Amherst College Faculty Salaries 2019-20					Division Total Number of Persons
		No. of Persons	Mean	Median	
Humanities	Professor	43	157098	155900	90
	Associate	17	108,243	108,200	
	Assistant	30	89,500	89,800	
Social Sciences	Professor	19	152,368	150,100	36
	Associate	5	115,000	100,100	
	Assistant	12	107,133	113,300	
Science and Math	Professor	23	157,830	151,300	49
	Associate	9	106,800	101,900	
	Assistant	17	95,929	89,400	
All*		175	127,189	119,700	

Amherst College Faculty Salaries 2018-19					Division Total Number of Persons
Discipline	Rank	No. of Persons	Mean	Median	
Humanities	Professor	44	154,770	152,000	91
	Associate	20	107,630	103,800	
	Assistant	27	88,755	88,600	
Social Sciences	Professor	19	147,642	145,700	34
	Associate	2	133,300	133,300	
	Assistant	13	98,800	91,000	
Science and Math	Professor	23	154,883	147,000	46
	Associate	9	107,078	100,600	
	Assistant	14	91,900	87,350	
All*		171	125,893	120,000	

Table 3. Amherst faculty salaries by rank and gender from 2018-2023.

2022-23

Rank	Women			Men		
	Median	Average	Count	Median	Average	Count
Professor	\$152,800	\$157,908	39	\$171,400	\$177,359	49
Associate	\$110,800	\$120,262	21	\$112,100	\$117,585	20
Assistant	\$95,300	\$101,601	35	\$97,700	\$108,778	27
All	\$108,900	\$119,683	95	\$123,200	\$133,159	96

2021-22

Rank	Women			Men		
	Median	Average	Count	Median	Average	Count
Professor	\$150,700	\$154,738	40	\$163,200	\$169,291	52
Associate	\$106,700	\$116,028	18	\$106,850	\$113,222	18
Assistant	\$92,600	\$96,082	35	\$92,300	\$99,600	28
All	\$120,800	\$125,171	93	\$124,400	\$139,081	98

2020-21

Rank	Women			Men		
	Median	Average	Count	Median	Average	Count
Professor	\$150,100	\$151,252	39	\$153,450	\$159,554	48
Associate	\$105,000	\$111,012	17	\$103,700	\$110,961	17
Assistant	\$89,800	\$92,360	35	\$89,400	\$94,423	31
All	\$115,500	\$121,084	91	\$120,000	\$129,813	96

2019-20

Rank	Women			Men		
	Median	Average	Count	Median	Average	Count
Professor	\$148,100	\$150,424	37	\$156,050	\$160,721	48
Associate	\$103,000	\$108,813	15	\$105,950	\$109,008	16
Assistant	\$91,000	\$93,457	30	\$89,800	\$96,472	29
All	\$117,100	\$121,971	82	\$120,300	\$131,790	93

2018-
19

Rank	Female			Male		
	Median	Average	Count	Median	Average	Count
Professor	\$148,900	\$148,489	37	\$153,000	\$156,802	49
Associate	\$105,000	\$110,824	13	\$102,200	\$107,900	18
Assistant	\$89,000	\$92,106	30	\$88,300	\$91,842	24
All	\$119,000	\$121,225	80	\$123,600	\$129,997	91

Both the median and mean full professor salaries have consistently been higher for male than for female colleagues, but in recent years the gap between the two has increased relative to the previous years (Table 3). For associate professors, median and mean salaries had been higher for female than for male colleagues since 2014, last year the medians were essentially the same while the gap in the means increased somewhat. This year the mean salary for woman is higher while the median is lower. Neither difference is large. The median and mean salaries for female and male assistant professors appear to be the most consistently equivalent across all ranks.

Previous reports have pursued possible explanations of the gender gap in salaries for full professors in terms of differences in average years-in-rank. Across all divisions, the average years-in-rank of male and female colleagues do not differ significantly; but there are more significant differences at the level of major divisions, with average years-in-rank for female colleagues the same as male colleagues within the Humanities and higher within the Social Sciences and much lower in STEM fields (Table 4).

Table 4. Average years-in-rank for Professors by Division and Gender.

Average Years-in-Rank for Full-Time Professors by Division and Gender 2022-23

Division	Average Years		Count	
	Female	Male	Female	Male
Humanities	14.5	14.5	21	22
Science and Math	10.4	15.0	8	17
Social Sciences	15.4	14.9	10	10
Grand Total	13.9	14.7	39	49

Average Years-in-Rank for Full-Time Professors by Division and Gender, 2021-22

Division	2021-22	
	Female	Male
Humanities	15.18	14.57
Science and Math	12.75	14.06
Social Sciences	14.40	16.20
Total	14.50	14.72

We spent some time working with Institutional Research to try to understand the disparity at the full professor rank. We obtained more detailed data about salaries:

2022-23										
		Female			Male			Total		
		No	Mean	Median	No.	Mean	Median	No.	Mean	Median
Humanities	Professor	21	156105	155000	22	182459	175900	43	169588	165700
	Associate	11	126100	120800	13	115346	112100	24	120275	115350
	Assistant	16	95875	94400	10	102440	97150	26	98400	94850
Social Sciences	Professor	10	167520	156900	10	160910	169700	20	164215	162100
	Associate	–	–	–	–	–	–	9	120378	108900
	Assistant	–	–	–	–	–	–	11	114385	123200
Science and Math	Professor	8	150625	147350	17	180435	164800	25	170896	159200
	Associate	–	–	–	–	–	–	8	113400	111250
	Assistant	13	105869	99800	12	108342	97000	25	107056	98200

1. Note that in the social sciences, there is a mean/median split, with female professors averaging \$7000 more while the median salary for male professors is higher.

2. In the sciences, male professors make more than female professors, but the average time in rank is 4.6 years longer for male professors. To take an example, the median salary for men in this category is \$164,800, that for women is \$147,350. The median male salary is 11% higher. If salaries increase about 4% per year, one might actually expect a larger difference than that.

3. The hardest difference to explain is in the humanities, where the average years-in-rank is about the same for female and male professors. Despite this, the difference between the median salaries is \$20,900, a difference of about 13%

This difference prompted us, with the help of Institutional Research, to do a deeper dive into the sea of full professor salaries. We discovered that the issues are complicated by many factors, including:

1. Professors in the administration are not included in the data while in the administration, but come back into the data if they leave the administration. This contributes to a volatility in the data and makes year-to-year comparisons harder.
2. Professors on phased retirement are not included in the data.
3. Average years-in-rank is not that good a method of comparison. E.g., the mean salary for two professors with 11 years-in-rank is not going to be the same as the mean of someone with 20 years in rank and someone with 2 years-in-rank. This is because salary increases are geometric over time and because entry salaries into the rank differ over time. (Note that 13% is about three years of salary increases.)

There are two main paths into the professor rank at Amherst. The first is by promotion from associate. We know that salaries at the associate level do not differ greatly between men and

women, so we believe that as professors move into the full cohort this should not be the source of a disparity.

The second is by senior hire. There have been about 10 senior hires in the humanities over the last ten years. Because senior hires generally go to people who are being "lured" from elsewhere, the salary offers tend to be high. Of the hires, 6 have been male and 4 female. That is actually a substantial fraction of the professors who came from outside and not from the associate rank.

