

## Traditional Group

ACTUAL FY2012-13			ACTUAL FY2013-14			ACTUAL FY2014-15		
MEAN SALARY \$1,000s		%INC	MEAN SALARY \$1,000s		%INC	MEAN SALARY \$1,000s		%INC
<b>PROFESSORS</b>			<b>PROFESSORS</b>			<b>PROFESSORS</b>		
Harvard U	203.0	3.6%	Harvard U	207.1	3.2	Harvard U	213.5	3.6
Yale U	186.2	3.5%	Yale U	192.2	3.2	Yale U	198.4	3.0
Dartmouth Coll	167.4	4.3%	Dartmouth Coll	174.0	4.6	Dartmouth Coll	178.6	3.2
Wellesley Coll	152.2	3.6%	U Michigan-Ann Arbor	156.9	3.6	U Michigan-Ann Arbor	160.9	3.1
U Michigan-Ann Arbor	148.6	3.5%	Wellesley Coll	154.1	2.4	U Virginia	156.9	5.0
U Virginia	143.1	1.3%	U Virginia	150.8	6.5	Wellesley Coll	154.3	1.8
<b>Amherst Coll</b>	<b>137.7</b>	<b>4.2%</b>	<b>Amherst Coll</b>	<b>140.0</b>	<b>4.2</b>	<b>Amherst Coll</b>	<b>145.1</b>	<b>4.0</b>
Williams Coll	137.1	3.0%	Williams Coll	140.0	2.9	Wesleyan U	141.5	4.7
Wesleyan U	133.6	4.1%	U Massachusetts-Amherst	136.9	5.1	Williams Coll	141.2	3.1
Smith Coll	132.7	3.6%	Wesleyan U	136.3	4.4	U Massachusetts-Amherst	139.2	1.9
Indiana U-Bloomington	131.9	2.6%	Smith Coll	134.9	3.2	Smith Coll	136.2	3.5
U Massachusetts-Amherst	131.0	7.2%	Indiana U-Bloomington	132.6	2.4	Indiana U-Bloomington	135.0	2.5
Mount Holyoke Coll	117.1	2.0%	Mount Holyoke Coll	117.7	2.2	Mount Holyoke Coll	118.7	2.6
<b>AC Median</b>	<b>132.8</b>		<b>AC Median</b>	<b>137.5</b>		<b>AC Median</b>	<b>140.0</b>	
<b>Group Median</b>	<b>137.7</b>		<b>Group Median</b>	<b>140.0</b>		<b>Group Median</b>	<b>145.1</b>	
<b>Group Mean</b>	<b>147.8</b>		<b>Group Mean</b>	<b>151.8</b>		<b>Group Mean</b>	<b>155.3</b>	
<b>ASSOCIATE</b>			<b>ASSOCIATE</b>			<b>ASSOCIATE</b>		
Harvard U	118.9	9.0%	Harvard U	123.8	2.7	Harvard U	128.1	3.5
Yale U	113.0	7.5%	Yale U	118.3	7.0	Yale U	117.3	5.0
Dartmouth Coll	111.5	5.0%	Dartmouth Coll	113.6	5.5	Dartmouth Coll	113.2	4.1
Wellesley Coll	101.6	3.6%	U Michigan-Ann Arbor	103.9	3.6	U Michigan-Ann Arbor	106.8	4.4
U Michigan-Ann Arbor	101.0	3.8%	Wellesley Coll	103.4	4.1	U Virginia	104.9	5.9
<b>Amherst Coll</b>	<b>95.8</b>	<b>5.6%</b>	<b>Amherst Coll</b>	<b>101.1</b>	<b>7.8</b>	<b>Amherst Coll</b>	<b>104.7</b>	<b>6.4</b>
U Massachusetts-Amherst	95.2	8.6%	U Virginia	99.5	7.9	Wellesley Coll	102.4	3.4
U Virginia	93.7	2.0%	U Massachusetts-Amherst	98.0	5.9	U Massachusetts-Amherst	98.8	3.4
Smith Coll	91.8	3.8%	Smith Coll	93.3	3.6	Wesleyan U	97.7	6.2
Wesleyan U	90.2	6.2%	Wesleyan U	93.3	6.2	Williams Coll	94.4	4.5
Williams Coll	90.1	3.8%	Williams Coll	92.5	4.2	Smith Coll	93.8	4.0
Indiana U-Bloomington	88.5	3.4%	Indiana U-Bloomington	90.7	3.3	Indiana U-Bloomington	92.4	3.7
Mount Holyoke Coll	84.3	3.2%	Mount Holyoke Coll	87.8	4.4	Mount Holyoke Coll	90.0	5.1
<b>AC Median</b>	<b>93.5</b>		<b>AC Median</b>	<b>100.0</b>		<b>AC Median</b>	<b>102.5</b>	
<b>Group Median</b>	<b>95.2</b>		<b>Group Median</b>	<b>99.5</b>		<b>Group Median</b>	<b>102.4</b>	
<b>Group Mean</b>	<b>98.1</b>		<b>Group Mean</b>	<b>101.5</b>		<b>Group Mean</b>	<b>103.4</b>	
<b>ASSISTANT</b>			<b>ASSISTANT</b>			<b>ASSISTANT</b>		
Harvard U	113.3	5.1%	Harvard U	114.5	3.1	Harvard U	113.3	3.2
Yale U	94.1	4.9%	Yale U	95.9	4.5	Dartmouth Coll	100.1	4.7
Dartmouth Coll	89.4	5.4%	Dartmouth Coll	94.0	6.1	Yale U	99.6	3.7
U Michigan-Ann Arbor	88.7	3.4%	U Michigan-Ann Arbor	89.6	3.3	U Michigan-Ann Arbor	91.4	3.3
U Virginia	82.9	1.8%	U Virginia	87.0	6.2	U Virginia	90.6	5.0
Wellesley Coll	80.8	3.9%	Indiana U-Bloomington	83.0	3.9	Indiana U-Bloomington	87.7	4.0
Indiana U-Bloomington	80.4	3.7%	Wellesley Coll	82.0	3.7	U Massachusetts-Amherst	85.4	3.9
<b>Amherst Coll</b>	<b>79.0</b>	<b>5.3%</b>	<b>Amherst Coll</b>	<b>80.8</b>	<b>4.5</b>	<b>Amherst Coll</b>	<b>83.7</b>	<b>5.1</b>
U Massachusetts-Amherst	77.8	8.5%	U Massachusetts-Amherst	80.0	6.3	Wellesley Coll	83.2	2.9
Williams Coll	76.5	4.1%	Wesleyan U	79.2	5.2	Wesleyan U	81.9	4.7
Smith Coll	76.4	3.4%	Smith Coll	78.4	3.7	Williams Coll	80.0	5.2
Wesleyan U	76.3	6.7%	Williams Coll	78.2	7.3	Smith Coll	79.4	3.8
Mount Holyoke Coll	67.8	6.3%	Mount Holyoke Coll	73.2	3.2	Mount Holyoke Coll	74.2	2.4
<b>AC Median</b>	<b>77.0</b>		<b>AC Median</b>	<b>79.0</b>		<b>AC Median</b>	<b>81.0</b>	
<b>Group Median</b>	<b>80.4</b>		<b>Group Median</b>	<b>82.0</b>		<b>Group Median</b>	<b>85.4</b>	
<b>Group Mean</b>	<b>83.3</b>		<b>Group Mean</b>	<b>85.8</b>		<b>Group Mean</b>	<b>88.5</b>	

## Liberal Arts Group (New)

ACTUAL FY2012-13 MEAN SALARY \$1,000s		ACTUAL FY2013-14 MEAN SALARY \$1,000s		ACTUAL FY2014-15 MEAN SALARY \$1,000s	
<b>PROFESSORS</b>		<b>PROFESSORS</b>		<b>PROFESSORS</b>	
Wellesley Coll	152.2	Wellesley Coll	154.1	Wellesley Coll	154.3
Pomona Coll	142.8	Pomona Coll	145.9	Pomona Coll	148.6