To summarize, it is difficult to pin down the reasons for the difference in salaries between men and women in the humanities full professor rank. There are enough weird factors that the difference could be explained in a number of ways. Because the associate professor data does not show a disparity, we suspect that the difference is due to the combination of effects of senior hires, years-in-rank and, possibly, some historical disparities. We do not see grounds for significant concern, and we suggest that this be monitored in future reports.

We expect that the data from full professors may undergo substantial changes in the next couple of years as a large number of people are moving into phased retirement.

How Salaries Are Set

Each year, the administration with the approval of the Board of Trustees, establishes a "pool" for faculty salary increases. This pool represents a percentage of the total salary budget for the teaching staff⁴. The amount of this percentage increase, previously in the 3% to 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, with corrections made in years when the pool is larger or smaller than normal, to ensure equity among cohorts promoted in different years. A similar pool is established for staff and administrators.

Members of the Faculty have noted that salary notices are often not provided until only a few weeks or days before the new salary takes effect (July 1st). This has much to do with the timing of Board of Trustee meetings. Waiting as late as possible to finalize the pool often allows the administration to make positive adjustments to salaries as the budget plays itself out at the end of the fiscal year.

VII. Conclusions

This year the CPR evaluated salary data across a comparison group of twelve liberal arts colleges as recommended by the 2015-2016 CPR. We compared data normalized in a quartile system by rank. In the present cycle, we appear to be exceeding the 75th percentile benchmark criterion

⁴Teaching staff includes tenured and tenure-track faculty, coaches, lecturers and visitors.

(i.e., among the top three institutions in the *Liberal Arts group*) for assistant professors and for full professors but are slightly below the benchmark for associate professors.

APPENDIX 1: Historical Data about Amherst Salaries in comparison to the Liberal Arts Group

RANK/ INSTITUTION	ACTUAL FY2012-13 MEAN SALARY \$	% INC	RANK/ INSTITUTION	ACTUAL FY2013-14 MEAN SALARY \$	% INC	RANK/ INSTITUTION	FY2014-15 MEAN SALARY	RANK/ INSTITUTION	FY2015-16 MEAN SALARY	RANK/ INSTITUTION	FY2016-17 MEAN SALARY
PROFESSORS											
Wellesley Coll	152.2	3.6%	Wellesley Coll	154.1	2.4	Wellesley Coll	154.3	Wellesley Coll	157.6	Wellesley Coll	157.5
Pomona Coll	142.8	3.7%	Pomona Coll	145.9	2.7	Pomona Coll	148.6	Pomona Coll	150.4	Pomona Coll	154.9
Swarthmore Coll	137.8	5.1%	Swarthmore Coll	140.7	3.3	Amherst Coll	145.1	Amherst Coll	147.7	Amherst Coll	149.9
Amherst Coll	127.7	4.2%	Amherst Coll	130.0	4.4	Wesleyan U	141.5	Swarthmore Coll	146.6	Wesleyan U	149.4
Williams Coll	137.1	3.0%	Williams Coll	140.0	2.9	Williams Coll	141.2	Wesleyan U	145.8	Swarthmore Coll	149.3
Wesleyan U	133.6	4.1%	Wesleyan U	136.3	4.4	Swarthmore Coll	141.0	Williams Coll	142.5	Williams Coll	143.7
Smith Coll	132.7	3.6%	Bowdoin Coll	135.1	3.6	Bowdoin Coll	137.3	Smith Coll	138.5	Bowdoin Coll	142.5
Bowdoin Coll	131.2	3.8%	Smith Coll	134.9	3.2	Smith Coll	136.2	Bowdoin Coll	138.4	Smith Coll	141.4
Davidson Coll	120.0	4.8%	Davidson Coll	124.6	4.0	Vassar Coll	131.2	Vassar Coll	133.8	Vassar Coll	135.6
Haverford Coll	119.8	2.7%	Carleton Coll	121.6	3.7	Davidson Coll	128.2	Carleton Coll	128.6	Carleton Coll	131.9
Carleton Coll	119.7	2.8%	Haverford Coll	120.0	2.3	Carleton Coll	125.4	Davidson Coll	128.4	Davidson Coll	129.7
Mount Holyoke Coll	117.1	2.0%	Mount Holyoke Coll	117.7	2.2	Haverford Coll	123.5	Haverford Coll	125.9	Haverford Coll	128.3
						Mount Holyoke Coll	118.7	Mount Holyoke Coll	115.7	Mount Holyoke Coll	122.4
AC Median	132.8		AC Median	137.5		AC Median	140.0	AC Median	144.2	AC Median	144.6
Group Median	133.2		Group Median	135.7		Group Median	137.3	Group Median	138.5	Group Median	142.5
Group Mean	131.8		Group Mean	134.2		Group Mean	136.3	Group Mean	138.5	Group Mean	141.3
ASSOCIATE PROFESSORS											
Wellesley Coll	101.6	3.6%	Wellesley Coll	103.4	4.1	Pomona Coll	105.6	Pomona Coll	108.4	Pomona Coll	111.9
Pomona Coll	99.5	4.3%	Pomona Coll	101.9	3.2	Amherst Coll	104.2	Amherst Coll	106.4	Amherst Coll	108.6
Swarthmore Coll	96.6	5.2%	Amherst Coll	101.1	7.8	Wellesley Coll	102.4	Wellesley Coll	102.1	Swarthmore Coll	104.4
Amherst Coll	95.8	5.6%	Swarthmore Coll	97.6	3.1	Bowdoin Coll	99.3	Bowdoin Coll	101.7	Bowdoin Coll	104.1
Bowdoin Coll	94.9	3.9%	Bowdoin Coll	96.9	4.3	Swarthmore Coll	98.6	Swarthmore Coll	100.6	Wesleyan U	103.4
Haverford Coll	93.2	2.7%	Haverford Coll	93.5	2.5	Wesleyan U	97.5	Wesleyan U	100.4	Wellesley Coll	102.5
Smith Coll	91.8	3.8%	Smith Coll	93.3	3.6	Vassar Coll	97.3	Vassar Coll	99.0	Vassar Coll	102.4
Wesleyan U	90.2	6.2%	Wesleyan U	93.3	6.2	Haverford Coll	95.4	Williams Coll	97.9	Williams Coll	101.8
Williams Coll	90.1	3.8%	Williams Coll	92.5	4.2	Davidson Coll	94.9	Davidson Coll	97.4	Davidson Coll	100.6
Davidson Coll	89.3	5.2%	Davidson Coll	92.0	5.8	Williams Coll	94.4	Smith Coll	96.2	Carleton Coll	98.5
Carleton Coll	87.3	7.6%	Carleton Coll	88.3	3.6	Smith Coll	93.8	Haverford Coll	95.7	Smith Coll	98.2
Mount Holyoke Coll	84.3	3.2%	Mount Holyoke Coll	87.8	4.4	Carleton Coll	90.3	Carleton Coll	94.5	Haverford Coll	96.3
						Mount Holyoke Coll	90.0	Mount Holyoke Coll	92.3	Mount Holyoke Coll	95.8
AC Median	93.5		AC Median	100.0		AC Median	102.5	AC Median	99.0	AC Median	101.0
Group Median	92.5		Group Median	93.4		Group Median	97.3	Group Median	98.9	Group Median	102.4
Group Mean	92.9		Group Mean	95.1		Group Mean	97.3	Group Mean	99.3	Group Mean	102.2
ASSISTANT PROFESSORS											
Wellesley Coll	80.8	3.9%	Wellesley Coll	82.0	3.7	Amherst Coll	83.2	Amherst Coll	85.0	Amherst Coll	87.6
Amherst Coll	79.0	5.2%	Amherst Coll	80.8	4.5	Wellesley Coll	82.2	Wesleyan U	85.0	Wesleyan U	88.9
Williams Coll	76.5	4.1%	Pomona Coll	80.0	6.9	Pomona Coll	82.8	Wellesley Coll	84.1	Pomona Coll	86.5
Smith Coll	76.4	3.4%	Wesleyan U	79.2	5.2	Vassar Coll	82.0	Pomona Coll	83.6	Wellesley Coll	85.7
Wesleyan U	76.3	6.7%	Swarthmore Coll	78.7	6.2	Wesleyan U	81.9	Vassar Coll	83.5	Bowdoin Coll	84.5
Swarthmore Coll	75.4	5.7%	Smith Coll	78.4	3.7	Bowdoin Coll	80.8	Bowdoin Coll	82.9	Vassar Coll	84.3
Pomona Coll	75.1	6.8%	Williams Coll	78.2	7.3	Williams Coll	80.0	Carleton Coll	82.6	Carleton Coll	83.9
Bowdoin Coll	74.3	3.8%	Bowdoin Coll	76.1	5.6	Smith Coll	79.4	Smith Coll	81.5	Smith Coll	83.8
Haverford Coll	73.7	3.6%	Carleton Coll	74.6	3.6	Swarthmore Coll	78.9	Williams Coll	81.4	Williams Coll	83.2
Carleton Coll	72.6	3.6%	Davidson Coll	73.5	8.3	Carleton Coll	77.3	Swarthmore Coll	80.3	Swarthmore Coll	81.0
Davidson Coll	69.3	7.3%	Mount Holyoke Coll	73.2	3.2	Haverford Coll	74.7	Haverford Coll	76.7	Mount Holyoke Coll	79.9
Mount Holyoke Coll	67.8	6.3%	Haverford Coll	72.2	3.8	Mount Holyoke Coll	74.2	Davidson Coll	75.2	Haverford Coll	78.1
						Davidson Coll	73.3	Mount Holyoke Coll	74.5	Davidson Coll	73.2
AC Median	77.0		AC Median	79.0		AC Median	81.0	AC Median	83.5	AC Median	86.1
Group Median	75.3		Group Median	78.3		Group Median	80.0	Group Median	82.6	Group Median	85.9
Group Mean	74.8		Group Mean	77.2		Group Mean	79.4	Group Mean	81.3	Group Mean	82.9

RANK/ INSTITUTION	FY2017-18 MEAN SALARY	RANK/ INSTITUTION	FY2018-19 MEAN SALARY	RANK/ INSTITUTION	FY2019-20 MEAN SALARY	RANK/ INSTITUTION	FY2020-21 MEAN SALARY
PROFESSORS							
Pomona Coll	156.5	Wellesley Coll	160.4	Wellesley Coll	162.7	Pomona Coll	160.5
Wellesley Coll	156.1	Pomona Coll	159.3	Pomona Coll	161.2	Wellesley Coll	159.6
Swarthmore Coll	153.1	Wesleyan U	155.8	Swarthmore Coll	158.4	Swarthmore Coll	156.3
Wesleyan U	152.9	Swarthmore Coll	155.2	Amherst Coll	156.2	Amherst Coll	155.8
Amherst Coll	151.4	Amherst Coll	153.2	Williams Coll	152.8	Williams Coll	149.9
Williams Coll	146.9	Bowdoin Coll	149.2	Bowdoin Coll	149.2	Bowdoin Coll	146.9
Bowdoin Coll	146.6	Williams Coll	147.9	Vassar Coll	143.7	Vassar Coll	142.8
Smith Coll	141.6	Smith Coll	141.3	Smith Coll	143.4	Smith Coll	142.1
Vassar Coll	137.4	Vassar Coll	140.0	Middlebury Coll	142.7	Carleton Coll	141.3
Carleton Coll	135.9	Carleton Coll	138.1	Carleton Coll	142.4	Middlebury Coll	140.4
Davidson Coll	130.4	Davidson Coll	133.4	Davidson Coll	135.5	Davidson Coll	134.7
Haverford Coll	129.5	Haverford Coll	130.8	Haverford Coll	134.2	Haverford Coll	131.2
Mount Holyoke Coll	125.3	Mount Holyoke Coll	130.7				
AC Median	146.8	AC Median	150.0	AC Median	152.4	AC Median	152.4
Group Median	146.6	Group Median	147.9	Group Median	146.4	Group Median	144.8
Group Mean	143.3	Group Mean	145.8	Group Mean	148.5	Group Mean	146.8
ASSOCIATE							
Pomona Coll	114.1	Pomona Coll	115.9	Pomona Coll	119.6	Pomona Coll	120.0
Swarthmore Coll	108.7	Vassar Coll	110.4	Bowdoin Coll	114.1	Bowdoin Coll	113.7
Amherst Coll	108.2	Swarthmore Coll	110.2	Swarthmore Coll	112.9	Vassar Coll	111.5
Bowdoin Coll	107.5	Bowdoin Coll	110.2	Vassar Coll	112.7	Swarthmore Coll	111.5
Wesleyan U	106.5	Amherst Coll	109.1	Wellesley Coll	109.1	Amherst Coll	111.0
Vassar Coll	105.5	Wesleyan U	108.7	Amherst Coll	108.7	Wellesley Coll	109.0
Wellesley Coll	105.0	Wellesley Coll	107.6	Williams Coll	107.2	Carleton Coll	107.2
Williams Coll	104.0	Williams Coll	106.3	Carleton Coll	106.9	Williams Coll	106.0
Carleton Coll	101.2	Smith Coll	101.8	Middlebury Coll	106.0	Middlebury Coll	104.4
Haverford Coll	99.0	Carleton Coll	101.4	Smith Coll	104.6	Smith Coll	103.3
Davidson Coll	98.8	Haverford Coll	101.0	Davidson Coll	101.3	Haverford Coll	101.0
Smith Coll	97.8	Davidson Coll	98.0	Haverford Coll	100.1	Davidson Coll	98.2
Mount Holyoke Coll	97.1	Mount Holyoke Coll	96.7				
AC Median	101.6	AC Median	103.8	AC Median	103.7	AC Median	104.4
Group Median	105.0	Group Median	107.6	Group Median	108.0	Group Median	108.1
Group Mean	104.1	Group Mean	105.9	Group Mean	108.6	Group Mean	108.1
ASSISTANT							
Pomona Coll	93.3	Pomona Coll	96.1	Pomona Coll	97.5	Pomona Coll	98.6
Wesleyan U	89.9	Amherst Coll	92.0	Amherst Coll	94.9	Williams Coll	93.8
Amherst Coll	88.0	Wesleyan U	91.5	Williams Coll	93.3	Amherst Coll	93.3
Wellesley Coll	87.7	Wellesley Coll	90.3	Bowdoin Coll	92.4	Bowdoin Coll	91.4
Bowdoin Coll	87.4	Williams Coll	89.0	Wellesley Coll	91.0	Wellesley Coll	90.6
Williams Coll	85.4	Bowdoin Coll	88.6	Carleton Coll	90.4	Middlebury Coll	90.2
Vassar Coll	84.9	Vassar Coll	87.3	Middlebury Coll	90.4	Vassar Coll	89.3
Smith Coll	84.8	Carleton Coll	86.6	Vassar Coll	90.1	Carleton Coll	88.5
Swarthmore Coll	84.4	Smith Coll	86.6	Swarthmore Coll	88.5	Swarthmore Coll	87.7
Carleton Coll	83.7	Swarthmore Coll	85.5	Smith Coll	88.2	Smith Coll	87.0
Haverford Coll	80.9	Haverford Coll	83.2	Haverford Coll	85.4	Haverford Coll	85.0
Mount Holyoke Coll	79.0	Mount Holyoke Coll	79.8	Davidson Coll	82.9	Davidson Coll	79.9
Davidson Coll	74.8	Davidson Coll	73.6				
AC Median	87.4	AC Median	88.8	AC Median	90.7	AC Median	89.8
Group Median	84.9	Group Median	87.3	Group Median	90.4	Group Median	89.7
Group Mean	85.0	Group Mean	86.9	Group Mean	90.4	Group Mean	89.6