Swarthmore Coll	137.8	Swarthmore Coll	140.7	<u>Amherst Coll</u>	<u>145.1</u>
<u>Amherst Coll</u>	<u>137.7</u>	<u>Amherst Coll</u>	<u>140.0</u>	Williams Coll	141.2
Williams Coll	137.1	Williams Coll	140.0	Swarthmore Coll	141.0
Smith Coll	132.7	Bowdoin Coll	135.1	Bowdoin Coll	137.3
Bowdoin Coll	131.2	Smith Coll	134.9	Smith Coll	136.2
Vassar Coll	128.8	Vassar Coll	130.6	Middlebury Coll	133.6
Middlebury Coll	128.6	Middlebury Coll	129.8	Vassar Coll	131.2
Davidson Coll	120.0	Davidson Coll	124.6	Davidson Coll	128.2
Haverford Coll	119.8	Carleton Coll	121.6	Carleton Coll	125.4
Carleton	119.7	Haverford Coll	120.0	Haverford Coll	123.5
<b>AC Median</b>	<b>132.8</b>	<b>AC Median</b>	<b>137.5</b>	<b>AC Median</b>	<b>140.0</b>
<b>Group Median</b>	<b>132.0</b>	<b>Group Median</b>	<b>135.0</b>	<b>Group Median</b>	<b>136.8</b>
<b>Group Mean</b>	<b>132.4</b>	<b>Group Mean</b>	<b>134.8</b>	<b>Group Mean</b>	<b>137.1</b>
<b>ASSOCIATE</b>		<b>ASSOCIATE</b>		<b>ASSOCIATE</b>	
Wellesley Coll	101.6	Wellesley Coll	103.4	Pomona Coll	105.6
Pomona Coll	99.5	Pomona Coll	101.9	<u>Amherst Coll</u>	<u>104.7</u>
Swarthmore Coll	96.6	<u>Amherst Coll</u>	<u>101.1</u>	Wellesley Coll	102.4
<u>Amherst Coll</u>	<u>95.8</u>	Swarthmore Coll	97.6	Bowdoin Coll	99.3
Bowdoin Coll	94.9	Bowdoin Coll	96.9	Swarthmore Coll	98.6
Vassar Coll	94.6	Vassar Coll	95.3	Vassar Coll	97.3
Haverford Coll	93.2	Middlebury Coll	93.6	Middlebury Coll	96.6
Smith Coll	91.8	Haverford Coll	93.5	Haverford Coll	95.4
Williams Coll	90.1	Smith Coll	93.3	Davidson Coll	94.9
Middlebury Coll	89.6	Williams Coll	92.5	Williams Coll	94.4
Davidson Coll	89.3	Davidson Coll	92.0	Smith Coll	93.8
Carleton	87.3	Carleton Coll	88.3	Carleton Coll	90.3
<b>AC Median</b>	<b>93.5</b>	<b>AC Median</b>	<b>100.0</b>	<b>AC Median</b>	<b>102.5</b>
<b>Group Median</b>	<b>93.9</b>	<b>Group Median</b>	<b>94.5</b>	<b>Group Median</b>	<b>97.0</b>
<b>Group Mean</b>	<b>93.7</b>	<b>Group Mean</b>	<b>95.8</b>	<b>Group Mean</b>	<b>97.8</b>
<b>ASSISTANT</b>		<b>ASSISTANT</b>		<b>ASSISTANT</b>	
Wellesley Coll	80.8	Wellesley Coll	82.0	<u>Amherst Coll</u>	<u>83.7</u>
Vassar Coll	79.3	<u>Amherst Coll</u>	<u>80.8</u>	Wellesley Coll	83.2
<u>Amherst Coll</u>	<u>79.0</u>	Vassar Coll	80.8	Pomona Coll	82.8
Williams Coll	76.5	Pomona Coll	80.0	Vassar Coll	82.0