APPENDIX 2: Amherst salaries in comparison to the Traditional Group

Professor	21-22	22-23
Harvard University	262.7	274.9
Yale University	243.7	261.7
Dartmouth College	234.6	259.2
University of Virginia-Main Campus	194.9	203.5
University of Michigan-Ann Arbor	180.8	189.1
Amherst College	163.0	168.7
Wesleyan University	160.4	162.2
Wellesley College	160.1	166.1
University of Massachusetts-Amherst	157.1	156.8
Williams College	155.9	167.6
Smith College	144.1	148.3
Mount Holyoke College	132.4	133.6
Indiana University-South Bend	77.8	78.1

Associate	21-22	22-23
Harvard University	162.9	175.9
Yale University	148.7	159.8
Dartmouth College	147.6	159.9
University of Virginia-Main Campus	125.6	129.8
University of Michigan-Ann Arbor	120.4	125.0
Amherst College	114.6	118.9
Wesleyan University	114.3	114.0
Wellesley College	112.6	117.4
Williams College	111.4	117.5
University of Massachusetts-Amherst	110.5	111.0
Smith College	107.7	112.4
Mount Holyoke College	97.6	100.3
Indiana University-South Bend	67.5	70.6

Assistant	21-22	22-23
Harvard University	149.7	155.4
Yale University	126.1	134.4
Dartmouth College	121.4	123.2
University of Michigan-Ann Arbor	102.6	106.9
University of Virginia-Main Campus	98.0	104.4
Williams College	98.0	105.4
Amherst College	97.6	104.7
University of Massachusetts-Amherst	97.6	98.8
Wellesley College	94.3	95.9
Wesleyan University	94.0	92.4
Smith College	88.8	92.3
Mount Holyoke College	79.9	87.6
Indiana University-South Bend	66.0	65.2

RANK/ INSTITUTION	ACTUAL FY2012-13 SALARY DOLLARS	% INC	RANK/ INSTITUTION	ACTUAL FY2013-14 SALARY DOLLARS	% INC	RANK/ INSTITUTION	FY2014-15 SALARY	% INC	RANK/ INSTITUTION	FY2015-16 SALARY	% INC	RANK/ INSTITUTION	FY2016-17 SALARY	% INC
PROFESSORS														
Harvard U	203.0	3.6%	Harvard U	207.1	3.2	Harvard U	213.5	3.6	Harvard U	220.2	3.5	Harvard U	227.7	3.4
Yale U	186.2	3.5%	Yale U	192.2	3.2	Yale U	198.4	3.0	Yale U	203.5	3.1	Yale U	209.5	3.2
Dartmouth Coll	167.4	4.3%	Dartmouth Coll	174.0	4.6	Dartmouth Coll	178.6	3.2	Dartmouth Coll	184.4	3.1	Dartmouth Coll	189.2	2.9
Wellesley Coll	152.2	3.6%	U Michigan-Ann Arbor	156.9	3.6	U Michigan-Ann Arbor	160.9	3.1	U Virginia	164.9	4.7	U Virginia	172.4	4.6
U Michigan-Ann	148.6	3.5%	Wellesley Coll	154.1	2.4	U Virginia	156.9	5.0	U Michigan-Ann Arbor	164.8	3.2	U Michigan-Ann Arbor	168.2	2.2
U Virginia	143.1	1.3%	U Virginia	150.8	6.5	Wellesley Coll	154.3	1.8	Wellesley Coll	157.6	2.7	Wellesley Coll	157.5	2.2
Amherst Coll	137.7	4.2%	Amherst Coll	140.0	4.2	Amherst Coll	145.1	4.0	Amherst Coll	147.7	3.3	Amherst Coll	150.3	3.6
Williams Coll	137.1	3.0%	Williams Coll	140.0	2.9	Wesleyan U	141.5	4.7	Wesleyan U	145.8	4.2	Amherst Coll	149.0	4.2
Wesleyan U	133.6	4.1%	U Massachusetts-Amherst	136.9	5.1	Williams Coll	141.2	3.1	U Massachusetts-Amherst	145.2	6.0	Wesleyan U	149.4	4.1
Smith Coll	132.7	3.6%	Wesleyan U	136.3	4.4	U Massachusetts-Amherst	139.2	1.9	Williams Coll	142.5	3.3	Williams Coll	143.7	3.3
Indiana U-Bloom	131.9	2.6%	Smith Coll	134.9	3.2	Smith Coll	136.2	3.5	Indiana U-Bloomington	138.8	2.1	Smith Coll	141.4	2.9
U Massachusetts	131.0	7.2%	Indiana U-Bloomington	132.6	2.4	Indiana U-Bloomington	135.0	2.5	Smith Coll	138.5	3.5	Indiana U-Bloomington	140.0	1.4
Mount Holyoke C	117.1	2.0%	Mount Holyoke Coll	117.7	2.2	Mount Holyoke Coll	118.7	2.6	Mount Holyoke Coll	115.7	2.2	Mount Holyoke Coll	122.4	6.5
AC Median	132.8		AC Median	137.5		AC Median	140.0		AC Median	144.2		AC Median	144.6	
Group Median	137.7		Group Median	140.0		Group Median	145.1		Group Median	147.7		Group Median	150.3	
Group Mean	147.8		Group Mean	151.8		Group Mean	155.3		Group Mean	159.2		Group Mean	163.2	
ASSOCIATE PROFESSORS														
Harvard U	118.9	9.0%	Harvard U	123.8	2.7	Harvard U	128.1	3.5	Harvard U	129.2	10.3	Yale U	131.0	6.7
Yale U	113.0	7.5%	Yale U	118.3	7.0	Yale U	117.3	5.0	Yale U	122.1	7.1	Harvard U	127.4	3.9
Dartmouth Coll	111.5	5.0%	Dartmouth Coll	113.6	5.5	Dartmouth Coll	113.2	4.1	Dartmouth Coll	116.5	4.0	Dartmouth Coll	122.0	3.3
Wellesley Coll	101.6	3.6%	U Michigan-Ann Arbor	103.9	3.6	U Michigan-Ann Arbor	106.8	4.4	U Virginia	111.3	5.5	U Virginia	115.7	5.1
U Michigan-Ann	101.0	3.8%	Wellesley Coll	103.4	4.1	U Virginia	104.9	5.9	U Michigan-Ann Arbor	109.2	3.3	U Michigan-Ann Arbor	111.4	3.3
Amherst Coll	95.8	5.6%	Amherst Coll	101.4	7.8	Amherst Coll	104.7	6.4	Amherst Coll	104.6	5.1	Amherst Coll	108.6	5.0
U Massachusetts	95.2	8.6%	U Virginia	99.5	7.9	Wellesley Coll	102.4	3.4	U Massachusetts-Amherst	104.0	7.2	U Massachusetts-Amherst	107.1	4.8
U Virginia	93.7	2.0%	U Massachusetts-Amherst	98.0	5.9	U Massachusetts-Amherst	98.8	3.4	Wellesley Coll	102.1	3.5	Wesleyan U	103.4	4.5
Smith Coll	91.8	3.8%	Smith Coll	93.3	3.6	Wesleyan U	97.7	6.2	Wesleyan U	100.4	5.3	Wellesley Coll	102.5	4.4
Wesleyan U	90.2	6.2%	Wesleyan U	93.3	6.2	Williams Coll	94.4	4.5	Williams Coll	97.9	5.4	Williams Coll	101.8	4.7
Williams Coll	90.1	3.8%	Williams Coll	92.5	4.2	Smith Coll	93.8	4.0	Smith Coll	96.2	4.5	Smith Coll	98.2	3.9
Indiana U-Bloom	88.5	3.4%	Indiana U-Bloomington	90.7	3.3	Indiana U-Bloomington	92.4	3.7	Indiana U-Bloomington	94.1	4.0	Mount Holyoke Coll	95.8	4.9
Mount Holyoke C	84.3	3.2%	Mount Holyoke Coll	87.8	4.4	Mount Holyoke Coll	90.0	5.1	Mount Holyoke Coll	92.3	5.1	Indiana U-Bloomington	95.7	3.4
AC Median	93.5		AC Median	100.0		AC Median	102.5		AC Median	98.9		AC Median	101.0	
Group Median	95.2		Group Median	99.5		Group Median	102.4		Group Median	104.0		Group Median	107.1	
Group Mean	98.1		Group Mean	101.5		Group Mean	103.4		Group Mean	106.1		Group Mean	109.3	
ASSISTANT PROFESSORS														
Harvard U	113.3	5.1%	Harvard U	114.5	3.1	Harvard U	113.3	3.2	Harvard U	120.2	5.0	Harvard U	123.7	3.3
Yale U	94.1	4.9%	Yale U	95.9	4.5	Dartmouth Coll	100.1	4.7	Yale U	103.3	3.2	Yale U	108.7	3.4
Dartmouth Coll	89.4	5.4%	Dartmouth Coll	94.0	6.1	Yale U	99.6	3.7	Dartmouth Coll	101.6	4.0	Dartmouth Coll	102.4	4.4
U Michigan-Ann	88.7	3.4%	U Michigan-Ann Arbor	89.6	3.3	U Michigan-Ann Arbor	91.4	3.3	U Virginia	94.9	4.6	Indiana U-Bloomington	96.3	3.3
U Virginia	82.9	1.8%	U Virginia	87.0	6.2	U Virginia	90.6	5.0	U Michigan-Ann Arbor	92.2	3.1	U Virginia	96.0	4.6
Wellesley Coll	80.8	3.9%	Indiana U-Bloomington	81.0	3.9	Indiana U-Bloomington	87.7	4.0	Indiana U-Bloomington	91.8	4.0	U Michigan-Ann Arbor	93.1	3.2
Indiana U-Bloom	80.4	3.7%	Wellesley Coll	82.0	3.7	U Massachusetts-Amherst	85.4	3.9	Amherst Coll	85.9	3.5	U Massachusetts-Amherst	89.5	4.9
Amherst Coll	79.0	5.3%	Amherst Coll	80.8	4.5	Amherst Coll	83.2	5.4	U Massachusetts-Amherst	85.6	6.4	Amherst Coll	87.6	5.4
U Massachusetts	77.8	8.5%	U Massachusetts-Amherst	80.0	6.3	Wellesley Coll	83.2	2.9	Wesleyan U	85.0	4.8	Wesleyan U	86.9	5.2
Williams Coll	76.5	4.1%	Wesleyan U	79.2	5.2	Wesleyan U	81.9	4.7	Wellesley Coll	84.1	3.7	Wellesley Coll	85.7	3.6
Smith Coll	76.4	3.4%	Smith Coll	78.4	3.7	Williams Coll	80.0	5.2	Smith Coll	81.5	3.6	Smith Coll	83.8	4.5
Wesleyan U	76.3	6.7%	Williams Coll	78.2	7.3	Smith Coll	79.4	3.8	Williams Coll	81.4	6.3	Williams Coll	83.2	7.4
Mount Holyoke C	67.8	6.3%	Mount Holyoke Coll	73.2	3.2	Mount Holyoke Coll	74.2	2.4	Mount Holyoke Coll	74.5	4.2	Mount Holyoke Coll	78.9	7.8
AC Median	77.0		AC Median	79.0		AC Median	81.0		AC Median	83.5		AC Median	86.1	
Group Median	80.4		Group Median	82.0		Group Median	85.4		Group Median	89.9		Group Median	93.5	
Group Mean	83.3		Group Mean	85.8		Group Mean	88.5		Group Mean	90.9		Group Mean	93.5	