Smith Coll	76.4	Swarthmore Coll	78.7	Bowdoin Coll	80.8
Middlebury Coll	75.9	Smith Coll	78.4	Middlebury Coll	80.4
Swarthmore Coll	75.4	Williams Coll	78.2	Williams Coll	80.0
Pomona Coll	75.1	Middlebury Coll	78.1	Smith Coll	79.4
Bowdoin Coll	74.3	Bowdoin Coll	76.1	Swarthmore Coll	78.9
Haverford Coll	73.7	Carleton Coll	74.6	Carleton Coll	77.3
Carleton	72.6	Davidson Coll	73.5	Haverford Coll	74.7
Davidson Coll	69.3	Mount Holyoke Coll	73.2	Davidson Coll	73.3
<b>AC Median</b>	<b>77.0</b>	<b>AC Median</b>	<b>79.0</b>	<b>AC Median</b>	<b>81.0</b>
<b>Group Median</b>	<b>75.7</b>	<b>Group Median</b>	<b>78.3</b>	<b>Group Median</b>	<b>80.2</b>
<b>Group Mean</b>	<b>75.7</b>	<b>Group Mean</b>	<b>77.9</b>	<b>Group Mean</b>	<b>79.7</b>

## Liberal Arts Group (Old)

ACTUAL FY2012-13			ACTUAL FY2013-14			ACTUAL FY2014-15		
MEAN SALARY \$1,000s	%INC		MEAN SALARY \$1,000s	%INC		MEAN SALARY \$1,000s	%INC	
<b>FULL</b>			<b>FULL</b>			<b>FULL</b>		
Wellesley Coll	152.2	3.6%	Wellesley Coll	154.1	2.4	Wellesley Coll	154.3	1.8
Pomona Coll	142.8	3.7%	Pomona Coll	145.9	2.7	Pomona Coll	148.6	2.5
Swarthmore Coll	137.8	5.1%	Swarthmore Coll	140.7	3.3	<b>Amherst Coll</b>	<b>145.1</b>	<b>4.0</b>
<b>Amherst Coll</b>	<b>137.7</b>	<b>4.2%</b>	<b>Amherst Coll</b>	<b>140.0</b>	<b>4.2</b>	Wesleyan U	141.5	4.7
Williams Coll	137.1	3.0%	Williams Coll	140.0	2.9	Williams Coll	141.2	3.1
Wesleyan U	133.6	4.1%	Wesleyan U	136.3	4.4	Swarthmore Coll	141.0	2.5
Smith Coll	132.7	3.6%	Bowdoin Coll	135.1	3.6	Bowdoin Coll	137.3	3.7
Bowdoin Coll	131.2	3.8%	Smith Coll	134.9	3.2	Smith Coll	136.2	3.5
Davidson Coll	120.0	4.8%	Davidson Coll	124.6	4.0	Davidson Coll	128.2	5.1
Haverford Coll	119.8	2.7%	Carleton Coll	121.6	3.7	Carleton Coll	125.4	5.1
Carleton	119.7	2.8%	Haverford Coll	120.0	2.3	Haverford Coll	123.5	2.7
Mount Holyoke	117.1	2.0%	Mount Holyoke	117.7	2.2	Mount Holyoke	118.7	2.6
<b>AC Median</b>	<b>132.8</b>		<b>AC Median</b>	<b>137.5</b>		<b>AC Median</b>	<b>140.0</b>	
<b>Group Median</b>	<b>133.2</b>		<b>Group Median</b>	<b>135.7</b>		<b>Group Median</b>	<b>139.2</b>	
<b>Group Mean</b>	<b>131.8</b>		<b>Group Mean</b>	<b>134.2</b>		<b>Group Mean</b>	<b>136.8</b>	
<b>ASSOCIATE</b>			<b>ASSOCIATE</b>			<b>ASSOCIATE</b>		
Wellesley Coll	101.6	3.6%	Wellesley Coll	103.4	4.1	Pomona Coll	105.6	4.0