RANK/ INSTITUTION	FY2017-18 SALARY	RANK/ INSTITUTION	FY2018-19 SALARY	RANK/ INSTITUTION	FY2019-20 SALARY	RANK/ INSTITUTION	FY2020-21 SALARY
PROFESSORS							
Harvard U	245.8	Harvard U	244.3	Harvard U	253.9	Harvard U	254.9
Yale U	214.3	Yale U	230.9	Yale U	242.2	Yale U	234.3
Dartmouth Coll	196.6	Dartmouth Coll	207.8	Dartmouth Coll	216.3	Dartmouth Coll	212.2
U Virginia	177.3	U Virginia	182.6	U of Virginia-Main Campus	185.1	U of Virginia-Main Campus	187.7
U Michigan-Ann Arbor	179.2	U Michigan-Ann Arbor	175.0	U of Michigan-Ann Arbor	178.5	U of Michigan-Ann Arbor	177.1
Wellesley Coll	156.1	Wellesley Coll	160.4	Wellesley Coll	162.7	Wellesley Coll	159.6
U Massachusetts-Amherst	153.4	Wesleyan U	155.8	U of Massachusetts-Amherst	161.2	U of Massachusetts-Amherst	158.7
Wesleyan U	152.6	Amherst Coll	153.1	Wesleyan U	160.2	Wesleyan U	158.5
Amherst Coll	151.8	U Massachusetts-Amherst	152.3	Amherst Coll	156.4	Amherst Coll	155.8
Williams Coll	149.9	Williams Coll	147.9	Williams Coll	152.5	Williams Coll	149.9
Indiana U-Bloomington	142.2	Indiana U-Bloomington	142.1	Indiana U-Bloomington	143.5	Smith Coll	142.1
Smith Coll	141.6	Smith Coll	141.3	Smith Coll	143.4	Indiana U-Bloomington	141.3
Mount Holyoke Coll	125.3	Mount Holyoke Coll	130.7	Mount Holyoke Coll	132.7	Mount Holyoke Coll	131.6
AC Median	146.8	AC Median	150	AC Median	152.4	AC Median	152.4
Group Median	153.4	Group Median	155.8	Group Median	161.2	Group Median	158.7
Group Mean	167.2	Group Mean	171.1	Group Mean	176.1	Group Mean	174.1
ASSOCIATE PROFESSORS							
Harvard U	151.7	Harvard U	144.6	Harvard U	150.8	Harvard U	153.6
Yale U	135.0	Dartmouth Coll	135.8	Yale U	145.7	Yale U	145.0
Dartmouth Coll	128.4	Yale U	134.4	Dartmouth Coll	137.0	Dartmouth Coll	136.4
U Virginia	118.7	U Virginia	120.8	U of Virginia-Main Campus	125.3	U of Virginia-Main Campus	122.2
U Michigan-Ann Arbor	113.2	U Michigan-Ann Arbor	115.8	U of Michigan-Ann Arbor	118.6	U of Michigan-Ann Arbor	118.0
U Massachusetts-Amherst	109.0	Amherst Coll	107.4	U of Massachusetts-Amherst	112.3	U of Massachusetts-Amherst	111.4
Amherst Coll	108.2	Wesleyan U	108.7	Wesleyan U	111.2	Wesleyan U	111.0
Wesleyan U	106.5	Wellesley Coll	107.6	Wellesley Coll	109.1	Amherst Coll	111.8
Wellesley Coll	105.0	U Massachusetts-Amherst	106.6	Amherst Coll	108.2	Wellesley Coll	109.0
Williams Coll	104.0	Williams Coll	106.3	Williams Coll	107.2	Williams Coll	106.0
Smith Coll	97.8	Smith Coll	101.8	Smith Coll	104.6	Smith Coll	103.3
Indiana U-Bloomington	97.3	Indiana U-Bloomington	98.3	Indiana U-Bloomington	102.0	Indiana U-Bloomington	102.9
Mount Holyoke Coll	97.1	Mount Holyoke Coll	96.7	Mount Holyoke Coll	97.8	Mount Holyoke Coll	96.7
AC Median	101.6	AC Median	103.8	AC Median	103.7	AC Median	104.4
Group Median	108.2	Group Median	108.7	Group Median	111.2	Group Median	111.0
Group Mean	113.2	Group Mean	114.3	Group Mean	117.7	Group Mean	117.4
ASSISTANT PROFESSORS							
Harvard U	140.7	Harvard U	134.6	Harvard U	138.6	Harvard U	139.7
Yale U	109.6	Yale U	117.9	Yale U	120.3	Yale U	119.8
Dartmouth Coll	103.9	Dartmouth Coll	104.7	Dartmouth Coll	113.3	Dartmouth Coll	113.2
Indiana U-Bloomington	99.9	Indiana U-Bloomington	104.6	Indiana U-Bloomington	105.5	Indiana U-Bloomington	102.2
U Michigan-Ann Arbor	95.6	U Michigan-Ann Arbor	98.5	U of Michigan-Ann Arbor	100.8	U of Michigan-Ann Arbor	99.9
U Massachusetts-Amherst	91.2	U Virginia	93.5	U of Massachusetts-Amherst	97.1	U of Virginia-Main Campus	98.3
U Virginia	90.6	Amherst Coll	92.0	U of Virginia-Main Campus	97.1	U of Massachusetts-Amherst	96.0
Wesleyan U	89.9	Wesleyan U	91.5	Amherst Coll	94.5	Williams Coll	93.8
Amherst Coll	88.9	U Massachusetts-Amherst	91.4	Williams Coll	93.3	Amherst Coll	93.3
Wellesley Coll	87.7	Wellesley Coll	90.3	Wesleyan U	93.0	Wesleyan U	91.2
Williams Coll	85.4	Williams Coll	89.0	Wellesley Coll	91.0	Wellesley Coll	90.6
Smith Coll	84.8	Smith Coll	86.6	Smith Coll	88.2	Smith Coll	87.0
Mount Holyoke Coll	79.0	Mount Holyoke Coll	79.8	Mount Holyoke Coll	79.9	Mount Holyoke Coll	80.0
AC Median	87.4	AC Median	88.8	AC Median	90.7	AC Median	89.8
Group Median	90.6	Group Median	92.0	Group Median	97.1	Group Median	96.0
Group Mean	95.9	Group Mean	98.0	Group Mean	101.0	Group Mean	100.4

APPENDIX 3: Amherst salaries in comparison to the New Group

New Group Data for 2021-22

Professor	21-22	22-23
Columbia University in the City of New York	288.0	296.5
Stanford University	269.1	289.5
Princeton University	266.1	280.3
Harvard University	262.7	274.9
Massachusetts Institute of Technology	255.6	267.7
University of Pennsylvania	246.3	258.5
Yale University	243.7	261.7
University of California-Los Angeles	240.3	253.0
Dartmouth College	234.6	259.2
Northwestern University	224.2	234.8
Duke University	224.0	235.5
University of California-Berkeley	222.5	232.9
Washington University in St Louis	215.5	200.2
Brown University	197.9	205.8
University of Virginia-Main Campus	194.9	203.5
University of Michigan-Ann Arbor	180.8	189.1
Pomona College	163.2	169.7
Amherst College	163.0	168.7
Wesleyan University	160.4	162.2
Wellesley College	160.1	166.1
University of Massachusetts-Amherst	157.1	156.8
University of North Carolina at Chapel Hill	157.0	167.0
Swarthmore College	156.3	162.9
Williams College	155.9	167.6
Bowdoin College	153.8	158.9
Vassar College	145.7	151.1
Smith College	144.1	148.3
Indiana University-Bloomington	141.7	147.0
Davidson College	141.2	147.5
Carleton College	139.9	148.5
Haverford College	132.8	136.0
Mount Holyoke College	132.4	133.6

Associate	21-22	22-23
Columbia University in the City of New York	194.8	204.8
Stanford University	171.3	187.6
Massachusetts Institute of Technology	168.9	172.7
Harvard University	162.9	175.9
Princeton University	157.8	164.9
University of California-Los Angeles	151.5	160.3
University of Pennsylvania	149.6	156.8
University of California-Berkeley	149.6	156.7
Yale University	148.7	159.8
Dartmouth College	147.6	159.9
Duke University	145.7	152.4
Northwestern University	141.3	148.7
Washington University in St Louis	132.5	136.3
Brown University	130.0	139.1
University of Virginia-Main Campus	125.6	129.8
Bowdoin College	123.7	124.5
Pomona College	123.0	130.0
University of Michigan-Ann Arbor	120.4	125.0
Vassar College	114.9	117.4
Amherst College	114.6	118.9
Wesleyan University	114.3	114.0
Wellesley College	112.6	117.4
Swarthmore College	112.5	119.6
Williams College	111.4	117.5
University of Massachusetts-Amherst	110.5	111.0
Carleton College	107.9	114.6
Smith College	107.7	112.4
Indiana University-Bloomington	106.0	112.5
University of North Carolina at Chapel Hill	104.2	104.8
Haverford College	102.6	106.6
Davidson College	102.5	105.6
Mount Holyoke College	97.6	100.3

Assistant	21-22	22-23
Columbia University in the City of New York	155.6	156.4
Harvard University	149.7	155.4
Massachusetts Institute of Technology	148.4	155.0
University of Pennsylvania	147.9	152.3
Stanford University	140.3	150.8
Princeton University	130.3	135.2
Yale University	126.1	134.4
Duke University	126.0	128.7
University of California-Berkeley	121.6	129.5
Dartmouth College	121.4	123.2
Washington University in St Louis	120.7	122.9
Northwestern University	119.8	125.5
University of California-Los Angeles	117.4	123.6
Brown University	107.5	114.2
University of Michigan-Ann Arbor	102.6	106.9
Indiana University-Bloomington	102.3	104.7
Pomona College	102.0	104.8
University of Virginia-Main Campus	98.0	104.4
Williams College	98.0	105.4
Amherst College	97.6	104.7
University of Massachusetts-Amherst	97.6	98.8
University of North Carolina at Chapel Hill	97.4	95.3
Bowdoin College	96.5	98.3
Wellesley College	94.3	95.9
Wesleyan University	94.0	92.4
Swarthmore College	93.1	98.2
Vassar College	92.4	93.7
Carleton College	89.3	92.7
Smith College	88.8	92.3
Haverford College	86.8	90.6
Davidson College	83.2	85.9
Mount Holyoke College	79.9	87.6