Pomona Coll	99.5	4.3%	Pomona Coll	101.9	3.2	<b>Amherst Coll</b>	<b>104.7</b>	<b>6.4</b>
Swarthmore Coll	96.6	5.2%	<b>Amherst Coll</b>	<b>101.1</b>	<b>7.8</b>	Wellesley Coll	102.4	3.4
<b>Amherst Coll</b>	<b>95.8</b>	<b>5.6%</b>	Swarthmore Coll	97.6	3.1	Bowdoin Coll	99.3	4.3
Bowdoin Coll	94.9	3.9%	Bowdoin Coll	96.9	4.3	Swarthmore Coll	98.6	3.9
Haverford Coll	93.2	2.7%	Haverford Coll	93.5	2.5	Wesleyan U	97.7	6.2
Smith Coll	91.8	3.8%	Smith Coll	93.3	3.6	Haverford Coll	95.4	3.2
Wesleyan U	90.2	6.2%	Wesleyan U	93.3	6.2	Davidson Coll	94.9	5.6
Williams Coll	90.1	3.8%	Williams Coll	92.5	4.2	Williams Coll	94.4	4.5
Davidson Coll	89.3	5.2%	Davidson Coll	92.0	5.8	Smith Coll	93.8	4.0
Carleton	87.3	7.6%	Carleton Coll	88.3	3.6	Carleton Coll	90.3	5.6
Mount Holyoke	84.3	3.2%	Mount Holyoke	87.8	4.4	Mount Holyoke	90.0	5.1
<b>AC Median</b>	<b>93.5</b>		<b>AC Median</b>	<b>100.0</b>		<b>AC Median</b>	<b>102.5</b>	
<b>Group Median</b>	<b>92.5</b>		<b>Group Median</b>	<b>93.4</b>		<b>Group Median</b>	<b>96.6</b>	
<b>Group Mean</b>	<b>92.9</b>		<b>Group Mean</b>	<b>95.1</b>		<b>Group Mean</b>	<b>97.3</b>	
<b>ASSISTANT</b>			<b>ASSISTANT</b>			<b>ASSISTANT</b>		
Wellesley Coll	80.8	3.9%	Wellesley Coll	82.0	3.7	<b>Amherst Coll</b>	<b>83.7</b>	<b>5.1</b>
<b>Amherst Coll</b>	<b>79.0</b>	<b>5.3%</b>	<b>Amherst Coll</b>	<b>80.8</b>	<b>4.5</b>	Wellesley Coll	83.2	2.9
Williams Coll	76.5	4.1%	Pomona Coll	80.0	6.9	Pomona Coll	82.8	5.5
Smith Coll	76.4	3.4%	Wesleyan U	79.2	5.2	Wesleyan U	81.9	4.7
Wesleyan U	76.3	6.7%	Swarthmore Coll	78.7	6.2	Bowdoin Coll	80.8	6.2
Swarthmore Coll	75.4	5.7%	Smith Coll	78.4	3.7	Williams Coll	80.0	5.2
Pomona Coll	75.1	6.8%	Williams Coll	78.2	7.3	Smith Coll	79.4	3.8
Bowdoin Coll	74.3	3.8%	Bowdoin Coll	76.1	5.6	Swarthmore Coll	78.9	2.6
Haverford Coll	73.7	3.6%	Carleton Coll	74.6	3.6	Carleton Coll	77.3	5.6
Carleton	72.6	3.6%	Davidson Coll	73.5	8.3	Haverford Coll	74.7	3.5
Davidson Coll	69.3	7.3%	Mount Holyoke	73.2	3.2	Mount Holyoke	74.2	2.4
Mount Holyoke	67.8	6.3%	Haverford Coll	72.2	3.8	Davidson Coll	73.3	6.1
<b>AC Median</b>	<b>77.0</b>		<b>AC Median</b>	<b>79.0</b>		<b>AC Median</b>	<b>81.0</b>	
<b>Group Median</b>	<b>75.3</b>		<b>Group Median</b>	<b>78.3</b>		<b>Group Median</b>	<b>79.7</b>	
<b>Group Mean</b>	<b>74.8</b>		<b>Group Mean</b>	<b>77.2</b>		<b>Group Mean</b>	<b>79.2</b>	