RANK/ INSTITUTION	FY2017-18 SALARY	RANK/ INSTITUTION	FY2018-19 SALARY	RANK/ INSTITUTION	FY2019-20 SALARY	RANK/ INSTITUTION	FY2020-21 SALARY
PROFESSORS							
Columbia U	251.3	Columbia U	259.7	Columbia U in the City of New York	274.7	Columbia U in the City of New York	280.8
Stanford U	246.2	Stanford U	256.1	Stanford U	261.9	Stanford U	260.1
Harvard U	245.8	Princeton U	248.0	Princeton U	255.0	Princeton U	257.6
Princeton U	238.0	Harvard U	244.3	Harvard U	253.9	Harvard U	254.9
Massachusetts Inst Tech	222.8	Massachusetts Inst Tech	232.2	Yale U	242.2	Massachusetts Inst of Tech	239.5
U Pennsylvania	217.3	Yale U	230.9	Massachusetts Inst of Tech	240.4	U of Pennsylvania	236.8
Yale U	214.3	U Pennsylvania	223.6	U of Pennsylvania	237.3	Yale U	234.3
Northwestern U	211.2	Northwestern U	215.2	U of California-Los Angeles	225.0	U of California-Los Angeles	234.2
Duke U	209.7	Duke U	214.2	Duke U	221.5	Duke U	220.6
U California-Los Angeles	204.0	U California-Los Angeles	214.0	Northwestern U	217.2	Northwestern U	217.1
Dartmouth Coll	196.6	Dartmouth Coll	207.8	Dartmouth Coll	216.3	U of California-Berkeley	214.3
Washington U St. Louis	196.6	U California-Berkeley	201.7	U of California-Berkeley	213.1	Washington U in St Louis	212.5
U California-Berkeley	191.2	Washington U St. Louis	201.7	Washington U in St Louis	212.5	Dartmouth Coll	212.2
Brown U	183.9	Brown U	187.7	Brown U	192.4	Brown U	192.0
U Virginia	177.3	U Virginia	182.6	U of Virginia-Main Campus	185.1	U of Virginia-Main Campus	187.7
U Michigan-Ann Arbor	170.2	U Michigan-Ann Arbor	175.0	U of Michigan-Ann Arbor	178.5	U of Michigan-Ann Arbor	177.1
U North Carolina-Chapel Hill	159.3	U North Carolina-Chapel Hill	163.3	Wellesley Coll	162.7	U of North Carolina at Chapel Hill	168.1
Pomona Coll	156.5	Wellesley Coll	160.4	U of North Carolina at Chapel Hill	162.7	Pomona Coll	160.5
Wellesley Coll	156.1	Pomona Coll	159.3	Pomona Coll	161.2	Wellesley Coll	159.6
U Massachusetts-Amherst	153.4	Wesleyan U	155.8	U of Massachusetts-Amherst	161.2	U of Massachusetts-Amherst	158.7
Swarthmore Coll	153.1	Swarthmore Coll	155.2	Wesleyan U	160.2	Wesleyan U	158.5
Wesleyan U	152.6	Amherst Coll	153.2	Swarthmore Coll	158.4	Swarthmore Coll	156.3
Amherst Coll	152.4	U Massachusetts-Amherst	152.3	Amherst Coll	156.2	Amherst Coll	155.8
Williams Coll	146.9	Bowdoin Coll	149.7	Williams Coll	152.8	Williams Coll	149.9
Bowdoin Coll	146.6	Williams Coll	147.9	Bowdoin Coll	149.2	Bowdoin Coll	146.9
Indiana U-Bloomington	142.2	Indiana U-Bloomington	142.1	Vassar Coll	143.7	Vassar Coll	142.8
Smith Coll	141.6	Smith Coll	141.3	Indiana U-Bloomington	143.5	Smith Coll	142.1
Vassar Coll	137.4	Vassar Coll	140.0	Smith Coll	143.4	Carlton Coll	141.3
Carlton Coll	135.9	Carlton Coll	138.1	Carlton Coll	142.3	Indiana U-Bloomington	141.3
Davidson Coll	130.4	Davidson Coll	133.4	Davidson Coll	135.5	Davidson Coll	134.7
Haverford Coll	129.5	Haverford Coll	130.8	Haverford Coll	134.2	Mount Holyoke Coll	131.6
Mount Holyoke Coll	125.3	Mount Holyoke Coll	130.7	Mount Holyoke Coll	132.7	Haverford Coll	131.2
AC Median	146.8	AC Median	150.0	AC Median	152.4	AC Median	152.4
Group Median	164.8	Group Median	169.1	Group Median	170.6	Group Median	172.6
Group Mean	177.9	Group Mean	182.7	Group Mean	188.3	Group Mean	187.8
ASSOCIATE PROFESSORS							
Columbia U	161.2	Columbia U	171.7	Columbia U in the City of New York	180.1	Columbia U in the City of New York	184.7
Stanford U	157.8	Stanford U	163.6	Stanford U	167.7	Stanford U	167.9
Harvard U	151.7	Massachusetts Inst Tech	156.9	Massachusetts Inst of Tech	162.7	Massachusetts Inst of Tech	159.6
Massachusetts Inst Tech	149.1	Princeton U	148.0	Princeton U	154.1	Harvard U	153.5
Princeton U	143.8	Harvard U	144.6	Harvard U	150.8	Harvard U	151.4
U Pennsylvania	140.1	U Pennsylvania	143.9	U of California-Los Angeles	148.9	U of California-Los Angeles	149.3
Duke U	138.8	U California-Los Angeles	142.0	Yale U	145.7	U of Pennsylvania	146.7
Northwestern U	135.4	Duke U	141.4	U of Pennsylvania	145.6	Yale U	145.0
Yale U	135.0	Northwestern U	138.4	Duke U	144.8	U of California-Berkeley	144.0
U California-Los Angeles	133.7	U California-Berkeley	137.7	U of California-Berkeley	142.8	Duke U	142.5
U California-Berkeley	131.5	Dartmouth Coll	135.8	Northwestern U	140.6	Northwestern U	138.9
Dartmouth Coll	128.4	Yale U	134.4	Dartmouth Coll	137.0	Dartmouth Coll	136.4
Washington U St. Louis	124.4	Brown U	124.4	Washington U in St Louis	128.4	Washington U in St Louis	131.2
Brown U	120.1	Washington U St. Louis	123.8	Brown U	126.6	Brown U	125.7
U Virginia	118.7	U Virginia	120.8	U of Virginia-Main Campus	125.3	U of Virginia-Main Campus	122.2
Pomona Coll	114.1	Pomona Coll	115.9	Pomona Coll	119.6	Pomona Coll	120.0
U Michigan-Ann Arbor	113.2	U Michigan-Ann Arbor	115.8	U of Michigan-Ann Arbor	118.6	U of Michigan-Ann Arbor	118.0
U Massachusetts-Amherst	109.0	Vassar Coll	110.4	Bowdoin Coll	114.1	Bowdoin Coll	113.7
Swarthmore Coll	108.7	Swarthmore Coll	110.2	Swarthmore Coll	112.9	Vassar Coll	111.5
Amherst Coll	108.2	Bowdoin Coll	110.2	Vassar Coll	112.7	Swarthmore Coll	111.5
Bowdoin Coll	107.5	Amherst Coll	102.1	U of Massachusetts-Amherst	112.3	U of Massachusetts-Amherst	111.4
Wesleyan U	106.5	Wesleyan U	108.7	Wesleyan U	111.2	Wesleyan U	111.0
U North Carolina-Chapel Hill	105.7	Wellesley Coll	107.6	Wellesley Coll	109.1	Amherst Coll	111.0
Vassar Coll	105.5	U Massachusetts-Amherst	106.6	Amherst Coll	108.6	Wellesley Coll	109.0
Wellesley Coll	105.0	U North Carolina-Chapel Hill	106.3	Williams Coll	107.2	Carlton Coll	107.2
Williams Coll	104.0	Williams Coll	106.3	Carlton Coll	106.9	U of North Carolina at Chapel Hill	107.0
Carlton Coll	101.2	Smith Coll	101.8	U of North Carolina at Chapel Hill	104.8	Williams Coll	106.0
Haverford Coll	99.0	Carlton Coll	101.4	Smith Coll	104.6	Smith Coll	103.3
Davidson Coll	98.8	Haverford Coll	101.0	Indiana U-Bloomington	102.0	Indiana U-Bloomington	102.9
Smith Coll	97.8	Indiana U-Bloomington	98.3	Davidson Coll	101.3	Haverford Coll	101.0
Indiana U-Bloomington	97.3	Davidson Coll	98.0	Haverford Coll	100.1	Davidson Coll	98.2
Mount Holyoke Coll	97.1	Mount Holyoke Coll	96.7	Mount Holyoke Coll	97.8	Mount Holyoke Coll	96.7
AC Median	101.6	AC Median	103.8	AC Median	103.7	AC Median	104.4
Group Median	113.7	Group Median	115.9	Group Median	119.1	Group Median	119.0
Group Mean	120.2	Group Mean	122.9	Group Mean	126.4	Group Mean	126.2
ASSISTANT PROFESSORS							
Harvard U	140.7	Stanford U	137.0	Columbia U in the City of New York	142.1	Columbia U in the City of New York	152.7
Stanford U	131.6	Harvard U	134.6	Massachusetts Inst of Tech	138.8	U of Pennsylvania	140.3
U Pennsylvania	130.3	U Pennsylvania	132.6	Stanford U	138.8	Harvard U	139.7
Columbia U	126.2	Massachusetts Inst Tech	132.1	Harvard U	138.6	Massachusetts Inst of Tech	137.8
Massachusetts Inst Tech	124.5	Columbia U	130.2	U of Pennsylvania	136.5	Stanford U	136.0
Northwestern U	116.7	Duke U	121.9	Duke U	123.5	Princeton U	124.2
Princeton U	115.2	Princeton U	118.4	Princeton U	122.4	Duke U	123.4
Duke U	114.1	Yale U	117.9	Yale U	120.3	Northwestern U	120.4
U California-Berkeley	111.0	Northwestern U	117.2	Northwestern U	119.0	Yale U	119.8
Washington U St. Louis	110.4	U California-Berkeley	115.4	U of California-Berkeley	118.2	U of California-Berkeley	116.3
Yale U	109.6	Washington U St. Louis	114.4	Washington U in St Louis	116.0	Washington U in St Louis	114.5
U California-Los Angeles	106.0	U California-Los Angeles	108.6	Dartmouth Coll	113.3	U of California-Los Angeles	114.4
Dartmouth Coll	103.9	Dartmouth Coll	104.7	U of California-Los Angeles	111.1	Dartmouth Coll	113.2
Indiana U-Bloomington	99.9	Indiana U-Bloomington	104.6	Indiana U-Bloomington	105.5	U of North Carolina at Chapel Hill	103.2
Brown U	97.4	U North Carolina-Chapel Hill	101.9	U of North Carolina at Chapel Hill	104.1	Indiana U-Bloomington	102.2
U North Carolina-Chapel Hill	95.7	Brown U	99.7	Brown U	102.1	Brown U	101.7
U Michigan-Ann Arbor	95.6	U Michigan-Ann Arbor	98.5	U of Michigan-Ann Arbor	100.8	U of Michigan-Ann Arbor	99.9
Pomona Coll	93.3	Pomona Coll	96.1	Pomona Coll	97.5	Pomona Coll	98.6
U Massachusetts-Amherst	91.2	U Virginia	93.5	U of Massachusetts-Amherst	97.1	U of Virginia-Main Campus	98.3
U Virginia	90.6	Amherst Coll	92.0	U of Virginia-Main Campus	97.1	U of Massachusetts-Amherst	96.0
Wesleyan U	89.9	Wesleyan U	91.5	Amherst Coll	94.2	Williams Coll	93.8
Amherst Coll	88.9	U Massachusetts-Amherst	91.4	Williams Coll	93.3	Amherst Coll	93.3
Wellesley Coll	87.7	Wellesley Coll	90.3	Wesleyan U	93.0	Bowdoin Coll	91.4
Bowdoin Coll	87.4	Williams Coll	89.0	Bowdoin Coll	92.4	Wesleyan U	91.2
Williams Coll	85.4	Bowdoin Coll	88.6	Wellesley Coll	91.0	Wellesley Coll	90.6
Vassar Coll	84.9	Vassar Coll	87.3	Carlton Coll	90.4	Vassar Coll	89.3
Smith Coll	84.8	Carlton Coll	86.6	Vassar Coll	90.1	Carlton Coll	88.5
Swarthmore Coll	84.4	Smith Coll	86.6	Swarthmore Coll	88.5	Swarthmore Coll	87.7
Carlton Coll	83.7	Swarthmore Coll	85.5	Smith Coll	85.5	Smith Coll	87.0
Haverford Coll	80.9	Haverford Coll	83.2	Haverford Coll	85.4	Haverford Coll	85.0
Mount Holyoke Coll	79.0	Mount Holyoke Coll	79.8	Davidson Coll	82.9	Mount Holyoke Coll	80.0
Davidson Coll	74.8	Davidson Coll	73.6	Mount Holyoke Coll	79.9	Davidson Coll	79.9
AC Median	87.4	AC Median	88.8	AC Median	90.7	AC Median	89.8
Group Median	95.7	Group Median	99.1	Group Median	101.5	Group Median	100.8
Group Mean	100.5	Group Mean	103.3	Group Mean	106.7	Group Mean	106.6

APPENDIX 4: Grouping of departments and programs by discipline

Humanities	Physical and Life Sciences	Social Sciences
AMST	ASTR	ANSO
ARAB	BCBP	ANTH
ARAH	BIOL	ECON
ARCH	CHEM	POSC
ARHA	COSC	PSYC
ASLC	GEOL	SOCI
BLST	MATH	
CHIN	NEUR	
CLAS	PHYS	
ENGL	STAT	
ENST		
EUST		
FAMS		
FIAR		
FREN		
GERM		
GREE		
HIST		
JAPA		
LATI		
LJST		
MUSI		
PHIL		
RELI		
RUSS		
SPAN		
SWAGS		
THDA		

APPENDIX 5: Average Years in Rank for Tenure-Line Faculty

Average Number of Years in Rank for Full-time, Tenure-line Faculty (2009-2021)

